

Working mothers are left behind in today's hot labor market

While workers in general are taking advantage of the tight labor market, caregiving responsibilities are preventing working mothers from benefiting.

Caregiving prevents mothers from advancing their careers and starting their own businesses, leaving them unable to take advantage of today's historically hot labor market.

A majority of mothers in the workforce are not comfortable taking a new job that aligns with their career interests but would have:



less job security

79%



fewer benefits

73%



more demanding hours

73%



less workplace flexibility

61%



53%
of mothers in the workforce

who would like to start their own business cite caregiving for children as a barrier to doing so.

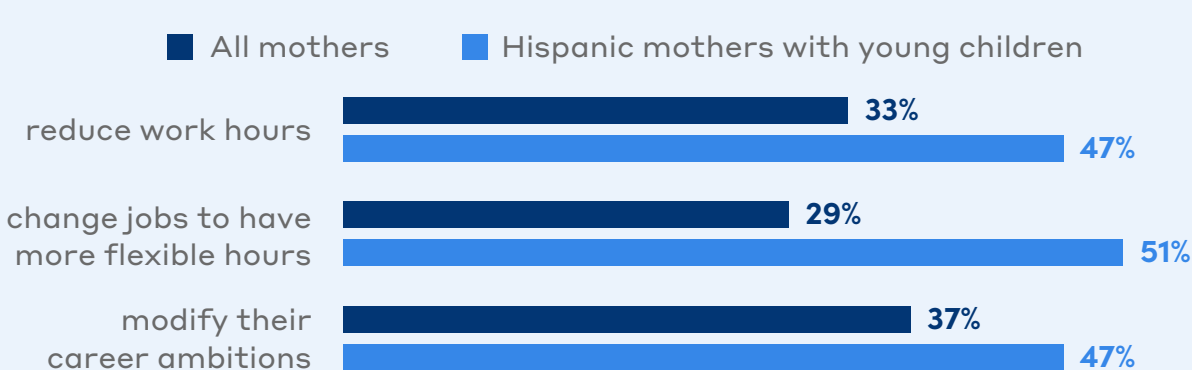


41%
of Hispanic mothers

with young children say that discrimination due to gender, pregnancy, or raising children is a barrier to switching jobs.

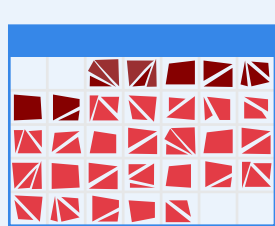
The COVID-19 pandemic compounded these challenges, forcing mothers to scale back their work — especially Hispanic women with young children.

During the pandemic, caregiving responsibilities led working mothers to:



As a result, mothers in the workforce face heightened financial insecurity.

Many mothers would **quickly struggle to meet their family's needs** if they had to live without a paycheck.



26% can't go **a week** without a paycheck

59% can't go more than **a month** without a paycheck

Caregiving responsibilities forced **over half of working mothers** to make difficult decisions for themselves and their families.



53%

Reduced spending on everyday essential items like **groceries and transportation**



62%

Took less **time for themselves**



66%

Reduced spending on non-essential activities like **going out to eat**

Solutions targeted at providing working mothers with more financial and caregiving support would have outsized benefits.



Flexible Work Hours

62% say flexible work hours would help them achieve work-life balance and **improve their mental health**.



Access to Affordable Childcare

Working mothers say access to affordable childcare would **advance their careers**, including:

56% Their ability to work longer hours.

51% Their willingness to transition into more desirable jobs.



Emergency Savings Accounts

59% say an emergency savings account would **ease the financial insecurity** preventing them from making career changes.



Paid Family Leave

53% say they would be **more likely to stay in the workforce** if they had access to a paid family leave benefit.

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About the experience of mothers in the workforce

Methodology: This poll was conducted between April 19-29, 2022, among a sample of 2,500 working mothers. The interviews were conducted online, and the data were weighted to approximate a target sample of working mothers based on educational attainment, age, race, ethnicity, whether they were self-employed, and region. Results from the full survey have a margin of error of +/-2%.