

Mirchandani, Kiran and Sheldon Bromfield (2019). "Roundabout wage theft: The limits of regulatory protections for Ontario workers in precarious jobs." *Journal of Labor and Society* (volume unavailable): 1-17.

This article focuses on wage theft experienced by workers in precarious jobs in Ontario, Canada. Workers report that employers utilize subtle forms of wage theft, which one respondent in this study described as "roundabout" wage theft. We argue that the enforcement of the Employment Standards Act requires not only action on overt wage theft but also a proactive approach which challenges employers' subtle practices which result in wage theft. We highlight two sets of practices resulting in wage theft, although these may not always in themselves represent violations of the law. First, employers use discourses of futurity where promises of future work or payment are evoked to deter employee action on unpaid wages. Second, employers set up confusing payment structures which mask unpaid wages as difficult-to-detect errors.