



Canada's Colour-coded Labour Market: the interaction of race and gender

**House of Commons Standing
Committee on the Status of
Women**

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**CCPA
Ontario**

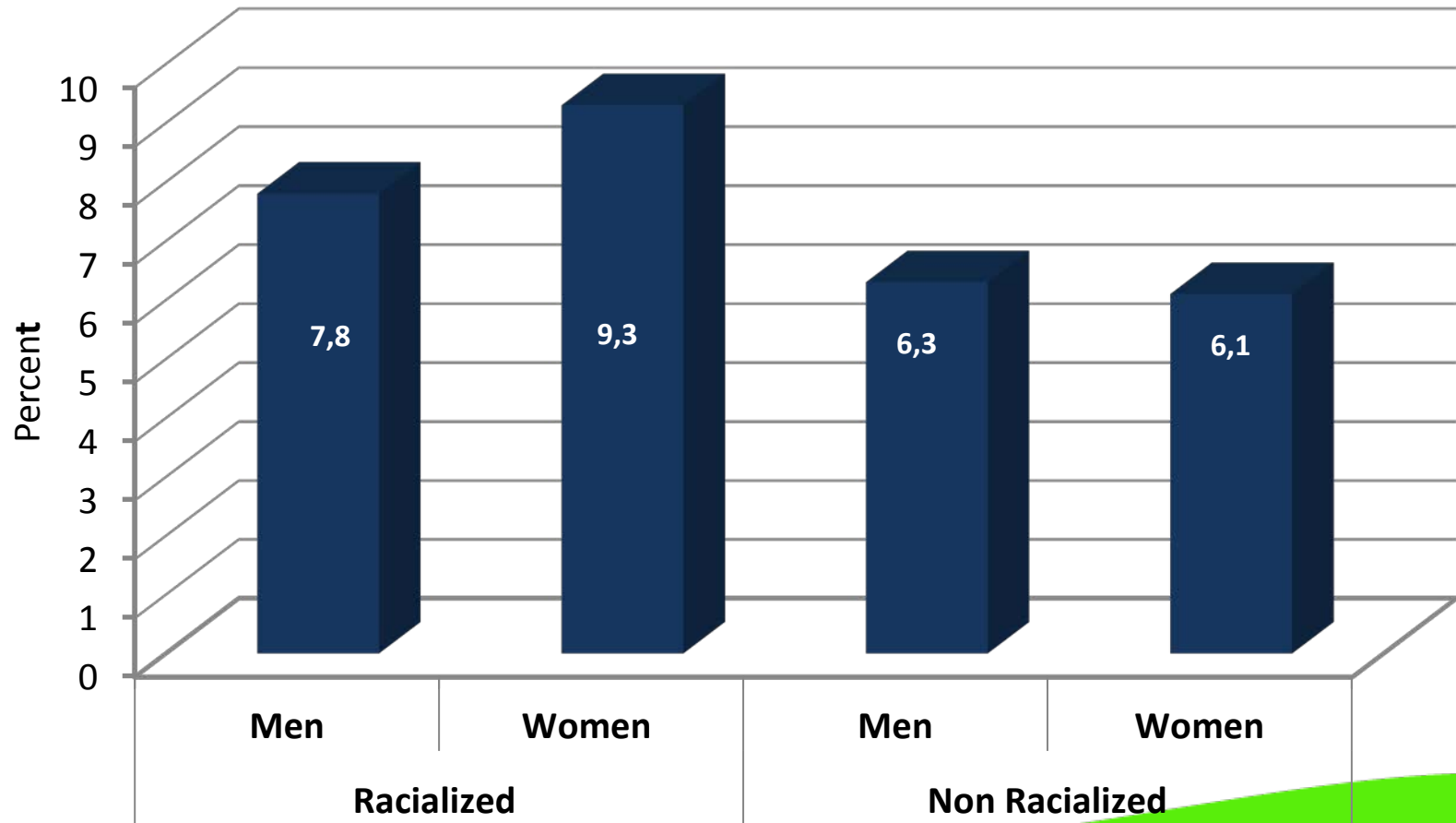
Overview

- Review our research on racialization, gender and labour market discrimination
- Need for further analysis to inform policy
- Suggested policy directions

