

Spring 2021

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Recommended Citation

Hanson, Grace E., "The Patriarchy in Publishing: Examining Effects of the Covid-19 Pandemic on Women (Non-men) in the Publishing Industry" (2021). *Book Publishing Final Research Paper*. 57.
https://pdxscholar.library.pdx.edu/eng_bookpubpaper/57

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**The Patriarchy in Publishing: Examining Effects of
the Covid-19 Pandemic on Women (Non-men) in the
Publishing Industry**

May 10th, 2021

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Research Question

How has the Covid-19 pandemic impacted women and non-men in the publishing industry, and what does this impact mean for the wage-gap, sexism in the workplace, and patriarchal institutions in publishing?

Abstract

The purpose of my research was to determine how the Covid-19 pandemic impacted non-men in the publishing industry, and what this impact means for the patriarchal institutions in publishing in regards to the wage-gap, workplace sexism, and other factors explored in this paper. The research conducted includes anonymous survey data from thirty-four publishing employees, interviews with three professional women in management and other publishing industry leadership roles, and secondary research to substantiate my findings. A data overview suggests aspects of the patriarchal infrastructure in the professional world have been worsening with the pandemic for non-men: work-life balance, salary gaps, and promotion opportunities, specifically. Non-men who identify with caregiver and management roles have had a harder time adjusting to new work-flows this past year compared to their male counterparts, because of their extra responsibilities and patriarchal-societal pressures. This paper aims to outline the struggles the Covid-19 pandemic exacerbated for non-men in the publishing industry in order to shed light on prevalent issues, and continue the conversation of what post-Covid life might look like.

Non-Men and the Wage-Gap; A Brief Overview

“A woman working full time, year-round earned \$10,194 less than her male counterpart, on average, in 2018. If this wage-gap were to remain unchanged, she would earn about \$407,760 less than a man over the course of a 40-year career” (Bleiweis).

In order to understand the results of my ‘Patriarchy in Publishing’ survey and interview responses, we must first dive into conversations already happening and already-conducted research. First, we will look at the current data and conversations surrounding the gender wagegap and examine contributing factors like the “Entitlement Gap” and substantial job-loss rates. Then, we will look at publishing industry-specific data based on recent Covid-19 related studies including the *PW 2019 Salary Report*. After making connections between non-men in the publishing industry and in other contexts, we will dive deeper into the non-male experience during the pandemic and what the future might look like for the publishing industry.

The gender wage-gap has existed longer than we’ve been measuring it and while all the current industry trends are moving towards closing that gap, the progress is slow. There are a couple of well-documented reasons for the gender wage gap. A well-known study published in *Psychology of Women Quarterly* states that one of the reasons for the gender-wage gap “focuses on ‘depressed entitlement,’ which posits that women feel less deserving than men and thus consider lower wages equitable” (Hogue and Yoder 2003). The study suggested women’s perceptions of their own ‘lower’ status within the social hierarchy could be the cause of this “depressed entitlement”. The same researchers conducted another set of experiments “to extend this connection between wage entitlement and status by exploring the role of status in men’s elevated, as opposed to women’s depressed, entitlement”. In this study, they found that “men are more likely to feel worthy of higher pay” (Hogue et al.). So, not only do women feel like lower pay is fair, men also feel entitled to higher pay based on their “internalized normatively higher social position and are unwilling to forego the privilege of high reward that accompanies that position” (Hogue et al.).

More recently, in October 2020, the National Women’s Law Center (NWLC) put out a project called [Measuring the Wage Gap](#). They collected and categorized data on the

gender wage-gap in order to catalyze progress for women all over the United States.

According to U.S. census data, the NWLC claims that “Women in the U.S. who work full-time, year-round are typically paid only 82 cents for every dollar paid to their male counterparts. This gap in earnings translates into \$10,157 less per year in median earnings,” They break down the data further, citing:

