

You are working **HARD** but still experiencing:



Chinese Canadian National Council
TORONTO CHAPTER
全加華人協進會(平權會)多倫多分會

- Low wages.
- Unsafe conditions.
- No stability.

WHY?

Mainstream media, society, or even our community:



- Other workers are taking our jobs
- They work for less, so wages go down
- Some people are harder to work with
- Language/culture is the problem



**WE KEPT BEING TOLD THAT,
SO WE STARTED TO BELIEVE...**

BUT ??

Migrant workers' real experience and truth

- Experiencing **wage theft** by employers
- Not protected by **insufficient labour protections** or minimal & enforcement mechanisms
- **Immigration** systems that create **precarity**
- Bad bosses who try to avoid accountability through **legal loopholes** or **divide and conquer** techniques
 - Ex. paying 1 worker owed wages to defeat organizing
- **Underfunded** public services

**WORKERS DIDN'T
CREATE THESE CONDITIONS.
THE SYSTEM DID.**



Who are we taught to blame?

WHEN WE'RE UNDER PRESSURE, IT'S EASY TO BLAME EACH OTHER, BUT WORKERS **DIDN'T** CREATE THESE CONDITIONS.

HOW systems create our conditions

- Hides **who has power**
- Moves attention (and accountability) away from employers and policies
- It keeps wages and conditions low, so it's **easier to exploit workers**
- It **prevents solidarity**, causing isolation among workers.
- It **protects bosses, big corporations and policy makers** from taking accountability.

- Workers are focusing on **survival**, not harming each other
- Different marginalized communities may face different barriers, but we are working under the **same systems**

Think:

Who benefits if we blame each other?

- **Share information** in our communities
- **Challenge** the scapegoating of migrant and marginalized workers
- **Build relationships** at work
 - Talk to your coworkers
 - Support each other when issues come up
- **Join CCNCTO** to learn more about workers organizing!



WE DIDN'T CREATE THESE CONDITIONS, BUT WE CAN CHOOSE HOW WE RESPOND TO AND **CHALLENGE** THEM.



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Who are we taught to blame?

Many workers are under pressure:

WHEN WE'RE UNDER PRESSURE, IT'S EASY TO BLAME EACH OTHER, BUT WORKERS DIDN'T CREATE THESE CONDITIONS. **SYSTEMS DID.**

- Low wages
- Long hours
- Precarious status
- Unsafe conditions
- Unstable jobs

HOW systems create our conditions

- Hides **who has power**
- Moves attention (and accountability) away from employers and policies
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THE TRUTH

- Workers are focusing on **survival**, not harming each other
- Different marginalized communities may face different barriers, but we are working under the **same systems**





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