



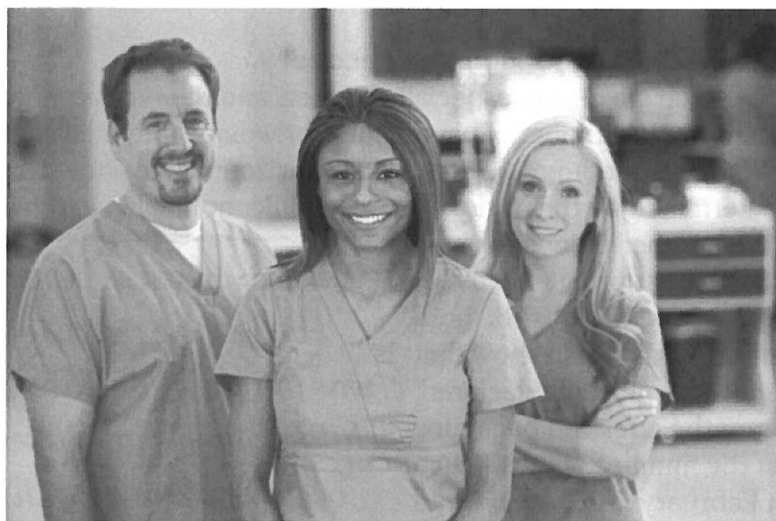
Briefing Paper

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Women and Men in the Recovery: Where the Jobs Are Women Catching Up in Year Three

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Overview

While the number of jobs dropped steeply, particularly for men, in the Great Recession, slow job growth has characterized the recovery. In the first two years of the recovery, men saw faster job growth than women. But in the third year of the recovery, women's job growth has begun to catch up with men's. As of June 2012, men have regained 46.2 percent of the jobs they lost since the start of the recession and women have regained 38.7 percent of the jobs they lost.

This job growth can be attributed to growth in the private sector, while the public sector has been contracting considerably. In the recovery, women and men have gained the most jobs in Professional and Business Services (1.4 million jobs added in the recovery), Education and Health Services (1.1 million jobs added), and Leisure and Hospitality (509,000 jobs added). In contrast, women and men have lost the largest number of jobs in Government (633,000 jobs lost in the recovery), Construction (493,000 jobs lost), and Information (159,000 jobs lost). Examining industries by gender, we see that women, who are more concentrated in Government than men, have been hit harder by job losses there. However, strong growth in (non-government) Education and Health Services, the largest industry for women's employment, buoyed their overall employment numbers in the recovery.

The economy is expected to continue to grow at a modest rate. According to the Bureau of Labor Statistics projections for the years 2010 to 2020, most of the industries with the biggest job growth in the recovery thus far will continue to have the strongest growth in the future, including Health Care and Social Assistance, Educational Services, Professional and Business Services, and Transportation and Warehousing. Construction, which began to grow in the third year of the recovery, is also expected to have a high jobs growth rate through 2020 (U.S. Department of Labor 2012c).

In the first two years of the recovery, men saw faster job growth than women. But in the third year of the recovery, women's job growth has begun to catch up with men's.

Currently, a significant share of women's employment is concentrated in several of these industries, and women will likely benefit from their expected growth. Nevertheless, a continued lack of growth in public sector jobs would be worrisome and would continue to put downward pressure on women's employment opportunities.

Employment and Unemployment in the Recovery

Unemployment for women and men has declined in the recovery.

When the Great Recession officially ended in June 2009, the month that marks the bottom of the business cycle, the unemployment rate was 10.6 percent for men and 8.3 percent for women. Since then, the unemployment rate for women has dropped slightly, falling to 8.0 percent in June 2012. Men's unemployment rate has decreased considerably more, falling from 10.6 percent to 8.4 percent. As of June 2012, which marks the end of the third year of the recovery, the total unemployment rate is 8.2 percent; 12.7 million workers remain unemployed, including 5.8 million women and 7.0 million men (U.S. Department of Labor 2012a).

Women and men have slowly been gaining back jobs in the recovery.

