
Non-metro trends in involuntary part-time work

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Highlights

- In 2016 in non-metro census divisions, 7% of paid employees were working in a part-time job but preferred to be working full-time (i.e. involuntary part-time work).
- The percent of employees with involuntary part-time work increased after the 2008-2009 recessions but the percent has been decreasing in recent years.
- Females are twice as likely as males and younger employees are twice as likely as other age groups to have an involuntary part-time job.
- Interestingly, the percent of males with involuntary part-time work is the same (4%) in each type of census division whereas the percent for females ranges from 7% in metro census divisions to 11% in non-metro census divisions.

Why look at involuntary part-time work?

Precarious employment is becoming an area of public interest in Ontario¹. Involuntary part-time work (i.e. working a part-time job but preferring full-time²) is a contributor to a precarious livelihood.

The objective of this FactSheet is to document the level and trend in involuntary part-time work in non-metro census divisions³ in Ontario. Note that our analysis focusses solely on non-student employees and excludes self-employed workers.

Findings

In all census divisions of Ontario in 2016, 327 thousand workers were employed part-time but who preferred to work full-time (Table 1, Row 4)⁴. This represents 6% of all Ontario non-student employees.

Over the longer term from 2001 to 2016, the number of employees in Ontario with involuntary part-time jobs increased 10.3 thousand per year on average (an average 3.5% increase per year). However, in the shorter term of 2010 to 2016, the numbers have been declining – a 3.4 thousand annual average decline (-1% per year on average).

In non-metro census divisions (CDs), there were 50 thousand employees with an involuntary part-time job in 2016, down from 60 thousand in the years following the 2008-2009 recession⁵. The present level is now the same as during the first half of the 2000s.

In September 2016 in non-metro CDs, 7% of employees had an involuntary part-time job (Table 1, Row 5). This percent has declined from the 8% to 9% range experienced after the 2008-2009 recession⁶.

For Ontario as a whole, females are twice as likely to have an involuntary part-time job (8%) compared to males (4%) (Table 1, Rows 10 & 11). This difference is more pronounced in non-metro CDs with 11% of females compared to 4% of males with involuntary part-time work. Both males and females in each type of CD show the same pattern of growth (over the 2001 to 2016 period) and a decline in the more recent 2010 to 2016 period (Table 1, Rows 7 & 8).

Younger employees (15 to 24 years of age) are most likely to have an involuntary part-time job – 14% for all CDs and also for non-metro CDs (Table 1, Row 18). Each age group experienced the same pattern of an overall growth from 2001 to 2016, but a decline from 2010 to 2016.

For Ontario as a whole, the incidence of involuntary part-time work is slightly higher among employees with their highest level of educational attainment being less than a university education.

¹ For example, see Noack, Andrea M. and Leah F. Vosko. (2011) **Precarious Jobs in Ontario: Mapping Dimensions of Labour Market Insecurity by Workers' Social Location and Context** (Toronto: Law Commission of Ontario) (<http://www.lco-cdo.org/vulnerable-workers-call-for-papers-noack-vosko.pdf>).

² See the detailed definition in the footnote to Table 1.

³ Non-metro census divisions have none of their component census subdivisions being delineated as part of a Census Metropolitan Area (CMA). See "[Overview of Ontario's rural geography](#)" (June, 2013).

⁴ See "[Charts: Non-metro trends in involuntary part-time work.](#)"

⁵ See Slides 5, 6 and 7 in the accompanying Charts.

⁶ See Slides 11, 12, 13 and 14 in the accompanying Charts.

The accompanying charts³ show that the differences among the types of CDs in the percent with involuntary part-time work has narrowed, but the female-male gap has persisted for two decades.

Summary

Having a part-time job when a full-time job is preferred contributes to a precarious livelihood.

In 2016, 7% of employees in non-metro CDs were working in a part-time job but preferred to be working full-time. This is down slightly from 2010.

The percent with involuntary part-time work is twice the level for females compared to males and is twice the level for younger employees compared to employees in other age groups.

