

# do we still need to talk about

## gender equity?



### it's a rhetorical question, yes, we do.

Organizations know that in the context of talent scarcity, an aging population, and that in a borderless, tech-driven, post-pandemic business world, building an inclusive, equitable and accessible working environment yields better results in terms of performance and engagement.

But do companies really practise what they preach? According to Canadian women, things are not as glossy as companies make them appear. According to national research that Randstad Canada conducted, the women surveyed felt the pace of change was slow. Despite increased awareness, women still aren't offered the same opportunities as men.

Intersectionality shines a bright light on who experiences the most significant challenges, which are: women of colour, mothers, and younger women.

### highlights from randstad's survey

**63%** of women were told 'they had the same opportunities as men, but in reality, felt this wasn't true.

**32%** of women think they have made no progress regarding gender equality at work.

**46%** of women of colour feel their salary is disproportionate to others with similar responsibilities.

**66%** of women feel recognized by their peers for their skills and contributions, yet only 47% of women think promotions are awarded to the most qualified person.

### why do women feel this way?

Randstad Canada's survey and focus groups gave valuable insights into women's perceptions. Sexism and gender biases remain a struggle for women in the workplace, as is the persisting gender pay gap. Unfortunately, these perceptions are backed up by statistics.

Catalyst reports that, among all workers in 2021, both full-time and part-time, said that women earned 88.7% of what men earned based on average hourly wage rates. Women also have less access to managerial positions, with only 86 women being promoted to a manager position for every 100 men promoted, resulting in fewer women available for promotion at even higher levels.

While there have been small steps to address these crucial issues in the workplace, a substantial amount of work must still need to be done to ensure that all women feel they are being heard, seen, recognized, and adequately compensated for their work.

Randstad Canada wants to be part of that conversation and explore new ways to promote their unique abilities and innovative contributions to today's workplace. Together, let's discuss how we can further empower women in our organizations.

Stay tuned for our upcoming activities as part of our Women Transforming the Workplace program.

