

Non-Traditional Work Arrangements

- The Employment Act (EA) safeguards basic employment standards, particularly for workers who are more vulnerable, and seeks to strike a fair balance of responsibilities between worker protection and employer flexibilities.
- As the character of our labour force changes and employment norms shift, we need to update our employment legislation to ensure that our workplace standards and practices remain relevant.
- In the first phase of the EA review, we enhanced protections for workers under traditional work arrangements, where there are clear employer-employee relationships in permanent positions.
- Although the majority of working residents remain employed in such arrangements, non-traditional work arrangements such as term contract work, outsourcing and freelancing are becoming more commonplace today.
- Employers engage workers on non-traditional work arrangements for various reasons. For example, when the job is only available on a temporary/ project basis, when there is a headcount constrain and/or to manage business costs. On the other hand, some workers enter into such arrangements to meet their own needs such as flexibility in their work schedule.
- In this second phase, we are studying how to enhance protections for vulnerable groups of workers under such non-traditional work arrangements, while at the same time ensuring that we do not impede the creation of jobs for this category of workers.