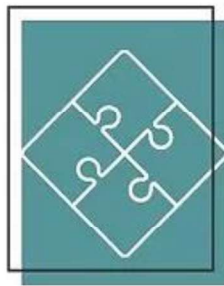


# Addressing the She-cession

Marly Augustine & Nicole Jarrett

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**PII**

POLICY INNOVATION  
INITIATIVE

# Defining the She-cession

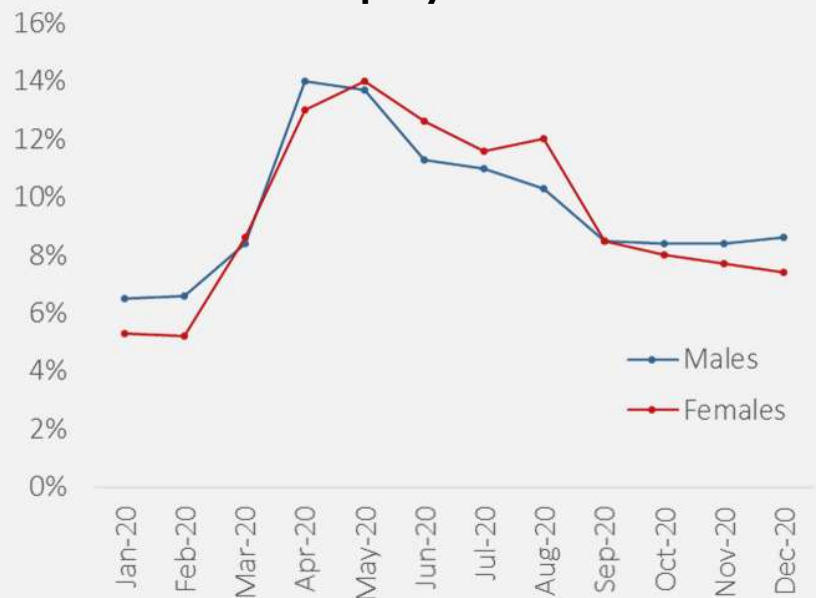
## & Why it's Important.

In Canada, the COVID-19 pandemic impacted men and women differently in a variety of ways. Female-dominated industries were among the hardest hit in Canada, resulting in a greater job loss for women than men. Additionally, women often bear the bulk of childcare responsibilities and with schools shut down, it was challenging for women to re-enter the workforce.

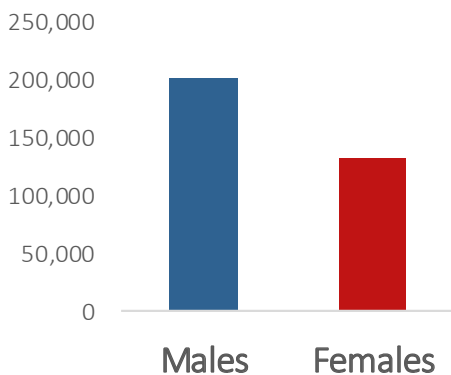
While men and women exhibit a similar overall trend in unemployment throughout 2020, female unemployment exhibits more volatile pits and falls which coincide with lockdown and school mandates.

The unemployment trends amongst mothers in families with school-aged children are even more pronounced and have worsened gender inequality during the pandemic (Qian & Fuller, 2020).

### Unemployment Rate



### Job Gains from April to August 2020



During the first few months of the pandemic, there were thousands of job losses amongst both men and women. Unemployment rates climbed and even more so for women.

Additionally, when analyzing data on men and women who found employment between April and August 2020, men gained 68,500 more jobs compared to women. As the economy recovers from pandemic times, it is important to focus on ensuring that women can catch up to their male counterparts, reducing gender inequality.

#### Sources

Statistics Canada. Table 14-10-0017-01 Labour force characteristics by sex and detailed age group, monthly, unadjusted for seasonality (x 1,000)  
Qian, Y. and S. Fuller. 2020. "COVID-19 and the Gender Employment Gap among Parents of Young Children." Canadian Public Policy, 46(S2): S89–101.  
Claudia Dessanti. 2020. "The She-recovery Project: Confronting the Gendered Economic Impacts of COVID-19 in Ontario." Ontario Chamber of Commerce. <https://occ.ca/wp-content/uploads/OCC-shecovery-final.pdf>

