



**RISING
TOGETHER**

Women for a Just Economy

**RISING TOGETHER
Summit
Opening Webinar**

**BRINGING A GENDER
LENS TO THE
COVID-19 CRISIS**

3 April 2020

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Equal Pay Coalition co-chairs

AGENDA



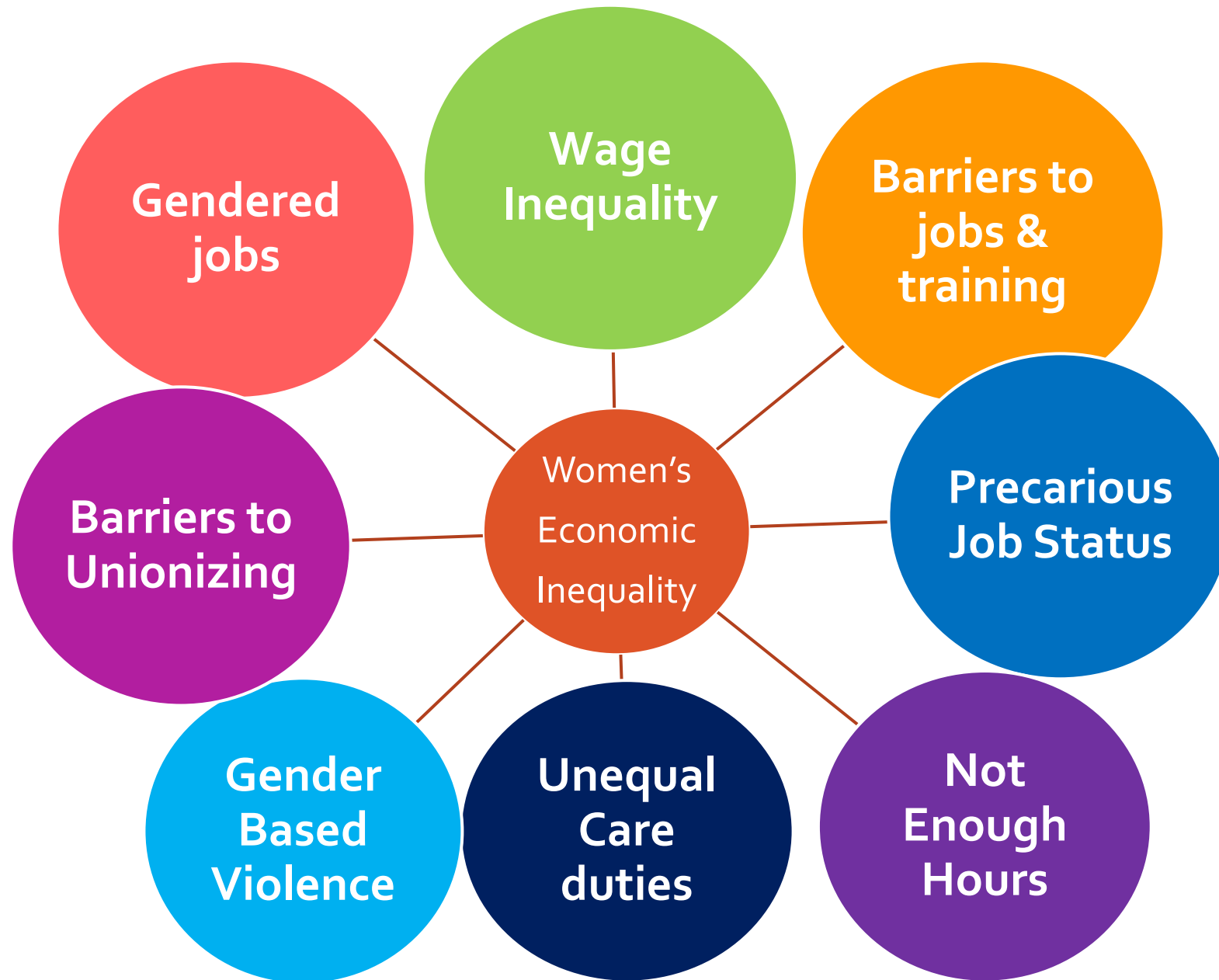
1. Welcome and Introductions
2. Setting the Context for this Webinar
3. Women's Economic Justice through the lens of COVID-19
 - a. Women on the front lines
 - b. Specific impacts on women
4. What is working?
5. What do we need to keep in the post-COVID-19 new normal?