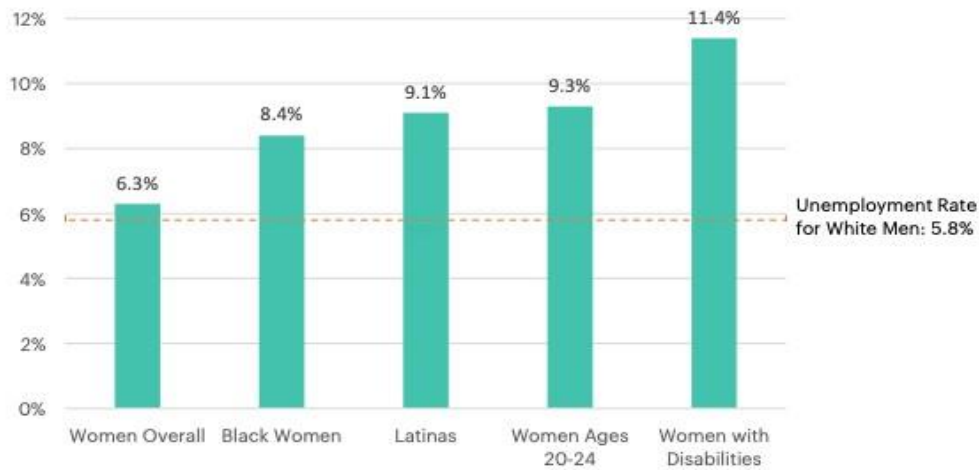
“Black women working full-time, year-round typically make only 63 cents for every dollar paid to their white, non-Hispanic male counterparts. For Latinas this figure is only 55 cents, for Native Hawaiian and Pacific Islander women it is 63 cents, and for Native American women it is 60 cents.” (“Measuring the Wage Gap Archives”).

What do these numbers mean for non-men in the publishing industry? The NWLC claims that women experience a wage-gap in almost every occupation. According to an NWLC 2018 census study, “Women in high-wage occupations—lawyers, engineers, and physicians or surgeons—women who are full time, year-round workers are paid 75 cents for every dollar paid to men in the same occupations” (“Measuring the Wage Gap Archives”). If surgeons are experiencing a gender wage-gap, how much worse is it for women in publishing?

According to the 2019 *Publisher's Weekly* Annual Salary Report, women in management had a median compensation of \$126,000, while male managers' median pay was \$139,000. Both categories saw an increase in their median pay from 2017; women saw a median increase of \$16,000 whereas their male counterparts saw a median increase of \$21,000 per year. According to *PW*, the key factor for the gender pay gap is men's lengthier careers. “The median number of years of men in the industry who responded to the survey was 17.5, compared to 10 years for women. Far more men than women have been in the industry for over 20 years—38% compared to 17%” (Milliot). This is frustrating, as there are often many silent factors contributing to the lesser length of non-men's careers.

If one reason that non-men in publishing experience a wage-gap is the length of their publishing career, there is yet more bad news. Non-men, especially of color, have borne the brunt of pandemic-related job losses this year. According to *The New York Times* and the Bureau of Labor Statistics, women accounted for 55 percent of the 20.5 million jobs lost in April 2020, “raising the unemployment rate for adult women to about 15 percent from 3.1 percent in February. In comparison, the unemployment rate for adult men was 13 percent” (Gupta). Of course, women of color had it worse, with unemployment rates for Black women at 16.4 percent and Hispanic women at 20.2 percent. The *Times* suggest the reason for these job losses is that the pandemic is hitting the leisure, hospitality, education, and healthcare industries, which can be “disproportionately nonwhite and female,” (Gupta). As the pandemic continues to wreak havoc on the country, women, especially BIPOC non-men, continue to suffer.

Women's Unemployment Rates (December 2020)



Source: BLS, December 2020 Employment Situation Summary Tables A-1, A-2, A-3, A-6, and A-13. Unemployment rates for white men, women overall, Latinas, and Black women are seasonally adjusted and are for people ages 20 years and over. The unemployment rate for women ages 20-24 is not seasonally adjusted. The unemployment rate for women with disabilities is not seasonally adjusted and is for women ages 16-64.

According to the NWLC, “More than 2 in 5 of the 12.1 million women’s jobs lost between February and April have not yet returned” (EwingNelson 2021). The overall unemployment rate masks even higher rates for Black women, Latinas, and other demographic groups, as seen in the graph above. (Ewing-Nelson 2021). Through all this bad news, one silver lining for the publishing industry might be the recent focus on hiring BIPOC candidates at all industry levels.

