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Nearly one million women rejoined the labor force in 2021 with the unemployment rate for Latina women improving the most from 9.1% in December 2020 to 4.8% in February 2022. Despite these job gains, women are down 1.4 million net jobs and represent more than two in three (68.5%) net job losers since February 2020. Notably, in February 2022, Black women were the only group to see an increase in unemployment, were most likely to have been out of work for 6 months or longer, and left the labor force in the largest numbers compared to January 2022.

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According to the Bureau of Labor Statistics, the overall quit rate rose over the past year, from 2.4% in February 2021 to 2.9% in 2022. A Gusto analysis of small and medium-sized business shows that women leave work at consistently higher rates and that this gender gap widened in January 2022, with 4.1% of women quitting their jobs compared to 3.4% of men. The analysis finds that this gap was driven by states with high rates of childcare disruptions due to the Omicron surge.



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According to [Future Forum](#), globally 52% of women want to have work location flexibility at least three days a week, compared with 46% of men, and 50% of working mothers want to work remotely most or all of the time, compared with 43% of working fathers. Among unemployed individuals surveyed by [WFH Research](#), women are more likely than men to prefer jobs that allow them to work