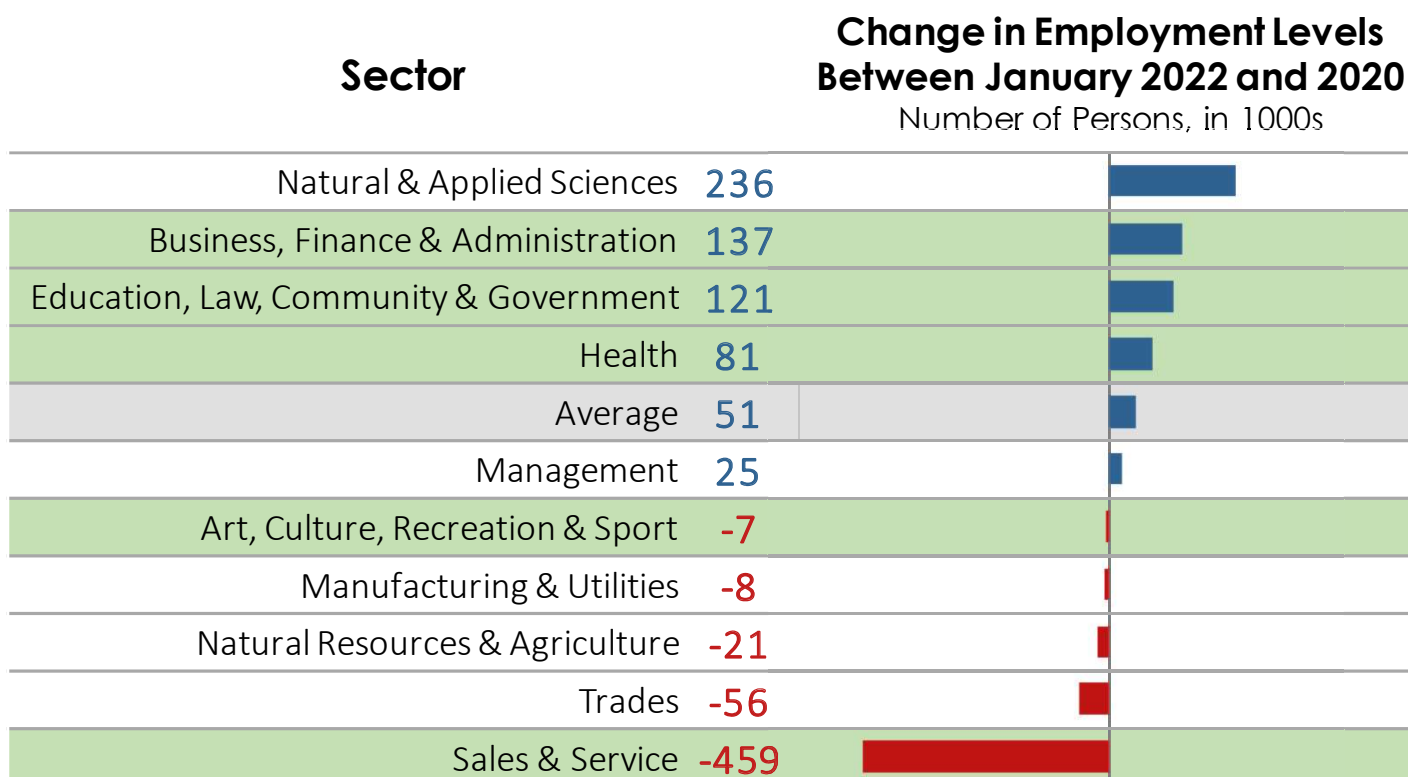


# Employment Changes by Industry

## How are Women-dominated Industries Impacted?

**Almost 2 years since the pandemic began, women-dominated sales and services occupations have yet to recover.**

Between January 2020 (before the pandemic hit) and January 2022, some 51,000 jobs have been added to the Canadian labour market. However, job gains are uneven by occupation. Sales and services occupations continue to be negatively impacted by the pandemic and containment measures, with some 459,000 jobs lost between January 2020 and 2022. Approximately 55% of workers in sales and services were female during this timeframe.



- Indicates an occupations in which more than 50% of workers are female
- Indicates that total average for all occupations

