Economic Inclusion – Accessible and Equitable Labour Markets in Canada

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#ParlAmericas2018
Employment Rate of Men, Women, and Underrepresented Groups Aged 25 to 54
2017 or most recent year available

[Bar chart showing employment rates for different groups.]
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
  - 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: $450 million 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