Another issue stemming from these massive job-losses is childcare. According to the Center for American Progress, the gender wage-gap can be attributed, in part, to the primary role that women play in caring for their families. “Women are more likely to be shouldered with a wide range of family caregiving responsibilities—including caring for children at home, handling household needs, coordinating appointments and activities, and more—causing them to pay an economic price” (Boesch and Phadke). According to their research, 64% of mothers were the primary or co-salary-earners for their families in 2017 and “lack access to supportive workfamily policies to enable them to participate fully in the labor force while managing their caregiving responsibilities.” In 2019, 17.3 million women worked part time, nearly *double* the number of men working part time, and 84% worked for “noneconomic reasons, such as family responsibilities” (Boesch and Phadke). Also, according to the Pew Center, mothers are three times as likely to have lost work than fathers in the Covid-19 pandemic. “Even when moms and dads are both working from home, women tend to get the brunt of child-care duties, including the new online school hassles.” A July 2020 study found that mothers of young children lost four to five times more work hours than fathers in the pandemic. “Also, a third of working women said a spouse was not helping with child care during the pandemic, according to a University of Southern California study, leading to higher levels of psychological distress among mothers than fathers or women without children” (Henderson). White women are more likely to hold jobs that

can be done from home. This could be another contributing factor to the larger pay gap for women of color. According to the Economic Policy Institute, only 19.7% of Black workers and 16.4% of Hispanic workers can telework, compared to 29.9% of white workers. “Among all workers, only 34.9% of parents in households with children can telework” (Gould and Shierholz). With the small number of respondents from my own survey, 24% considered themselves either full-time or part-time caretakers. We will take a closer look at their responses in order to elucidate some of this initial data.

The gender wage-gap is a prevalent issue among non-men, especially BIPOC non-men, and the Covid-19 pandemic has done immeasurable damage to non-men’s careers. This report will break down how the Covid-19 pandemic exacerbated these patriarchal issues in the context of the publishing industry.

Methodology and Description of Terms

Three different methods were utilized in gathering the research for this report. First, three industry professionals agreed to offer insight into their professional and personal lives over the past year dealing with the pandemic. To respect their privacy; I will identify them by their job titles; An Assistant Publisher, a Freelance Consultant, and a Freelance Editor who was formerly a Big-5 Editor. A short, ten-minute survey was also created and sent to 3,000+ publishing industry professionals and employees. This questionnaire was built with the purpose of uncovering truths about women’s lives this past year, how the pandemic affected their relationships and their sense of self. Lastly, there are a number of secondary resources I’ve gathered that help articulate how the pandemic affected non-men in other contexts, as well as specific industry-related sources on how non-men have adjusted to the circumstances brought about by the pandemic.

The most recent US census data shows how many women are in the civilian workforce, 69.23 million, while the total number of people employed in the US is 130.88 million. This means approximately 53% of the US workforce are women. (Note: There were no distinctions for those who identify as non-binary, transgender, or genderqueer.) According to industry statistics, there are 70,727 publishing industry professionals in the United States (*IBISWorld - Industry Market Research, Reports, and Statistics*). I received 34 survey responses, a miniscule sample size of the entire publishing population. Even with this small pool, I gathered some interesting insights, though in future research I encourage seeking a more proportionate number of respondents.

There are two terms for which I'd like us to have a universal understanding. First, the definition of the term, "Non-Men". I pull this term from a previous Portland State researcher, Sydney Kiest. She conducted a study on the inequities between men and women in the publishing industry. I will refer to subjects of my own research and own speculations as "nonmale" or "non-men" (Kiest). This grouping encompasses every party that I intend on studying, and is the most inclusive way of doing so. Therefore, in this paper, too, *non-male* or *non-men* will be used to identify women and anyone who *does not* identify as male. When I switch between the term 'non-men' and 'women', I use the latter in context of outside researchers who did not include all non-men in their identification data.

The second term that we must all understand is "Intersectional Feminism". This is an important definition to understand because I am looking at my research and data from an Intersectional Feminist lens. The woman who coined the term "Intersectional Feminism" in 1989, Kimberlé Crenshaw, was recently interviewed in *Time Magazine*. She explains that Intersectional Feminism is a lens for seeing the ways in which various forms of inequity operate together and often exacerbate each other. Crenshaw goes on, "We tend to talk about race

inequality as separate from inequality based on gender, class, sexuality or immigrant status.

What's often missing is how some people are subject to all of these, and the experience is not just the sum of its parts" (Steinmetz). This is the lens through which my research was conducted and distilled.

