

Advancing Economic Security Through Safer Tourism Workplaces

For NGOs and Women's Organizations



CANADIAN CENTER
FOR WOMEN'S
EMPOWERMENT

CENTRE CANADIEN
POUR L'AUTONOMISATION
DES FEMMES

Why tourism matters

Tourism is a critical source of employment for women across Canada and offers opportunities that can support economic independence, particularly for women rebuilding their lives after experiencing gender-based violence (GBV).

Flexible scheduling, accessible entry into employment, and opportunities across diverse communities make tourism an important pathway toward financial security.

However, these same workplace characteristics can also create vulnerabilities.

Our findings

The research identified several areas where GBV and economic security intersect:

- Economic abuse can undermine employment stability and financial independence.
- Workplace harassment and violence remain prevalent within hospitality settings.
- Precarious work and seasonal employment can increase vulnerability.
- Women continue to face barriers to leadership and career progression.
- Workplace flexibility can also provide important supports for women managing court proceedings, safety planning, caregiving responsibilities, and recovery.

Opportunities for collaboration

Women's organizations, anti-violence organizations, labour organizations, and tourism partners all have a role in creating safer workplaces.

Key opportunities include:

- Embedding GBV prevention and trauma-informed practices into workplace policies.
- Increasing awareness of economic abuse among employers.
- Strengthening referral pathways between employers and community organizations.
- Expanding leadership and mentorship opportunities for women.
- Pushing for employment policies that improve financial security and workplace stability.

Building systems that work for women

Improving workplace safety is not only about preventing violence, it is about strengthening women's long-term economic security.

Cross-sector collaboration can help ensure that workplaces become part of the solution by supporting financial independence, career advancement, and safer employment for women across Canada's tourism sector.

Read more about how your organization can help support women and women experiencing gender-based violence in achieving financial security through tourism sector careers.