

Precarious Work Engagement Survey Final Report

For Ontario Federation of Labour's
Make It Fair Campaign

December 21, 2016



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Ontario Federation of Labour's Make It Fair Campaign

Precarious Work Engagement Survey

Growth of Precarious Work and Ontario Employment Law Reform

Ontario workers are increasingly trapped in precarious part-time, temporary, contract and subcontracted jobs, as employers in every sector drive down wages and working conditions.

Right now, we have a once-in-a-generation chance to make sweeping changes to Ontario's employment laws through the Ontario government's employment law review.



The Ontario Federation of Labour's Make it Fair Campaign

The OFL's Make It Fair campaign is working to mobilize labour unions to fight for employment law reform through the government's review process.

The Make It Fair campaign is in solidarity with the Fight for \$15 and Fairness campaign, which advocates for a \$15 minimum wage and improved working conditions for today's workers.



Precarious Work Engagement Survey

The OFL's Make It Fair campaign is reaching out to talk to Ontarians about their experiences of precarious work, as well as the experiences of their family and friends.

The Precarious Work Engagement Survey was a great tool to begin conversations with Ontarians and their friends, family members and co-workers about why we need to change Ontario's badly outdated employment laws.



Precarious Work Engagement Survey

Outreach and Engagement

Outreach and Engagement

Invitations to complete the survey and begin a conversation on precarious work were posted on the OFL's website.

The OFL recruited and trained [#] volunteers to have in-person engagements with Ontarians at their workplace and at the Rally for Decent Work on October 1, 2016.

The survey opened on July 5, 2016 and closed November 5, 2016.



Invitation to Enter a Contest and for OFL to Follow Up

Those who completed the survey were invited to enter a contest to win a \$200 gift card. Respondents were also asked if the OFL could follow up with them in the future.

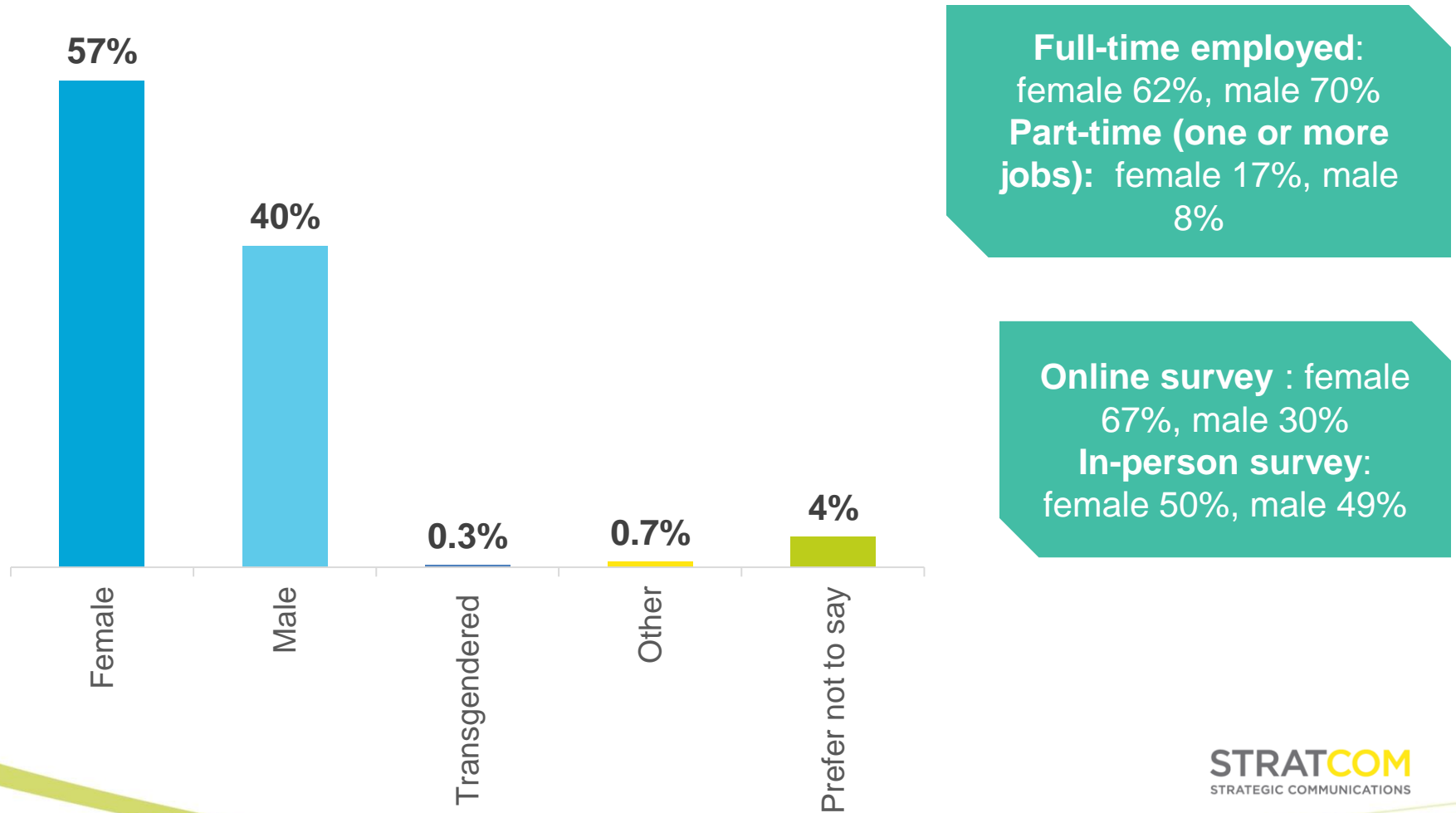
4,771 Ontarians completed the survey and of those 3,013 gave their contact information and entered the contest and / or agreed to the OFL following up with them.