Colour-coded labour market: overview

- Used publicly available 2006 Census data to paint a picture of the labour market experience of racialized workers:
 - Labour market experience – participation rate, employment and unemployment rate
 - Labour force by industry and by occupation
 - Employment income
 - Poverty rates
- Disaggregated by gender, by racialized groups

Unemployment rates; 2006



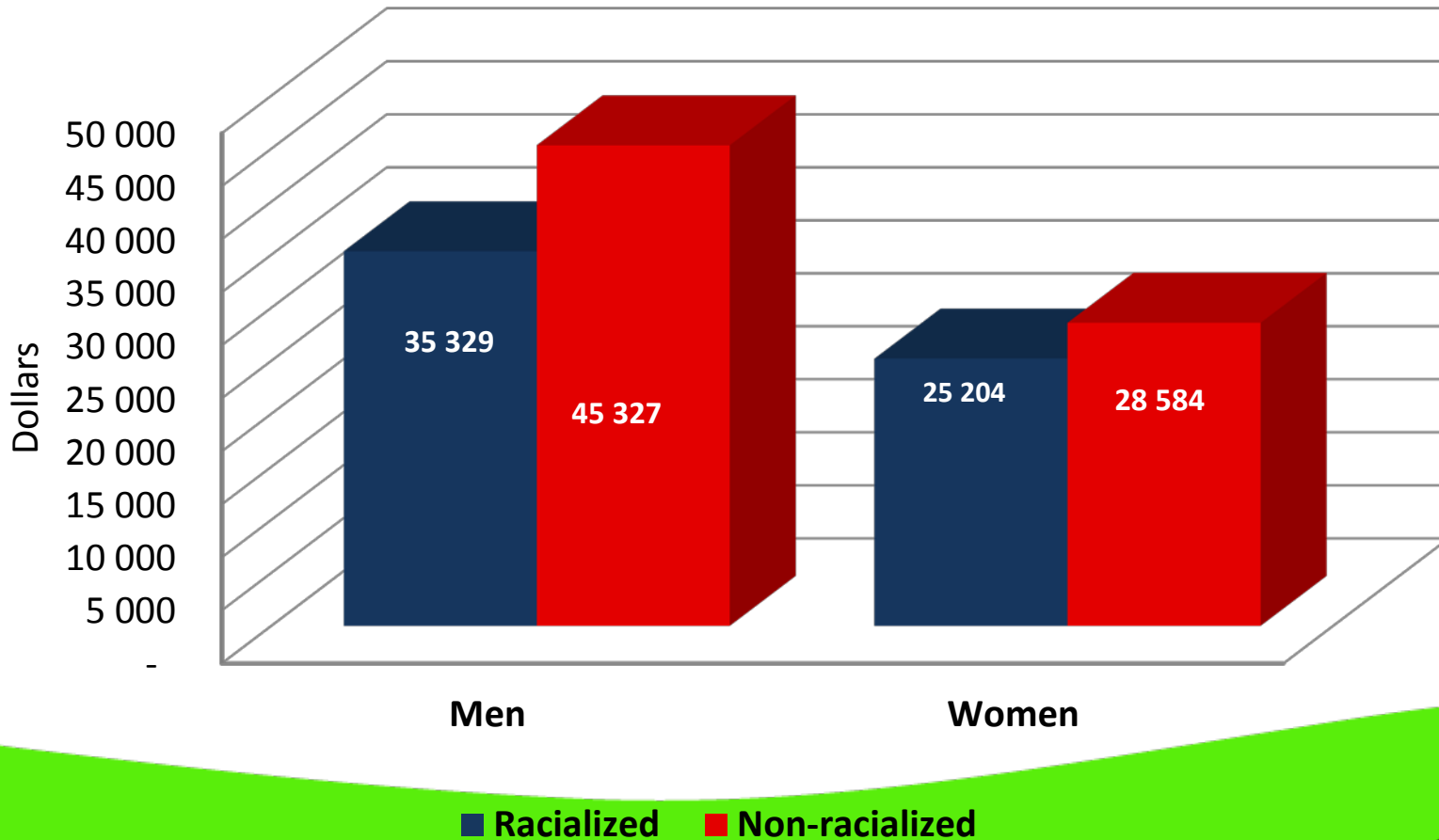
Labour force by occupation and industry

- Limitations: was not broken down by racialized group, or by detailed industry or occupation
- Still provided some important insights
 - Over-representation of racialized workers in private services -- precarious work
 - Concentration in manufacturing
 - Under-representation in public administration
 - Differences in construction of gender between racialized and non-racialized women

