

# GENDER EQUALITY AND BEYOND: PERCEPTIONS OF VISIBLE MINORITY WOMEN AND MEN WHEN IT COMES TO DISCRIMINATION IN THE WORKPLACE

THE ASSOCIATION FOR CANADIAN STUDIES  
AND THE CANADIAN RACE RELATIONS FOUNDATION

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# UN CHIEF SAYS GENDER INEQUALITY BIGGEST HUMAN RIGHTS CHALLENGE

- March 8 was International Women's Day, a global day celebrating the social, economic, cultural and political achievements of women. During 2020 observances of International Women's Day, UN Secretary-General Antonio Guterres described the fight for gender equality as "the biggest human rights challenge we face." To mark international women's day the Association for Canadian Studies and the Canadian Race Relations Foundation are releasing the results of a national survey on gender equality in the workplace with a focus on how discrimination may increase when gender identities intersect with immigrant and visible minority status. "Intersectionality" is an area of growing interest in research around discrimination and vulnerability and the detailed survey that follows seeks to provide an important example in pursuing this much needed area for inquiry.

# KEY STUDY FINDINGS

- More than three in four Canadians agree that the situation for women in the workplace has improved over the past decade; men more likely to agree
- But 61% of men and 39% of women respectively believe that with the same education and skills, a woman and a man have the same chance for economic success
- Men (58%) more likely than women (46%) to agree they are paid fairly for the work that they do
- Visible Minority Women are most likely to believe they are not paid fairly for the work that they do
- Visible Minority women born in Canada are least likely to believe they are paid fairly for their work
- Nearly four in ten visible minority men and women say they have often or sometimes encountered discrimination at their place of work because of the color of their skin
- Nearly half of visible minority immigrant women say they often or sometimes encountered discrimination at their place of work because of the color of their skin
- Over one in three visible minority women say that they have often or sometimes encountered discrimination at work because of their gender

# METHODOLOGY

- The survey was commissioned from the firm Leger Marketing for the Association for Canadian Studies and the Canadian Race Relations Foundation and was conducted with a sample of 1389 Canadians nationally via web panel during the week of November 11th ,2019. It has a probabilistic margin of error of 2.9 percent 19 times out of 20.



# GENDER EQUALITY IN THE WORKPLACE



# MORE THAN THREE IN FOUR CANADIANS AGREE THAT THE SITUATION FOR WOMEN IN THE WORKPLACE HAS IMPROVED OVER THE PAST DECADE; MEN MORE LIKELY TO AGREE

	The situation for women in the workplace has improved over the past decade								
	Total	Male	Female	18-24	25-34	35-44	45-54	55-64	65+
<b>NET AGREE</b>	83%	89%	77%	86%	83%	84%	83%	82%	82%
Strongly agree	23%	32%	15%	24%	27%	27%	24%	22%	18%
Somewhat agree	60%	57%	62%	62%	56%	57%	60%	61%	64%
<b>NET DISAGREE</b>	14%	9%	19%	13%	14%	13%	15%	13%	16%
Somewhat disagree	12%	8%	16%	11%	11%	11%	13%	11%	13%
Strongly disagree	2%	1%	3%	2%	3%	2%	2%	2%	2%
I prefer not to answer	3%	2%	3%	2%	2%	3%	1%	4%	3%

**BUT THERE ARE IMPORTANT GAPS IN PERCEPTIONS BETWEEN MEN AND WOMEN WITH 61% OF MEN AND 39% OF WOMEN THAT RESPECTIVELY BELIEVE THAT WITH THE SAME EDUCATION AND SKILLS, A WOMAN AND A MAN HAVE THE SAME CHANCE FOR ECONOMIC SUCCESS**

	With the same education and skills, a woman and a man have the same chance for economic success?								
	Total	Male	Female	18-24	25-34	35-44	45-54	55-64	65+
NET AGREE	50%	61%	39%	48%	53%	56%	49%	52%	42%
Strongly agree	21%	26%	15%	21%	24%	23%	17%	19%	21%
Somewhat agree	29%	35%	24%	26%	30%	34%	31%	33%	21%
NET DISAGREE	48%	37%	59%	50%	44%	42%	49%	45%	57%
Somewhat disagree	34%	30%	38%	34%	30%	28%	36%	34%	40%
Strongly disagree	14%	8%	21%	16%	14%	14%	13%	12%	17%
I prefer not to answer	2%	2%	2%	2%	3%	2%	2%	3%	1%