Publishing Industry and Covid-19

The most recent report we have comes from a study of secondary data published in the *Publishing Research Quarterly* Journal. The purpose of this study was to assess "how changes within the broader economy impact both book publishing and retailing in 2021, and beyond" (Guren et al.). The findings suggests that the pandemic affected publisher's revenue only in the short term while retail strategies seem to have rapidly and permanently changed. Another notable change is how publishers execute their workflow. While offices are not completely obsolete, in early August 2020, Penguin Random House confirmed that it will not return to its offices until 2021. Hachette CEO Michael Pietsch announced that they will not require anyone whose work can be done remotely to return to their offices for the foreseeable future. This may impact nonmen heavily when it comes to childcare, networking opportunities, location, social events, and a number of other factors (Guren et al.).

According to The *PW* 2019 Salary Report, 80% of respondents identified as women, 19% were men, and one percent were nonbinary. 52% of management positions were held by women. There was no mention of nonbinary managers (Milliot). This is significant for a number of reasons; Though 80% of the employees in the *PW* salary report identified as women, only 50% of management roles are filled by women. This is down from 59% in 2017. This is another example of non-men being over-represented in low-paying jobs and under-represented in highearning jobs, and a contributing factor to the gender wage-gap.

It is also no secret that publishing is overwhelmingly white. Low-paying entry-level positions have been cited as a barrier to diversifying publishing. Many Big-5 publishers have committed to raising entry-level wages in the next year but, according to writer and editor Pricilla Wu, “Professionals say it is difficult to navigate career advancement, particularly when seeking promotions, because of a lack of transparency about salary structure and how pay determinations are made” (Wu).

Because non-men in management roles are often caregivers as well, they often bear the burden of “shadow work” (Wezerek and Ghodsee) that takes away from their energy and resources they could be allocating toward their career. Even non-men in management who are not caregivers are often expected to take on more work than their partners in the home. According to the Organization for Economic Cooperation and Development, women perform an average of four hours of unpaid work per day compared to men’s two and a half hours. The numbers are astonishing, “the value of this shadow labor is staggering: \$10.9 trillion, according to an analysis by Oxfam. It exceeds the combined revenue of the 50 largest companies on last year’s Fortune Global 500 list, including Walmart, Apple and Amazon” (Wezerek and Ghodsee). The economic value of ‘shadow labor’ is a window into how much emotional labor non-men are asked to perform. *New York Magazine* publishes a series called *All Work and No Pay* about women losing their jobs, and their experiences through this past year. Angela Garbes shares this statement in her essay, “I am a woman of color, a writer, a mother. I struggle with the very gendered fact that I am dependent on my husband’s salary, and I worry that it may take me a lifetime to undo the false notion that my work is somehow less valuable,” (Garbes). This very succinctly gets at the notion that this pandemic has cut women’s confidence in their professional worth out from under them.

One of the most fascinating things to come from this pandemic is the resurgence of the study of the “Entitlement” gap. A Non-profit organization, *The Female Lead*, disseminated and analyzed a comprehensive report on “the influences, both overt and subtle, both general and individual, both positive and negative that shape woman’s career progression.” Some of the highlights were that women no longer had anxiety over their career ambition, they sought personal and financial independence, and also found a sense of identity in their career choice compared with the last comprehensive 1994 study. There were also some not-so-great highlights. According to the report, “there is sufficient statistical data to show that women’s careers tend to stall at the mid-stage point, but insufficient qualitative data to interpret the statistics and point the way forward” (Apter). The rest of the report dives into how mentors, coaches, and support groups can effectively address barriers to non-men’s career development.

A particularly prevalent issue among non-men in the publishing industry is the widespread occurrence of ‘imposter syndrome’. ‘Imposter Syndrome’ is the inability to believe that one's success is deserved or has been achieved as a result of one's own efforts. According to the *Female Lead’s* report, the best way to counteract this effect is to “frame imposter syndrome as a common, even a normal stage in anyone’s career, rather than an individual pathology or weakness” (Apter). Another issue that many non-men face in their career progression is the emotional absorption, responsibility and commitment of motherhood. According to the report, motherhood was a concern for all the interview respondents, whether they were mothers or not.

While much of this research aligns with my own personal observations, I also conducted my own survey and interviews in order to learn what women, in the publishing industry specifically, have been struggling with over the past year.

