

Risk and Reward at Work

in the New Economy

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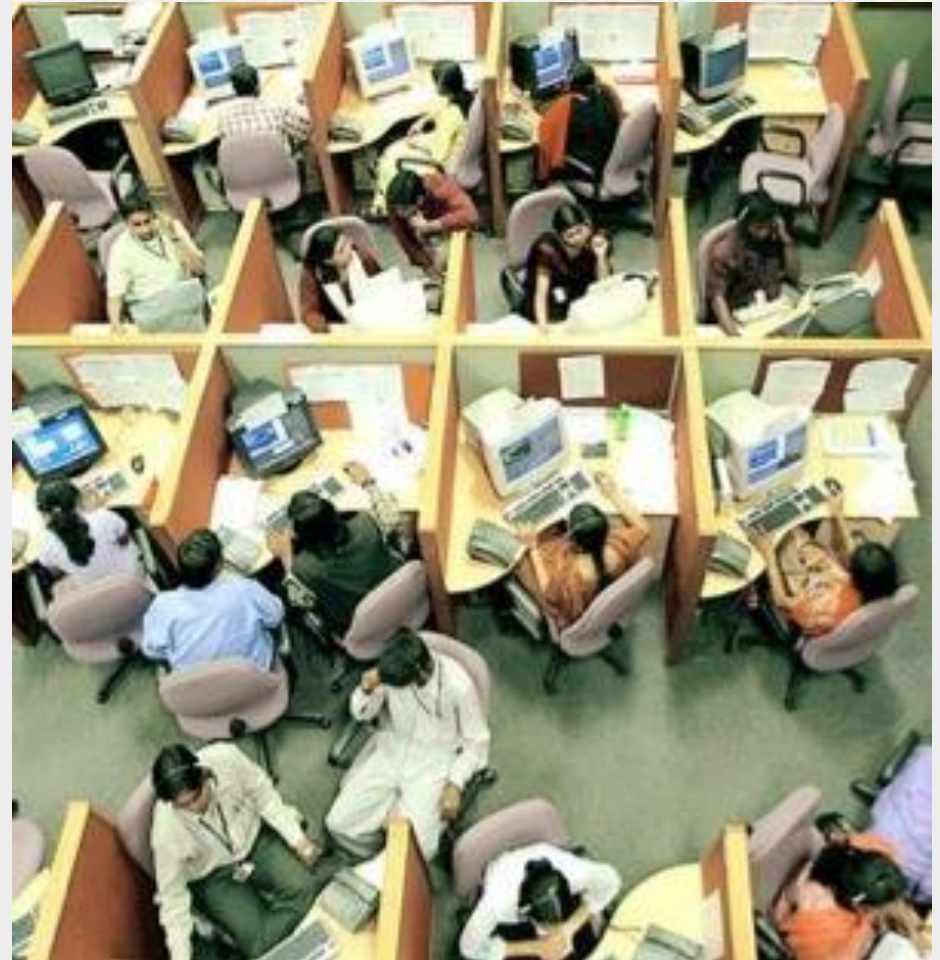
The 1950s: The Standard Employment Relationship



