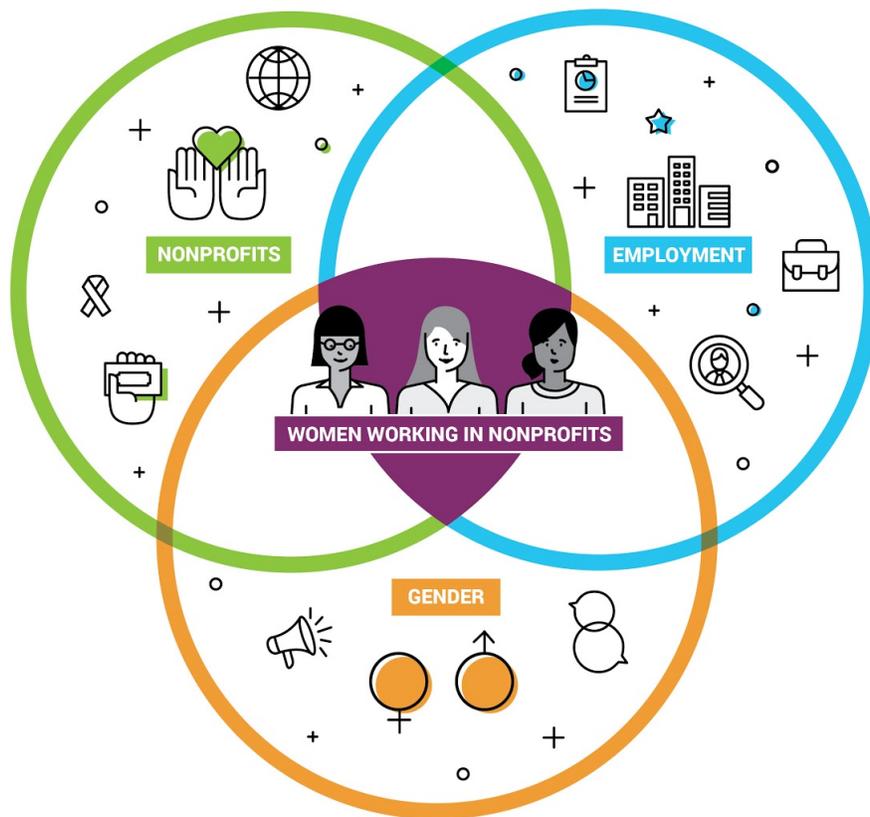


DECENT WORK FOR WOMEN

A literature review of women working
in Ontario's nonprofit sector

KEY TERMS



Key Terms

Care Work

An act of caring for others that is unpaid (parents raising their children, family caring for relatives with disabilities, elder care) or paid (child care providers, teachers, nurses, home-care providers) (Meyer 1; England 381). It includes direct personal care as well as household maintenance tasks that are a precondition for care (International Labour Organization 1). It is a gendered activity that is designated as women's work across histories and geographies because of the belief that women have a natural capacity and desire to care (a socially constructed phenomenon) which is reinforced and reproduced by disproportionately burdening women with undervalued and unpaid/low-paid care work (Meyer 1).

Decent Work

Decent work consists of work opportunities that are productive, provide fair income, security in the workplace and social protection (employment insurance, social programs), better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives, and equality of opportunity and treatment for all (International Labour Organization "Decent Work").

Deskilling

The deskilling of immigrants to Canada consists of three interrelated practices: (1) discounting foreign educational credentials while privileging Canadian educational credentials; (2) discounting foreign work experience and requiring Canadian work experience in most sectors of employment; and (3) strong preferences for local, Canadian-accented English rather than English accents from (most) other parts of the world (Creese 97). These three practices of deskilling result in immigrants being employed in an occupation below one's level of qualifications and experience and therefore implies a phenomenon of under-utilization of skills, and overtime, loss of professional skills (Creese 97). Deskilling is also further shaped for immigrant women by the gendered and racialized division of labour.

Disability

This term encompasses a broad range and degree of conditions, both visible and invisible (OHRC). A disability may have been present from birth, caused by an accident, or developed over time (OHRC). They can be invisible or visible.

Equal Pay for Equal Work

This ensures women and men are paid comparably when performing substantially the same work under similar working conditions that requires the *same* level of skill, effort, and responsibility (Employment Standards Act 2018; Pay Equity Commission of Ontario "A Guide to Interpreting Ontario's Pay Equity Act"). This is different than Pay Equity, which compares pay for *different* work (female-class jobs versus male-class jobs).

