

LOS ANGELES CITY COUNCIL PRESIDENT

NURY MARTINEZ

COUNCILWOMAN, 6TH DISTRICT

WOMEN AT WORK LA

BUILDING A MOM-FRIENDLY WORKPLACE

WOMENATWORKLA.COM

WOMEN AT WORK LA

FOREWORD

"Women are bearing the brunt of the COVID-19 crisis as they became full-time teachers and care-givers on top of their daily responsibilities. Many women left the workforce and are still struggling to re-enter as our country returns to normal. We need businesses to be our partner in the return to work: not create obstacles. The post-COVID job market needs to bring women, especially moms, to the table--not lock them out of the room."

- Nury Martinez,
President, Los Angeles City Council
Councilmember 6th Council District



WOMEN AT WORK LA

IMPORTANCE

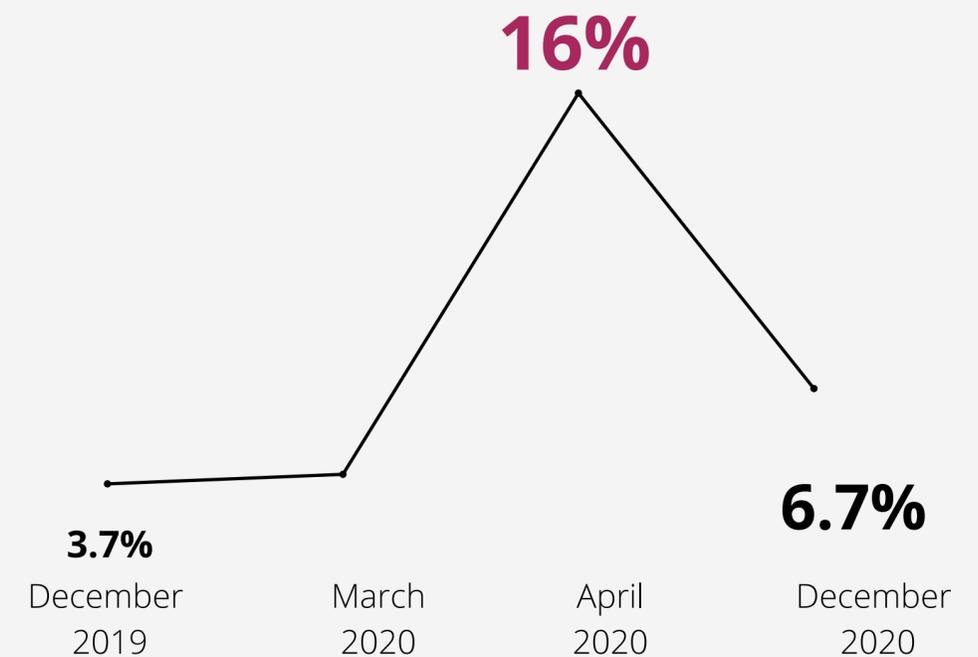
The COVID-19 pandemic has affected the labor force nationwide and underscores the particular **challenges** women face in **balancing family and workplace responsibilities**.

Before the pandemic, women accounted for more than half of the nation's workforce, reflecting their importance in the economy.

There were 2.2 million fewer women in the labor force in October 2020 than there were in October 2019.

Source: U.S. Bureau of Labor Statistics

U.S. Women's Unemployment Rate
From Dec 2019 - Dec 2020



Source: Los Angeles Business Journal

WOMEN AT WORK LA

THE COVID-19 PANDEMIC HIGHLIGHTED THE GENDER INEQUITIES IN THE WORKFORCE

The COVID-19 pandemic has affected the labor force nationwide and underscored the challenges women face in balancing family and workplace responsibilities.

Reports demonstrate that women have been significantly impacted during the economic downturn.

U.S. LABOR FORCE PARTICIPATION TRENDS			
	FEB 2020	FEB 2021	CHANGE
WOMEN, 20 +	74,501,000	72,173,000	-2,328,000
MEN, 20 +	83,930,000	82,095,000	-1,835,000

Source: U.S. Bureau of Labor Statistics

WOMEN AT WORK LA

Women are highly represented in many of the hardest-hit employment sectors.