Interview Findings

The three publishing professionals interviewed for this report all identified as women. All three are caregivers and also in higher management. A content analysis of the interviews revealed three main issues we focused on in each of our conversations: work-life balance, career growth, and the gender wage-gap.

Work-life Balance

Work-life balance was already in a precarious position pre-pandemic for my interviewees and a majority of U.S. women. The Freelance Children's Book Editor I interviewed, 'Professional A', said the biggest change for her "was having two kids at home all the time with no school and no camps and no daycare, and having that thin boundary between personal life and professional life that I was fighting to maintain pre-pandemic, having that really erode." 'Professional B', an Associate Publisher and caretaker, said the main way that the Covid-19 pandemic has impacted her career, "is working from home and managing so many people, it feels like there's no difference between when I'm on and working and when I'm not working." She echoes the same sentiment that many women working from home in the pandemic have shared online over the past year. Freelance Consultant and Business Owner, 'Professional C', said she's filled her time with more work over the past year. "I think the good thing for me, is I've been able to give some other people more work and I know it's been a challenging time, the more work I can get, the more work I can provide other people, which is important to me." It seems like there is a divide stemming from this pandemic between non-men who have too much on their plate, and non-men who have lost jobs and need more work to support themselves.

While some people are grateful to be working from home, others are either unable to work from home (remember only about 35% of parents in households with children can telework), or find that working from home is much less efficient than working in an office.

Professional B claims working from home is a “bit of a trap”. While she has increased flexibility with her hours, she is expected to be always available, and must work late into the night to make up for daily interruptions. She goes on to say, “parents, people who have families, or people who are caregivers in some way, whether it be children or older people in their home—those are the people who, in my experience, from chatting with them, who have struggled most with the worklife balance.”

All three interviewees said they loved the extra family time they’ve received this past year, and agreed that it has been completely overwhelming to be constantly bombarded by responsibilities, both home and work related. Professional A worked from home before the pandemic; she used to drop her child off at school and have the quiet home office to herself for the work day. “Now it’s much more darting in and out of my office and doing work in a more piecemeal way and having fewer hours to just devote in a quiet focused way to manuscripts.” A very succinct summary from Professional B, “working from home and managing seven different people who are all at home who all have different life situations, different needs, different timeconstraints, it’s definitely been a challenge.” She goes on to talk about how her mother-in-law had been living with her family pre-pandemic and how lucky she felt to have three adults to one child while balancing online work and school. “It would be much harder if my mom wasn’t here, it would be a battle between me and my husband about whose work matters, mattered most at any given time, and that’s a hard battle to have with your person, with your partner.”

And although this past year has been challenging, there have been silver linings throughout. Professional C talked to me about being profoundly grateful for the family time she’s been experiencing with her teenage daughter. Professional B laughed when talking about all the extra family time, “I definitely think we’re spending too much time together, in a way that’s very abnormal.” Even though all three of these women expressed unhappiness with not being able to

maintain relationships outside their home, they all were very grateful for what they did have. Professional A made a point of expressing how much she valued virtual interactions with people. “[I’m] really valuing human connections because of this disconnectedness or loneliness that we’ve all felt at different times this year, and trying to be really intentional about ways to stay connected. And just [being] aware that that’s just requiring more time and effort than it ever used to.”

Career Growth

Professional C spent twenty years in audio publishing and owns her own freelance consulting business. Prior to the pandemic, between 60 and 75 percent of her job was travel. “I’m a fulltime freelancer, so, visiting clients around the globe, really, and doing speaking engagements about audiobooks and podcasts on a variety of topics in publishing.” The pandemic put an abrupt stop to those business trips, and thankfully she has been able to stay busy with other projects, but there is a definite sense of loss of the networking and face-to face engagement with clients.

Professional B is managing a fairly young team of seven as an Associate Publisher, and raising a child through this pandemic. She said,

“I am managing my child’s experience during this, but I am also a manager of a relatively young team, and I am in some ways, managing their experience during this, and trying to help manage their emotions, and their time-management issues, and their concerns about their career during this. I feel like in that situation, what’s being lost is my focus on myself.” She continues, “I’m just spread so thin managing other people’s needs during this, that I feel like, during this year my focus on my own growth, or my own professional opportunities, or my own interests, or what I want to do next— that’s really been sublimated.”

