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# "SHE-CESSION"

A REPORT ON WOMEN IN THE WORKPLACE BY THE  
WOMEN + GIRLS RESEARCH ALLIANCE



## 33 Million

WORKERS LACK ACCESS TO PAID  
FAMILY AND MEDICAL LEAVE,  
HARMING COMMUNITIES OF  
COLOR THE MOST ACCORDING TO  
[CLASP](#)

## 68.5%

OF U.S. JOB LOSSES BETWEEN  
FEBRUARY AND SEPTEMBER 2020  
WERE ATTRIBUTED TO WOMEN  
ACCORDING TO THE [NBER](#)

## WHAT IS A "SHE- CESSION?"

THE TERM WAS  
COINED BY C  
NICOLE MASON,  
PRESIDENT AND  
CHIEF EXECUTIVE  
OF THE INSTITUTE  
FOR WOMEN'S  
POLICY RESEARCH,  
A THINKTANK."  
[THE GUARDIAN.](#)

"FOR THE FIRST TIME  
IN HISTORY, THE US  
IS IN A "SHECESSION"  
– AN ECONOMIC  
DOWNTURN WHERE  
JOB AND INCOME  
LOSSES ARE  
AFFECTING WOMEN  
MORE THAN MEN."



[LINK TO THE W+GRA CURRENT  
RESEARCH PROJECTS FOR MORE  
INFORMATION](#)

# POSSIBLE SOLUTIONS

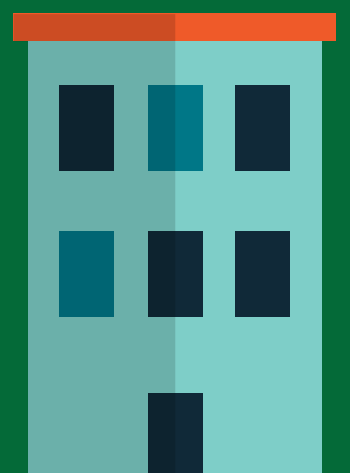


## CREATING AN EQUITABLE WORKPLACE

"HAVING ACCESS TO CHILD CARE IS JUST ONE PART OF THE EQUATION, BUT SO IS WORKPLACE FLEXIBILITY, CAREGIVING RESPONSIBILITIES OF ELDER RELATIVES OR EVEN CULTURAL GENDER NORMS." THE NY TIMES.

PRE- PANDEMIC, THE IWPR REPORTED A NARROWING GENDER GAP. POST- PANDEMIC, WOMEN IN THE WORKPLACE WILL NEED:

- HIGHER WAGES
- AFFORDABLE DAYCARE
- AFFORDABLE HOUSING
- RELIABLE PUBLIC TRANSPORTATION



CONTRIBUTE BY TAKING  
THIS SURVEY!