

# Impact of the Covid-19 Pandemic on Women in STEM Careers in South Florida

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# Executive Summary

- Women are facing a setback in the workplace
- Boomers report a minor negative impact on their income
- Gen Xers work-personal life balance has been impacted
- Millennials are experiencing a reduction in salary
- Gen Zers are dealing with an increase in mental strain



## The Problem

# Women are facing a setback in the workplace

- ✘ There is a **lack of support** for women which leaves the majority of responsibilities to them
- 🛒 Due to the increase of daily tasks, they had to **quit** their jobs or switch them to have a more flexible schedule
- ⚠️ There is a **disconnect** between work life and personal well being





# Working Women at Different Life Stages - Generations



# Boomers (Ages 57-66) report a minor negative impact on their income

 Career has **not** been impacted because most of them are retired or closer to retirement

 Only 25% have reported a **slight decrease** in their income

 **Not as much** expenses as other generations





# Gen Xers (Ages 41-56)

## work-personal life balance has been impacted

☆☆ 100% of FIU survey respondents report taking care of their **children and their aging parents.**


📁 Work and home life balance has been **impacted** by having to take care of their children and their aging parents.


👉💰 18% have **lost their jobs.** Many are facing anxiety due to an uncertain future.


⚠️ 54% report **deep concern** about contracting the virus.

Data source: STAANCE Study - Coronavirus Reactions. LinkedIn: How Covid-19 has Impacted Different Generation of Workers, FIU Server Responses

# Millennials (Ages 25-40) are experiencing a reduction in salary

 63% of Millennials reported a **reduction** in their salary

 Most impacted generation based on **mental and emotional** issues

 52% of Millennials are **putting off medical care** during COVID-19 because of costs





# Gen Zers (Ages 9-24) are dealing with an increase in mental strain



They are experiencing **more anxiety** than usual, and are experiencing **burnout**.



They are **moving back** to live with their parents at a high rate, breaking the record that was set during the Great Depression.



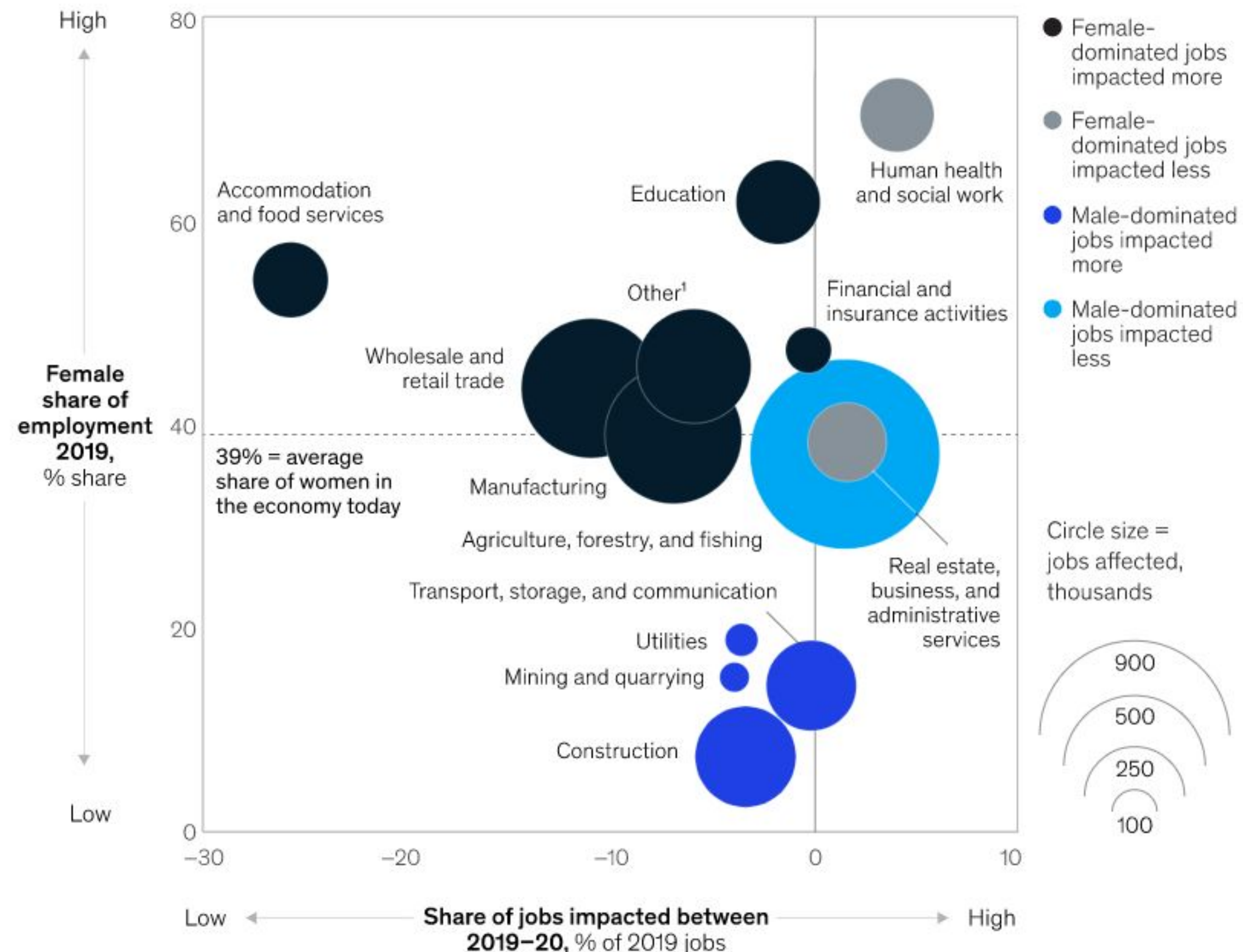
Results show that Gen-Z generally have a **better work life balance**. They are the most technological generation. They have a clear transition between work related tasks and personal roles.