Opportunities for promotions, professional development, networking, and career-planning are all on a major pause for many non-men in this pandemic. In much the same vein, Professional A relates that she misses the division of work and home “and the time to really devote to

professional development and planning and strategizing and looking ahead in my career rather than feeling like I'm treading water. It feels more like it's just been trying to stay afloat [this year]."

The two interviewees continue to echo each other in their answers to why they've felt stagnant this year. Professional A continues on to say that the main issue for her is not having enough mental space or time to devote to envisioning and planning for and "doing the work of self-promotion and anticipating the next stage in my career and doing the work required to grow professionally." Professional B explains that she had approval to take a management training course, and while nobody outright said she couldn't do the training, "there was zero space during my day or my time for me to do that successfully, so I pushed it aside... To keep the train running, I've had to put aside things that matter to me more deeply." This is a prime example of the ways in which 'shadow work' take away from non-men's professional opportunities. She continues, "the longer this goes on, and this is true for employees at every level, the longer this goes on, it's going to be very hard to substantiate what you lost in terms of career growth, but we're all going to have lost something."

Though we have surely all lost something in this pandemic, there are gains as well. Professional A happened to start an adjunct position teaching genre editing right as the world went on lock down. She explained that it has been a wonderful way to connect to a community and learn new skills, "and grow in a way that I had been wanting to grow pre-pandemic, but valued more in the context of being trapped in my home-office." She goes on to say, "that ability to connect with other people in a real way and help them grow feels really good when you're in a place where you don't feel like you yourself are growing as much as you want to." As the restrictions begin to lift and vaccines begin to spread, this craving for human connection and mutual growth might be the key to 'getting back to normal'.

Wage-Gap

There are many contributing factors for the gender wage-gap, and it can be a difficult concept to explain. In line with Priscilla Wu's previous statement about barriers to career advancement, Professional A states, "I think part of the dynamic of the wage gap and unequal pay is lack of transparency and communication and shared knowledge, and part of the reason for that, is that it's very difficult to quantify an editorial job in terms of workload, in terms of level."

Another reason for the wage-gap according to Professional A, might be "that people who are outside of [the publishing] world have the impression that it's fun. Because it is, you're doing it because you love it...but that makes it very difficult for employers not to take advantage of employee's passion." The world sees publishing as a 'glamour job', and in some ways it is, but this might encourage people to discount the labor involved in creating books and undervalue it.

According to Professional C, another part of the gender wage-gap puzzle is that women tend *not* to negotiate. She related her experience running a sales team and when she ended the interview process telling each candidate that the salary is non-negotiable, "without fail, the men would try to negotiate, and rarely would the women try to negotiate." Her advice is to teach women and young girls to speak up for themselves early, "what kind of skills can we be teaching and how can we be doing that in schools, at a young age, to do things that equalize the conversation, and then encourage people to speak up for themselves?" This statement leads us to consider how young girls are taught to think of themselves in this society, and how women perceive themselves when they are grown. Professional B brought this notion up in her interview, saying that even if families agree on splitting things up fairly, we still live in a society that assumes women are "more nurturing", or mothers are the 'go-to' person for children. I think women, even if they don't want to acknowledge it, they carry that with them. Even if their husband or their partner isn't asking them to pull back on work, they may naturally be doing it."

This aligns with *The Female Lead*'s report of the prevalence of imposter syndrome among professional women; if non-men can so easily assume they aren't worthy of their success, might they also subconsciously agree with the patriarchal pressures telling them that their place is in the home? This might very well be another contributing factor to the gender wage-gap.

