

IWPR # Q050

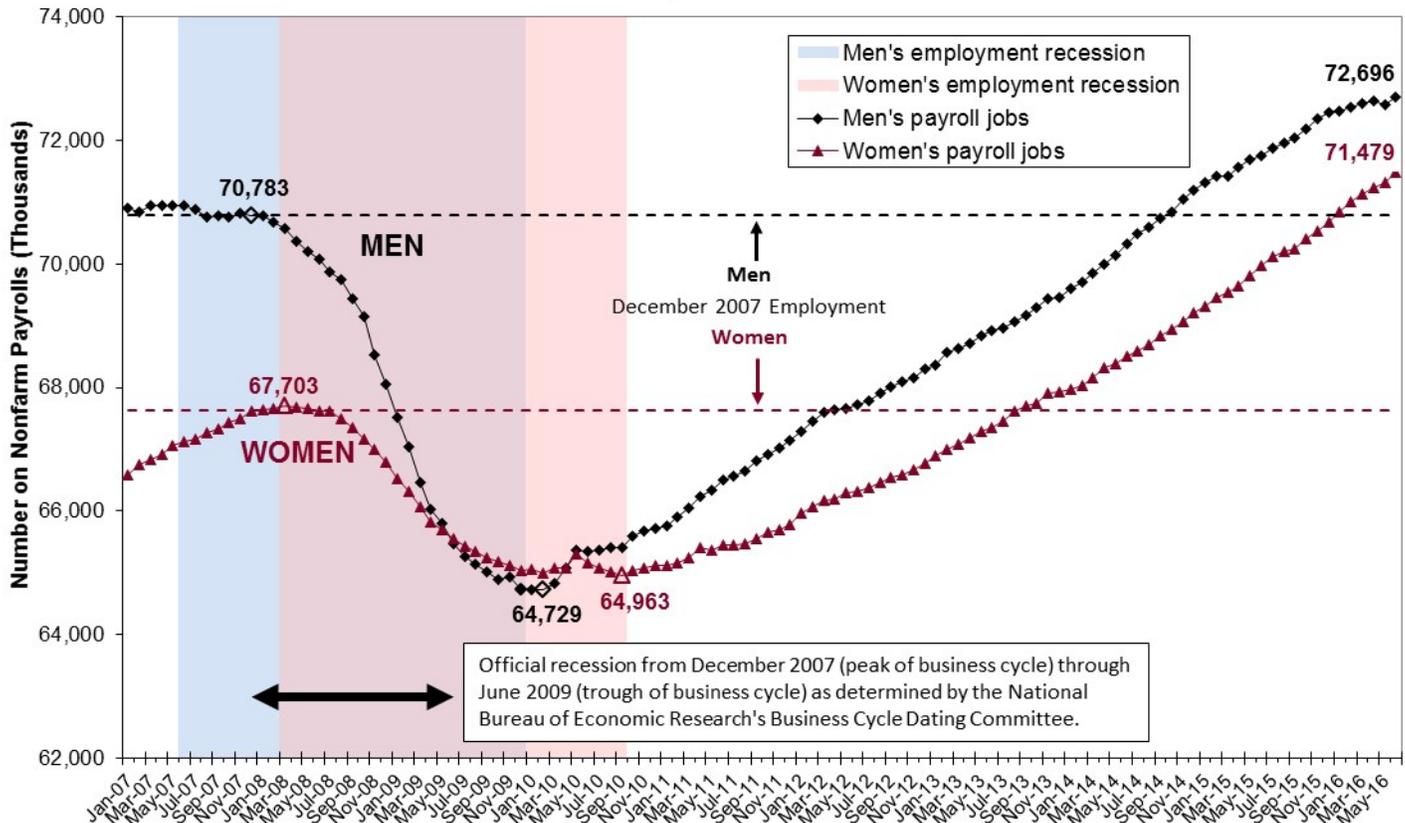
July 2016

Women Continue Strong Recent Job Gains: 78 percent of Jobs Added in 2nd Quarter of 2016 Went to Women

July Jobs Report Confirms New Labor Market Normal: Smaller Gender Gap in Payroll Jobs following the Great Recession

Across the Recovery, Women Have Gained 45 Percent of Jobs Added Since June 2009, a Higher Share than They Lost in the Recession

Monthly Number of Women and Men on Payrolls (In Thousands, Seasonally Adjusted), January 2007 – June 2016



Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (July 8, 2016)

The Institute for Women’s Policy Research (IWPR) analysis of the July employment report from the U.S. Bureau of Labor Statistics (BLS) finds that women gained 170,000 jobs and men gained 117,000 for a total of 287,000 jobs added in June, giving women 59 percent of this month’s job growth. In the second quarter of 2016 (April through June) 442,000 jobs were added and 78 percent went to women (344,000 jobs gained by women) and 22 percent went to men (98,000 jobs gained by men). A new labor market normal of a smaller overall gender gap in payroll jobs between men and women seems to have emerged in the past four years. Whereas before the recession, men held several million more payroll jobs than women, that difference seems to have settled in at just over one million more jobs for men (see opening graph, page 1).

