

The effects of Intersectionality on MAKING ENDS MEET in Edmonton

Edmonton Vital Signs is an annual checkup conducted by Edmonton Community Foundation, in partnership with Edmonton Social Planning Council, to measure how the community is doing. Vital Topics are a quick but comprehensive look at issues that are timely and important to Edmonton.

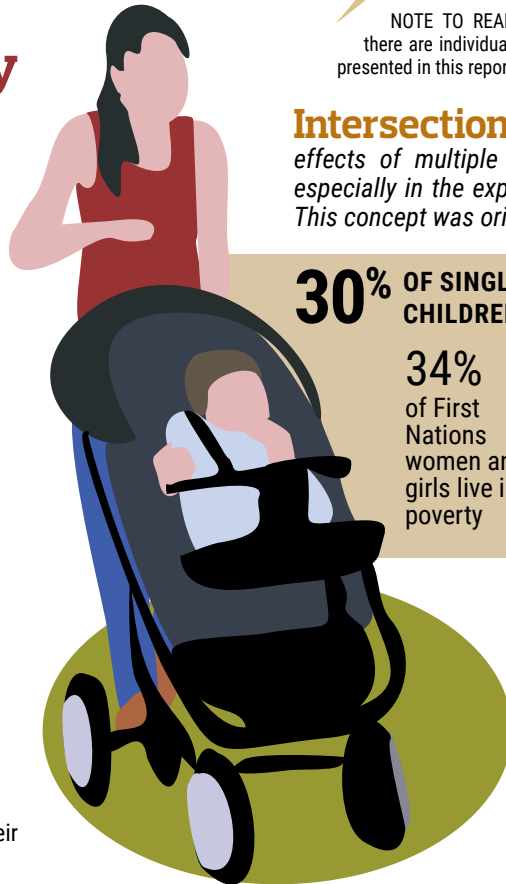
Unless otherwise stated, "Edmonton" refers to Census Metropolitan Area and not solely the City of Edmonton.

NOTE TO READERS: Due to limitations in the data available, we recognize there are individuals and perspectives that have not been represented in the data presented in this report.

Women & Poverty in Canada

More than 1.5 million women in Canada live in poverty.

Women face gender discrimination and may also experience barriers related to race, gender identity, ability, or age that hinder their earning potential. Women of all intersectionalities are over-represented in low-wage, precarious work.



Intersectionality is the cumulative way in which the effects of multiple forms of discrimination overlap or intersect, especially in the experiences of marginalized individuals or groups. This concept was originally introduced by Kimberlé Crenshaw.

30% OF SINGLE MOTHERS ARE RAISING THEIR CHILDREN IN POVERTY

34% of First Nations women and girls live in poverty

21% of visible minority women and girls live in poverty

23% of women with disabilities live in poverty

16% of senior women live in poverty

Income Gap

In Edmonton (2019), female tax-filers earned about \$0.71 for every dollar men made.

Why the Pay Gap Persists

- Higher-paying industries are still largely 'male-dominated' occupations.
- Women spend more time than men do on unpaid domestic labour, and often reduce their labour force participation, putting them at a disadvantage in the labour market.
- 25.1% of working women work part-time in Edmonton (10.8% men).
- Woman-dominated jobs tend to be underpaid, even when they involve the same level of skill as man-dominated jobs.

Education

According to the 2016 census, more women hold college diplomas or higher than men do in Edmonton (61.9% vs 47.4% for men).

- Men have higher rates of apprenticeships or trades certificate of diploma (17.7% compared to 4% of women).

Systemic Discrimination

According to the Alberta Human Rights Commission, in 2019-2020, the top 5 areas of complaints received were:

30% Physical Disability	14% Gender
22% Mental Disability	8% Race/colour
	7% Ancestry/origin

77% of discrimination complaints were about employment practices.

Violence Affects Income

Domestic Violence

- 80% percent of people who experience domestic violence report that their work performance was negatively affected.
- **Indigenous women, women with disabilities, and LGBTQ2S+ respondents were more likely to have experienced intimate-partner violence.**

Of those who indicated that they had experienced intimate-partner violence:

- More than 50% said the violence continued at the workplace (calling or showing up at the workplace, etc.)
- 60% called in sick due to violence.
- 38% reported it affected their ability to get to work.
- 8.5% lost their jobs due to violence.



Sexual Assault and Discrimination in the Workplace

- 10% of women experience gender discrimination in the workplace (4% of men).

Discrimination is an action or a decision that treats a person or a group badly for reasons such as their race, age, or disability. It may be intentional or unintentional.

Harassment is a form of discrimination. It includes any unwanted physical or verbal behaviour that offends or humiliates you.

