

***The Changing nature of the Labour Market and
its differential impacts on Black communities***

**Labour Market Participation and Income
Security**

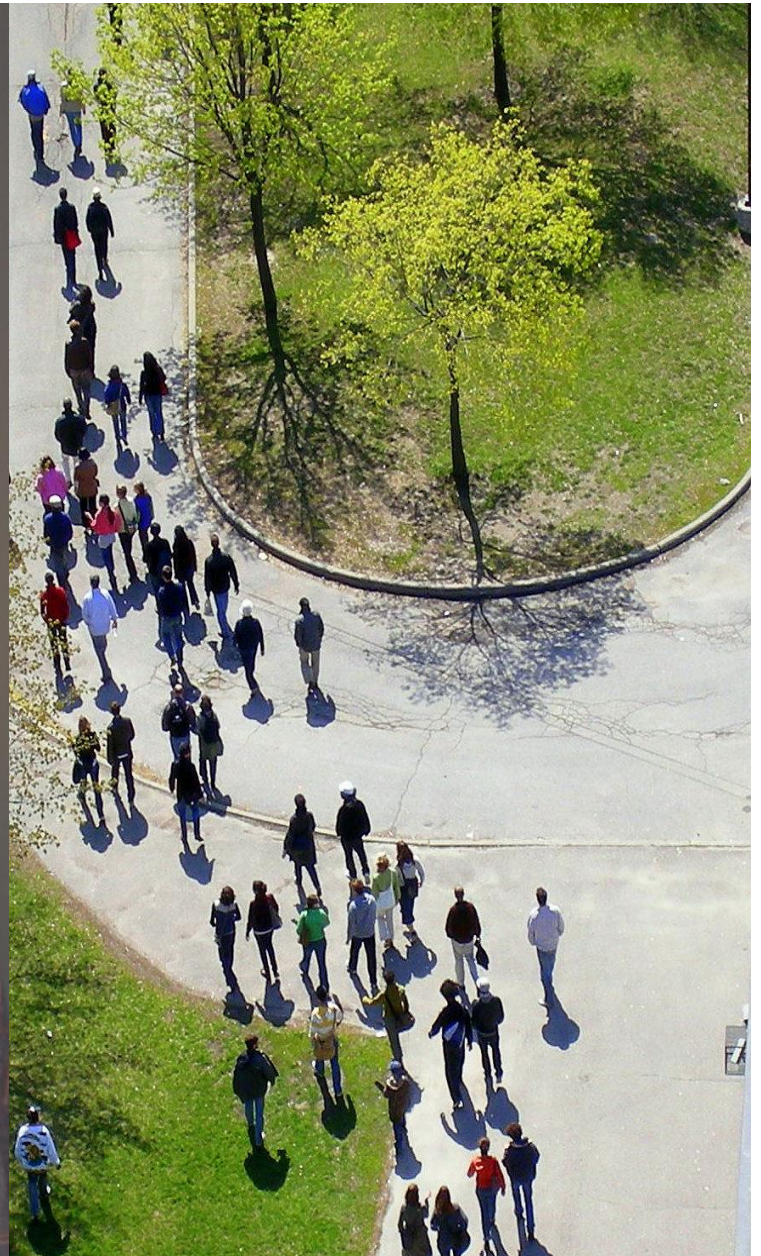
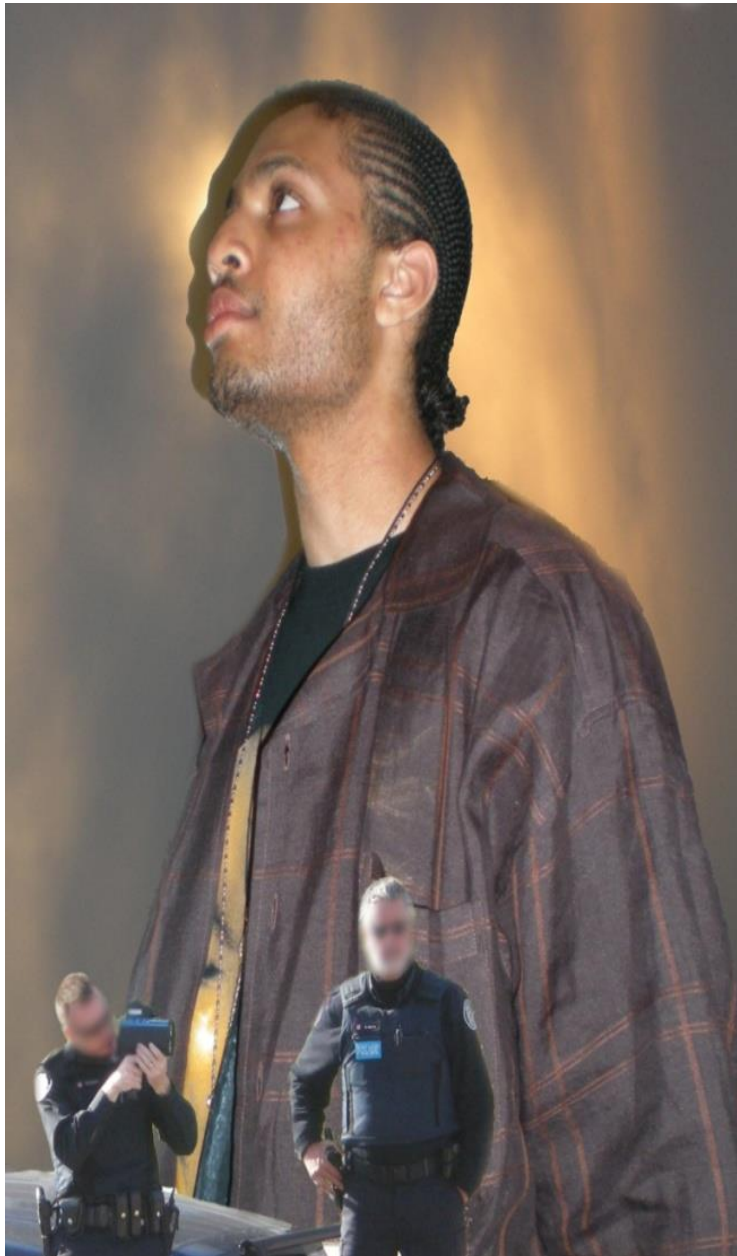
February 04, 2020

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Introduction

- African Canadians face an income security gap arising out of unequal labour market participation
- The broader context:
 - the changing economic conditions
 - the grow of inequality in Canadian society
 - unequal access to job and other opportunities
- Persistent poor social economic status indicators
 - Participation and employment rates
 - Higher unemployment and under employment
 - Income earning gap
 - Disproportionate low income
 - Related social problems – health, housing, etc



The changing nature of the labour market

- Income inequality
- Flexible labour markets
- Technological change
- Globalization and migration
- Blacks as vulnerable workers
- Declining social economic performance
- What is to be done?

How the economy is organized



Capitalism in the C21st



Whiteness, Anti-Black racism and the Canadian economy

- Canadian slave economy – Blacks cleared the land to build military outpost in NS
- **Early Anti-Black racism:**
 - The structures of the differential exploitation emerge early with discounted Black labour value
 - Blacks paid one quarter of white wages \A question of race on class
 - White working class rage – riots in Shelbourne, Nova Scotia and the burning down of Birchtown
- **Continuity:** C21st neo-liberal capitalist intensification of differential exploitation
 - Disparities in Blacks economic participation

Forces driving change

- Four principal forces responsible for change in the labour market
 - Neo-liberal Economic restructuring and globalization of the economy and labour market (Neo-liberal deregulation and re-regulation)
 - Demographics – migration, racialization
 - Technological change - automation
 - Worker resistance – organizing, fight back

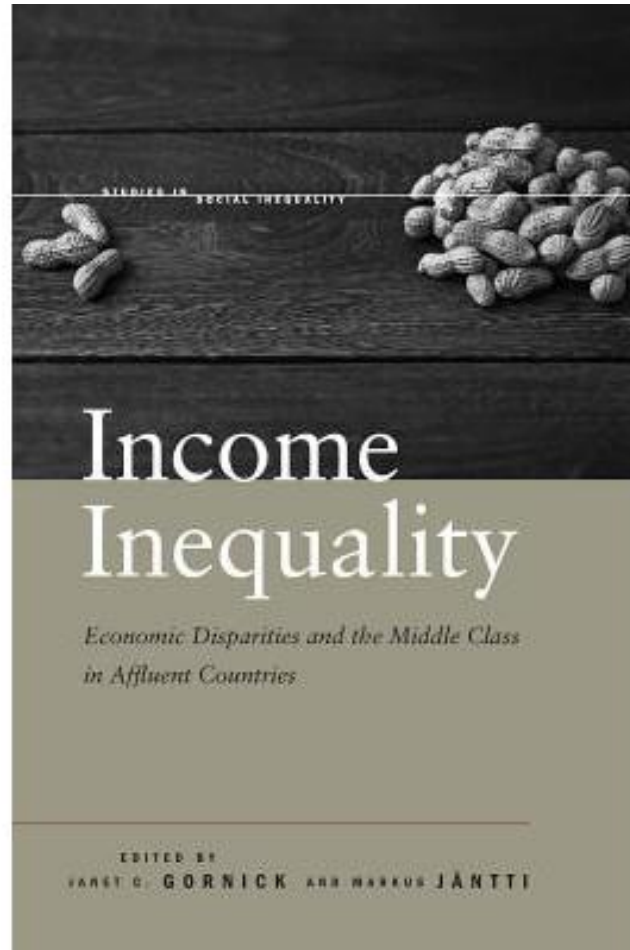
Four key trends

- Economic restructuring leading to globalized production systems, capital mobility, transnational corporations, free trade in goods and services and migration have impacted the labour market – bringing workers into competition across the globe. Deregulation and re-regulation of the labour market to create flexibility and employer dominance has led to precariousness. It has increased wage inequality within nations and some convergence across borders
- Demographics: aging baby boomer and slowing labour market growth dependant on women, racialized groups, immigrants, Aboriginal populations, persons with disability
- Technological change: Changes in technology largely responsible for shift from dominance of manufacturing towards service sector, from mass production (large scale, standardized, highly delineated work processes and jobs towards production systems characterized by smaller scale, and greater flexibility in the organization of work. Technological change has also let to sorting out of higher skills and low skilled production and service
- Worker resistance: Increasing mobilization for better wages, worker control, better working conditions and demands to address income and social inequality are forcing governments to reconsider deregulation