June 2016 marks the end of the seventh year of the recovery from the 2007-2009 Great Recession. During this period, from June 2007 through June 2016, as shown in Table 1 (column 5), of the 13.2 million jobs added to payrolls, less than half were filled by women (45 percent or 5,921,000 jobs) and slightly more than half were filled by men (55 percent or 7,233,500 jobs). This gender distribution of the gain in employment represents a strong gain for women in payroll jobs when both the recession and recovery are considered together because women had held only 28 percent (column 3) of all the jobs that were lost during the official recession (recession dates as determined by the National Bureau of Economic Research). The last column of Table 1 (column 6) shows that slightly more than two-thirds (66.8 percent) of net job gains across both the recession and the recovery went to women, while just less than one-third went to men.

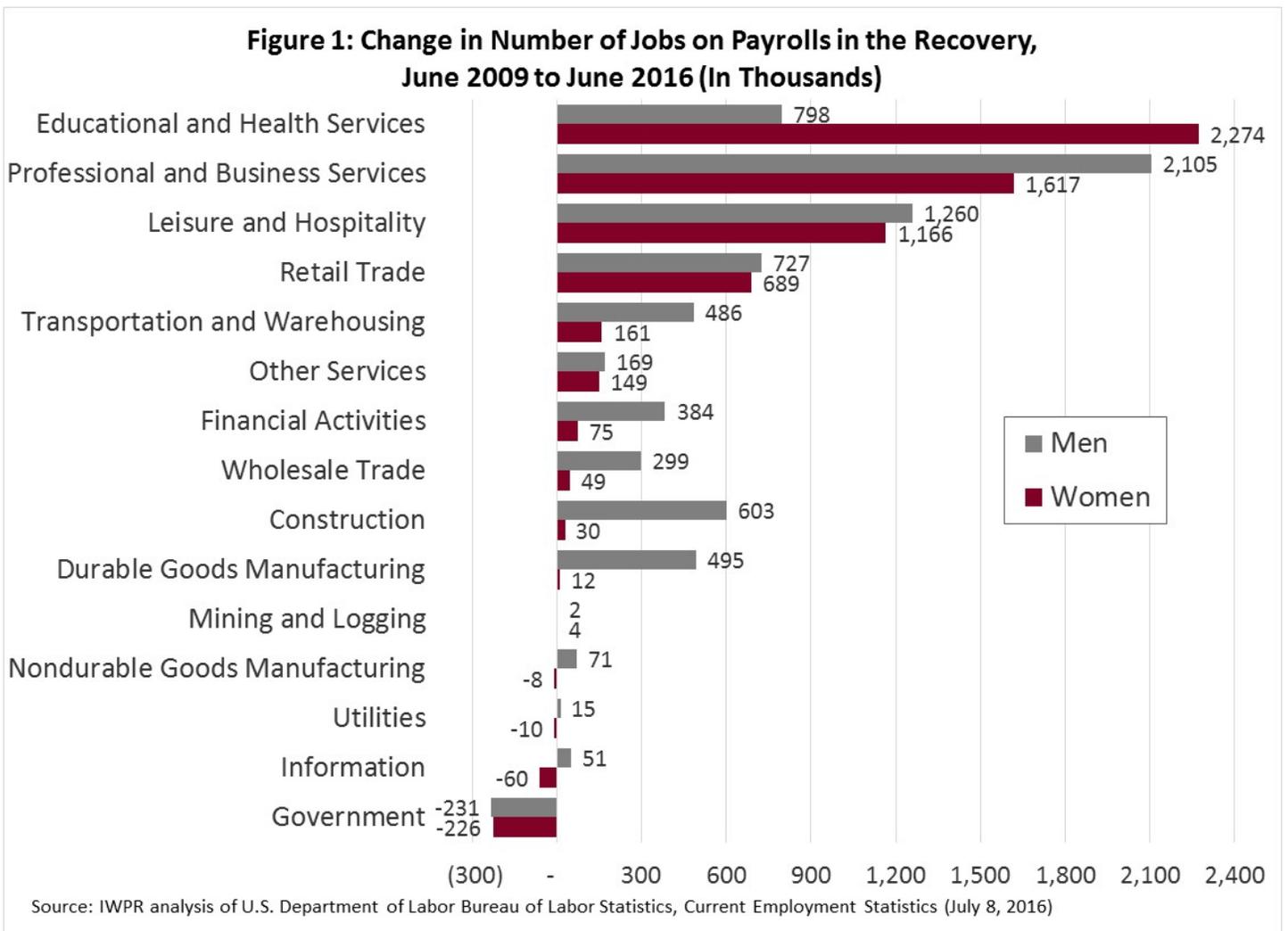
Table 1. National Employment from the Current Employment Statistics Survey (Payrolls, in Thousands)

