

It's More than Poverty

Employment Precarity
and Household Well-being



POVERTY AND
EMPLOYMENT PRECARIETY
IN SOUTHERN ONTARIO



Welcome

Susan McIsaac

President & CEO, United Way Toronto

Dr. Patrick Deane

President and Vice-Chancellor, McMaster University



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

Keynote presentation

It's more than poverty:

Employment precarity and household well-being

Dr. Wayne Lewchuk

Professor, School of Labour Studies & Department of Economics
McMaster University

Moderated by

Michelynn Laflèche

Director of Research, Public Policy & Evaluation
United Way Toronto



POVERTY AND
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IN SOUTHERN ONTARIO

What are the social effects of precarious employment?

“Before I knew I had a job, I went and did it, I came home and I had a life. . . It’s like this precarious work...It changes you as a person.”



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The data

- Random survey of 4,000+ surveys of individuals (Leger Marketing)
- Covers Hamilton and the GTA
- 83 interviews with individuals in precarious employment



How to measure precarious employment?

- Two ways to measure:

1. Form of the employment relationship

- Is it temp agency work, short-term, casual, own account self-employed?

2. Characteristics of the employment relationship

- Employment Precarity Index



The Employment Precarity Index

What is included?

1. Not paid if miss work
2. Not in standard employment relationship
3. Weekly income not stable
4. Hours worked not stable
5. Work on-call
6. Don't know work schedule in advance
7. Paid in cash
8. Temporary employment
9. No benefits
10. Weak voice at work

What is not included?

1. Income



How does the temp agency worker score?

Precarity score

1. Not paid if miss work ✓
2. Not in standard employment relationship ✓
3. Weekly income not stable ✓
4. Hours worked not stable ✓
5. Work on-call
6. Don't know work schedule in advance ✓
7. Paid in cash
8. Temporary employment ✓
9. No benefits ✓
10. Weak voice at work ✓

TOTAL 80/100

Income

\$30,000

Result:

**PRECARIOUS AND
LOW INCOME**



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How does the child-care worker score?

Precarity score

1. Not paid if miss work ?
2. Not in standard employment relationship
3. Weekly income not stable
4. Hours worked not stable
5. Work on-call
6. Don't know work schedule in advance
7. Paid in cash
8. Temporary employment
9. No benefits
10. Weak voice at work ?

TOTAL 10/100

Income

\$30,000

Result:

**SECURE AND
LOW INCOME**



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How does the university contract worker score?

Precarity score

1. Not paid if miss work
2. Not in standard employment relationship ✓
3. Weekly income not stable
4. Hours worked not stable ✓
5. Work on-call
6. Don't know work schedule in advance
7. Paid in cash
8. Temporary employment ✓
9. No benefits ✓
10. Weak voice at work ✓

TOTAL 50/100

Income

\$60,000

Result:

**PRECARIOUS AND
MIDDLE INCOME**



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How does the consultant score?

Precarity score

1. Not paid if miss work ✓
2. Not in standard employment relationship ✓
3. Weekly income not stable ✓
4. Hours worked not stable ✓
5. Work on-call
6. Don't know work schedule in advance ✓
7. Paid in cash ?
8. Temporary employment ✓
9. No benefits ✓
10. Weak voice at work ?

TOTAL

80/100

Income

>\$100,000

Result:

**PRECARIOUS AND
HIGH INCOME**

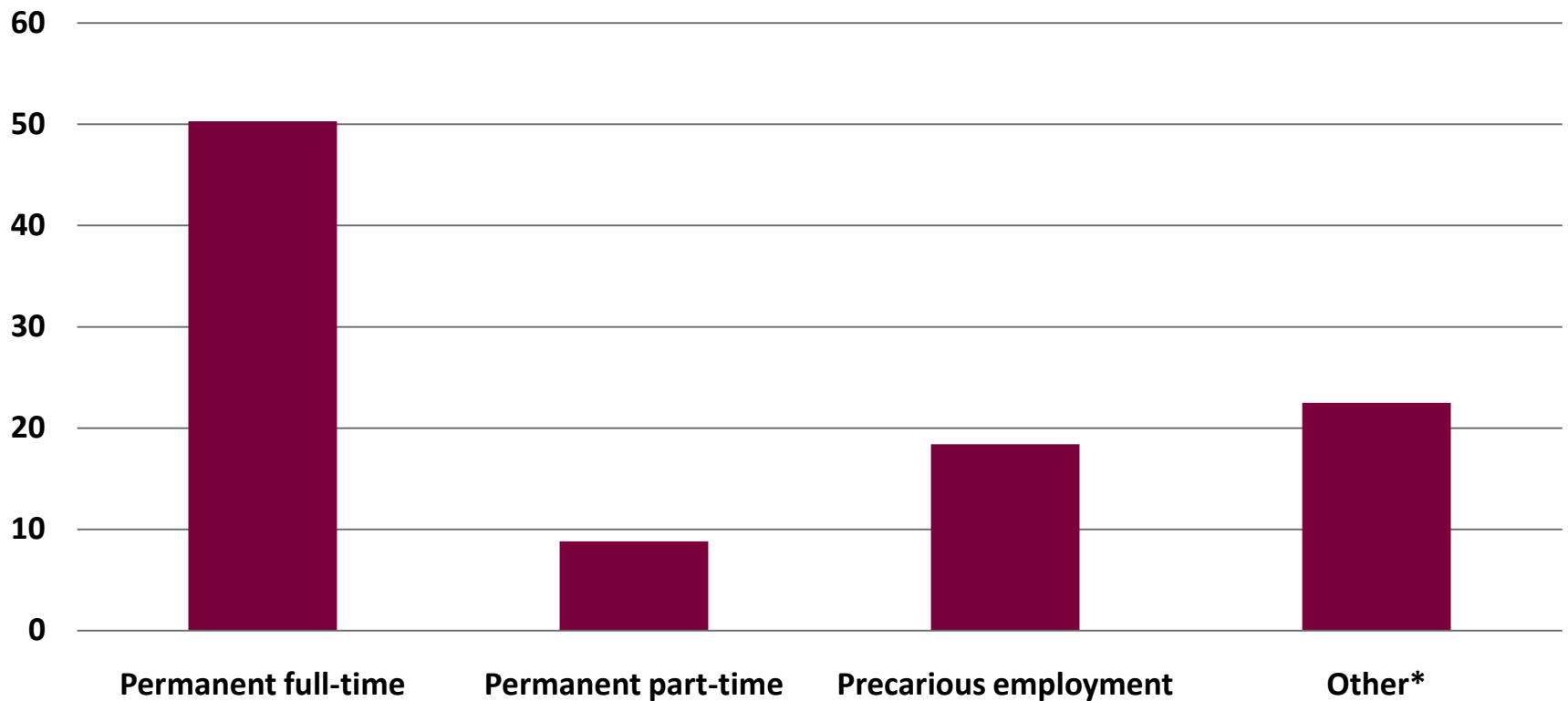


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1. Precarious employment is increasing

Only 60% of GTA workers today have stable, secure jobs

Employment categories in the GTA-Hamilton Region, 2011 (%)



2. Precarious employment is widely distributed among social and income categories

- Precarity is now found in sectors, in occupations, and in socio-economic groups that were previously immune to this form of employment
- Men and women are equally likely to be in precarious employment
- New immigrants are mainly in precarious employment



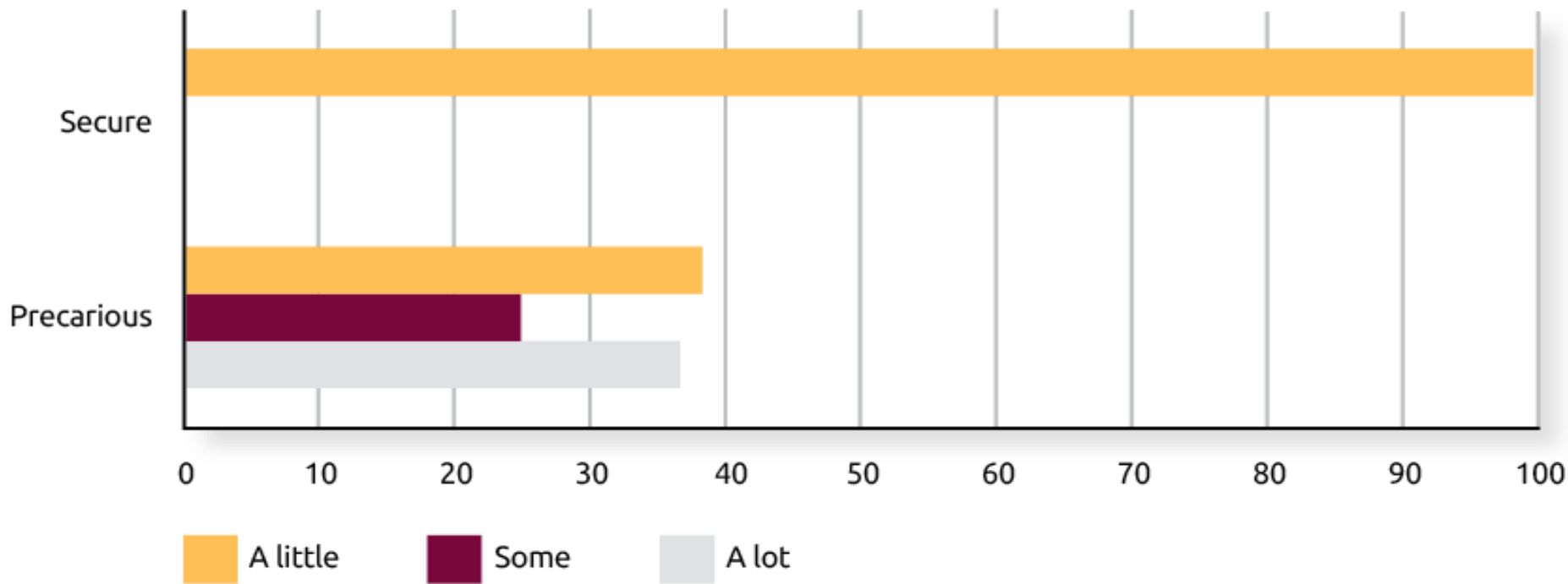
3. People in precarious employment earn less and face more uncertainty

“You cannot relax because you don't have steady work. . . . I think the most stress is the financial component of it. When you don't know how much you may be making per month or per week. . . .”