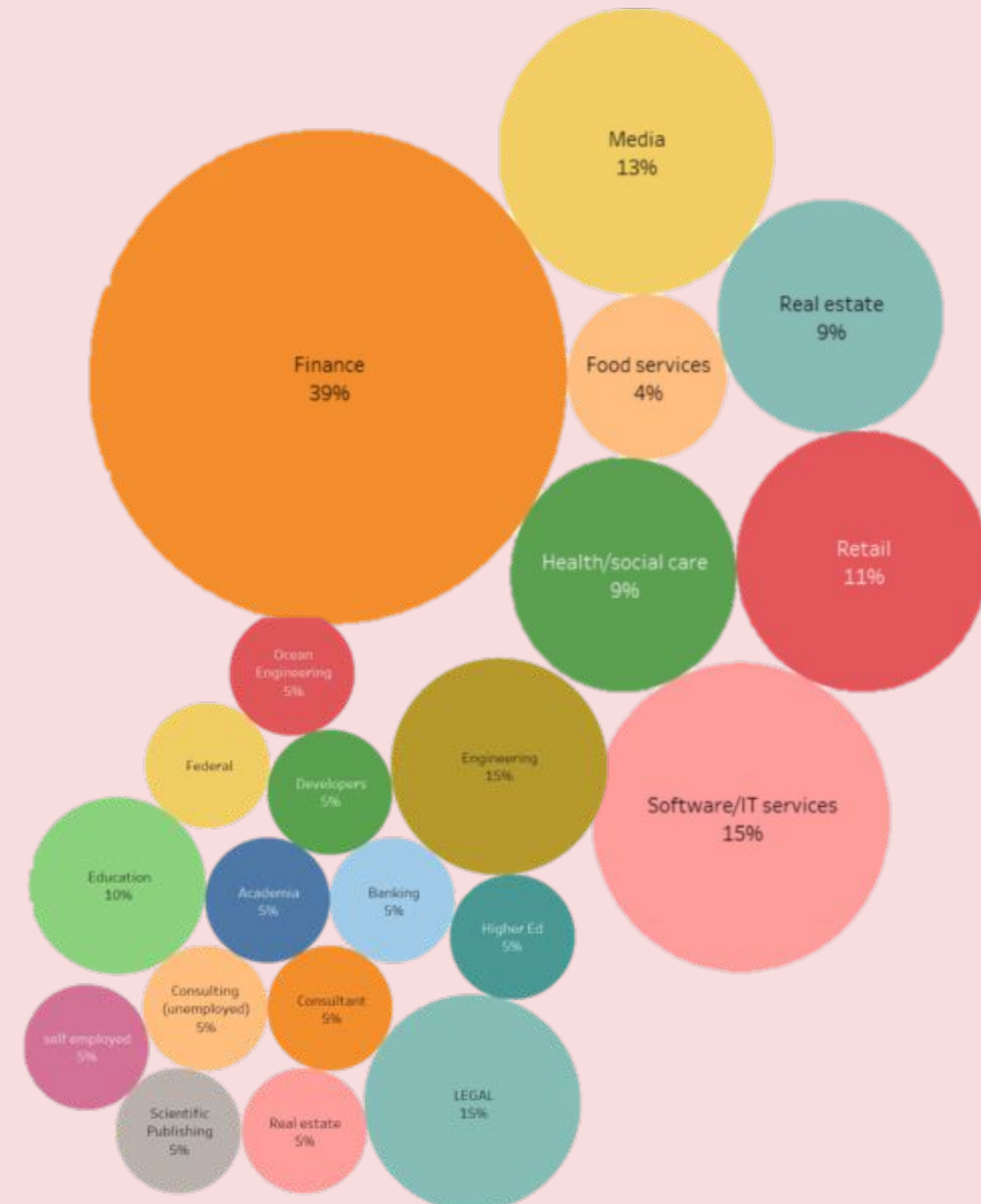
# Comparison of Impact to Female-Dominated Industries