Feminist Participatory Action Research (FPAR)

This term refers to a participatory and action-oriented approach to research that centres gender and women's experiences both theoretically and practically (Reid and Gillberg 2). FPAR can be referred to as a paradigm, a theory, a research framework, a conceptual framework, a research approach or a research methodology (Reid and Gillberg 2). Most commonly, it is understood as a conceptual framework that enables a critical understanding of women's multiple perspectives and works towards inclusion and social change through participatory processes while exposing researchers' own biases and assumptions (Reid and Gillberg 2). FPAR combines feminist theories and research with Participatory Action Research (PAR) (Reid and Gillberg 4).

GBA+ (Gender Based Intersectional Analysis)

GBA+ is an analytical tool used to assess how diverse groups of women, men and gender-diverse people may experience policies, programs and initiatives (Status of Women Canada). The "plus" in GBA+ acknowledges that GBA goes beyond biological (sex) and socio-cultural (gender) differences (Status of Women Canada). Multiple identity factors intersect to make individuals; GBA+ also considers many other identity factors, like race, ethnicity, religion, age, and mental or physical disability (Status of Women Canada).

Gendered Division of Labour

This refers to the way in which traditional gender roles that dichotomize work and family, where the men's role is defined as the provider and the women's role as the family caregiver, are replicated in the labour market (Perrone 4). Racialized Gendered Division of Labour refers to the way in which division of labour is both gendered and racialized where caregiving work is particularly viewed as low-income and/or racialized women's work (Galabuzi 127).

Gender Wage Gap / Gender Pay Gap / Female-to-Male Earnings Ratio

The difference in earnings between women and men in the workplace. It can be measured in three ways: (1) average annual earnings, (2) full-time, full-year average annual earnings, and (3) hourly wages (Canadian Women's Foundation; Ontario Equal Pay Coalition "Calculating the Pay Gap"; Moyser 26).

Glass Ceiling

This metaphor describes the idea that gendered artificial, attitudinal, and organizational barriers keep women from leadership positions. The transparent nature of the glass barrier suggests that women can envision achieving leadership positions, that opportunity and advancement are possible; however, the often invisible barriers remain, preventing real advancement to leadership positions (Boyd 1).

Glass Cliff

This metaphor describes the idea that women are able to achieve leadership positions during times of organizational crisis (Bruckmüller "How Women End up on the "Glass Cliff"" 1; Harvard Business Review 1). It illustrates how the leadership position is more risky and precarious in an organization facing crisis than it would be if they were leading in a successful organization (it is more dangerous to be standing on top of a cliff than a mountain) (Harvard Business Review 1).

Immigrant

One who moves from their native country to another with the intention of settling for creating a better life or for better opportunities (Canadian Race Relations Foundations 37). This can be for a number of personal, political, religious, social, or economic reasons (Canadian Race Relations Foundations 37). Some immigrants have resided in Canada for a number of years, while others have arrived “recently” (up to five years prior to a given survey year for Statistics Canada) (Hudon 37).

Indigenous

The collective name for the original people within Canada and their descendants. This includes First Nations (status and non-status), Métis and Inuit (Anti-Racism Directorate of Ontario 53). The term Indigenous also has positive associations with self-determination, human rights, and Indigenous peoples’ connection to the land (The Circle on Philanthropy and Aboriginal Peoples in Canada 8).

Intersectionality

Acknowledges the ways in which people’s lives are shaped by their multiple and overlapping identities and social locations, which together can produce a unique and distinct experience for that individual or group (Anti-Racism Directorate of Ontario 53). In the context of gender, this means recognizing the ways in which people’s experiences of gender may differ and vary depending on an individual’s or group’s additional overlapping (or “intersecting”) social identities, such as race, ethnicity, Indigenous identification, experiences with colonialism, religion, citizenship, socio-economic status, sexual orientation or disability (Anti-Racism Directorate of Ontario 53).

Leaky Pipeline

This metaphor describes the idea that women disappear from entry-level positions to executive positions at some point on their career path, for multiple reasons, creating a small number of women leaders emerging at the end because of the earlier ‘leaks’ (“Leaky pipeline”). This metaphor is often used to describe women’s careers in science, technology, engineering and math (STEM) and academia.

LGBTQ

This acronym stands for lesbian, gay, bisexual, trans, and queer.