Canada: The Unequal economy

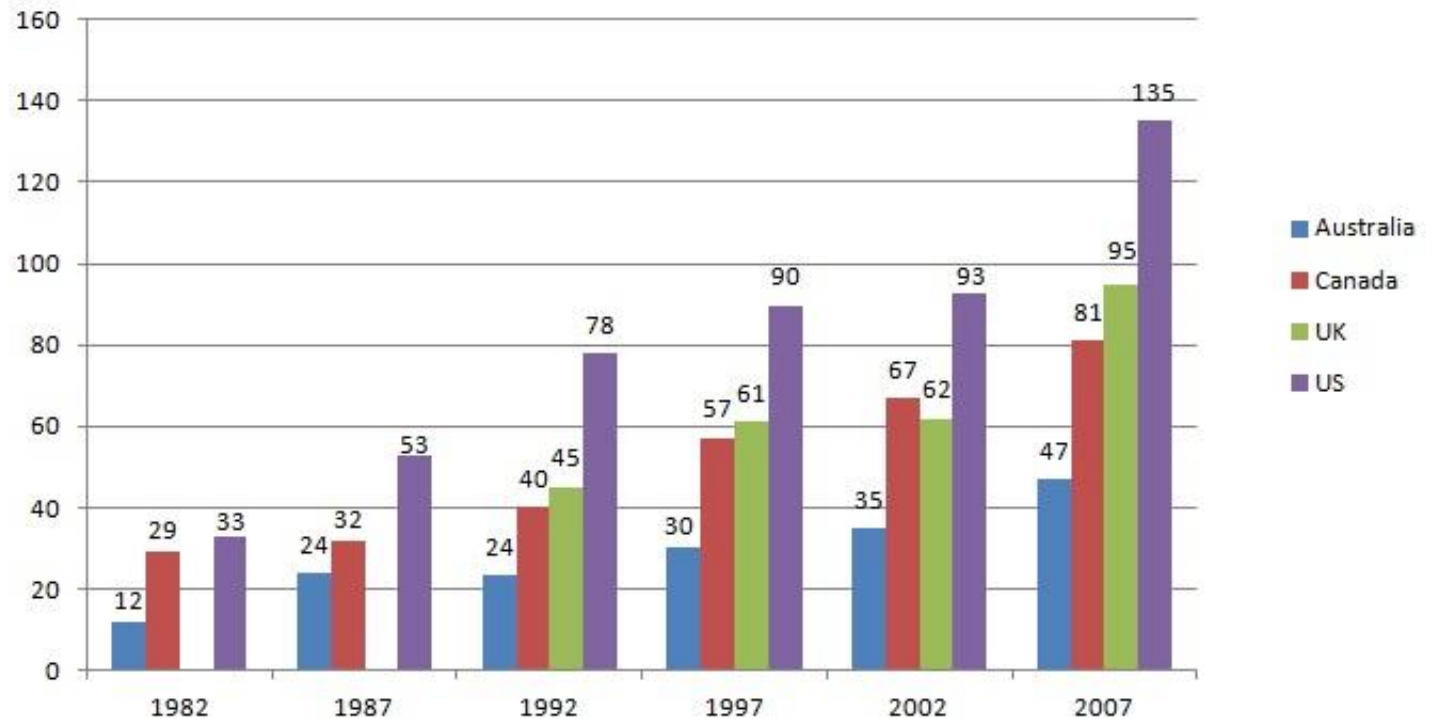
- *'Canada's economy doubled in size since 1981 - now making it the 9th richest nation in the world'*
- But that stellar performance, measured by GDP growth, was accompanied with growing economic and income inequality
- The report concludes that:
 - the income gap between rich and poor is at a 40-year high
 - there is greater polarization as the rich are getting richer and the rest stagnate
 - the bottom half are particularly shut out of these economic gains
 - people are working longer to maintain their earnings

Income Inequality



1% versus 99%

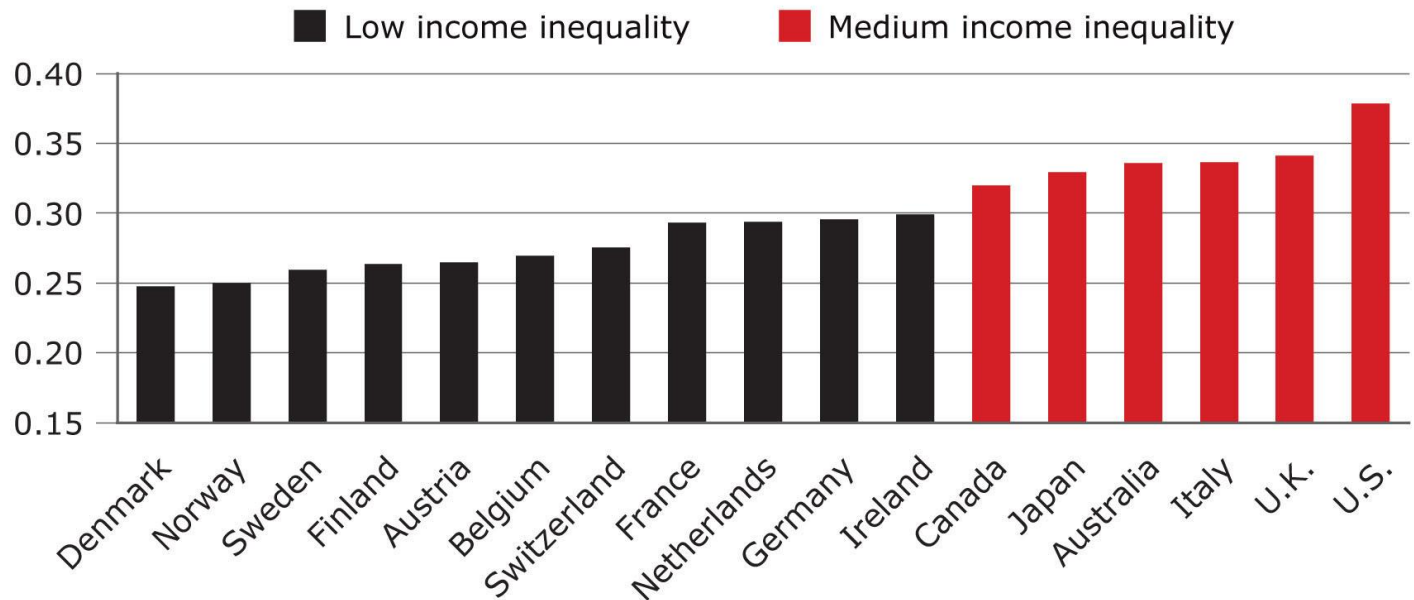
Average income of top 0.1% earners relative to the average income of bottom 90% earners (1982-2007)



Income Inequality in OECD

Income Inequality

(Gini index where 0 represents exact equality and 1 represents total inequality)

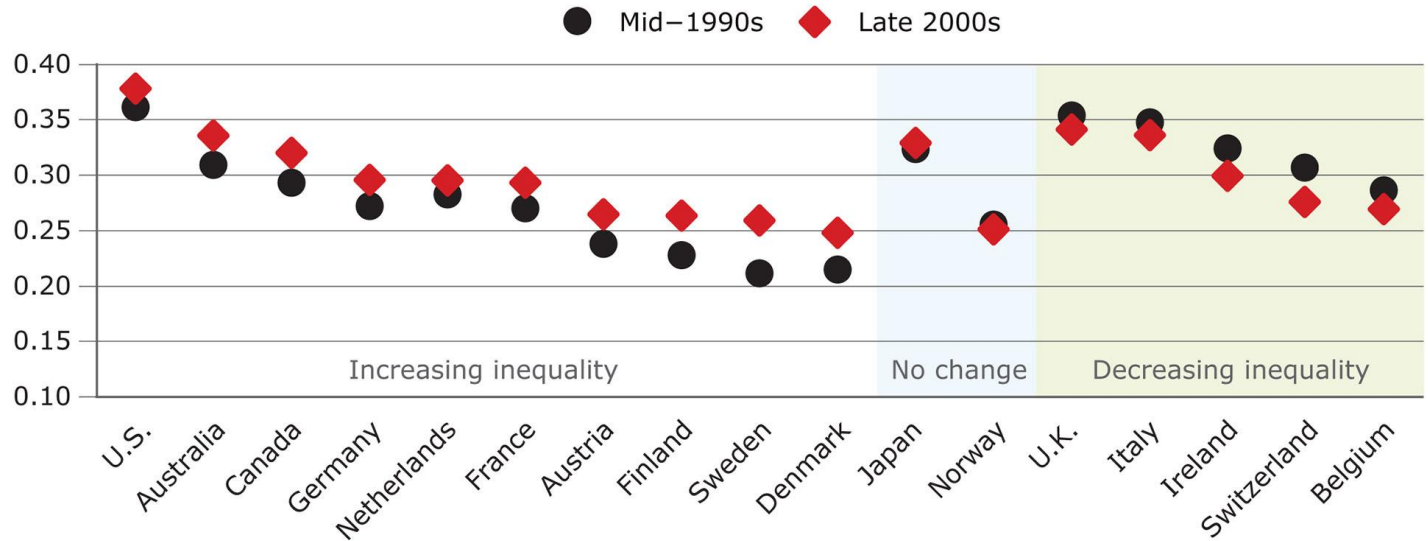


Source: The Conference Board of Canada.

