



Setting the Scene: Precarious Employment in London

London Poverty Research Centre at King's

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Employment Matters...

- Employment associated with financial well-being
- Employment associated with psychological well-being, happiness, and general health
- British Household Panel Survey results over nearly two decades showed that getting a job associated with improved mental health
- Losing a job had even more powerful negative effect, both in terms of the immediate impacts and greater fearfulness of the future
- By the same token, certain kinds of jobs can have negative effects, as can overwork, high stress, unhealthy environments, etc.
- Job quality matters
- All else equal, most benefit from having work – from finances to giving one's life meaning and purpose

Defining Precarious Employment

- Standard Employment: Working full-time, permanent job with benefits
- Non-Standard: Everything outside of “standard”: part-time, temporary or seasonal, fixed-term contract, self-employed, undeclared work
- Precarious Employment: Refined measure of non-standard work, measured on continuum from stable/secure to unstable/insecure
- Precarious work: short-term, little job protection, low control, relatively low pay, limited or no benefits
- Thus we can talk about the degree of precarity, or how precarious one job is compared to another
- Wayne Lewchuk’s Precarity Index

Precurity Index Construction

- 10-Item Index
 - ✓ Type of employment (permanent full-time, part-time, self-employed, temporary, etc.)
 - ✓ Current employment with one employer, working 30 hours+, with benefits (standard)
 - ✓ Current employer provides additional benefits and/or pension/RRSP contributions
 - ✓ Paid if one misses work or not?
 - ✓ How much income varies week to week over past year?
 - ✓ Likelihood of hours being reduced in next six months
 - ✓ Working on-call, i.e., without a fixed schedule, as needed
 - ✓ Know your schedule at least one week in advance
 - ✓ Proportion of income received “in cash”
 - ✓ Employment negatively affected if raised health/safety concerns?
- Higher one’s score, the higher the level of precarity

