

# Precarious Work and PSAC Directly Chartered Locals

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# A Roadmap

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1. Defining Precarious Work

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2. Labour Market Trends

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3. Survey Results

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4. Challenging Precarity

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5. Let's hear it from you!

# What is precarious work?

- Temp agency worker
- Contract work
- Part-time employment
- Seasonal work
- Poor job security protections

Employment  
Future



- Low wages or no wage (unpaid internship)
- Lack of benefits
- Undefined working hours
  - Call-in
  - Part-time
  - Variable hours
- No work no pay

insecurity



- Dealing with multiple employers
- Ambiguous employer-employee relationship
- Third-party contractors
- High risks workplaces
- High stress workplaces
- Weak voice at work

insecurity

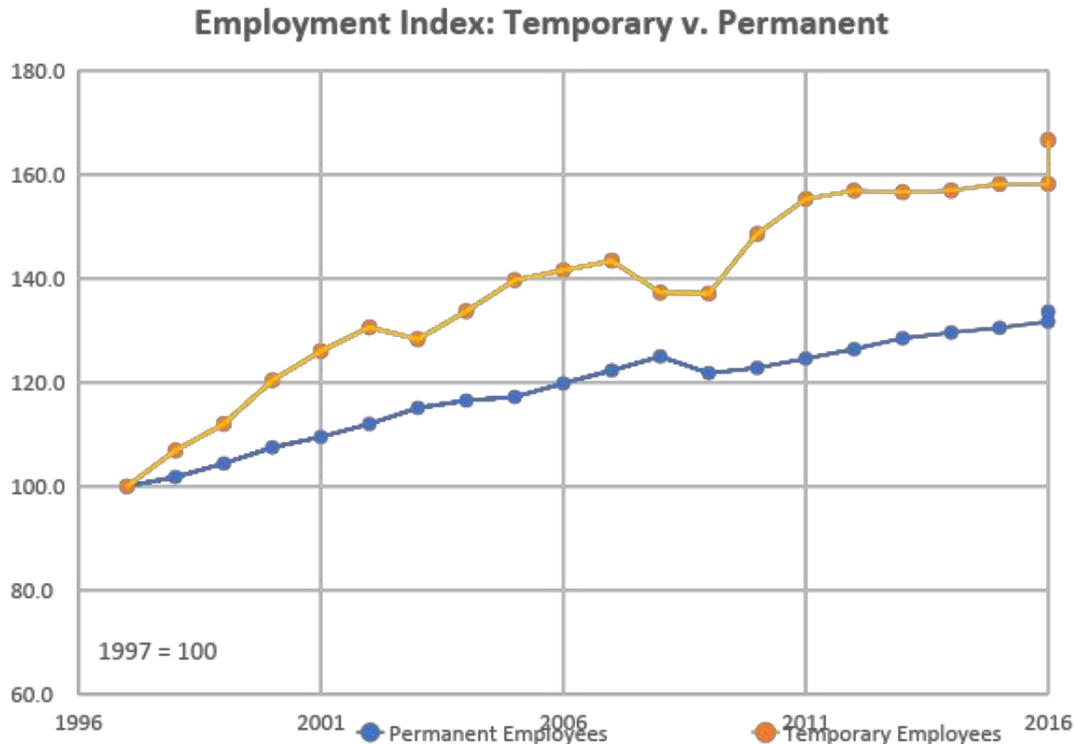


# Considering consequences of precariousness

- ***Lack of security***
  - Leads to poorer working conditions, increased physical exposure to risk, stress, exhaustion, anxiety and other psychological effects.
  - Deep linkages between precarity, harassment and aggression.
- ***Material deprivation***
  - Low wages, no benefits, no pension, no sick days, no vacation pay
- ***Difficulty to know and defend rights***
  - Afraid to rock the boat and raise concerns.
- ***Impact on personal life choices***
  - Delayed investment and delayed family choices.
- ***Impacts access to government services***
  - Programs and policies designed around the traditional understanding of work.
- ***Makes it harder to participate in their communities***