OCCUPATIONS MOST OVERREPRESENTED BY WOMEN	% OF FEMALE WORKERS	INCREASE IN UNEMPLOYMENT
HEALTHCARE SUPPORT	86%	+3.9
PERSONAL CARE & SERVICE	75%	+10.7
OFFICE & ADMINISTRATIVE SUPPORT	75%	+2.2
EDUCATIONAL INSTRUCTION & LIBRARY	74%	+1.0
COMMUNITY & SOCIAL SERVICE	66%	+2.1
FOOD PREPARATION & SERVING	55%	+10.8
OCCUPATIONS MOST OVERREPRESENTED BY MEN		
PRODUCTION	31%	+1.5
CONSTRUCTION & EXTRACTION	4%	+5.5
COMPUTERS & MATHEMATICS	27%	+0.5
PROTECTIVE SERVICE	24%	+1.8
TRANSPORTATION & MATERIAL MOVING	21%	+3.4
ARCHITECTURE & ENGINEERING	17%	+0.4

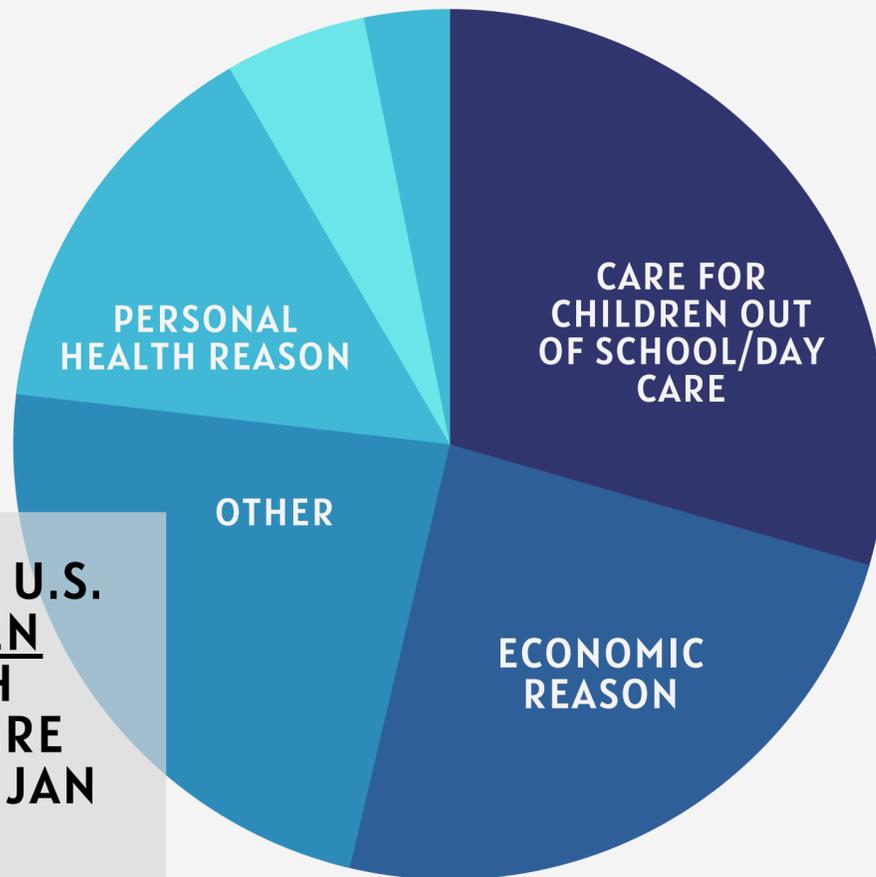
Source: IPUMS USA, University of Minnesota

