

It's More than Poverty

Employment
Precarity
and Household
Well-being

Delegate Pack

Report Launch
and Conference

25 February 2013



POVERTY AND
EMPLOYMENT PRECARIETY
IN SOUTHERN ONTARIO

McMaster
University
SOCIAL SCIENCES



United Way
Toronto



POVERTY AND
EMPLOYMENT PRECARITY
IN SOUTHERN ONTARIO

**It's More than Poverty: Employment Precarity and Household Well-being
Report Launch & Conference
25 February 2013**

9:00 Registration

10:00 Welcome

Susan McIsaac, President & CEO, United Way Toronto

Dr. Patrick Deane, President and Vice-Chancellor, McMaster University

10:15 Keynote Presentation

Dr. Wayne Lewchuk, Professor in the School of Labour Studies & Department of Economics, McMaster University

It's More than Poverty: Employment Precarity and Household Well-being

Moderated by **Michelynn Laflèche**, Director of Research, Public Policy & Evaluation, United Way Toronto

11:15 Film Screening: We All Need Decent Work

11:20 PEPSO Case Studies: Employment Precarity from Different Angles

Dr. Grace-Edward Galabuzi, Associate Professor in the Department of Politics and Public Administration, Ryerson University

Case Study: Impact of High Levels of Precarity on Urban Neighbourhood Economics and Particular Populations

Megan Spasevski, Research Coordinator, Access Alliance Multicultural Health and Community Services

Case Study: Job-Skills Mismatch and Precarious Employment faced by Racialized Refugee and Immigrant Women in Toronto

Dr. Don Wells, Professor in the School of Labour Studies (Director) & Department of Political Science, McMaster University and **Andre Lyn**, Manager of Community Investment, United Way Peel Region

Case Study: Migrant Labour-Undocumented Labour

Moderated by **Sam Vrankulj**, PEPSO Project Coordinator, McMaster University

12:25 Liberal Party Perspectives: The Hon. Kathleen Wynne, Premier of Ontario

12:45 Lunch

1:50 Assessing the Impacts of Precarious Employment

John Cartwright, President, Toronto & York Region Labour Council

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

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

Precarious employment is negative for the economy

Debbie Douglas, Executive Director, OCASI

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

Tom Cooper, Director, Hamilton Roundtable for Poverty Reduction

Precarious employment impacts individuals, families, and communities

Moderated by **Mary Wiens**, Columnist on Metro Morning, CBC Radio

2:50 NDP Party Perspectives: Jonah Schein, MPP

3:05 Looking Forward: What's to be Done?

Deena Ladd, Coordinator, Workers Action Centre

Fay Faraday, Constitutional and Human Rights Lawyer, Faraday Law

Jamison Steeve, Executive Director, Martin Prosperity Institute

Moderated by **John Cruickshank**, Publisher, Toronto Star and President, Star Media Group

4:05 Closing Remarks: A Call to Action

Susan McIsaac, President & CEO, United Way Toronto

4:20 Close of Conference

SPEAKER BIOGRAPHIES

John Cartwright has been the President of the Toronto and York Region Labour Council for ten years. A carpenter by trade, he was first elected as a union rep in 1982. He led the Toronto Building Trades Council for ten years, and in 2001 was elected Labour Council President. He has served on a variety of public boards and focused the work of the Labour Council on building coalitions such as Good Jobs for All. He helped initiate the Campaign for Public Education, Public Transit for the Public Good, and the Made in Canada Matters campaign to ensure that public tax dollars support local jobs. In 2007 he led the successful fight for a \$10 Minimum Wage, and more recently has been involved in a major effort to fix Ontario's labour law to make it easier for workers to join unions. Today, John leads the largest and most diverse labour council in Canada.

Tom Cooper was appointed the Director of the Hamilton Roundtable for Poverty Reduction in 2009. Educated at McMaster University, he worked for ten years as Community Development Coordinator at McQuesten Legal and Community Services in the east end of Hamilton. Tom also contributed as a freelance columnist for the Hamilton Spectator prior to taking on the role of HRPR Director. Tom is passionate about his community and its residents and advancing the Roundtable's Action Plan – which aims to reduce and eliminate poverty through strategic community initiatives such as Making Hamilton a Living Wage Community, social assistance reform and shifting community attitudes about poverty.