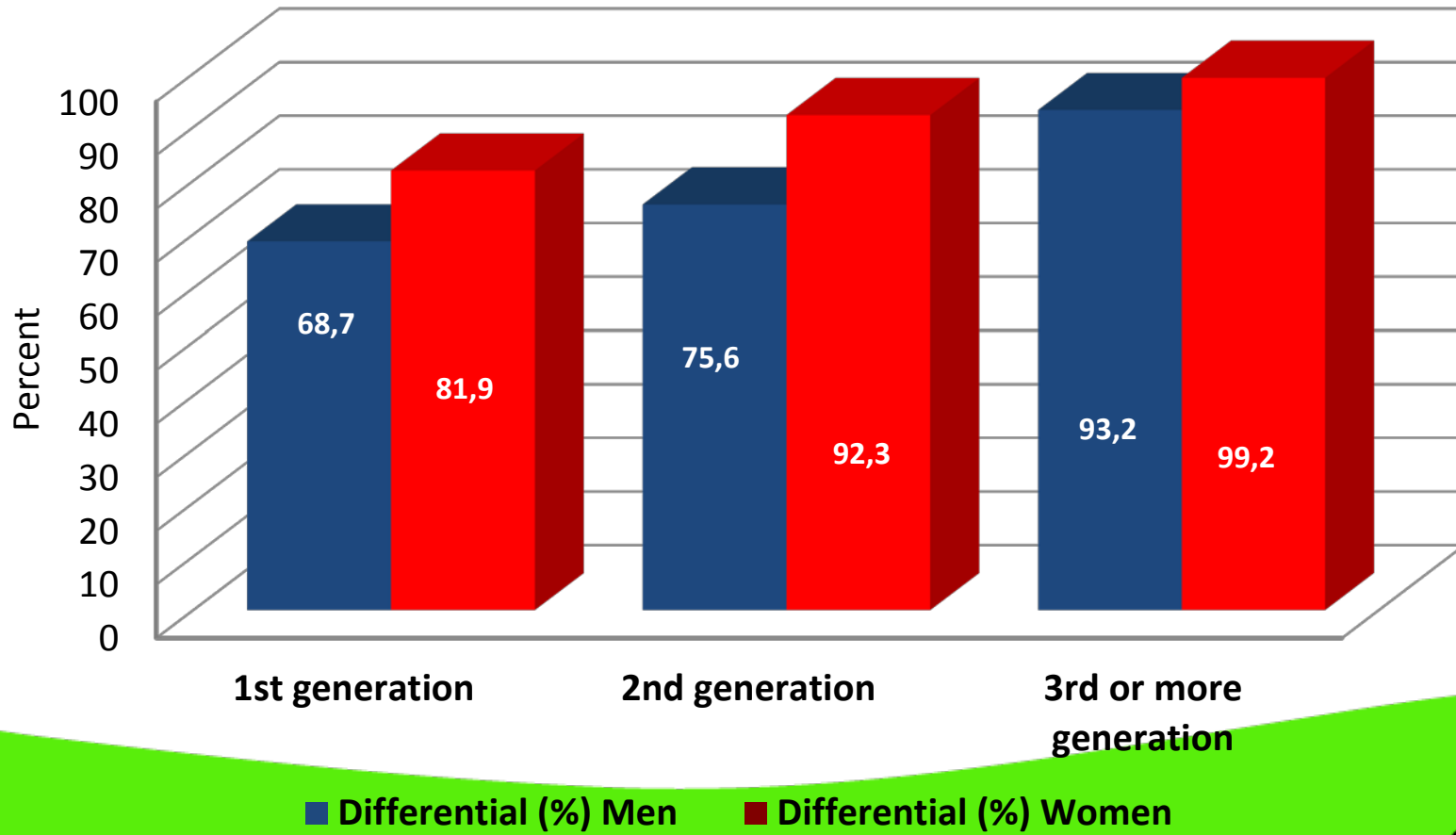
Differences in the construction of gender

