

Precarious Employment in Rural Ontario

**Valencia Gaspard, PhD Candidate
School of Environmental Design and Rural Development**

The logo of the University of Guelph, featuring the text "UNIVERSITY of GUELPH" in a serif font, with "UNIVERSITY" and "GUELPH" in all caps and "of" in lowercase script. The logo is set against a black square background.

**UNIVERSITY
of GUELPH**

IMPROVE LIFE.

**30th Annual Canadian Rural Revitalization Foundation Conference
Saskatoon, Saskatchewan**



MY CONNECTION

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

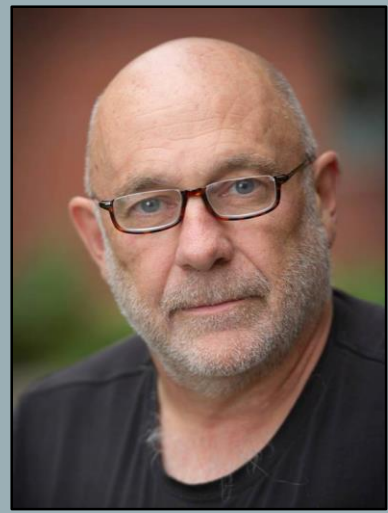
Term of employment
Work schedule
Duties at work

HIGH

Stress
Insecurity
Turnover
Uncertainty
On the job training
Spillover effect

• SHARED ECONOMY • JOB CHURNING •

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



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

PART I

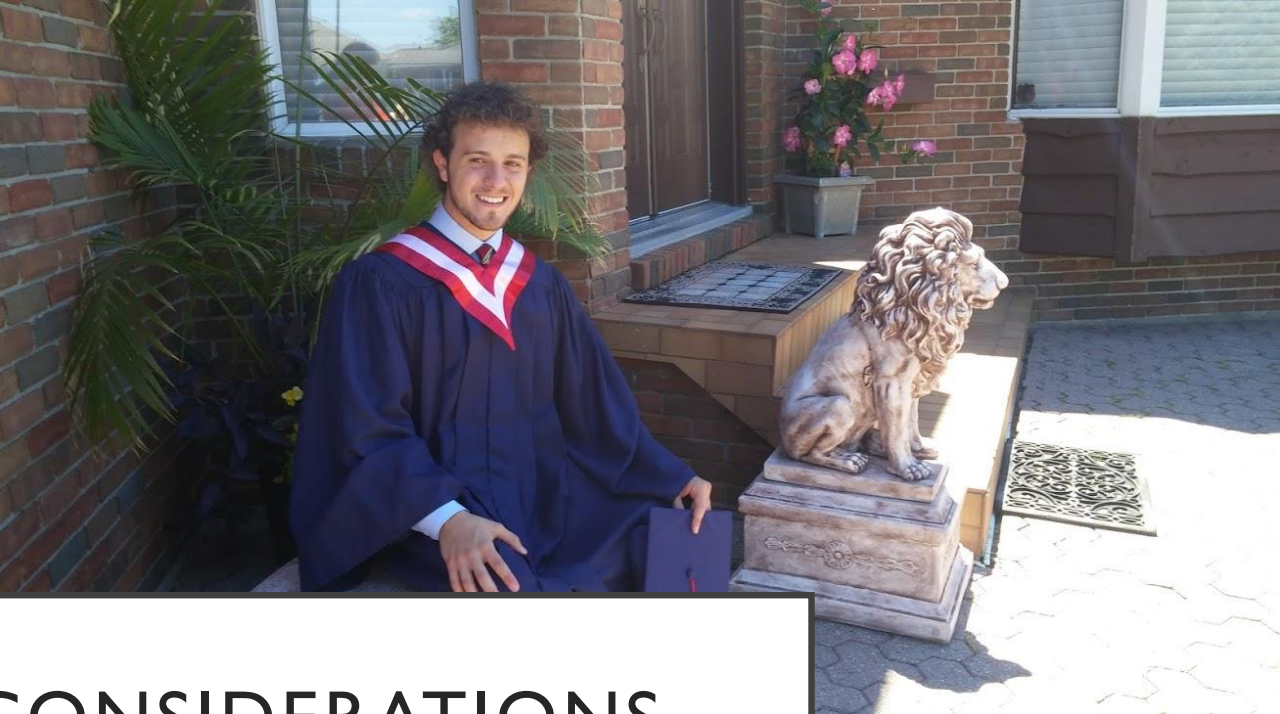
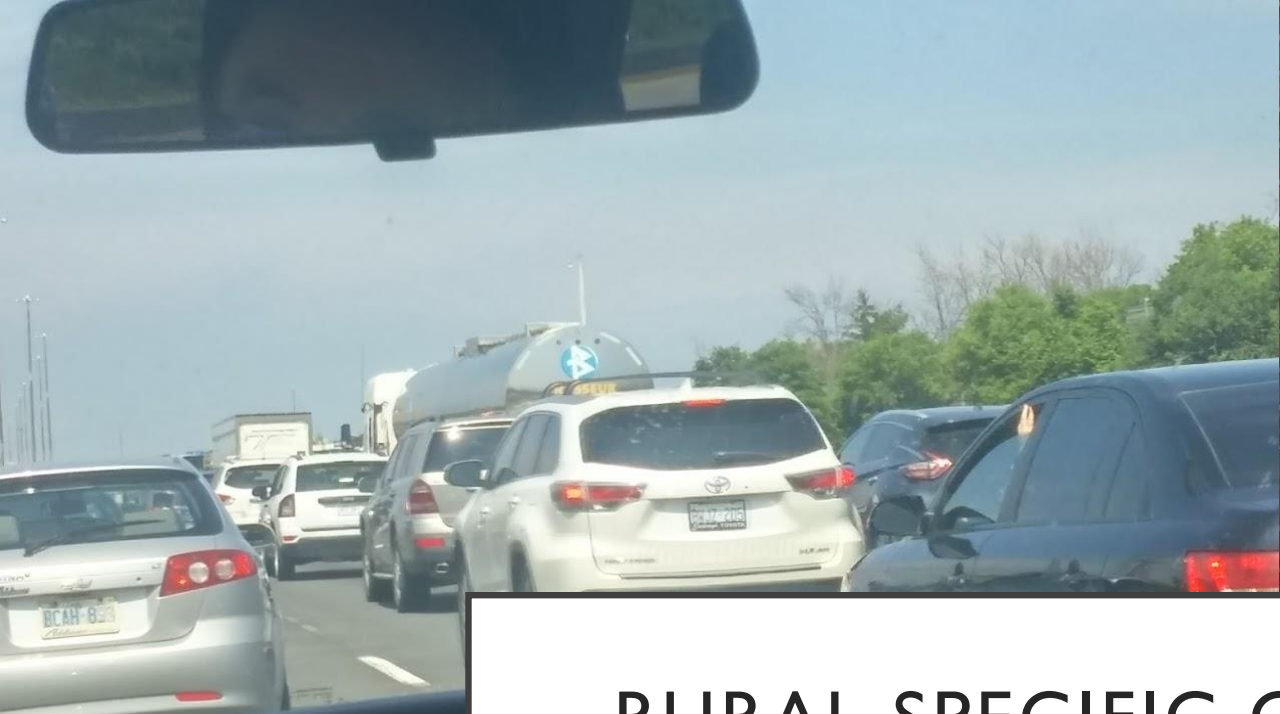
INDICATORS