The Great Recession was characterized by steep job losses, especially for men, and the recovery has been characterized by slow gains. Figure 1 shows the number of payroll jobs for women and men each month from about a year before the recession began to June 2012. The black horizontal line shows the timing and duration of the recession (as determined by the National Bureau of Economic Research).¹ The data displayed show steep drops in the number of jobs for men and women, especially in the fall of 2008 and early spring of 2009 for men, followed by a slow and fairly steady increase in jobs for both genders with men's gains outpacing women's. The data also show that men's job losses began before the recession was officially declared, while women's job losses began several months after the beginning of the recession. Similarly, the recovery in the number of jobs began earlier for men (after their jobs trough in February 2010) than it did for women (after their jobs trough in September 2010), but for both women and men the jobs recovery began months after the recession was declared to be at an end (Figure 1). Although the recovery remains slow for both women and men, job growth is ongoing for both.

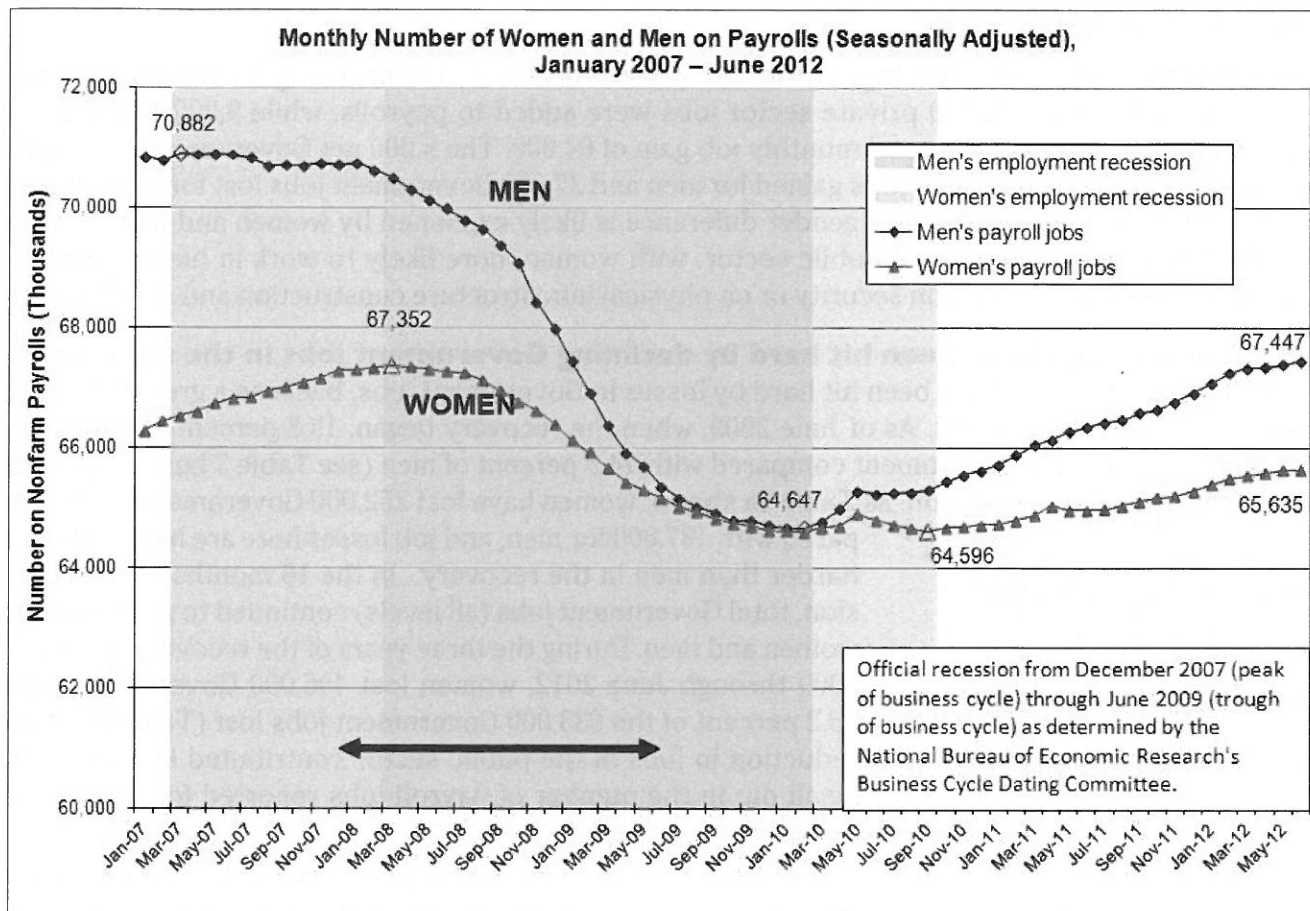
To measure employment progress in the recovery, Table 1 presents the percentage of the jobs men and women lost in the recession that have been regained one, two, and three years after the recession officially ended.² In the first two years of the recovery, men saw faster job growth. Women's recovery has begun to catch up with men's. In June 2012, three years after the recession officially ended, women have regained 38.7 percent of the jobs they lost in the recession and men have regained 46.2 percent. Women's gains in the third year of the recovery, relative to men's, can be attributed in part to the strong growth for women in Education and Health Services jobs, an industry largely dominated by women, and in Leisure and Hospitality, a gender-integrated industry, along with slightly slower growth for men in year three of the recovery compared with their job growth in year two (see Tables 5a and 5b below).