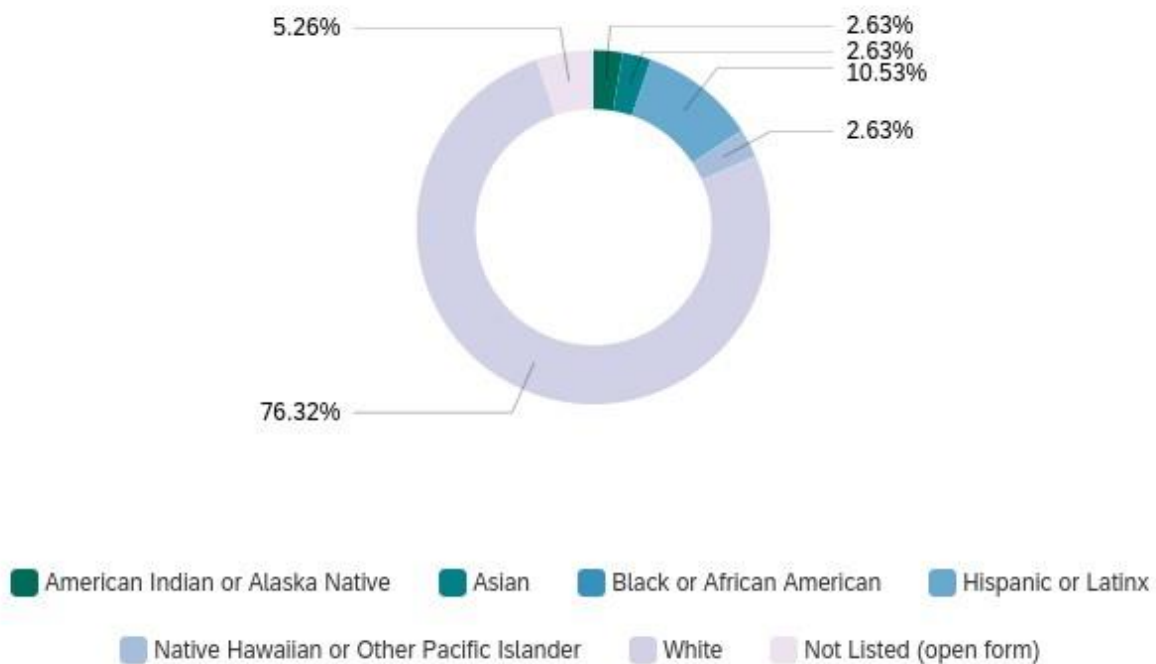
Professional A, once an Editor with multiple large publishers, now a Children's Book Freelance Editor told me that her income dropped approximately thirty percent from 2019 to 2020. "I wish I could say that it's going to bounce back really quickly, but I don't anticipate that. I think it's going to take some time to rebuild my business." This will be the case for many freelancers in the publishing industry in the coming years. Non-men who did not anticipate freelancing, have turned to it in the pandemic, according to Professional A. "[An] Editorial Director's imprint folded and everyone on her team was fired and she interviewed for several months and tried to find the right leadership role in publishing and couldn't find the right fit and is now transitioning to being a literary agent." She goes on to explain that this career trajectory isn't a new thing, that she's known several women "who reach a certain level in their career and need more flexibility, want to move out of New York City, whatever their circumstances are, who do follow that path of becoming a literary agent, because you're your own boss in the same way that you are as a freelance editor." This anecdote harkens us back to *The Female Lead*'s report once again. In their comprehensive survey, they claim women's careers tend to stall at the mid-stage point. If someone were to expand on this research, it would be interesting to do a study on how many non-men in the publishing industry follow this track to becoming literary agents and if it is due to their previous career 'stalling'.

The insight from the three interviewees is exceptionally helpful for contextualizing the gender wage-gap data and secondary research.

Survey Findings

- A majority of my survey respondents are white at 76%. No Black/African American respondents at all, and the second largest majority with ten percent are Hispanic/Latinx.

Identity



- Out of 31 responses, eight identified as caregivers. All eight female respondents who answered “yes” to “do you consider yourself a caregiver” are also in Senior Management.

		Do you consider yourself a caregiver?		
		Total	Yes	No
To which gender identity do you most identify:	Total Count (Answering)	31.0	8.0	23.0
	Male	3.2%	0.0%	4.3%
	Female	93.5%	100.0%	91.3%
	Gender variant/non-conforming	3.2%	0.0%	4.3%

- This aligns with my interview responses. Professional B noted in her interview that “almost every person in *my* office who is a caretaker is a woman...women who are caretakers, I think, have had the largest negative impact on their daily work lives.”
- There were 23 respondents who do not consider themselves caregivers. Compared to 85% of caregivers, only 35% of non-caregivers said they are working more hours as a result of the pandemic.
- For non-caregivers, 39% respondents reported their financial situation improved, 39% said it stayed the same while 22% said their situation worsened over the past year.
 - Of the caregivers, 57% said their financial situation improved while 43% said it stayed the same over the past year.
 - The apparent uneven financial gain for caregivers might be explained by a general pattern of having a larger sum with a two-person income, and non-caregivers might be more likely to only have one source of revenue.
- 86% of caregivers responded that their mental health has worsened over the past year with 14% saying it improved.
 - Non-caregivers responded with 61% saying their mental health worsened, 26% saying it stayed the same, and 13% saying their mental health improved.
 - Too small of a sample size to draw any conclusions, but the similar trends in mental health suggest that non-caregivers are similarly distressed by the pandemic, if not by the same factors.
- In a survey question asking how satisfied respondents are with the amount of quality time they spend with their child(ren)/family/friends weekly, on a scale from one to ten, with ten being very satisfied and one being very unsatisfied, the group averaged a score of 1.27
 -

This suggests that whether you spend too much time with family (caregivers) or you feel isolated from family (non-caregivers) nobody is happy with the current situation.

