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Closing the Gaps on Women's Economic Rights: A Canadian Perspective

Presented by the Hon. Dr. Kellie Leitch





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Employment Equity Act



History

- In 1984, a report of the Royal Commission on Equality on Employment entitled: Equality in Employment illustrated the systemic discrimination faced by women, native people, disabled persons and visible minorities in the workplace.
- This report led to the enactment of the Employment Equity Act in 1986
- This instated Canada's public service as a national institution that is representative of the people it services by reflecting the diverse ethnic, linguistic, cultural and experiential backgrounds of the Canadian public.
 - This diversity leads to better outcomes in developing policies and designing and delivering services and programs in Canada



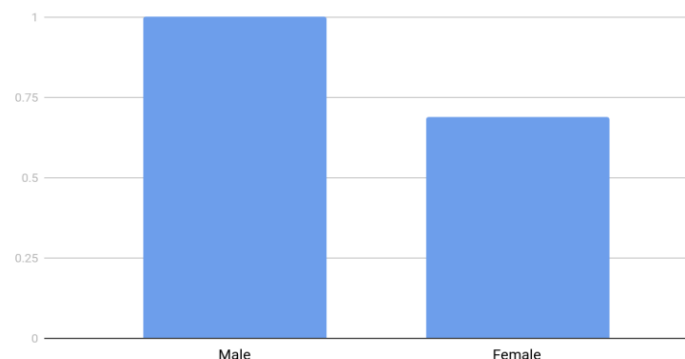
Employment Equity Act, 1986

The purpose of this Act is to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfilment of that goal, to correct the conditions of disadvantage in employment experienced by women, Aboriginal peoples, persons with disabilities and members of visible minorities by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences.

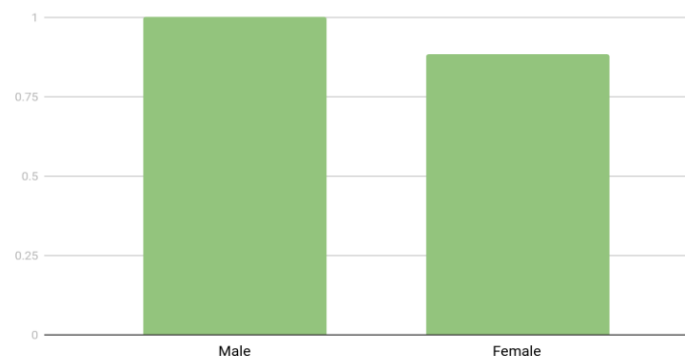
Pay Equity

- The gender wage gap is not only the undervaluation of work performed by women but also:
 - Overrepresentation of women in part-time
 - Labour market segmentation of women in low paying sectors
 - Women's lack of representation in senior positions
 - Bias and discrimination in the workplace
 - Women's greater share of unpaid work
- This gap has been addressed in the Act to Establish a Proactive Pay Equity Regime with the Federal Public and Private Sectors (Pay Equity Act) and the amendments to the Canadian Human Rights Act (CHRA)

