

Courage My Friends Podcast Series IV – Episode 5
Labour Fair 2023 Panel: Gig Workers and Precarity in the 21st Century

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ANNOUNCER: You're listening to *Needs No Introduction*.

Needs No Introduction is a rabble podcast network show that serves up a series of speeches, interviews and lectures from the finest minds of our time

[music transition]

COURAGE MY FRIENDS ANNOUNCER: COVID. Capitalism. Climate. Three storms have converged and we're all caught in the vortex.

STREET VOICE 1: When I graduate, will there be such a thing as job security? Will I still have access to healthcare?

STREET VOICE 2: We're not seeing the same increase in wages as we are in inflation and cost of living. And I'm worried about what that's gonna mean as far as having a future, having a family and being able to grow.

STREET VOICE 1 Everything is more expensive. I don't know if it's because of the climate crisis or all of this conflict but I have kids and I need to believe their future is going to be better and brighter.

[music]

COURAGE MY FRIENDS ANNOUNCER: What brought us to this point? Can we go back to normal? Do we even want to?

Welcome back to this special podcast series by rabble.ca and the Tommy Douglas Institute (at George Brown College) and with the support of the Douglas-Coldwell-Layton Foundation. In the words of the great Tommy Douglas...

VOICE 4: Courage my friends; 'tis not too late to build a better world.

COURAGE MY FRIENDS ANNOUNCER: This is the *Courage My Friends* podcast.

RESH: Three years into a pandemic that piggybacked on four decades of neoliberal, erosion and a climate crisis over a century in the making, while crises of conflict and capitalism continue to rage around us - these are from many desperate times, indeed. From gig work and privatization of public welfare to the increasing precarity of people and planet. How are workers pushing back and organizing for the collective good?

I'm your host, Resh Budhu.

This episode of *The Courage My Friends* podcast takes us back to the March, 2023, George Brown College Labor Fair in Toronto, and features a recording of the

discussion panel on the dignity and rights of workers trapped in precarious jobs and the gig economy.

Members of the Naujawan Support Network, Simran Dhunna and Jobanjeet Kaur and President of Gig Workers United, Jennifer Scott, discuss the tribulations faced by those working in precarious and gig jobs, increasingly exploitative employment structures and organizing for the rights and dignity of vulnerable workers.

Here now is the Labor Fair Discussion panel on *Gig Workers and Precarity in the 21st Century*.

We begin with an introduction by the panel moderator, George Brown College faculty and labour historian Jon Weier.

JON: Today we're going to be talking about precarious and gig work.

At the culmination of late stage capitalism, precarious work is becoming even more common and much more of a consistent way of organizing workers and the workplace. And one of the common ways that work has become more precarious has been through the introduction of the gig economy, gig apps and how those have impacted working people.

Generally when I talk about precarious work, it's not so much about specific jobs. Jobs can be precarious or non precarious, both. It's really about the rights and abilities of workers to have protection and security in their workplaces and in their working lives. And when we talk about gig work, we're largely talking about work that's organized through gig apps. So Uber, Food Share, other apps like that, that offer workers some flexibility and some ability to increase their incomes, through the mobilization of their own time and existing resources. But also that really create a gig culture, an expectation that our primary identities are workers and that we have to monetize everything we do. And also can seriously undermine workers' abilities to advocate for and get a decent wage and to advocate for other rights and benefits within the workplace.

We have three speakers who are joining us today. We're going to start with Jennifer Scott, the President of the Gig Workers United at the Canadian Union of Postal Workers.

Jen began delivering on apps in 2017 as a bicycle courier. She was a member in the Justice Foodora Courier's CUPW campaign where Foodora workers won the right to unionize, with 90% of workers voting yes to their union. And which continued to defend the rights of workers in a lawsuit with Foodora after they went bankrupt and left the Canadian market.

Our second and third panelists are from the Naujawan Support Network, which is a really exciting organization that was formed in June 2021 to essentially fight for and advocate for the rights of international students and other international workers in

direct relationships and in direct confrontation with employers who were stealing wages and mistreating workers in other ways.

Panelist Simran Dhunna who's currently studying medicine at Queens University and is very active in the Naujawan Support Network.

And Joban Kaur, who is a former international student who immigrated to Canada from the Punjab in 2018. She was an active organizer in the Alpha College protest and is now also a very strong member of the Naujawan Support Network.

And Jen, if you wanna start first talking about gig work and talking about Gig Workers United and the advocacy you've been doing on behalf of food workers and other gig workers through the Canadian Union of Postal Workers.

