

# Decent Work Charter

PTP Adult Learning and Employment Programs aims to support inclusive, healthy, and equitable communities, and we know that the provision of decent work is central to creating the economic and social foundations that underpin individual and community well-being. We are therefore strongly committed to championing decent work conditions and practices in our society, in our local communities, in communities across Canada, and within our organization. As an educator, trainer, and provider of Employment Services to individuals who face multiple barriers, we understand the need to advocate for decent work on behalf of this group in particular.

## Defining 'Decent Work'

Developed by the International Labour Organization (ILO), Decent Work is defined as "... opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all."<sup>1</sup>

A core component of promoting a decent work vision is a commitment to developing high quality jobs and working collectively to ensure that the correct structures, regulations, and practices are in place to support organizations and individuals in pursuing this vision. PTP has committed to doing so through the establishment of a Decent Work Charter [hereafter referred to as the "charter"].

As an organization committed to social justice, we are signing this charter to confirm our commitment to advancing policy reforms needed to improve working conditions for all. As a provider of Employment Services to individuals who face multiple barriers, we understand the need to advocate for decent work on behalf of such individuals.

As an employer, we are signing this charter to confirm that we view decent work as an essential component of achieving our mission and intended impacts. The commitment to the provision of decent work conditions across our organization and for our staff in turn educates community members and volunteers that we work with each day.

As a leader in our community, we are signing this charter to commit to championing local economic practices that promote and sustain decent work and will join with community groups and sector networks (e.g., Ontario Nonprofit Network) to generate collective actions.

---

<sup>1</sup> <http://www.ilo.org/global/topics/decent-work/lang--en/index.htm>

To guide our efforts, this charter will be rooted in the following value statements:

- a. Decent work is a central source of personal dignity, family stability, community cohesion, civic inclusion, economic vibrancy, and societal well-being.
- b. Decent work is an essential means of furthering the mission and impacts of nonprofit organizations by attracting, developing, and sustaining the passionate, dedicated, and skilled people who work in our sector.
- c. Decent work is complementary to our commitments to advance inclusion and diversity in our workplace, and to renew and support our sector's future leadership.

In signing this charter, PTP commits to advancing decent work in our workplace, communities, sector, and society with specific activities across the following domains that help ensure decent work, as detailed in the body of the charter:

1. Employment opportunities
2. Fair income
3. Health and retirement benefits
4. Stable employment
5. Opportunities for development and advancement
6. Equality and rights at work
7. Culture and leadership

PTP commits to reviewing this charter on an annual basis to ensure that the domains of focus are still consistent with the needs of our organization and the communities we serve.

Formally approved by PTP's Board of Directors on December 10, 2020