



**2021
Labour
Market
CONFERENCE**

Break-Out Group:
Women in the
Labour Market

with Christian Saint Cyr
Ontario Labour Market Online.org



1



**2021
Labour
Market
CONFERENCE**

**Women
in the
Labour Market**

The Impact of the Pandemic on Women

Why have women experienced a more
difficult time during the pandemic?

- Women make up the majority of workers in sectors which have been most impacted by the pandemic
- As the primary caregivers in many homes, women have chosen to leave jobs to care for children with disruptions to schools and childcare facilities

2

2021
Labour Market
CONFERENCE

Women in the Labour Market

The Impact of the Pandemic on Women

Why have women experienced a more difficult time during the pandemic?

- As women make 20% to 30% less than their male counterparts, many women have foregone their income to be the primary caregiver
- Women outnumber men in occupations which provide fewer opportunities to social distance

3

2021
Labour Market
CONFERENCE

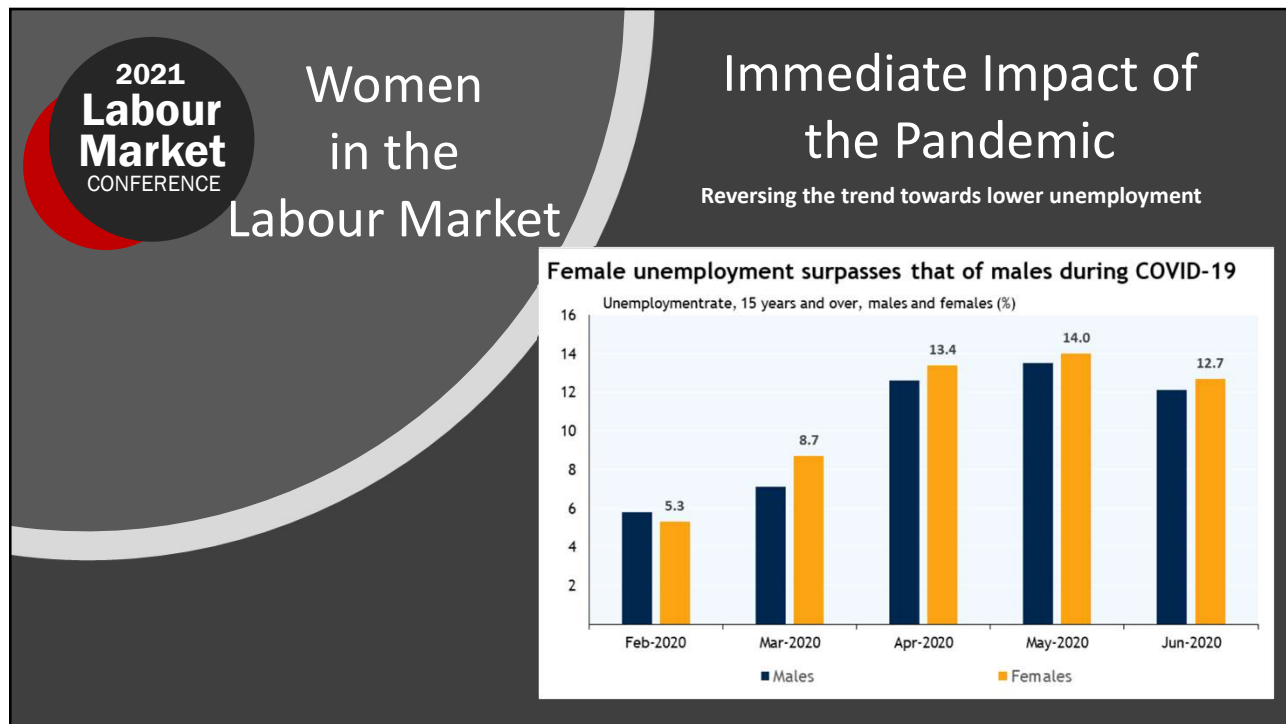
Women in the Labour Market

Immediate Impact of the Pandemic

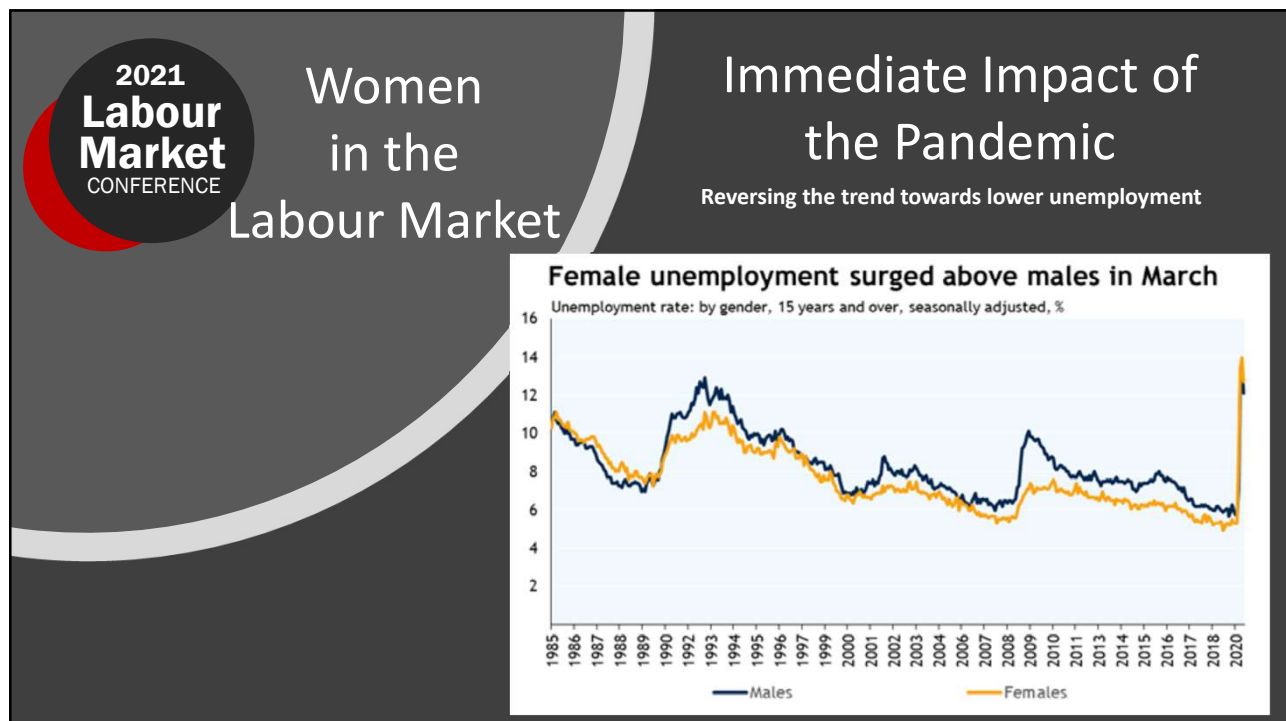
The pandemic tanked progress in Labour Force Participation

Year	Labour Force Participation (%)
1981	51
1982	52
1983	53
1984	54
1985	55
1986	56
1987	57
1988	58
1989	59
1990	59
1991	58
1992	58
1993	57
1994	57
1995	57
1996	57
1997	58
1998	59
1999	60
2000	61
2001	61
2002	62
2003	62
2004	62
2005	62
2006	62
2007	63
2008	63
2009	62
2010	62
2011	62
2012	62
2013	62
2014	61
2015	61
2016	61
2017	61
2018	61
2019	56

