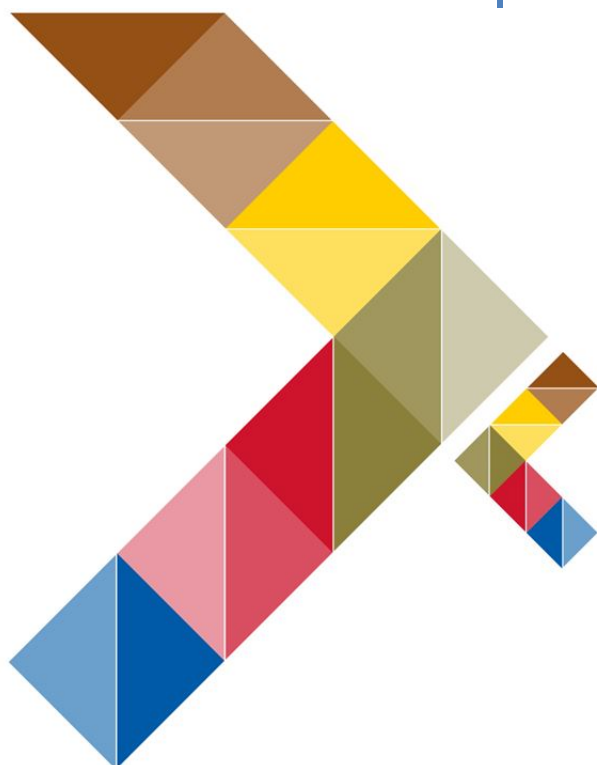


Employment and Social Development Canada

**Overview of Programs and
Emerging Best Practices
Related to Preventing
Violence and Increasing
Safety for Indigenous
Women and Girls**

For the National Inquiry into the Missing and
Endangered Indigenous Women and Girls



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Employment and Social Development Canada's Mandate

[Employment and Social Development Canada \(ESDC\)'s mandate](#) is to build a stronger and more inclusive Canada, to support Canadians in helping them live productive and rewarding lives and improving Canadians' quality of life.¹

The mandate of the National Inquiry into Missing and Murdered Indigenous Women and Girls is to inquire into and report on both the underlying social, economic, cultural, institutional, and historical causes that contribute to the ongoing violence and particular vulnerabilities of Indigenous women and girls in Canada, as well as existing institutional policies and practices to address violence, including those that are effective in reducing violence and increasing safety.²

While ESDC is not specifically mandated to address gender-based violence, several of its programs seek to mitigate socio-economic factors that can increase the vulnerability of Indigenous women, girls and 2SLGBTQQIA individuals to gender-based violence. ESDC delivers a range of programs and services which aim to improve the social and economic well-being of Canadians throughout their lives. For example:

- ESDC supports unemployed workers, helps students finance their post-secondary education and assists families, parents and children;
- ESDC's Labour Program aims to foster safe, healthy, fair and inclusive work environments and cooperative workplace relations in the federal jurisdiction.
- Service Canada is responsible for the effective delivery of ESDC services and to help eligible recipients access Government of Canada programs and services.

To fulfill its mandate, ESDC is responsible for:

- developing policies that ensure all Canadians are able to use their talents, skills and resources to participate in learning and work and contribute to their community;
- delivering programs that help Canadians move through life's transitions, from school to work, between jobs, from unemployment to employment, from the workforce to retirement;
- providing income support to seniors, families with children and Employment Insurance beneficiaries;
- fostering inclusive economic growth through targeted programs and services to Canadians with distinct needs, such as Indigenous people, people with disabilities, homeless people and recent immigrants;
- overseeing labour relations, occupational health and safety, labour standards, employment equity and workers' compensation in the federal jurisdiction; and,
- delivering programs and services on behalf of other departments and agencies, such as passport services delivered on behalf of Immigration, Refugees and Citizenship Canada and services to veterans delivered on behalf of Veterans Affairs Canada.

ESDC has provided targeted funding to Indigenous communities to increase labour market participation for many years. These programs often prioritized funding to projects that will benefit Indigenous women and children. As described in more detail below, over the past two years, the Department has shifted how it designs and delivers some of its policies and programs to:

¹ *Employment and Social Development Canada Mandate*. <https://www.canada.ca/en/employment-social-development/corporate/reports/departmental-plan/2018/mandate-role.html>

² The National Inquiry mandate defines violence as including "sexual assault, child abuse, domestic violence, bullying and harassment, suicide, and self-harm." <http://www.mmiwg-ffada.ca/mandate/>

