

# ONN POLICY PRIORITIES 2020-2021

## DECENT WORK AND PENSIONS

**Champion a decent work movement for good working conditions to better serve communities**

### THE ISSUE

**The nonprofit sector faces recruitment and retention challenges while nonprofit workers are not always assured of a clear “decent work” career path in the sector.** Job quality issues, such as precarious work, low salaries, and a lack of benefits and pensions, affect many of the sector’s one million employees, particularly its women workers who make up 80 percent of the labour force.

### POLICY STATEMENT

**ONN advocates for labour-force-wide standards and decent work funding practices that support nonprofits to be decent work employers.** ONN supports improvements to working conditions for all while taking a GBA+ approach.

### NEXT STEPS

#### **Advocate for the Government of Ontario to:**

- Exempt community-governed nonprofits from [wage restraint legislation \(Bill 124\)](#) to create a level talent recruitment playing field with for-profit corporations, and enable a sector with wages that are 29 per cent lower than the Canadian average to keep pace with inflation.
- Proclaim in effect the Pay Transparency Act, 2018, which would mean job postings must include pay ranges and large employers must track gender and diversity wage gaps.
- Consult the nonprofit sector when making changes to employment laws and regulations.

#### **Advocate for the Government of Canada to:**

- Expand women workers’ access to Employment Insurance maternity and parental leave benefits by reducing the EI benefit [waiting period](#) to zero weeks, reducing the number of hours required to qualify for benefits, and increasing the benefit rate from 55 percent.
- Promote gender equity by implementing a universal child care program and recognizing the value of the (women majority) nonprofit sector’s contributions to society and the economy.

#### **Advocate for governmental (federal, provincial, municipal) and non-governmental funders to:**

- Become Decent Work Funders and adopt practices such as covering [proportional indirect costs](#) (“overhead”), the cost of extended health benefits and pension premiums, and

annual inflationary increases in more stable, multi-year funding agreements.

**Work with the Ontario nonprofit sector to:**

- Continue building a [decent work movement](#) in the sector by recruiting Champions and Leadership Voices and partnering with provincial associations and regional networks.
- Promote the Decent Work [Charter, Checklist](#), and [good practices](#) among nonprofits, including boards of directors
- Promote our sector-wide and organizational [policy solutions](#) that promote women's economic equity in the nonprofit workforce.
- Foster widespread adoption of sector-wide solutions such as an [employee health benefits plan](#) and a [pension plan for the sector](#).
- Support emerging youth leaders in the sector to be Decent Work Leadership Voices.