WOMEN AT WORK LA

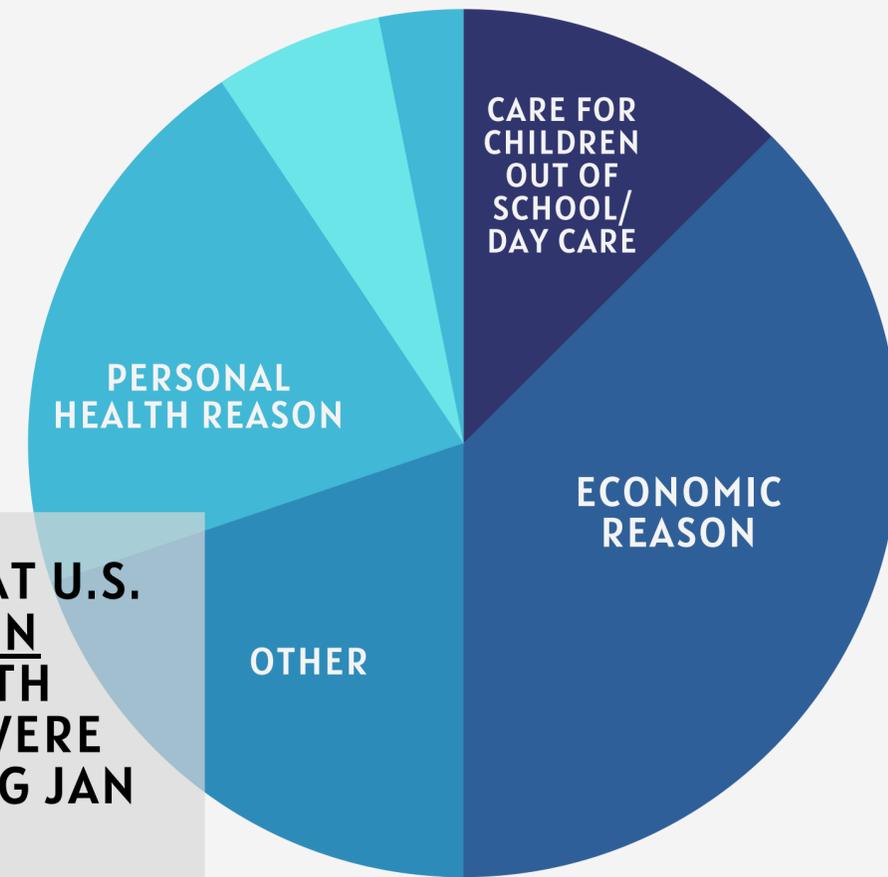
The closure of childcare centers and the shift to remote learning for students caused many mothers to make the **difficult decision** between **working** and **caring** for their children.

Source: U.S. Census Bureau Household Pulse Survey

REASONS THAT U.S. ADULT WOMEN 25-55 WITH CHILDREN WERE NOT WORKING JAN 2021



REASONS THAT U.S. ADULT MEN 25-55 WITH CHILDREN WERE NOT WORKING JAN 2021



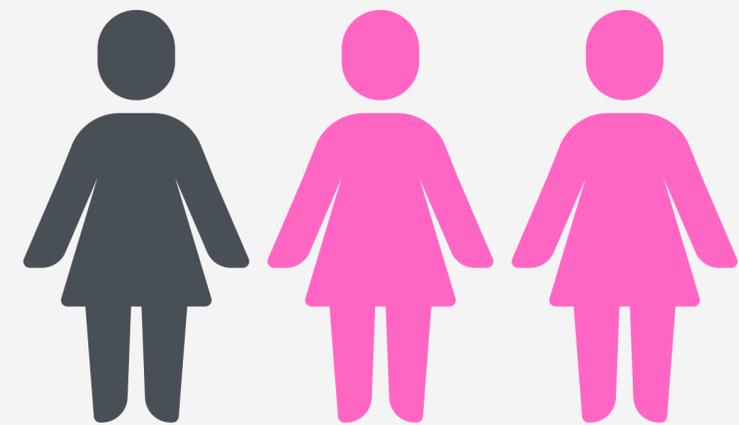
WOMEN AT WORK LA

THE IMPACT ON WOMEN

The long term impacts of the pandemic will likely result in **greater inequality** between men and women in occupational attainment, lifetime earnings, and economic independence.

Leaving the workplace diminishes an individual's ability to gain new knowledge and experience, establish tenure, and develop professional relationships, all of which are critical to earning promotion and an increase in pay.

1 in 3 mothers feel like they have to scale back or opt out of working, citing childcare responsibilities as a primary reason.



Women are also **2.1x more likely** to worry about their work performance being judged due to caregiving.