Changes in Income Inequality

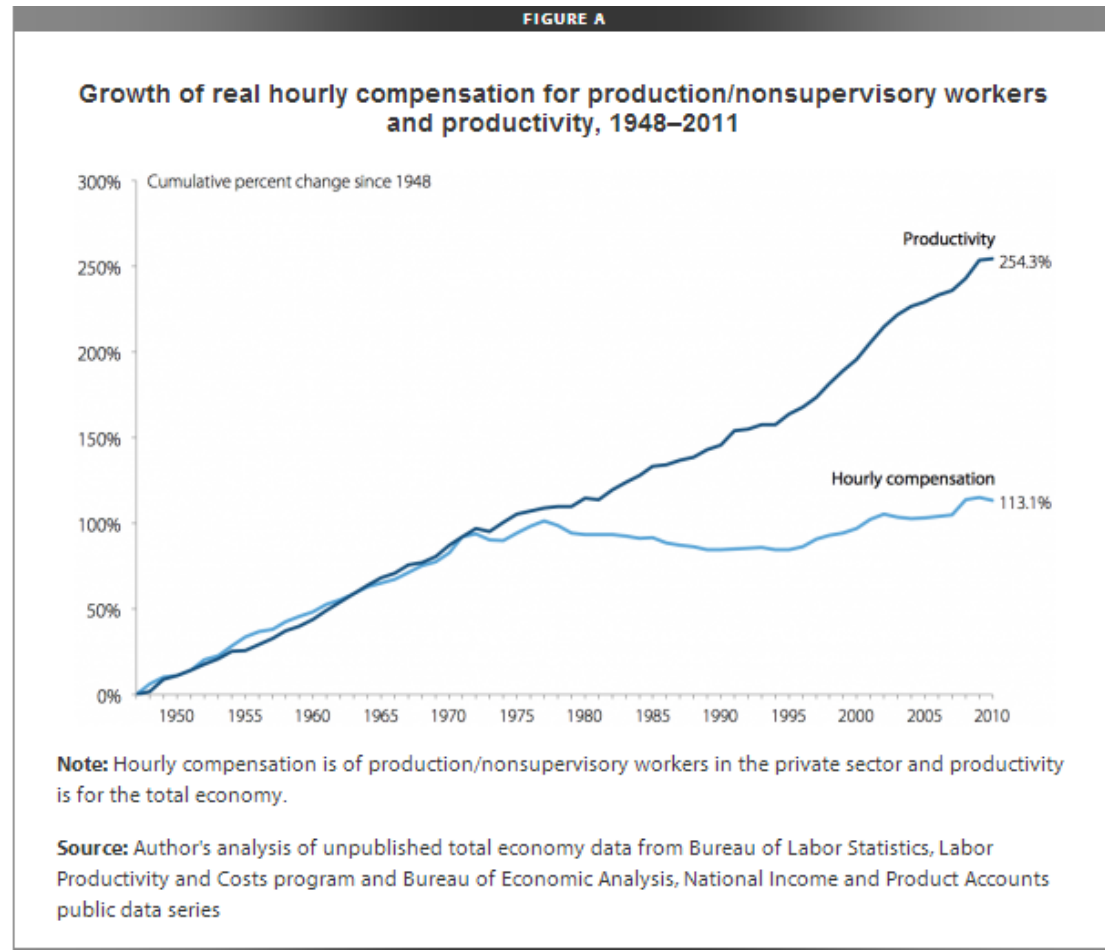
Income Inequality, Mid-1990s and Late 2000s

(Gini index where 0 represents exact equality and 1 represents total inequality)



Source: The Conference Board of Canada.

Productivity gains versus benefits distribution



The 99% versus the 1%

The 99% vs. The 1%

Income inequality has been getting worse in Canada, rising at a faster pace than it has been in the U.S. The inequality is being driven by what's happening at the very top of the income spectrum: The richest of the rich are breaking away from the rest of us.

Average Earned Incomes In 2007 (Individuals)

Canadian Average
\$38,200

Richest 0.1%
\$1.49 million

Richest 0.01%
\$3.83 million

Richest 1%
\$387,400

Richest 10%
\$119,600

Canada's Richest 1%

Canada's richest 1%
**246,000
Canadians**

Share of income growth going
to richest 1%, 1997-2007

32%

Think that's normal?
Richest 1% share
of income growth in the
1950s and '60s was only
8%!



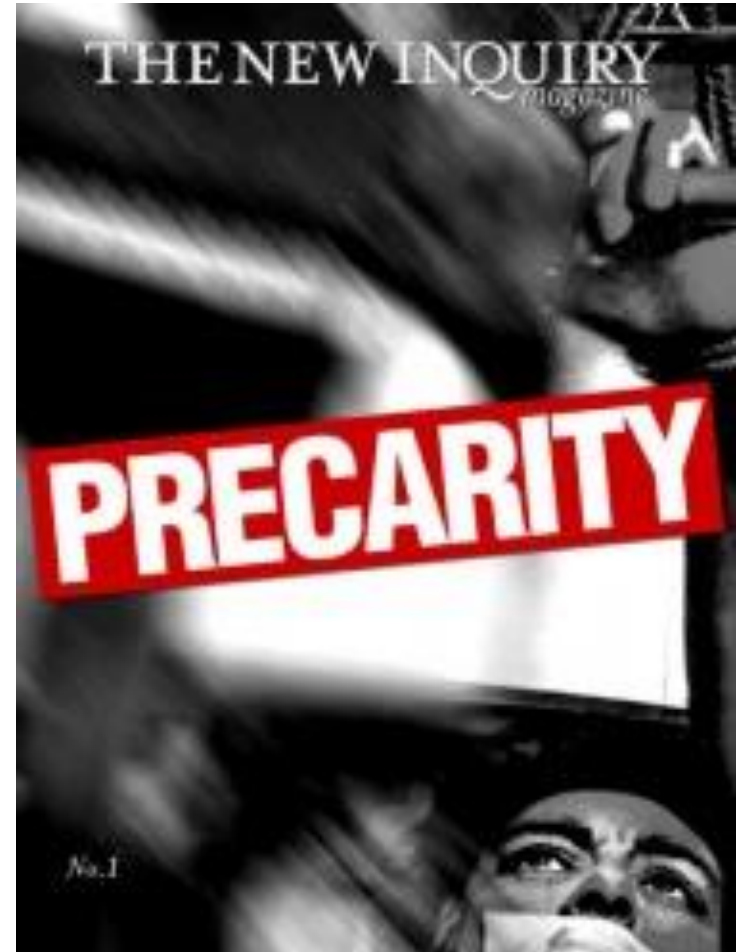
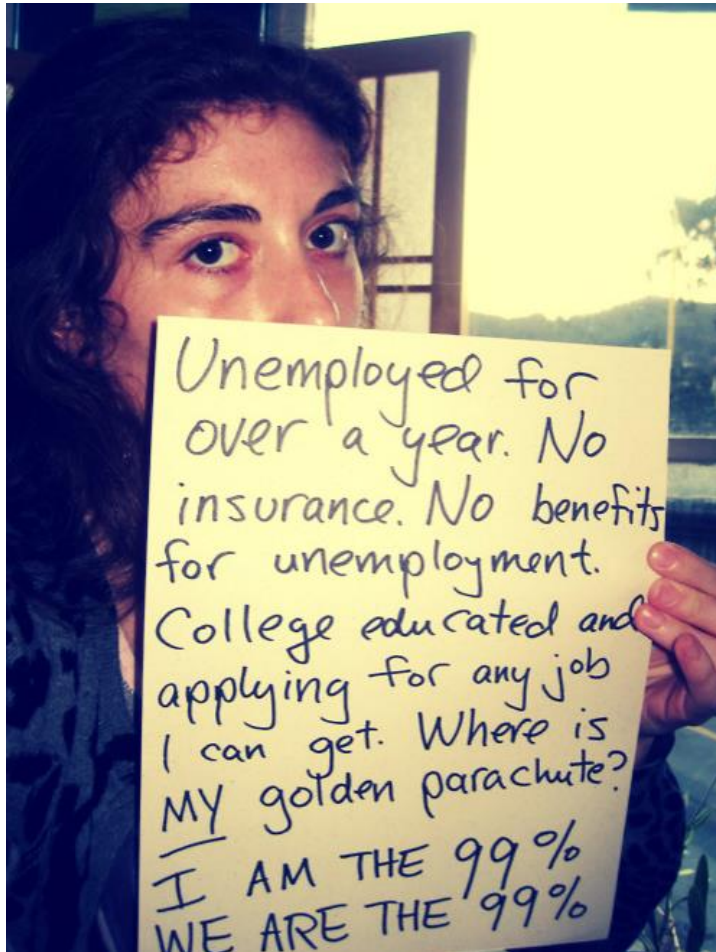
Explaining income polarization in the early twenty-first century