# MEN (58%) MORE LIKELY THAN WOMEN (46%) TO AGREE THEY ARE PAID FAIRLY FOR THE WORK THAT THEY DO

	I am paid fairly for the work that I do								
	Total	Male	Female	18-24	25-34	35-44	45-54	55-64	65+
<b>NET AGREE</b>	52%	58%	46%	49%	56%	56%	50%	58%	42%
Strongly agree	14%	16%	12%	12%	14%	15%	13%	15%	14%
Somewhat agree	38%	41%	34%	37%	42%	41%	37%	43%	29%
<b>NET DISAGREE</b>	35%	30%	39%	36%	42%	36%	44%	26%	26%
Somewhat disagree	21%	20%	23%	30%	21%	22%	29%	16%	16%
Strongly disagree	13%	11%	15%	6%	22%	15%	15%	10%	10%
I prefer not to answer	14%	12%	15%	16%	1%	8%	6%	16%	31%





# INTERSECTING GENDER, VISIBLE MINORITY AND IMMIGRANT STATUS

# WOMEN THAT IDENTIFY AS VISIBLE MINORITIES ARE MOST LIKELY TO BELIEVE THEY ARE NOT PAID FAIRLY FOR THE WORK THAT THEY DO

I am paid fairly for the work that I do -		...A man	...A woman	Total
Visible Minority	Strongly agree	18.6%	10.4%	14.4%
	Somewhat agree	32.1%	39.6%	35.9%
	Somewhat disagree	22.8%	23.4%	23.1%
	Strongly disagree	17.2%	16.7%	16.9%
	I prefer not to answer	9.3%	9.9%	9.6%
	<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Not Visible Minority	Strongly agree	17.6%	11.3%	14.4%
	Somewhat agree	42.7%	34.5%	38.5%
	Somewhat disagree	20.0%	21.5%	20.8%
	Strongly disagree	8.4%	15.5%	12.0%
	I prefer not to answer	11.2%	17.2%	14.3%
	<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

# WHETHER VISIBLE MINORITY OR NOT THE MAJORITY OF WOMEN DISAGREE THAT WITH THE SAME EDUCATION AND SKILLS, A WOMAN AND A MAN HAVE THE SAME CHANCE FOR ECONOMIC SUCCESS

With the same education and skills, a woman and a man have the same chance for economic success -		...A man	...A woman	Total
Visible Minority	Strongly agree	28.4%	17.6%	22.9%
	Somewhat agree	36.3%	22.1%	29.1%
	Somewhat disagree	27.0%	34.7%	30.9%
	Strongly disagree	6.5%	23.0%	14.9%
	I prefer not to answer	1.9%	2.7%	2.3%
	<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Not Visible Minority	Strongly agree	24.1%	13.8%	18.8%
	Somewhat agree	37.5%	24.2%	30.7%
	Somewhat disagree	29.6%	37.7%	33.8%
	Strongly disagree	7.4%	22.1%	15.0%
	I prefer not to answer	1.4%	2.1%	1.7%
	<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

# VISIBLE MINORITY WOMEN THAT ARE BORN IN CANADA ARE THE LEAST LIKELY TO AGREE THAT THEY ARE PAID FAIRLY FOR THE WORK THAT THEY DO

Agree that I am paid fairly for the work that I do?

- Immigrant NVM Male 54%
- Immigrant NVM Female 50%
- Non-Immigrant NVM Male 48%
- Non-Immigrant NVM Female 49%
- Immigrant VM Male 64%
- Immigrant VM Female 55%
- Non-Immigrant VM Male 67%
- Non-Immigrant VM Female 46%

# IMMIGRANT WOMEN THAT DO NOT IDENTIFY AS A VISIBLE MINORITY ARE LEAST LIKELY TO AGREE THAT WITH THE SAME EDUCATION AND SKILLS A WOMEN AND A MAN HAVE THE SAME CHANCE FOR ECONOMIC SUCCESS

With the same education and skills a women and a man  
have the same chance for economic success

