

January 22, 2020

The Honourable Bill Morneau, P.C., M.P.
Minister of Finance
House of Commons
Ottawa, ON K1N 0A6

The Honourable Mona Fortier, P.C., M.P.
Minister of Middle Class Prosperity and
Associate Minister of Finance
House of Commons
Ottawa, ON K1N 0A6

Dear Ministers:

CPHR Canada welcomes the opportunity to participate in the consultations leading up to Budget 2020.

We are the national voice of Canada's human resources professionals representing 27,000 expert members across nine provinces and three territories. Our submission therefore focuses on supporting both middle class Canadians and Canadian businesses by addressing key issues in Canadian workplaces and the Canadian labour market. It is based on input and consultation with our members.

We welcomed initiatives undertaken by the government of Canada in the last Parliament to address some of these issues, particularly the adoption of a proactive pay equity regime along with a new regime to ensure federal workplaces are free from harassment and violence. Measures to modernize federal labour standards and support flexible work arrangements as well as training for workers demonstrate your government's commitment to ensure a productive and secure workplace. As Canada's largest employer, the government of Canada must play a leadership role on these issues.

But the job is not done. While the Canadian job market is very strong, behind that rosy perspective are significant challenges affecting workers and employers including the general transformation of the workplace leading to gig employment, non-standard work schedules and the blurring of lines between personal and work lives.

Over the next few months, we will publish a series of focussed papers and raise these issues for broader public discussion.

Specifically, we will focus on the well-being of middle class Canadians workers through recommendations relating to psychological health and safety in the workplace and issues relating to diversity and inclusion. We will also focus on issues of importance to all Canadians and Canadian businesses by looking at labour market flexibility and skills shortages.

We will be making a number of specific recommendations for Government action relating to these issues and look forward to discussing these with you and other members of Cabinet and the House of Commons over the coming months.

Until then, we recommend the 2020 budget's focus on human capital address the following:

1. Ensure government bodies, Statistics Canada and the Labour Program, for example, have the resources necessary to analyze emerging labour market developments, particularly regarding the precarity of work, gig work and diversity and inclusion. As noted by the Expert Panel on the Modern Federal Labour Standards, the "Labour Force Survey provides the best available picture of the overall Canadian workforce, especially on the demographic front. Unfortunately, in certain ways it has not kept up with today's workplace realities nor, as we learned through our work, some of the current and forward-looking interests of policy makers, researchers and stakeholders."
2. Support to businesses: provide resources to employers to enable them to create a workplace that is free of harassment, stigmatization and limits the psychosocial risks as well as training in diversity and inclusion policies.
3. Ensure the tax and social security system supports older workers.
4. Ensure the immigration system reflects the emerging needs of the labour market. Reduce delays associated with the Temporary Foreign Workers Program.
5. Engage with federal, provincial and territorial as well as with employers (particularly SMEs) and labour unions to develop best practices in diversity and inclusion.

We believe strongly that the health of workplaces and the efficiency of labour markets in Canada are critical not just for the success of our economy, but are fundamental to the quality of life of all Canadians, including of course Canada's middle class. Simply put, steps to address the issues we are raising can improve Canadians' financial, physical and emotional well-being.

We thank you for your consideration of our views and look forward to continuing to work with you, your staff and other Ministers and officials in the coming months.

Sincerely,



Anthony Ariganello, Anthony Ariganello, CPHR,FCPA,FCGA, ICD.D
Chief Executive Officer

cc: The Honourable Carla Qualtrough
Minister of Employment, Workforce Development and Disability Inclusion