



2024 ANNUAL REPORT

“Our movement building strategy is key: raise up all the groups that we work with, strengthen and mentor leaders within our communities, and support political education, skills building and grounded leadership development. This is our way forward.”

Partner Achievements

Throughout 2024, the OEERC worked alongside our incredible grassroots decent work partners, backing their efforts to support workers facing the affordability crisis, broken promises on regularization, and ongoing wage theft and precarious work. Day in, day out, our partners rose to the challenges, providing direct support to workers to defend their rights, raising awareness of employment issues among the general public, media and policy makers, and developing workers' leadership and capacity to organize in their communities. Below are some highlights from our partners' tremendous work this year:



Workers' Action Centre

- Hosted 94 Know Your Rights workshops reaching over 1700 workers. The workshops were held in multiple languages: 4 in Bengali, 6 in Mandarin, 7 in Spanish, 6 in Tamil, and 71 in English (4 of which had translation available in Somali, Urdu, Farsi, and/or Tamil).
- Updated our Know your Rights education materials and produced new resources needed in our communities, including new fact sheets on: temp agency and recruiter licensing rules; workplace claims; updated minimum wage; truck drivers' rights.
- Supported an increasing number of workers facing wage theft, as well as offering 9 *Defending Our Rights* sessions with 126 workers. At these sessions workers who have experienced wage theft learn what their rights are, how to assess what they are owed, and determine what strategy they want to use to address the rights violations.
- Supported 1,187 workers who reached out for support with workplace problems – from challenging wage theft to addressing discrimination to accessing Employment Insurance – through the *Workers' Rights Hotline*. Hosted 12 *Workplace Justice Sessions* with 95 workers to support workers to document their stories, calculate wages, file Ministry of Labour claims, or get more detailed advice on various appeals.
- Directly distributed over 24,450 workplace rights educational handouts at 193 community events, meetings workshops and outreach activities.



- Raised awareness of issues facing workers from the lack of paid sick days to the importance of raising the minimum wage to the need for equal rights for migrants and undocumented workers to addressing misclassification and gig worker exploitation.
- Workers led dozens of outreach activities in their communities and garnered coverage of these issues in mainstream and ethnic media, including over 115 unique media hits in Chinese, Somali, Tamil, Spanish, French and English.
- WAC website received 49,400 views with 5,000 employment rights resources downloaded.

Migrant Workers Alliance for Change



- Supported over 2,800 migrant and undocumented workers by phone and text to deal with employment issues, including wage theft, racism, discrimination, harassment, health and safety, reprisals and other employment standards violations in the workplace.
- Connected migrant and undocumented workers to peer support networks, where they could meet with other workers in similar situations to share, learn and find solutions to common problems impacting their livelihoods and working conditions.
- Supported members to lead outreach activities, conduct know your rights education for other migrants, and respond to misinformation online. Over 2,500 migrant workers participated in online and in person info sessions.
- Supported migrant and undocumented workers, including care workers, student workers, and farm workers to make their voices heard through social media, digital communications and media coverage. Worker leaders across sectors shared their experiences living and working as migrants in Canada, outlining why they need permanent resident status and a comprehensive regularization program to deliver equal rights for all.
- Raised awareness of issues migrants are facing and priorities for change, including: the impact of cuts to study and post graduate work permits; caps on permanent resident levels and cuts through federal and Provincial Nominee programs; and improving housing and working conditions for migrant farm workers. Migrant care workers celebrated a historic victory, winning permanent resident status on arrival for all new care workers coming to Canada, while they advocated for a fair pathway to PR, without restrictive language and education requirements, for care workers already in the country.
- Included migrant and undocumented workers in setting priorities. Over 4,100 participated in online surveys to provide continuous feedback on priorities and activities, while several hundred participated in online meetings to shape collective responses to immigration changes.



Decent Work and Health Network

- Convened the “Better Care for Better Work” Forum with over 200 registered health care workers (including PSWs, temp agency nurses and casual workers) to build solidarity across healthcare professions, including with unionized nurses and doctors, to ensure that workers who are low-waged, misclassified or contract/temporary are not left behind in discussions linking precarious work and privatization.
- Hosted a day-long skills-building workshop focusing on the ongoing Healthcare for All campaign, including community health centers, street outreach workers, public health and medical students.
- Developed qualitative and quantitative growth in the DWH Network, with 1090 new supporters joining, including 203 health care workers.
- Released a series of five social media videos addressing common myths around expanding healthcare access to migrants (videos were then incorporated into workshops and presentations at union conventions and WAC member meetings, along with over 42,000 views on instagram and 19,000 views on X).
- Added a health worker voice in the media to issues faced by low-waged workers in precarious employment (CTV, CBC, Toronto Star, 580 CFRA, The Local magazine, Policy Options, Health Debate and more!).



Our shared platform

Throughout 2024, the OEERC provided support to grassroots decent work groups in a shifting political climate. As workers faced a cost of living and housing crisis and rising racism and xenophobia, our partners responded with a renewed commitment to supporting workers and building the decent work movement. To ensure they could continue their important work, the OEERC provided supports in the following areas:

- Administrative and program support
- Financial planning and bookkeeping
- Organizational development and fundraising support
- Program development, staff supervision and work planning support
- Mentorship and training opportunities
- Collaborative workspace and supportive community for sharing best practices
- Meeting and event space (in-person and virtual)

The following grassroots groups worked from the OEERC platform in 2024:

- Workers' Action Centre
- Migrant Workers Alliance for Change
- Butterfly: Migrant and Asian Sex Worker Support Network

Workers' Justice Centre

Our community organizing space continues to be an invaluable gathering and organizing space for our partners and for workers across the city. Accessible and affordable meeting space has become even more difficult for community groups to find since the pandemic. Overall, there were over 960 bookings in our meeting spaces this year. The majority of these bookings were for our projects and partners. This included a wide range of uses – from employment rights workshops to organizing meetings to cultural celebrations.

In addition to committing to a new 10 year lease, in 2024 we began the process of a new (pro bono) renovation and redesign project with the Association of Registered Interior Designers of Ontario (ARIDO). We are incredibly excited about the prospect of launching a fresh and inclusive space for workers in 2025! We will, of course, continue to make space available for low or no fee for grassroots groups without access to funding.



Workers' Bowl

The 2024 Workers' Bowl – our annual fundraiser for the Education & Leadership Fund for Workers in Precarious Employment – was a huge success. We raised over \$173,051 – another new record. This included \$147,860 from individual donations and \$16,300 from sponsorships to help cover the costs of running the event. Thirty-five teams participated in the Workers' Bowl from a range of labour side law firms, unions, community organizations, and universities, including 231 participants.



This event continues to be a lovely way of building community; the commitment and enthusiasm of participants is very encouraging, and it has been fantastic to see participation from a new generation of fundraisers.

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Funders

Thank you to our funders in 2024:

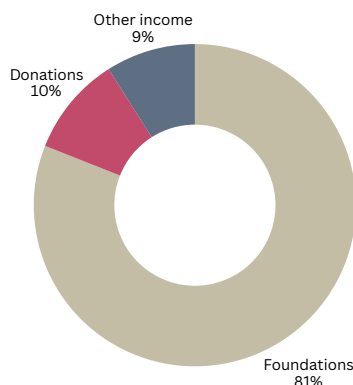
- Atkinson Foundation
- Maytree Foundation
- Metcalf Foundation
- WES Mariam Assefa Fund

Special thanks to our private donors for their extraordinary personal commitment to furthering workers' rights education and support for workers in low-wage and precarious jobs.

Financials

Revenue

2,035,421



Expenses

2,181,434