Women are disproportionately represented in industries that are expected to decline the most in 2020 due to COVID-19.

World employment impact in 2020 by industry

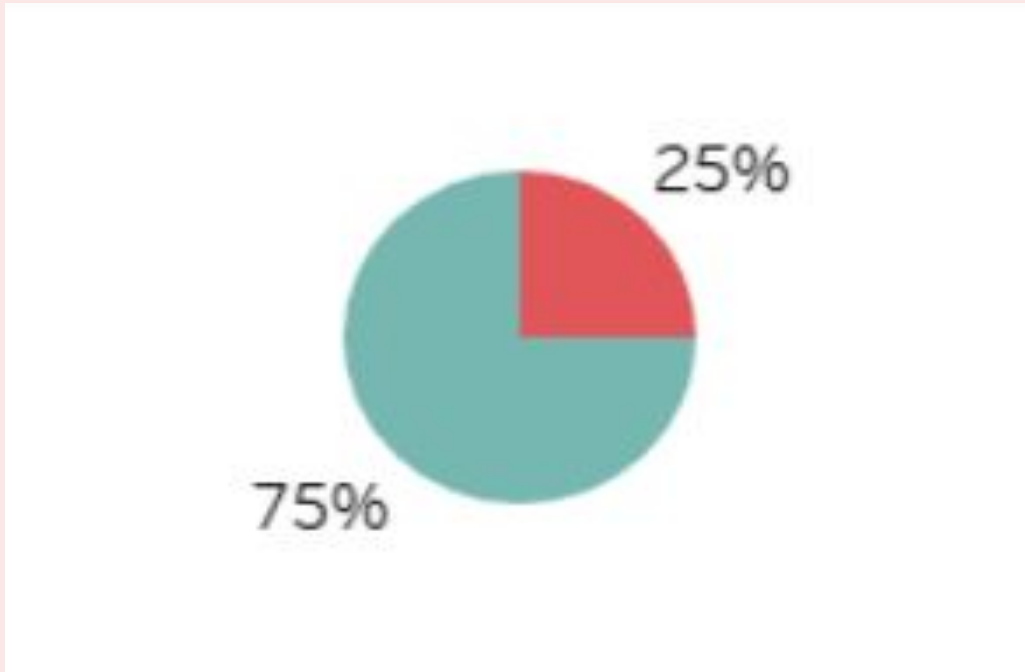


Women responses to FIU Survey by Industry