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¹ The business cycle, as established by the National Bureau of Economic Research, is determined by weighing several economic indicators (<http://www.nber.org/cycles/sept2010.html>), such that the peaks and troughs of employment numbers do not always correspond with those of the business cycle.

² The jobs lost are measured from December 2007, the beginning of the recession, to the job troughs for each gender (February 2010 for men and September 2010 for women). Job gains are measured from the troughs for each gender to the present. The percent recovered equals gains/losses.

Figure 1. Job Loss and Job Growth for Women and Men in the Recession and Recovery



Source: IWPR analysis of U.S. Department of Labor 2012b (Bureau of Labor Statistics, Current Employment Statistics).

Table 1. Rates of Job Recovery for Women and Men

Percentage of Lost Jobs Recovered			
	One Year After Official End of Recession (June 2010)	Two Years After Official End of Recession (June 2011)	Three Years After Official End of Recession (June 2012)
Women	women still losing jobs	13.8%	38.7%
Men	9.6%	28.1%	45.2%

Notes: This table displays the percent of jobs lost in the recession that have been regained one, two, and three years after the official end of the recession. The jobs lost in the recession are measured from December 2007, the beginning of the recession, to the jobs trough for each gender (February 2010 for men and September 2010 for women). Job gains are measured from the troughs for each gender to June of the year shown. The percent recovered equals gains/losses.

June 2012 figures are preliminary; final numbers will be released by the Bureau of Labor Statistics (BLS) in September 2012.

Source: IWPR analysis of U.S. Department of Labor 2012b (Bureau of Labor Statistics, Current Employment Statistics).

Where Women and Men are Gaining (and Not Gaining) Jobs: A Look at Industries

The private sector is growing, while the public sector is contracting in the recovery.

In June 2012 alone, 73,000 private sector jobs were added to payrolls, while 9,000 Government jobs were lost, resulting in a total monthly job gain of 64,000. The 9,000 net Government jobs lost is the sum of 18,000 Government jobs gained for men and 27,000 Government jobs lost for women (U.S. Department of Labor 2012b). The gender difference is likely explained by women and men working in different types of jobs in the public sector, with women more likely to work in human services and men more likely to work in security or on physical infrastructure construction and maintenance.

Women and men have been hit hard by declining Government jobs in the recovery.

Women in particular have been hit hard by losses in Government jobs, because a greater share of women work in Government. As of June 2009, when the recovery began, 19.8 percent of all women on payrolls worked in Government compared with 14.8 percent of men (see Table 3 below). Overall, since the start of the recession, as Table 2a shows, women have lost 252,000 Government jobs, compared with 187,000 for men, and job losses here are hitting women

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harder than men in the recovery. In the 18 months of the recession, total Government jobs (all levels) continued to grow for both women and men. During the three years of the recovery, from July 2009 through June 2012, women lost 406,000 Government jobs, 63.2 percent of the 633,000 Government jobs lost (Table 2a). This reduction in jobs in the public sector contributed in part to the small dip in the number of payroll jobs reported for women between June and September of 2010.

The large cuts in Government jobs seen in the present recovery stand in strong contrast to the Government jobs added in the aftermath of the 2001 recession, when 366,000 Government jobs (largely at the local level) were added in the three years following the recession's official end (Table 2b).

