

Briefing Paper



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Women and Men in the Recovery: Where the Jobs Are Women's Recovery Strengthens in Year Four

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Overview

While the number of jobs dropped steeply, particularly for men, in the Great Recession, slow job growth has characterized much of the recovery. In the first two years of the recovery men saw faster job growth than women. In the third year of recovery, women's job growth saw pronounced gains and had largely caught up to men's. Strong gains continued for women into the fourth year of recovery where, overall, the percentage of job's recovered for women surpassed that of men's. As of June 2013, men had regained 68 percent of the jobs they lost in the recession and women had regained 91 percent of the jobs they lost.

Job growth can be attributed to growth in the private sector; the public sector has been contracting considerably. In the recovery, women and men have gained the most jobs in Professional and Business Services (2 million jobs added in the recovery), Education and Health Services (1.3 million jobs added), and Leisure and Hospitality (1.2 million jobs added). In contrast, women and men have lost the highest number of jobs in Government (748,000 jobs lost in the recovery), Construction (207,000 jobs lost), and Information (107,000 jobs lost). Examining industries by gender, we see that women, who are more concentrated in Government than men, have been hit harder by the job losses in Government. 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 growth rate through 2020 (U.S. Department of Labor 2013c). Currently, a significant share of women's employment is concentrated in several of these industries, and women will likely benefit from their expected growth.

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 to 7.3 percent in June 2013. Men's unemployment rate has

decreased considerably more, falling from 10.6 percent to 7.8 percent since the start of the recovery. As of June 2013, which marks the end of the fourth year of the recovery, the total unemployment rate is 7.6 percent; 11.8 million workers remain unemployed, including 5.3 million women and 6.5 million men (U.S. Department of Labor 2013a).

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

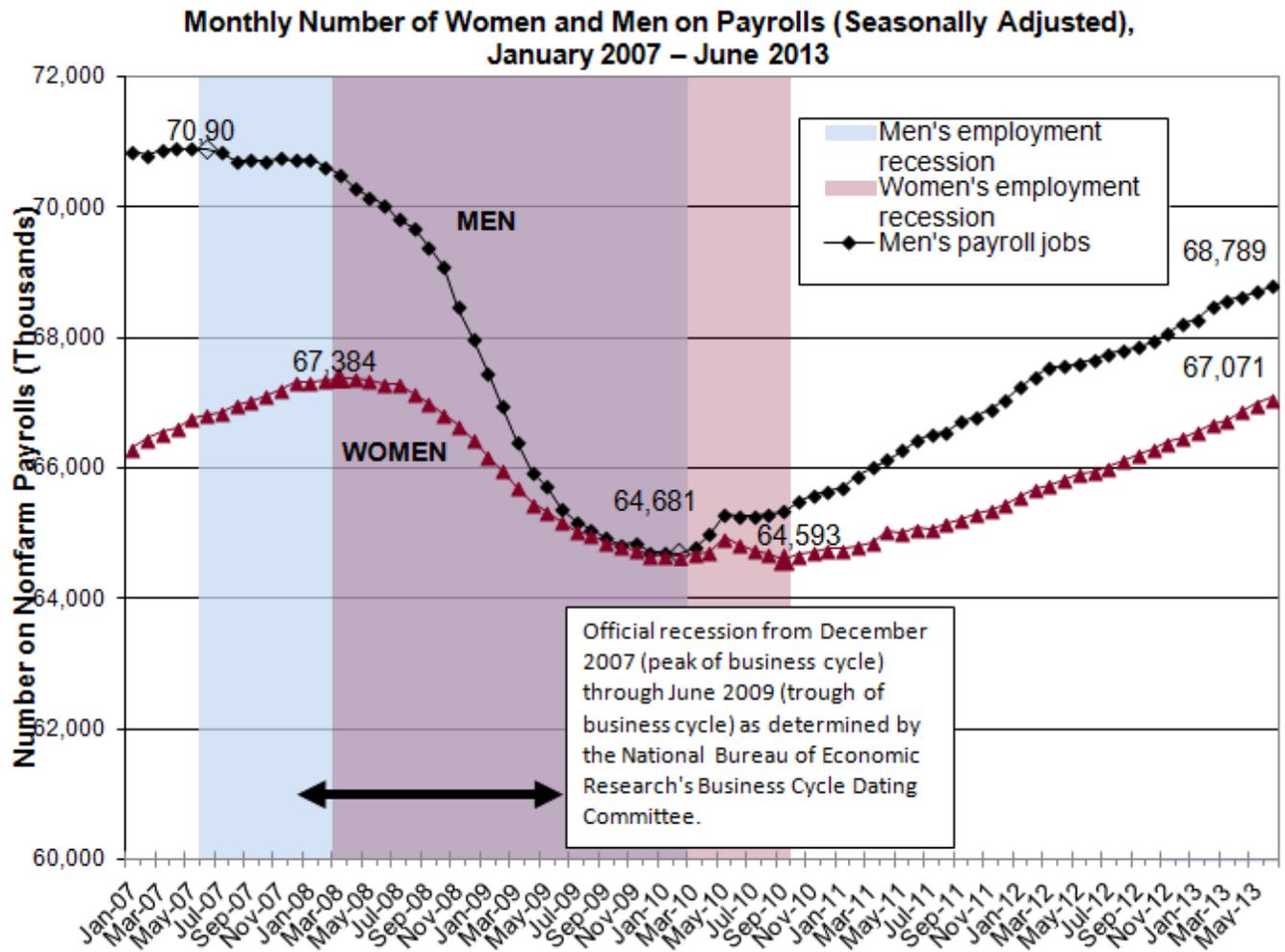
The Great Recession was characterized by steep job losses, especially for men, and the recovery has been characterized by slow gains. Figure 1 shows the number of payroll jobs for women and men each month from about a year before the recession began to June 2013. The black horizontal line shows the timing 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 coming earlier and outpacing women's in the first few years of the recovery. 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 did not begin until months after the recession was declared to be at an end (Figure 1). Although the recovery remains slow, job growth is ongoing for both women and men.