Earnings on an Annual Basis in 2017



Hourly Wages for Full-Time Workers in 2017

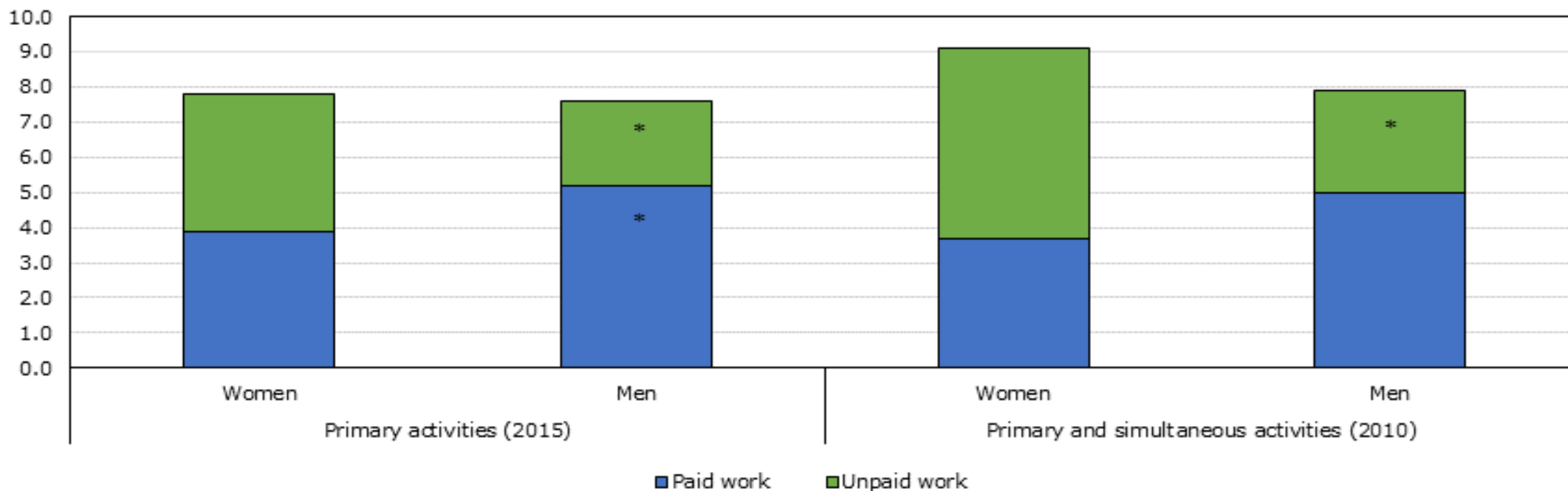


Unpaid Work

Chart 1

Average number of hours per day spent on paid and unpaid work (total work burden) as primary and simultaneous activities, women and men aged 25 to 54, Canada, 2010 and 2015

hours



* significantly different from women, within year, at $p < 0.05$

Note: Paid work performed as a simultaneous activity is not included in estimates.

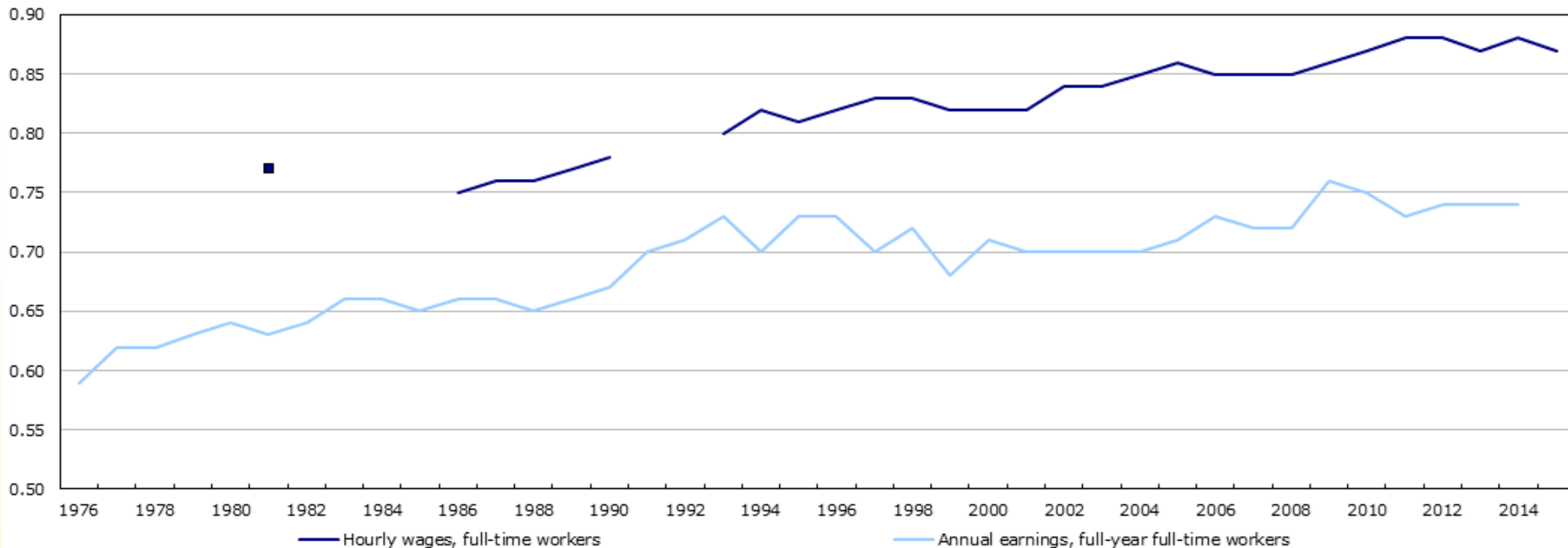
Sources: Statistics Canada, General Social Survey, 2010 and 2015.



Chart 17

Gender pay ratio of workers aged 25 to 54, Canada, 1976 to 2015

ratio



.. not available for a specific reference period

Note: Data for hourly wages in 1981, 1984, 1986 to 1990, and 1993 to 1996 came from Baker, Michael and Marie Drolet. 2010. "A new view of the male/female pay gap." Canadian Public Policy 36(4): 429-464.

