Decent contract security - Assessment tool

Ratio of part-time to full-time staff positions	Our organization
Part-time staff represent over one-third (33%) of our workforce.	
Part-time staff represent between 20% and 33% of our workforce.	
Part-time staff represent less than 20% (one in five positions) of our workforce.	

Over the past 5-7 years, the ratio of contract to permanent staff positions has:	Our organization
Increased. There are now a greater number of limited-term or contract positions relative to permanent positions at our organization.	
Stayed about the same.	
Decreased. There are fewer limited-term or contract positions relative to permanent positions.	

Do part-time or contract staff get access to benefits?	Our organization
No	
Yes, pro-rated benefits or pay in lieu of benefits are added to wages.	
Yes, pro-rated benefits and higher wage levels are provided. (e.g. "living wage" rates)	

Which contracts provide job security for project positions?	Our organization
Staff working on long-term projects are provided one-year contracts.	
Staff working on long-term projects are provided contracts for duration of project.	

Has the organization examined contract security based on equity related factors?	Our organization
No, we do not capture metrics staff demographics.	
Yes, we capture metrics on staff demographics.	
Yes, we capture metrics on staff demographics and use an equity lens to examine staff composition. We actively examine how inequities may be playing out in who gets offered contract security.	