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, three, and four years after the recession officially ended.² In the first two years of the recovery, men saw faster job growth. This trend began to shift in the third year of recovery, when women saw increasing job growth. By the fourth year of the recovery, women's recovery percentage surpassed that of men's for the first time since the official end of the recession. By June of 2013, women had regained 91 percent of the jobs they lost in the recession and men had regained 68 percent. Women's gains in the fourth year of the recovery, relative to men's, can be attributed in part to the strong growth for women in Education and Health Services, an industry largely dominated by women, and in Leisure and Hospitality, a gender-integrated industry, along with fewer total jobs added for men in year four of the recovery compared with their jobs added in year three (see Table 5b below). Please note that the data for the number of jobs in June 2013 used here are the finalized numbers as released by the Bureau of Labor Statistics as of September 2013.

¹The 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 (or to the date indicated). The percent recovered is 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 2013b (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)	Four Years After Official End of Recession (June 2013)
Women	Women still losing jobs	13.8%	38.7%	91%
Men	9.6%	28.1%	46.2%	68%

Note: This table displays the percent of jobs lost in the recession that have been regained one, two, three, and four 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 the date indicated. The percent recovered is gains/losses.

Source: IWPR analysis of U.S. Department of Labor 2013b (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 2013 alone, 194,000 private sector jobs were added to payrolls, while 22,000 Government jobs were lost, resulting in a total monthly job gain of 174,000. The 22,000 net Government jobs lost is the sum of 1,000 Government jobs lost for men and 21,000 Government jobs lost for women (U.S. Department of Labor 2013b). 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 them 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 308,000 Government jobs, compared with 231,000 for men. In the 18 months of the recession, as Table 2a shows, total Government jobs (all levels) continued to grow for both women and men. During the four years of the recovery, between June 2009 and June 2013, women lost 467,000 Government jobs, 62.4 percent of the 748,000 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 more than 539,000, whereas Government jobs were up by 747,000 after three years of recovery from the 2001 recession (Table 2a and Table 2b). At the very least, if Government spending were not contracting, an additional 539,000 people would likely be employed today.

