

The Coalition for Pay Equity presents

# Economic Justice

for Racialized Women



## A few definitions:

**Visible minority:** As per the Employment Equity Act, anyone who is non-White or non-Caucasian, excluding Indigenous people, regardless of immigration status.

*Statistics Canada does not include Indigenous people in their data on visible minorities.*

**Racialization:** The process by which groups come to be designated as different, and thus subjected to differential and unequal treatment. Here, "race" is understood as a social construct and a way of describing a group of people.

**Intersectionality:** A way to analyze how different aspects of one's social and political identity overlap and their relationship to power, privilege and oppression.

**BIPOC:** Black, Indigenous, and People of Colour.



Wealth inequalities reflect the access to and the accumulation of resources over time:

- ◆ **31%** of racialized households live with economic insecurity, compared to **16%** of white households.
- ◆ **Racialized senior women** have an **average yearly income** of **\$25,000**, compared to **\$35,000** (white women and racialized men) and **\$55,000** (white men).

## 3.4%

of the **NB's** population identifies as a racialized group; 22.3% at the national level.



Racialized women face twice the economic disadvantage...

**\$0.59**

Racialized women

**\$0.67**

White women

**\$0.78**

Racialized men

**\$1.00**

White men



In 2021, in Canada, **33.8%** of Black women worked in the health care and social assistance industry (compared to **22.5%** for the rest of the working women population).



## ...and workplace discrimination



Racialized workers are **more likely to participate in the labour force** than non-racialized people, whether they are working or trying to find work. Yet, racialized people have higher unemployment rates than non-racialized people.

## Did you know?

Studies have shown that job applicants with “non-White names” are less likely to get call-backs and interviews, despite having the same qualifications.

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	Racialized women	White women	Racialized men	White men
Participation rate	61.6%	57.9%	66.1%	65.3%
Employment rate	54%	53%	57.7%	56.3%
Unemployment rate	12.2%	8.4%	12.6%	13.7%

## This is partly due to pay inequity...

Racialized women workers are disproportionately represented in precarious and feminized work that is:

- ◆ Underpaid,
- ◆ Hourly,
- ◆ Non-unionized,
- ◆ With contracts with limited benefits and protections, or with no contracts at all.



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## ...and racial discrimination in hiring:

Rates of overqualification for visible minority groups are double that of their white counterparts, meaning that their experiences and skills surpass the requirements for their job (11.6% vs 20.6%).

## Solutions

- ◆ **Pay equity legislation** to address the devaluation and low pay of work mostly done by women.
- ◆ **Pay transparency legislation** to uncover and eliminate unfair compensation faced by women and marginalized groups.
- ◆ **Employment equity policies** to reduce bias in hiring and promotion processes.
- ◆ **Public investments in wages** to address the undervaluation of care work.
- ◆ **Fair taxation policies** to tackle wealth inequalities, such as increased taxation of wealth, and the elimination of tax loopholes and tax havens.
- ◆ **Strong labour laws** to protect people in precarious work and support unionization.
- ◆ **Policies that tackle wealth inequalities** to address tax loopholes, tax havens, and the taxation of wealth.