Since the start of the Great Recession in 2007, Government jobs have declined, in total, by 439,000, whereas Government jobs were up by 747,000 from the start of the 2001 recession through a comparable length of time following that recession (Table 2a and Table 2b). At the very least, if Government spending were not contracting, an additional 439,000 people would likely be employed today.

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Table 2a. Women's and Men's Jobs in Government, by Level of Government, 2007 – 2012

Change in Number of Government Jobs on Payrolls During the Great Recession and Recovery					
Women			Men		Total
Recession					
December 2007 – June 2009	Federal	41,000	Federal	18,000	59,000
	State	-40,000	State	75,000	35,000
	Local	153,000	Local	-53,000	100,000
	All levels	154,000	All levels	40,000	194,000
Recovery					
July 2009 – June 2012	Federal	-3,000	Federal	3,000	0
	State	31,000	State	-146,000	-115,000
	Local	-434,000	Local	-84,000	-518,000
	All levels	-406,000	All levels	-227,000	-633,000
Total					
December 2007 – June 2012	Federal	38,000	Federal	21,000	59,000
	State	-9,000	State	-71,000	-80,000
	Local	-281,000	Local	-137,000	-418,000
	All levels	-252,000	All levels	-187,000	-439,000

Note: June 2012 figures are preliminary; final numbers will be released by the BLS in September 2012.

Source: IWPR analysis of U.S. Department of Labor 2012b (Bureau of Labor Statistics, Current Employment Statistics).

Table 2b. Women's and Men's Jobs in Government, by Level of Government, 2001 – 2004

Change in Number of Government Jobs on Payrolls During the 2001 Recession and Recovery					
Women			Men		Total
Recession					
March 2001 – November 2001	Federal	-12,000	Federal	16,000	4,000
	State	83,000	State	42,000	125,000
	Local	268,000	Local	-16,000	252,000
	All levels	339,000	All levels	42,000	381,000
Three Years After Recession's End					
November 2001 – November 2004	Federal	32,000	Federal	-64,000	-32,000
	State	-15,000	State	36,000	21,000
	Local	150,000	Local	227,000	377,000
	All levels	167,000	All levels	199,000	366,000
Total					
March 2001 – November 2004	Federal	20,000	Federal	-48,000	-28,000
	State	68,000	State	78,000	146,000
	Local	418,000	Local	211,000	629,000
	All levels	506,000	All levels	241,000	747,000

Source: IWPR analysis of U.S. Department of Labor 2012b (Bureau of Labor Statistics, Current Employment Statistics).

At the recovery's start, women were slightly more concentrated than men in industries with comparatively strong recoveries.

In the private sector, women's employment was slightly more concentrated in industries experiencing strong growth during the recovery (Table 3). About 60.4 percent of women's jobs in June 2009 were concentrated in four private sector industries (Education and Health Services at 22.8 percent of all women's jobs; Trade, Transportation and Utilities at 15.7 percent; Professional and Business Services at 11.4 percent; and Leisure and Hospitality at 10.5 percent). Each of these industries has seen positive growth the recovery. In comparison 58.5 percent of men's jobs were concentrated in their top four private sector industries. Although these four industries also experienced positive growth in the three years of the recovery, the one top industry men do not share with women, Manufacturing, grew much more slowly at 2.0 percent over three years than Education and Health Services which grew at 5.8 percent and was a top private sector industry for women, but not for men. As noted, however, women are also disproportionately concentrated in Government which has experienced heavy job losses.

In the recovery, women particularly benefited from growth in (non-government) Education and Health Services.

In the recovery, Education and Health Services, the largest industry for women's employment, has seen one of the most positive growth rates in employment, increasing 5.8 percent between July 2009 and June 2012 (Table 3). A cumulative total of 1.1 million jobs in Education and Health Services have been added since the recession ended, with 713,000 (64.5 percent) of those jobs going to women (IWPR analysis of CES data; see Tables 5a and 5b below). Since June 2009, there have been only two months (September 2010 and June 2012) where the Education and Health Services industry did not gain jobs (instead losing 2,000 jobs and 6,000 jobs, respectively). It was the only industry that did not cumulatively lose any jobs during the recession and the first year of the recovery (U.S. Department of Labor 2012b). This strong and consistent growth in the Education and Health Services industry has played a large role in women's employment recovery. Only 6.6 percent of men were employed in this industry at the start of the recovery, compared with 22.8 percent of women (Table 3).