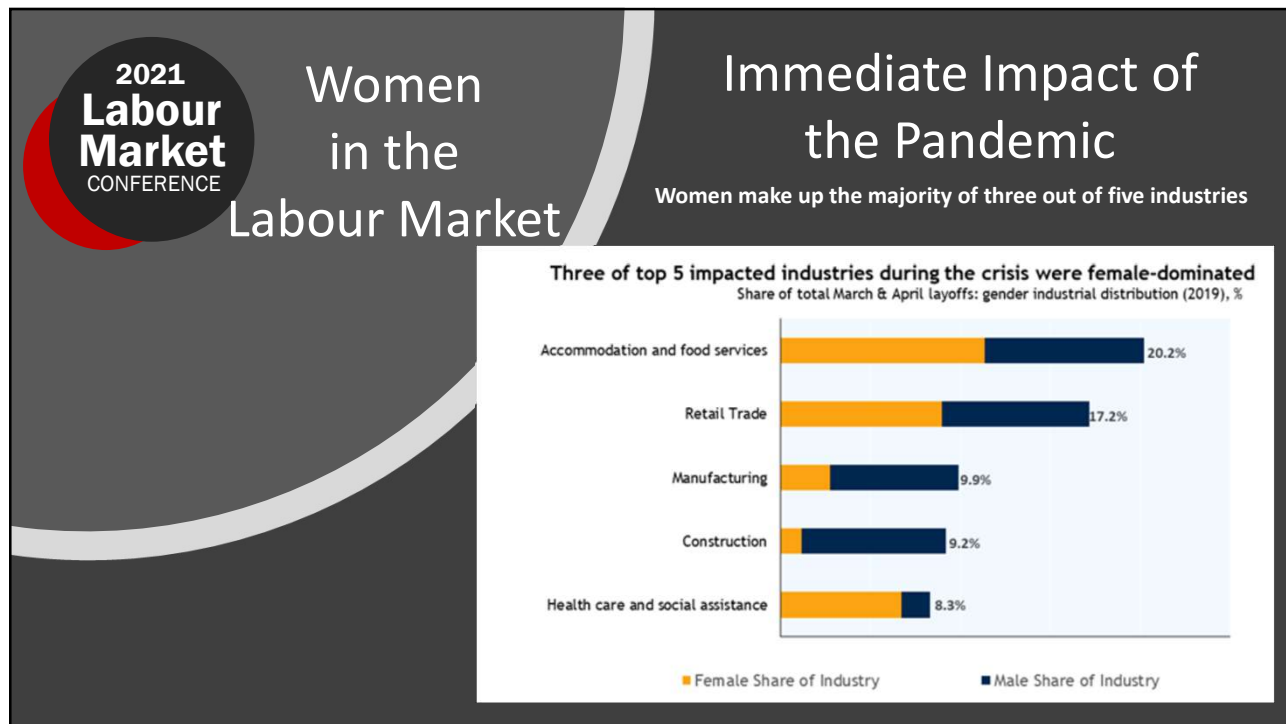
4



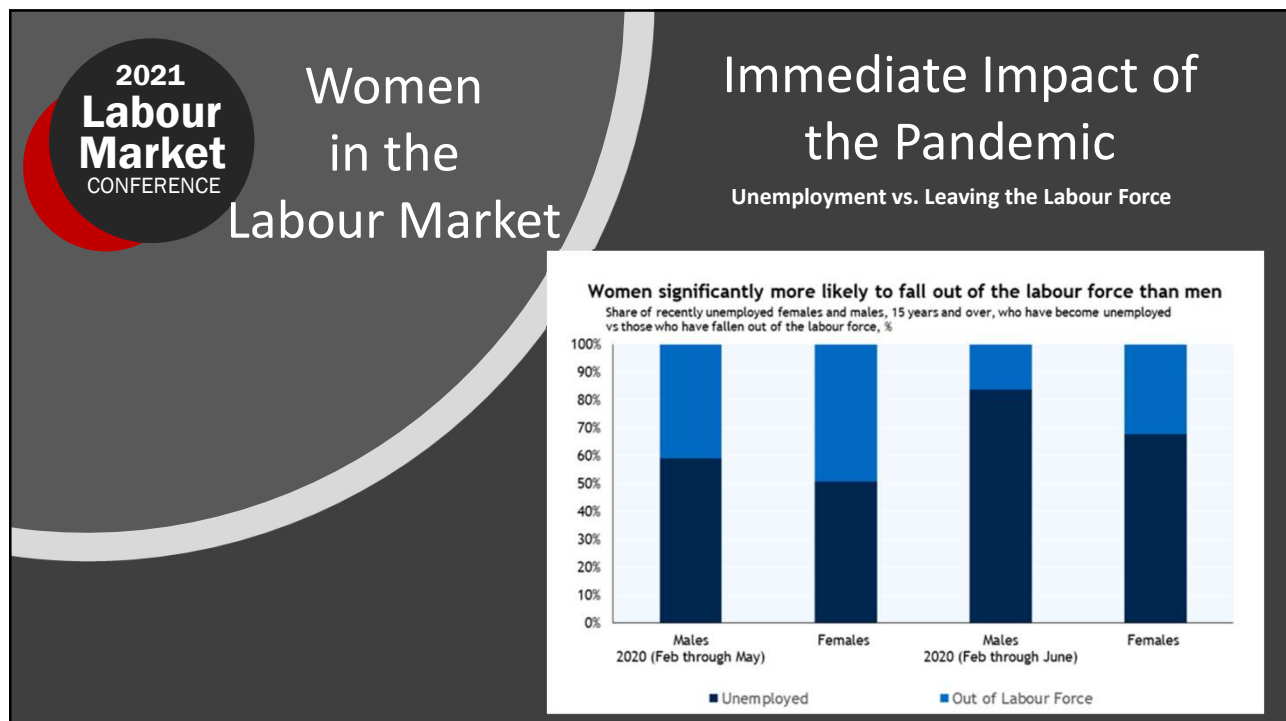
5



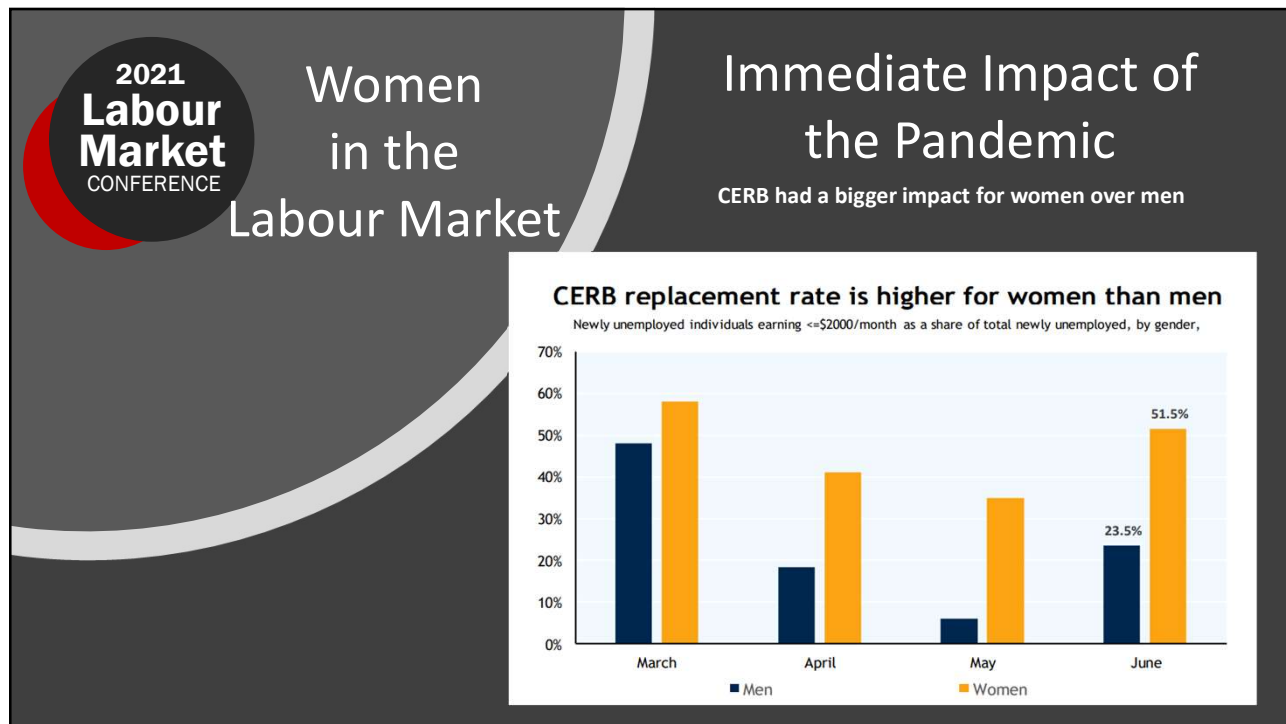
6



7



8



9

2021 Labour Market CONFERENCE