The New Economy



www.sydneycoffeecentre.com/new_gal9a.jpg

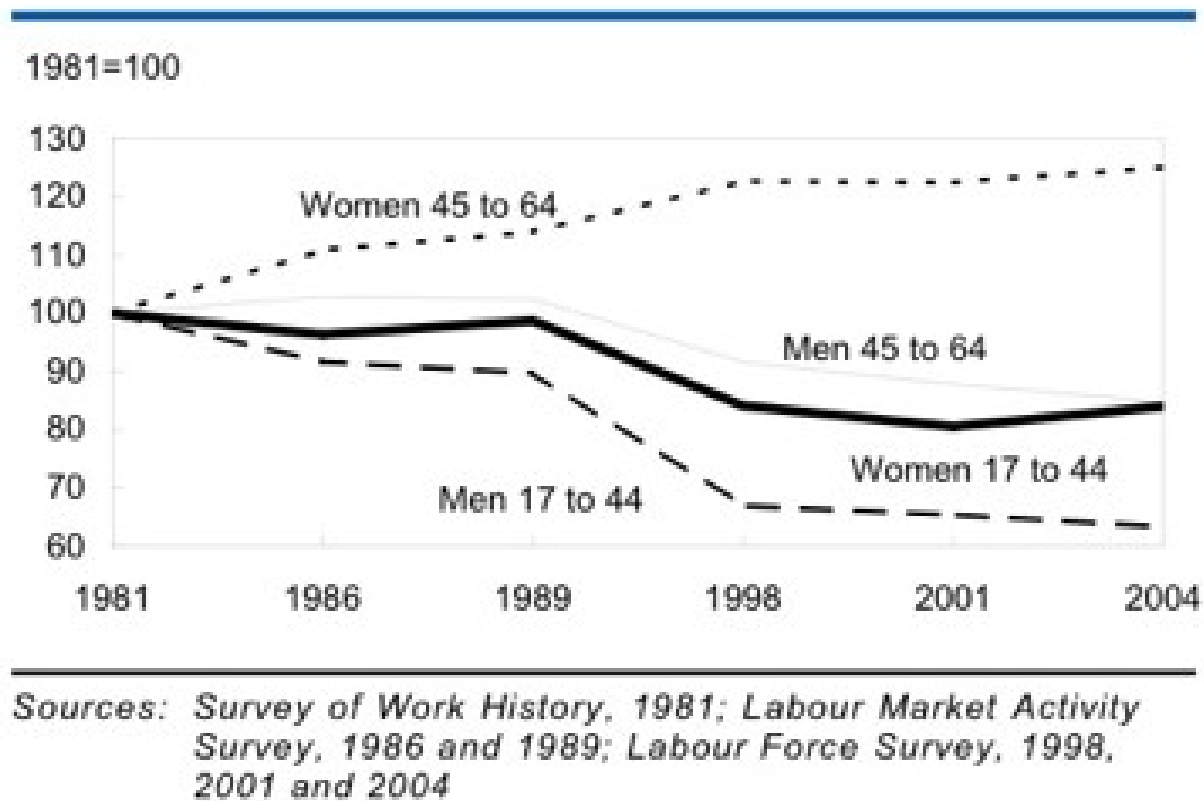


http://lukewalsh.co.uk/blog/uploaded_images/call-center-738087.jpg

The Typical Union Member

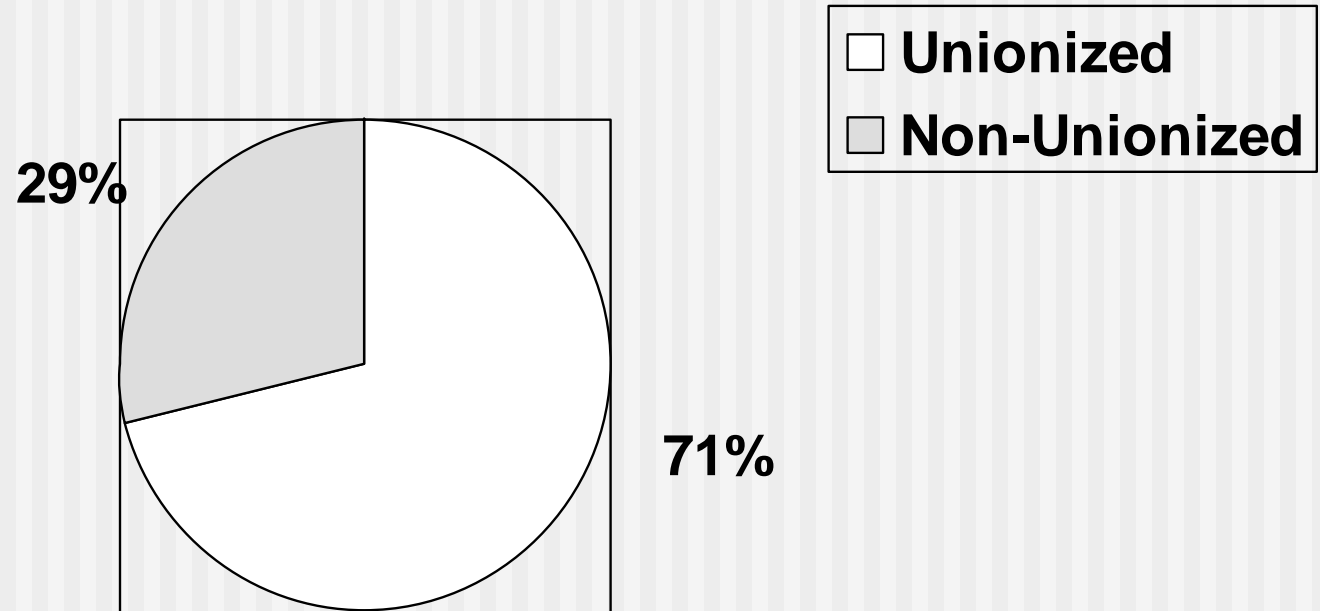


Trends in Unionization, by sex and age