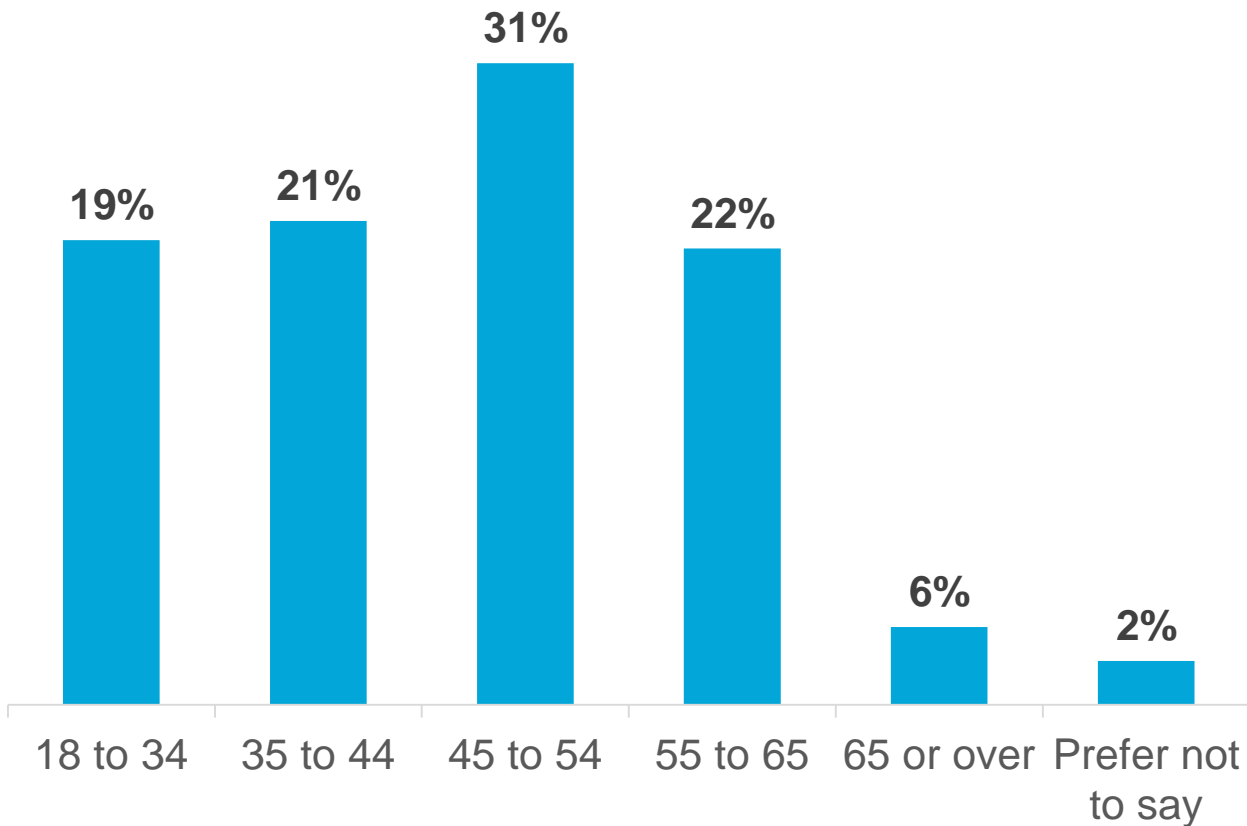
Make up of those who Completed the Survey

