

Working Women in Canada Perceive Significant Glass Ceiling, Divide With Men on Salaries, Influence, Promotions and Tasks

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Working Women in Canada Perceive Significant Glass Ceiling, Divide With Men on Salaries, Influence, Promotions and Tasks

Toronto, ON – Working women in Canada say a glass ceiling in Canadian business still exists for them, and see significant divides with men when it comes to salaries, promotions, assigned tasks and the amount of influence they have, according to a new Ipsos poll of over 1,000 working women conducted on behalf of Randstad.

Women perceive a divide with men when it comes to salaries (83% -- 26% very large divide vs. 38% moderate divide vs. 19% small divide), having influence in making important decisions (83% -- 20% very large vs. 43% moderate vs. 20% small), getting promotions (82% -- 22% very large vs. 40% moderate vs. 20% small), and getting the best jobs/tasks/projects (82% -- 19% very large vs. 41% moderate vs. 22% small). In fact, just three in ten women are working as a senior executive (9%) or management (21%) capacity, while most (71%) are below management level.

Advancement into More Senior Roles...

Thinking about some of the factors that can prevent women from advancing to more senior roles within Canadian organizations, women believe that the predominant issues are that ‘employers fear absences due to family obligations’ (47%) and that they also ‘fear possible maternity leave’ (42%). Other factors include perceptions of women in managerial roles (38%), women being less willingness to relocate for more senior positions than men (22%), personal confidence (21% total, although 27% of those working in a STEM field), a lack of executive sponsors or mentors for female employees (16%), limited social networks or personal connections (7%) or some other factor (4%). Notably, just two in ten (19%) believe

that, in their experience, none of these things hold employers back from advancing women to senior roles.

Women in Science, Technology, Engineering, Mathematics (STEM) Field or Skilled Trades...

The survey revealed that just 5% of working women presently work in a STEM field – science, technology, engineering or mathematics. However, among women who don't currently work in the field, three in ten (27%) say that if they had the right support and guidance, they might have pursued a career in STEM or a skilled trade.

The Art of Networking...

To professionally network, the top three tools used by working women today are 'one-on-one opportunities like lunch or coffee' (38%), 'facebook or other online social (non-business) group (37%) and conferences or other business events (25%), which is tied with 'Linkedin or other online business group' (25%). Following the top three are 'webinars and other online education resources' (15%) and other tactics (24%).

These are some of the findings from an Ipsos Reid survey conducted between August 17 and 21, 2015, on behalf of Randstad. A sample of 1,005 working women was interviewed online. Weighting was then employed to balance regional composition according to Census data and to provide results intended to approximate the sample universe. The precision of Ipsos online polls is measured using a credibility interval. In this case, the poll is accurate to within +/- 3.5 percentage points had all Canadian women who work been polled. All sample surveys and polls may be subject to other sources of error, including, but not limited to coverage error, and measurement error.



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