



A Feminist Economic Recovery Plan for Canada:

MAKING THE ECONOMY WORK FOR EVERYONE



NATIONAL ADVOCACY.
COMMUNITY ACTION.
UNE VOIX NATIONALE.
DES ACTIONS LOCALES.



Appendix 1

Summary of Policy Recommendations

Intersectionality: Understanding Power

1.1 Gather disaggregated, intersectional data at the federal, provincial and municipal level on the impacts of the COVID-19 pandemic.

1.2 Ensure truly intersectional gender analysis (GBA+) on all forthcoming pandemic policies not only for understanding differential impacts, but also for designing policies

1.3 Develop a COVID-19 post-pandemic gender results framework dashboard and report annually on how the Government of Canada is advancing gender equity.

Addressing Root Causes of Systemic Racism

2.1 Implement the Calls to Action in the Truth and Reconciliation Commission and the Calls for Justice in the Missing and Murdered Indigenous Women and Girls Inquiry Report, especially: (a) Ensure that Indigenous peoples and especially women, girls, and 2SLGBTQQIA people, have equitable access to jobs, training, and education opportunities, and that they gain long-term sustainable benefits from economic development projects. Programs for employment must be available within all Indigenous communities, and (b) Provide adequate, stable, equitable, and ongoing funding for Indigenous-centered and community-based health and wellness services that are accessible and culturally appropriate, and meet the health and wellness needs of Indigenous communities, especially women, girls, and 2SLGBTQQIA people.

2.2 Implement recommendations to remediate anti-Black racism such as those from (a) the City of Toronto's Action Plan to Confront Anti-Black Racism, (b) the 2020 Black Health Alliance Black Experiences in Health Care report, and (c) the Parliamentary Black Caucus.



Care Work is Essential Work

3.1 Adopt the Organisation for Economic Co-operation and Development (OECD) benchmark of allocating at least 1% of country GDP to early learning and childcare.

3.2 Create a National Child Care Secretariat to track financial allocations across the country and coordinate intergovernmental action, monitoring and evaluation.

3.3 Ensure that childcare is a key element of all economic recovery plans, including coordination between the reopening of schools and childcare centres with that of the broader economy.

3.4 Direct public funds of at least \$2.5 billion to existing regulated and licensed care services such as by providing increased wages for workers, investing in measures to keep workers safe and expanding the number of care spaces available, so that they can reopen and provide accessible, affordable and high quality care.

3.5 Consult organizations that support migrant worker caregivers in decision-making for pandemic recovery, and create an expedited path to permanent resident status for immigrant care workers so that they can access healthcare and worker protections on arrival. Provide personal protective equipment to migrant workers, conduct rigorous inspections on their working conditions, and ensure they have access to income supports.

3.6 Expand the collection of time use data to track time spent on all forms of unpaid work during the pandemic by gender, identities, racialization, Indigenous, rural vs urban, family composition, occupation, age, and education, including costs or time for child care, on an annual basis, on uniform terms for continuity over time.

Investing in Good Jobs

4.1 Legislate at least 14 paid sick days and paid family leave for all workers, so that everyone—particularly those in frontline jobs—can protect their health and that of the rest of the population.

4.2 Pay for retraining and professional development across sectors for those who have experienced job loss through EI. For people who are not eligible for EI, create other pathways to financially support re-skilling and re-training, with greater incentives for workers in care-economy based sectors such as childcare and elder care.

4.3 Lower the uniform national eligibility requirement of Employment Insurance to 360 hours and increase the benefit rate from 55% to 85% of earnings for low-income earners.

4.4 Legislate job protection for individuals with disabilities who are unable to fulfill job duties due to the risk of contracting COVID-19 as well as systemic barriers such as lack of access to accessible transportation.

Fighting the Shadow Pandemic

5.1 Establish a National Action Plan on Gender-Based Violence that (a) addresses violence against Indigenous Women, Girls and 2SLGBTQIA people as recommended by the Inquiry Report into Missing and Murdered Indigenous Women and Girls, and, (b) addresses all forms of racism and hate crimes.



Bolstering Small Businesses

6.1 Offer targeted support to business owners from underrepresented groups—not only women but also racialized people, persons with disabilities, Indigenous people, and immigrants—in the form of emergency funding, as well as skills training and mentorship.

6.2 Create minimum set-asides in public procurement spending (e.g., 15%) towards businesses led by women, racialized people, and other equity-seeking groups

6.3 Direct funding to businesses in women-majority sectors, as women-led businesses tend to be in hard-hit sectors such as caregiving and social enterprises.

6.4 Demonstrate meaningful consultation with Indigenous communities as it relates to long-term sustainable benefits from economic development projects

6.5 Increase awareness of co-operative business models and create tools to support businesses that want to convert to this model including empowering the Business Development Bank of Canada to support co-operative conversions.

Strengthening Infrastructure for Recovery

7.1 Urgently realize the National Housing Strategy to build 125,000 units of affordable housing, completely deploy the 33% carve-out for gender-focused investments and ensure chronic homelessness drops by 50% by 2027.

7.2 Urgently prioritize the upgrading and building of clean water infrastructure for communities under water advisories with a target of zero boil water advisories by July 2021.

7.3 Address the digital divide in Canada with meaningful subsidies and commit to realizing 100% national broadband access, especially in rural, remote and Northern communities.

Diverse Voices in Decisions

8.1 Establish a Gender Advisory Council that provides guidance to the government on pandemic policies.

8.2 Ensure gender balance and intersectional representation on Recovery Task Forces for every order of government

8.3 Invest in organizations that advance gender equity, intersectional feminism, and women's rights in Canada through investments in core multi-year funding.