

Faculti Summary

<https://staging.faculti.net/work-quality-experience-and-engagement-among-young-workers/>

The project described aims to address the challenges faced by young workers in a rapidly changing job environment. It recognizes that young individuals are particularly vulnerable to issues like technological change, wage suppression, and poor management practices. The initiative is part of the Better Work Project at Toronto Metropolitan University, which seeks to enhance understanding and empower young workers.

The project involves two main strategies: conducting a survey and organizing in-depth interviews. They surveyed over 1,000 young people aged 16 to 29 in Ontario to gather insights about their work experiences. Key findings highlight rampant issues such as poor job quality, with 45% of respondents reporting quitting due to these conditions. Many participants also felt subjected to age discrimination, characterized by disrespectful treatment and being assigned the least desirable tasks.

Responses to these negative experiences ranged from resignation—accepting poor conditions—and quitting, to resistance, which included speaking out against mistreatment and collective actions, such as unionizing efforts within the retail and gig economy sectors. The project concludes that young workers desire greater awareness of their rights and the tools to improve their work situations.

Ultimately, the findings emphasize the importance of equipping young people with the agency to influence their work environments positively, underlining that the future of work relies on their engagement and active participation in shaping conditions that benefit both themselves and society at large.