

# Living Wage, Employment and Training

The City of Winnipeg faces complex challenges exacerbated by the impacts of the COVID-19 pandemic, including poverty, social exclusion, income inequality, unemployment and the challenges of the climate crisis. These challenges have a significant impact on the economic wellbeing of Winnipeggers,

particularly those living in poverty or those who have been made more vulnerable to the impacts of economic, social or environmental crises.

Winnipeg would benefit from a refocused economic development approach that prioritizes equity, inclusion, and sustainability.

**How should Winnipeg refocus our economic development strategy to prioritize equity, inclusion and sustainability?**

## The Alternative Municipal Budget proposes:

### The Community Economic Development Framework

Economic development in the City of Winnipeg would be strengthened by a holistic and flexible Community Economic Development (CED) approach. The objective of embedding a CED policy framework into Winnipeg's economic development approach is to ensure that policies better respond to the economic, social and environmental needs of Winnipeg's diverse neighbourhoods.

### Resource the Poverty Reduction Strategy

Certain groups experience higher likelihoods of poverty, including one in four Indigenous people and one in four new immigrant residents. An inclusive, equitable, and sustainable approach to economic development must address the reality of poverty in Winnipeg. A refocused economic development approach that prioritises social, economic, and environmental health can center around implementing Winnipeg's Poverty Reduction Strategy.

### Social Procurement

Public sector purchasing can generate more value for citizens when it promotes and accounts for social, environmental and economic outcomes. In developing an action plan, high impact procurement opportunities

should be identified and implemented immediately. The City of Winnipeg should consult closely with evaluators, prospective contractors, and community stakeholders to ensure an evaluation and accountability system is in place.

### Living Wage

According to CCPA-MB calculations from 2020, \$16.15 per hour is required to meet the threshold of a living wage in Winnipeg. To tackle working poverty in its own workforce and to provide leadership for employers throughout the city, we recommend the City of Winnipeg adopt a living wage as the baseline for employees across its workforce.

### Employment Equity

To make great strides toward Employment Equity, the City of Winnipeg should quickly implement all of the actions of Goal 3 within its Poverty Reduction Strategy. In particular, the City can implement its recently adopted Equity, Diversity, and Inclusion (EDI) Policy and Strategy aimed at increasing employment opportunities for equity groups in all levels of the organization.

## Questions for your candidate:

- Will you commit to implementing the recently adopted Equity, Diversity and Inclusion Policy and Strategy to increase employment opportunities for equity groups throughout the City of Winnipeg? If not, why not?
- Will you support Winnipeg becoming a true living wage city as calculated by the Canadian Centre for Policy Alternatives MB?
- Do you support the City taking a social procurement approach?

**There are alternatives. Budgets are about choices.**  
See the Alternative Municipal Budget at [policyalternatives.ca](http://policyalternatives.ca)