Marginalization

A long-term structural process of systemic discrimination that creates a class of disadvantaged minorities (Anti-Racism Directorate of Ontario 54). These groups become permanently confined to the margins of society where their status is continually reproduced because of various dimensions of exclusion particularly in the labour market and in full and meaningful participation in society (Anti-Racism Directorate of Ontario 54).

Nonprofit (or Not-for-Profit) Sector

The sector is made up of organizations with a purpose/mission other than profit (i.e., non-share-capital corporations). This includes but is not limited to charities and nonprofit co-operatives. For the purposes of this review it excludes government departments, agencies, board and commissions as well as the “broader public sector” (i.e., schools, hospitals, municipalities, and post-secondary institutions). (This aligns approximately with Statistics Canada’s definition of the “core nonprofit sector.”)

Occupational and/or Industry Gender Segregation

The uneven distribution of workers across (horizontal segregation) and within (hierarchical segregation) occupations and industries based on gender. Segregation is based on social or cultural norms and beliefs that under-value women's work (International Labour Organization "The Gender Division of Labour" 1). It is measured by summing the concentration of women relative to men in a sector or occupation (Kühn et al 10). Other terms used to describe this segregation are "Pink Ghetto" or "Pink Collar Work".

Public Benefit Nonprofits

Public benefit nonprofits (as opposed to member-serving nonprofits) are a subsector of the nonprofit sector. They operate for the good of the public, they reinvest excess revenue back into meeting their mission, and they retain their assets in the public domain for the public good. They include charities, nonprofit organizations and nonprofit co-ops – have a mission to serve the public.

Pay Equity

Pay equity is a policy response to the gender wage gap that ensures that the pay for jobs usually done by women ("female class" jobs such as clerical, social work, nursing or cosmetology) is the same as the pay for jobs usually done by men ("male class" jobs such as construction, truck driving, engineer or technician) when compared in the same organization (Pay Equity Commission of Ontario "A Guide to Interpreting Ontario's Pay Equity Act" 10-11). Pay equity is not about comparing people in jobs but the jobs themselves; regardless of who is in the position the pay is according to the job. It can also be referred to as equal pay for work of equal value.

Precarious Work

Paid work characterized by uncertainty, insecurity, and there is a lack of control of how work is performed (Lewchuk et al "Origins of Precarity" 3). More specifically, uncertainty around continuous employment, low income, limited benefits, constrained access to regulatory protection, and non-standard employment status (temporary, part-time or self-employment) (Vosko et al 3). Precarious work can also be shaped by an individual's social location (gender, race, class, status) and social context (occupation, industry, and geography) (Vosko et a. 3).

Racialized

This refers to people who have racial meanings attributed to them as a group in ways that negatively impact their social, political, and economic life (Anti-Racism Directorate of Ontario 55). Unlike the term "visible minority," "racialized" acknowledges that race is a social construction that can change over time and place.

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About ONN

We are the independent network for the 55,000 nonprofits in Ontario, focused on policy, advocacy, and services to strengthen Ontario's nonprofit sector as a key pillar of our society and economy.

We work to create a public policy environment that allows nonprofits and charities to thrive. We engage our network of diverse nonprofit organizations across Ontario to work together on issues affecting the sector and channel the voices of our network to the government, funders, and other stakeholders. The network began in 2007 as a mobilization of sector leaders concerned about proposed changes to the Ontario Not-for-Profit Corporations Act (Bill 65). ONN was developed as an incubated project of the award-winning Centre for Social Innovation and incorporated as a nonprofit in 2014.

Vision

A Strong and Resilient Nonprofit Sector. Thriving Communities. A Dynamic Province.

Mission

To engage, advocate, and lead with – and for – nonprofit and charitable organizations that work for the public benefit in Ontario.

Values

Courage to take risks and do things differently

Diversity of perspective, creativity, and expertise to get stuff done

Optimism and determination

Solutions created by the sector, with the sector, for the sector

Celebrating our successes and learning from our experiences

Strength that comes from working together

Ontario Nonprofit Network

300-2 St Clair Avenue East, Toronto, ON M4T 2T5

www.theonn.ca

info@theonn.ca

Decent Work for Women

<http://theonn.ca/our-work/our-people/decent-work/decent-work-women/>

Pamela Uppal, project lead: pamela@theonn.ca

This project is funded by Status of Women Canada.

Canada 

March 2018