- Major trends in the last 40 years
- A growing income gap between managerial/professional class and working class, particularly in blue collar and services sectors (Walks, 2010)
- Income gaps steadily increased over the last 40 years
- A growing gap between racialized/immigrant and non-racialized/Canadian born cohorts
- Racialized groups at the intersection of those two trends
- Intensified racialization of class distinction

Most Vulnerable workers

- **Precarity:** Changes in employment on the rise - contract, temporary work arrangements with low wages, limited job security, and no benefits.
- Women, Blacks and other racialized groups, Aboriginal people and youth are disproportionately represented in sectors of the economy where these forms of work are a major feature.
- These groups suffer higher levels of unemployment and underemployment
- In 2005, almost 2 million Canadian worked for less than \$10 an hour and 2/3 are women

Labour market Precarity

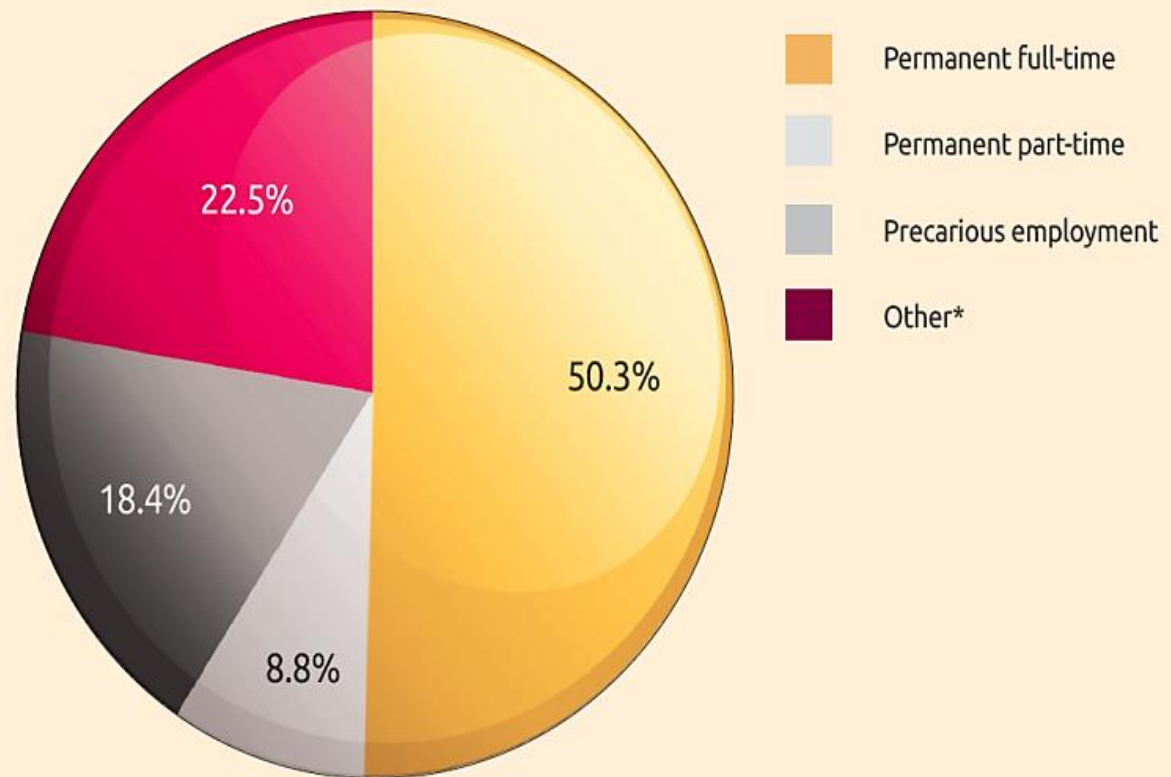


Precarious employment

- ***Precarious employment:** is characterized by increased economic insecurity, reduced entitlement to ongoing employment, limited control over work schedules, low pay, limited benefits and fewer opportunities for career advancement.*

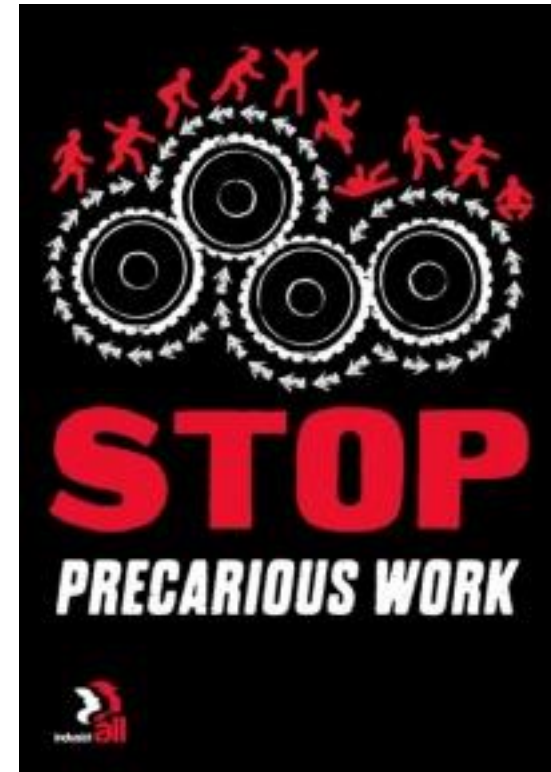
PEPSO – Its more than Poverty Report (40% in precarious forms of work)

Figure 1: Employment categories in the GTA-Hamilton Region, 2011



Precarious Employment and Livelihoods

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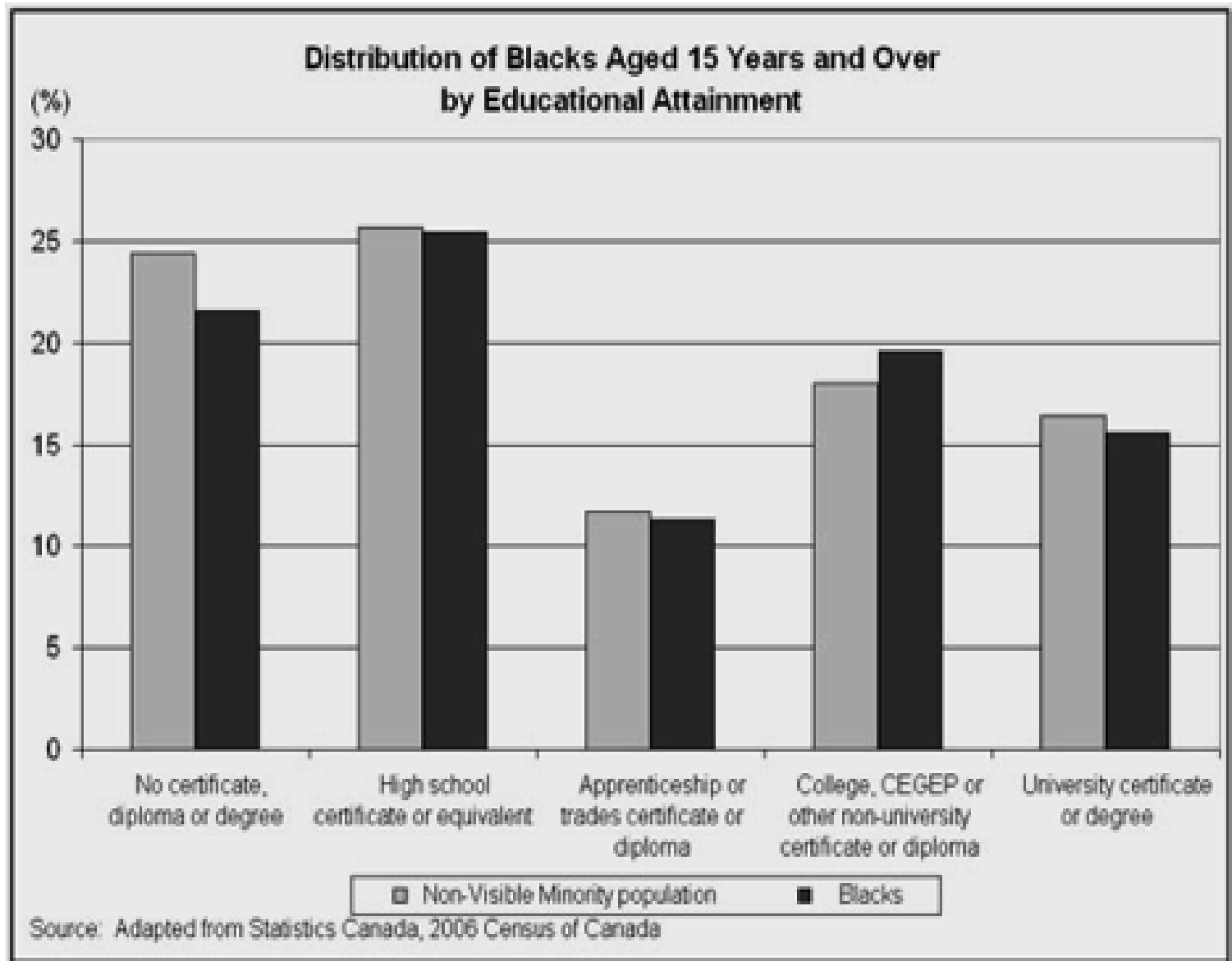


