The nature of employment is changing: low wage jobs are increasingly common, fewer workers belong to unions, and workplaces are being transformed through the growth of contracting-out, franchising, and extended supply chains. *Closing the Enforcement Gap* offers a comprehensive analysis of the enforcement of employment standards in Ontario.

Adopting mixed methods, this work includes qualitative research involving in-depth interviews with workers, community advocates, and enforcement officials; extensive archival research excavating decades of ministerial records; and analysis of a previously untapped source of administrative data collected by Ontario’s Ministry of Labour. The authors reveal and trace the roots of a deepening “enforcement gap” that pervades nearly all aspects of the regime, demonstrating that the province’s Employment Standards Act (ESA) fails too many workers who rely on the floor of minimum conditions it was devised to provide. Arguably, there is nothing inevitable about the enforcement gap in Ontario or for that matter elsewhere. Through contributions from leading employment standards enforcement scholars in the US, the UK, and Australia, as well as Quebec, *Closing the Enforcement Gap* surveys innovative enforcement models that are emerging in a variety of jurisdictions and sets out a bold vision for strengthening employment standards enforcement.

**Closing the Enforcement Gap Research Group**

Leah F. Vosko  
Guliz Akkaymak  
Rebecca Casey  
Shelley Condratto  
John Grundy  
Alan Hall  
Alice Hoe  
Kiran Mirchandani  
Andrea M. Noack  
Urvashi Soni-Sinha  
Mercedes Steedman  
Mark P. Thomas  
Eric M. Tucker

*International/Quebec Contributors*  
Nick Clark  
Dalia Gesualdi-Fecteau  
Tess Hardy  
John Howe  
Guylaine Vallée  
David Weil