### Sources

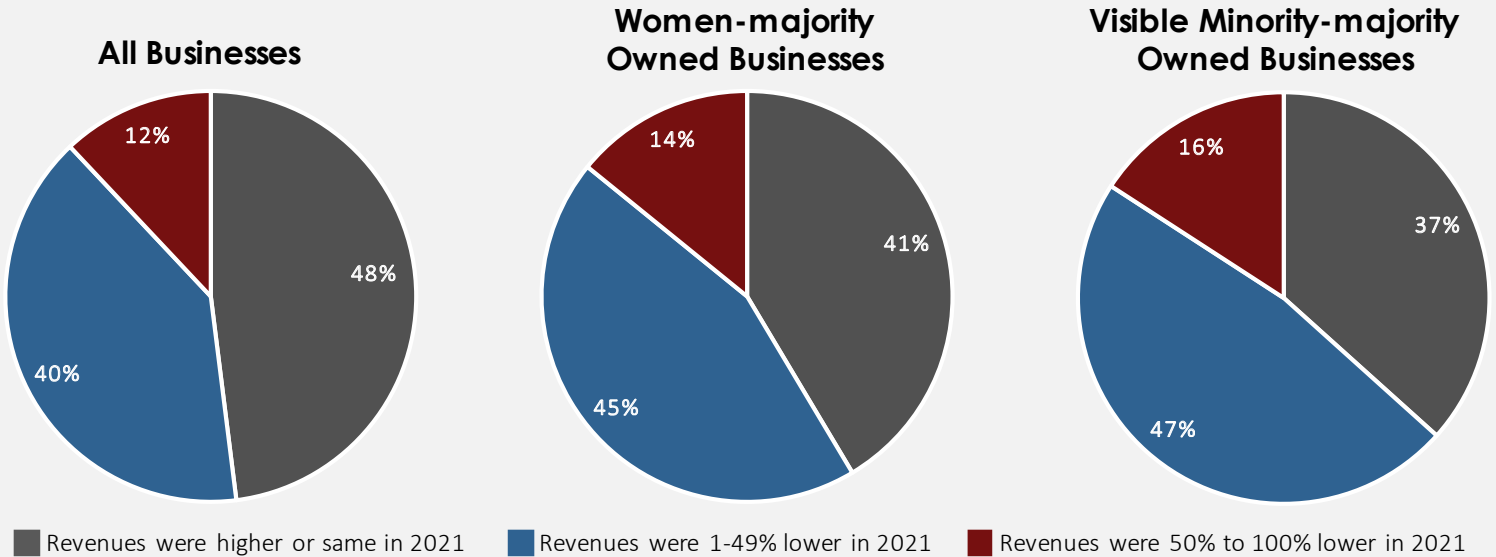
Statistics Canada. Table 14-10-0296-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality (x 1,000)  
<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410029601>  
 Proportion of women in occupational fields calculated by analyst



# Women- and visible minority-owned businesses recovering more slowly.

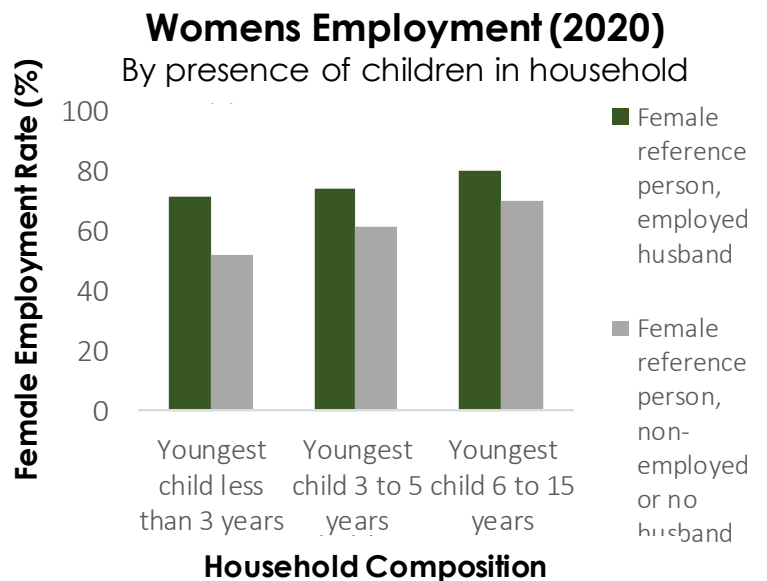
Businesses whose majority ownership is held by women or visible minorities report experiencing a slower recovery. Some 52% of all businesses reported lower revenues in 2021 compared to 2019. This figure rose to almost 59% among women-majority owned businesses and almost 63% among visible-minority-owned businesses.

## Revenues in 2021 compared with 2019



# Lower employment rates for households with younger children suggesting need for affordable childcare.

Female employment levels were on average lower if younger children were present in a household. The same survey results showed that female employment levels were higher in households where male partners/husbands were also employed. This finding highlights the importance of affordable and accessible childcare options for women workers.



### Sources

Statistics Canada. Table 14-10-0120-01 Labour force characteristics by family age composition, annual, inactive <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410012001>  
 Statistics Canada. Table 33-10-0489-01 Revenues from 2021 compared with 2019 <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3310048901>