- My survey shows that about 86% of caregivers were unsatisfied with their current work–life balance and about 14% claimed to be satisfied.
 - The trend is much the same for non-caregivers, with 70% finding themselves dissatisfied with the amount of work-life balance they have currently.
- This seems to corroborate the findings from my interviews, however with such a small sample size it isn't possible to make any conclusions.
- I asked respondents who scored their satisfaction with their work-life balance at a five or lower to explain in their own words why they feel that way.
- 56% of the total respondents contributed to the above word cloud of reasons why they are



unhappy with their work-life balance

- Obviously, word clouds are open to interpretation, but the main point I'm seeing is that no matter a person's circumstance, this pandemic has made it difficult for everyone to separate their work life and the rest of their life.
- Another conclusion one might make, everyone is dealing with complicated emotions and feelings at the same time they are trying to focus and be task oriented. It is a hard balance to strike.

Conclusion

The depth and breadth of the impact the Covid-19 pandemic has wrought on Americans is not yet known; it will be many years before we can fully comprehend the gravity of it. There has been, and there will be, plenty of speculation on Covid's lasting effects and the future of non-men in publishing in regards to how long we will continue working from home and all the surrounding issues discussed. Professional A doesn't believe we are in a place where everything can be fully remote. Her friends in the industry have experienced the full spectrum of responses; some publishers asked their employees to come back in early 2021, while others have been more flexible depending on their company culture, or have made it clear that they won't expect people to come back until they are comfortable doing so. "And like everything else in publishing, I think it depends heavily on human relationships and individual management styles and expectations within imprints and specific offices, I don't think it's going to be a shift that happens in a unified way." It may take years to return to whatever the "new normal" will be. Professional A also brought up the somewhat exciting note that the pandemic could potentially decentralized publishing from its geographic epicenter of New York City. We can celebrate the hope that many internships and entry-level jobs are being performed remotely, which will potentially lead to more diversity in the world of publishing.

In general, the Covid-19 pandemic brought on rapid change in many of our day-to-day lives, as well as global, industry-wide changes. This year was hard on everyone, however as this report details, it was especially hard on BIPOC women and non-men. Closing the gender wage-gap seems impossible when the pandemic and stay-at-home-orders have set non-men back so much further than their average male counterpart. Even as this year has brought on so many setbacks, we see success everywhere as well. We will continue to use our voices to work towards equality.

Acknowledgments

I want to extend my gratitude to everyone who contributed to and helped me with my research. Thank you, to my professors and mentors— especially Dr. Rachel Noorda, Abby Ranger, Kathryn Juergens, and Michelle Cobb, for being the strong women in publishing for which I aspire to be like. I also want to acknowledge and thank Sydney Kiest, whose paper, *Books, Gender, & Other Stories: An Examination of the Gender Pay Gap and Sexual Harassment in Publishing*, helped me think about the terms in which to frame my arguments.

I want to offer my deepest thanks to the thirty-five individuals who filled out my anonymous survey, hopefully the data I was able to gather from these respondents will be the building blocks for future researchers. I cannot possibly thank my interviewees enough for their participation in this project. Because of their candid responses, I was able to get to the heart of non-men's experience in this pandemic.

And finally, I want to thank my loved ones for their endless support and encouragement during the past two years. Thank you to my mom, Ruth Ann, for her proofreading efforts on this paper and her boundless love and support. Thank you to my peers, I'm so thankful and humbled to have been included in such an amazingly talented group of people. Thank you to my friends, Ashlynn and Dani, for the venting sessions and the tearful phone calls, thank you for being my strength when I needed it. Last but not least, thank you to my Boyfriend, Taylor, for the steady encouragement and faith that I can accomplish anything I set my mind to.

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