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Table 1

Level and change in number of non-student paid employees with an involuntary ¹ part-time job in Ontario, September, 2016													
Row	Selected items (Students are not included in these tabulations.) (Data refer to the average for the 12 months up to and including September, 2016.)	All census divisions	Metro census divisions	Partially-non-metro census divisions	Non-metro census divisions	All census divisions				Non-metro census divisions			
						Average annual change ² (,000)		Average annual rate of change ³ (percent)		Average annual change ² (,000)		Average annual rate of change ³ (percent)	
						2001 to 2016	2010 to 2016	2001 to 2016	2010 to 2016	2001 to 2016	2010 to 2016	2001 to 2016	2010 to 2016
1	Population of non-students, 15+ years of age (,000)	10,090	5,727	2,862	1,501	128.0	144.6	1.4	1.5	6.0	2.5	0.4	0.2
2	Number of paid employees, 15+ years of age (,000)	5,316	3,101	1,548	668	51.8	67.0	1.1	1.3	-0.4	-7.7	-0.1	-1.1
3	Paid employees as a percent of population (15+ yr.)	53	54	54	44	-0.2	-0.1	-0.4	-0.2	-0.2	-0.6	-0.5	-1.3
4	NUMBER with an involuntary ¹ part-time job (,000)	327	182	96	50	10.3	-3.4	3.5	-1.0	0.5	-2.0	0.8	-3.5
5	.. as percent of number paid employees	6	6	6	7	0.1	-0.2	2.4	-2.3	0.1	-0.2	0.9	-2.4
6	NUMBER with an involuntary part-time job: by sex (,000)												
7	.. Males	113	68	31	14	4.1	-1.4	4.1	-1.2	0.3	-0.5	2.3	-3.4
8	.. Females	214	113	65	36	6.3	-2.0	3.1	-0.9	0.1	-1.4	0.4	-3.5
9	If employed, PERCENT of employees with an involuntary part-time job: by sex												
10	.. Males	4	4	4	4	0.1	-0.1	3.4	-2.8	0.1	-0.1	2.6	-2.2
11	.. Females	8	7	8	11	0.1	-0.2	1.8	-1.9	0.0	-0.3	0.1	-2.5
12	NUMBER with an involuntary part-time job: by age (,000)												
13	.. 15 to 24 years of age	64	32	23	9	2.4	-1.1	3.8	-1.6	0.1	-0.5	1.4	-4.3
14	.. 25 to 54 years of age	200	116	54	30	4.7	-3.3	2.5	-1.5	-0.2	-1.4	-0.5	-4.1
15	.. 55 to 64 years of age	51	27	15	9	2.4	0.0	6.8	0.0	0.4	-0.1	6.1	-1.2
16	.. 65 years of age and over	12	7	4	..	..	1.0	..	8.9	..	..	..	..
17	If employed, PERCENT of employees with an involuntary part-time job: by age												
18	.. 15 to 24 years of age	14	13	16	14	0.5	-0.5	3.5	-3.4	0.3	-0.5	1.9	-3.4
19	.. 25 to 54 years of age	5	5	5	7	0.1	-0.1	2.2	-1.9	0.0	-0.1	0.7	-1.8
20	.. 55 to 64 years of age	6	5	5	8	0.1	-0.2	1.9	-3.8	0.1	-0.2	1.3	-2.5
21	.. 65 years of age and over	6	7	7	..	..	0.0	..	-0.3	..	..	..	..
22	NUMBER with an involuntary part-time job: by highest level of educational attainment (,000)												
23	.. Less than Grade 9	..	..	..	..	..	..	..	..	..	..	..	..
24	.. Grade 9 - 10	8	4	2	2	-0.5	-0.8	-3.6	-7.4	-0.1	-0.1	-4.2	-5.6
25	.. Grade 11 - 13, no diploma	12	7	4	2	-0.2	-0.7	-1.7	-5.2	-0.1	-0.1	-3.6	-6.7
26	.. Grade 11 - 13, with high school diploma	68	32	24	12	2.0	-2.4	2.8	-3.0	0.1	-0.8	0.9	-5.1
27	.. Some post-secondary, no certificate	23	12	9	3	0.3	-0.8	1.1	-3.1	-0.1	-0.4	-3.4	-9.4
28	.. Trade certificate or diploma	13	5	6	2	0.0	-1.7	-0.3	-9.7	-0.1	-0.5	-2.6	-15.4
29	.. Community college diploma	102	51	31	20	3.9	0.8	4.9	0.8	0.4	-0.4	2.4	-2.2
30	.. University certificate or diploma, below bachelor's degree	7	..	..	..	0.3	0.1	5.2	1.8	..	..	..	..
31	.. Bachelor's degree	59	40	12	6	3.1	1.4	7.4	2.3	0.3	0.4	7.0	8.0
32	.. University degree above bachelor	32	24	6	2	1.5	1.2	7.8	4.2	0.1	0.1	7.9	4.8
33	If employed, PERCENT of employees with an involuntary part-time job: by highest level of educational attainment												
34	.. Less than Grade 9	..	..	..	..	..	..	..	..	..	..	..	..
35	.. Grade 9 - 10	7	7	6	10	0.1	-0.3	1.1	-3.9	0.0	0.1	0.5	0.6
36	.. Grade 11 - 13, no diploma	9	10	8	7	0.1	-0.3	1.5	-3.4	-0.1	-0.3	-0.9	-3.8
37	.. Grade 11 - 13, with high school diploma	7	7	7	7	0.2	-0.2	2.9	-2.6	0.1	-0.3	0.8	-3.9
38	.. Some post-secondary, no certificate	9	9	9	9	0.3	-0.1	3.7	0.6	0.1	-0.4	1.0	-4.0
39	.. Trade certificate or diploma	5	4	6	4	0.1	-0.3	3.5	-1.0	0.0	-0.5	0.8	-3.5
40	.. Community college diploma	7	7	6	8	0.2	-0.1	2.5	-1.3	0.0	-0.2	0.5	-2.8
41	.. University certificate or diploma, below bachelor's degree	5	..	..	..	0.2	-0.1	3.6	-2.4	..	..	..	..
42	.. Bachelor's degree	5	4	5	8	0.2	-0.1	3.6	-1.7	0.2	0.4	4.2	5.7
43	.. University degree above bachelor	5	5	5	8	0.2	0.0	3.9	0.3	0.3	0.3	7.3	4.6

1. When a respondent to Statistics Canada's Labour Force Survey indicates that their major job is part-time (less than 30 hours per week), they are then asked for the reason. Those who state "business conditions" or "could not find work with 30 or more hours per week" are classified as "involuntary" part-time employees.

2. Calculated as the slope of a linear line of annual observations where each annual observation is the average for the 12 months up to and including September of each year, up to September, 2016.

3. Calculated as the slope of a linear line of the logarithm of annual observations (using the annual observations defined in Footnote #1).

Source: Statistics Canada, Labour Force Survey, special tabulation.