JENNIFER: Thanks so much. So Gig Workers United is people like me who deliver on apps, like Uber and DoorDash and Skip the Dishes and Fantuan and Corner Shop, it's a long list. But it's people who deliver on apps. And we're saying that these are our jobs. We like them, we need them, they're our jobs. And there are a lot of things about them that need to change.

So gig workers are misclassified workers. And so that means that we don't have basic workers' rights and protections. And we don't have them because apps, you know, our bosses, are disrupting employment standards and putting downward pressure on wages, on employment standards, on working conditions, not just for gig workers, but for all workers in the delivery and logistics sector.

I think I'm going to talk a little bit about Bill-88 and about our organizing. So if you're familiar with Bill-88, it was introduced last year, I believe, by the Ontario government. Bill-88 was something that apps like Uber and other bad bosses lobbied quite aggressively for.

It was not written in consultation with workers and it didn't... it still doesn't address the issues that workers are experiencing on the ground.

It's a carve- out because it creates a standalone piece of legislation with separate and lesser protections, which really reinforces the narrative that apps use, that gig workers are not real workers.

And we see Uber found a friend in the Ford government, and we see our government jumping through hoops for employers acting like the government is doing things that help workers. Despite the fact that really helping and fixing the problem for gig workers would be recognizing gig workers as employees and ending misclassification.

But Bill -88 brings in something really dangerous and it sets a very dangerous precedent for all workers in Ontario. It brings in something called "minimum wage for

engaged time". Apps like Uber and other apps define "engaged time", as, some of the time that we're at work.

And loosely it's when we have your food order in our bag and we're bringing it to you. Or if we're driving somebody somewhere, or shopping for your groceries and bringing them to you.

It's only some of the time that we're at work. It doesn't include the time when we're waiting for orders, when we're online. I mean that's devastating I think for a lot of workers because it's a huge shift in the understanding of what minimum wage is.

Minimum wage is meant to be a minimum compensation that bosses owe to workers for being at work. And it's the boss's responsibility to make sure that there is work for the worker to do.

Whereas this is saying that workers are required to be at work and some of the work that you do is worthy of being paid and some of it isn't. And that's just really terrible.

So what we see is our government laying or appearing to lay groundwork for something worse that could come in the future. Possibly to create a third category of worker in the Employment Standards Act, which would be very devastating for all of us.

The Employment Standards Act is a law that defines the minimum responsibilities that a boss has to the employees or the workers. And it defines the paths or resources that workers have to be able to deal with an issue, seek arbitration, resolve a problem, right?

To bring in a third category in the Employment Standards Act would be to say that there is a group of workers who there is a maximum of what they're entitled to. This group of workers is not entitled to anything above here.

So gig workers organized to put pressure on the government to stop that from happening. But in Bill-88, we are apprehensive that we see legislative intent to bring that in the future.

You know, over the past year in those conversations around Bill-88, it's a lot about gig workers. It's a lot about resolving misclassification for us, and it doesn't do that for us. But also the broader issue of Bill-88 and its consequences is gonna be an issue for everybody. Everybody who works in Ontario.

So you have time to learn more, support the organizing that precarious workers are doing around Bill-88 and be ready to hold to the standards and the rights that all of us deserve and are entitled to at work.

So that's also why gig workers are organizing. We're organizing for basic rights and protections for things like the right to never earn less than minimum wage, for real

health and safety protections. Right now gig workers pay a 100% of the cost to do a delivery, and that's not the way that it should be. That cost should be paid by the boss, the owner who makes the most money, right?

And also organizing to create much needed worker representation, a collective voice for the people who do this job so that we can force systemic change on an issue like misclassification. And bring real bargaining, a real collective agreement, a real negotiation - worker to employer - and the certification of a union.

So to talk about what gig work is like, if you're not a gig worker. It's precarious. And by that I mean that you have no idea how much money you're gonna make.

For the past few months, average wages have been less than \$10 an hour. And that's not unique to Toronto. We see that in many cities, on many apps.

A few weeks ago I did an order on Uber and I got paid \$2.73 to deliver something. And it took about 25 minutes. If you do the math, that does not work out to a livable wage. And the work is also dangerous. This has been a really dark, tough winter with a lot of ice storms, rainstorms, snowstorms. And workers are out delivering in this weather without the safety net that other workers might have, like being able to access WSIB or other protections in case we're injured at work.

