

STAND UP FOR OUR RIGHTS: VALUING COMMUNITY NON-PROFIT SECTOR WORK

The problem

The community non-profit sector provides **essential services** for our society. It includes organizations that:

- ▶ support vulnerable people through social services;
- ▶ deliver community programs and services;
- ▶ advocate for equity and social justice

Despite its essential work, the sector is underfunded. Without adequate funding, organizations struggle to offer fair wages and decent working conditions. And it's mostly women who pay the price: they make up **66%** of the workforce.

Challenges faced by community sector workers:

- ▶ low wages
- ▶ limited or no access to benefits
- ▶ unpaid hours or overtime
- ▶ few opportunities for training or advancement
- ▶ irregular, unpredictable schedules
- ▶ job insecurity and short-term contracts

The solution

PAY EQUITY

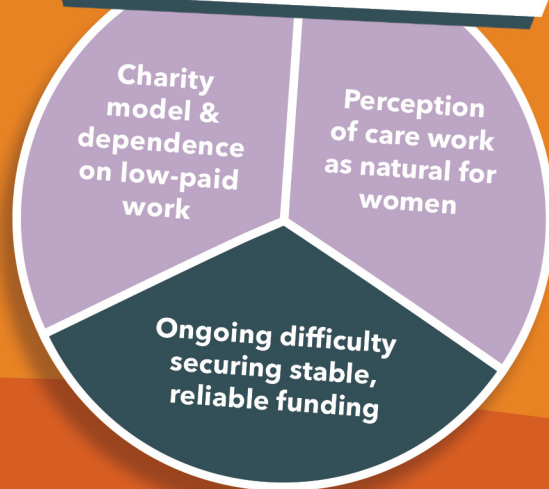
- + better working conditions
- + stable core funding



The *"Our Work Matters"* project is bringing together workers, employers, and allies to spark change and collectively build a stronger, fairer sector!



Undervaluation



PAY EQUITY

- ▶ compares women-dominated jobs with men-dominated jobs of the same value to ensure they are paid equitably.
- ▶ is an internationally recognized human right.

Pay equity in the community non-profit sector would finally recognize the value of these jobs.