



RISING TOGETHER

Women for a Just Economy

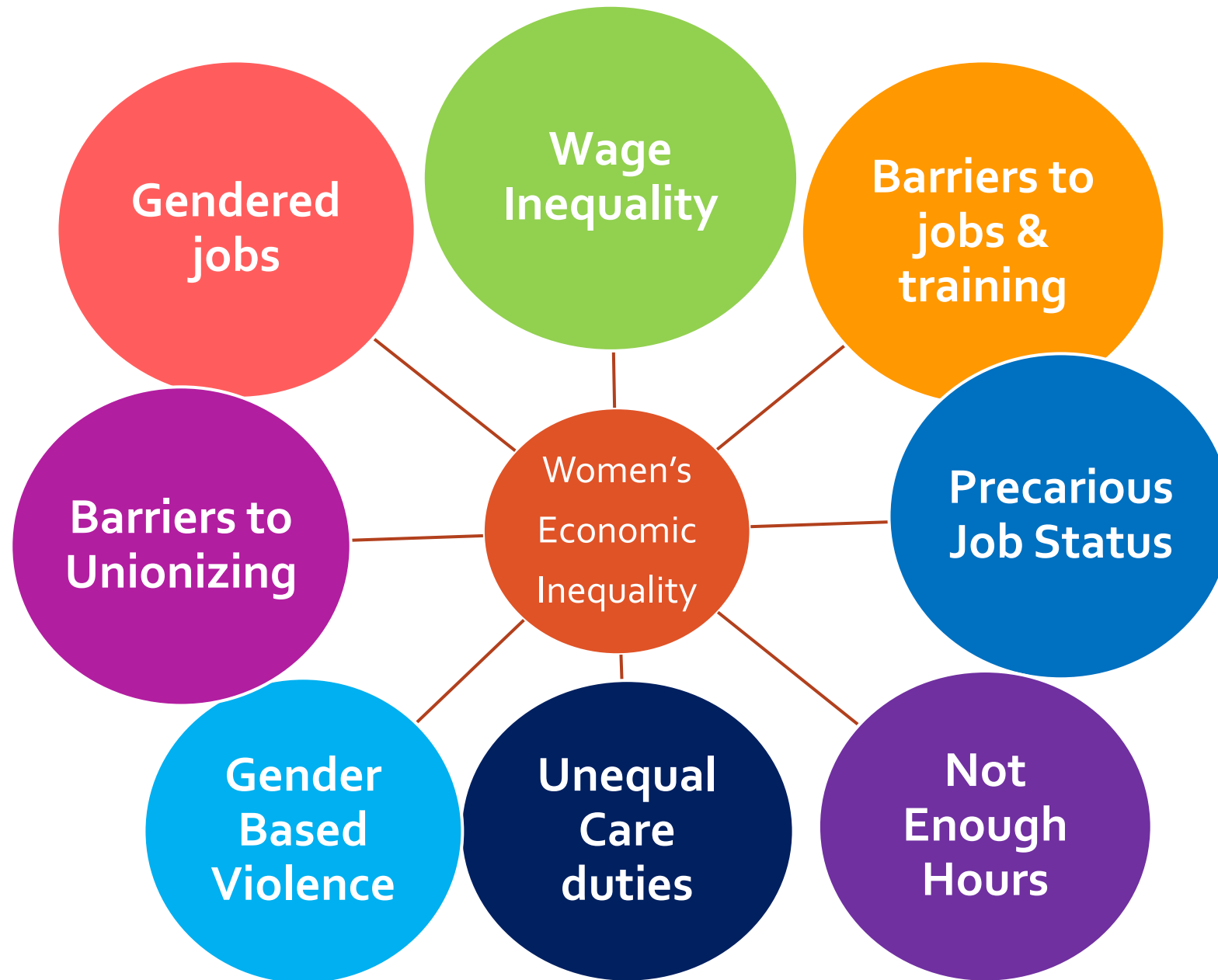
Webinar #1: TAKING STOCK & RESETTING THE DISCUSSION