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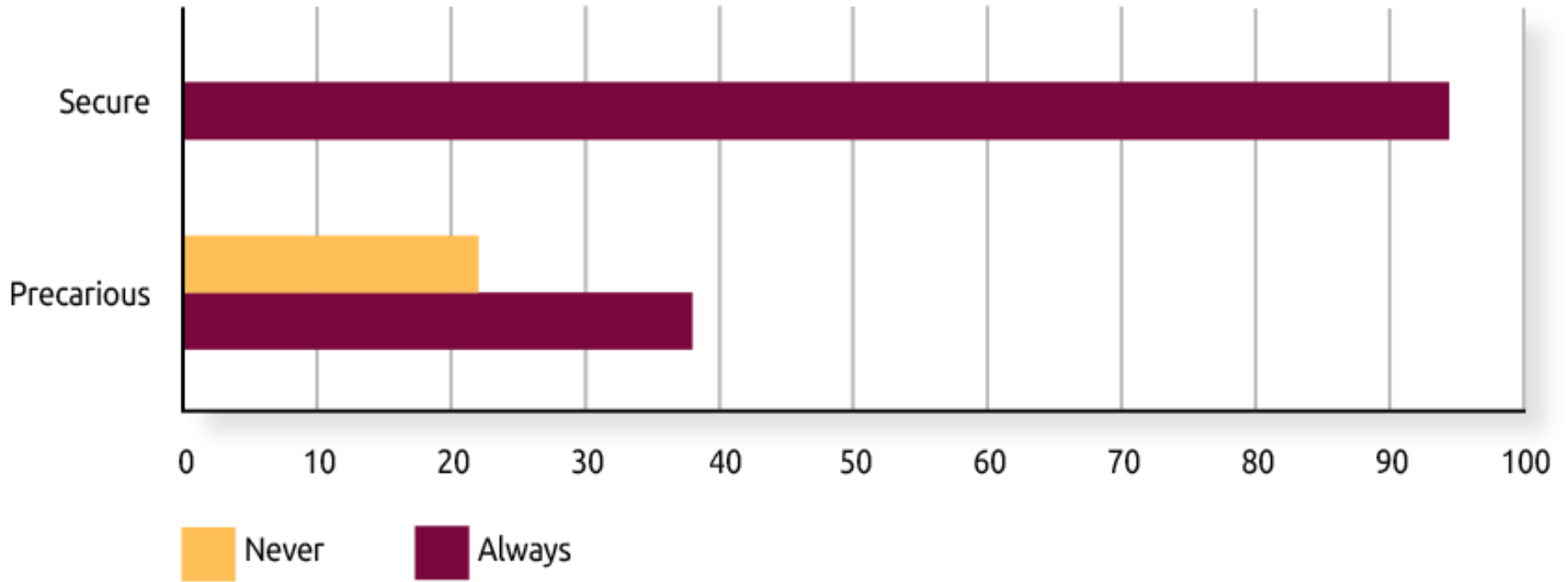
Figure 18: Degree of income variability from week to week in the last 12 months (% of each cluster)



Source: PEPSO Survey. $p < .001$

Note: Income variability is one component of the *Employment Precarity Index*.

Figure 22: Know schedule one week in advance (% of each cluster)



Source: PEPSO Survey. $p < .001$

Note: Knowing your work schedule is one component of the *Employment Precarity Index*.

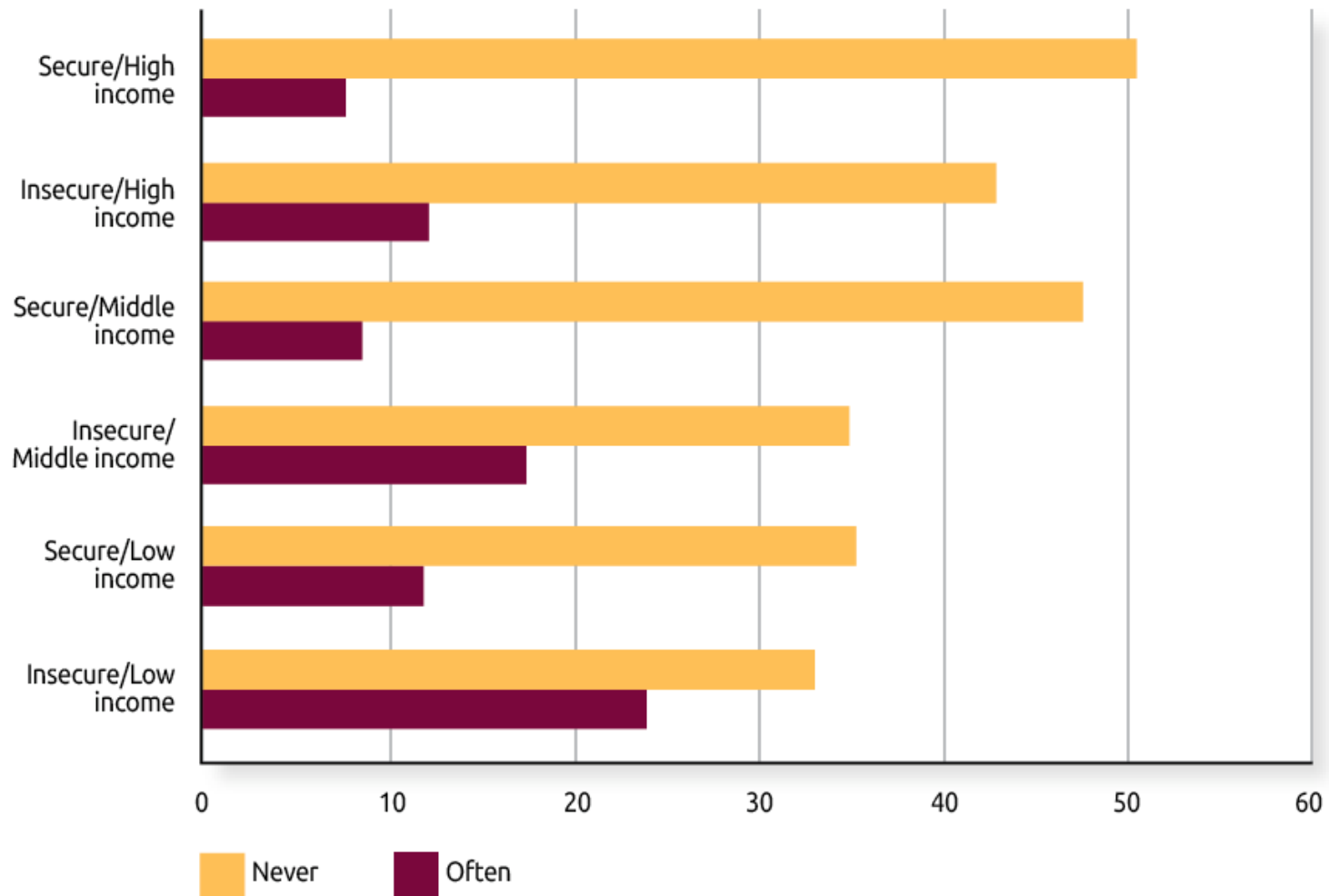
4. Precarious employment has harmful effects on individuals, families, and community life

“I want to work and have a good job and pay my debt and be a provider and be able to have children and provide for them. . . I wouldn’t even think of it [having children] right now. . .”



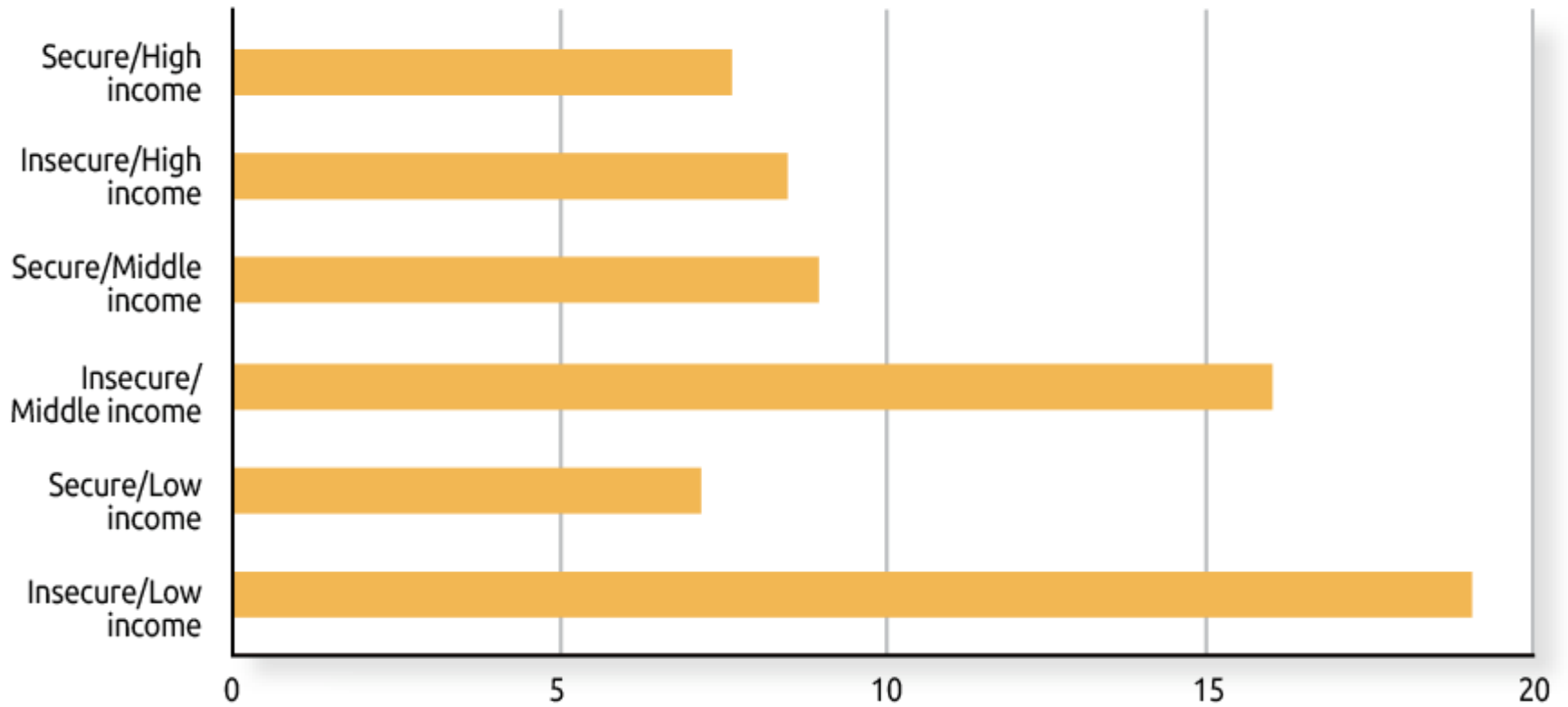
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Figure 41: Anxiety about employment situation interferes with personal and family life (% of each category)



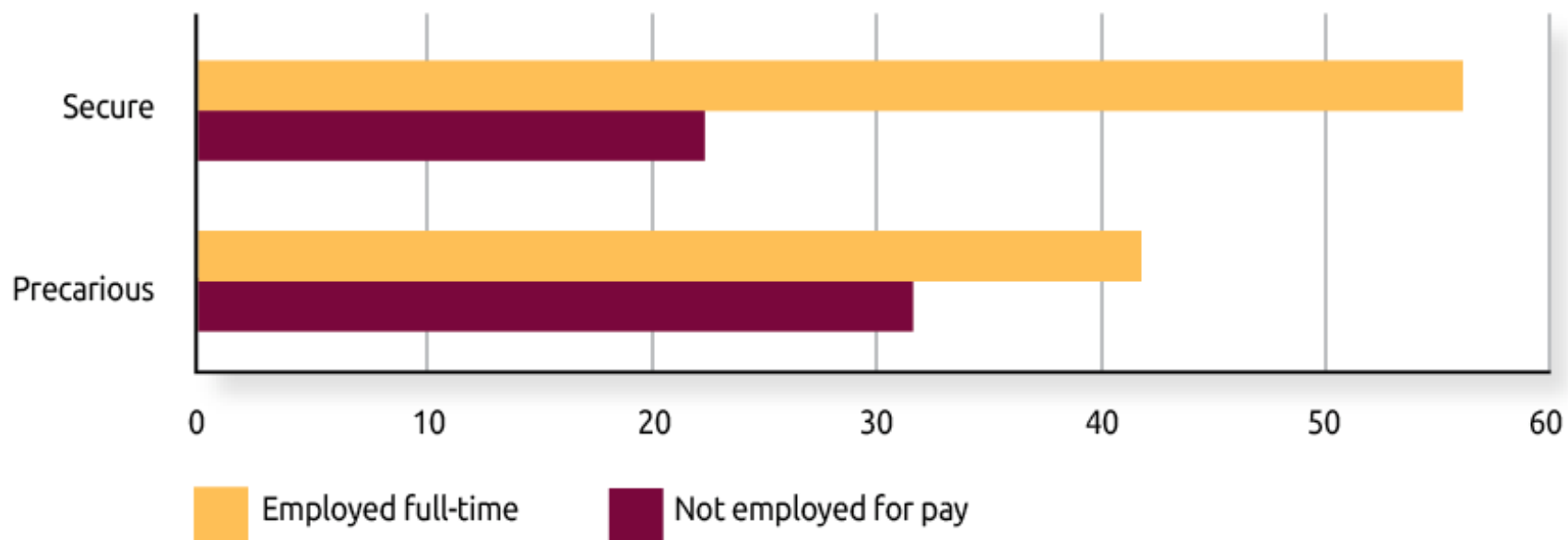
Source: PEPSO Survey. $p < .001$

Figure 52: Delayed having children as a result of employment uncertainty by income and precarity (% of each category)