Make It Fair Precarious Work
Engagement Survey

Close to three-fifths of all survey participants are female and two-fifths are male; female respondents are more likely to have part-time employment



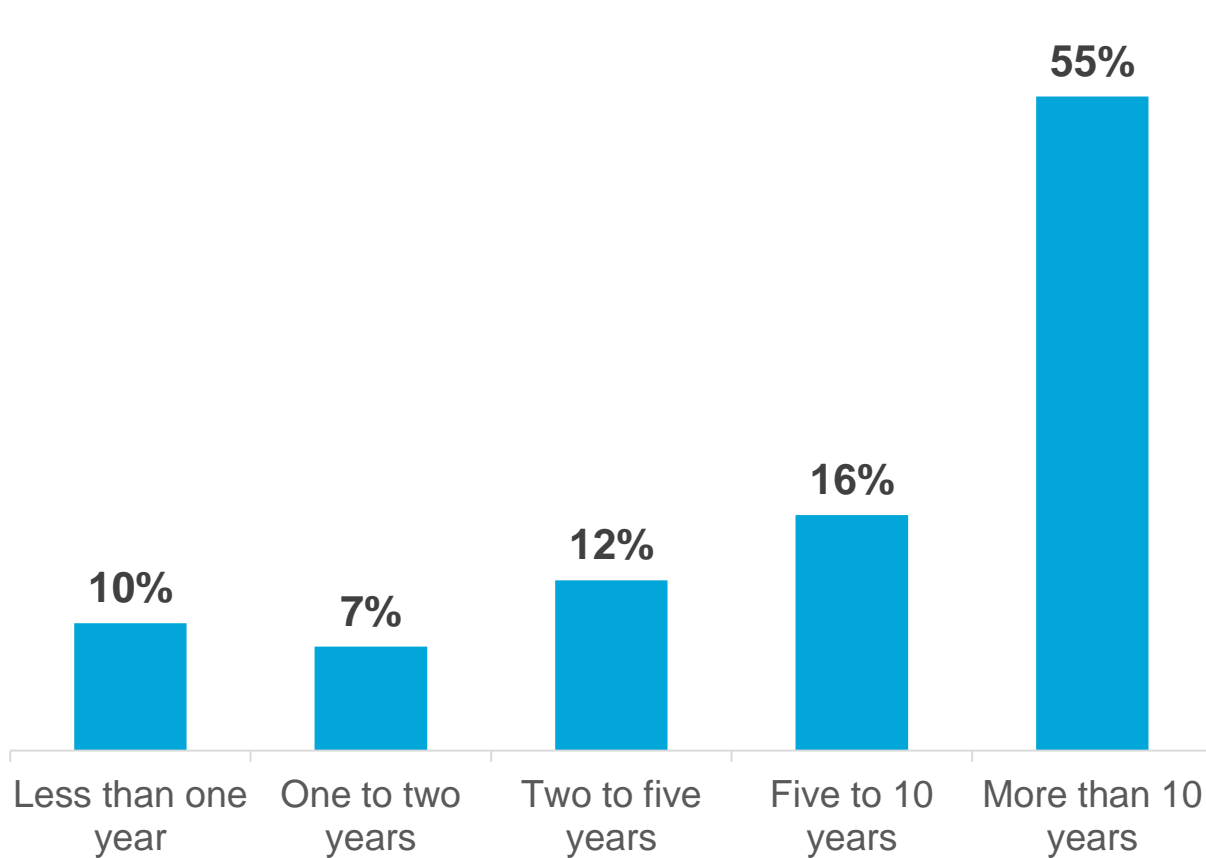
Half of all respondents are between 35 and 54 years of age; over four-fifths of those over 35 years of age lived in a unionized household