Table 2a. Women’s and Men’s Jobs in Government, by Level of Government, 2007 - 2013

	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	-39,000	State	74,000	35,000
	Local	157,000	Local	-42,000	115,000
	All levels	159,000	All levels	50,000	209,000
Recovery June 2009–June 2013	Federal	-28,000	Federal	-37,000	-65,000
	State	5,000	State	160,000	-155,000
	Local	-444,000	Local	-84,000	-528,000
	All levels	-467,000	All levels	-281,000	-748,000
Total December 2007–June 2013	Federal	13,000	Federal	-19,000	-6,000
	State	-34,000	State	-86,000	-120,000
	Local	-287,000	Local	-126,000	-413,000
	All levels	-308,000	All levels	-231,000	-539,000

Source: IWPR analysis of U.S. Department of Labor 2013b (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 throughout 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 four years of the recovery, the one top industry men do not share with women, Manufacturing, grew much more slowly at 2.1 percent over four years compared to Education and Health Services which grew at 7.8 percent and was a top private sector industry for women, but not for men.

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				
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 2013b (Bureau of Labor Statistics, Current Employment Statistics).

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 7.8 percent between June 2009 and June 2013 (Figure 2, Table 3). Almost 1.5 million jobs in Education and Health Services have been added since the recession ended, with over 1 million, (68.3 percent) of those jobs going to women (IWPR analysis of CES data; see Figure 2, Tables 5a and 5b below). Since June 2009, there has been only one month (September 2010) where the Education and Health Services industry did not gain jobs (instead losing 3,000 jobs). 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 2013b). This large and consistent growth in the Education and Health Services sector 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).

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 27.2 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 12.8 percent in Professional and Business Services, an industry that was fairly evenly populated by men and women at the start of the recovery. Men, however, are more likely than women to be employed in Construction (an employment decrease of 3.4 percent in the recovery) and Information (an employment

drop of 3.8 percent in the recovery), the two private sector industries experiencing the highest rates of job loss throughout the recovery (Table 3).

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

	Jobs Change June 2009 - June 2013		Female distribution June 2009		Male distribution June 2009	
		Rank		Rank		Rank
Mining and Logging	27.2%	1	0.1%	11	0.9%	11
Professional/Business Services	12.8%	2	11.4%	4	13.8%	3
Leisure/ Hospitality	8.3%	3	10.5%	5	9.5%	5
Education/ Health Services	7.8%	4	22.8%	1	6.6%	7
Trade, Transportation, Utilities	4.1%	5	15.7%	3	22.4%	1
Manufacturing	2.1%	6	5.2%	7	12.8%	4
Other Services	2.1%	7	4.4%	8	3.9%	9
Financial Activities	0.9 %	8	7.1%	6	4.8%	8
Government	-2.4 %	9	19.8%	2	14.8%	2
Construction	-3.4%	10	1.2%	10	8.0%	6
Information	-3.8%	11	1.8%	9	2.5%	10