- strengthen the gender-based analysis of the impact on Indigenous communities, particularly women, children and youth;
- increase the number of programs with discrete Indigenous components;
- better acknowledge the distinct needs of First Nations, Inuit and Métis through separate program streams;
- engage with or co-develop with First Nations, Inuit and Métis to better respond to their needs in a culturally appropriate way; and
- look at opportunities to empower Indigenous communities by devolving program delivery to communities

ESDC delivers over \$120 billion in benefits directly to individuals and organizations through such Government of Canada programs and services. Direct benefits to Canadians are part of Canada's social safety net and represent 95 percent of the Department's expenditures. The Department also provides \$1.8 billion in funding to other orders of government, educators and organizations in the voluntary and private sectors. This includes direct funding to Indigenous organizations such as Indigenous skills and employment training service providers and Indigenous early learning and childhood service providers.

Systemic Barriers and Challenges

Canada's colonial history has had direct negative consequences on the ways of life and standards of living for First Nations, Inuit, and Métis peoples. Policies and actions tied to Canada's colonial history have perpetuated cycles of poverty and marginalization within Indigenous communities, over many generations. At the same time, the unique histories and contemporary realities of Indigenous peoples create additional challenges to accessing government programs and services, over and above other marginalized populations in Canada.

ESDC supports programs and services that aim to improve the social and economic well-being of all Canadians. However, like many other government departments, several barriers and challenges impact ESDC's ability to successfully serve First Nations, Inuit, and Métis peoples. For example:

- The historical legacy of colonialism means that some Indigenous peoples distrust the government;
- Complex paperwork and applications processes may inadvertently favour clients with higher levels of literacy, numeracy, and greater access to technology, and discourage other eligible applicants;
- In-person services are not available in all regions; and,
- Variability among the cultures and circumstances of First Nations, Inuit, and Métis peoples requires program flexibility and culturally-appropriate indicators for success.

These barriers and challenges are often more pronounced for women, and 2SLGBTQQIA people.

As noted earlier, poverty has been linked to gender-based violence, and Indigenous women in Canada experience both at higher rates than non-Indigenous women.³ While Indigenous women make up only 4% of the female population of Canada, they are nearly three times more likely than non-Indigenous women to report being a victim of a violent crime, and 12 times more likely to be murdered or missing than any other women in Canada.⁴ First Nations, Inuit and Métis women have lower educational attainments and lower average literacy and numeracy scores than non-Indigenous women, are less likely to be part of the paid workforce, and have a lower median income than non-Indigenous women.⁵

Improving overall socio-economic conditions of Indigenous women may help to increase their safety. For example, women with lower incomes may experience difficulty in:

- finding safe and affordable housing;
- accessing legal services;
- accessing safe and reliable transportation; and,
- obtaining family benefits and other services to which they are entitled.

³ Government of Canada (2014) Breaking the Links between poverty and violence against women: A resource guide – The reality of poverty and violence <https://www.canada.ca/en/public-health/services/health-promotion/stop-family-violence/prevention-resource-centre/women/violence-against-women-resource-guide/reality-poverty-violence.html>

⁴ Amnesty International, Violence Against Indigenous Women and Girls in Canada (2014) https://www.amnesty.ca/sites/amnesty/files/iwfa_submission_amnesty_international_february_2014_-_final.pdf; Statistics Canada, *Women in Canada: A Gender-based Statistical Report: First Nations, Métis and Inuit Women* (2016) <http://www.statcan.gc.ca/pub/89-503-x/2015001/article/14313-eng.pdf>; "Infographic," *Taken* <http://www.takentheseerie.com/infographic/>.

⁵ Statistics Canada, *Women in Canada: A Gender-based Statistical Report: First Nations, Métis and Inuit Women* (2016) <http://www.statcan.gc.ca/pub/89-503-x/2015001/article/14313-eng.pdf>

Women who have experienced abuse can suffer from anxiety and depression, making it harder to find a job and complete job-training programs than other women. Indigenous women can face additional barriers to escaping both abuse and poverty associated with racism, intergenerational trauma, and the emotional pressures involved with leaving their home communities, especially if they have children.⁶

To better understand barriers faced by Indigenous clients, ESDC engaged with Indigenous partners in 2016-2017 to find out the strengths and weaknesses of the Aboriginal Skills and Employment Training Strategy (ASETS). The resulting thematic summary report, [*Engagement on the future of Indigenous labour market programming*](#), lists several challenges routinely raised during engagement:

- lack of child care spaces;
- lack of flexibility to support post-secondary education;
- inability to support youth through earlier interventions;
- the need for many clients to upgrade essential skills before beginning training; and
- the many barriers encountered by ASETS service delivery organizations in remote locations, such as:
 - high costs related to remoteness;
 - lack of necessary infrastructure for economic development;
 - lack of training opportunities; and,
 - lack of job opportunities (in some areas).⁷

The concerns raised during the 2016-2017 engagement process have been heard by the Department and informed co-development of implementation of the new Indigenous Skills and Employment Training (ISET) program, which will launch in April 2019, and is described in more detail below.