- Immigrant NVM Male 60%
- Immigrant NVM Female 35%
- Non-Immigrant NVM Male 61%
- Non-Immigrant NVM Female 37%
- Immigrant VM Male 69%
- Immigrant VM Female 46%
- Non-Immigrant VM Male 64%
- Non-Immigrant VM Female 45%

**VISIBLE AND NON-VISIBLE MINORITY WOMEN ARE LEAST LIKELY TO AGREE THAT WOMEN GENERALLY EARN THE SAME INCOME AS MEN FOR DOING THE SAME JOB; MAJORITY OF MEN ALSO DISAGREE THAT WOMEN GENERALLY EARN THE SAME INCOME AS MEN FOR DOING THE SAME JOB**

Women generally earn the same income as men for doing the same job -		...A man	...A woman	Total
Visible Minority	Strongly agree	16.3%	5.9%	11.0%
	Somewhat agree	28.8%	18.0%	23.3%
	Somewhat disagree	39.1%	35.1%	37.1%
	Strongly disagree	13.0%	36.0%	24.7%
	I prefer not to answer	2.8%	5.0%	3.9%
	<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Not Visible Minority	Strongly agree	13.5%	5.9%	9.6%
	Somewhat agree	29.3%	14.9%	21.9%
	Somewhat disagree	38.5%	38.2%	38.3%
	Strongly disagree	17.1%	39.0%	28.3%
	I prefer not to answer	1.7%	2.0%	1.8%
	<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>



# INTERSECTIONS AND PERCEIVED DISCRIMINATION AT WORK

# NEARLY FOUR IN TEN VISIBLE MINORITY MEN AND WOMEN SAY THEY HAVE OFTEN AND SOMETIMES ENCOUNTERED DISCRIMINATION AT THEIR PLACE OF WORK BECAUSE OF THE COLOR OF THEIR SKIN

Encountered discrimination at your place of work because of your skin colour		...A man	...A woman	Total
Visible Minority	Often	10.2%	11.3%	10.8%
	Sometimes	26.5%	29.4%	28.0%
	Rarely	27.0%	25.8%	26.4%
	Never	33.5%	30.3%	31.9%
	I prefer not to answer	2.8%	3.2%	3.0%
Total		100.0%	100.0%	100.0%



# NEARLY HALF OF VISIBLE MINORITY WOMEN THAT WERE NOT BORN IN CANADA SAY THEY OFTEN AND SOMETIMES ENCOUNTERED DISCRIMINATION AT THEIR PLACE OF WORK BECAUSE OF THE COLOR OF THEIR SKIN

Often and sometimes encountered discrimination at your place of work because of your skin color

- Immigrant NVM Male 54%
- Immigrant NVM Female 50%
- Non-Immigrant NVM Male 48%
- Non-Immigrant NVM Female 49%

# 35% OF VISIBLE MINORITY WOMEN SAY THAT THEY OFTEN OR SOMETIMES ENCOUNTERED DISCRIMINATION AT WORK BECAUSE OF THEIR GENDER

Experienced discrimination at work because of your gender -		...A man	...A woman	Total
Visible Minority	Often	7.0%	8.5%	7.8%
	Sometimes	14.0%	26.9%	20.5%
	Rarely	14.0%	26.5%	20.3%
	Never	61.9%	35.0%	48.2%
	I prefer not to answer	3.3%	3.1%	3.2%
	<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Not Visible Minority	Often	2.4%	6.2%	4.4%
	Sometimes	8.7%	20.5%	14.7%
	Rarely	17.9%	23.1%	20.6%
	Never	69.1%	45.7%	57.1%
	I prefer not to answer	2.0%	4.5%	3.3%
	<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

# OVER ONE IN THREE IMMIGRANT WOMEN AND NON-IMMIGRANT VISIBLE MINORITY WOMEN SAY THEY OFTEN AND SOMETIMES EXPERIENCED DISCRIMINATION AT WORK BECAUSE OF THEIR GENDER

Often and Sometimes experienced discrimination at work because of your gender

- Immigrant NVM Female 37%
- Non-Immigrant NVM Female 25%
- Immigrant VM Female 34%
- Non-Immigrant VM Female 36%

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**The Association For Canadian Studies  
and the Canadian Race Relations Foundation.**

***Gender Equality and Beyond: Perceptions of Visible Minority  
Women and Men when it comes to discrimination in the workplace.***

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