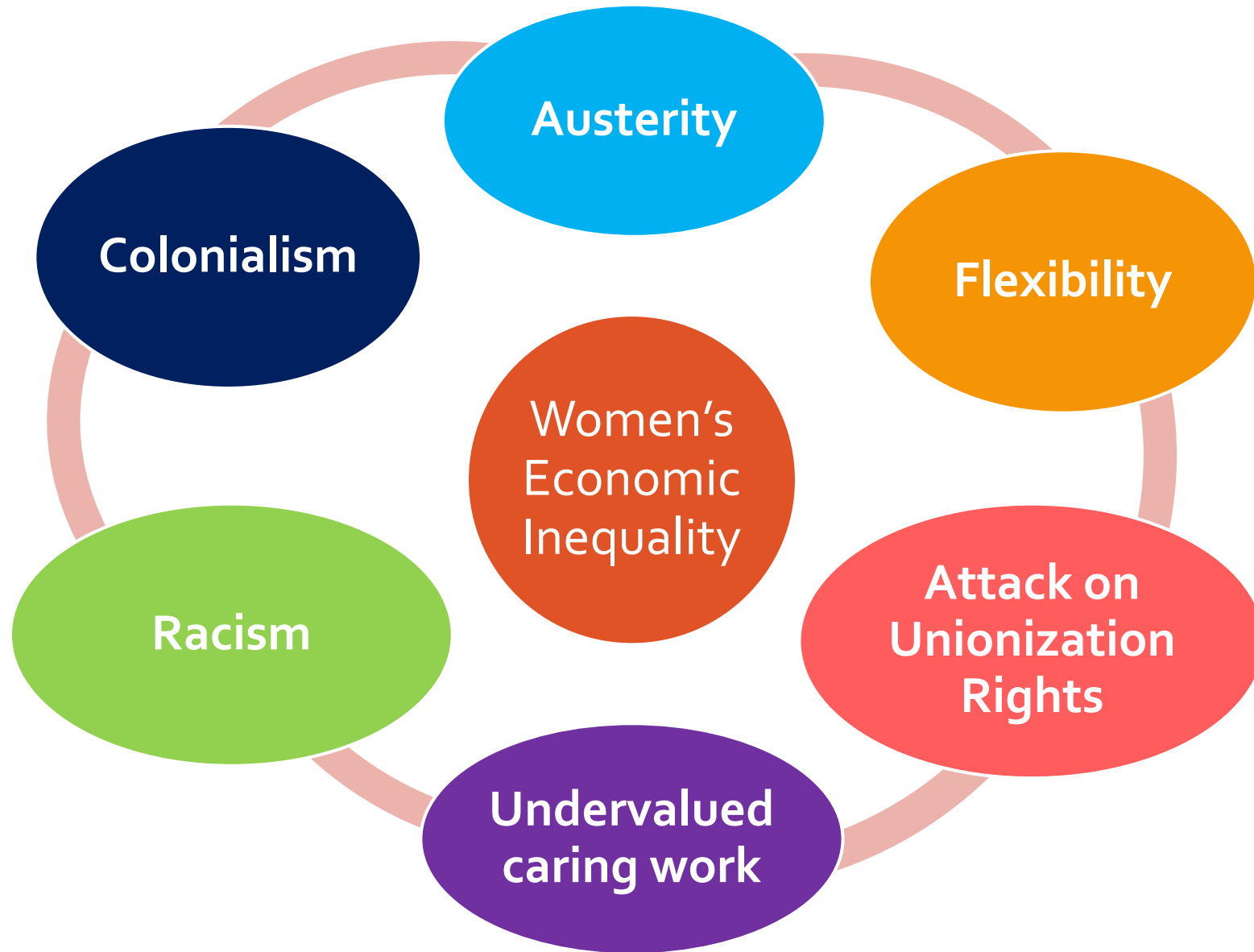


**WHO'S JOINING THE
CONVERSATION
TODAY?**

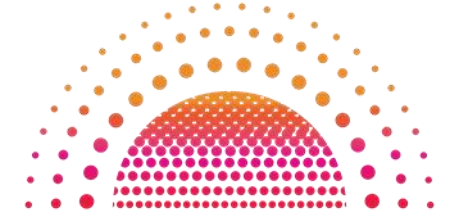


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- * Strategize to address the structural and systemic drivers of women's economic insecurity.
 - * Plan an alternative vision that leaves no one behind.





Summit Agenda



- DAY 1: BLUE SKY

- There are alternatives
- Looking at the connections between movements
 - Indigenous sovereignty and decolonization
 - Environmental Racism
 - Economic inequality

- DAY 2: PLANNING FOR ACTION

- Importance of the commons
- Real nation-to-nation relationships
- Focusing on key themes

- DAY 3: MOBILIZING

- What can we do better together?
- Commitments to action

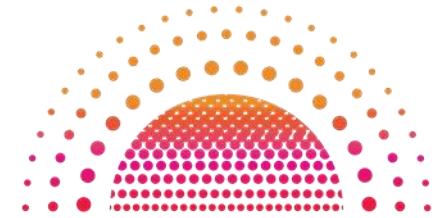


**WHO ARE YOU
ADVOCATING FOR?**



GENDERED IMPACTS OF THE --- COVID19 CRISIS

WOMEN ON THE FRONT LINES

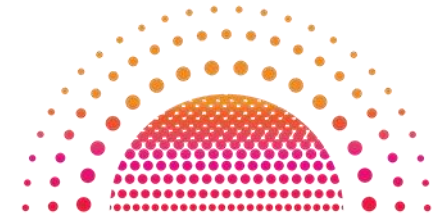


Women are dominating high-risk jobs in the pandemic:

- Nurses (RN, NP, RPN, psychiatric nurses): **92%** women
- Medical lab technicians: **80%** women
- Respiratory therapists: **75%**
- Personal support workers: **90%**
