



# NGO CSW FORUM 66

NGO CSW/NY | 50TH ANNIVERSARY

## Inclusive Labour Markets And Citizenship To Address Workplace Shortages

Parallel Event  
CSW 66

March 19, 2022  
12:00 pm MST  
2:00 pm EST



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#CSW66

# Agenda

- Review theme of CSW 66
- Context of the pandemic
- Return of women to work
- Changing world of work
- Immigration - one way to address shortages
- Draft of the Agreed Conclusions for CSW 66
- Positive Thought



Review Theme of CSW 66

Women's Economic Empowerment  
In  
The Changing World of Work



# In the Context of the Pandemic

- Shift in the world of work
- Change in childcare
- Adjust elderly care
- Adapt to a virtual classroom
- Track signs and symptoms
- Keep the family safe and sane



Did women feel empowered or included?



# Women make up half of our workforce!

- In a crisis, how did we respond to them?
- How did we meet their needs and their family's needs?
- How will we bring them back to work?
- What incentives will we offer to them?
- For those at the frontlines who are exhausted, how will they recharge?
- For those with low pay but essential work, how will we compensate them?
- For those who are disabled and want to continue working from home, how will we accommodate them?
- For senior women who experienced hardship due to technological challenges, how will we re-train them so they can continue working?

# Intersectional identities

- Indigenous Women
- Immigrant Women
- Racialized Women
- LGBTQ2S
- Single women leading their own households
- Young Women





# To feel empowered one needs to feel included at work, at home and in our communities!

- Do women feel a sense of belonging?
- Are women involved in making decisions?
- The pandemic has shifted attitudes and mindsets.
- Everyone wants to feel economically empowered but at what cost?
- What more sacrifices need to be made?
- Will the slow return to work mean more shortages?
- Will less working hours and flexible work schedules create some shortages?
- How have we responded to shortages in the past prior to the pandemic?



**Immigration** is one of the ways to address workplace shortages

- Educational Opportunities For Young Women
- Re-skilling and Up-skilling for Older Women
- Flexible Training for Indigenous women
- Recognition of Foreign Credentials for Immigrants
- Training fund for Women with Low Income
- And More....



# Immigration Planning

- Targets are set for admission of permanent residents.
- Key priorities are communicated with respect to economic immigration, family reunification, refugee resettlement, protected persons and humanitarian commitments.
- Funding is allocated for application processing and security screening, resettlement and settlement programming to meet the needs of newcomers.
- There are core priorities based on the objectives of the Act: A strong Canadian economy, meeting international obligations (humanitarian efforts); reuniting families; upholding bilingualism; protecting the health, safety, and security of Canadians
- It is a policy statement!



# Multi-Year Plan: 2021 -2023

- Canada is looking to increase its levels to 421,000 by 2023 – 1.08% of Canada’s population. This is mainly to address the aging population.
- To respond to the shortfall in 2020 admissions because of COVID-19, Canada set targets of 401,000 in 2021; 411,000 in 2022; and 421,000 in 2023 (50,000 admissions each year).
- Canada’s economic and labour market objectives need to be met so the Economic class needed to grow by 7% (2021 to 2023). Half of this growth is allocated to regional economic programs and needs.
- By 2023 Family Class will increase to 104,500 admissions to help reunite family members
- By 2023 Refugee resettlement will increase to 36,000 to maintain its leadership in refugee resettlement.
- Protected Persons in Canada and Dependents Abroad will reach 25,000 by 2023 to respond to vulnerabilities of this group.
- Francophone Immigration Strategy to have French-speaking immigrant outside Quebec.



# Multi-Year Plan: 2021 -2023

- As tabled in Parliament - 250,000 - Economic Categories of Immigration

Federal Skilled - Canadian or foreign work experience or skilled trade.

Federal Business - Start up visa with support of venture capital fund, angel investor group, or business incubator.

Economic Pilots - caregivers, agri food, rural & northern (community driven)

Atlantic Pilot - skilled foreign workers and international graduates

Provincial Nomination Programs

Quebec Skilled Workers and Business

By 2023, almost 60% of our total intake will be under economic categories



# National Occupation Classification

- System that classifies occupations based on duties, type of work, and skills.

Management

Professional

Technical

Intermediate

Labour

- On September 21st 2021, Employment and Social Development Canada (ESDC) and Statistics Canada released the new National Occupational Classification (NOC) 2021.
- ESDC's programs are expected to start the implementation process of the NOC 2021 in late 2022.



# National Occupation Classification

- Occupational Structure and Matrix.
- Tutorial and FAQs.
- Different versions and table.
- Access to the updated version.
- Career handbook.
- Access to the counselling component.
- Skills and Competencies Taxonomy (2019) – 900 occupations
- Skills for Success launched in May 2021 by the Office of Skills for Success.



# Why is all this important?

- Recovery of the labour market from COVID-19 is urgent and a priority for all countries around the world.
- COVID-19 has highlighted the complexity and diversity of the labour market.
- We need to look at various ways to adequately assess labour market health so that we can accelerate recovery now and be even be prepared for future crisis.
- Simply returning to pre-pandemic levels is not enough because it did not work for everyone.
- We need to re-define and re-imagine inclusive labour markets and citizenship so that everyone can experience progress and no one is left behind.





# A deeper problem exists in our society!

- Economic and social disruptions caused by the COVID-19 pandemic will have lasting effects on employment, income and working conditions.
- We saw countries around the world deploy labour market and social policy responses to mitigate the effects of the crisis.
- We will continue to see countries evolve in their responses as the situation improves or worsens.
- Our responses are also showing who we are, what our priorities are, who and what is important to us in the changing world of work.
- Our actions speak louder than words and so we have witnessed along the way a deeper problem that exists in our society.
- Much work remains for all of us.



# Barriers to Inclusive Labour Markets

- In the draft of the Agreed Conclusions for CSW66, the Commission recognizes that a gender-responsive just transition has the potential to create decent jobs for women.
- It also expresses concern that **discriminatory social norms, persistent gender gaps** and **occupational segregation** is keeping people from attaining quality jobs.
- It emphasizes that closing these gender gaps in access to education, information and skills is key for increasing resilience of women and girls.



# Review Theme: Women's Economic Empowerment in the Changing World of Work

- Priority Theme of CSW 61 - 2017
- Re evaluate progress and implementation of CSW 58 - 2014
- Negotiations take place by all Member States
- Gaps and challenges in the implementation are identified
- Action-oriented recommendations are made
- Disseminate to the public and follow up action is encouraged



# CSW 61 - 2017

- The need to place gender equality at the highest possible level of government
- Importance of sufficient funding
- To mainstream a gender perspective across all relevant national and local institutions including labour, economic and financial government agencies
- To ensure that national planning, decision-making, policy formulation and implementation, budgeting processes and institutional structures all contribute to women's economic empowerment in the changing world of work.



# All-Of-Government Approach

- Academic Institutions
- Private Sector
- Civil Society

All-Of-Society Approach

Thank You!!