And then because we're misclassified and we don't have rights and protections at work, we can also get deactivated; which means to be fired without the ability to arbitrate or contest our firing. Without the ability to fight back and try and say, this is my job and I need my job.

Apps use algorithms to punish workers. Sometimes routing orders that can be really long distances where in that moment all the worker can do is say yes or no to accepting the order. Not realizing maybe that it'll be very low pay for the distance or other issues, right?

At Gig Workers United, workers are coming together and saying for all of these reasons and more, we know that we are misclassified, we know that we are employees, and we know that having a union where we can negotiate with our boss for all of the things that we could have that would make this work good work or decent work, is the future that workers want.

And so we try and organize in ways that are creative, in ways that help us connect with each other, but also where we can have a bit of fun. So one of the main ways that we do that is being out on the street. Maybe at a restaurant that is very popular and often has a bit of a long wait.

Or in places where workers tend to be and talk with each other and listen to each other. Because bosses don't listen to workers, especially apps like Uber and Skip. But we can listen to each other. And through listening to each other and talking with

each other, identify solutions to the problems that we're experiencing and ways to collectively resolve them.

The best part of organizing is being out on the street, talking with other workers, coming up with ideas. There's also a way that we engage with other members of the broader labour movement or other members of the public to help us organize, which I think is really unique and creative.

You know, normally it's the workers who are organizing workers. However, we have a campaign called Order-in Days. And so we would invite you to place an order on an app. And when the worker delivers to you, talk with them, listen to them and tell them that you support them organizing, making their work better and help them connect with the union.

It's such a unique way for people who are not the workers to help support and organize the union. And I think it's a really good response to a workplace where we don't have a shared place where we go to work. We're disparate. We're all over the city. And so here is a way to find each other, to connect and to come together, not just with workers doing that work, but with other people who support the work helping too.

And of course there's an aspect to it that's very human. This job can be very isolating. There have been many weeks where I've been delivering, maybe full-time, like 30, 40 hours a week, and I never really talked to anybody during my shift.

I go into a restaurant, I say, Hey, I'm here to pick up this order. Here's the order number. I say thank you and goodbye, and that's it. And I go to drop it off at the customer's house and oftentimes it's a contactless delivery. You know, maybe see each other through the window. But there's a lack of a feeling of community and interaction with others while you're delivering.

And so Order-in Days can sort of bring some of that connection and that feeling of humanity back to the work for people.

JON: Thanks so much, Jen.

So Simran or Jobanjeet, tell us about the Naujawan Support Network. Which along with Gig Workers United, I think is one of the most exciting, new worker-led organizing movements in Ontario right now. And we'd love to hear more about what you do, the basic ideas underpinning the Naujawan Support Network and the successes that you've really had over the last couple of years.

JOBAN: Okay. Hello everyone. My name is Joban. *Lutt Band Karo* . which means Stop Wage Theft, that is the main agenda of the Naujawan Support Network. Basically we do help people to overcome the exploitation done by the employers and various other people in the field.

Exploitation is a matter of life and death. So for Naujawan Support Network, we take this matter very seriously. And this is primarily a life in that situation for international students and also for the recent immigrations.

In this part many of the people who immigrate are very young. They're between the ages of 18 to 24 years and they have never basically been away from the family or been on their own.

For example, when I came here, I was the person who basically have never spent a day apart from the family. So it was a big stress for me. And it's also for every international student. Without any financial support and anything we have to pay for rents, groceries, and everything. And in this period where everything is very expensive, it's really hard. Also, most of us are responsible to support the families back home since there are like lifetime of debt that our parents have taken to send us here to have the quality of the life. It makes harder to survive.

So that is why we say that exploitation is basically the matter of survival. Life and death.

How NSN was born. Basically, we are a group of international students and immigrant workers who are primarily working in Peel Region. And come together to face the exploitation from landlords, immigrant consultants, from government and colleges.

We provide moral support, information for legal rights, and we take collective actions wherever there is needed. In addition to that, we also provide the people with all the things that are required to go against the exploitation, such as how to do a labor claim if your pay is not being given by your employer or something like that.

Also, we do social media, boycotts, protesting in front of the business and employers, whoever are responsible for exploiting the employees.

After the formation of the NSN, after six months, all the members of the Naujawan Support Network came together to build up a basis of unity, which is basically the reflection of the principles and practices of our organization.

