



# CUPE MEMBERSHIP SURVEY RESULTS FOR EQUALITY

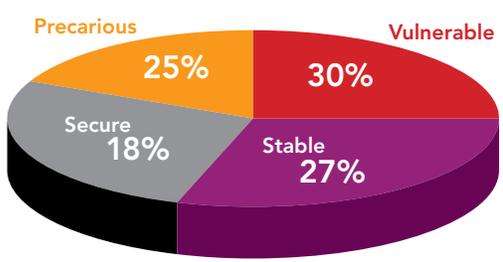
**CUPE**



# CUPE

conducted its first-ever comprehensive survey of its membership in 2014 to give our union a better understanding of the union's demographics and diversity, as well as the degree to which its members face precarious work. Nearly 3,000 members representing all regions and sectors were polled. This rich national level data from the survey has many stories to tell about our membership. We gained valuable insights into the wages, working conditions, and union involvement of our members from equality-seeking groups.

## PRECARIOUS EMPLOYMENT



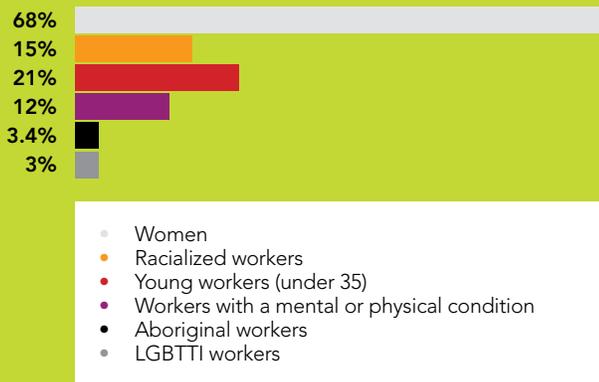
Members were divided into four employment precarity classifications<sup>1</sup>, where precarious work describes states of employment that do not have the security or benefits enjoyed in more traditional employment relationships. Precarious employment has real implications in terms of economic well-being, though it can also affect social, community, and family life.

Unfortunately, precarious employment is on the rise, and equality-seeking groups are often more likely to find themselves in this situation. Similar trends are found within the CUPE membership.

<sup>1</sup> This classification is based on a 2013 joint university-community research project called *Poverty and Employment Precarity in Southern Ontario*.

Precarious members were concentrated in permanent part-time, casual, on-call, or contract employment. But even seven per cent of those with permanent full-time work fell into this category. Many equality-seeking groups are over-represented in precarious or vulnerable classifications, including women, young workers, racialized members, non-citizens and those speaking another language at home, as well as those reporting physical or mental conditions.

## CUPE MEMBERSHIP EQUALITY- SEEKING GROUPS AT A GLANCE



The membership survey data shows that CUPE's membership has more women (68 per cent) than the Canadian labour force in general (48 per cent). It also shows that we are older. Canada's working age population under age 35 is 39 per cent, whereas only 21 per cent of CUPE members fit into this category. At the opposite side of the spectrum, 55 per cent of our members are 45 to 64 years old compared to 32 per cent for the general population.

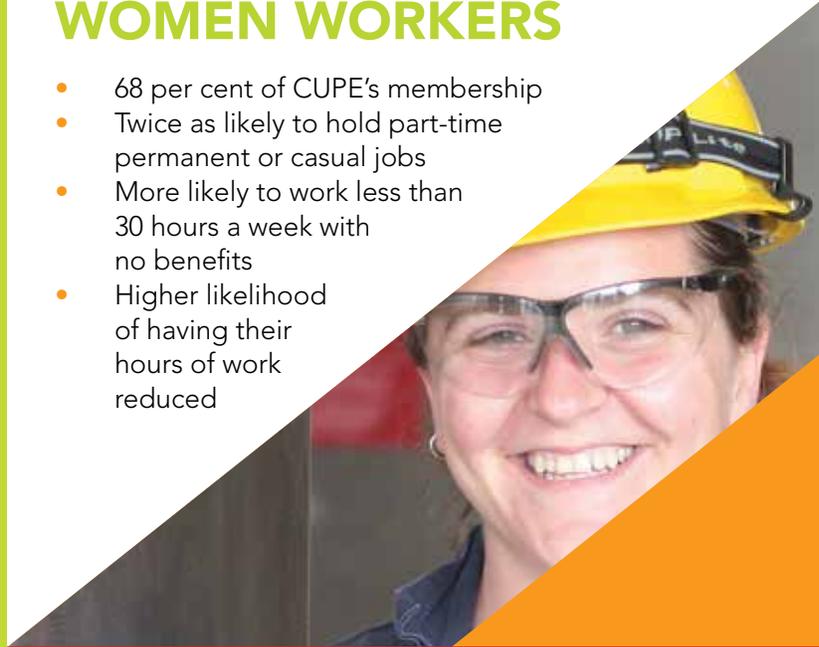
While 4.3 per cent of the population identify as Aboriginal, only 3.4 per cent of our members identified that way.