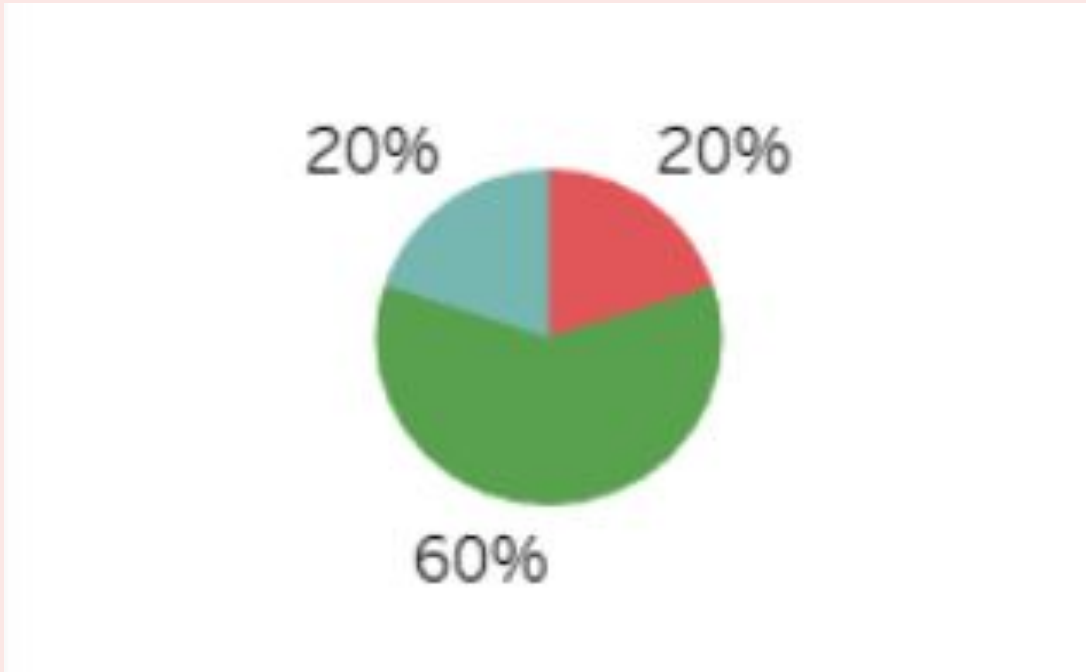
# Effect of Covid-19 on Household Financial Stability

## BABY BOOMERS



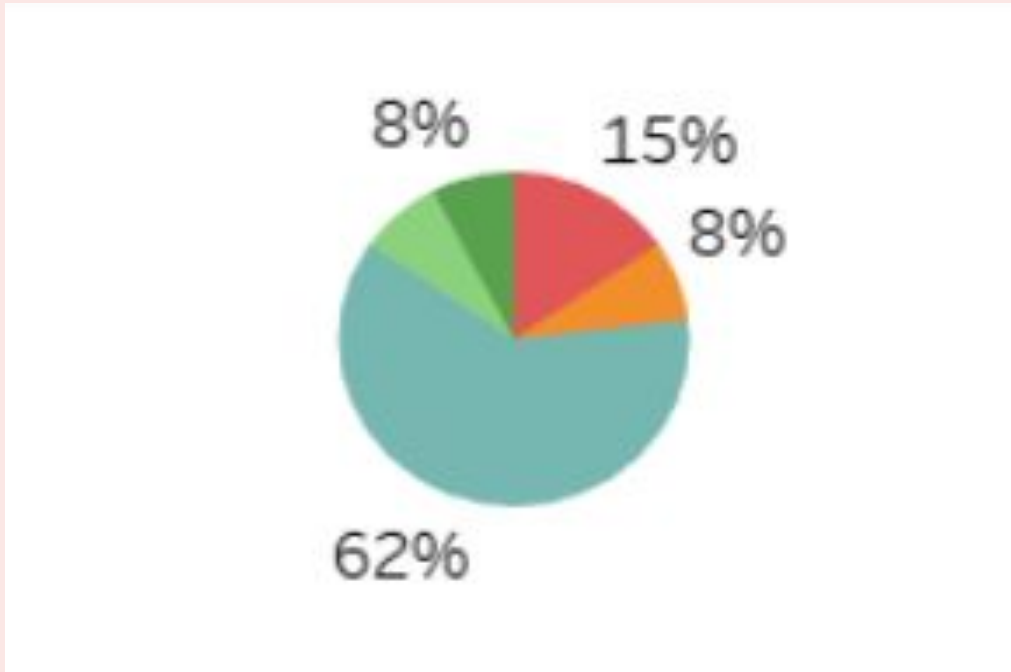
25% of Boomers reported a substantial decline in household financial stability while 75% reported no change.