Pracarious livelihoods and Black youth



Educational attainment

- According to Toronto District School Board data for the 2012 school year, African Canadian students:
 - African Canadian children had the lowest graduation rate (65%)
 - Highest absenteeism rate (19.5%)
 - Highest suspension rate across all grade levels
 - Self-identified as being most at risk (29%)
 - Have the highest number of students with less than 8 credits at grade 9 completion (29%)
- The disengagement and resulting achievement gap structures school to prison pipeline



African Canadians and the Labour market

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African Canadians: Labour Market Experience

- Barriers to labour markets are experienced both by African Canadian immigrants, and Canadian-born African Canadians.
- These relate to unequal access to employment opportunities due to systemic exclusion from key social networks, as well as unequal access to education, training and other forms of discrimination in employment such as credential recognition challenges that lead the devaluation of African labour.
- In a 1996 study, Black university graduates had the same rate of unemployment as white high school graduates. Educational attainment not translating into comparable employment

African Canadians: Labour Market Experience

- Data from the National Household Survey (2011) shows that, African Canadians in Ontario experienced unemployment rates of 13 per cent, compared to the non-racialized unemployment rate of 7.5 per cent.
- That level of unemployment is the highest among racialized populations (as high as the Arab rate).
- African Canadian youth unemployment is even higher at 25% and only comparable to Aboriginal youth unemployment
- Data from the 2015 census shows persistent levels of higher unemployment and income attainment, despite average levels of labour market participation

African Canadians: Labour Market Experience

- 7% of all those employed Canadians of African descent worked in the health sector, whereas this was the case for only 5% of all Canadian employees.
- 10% of workers of African descent, were employed in manufacturing jobs, compared to 8% of the total Canadian workforce, while 26% of African workers, compared with 24% of the overall workforce, worked in sales or service jobs.
- These sectoral distribution disparities impact labour market participation and outcomes because of exposure to low income and precarity

African Canadians: Labour Market Experience

- Part of this is explained by the fact that many African Canadian workers were in low skill lower paid occupations and were underrepresented in high skilled well paying occupation.
- African Canadians represented 7.7% of those in management compared to 13.3% of all workers.
- A study by Pendakur & Pendakur (2007) found that **African Canadian females** faced the largest earning gap of all racialized group members, followed closely by African Canadian males.
- Income inequality is gendered and racialized

African Canadians: Labour Market Experience

- Overall, 22% of African Canadians fell within the lowest income quartile compared with 11% of White Canadians.
- 39% of the African Canadian population in Canada had incomes below Statistics Canada's Low-income Cut-offs, compared with 16% of the overall Canadian population.

Higher Unemployment Rates



African Canadians: Labour market participation

African Canadians

- Participation Rate: 67.0%
- Employment Rate: 58.3%
- Unemployment Rate: 13.0% (*highest among racialized groups*)

Non-Racialized population:

- Participation Rate: 65.4%,
- Employment Rate: 60.5
- Unemployment Rate: 7.5%

Employment, Unemployment and Participation Rates by Racialized Groups, Ontario 2011 (percent)			
	Participation Rate	Employment Rate	Unemployment Rate
Total Racialized Population	65.9	58.9	10.5
South Asian	66	58.8	11
Chinese	62.3	56.7	9
Black	67	58.3	13
Filipino	75	70.2	6.5
Latin American	71.3	63.9	10.4
Arab	59.4	51.6	13.1
Southeast Asian	67.9	60.3	11.1
West Asian	61.3	53.4	12.8
Korean	57.8	52	10
Japanese	59.9	56.1	6.4
Visible minority, n.i.e.	67.3	59.7	11.3
Multiple visible minorities	66.7	59.5	10.8
Non-racialized	65.4	60.5	7.5
Source: Statistics Canada, 2011 National Household Survey. Catalogue Number 99-010-X2011038			

Employment, participation and unemployment rates, by racialized groups, 2016

	Employment Rate	Participation Rate	Unemployment rate
Non-racialized population	64.8	60.1	7.3
All racialized groups	66.5	60.4	9.2
South Asian	67.1	61.0	9.2
Chinese	59.4	54.7	7.9
Black	69.0	60.4	12.5
Filipino	77.5	73.5	5.2
Latin American	72.7	66.0	9.1
Arab	61.1	52.9	13.5
South East Asian	68.2	62.6	8.2
West Asian	63.1	56.1	11.0
Korean	60.9	55.8	8.4
Japanese	62.4	58.4	6.4
Visible Minority, N.I.E	68.8	62.9	8.6
Multiple Visible Minority	69.1	62.5	9.5

Employment rate and participation rate by racialized groups: Canada, 2016

	Men		Women		Total	
	Participation rate	Employment rate	Employment rate	Participation rate	Employment Rate	Participation Rate
Non- racialized population	69.1	63.4	60.8	59.9	64.8	60.1
All racialized groups	71.5	65.2	61.9	56.0	66.5	60.4
South Asian	74.5	68.8	59.6	52.9	67.1	61.0
Chinese	63	58.5	55.9	51.4	59.4	54.7
Black	72.2	63.0	66.1	58.0	69.0	60.4
Filipino	78.9	74.0	76.5	72.9	77.5	73.5
Latin American	78.6	71.8	67.3	60.8	72.7	66.0
Arab	69.6	61.3	51.4	43.3	61.1	52.9
South East Asian	71.6	65.4	65.2	60.1	68.2	62.6
West Asian	70.7	63.7	55.3	48.3	63.1	56.1
Korean	66.7	61.2	56.0	51.2	60.9	55.8
Japanese	67.6	63.1	58.7	55.2	62.4	58.4
Visible Minority, N.I.E	73.1	67.1	65.1	59.2	68.8	62.9
Multiple Visible Minority	72.3	65.1	66.2	60.1	69.1	62.5

African Canadians: Labour Market Returns

- African-Canadians lag behind most Canadians and many other racialized groups in income attainment and exposure to low income.
- According to Census data from 2006, the average full year, full time employment income for African Canadian workers was \$40,179 which was \$11,000 lower than that of other Canadians at \$51,221.
- Between 2002 to 2005, average real earnings for African Canadian workers rose 2.1% compared to 5.5% for all workers.
- By 2015, African Canadians men in full term full year employment earned \$54,464 and women \$49,631 compared to Non-racialized men who earned \$76,853

African Canadians: Labour Market Returns

- However, not all workers are in full time employment and a truer measure of income is the average of income in a year that may or may include full time work.
- In 2005, those who identify as Black: They earn 75.6 cents for every dollar a non-racialized worker earns, with an annual earnings gap of \$9,101 (Galabuzi & Block, 2011).
- In 2016 those identifying as Blacks earned (37,817 men and 31,900 women) compared to \$56,920 non racialized men and 38,247 non-racialized women (Block and Galabuzi, 2019). The earning gaps was \$19,103 for men and \$25,020 for women

Employment Earnings for racialized and non-racialized populations, 2000 and 2005

			% change	%NR	
	2000	2005		2000	2005
Total Canadian	35,619	36,301	1.9		
Total Non-Racialized	36,353	37,332	2.7		
Total Racialized	30,451	30,385	-0.2	84	81
Chinese	32,354	32,981	1.9	89	88
South Asian	31,486	31,103	-1.2	87	83
African Canadian	28,215	28,012	-0.7	78	75
Filipino	28,542	29,393	3.0	79	79
Latin American	26,034	26,241	0.8	72	70
Southeast Asia	28,958	28,880	-0.3	80	77
Arab	30,452	29,441	-3.3	84	79
West Asian	27,101	26,279	-3.0	75	70
Korean	27,149	25,892	-4.6	75	69
Japanese	42,579	42,177	-0.9	117	113
Racialized (nie)	32,841	30,666	-6.6	90	82

