SECTOR SPOTLIGHT REPORT
Healthcare

THIS IS A SECTION OF A LARGER REPORT. READ THE FULL REPORT AT WOMENOUTOFWORK.CA

hamilton
chamber of commerce
your voice in business

goodwill
Goodwill Amity

Workforce Planning Hamilton
Planification de main d'oeuvre de Hamilton
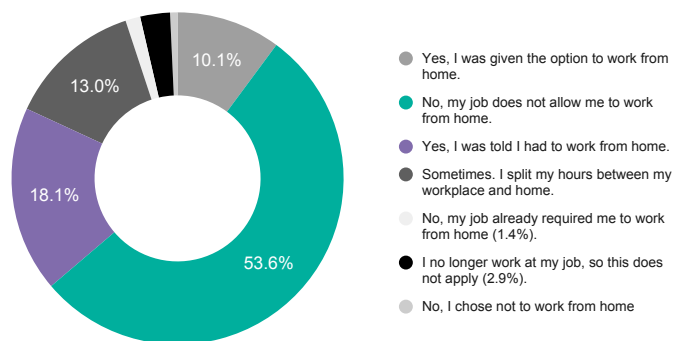
YWCA
HAMILTON

Ontario

Healthcare workers have been heavily impacted by the pandemic, but in an opposite way to most other respondents. A third of respondents who work in healthcare jobs (which could include frontline staff such as: nurses, doctors, and personal support workers, as well as office administration and management staff) saw their hours increase due to the pandemic, while 43% reported no significant changes to their job. 25% of respondents working in healthcare experienced what we define as a negative job impact for this project (a temporary or permanent layoff, reduced hours, or choosing to leave their job). We recognize, however, that the intense conditions and overwork of the pandemic can also be considered a negative work impact.

SECTOR IMPACTS

138 women (9% of the overall sample) who responded to the survey work in healthcare. Prior to the pandemic, 77% of healthcare workers worked full-time, 22% worked part-time, 36% had access to benefits, and 34% had access to paid sick time.

54% of healthcare workers were not able to work from home, while close to 41% were able to do their job from home.

- Yes, I was given the option to work from home.
- No, my job does not allow me to work from home.
- Yes, I was told I had to work from home.
- Sometimes. I split my hours between my workplace and home.
- No, my job already required me to work from home (1.4%).
- I no longer work at my job, so this does not apply (2.9%).
- No, I chose not to work from home

One-third of healthcare workers saw their hours increase during the pandemic. Another 43% reported no significant changes to their jobs. 25% reported some kind of negative impact (a temporary or permanent lay off, reduced hours, or choosing to leave their job).

Women working in healthcare reported a smaller negative impact on their financial situation than workers in other sectors.

Primary Job Impacts (Healthcare)
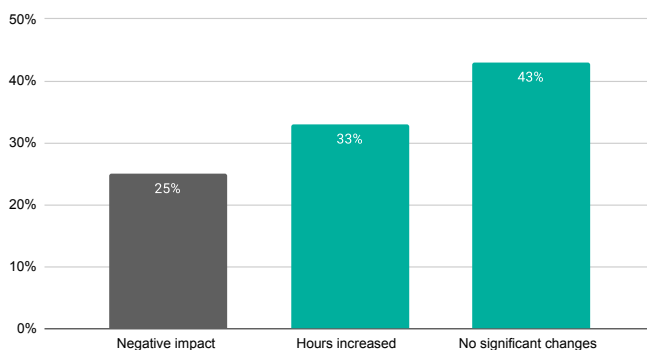
Financial Situation (Healthcare Workers)
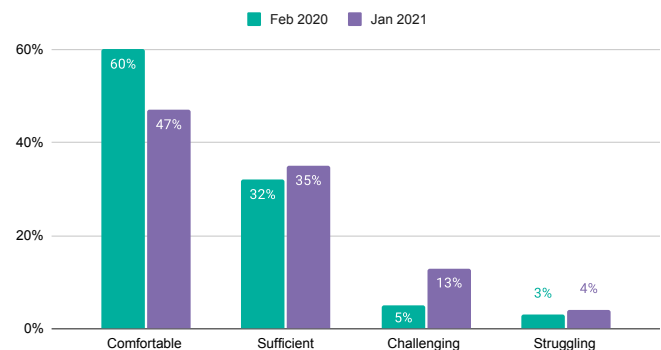
The proportion of healthcare workers who thought about changing their career was slightly lower than the average of all respondents (57% vs 61%). The proportion of healthcare workers who considered reducing their hours or stopping work due to workplace health and safety concerns was similar to the average of all respondents (36% vs 34%).

AT ANY POINT SINCE THE START OF THE PANDEMIC, HAVE YOU QUESTIONED:		
Healthcare	Yes	No
Changing your career?	57%	43%
Learning a new skill or trade?	46%	54%
Reducing your hours or stopping working altogether due to workplace health and safety concerns?	36%	64%
Reducing your hours or stopping working altogether due to childcare or increased domestic responsibilities?	38%	62%
Postponing a personal milestone (such as starting a family or buying a home)?	39%	61%

59% of respondents working in healthcare said that they have children or dependents under 18 years of age at home. When asked "As the result of your children/dependents being home due to COVID-19, have you experienced any of the following?":

- 83% of respondents reported feeling overwhelmed trying to balance work and caregiving responsibilities (this was the highest percentage of all sectors)
- 39% of respondents reported reduced productivity, and
- 19% of respondents reported reduced employment hours

When asked about their daily stress levels during the pandemic, 39% of healthcare workers reported that their stress level "has increased, and is getting worse".

We provided survey respondents with the opportunity to comment on their experience with having children home while schools are closed:

- "Not having daycare for school agers my daughter in JK and I work in pharmacy so no before or after care or anyone during the day as she's not in school. It's frustrating to find people to watch her or help with online learning."
- "Burnt out, stressed, was trying to offer tech support when at work to kids at home, my attention always divided and unable to focus, kids not engaged. Dealing with mental health issues with all members including my own."
- "Totally overwhelming."
- "Covid and isolation have exacerbated my child's mental health issues. I may have to take a leave from work soon to support my child emotionally."

83%
OF RESPONDENTS REPORTED FEELING OVERWHELMED TRYING TO BALANCE WORK AND CAREGIVING RESPONSIBILITIES

"I have taken on more responsibility at work but my pay has not increased which makes me feel disrespected and used."

Respondents were also asked to comment on how their careers and lives were impacted by the pandemic:

- "Negative as I have a hard time balancing working nights and being a mom."
- "Negatively. I work in healthcare and workload has become unmanageable."
- "I have taken on more responsibility at work but my pay has not increased which makes me feel disrespected and used."
- "Healthcare is a nightmare to work in during Covid 19."

When asked about what supports might be helpful to them, respondents said:

- "Paid sick leave and caregiver leave."
- "Counseling, additional staffing, better benefits."
- "Childcare, paid time for self isolation, individuals exposed to COVID at work (hospital) are sent home for 10 days to self isolate without pay...they are only paid sick time if they become COVID positive."