Emerging Best Practices

The Department recognizes the impact of Canada's colonial history on First Nations, Inuit, and Métis peoples, and is committed to building better relationships with Indigenous peoples, grounded in the principles of reconciliation.

In an effort to address systemic barriers faced by Indigenous people, ESDC is transforming the way it conceives of, designs and delivers programs and services. Several emerging best practices aim to develop programming that both reflects the unique contexts, cultures and aspirations of Indigenous peoples, and places greater emphasis on overall client outcomes.

1. Co-Development and Engagement

⁶ Government of Canada (2014), Breaking the Links between poverty and violence against women – Strategies and Initiatives. <https://www.canada.ca/en/public-health/services/health-promotion/stop-family-violence/prevention-resource-centre/women/violence-against-women-resource-guide/strategies-initiatives.html>.

⁷ Employment and Social Development Canada (2016), *Engagement on the future of Indigenous labour market programming*, <https://www.canada.ca/en/employment-social-development/programs/aboriginal-skills-employment-training-strategy/consultation-skills-employment-training/report-indigenous-labour-market-programming.html>.

ESDC is placing considerable emphasis on working with and incorporating views of First Nations, Inuit and Métis people during the conception, design and implementation of programs that will serve their communities. It is expected that this approach will create programs and services that better meet the needs of the communities they are intended to serve.

For example, ESDC co-developed policy options for the new **Indigenous Skills and Employment Training Program**, which will replace the [Aboriginal Skills and Employment Training Strategy](#).⁸ The program's objective is to help close the employment, skills and earnings gaps between Indigenous and non-Indigenous people, focusing on employment skills development and training for higher-quality jobs, rather than rapid employment. Over 2018-2019, the Government will continue work with Indigenous partners to co-develop implementation of the new program, comprised of four distinct labour market strategies (First Nations, Inuit, Métis Nation, and urban/non-affiliated peoples), with a full launch of the program in 2019. This process of co-developing the implementation is an initial step leading to devolution of responsibilities over Indigenous labour market development to First Nations, Inuit and Métis people. Responding to concerns raised during the [2016 engagement sessions](#) with Indigenous partners, the new program places greater emphasis on overall client outcomes and progression along the skills development continuum to close the employment, earnings and skills gaps between Indigenous and non-Indigenous peoples.⁹ The Native Women's Association of Canada, and the youth and women's branches of other National Indigenous Organizations, such as Pauktuutit Inuit Women of Canada, were engaged in the process to ensure the new program responds to the unique needs of First Nations, Inuit and Métis women and assists them in gaining greater skills and finding jobs that will support their long-term career success..

The Assembly of First Nations (AFN), Inuit Tapiriit Kanatami (ITK), the Métis National Council (MNC) and the Government of Canada are working together to improve early learning and child care for Indigenous children. On September 17, 2018, leaders and ministers jointly released a co-developed [Indigenous Early Learning and Child Care \(ELCC\) Framework](#).¹⁰ The Framework will be a guide for early learning and child care programs and services for Indigenous children and families, with the goal of providing Indigenous children with the best possible start in life. The co-developed Framework sets out a shared vision, principles and a path forward for Indigenous ELCC – where all Indigenous children have the opportunity to experience high-quality, culturally-rooted early learning and child care programming. The Framework reflects the unique cultures, aspirations and needs of First Nations, Inuit and Métis children across Canada. The Indigenous ELCC Framework captures the views and recommendations of the National Indigenous Organizations and is based on the advice of the many Indigenous peoples and organizations that participated in extensive engagement in 2017.

In support of the Indigenous ELCC Framework, the Government of Canada is committing \$1.7 billion over 10 years to strengthen early learning and child care programs and services for Indigenous children and families starting in 2018-19. This is part of the commitment of \$7.5 billion over 11 years the Government has made to support and create more high-quality, affordable child care across the country.

⁸ Aboriginal Skills and Employment Training Strategy, <https://www.canada.ca/en/employment-social-development/services/indigenous/asets.html>

⁹ Employment and Social Development Canada (2016), *Engagement on the future of Indigenous labour market programming*, <https://www.canada.ca/en/employment-social-development/programs/aboriginal-skills-employment-training-strategy/consultation-skills-employment-training/report-indigenous-labour-market-programming.html>.

¹⁰ Employment and Social Development Canada, *Indigenous Early Learning and Child Care Framework*, <https://www.canada.ca/en/employment-social-development/programs/indigenous-early-learning/2018-framework.html>.