- Child care: **99%** women
- Community and social services: **75-80%** women
- Cashiers: **84%** women
- Food prep/service: **72%**
- Cleaners: **71%**

Sources: Katherine Scott, "COVID-19 crisis response must address gender faultlines" (March 20, 2020) <http://behindthenumbers.ca/2020/03/20/covid-19-crisis-response-must-address-gender-faultlines/>; Melissa Moyser, *Women and Paid Work*, Statistics Canada (2017); Canadian Nurses Association, "[Nursing Statistics](#)" (2018); Ontario Nonprofit Network, *[Decent Work for Women](#)* (2018); Kendra Coulter, "[The Gender Wage Gap in Ontario's Retail Sector: Devaluing Women's Work and Women Workers.](#)" (2016)

WOMEN ON THE FRONT LINES



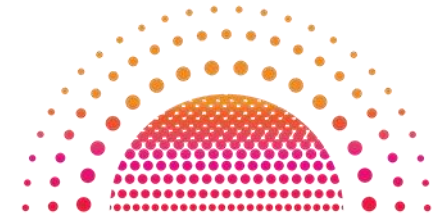
56% of women are employed in the 5 C's

- Care work
- Cashiering
- Clerical
- Cleaning
- Catering

Plus: the double burden becomes the triple burden under COVID19 – but in-home care workers laidoff

* Katherine Scott, "COVID-19 crisis response must address gender faultlines" (March 20, 2020) <http://behindthenumbers.ca/2020/03/20/covid-19-crisis-response-must-address-gender-faultlines/>