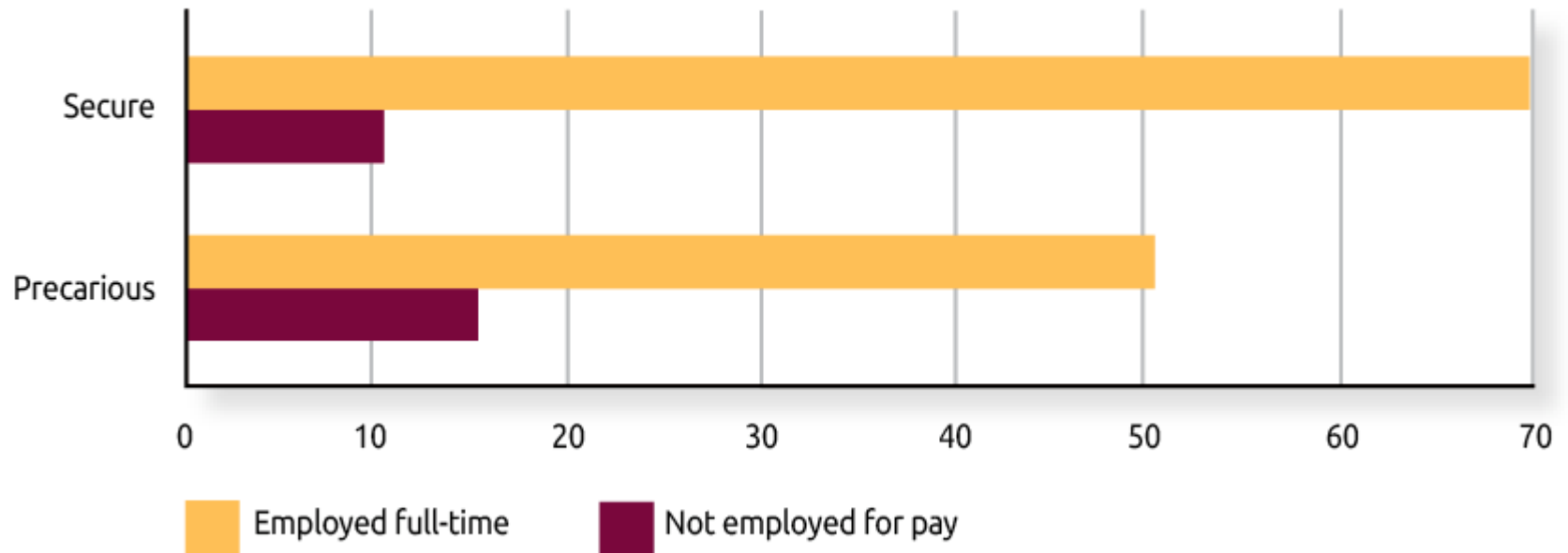
Source: PEPSO Survey. $p \leq .001$

Figure 39: Employment relationship of males' partners by precarity (% of each cluster)



Source: PEPSO Survey. $p \leq .05$

**Figure 40: Employment relationship of females' partners by precarity
(% of each cluster)**



Source: PEPSO Survey. $p < .001$

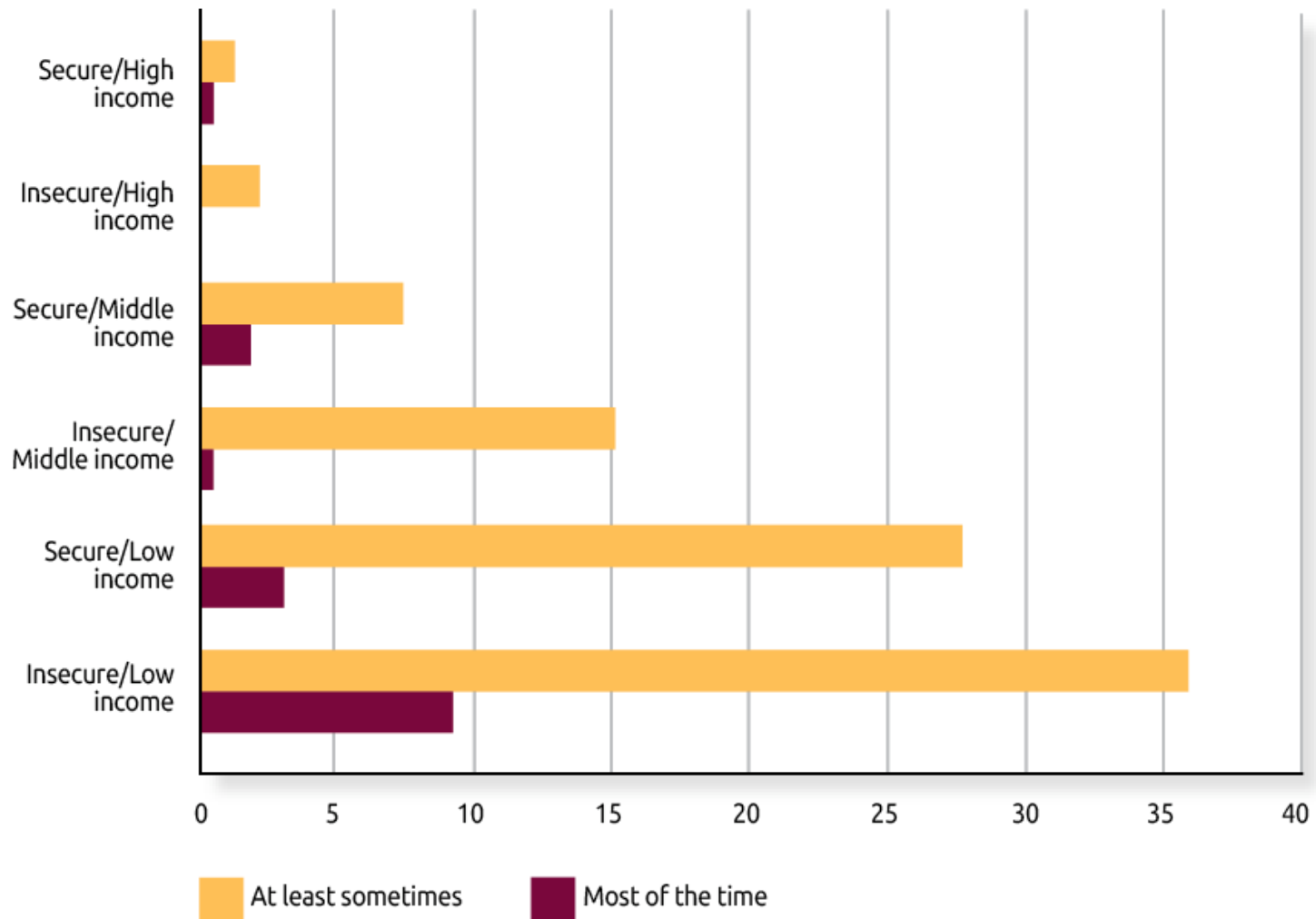
5. Precarious employment makes it more difficult to raise children

“This year our oldest son started to crumble under the pressure through last year in high school, so he's been in counseling for depression. Unfortunately, the kids went through the ringer when I look back on it. . . . It was bad at times.”



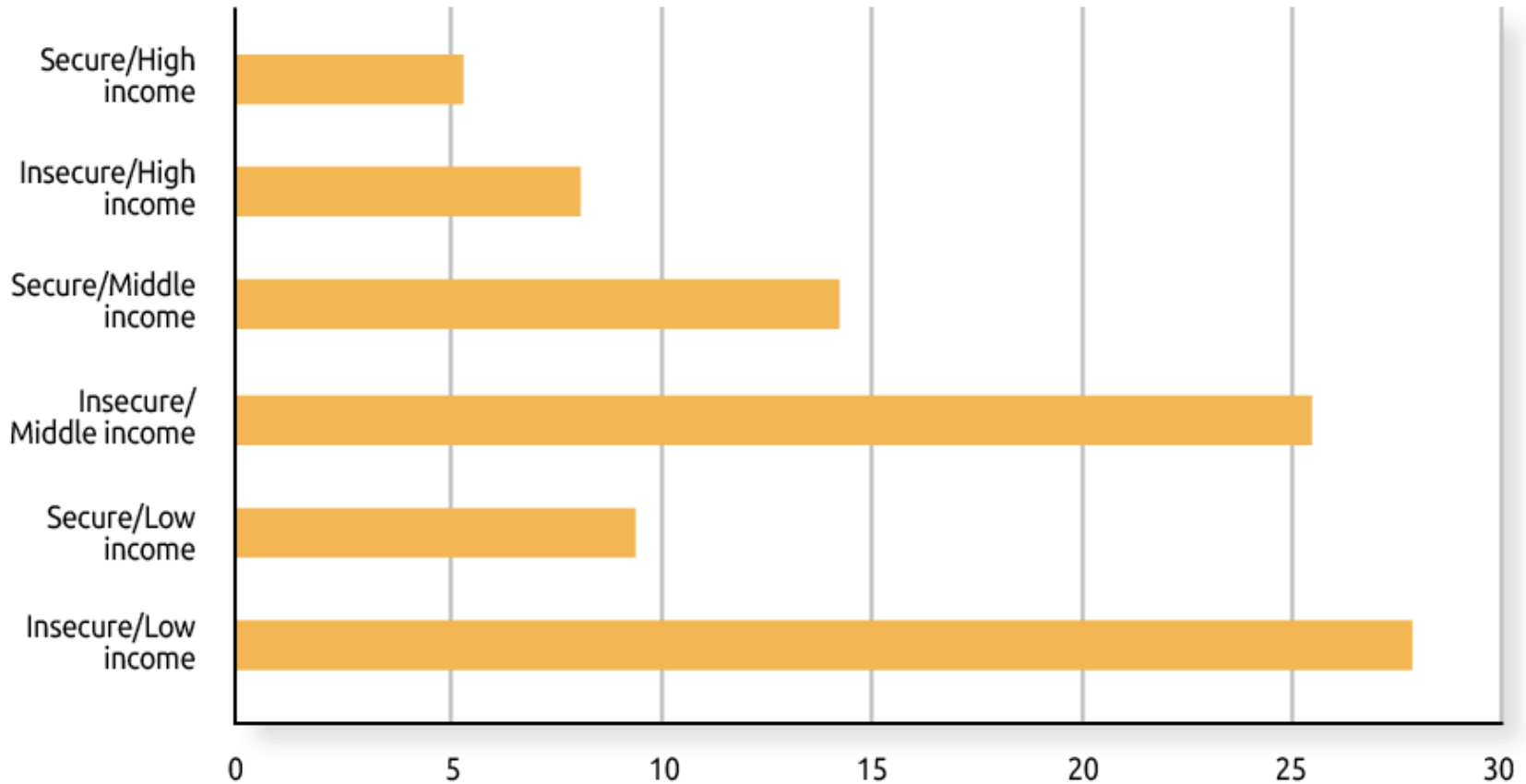
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**Figure 46: Unable to buy school supplies and clothing for children
(% of each category)**



Source: PEPSO Survey. $p \leq .001$

Figure 49: Employment situation makes it difficult to access appropriate child care (% of each category)