The Indigenous ELCC Framework aims at strengthening ELCC programs and services for Indigenous children and families, and signals a commitment to ongoing collaboration to inform implementation in 2018-19 and into the future.

Engagement with Indigenous partners continues to be critical to the evolution of the **Homelessness Partnering Strategy**, a community-based program aimed at preventing and reducing homelessness by providing direct support and funding to 61 designated communities and to organizations that address Indigenous homelessness across Canada.¹¹ The Strategy provides direct financial support to communities across Canada to help them address their local homelessness needs. There are 6 streams of funding for the Strategy. Three of them are regionally delivered: Designated Communities, Aboriginal Homelessness, and Rural and Remote Homelessness. Three are nationally delivered: Innovative Solutions to Homelessness, the National Homelessness Information System and the Surplus Federal Real Property for Homelessness Initiative. First launched on April 1, 2007, the Homelessness Partnering Strategy builds on the former National Homelessness Initiative, which was introduced in 1999. In 2017, various activities were used to engage Canadians as part of the process to redesign the Homelessness Partnering Strategy. The Minister of Families, Children and Social Development has committed to launch an expanded and redesigned federal homelessness program on April 1, 2019.¹²

The new **Poverty Reduction Strategy** also benefitted significantly from **dialogue with Indigenous people and organizations**.¹³ Canada's first-ever Poverty Reduction Strategy defines for the first time an official indicator of poverty, setting clear targets and timelines to lower the fraction of Canadians living in poverty, and offering three sets of complementary signposts recognizing that poverty is about more than just money. The Strategy is framed under three pillars: living in dignity, providing opportunity and inclusion, and enhancing resilience and security. Informed by engagement with Indigenous people, the Strategy includes **a chapter dedicated to Indigenous considerations** that was developed in collaboration with the Assembly of First Nations, Inuit Tapiriit Kanatami, and Métis National Council.¹⁴ As part of the Strategy, the Government will work with National Indigenous Organizations and others to identify and co-develop indicators of poverty and well-being, including non-income-based measures of poverty, that reflect the multiple dimensions of poverty and well-being experienced by First Nations, Inuit and Métis.

The engagement that informed these initiatives included roundtables with Indigenous representatives, and community-level discussions led by government officials as well as First Nations, Inuit and Métis partners.

¹¹ Employment and Social Development Canada, *Homelessness Partnering Strategy Engagement: What We Heard Report 2018* <https://www.canada.ca/en/employment-social-development/programs/communities/homelessness/publications-bulletins/what-we-heard-prevent-homelessness.html>; Employment and Social Development Canada, *Homelessness Partnering Strategy* <https://www.canada.ca/en/employment-social-development/programs/communities/homelessness.html>.

¹² Employment and Social Development Canada, *Homelessness Partnering Strategy Engagement: What We Heard Report 2018*, <https://www.canada.ca/en/employment-social-development/programs/communities/homelessness/publications-bulletins/what-we-heard-prevent-homelessness.html>.

¹³ Employment and Social Development Canada, *Opportunity for All – Canada's First Poverty Reduction Strategy*, <https://www.canada.ca/en/employment-social-development/campaigns/poverty-reduction.html>; Employment and Social Development Canada, *Canadian Poverty Reduction Strategy - What we heard about poverty so far*, <https://www.canada.ca/en/employment-social-development/programs/poverty-reduction/reports/poverty-reduction-strategy-what-we-heard.html>.

¹⁴ Employment and Social Development Canada, *Opportunity for All – Canada's First Poverty Reduction Strategy* "Chapter 7: Working with Indigenous peoples," <https://www.canada.ca/en/employment-social-development/programs/poverty-reduction/reports/strategy.html#h2.10>

Prior to the launch of **Canada Service Corps**,¹⁵ a new national youth service initiative that encourages and provides funding for youth led initiatives that promote positive values, ESDC engaged seven Indigenous organizations, including Minister Bennett's Indigenous Youth Advisors, Inuit Tapiriit Kanatami, Congress of Aboriginal People, National Association of Friendship Centres, Native Women's Association of Canada, Assembly of First Nations and Métis National Council.

The elements of the Canada Service Corps initiative include:

- micro-funding opportunities for youth – as individuals or teams – to develop their own service ideas and turn them into a reality;
- funding available for organizations to put in place community service activities;
- immersive service programs for youth delivered by 10 national organizations; and,
- a matching service to connect youth with volunteer opportunities in Canada that match their interests and availabilities.

Projects that are submitted by Indigenous organizations will be prioritized and at least 25% of the projects funded will address reconciliation with Indigenous peoples. The initiative will be fully implemented in 2019.

