

Economic Inclusion – Accessible and Equitable Labour Markets in Canada

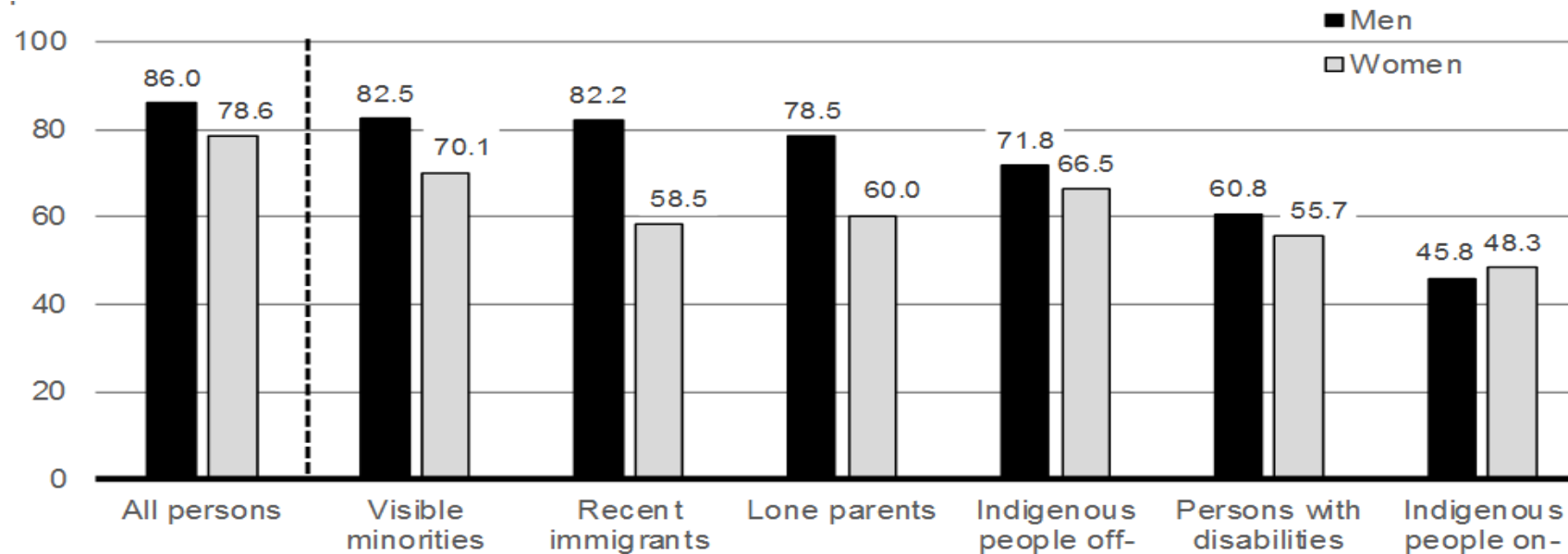
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Employment Rate of Men, Women, and Underrepresented Groups Aged 25 to 54 2017 or most recent year available



Economic inclusion matters



- ✓ “Every Canadian should have the opportunity to reach their full potential, contributing to, and benefitting from a strong growing economy.
- ✓ Advancing women’s economic participation will drive economic growth, while boosting the income of Canadian families.
- ✓ Economic independence means greater financial security of individuals and their families, helping people exercise control over their lives.”

Canada Budget 2018

Regular employment can be a pathway to specific benefits



❑ Occupational benefits

- ❑ Health and Life insurance
- ❑ Dental insurance and Disability insurance
- ❑ Retirement pension

❑ Social insurance programmes

- ❑ Canada Pension Plan: retirement, survivor and disability benefits
- ❑ Employment Insurance: regular benefits, and maternity, parental, caring, and sickness benefits
- ❑ Workers' compensation and rehabilitation

Recent policy actions: income adequacy



- **Federal government: recent developments**
 - Canada Child Benefit for low- and middle-income families with children under age 18
 - Working Income Tax Benefit (2005) → Canada Workers Benefit (2019)
 - Employment Insurance Working While on Claim

- **Provincial governments: select trends**
 - Minimum wage rate increases towards \$15 per hour
 - Social assistance and Disability benefit increases
 - Earnings exemptions when working on assistance

Federal transfers to provinces and territories



- **Labour Market Development Agreements**
 - \$2.7 billion over 6 years (2017/18 through 2022/23)
 - Skills development, wage subsidies, employment counseling, job search activities, employer-sponsored training
 - Includes a focus on under-represented groups eligible for Employment Insurance (EI)
- **Workforce Development Agreements**
 - Funding for individuals/groups not eligible for EI
 - Includes many persons with mental and physical disabilities
 - Skills training and employment supports

Federal transfers to Indigenous peoples and communities



- **Indigenous Skill and Employment Training Program**
 - Four streams of funding 2018/19 through 2022/23:
 - First Nations
 - Inuit
 - Métis Nation
 - Urban/unaffiliated Indigenous peoples
 - Plus child care for Indigenous women

- **Skills and Partnership Fund**
 - Economic development in Indigenous communities
 - Focus on training opportunities for women and youth

Recent policy actions: women & economic inclusion



- ❖ Apprenticeship Incentive Grant for Women
- ❖ Women in Construction Fund, 2018-2020
- ❖ New federal **pay equity legislation** planned for 2018-19 to reduce gender wage gap in federally regulated industries
- ❖ Three-year pilot programming for **newcomer women who are members of visible minorities** and funding over five years for community organizations to build capacity
- ❖ Supporting **community women's organizations**, \$100 million over next 5 years

Youth & economic participation



- **Youth Employment Strategy**

- ◆ Canada Summer Jobs: \$450million over next 5 years
- ◆ Canada Service Corps to be fully implemented in 2019

- **Student Work Integrated Learning**

- ◆ Up to 10,000 new placements over next four years for college/university students
- ◆ Wage subsidies to employers for students from underrepresented groups: women in science, tech, and engineering, Indigenous people, persons with disabilities, recent immigrants

Summary



- Focus on under-represented groups in the labour market
- Canadian public policy measures addressing
 - income insecurity/adequacy
 - work incentives
 - employability
 - work and life experiences
 - working conditions and employment standards
 - community capacities