Sources: American Sociological Association and Women in the Workplace Report 2020 McKinsey & Company

WOMEN AT WORK LA

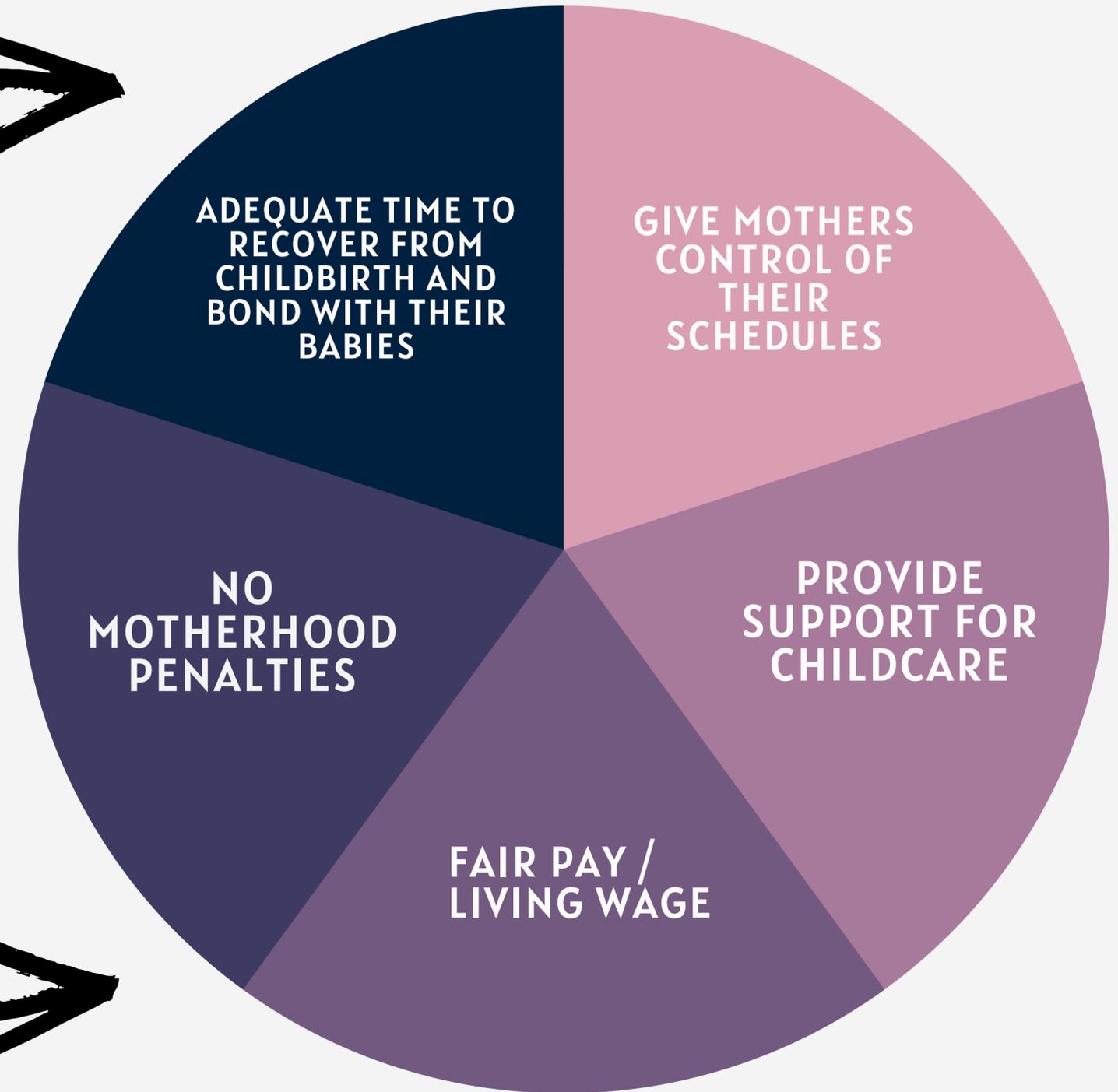
WHY BUSINESSES SHOULD ADOPT THE POLICIES IN THE TOOLKIT

Recent studies have emphasized that businesses should adapt their workplace policies to the continuing health threat and social disruption posed by the pandemic. By providing working parents the time, information, services, and resources they need to cope with the crisis, family-friendly policies and practices can make an importance difference in people's lives.