Under 35 years of age:
67% unionized
35 to 64 years of age:
85% or higher household

Online survey: 44%
under 45 years of age.
In-person survey:
37% under 45 years
of age

Over half of respondents reported being employed for more than 10 years in their current job; almost half of workers under 35 reported being employed less than 2 years in their current job



18 to 34 years: 44% employed less than two years at current workplace
Over 45 years: 70% or more employed over 10 years at current workplace

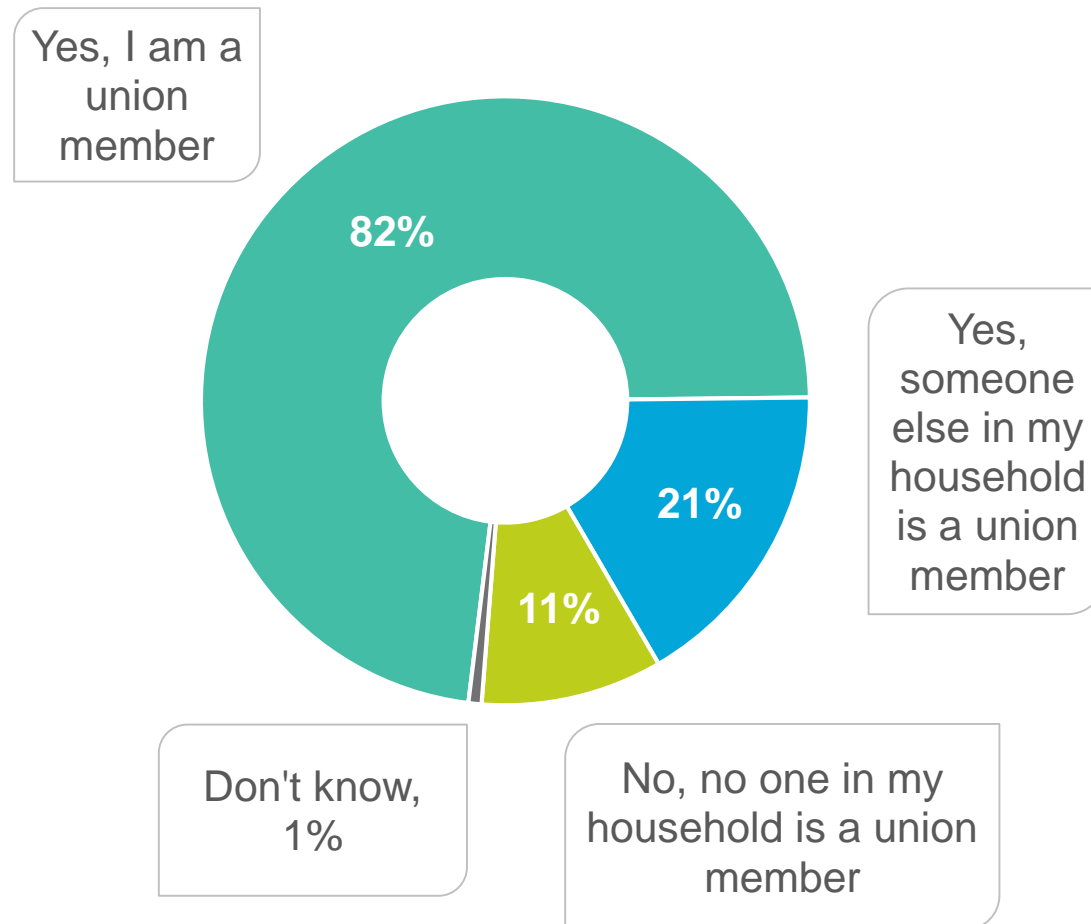
Online survey: 50% more than 10 years current employment
Paper survey: 59% more than 10 years

