

# City of Toronto Job Quality Assessment Tool

Precurity Penalty Symposium  
May 22, 2015

**2011/2012:**  
City of Toronto  
begins process to  
contract out  
cleaning services.

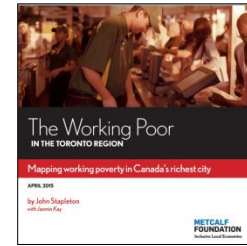
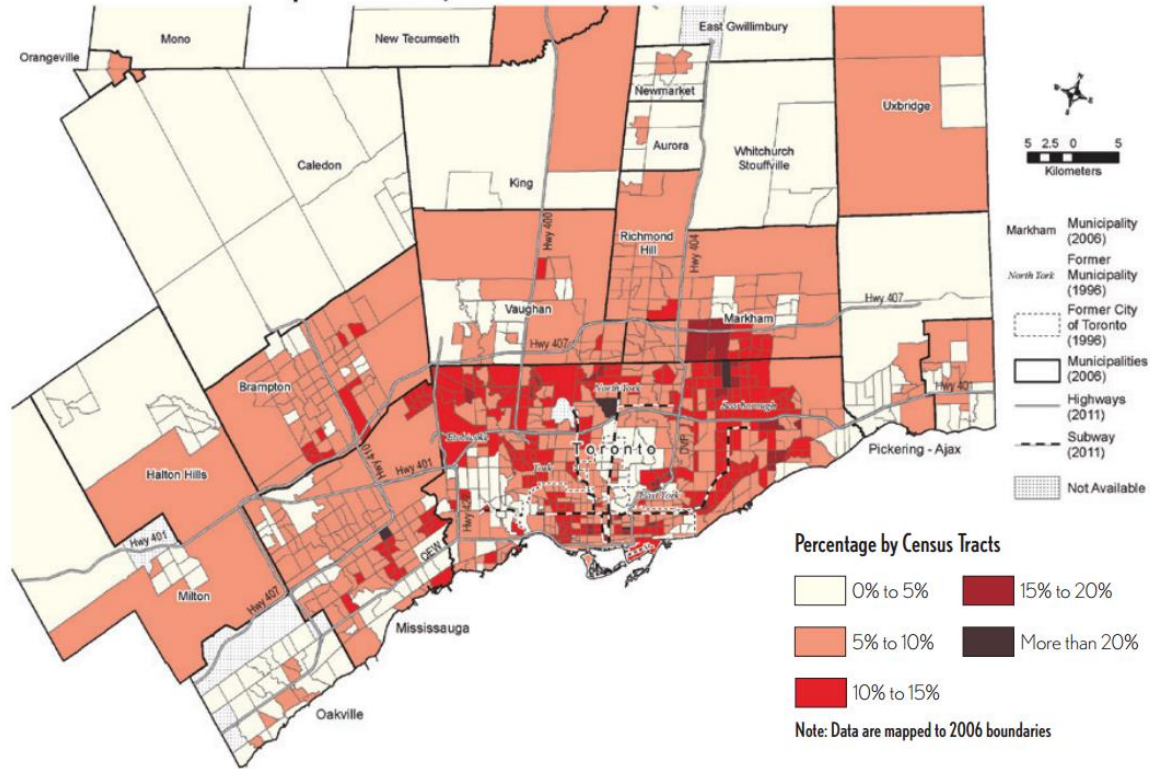
**April 2013:**  
Council requests  
staff to develop a  
job quality  
assessment tool.

**March/April 2012:**  
Council requests staff  
to address the quality  
of jobs created through  
the City's contracting  
processes.

**2015:**  
Report to Economic  
Development Committee  
on Job Quality  
Assessment Tool.

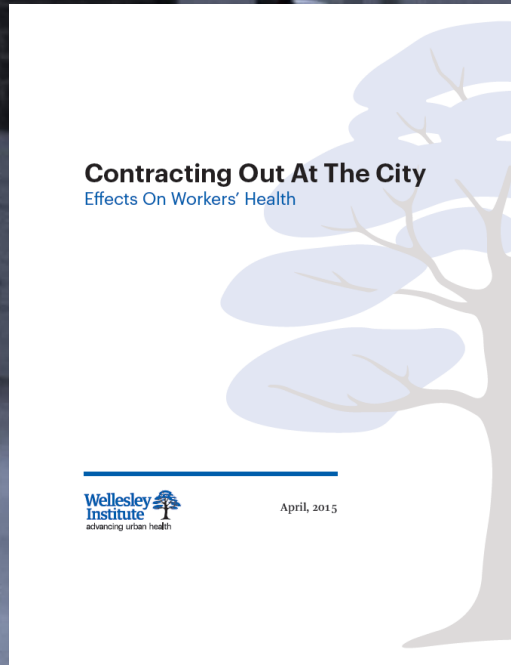
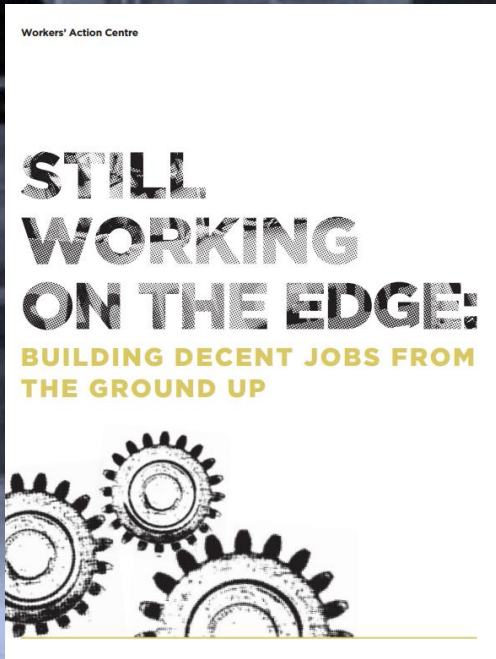
# Percentage of working poor individuals among the working-age population after-tax

Toronto Census Metropolitan Area, 2006



“We have to consider the implications of working poverty in Canada’s richest city. The working poor cannot buy homes on their wages and many use food banks and other services to meet their basic needs.”

Source:  
**The Working Poor in the Toronto Region**  
 By John Stapleton with Jasmin Kay  
 Metcalf Foundation (2015)



“The issues raised in this study surface broader issues about sources of work related stress and the vulnerabilities experienced by people in relation to their work lives.”

Source:  
**Contracting Out At The City: Effects On Workers' Health**  
Wellesley Institute (April, 2015)

# Job Quality Assessment Tool

## Economic Security

Full-time employment, low turnover, living wage

## Working Conditions

Labour law compliance, health and safety training

## Representation and Equity

Formal worker representation body or process, equity/anti-discrimination processes

## Work Schedule

Predictable work schedule, shifts that do not meet “regular” hours, adaptable work schedule

## Skills and Training Opportunities

Job training, skills development, internal mobility



# The Role of the City

## How can the City of Toronto champion job quality...

- as an employer (including the process of contracting out)?
- as a purchaser of goods and services?
- as a facilitator of local economic growth?
- as a provider of employment programs and supports?
- as a funder?
- as a promoter, protector and researcher of residents' wellbeing?

# Example Applications

1. Prioritize which employers the City will work with when providing job placement services.
2. Review the number of living-wage vendors receiving City contracts.
3. Assess the health impact of low quality jobs.
4. Influence the Province's employment standards review.
5. Improve the quality of employment in the non-profit sector.

# Next Steps

Fall 2015

- Report to Economic Development Committee.

Fall 2015

- City Council considers report.

Late 2016

- Report back on monitoring.



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