

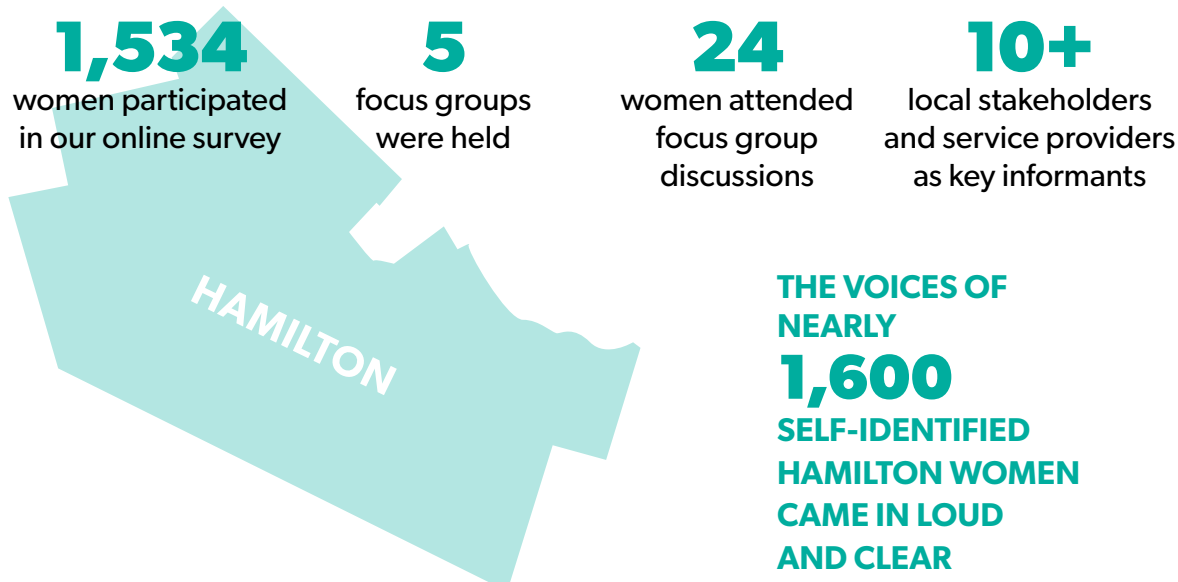
WOMEN OUT OF WORK STUDY

Assessing Hamilton's Employment Disparities During COVID-19



In 2020-2021, the Hamilton Chamber of Commerce conducted *Women out of Work* - a study that explored the impacts of the pandemic on women's work, lives, families, and mental health. Our research findings show that women in all sectors, at all income levels, in all family structures, and of all ages, races, and abilities have faced challenges: at work, out of work, at home, and at school. [Read the full report at womenoutofwork.ca](https://www.womenoutofwork.ca)

METHODOLOGY

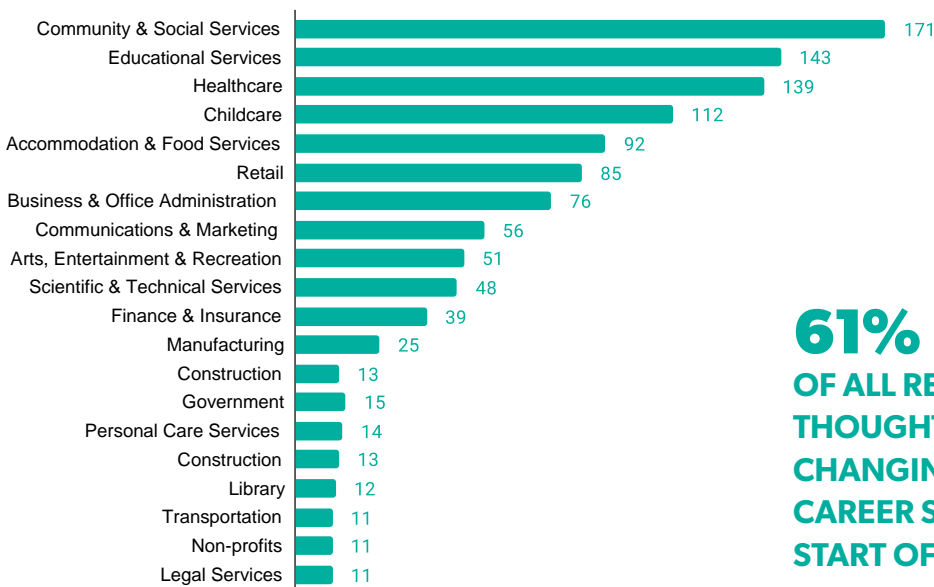


DEMOGRAPHICS

83% WHITE **14%** RACIALIZED **3%** INDIGENOUS

- ♀ **12%** of all respondents moved to Canada more than 5 years ago. **4%** moved to Canada within the last 5 years.
- ♀ **15%** of respondents noted an invisible disability and **1.5%** a visible disability
- ♀ **46%** lived with children or dependents under 18 at home
- ♀ **6%** were between the ages of 18-24, **35%** between the ages of 25-34, **31%** between the ages of 35-44, **18%** between 45-54, **8%** between 55-64, and **2%** were over the age of 65

BREAKDOWN BY SECTOR



61% OF ALL RESPONDENTS THOUGHT ABOUT CHANGING THEIR CAREER SINCE THE START OF COVID-19

FINDINGS

Women's primary jobs and financial situations have been negatively impacted by the pandemic, especially women with disabilities and those who identify as BIPOC.

51% of BIPOC respondents and 53% of respondents with disabilities experienced negative job impacts - compared to the average of 46% for all respondents.

1

BIPOC respondents were twice as likely as white respondents to indicate they were struggling financially in January 2021. For both Indigenous and disabled respondents, the proportion of respondents who said they were struggling financially tripled between February 2020 and January 2021.

The hospitality industry has been the most heavily impacted sector.

In addition to experiencing the largest negative decline in their financial situations between February 2020 and January 2021: 88% of respondents experienced negative job impacts and 85% indicated that they had thought about changing their career.

2

Women owned businesses are struggling due to COVID-19.

For self-employed women operating WITH employees: 48% of respondents reported that their business is struggling largely due to COVID-19. 22% reported that they do not believe that their business will likely survive the next year.

3

For self-employed women operating WITHOUT employees: 55.5% indicated that their business is struggling due to COVID-19. 26% of respondents indicated that their businesses are unlikely to survive the next year.

Women are serving as the primary caregiver within their families and are overwhelmed trying to balance work with added childcare and homeschooling responsibilities.

69% of respondents are either a lone parent or primarily responsible for homeschooling for virtual school. 22% indicated that they share the role equally with their partners.

69% of respondents with children/dependents reported feeling overwhelmed trying to balance work and caregiving (as a result of daycare/school closures).

4

Women are greatly concerned about their mental health.

83% of respondents were worried or somewhat worried about new or increased feelings of anxiety. 72% of respondents were worried or somewhat worried about the long-term impacts of the pandemic on their mental health. 64% of respondents were worried or somewhat worried about their ability to perform well at their jobs due to their mental health.

5

“It is impossible to do all of the roles at the same time. I feel guilty for not being able to give my full attention to anyone or anything. It is a constant struggle of not feeling like I am doing enough while simultaneously doing everything.”

Demographics and sector breakdown sections reflect data provided via the online survey. Negative job impacts include being laid off temporarily or permanently, leaving a job, or having hours reduced.