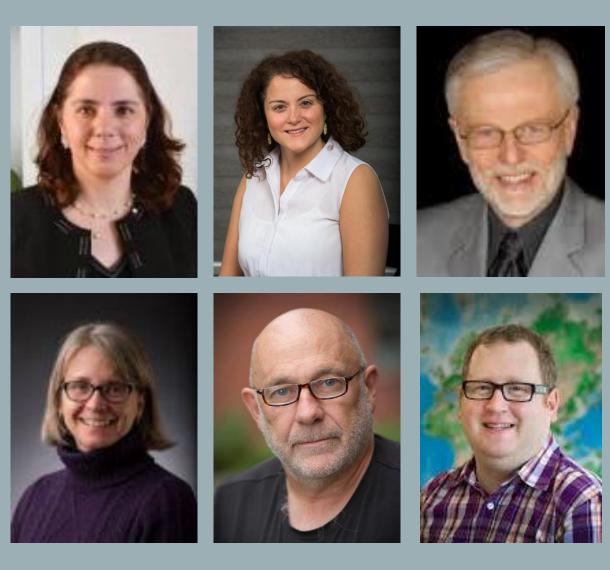
PRECARIOUS EMPLOYMENT IN RURAL ONTARIO



Design it. Plan it. Create a Better Planet.

School of Environmental Design and Rural Development



THE RESEARCH TEAM

Carol Kenny, OMAFRA, not pictured

OVERVIEW



Quantitative Review

Statistical Analysis

2

Qualitative Review

Key informant interviews

3

Individual **Experiences**

Individual Interviews

https://ruralprecariousemployment.wordpress.com/

LOW

UNKNOWN

HIGH

Income

Training

Job security

Employee engagement

Advancement opportunities

Hours worked

Reliability of work

Employee investment

Employee supports available

Term of employment

Work schedule

Duties at work

Stress

Insecurity

Turnover

Uncertainty

On the job training

Spillover effect

FEMPLOYED THROUGH TEMPORARY AGENCIES • FIXED-TERM • CONTRACT JOB

INDICATORS

I.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

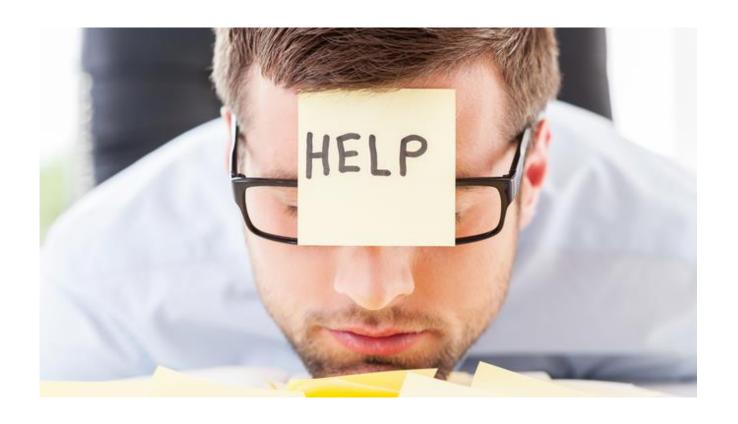
HEALTH



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).



CONTACT

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