

SECTOR SPOTLIGHT REPORT

Business, Finance & Professional Services



THIS IS A SECTION OF A LARGER REPORT. READ THE FULL REPORT AT [WOMENOUTOFWORK.CA](https://womenoutofwork.ca)



The vast majority of women working in business, finance, and professional services had the ability to work from home during the pandemic (82%). Only 12% were unable to do their jobs from home. 36% of respondents in this sector reported some kind of negative job impact, compared with 46% of all respondents. 51% reported no significant changes to their job.

SECTOR IMPACTS

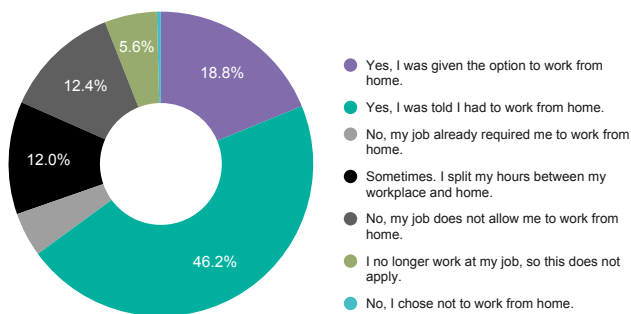
This sector saw 234 respondents in total, representing 15% of the overall sample. It includes workers in business and office administration (76), communications and marketing (56), finance and insurance (39), legal services (11), scientific and technical services (41), and small numbers in research, IT, and human resources.

Prior to the pandemic, 87% of respondents in this group were working full-time, 9% were working part-time, 41% had access to benefits, 40% had access to paid sick time.

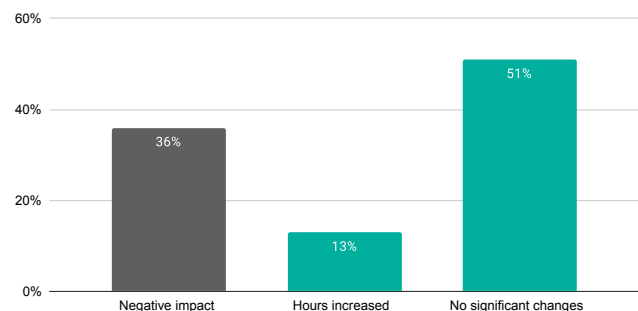
Only 12% of workers in this grouping were not able to work from home.

For workers in business, finance and professional services, 36% experienced negative job impacts (including layoffs, temporary or permanently, reduced hours, or choosing to leave their jobs). 51% experienced no significant changes to their primary job. Along with healthcare, educational services, and community and social services, they are some of the least negatively impacted sectors.


Did COVID-19 result in you working your primary job from home?



Primary Job Impacts (Business, Finance & Professional Services)

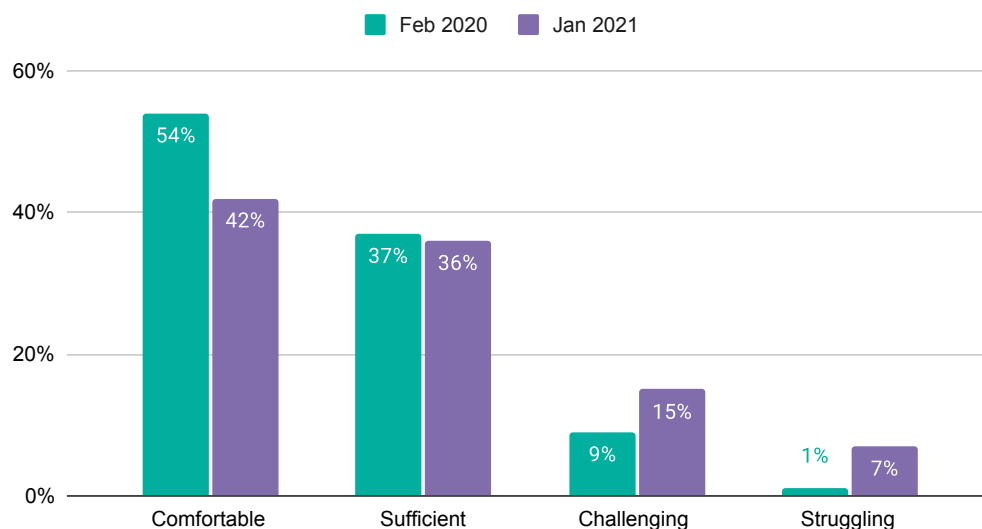


“Pressures of being a good manager/leader, mother, wife, homeowner and also finding time for self care is A LOT. I feel I am failing on all fronts - there is a lot of shame, anger, fear, sadness, heaviness to all of it.”



"I feel like it has perpetuated the idea that women/mothers aren't cut out for senior leadership roles."

Business, finance, and professional services workers did not see a large change in their financial situation, as shown in the chart below.



63% of workers in this grouping considered changing their career during the pandemic. They had one of the lowest percentages of respondents considering stopping work due to workplace health and safety concerns (22% compared to 34% for all respondents).

AT ANY POINT SINCE THE START OF THE PANDEMIC, HAVE YOU QUESTIONED:		
Business, Finance & Professional Services	Yes	No
Changing your career?	63%	37%
Learning a new skill or trade?	58%	42%
Reducing your hours or stopping working altogether due to workplace health and safety concerns?	22%	78%
Reducing your hours or stopping working altogether due to childcare or increased domestic responsibilities?	33%	67%
Postponing a personal milestone (such as starting a family or buying a home)?	56%	44%

47% of respondents working in business, finance and professional services reported that they lived with children under 18 years of age in the home, and of those women, 73% reported feeling overwhelmed trying to balance work and caregiving responsibilities. 54% reported reduced productivity, and 19% reported reduced employment hours due to children being at home.

When asked about their daily stress levels during the pandemic, 33% of workers in these sectors reported that their stress levels had increased and were getting worse.

Respondents were given the opportunity to further comment on how their careers and lives were impacted by the pandemic:

- “Pressures of being a good manager/leader, mother, wife, homeowner and also finding time for self care is A LOT. I feel I am failing on all fronts - there is a lot of shame, anger, fear, sadness, heaviness to all of it.”
- “Silver lining: I lost a job that paid very well as a result of the pandemic BUT I am now in school and working part time doing what I love but never thought I could do because I could imagine the pay cut. It was forced on me and I’m doing it and I couldn’t be happier (except for the financial stress and loneliness!)”
- “I feel like it has perpetuated the idea that women/mothers aren’t cut out for senior leadership roles. My job suffers because of my responsibilities as a mother. Luckily I have a progressive, understanding manager.”
- “More social supports. More online opportunities with psychologists and therapists supported by our govt. More city run outdoor distanced events or even online city run events.”

73%
OF RESPONDENTS
REPORTED FEELING
OVERWHELMED
TRYING TO
BALANCE WORK
AND CAREGIVING
RESPONSIBILITIES.