

# Implementing Fair Labour Practices

## Why?

Fair labour practices help to ensure that staff and volunteers are treated with dignity and respect. They allow for happier staff and in turn, better run events. Fair labour practices also encourage retention of staff and volunteers, which promotes continuity of event knowledge over time and reduces the need to recruit more people.



## What?

Implementing fair labour practices at your event goes beyond obeying local, provincial, and federal regulations regarding treatment of staff and volunteers. Here are some best practices for events that have workers (either paid or unpaid).

- For events longer than 2 hours, volunteers, staff, and organizers should be given regular breaks. For example, recruit more individuals so that they can rotate shifts and break times.
- Provide clear information about the responsibilities of event staff prior to the event, including when they should arrive, what tasks they will perform, and when they can leave. [Source]
- Recruit enough volunteers and staff for the size and duration of the event. If the event lasts for several hours, or serves a large number of people, recruit individuals accordingly. Each worker should work a reasonable amount of time and perform a reasonable amount of work.
- If a responsibility involves training (i.e. serving alcohol or food), ensure individuals are given adequate time before the event to be trained. For example, staff serving alcohol should be given enough advanced notice so that they have time to register for a server training session that aligns with their schedule.
- Have a coordinator who can communicate with, supervise, and thank staff before, during and after the event. [Source]

### Other Resources:

The [Canadian Code for Volunteer Involvement](#) has recommended standards for working with volunteers. Standards **5, 8, 9, and 10** may be particularly helpful in the context of event planning.