# 2017: Precarious Workforce Growth on the Rise



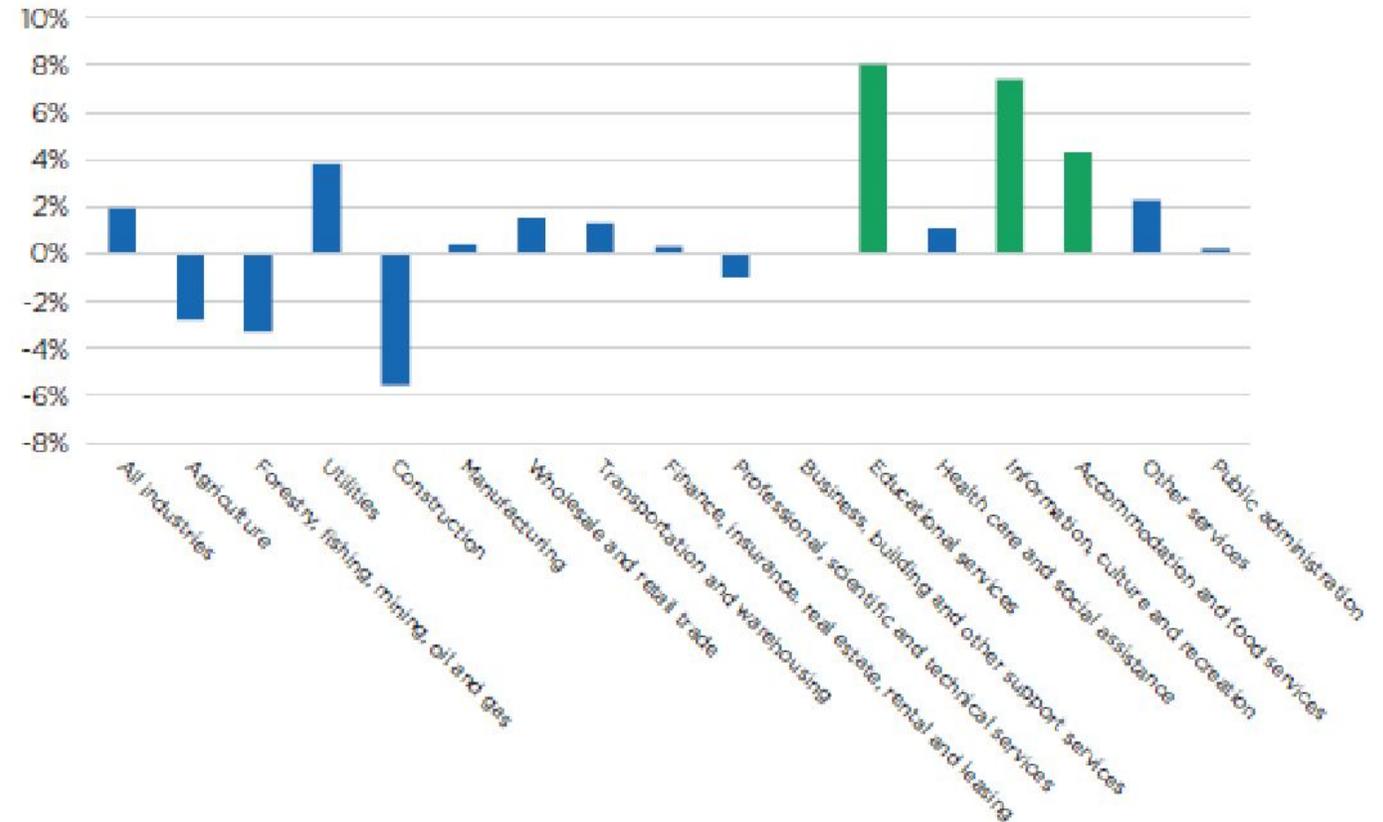
- There were more permanent employees than temporary employees (13.5 million vs. 2.1 million) in 2017.
- However, the number of employees with a temporary job grew at a much faster pace than those with a permanent job (5.3% compared with 1.4%).
- On average, the number of employees with temporary job has been growing at a faster pace than those with a permanent job since 1997.

## A handful of sectors account for the rise

Information, culture and recreation services, accommodation and food services, and education services are the three sectors with the most significant increases in temporary employment.