2. Supporting Innovation and Increasing Flexibility

ESDC is using innovative approaches to design and delivery of skills development and employment training programs and services in culturally appropriate ways. The intent is to address multiple barriers to employment and social supports for First Nations, Inuit and Métis people, including women and youth.

For example, the most recent **Skills and Partnership Fund** call for proposals included an Innovation Stream and prioritized projects that focused on women and youth.¹⁶ This program encourages stakeholders, such as training institutions, community organizations, local business and industry, to partner with Indigenous organizations to support skills development, job training and employment supports for Indigenous people. Examples of successful projects in the recent 2016 call for proposals, that test innovative ways of supporting the well-being of Indigenous women and families, include:

- **Inuit Qanuinnirmut Ikajuqtiit: Innovation Health and Social Service Worker Training (Ontario and Nunavut)**: This project will create innovative, culturally-appropriate curriculum and provide training in health and social service professions for Inuit people living in both Ottawa, Ontario and Iqaluit, Nunavut. The new training curriculum will be accredited by the Indigenous Certification Board of Canada and geared toward preparing Inuit in both Ottawa and Iqaluit for either frontline or management positions.
- **Licensed Practical Nurse Program (Northwest Territories)**: This project will test innovative and collaborative solutions to assist Indigenous women in addressing a wide range of socioeconomic challenges (e.g., homelessness, addictions, lower education attainment) while enhancing their employability. Participants will gain skills and education to assist them in the completion of the Licensed Practical Nurse program.

¹⁵ Canada Service Corps, <https://www.canada.ca/en/employment-social-development/services/canada-service-corps.html>

¹⁶ Employment and Social Development Canada, *Skills and Partnership Fund*, <https://www.canada.ca/en/employment-social-development/programs/skills-partnership.html>

Indigenous organizations were strongly encouraged to apply to the [June 2018 call for concepts](#) to find new and innovative ways to improve **Early Learning and Child Care** service delivery.¹⁷

New and emerging technologies have an effect on every aspect of Canadians' lives, including the workplace. There is a need to have a better understanding of how these new technologies will affect the type of skills that the workforce needs to remain resilient in the labour market, now and into the future. [Future Skills](#) will help Canadians, including Indigenous women and youth to get a job, keep a job and be more resilient within a context of constant change.¹⁸ Working in collaboration with provinces and territories, the private sector, educational institutions and not-for-profit organizations, Future Skills will:

- identify the skills sought and required by Canadian employers;
- explore new and innovative approaches to skills development; and,
- share information and analysis to help inform future investments and programming.

Future Skills will include the Future Skills Council, which will advise on emerging skills and workforce trends, and the Future Skills Centre, which will develop, test and rigorously measure new approaches to skills assessment and development with a strong focus on inclusion of underrepresented and disadvantaged groups.

To respect Indigenous governments' autonomy and support them on their path to self-determination, where self-government agreements are in place, the Department is working with Crown-Indigenous Relations and Northern Affairs to [flow program funding directly to some self-governing Indigenous communities](#),¹⁹ empowering them to control how it will be used to best meet their needs. ESDC is starting with assessing options around the Indigenous Skills and Employment Training Program.

3. Improving Access and Building Trust

When caregivers have reliable child care, they are in a better position to access skills development and employment training programs. Since 1995, ESDC has administered funding for the First Nations and Inuit Child Care Initiative (FNICCI), a program created for First Nations on-reserve and Inuit to deliver quality child care services that are culturally sensitive and affordable. Flowing through the Aboriginal Skills and Employment Training Strategy agreements, FNICCI provides supplemental funds to First Nations and Inuit communities to develop and implement child care programs to address local needs. For example, FNICCI has been used to fund capital renovations, training of child care staff and fund books and toys for Indigenous child care services, training of child care staff and for capital renovations in Indigenous child care services. FNICCI is funded at \$55 million annually and supports over 8,500 child care spaces in 420 First Nations and Inuit communities across Canada. Of the 84 agreement holders in the Aboriginal Skills and Employment Training Strategy network, 63 receive FNICCI funding for child care services.

¹⁷ Employment and Social Development Canada (2018) "Government of Canada supports innovative practices in early learning and child care," [news release] <https://www.canada.ca/en/employment-social-development/news/2018/06/government-of-canada-supports-innovative-practices-in-early-learning-and-child-care.html>

¹⁸ Employment and Social Development Canada, *Future Skills*, <https://www.canada.ca/en/employment-social-development/programs/future-skills.html>.