- Racialized women more likely to work in manufacturing and processing jobs than non-racialized women
- Racialized women more likely to work in natural and applied sciences though all women are under-represented

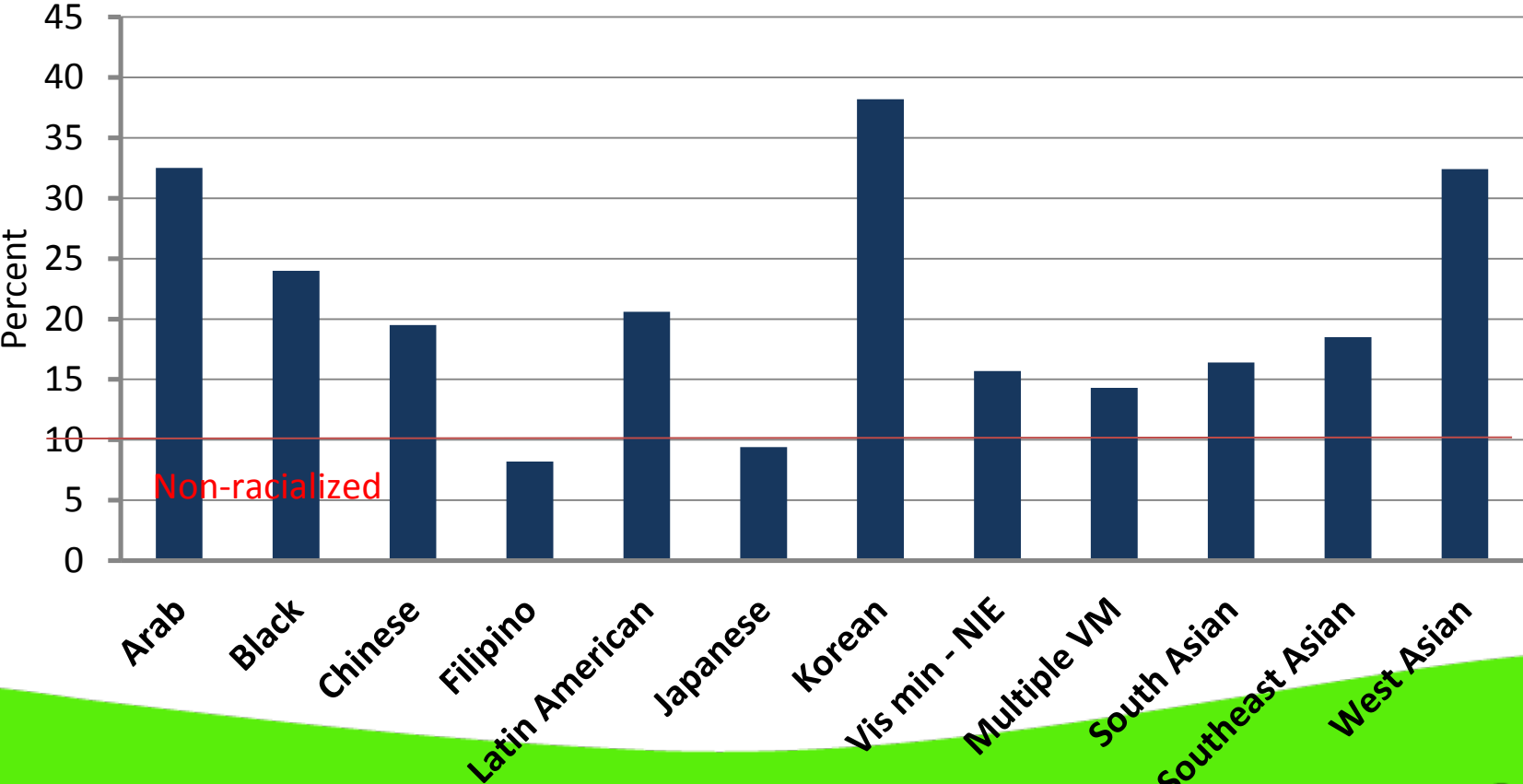
Average Employment Income in Canada, 2005



