## How COVID-19 is Transforming Women, the Workforce, and the Workplace

## The first large-scale study on the impact of COVID-19 on working mothers

## **Key Participant Demographics**

550

women

completed the survey in 72 hours

95 %

currently employed

11 laid off 10 furloughs 5 LOA 96%

college educated

50% with an advanced degree

86 %

have at least one child aged 10 or younger 60 %

have 11-20 years of professional work experience

5 %

caring for an elderly or sick family member 90%

married

93 %

have children

28

pregnant

**24** on maternity leave

40% Rep

Reported layoffs and/or furloughs in their organization

**75**%

Have switched to full-time remote working

**50**%

Have employers that will reopen in 2021 or later



COVID-19 is driving uncertainty and unsustainable adjustments for working mothers and the companies that employ them

WELLNESS DIMENSIONS







COVID-19 & LOSS

20 %

personally or their spouse / partner tested positive for COVID

11 %

23 %

lost a loved one to COVID-19

lost a loved one to something else

## **TOP 10 STRESSORS**

- 1. Childcare / school
- 2. Lack of "normalcy"
- 3. Children's wellbeing
- 4. Performance at work
- 5. Lack of social interactions6. Personal health and wellbeing
- 7. Finances
- 8. Marriage
- 9. Family conflicts
- 10. Home office environment

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Women are making high-impact and unprecedented decisions now, despite an uncertain future

FRESH START

**MANAGER RESPONSE** 

CHILDCARE

25 %

are likely or very likely to leave their job by choice in the next 12 months 40 %

feel their manager missed the mark in at least one critical area

**75%** 

have concerns
regarding childcare
or school for the
2020-2021 school year

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Employers need to reset and reconfigure people strategies; the "new normal" will soon give way to a reimagined future for women, the workforce and the workplace

WHAT WOMEN ARE SAYING:

45%

don't have clarity on their role or responsibilities for 2020 65 %

don't know what is necessary to progress to the next level in their

career

60 %

no, little, or moderate awareness about new COVID-19 company benefits **65** %

want employer to have better awareness, acknowledgement, training, and benefits