Impact of Changing Labour Markets on Household Wellbeing

New Frontiers for Citizenship at Work
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It’s More than Poverty

Employment Precarity and Household Well-being
Only 60% of GTA workers 25-65 have secure jobs.

Figure 1: Employment categories in the GTA-Hamilton Region, 2011

- Permanent full-time: 50.3%
- Permanent part-time: 18.4%
- Precarious employment: 22.5%
- Other*: 8.8%
How we define precarious employment: The Employment Precarity Index

What is included?
1. Not paid if miss work
2. Not in standard employment relationship
3. Weekly income not stable
4. Hours worked not stable
5. Work on-call
6. Don’t know work schedule in advance
7. Paid in cash
8. Temporary employment
9. No benefits
10. Weak voice at work

What is not included?
1. Income
But not everyone who is low paid is precariously employed

Individuals earning less than $40,000
And many middle income earners are also precariously employed

Individuals earning $40,000-$80,000
Figure 17: Average individual and household income ($)

Secure

Precarious

Source: PEPSO Survey. t<=.001
Figure 27: Raising employment rights might negatively affect employment (% of each cluster)

Secure

Precarious

Source: PEPSO Survey. p<=.001
Note: Raising employment rights is one component of the Employment Precarity Index.
What are the social effects of precarious employment?
The impact of precarious employment on families

I want to work and have a good job and pay my debt and be a provider and be able to have children and provide for them. . . .I wouldn’t even think of it [having children] right now.
Figure 52: Delayed having children as a result of employment uncertainty by income and precarity (% of each category)
Figure 41: Anxiety about employment situation interferes with personal and family life (% of each category)

Secure/High income
Insecure/High income
Secure/Middle income
Insecure/Middle income
Secure/Low income
Insecure/Low income

Never
Often

Source: PEPSO Survey, p≤.001
The precariously employed are less able to provide for their children*

* Providing for children includes: buying school supplies; paying for school trips; pay for other activities; volunteering at school meetings; volunteering other activities for children.
The precariously employed are less likely to live in healthy households*

* Household health includes: making ends meet; paying for food; low anxiety at home; able to fulfill household tasks
The impact of precarious employment on community life

Yes I would like to be more involved with my community. . . but I can't afford to be giving away my time for free, or any more of my time.
The precariously employed are less engaged in their community*

* Being engaged in your community includes: strong sense of belonging to community; have friend to talk to; friend to help with small jobs; someone to have a meal with; work schedule prevents doing things with friends
An Agenda for Reform

How to minimize the prevalence of precarious employment?

How to mitigate its negative effects?
www.PEPSEO.ca

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