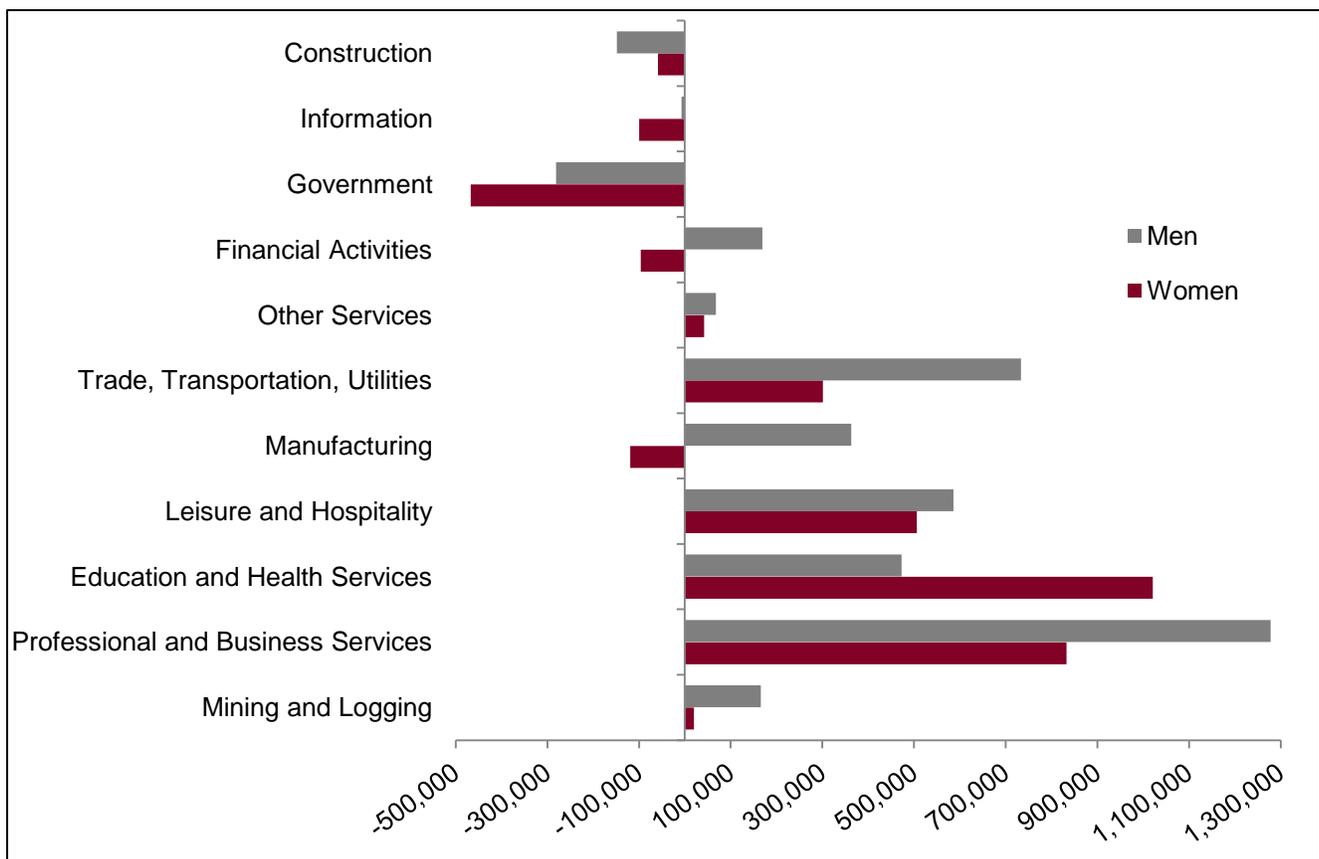
Note: Shaded industries have positive job growth in the recovery.

Source: IWPR analysis of U.S. Department of Labor 2013b (Bureau of Labor Statistics, Current Employment Statistics).

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

While women have been relatively fortunate in being somewhat concentrated in growing private sector industries in the recovery (especially health care), 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 (Table 4). Mining and Logging, Manufacturing, and Information, the first two of which are industries dominated by men and where employment has been growing relatively fast, have the largest gender gap in job growth/loss in the recovery (with gender gaps of 7.6, 7.9 and 8.1 percentage points, respectively). The next largest gender gap in employment change is in Financial Activities (7.4 percentage points), which is a sizeable industry for women, where women’s employment decreased by 2.1 percent, while men’s increased by 5.3 percent. Even in Education and Health Services, a growing industry dominated by women, men’s employment increased by 10.9 percent, while women’s employment increased by only 6.9 percent during the recovery, for a gender gap of 4.0 percent in job growth.

Figure 2. Women’s & Men’s Job Gains/Losses By Industry, June 2009–June 2013



Source: IWPR analysis of U.S. Department of Labor 2013b (Bureau of Labor Statistics, Current Employment Statistics).

