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# Women in the Workforce – How COVID-19 Exposed Workforce Inequality and What Leaders Should Do About It

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# Today's Speakers



**Carla Bailo**

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**Ashwini Balasubramanian**

Director of Market Intelligence, Strategy,  
& Sustainability  
Martinrea International Inc



**John McElroy** (Moderator)

Host  
Autoline

# Women in the workforce before COVID-19

- Female workforce participation in 2016 sat at 57%, **the lowest level since 1988**, while men sat at 69.2%, who have been steady declining in recent decades *(Source: U.S. Department of Labor, Women's Bureau)*
- Pre-COVID research shows that in 2015-2019, women had not dropped out of the workforce in greater numbers than men – **overall attrition was slightly higher for men** *(Source: McKinsey & Company)*
- Between January 2015 and December 2019, the number of women in senior V.P. positions increased from 23 to 28 percent, and in the C-suite from 17 to 21 percent. Though the numbers were progressing slightly upward, **women remained dramatically underrepresented, especially women of color** *(Source: McKinsey & Company)*
- In 2019, for every 100 men promoted to manager, **only 85 women of all races were promoted**, and **only 58 Black women and 71 Latinas were promoted** *(Source: McKinsey & Company)*
- In 2018, for every \$1 men earned, **women of all races on average earned 82 cents** — with White women earning 79 cents, Black women earning 62 cents, and Latinas earning just 54 cents for every \$1 white men earned *(U.S. Census Bureau/Center for American Progress)*

# Women in the workforce during COVID-19

- Since February of 2020, **women have lost a net of 5.4 million jobs**, over 1 million more than men, **and account for 55% of overall net job loss** *(Source: National Women's Law Center/U.S. Bureau of Labor Statistics)*
- Between January and December 2020, **nearly 2.1 million women left the labor force** *(Source: National Women's Law Center/U.S. Bureau of Labor Statistics)*
- Evidence suggests that working mothers have arranged reduction in work hours **4-5X greater than reductions in working fathers** *(Source: Center for American Progress)*
- In December of 2020, **all of the jobs lost were women's jobs** *(Source: National Women's Law Center/U.S. Bureau of Labor Statistics)*
- More than **1 in 12 Black women** (8.4%) and approximately **1 in 11 Latinas** (9.1%) remained unemployed in December of 2020, both more than **1.7 times higher than pre-pandemic levels** *(Source: National Women's Law Center/U.S. Bureau of Labor Statistics)*
- Employment for women may not recover to pre-pandemic levels until 2024—**over 18 months after a recovery for men** *(Source: McKinsey & Company)*
- It is estimated that **1 in 4 women are considering leaving the workforce** *(Source: McKinsey & Company and LeanIn.org)*

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## The Road Forward:

More Conversations with Top Women in the Automotive Industry

**Carla Bailo**, President & CEO, Center for Automotive Research

**Terry Barclay**, President & CEO, Inforum

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