Source: PEPSO Survey. $p < .001$

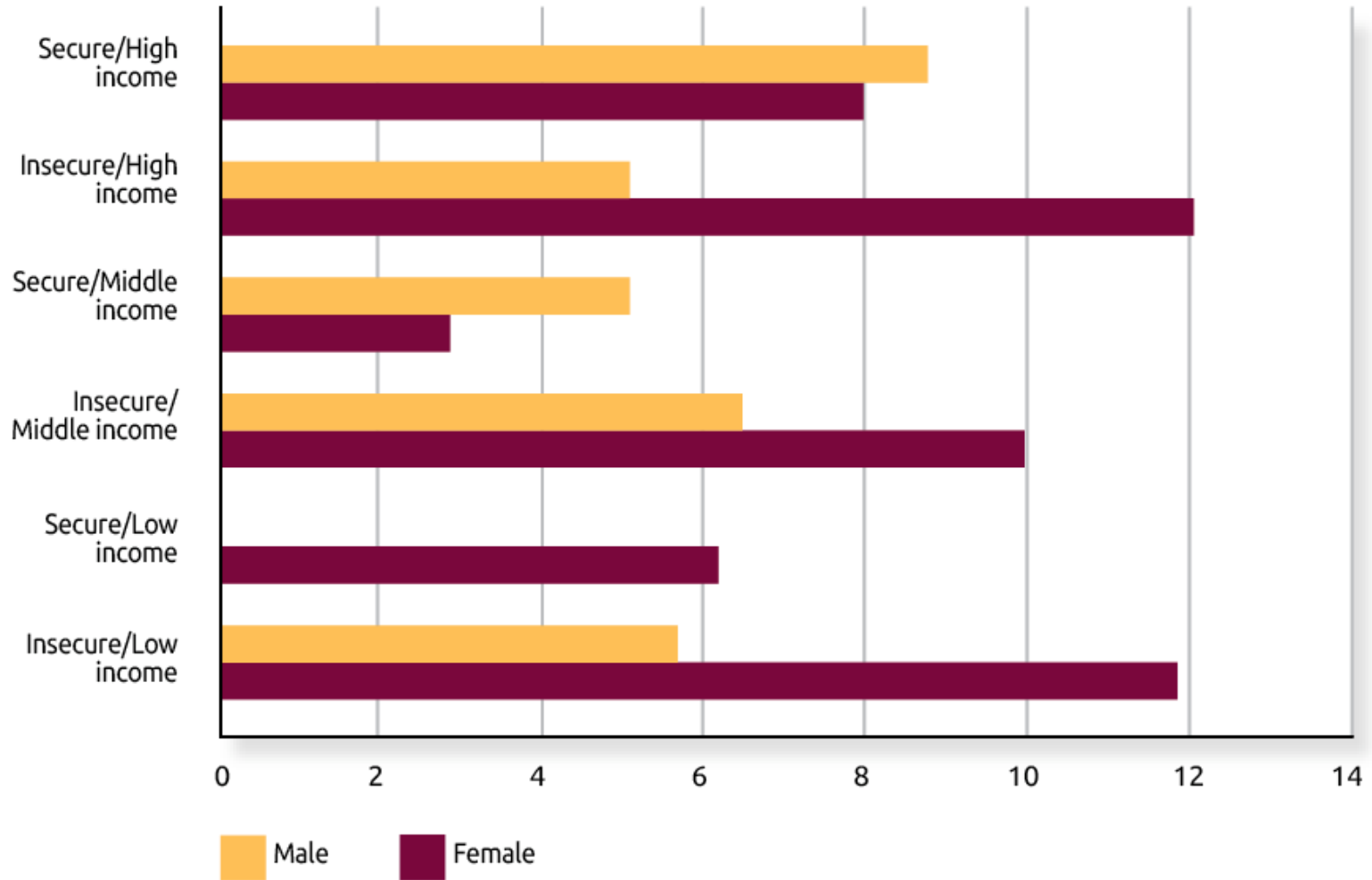
6. Precarious employment can both limit and enable community connections

“Yes I would like to be more involved with my community. . .but I can't afford to be giving away my time for free, or any more of my time.”



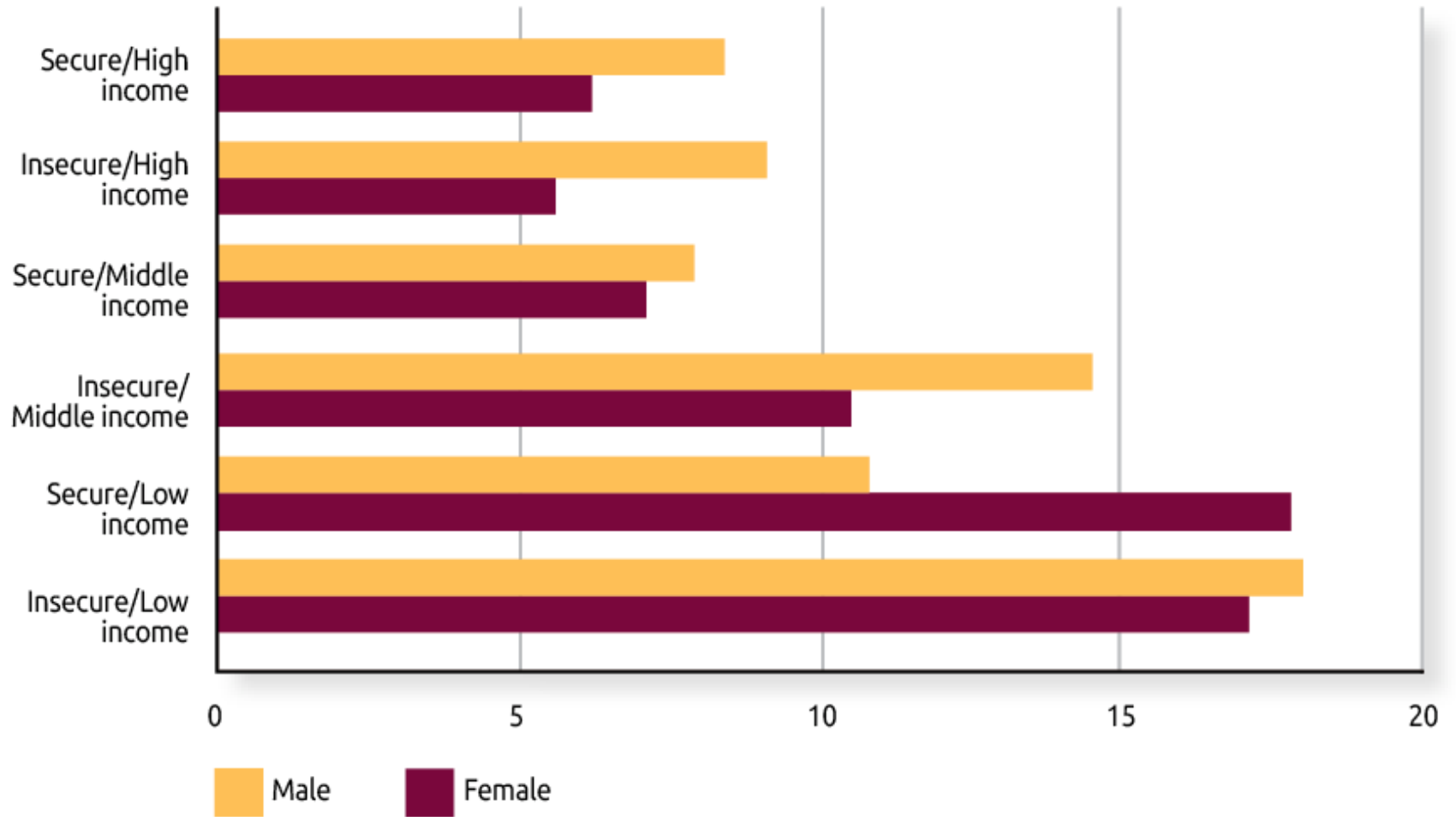
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Figure 54: Volunteer more than 20 hours a month (% of each category)



Source: PEPSO Survey. Male and female $p \leq .001$

Figure 61: No friend to do things together (% of each category)



Source: PEPSO Survey. Male $p \leq .001$; Female $p \leq .001$

An agenda for reform

How to minimize the prevalence of precarious employment?

How to mitigate its negative effects?



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An agenda for reform

- Ensuring jobs are a pathway to income and employment security
- Supporting human capital development
- Enhancing social and community supports for families and communities



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Keynote presentation

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Film screening

We all need decent work



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PEPSO CASE STUDIES

Employment precarity from different angles

Moderated by:

Sam Vrankulj, PEPSO Project Coordinator, McMaster University

Presenters:

Dr. Grace-Edward Galabuzi, Ryerson University

Megan Spasevski, Access Alliance

Dr. Don Wells, McMaster University

Andre Lyn, United Way Peel Region



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CASE STUDY

Impact of high levels of precarity on urban neighbourhood economics and particular populations

Dr. Grace-Edward Galabuzi

Associate Professor

Department of Politics and Public Administration

Ryerson University



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Photo-Voice



Photovoice asks to take photographs of things that are important to a community member - and to tell the story of why these things are important. It can be used to define problems to be studied and create solutions

Riverdale, Hamilton: Changing type of work and conditions

This lady works with many places (on call basis). She uses to appear as in the photo holding a lot of stuffs because she cannot afford having a car with all its expenses. If she has a permanent job she would have a car, so she would not have to hold a heavy luggage the whole day moving from one place to another working an hour here then another two hours there trying to work as much as it is available.

This photo should encourage everyone to work hard to improve their condition to enhance their community. By making it is easier to find a permanent descent job would help them fulfill their dreams in a better life.



Weston Mt. Dennis: Conditions of Despair

I chose a picture of the train tracks because it's representative of my employment and prospects. Like a long, desolate, lonely trek with no destination in sight~

Precarious employment has made surviving in this city extremely difficult for me. It's really difficult to find a job, any job, and those that I'm qualified for (and have had) are part-time, minimum wage, temporary jobs. These precarious jobs make budgeting next to impossible, especially because the hours are not guaranteed.

I was hired as a cashier with a well-known corporation and was let go after the 3 month probationary period without cause. I felt that I was not liked because I constantly had to ask for more shifts than I was scheduled for, as many times I would only be scheduled for 10.5 hours



Riverdale, Hamilton: Changing type of work and conditions

THE BAD: “DELIVERING HOPELESS?”

One of the effects of Precarious Employment is that sometimes you will take any job you can get to pay the bills, even if it means earning a few cents per flyer (14-18 cents) doing it. This takes a lot of time in exchange for not a lot of return for your efforts.

Spending a few hours putting the flyers together – turning your home into what looks like a paper processing plant, then lugging hundreds of flyers around, no matter what the weather. Why would someone risk slipping on ice, getting soaked in the rain, all to earn a few dollars to put towards the necessities of life? The time it takes to do this job, equals out to be LESS than minimum wage. Why do people do it? In order to deliver a bit of hope to a seemingly hopeless situation.

If we worked together to get rid of precarious employment, there would be more hope for those who are working jobs like these, to earn more of what their efforts are worth. Deliver hope when all seems hopeless.



Weston Mt. Dennis: Deindustrialization

As a result of precarious employment, I have noticed a lot of changes in the neighbourhood. Now I have noticed that there are a lot of buildings for sale and lease in the neighbourhood, such as the Canada Post that was on 2050 Weston Road.

I believe what's happening here is that a lot of jobs are being replaced by machines, so people are being needed less and less to do those jobs. This relates to my life because I see many buildings are empty that used to have people working in them, and I see many people in my neighbourhood who don't have a job anymore and who worry if they will find a job again that they can live on.