Almost two thirds of respondents reported having full-time employment; 24% are in employment situations that are much more likely to be precarious

	%
Full-time employee	65
Part-time employee – one job	8
Contract employee	6
Part-time employee – more than one job	5
Retiree	5
Other	3
Part-time employee and a student	2
Temporary employee	2
Seeking work	1
Student/Trainee	1
Semi-retired	1
On paid leave/disability	1
Business owner	.4
Stay-at-home care-giver/Parent	.3

Employment status considered precarious: part-time (one job) 8%, contract employee 6%, part-time (more than one job) 5%, part-time employee and a student 2%, temporary employee 2%, student / trainee 1%

Proportion of union membership and households was high among respondents, reflective of the Make It Fair campaign's effort to engage affiliates and their members



Economic Concerns

Make It Fair Precarious Work
Engagement Survey

Economic Concerns

When you think about you and your family's economic situation, what are the issues that you are most concerned about (Coded Open-Ended Results)

	%
• Full time jobs / stable income / money	30
• Pensions /Retirement/ Savings	27
• Cost of living / Inflation / Bills / Groceries	26
• Benefits / Health Care	16
• Job security	15
• Wages/ Fair wages	12

- 42% of precarious workers, 40% of 18-34 years of age, and 33% of female respondents, cited full time jobs/ stable income among economic concerns

Economic Concerns

When you think about your families economic situation, what are the issues that you are most concerned about?

“I want my kids to go to university.”

“Just getting by and making a decent wage to live on. I am working two jobs. Barely able to make ends meet. I want to be able to enjoy my life and now cannot. It needs to change!”

“Retirement income. I work my ass off. Shouldn’t have to retired and eat cat food.”

“Because of rent and living expenses vs. minimum wage, I was pushed to move back in with my parents.”

“Jobs for kids aren’t there. My kids have to hold two part-time jobs and still not making enough money to live on.”

“Being able to support my family with such low pay.”

Economic Concerns of Precarious Workers

“Profound job insecurity. There is no guarantee that contract job application results in being hired. There is no prediction and reliance on continuous steady income.”

“I am 60 now and with every year passing I have less chances to get a full-time position.”

“Employment security. I work contracts renewed every four months and which are filed as 'research stipends', meaning they are not paid per hour, have no benefits, and are not taxable.”

“What used to be full time is now part time and future is unsure. Have to try and find another job. every job is part time or contract. Job security is important ...”

Economic Concerns of 18-34 Years of Age

“What I'm concerned about as a young voter is being able to find any stable work... Even part time...temp job with a non-profit company but that's only for a month... I'm most concerned about being able to find work, affording rent, having to sacrifice food for rent or bills.”

“Instability in my husband's job. Our hope is to have children in the next couple of years but his work is unstable.”

“Retirement for my mother as she does not have her own pension. I'm also concerned that we will never be able to afford a home.”

“Constant and consistent income. As an occasional teacher, so many things determine how regular or sporadic work/job availability is.”