Precarious Employment Research in Ontario

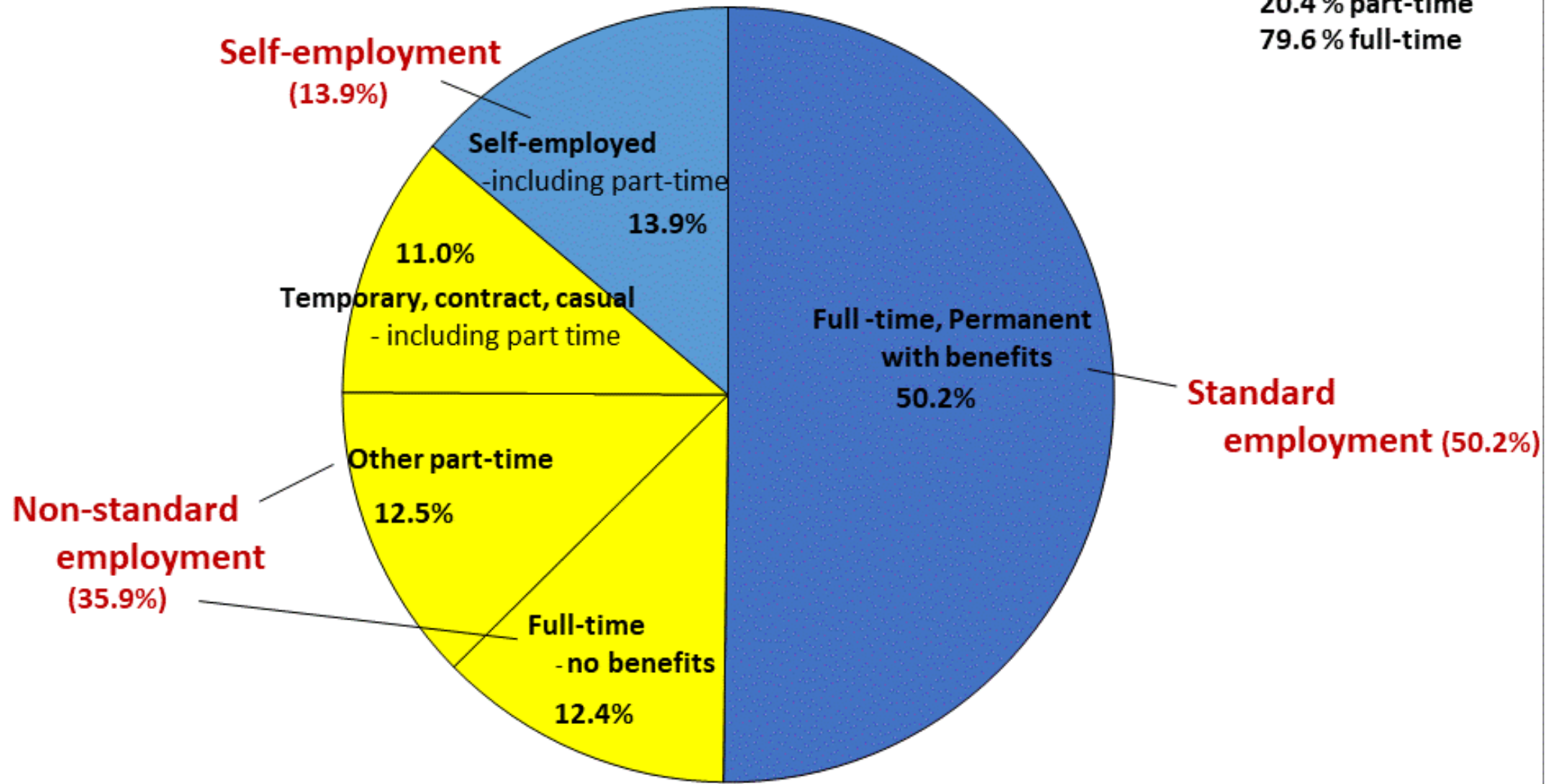
- Poverty and Employment Precarity in Southern Ontario (PEPSO) research group released *The Precarity Penalty* in 2015
- Phone survey of random sample of those working in Toronto and GTHA municipalities, representative by gender, age, and region
- Determined 48% working in standard employment, 8% in permanent part-time, and almost 44% in jobs with some level of precarity
- Those in precarious jobs face barriers such as lack of training and adequate childcare
- Precariously employed more likely to report general health less than very good compared to those in secure employment
- Almost twice as likely to report poorer mental health than those in secure employment, even after controlling for confounding factors such as income, gender and race