### Chart 3: Temporary Employment Share by Sector

Percentage point change in % share of total employment, 1997-2016



Source: Statistics Canada, Labour Force Survey table 282-0009

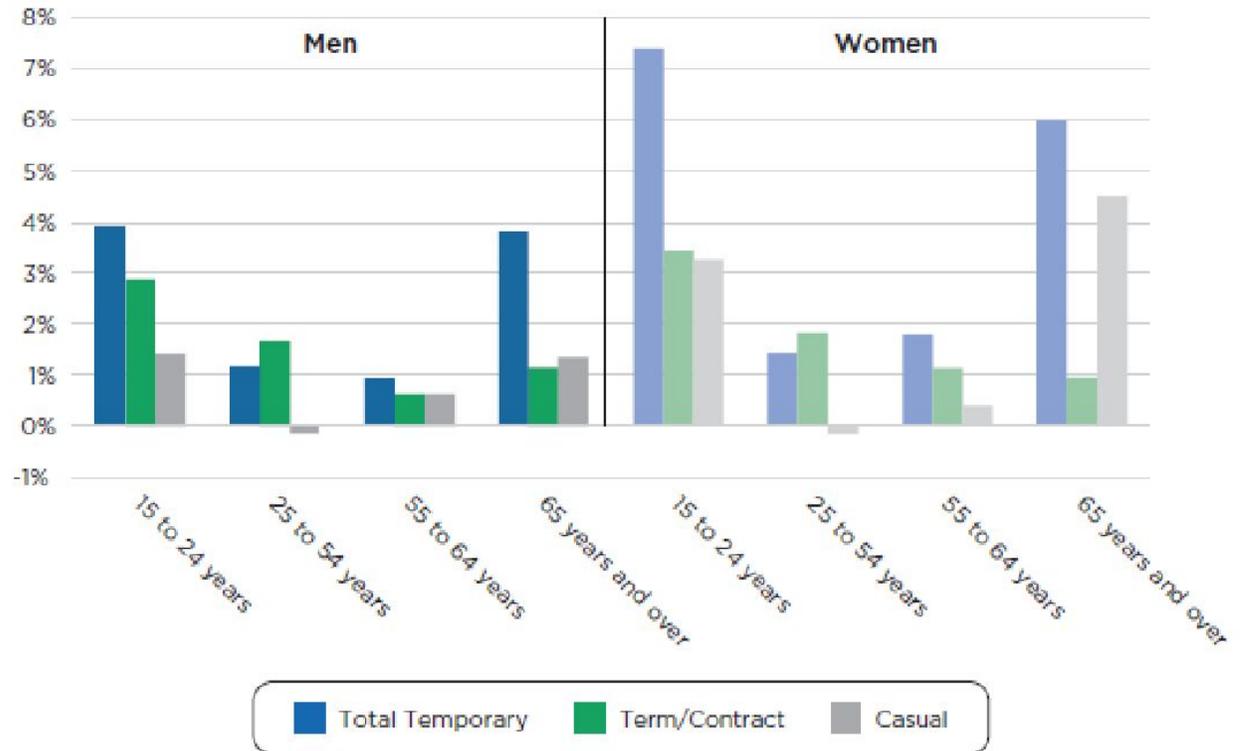
# Demographic considerations

Non-standard work is concentrated among certain demographic group.

- Part-time work is especially prevalent among the 20-to-24 years-old, particularly women.
- In aggregate, 2/3 of part-time employees in Canada are women.
- Since 1997, the largest increases in part-time work have occurred among those with high school education and those with postsecondary education other than university degree.
- Younger and older (especially women) workers are also more likely to be in temporary/casual work status.

## Chart 8: Temporary Employment by Class and Sex

Percentage point change in % share of total employment, 1997-2016



Source: Statistics Canada, Labour Force Survey table 292-0000

## PSAC precarious worker survey

- In 2015, PSAC conducted a survey aimed at comparing the attitudes and experiences of PSAC members working in precarious employment situations with PSAC members with more secured employment.
- A 'Precarity Index' was developed and applied to the data to situate respondent data on a spectrum from "precarious" or "vulnerable" to "stable" or "secure" employment situations.
- Number of workers surveyed: 1, 447 (July 2015)
- The results indicated that just over 1/3 of PSAC respondents reported being in a "precarious" or "vulnerable" employment situation



# Summary of Results

## Employment situation

- Precarious workers tend to have a much lower personal income than secure workers and are much less likely to have a private income retirement plan or employment benefits.
- Precarious workers eight times as likely to anticipate a reduction in paid hours in the next six months.
- Precarious workers 11 times as likely to *not* be paid for a missed day's work
- Precarious workers more hesitant to raise health & safety or employment rights concerns and are more likely to anticipate negative impact on their employment if they raised a concern.
- Precarious workers less likely to have taken skills training; those who have are more likely to have paid for it themselves.
- Workplace discrimination is more likely to be a barrier for Precarious workers and discrimination is mostly based on race/ethnicity and age.