Economic Concerns of Women

“We live pay cheque to pay cheque. I worry about what would happen if you were to get sick - and also paying for my children's education.”

“My parents support me completely. I rely on them for financial security and thereby affect their financial security.”

“I thought when I took this route we could afford more. Now I work more for less. I thought doing this type of work would allow my husband to retire.”

“Paying for my children to go to university and retirement.”

“Health benefits - prescription drugs & eye glasses, dental and extended health benefits. Pension plan and salary.”

Experiences in Precarious Work

Make It Fair Precarious Work
Engagement Survey

More than four-fifths of all survey respondents are familiar with the term precarious work

Precarious work is a term used to describe jobs that are part-time, temporary, seasonal, casual or contract, unstable, sometimes poorly paid, with erratic scheduling, sometimes with dangerous working conditions and few benefits. How familiar would you say

	%
• Very Familiar	55
• Somewhat familiar	28
• Not very familiar	11
• Never heard of it before now	6

- Familiarity with the term precarious work is very similar across gender, age and union/non-union households.

More than four-fifths agree that precarious work is more common today than five or 10 years ago

Based on your experience and what you have seen or heard, would you say precarious work is more common or less common today than it was five or 10 years ago? Would you say precarious work is...

	%
• Much more common	71
• Somewhat more common	15
• About the same	5
• Somewhat less common	2
• Much less common	1
• Don't know	6

- Respondents aged 45 to 54 and 55 to 64 are more likely to agree that precarious work is much more common today (75% and 76% respectively)
- Union households are slightly more likely than non-union households to agree that precarious work is much more common (72% to 65 %)

More than one-quarter of all survey respondents are currently precariously employed

Please indicate which of these statements applies to you:

	%
• I currently have a precarious job	27
• I have been precariously employed in the past	50
• I have never been precariously employed	24
• Don't know	6

- Women are more likely than men to report being precariously employed (31% compared to 22%)
- Of those who are 18 to 34 years of age 45% currently have a precarious job
- Non-union households are more likely than union household to report having a precarious job (41% compared to 26%)

Almost nine-tenths of all survey respondents have children, family members and/or friends who are precariously employed.

Please indicate which of these statements applies to you:

	%*
<ul style="list-style-type: none">I have one or more children who are precariously employed	23
<ul style="list-style-type: none">One or more members of my immediate or extended family are precariously employed	40
<ul style="list-style-type: none">I have a friend or friends who are precariously employed	60
<ul style="list-style-type: none">Don't know / None of the above	13

- Of all survey respondents over the age of 45 more than three-tenths report they have one or more children who are precariously employed.

Almost one-third cite mental and physical health issues as impacts of precarious work

Based on your own experience or what you have learned from family or friends, what do you think are the main impacts or precarious employment? (Coded Open-Ended Responses)

	Col %
• Unhealthy / Unhappy / Poor home life / Stress	31
• Unstable /Unreliable Income	28
• Ability to save/ plan ahead	23
• No Benefits	20
• Job Security/ Uncertainty	16
• Debt / Poverty / Quality of Life	13

- 41% of 18-34 and 37% of 35-44 years of age, 39% of precarious workers, and 34% of women cited 'unhealthy, unhappy...' as an impact of precarious employment.

Precarious Employment

Based on your own experience or what you have learned from family or friends, what do you think are the main consequences or impacts of precarious employment?

“Can’t save money or pay current bills, debts get higher. Miserable life.”

“Unable to get involved with community activities (3 jobs!). No real life. Poor pay. The worst work hours, little to no benefits. Damaging to family life.”

“You feel undervalued, unappreciated, insecure and at times unmotivated.”

“Periods of unemployment and requiring financial assistance, usually end up in debt before finding another job, then having to catch up. Very stressful. Emotionally exhausting.”

“Low wages, no pension. Inability to save for retirement, anxiety for our children’s future.”

