

# EVERYDAY LEGAL PROBLEMS AND THE COST OF JUSTICE IN CANADA: EMPLOYMENT PROBLEMS

**BASED ON FINDINGS FROM THE EVERYDAY LEGAL PROBLEMS AND THE COST OF JUSTICE IN CANADA SURVEY:**

Within a three year period, about 3.8 million Canadians over the age of 18 experience one or more serious problems or disputes at their job that are not easy to fix.

*Of the employment problems experienced by people in Canada:*

**Almost 420,000** involve problems **obtaining Employment Insurance (EI) benefits.**

**About 1.1 Million** involve problems **being paid wages, being paid for working overtime, getting vacation pay, severance pay or other wages** that were owed.

**About 750,000** involve being **unfairly fired or dismissed** from a job.

**Almost 320,000** involve problems **not being given maternity leave, sick leave or other rights** that were agreed conditions of work.

**About 1.9 million** involve **health or safety issues** at the job or in the workplace.

**About 960,000** involve **unfair disciplinary procedures.**

**About 890,000** involve **serious and ongoing harassment** at work.

AMOUNTS OF MONEY INVOLVED



For more information, please visit, Canadian Forum on Civil Justice, "Cost of Justice," online: <[www.cfcj-fcjc.org/cost-of-justice](http://www.cfcj-fcjc.org/cost-of-justice)>

© 2016 Canadian Forum on Civil Justice, Toronto, Canada



Canadian Forum on Civil Justice  Forum canadien sur la justice civile

*“This research ... by the Canadian Forum on Civil Justice will be essential in helping us understand the true extent of the problem of cost and how it impacts on the justice system. I believe that it will prove to be of great assistance to ... identify concrete solutions to the problem of access to justice.”*

– The Right Honourable Beverley McLachlin, P.C., Chief Justice of Canada (2011)

The Canadian Forum on Civil Justice is a national not-for-profit organization dedicated to civil justice reform and access to justice research and advocacy. Established by the Canadian Bar Association and affiliated with Osgoode Hall Law School, the CFCJ envisions an accessible, sustainable and effective justice system for all Canadians.

**Overview of the Cost of Justice project.** The Cost of Justice project (2011-2017) examines the social and economic costs of Canada’s justice system. It is guided by two questions: What is the cost of delivering access to justice? And what is the cost of not delivering access to justice? Comprised of leading researchers investigating various dimensions of access to justice and cost across the country, the Cost of Justice project is producing empirical data that will inform the future of access to justice in Canada and abroad. The lead research team includes: Trevor C.W. Farrow (Principal Investigator), Nicole Aylwin, Les Jacobs, Lisa Moore, and Diana Lowe.

The Cost of Justice project is funded by a \$1 million grant from the Social Sciences and Humanities Research Council of Canada. For more details please visit Canadian Forum on Civil Justice, “Cost of Justice”, online: CFCJ <[www.cfcj-fcjc.org/cost-of-justice](http://www.cfcj-fcjc.org/cost-of-justice)>.



Social Sciences and Humanities  
Research Council of Canada

Conseil de recherches en  
sciences humaines du Canada

Canada 