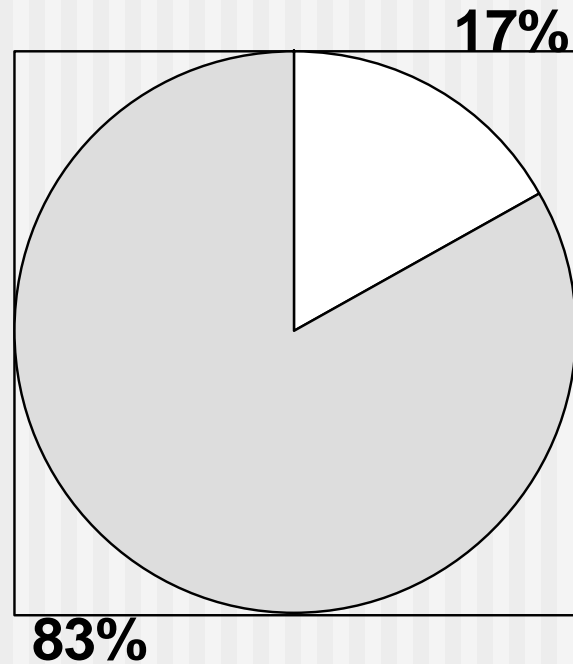
Union Density, 2006

The Public Sector



Union Density, 2006

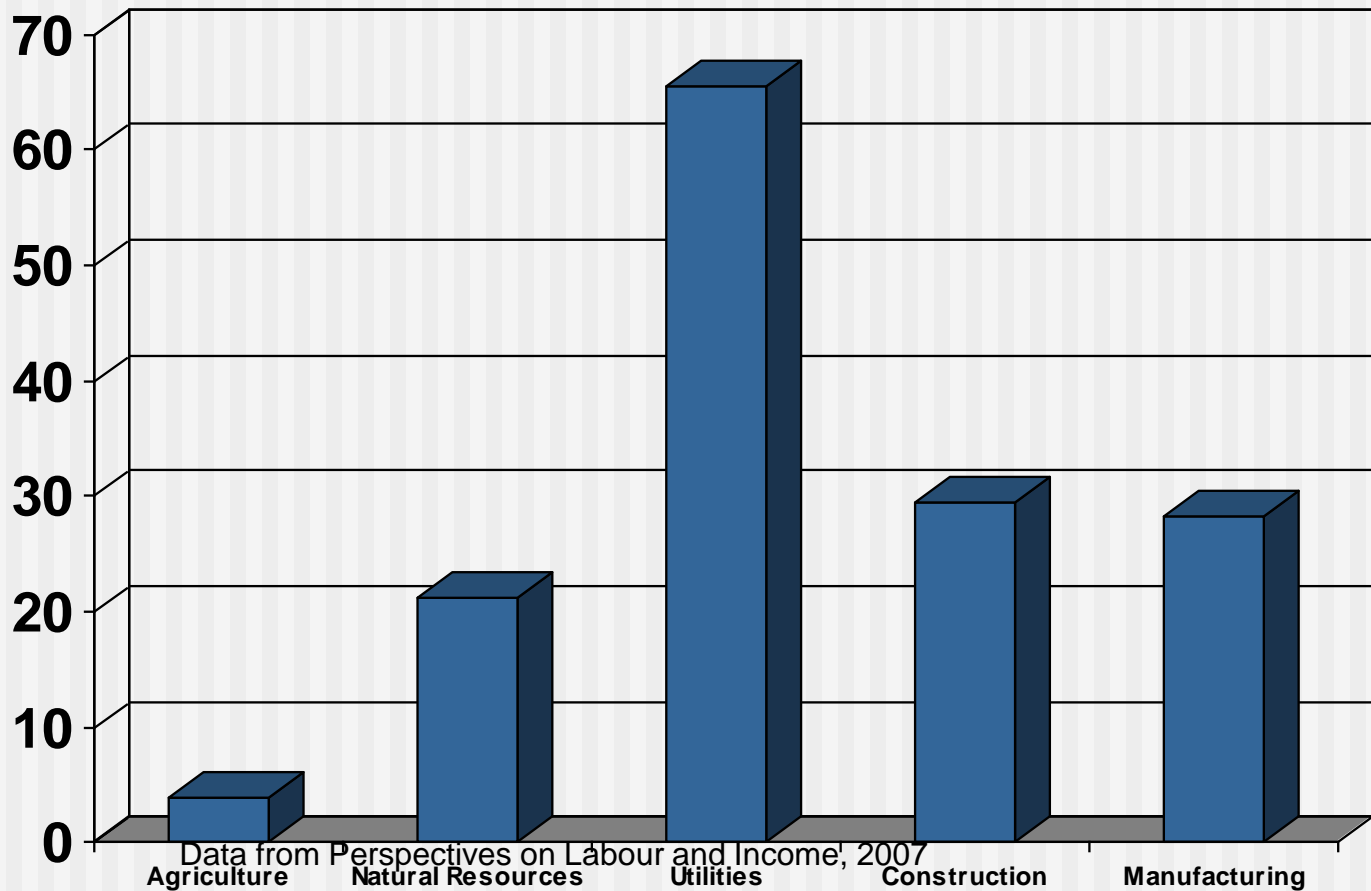
The Private Sector



- Unionized**
- Non-Unionized**

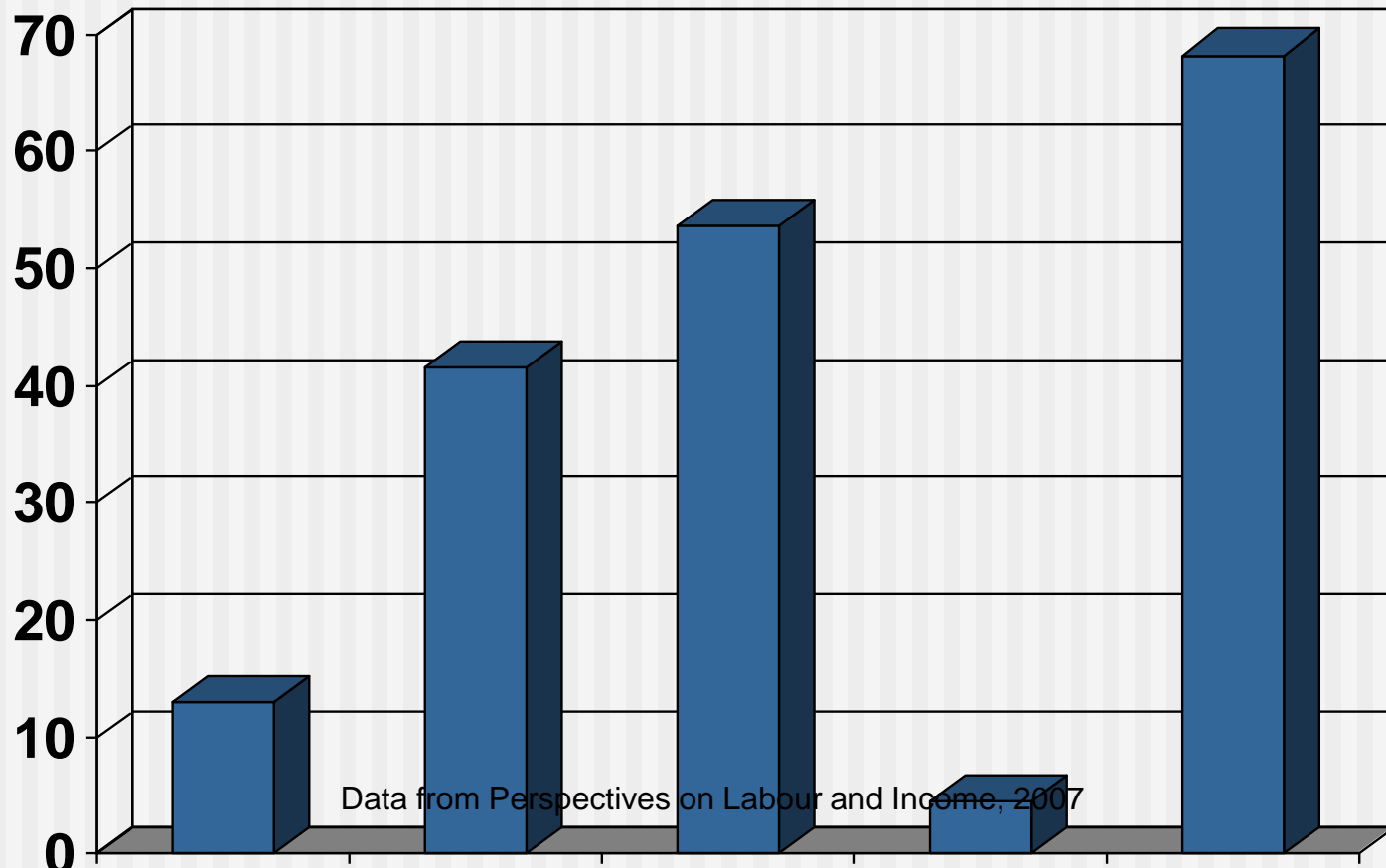