“Don’t have a good job, don’t have stable hours, never get respect.”

Precarious Employment for 18-34 years

“We can't plan for the future. We are scared all the time. I'm 34 and still live with my mother, because I make \$30,000 a year that could be yanked at any time, on 2 week's notice. I don't go to the dentist or the optometrist because I have no benefits.”

“Young people aren't able to start their lives until they are well into their 30's. People who are more likely to suffer are also the people who are already in marginalized groups.”

“Stress and worry; living in or close to the poverty line; not being able to plan for the future; not being able to partake in leisure activities; not being able to obtain benefits; lower wages.”

“Depression, isolation, exhaustion, financial worry.”

Precarious Employment for Women

“Disproportionate impact on women - particularly women who seek part time/contract work to allow them to stay at home with children. Low wages, no benefits, no sick days, no guarantee of future income, impossibility of financial planning without a stable salary...”

“It is impossible to plan, also employers can bully you into working ridiculous hours for no pay. For instance, last week I had to work 10 am till 2 am that night, then be back at 8 am or be blacklisted.”

“Feast or famine. Work can come in and you get a lot of hours and are doing fine then the work runs out and you are “unemployed”.

“Fear, stress, cannot plan because you don't know if you will have the money to make the rent, endure pain and bad teeth because medicine/treatment and dentist is expensive...”

Comments on the Make it Fair Campaign

Make It Fair Precarious Work
Engagement Survey

Respondents gave highest priority to Wages/Pay Equity, Benefits and Retirement/Pensions

The Make It Fair Campaign aims to get more fairness for workers with sweeping changes to employment laws such as equal pay and benefits for equal work, making it easier to join a union, paid sick days and paid vacation. Are there any other issues that you think should be prioritized in this campaign? (Coded Open-Ended Responses)

	%
• Wages/pay equity	17
• Benefits	16
• Retirement/Pensions	10
• Work place safety/anti-bullying/Proper training	8
• Sick Leave/Maternity Leave/Vacation	8

- Many comments stressed the priorities of the Make It Fair campaign.
- Wages/pay equity and Benefits were top priorities across all demographics. Those 18 to 34 years of age cited wages/pay equity most frequently (19%), and those 65 or over gave priority to benefits (28%)

Make it Fair Campaign

The Make It Fair campaign aims to get more fairness for workers with sweeping changes to employment laws such as equal pay and benefits for equal work, making it easier to join a union, paid sick days and paid vacation. Are there any other issues that you think should be prioritized in this campaign?

“There still remains the intimidation that some employers use to keep their employees following their personal rules. Who and how will make sure this ENDS now!”

“Any issues that have a negative impact on a person's dignity should be a priority.”

No [other issues], but I think the issue of paid sick days is especially important.”

“Gender inequality. Gender discrimination. Educate the public about labour history and the role unions have played”

Make it Fair Campaign

“The issues mentioned are definitely at the top of the priority list.”

“Sensitivity to and accommodation for families with children, subsidized on-site at work childcare, Good pension plans.”

“My issue is that no contract is longer than about 4 months. Everything is temporary. I don't want this to be the nature of the industry. Period.”

“The priorities stated are of crucial importance---health and dental benefits being among the top choices. Paid leave... to access those benefits as one ages or if one has a chronic condition is also crucial.”

We absolutely require a living wage in all communities!

Contest Entries and OFL Follow Up

Make It Fair Precarious Work
Engagement Survey

3,013 survey respondents gave their contact information and entered the contest and / or agreed to the OFL following up with them.

