**Inequities in Job Recovery, Nearly a Year Later**

Almost a year ago, we wrote on the massive job loss in the United States over the early stages of the pandemic and the racial/ethnic and gender disparities in job recovery. By June 2020, the U.S. had a net loss of more than 15 million jobs compared to fourth months earlier. Women had sustained a loss of 11.2 percent of the jobs that they held in February, Blacks 11.5 percent, and Latinos 12.3 percent. The job losses were highest among Latina (13.7%) and Black women (13.4).

A lot has happened since then. Between the nation’s net job loss is now nearly half of what it was in June 2020 with more than 7.1 million jobs fewer than existed in February 2020. Yet the disparities in job recovery that we observed last summer are still with us. For example, over the course of the last ten months since June 2020, women have continued to lag behind men in job recovery rates, the one exception being in March 2021 when they were even. In April 2021, women (-5.2%) once again had lost more jobs than men (-3.9%).

Whites have enjoyed greater job recovery in nine out of the ten months since June 2020. In April 2021, however, Blacks have posted the greatest job recovery (3.8% fewer jobs than in February 2020) compared to whites (4.3%) and Latinos (4.9%).

Among women, white women have fared better in job recovery posting the lowest levels of job loss compared to Black and Latina women across the ten months since June 2020. Latina women have sustained the greatest level of job loss in eight of the ten months. In April 2021, Latina women had 7.5 percent fewer jobs than they did in February 2020 compared to 4.4 percent fewer jobs among white women and 4.9 percent among Black women.

Job recovery has been, overall, more even in the case of men. For example, across the ten months following June 2020, whites have had the lowest job loss level in four months with Blacks and Latinos each having the lowest rates in three months. White men have had the highest level of job loss in March and April 2021. In April 2021, white men held 4.3 percent fewer jobs than they had in February 2020 compared to 2.5 percent fewer jobs for Black men and 2.9 percent for Latino men.

*The College Diploma Divide*

Persons 25 to 64 years of age with at least a bachelor’s degree have nearly pulled even to their pre-pandemic job less with 0.7 fewer jobs in April 2021 than in February 2020. On the other hand, those without a bachelor’s degree have fared much worse with 6.7 percent fewer jobs during this period.

The employment-recovery gap is especially stark among women with women with college degrees now having slightly more jobs (0.1% more) than they held before the pandemic compared to their counterparts with lower levels of education who have nearly 9 percent fewer jobs now. Men with bachelor’s degrees or higher have also fared better than men with lower levels of education with job losses of 1.5 percent and 5 percent, respectively.

*The Race/Ethnic-College Diploma Divide*

Once we disaggregate along the lines of race/ethnicity and level of education, some interesting trends emerge. College graduate Latino men (5.5%) and Latina women (3.6%) actually have more jobs in April 2021 than they held in February 2020, as is the case with Black men who lack a bachelor’s degree (3.4%). White women (-0.2%) and men (-0.3%) with at least a bachelor’s degree have nearly as many jobs now as they held before the pandemic. In contrast, Black college graduates have fared worse in job recovery especially in the case of Black men who have 18 percent fewer jobs now than back in February 2020 with Black women also showing a net loss of 2 percent of the volume of jobs that they had then.

Overall, with the exception of Black men, workers without a bachelor’s degree have fared poorly in job recovery. This is particularly the case among Latina women (-10.3%), white women (-9.3%), and white men (-6.9%). The job loss among Latino men (-4.7%) and Black women (-5.7%) have been a bit lower.

*The Case of Nativity among Latinos*

Early in the pandemic, within the Latino workforce, foreign-born men performed the most favorably with the lowest level of job loss and foreign-born women faring the worst with the greatest level of job reductions compared to the pre-pandemic period. We now see that U.S.-born Latino men with a bachelor’s degree or higher have seen their number of jobs rise by 15.4 percent now compared to February 2020 with more educated Latina women also experiencing employment growth regardless of nativity (foreign-born, 4.7% and U.S.-born, 3.0%).

The greatest level of job loss has occurred among Latina women without a bachelor’s degree (U.S.-born, -11.4% and foreign-born, (-9.6%) and foreign-born Latino men who have a college degree (-7.4%). The job loss has been somewhat less in the case of less educated Latino men (U.S.-born, -3.0% and foreign-born, -5.8%).