About 15 per cent of CUPE members identified as racialized compared to 19.1 per cent of the Canadian population.

There were about 12 per cent of our members that reported having limitations, either physical or mental, which affected their work activity, whereas an estimated 13.7 per cent of adult Canadians reported being limited in their daily activities due to a disability in 2012.

## WOMEN WORKERS

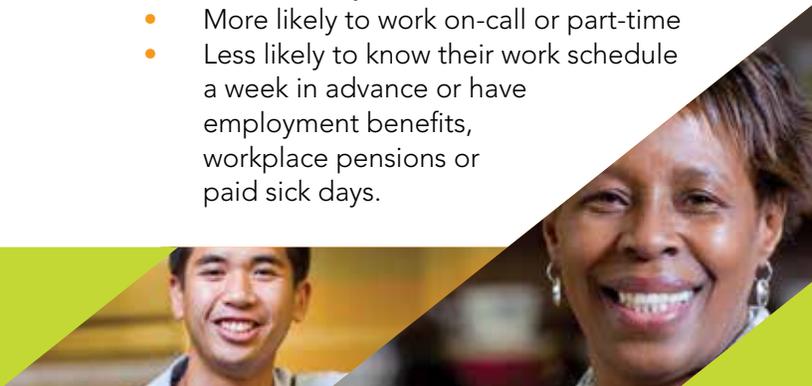
- 68 per cent of CUPE's membership
- Twice as likely to hold part-time permanent or casual jobs
- More likely to work less than 30 hours a week with no benefits
- Higher likelihood of having their hours of work reduced



**ONE** in eight members reported having more than one employer. These members were likely to be young workers, racialized, speak another language at home, have low incomes, or identify as LGBTTI.

## RACIALIZED MEMBERS

- 15 per cent of CUPE members identify as racialized
- Less likely to hold full-time work (54 per cent) compared to 64 per cent for CUPE members overall
- Twice as likely to have casual work
- Higher likelihood of having their hours of work reduced or saying that they do not have one employer with whom they expect to work in a year
- More likely to work on-call or part-time
- Less likely to know their work schedule a week in advance or have employment benefits, workplace pensions or paid sick days.



## YOUNG WORKERS

- 21 per cent of CUPE members are below 35 years old
- More likely to work fewer than 30 hours a week, especially young women
- Less likely to have employment benefits, workplace pensions or paid sick days
- More likely to say that they do not have one employer with whom they expect to work in a year
- Women under 35 are the least likely to have full-time work with 42 per cent having permanent full-time compared to 65 per cent overall, and they are more likely to work part-time

Members who speak a language other than French or English at home are twice as likely to work casually, while also more likely to work on-call and to have some of their paid hours coming from a temporary employment agency. They are less likely to know their work schedule a week in advance or to have an employer with whom they expect to work in a year.

With 22 per cent reporting more variable income, the groups more likely to describe this were racialized workers, those speaking another language at home, and LGBTTI workers.

## EMPLOYMENT CONCERNS AND UNION INVOLVEMENT

We asked members whether they felt that raising an employment rights concern would negatively affect their employment. Women, racialized members, and those reporting a health or physical condition were more likely to report concern.

A majority of members surveyed reported participating in a union activity or event in the past year. However, even though women represent 68 per cent of the membership, they were less likely to report involvement. We also see that union participation increases with age. Racialized members reported less union involvement. Low-income members (less than \$30,000) also reported this. On the other hand, those who identify as LGBTTI were more likely to have involvement in their union.

## What next?

We know that having a union on your side makes your job and your workplace safer and fairer. Unionized workers are paid better and are more likely to have benefits that help you balance work with life at home. Your health and ability to do your job become important, and your right to fair treatment gets enforced. This is especially true for equality-seeking groups. But we can see that there are still issues we need to address as a union.

Learning about the conditions for our equality-seeking members helps us understand how we can change. We can show solidarity for all our members by looking at how to improve wages and working conditions for our precarious workers. We can look at new and creative ways to reach out to these members to involve them at all levels of our union. We can identify and move forward on a strong political agenda to improve conditions for all persons from equality-seeking groups, whether they are CUPE members or non-unionized workers.