	Dec 2007	Jun 2009	Job Losses in Official Recession	Jun 2016	Job Gains in Official Recovery	Net Job Gains in Recession & Recovery
	(1)	(2)	(3) = (2) - (1)	(4)	(5) = (4) - (2)	(6) = (3) + (5)
Total Payroll Jobs	138,413	131,020	(7,393)	144,175	13,155	5,762
Women	67,630	65,558	(2,072)	71,479	5,921	3,849
Men	70,783	65,462	(5,321)	72,696	7,234	1,913
Percent Female (Women/Total)			28.0%		45.0%	66.8%
Gap (Men - Women)	3,153			1,217		

Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Population Survey (July 8, 2016)

Table 1 also shows, in columns 1 and 4, that the gender gap in payroll jobs has closed substantially across the 8.5 years including both the Great Recession and the recovery. At the start of the recession, men held 3.2 million more payroll jobs than women. As of June 2016, men hold only 1.2 million more payroll jobs than women. Most of the closing of the gap occurred during the recession as men’s job numbers fell much more sharply than women’s. Originally, at the start of the growth in employment nearly a year after the official end of the downturn, men’s jobs grew faster than women’s, but that trend has not continued. As shown in the opening graph in this Quick Figure (page 1 above), the closely parallel job growth lines for men and women for the past four years suggest that men’s and women’s job growth has occurred at roughly similar rates. Thus, the gender gap in payroll jobs observed in June may be the new normal for the U.S. labor market.

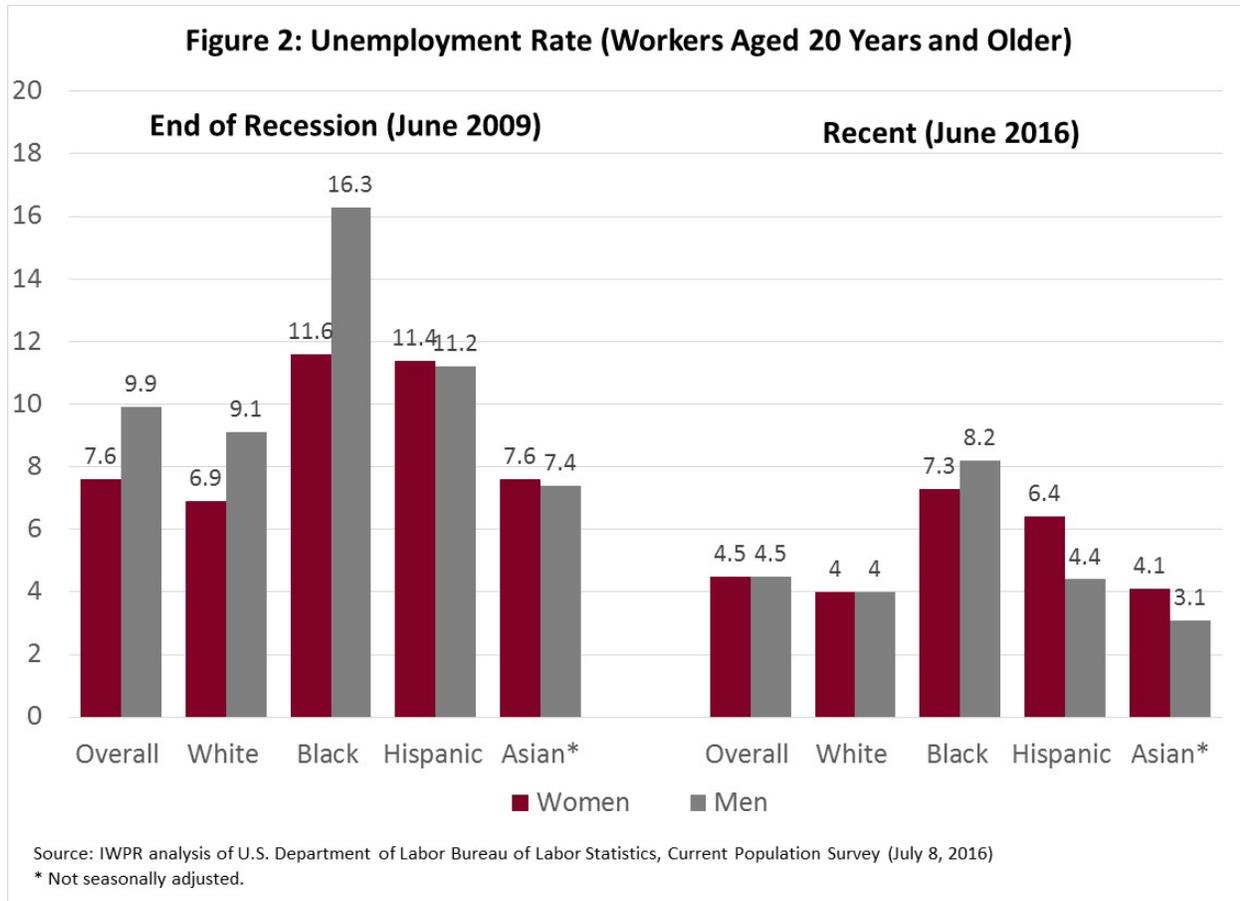
Much of this new normal can be explained by the job growth data by industry shown in Figure 1. By far the bulk of the job growth in the recovery has occurred in the service sector, in which industries generally employ either predominantly women (Education and Health Services, 77.1 percent female in June 2016) or are relatively integrated (Professional and Business Services, 44.9 percent female; Leisure and Hospitality, 51.8 percent female; and Retail Trade, 50.5 percent female). Industries that employ predominantly men—Construction, 87.5 percent male; Durable Goods Manufacturing, 76.6 percent male; Transportation and Warehousing, 75.7 percent male—have added many fewer jobs overall, though most went to men. Other predominantly male industries—Wholesale Trade, 70.5 percent male; Mining and Logging, 85.4 percent male; and Utilities, 76.5 percent male—have added even fewer jobs.



