



## Working more for less



Many workers in Ontario are finding it difficult to find good jobs that provide a decent liveable income. Jobs have increasingly become precarious, that is, more insecure, part-time and temporary, offering low wages and little to no benefits. The lack of stable and decent employment results in many workers and their families having to live in poverty, struggling to make ends meet. They are forced to increase personal debt to pay bills, live in substandard housing and rely on food banks. This contributes to poor health, increased stress and family breakdown.

- Over the last 20 years, precarious employment has increased by about 50% and nearly half of the workers in the GTA and Hamilton lack secure, stable and permanent employment with benefits. The most precarious workers earn 46% less than those with secure employment.
- Between 2004 and 2012, the number of minimum wage workers aged 35 years and over has increased by 10 percentage points, from 17% to 27%.
- Newcomers and immigrants, along with recent graduates, are more likely to be in precarious employment. They are also finding it hard to find jobs that match their skill level and education, and are forced to work in entry-level jobs for which they are over-qualified.

## The Province must step up to reduce youth unemployment

The province's youth unemployment rate is twice the national average, fluctuating between 16% and 17%. Because youth find it difficult to enter the labour force, they tend to engage in precarious forms of employment. Over 50% of youth are in part-time employment, compared to 14% of workers aged 25 or older. Further, youth fall victim of unpaid internships that take advantage of their need to gain work experience.

## Ontario needs to re-introduce Employment Equity legislation

Ontario's outdated employment standards legislation and lack of proper enforcement are resulting in many employers taking advantage of workers. Many workers are not paid full wages or are charged fees to get a job. In addition, discrimination creates employment inequalities for people of colour who continue to be paid less – \$30,385 on average compared to \$37,332 for non-racialized groups, and have higher rates of unemployment – 8.6% compared to 6.2% for non-racialized groups as of 2005.

### Ask your candidates:

- What will your party do to bring back good, decent paying full-time jobs to Ontario?
- Will your party bring back Employment Equity legislation to the province?
- How will your party address youth unemployment?

### Resources:

Good Jobs for All Coalition: [www.goodjobsforall.ca](http://www.goodjobsforall.ca)

Canadian Centre for Policy Alternatives: [www.policyalternatives.ca](http://www.policyalternatives.ca)

Law Commission of Ontario: [www.lco-cdo.org](http://www.lco-cdo.org)

Poverty and Employment Precarity in Southern Ontario project (PEPSO): [www.pepso.ca](http://www.pepso.ca)

Minimum Wage Campaign: [www.raisetheminimumwage.ca](http://www.raisetheminimumwage.ca)



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**How, where, when & why to vote:**  
**Elections Ontario**  
[www.wemakevotingeasy.ca](http://www.wemakevotingeasy.ca)

This fact sheet was adapted from a series produced by Social Planning Toronto.