...strong and consistent growth in the Education and Health Services industry has played a large role in women's employment recovery...

Men are more likely than women to be employed in Construction and Information, the two private sector industries experiencing the highest rates of job loss the recovery.

At the recovery's start, higher shares of men were employed in private sector industries that contracted in the recovery.

While the Mining and Logging industry has seen the largest positive growth in jobs over the course of the recovery (with employment increasing 22.8 percent), very few men or women are employed in that industry, and thus the impact on overall growth is rather minimal (Table 3). Employment has increased by 8.8 percent in Professional and Business Services, an industry fairly evenly populated by men and women. Men, however, are more likely than women to be employed in Construction (an employment decrease of 8.2 percent in the recovery) and Information (an employment drop of 5.7 percent in the recovery), the two private sector industries experiencing the highest rates of job loss the recovery (Table 3).

Table 3. Industry Job Growth Rates in the Recovery and Gender Distribution of Jobs

	Job Change July 2009 – June 2012		Female Distribution June 2009		Male Distribution June 2009	
		Rank		Rank		Rank
Mining and Logging	22.8%	1	0.1%	11	0.9%	11
Professional/Business Services	8.8%	2	11.4%	4	13.8%	3
Education/ Health Services	5.8%	3	22.8%	1	6.6%	7
Leisure/ Hospitality	3.9%	4	10.5%	5	9.5%	5
Manufacturing	2.0%	5	5.2%	7	12.8%	4
Trade, Transportation, Utilities	1.7%	6	15.7%	3	22.4%	1
Other Services	-0.1%	7	4.4%	8	3.9%	9
Financial Activities	-0.2%	8	7.1%	6	4.8%	8
Government	-2.8%	9	19.8%	2	14.8%	2
Information	-5.7%	10	1.8%	9	2.5%	10
Construction	-8.2%	11	1.2%	10	8.0%	6

Notes: Shaded industries have positive job growth in the recovery.

June 2012 figures are preliminary; final numbers will be released by the BLS in September 2012.

Source: IWPR analysis of U.S. Department of Labor 2012b (Bureau of Labor Statistics, Current Employment Statistics).

Within each industry, women are either losing more jobs or gaining fewer jobs than men in the recovery.

While women have been relatively fortunate in being somewhat concentrated in growing private sector industries in the recovery, especially Education and Health Services, within each industry, in contrast, women have fared worse than men when it comes to job growth. In every industry, women have either lost proportionately more jobs or gained proportionately fewer jobs than men in the recovery (Table 4).³ ‘Mining and Logging’ and ‘Manufacturing,’ both industries dominated by men and where employment has been growing relatively well, have the largest gender gap in job growth/loss in the recovery (with gender gaps of 6.1

Even in Education and Health Services, a growing industry dominated by women, men’s employment increased by 9.1 percent, while women’s employment increased by only 4.8 percent during the recovery.

and 6.7 percentage points, respectively). The next largest gender gap in employment change is in Trade, Transportation, and Utilities (a gap of 6.0 percentage points), which is a sizeable industry for both men and women: women’s employment decreased by 1.8 percent, while men’s increased by 4.2 percent. Even in Education and Health Services, a growing industry dominated by women, men’s employment increased by 9.1 percent, while women’s employment increased by only 4.8 percent during the recovery.

In every industry, women have either lost proportionately more jobs or gained proportionately fewer jobs than men in the recovery.

³ This analysis replicates one done by Heidi Shierholz (2011) of the Economic Policy Institute of job cuts in the recession, which showed that in nearly every industry women suffered disproportionately more job losses than did men.

Table 4. Industry Job Growth Rates by Gender in the Recovery

	Percent Change in Payroll Jobs by Industry and Gender		
	Female Job Change	Male Job Change	Difference
	July 2009 – June 2012	July 2009 – June 2012	
	(a)	(b)	(a-b)
Mining and Logging	17.5%	23.6%	-6.1
Professional/Business Services	6.8%	10.4%	-3.6
Education/ Health Services	4.8%	9.1%	-4.3
Leisure/ Hospitality	3.5%	4.3%	-0.8
Manufacturing	-2.7%	4.0%	-6.7
Trade, Transportation, Utilities	-1.8%	4.2%	-6.0
Other Services	-0.4%	0.2%	-0.6
Financial Activities	-2.4%	3.2%	-5.6
Government	-3.1%	-2.3%	-0.8
Information	-8.6%	-3.6%	-5.0
Construction	-11.4%	-7.7%	-3.7

Notes: Shading indicates industries with positive job growth for women or men.