In the recovery, Education and Health Services and Professional and Business Services are the industries with the highest number of 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 (more than 1 million jobs) over the course of the recovery, followed by Professional and Business Services (833,000 jobs), and Leisure and Hospitality (506,000 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 340,000 jobs after having gained 69,000 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 (467,000 net jobs lost). In year three of the recovery, women saw increased job gains in all industries except Government, Financial Activities, and Information (with 176,000, 29,000, and 6,000 jobs lost, respectively.) In each of the industries experiencing job losses in year three, women saw fewer losses than in year two of the recovery. In year four of the recovery, women made job gains in all

industries except Manufacturing, Government, and Information (with 19,000, 20,000, and 12,000 jobs lost, respectively). Women saw increased job growth in year four compared to year three in the Professional and Business Services; Trade, Transportation, and Utilities; Financial Activities; and Construction industries. Professional and Business Services, Education and Health Services, and Trade, Transportation, Utilities were the leading contributors to job recovery for women in year four (with 334,000, 297,000, 279,000 jobs added, respectively).

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

	Percent Change in Payroll Jobs by Industry and Gender		
	Female job change, June 2009 - June 2013 (a)	Male job change, June 2009 - June 2013 (b)	Difference (a-b)
Mining and Logging	20.6%	28.2%	-7.6
Professional/Business Services	11.2%	14.2%	-3.0
Education/ Health Services	6.9%	10.9%	-4.0
Leisure/ Hospitality	7.4%	9.4%	-2.1
Trade, Transportation, Utilities	2.9%	5.0%	-2.1
Other Services	1.5%	2.8%	-1.3
Financial Activities	-2.1%	5.3%	-7.4
Manufacturing	-3.5%	4.3%	-7.9
Government	-3.6%	-2.9%	-0.7
Information	-8.6%	-0.4%	-8.1
Construction	-7.4%	-2.8%	-4.5

Note: Shading indicates industries with job growth for women and men.

Source: IWPR analysis of U.S. Department of Labor 2013b (Bureau of Labor Statistics, Current Employment Statistics).

Men's top industries are slightly different from women's (Table 5b). Overall, men gained the largest number of jobs in the recovery in Professional and Business Services (1.3 million jobs), Trade, Transportation, and Utilities (733,000 jobs), Leisure and Hospitality Services (586,000 jobs), and Education and Health Services (473,000) 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 113,000 jobs), but became the site of substantial losses in the following three years (losing a total of 394,000 jobs in the three years combined). For men, Government is the industry with the greatest number of total job losses in the recovery (a net total of 281,000 jobs lost), followed by Construction (148,000 jobs lost). Men experienced more job gains or fewer job losses in every industry, except Government, in year two compared with year one. In year three, compared with year two, men saw 96,000 more jobs added despite experiencing more job gains or fewer job losses in less than half of the eleven industries (Professional and Business Services, Other Services, Financial Activities and Construction, where men gained more jobs,

and Government where their job losses were much smaller in the third year). In year four, men again saw more jobs added in Financial Activities and Construction, while also seeing increased gains in Leisure and Hospitality and Information and fewer job losses in Government, compared to year three. Despite these gains, men saw fewer jobs added in year four compared to year three. This is a result of fewer jobs added in Professional and Business Services in addition to the other industries that have experienced less job gains for men in year three and four, compared to year two. Overall, men's job gains in year four numbered 127,000 fewer than in year three. In contrast, women gained 274,000 more jobs in year four than in year three.

Over the four years of recovery, men and women combined have gained the largest number of jobs in Professional and Business Services (2.1 million jobs added), Education and Health Services (1.5 million jobs added), and Leisure and Hospitality (1.1 million jobs added). Men and women have lost the highest number of jobs in Government (748,000 jobs lost), Construction (209,000 jobs lost), and Information (207,000 jobs lost; Tables 5a and 5b).

