



GENDER MATTERS

from the New Hampshire Women's Foundation

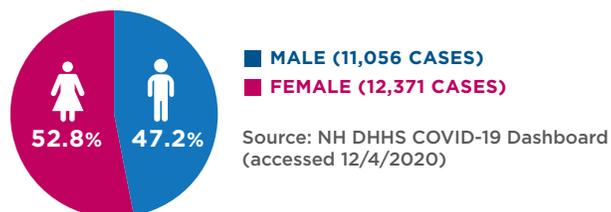
WHEN YOU KNOW THE FACTS, YOU CAN ACT!

2020: SPECIAL ISSUE The Impacts of COVID-19 on New Hampshire Women

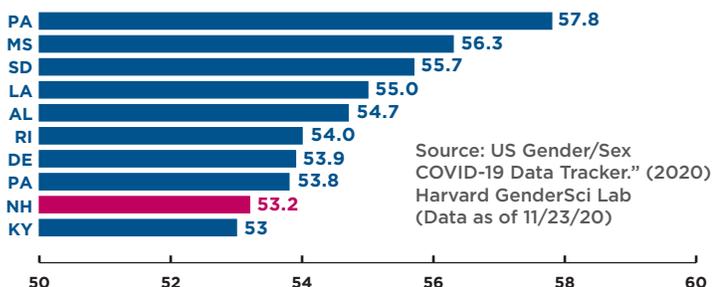
THE COVID-19 PANDEMIC has triggered both health and economic crises that are being felt disproportionately by women here in New Hampshire and across the globe. This pandemic has destabilized workers, families and communities and has exposed the fragility and inequality in our health care, economic and caregiving systems. While the rate of COVID-19 cases in New Hampshire remains one of the lowest in the country,¹ women are predominantly on the frontlines of the virus shouldering the burden in the workplace and at home as caregivers to children and aging parents. At the same time, women are more likely than men to suffer negative health and economic consequences.

WOMEN ARE EXPERIENCING A HIGHER PERCENT OF COVID-19 CASES AND DEATHS

TOTAL COUNT CASES BY SEX



NH IS AMONG THE TOP 10 STATES FOR PERCENT OF FEMALE CASES



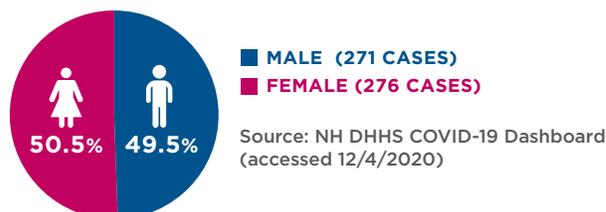
THE SEX DISTRIBUTION OF COVID-19 CASES varies significantly across all 50 states with a low of 35% of positive cases attributable to women in Texas and a high of 58% in Pennsylvania. At 53%, New Hampshire ranks among the top 10 states in the country for the gendered impact of the virus, above the national average of 52%.²

FIRST IN THE NATION FOR PERCENT OF COVID-19 DEATHS IN LONG-TERM CARE FACILITIES: EVEN HIGHER FOR FEMALES³

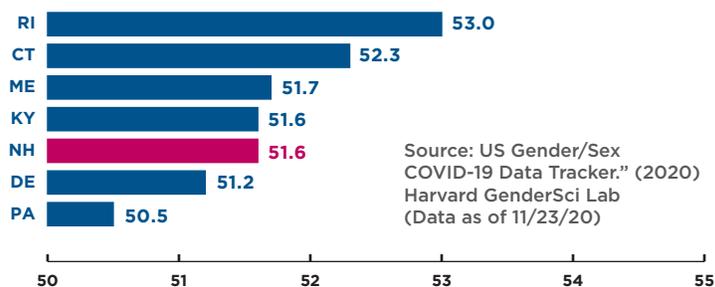
Residents of long-term care (LTC) facilities, such as nursing homes, have experienced a disproportionate share of COVID-19 deaths. New Hampshire has the highest share of LTC facility deaths in the U.S. at 82% of total state deaths. This number is even higher, at 90%, when looking at female deaths alone.