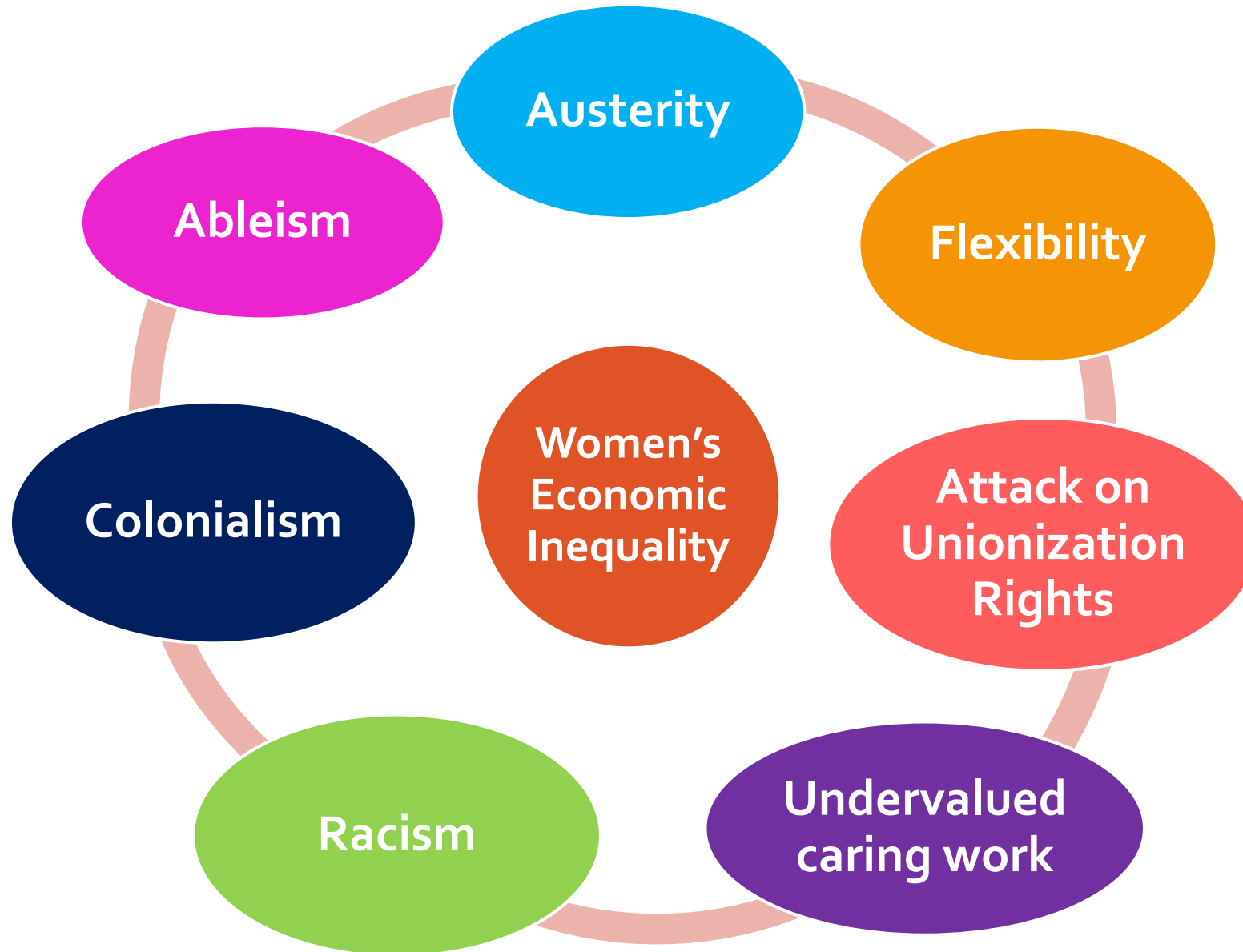
23 July 2020

Fay Faraday & Jan Borowy
Equal Pay Coalition co-chairs



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

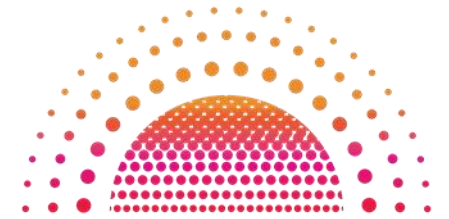




Gendered impacts of the COVID-19 Crisis



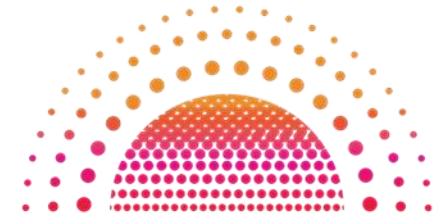
PANDEMIC RESPONSE & ABLEISM



- **Disability is socially constructed**
- But pandemic response & policy discussions remain anchored in **ableist framework** & exclude people with disabilities
- **1 in 5** people in Canada aged 15+ - **6.2 million** people - have one or more disabilities that limited them in their daily activities
 - **24%** of women have disabilities – **50%** with disabilities that are severe or very severe
 - **20%** of men have disabilities