Sources: Statistics Canada, Labour Force Survey and Survey of Labour and Income Dynamics and Canadian Income Survey, custom tabulations.



Employment Insurance





Maternity Benefits

Benefit Name	Maximum Weeks Payable	Benefit Rate	Weekly Maximum
Maternity	up to 15 weeks	55%	Up to \$562

- Maternal benefits can be combined with paternal benefits.
- Some individuals who work independently and are not hired as employees cannot register for these EI special benefits because they are already eligible to receive benefits through the regular EI program (ie. hairdressers, taxi drivers, etc)



El Caregiver Benefits and Leave

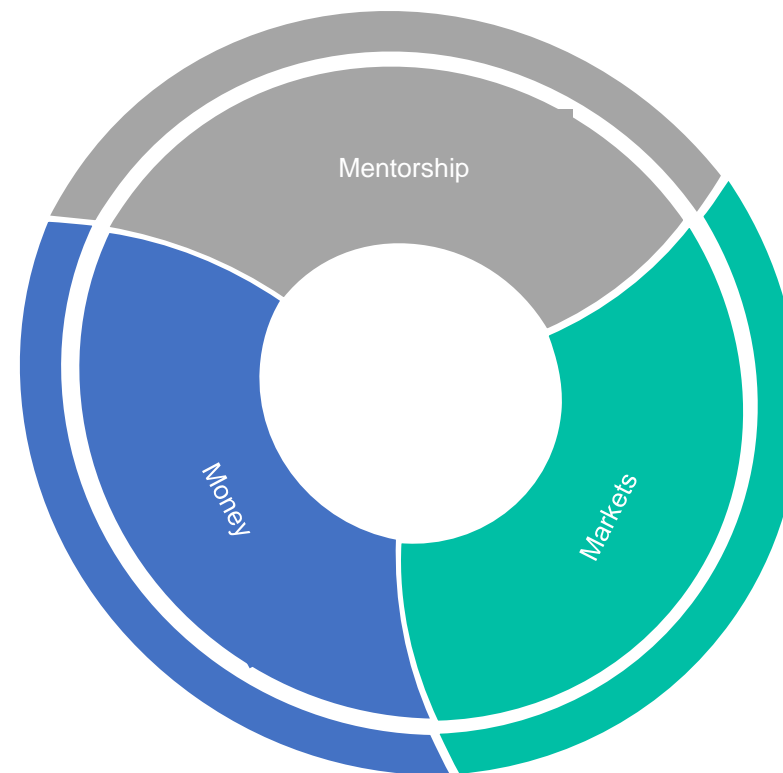
Benefit Name	Maximum Weeks Payable	Who are you providing care to?
Family caregiver benefit for children	up to 35 weeks	A critically ill or injured person under 18
Family caregiver benefit for adults	up to 15 weeks	A critically ill or injured person 18 or over
Compassionate care benefits	up to 26 weeks	A person of any age who requires end-of-life care

Expert Panel for Women Entrepreneurs



Key Findings

- According to BMO Financial Group, women-owned businesses employ over 1.5 million Canadians.
- Research suggests that 88% of entrepreneurs with mentors survive in business, compared with a 50% failure rate without a mentor.
- RBC estimates that a 10% increase in the number of majority-owned women's businesses over 10 years would bring the total economic contribution to \$198 billion – a net annual gain of \$15 billion after inflation.





Entrepreneurial Support at the Federal Level

- **Innovation, Science and Economic Development Canada**
 - Women Entrepreneurship Fund
- **Business Development Bank of Canada**
 - Women in Technology Venture Fund
- **Export Development Canada**
 - Women in Trade Investments Program
- **Trade Commissioner Service**
 - Business Women in International Trade
- **Farm Credit Canada**
 - FCC Women Entrepreneur Program
- **Skilled Trades**
 - Apprenticeship Incentives Grant for Women
 - Union Training and Innovation Program





Entrepreneurial Support at the Province Level

- **Alberta**
 - emPOWER Women in Trades
- **British Columbia**
 - Builders Code
 - Women in Trades
- **New Brunswick**
 - Trades & Tech Career Exploration for Girls
 - New Boots
- **Newfoundland and Labrador**
 - Self-Employed Assistance
- **Ontario**
 - Microlending for Women in Ontario Program
 - Investing in Women's Futures
 - Women in Skilled Trades and Information Technology Training
 - Women's Economic Security Program
- **Prince Edward Island**
 - Trade HERizons
- **Quebec**
 - Femmes en sciences
- **Saskatchewan**
 - Women in Trades & Technologies (WITT)
- **Northwest Territories**
 - Northern Women in Mining Oil & Gas Project

Note: Information was not available for Manitoba, Nova Scotia, Nunavut & Yukon

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International Day of the Girl



- On December 9, 2011, the United Nations General Assembly declared October 11 as the International Day of the Girl
- Across the world, girls face higher rates of violence, poverty, and discrimination.
 - In Canada, girls have higher rates of depression, sexual harassment and dating violence
- With improved access to education, increased political participation and leadership, and better support and training for girls in STEM fields—girls can thrive in every aspect of their lives.