Unionization by Industry, 2006

Goods Producing



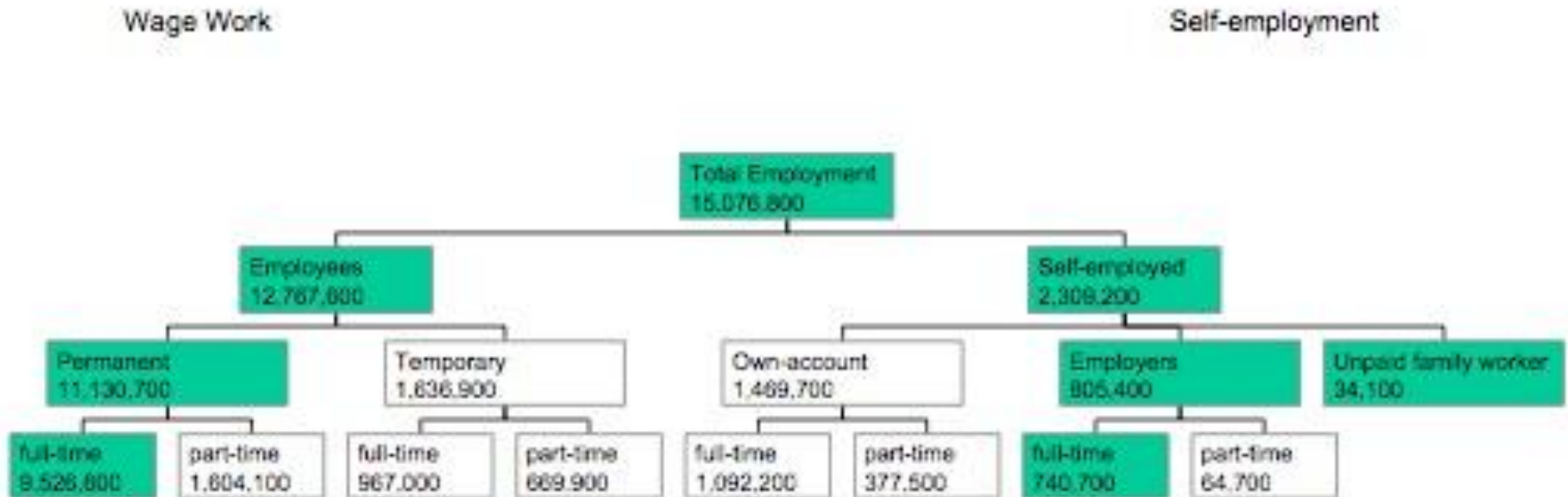
Unionization by Industry, 2006

Service Producing



Precarious Work

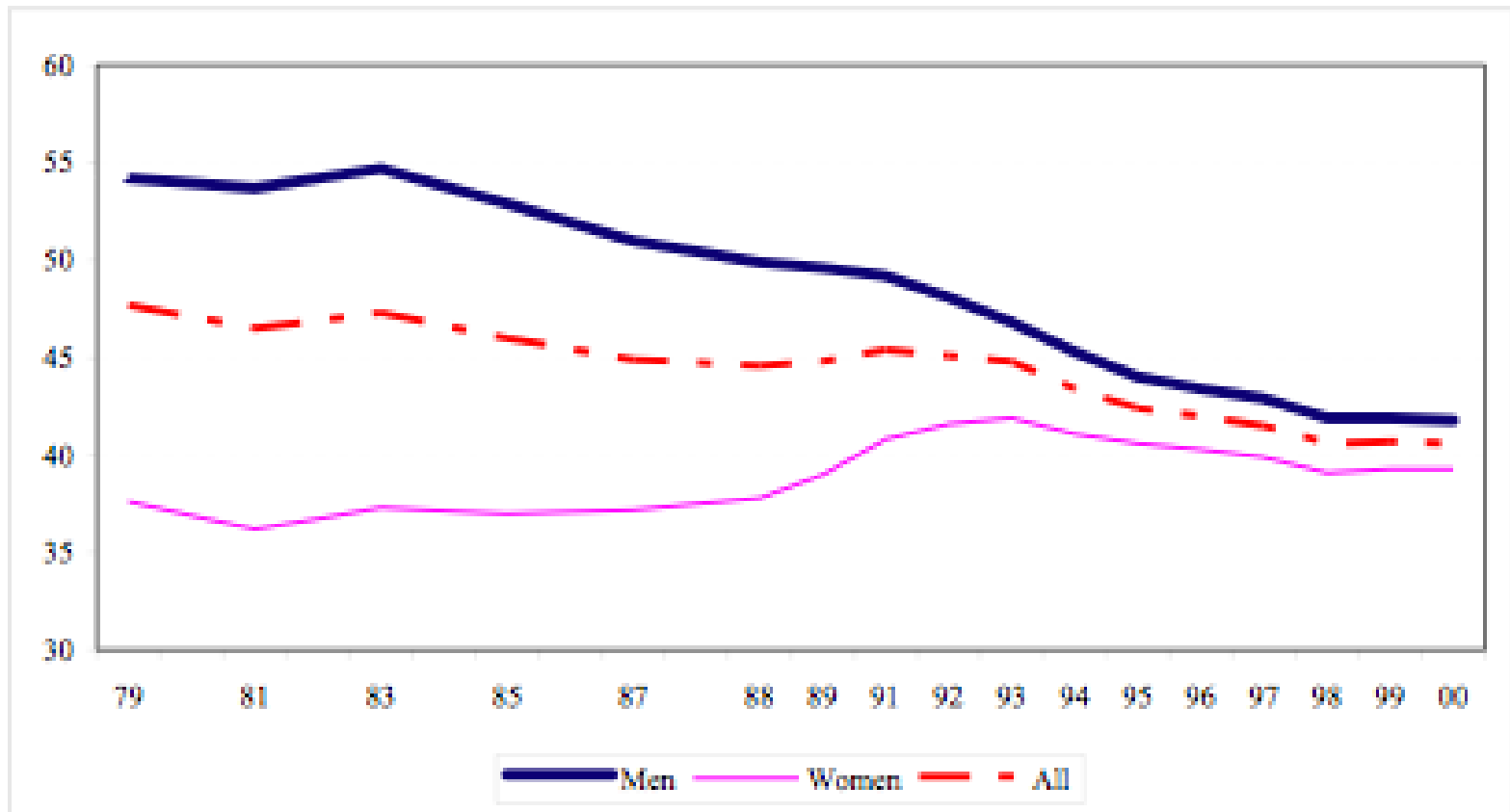
Figure 1: Typology of Mutually Exclusive Employment Forms, Canada 2001*