## GEN X



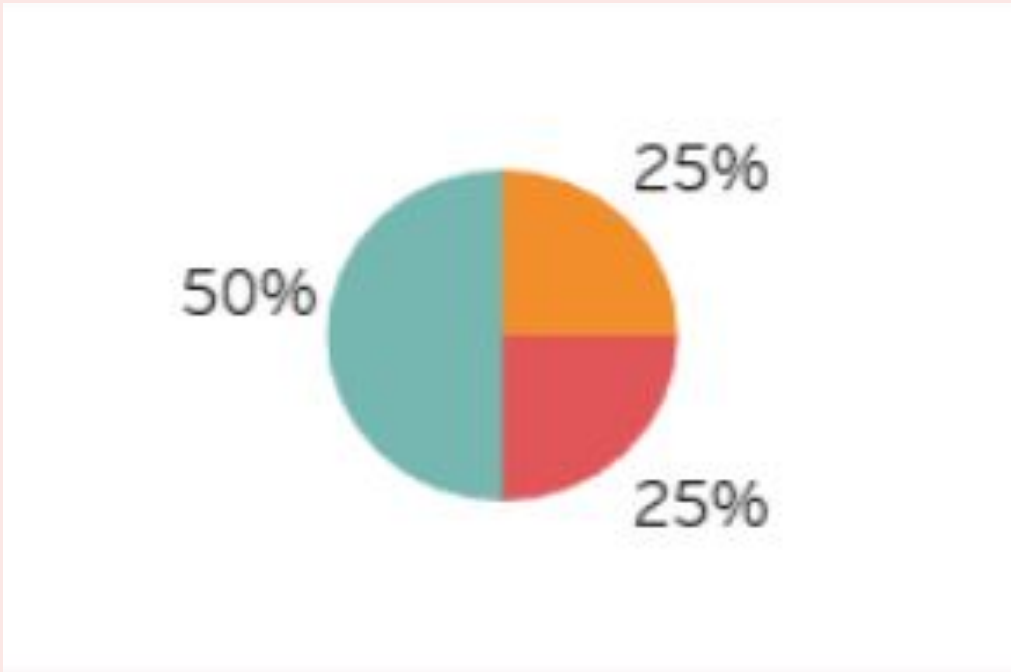
60% of Gen Xers responders reported a substantial increase in household financial stability, 20% reported no change, and 20% reported a substantial decrease.

## MILLENNIALS



62% of Millennials report no change, 15% reported a substantial decrease, 8% reported a slight decrease, and 16% reported an increase in household financial stability.

## GEN Z



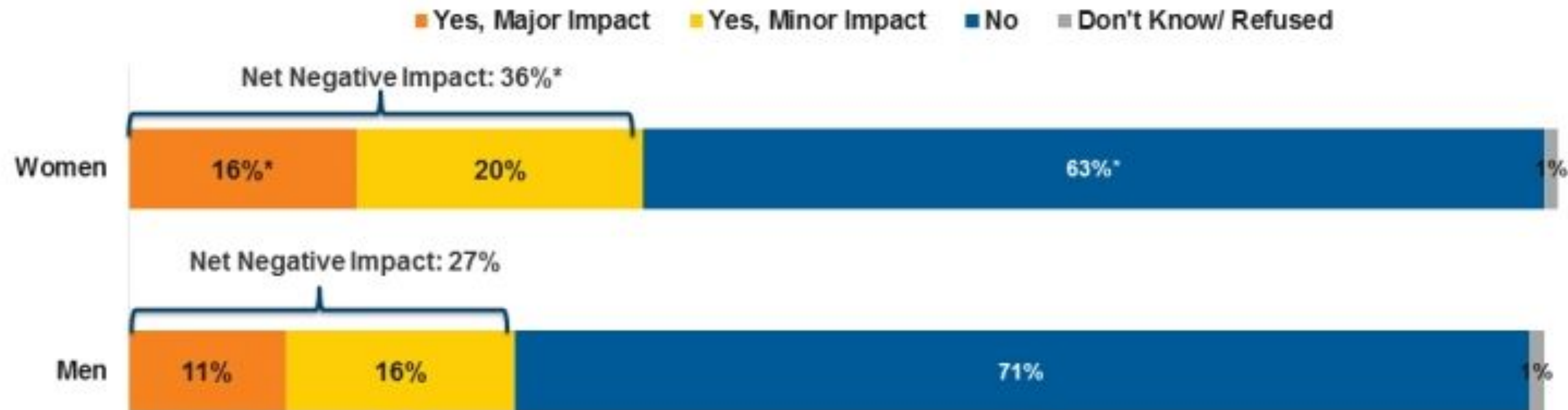
50% of Gen Zers responders reported a decrease in household financial stability while 50% reported no change.

