

SECTOR SPOTLIGHT REPORT

Community, Social Services & Nonprofits



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



Women working in community and social services and not-for-profit organizations experienced no significant changes to their primary job more than any other sector (60% vs 40% for all respondents). 27% experienced a negative job impact (a temporary or permanent layoff, reduced hours, or leaving their job). Three-quarters of workers in this sector were required to or able to work from home, while 23% were unable to do their job from home.

SECTOR IMPACTS

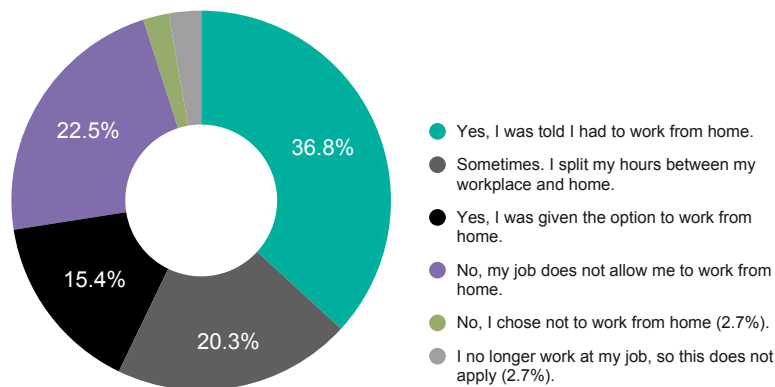
In the January 2021 survey, 182 respondents indicated that their primary job is in community and social services (171) and nonprofits (11), which account for 12% of the total responses.

Prior to the pandemic:

- 69% stated that they worked full-time
- 26% worked part-time
- 45% of respondents indicated they had access to benefits
- 44% indicated they have access to paid sick time

73% of workers in community and social services, and not-for-profits were required to or able to work from home, while close to 23% were unable to do their job from home.

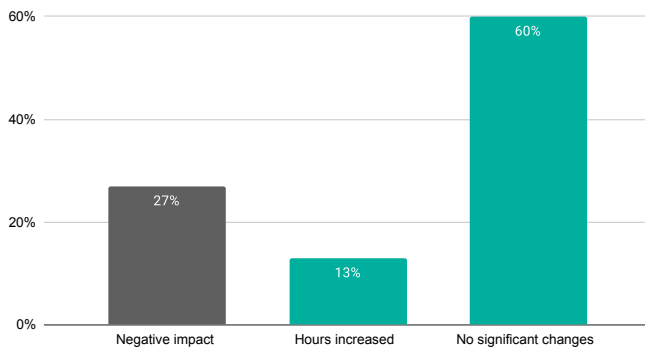
Did COVID-19 result in you working your primary job from home?



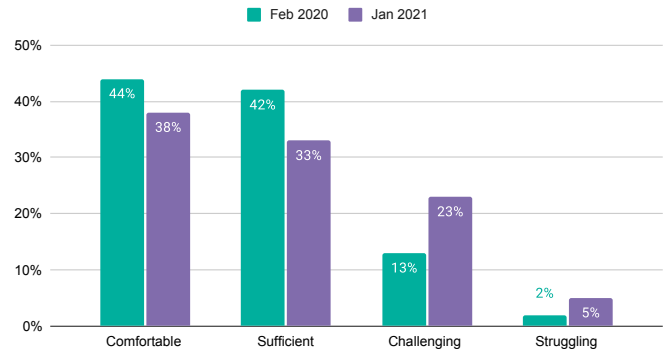
27% of community, social services and not-for-profit workers experienced negative impacts in their primary job (e.g., were laid off temporarily or permanently, left their job, or had their hours reduced). This was the second lowest negative impact percentage of any sector we analyzed (compared to 46% negative impacts for all respondents, and 88% for hospitality workers). 60% experienced no significant changes, while 13% indicated that their hours increased.

Community, social services and not-for-profit workers did not experience a large change in financial situation between February 2020 and January 2021.

Primary Job Impacts (Community, Social Services, Nonprofits)



Financial Situation (Community, Social Services, Nonprofits)

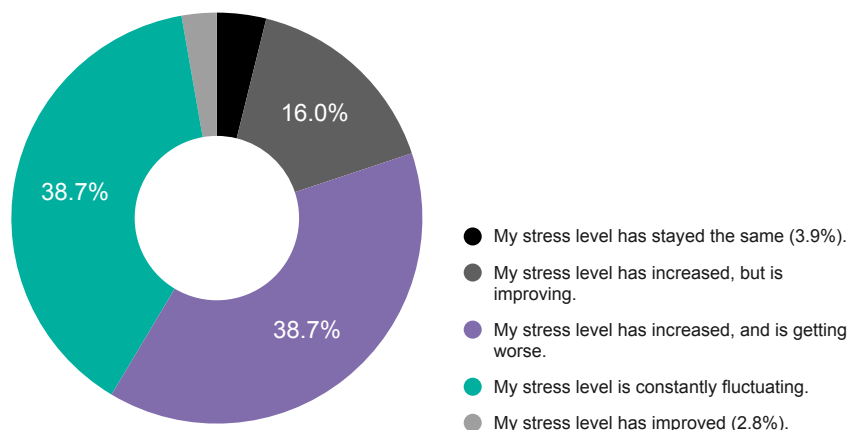


63% of respondents considered changing their career during the pandemic, and 37% considered reducing their hours or stopping working due to workplace health and safety concerns.

AT ANY POINT SINCE THE START OF THE PANDEMIC, HAVE YOU QUESTIONED:		
Community and Social Services	Yes	No
Changing your career?	63%	37%
Learning a new skill or trade?	59%	41%
Reducing your hours or stopping working altogether due to workplace health and safety concerns?	37%	62%
Reducing your hours or stopping working altogether due to childcare or increased domestic responsibilities?	24%	76%
Postponing a personal milestone (such as starting a family or buying a home)?	54%	46%

42% of respondents said they were living with a child (or children) under 18 in the home, and of those respondents 79% reported feeling overwhelmed trying to balance work and caregiving responsibilities.


Close to 40% of workers in these sectors indicated that their stress has increased and is getting worse, as shown in the chart below.



A woman with long braids and glasses is sitting at a desk, working on a laptop. The image is overlaid with a purple tint. The quote is written in white text on the right side of the image.

“I wish it was more built into workplace culture to take breaks and focus on mental health instead of ramping up and doing even more than before. I feel like a lot of managers don’t know how to model this well for staff.”

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

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- A large, light purple quotation mark graphic is positioned to the left of the list of responses.
- “I wish it was more built into workplace culture to take breaks and focus on mental health instead of ramping up and doing even more than before. I feel like a lot of managers don’t know how to model this well for staff.”
 - “Increased availability/accessibility of affordable mental health supports.”
 - “A decreased workload and/or more flexibility due to the increased demands of childcare/virtual school”
 - “Better access to mental health support. More of a focus on self care and well being from my employer.”