¹⁹ Indigenous and Northern Affairs Canada, *Canada's Fiscal Approach for Self-Government Arrangements*, <https://www.aadnc-aandc.gc.ca/eng/1428002512964/1428002538239>

FNICCI complements other early childhood development programs offered through the Public Health Agency of Canada and Indigenous and Northern Affairs Canada, such as the Aboriginal Head Start program and child care services available to persons who receive income assistance. Guided by the first co-developed Indigenous ELCC Framework, new investments of up to 1.7 billion dollars over ten years, above existing funding towards FNICCI and other federal Indigenous ELCC programs, will strengthen ELCC for Indigenous children and families going forward.

In order to facilitate greater access to services and build trust, Service Canada offers **Scheduled and Mobile Outreach Services** in urban and rural Indigenous communities to inform Indigenous clients about the programs and services for which they may be eligible and to assist them in applying for them.²⁰ Through scheduled and mobile outreach services, Service Canada staff can answer questions and guide clients through Government of Canada Web sites and online forms, helping them better understand and access the services and benefits available to them. In addition, ESDC's **Service Transformation Strategy**, which seeks to change the way ESDC does business to provide clients with a better service experience, will take into account First Nations, Inuit and Métis perspectives.²¹ This department-wide, multi-year modernization plan aims to make services more responsive to current and emerging client needs, through such innovations as bundling services and enabling access through multiple online options.

ESDC will also reach out to Indigenous organizations focused on women, such as, Pauktuutit and Les Femmes Michif Otipemisiwak, to better understand barriers to uptake in programs and benefits.

²⁰ Employment and Social Development Canada – Service Canada, *Scheduled and Mobile Outreach Services*, <https://www.canada.ca/en/employment-social-development/corporate/portfolio/service-canada/charter/scheduled-mobile-outreach.html>

²¹ Employment and Social Development Canada, *2018-19 Departmental Plan*, "Our Vision for Service Excellence," pp.10-13. https://www.canada.ca/content/dam/esdc-edsc/documents/corporate/reports/departmental-plan/2018-19_DeptPlan-EN.pdf

4. Culturally Appropriate Indicators for Success

As ESDC programs undergo renewal and modernization, for those programs that are intended to serve Indigenous communities, ESDC wants to work with the communities to co-develop culturally-appropriate indicators for success. The processes established to better understand and develop indicators around poverty and socio-economic well-being from the perspective of Indigenous peoples, including non-income-based measures, will respect the autonomy of Indigenous governments while laying the foundation for the Government of Canada to more respectfully support the achievement of better social and economic outcomes by Indigenous peoples over the long term.

For example, as part of the co-development of the implementation of the **Indigenous Skills and Employment Training Program**, ESDC is working with Indigenous partners to develop performance indicators that better capture the progression of clients along the skills development continuum (eg., life skills, essential skills, completion of high school credentials, trades/apprenticeship programs, post-secondary education).

As part of implementing **Canada's First Poverty Reduction Strategy**, ESDC is planning to continue working collaboratively with First Nations, Inuit and Métis to identify and co-develop indicators that reflect the multiple dimensions of poverty and well-being experienced by First Nations, Inuit and Métis.²² This builds on what was heard during the Poverty Reduction Strategy engagement process.²³ For example, Indigenous women expressed that poverty is about more than a lack of income – it is also about social disconnection, and they explained that cultural activities promote social and economic well-being by improving self-confidence and building identity.

²² Employment and Social Development Canada, *Opportunity for All – Canada's First Poverty Reduction Strategy*, <https://www.canada.ca/en/employment-social-development/campaigns/poverty-reduction.html>

²³ Employment and Social Development Canada, *Opportunity for All – Canada's First Poverty Reduction Strategy* “Chapter 7: Working with Indigenous peoples,” <https://www.canada.ca/en/employment-social-development/programs/poverty-reduction/reports/strategy.html#h2.10>

Providing Support to Affected Families

In 2012, the *Helping Families in Need Act* (Bill C-44) received Royal Assent and amended the *Canada Labour Code* to allow for unpaid leave and to protect the jobs of parents whose child dies or disappears as a result of a probable *Criminal Code* offence.²⁴ These amendments help to ensure that the jobs of employees under federal jurisdiction are protected should they find themselves in the unfortunate position of having to take leave due to the murder or disappearance of their child.

For employees working under provincial or territorial jurisdictions, labour code protection varies.

The Federal Income Support for Parents of Murdered or Missing Children Grant (2013 – Present)

The *Federal Income Support for Parents of Murdered or Missing Children* was launched in January 2013 to support parents who suffer a loss of income as a result of taking time away from work to cope with the murder or disappearance of their child (Annex A). Through the grant, eligible parents or legal guardians were able to receive \$350 per week, before tax, every two weeks, during the 52-week period immediately following the incident.

