

Juggling act: Women, work and closing the gaps with men ^[1]

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Study in brief

- The COVID-19 pandemic has had a profound impact on the working lives of Canadians, with women affected differently than men. Indicators of labour force participation and employment are crucial in assessing women's position in the labour market. This E-Brief explores how women have fared in these areas before the pandemic, how the pandemic has impacted their work lives, how they are performing post-pandemic and how to improve their labour market outcomes.
- Although women's outcomes have improved significantly according to these indicators, they still lag behind men. Policy changes in three areas would help reduce the remaining gender disparities: enhancing accessibility to affordable childcare, improving women's workforce development, and providing better opportunities for flexible work arrangements.
- This paper highlights gender disparities that exist in the labour market and provides recommendations to promote gender equality. By addressing the unique challenges faced by women in the workforce, we can create a more inclusive and equitable labour market for all Canadians.

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