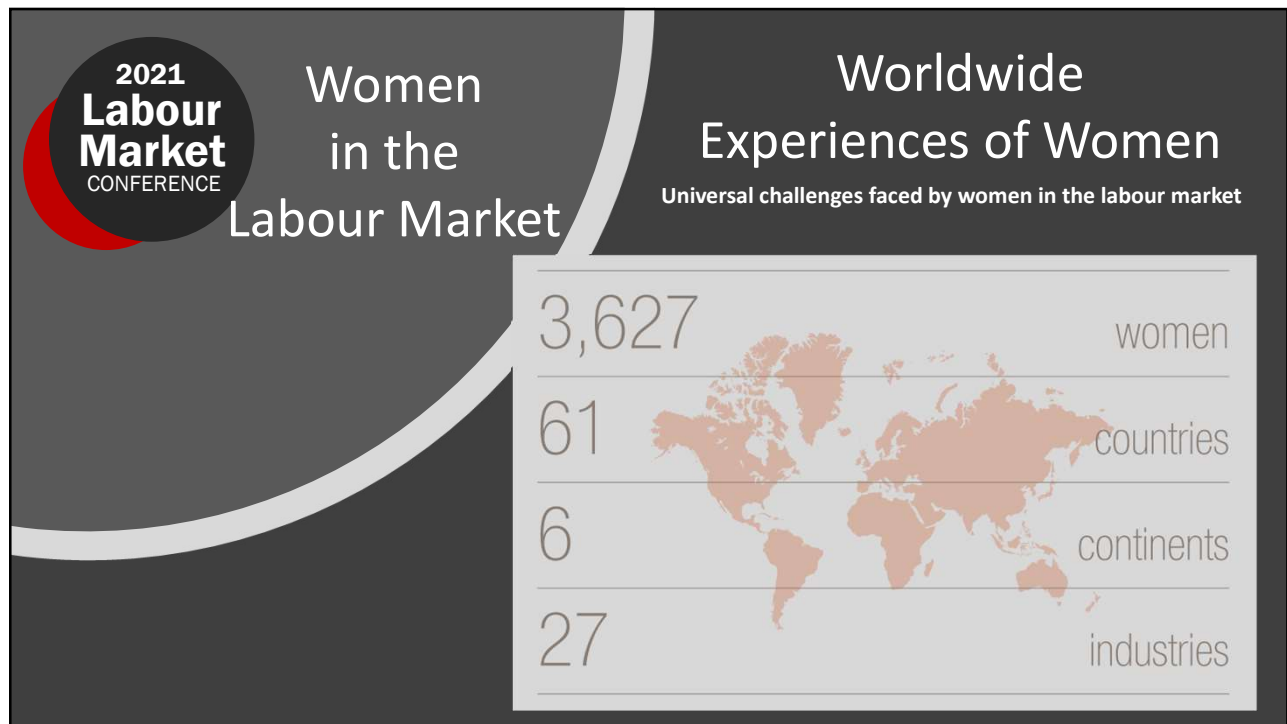
Women in the Labour Market

The Impact of the Pandemic on Women

What are the lasting impacts of the pandemic on women?

- Ontario was facing a skills and worker shortage going into the pandemic
- The pandemic could leave an imbalance that last for years
- According to RBC Economics, equal participation by women could grow our national economy by more than \$100 billion per year