1 in 3 GIRLS in
developing countries **ARE**
MARRIED by the **age of 18**



1 in 9 ARE
MARRIED before
the **age of 15**

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Keys to Success



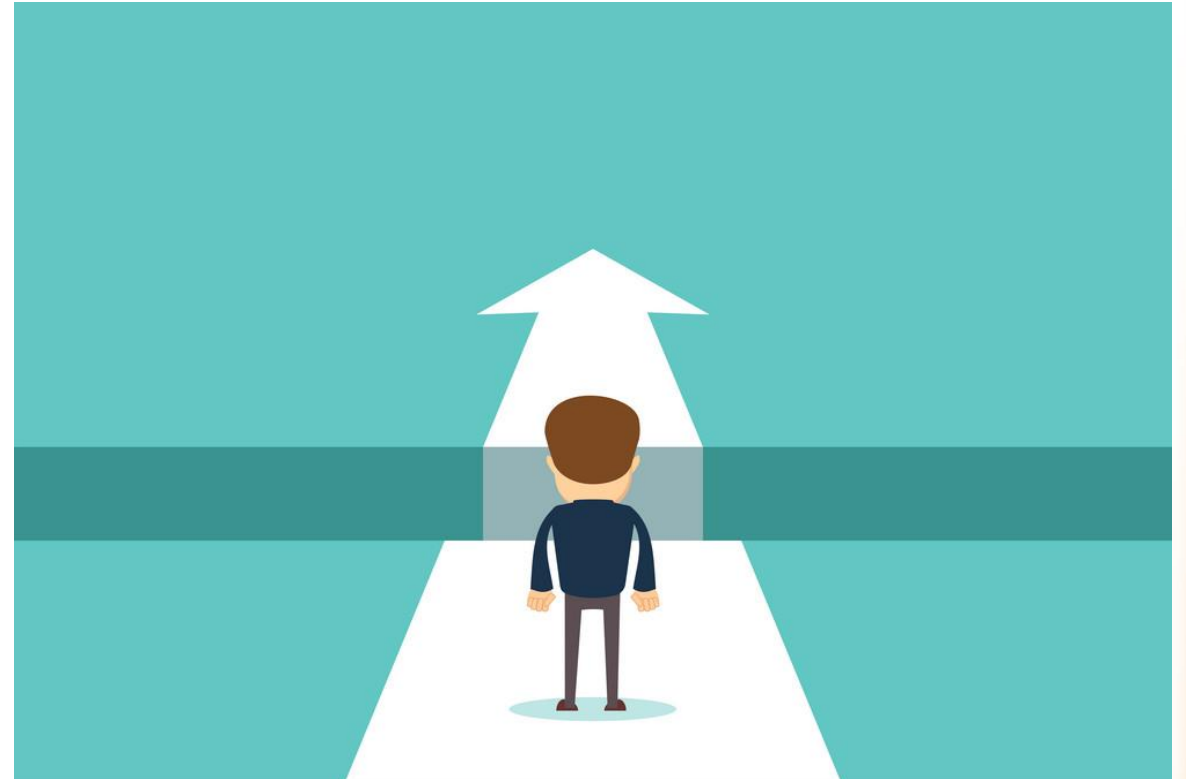
- **Vision**
 - Clear idea of what you want to accomplish
- **Goals**
 - Well articulated goals
- **Plan**
 - Transparent timeline
- **Collaboration with Parliamentary colleagues**
- **Respectful & strong working relationship with your public service**



The background of the slide is a dense, monochromatic pattern of interlocking gears of various sizes. The gears are rendered in shades of gray, creating a complex, mechanical texture. The word "Challenges" is centered over this pattern.

Challenges

- **Change**
 - Status quo is easy
- **Colleagues that view you as “competition”**
- **Public servants that have different goals than yourself**
- **Financial support**
- **Legislative Calendar**
 - Timeframe for accomplishing legislation can be long



Thank you.