Cooksville, Mississauga: Neighbourhood decline

This is the balcony to the apartment I am subletting....Just the environment is a second torture for somebody who has acquired education to a high level but still the rents keep rising and rising.

This makes me come to the reasoning and to now see what pushes people to certain actions: drug trafficking and smoking, rubbery etc, just for a change and ameliorate on life's condition. I can't help but think that at some point in time one has to at least be able to lead a good life.



Riverdale, Hamilton: Community Safety

In the picture I see a wooden fence that is broken. I think a strong force hit the fence that might be why it's broken. This situation can be problematic in my neighbourhood because this fence is meant to keep people out of someone's home and if it is broken people can go in and steal anything or hurt anyone on the other side of the fence.

I have a wooden fence of my own and if something like this happens it can be a problem because people can trespass. This problem exists because there are a lot of gangs that vandalize items around there neighbourhood.

Many people have precarious jobs this means that their work schedule is very unpredictable so this type of program would be difficult to set up. If people do not have order in their own house, they will not be able to help re-establish order in their neighbourhood.



Cooksville, Mississauga: Community Safety

This picture shows a low rise residential building in Cooksville neighbourhood thickly populated by immigrants tells the tale of its residents. Due to precarious work, less hours of work or minimum paid jobs, people are forced to live in poor and dirty buildings risking their own lives and family health, hygiene and well being overall.

Even there has been several cases of theft reported in the buildings due to lack of security. Even though most of these families are highly educated but still find it difficult to find jobs even odd jobs due to lack of Canadian Experience.



Weston-Mt. Dennis: Dream Deferred

This is a middle class family selling contents of home. They have lived in Weston over 20 years. They were very angry, as when they were interviewed and no longer feel they are middle class. “What middle class?” the homeowner replied. In desperation, expensive items were sold for less. I took advantage of the goodies by buying bait spar for myself. Since the family has to downgrade their lifestyle, the bigger question is now, Where are they going to move to? They are considering out of town. Still unsure for now, but at the time of the interview, emotions were running high. I even offered to help with the crowd coming in. The deals for the items were amazing. The family was very discouraged – they just wanted to rid the house of everything.



Stoney Creek, Hamilton: Dream Deferred

In this picture we can see packed cartons and travelling bags. I am moving from Ontario to another Province, because of precarious work.

I have Social Service Worker Diploma and I think this is my strength and I am not giving up. I searched and found good opportunities in other province so I decided to move from here and I am hoping that I would be able to break this vicious circle of poverty after finding a full time job.





Springdale, Brampton: Middle Class dream deferred

I am forced to move from this area because I cannot afford to live here. I have no money for gas or to buy cars for my children to go to the GO station so they may take the Bus to the University. We cannot afford to send our children to school in an expensive city, like Toronto. With a temporary job, we do not have any holidays and we are reluctant to even ask fearing that our employer may fire us.

Cooksville, Mississauga: Gentrification

10 years ago, my rent for a 2 bedroom apartment was \$900. Now I am paying \$1300 for the same apartment. Rents have increased considerably. Since the selected area is considered as close to square one, the construction of the Absolute building complex has made things even worst for residents who are precariously employed in the neighbourhood because rents have gone up even more.

Most working class have no stable work. With income insecurity, they live paycheck to paycheck and not sure if they are going to have enough money for rents next month. Faced with this situation, it is becoming more and more difficult for people experiencing precarious employment to pay their rents and make ends me. The continuous increase in rents in the neighbourhood hurts low income earners.



Toronto Downtown East: Gentrification

.....To improve, the city must build more training centres for jobs where people live, not more drop-ins. The food bank has no food because people are dependent and don't have access to work or employment opportunities. Ontario is missing 120 workers in construction, yet there is no training for local people.

Right now, Regent Park is a working site. Everywhere, construction is going on, and in the day, no parking is available. Construction means skilled worker. To get the skills, it takes one to two years or special training for six months. The deal is that all contractors working in Regent Park are supposed to hire local workers, but the catch is that the union sends workers to the contractor. A contractor cannot hire a skilled worker without the union.



Toronto: Downtown East Gentrification

This is a picture of new condos being developed in Regent Park. The starting price is \$200,000 and up. This means that people on a fixed income or working poor can't afford to live in these new condos. This forces people who can't afford to live there out of the neighbourhood. It's very degrading for low income people to be forced out by money they will never have. This is very troubling for me to see people have to choose between food and rent and the basic needs of life.

I'm also seeing a lot of new condos mean more cars on the road and more traffic jams and pollution. Jarvis Street should be one-way north and Sherbourne should be only for four passengers or more going south. This would make the side streets safer. I also think there should be an express train to go downtown, so that there would be less traffic and chaos. Bay Street is an example of people being stuck in traffic.



Riverdale, Hamilton: Neighbourhood Change

This photo shows us a dining area close to the Riverdale community.

In addition to the senior people who use to be there all the time; you can find in this area a lot of people who are out of work killing their time with no use looking for a chance to meet some people who can lead them to better chances in finding a job.

If they would have a stable job they would not have time to sit there doing nothing.



Riverdale, Hamilton: Income insecurity

We see a weekly flyer. We usually go through the flyer to find out where the best prices are that week. It relates to my life as I am a senior and money is tight so I look for deals all the time. This problem exists because prices have gone up and continue to go up. Every store is in competition with one another and this effects employment.

Not only are the stores competing in terms of product pricing, they are also paying their employees less. This places them in a precarious situation and they have no choice but to shop around for cheaper food and other essentials that these flyers advertise. We have the ability to price match in some stores so we do not need to go somewhere else.

If individuals had full-time jobs they would not have to resort to these tactics, this situation of searching for better deals would become obsolete. At the moment we need to make sure we are getting the best deals so we can live within our budget, we have to make sure we are getting all the flyers weekly. This is one method to survive in our harsh economical environment.



Riverdale, Hamilton: Neighbourhood Change/Payday Lenders

Too many loans

This picture represents the negative change that I have seen in my neighbourhood. I have seen so many of these insta-loan, money transfer, and fast cash establishments that it is mind-boggling.

These places are able to take astronomical amounts of a persons pay in exchange for quick cash before he/she actually gets paid. I read on one of the many advertisements for it that you only have to pay \$20 for \$200 in advance- but don't be fooled, the small print said "first time exchange only". What is the second exchange going to cost?

This problem exists because people are unable to manage the money they receive on their pay. Everyone has been there, you have your money distributed into all the right areas and then your car breaks down or your child gets sick... then what? I think that this image can educate the community greatly because there are so many of these establishments around. It is obvious that many people are using it and becoming trapped into the cycle of going back (because they are getting a portion of their pay taken away again).



Cooksville, Mississauga: Neighbourhood Change/Payday Lenders

The changes that I have notices are lots of Payday Loans signs, employment agency, many adults are going back to school, lot of young people who had recently moved out from families are returning home because the high cost of rent and the low wages.

Also share accommodation has increase, people are frustrated, sad and looking hopeless.



Riverdale, Hamilton: neighbourhood Change

The closing of the Wal-Mart at Eastgate Square late last year left a large empty store. They moved because they required a larger and up to date facility. The large store will eventually be transformed into two new retail outlets Winners and Sport Check.

Now shopping takes a little longer because the new Wal-Mart is in a more remote area not in a mall like before and is a distance away. The jobs that were once here are now gone and unemployed people are waiting for these new stores to open to get a job.



Weston Mt. Dennis: Neighbourhood change - Urban Decay

I chose "Abandoned Beer Store" for this question.

As a result of precarious employment in my neighbourhood, the changes I have noticed in my neighbourhood are huge! There are vacant lots popping up all over the place. Business for rent or lease signs are everywhere and stores are going out of business. Which means less work, precarious or not. Houses are being abandoned. Squatters and/or homeless people are moving in. I have even seen people taking over abandoned vehicles in vacant parking lots. People are less friendly. There are more pan-handlers. There is a strong presence of drug use and criminal activity in the neighbourhood which I think is directly related to precarious employment.

The businesses that used to have full-time permanent employment are moving out or have already moved out of the neighbourhood. They are being replaced with lower end dollar stores and/or thrift second hand stores such as No Frills, Dollarama, and The Salvation Army Thrift Store.



Springdale, Brampton: Hidden Poverty

A picture of a beautiful house surrounded by dark background reflecting the insight story. A newly constructed neighbourhood, with beautiful houses from the view point of an outsider. Unable to see beyond the four walls of these houses, people live in darkness and the neighbourhood is still high rated as “RICH”.

The realities behind those doors are extreme poverty and hardship due to high levels of precarious employment. Residents struggle every month to pay their mortgages, home and car insurances, property tax and other bills. There is instability due to insecurity in income... We came to Canada with big dreams hoping for a better life.



Springdale, Brampton: Income/Food insecurity

In this picture we see the faces of people of all nations being affected by the economic downturn. Notice this food bank in Brampton tried to make the people feel better in using its services by relating to one another.... picture of simplicity.

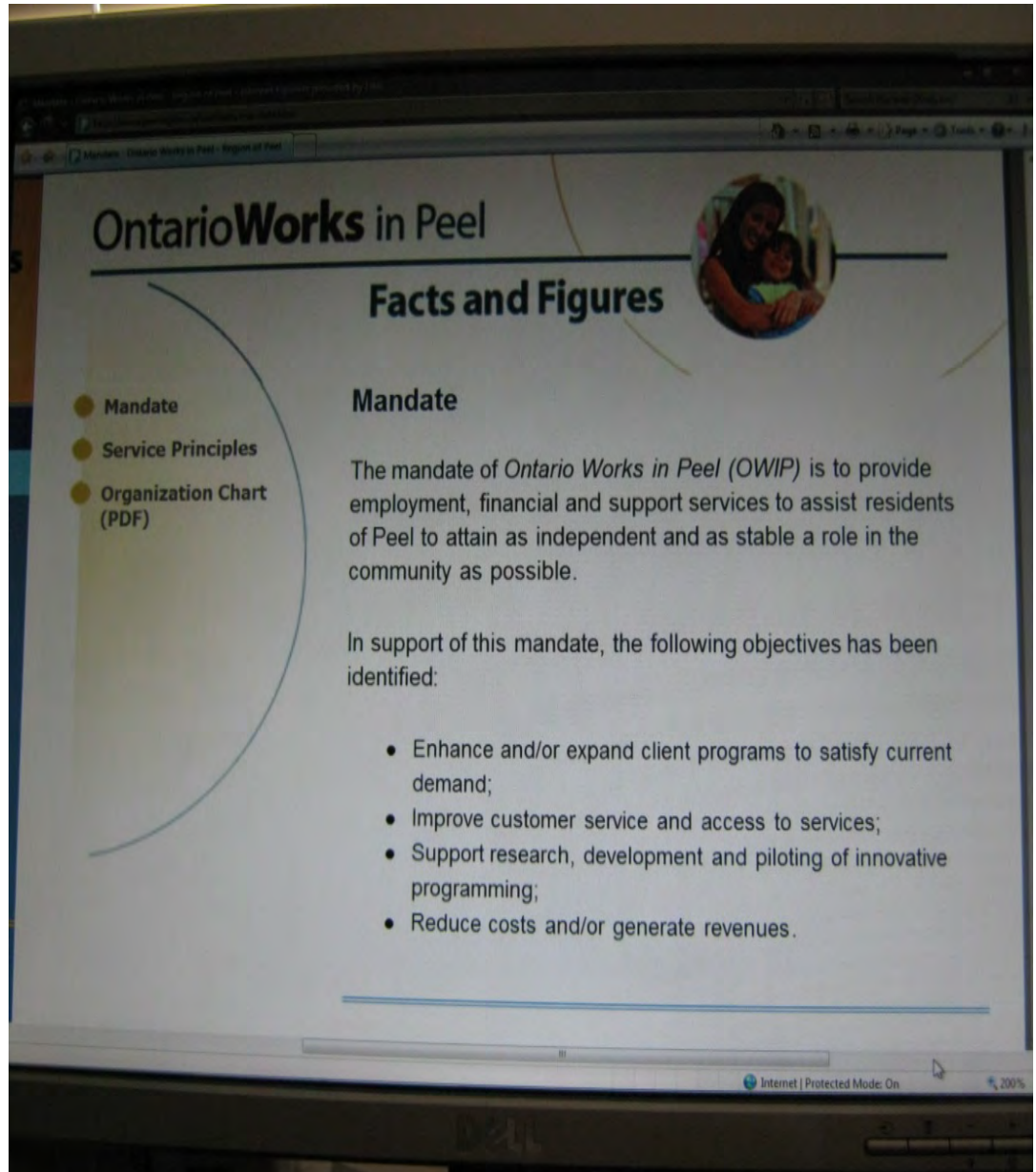
The artist used the same color (YELLOW) for all facesa clear indication that for them, it is not only particular races being affected but everyone. Residents from the neighbourhood irrespective of their races, cultural and religious backgrounds increasing have to access food banks these days to make ends meet.