I would really like to highlight, number four, which explains exploitation in involves taking from workers that is rightfully ours. Wage theft, sexual harassment, inadequate job training, threats of deportation are all the forms of exploitation because they rob us of our earnings, safety and dignity.

Sometimes people just take it as we are not being paid and it's just exploitation of our money or something. No, it's also the exploitation for the dignity of a worker. Because we go there professionally, work and put in the hours and everything, and it's like they take our dignity away when they refuse to pay us.

Also in Naujawan Support Network, we basically don't rely on any of the political. Basically you are the person who leads your own protest. So the main agenda is also coming forward yourself to represent your story, how you were exploited and what happened and all of that.

NSN is democratic. It's independent. It's not led by one particular person or something. There's a group of people who come together and they democratically decide the course of action that is to be taken.

What is the process of Naujawan Support Network? We organize public meetings once a month. It's open to everyone. People come from all across the town and they share stories, which are really painful to hear. That how they've been treated in the places of their work, how employers exploit them. So they exchange their stories. And then we all discuss about the rights and everything. Most members are from trucking companies and they work in the warehouse, restaurants, app-based gig work and construction and everything. There's a lot more.

And then our public protests are .basically attended by, as I mentioned, everyone. It includes families, children. Even we have small kids who are attending. And that's like really enthusiastic for us because they give us the confidence to do more.

When employer don't pay the member of our organization, it really comes to the question of how they're gonna feed their family, which is really devastating. If you're not getting paid, you are really not gonna be able to feed your family, put the food in the plate. That's really not something everyone wants to experience.

We also do political education and legal right trainings. For example, we were invited in Lambton College to talk about the legal right training. How people can come together on their own.

Also we do the community building. Last year in September, we organized Young Workers Rising Fest.

I think most of you might have heard about Satinder's case. This is an example how basically we work.

So in this case, Satinder, she used to work in a restaurant. And she was paid \$400. She wasn't paid hourly. But we calculated it to \$8.33 per hour, which is basically nothing as compared to the expenses of the living conditions.

So she used to work day and night without rest. She even fainted of exhaustion twice. And the main employer was informed by a customer that one of your workers fainted behind the counter. So this is the amount of ignorance the employers do to the workers.

She was even promised that the employer is gonna help in the PR [Permanent Resident status], but afterwards they broke the promise. After all these things Satinder quit her job.

She came to the NSN meeting. She was given two options whether she wanted to go through labour claim or she wanted to go to the public campaign. We basically can do both simultaneously, which is the way she chose to work.

So the only thing we told her is that she's gonna be the one leading the protest, not the organization. You are the one who's gonna be leading. So then we claim the labour claim in the Labour Court. And on December 4th there was the protest.

Basically she's telling about how she's gonna fight the exploitation that the employer did.

Afterwards investigation happened very quickly because of all the media attention that we got from that protest. Finally she was given the settlement payment of \$16,495, which originally was almost \$18,000.

This is an example of what is happening. She's the one who came forward, but most of the people, most of the girls especially do not come forward because they're being pressurized by the family or they have a lot of other factors at play.

In almost over two years of organization, we have knowingly spoken to more than 700 people who are facing exploitation. We have done 28 deliveries. We first go to employer and then we deliver a letter, give them a timeframe to talk to us.

We have held a total of 13 protests so far.

Since we started we have recovered the known wages of \$300,000. Known wages.

It's a lot more when it comes to unknown wages because most of people, when they go to the employer, they say, okay, I'm gonna go to Naujawan Support Network because they're gonna help me protest and everything. So they get settled on the spot.

So this is something Simran would like to highlight, she being the part of the protest.

SIMRAN: Just briefly, Our very first protest was against a truck company owner. We protested in front of his house three times. This is one example of our very first campaign that we won, but which also highlighted how employers retaliate against workers who speak up.

So this employer, instead of paying our member about \$5,000 in wages, decided to spend maybe \$10,000, \$20,000 towards a Bay Street lawyer to file a defamation lawsuit against us. And we defeated him. But of course, three other employers since

then have also filed defamation lawsuits against us. Which just goes to show that there's the legal realm and then there's the realm in the streets.

And we don't rely on lawsuits or kind of the legal system to build our power, but it is a reality. It is a tool and a weapon that is used by employers just as they have done with Bill-88, and with other legal mechanisms to silence workers. And it's not something that's going to intimidate workers, of course.

We're also thankful for some of the support that's come from other labour organizations and publications like Briar Patch, because this is kind of the way we've begun to connect with groups such as Gig Workers United or other groups that are waging similar struggles across the country.