London CMA Study

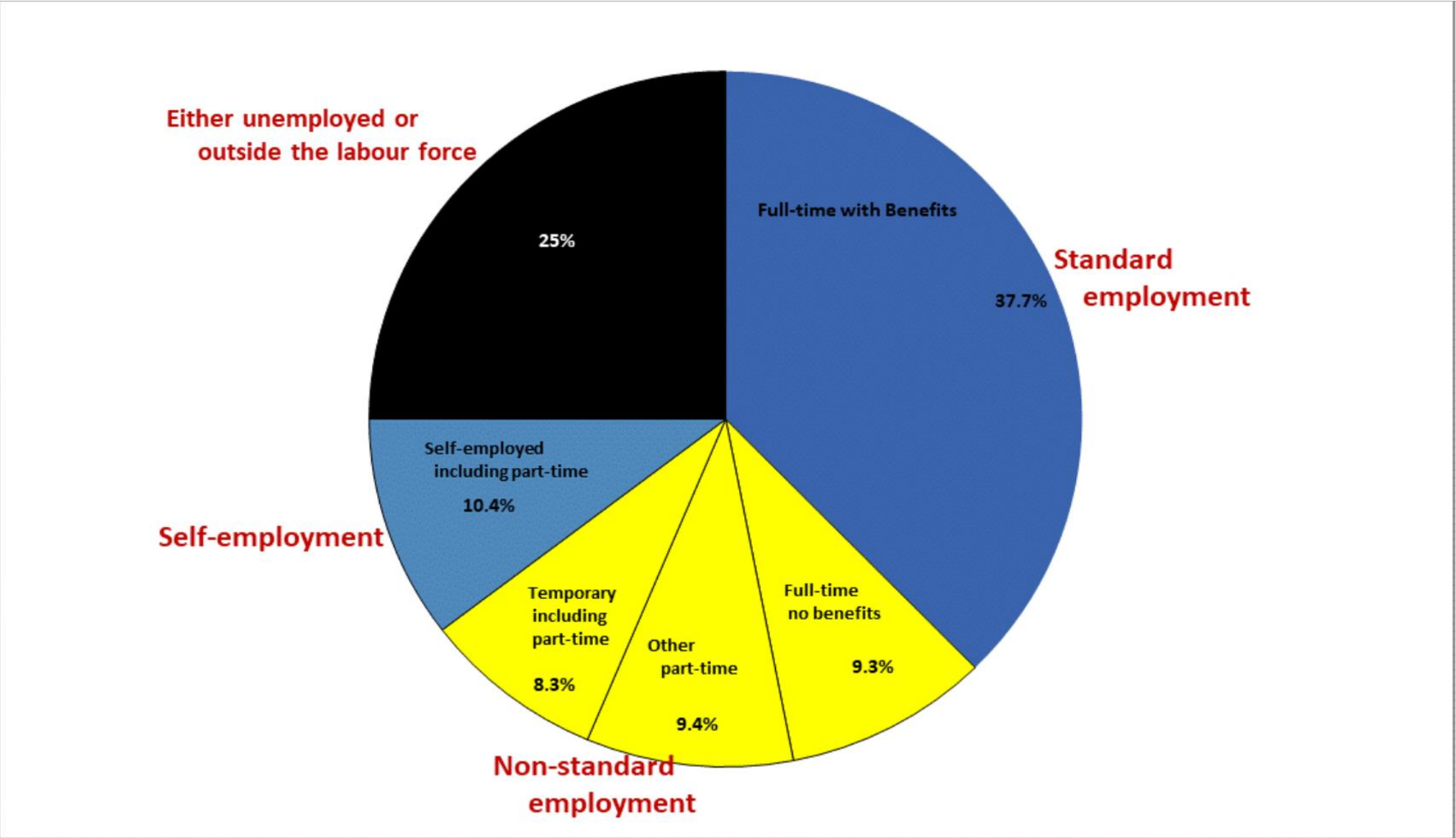
- Study purpose: replicate PEPSO's study in the London CMA
- Leger contracted to draw random sample of 800 adults, 18-70, employed in 2016
- Leger followed industry practices to target all working-age resident in London CMA via phone intervals, monitoring to assess relevant demographic quotas
- Studied their backgrounds, family situations, and impacts of current employment on their health, family, and economic situation
- Weighted the data to ensure sample representativeness in terms of gender and age in accordance with Statistics Canada's population estimates
- Estimate sampling error to be roughly plus or minus 3%, 19 times out of 20

Work Status of Employed Persons, 2016, London CMA

For London CMA
20.4 % part-time
79.6 % full-time



London Prime Working Age (25-54) Distribution



Employment Precarity by Gender, 18-64

Proportion of London Men and Women in Precarious Work			
Work Status	% Combined	% Women	% Men
Secure	22.2	24.1	20.4
Stable	28.0	28.4	27.5
Vulnerable	25.3	23.6	27.0
Precarious	24.5	23.9	25.1
Totals	100.0%	100.0%	100.0%

Significant Correlates of Precarity/Vulnerability

Demographic Characteristic	Group Affected	Odds of Precarity
Gender: Female vs. Male	NS	No difference
Age: Compared to 50-64 Group	Under-30 Group	4.1 times more likely
Race: Visible Minority or Not?	Visible Minority Group	1.7 times more likely
Education: Compared to University Group	< University Degree	1.8 times more likely
Marital Status: Compared to Married	Single/Divorced/Etc.	1.6 times more likely
Household Size (Total # of People)	NS	No difference

Full model explains 18.1% of the variation in whether one falls into the precarious/vulnerable category or not.