Cooksville, Mississauga: Social services/Social Assistance

OW receivers are betrayed on a regular basis. They look like they are doing a good job but if you don't ask they won't tell you. They are not obligated to tell you because their goal is to save money for the government personnel.

If you ask for legal help you will get a person who works for the same organization. And story repeats, if you can't ask they can't answer. They follow mandate; Reduce costs and/or generate revenues! As a result of system ignorance people in the neighbourhood are increasingly coming to soup kitchen and asking for food and housing support.



The screenshot shows a web browser displaying the 'OntarioWorks in Peel' website. The page title is 'OntarioWorks in Peel' and the main heading is 'Facts and Figures'. A circular image of a woman and a child is visible in the top right corner. On the left side, there is a navigation menu with three items: 'Mandate', 'Service Principles', and 'Organization Chart (PDF)'. The main content area is titled 'Mandate' and contains the following text: 'The mandate of Ontario Works in Peel (OWIP) is to provide employment, financial and support services to assist residents of Peel to attain as independent and as stable a role in the community as possible.' Below this, it states 'In support of this mandate, the following objectives has been identified:' followed by a bulleted list of four objectives: 'Enhance and/or expand client programs to satisfy current demand;', 'Improve customer service and access to services;', 'Support research, development and piloting of innovative programming;', and 'Reduce costs and/or generate revenues.' The browser's status bar at the bottom indicates 'Internet | Protected Mode: On' and '200%' zoom.

OntarioWorks in Peel

Facts and Figures

- Mandate
- Service Principles
- Organization Chart (PDF)

Mandate

The mandate of *Ontario Works in Peel (OWIP)* is to provide employment, financial and support services to assist residents of Peel to attain as independent and as stable a role in the community as possible.

In support of this mandate, the following objectives has been identified:

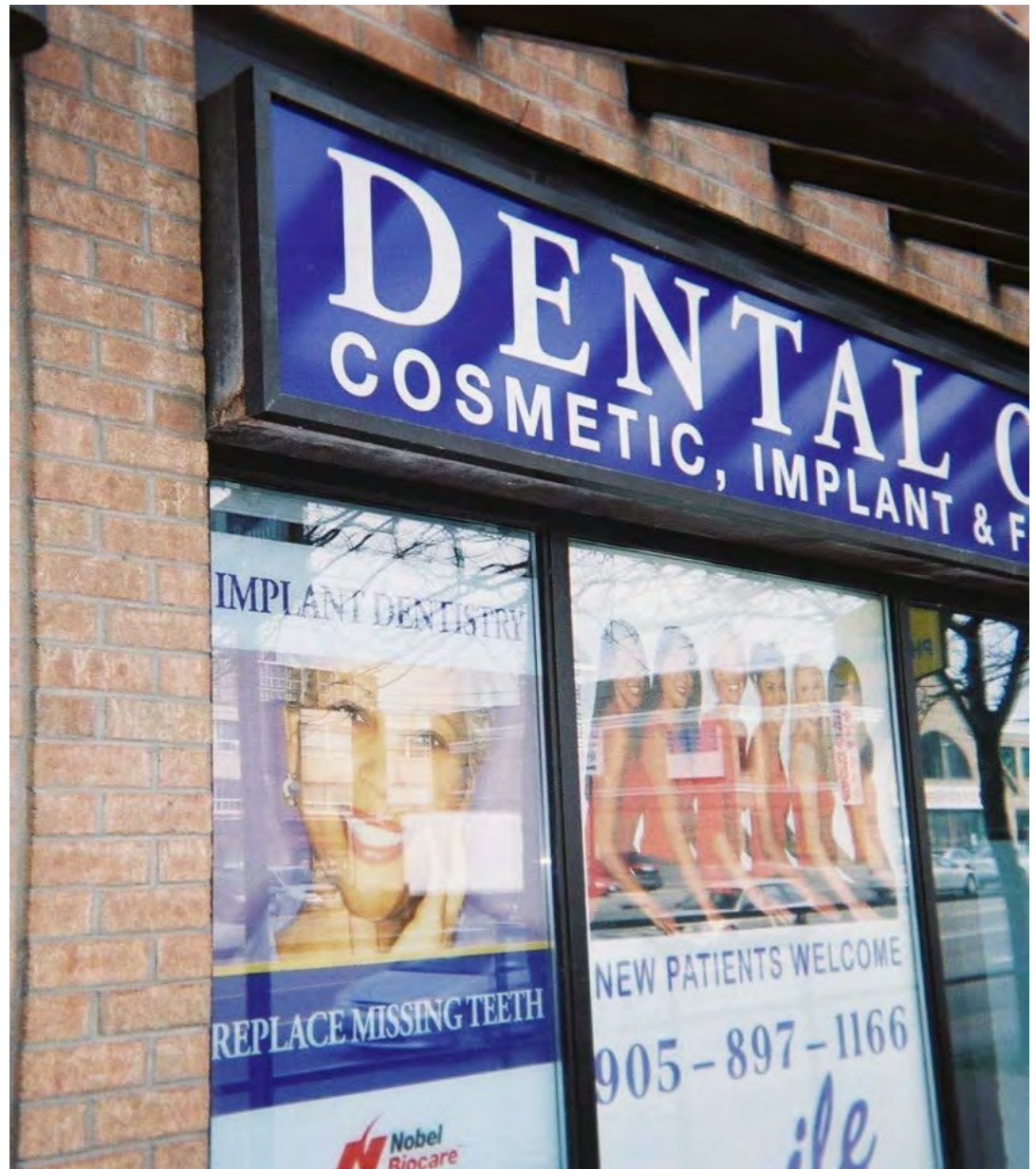
- Enhance and/or expand client programs to satisfy current demand;
- Improve customer service and access to services;
- Support research, development and piloting of innovative programming;
- Reduce costs and/or generate revenues.

Internet | Protected Mode: On 200%

Cooksville, Mississauga: Health Services

This picture shows a Dental office including a laughing face. But it is very hard for low income earners to afford dental care and pay for other medical bills. Without coverage and with insecure income, a healthy smile is a dream.

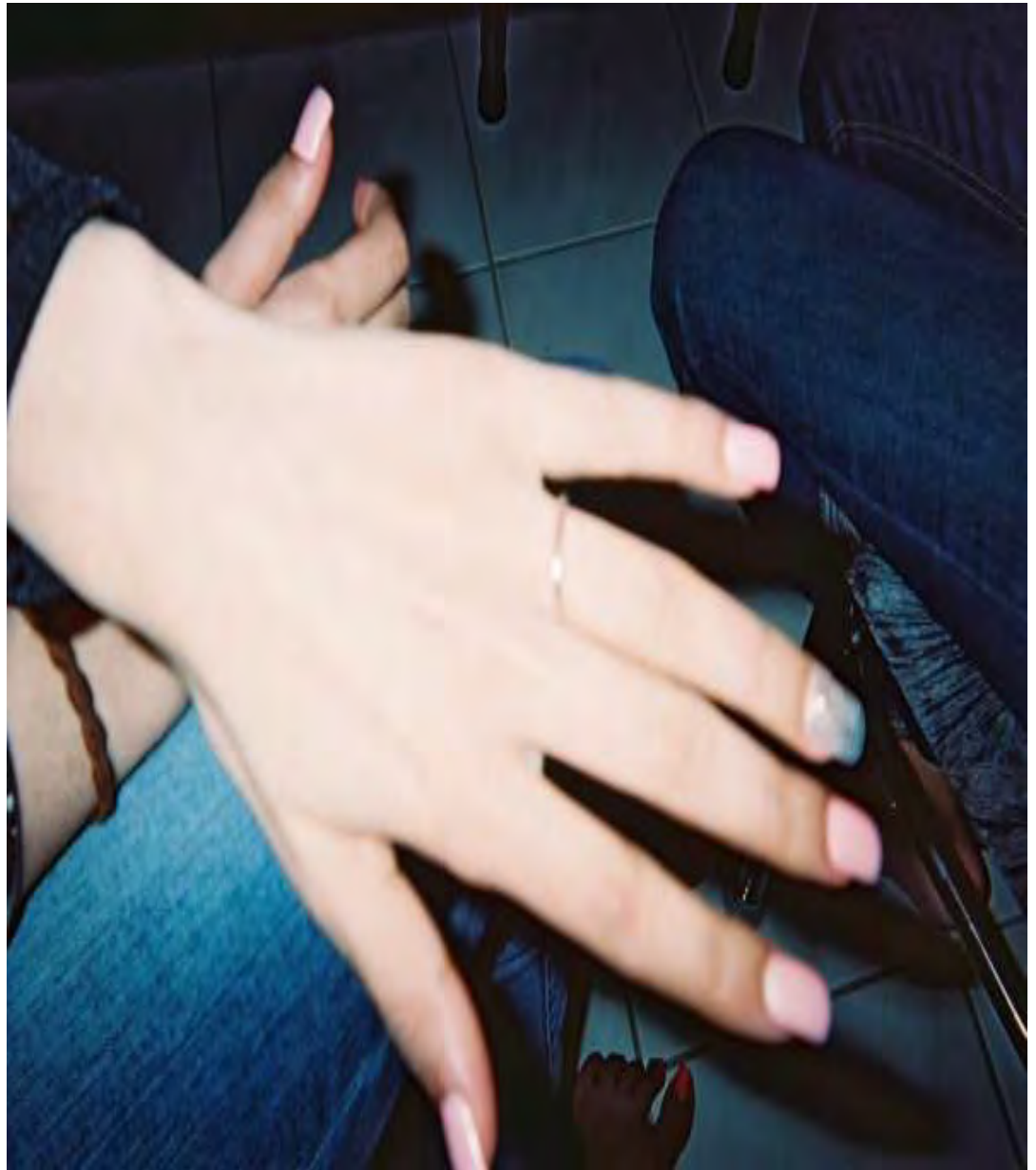
Getting a prescription from the doctor is one thing and paying for the medication is another. A trip to the nearest pharmacy for a low income earner can at times be difficult and painful. Employed but the wages are barely enough to pay for basic necessities such as food and rent. Prescriptions end up in kitchen drawers and or trash.



Springdale, Brampton: Stress on Family Life

Picture of a wedding ring - There are fights between couples. Most fights generate around income and money. Spouses are constantly carrying the mental stress of being unemployed around. Seeing their parents fight has a negative effect on children. The children in this neighbourhood look at others and all their luxuries.

We cannot afford to provide our children with all the latest devices and toys. Children find other methods of making money. Instead of participating in sports, they hang out on the street looking for new ways to make money.



Toronto Downtown East: Addiction

This is my ODSP income statement. I am currently in the At Home Study. It's a research project through St. Michael's Hospital for people with an addiction problem and suffering from mental illness. The study started in June of 2012 and will end in 2013.