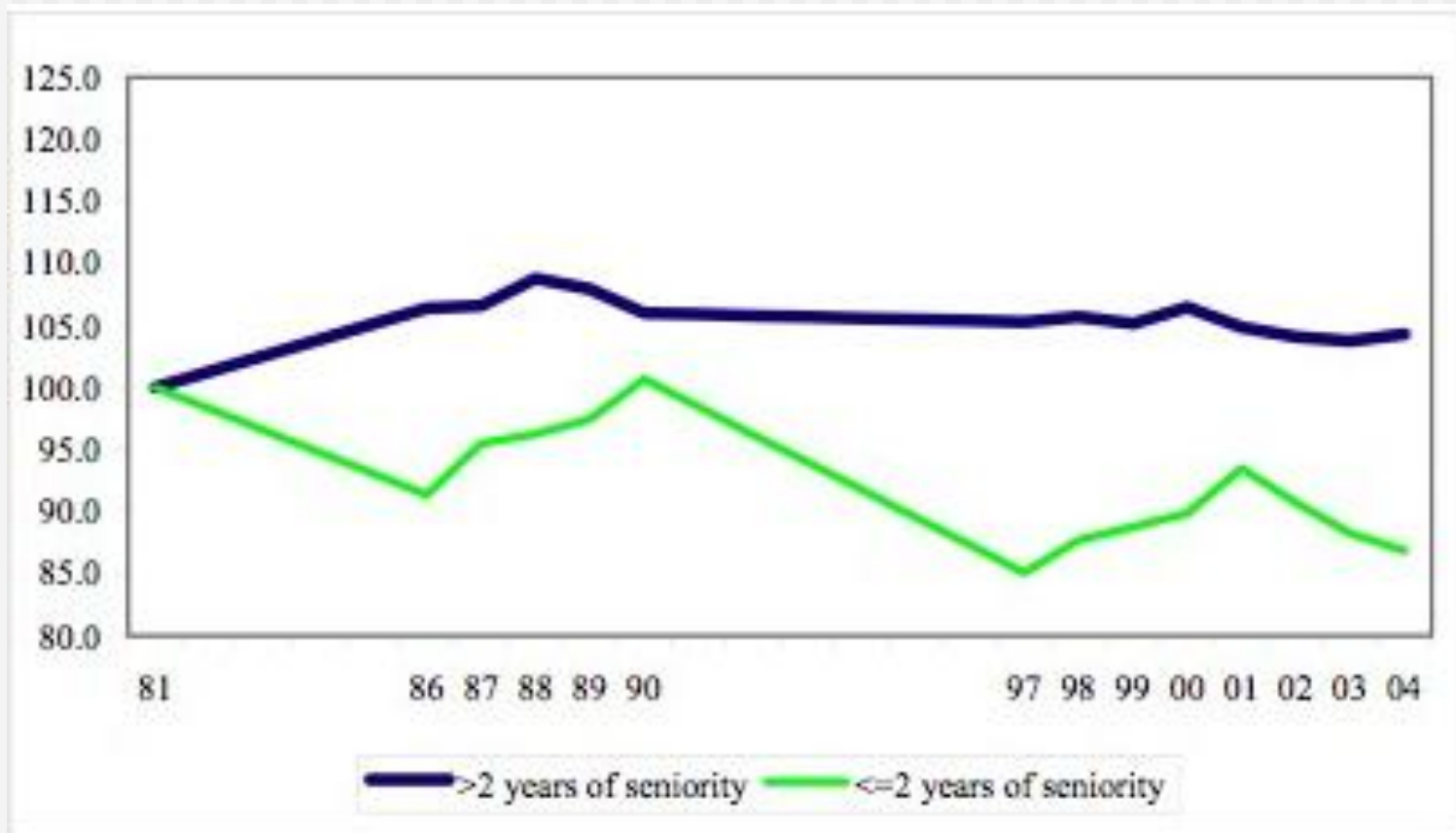
*Total Employment ages 15 and over.

Source: Statistics Canada, Labour Force Survey 2001, Public Use Microdata Files

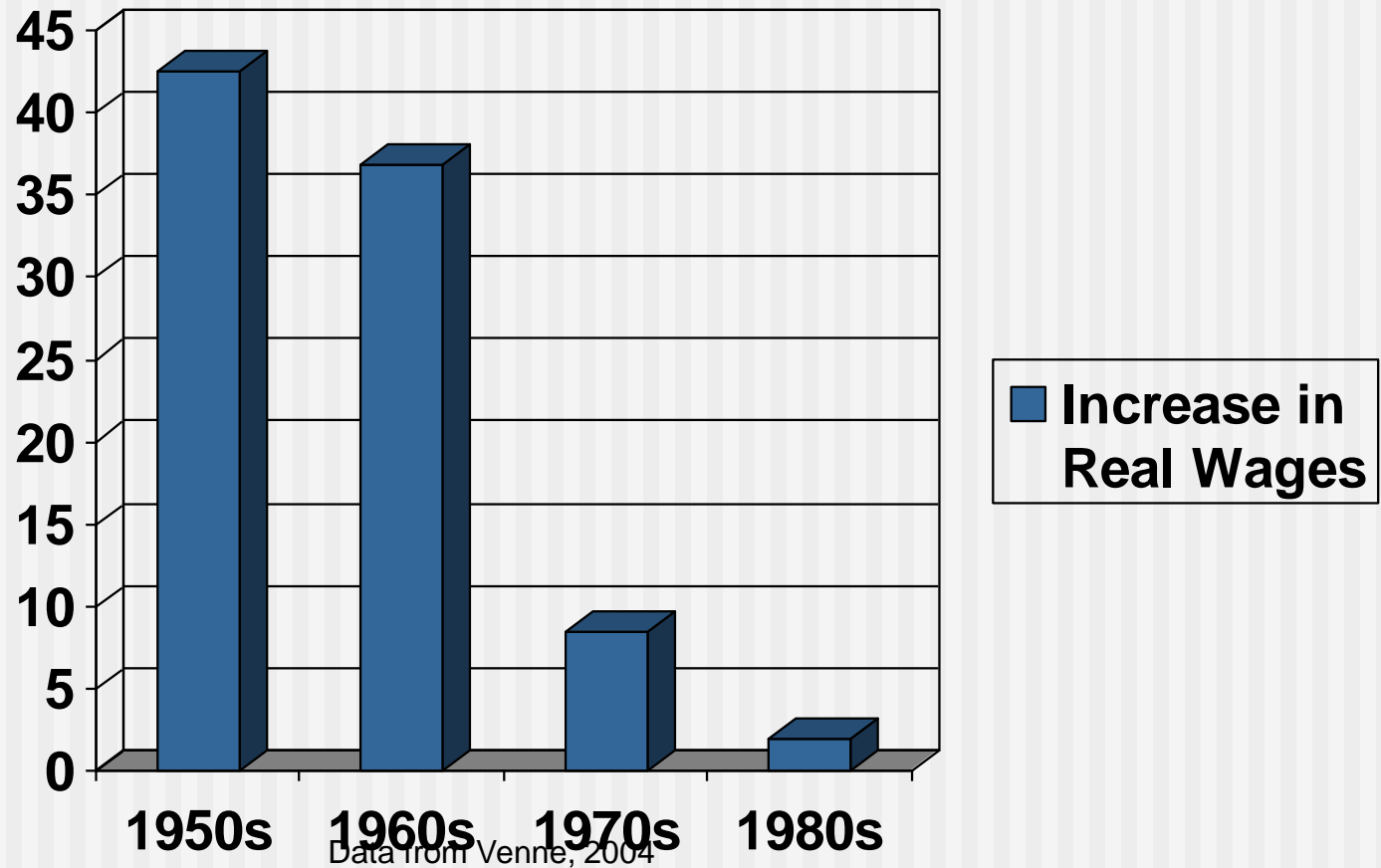
Percentage of Employees covered by a RPP, 1979-2004