Sources: Statistics Canada, *Canadian Survey on Disabilities* (2017), <https://www150.statcan.gc.ca/n1/pub/89-654-x/89-654-x2018001-eng.htm>

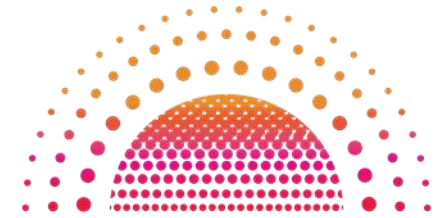
SOCIAL & ECONOMIC RISK FOR WOMEN WITH DISABILITIES



- **24.6%** of women with disabilities live alone or are lone parents
- Pre-COVID19 rate of employment:
 - Women with disabilities **61.3%**
 - Women without disabilities **83.4%**
- **1/3** of women with disabilities lived **below the poverty line**
- **DAWN-RAFH** study of women with disabilities: **40%** had experienced some form of violence in their lives

Sources: Amanda Burlock, *Women with Disabilities. Women in Canada: a Gender Based Statistical Report* (Statistics Canada, 2017), <https://www150.statcan.gc.ca/n1/pub/89-503-x/2015001/article/14695-eng.htm>; Statistics Canada, *Canadian Survey on Disabilities* (2017), <https://www150.statcan.gc.ca/n1/pub/89-654-x/89-654-x2018001-eng.htm>; Statistics Canada, *Participation and Activity Limitation Survey (PALS)*, 2006

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)

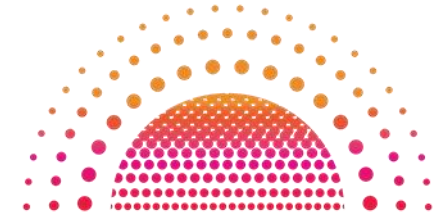
THE GENDER PAY GAP



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 IN PRECARIOUS WORK



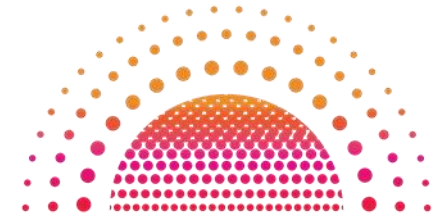
- **Women** – particularly racialized women, immigrant women, women with disabilities – make up 70% of precariously employed workers
 - Part-time
 - Short-term contracts
 - Temporary agency workers
 - Casual

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

GENDER BASED VIOLENCE

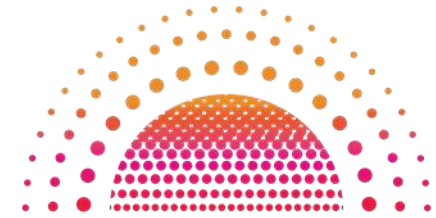


- Pandemic intensifies circumstances that lead to spike in violence:
 - Uncertainty
 - Unemployment & financial stress
 - Fear, loss of control
- Self-isolation and physical distancing intensify the risks and impacts of gender-based violence
 - Proximity to abuser
 - Lack of access to external supports/networks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

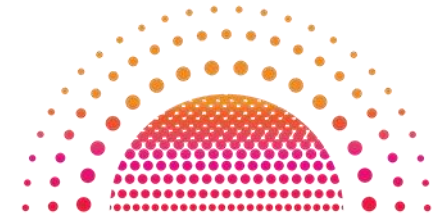
THE COVID-19 RECESSION IS A “SHE-CESSION”



- **Women have suffered the most job losses during the pandemic**
 - **February to March:** 1 million total jobs lost
 - **63%** were jobs held by women
 - Among workers aged 25-54, women represent **70%** of all job losses
- **By the end of April:** 3 million total jobs lost
- **32%** of women workers lost all or most of their employment hours
- **29%** of men lost all or most of their employment hours

Source: Canadian Women's Foundation, Canadian Centre for Policy Alternatives, Ontario Non-Profit Network & Fay Faraday, [*Resetting Normal: Women, Decent Work and Canada's Fractured Care Economy*](#) (July 2020)

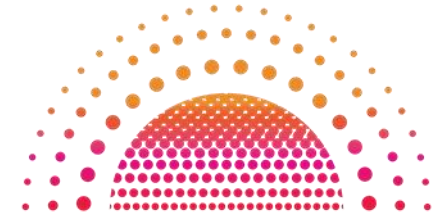
THE COVID-19 RECESSION IS A “SHE-CESSION”