JOBAN: When we come to Canada as an international student or as an immigration, there's not a lot of hope. Most of us have not even been a day without our family. So it's like basically we have zero hope, stressed out, depressed and everything. But if you'll ever be able to join the public meeting of NSN, you'll see how hopeful people are. They see that they are not alone. They have a lot of support from the community. And that is basically something we need in this depressing time.

As everything is shattering and nothing is going according to the way, this is something people rely upon. And if we get a lot of positive support - obviously there's always some negativity to every good thing you will do. So ignoring that, we just focus on positivity. We get the dignity, people respect as you guys respected us to speak in this panel today. We are really thankful for that.

JON: Thank you so much, Jobanjeet and Simran.

One of the things I was really struck with is this idea of dignity and solidarity and how you're building community in workplaces or in places where community and solidarity has been attacked. And I was wondering Jen and then Jobanjeet, if you could talk a little bit about how important the idea of dignity is in this worker activism and how important it is to be able to build these alternative workplace communities in which you can pursue this activism and this advocacy.

So Jen, do you wanna start and then Jobanjeet.

JENNIFER: Yeah. There's a member of our union, and he has been telling this story recently. So he was meeting up with some people who he hadn't seen in a really, really long time, like 10 years. You know, he's meeting up with these friends and talking with them about his life, and he tells them, oh, I, you know, I deliver on Uber and DoorDash, I think.

And one person's immediate reaction was to say, "I'm so sorry. I'm so sorry. That's your job." And he was like, "Excuse me? I didn't ask you to be sorry for my job!" We've talked about that quite a bit as a community and members of our union.

That all bad bosses and the app bosses in our experience, the narrative that they use to be able to undermine and disrupt labour rights and protections to be able to make more money, is a narrative that removes our confidence in ourselves, in our work, our dignity, the respect that people in our community have for us.

When I think about courier work, especially courier work delivering food and medicine, like many people who work on apps do, that's a kind of care work. You know we're taking care of our community by making sure that people have things that they need at their home when they can't go get them. There isn't respect for that, almost exclusively because of this narrative that our bad bosses have spread so that they can make more profit.

So when we talk about Gig Work and the way that it impacts workers, it's not just about not having rights and protections. It's about the fact that we are not respected at work by our bosses. And that needs to change.

When you're not respected and you ask for respect, you're never gonna get it. But when you're not respected and you unite together with your coworkers and you build solidarity and power, and you have a collective voice, you can negotiate for the things that respect should look like. Like livable wages.

JON: Yeah, that's super. Jobanjeet,

JOBAN: Uh, yes. The point of dignity is like the main aspect. Employers just take your dignity away very easily when you are employee of them. They try to humiliate. You have to ask about your wages. Like you have to ask them to pay you. Quite few times, sometimes, many times they stop talking to you. They stop picking up your calls and things like that. It's kind of humiliating because you have worked hard. You get deprived of sleep. You don't eat well. These working conditions are not even favorable. But still, even after working in unfavorable conditions and not getting paid is losing dignity.

In one of our case, there was two girls, who were employee and were not paid by the employer. At the moment when they were asking on their own, they were talking to the employer and they were like, just pay us for what we have earned. We are not even asking for much.

The employer was like, do whatever you want. I'm not going to pay you. You don't have any dignity. I'm going to deport you guys. You don't know me. All these kind of threats. We get deportation and everything from employers.

But when she joined NSN she came to the meeting and then we had protested against the employer one time. The next time when they were negotiating at the table with the employer, the employer was you know, kind of shaking. At that moment those girls came back and they were like, this is what we wanted. We might have earned double of what they took from us, but this is what basically we want back - the dignity.

That's how we get our workers to get the dignity back and employers to give the dignity back. Not forcefully, but they are out to do that.

KATHRYN: Someone asked if the NSN only organizes international students.

JOBAN: We don't only organize for the international student, it's for every employee who get exploited. The main motive is removal of exploitation from the community. It does not matter whether it is an international student. It gives the idea to the people that we basically just work for international student because most of it is organized by international students.

But yeah, we still do have a lot of cases who are Canadian citizens, PR and everything.

There's one question I would like to answer. What has NSN's experience been of the success of claim that workers have made regarding being treated or mistreated by employers claim to Labour Board?

As I talked earlier, the known wages that have been recovered from the employers is \$300,000. That's from the period since we started working in June, 2021. So we get order to pay. Most of the employers do pay the workers when they get the letter from the Labour Code that you are supposed to pay this worker. We win most of the cases. The success is good still till now.