# Summary of Results

## Income Security

- Precarious work negatively impacts large spending decisions
- Precarious workers are much more likely to be having financial problems; most resort to cutting back expenses or using credit card
- Precarious workers are three times as likely to report a noticeably lower income compared to previous year

## Summary of Results

### Family household

- Precarious workers more likely to face challenges accessing satisfactory child care, with limited choices due to work scheduling
- Uncertainty about work schedule negatively affects quality of life – nearly three times as much among Precarious workers
- Precarious workers much more likely to find that anxiety about their employment is interfering with their personal/family life

# Summary of Results

## Health & Community

- Precarious work takes a negative emotional toll, causing more feelings of anger and depression
- Compared to Secure workers, Precarious workers are less likely to have taken a course, or belonged to an adult recreation or sports club in the last 12 months.
- Precarious workers are more likely to have attended a union meeting in the last 12 months.



# Challenging Precarity

Challenging  
precarity  
through  
organizing,  
bargaining &  
contract  
enforcement

Situation:

Precarious workers often fall outside the protections of a collective agreement. Let's organize!

We also have to develop a bargaining strategy aimed at making progressive gains in each round of bargaining, locals can protect workers and turn precarious jobs into decent jobs.

Key articles to consider:

- Access to information clause
- Job security clause
- Contracting out provision
- Equal pay of equal work clause
- Access to benefits & pension
- Hours of work and scheduling articles
- Health and safety protections and training
- Paid time off (sick leave, FRR, domestic violence leave)

# Challenging precarity by improving Minimum Employment Standards:

## Things to consider:

- Raising the minimum wage to a minimum of \$15 and beyond.
- Prohibiting wage discrimination based on a worker employment status.
- Paid emergency leave (sick days) for all.
- Promote fairness by tightening regulations on hours of work and scheduling;
- Promote unionization through card check certification system where it doesn't exist.
- Prohibiting 2/3 compensation and pension provisions in collective agreements
- Increase staffing, training and resources for employment standards and health and safety inspectors.

## • Actions:

Elections, demonstrations, and other organizing all serve as pressure points on this topic. Coalitions of unions continue to press their respective federal, provincial, and territorial governments to legislate on those topics.

# Challenging precarity by expanding universal state benefits

## Things to consider:

- Commit to long-term funding for high-quality, public, universal, affordable child care;
- Create public employment programs for regions and populations with high unemployment or a high concentration of low-wage workers. (youth, Indigenous and Northern communities, newcomers to Canada)
- Enhance access Employment Insurance program and benefits including maternity and parental benefit.
- Pharmacare / Medicare.
- Improve public pensions (CPP, GIS, OAD)

## • Actions:

Elections, demonstrations, and other organizing all serve as pressure points on this topic. Coalitions of unions continue to press their respective federal, provincial, and territorial governments to legislate on increasing the minimum employment standards.

## Plenary Input: Let's hear from you!

- As DCL delegates, what does the term—precarious work—mean to you?
- In each of your respective workplace, sector, and field, how are you affected by atypical employment situations?
- How do we move forward?



# 2018 PSAC National Convention:

## Precarious Work Resolution (GEN-009A)

- **BE IT RESOLVED THAT PSAC** lobby provincial/territorial and federal governments to amend the applicable labour legislation to ensure that workers with atypical and/or precarious employment status enjoy the same legislative and social protections as other workers; and
- **BE IT FURTHER RESOLVED THAT PSAC** collaborate to that end with its partners at the CLC, provincial/territorial federations of labour, other unions and community organizations; and
- **BE IT FURTHER RESOLVED THAT PSAC** work alongside other labour unions to find ways to give a voice to precarious workers within union structures; and
- **BE IT FURTHER RESOLVED THAT PSAC** advocate for fair and just working conditions for precarious workers in the public service and in DCLs; and other Employers; and
- **BE IT FURTHER RESOLVED THAT PSAC** advocate for the Employer to stop abusing the use of repeated term positions when they should be staffing indeterminately.



# Thank you!

Please feel free to reach out if you have additional questions:

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