John Cruickshank is the Publisher of the *Toronto Star*, Canada's largest newspaper, and President of Star Media Group. Prior to his appointment as the *Star's* Publisher in November, 2008, he served as Publisher of CBC News since September, 2007, where he was responsible for all English language television, radio and online news. Before joining the CBC, he was Publisher of the *Chicago Sun-Times* and Chief Operating Officer of the Sun-Times Media Group, based in Chicago, from 2003 to 2007. Prior to being named Publisher of the *Sun-Times*, he was Vice President, Editorial, from 2000 to 2003. John is also a former Managing Editor of *The Globe and Mail* and former Editor-in-Chief of *The Vancouver Sun*. He has also worked for *The Montreal Gazette* and started his journalism career with the *Kingston Whig Standard*. Born and raised in Toronto, John Cruickshank is a graduate of Trinity College at the University of Toronto.

Dr. Patrick Deane became President and Vice-Chancellor of McMaster University on July 1, 2010. He is also a Professor in the Department of English and Cultural Studies. As President, he is focused on enhancing the student experience, integrating community engagement into the work of the academy, and ensuring the continuation of a wide-range of high-quality research. He was born and raised in South Africa, where he read English and Law at the University of Witwatersrand. He immigrated to Canada in 1978 and undertook graduate studies in English Literature, receiving both an M.A. and a Ph.D. from the University of Western Ontario. He taught English Literature at the University of Toronto and the University of Western Ontario and subsequently undertook a variety of progressively more senior academic administrative roles at the University of Winnipeg and Queen's University prior to his appointment at McMaster.

Debbie Douglas is the Executive Director of OCASI - the Ontario Council of Agencies Serving Immigrants. Through her work in the NGO sector and particularly at OCASI, she has highlighted issues of equity and inclusion including race, gender and sexual orientation within the immigration system and promoted the creation of safe, welcoming spaces within the settlement and integration

sector. She has also worked with community based service agencies and public institutions on organizational development and change including policy and procedures development. In addition to the Women's College Hospital Board, she currently sits on the board of CERIS, The Ontario Metropolis Centre, the Province's Expert Roundtable on Immigration and the Accepting Schools Expert Panel (the Accepting School Act -Bill 13). She is the former co-chair of the national working group on immigration and settlement at the Canadian Council for Refugees (CCR).

Fay Faraday is a lawyer in Toronto. She represents civil society, unions and coalitions in constitutional and appellate litigation, human rights, labour, administrative/public law, and pay equity. She has represented clients in constitutional litigation at all levels of court, including numerous cases at the Supreme Court of Canada. Fay holds an Innovation Fellowship with the Metcalf Foundation where she is engaged in legal and community-based research addressing the rights of migrant workers. Her report *Made in Canada: How the Law Constructs Migrant Workers' Insecurity* was published in September 2012. Fay is also a Visiting Professor at Osgoode Hall Law School and publishes extensively on constitutional law, human rights and labour.

Dr. Grace-Edward Galabuzi is Associate Professor in the Department of Politics and Public Administration, and a member of the Yeates School of Graduate Studies at Ryerson University. He is also a research associate at the Centre for Social Justice in Toronto. In addition to a Ph.D. (Political Science) from York University, he holds a Bachelor of Arts (BA) in Economics from the University of Winnipeg, a BA (Honours) in Political Science from York University, and Master of Arts (MA) in Political Science from York University. Grace-Edward's appointment began in 2003 and his current teaching areas include equity and human rights and third world politics. He has previously taught at York University (International Relations) and George Brown College (Anti-Racism; Multiculturalism; and Local Politics). In addition to his academic career, he has also worked in the Ontario government as a senior policy analyst on justice issues, and he is a former provincial coordinator of the Ontario Alliance for Employment Equity. He has been involved in many community campaigns around social justice issues such as anti-racism, anti-poverty, community development, human rights, education reform, and police reform.

Deena Ladd has been working to improve wages and working conditions for primarily workers of colour, low-wage workers and immigrant workers for the past 20 years. Deena is a co-founder and the coordinator of the Workers' Action Centre. The Workers' Action Centre works with predominantly low-waged immigrant workers and workers of colour in precarious jobs that face discrimination, violations of rights and no benefits in the workplace. Deena has been involved in the PEPSO project as a community advisory member focusing on how research can connect to public policy to improve the lives of workers.