In the seven years of recovery since the official end of the recession, from June 2009 through June 2016, as shown in Figure 1, women’s job gains were strongest in Education and Health Services (2,274,000 jobs added for women), Professional and Business Services (1,617,000 jobs added for women), and Leisure and Hospitality (1,166,000 jobs added for women). Since the start of the recovery, however, women have lost 226,000 jobs in Government). Men’s job gains were strongest in Professional and Business Services (2,105,000 jobs added for men), Leisure and Hospitality (1,260,000 jobs added for men), and Education and

Health Services (798,000 jobs added for men). Men lost 231,000 jobs in Government during the recovery. Men’s and women’s job losses in government add to nearly half a million jobs lost across the recovery, a far larger and longer lasting job loss for government than in any recent business cycle.

According to the latest household survey data released in July, the overall labor force participation rate was 62.7 percent in June, and women’s labor force participation rate was 56.6 percent in June. Women’s rate remains 2.9 percentage points lower than their 59.5 percent rate in December 2007, before the start of the Great Recession. Men’s labor force participation rate was 69.2 percent in June, 4.6 percentage points lower than their 73.8 percent rate in December 2007.



As of June 2016, 7.8 million workers aged 16 and older remained unemployed. Figure 2 shows how changes in unemployment since the start of the economic recovery are affecting men and women of different racial and ethnic groups. As Figure 2 shows, for workers aged 20 and older, black and Hispanic women and men had higher unemployment rates than their white counterparts, often dramatically higher, in June 2009 at the official end of the recession just as the recovery began. Asian American women and men generally fared similarly to whites. Also, in June 2009, men’s unemployment rates were substantially higher than women’s for white and black workers, but similar for Hispanic and Asian workers.

Today, women’s unemployment rates overall are more similar to men’s, suggesting different progress out of the recession for men and women. In fact, as the overall (total) columns show, unemployment rates for women fell 41 percent $[(7.6-4.5)/7.6]$, while for men the drop is sharper at 55 percent $[(9.9-4.5)/9.9]$ since June 2009.

For all race and ethnic groups, men's unemployment rates have also declined by at least half, while women's unemployment rates have declined, but by less than half. For both women and men, notably, black workers have seen the smallest drops in unemployment rates, by 37 percent for women and 50 percent for men. The racial and ethnic change was similar among women and men, with Hispanic and Asian women and men experiencing greater declines in unemployment than white women and men. White women's unemployment rate dropped by 42 percent, slightly less than for Hispanic women (44 percent) and Asian women (46 percent).

Unemployment among single mothers (women who maintain families) has declined by substantially less than half in the recovery, from 11.7 percent in June 2009 to 7.3 percent in June 2016, or 38 percent [(11.7-7.3)/11.7]. There are currently 749,000 single mothers out of work and looking for jobs to support their families.

Of the 7.8 million unemployed workers in June, 2 million (25.8 percent) had been unemployed for 27 weeks or longer, usually referred to as the long-term unemployed. This share has declined by only 0.1 percentage points in the past year, from 25.9 percent in June 2015. Involuntary part-time workers numbered 5.8 million workers in June; they reported working part-time for reasons such as slack work or unfavorable business conditions, inability to find full-time work, or seasonal declines in demand. Compared to the same time last year, 622,000 fewer workers reported involuntary part-time work, a substantial decline of 10 percent from 6.5 million in June of 2015.

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