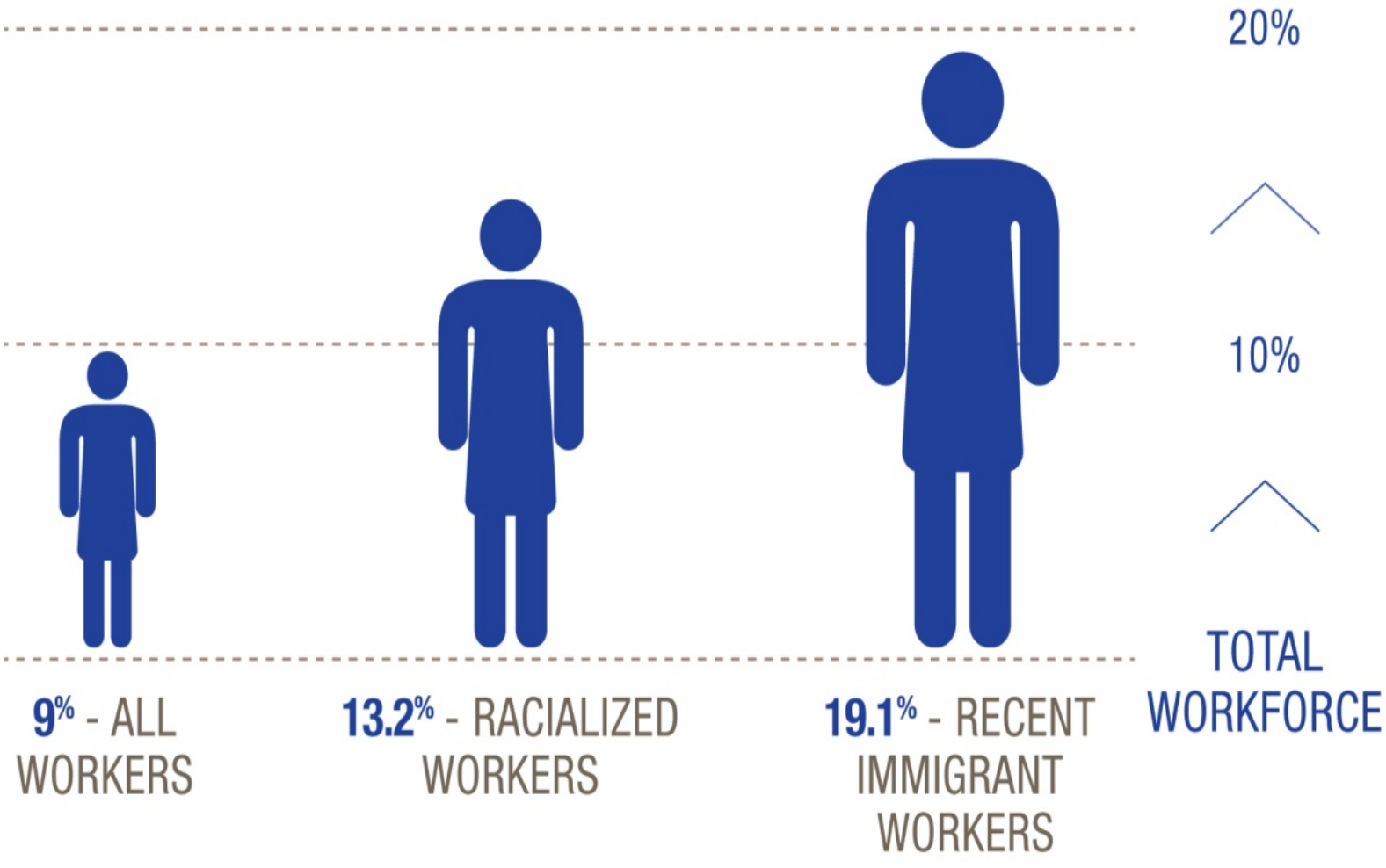
Employment Income Differential 2005: Immigration status, 25-44 yrs, University degree or certificate



