

REPORT FROM



**THE PERSONNEL
DEPARTMENT**

TO: The Honorable Members of the AD HOC COMMITTEE ON COVID-19 RECOVERY AND NEIGHBORHOOD INVESTMENT	DATE 02/17/2022
REFERENCE: Prior Council File: 20-1578	COUNCIL FILE 20-1578
SUBJECT: SURVEY TO ASSESS THE IMPACT OF THE COVID-19 PANDEMIC ON WOMEN IN THE CITY'S WORKFORCE	

RECOMMENDATION:

That the Ad Hoc Committee on Covid-19 Recovery and Neighborhood Investment receive and file this report and consider the recommendations included herein.

BASIS OF REPORT

On 03/24/2021 the Ad Hoc Committee on Covid-19 Recovery and Neighborhood Investment adopted a CLA report instructing the Personnel Department to:

1. Initiate a survey to assess the impact of the COVID-19 pandemic on women in the City's workforce and report to the Council on the findings.
2. Explore the development of a Management Academy, which would be designed to increase knowledge of contracting procedures, negotiations, budgeting, program development, project management, and other skills with the goal of increasing gender equity within the City's management classifications.
3. Work with the City Administrative Officer to report to the Executive Employee Relations Committee regarding the post-pandemic phase of employee telecommuting that may allow for more flexible hybrid home and office work schedules.

This report functions as the report back on items 1 & 2. Item 3 remains pending before the EERC.

Please find results of the survey, related PAYSr data and recommendations in the attached presentation.

for

Wendy Macy
General Manager

Personnel Department Presentation to the Ad Hoc Committee on Covid-19 Recovery and Neighborhood Investment





Agenda

- COVID-19 Survey Results
- PAYSR Data
- Recommendations

CAVEATS AND LIMITATIONS

Around 5,100 employees responded to the survey. Of this group:

1,169 were male

3,826 were female

57 were non-binary

This makes the results between genders difficult to compare.

Self selection bias means that it is likely that those who are more impacted were more likely to respond.

We recommend that this survey is only used for general understanding of the experiences of employees, but not for specific statistical information.

● Employee Financial Impacts

Of those who responded to the survey:

Women were **2.5 times more likely** than men to report taking unpaid leave.

Men were more likely than women and non-binary employees to only **use paid leave**.

Women were slightly more likely than men to have reduced their hours. The nonbinary employees surveyed were twice as likely to have reduced their hours as women and men.

Employee Career Impacts

Non-binary employees were **twice as likely** to say they felt they had missed out on career opportunities. Women were about 6% more likely than men to feel they missed out on opportunities.

Around 10% more women considered leaving their job than men, and for non-binary employees this number was a further **10% higher**.

Men and Women were most likely to report they missed out due to **dependent care responsibilities** or **stress**, with **women** scoring around **10% higher** in both cases. Non-binary employees felt that **stress** and their **workload** held them back.

The main areas people feel they missed out on were special assignments, promotions or taking/passing promotional exams. Other responses included missing out on networking opportunities, transfers, or training.

● Childcare Responsibilities & Stress

While all groups reported having childcare responsibilities at the same rate (61%–63%), **women were significantly more likely to report that they had primary caregiver responsibilities.** They were also more likely to report that they worried about childcare.

Women and Non-Binary employees were significantly more likely to report an increase in dependent care responsibilities, **they are also around twice as likely to report having sole caregiver status.**

Men and women reported that their stress levels were higher during the safer at home order, while non-binary employees reported that their stress levels are currently at their highest.

City Support

In all groups, only around ½ responded that they have a place where they **feel comfortable and safe** sharing any concerns regarding COVID-19 or its impact.

When asked ‘What could the City provide that would help with your wellbeing or stress levels?’ all groups ranked the options in the following order of importance, with the first two options being about twice as popular than #3.

#1	#2	#3
telecommuting	flexible schedule	More covid-19 safety protocols

City Support

When asked ‘What could the City provide that would help with your dependent care needs?’ All groups ranked the options in the following order of importance:

#1	#2	#3	#4
Telecommuting	Flexible Schedule	Dependent Care Benefits	Workplace Onsite Childcare Facility

 **PAYSR Data**

PAYSR Data

The Personnel Department additionally ran a PAYSR report to collect supplementary supporting data on current employees and **employees who have left City service since March 2020**

This report included data on:

- Resignations
- Retirements
- New hires
- Leave and COVID-19 timecodes

PAYSR Data – Leaving & Starting City Service

% female workforce who resigned	3.70%
% male workforce who resigned	1.89%
% women who retired	3.92%
% men who retired	3.80%
% workforce who are new hires – female	6.36%
% workforce who are new hires – male	4.65%
% overall change in workforce – women	-1.81%
% overall change in workforce – men	-3.21%

Time period: March 2020 – November 2021

PAYSR Data – Promotions & Leave

% women who changed job class & salary*	12.81%
% men who changed job class & salary *	9.31%
% women who took paid leave	10.06%
% men who took paid leave	6.15%
% women who took unpaid leave	0.83%
% men who took unpaid leave	0.26%
% women who used COVID-19 time codes	48.97%
% men who used COVID-19 time codes	43.12%

Time period: March 2020 – November 2021

*Proxy for promotions



OWE Recommendations & Initiatives

Recommendations

- Permanent & equitable telecommute options
- Discussion of opportunities for flexible schedules
- Continued support for new parent leave
- Civil service reforms – e.g. for promotional examinations
- Focus on equity and inclusion through:
 - Inclusive leadership training
 - Mechanisms to encourage inclusive leadership practices
 - Women's Leadership Academy