

Future Prospects for Work in Canada

Name

Institution

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Introduction

The contemporary contexts are characterized by multiple changes and dynamics that affect all areas of life, including the economic, social, and political dimensions. Different developments and policy approaches within the international communities have significant implications for the operations and functioning of various industries, markets, and sectors. Such aspects impact the availability of jobs, labor, and the skills required to execute different functions (Spilerman, 2009). When considering the future of work in various nations such as Canada, it is imperative to conduct a comprehensive evaluation of essential issues and factors that would shape the activities and effects of different industrial or economic functions.

Inequality, Insecurity, and the Health Impact of Work

In Canada, work and industries function within the environments of free trade as well as globalization. Some of the characteristics of these environments include increased international commerce and multinational political organization (Spilerman, 2009). Heightened integration, as well as economic interdependence, has reinforced the dominance of specific economies and helped in opening up new labor markets. Technological advancements have had a significant influence on the nature of corporate arrangements as well as employee practices, for instance, in teleprocessing, outsourcing, and virtual commerce. Increased literacy and accessibility to information throughout the world have promoted the global movement of capital as well as the search for high and low ends of salary and education levels (Heath & Jayachandran, 2017). For a long time, Canadian politicians and business leaders have advanced the view that the prosperity and future of the nation rely on its ability to improve literacy levels, which would help in securing a position as the leader in labor markets. However, the disproportionality in the literacy levels among

various groups, especially the indigenous and minority communities, would imply the provision of unequal opportunities and benefits (Guo & Wong, 2018).

The high cost of globalization and international economic opportunities is compounded by the increase in skill transfers to the developed and developing nations. This aspect could imply a shift in the balance of economic activities and power for Canada in international contexts. Increased mobility of capital in different stages of the economic cycle would mainly favor the larger corporations and lead to increased expenses for the national governments (Spilerman, 2009). This aspect would create multiple tools for unoptimized capital because such funds would not be invested in new areas of production. Instead, such capital pools would be directed to the purchase of capital assets that would then be exploited and pressurized further to generate profits. This aspect shows the need for neo-liberal globalization that would increase the flexibility of labor as well as the authority of employers.

Organization of Work and the Question of “Postindustrialism”

Numerous changes have occurred in the Canadian economy within a few generations. The nation has witnessed the increased replacement of agriculture with factory work, white-collar jobs, retail, and knowledge jobs (Krahn, Hughes, & Lowe, 2010). However, the nation still relies on immigrants to fuel its economy. This aspect has influenced the growth and persistence of migration for work, although the jobs themselves have become increasingly mobile because production processes are spread throughout the globe. However, most individuals still work for wages or salaries in bureaucratic organizations. About a third of the workers operate in the service sector. The number of full-time employees has reduced compared to past years (Law Commission of Canada, 2004).

The industrialization process in Canada lagged behind that of Britain and the United States. Industrialization influenced rapid urbanization and other change within Canadian society and the economy. By the early 20th century, the Canadian economy was mainly

dominated by large corporations that were privately owned. Contemporary debates on post-industrialism or the new economy have influenced the reconsideration of most economic and corporate themes (Ampuja, 2016). Post-industrialism will mainly involve the development of firms based on new information and communication technologies, such as the internet.

Globalization of Work

The concept of globalization has had a significant impact on the policy dimensions of multiple firms and the Canadian economy. Some of the most common conceptualizations of globalization include a process that has a high potential for providing opportunities, resources, and productive forces. It is a crucial process that would provide revenue-generating opportunities, which would help to reduce the poverty levels and increase the quality of living for communities across the globe. Globalization is a mutually beneficial process for both developed and developing nations (Spilerman, 2009). This aspect points to increased chances of job opportunities in Canada with the advancement of the globalization process. Over the years, more nations are attaining the ability to engage with Canada at different levels, including the political, social, and economic dimensions. This aspect means increased revenue generation and job opportunities.