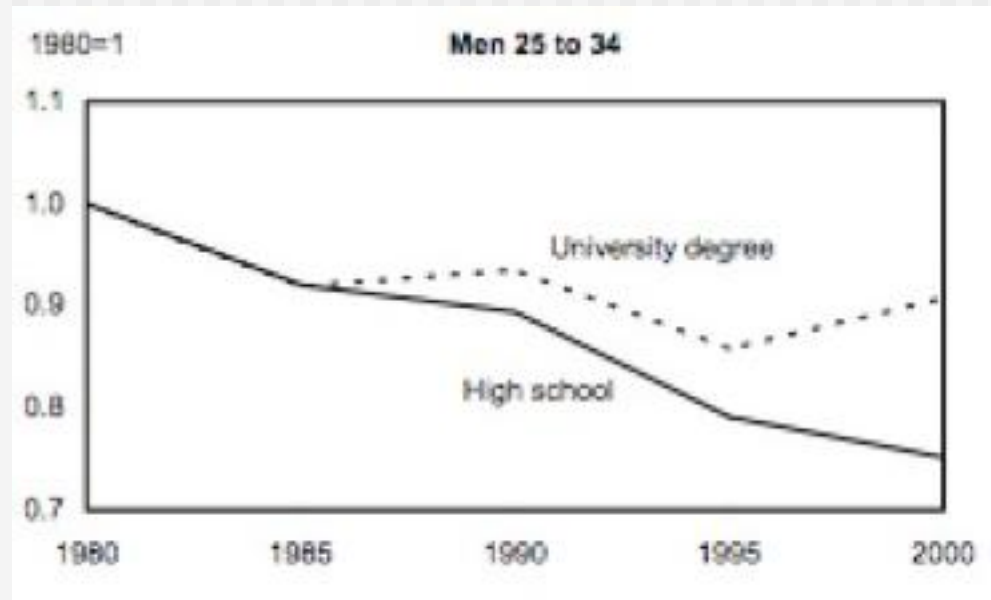
Median Wages by Seniority- Men aged 25-64