June 2012 figures are preliminary; final numbers will be released by the BLS in September 2012.

Source: IWPR analysis of U.S. Department of Labor 2012b (Bureau of Labor Statistics, Current Employment Statistics).

In the recovery, ‘Education and Health Services’ and ‘Professional and Business Services’ are the industries with the largest job gains, while Government is the top industry for job loss.

Tables 5a and 5b present the number of jobs added for women and men, respectively, in each industry. As shown in Table 5a, women have gained the greatest number of jobs in Education and Health Services (713,000 jobs) over the course of the recovery, followed by Professional and Business Services (504,000 jobs), and Leisure and Hospitality (243,000 jobs). In the first year of the recovery, Education and Health Services, Professional and Business Services, and Government were the only industries where women gained jobs. In the second year of the recovery, women’s employment improved in every industry except Education and Health Services, where women’s jobs grew more slowly, and Government, where women lost 347,000 jobs after having gained 63,000 the year before. Over the course of the recovery, Government has been the industry in which women have faced the greatest number of job losses (406,000 net jobs lost). In year three of the recovery, women’s job growth again improved in nearly every industry (in Information the number of women’s jobs remained the same at 15,000 jobs lost in both the second and third year of the recovery, and women’s job growth in Trade, Transportation, and Utilities slowed in the third year).

Men’s top industries for the number of jobs gained are slightly different from women’s (Table 5b). Men gained the largest number of jobs in the recovery in Professional and Business Services (937,000 jobs), Trade, Transportation, and Utilities (613,000 jobs), and Education and Health Services (393,000 jobs), followed closely by Manufacturing (332,000 jobs). As was the case for women, Government served as one of the largest growing industries for men in the first year of the recovery (men gained 105,000 jobs), but became the site of substantial losses in the following two years (losing a total of 332,000 jobs in the two years combined). For men, Government is the industry with the second larg-

est number of total job losses in the recovery (a net total of 227,000 jobs lost), surpassed only by Construction (402,000 jobs lost from July 2009 through June 2012). Men gained more jobs or lost fewer jobs in every industry, except Government, in year two compared with year one. In year three, compared with year two, however, men experienced fewer job gains or more job losses (i.e. in Information) in all but three industries (Financial Activities and Construction,

Over the three years of recovery, men and women combined have gained the largest number of jobs in Professional and Business Services, Education and Health Services, and Leisure and Hospitality. Men and women have lost the largest number of jobs in Government, Construction, and Information.

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where men gained more jobs, and Government where their job losses were much smaller in the third year). Overall, men's job gains in year three numbered 19,000 fewer than in year two. In contrast, women gained 500,000 more jobs in year three than in year two. In year three, women's cumulative job growth began to catch up with men's.

Over the three years of recovery, men and women combined have gained the largest number of jobs in Professional and Business Services (1.4 million jobs added), Education and Health Services (1.1 million jobs added), and Leisure and Hospitality (509,000 jobs added). Men and women have lost the largest number of jobs in Government (combined loss of 633,000 jobs), Construction (493,000 jobs lost), and Information (159,000 jobs lost; Tables 5a and 5b).

Table 5a. Industry Job Growth for Women in the Recovery, by Year

	Women's Job Gains by Industry			
	July 2009 – June 2010	July 2010 – June 2011	July 2011 – June 2012	Total Change in Jobs
Mining and Logging	0	8,000	9,000	17,000
Professional/Business Services	19,000	242,000	243,000	504,000
Education/ Health Services	217,000	180,000	316,000	713,000
Leisure/ Hospitality	-60,000	122,000	181,000	243,000
Manufacturing	-89,000	-25,000	22,000	-92,000
Trade, Transportation, Utilities	-242,000	41,000	16,000	-185,000
Other Services	-23,000	-7,000	20,000	-10,000
Financial Activities	-96,000	-11,000	-5,000	-112,000
Government	63,000	-347,000	-122,000	-406,000
Information	-70,000	-15,000	-15,000	-100,000
Construction	-78,000	-18,000	5,000	-91,000
Total	-359,000	170,000	670,000	481,000

Note: June 2012 figures are preliminary; final numbers will be released by the BLS in September 2012.