LGBTQ2S+

In Canada (2018):

- 4% of the population aged 15 and older are LGBTQ2S+.
- 24% of the LGBTQ2S+ population was enrolled in post-secondary education, compared to 13% of the non-LGBTQ2S+ population.

33% of LGBTQ2S+ Canadians found it difficult to meet their needs (transportation, housing, food, clothing) compared to 27% of non-LGBTQ2S+ Canadians.

Workplace Sexual Harassment

Non-heterosexual people experience inappropriate sexualized behaviour in the workplace more often than their heterosexual colleagues.

- 59% of bisexual women reported being targeted (24% of heterosexual women).
- 32% of gay men were targeted.
- Many were told that they do not act like someone of their gender is supposed to act, were insulted, mistreated, ignored, or excluded in their workplace.



Visible vs. Non-visible Minorities

In Edmonton (2016), there were 279,275 working-age visible minorities aged 15 and older.

This cohort:

- makes up 26.5% of the total working-age population.
- has a labour force participation rate of 72.8%.
- has an unemployment rate of 9.4% (8.1% for non-visible minorities).

Black Edmontonians had the highest unemployment rate at 13.9%.

- Visible minority Albertans had a higher level of education than Albertans as a whole.
 - 35.7% of visible minority males and 36.8% of visible minority female compared to 27.1% and 25% of all Albertans respectively.

Visible minority individuals in Alberta had lower proportions of apprenticeships and trades accreditation.



Underemployment

Nearly 850,000 Canadians are underemployed, more than 60% of whom are immigrants, because their credentials are not being fully recognized.

- 524,000 with international credentials.
- 200,000 with out-of-province credentials.
- 120,000 with experiential learning not recognized in a credential.

Employment Challenges

Racialized minorities and immigrants experience greater unemployment and underemployment collectively, but immigrant women are hit the hardest.

- **"Foreign-sounding names" are less likely to get a call-back for a job interview.**
- Racialized workers and immigrants often work in lower-paying occupations.
- **Racialized women represent only 6.4% of management, but 10.5% of the overall workforce.**
- Self-employment and entrepreneurship may provide increased socio-economic mobility.

Persons with Disabilities

6.2 million Canadians have a disability.

- Persons with disabilities have much lower employment rates (59.4%) compared to people without disabilities (80.1%).

People with Disabilities Have Lower Incomes

- Median after-tax income for women with severe disabilities was \$17,520 (2015), for women without disabilities – \$34,360.
- Women with disabilities are more likely to work part-time than are men with disabilities.
- Individuals 65+ with severe disabilities had higher incomes than those with disabilities of a working age, due to Old Age Security and Guaranteed Income Supplement.

Visible Minorities with Disabilities

- 14.3% of persons with disabilities were also a member of a visible minority group.
- Visible minorities with disabilities aged 25 to 64 are twice as likely to have a bachelor's degree or higher (33.9%) than non-visible minorities with disabilities (17.3%).
- **One-third of employed visible minorities with a disability said that their work does not give them the opportunity to use all of their education, skills, or work experience.**

Workplace Sexual Assault and Discrimination

- Women with a disability are more likely to have experienced both inappropriate sexualized behaviours and gender based discrimination than are women without a disability.

WOMEN:

	with a disability	without a disability
Sexualized behaviours	35%	20%
Gender discrimination	16%	7%
Sexual assault	3%	1%

MEN with a disability were also at higher risk than men without a disability.



Senior Women

Poverty and economic insecurity are prevalent for senior women in Canada.

- Seniors' poverty rate was 15.4% in 2017.
- **Senior women make up roughly two-thirds (63%) of all seniors living in poverty.**
- Poverty is particularly prevalent in marginalized groups.
 - 24% of Indigenous women over 65 lived on low income in 2015.
 - 22.6% among older women who immigrated to Canada within the last 10 years.

Seniors' Savings

Senior white Canadians enjoy the greatest income security, and have the most diverse sources of income with an average annual income of \$42,800.

- **First Nations seniors have an average income of \$29,500.** Half of it coming from public pensions.
- **Racialized seniors' average income is \$29,200.** 40% coming from public pensions.

Indigenous Persons

5.39% of Edmonton's population are Indigenous.

Education

More Indigenous women hold a bachelor degree or above (9.4%) than Indigenous men (5.7%) in Alberta.

Indigenous People Living Off-Reserve in Alberta

In December 2019, there were 104,900 employed Indigenous people living off-reserve.

- 4.5% of Alberta's overall employment.
- Of those employed, 87,600 were employed full-time and 17,300 were part-time.
- **The unemployment rate in Alberta for Indigenous people living off-reserve was 13.2%. The overall rate was 7.3%.**