Employment Precarity and Income

Individual Income	Secure	Stable	Vulnerable	Precarious	Total
Under \$20,000	0.8%	1.8%	15.3%	44.7%	15.8%
\$20,000-\$29,999	1.6%	4.2%	12.2%	22.7%	10.3%
\$30,000-39,999	6.3%	8.3%	12.7%	12.0%	10.0%
\$40,000-49,999	15.7%	12.4%	15.9%	4.6%	12.1%
\$50,000-59,999	14.2%	12.4%	12.1%	8.0%	11.6%
\$60,000-79,999	11.8%	26.0%	12.7%	4.0%	14.1%
\$80,000 or more	49.6%	34.9%	19.1%	4.0%	26.1%
	100.0%	100.0%	100.0%	100.0%	100.0%

Employment Precarity and Job Satisfaction

	Secure	Stable	Vulnerable	Precarious	Total
Very Satisfied	70.6%	58.9%	52.2%	49.2%	57.4%
Somewhat satisfied	26.4%	35.1%	37.0%	40.2%	34.9%
Not satisfied	3.1%	5.9%	10.9%	10.6%	7.7%
Count	163	202	184	179	728

Employment Precarity Impacts on Finances

Current employment...	Secure	Stable	Vulnerable	Precarious	Total
Negatively affects large spending decisions	16.7%	25.0%	34.4%	44.1%	30.3%
Allows me to keep up with bills and finances	80.0%	70.0%	70.3%	55.4%	68.7%
Worries me about maintaining standard of living over next 12 months	6.2%	8.9%	17.6%	23.6%	14.1%

Employment Precarity Impact on Family Quality of Life

Negative effect?	Secure	Stable	Vulnerable	Precarious	Total
No real neg. effect	48.5%	38.1%	34.6%	28.1%	37.0%
Small neg. effect	31.9%	27.2%	25.9%	27.0%	27.9%
Modest neg. effect	9.8%	18.3%	17.3%	24.7%	17.7%
Large neg. effect	9.8%	16.3%	22.2%	20.2%	17.3%
Totals	163	202	185	178	728

Employment Precarity Impact on Health

Health Status	Secure	Stable	Vulnerable	Precarious	Total
Poor or Fair	1.8%	5.4%	8.1%	11.2%	6.7%
Good	16.6%	24.8%	29.7%	34.3%	26.5%
Very Good	50.3%	51.0%	42.7%	42.1%	46.6%
Excellent	31.3%	18.8%	19.5%	12.4%	20.2%
Totals	163	202	185	178	728

