

Faculti Summary

<https://faculti.net/collective-bargaining-in-canada-in-the-age-of-precarious-employment/>

This video discusses significant changes in the labor market over the past 30 to 40 years, highlighting a shift from stable, full-time employment—often unionized—to more precarious work arrangements. By 2017, less than half of middle-aged Canadians were in full-time, year-round jobs, leading to a rise in part-time, self-employment, and other insecure employment forms.

This video shift has impacted how workers navigate their employment relationships, which can involve parties such as temp agencies or gig platforms (e.g., Uber), resulting in workers feeling like "free agents" without long-term job security. The changing nature of employment has posed challenges for unions, which traditionally supported permanent employees, as many workers now have multiple, short-term employers.

This video outlines various responses from unions and government to address these changes, including adapting union structures to support precarious workers and examining policy measures like minimum wage laws, pension enhancements, and universal basic income trials. Research indicates that precarious employment correlates with poorer health and household stability, affecting community participation as individuals feel unable to commit to social roles or further education due to the unpredictable nature of their jobs. Overall, the text stresses the need for a re-evaluation of labor market dynamics and the supporting structures around workers to address the ongoing crisis in employment stability.