Source: Kaiser Family Foundation and NH DHHS COVID-19 Dashboard (accessed 12/4/2020)

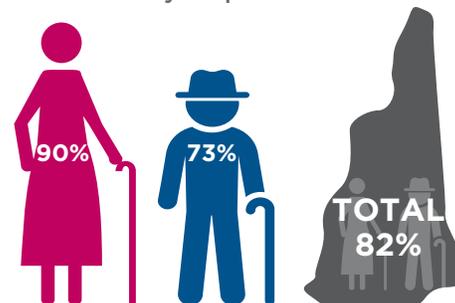
TOTAL COUNT DEATHS BY SEX



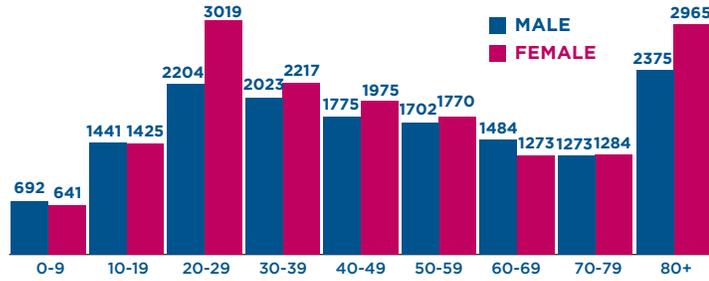
NH IS ONE OF ONLY 7 STATES WITH A HIGHER PERCENT OF FEMALE DEATHS



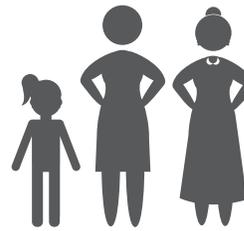
THE SEX DISTRIBUTION OF COVID-19 DEATHS shows that mortality rates for men and women vary widely among US states, with the virus killing more men than women in all but 7 states. NH is among these 7 states ranking 5th highest in the country for percent of female deaths.



NH RATE OF COVID-19 CASES BY AGE AND SEX



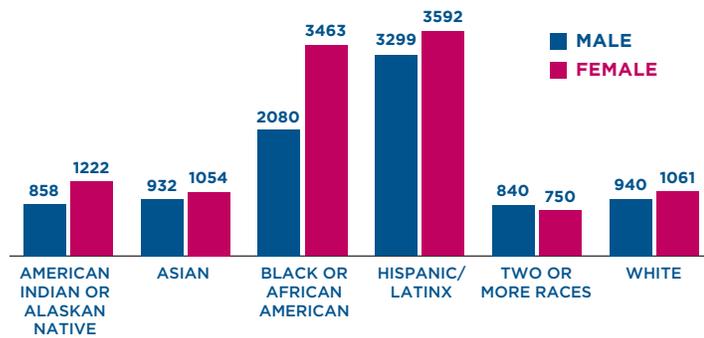
Source: NH DHHS COVID-19 Dashboard (accessed 12/4/2020)



NH WOMEN ARE EXPERIENCING A HIGHER PREVALENCE OF COVID-19 CASES ACROSS MOST, BUT NOT ALL AGE GROUPS (Rate per 100,000 population)

Risk and gender disparity are most pronounced for women in the 20-29 and 80+ age groups. Given that a person's age is a strong predictor of their risk of dying from COVID-19, this disparity contributes to the higher number of female deaths for women over age 80.

NH RATE OF COVID-19 CASES BY RACE AND SEX

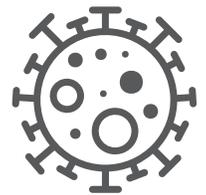


Source: NH DHHS COVID-19 Dashboard (accessed 12/4/2020)

WOMEN OF COLOR ARE EXPERIENCING COVID-19 AT MUCH HIGHER RATES THAN WHITE WOMEN

(Rate per 100,000 population)

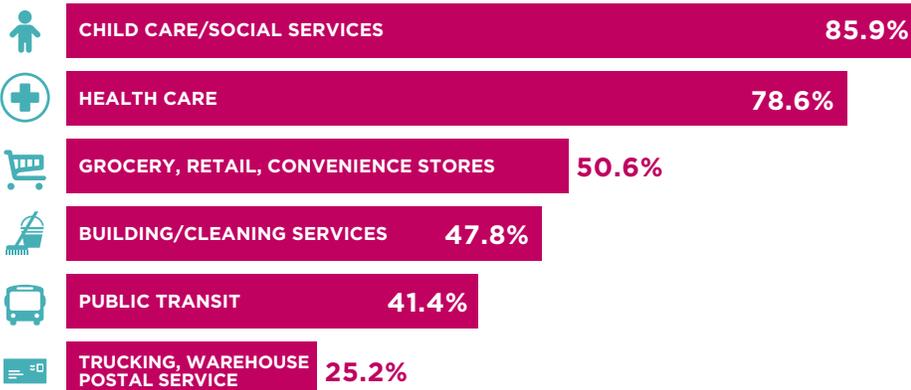
Nationally recognized trends of greater COVID-19 risk for racial minority groups are present in New Hampshire. Among nearly all racial and ethnic groups, the risk is greater for women. Black or African American women are experiencing COVID-19 at a prevalence 3.3 times greater than white women and for Hispanic/Latinx women the rate is 3.4 times as great.