The study is about what would happen if you took these people off the streets or from the shelter, housed them in market rent apartments and set them up with a worker to monitor their progress. They provide \$600 for rent and ODSP pays up to \$470. We chose our own apartment, and they paid for our furniture and rental insurance.

The downside is that in March 2013, the study will end and, as of now, we don't know what's going to happen. Without work, the apartments will be unaffordable and our options aren't good.



Toronto Downtown East: Addiction

Precarious work in the form of prostitution has been a big part of my life for about six years. I've had my share of heartache and black eyes, especially working on a female stroll. But my motto always was 'don't ask, don't tell'.

I think the girls as well as myself work there because it is convenient to get our drugs. It's not always sunny on "this" pathway. I wish I could get out of it but addiction is addiction, and I am just as addicted to the money as I am to the drugs. No matter how much I make, at the end of the day I will still always be broke.



Weston Mt. Dennis: Mixed Blessing

Precarious work has affected my livelihood and my neighbourhood both positively and negatively. Because of my limited part-time employment situation (2 part-time jobs with a total of 9.5 hours every two weeks) I am allowed to spend more time at home which has had positive effects on my family life.

Precarious work also allows more time for personal use, such as making doctors' appointments and taking better care of my health. Negatively speaking, precarious work has led me to believe that there's not much out there job wise, which has had me in the dumps wondering how I am going to support my family and put food on the table, a roof over our heads, and clothing on our bodies.



Riverdale, Hamilton: Mixed Blessing

THE GOOD: “Having a Ball with my son”

Every cloud has a silver lining. Precarious Employment has affected my family, good and bad. The silver lining in this lingering cloud above my head each day is that when I am done one contract, looking for the next, I have more time to spend with my son.

While this hasn't afforded us the most posh house or the fanciest neighbourhood to live in, it has given me something that money can't buy. More time with my son.

The irony of it all is that we have more time together, but less money to do much in the way of extracurricular activities. By sourcing out subsidized programs in the community, I am able to stay involved in supporting his dream to go pro in basketball. By volunteering at his school with his team, I get to see his games and support other children in the community doing what they love.



Weston Mt. Dennis: Community Services Hub

The Jane Street Hub is closest to my home and it houses more than one resource. The Jane Street Hub is home to:

Unison Health and Community Service, which provides health care, preventative health services, counselling, seniors' case management and newcomer support; **COSTI**, which provides an Employment Resource Centre, a variety of employment services and counselling, settlement and post settlement services for newcomers, students, youth and people with disabilities; **Macaulay Child Development Centre**, which runs an Early Years Centre to provide children 0-6 and their parents (or caregivers) with parent-child and parent education programs; **Midaynta Community Services**, which provides settlement services and family support for newcomers, especially for the Somali community; **North York Community House (NYCH)**, which provides a range of women's programming with child-minding in several languages; **Yorktown Child and Family Centre**, which offers counselling, youth programs and parenting programs.



Riverdale, Hamilton: Community Services Hub

In this picture I see hope for many people in the community. I see resources being put together to better assist individuals. I have personally entered this building one time and unfortunately left because the line was too big. I think that this problem exists because there is such a need in this community.

I think that we can enhance the strength here by having more of these resource centers available (or more staff on site). I think that these staff members are paid well and mostly have secure job positions. Therefore, it would create shorter wait times and increase the number of non-precarious jobs in the area.

I think that this image can educate the community by showing them that there are resources out there to help them. When I was trying to find pictures for this section of the project I struggled. I found it very difficult to find resources close to my home. Even this resource is not within walking distance and would require a bus ride or drive.



Springdale, Brampton: Community Services Hub

Brampton is home to over 25 community centres, offering facilities for a variety of sports, events, recreational activities and programs for all ages. This neighbourhood is home to one of them.

These centres are provided by residents Tax paying dollars, yet they have to budget their funds in order to take advantage of all the centres have to offer. For example, the current price for a 1 hour aqua fit class is \$8.90. What is the \$8.90 paying for? The maintenance of the pool?



Stoney Creek, Hamilton: Community Health Services

The walk-in clinics are a very good thing for the community because most people are having a difficult time finding family doctors and these are ways to get necessary medical attention when needed.

We can only hope that perhaps that soon older adults will be acknowledging for their strengths not their supposed weaknesses such as age.

In the future it would be nice to have a place for older unemployed people to come to and find suitable jobs which will help everyone in the community. Maybe local politicians can help with this enigma in the community.



Toronto Downtown East: Community health Services

There are so many resources in my neighbourhood for people experiencing precarious employment conditions or needing other services.

There is the Health Bus that used to give out vitamins, but now they don't. They still give out socks and toiletries etc. You can find this bus at free meals or in front of health clinics or places with free meals at various dates and times.



Toronto Downtown East: Social Housing

This picture shows changes that are good for people who are on geared income. I mean, if you are on Welfare or ODSP, with the money they give you, it is hard to pay market rent. If you are only getting \$800 a month and your rent is \$600, it's rough. It's also tough for people who have mental disabilities and need support 24 hours a day.

I also live in Ontario Housing with what I get on ODSP and my two part-time jobs. I could never afford market rent. I've noticed that affordable housing has been added to the neighbourhood over the years. It is important for people who don't work, work part-time, or have insecure jobs.





Cooksville, Mississauga: Employment Services

In addition to the clinics, pharmacies, hospital, library in the area, there are many job agencies in the neighbourhood. Because of the high level of unemployment, the numbers of jobs available at these agencies are far below the demand for jobs. People get hired today and laid off the next day by agencies and are expected to show up for work at very short notices. This is very difficult for those who have children and have to rely on others for help.

Toronto, Downtown East: Government Services: Training

A few years ago my company was sold and the new company transferred the work to its' Head Office in another province. Suddenly I found myself unemployed but I remained optimistic that I would find a job within a month. After sending several resume I started to lose hope that replies and interviews were illusive. I realized that many of my colleagues were experiencing the same problems that I was having. What I learnt that the new resume had changed so differently from when I started my job...

I visited the Centre for Education and Training and got help from the experts in preparing my resume. To achieve this, I worked closely with a Career Specialist in how to identify my career goals. I learned how to use relevant key words, to use business language with maximum impact to direct the reader to my accomplishments and experiences.



Riverdale, Hamilton: Community Centre Services

I am grateful that I have many resources to utilize for both myself and my daughter as a low income family.

Dominic Agostino Riverdale Community Centre is a place where I feel I can take my daughter and allow her to develop both mentally and physically. I truly believe this positive resource outlet will assist my daughter into becoming a success in her future and not allow living in poverty to be an excuse for her.

My daughter has gained amazing confidence, skills and friends while participating at this recreation center. I refuse to have her sit at home being bored and giving her opportunities to be destructive! Again, I have instilled the skills so that we have control to make positive changes in our lives!



Springdale, Brampton: City Planning/Community services

There is a library, recreational centre and clinics in the area. No food bank in the area to assist those experiencing precarious employment. So many families with children from the neighbourhood visit food banks all of which are located outside the area. With more and more people out of work in the area, there is so much shortage of food and so many cannot afford to donate either. My neighbours feel the same way that there should be more food banks in the area to help those in need.



Toronto Downtown East: Community Garden

This is the community garden. An apartment block (one yet to be torn down) on Parliament has decided to take things into their own hands. There's an unused piece of yard and dirt (soil).

They decided to plant some seeds and grow their own fruits and vegetables. Obviously, money is tight and seeds are cheap, and the outcome is great. It also gets neighbours out working and socializing together, which is a good thing, but the fact that neighbourhoods feel they need to do this is a sign of the lack of money to buy these items.



Toronto, Downtown East: Community Services: Music

This is the Dixon Hall Music School for kids who cannot afford the cost of private piano lessons. The children have to fill out an application and waiting times are 2-3 years. When it's time to call for availability, the cost of the lesson for low income families is as low as \$5 per lesson. When it's private school, it's 8 or 10 times more.

Because these places don't have enough funding, my work is precarious. I work on and off throughout the year. During Christmas time, I have to go on unemployment because there is no work. I am always worrying about work. Sometimes I don't know if I will have enough work. It becomes very complicated when you have to go on and off unemployment.



Toronto, Downtown East: Food Bank

I took pictures of the food bank door. This food bank is provided by “Our Lady of Lourdes” Church for people living in St. James Town.

We also have a library and the “Wellesley Community Centre” where we can have access to a free gymnasium and a weight/fitness studio if we are not able to afford for a gym and we want to exercise.



Stoney Creek, Hamilton: Food Bank

This photo is for the Lightway church food bank. It is located on 800 Queenston Road. It opens every day to help the people who are in need of food. People who are suffering of precarious work affects might need to give this place a visit.

Even it is so embarrassing going to a food bank, but it is for a short time until those people can work enough so they won't be in need to it. So it is all about finding a **PERMANENT STABLE JOB.**



Cooksville, Mississauga: Immigrant/Settlement Services

In the photo, it shows a place for services for new immigrants. We can consider this as a resource for new immigrants who come to Canada hoping for a better living. The picture also shows the India rainbow community services for new immigrants.

They basically help new people to get adapted to the society by upgrading their English proficiency, mentoring their mindset, preparing them for interviews, preparation of resumes in the Canadian format and most importantly building networks. With such services, new immigrants get groomed and become merged into the society. With these community services around, the employment scarcity or insecure jobs can be overcome.



Weston Mt. Dennis: Immigrant/Settlement Services

Ontario's large immigrant population continues to grow (23% increase from the last census report). Does it make sense that funding cuts are happening now? Walking the neighbourhood, I have observed several settlement agencies closed, few foreign banks open, and lack of staff. Elderly people are overwhelmed with families coming for good! And support?

I was really encouraged despite the vast need for so much, as I visited an organization that believes in collective work and responsibility - Ujima. It is filling a niche for fathers to step up and support their families. Many of the fathers who visited Ujima were young men in their late teens and twenties. The environment was very solid and positive, with role modelling, teaching, cooking, and reading.



Riverdale, Hamilton: Housing/Immigrant/Settle ment Services

I picked two pictures for the resources available in my community. We have City Housing Hamilton office which provides Gear to income housing facility. It matches perfectly to those families who are surviving in precarious work.

This community has the high volume of immigrants and St. Joseph Women Immigrant Center provides Settlement services to newcomers.

We also have Service Canada and Ontario Works offices in our community. These offices provide free access to internet for job search, and connect clients to the community resources to meet their unique needs.

Ontario Works provides the temporary financial assistance to people who have Low income because of precarious work.



Toronto, Downtown East: LGBT Community Services

This shows a house which was originally called the Shopping Bag Lady. It is only for women and trans-women. What I would like you to see is that this is an important part of my life because the women who work there are not judgmental and are considerate, and I feel very accepted there.

This place gives women a safe place to go to. It also has lunch, showers, and a food bank. These kinds of services are very important to me and my community. They need more resources to survive. Without these services in the community, I would not have enough food and sometimes shelter.



Stoney Creek, Hamilton: Public Transit

This is a GO transit sign, with many cars parked around it. Many people park their cars here as a way to save money and stress when travelling far distancing to their job. Many people cannot find work in the city that they reside in so they are forced to travel to different cities to earn a living.

Taking public transit allows people to save money for essentials such as food and bills. This condition exists because things have become too expensive. The positive part of this is that they can relax for that time when travelling to work. This educates the community by letting them know that there are other methods of transportation.

However, if there was an adequate amount of jobs in Hamilton people would not have to spend their early mornings travelling to a job outside their city. Despite this condition, we at least have public transit to get us to these jobs.



