

2018 YWCA Canada Day on the Hill

BRIEFING NOTE - INVESTING IN WOMEN'S ECONOMIC SECURITY

DAY ON THE HILL ASK

- Invest **\$75 Million Dollars in Core Funding** to Scale up YWCA's Employment and Training Programs with Best Practices to Improve Economic Security for 50,000 women, girls and their families.

Background and Rationale

As YWCA Canada approaches its 150th anniversary, we have seen how the movement for gender equality has improved women's economic security and has also shaped their ability to fully participate in society.

However, much more needs to be done to ensure economic equality for women and girls.

Women and girls across the country are facing challenges in getting access to the financial resources they need to thrive and succeed. **One way of promoting women's economic security is to ensure women are able to access good jobs with decent pay and adequate working conditions.**

Ultimately, we need to level the playing field so women and girls truly have equal access to opportunities and equitable outcomes to realize their full economic potential. To ensure our country is competitive on the world stage, we encourage investments, initiatives and policies to promote economic gender equality. Not only will they produce equitable economic and social outcomes for women and girls across the country, they will also position our nation for economic success.

We look forward to collaborating with the Government of Canada to advance gender equality and work collectively towards a more inclusive and economically prosperous nation for all.

Barriers to Women's Economic Security and Labour Market Participation

Barriers to economic security and labour market participation for women is a result of numerous factors, as noted in the **Report by the House Standing Committee on the Status of Women,**

Women's Economic Security: Securing the Future of Canada's Economy, published in June 2018 :

- Gender-based Discrimination, Patriarchal attitudes, as well as Historical and Systemic Barriers
- Gender-based Harassment and Violence
- Lack of Affordable, Accessible, & High Quality Child Care
- Lack of Affordable Housing and Shelter Services
- Lack of Formal Literacy Training, Job Training, & Legal Support

Investing in Women's Economic Security will improve Canada's Financial Future

Investing in women's economic security is not only the right thing to do, it is the smart thing to do.

- **McKinsey Global Institute** reports that **women's economic equality can add \$150 billion dollars to Canada's GDP** by 2026
- The **World Bank** reports that if discrimination against women workers and managers was eliminated, **productivity per worker would increase by 25-40%**.

Invest in YWCA Solutions and Opportunities

By working with **300,000 women** in **our 32 member associations** in **9 provinces** and **2 territories**, YWCA is leading the country in developing and implementing effective programs and services to support women's economic security and labour market access. YWCAs work directly on the barriers women face every day that prevents them from accessing good jobs with decent pay and adequate working conditions.

As participants of our employment and training programs across the country put it :

- *'It was so exciting. The YWCA paved the way for my future!'*
- *'I wanted to give back, because I would not be where I am today without the help the YWCA gave me when I first came to Canada.'*
- *The YWCA First Biz program was an experience that allowed me to expand and grow the vision for my business. The training we received was very thorough, and individualized to each participants needs: which is essential to the growth of a small business. I'm proud and thankful to recommend First Biz to any new entrepreneur.*

Through their **skills development programs, employment resource centres** and **wrap-around supports**, such as **child care** and **housing** services, YWCAs are supporting diverse women, such as:

- Women from remote and Northern communities;
- Racialized and Indigenous women;
- Women fleeing violence;
- Newcomers;
- Single mothers;
- LGBTQ+;
- Low-income women;
- Women with varying levels of physical and mental abilities

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