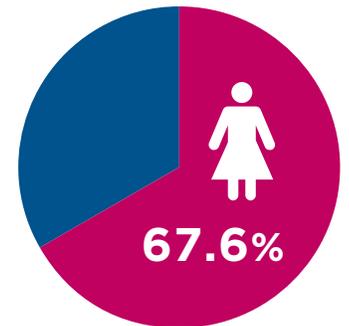
FEMALE WORKERS FACE INCREASED OCCUPATIONAL HAZARDS

Women are disproportionately represented in occupations on the frontlines of the pandemic response with employment conditions that present higher exposure and greater risk of contracting COVID-19. These jobs are often physically demanding, lack flexibility and have fewer benefits and lower pay.

WOMEN AS PERCENTAGE OF ESSENTIAL WORKFORCE IN KEY OCCUPATIONAL SECTORS IN NH⁴



Source: Center for Economic and Policy Research Analyzing ACS 2014-2018



WOMEN COMPRISE MORE THAN 2/3 OF THE ESSENTIAL WORKFORCE

THE WAGE GAP HAS MADE THINGS WORSE FOR WOMEN DURING THE COVID-19 PANDEMIC

During economic downturns and recessions, lost earnings due to the gender wage gap make women economically more vulnerable and add to financial hardship when women have less savings to cover emergencies or basic expenses when there is a sudden or unexpected loss of employment.

IN NH HEALTHCARE WORKFORCE, THE WAGE GAP PERSISTS



HEALTHCARE PRACTICIONER/TECHNICAL OCCUPATIONS

76% WOMEN

Includes Doctors, Dentists, Veterinarians, Laboratory technicians, MRI technologists, Registered Nurses, etc.

71.4¢



Women's earnings as compared to one dollar of men's earnings



HEALTHCARE SUPPORT OCCUPATIONS

89.5% WOMEN

Includes Personal Care Aides, Nursing Assistants, Massage Therapists, Medical Equipment Preparers, etc.

79.1¢



Source: U.S. Census Bureau, American Community Survey 1-year estimates, 2017

MORE WOMEN HAVE LOST EMPLOYMENT AND EARNINGS

Men have fared much better in retaining employment and re-entering the workforce throughout the pandemic.

WOMEN'S SHARE OF UNEMPLOYMENT (PERCENT)



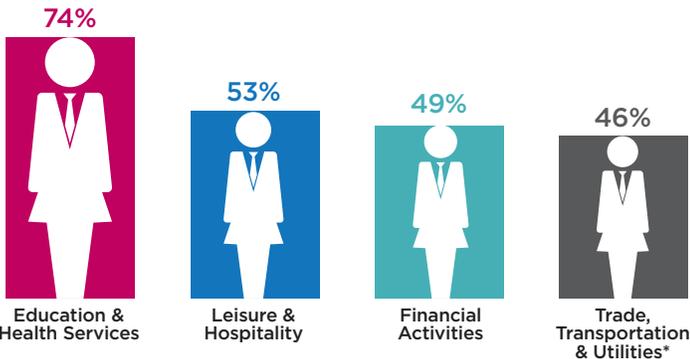
Source: BLS Unemployment Insurance Data, ETA 203, Characteristics of the Uninsured.

While women's share of the unemployment insurance program in January 2020 was only 36%, by April their share had risen to 59%, reflecting larger job loss among women in NH compared with men. As the economy has reopened since late spring, some job growth has occurred, but women's share of unemployment has remained uncharacteristically higher than men's.

WHO CAN WORK FROM HOME?