Source: Canada Census 2006

Average employment income disparity, 2016

Average employment income	Men	Women	Men	Women	Non-racial men	
Non-racialized	56,920	38,247	1.00	1.00	0.67	
All racialized groups	44,423	33,304	0.78	0.87	0.59	
South Asian	46,974	32,336	0.83	0.85	0.57	
Chinese	49,470	37,785	0.87	0.99	0.66	
Black	37,817	31,900	0.66	0.83	0.56	
Filipino	41,563	34,065	0.73	0.89	0.60	
Latin American	42,651	30,044	0.75	0.79	0.53	
Arab	42,154	28,548	0.74	0.75	0.50	
Southeast Asian	41,656	31,537	0.73	0.82	0.55	
West Asian	40,405	28,982	0.71	0.76	0.51	
Korean	41,229	29,765	0.72	0.78	0.52	
Japanese	59,824	37,196	1.05	0.97	0.65	
Visible minority, n.i.e.	44,583	35,294	0.78	0.92	0.62	
Multiple visible minorities	44,582	34,044	0.78	0.89	0.60	

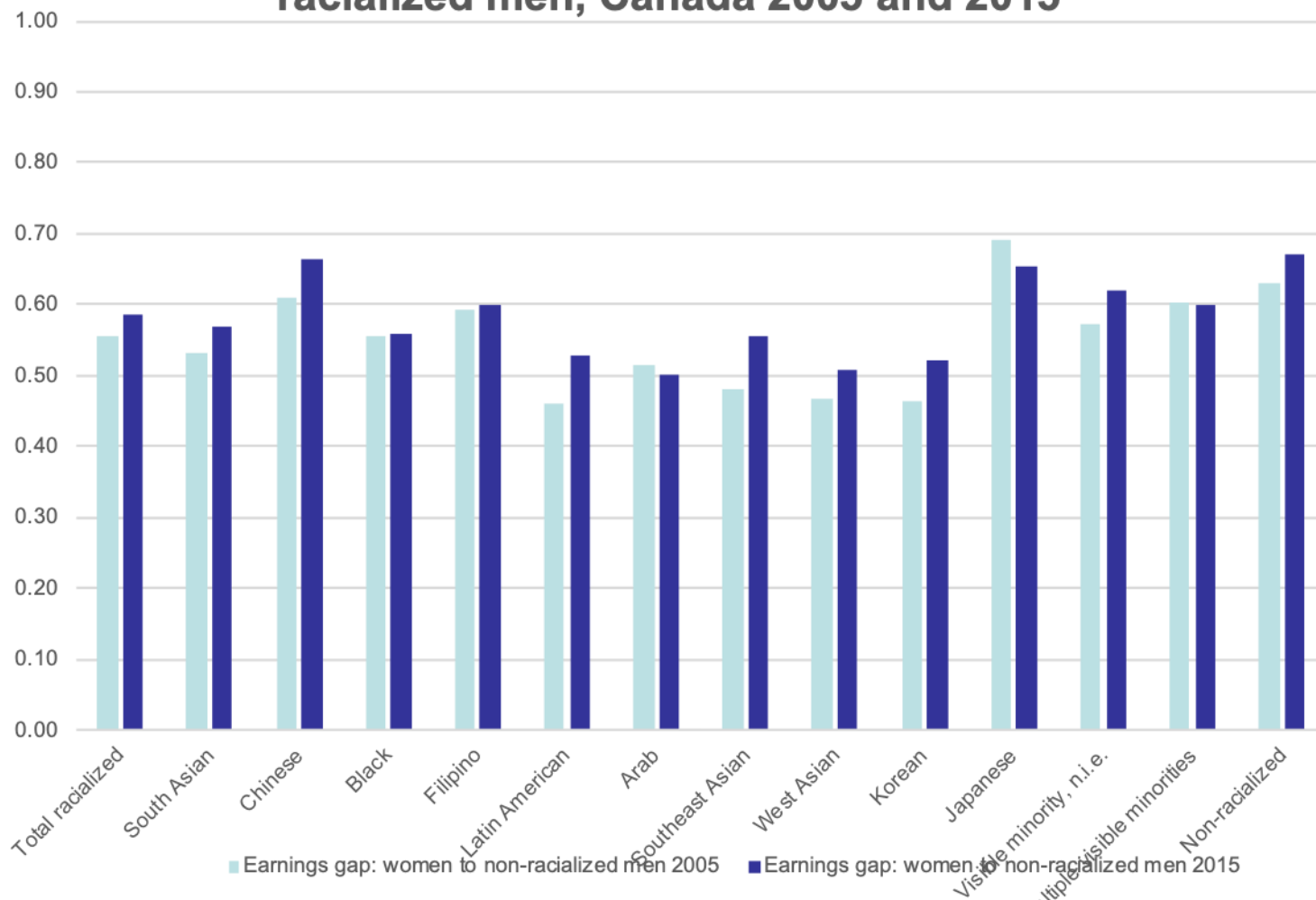
Average Employment Earnings in constants 2015 dollars, Canada 2005 and 2015

	2005		2015		2005		2015		Earnings gap: women to non-racialized men	
					Earnings gap: same gender					
	Women	Men	Women	Men	Women	Men	Women	Men	2005	2015
Total racialized	29,821	41,800	33,304	44,423	0.88	0.78	0.87	0.78	0.56	0.59
South Asian	28,512	43,675	32,336	46,974	0.84	0.81	0.85	0.83	0.53	0.57
Chinese	32,696	45,251	37,785	49,470	0.97	0.84	0.99	0.87	0.61	0.66
Black	29,753	36,679	31,900	37,817	0.88	0.68	0.83	0.66	0.55	0.56
Filipino	31,809	39,033	34,065	41,563	0.94	0.73	0.89	0.73	0.59	0.60
Latin American	24,612	36,900	30,044	42,651	0.73	0.69	0.79	0.75	0.46	0.53
Arab	27,564	40,471	28,548	42,154	0.82	0.75	0.75	0.74	0.51	0.50
Southeast Asian	25,881	40,430	31,537	41,656	0.77	0.75	0.82	0.73	0.48	0.55
West Asian	25,124	35,700	28,982	40,405	0.74	0.67	0.76	0.71	0.47	0.51
Korean	24,953	35,993	29,765	41,229	0.74	0.67	0.78	0.72	0.47	0.52
Japanese	37,018	64,413	37,196	59,824	1.09	1.20	0.97	1.05	0.69	0.65
Visible minority, n.i.e.	30,689	41,901	35,294	44,583	0.91	0.78	0.92	0.78	0.57	0.62
Multiple visible minorities	32,275	44,916	34,044	44,582	0.95	0.84	0.89	0.78	0.60	0.60
Non-racialized	33,820	53,630	38,247	56,920	1.00	1.00	1.00	1.00	0.63	0.67
Sources: 2016 census Catalogue number 98-400-X2016213 and 2006 Census Catalogue Number 97-563-X2006060 , and authors' calculations										

African Canadian Women: Largest Earnings gap



Earnings ratio: comparing women to non-racialized men, Canada 2005 and 2015



Sources: 2016 census Catalogue number 98-400-X2016213 and 2006 Census Catalogue Number 97-563-X2006060, and authors' calculations

Average employment income ratios by generation and racialized groups, prime-age workers: Canada, 2015

	First generation	Second generation	Third generation or more				
All racialized groups	0.74	0.86	0.93				
South Asian	0.76	0.94	0.96				
Chinese	0.81	1.03	1.03				
Black	0.68	0.69	0.74				
Filipino	0.70	0.81	0.77				
Latin American	0.71	0.63	0.64				
Arab	0.69	0.85	1.00				
Southeast Asian	0.71	0.72	0.80				
West Asian	0.67	0.70	0.77				
Korean	0.68	1.01	1.53				
Japanese	0.72	1.00	1.24				
Visible minority, n.i.e.	0.76	0.80	0.79				
Multiple visible minor.	0.82	0.79	0.89				
Non-racialized	1.00	1.00	1.00				
Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016210 and authors' calculations.							

Distribution of Population by racialized groups by economic family income deciles

	Non-racialized	All racialized groups	South Asian	Chinese	Black	Filipino	Latin American	Arab	Southeast Asian	West Asian	Korean	Japanese	Visible minority, n.i.e.	Multiple visible minorities
Bottom half	47%	60%	57%	56%	67%	50%	64%	75%	60%	72%	68%	46%	55%	52%
Bottom decile	9%	15%	11%	18%	17%	6%	15%	26%	12%	25%	25%	11%	13%	12%
Second decile	9%	12%	12%	12%	15%	9%	13%	17%	13%	17%	15%	7%	12%	10%
Third decile	10%	12%	12%	10%	14%	11%	13%	14%	12%	13%	12%	9%	10%	10%
Fourth decile	10%	11%	12%	8%	12%	12%	12%	10%	11%	10%	9%	9%	11%	10%
Fifth decile	10%	10%	11%	8%	10%	13%	11%	8%	11%	7%	8%	10%	10%	10%
Top half	53%	40%	43%	44%	33%	50%	36%	25%	40%	28%	32%	54%	45%	48%
Sixth decile	10%	9%	10%	8%	9%	13%	10%	7%	10%	7%	7%	10%	11%	10%
Seventh decile	10%	9%	9%	8%	8%	12%	9%	5%	9%	6%	7%	9%	10%	10%
Eighth decile	11%	8%	8%	8%	7%	11%	8%	5%	8%	5%	6%	10%	10%	10%
Ninth decile	11%	8%	8%	10%	6%	9%	6%	4%	7%	5%	6%	11%	9%	10%
Top decile	11%	7%	8%	10%	4%	5%	4%	4%	6%	5%	6%	14%	6%	8%

Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016212.