Source: IWPR analysis of U.S. Department of Labor 2012b (Bureau of Labor Statistics, Current Employment Statistics).

Table 5b. Industry Job Growth for Men in the Recovery, by Year

	Men's Job Gains by Industry			Total Change in Jobs
	July 2009 – June 2010	July 2010 – June 2011	July 2011 – June 2012	
Mining and Logging	16,000	77,000	46,000	139,000
Professional/Business Services	253,000	344,000	340,000	937,000
Education/ Health Services	121,000	151,000	121,000	393,000
Leisure/ Hospitality	13,000	156,000	97,000	266,000
Manufacturing	-90,000	217,000	205,000	332,000
Trade, Transportation, Utilities	-46,000	382,000	277,000	613,000
Other Services	-35,000	30,000	11,000	6,000
Financial Activities	-10,000	48,000	62,000	100,000
Government	105,000	-279,000	-53,000	-227,000
Information	-28,000	-12,000	-19,000	-59,000
Construction	-422,000	6,000	14,000	-402,000
Total	-123,000	1,120,000	1,101,000	2,098,000

Note: June 2012 figures are preliminary; final numbers will be released by the BLS in September 2012.

Source: IWPR analysis of U.S. Department of Labor 2012b (Bureau of Labor Statistics, Current Employment Statistics).

For women, strong and nearly continuous growth in Education and Health Services over the course of the recovery has buoyed employment numbers. Conversely, substantial overall public sector job cuts have disproportionately affected women in the recovery period. Were it not for women's strong presence in a few growing industries, women would have fared much worse than they did in the recovery, since in *every* industry men's rate of employment growth surpassed women's.

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Projected Employment Growth

Economic growth is expected to continue at a modest pace in the immediate future. The Conference Board projects that the United States' GDP will grow by 1.9 percent in both 2012 and 2013. Consumer spending is expected to increase by 1.9 percent in 2012 and 2.0 percent in 2013, while capital spending is projected to increase by 5.6 percent in 2012 and 4.9 percent in 2013 (The Conference Board 2012). The Organization for Economic Co-operation and Development (OECD) has slightly more optimistic projections, estimating a 2.4 percent growth in GDP for 2012 and a 2.6 percent growth in 2013. According to OCED estimates, private consumption is projected to increase 2.3 percent in 2012 and 2.6 percent in 2013. Government consumption is expected to continue to decrease, falling an estimated 1.3 percent in 2012 and 0.1 percent in 2013 (OECD 2012).

Women are likely to retain a large share of employment in many fast growing occupations and in several of the fastest growing industries.

Additionally, the unemployment rate is estimated to remain high for the next two years. The Congressional Budget Office (2012a) projects that the unemployment rate will remain above 8 percent in 2012 and 2013. According to the Congressional Budget Office's most recent estimates (2012b), while the effects of the American Recovery and Reinvestment Act (ARRA) on employment have been slowing since the end of 2010, ARRA is still expected to increase the number of full time jobs by an additional 0.2 to 1.1 million in 2012.

According to Bureau of Labor Statistics projections, the Health Care and Social Assistance industry is expected to have the fastest job growth in the post-recession period, growing 34.4 percent (by 5.6 million jobs) between 2010 and 2020. Construction (33.3 percent growth and 1.8 million jobs between 2010 and 2020), Educational Services (26.0 percent and 819,200 jobs), Professional and Business Services (22.8 percent and 3.8 million jobs), and Transportation and Warehousing (20.4 percent and 852,900 jobs), are also among the industries with the largest projected growth rates (U.S. Department of Labor 2012c). Personal Care Aides and Home Health Aides are forecast to be both the fastest growing occupations and the occupations with the most job growth, increasing a projected 70.5 percent and 69.4 percent between 2010 and 2020, respectively, generating a total of 1.3 million jobs together (U.S. Department of Labor 2012d). Women are likely to retain a large share of employment in these fast growing occupations and in several of the fastest growing industries.

Nevertheless, the lack of growth in the public sector, if it continues for the next few years, can be expected to hold back women's job growth. For this reason, further assistance by the federal government to states and localities, especially for jobs in education and health care, would improve women's employment opportunities.

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