CASE STUDY

Impact of high levels of precarity on urban neighbourhood economics and particular populations

Dr. Grace-Edward Galabuzi

Associate Professor

Department of Politics and Public Administration

Ryerson University



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

CASE STUDY

Job-skills mismatch and precarious employment faced by racialized refugee and immigrant women in Toronto

Megan Spasevski

Research Coordinator

Access Alliance Multicultural Health and Community Services



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

Labour Market Barriers and Job-Skills Mismatch facing Racialized Immigrant Women in Toronto

PEPSO case study 6

February 25th, 2013

Megan Spasevski, Research Coordinator/Researcher



Access Alliance
Multicultural Health and Community Services

Background

Strong national level evidence in Canada shows that racialized immigrant women fare among the worst labour market and economic outcomes

- 49% of recent female immigrants had a bachelor's degree or higher (2006 Census)
- Median income levels are 46% of Canadian-born non-racialized men (\$32,165 vs. \$70,962)

Precarious employment pathways result in negative, far-reaching and costly health consequences



Our study

- Examines the “job-skills mismatch” racialized immigrant women face in the labour market in Toronto and the resulting negative health impacts
- The findings generate evidence about the racialized and gendered dimensions of the barriers to the labour market



Our team

- Multi-disciplinary research team included 7 peer outreach workers- co-interviewers and interpreters for non-English interviews
- 30 in-depth interviews with racialized immigrant women
- 1/2 were conducted in English, 1/2 in other language (Arabic, Dari, Nepali, Sgaw-Karen, Somali)



Key findings



1. Disadvantage starts early beginning with migration decision-making and the immigration application process itself



2. Women migrate for more than economic reasons

Personal and political security/stability was most cited as the main motivator for migration



3. Racialized immigrant women face structural and social barriers to accessing jobs

Experience and outcome vary based on the following factors:

- Occupational fields
- Age
- Family structure
- Social support at home



4. Racialized immigrant women face barriers to re-entry after periods away from work



Messages

Immigration needs to be re-framed as a tool for nation-building, not just a means to meet short-term labour market needs

Structural barriers to secure jobs faced by racialized immigrant women need to be addressed through more responsive and reflective policies and programs

A holistic model of care that considers employment outcomes, social integration, lifestyle, mental/emotional and physical health concurrently is needed to best meet the needs of newcomer women



Research team:

Hamida Zia, Parveen Shojai, Mira Shrestha, Hareda Mohamud, Moo Lay Naw, Khin Myo Lwin, Wisal Abugala, Thuy Tran, Lindsay Angelow, Sonam Dolma, Jessica Merolli, Megan Spasevski

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Access Alliance
Multicultural Health and Community Services

CASE STUDY

Migrant labour-undocumented labour

Dr. Don Wells

Professor in the School of Labour Studies (Director) &
Department of Political Science, McMaster University

Andre Lyn

Manager of Community Investment, United Way Peel Region



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

Impacts of Canada's seasonal agricultural worker program on the family cohesion of migrant agricultural workers from Mexico and Jamaica

Don Wells, McMaster University

André Lyn, United Way of Peel Region

Janet McLaughlin, Laurier University

Stan Raper, United Food and Commercial Workers Union

Josephine Eric, Migrant Worker Family Centre

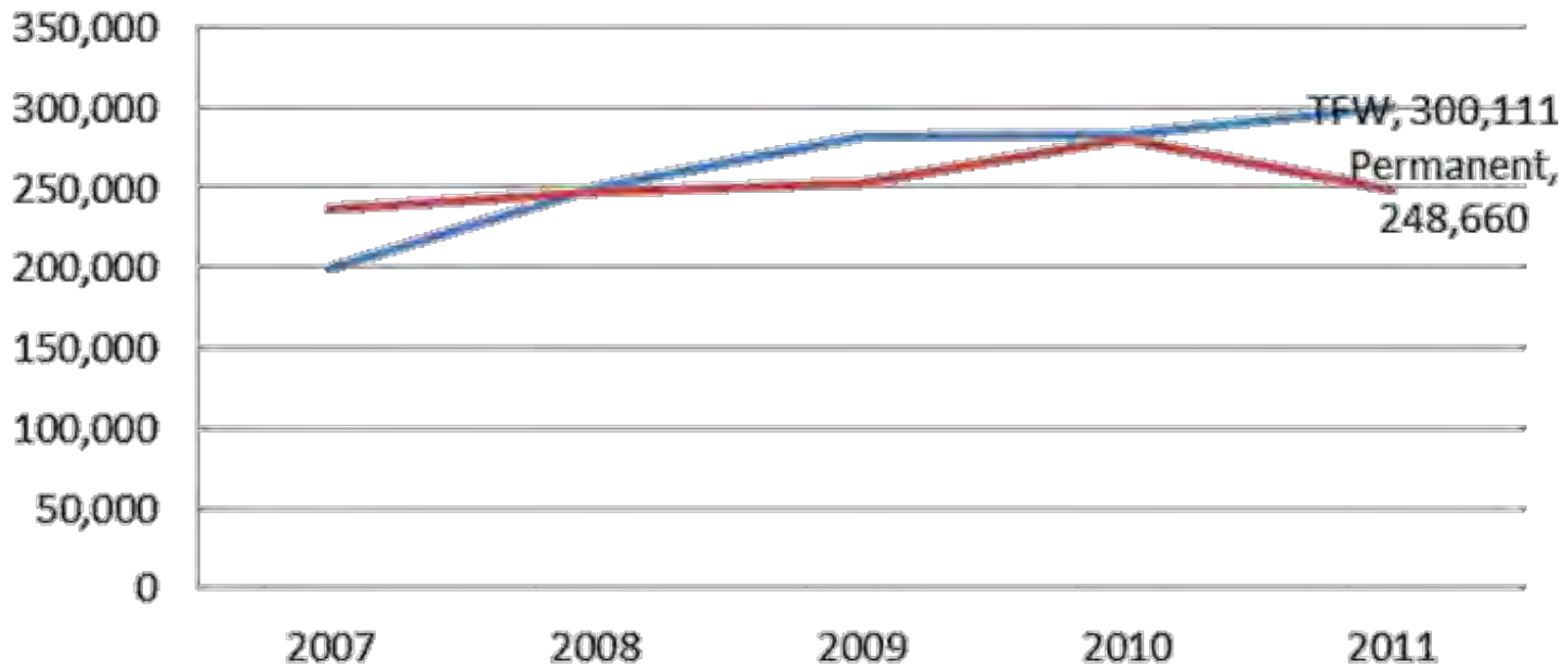
Luin Goldring, York University



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

Status of temporary foreign workers in Canada

Temporary foreign workers exceed permanent immigrants



The Seasonal Agricultural Workers Program (SAWP)

- In existence for almost 50 years
- A bilateral agreement between Canada and sending countries
- 25,000 migrant farmworkers worked in Canada in 2012
- Farmworkers spend up to 8 months per year in Canada



Sacrifices for the family = Sacrifices by the family

- Migrant farmworkers do this work for the sake of their children
- Children grow-up without their migrant parent
- Migrant fathers become strangers to their children
- Wives of migrant workers feel abandoned



The precarity of the SAWP

- Employer led and paternalistic
- Migrant farmworkers not free to change employers
- No seniority
- No guarantee that they will work for the full duration of their contract
- Migrant farmworkers can be fired and repatriated at the discretion of their employers with no right to appeal
- No pathway to landed immigrant status



Lack of rights

- Migrant farmworkers' precarity and flexibility reinforced by lack of rights, including:
 - No collective bargaining rights in Ontario
 - Pay into EI, but not eligible for any benefits under that program
 - Exclusion from certain provisions under the Employment Standards Act



Weakening Mexican families

Spouse: *“Happiness is not money. You’d prefer to have him here when you’re about to deliver your baby.”*

Worker: *“How is it possible that I have my kids and I haven’t seen them grow up?”*

Daughter (about her father): *“How can I love a stranger?”*

Spouse: *“My first miscarriage was when my husband went to Canada. I miscarried because I was lifting buckets and suddenly I was in pain, pain, pain. My husband said ‘why did you carry the buckets? You had to be careful.’ If I didn’t do it, who would?”*



Family communication

Spouse: *“[the farm] is far from town (..) he has to go [to a telephone] by bike and it takes an hour (..) He calls, and we’re not here. He says ‘I spend one hour to get to town on a bicycle and you’re not home?’ That’s the reason for our arguments.”*



Broadening labour rights for transnational families

- New rights at the intersection of migrant work & transnational family relations
 1. worker-family communication rights
 2. worker-family visiting rights
 3. reinstatement of EI parental benefits

Migrant worker: *“All of us are still paying into Canada’s EI system but we are not allowed to collect any benefit (...) Canadian workers can access [Parental Benefits] and spend time with their children, but how about our children back home?”*



Improving working conditions

- Mandatory, ongoing occupational health & safety training in workers' languages
- Health buses & services with interpreters
- Unannounced worksite inspections; increased employer penalties & incentives
- Right to appeal firing to independent tribunal
- Contract renewals based on seniority
- Right to unionize & bargain collectively



PEPSO CASE STUDIES

Employment precarity from different angles

Moderated by:

Sam Vrankulj, PEPSO Project Coordinator, McMaster University

Presenters:

Dr. Grace-Edward Galabuzi, Ryerson University

Megan Spasevski, Access Alliance

Dr. Don Wells, McMaster University

Andre Lyn, United Way Peel Region



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

Liberal Party perspectives

The Honourable Kathleen Wynne

Premier of Ontario



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

Lunch

Reconvene at 1:50 PM



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EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

It's More than Poverty

Employment Precarity
and Household Well-being



POVERTY AND
EMPLOYMENT PRECARIETY
IN SOUTHERN ONTARIO



DISCUSSION PANEL

Assessing the impacts of precarious employment

Moderated by:

Mary Wiens, Columnist on Metro Morning, CBC Radio

Panelists:

John Cartwright, President, Toronto & York Region Labour Council

Rana Sarkar, President & CEO, Canada – India Business Council

Debbie Douglas, Executive Director, OCASI

Tom Cooper, Director, Hamilton Roundtable for Poverty Reduction



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

DISCUSSION PANEL

Assessing the impacts of precarious employment

Opening remarks

John Cartwright

President, Toronto & York Region Labour Council

“Our labour market has changed dramatically in just a few short decades”



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

DISCUSSION PANEL

Assessing the impacts of precarious employment

Opening remarks

Rana Sarkar

President & CEO, Canada – India Business Council

“Precarious employment is negative for the economy”



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

DISCUSSION PANEL

Assessing the impacts of precarious employment

Opening remarks

Debbie Douglas

Executive Director, OCASI

“Precarious employment is widespread, but it affects low income people the most”



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

DISCUSSION PANEL

Assessing the impacts of precarious employment

Opening remarks

Tom Cooper

Director, Hamilton Roundtable for Poverty Reduction

“Precarious employment impacts individuals, families, and communities”



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

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POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

NDP Party perspectives

Jonah Schein

Member of Provincial Parliament for Davenport



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

DISCUSSION PANEL

Looking forward: what's to be done?

Moderated by:

John Cruickshank, Publisher, Toronto Star and President, Star Media Group

Panelists:

Deena Ladd, Coordinator, Workers Action Centre

Fay Faraday, Constitutional and Human Rights Lawyer, Faraday Law

Jamison Steeve, Executive Director, Martin Prosperity Institute



POVERTY AND
EMPLOYMENT PRECARIETY
IN SOUTHERN ONTARIO

DISCUSSION PANEL

Looking forward: what's to be done?

Opening remarks

Deena Ladd

Coordinator, Workers Action Centre



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

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Constitutional and Human Rights Lawyer, Faraday Law



POVERTY AND
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POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

Closing remarks: *A call to action*

Susan McIsaac

President & CEO, United Way Toronto



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

It's More than Poverty

Employment Precarity
and Household Well-being



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IN SOUTHERN ONTARIO

