

PRIORITY RECOMMENDATIONS



Key actions governments must take to advance economic justice and well-being

FOR THE FEDERAL GOVERNMENT AND BC GOVERNMENT

Supporting equity for Indigenous and racialized people

The inclusion and advancement of Indigenous and racialized people who are gendered in the workplace requires proactive steps. In accordance with the Truth and Reconciliation Commission's Calls to Action and the Calls for Justice of the Missing and Murdered Indigenous Women and Girls Inquiry, both levels of government must invest in and support access to economic security and well-being for Indigenous peoples.

- ☐ Provide long-term and sustainable funding to community organizations that support people in accessing employment.
- ☐ Improve access to education, training, and upskilling.
- ☐ Implement policies that assist employers in recognizing out-of-Canada credentials and experiences.

Ensuring fairness and justice for migrants

Migrants have the right to equity, fairness, and accountability. They have the right to belong and to seek opportunities for growth.

- ☐ Create pathways for permanent status for all.
- ☐ Remove immigration restrictions that tie people's immigration status to one employer such as in the live-in-caregiver program.
- ☐ Change low-paid work categories to account for the value of work done in feminized sectors such as the care economy.
- ☐ Lift wages for migrants to ensure they respect the living wage in the region in which they reside.
- ☐ Create oversight and accountability mechanisms to address exploitative employment of migrants.

**EQUAL
PAY**

**MIGRANT
RIGHTS
NOW**

**STOP
RACISM**

**Status
for All**

**FAIR
PAY**

FOR THE BC GOVERNMENT

Closing the pay gap

The current approach of pay transparency is insufficient to close the pay gap for racialized and gendered people. More robust solutions are needed:

- ☐ Develop pay equity laws and policies that are intersectional with a focus on advancing substantive equality.
- ☐ Ensure all pay equity measures are not optional for employers to participate in.
- ☐ Develop robust accountability and enforcement mechanisms to ensure compliance and active efforts to close pay gaps.
- ☐ Racialized and Indigenous women and people marginalized on the basis of gender must be consulted in the development of laws and policies to address pay discrimination.
- ☐ Develop a clear plan to close gender and racial pay gaps in historically feminized and undervalued occupations and sectors.

Valuing caregiving

Inclusive workplaces recognize that people are connected to kin and community. It is time for a robust approach to ensuring that caregivers are valued in the workforce.

- ☐ Develop laws that support paid and protected sick leave, caregiving, compassionate care leave, child care, and bereavement leave.
- ☐ Increase access to inclusive, accessible, and flexible child care throughout BC.
- ☐ Develop, support, and enforce standards for stronger and well-supported parental leaves.

Address the income gap for people with disabilities

People with disabilities must receive robust and appropriate assistance. Harmful policies that deepen poverty and precarity must be stopped.

- ☐ Increase disability benefits and employment assistance to ensure people with disabilities can live secure and dignified lives.
- ☐ The spousal cap on disability assistance must be eliminated. This is a restrictive and harmful policy, which discounts a partner's income from the rate of disability assistance available.
- ☐ Remove harmful restrictions on disability and income assistance and increase assistance rates.

RAISE
THE
RATES

\$10aDay
CHILDCARE

LIVING
WAGE
FOR ALL

LEARN MORE | This is one of four pieces WCL has developed as part of our **Income and Pay Gap** series. Learn more about **several key resources** behind this series.