

PRECARIOUS EMPLOYMENT IN RURAL ONTARIO



THE RESEARCH TEAM

Carol Kenny, OMAFRA, not pictured

OVERVIEW

1

Quantitative Review

Statistical Analysis

2

Qualitative Review

Key informant
interviews

3

Individual Experiences

Individual Interviews

CONTINGENT WORK • CASUAL WORK • TEMPORARY WORK • DEADEND JOB

• THE GIG ECONOMY • UNBUNDLING •

LOW

Income
Training
Job security
Employee engagement
Advancement opportunities
Hours worked
Reliability of work
Employee investment
Employee supports available

UNKNOWN

Term of employment
Work schedule
Duties at work

HIGH

Stress
Insecurity
Turnover
Uncertainty
On the job training
Spillover effect

• SHARED ECONOMY • JOB CHURNING •

• EMPLOYED THROUGH TEMPORARY AGENCIES • FIXED-TERM • CONTRACT JOB •

INDICATORS

LOW WAGE

1.5x the
minimum wage

CONTRACT WORK

including fixed
term work

PART-TIME WORK

involuntary, less
than 30 hours
per week

SELF- EMPLOYED

unincorporated
with no paid
help

FROM THE LITERATURE

HEALTH



SOCIAL



ECONOMIC



FROM THE FIELD

Employee

- Stressful, feelings of inadequacy and negative self-view
- Not offered the same supports as the unemployed
- More difficult for older workers
- Unable to navigate job search system
- Job acquisition costs (medical testing, safety equipment) are at the cost of employees

Family

- Compounding problem for families: cannot manage childcare, car use, relationships are strained
- Lack of permanency, unable to make future plans
- Increased stress levels (stress of keeping job, worried about losing job, stress of losing a job, stress of searching for a job)
- Lots of travel time to jobs in rural areas, especially if working multiple jobs, can be dangerous in winter, can be costly too

Thoughts...

I think it's a systemic issue. We have employment support services funding through the ministry and they are geared for those furthest removed from the job market. Those with the most barriers, the most challenged, they get the services. But guess who is left in the middle? The person with an average level of education, they finished high school and may have a little post-secondary, maybe a little college, there is no support structure for those individuals, the perception is they are able to do all of this on their own and they have those skills (Interviewee 7).



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