WOMEN AT WORK LA : TOOLKIT

WAYS TO MAKE THE
WORKPLACE MORE

**MOM
FRIENDLY**



WOMENATWORKLA.COM

LOS ANGELES CITY COUNCIL PRESIDENT

NURY MARTINEZ

COUNCILWOMAN, 6TH DISTRICT

WOMEN AT WORK LA : TOOLKIT



GIVE MOTHERS CONTROL OF THEIR SCHEDULES

Give options such as:

- flextime
- a compressed work week
- shift work
- part-time schedules
- job-sharing

to promote hourly flexibility.



WOMEN AT WORK LA : TOOLKIT

2 PROVIDE SUPPORT FOR CHILDCARE

Childcare Support Options

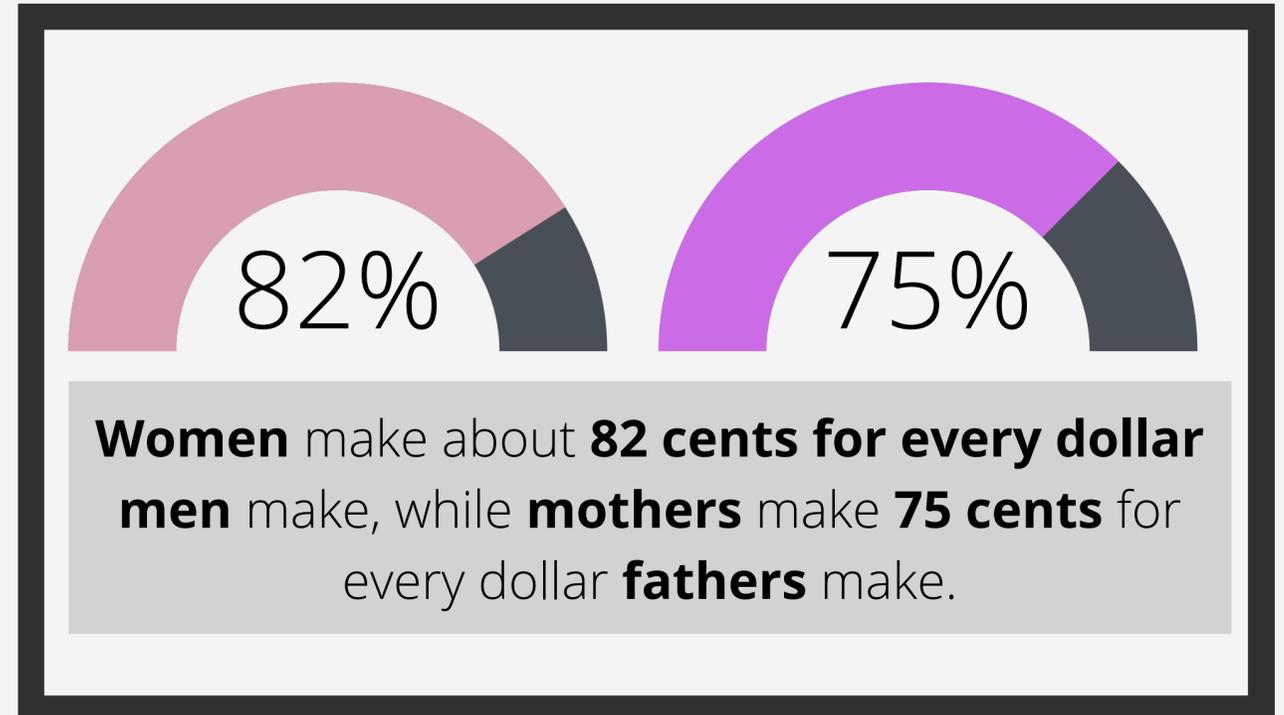
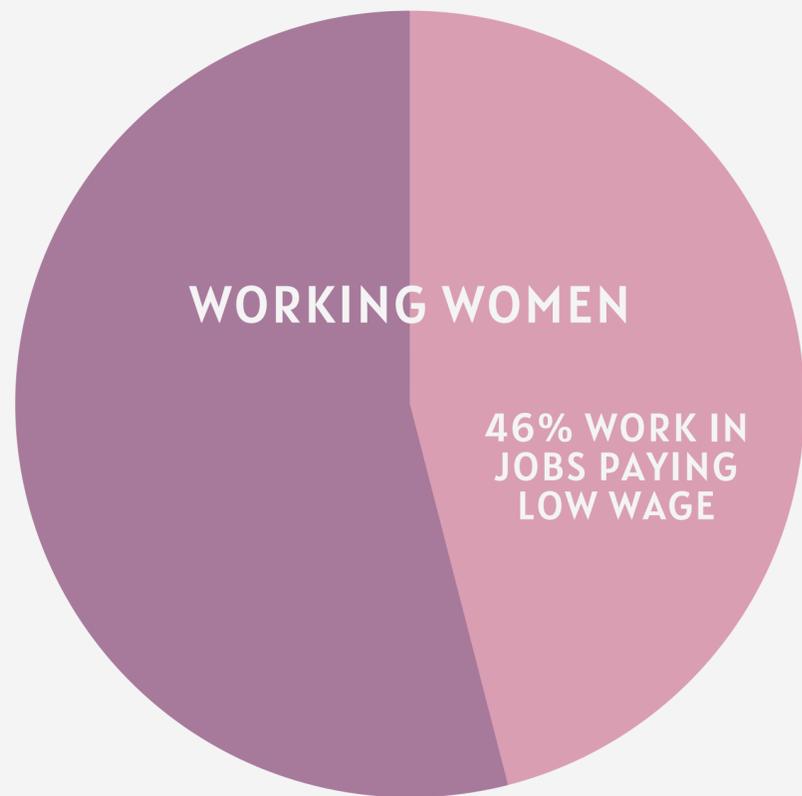
Provide free or subsidized on-site care, in-site care, center-based care, and/or backup care.