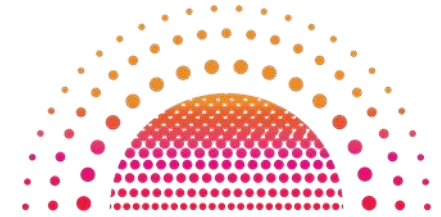
THE GENDER PAY GAP



2016 Census data on annual earnings (Canada-wide):

- Women with disabilities: **56%** gender pay gap
 - Immigrant women: **55%** gender pay gap
 - Indigenous women: **45%** gender pay gap
 - Racialized women: **40%** gender pay gap
- On average, women across Canada face a **32%** gender pay gap.

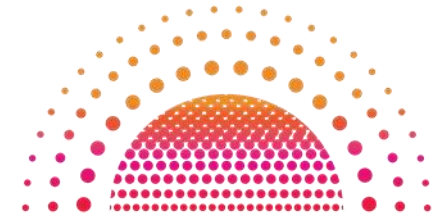
WOMEN ON THE FRONT LINES



- Industries being hit hardest by COVID-19:
 - * Airlines
 - * Arts, culture, recreation & sports
 - * Retail
 - * Accommodation and food services

Source: David Macdonald, "[Unemployment may hit 70-year high, but new EI replacement will help](#)", (26 March 2020) Canadian Centre for Policy Alternatives

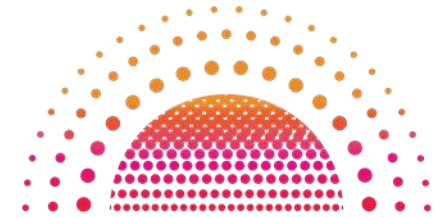
WOMEN ON THE FRONT LINES



- Who is at greatest risk of layoff due to COVID19:
 - 13% of ALL WOMEN
 - 25% of part-time workers
 - 42% of workers making \$14/hour or less and 32% workers making \$14-16/hour are at immediate risk of layoff
 - 1% of workers making \$40/hour or more are at risk of layoff

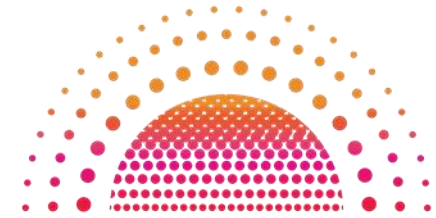
Source: David Macdonald, "[Unemployment may hit 70-year high, but new EI replacement will help](#)", Canadian Centre for Policy Alternatives: 26 March 2020; see also Sheila Block, Grace-Edward Galabuzi, Ricardo Tranjan, [Canada's Colour Coded Income Inequality](#), Canadian Centre for Policy Alternatives: December 2019

WOMEN ON THE FRONT LINES



- **Women** – particularly racialized women, immigrant women, women with disabilities – make up 70% of precariously employed workers
 - Part-time
 - Short-term contracts
 - Temporary agency workers
 - Casual

GENDER BASED VIOLENCE

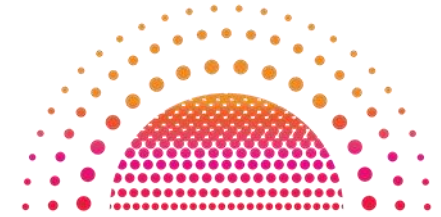


- Pandemic intensifies circumstances that lead to spike in violence:
 - Uncertainty
 - Unemployment & financial stress
 - Fear, loss of control
- Self-isolation and physical distancing intensify the risks and impacts of gender-based violence
 - Proximity to abuser
 - Lack of access to external supports/networks
 - Lack of access to information
 - Precarious migration status

Hubei: tripling of reports of intimate partner violence; Brazil 40-50% increase; Italy 30% increase; Spain 20% increase

Source: "Lockdowns around the world bring rise in domestic violence", *The Guardian* (28 March 2020)