10



11



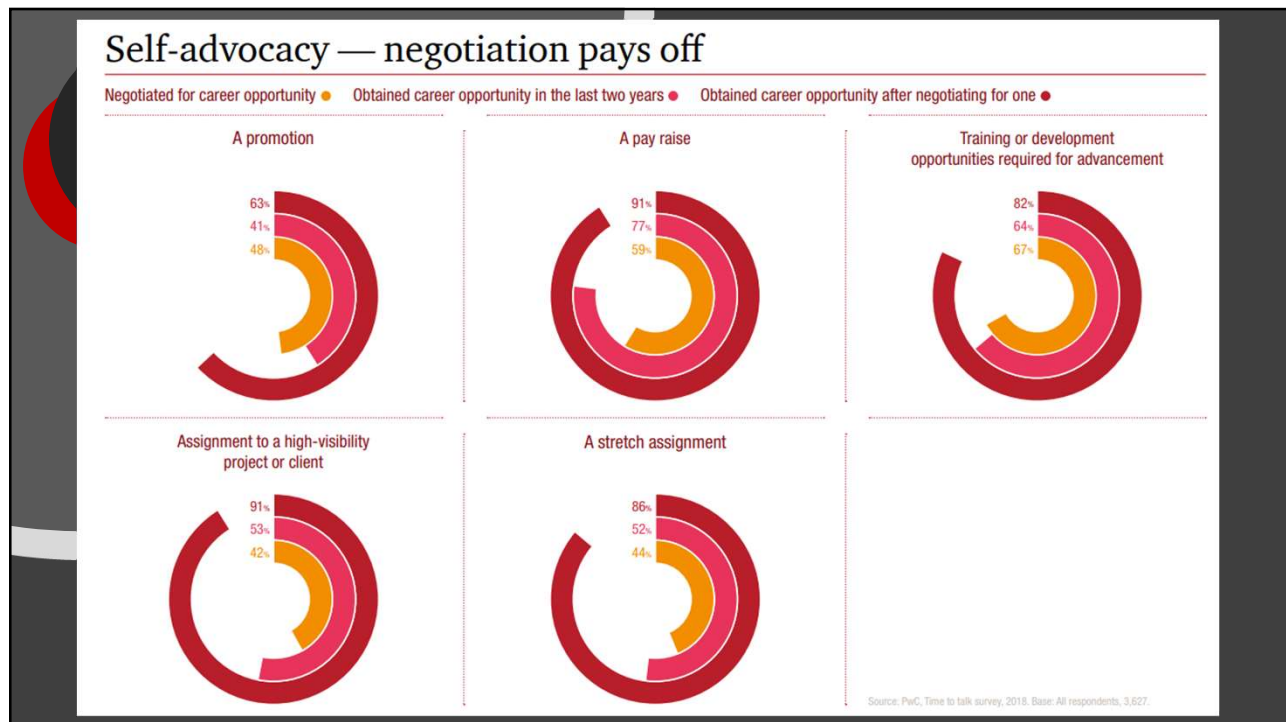
12



13



14



15

Women in the Labour Market

Supporting Self-Advocacy

Encouraging women to pursue greater career opportunities

- Mentoring girls and young women
- Training negotiation for salary, new positions and new career opportunities
- Advocating for career supports for a gender-diverse workforce
- Lobbying government for supports such as childcare which tip the balance in workforce participation