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



RURAL SPECIFIC CONSIDERATIONS



PART II

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

COMMUNITY

- Value for community is a reason to stay and work precariously
- Outmigration
- Not wanting to break bonds created in the area
- Maintaining a family legacy
- Enjoying reasonable land prices
- Creating a stable family environment

PART III

FINANCIAL	HEALTH	SELF-VIEW	SOCIAL	SYSTEMS
<i>Experiences with finances during rural precarious employment</i>	<i>Experiences of health during rural precarious employment</i>	<i>Experiences with self-views during rural precarious employment</i>	<i>Experiences of socializing during rural precarious employment</i>	<i>Experiences navigating systems during rural precarious employment</i>
<p>Living in poverty</p> <p>Navigating the rural economy</p>	<p>Health in the workforce</p> <p>Mental health in the workforce</p> <p>Physical safety in the workforce</p>	<p>Aging in the workforce</p> <p>Attaining goals at work</p> <p>Being female in the workforce</p> <p>Identifying successes while working precariously</p> <p>Returning to school</p> <p>Unexpected life events</p>	<p>Identifying supports</p> <p>Scheduling in the workforce</p> <p>Work impacts in family life</p>	<p>Advancement opportunities in the workforce</p> <p>Experiencing othering</p> <p>Experiencing temporary agencies</p> <p>Exploring entrepreneurship</p> <p>Housing situations</p> <p>Insurance and benefits plans</p> <p>Pursuing education</p> <p>Rural specific experiences</p> <p>Work environments</p>

REFORM

**Increasing
Minimum
Wage**

**Basic
Income
Pilot**

**Access to
Resources**

**Policy
Change**



CONTACT

Valencia Gaspard

gaspardv@uoguelph.ca

519-824-4120 x53619