

RESOLUTION RECOGNIZING THE FEMALE RECESSION CAUSED BY COVID-19 AND URGING BUSINESSES TO ADOPT PROCEDURES TO COMBAT THIS RECESSION

Summary: The Resolution Recognizing the Female Recession Caused by COVID-19 and Urging Businesses to Adopt Procedures to Combat this Recession recognizes the disparate impact COVID-19 has had on working women, especially single parents, and urges employers to adopt policies and procedures to help stop the harmful impacts of this recession.

Based on the City of _____ Resolution adopted _____.

RESOLUTION

WHEREAS, women already earn less than men according to a report from the National Partnership for Women and Families in September of 2020 that showed as compared to every dollar white men earned, Latinas earned 55 cents for similar work; Native American women earned 60 cents for similar work; Black women earn 63 cents for similar work; and White, non-Hispanic women earn 79 cents for similar work; and

WHEREAS, this pay inequity and a worsening of this inequity caused by COVID-19 has a negative impact on Montana families and communities; and

WHEREAS, the National Bureau of Economic Research study for April of 2020 found working women are experiencing the worst effects of the COVID-19 recession, unlike in previous downturns, which hit working men the hardest; and

WHEREAS, the reasons for this recession are being explored but include that more women in the United States have lost and will lose their jobs because the industries in which women's employment is more concentrated (including restaurants and other retail establishments, hospitality, and health care) have been harder hit by the effects of the pandemic; and

WHEREAS, this pattern of job loss, generally referred to as a "Female Recession" or "She-cession," is a change from previous recessions where the industries hurt were those predominantly dominated by men, such as manufacturing and construction, leading men to previously face greater risk of unemployment than women; and

WHEREAS, the World Economic Forum reported that as of August of 2020, men's labor supply had been improving with levels only 9% lower than pre-recession levels of February of 2020 but women's labor supply was still lagging behind at 20% below the pre-recession levels; and

WHEREAS, the Harvard Business Review reported women's jobs are 1.8 times more vulnerable to the COVID-19 crisis than men's jobs. Although women are 39% of global employment, they account for 54% of overall job losses as of May 2020. At the same time, the burden of unpaid care, which has risen in the pandemic, falls disproportionately on women. This regression is noted to not only be a blow to women and societal progress but also to the

economy and businesses - it could lead to a possible global GDP loss of \$1 trillion in 2030 as compared to what would occur if women's unemployment simply tracked that of men in all employment sectors; and

WHEREAS, childcare poses an additional challenge to working parents, especially mothers, during the pandemic. The coronavirus shutdowns have closed schools and daycare centers around the country, keeping children at home and making it even harder for parents (especially mothers who, according to studies, tend to provide the majority of childcare and who historically earn less at their employment than men) to keep working; and

WHEREAS, in two-parent households where one parent works in the labor market, the stay-at-home parent, usually the mother, is likely to assume primary childcare duties during coronavirus-related school closures. Even so, in 44 percent of married couples with children, both spouses work full-time but mothers provide about 60 percent of childcare (meaning women provide 10.3 hours per week and men perform 7.2 hours per week of childcare) according to a COVID Economics report from April of 2020 entitled "The impact of COVID-19 on gender equality"; and

WHEREAS, working women are at a greater disadvantage compared to working men in the current crisis because fewer women have jobs that allow them to telecommute: only 22 percent of female workers compared with 28 percent of male workers which makes working from home much more difficult for women. Telecommuting is especially difficult for single parents with a reported 20 percent of single parents being able to telecommute compared with 40 percent of married people with children according to the American Time Use Survey from 2017 and 2018; and

WHEREAS, according to the data analysis from the American Time Use Survey from 2017 and 2018, single parents will face the greatest challenges; and

WHEREAS, the current economic downturn resulting from the COVID-19 pandemic has been reported to disproportionately hurt women's employment, especially women of color, with ramifications that could be long lasting;

NOW, THEREFORE, BE IT RESOLVED that the City of _____ urges businesses to become aware of their employees' childcare needs and respond by adopting more flexible work schedules and telecommuting options; and be it further

RESOLVED that the City of _____ encourages employers to promote flexible work arrangements and make childcare obligations of all genders a priority for the employer to adequately address; and be it further

RESOLVED that the City of _____ encourages employers to check whether productivity and performance expectations set before COVID-19 are still realistic and to help create work-life boundaries, such as establishing set hours for meetings; and be it further

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RESOLVED that the City of _____ encourages employers to raise awareness in the workplace about unconscious bias - such as challenging assumptions that a child playing in the background of a video call means less commitment to work or less ability to meet work obligations; and be it further

RESOLVED that the City of _____ encourages employers to provide information to employees about the full range of benefits available to them, such as mental health counseling; and be it further

RESOLVED that the City of _____ encourages employers to share regular updates on the state of the business and key business decisions that affect employees' work and lives; and be it further

RESOLVED that the City of _____ encourages businesses, as the World Economic Forum recommended in the Global Gender Gap Report 2020 published in December 2019, to commit to a framework to ensure the new world of work is inclusive and does not permit COVID-19 to set back decades of progress on gender equality; and be it further

RESOLVED, that suitable copies of this Resolution be delivered to the President of the United States, all members of the United States Congress, all statewide elected officials in Montana, leaders of all tribal nations in Montana, members of the Montana legislature, _____ County Commissioners, and _____.