Part-time teaching in Colleges and Universities

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2020-02-21

Can youths
survive in
Ontario's
no-wage,
no-benefits
economy?

Youth in Debt



Implications of employment and income inequality

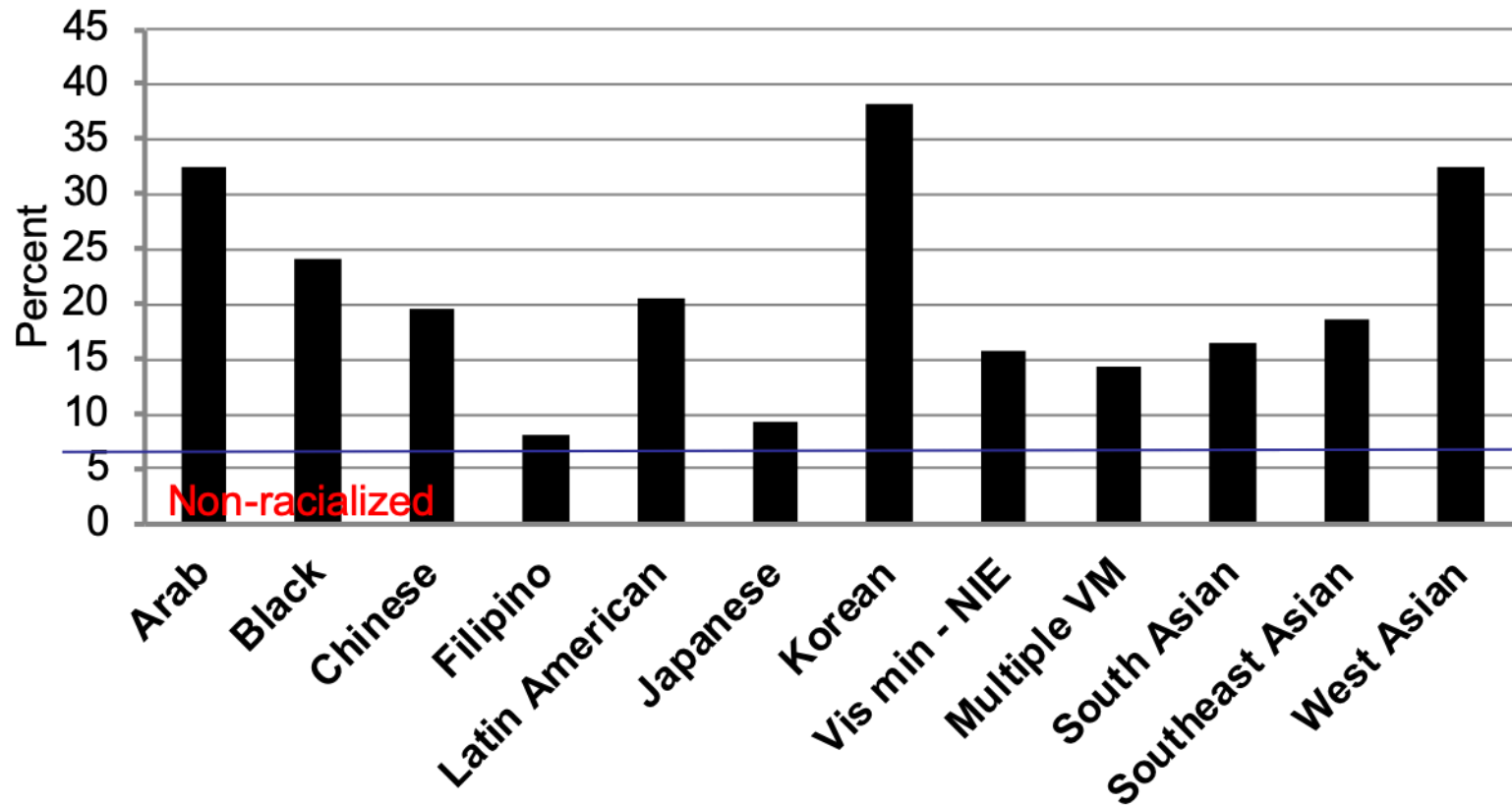
- Income insecurity
- The racialization of poverty
- Employment related health disparities
- Neighbourhood segregation
- Unionization and Community organizing response

Poverty is not Colour Blind:

Racialization of Poverty

- The **Racialization of poverty** refers to the persistent and disproportionate exposure to low income experienced by racialized group and Aboriginal people in Canada.
- It points to the significance of racialization as a key structural determinant of poverty in Canada and the **differential experience** of poverty
- Black and racialized groups are **two to three** times more likely to be poor than other members of the community – for racialized families in 2015 that meant 20.8 % compared to 12.2% for non-racialized families and 23.9% for Black families

After-tax low income by racialized group in Canada, 2005



After-tax Low Income by Select Racialized group, Canada 2005 (families)

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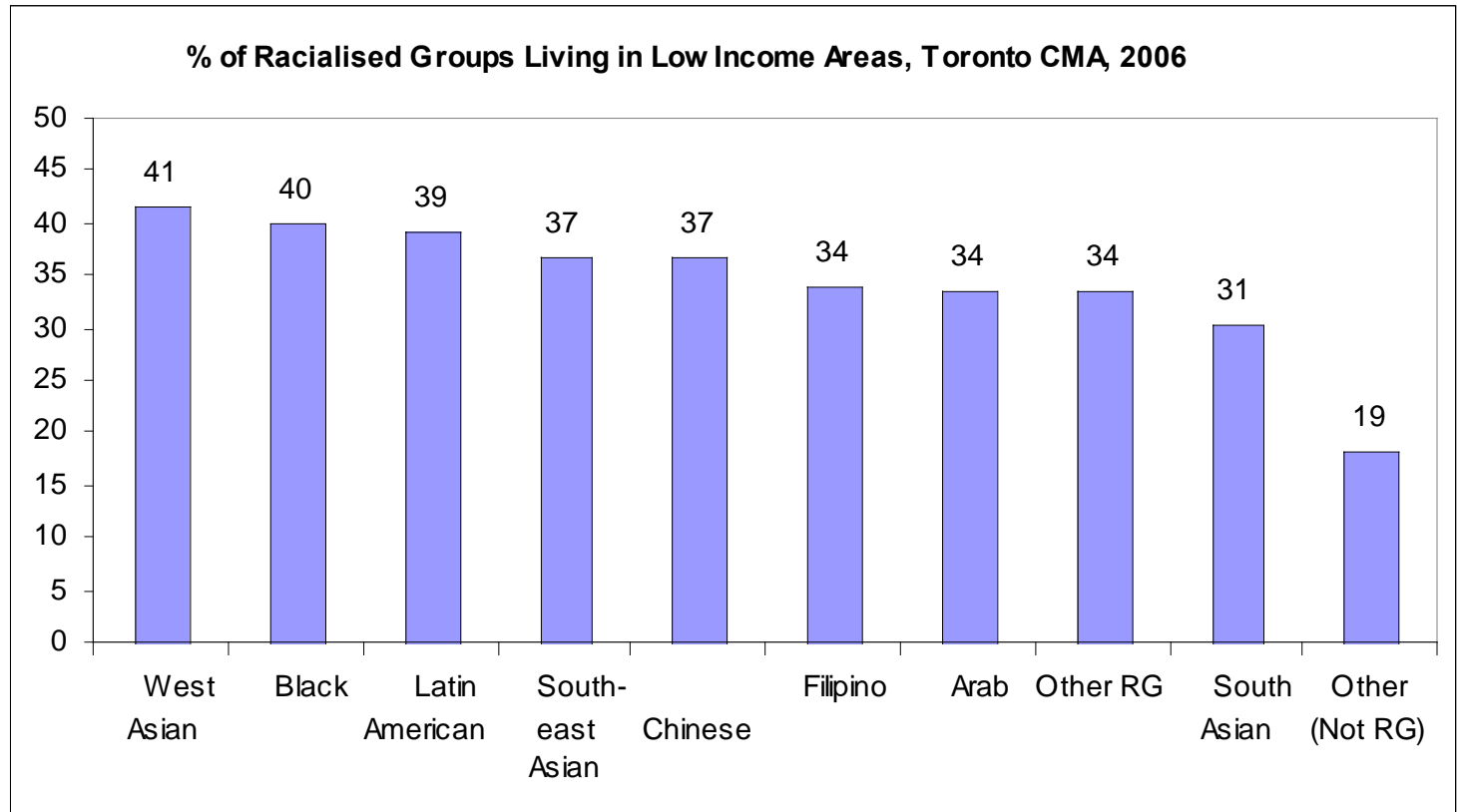
	Men	Women	Total
West Asian	31.5	33.4	32.4
Arab	32.0	33.1	32.5
Black	22.3	25.5	24.0
Chinese	19.6	19.4	19.5
Filipino	8.0	8.3	8.2
Latin America	19.8	21.3	20.6
Japanese	8.5	10.1	9.4
Korean	38.1	38.2	38.2
South Asian	16.1	16.6	16.4
South East Asian	17.7	19.1	18.5
Total racialized	19.4	20.1	19.8
2020-02-21 Total non-racialized	5.9	6.9	6.4

Share of population below LIM-AT by Racialized group: Canada 2015

	Total	Men	Women
Non-racialized	12.2	11.4	13.1
All racialized groups	20.8	20.5	21
South Asian	16.5	16.5	16.4
Chinese	23.4	23.2	23.6
Black	23.9	22.8	24.9
Filipino	7.4	7	7.7
Latin American	19.8	18.8	20.8
Arab	36.2	35.6	36.9
Southeast Asian	17.6	17.4	17.7
West Asian	34.7	34.3	35.1
Korean	32.6	32	33.1
Japanese	12.9	12.2	13.4
Visible minority, n.i.e.	18.5	17.7	19.2
Multiple visible minorities	16.7	16.3	17.1

Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016211

Racialization of poverty in Toronto: By minority group



African Canadians and Low Income

- In Ontario, 43% of children living in poverty are from racialized groups.
- Unattached African Canadian adults are particularly likely to have low incomes
- 60% of unattached African Canadian aged 65 and over had incomes below the Low-income Cut-offs, compared with just 40% of all seniors living on their own.
- Unattached senior African Canadian women are the most likely to be classified as having low incomes. 64% these women had incomes below the Low-income, compared with 54% of unattached senior African men and 43% of all women aged 65 and over.