16

2021 Labour Market CONFERENCE

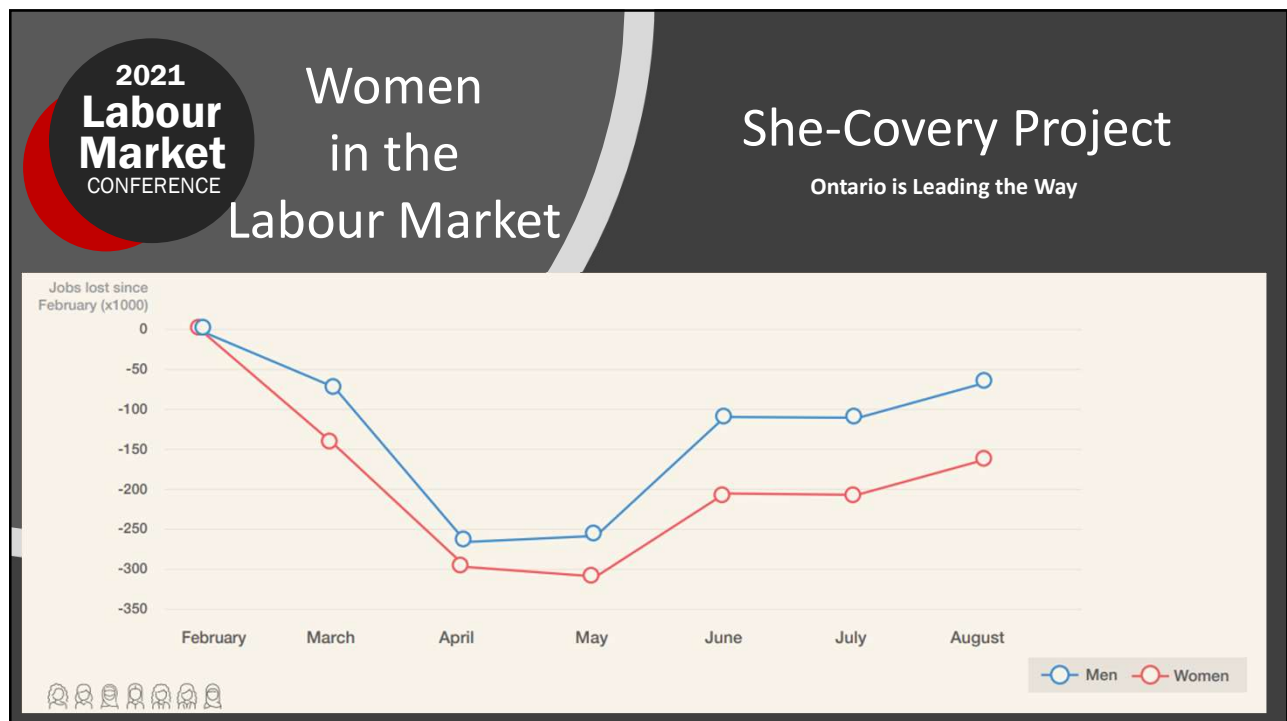
Women in the Labour Market



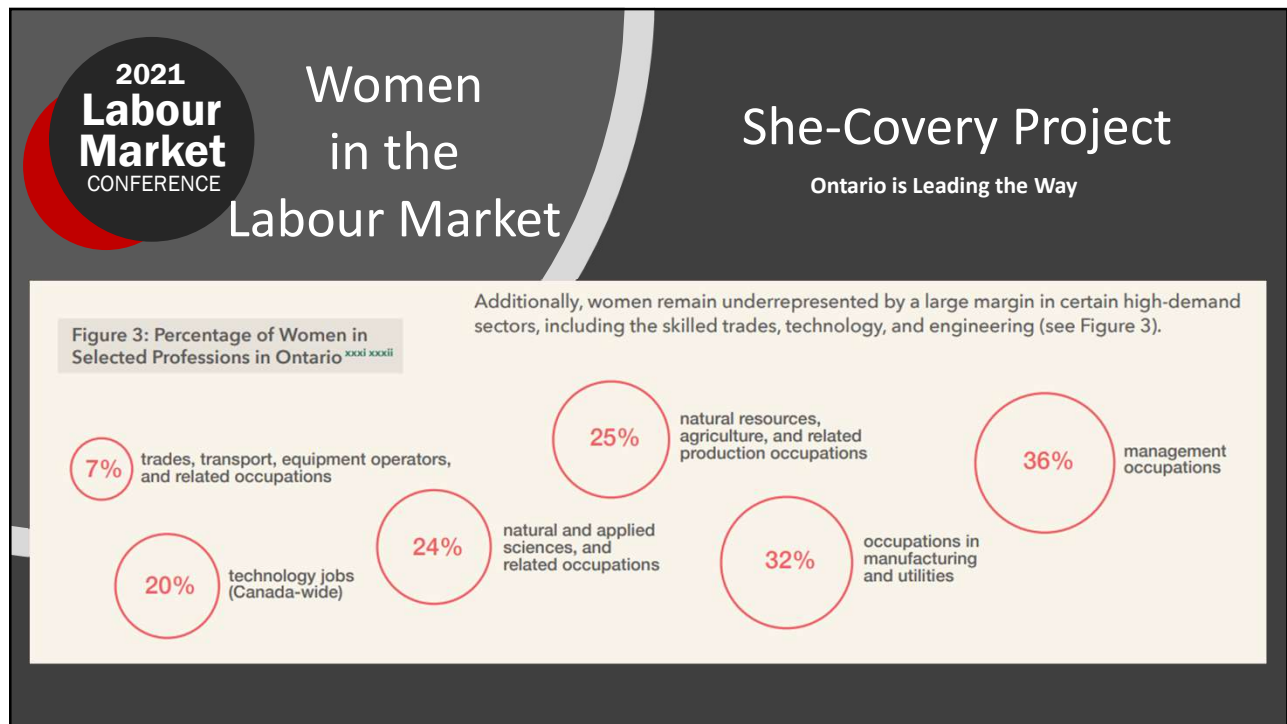
THE SHE-COVERY PROJECT
Confronting the Gendered Economic Impacts of COVID-19 in Ontario

ontario chamber of commerce

17



18



19



20



Women in the Labour Market

She-Covery Project

Ontario is Leading the Way

Entrepreneurship

4



Flexible Work

5



21



Women in the Labour Market

Future Looks Bright for Women

Demographic imbalance supports future change

- Women are already making up the majority of workers in occupations which require strong interpersonal skills
- Occupations requiring uniquely human qualities such as empathy, creativity, writing, composition, design and leadership are far less subject to automation

22



Women
in the
Labour Market

Looking to the Future
IMPACT ON ONTARIO'S LABOUR MARKET

Questions and Answers

Please feel free to email:
OntarioLMR@outlook.com