- Decreased substantially
- Decreased slightly
- No change
- Increased slightly
- Increased substantially

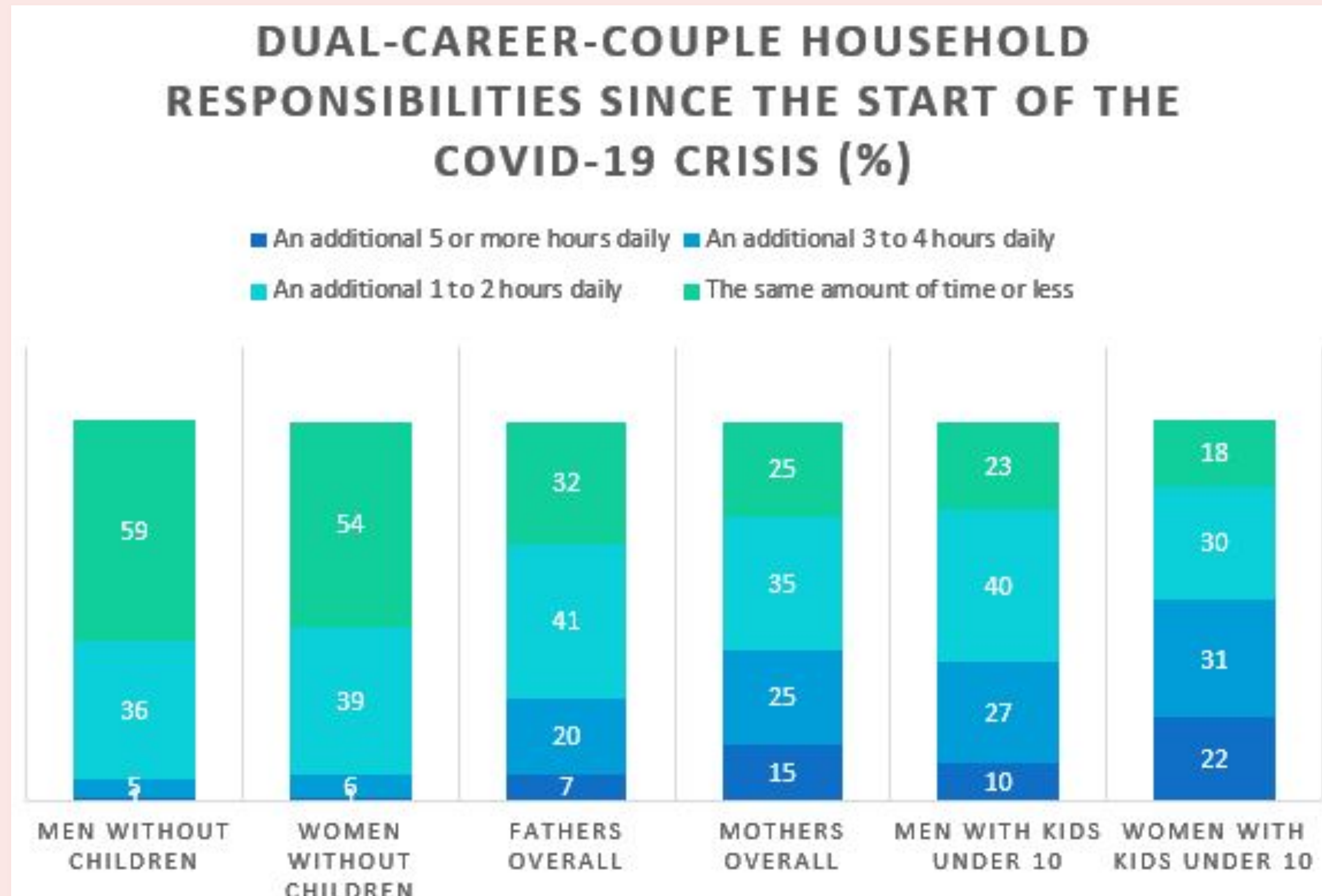
# Covid-19 Pandemic Mental Health Effects

## More Women Report Feeling Negative Mental Health Effects From Worry About Coronavirus

Do you feel that worry or stress related to coronavirus has had a negative impact on your mental health or not?



# Women have increased their household responsibilities by 23%



# Recommendations For Women

- Seek wellness programs to help cope with stress and anxiety
- Develop community support groups to uplift each other and build resilience
- Coordinate carpooling and homeschooling program within the community
- Seek mentorship and sponsorship
- Bring their authentic-self to all aspects of their lives



# Recommendations For Organizations

- Adopt a flexible work strategy permanently
- Consider child care assistance reimbursement/subsidy
- Provide mental health and wellness programs
- Help employees create a comfortable and functional workspace
- Encourage work-life balance



Say goodbye to tradition, and  
hello to reinvention.

Thank you!



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