

DECENT WORK TOOLKIT

Decent work means opportunities for work that are fair, equitable and stable for all. The decisions that individual nonprofit organizations make about how their employment positions are structured have a dramatic and immediate impact on our province's labour market. These choices have a significant impact on our sector's ability to deliver on our missions and commitments to communities.

Let's do this!

Together we can mobilize the nonprofit sector to act as a champion for decent work for all workers in Ontario and lead by example with a well-supported, healthy and vibrant workforce that plays a vital role in the social and economic development of our communities. Thank you for championing decent work in your workplaces and your communities!

5 ways to celebrate and amplify the decent work movement

1. Share key messages and join the conversation on social media: #decentwork | #decentwork4women | #decentworkday | #WDDW

Investing in the nonprofit sector workforce will improve organizational performance, attract and retain quality employees, and ultimately save employers and organizations time and money.

Let's champion Ontario nonprofits as employers that create quality jobs and career paths for its 1 million workers.

Women make up 80% of the nonprofit labour force. How can we create solutions that address the experiences of diverse women working in the nonprofit sector?

The world of work is changing. Providing decent work may take time and money in an already resource-scarce environment, but decent work practices strengthen employee retention, organizational culture and health.

Imagine if our employment conditions effectively supported people's commitment to their work, and created opportunities for their development and growth. The capacity and reach of our organizations can only be strengthened!

Decent work practices can help build stronger organizations, happier workers and stronger communities. Together, let's create a more inclusive economy for all.

2. Sign on to a [Decent Work charter](#) in your organization and subsector

3. Apply decent work practices through our [Decent Work checklist](#).

4. Consider funding practices in the sector: [10 things nonprofits want funders to know](#)

5. Highlight good job strategies you know of and tell us what decent work looks like in your organization and sector. Here are [7 examples of promising practices](#).

WHAT ONN IS DOING TO BUILD A DECENT WORK MOVEMENT

ONN has been actively working on strengthening the nonprofit sector labour force and mobilizing a decent work movement across the sector. The decent work movement is an opportunity for the nonprofit sector to champion working conditions and social policies that not only ensure dignified and supportive work environments for our own employees, but for all Ontario workers.

Growing out of this movement is our new project [Decent Work for Women Working in Ontario's Nonprofit Sector](#). Two key objectives for this three-year project are to identify barriers to diverse women's economic empowerment and prosperity in the sector and to develop strategies and solutions to address those barriers at the organizational, network, and policy levels.