In response to the recommendations in a 2017 report of the Federal Ombudsman for Victims of Crime²⁵ and ESDC's own evaluation of the grant,²⁶ ESDC has made several changes to this grant with the goal of helping more families by making the grant more flexible and easily accessible. The changes were announced in May 2018, when the grant was re-launched as the *Canada Benefit for Parents of Young Victims of Crime*.²⁷ The key changes include:

- changing the age limit of the child involved in the incident from under 18 to under 25;
- increasing the benefit payment from \$350 per week to \$450 per week;
- doubling the period in which recipients can receive the benefit from 52 to 104 weeks;
- allowing recipients to work while they receive the grant (for up to 20 hours or 50% of their regular work week); and
- eliminating the requirement that parents with children under the age of 14 attest that their child was not a willing party to the crime.

The launch of the new Canadian Benefit for Parents of Young Victims of Crime was implemented on September 30, 2018.²⁸ The Government also intends to amend the *Canada Labour Code* to ensure employees in the federally regulated sector are supported in receiving this funding and taking this type of leave.

²⁴ *Helping Families in Need Act - An Act to amend the Canada Labour Code and the Employment Insurance Act and to make consequential amendments to the Income Tax Act and the Income Tax Regulations*, <https://openparliament.ca/bills/41-1/C-44/>


²⁵ Office of the Federal Ombudsman for Victims of Crime, *The Federal Income Support for Parents of Murdered or Missing Children Grant: A Systemic Review*, <http://www.victimfirst.gc.ca/res/pub/FISP-SRFP/index.html>

²⁶ Employment and Social Development Canada, *Evaluation of the Federal Income Support for Parents of Murdered or Missing Children Grant*, <https://www.canada.ca/en/employment-social-development/corporate/reports/evaluations/parents-missing-murdered-children-grant.html>

²⁷ Employment and Social Development Canada, "Launching the new Canadian Benefit for Parents of Young Victims of Crime," [news release] <https://www.canada.ca/en/employment-social-development/news/2018/05/improving-support-for-parents-of-young-victims-of-crime.html> (25 May 2018).

²⁸ Employment and Social Development Canada, *Launch of the new Canadian Benefit for Parents of Young Victims of Crime*, <https://www.canada.ca/en/employment-social-development/news/2018/09/launch-of-the-new-canadian-benefit-for-parents-of-young-victims-of-crime.html> (September 28, 2018).

Federal Income Support for Parents of Murdered or Missing Children



Federal Income Support for Parents of Murdered or Missing Children

The death or disappearance of a child can leave parents grief stricken and unable to work. Federal income support is available for parents coping with the death or disappearance of a child as a result of a probable criminal offence, and suffering a related loss of income from taking time from work to cope with this tragedy.

GRANT AMOUNT AND DURATION

If you are eligible for the income support grant, you will receive \$350 per week, before tax, every two weeks. The grant is considered taxable income. Income tax will be deducted from your grant amount and you will receive a statement of income slip for income tax purposes at the end of the year. You may receive up to 35 weeks of income support during the 52-week period immediately following the incident.

ELIGIBILITY

To be eligible to receive the Federal Income Support for Parents of Murdered or Missing Children (PMMC), you must meet applicant and incident criteria.

APPLICANT ELIGIBILITY CRITERIA

You must:

- be legally responsible for the child or children involved in the incident;
- have recent labour force attachment, having earned at least \$6,500 in the previous calendar year or in the 52 weeks prior to the incident;
- be on leave from all employment as a result of the incident, or if already on leave from employment at the time of the incident, be unable to return to work;
- have a valid Social Insurance Number;
- not have been charged with committing a probable *Criminal Code* offence that led to the death or disappearance of the child; and
- not be receiving any type of Employment Insurance benefits or Québec Parental Insurance Plan benefits.

INCIDENT ELIGIBILITY CRITERIA

- The child must be deceased or missing as a result of a probable *Criminal Code* offence.
- The child must have been under 18 at the time of the incident.
- The incident must have occurred in Canada on or after January 1, 2013.
- In the case of a missing child, the child must have been missing for over one week.
- In the case of a deceased child, it is not probable that the child was a willing party to the crime that led to his or her death.

APPLYING

You can apply online or by mail, using the PMMC Application Form at canada.ca/parents-murdered-missing-children.

The PMMC Incident Report Form must be completed and stamped by the law enforcement agency where the incident was reported.

The PMMC Employment Form must be completed and signed by each of your current and recent employers (from the 52 weeks before the incident occurred). If you are self-employed or are reporting both self-employed and employment earnings, you must also submit your Canada Revenue Agency notice of assessment from the previous income tax year.