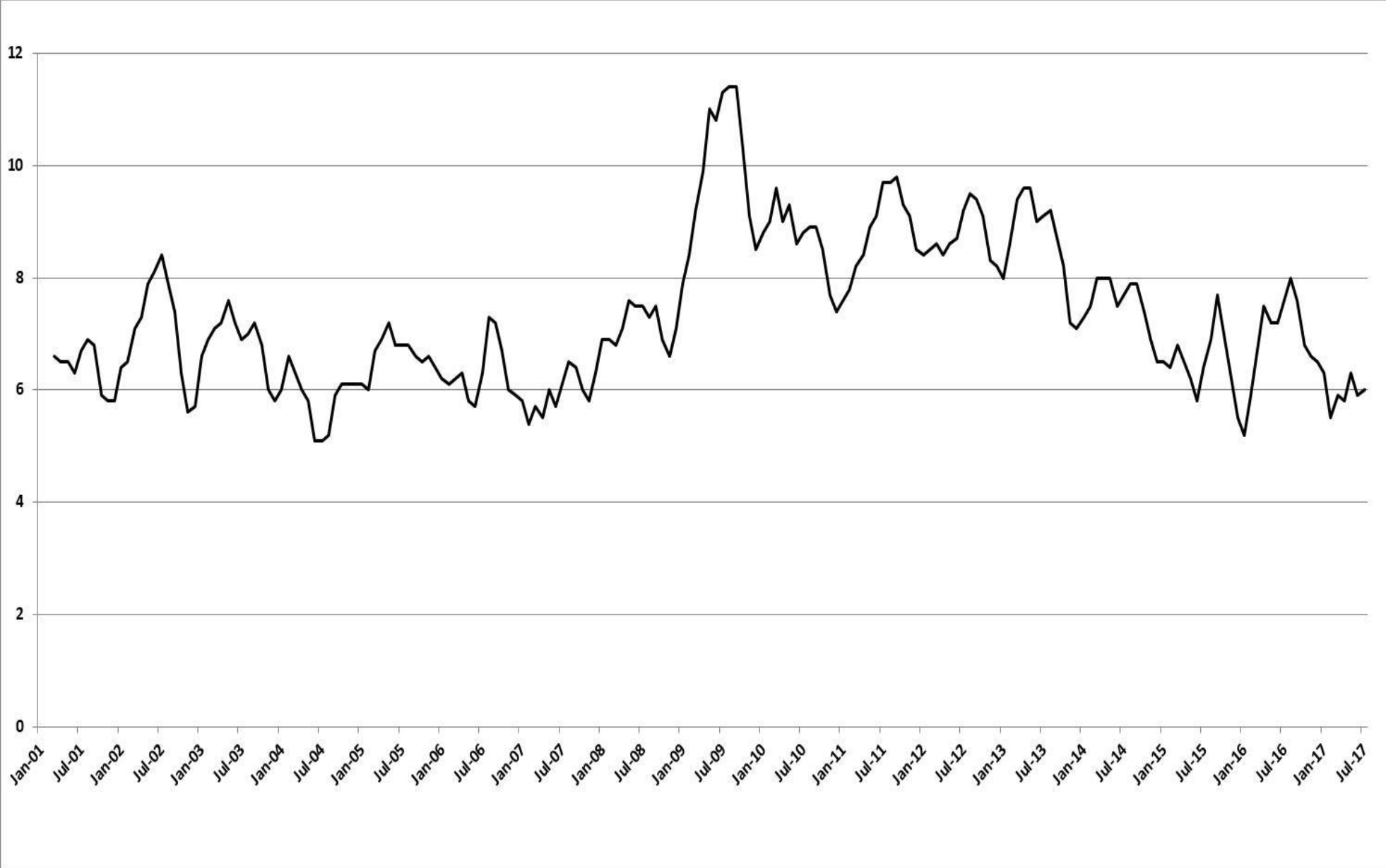
Significant Correlates of Poorer Health

Demographic Characteristic	Group Affected	Odds of Precarity
Gender: Female vs. Male	NS	No difference
Age: Compared to 50-64 Group	NS	No difference
Race: Visible Minority or Not?	NS	No difference
Education: Compared to University Group	< University Degree	1.6 times more likely
Marital Status: Compared to Married	Single/Divorced/Etc.	1.7 times more likely
Household Size (Total # of People)	NS	No difference
Precarious/Vulnerable Employment?	Yes	1.9 times

Main Findings with Respect to Health

- In predicting health outcomes, those who scored *higher* on the precarity index had significantly *lower self-reported* health
- Those with less education and those living alone also reported having poorer health – regardless of age, gender, and visible minority status
- Those with high levels of job satisfaction have significantly higher self-reported levels of health
- Precarious work correlates with higher levels of depression, being angry, and having a negative impact on their family lives

London's Unemployment Rate, 2001-2017



London's unemployment rate, monthly, January 2010 - September 2017



London's unemployment rate has been hovering at about 6 per cent true for prime working ages (25-54 years) as well as the population overall

Source:

Statistics Canada. Table 282-0128 - Labour force survey estimates (LFS), by census metropolitan area based on 2011 Census boundaries, sex and age group, 3-month moving average, unadjusted for seasonality (accessed: October 17, 2017)

London CMA employment rate, January 2010 - September 2017



- Decline in London’s employment rate (from over 60% in 2010 to only about 56% in 2017)
- Pattern holds not only for all of London’s population (15+ years), but for persons of “prime working ages” (25-54 years), which shows a decline from over 80% to down to only 75.3% in September of 2017

Regional Employment Rates: Prime Working Age, July 2017

