

# Canadian Home Care Association Endorses G7 Declaration to Elevate The Domestic and Home Care Sector



The G7 Declaration marks a significant advancement for domestic and unregulated home care workers<sup>1</sup> globally, including those in Canada. The G7 Declaration recognizes the indispensable role of these workers and outlines a comprehensive strategy to improve their working conditions, support, and recognition. The Canadian Home Care Association (CHCA) is proud to support this declaration and its alignment with federal priorities for home care, continuing to promote the Shared Health Priorities and advancing better home care for all Canadians.

## Key recommendations from the G7 Declaration

- **Ratification of the ILO Domestic Care Workers Convention, 2011 (No. 189):** This legal instrument aims to achieve equality of treatment between domestic care workers and other workers, ensuring they receive labour and social protection under conditions no less favorable than those provided to other workers. This includes protections related to working time, wages, social security, and access to justice.
- **Promoting Social Dialogue and Collective Bargaining Agreements:** Regular dialogues and agreements between workers and employers in this sector improve working conditions, wages, and benefits, while also ensuring legal recognition and protection for workers. They also strengthen training and safety, address skill gaps, boost job satisfaction, and improve service quality.
- **Developing Market Conditions that Support the Sector:** Socio-fiscal incentives, such as subsidies and tax breaks, can be implemented by public authorities to foster the formalization of the sector, reduce undeclared work, increase the quality of services, and improve workers' working conditions.
- **Tackling Undeclared Work:** With a significant proportion of home care workers remaining undeclared, robust mechanisms to monitor and enforce labour regulations should be implemented. Measures addressing undeclared work should find long-term and sustainable solutions to benefit the workers and users.
- **Promoting Fair Recruitment Practices in Accordance with Human Rights Principles:** This protects workers' rights and prevents exploitation. Given the labour shortages and high percentage of migrant workers, access to temporary work permits in host countries should be eased. Also, reciprocal pension agreements with workers' countries of origin should be implemented to support families and ensure entitlements upon return.
- **Ensuring Work-Life Balance and Promoting A Gender-Balanced Sector:** The 'unpaid care penalty' reflects the potential earnings lost by women, as well as the negative impacts on their health and work-life balance, due to the unequal distribution of unpaid care work. Recruiting more male workers will help foster a gender-balanced workforce and create a more economically and socially sustainable environment.

## Impact on Home Care Workers in Canada

Domestic care workers constitute 2.3% of total global employment, with over 75.6 million individuals engaged worldwide. Despite their invaluable contributions, domestic care workers often face significant challenges, including undervaluation, labour shortages, and challenging working conditions. These challenges are reflected in the home care sector across Canada. According to [Statistics Canada](#), the new job openings (arising from expansion demand and replacement demand) are expected to total 34,500, while 33,800 new job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill them.

The G7 Declaration serves as a catalyst for positive change in Canada's home care sector. By addressing these issues, the declaration's recommendations will improve working conditions and provide better support, helping to mitigate shortages and meet the growing demand for home care services. The CHCA is committed to supporting these initiatives and collaborating with all stakeholders to achieve a more equitable, sustainable, and thriving home care sector, in line with the Shared Health Priorities.

<sup>1</sup> Domestic care workers, as defined by the ILO, include those who provide household services, childcare, or senior care in or for a private household. Services provided by unregulated home care workers can include assistance with activities of daily living, personal care, homemaking services, and respite.