There are stark occupational differences as to whether or not a worker will be able to telecommute or be required to show up at a physical location in order to perform work and receive pay. Only 8% of workers employed in service occupations and 13% of workers in leisure and hospitality had the ability to work from home. In sharp contrast, 64% of those employed in professional occupations and 86% of those employed in management, business and financial occupations were able to do so.⁶

IN KEY NH INDUSTRIES, PERCENT OF WORKFORCE THAT IS FEMALE

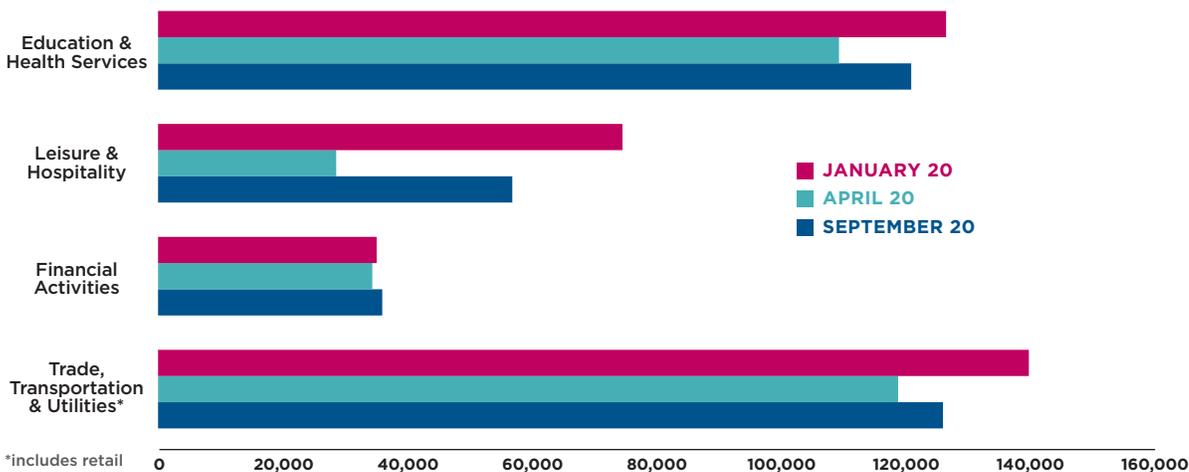


*includes retail

Source: U.S. Census Bureau ACS 1-Year Estimates - Public Use MicroData Sample, 2018

Women are disproportionately or evenly represented in industries that are suffering the greatest job loss. Ironically, women's jobs are simultaneously deemed "essential" but also more likely to be eliminated as the labor market responds to the recession and subsequent waves of the pandemic. Persistent job loss in these industries will have long-term impact on women's earnings.

NUMBER OF NH JOBS IN SELECTED INDUSTRIES (JANUARY, APRIL AND SEPTEMBER 2020)



*includes retail

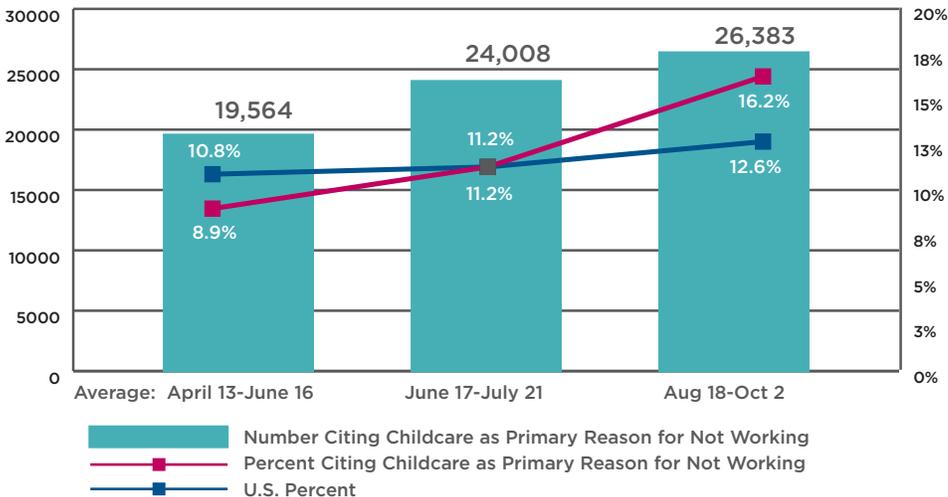
Source: NH Employment Security, NH Economic Conditions ELMI Current Employment Statistics - by Industry and Number of Jobs, Seasonally Adjusted, October 13, 2020