The original signed PMMC Incident Report Form and PMMC Employment Form(s) must be sent to:

**PMMC Processing Centre
Service Canada
PO Box 8232, STN T
Ottawa, ON K1G 3H7**

For more information or to apply, visit canada.ca/parents-murdered-missing-children or call 1 800 O-Canada

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Soutien du revenu pour les parents d'enfants assassinés ou disparus

Le décès ou la disparition d'un enfant peut vous plonger dans le deuil et vous rendre incapable de travailler. Un soutien fédéral du revenu est à la disposition des parents qui font face au décès ou à la disparition de leur enfant suite à une probable infraction criminelle, et qui ont subi une perte de revenu parce qu'ils se sont absentés de leur travail afin de surmonter les difficultés liées à cette tragédie.

Les versions originales signées du formulaire de rapport d'incident PEAD et du formulaire relatif à l'emploi PEAD doivent être envoyées à l'adresse suivante:

Centre de traitement PEAD
Service Canada
C.P. 8232, succursale T
Ottawa (Ontario) K1G 3H7

MONTANT ET DURÉE DE LA SUBVENTION

Si vous êtes admissible à la subvention de soutien du revenu, vous recevrez 360 \$ par semaine, avant impôt, toutes les deux semaines. La subvention est considérée comme un revenu imposable. De l'impôt sur le revenu sera prélevé de votre subvention et vous recevrez un feuillet d'impôt sur le revenu à des fins de déclaration à la fin de l'année. Vous pouvez recevoir jusqu'à 35 semaines de soutien du revenu pendant les 52 semaines suivant immédiatement l'incident.

ADMISSIBILITÉ

Pour pouvoir recevoir la subvention de soutien du revenu pour les parents d'enfants assassinés ou disparus (PEAD), vous devez répondre aux critères d'admissibilité du demandeur et de l'incident.

CRITÈRES D'ADMISSIBILITÉ DU DEMANDEUR

- Vous devez :
- être la personne légalement responsable de l'enfant ou des enfants impliqué(s) dans l'incident;
 - avoir des liens récents avec le marché du travail et démontrer que vous avez gagné au moins 6 500 \$ dans l'année civile précédente ou dans les 52 semaines précédant l'incident;
 - être en arrêt de travail à la suite de l'incident ou si vous étiez déjà en arrêt de travail au moment de l'incident, ne pas être en mesure de retourner au travail;
 - avoir un numéro d'assurance sociale (NAS) valide;
 - n'avoir joué aucun rôle quant à l'infraction du Code criminel qui a entraîné le décès ou la disparition de l'enfant;
 - ne pas recevoir de prestations d'assurance-emploi ou de prestations du Régime québécois d'assurance parentale (RQAP).

CRITÈRES D'ADMISSIBILITÉ DE L'INCIDENT

- L'enfant doit être décédé ou disparu à la suite d'une infraction probable au Code criminel.
- L'enfant devait être âgé de moins de 18 ans au moment de l'incident.
- L'incident doit avoir eu lieu au Canada le ou après le 1^{er} janvier 2013.
- Dans le cas d'un enfant porté disparu : l'enfant doit être porté disparu depuis plus d'une semaine.
- Dans le cas d'un enfant décédé, il doit être improbable que l'enfant ait été une partie consentante à l'infraction qui a mené à son décès.

PRÉSENTER UNE DEMANDE

Vous pouvez présenter une demande en ligne ou par courrier, en utilisant le formulaire de demande de soutien pour les PEAD accessible sur la page canada.ca/parents-enfants-assassines-disparus.

Le formulaire de rapport d'incident PEAD doit être rempli et estampillé par l'organisme d'application de la loi à qui l'incident a été signalé.

Le formulaire relatif à l'emploi PEAD doit être rempli et signé par chacun des employeurs pour lesquels vous travaillez actuellement ou avez travaillé (au cours des 52 semaines précédant l'incident). Si vous êtes un travailleur autonome ou avez déclaré à la fois un revenu de travail autonome et un revenu d'emploi, vous devez également présenter votre avis de cotisation de l'Agence de revenu du Canada de l'année d'imposition précédente.

Pour plus de renseignements, ou pour faire une demande, consultez canada.ca/parents-enfants-assassines-disparus ou appelez au 1 800 O-Canada

Vous pouvez télécharger cette publication en ligne à : canada.ca/1-800-959-5555. Ce document est offert en même substance (sans caractères, braille, audio sur CD, fichiers de texte sur CD ou DVD) en français au 1-800-959-5555. Les personnes qui utilisent un télécoeur (TTY) doivent composer le 1-800-959-5555. © Sa Majesté la Reine du Chef du Canada, 2013.
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