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

Women's Job Gains by Industry					
	YEAR 1 June 2009 - June 2010	YEAR 2 June 2010 - June 2011	YEAR 3 June 2011 - June 2012	YEAR 4 June 2012-June 2013	Total Change in Jobs
Mining and Logging	0	7,000	9,000	4,000	20,000
Professional and Business Services	21,000	235,000	243,000	334,000	833,000
Education and Health Services	221,000	189,000	314,000	297,000	1,021,000
Leisure and Hospitality	-63,000	143,000	229,000	197,000	506,000
Manufacturing	-90,000	-30,000	20,000	-19,000	-119,000
Trade, Transportation, Utilities	-238,000	100,000	160,000	279,000	301,000
Other Services	-22,000	1,000	32,000	31,000	42,000
Financial Activities	-110,000	-34,000	-29,000	19,000	-96,000
Government	69,000	-340,000	-176,000	-20,000	-467,000
Information	-71,000	-11,000	-6,000	-12,000	-100,000
Construction	-76,000	-15,000	12,000	20,000	-59,000
Total	-359,000	245,000	866,000	1,128,000	1,880,000

Source: IWPR analysis of U.S. Department of Labor 2013b (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
	YEAR 1 June 2009 - June 2010	YEAR 2 June 2010 - June 2011	YEAR 3 June 2011 - June 2012	YEAR 4 June 2012- June 2013	
Mining and Logging	15,000	81,000	56,000	14,000	166,000
Professional and Business Services	250,000	341,000	381,000	306,000	1,278,000
Education and Health Services	121,000	151,000	125,000	76,000	473,000
Leisure and Hospitality	19,000	166,000	142,000	259,000	586,000
Manufacturing	-92,000	215,000	191,000	49,000	363,000
Trade, Transportation, Utilities	-49,000	369,000	231,000	181,000	733,000
Other Services	-36,000	36,000	45,000	23,000	68,000
Financial Activities	-19,000	35,000	67,000	86,000	169,000
Government	113,000	-271,000	-65,000	-58,000	-281,000
Information	-27,000	-2,000	-3,000	25,000	-7,000
Construction	-420,000	33,000	80,000	159,000	-148,000
Total	-125,000	1,154,000	1,250,000	1,123,000	3,402,000

Source: IWPR analysis of U.S. Department of Labor 2013b (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 has been higher than women's.

Expectations for the Future

The economy's 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 1.5 percent in 2013 and 2.8 percent in 2014. Consumer spending is expected to increase by 2.0 percent in 2013 and 2.5 percent in 2014, while capital spending is projected to increase by 2.8 percent in 2013 and 5.5 percent in 2014 (The Conference Board 2013). The Organization for Economic Co-operation and Development (OECD) has slightly more optimistic projections for 2013, estimating a 1.9 percent growth in GDP for 2013. Like the Conference Board, OCED projections for 2014 estimate GDP growth of 2.8 percent in 2014 (OECD 2013a). According to OCED estimates, private consumption is projected to increase 2.1 percent in 2013 and 2.7 percent in 2014 (OECD 2013b).

According to Bureau of Labor Statistics projections, the Health Care and Social Assistance industry is expected to have the largest job growth in the post-recession period, growing 34.4 percent (by 5.6 million jobs) between 2010 and 2020. The Health Care and Social Assistance industry and the Professional, and Business Services industry (22.8 percent and 3.8 million) combined are projected to account for almost half of the projected job growth from 2010 to 2020 (Henderson 2012). Personal Care and Service occupations (26.8 percent growth and by 1.3 million jobs between 2010 and 2020), Educational Services (26.0 percent and 819,200 jobs), Construction (22.2 percent and 1.4 million), and Transportation and Warehousing (20.4 percent and 852,900 jobs), are also among the industries with the largest projected growth rates (Henderson 2012, Lockard and Wolf 2012).

Specifically, 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 (Lockard and Wolf 2012). Women are likely to retain a large share of employment in these fast growing occupations and in several of the fastest growing industries.

Biomedical Engineers, with an estimated 61.7 percent growth rate between 2010 and 2020, Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters Helpers (60.1 percent growth), and Carpenters Helpers (55.7 percent growth), are the jobs with the next largest projected growth rates in employment (Lockard and Wolf 2012).

While some of these growing areas are dominated by men (the Professional and Business Services industry is projected to have the second largest job growth, after Health Care and Social Assistance), they are smaller than the Health Care and Social Assistance industry, and will add less to the general jobs recovery (Henderson 2012). In total, BLS estimates an overall job growth of 14.3 percent, or 20.5 million new jobs, from 2010 to 2020 (Lockard and Wolf 2012).

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