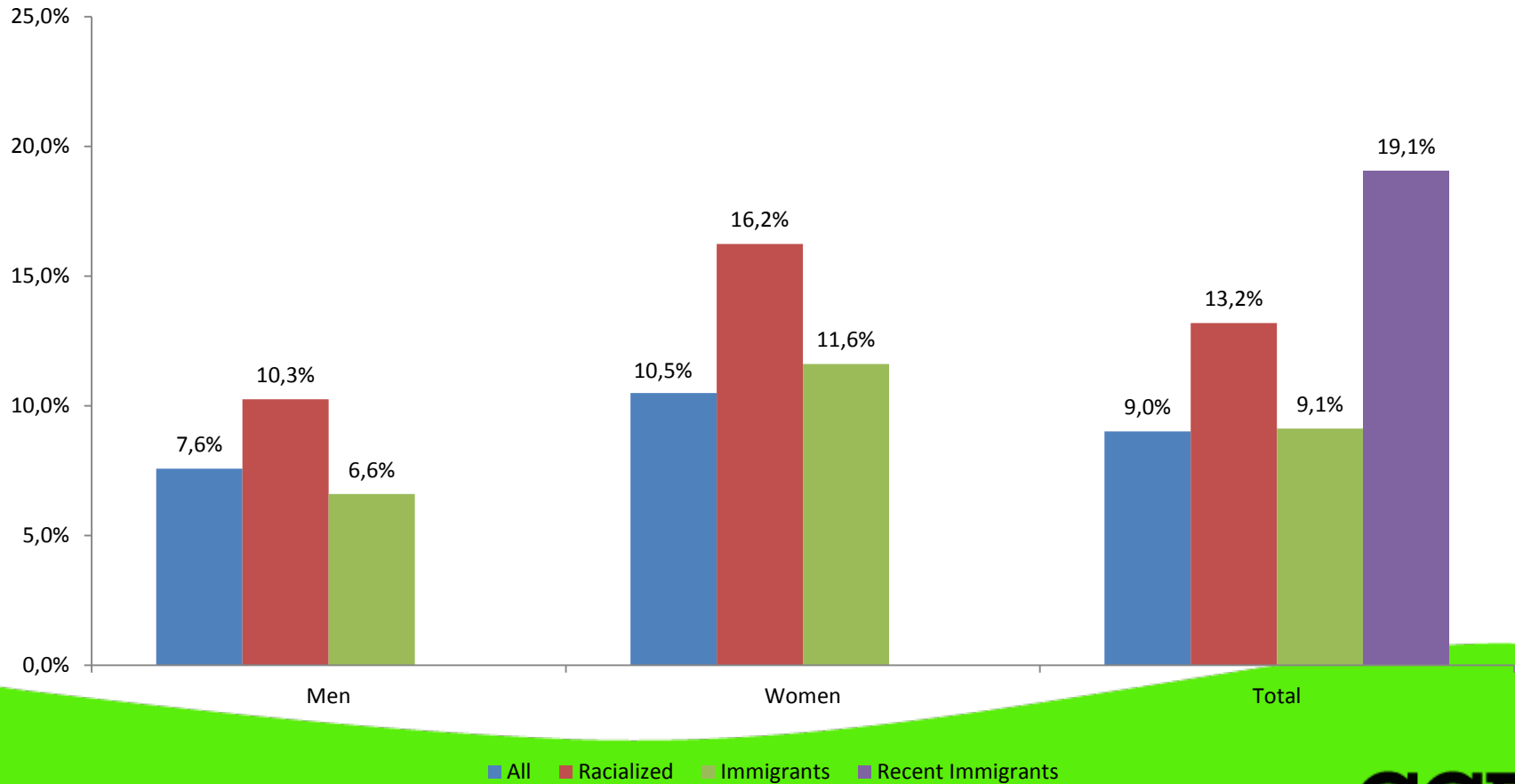
After-tax low income by racialized group in Canada 2006