But now we are facing the problem where Labour Code issues the order to pay, but employers ignores us totally because there's no particular rule that is about the implementation of these order to pay.

I would like Simran to explain a little bit more about this.

SIMRAN: Sure. It depends also on what level of the Labour Court you're applying to. There's Ontario Labour Court, the Provincial Labour Court, and the Federal Labour Court.

Most of our cases, most of our members are truck drivers who do cross-border long-haul trucking. So they fall under the Federal Labour Court. Unfortunately, the Federal Labour Court has a horrendous track record of both issuing payment orders in time and also enforcing payment orders.

So at the Ontario level, we've had a bit more success. They process things a little bit faster. Still, there are some employers, including those we've protested against multiple times, who have not complied with payment orders. So what that tells you is that the labour courts are very, very slow. If our rents and our tuition and our groceries are due today, we cannot afford to wait a year or two for our wages from the labour court. Nor is there an additional penalty or fee on employers who are found to be in violation of labour standards. So there's no effective punishment or deterrent on them.

But the other thing is that there are laws that exist, in Ontario at least, that allow the government to prosecute employers. Heavily fine them, even jail them if they violate employment standards. The government does not do that. And so we are increasingly becoming aware and letting workers become aware of the gaps and the limitations of the labour courts, of the legal system.

And they're not random gaps. They're very much by design. Like governments have discretion to go hard on bad bosses, but they don't. Just like they don't go hard on some of the app companies that exploit gig workers. And that's also why, for example, in our latest case against an auto repair shop in Brampton, we have requested that the Ministry of Labour prosecute the employer.

And we'll find out soon if they actually even follow their own laws.

Sometimes we succeed in getting the payment orders, but as Joban was saying, the enforcement of it and the compliance of it is very, very poor.

JON: Thanks so much Simran. We had a question from a student essentially asking what's the most effective way to get involved with advocacy against Bill-88. And I think that was a question for Jen.

JENNIFER: It's to organize, I'm serious. To organize. Organize in your workplace.

If you're a gig worker, whatever it is that you're doing, it's to organize, right?

Uber lobbied for like a year and a half, I think, the provincial government to bring in something far worse than Bill-88. And of course it was the response from gig workers, from the Ontario Federation of Labour, from members of the broader labour movement that, you know prevented Uber from getting everything that they wanted. But it was the government's willingness to coordinate with a bad boss that allowed Bill- 88 to be brought in.

The way to push back against long-term changes that devastate what it means to be a working class person in Ontario or in Canada is to organize. You know, maybe organize a union in your workplace. Or organize in the way that NSN is, where workers are getting financial wins for wage theft. Getting that money back. Getting support on the ground. But yeah, talk with your coworkers.

One of the things that I've learned through organizing, is that the people who do the work are the people who know what needs to change. And if we sit together and talk with each other and listen to each other- even though we have never organized a union before or have never filed a complaint with the Labour Board, even though we're doing new things. If we talk with each other, we'll find solutions that will help to solve the problems.

So talk with your coworkers. Find out what's going on in your workplace that needs to change and a solution that you and your coworkers want.

I am certain that that will lay the ground for the actions that collectively everybody in Ontario will need to be part of in the future to protect employment standards and working conditions.

JON: Thanks Jennifer.

And I just wanna say a big thanks to Jennifer from Gig Workers United to Simran and Jobanjeet, for the Naujawan Support Network for coming and talking with us about gig work and about precarious work. And I want to thank all the students for being here and for participating and for the great questions. So thank you so much everyone for joining us.

RESH: That was Simran Dhunna and Jobanjeet Kaur from the Naujawan Support Network and Jennifer Scott, President of Gig Workers United, along with panel moderator Jon Weier from the 31st Annual Labour Fair at George Brown College.

This is The Courage My Friends podcast. I'm your host, Resh Budhu.

Thanks for listening.

COURAGE MY FRIENDS ANNOUNCER: You've been listening to the Courage My Friends Podcast, a co-production between rabble.ca and the Tommy Douglas Institute at George Brown College and with the support of the Douglas Coldwell Layton Foundation.

Produced by Resh Budhu of the Tommy Douglas Institute, Breanne Doyle of rabble.ca and the TDI planning committee: Chandra Budhu and Ashley Booth. For more information about the Tommy Douglas Institute and this series, visit georgebrown.ca/TommyDouglasInstitute.

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