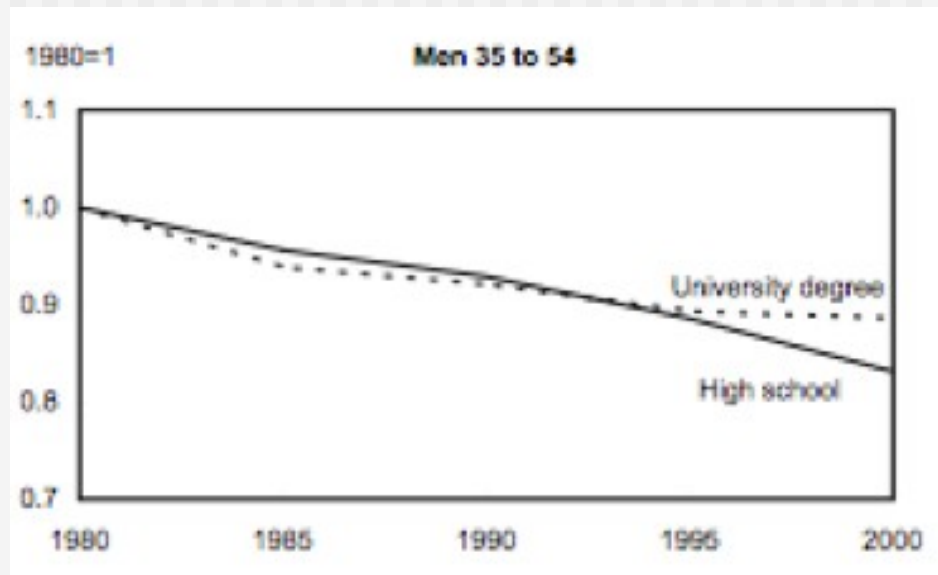
The Deterioration of Men's Wages



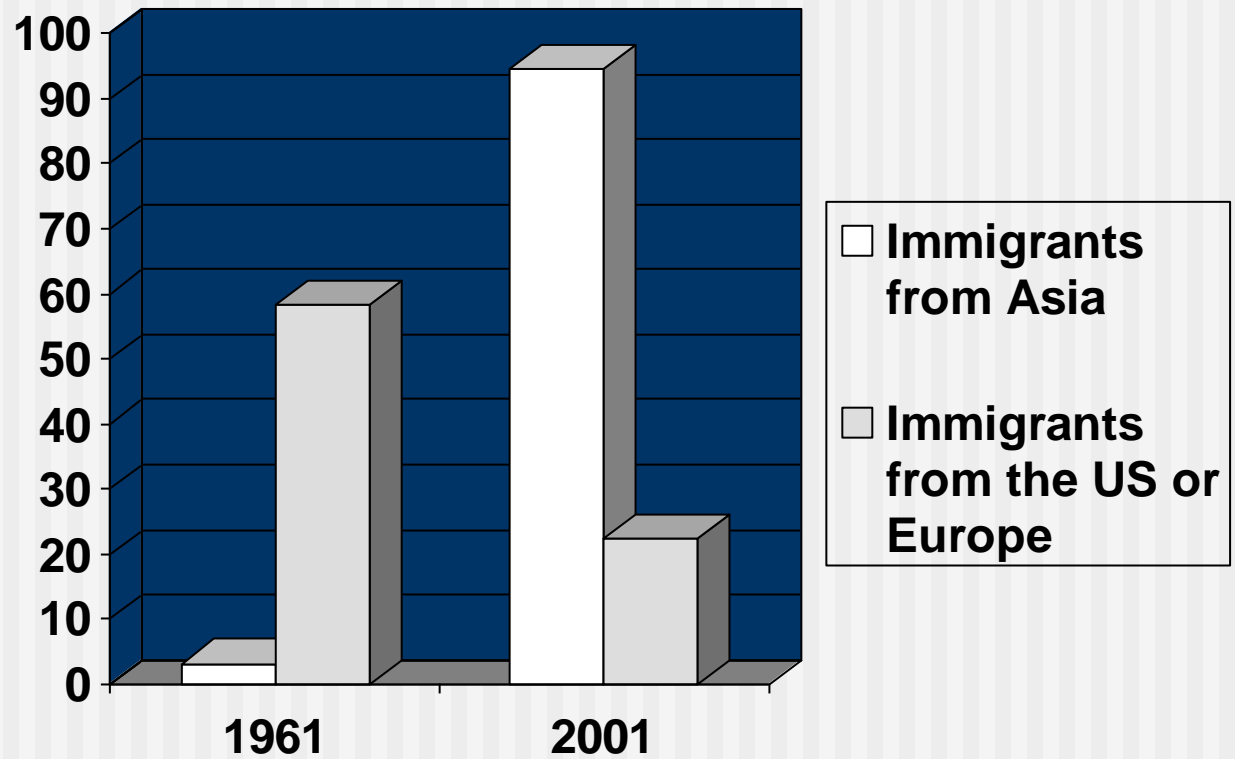
Median Real Weekly Wages of Young Men



Median Real Weekly Wages of Older Men



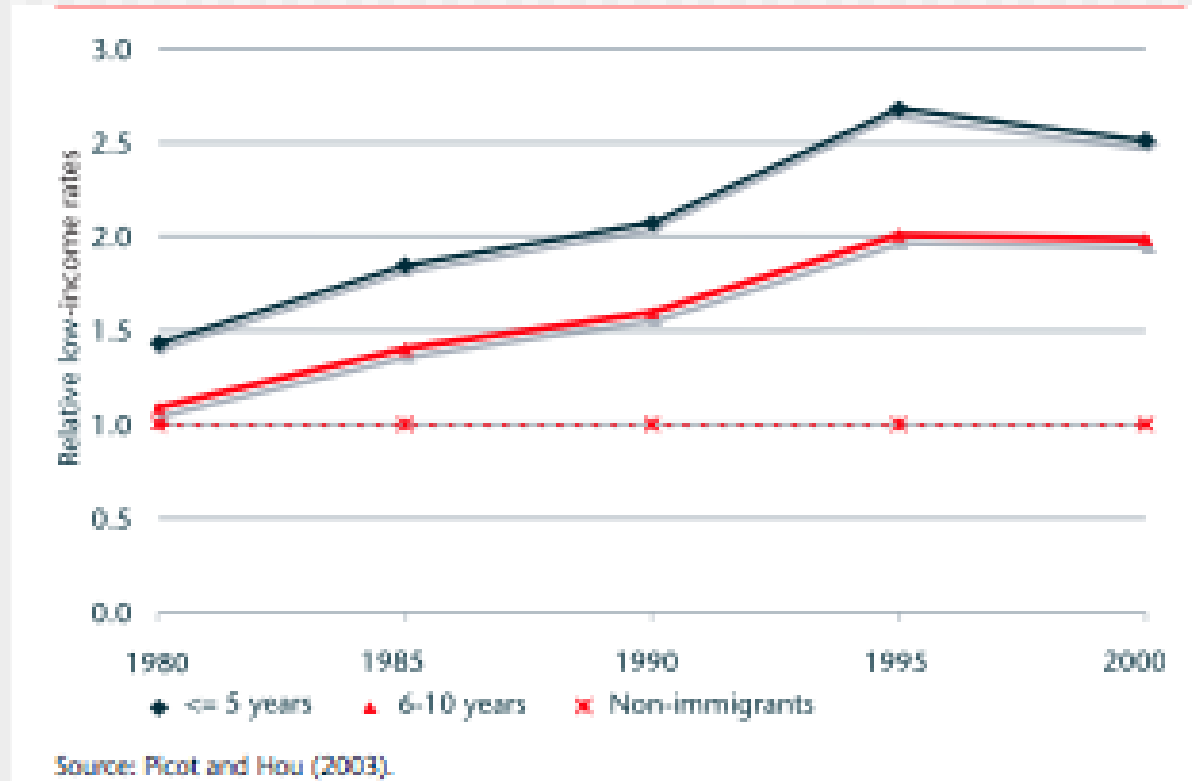
Immigration



Scott, 2005

Immigration

Low-income Rates of Immigrants Relative to Non-Immigrants, 1980-2000



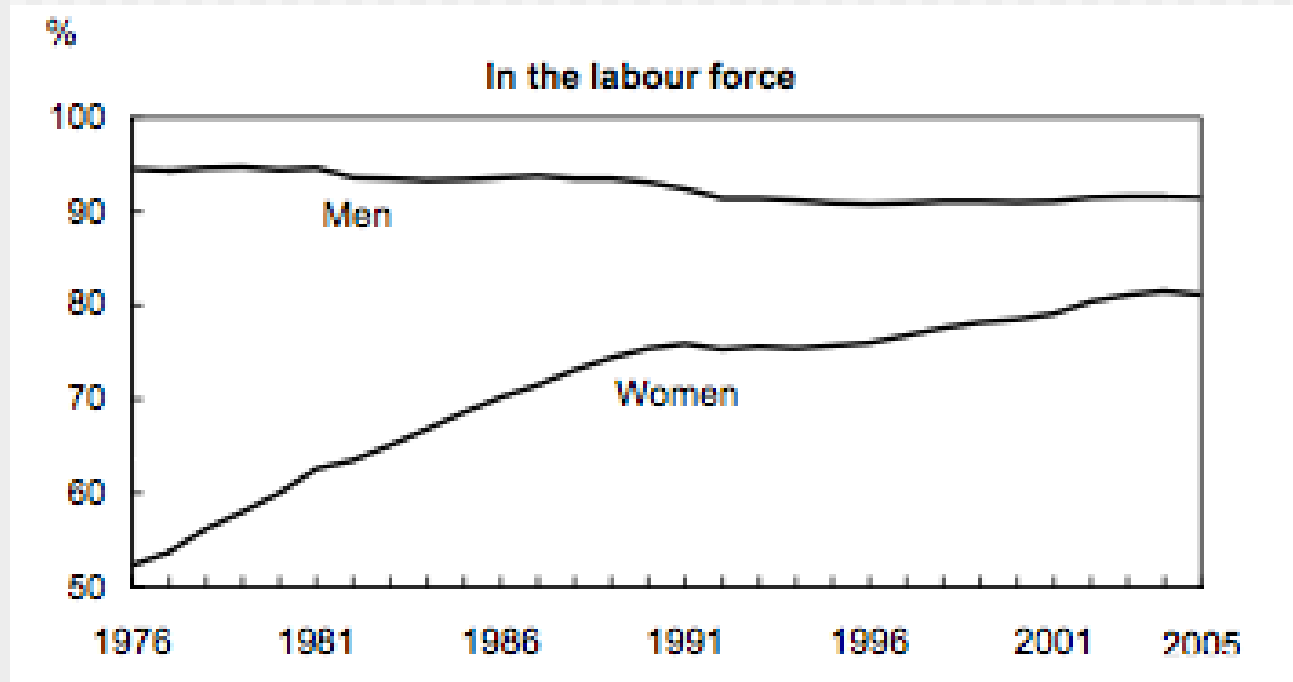
Low-Income Rates Among Five Groups

	% of Group in Low Income	
	2000	Persistent over 1996-2000
Lone parents	30.2	25.6
Unattached 45-64	37.1	33.7
Recent immigrants (10 yrs)	22.8	24.2
Work-limiting disabilities	22.8	23.3
Self-identified Aboriginal people (off-reserve)	17.4	17.2
Others	6.4	4.2