African Canadian Health

- According to the National Health Survey (2011):
 - 41.8% of surveyed African Canadians reported cardiovascular health risk factors
 - 31.5% of surveyed African Canadians reported hypertension health risk factors
 - 28.2% of surveyed African Canadians reported diabetes health risk factors
 - 43.5% of surveyed African Canadians reported Obesity health risk factors

African Canadian Health

- National Population Health Survey (2005:1365) found African Canadian immigrants to be 76% more likely to assess themselves as “unhealthy” than other racialized groups.
- Canada’s African Canadian population has 36.1% of the nation’s HIV/AIDS cases
- More than 95% of recent (2009) Black immigrants have come from sub Saharan Africa and the Caribbean, areas considered to be HIV-endemic locales (p. 2)
- Ontario reports that while 58.3% of all AIDS cases reported for those who identified as Black were in the HIV-endemic category, 26.3% were from the “men who have sex with men” (MSM) category and approximately 2% were from the “intravenous drug use” (IDU) category (PHAC, 2009)

African Canadian Health

- African Canadian men (cisgender) are overrepresented in the mental health system often according to the Diagnostic and Statistical Manual with *Axis I* diagnosis (e.g. Major depressive disorder & Schizophrenia)
- African Canadian men are more likely to be 'streamlined' into the justice system rather than the healthcare system (*The Social Planning Council of Peel, 2007*)

African Canadians: Neighbourhood Selection

- Income segregation is significant in Canadian cities and it is highly racialized in many urban areas (Dunn, 2002; Galabuzi, 2006; Ornstein, 2000).
- A significantly high proportion of Black and racialized people in Canada live in poor neighbourhoods with poor quality, over priced and marginal housing conditions (AAMCHC, 2005; Dunn, 2000; Novac, 1999; Hulchanski, 2012).
- Poor housing in Canada is related to low income, which is in turn related to poor health outcomes

Race, poverty and urban neighbourhoods

- The concentration of poverty is the result of a decline in the traditional manufacturing and a loss of local job opportunities.
- Low skilled, service sector occupations now predominate.
- Precarious forms of employment
- Educational characteristics of low income areas reflect further marginalization from the needs of the new economy.

Housing Disparities

- Canada Mortgage and Housing Corporation (CMHC) uses the ‘Core Housing Need’ as a measure for conditions that constitute acceptable housing in Canada
- Three standards:
 - Affordability: Cost of dwelling as a share of household income
 - Suitability: Size of the dwelling
 - Adequacy: Physical condition of the dwelling
- CMHC deems a household to be in core housing need if the dwelling fails to meet one of these three standards and it has to spend 30% or more of its income on housing

Housing Disparities (Ontario)

- Canadian research shows that Aboriginal and Racialized groups are the largest proportion of Canadians in core housing need in urban centres
- Housing need aggravates the cycle of deprivation
- Poor housing is a pathway to poor health
- There are more Black and racialized group members (19.0%) in core housing need compared to (12.5%) non-racialized
- Among racialized group members, 20.5% are in core housing need due to affordability as compared to 17.9% among non-racialized

Core Housing Status of racialized Communities in Ontario, select groups

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	Households in Core Housing need	% of Households in Core housing Need	% of Households not in Core housing need
East Asian	1955	11.7	88.3
S. Asian	795	16.9	83.1
W. Asian	215	16.6	83.4
Black	4675	25.6	74.4
Racialized, nie	335	26.3	73.7
Multiple Racialized	195	23.4	76.6
Total Racialized 2020-2021	8310	19.0	81.0
Total non-	732,725	12.4	87.6

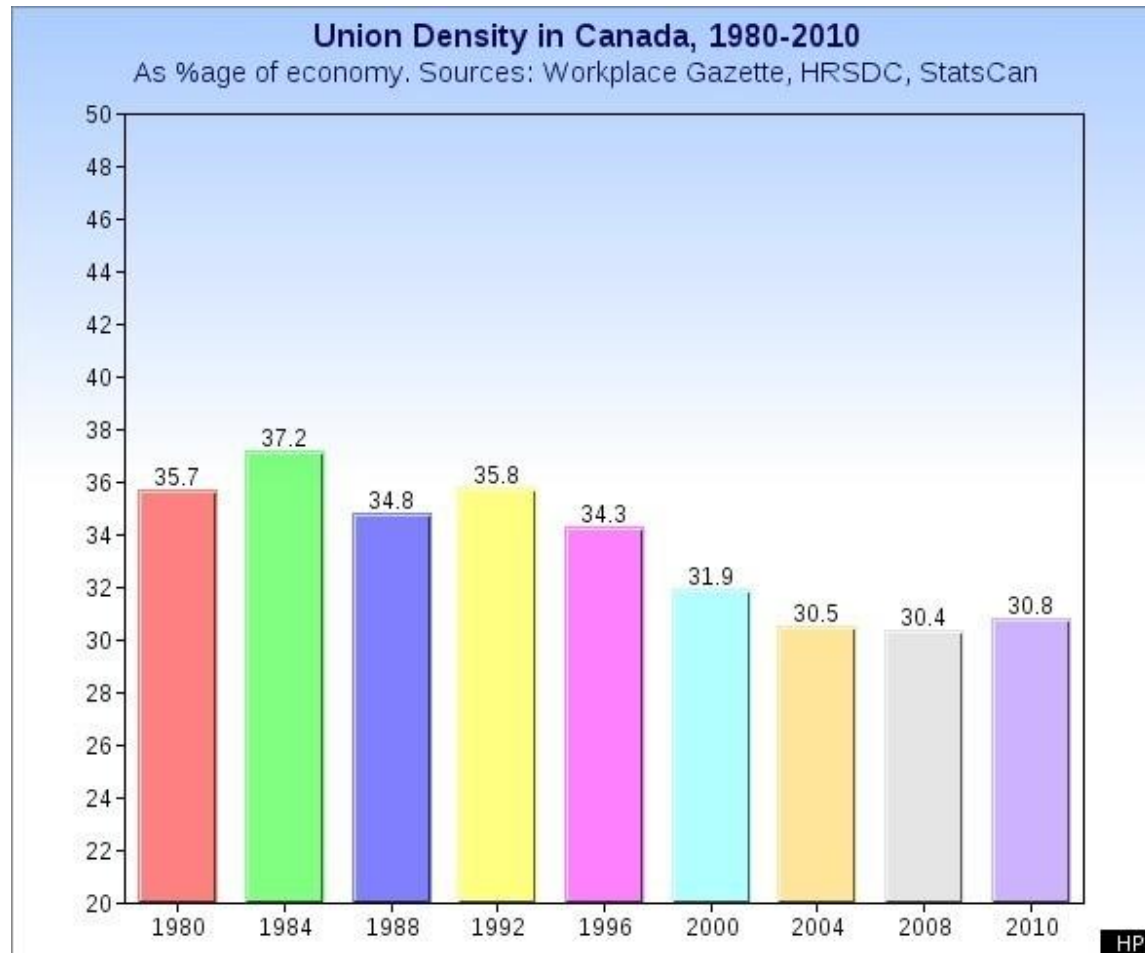
Fight Back



Extending the Union Advantage to vulnerable workers

- Unions can bargain **employment equity** provisions
- They can advocate to better **employment standards legislation** and help improve workplace conditions.
- They can also commit themselves to organizing sectors of the economy in which women, Aboriginal, racialized and disabled workers are represented disproportionately and **precariously** employed.
- In 2001, the proportion of racialized workers among paid workers was 9.3% while union coverage among racialized workers stood at 21.3%.
representing about 6.9% of all unionized workers.
- This level is significantly lower than the over rate of union density at 32.2% in the Canadian economy.

Canada: Union Density



Fight back

- Minimum wage and Living wage campaigns
- Employment standards Campaigns
- Employment Equity
- Regulating Temp Agencies
- Worker's rights education in workplace, in school curriculum, in University and college curriculum
- Labour Relations Act – encourage worker organizing and remove constraints from innovative forms of organizing consistent with the reality of precarious employment – allowing for periodic exist from workplaces – sector wide bargaining



This sign tells people where they are going. The sign leads to new places. This sign represents my community. It is the entrance to my community. We live in a strong community, even though we don't