INDIGENOUS COMMUNITIES FACE PARTICULAR RISKS



- **The heightened risk in Indigenous communities reflects colonial harms**
 - Lack of clean water
 - Overcrowded and inadequate housing
 - Lack of access to medical services and supplies
 - Lack of access to food
 - Over 40% of women incarcerated are Indigenous
- **We've seen this before. During the H1N1 outbreak, Indigenous people accounted for**
 - 27.8% hospital admissions (63% were First Nations)
 - 26% critically ill patients
 - 18% deaths

Source: Dr Pamela Palmater, "Priority Pandemic response needed for First Nations", *Policy Options* 20 March 2020; National Inquiry into Missing and Murdered Indigenous Women and Girls Final Report, *Reclaiming Place and Power*, Vol. 1a, p. 635

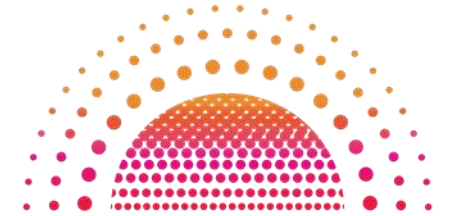






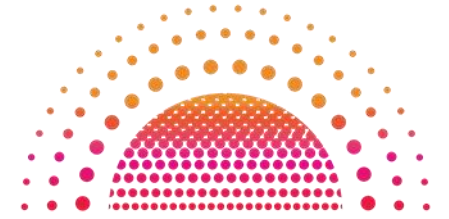
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**CENTRE DES TRAVAILLEURS ET
TRAVAILLEUSES IMMIGRANTS**

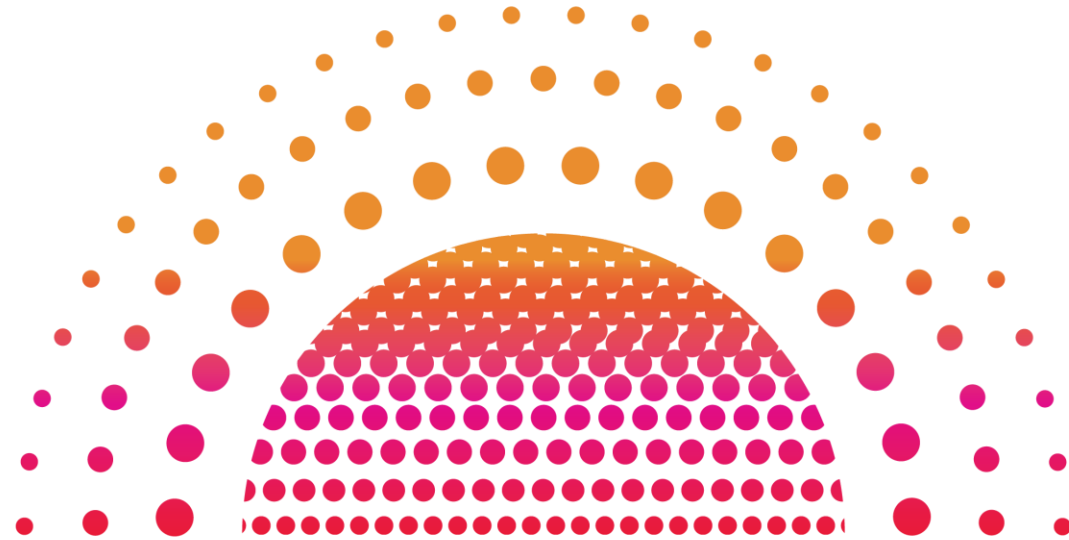


WHAT FROM THE COVID RESPONSE IS --- WORKING?

**WHAT NEEDS TO BE
ADDED NOW?**



WHAT DO WE NEED IN THE POST-COVID19 NEW NORMAL?



**PLEASE COMPLETE THE
SURVEY AT THE END OF THE
WEBINAR**



• HOW TO REACH US

Email: summit2020@equalpaycoalition.org

TWITTER: [@EqualPayON](https://twitter.com/EqualPayON) [@CRIAWICREF](https://twitter.com/CRIAWICREF)

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