

Chapter 9		Chapter 9 (cont)		Chapter 9 (cont)		Chapter 10 (cont)	
Charter of rights and freedoms is part of Canada's constitution and guarantees broad equality rights to any person in Canada, citizen or premanent resident or newcomer: applies to gov, checking the powers of gov over individual. Doesn't work on private activities between individuals		Notions of equality evolve over time - a long term process of removing discriminatory barriers. Disadvantage and inequality arise and built into the structure culture and everyday practices in the workplace	Outcome of the recognition that the human rights system places the burden on individuals who experience discrimination to bring forward cases that drive change	Argues that women's work in Canada has been impacted by a variety of processes at a range of level or scales such as globalization, neoliberalism, precarious employment, unpaid/paid labour divide	Concept in crowding: women and other marginalized workers are limited to low status jobs to protect privileges	disability as a protected ground from discrimination. recognized as a social phenomenon	1984 employment equity act amended to increase employer accountability but impacts have been weakened by inadequate enforcement, limited voluntary uptake of best practices, reduced social spending
Includes the Canada Human Rights Act where they protect people who are employed by federal government, FN gov, or private companies that are regulated by feds from discrimination and harassment							
The Employment Equity Act which is a result of the 1984 Abella report that requires a proactive approach to equity in the workplace	Promotes equality in employment: women, native people, disabled, visible minorities. only regulates the federal government, employers, and federal contractors						
		Limits to the model of employment equity:		Chapter 10			
		BC has a human rights code that prohibits discrimination in hiring or harass and requires equal pay; though based on human rights model instead of proactive		4 dimensions of precarious work: 1. certainty of continuing work 2. control over the labour process 3. worker protection 4. levels of income	disabled were vulnerable to precarious employment includes: part-time job, multiple job holding, own-account self employment, temporary contract and temp agency. less benefits, limited no job security.	abella report recommendations for a robust system with clear accountability for employers did not materialize.	Resistance on two sides: charges of reverse discrimination, elimination opportunities for non-identified groups. 2. charges that recommendations was not enough, fell short of commitment.
		Report suggests that employment equity is a transformative process through changing culture and structure of workplace to create fairness for all and remove bias in favour of white males					
		new grounds of discrimination has involved social and political struggles for recognition. Passes C-16 adds gender identity or express to amend Canadian rights act and criminal code					
		Equity at work: women in Canada: Nichols examines position and experiences of Canadian women workers. usually gender and racial discrimination. Employers exploit gender differences to reduce class solidarity					

Chapter 10 (cont)

BC case study: In the early 2000s, BC was the only province to have enacted "not only employment equity policy but a legislative directive applicable to the provincial government sector", The Public Service Act Directive on Employment Equity (1994), passed under an NDP government -- similar (although not as comprehensive) as Ontario legislation passed in Ontario by the NDP and then repealed by the Conservative government

Bakan & Kobayashi argue that instead of a backlash based on arguments against a "quote system" as in Ontario, the BC Directive was simply undermined from within	At the same time, Disability Assistance rates (Persons With Disabilities) were cut and not increased for more than a decade – BC PWD rates for single persons is roughly \$16,300. The poverty rate for Canada is approximately \$26,000 for a single person.
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Chapter 11

discrimination: action or a decision that treats a person or a group badly for reasons such as age race disability	Harassment: any action conduct or comment, including sexual nature that can be reasonably expected to cause offence, humiliation, injury, etc.
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Chapter 11 (cont)

since january 2021, employers in a federally regulated industry/workplace must develop a workplace harassment policy and violence prevention policy

in provincial level: every jurisdiction has its own human rights legislation and employment standard	key components are similar but slight changes
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BC is the only province in Canada that only operates using a tribunal only model	BC does not have human rights legislation that explicitly prohibit sexual harassment based on enumerated grounds.
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they don't serve to prevent harassment. cannot protect those who are unwilling to report incident

Findings of the LGBTQ study:

Community: respondents not fully connected to other LGBTQ people, not feeling comfortable/safe	Work: overrepresented in feminized jobs and sectors, underrepresented in industrial occupations. Likely low income than the average
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Chapter 11 (cont)

Mental Health: 72.6% experienced mental health issues related to work	Unions and employers: unionized workers more comfortable seeking assistance. still likely to turn to their employer instead
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sexual harassment and racism

sexual harassment and racism at work are two of most commonly reported and recognized forms that harassment takes

harassment can be seen as a grey area due to its subtle or overt: flirting, staring, etc.

Chapter 12

Temporariness in the Canadian labour market

Canada's Temporary Foreign Worker Program is one manifestation of this relationship as Preibisch and Encalada Grez argue, an intersectional analysis highlights how categories of gender, race, ethnicity and citizenship are used by the state to create a vulnerable agricultural workforce

temporary migration schemes for workers have been growing in 2008, the number of temporary visas issued exceeded the number of people arriving with a right to remain in Canada (landed status) for the first time ever: target developing countries who are racialized in Canada

Chapter 12 (cont)

Women from the global South are the exception in highly masculinized programs that encourage circular migration between countries like Mexico and Jamaica, and Canada – despite women's longstanding participation in agricultural labour

Masculinized bias reflects patriarchal culture of farming in Canada, which intersects with the coding of the "family farm" as white

Women are a smaller part of the global agriculture workforce, and are concentrated in temporary, seasonal, and casual positions and in unpaid household and farm labour women's precarious status is justified by their responsibility for social reproduction

Preisbisch and Encalada Grez argue that agricultural work is socially created as low paid, dangerous, and poorly regulated; racialized men from low income countries are constructed as a natural fit for this work, but not for Canadian citizenship

only social justice movements can help equity goals advance

Idle no more:

grassroots movement led by indigenous people, to oppose further dispossession and attempted assimilation of Indigenous peoples