- Women have suffered the most job losses during the pandemic
 - 58% of women making \$14/hour or less were laid off vs 45% of men
 - 1% of workers making \$48/hour were laid off
- Among the top 10% of earners:
 - 7% job loss for women
 - 2% job gain for men

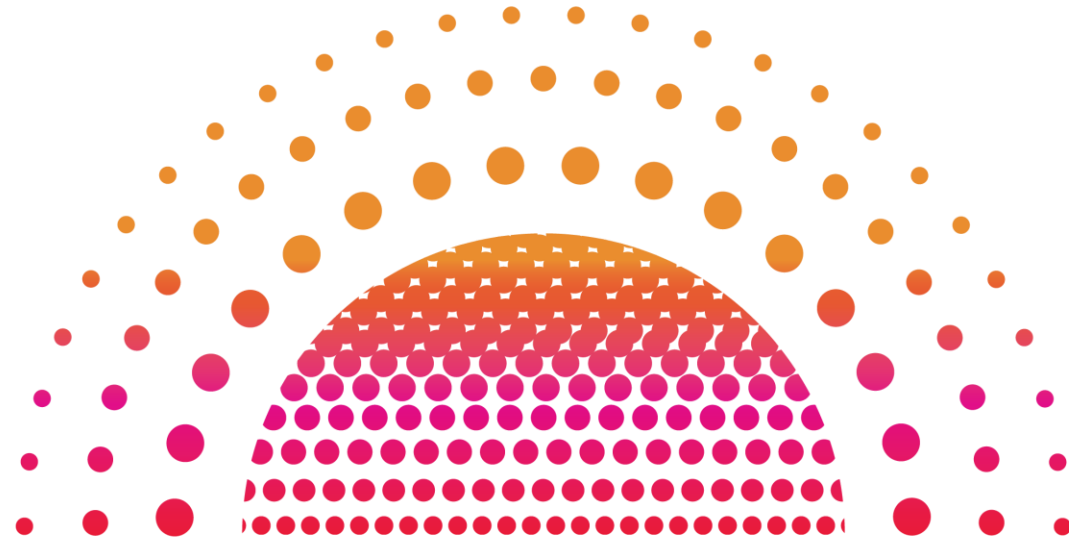
Source: Canadian Women's Foundation, Canadian Centre for Policy Alternatives, Ontario Non-Profit Network & Fay Faraday, [*Resetting Normal: Women, Decent Work and Canada's Fractured Care Economy*](#) (July 2020)

THE COVID-19 RECESSION IS A “SHE-CESSION”



- **Women’s care penalty will continue unless recovery policy has a gendered focus**
 - Women’s employment participation has dropped to the **lowest point since 1980**
 - February – April: **424,500** women have left the labour market entirely
 - **36%** of childcare providers have closed operations or are considering it

Source: Canadian Women’s Foundation, Canadian Centre for Policy Alternatives, Ontario Non-Profit Network & Fay Faraday, [*Resetting Normal: Women, Decent Work and Canada’s Fractured Care Economy*](#) (July 2020)



Federal pre-budget consultation submissions due Friday 7 August

More details & written submission template available on FINA Committee website:

<https://www.ourcommons.ca/Committees/en/FINA/StudyActivity?studyActivityId=10877390>

**HOLD THE
DATES!**

**Join our
upcoming
webinars**

Wednesday 12 August @ 7:00 p.m.
The Care Economy

Wednesday 16 September @ 7:00 p.m.
Decolonizing the economy

Wednesday 14 October @ 7:00 p.m.
Anti-oppression & the green economy

Wednesday 4 November @7 p.m.
Integrating Core Principles of a Feminist Economy

Wednesday 18 November @ 7:00 p.m.
Mobilizing for Action for a Just Economy

THE CARE ECONOMY

Dr. Pat Armstrong (York University) on COVID-19 and the crisis in Long Term Care

Sarah Jama, Disability Justice Network of Ontario on Disability Justice in the Care Economy

Diana da Silva, Caregivers Action Centre on Decent Work and Status for Migrant Care Workers

Alana Powell, Association of Early Childhood Educators Ontario on Access to Childcare & Decent Work for Childcare workers

And more!

**JOIN OUR
NEXT
WEBINAR**

**WEDNESDAY
12 AUGUST
@ 7:00 pm
EDT**



- **HOW TO REACH US**

Email: summit2020@equalpaycoalition.org

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

Facebook: [Equal Pay Coalition – Ontario](#) [criaw-icref](#)

Instagram: [equalpaycoalition](#)