ACROSS THE U.S. PARENTS ARE SCRAMBLING, MOST RESPONSIBILITY FALLING ON WOMEN

Study after study has shown that in response to school, child care, and camp closings, as well as remote learning and reduced class sizes, significantly more women than men have reduced their work hours,⁷ left work to care for children,⁸ and spent more time on education and household tasks.⁹ The latest evidence shows that due to COVID-19 school and child care closures, mothers with young children have arranged reductions in their work hours that are four to five times greater than the reductions arranged by fathers.¹⁰



IN NH LACK OF CHILDCARE HAS INCREASINGLY BEEN CITED AS A REASON FOR NOT WORKING



Over the span of the pandemic, and the onset of a new school year, the number of Granite State workers who are out of the labor force, citing child care as the primary reason for not working, has grown to more than 26,000. Nearly all of these individuals were women.

For women to re-enter the workforce and sustain employment, schools and child care centers will need to re-open fully and without interruption.

Source: NHES ELMU COVID-19 Unemployment Update, October 29, 2020 (ELMU analysis of Census Bureau, Pulse Household Survey)

CONCLUSION

Women in New Hampshire are more vulnerable to COVID-19-related health and economic effects because of persistent gender and racial inequalities in our health care system and our economy. As our federal and state governments turn to longer-term recovery efforts, there is a need to center investments and solutions on those who have been most impacted by COVID-19 and the corresponding economic downturn. The needs of New Hampshire women, especially working mothers and women of color, demand greater attention and greater investment.

Without intervention to address the disproportionate impact of COVID-19, women's progress will continue to decline. This will not just set back the cause of gender equality, but also will hold back the state's economic recovery and deny women and their families an equitable share of future opportunity and prosperity. Bold action now¹¹ toward more equitable health, economic and caregiving systems will help reverse these declines in women's health and financial security and more rapidly restore economic growth and family incomes.

ENDNOTES

1. The New York Times: Coronavirus in the U.S.: Latest Map and Count (Accessed 12/4/2020)
2. Harvard GenderSciLab (2020), US Gender/Sex Data Tracker, <https://www.genderscilab.org/gender-and-sex-in-covid19/>
3. <https://www.kff.org/health-costs/issue-brief/state-data-and-policy-actions-to-address-coronavirus/#long-term-care-cases-deaths>
4. Center for Economic and Policy Research, <https://cepr.net/a-basic-demographic-profile-of-workers-in-frontline-industries/>
5. Ariane Hegewisch and Halie Mariano, 2020 "Same Gap, Different Year. The Gender Wage Gap, Earning Differences by Gender and Race." IWPR, Washington DC (accessed 11/2/20).
6. Dey, Matthew, Henry Frazis, Mark A. Lowenstien and Hugette Sun. 2020. "Ability to Work from Home: Evidence from Two Surveys and Implications for the Labor Market in the COVID-19 Pandemic". U.S. Bureau of Labor Statistics. <https://www.bls.gov/opub/mlr/2020/article/ability-to-work-from-home.htm> (accessed November 2, 2020)
7. Caitlyn Collins and others, "COVID-19 and the gender gap in work hours," Gender, Work and Organization (2020): 1-12, available at <https://onlinelibrary.wiley.com/doi/abs/10.1111/gwao.12506>.
8. Danielle Rhubart, "Gender Disparities in Caretaking during the COVID-19 Pandemic" (Syracuse, NY: Lerner Center for Public Health Promotion, 2020)
9. Matt Krentz and others, "Easing the COVID-19 Burden on Working Parents," Boston Consulting Group, May 21, 2020, available at <https://www.bcg.com/publications/2020/helping-working-parents-ease-the-burden-of-covid-19>.
10. Collins and others, "COVID-19 and the gender gap in work hours.
11. C. Nicole Mason, Ph.D and the Institute for Women's Policy Research offer an important policy framework in "Build(ing) The Future: Bold Policies for a Gender Equitable Recovery," <https://iwpr.org/building-the-future/>, released November 10, 2020.



new hampshire
**WOMEN'S
FOUNDATION**

We invest in opportunity and equality for women and girls in New Hampshire through research, education, advocacy, grantmaking, and philanthropy.



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The New Hampshire Women's Foundation recognizes Jennifer Frizzell, Director of Policy as the author of this publication, and credits Dr. Kristin Smith, Visiting Research Associate Professor of Sociology, Dartmouth College, Ashley Post, undergraduate Dartmouth student and Dow Drukker, UNH Graduate Student for the research contained herein.