Michelynn Lafleche is Director of Research, Public Policy and Evaluation at United Way Toronto. Prior to this, she studied and worked on race and gender issues in Canada, Germany and the UK. She obtained her undergraduate degree at the University of Ottawa, her Master's degree at the University of Toronto and undertook her postgraduate studies jointly at the University of Toronto and Karls Ruprecht University in Germany. Michelynn worked as a research consultant, an ESL teacher and a university lecturer over a period of ten years before relocating to London. She joined the Runnymede Trust in 1997, one of the UK's leading social policy research charities, and was appointed Chief Executive in 2001. Michelynn led the organization for eight of its most successful years until returning to Canada in 2009. Since then, Michelynn worked as an independent consultant and for the Greater Toronto Civic Action Alliance before joining United Way Toronto in 2011. She is

currently the co-principal investigator of the Poverty and Employment Precarity in Southern Ontario (PEPSO) initiative.

Dr. Wayne Lewchuk is professor in the School of Labour Studies and Department of Economics at McMaster University. His most recent research focused on the health effects of precarious employment. The results of this study were published by McGill Queens University Press in the spring of 2011 in a volume titled *Working Without Commitments: Precarious Employment and Health*. He is currently the co-principal investigator of the Poverty and Employment Precarity in Southern Ontario (PEPSO) initiative. He holds a BA and MA in economics from the University of Toronto, and a Ph.D. in economics from the University of Cambridge.

André Lyn is a Ph.D. Candidate at Carleton University and a Manager of Community Investment, United Way of Peel Region. He has extensive academic research and community activism experience with migrant farm workers, precarious employment and inequality. André has conducted research for the University of Guelph's Rural Women Making Change project focusing on female Caribbean temporary migrant workers and is a volunteer with Justicia for Migrant Workers, a group that advocates for the rights of Mexican and Caribbean Migrant workers. He recently wrote an academic paper (unpublished) on *The Growing Precarious Labour Market Position of Racialized Canadians: A Dual Labour Market Explanation*. André's thesis will examine transnational fathering within the context of Jamaican farm workers under Seasonal Agricultural Worker Program (SAWP).

Susan McIsaac became President and CEO of United Way Toronto on September 1, 2010. She is a widely recognized leader with more than 20 years experience in the non-profit sector. A senior executive with United Way since 1998, Susan is a key architect of the organization's strategic transformation, from trusted fundraiser to a community mobilizer and catalyst for change. Susan has spent a lifetime in service to the community. She donates much of her time to several non-profits in Toronto including the Greater Toronto Civic Action Alliance Board of Directors, and works as a mentor for United Way's CITY Leaders program. Susan is also a steering committee member for the Governor General's Initiative on Volunteerism and Philanthropy. In 2007, she received the National Award of Excellence from United Way of Canada–Centraide Canada and was named Outstanding Fundraising Professional of the Year by the Association of Fundraising Professionals (AFP). In 2012, she was awarded a Queen Elizabeth II Diamond Jubilee medal in recognition of her ongoing community service work. She also received an Honorary Diploma from Loyalist College, their highest academic honour.

Rana Sarkar is the President and Chief Executive Officer of the Canada-India Business Council. He also serves as a Senior Fellow and Co-Chairman of the Board for the Munk School of Global Affairs at the University of Toronto. He is an active investor and advisor to new venture and social enterprises. Previously, Rana was a co-founder and director of Rawlings Atlantic Limited, a cross border advisory firm, and Content Partners, a UK and US based media services firm. Rana also served as the lead strategist at a leading European digital communications agency and a consultant at Roland Berger Strategy Consultants based in Europe and Asia. Rana is an active commentator and ideas contributor on global business, politics and social trends, and has been featured on the BBC and CBC, and in the Financial Times and The Globe & Mail. He has been a regular visiting lecturer at both the London School of Economics and the CASS Business School, and was a patron of the Hay Festival of Literature and the Arts. He attended the London School of Economics, Queen's University at Kingston and the INSEAD Executive Program and is a member of the advisory councils of the Literary Review of Canada and the Mowat Centre for Policy Innovation. Previously he served as co-chair of

the Labour Market Readiness working group for CivicAction. He was a candidate for federal parliament in the 2011 general election.