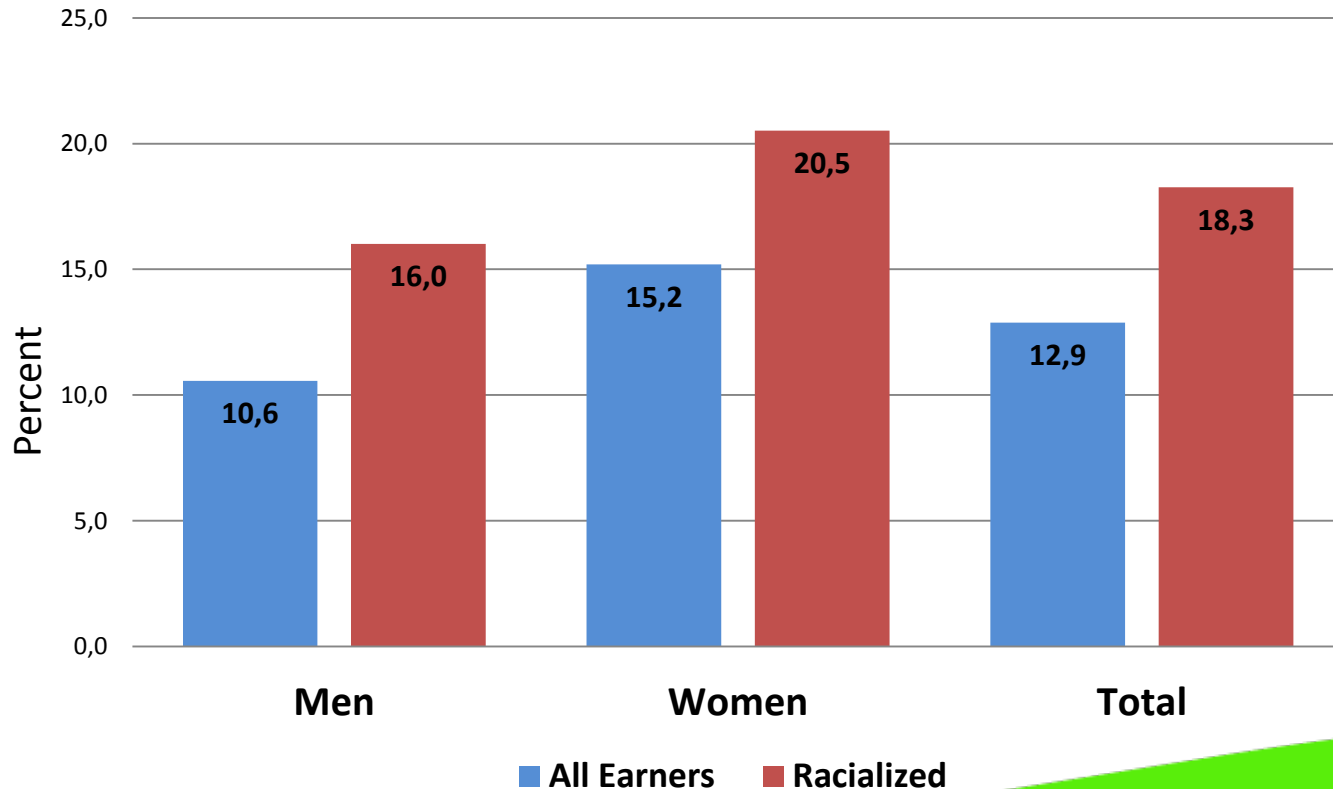
Who Is Working For Minimum Wage In Ontario?



Shares of Employees at Minimum Wage, Ontario, 2011



Share of Employees 25+ Earning Between \$10.25 and \$14.25, Toronto CMA, 2009-2011



Source: Statistics Canada. 2013. Special Tabulation, based on Survey of Labour and Income Dynamics.

Implications

- Data is crucial
 - Ten year gap resulting from National Household Survey
 - Discontinued racialized data from Statistics Canada
- While all three groups experience labour market discrimination, racialized women's experience differs from non-racialized women's and from racialized men's

Policy Approaches

- Regulations to address precarious employment
- Strengthening pay equity and employment equity
- National child care
- Improving access to unionization
- Increasing minimum wage to \$15

References

- Block S and Galabuzi, GE. Canada's Colour Coded Labour Market, Wellesley Institute and CCPA Toronto: 2011
- http://www.wellesleyinstitute.com/wp-content/uploads/2011/03/Colour_Coded_Labour_MarketFINAL.pdf
- Block S. Who is working for minimum wage? Wellesley Institute Toronto: 2013 BI
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