Negotiate discounts on behalf of employees at local childcare centers.



WOMEN AT WORK LA : TOOLKIT

Companies should audit salaries to identify disparities between men and women



Sources: NWLC's analysis of the Census Bureau's American Community Survey

3 FAIR PAY / LIVING WAGE

WOMEN AT WORK LA : TOOLKIT

4 NO MOTHERHOOD PENALTIES

Avoid penalizing women for becoming moms:

- reduce and eliminate discrimination that mothers face in the workplace.
- require unconscious bias training for employees.



WOMEN AT WORK LA : TOOLKIT

5 ADEQUATE TIME TO RECOVER FROM CHILDBIRTH AND BOND WITH THEIR BABIES

Give moms maximum time off:

12 weeks minimum

- Only **20%** of private sector workers had access to paid family leave in 2020
- **8%** of workers earning less than \$14 an hour had paid family leave in 2020
- **Black and Hispanic** workers are **less likely** than white, non-Hispanic workers to have access to paid family and medical leave.

10-20% of pregnancies end in ***miscarriages...***
But there is currently **no federal requirement for time off.**

Offer bereavement leave for mothers and their partners who have experienced pregnancy loss.

Sources: Mayo Clinic, Healthline, Center for American Progress

WOMEN AT WORK LA

WHY YOUR COMPANY SHOULD DO THIS

Women are important to a positive workplace culture. Studies have shown that workplaces with women leadership have **higher job satisfaction amongst employees, more organizational dedication,** and **decreased burnout.**

Additionally, the **diversity of viewpoints increase** when **women are included, leading to companies with higher productivity and innovation.**

WOMEN AT WORK LA

FOR MORE INFORMATION GO TO

WomenAtWorkLA.com and additional information at MarshallPlanForMoms.com

ABOUT COUNCIL PRESIDENT NURY MARTINEZ

Los Angeles City Council President Nury Martinez is the first Latina Council President in the City's 170-year U.S. history. The proud daughter of working-class immigrants, Martinez is a glass-ceiling shattering leader who brings a families-first and Women's Rights advocacy to her efforts on behalf of the families in the Sixth Council District and City of Los Angeles. Martinez created the largest renters relief program in the country, helped lead the effort to raise the minimum wage to \$15 an hour in the City of Los Angeles, created a task force and increased efforts to help women caught in the nightmare of human trafficking, and championing Paid Parental Leave for City workers and Angelenos Citywide.

WOMENATWORKLA.COM

LOS ANGELES CITY COUNCIL PRESIDENT

NURY MARTINEZ

COUNCILWOMAN, 6TH DISTRICT