Megan Spasevski is a community researcher and research coordinator in the community-based research department at Access Alliance. She has been a part of newcomer health equity research and advocacy in the areas of refugee youth health and income security among immigrant and refugee women. Megan holds a BA (Honours) in Political Science and Peace and Conflict Studies and an MA in Political Science, both from McMaster University. Megan is the lead researcher on Case Study 6 of the PEPSO project, investigating systemic challenges faced by racialized newcomer women in securing stable employment in their field. In particular, the research examines the 'job-skills mismatch' that racialized newcomer women face when they enter the labour market, and how this pushes them into long-term precarious employment trajectories. The research findings generate evidence about the racialized and gendered dimensions of barriers to the labour market.

Jamison Steeve is Executive Director of the Martin Prosperity Institute and the Institute for Competitiveness and Prosperity. His responsibilities include the development of the strategic plan and the future vision for the organizations. Prior to joining the MPI and ICP, Jamison built a successful career in Ontario public policy serving as advisor to provincial cabinet Ministers and most recently as Principal Secretary in the Office of the Premier. During that time, Ontario became known as a "public policy powerhouse". In this most recent position, he worked with Premier Dalton McGuinty to create and shape the policy and legislative agenda for the provincial government. Steeve played a key role in the development and writing of Throne Speeches, Provincial Budgets and the Liberal Party Platform in 2007 and 2011. Before entering the public policy arena, he practiced law with Fasken Martineau DuMoullin. He is a graduate of Queen's University and Dalhousie University.

Sam Vrankulj is the Project Coordinator and a member of the Case Study 1 research team for the Poverty and Employment Precarity in Southern Ontario (PEPSO) CURA. His most recent research focuses on issues related to deindustrialization and dislocated worker adjustment. He is the principal researcher and author of the CAW Worker Adjustment Longitudinal Tracking Study. Sam holds an MA in Work and Society from McMaster University School of Labour Studies where he currently teaches and is the Academic Coordinator of Labour Studies Certificate Programs.

Dr. Don Wells is Director of the School of Labour Studies and Professor of Labour Studies and Political Science at McMaster University in Hamilton Ontario. His current research focuses on the politics of international labour standards regulation in a globalizing political economy and on impacts of international labour migration on family cohesion. He is the academic lead of a research team on a case study funded under the PEPSO CURA. The research team is analyzing impacts of Canada's Seasonal Agricultural Worker Program on the family cohesion of temporary agricultural workers from Mexico and Jamaica. A second study on impacts of temporary foreign worker programs is also planned.

Mary Wiens is an award-winning journalist and producer who can be heard weekdays on CBC Radio One's # 1 morning show, Metro Morning on 99.1 FM in Toronto. Mary studied journalism at Ryerson University and has been with the CBC for 25 years. Her career began as a copy clerk at the CBC studios on Parliament Street in Cabbagetown, Toronto and then as a news reporter for radio before she moved into Current Affairs programming on shows such as Sunday Morning, Later the Same Day and Ontario Today. For the last 10 years you have heard Mary's voice and compelling stories

broadcast on CBC Radio One 99.1's Metro Morning. Her reporting series, "Growing Up Without Men" about absent fathers, and the Gabriel Award winning "Stolen Children" – portraits of First Nation's men and women who survived the Residential School system – are examples of universal stories and themes that Mary shares with us through the lens of the diverse communities that make up Toronto. Mary has a deep commitment and is actively involved in her downtown Toronto community. Her passion about this city is clear through the stories she shares with her listeners and how she lives each day in Toronto.

ABOUT PEP SO

PEPSO is the Poverty and Employment Precarity in Southern Ontario research alliance. The PEP SO project is a five year SSHRC Community University Research Alliance funded initiative investigating the growth of precarious employment in southern Ontario and its impacts on individual and family well-being. It grew out of the 2007 United Way Toronto report, *Losing Ground*, which documented the growth of household poverty in Toronto and its association with precarious employment. PEP SO comprises two surveys, the first of which is the basis for the report *It's More than Poverty*, and the second of which is to follow in 2014. It also involves 6 case studies, each covering precarious employment from a different angle.

The PEP SO project aims to meet the research need to gather data on trends in precarious employment and to encourage policy debate. Much of the evidence regarding precarious employment and its impact on households and communities is anecdotal and, without solid quantitative research, it has been difficult to influence public policy. It is our hope that this research will lead to meaningful policy change in the lives of the precariously employed and their families, and stimulate further research on this topic.

More information about the project and its publications can be found at www.pepso.ca.

PEPSO INITIATIVE PARTICIPANTS

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PEPSO PARTNERS