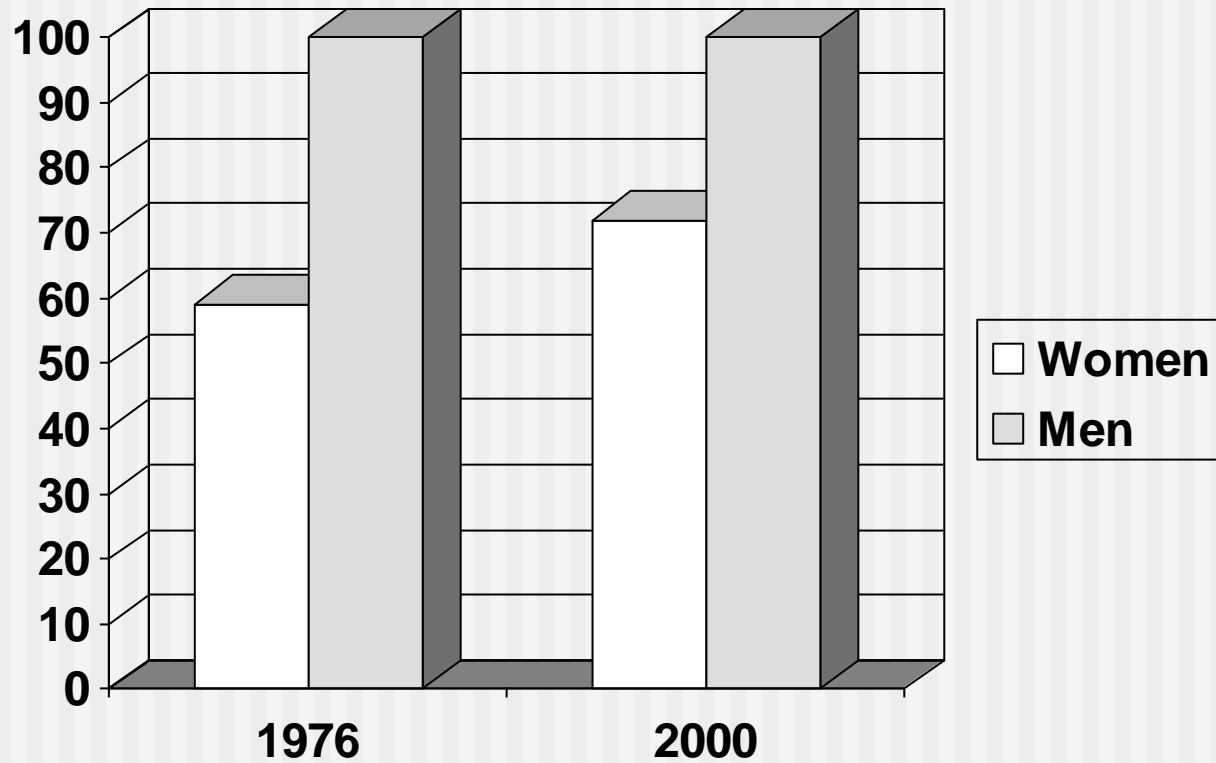
Source: Hatfield (2003), based on Survey of Labour and Income Dynamics.

Women Workers

Women's Labour Force Participation, 1976-2005

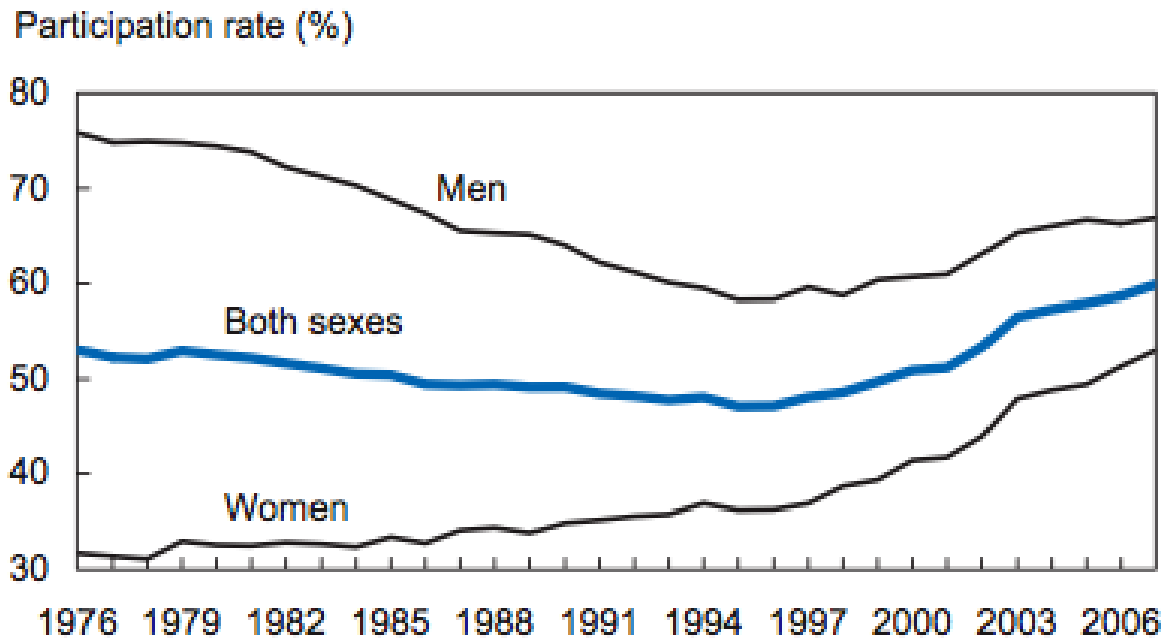


Women's Wage Gap with Men



Data from Cooke-Reynolds and Zukewich

55-64 year olds in the labour force, 1976-2007



Note: 2007 is a January-to-June average.

Source: Statistics Canada, Labour Force Survey

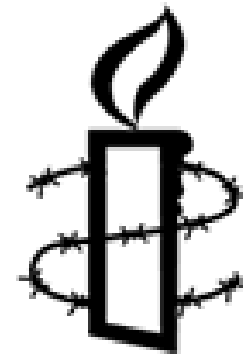
Employment and Labour Law

New Norms

Human Rights and the The Charter



www.un.org



Amnesty International

www.amnesty.org

Paradox- Increasing Inequality and Insecurity

Labour Standards

Floor -- basic concept of dignified work

no opt outs

Enforcable

Work Life Conflict a central focus

- hours of work
- right to say no to overtime

Temporary Foreign Worker Program

- Target
- Impose costs on employer in order to access
- Enforce labour standards (funded through levy on employers who employ TFW)

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