Total completed surveys

4,727

100%

Results of invitation to enter contest and ask for OFL to follow up

Yes to contest + Yes to follow up (with contact info)	1,397	30%
Yes to contest + No to follow up (with contact info)	1,284	27%
Yes to contest + no response to follow up (with contact info)	112	2%
No to contest + Yes to follow up (with contact info)	50	1%
No response on contest + no response on follow up (with contact info)	170	4%
No to contest + Yes to follow up (without contact info)	470	10%
No response on contest + no response on follow up (without contact info)	1,244	26%

2,832 respondents provided their postal codes; these respondents were spread throughout the province with the most survey completes in the riding of Windsor-Tecumseh

	COUNT	PERCENT		COUNT	PERCENT
• NO RIDING	176	12%	• Haliburton-Kawartha Lakes-Brock	16	1%
• Windsor-Tecumseh	84	6%	• Spadina-Fort York	15	1%
• Windsor West	62	4%	• Toronto-St. Paul's	15	1%
• Essex	47	3%	• Don Valley East	14	1%
• London West	33	2%	• Durham	14	1%
• Nipissing-Timiskaming	31	2%	• Etobicoke North	14	1%
• Oshawa	31	2%	• Oakville	14	1%
• Guelph	29	2%	• Sudbury	14	1%
• Scarborough Southwest	29	2%	• York South-Weston	14	1%
• London-Fanshawe	28	2%	• Etobicoke-Lakeshore	13	1%
• London North Centre	28	2%	• Scarborough-Rouge Park	13	1%
• Elgin-Middlesex-London	25	2%	• Toronto Centre	13	1%
• Beaches-East York	24	2%	• Brampton Centre	12	1%
• University-Rosedale	23	2%	• Etobicoke Centre	12	1%
• Davenport	22	2%	• Kitchener Centre	12	1%
• Peterborough-Kawartha	22	2%	• Oxford	12	1%
• Toronto-Danforth	20	1%	• Sault Ste. Marie	12	1%
• Chatham-Kent-Leamington	18	1%	• Scarborough Centre	12	1%
• Niagara Centre	17	1%	• Kingston and the Islands	11	1%
• Parkdale-High Park	17	1%	• Mississauga-Streetsville	11	1%
			• Kingston and the Islands	11	1%

The ridings below have a count of 10 or less:

Ajax, Hamilton Centre, Hamilton East-Stoney Creek, Kitchener South-Hespeler, Mississauga-Malton, St. Catharines, Brantford-Brant, Bruce-Grey-Owen Sound, Kitchener-Conestoga, Lambton-Kent-Middlesex, Mississauga-Lakeshore, Wellington-Halton Hills, Don Valley North, Hamilton Mountain, Hastings-Lennox and Addington, Humber River-Black Creek, Huron-Bruce, Mississauga Centre, Niagara Falls, Sarnia-Lambton, Thunder Bay-Superior North, Bay of Quinte, Brampton North, Eglinton-Lawrence, Glengarry-Prescott-Russell, Scarborough-Agincourt, Thornhill, Brampton East, Don Valley West, Flamborough-Glanbrook, Hamilton West-Ancaster-Dundas, Markham-Stouffville, Milton, Perth-Wellington, Pickering-Uxbridge, Renfrew-Nipissing-Pembroke, Thunder Bay-Rainy River, York Centre, Barrie-Innisfil, Burlington, Cambridge, Mississauga-Erin Mills, Nepean, Orleans, Richmond Hill, Scarborough-Guildwood, Timmins-James Bay, Waterloo, Brampton South, Niagara West, Nickel Belt, Ottawa West-Nepean, Parry Sound-Muskoka, Simcoe-Grey, Simcoe North, Brampton West, Lanark-Frontenac-Kingston, Mississauga East-Cooksville, Ottawa-Vanier, Ottawa Centre, Ottawa South, Vaughan-Woodbridge, Algoma-Manitoulin-Kapuskasing, Aurora-Oak Ridges-Richmond Hill, Barrie-Springwater-Oro-Medonte, Dufferin-Caledon, Haldimand-Norfolk, Kanata-Carleton, King-Vaughan, Newmarket-Aurora, Willowdale, York-Simcoe, Carleton, Halifax, LaSalle-Emard-Verdun, Leeds-Grenville-Thousand Islands, Markham-Unionville, Oakville North-Burlington, Pontiac, Scarborough North.

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