Globalization would promote the sustainable growth of the economy. However, different critics have advanced that globalization is a new scheme for exploiting the politically and economically weaker nations using the developed nations' artful agent of the multinational corporation. Such scholars advance that globalization resembles in many ways the past neoliberal agendas of powerful empires and colonial powers that attained a global reach (Spilerman, 2009). Such agendas could be explained as extensions of powerful nation-states because of their defining attribute of political and economic arrangements that have been consciously designed to benefit the home nation.

Such systems thrive through the creation of captive markets and the domination of resources or raw materials (Azmanova, 2020). Such views could have diverse implications on the prospects for work in Canada. They could be cautionary evidence that the nation should refrain from engaging with powerful global communities because the system is skewed to their benefit. Such perspectives could also discourage other developing and economically weaker nations from engaging with Canada because of the fear of exploitation or disproportionate benefits. These aspects would result in reduced opportunities for work in Canada in the future.

Work and the Environment

Work has become increasingly unstable in modern contexts, which shows the need for developing a new and robust vision for the future. The traditional work societies were characterized by life-long job paths (Beck, 2014). Such systems have given way to a less stable world with high risks for the sudden devaluation of skills, obliteration of jobs or careers, as well as the reduction or elimination of welfare cover. This aspect has influenced most of the western economies to move towards ambiguous and multifaceted social structures, which resemble those existing in the developing nations. Although this aspect points to the death of traditional working practices, it also points to the opportunity of developing new ideas and models that would be suitable for the contemporary workplaces in the 21st century.

According to Beck (2014), the alternative vision would be based on the idea of active citizens or workers that would be democratically organized in the local, regional, and transnational networks. This aspect would help to reduce the threat of social exclusion in the future because all citizens and workers would have the right to be included in the newly defined networks and distribution of work. The alternative would also ensure the provision of equal access to comprehensive social protection. Therefore, the future of work and survival

of democracy, as well as the welfare state, will be determined by the creation of a newly committed as well as multi-active transnational citizenship.

The Impact of Unions on Work and Workers

The global restructuring of the political and economic systems has generated numerous challenges that affect all individuals in the global workplaces. Such aspects have had a significant impact on the flexibility of organizational operations, the standard levels of wages and benefits. Global reorganization of systems has also influenced reduced job security, an increased turnover rate of employees in the public sector, growth of the private sector, as well as criticism regarding the capabilities and renewal of union organizations. Over the past years, Canada has recorded increased growth of union activities in the private and public sectors (Haiven, Levesque, Le Queux, & Murray, 2005). The ability of Canada to ensure the improvement of the future of work depends on the role that unions will play. The duties of such organizations include safeguarding the workplace conditions of their members and all employees. Such bodies also play active roles in the execution of strategies and promotion of dialogues regarding alternative courses of action.

According to Haiven et al. (2005), the capacity of unions to effectively perform their duties is affected by different distinctive factors, including neoliberalism, stalling or regression in the improvement of employment standards, reduced social expenditure, and increased disregard of union rights. Although such factors could influence significant disregard for workers' rights, unions will play crucial roles in shaping the nature of work in the future. Unions have recognized the need for adapting to the dynamic context created by different pressure. Some of the adaptation techniques that they have employed include engaging in training as well as creating global platforms for distributing information and strategies (Olson, 2005). Unions have also gained a keen interest in the job versus environment debate (Pearson, 2007). They now focus on this area as a component of their

unique and collective initiatives for increasing the sustainability of future work by ensuring observation of the rights and needs of employees.

Conclusion

In conclusion, Canada has embraced the trends of globalization, and they could have potentially positive effects on the prospects of work. However, different factors, such as inequality, especially in the literacy levels, would result in the provision of disproportionate opportunities and benefits to different groups. Most of the companies in the nation observe democratic structures and would benefit from the incorporation of the new information and technological systems during the post-industrialism era. The role of unions in protecting the rights of workers will become increasingly important due to different changes and advancements within the institutional and policy realms.

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