
Non-metro trends in fixed-term or contract jobs

Vol. 4, No. 4, 2017

Highlights

- Among non-student paid employees in non-metro census divisions, 8% had a fixed-term or contract job in 2016, up from 6% at the end of the 1990s.
- In non-metro census divisions, the percent with a fixed-term or contract job is slightly higher among women, among younger paid employees (15-24 years of age) and among paid employees with a university degree as their highest level of educational attainment.

Why look at paid employees with fixed-term or contract jobs?

Precarious employment is becoming an area of public interest in Ontario¹. Contract or fixed-term jobs represent one aspect of precarious employment. This Fact Sheet documents the level and trend in paid employees with a fixed term or contract job in non-metro census divisions (CDs)² in Ontario. Note that our analysis focusses solely on non-student paid employees 15 years of age and over.

Findings

The number of fixed-term or contract paid employees in Ontario is now 433,000 (Table 1, Row 4). This number has been increasing over time, although there were lower levels for a few years following the 2008-09 recession³.

At the Ontario level, the number of term or contract paid employees increased by 10.5 thousand paid employees per year, on average, from 2001 to 2016 (Table 1, Row 4). The pace of increase was slower at 5.7 thousand employees per year in the more recent period, 2010 to 2016. The rate of increase was 3% per year from 2001 to 2016 which slowed to 1.4% per year from 2010 to 2016.

In 2016, 8% of Ontario employees were term or contract employees (Table 1, Row 5). This percent is up from 6% at the end of the 1990s³. However, the percent has remained at 8% since 2010.

Within non-metro CDs, there were 51 thousand term or contract employees in September, 2016 (Table 1, Row 4). There has been a small increase since 2001 (0.4 thousand per year or 0.8% per year) but the numbers declined at -1.4 thousand per year (-2.6% per year) in the 2010 to 2016 period.

In non-metro census division, the percent with a term or contract job in 2016 (8%) was the same as Ontario as a whole⁴ (Table 1, Row 5). This percent has fluctuated over time but the non-metro incidence is now the same as before the 2008-2009 recession (see Slide 12³).

In each type of region, females were slightly more likely to have a term or contract job, compared to males (8% and 7%, respectively) in non-metro CDs (Table 1, Rows 10 and 11). At the Ontario level, the incidence of term or contract work is highest (17%) among younger (non-student) employees (15 to 24 years of age) (Table 1, Row 18). In non-metro CDs, the incidence was 12% for younger workers but in metro CDs, the share was nearly double (21%) for younger paid employees.

The age group with the next highest share with a term or contract job was among 65+ yr. employees (14% at the Ontario level) (Table 1, Row 21). The proportion of 65+ individuals who are employed is small. In 2016, 17% of non-metro 65+ employees had a term or contract job.

In non-metro CDs, employees with a university degree were most likely to have a term or contract

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 Non-metro census divisions have all of their component census subdivisions being outside a Census Metropolitan Area (CMA). See "[Overview of Ontario's rural geography](#)" (June, 2013).

³ See the accompanying "[Charts: Non-metro trends in term or contract employment.](#)"

⁴ Table 1 is reporting the 12 MMA (12 month moving average) for the 12 months up to September, 2016. However, note the month-to-month variability in Slide 10 in the accompany charts. In Slide 11, the 36MMA is 7% in September, 2016.

job (11% for Bachelor's and 13% with a degree above a Bachelor's) (Table 1, Rows 42 & 43).

Summary

Having a fixed-term or contract job is one feature of precarious employment.

Since 2012, the incidence of term or contract work has remained unchanged at the Ontario level (8%). In non-metro census divisions, the incidence has shown large month-to-month variations but the present share is similar to the share before the 2008-2009 recession. The incidence of term or contract work is higher among women, among younger workers and among individuals with a university degree.

The Rural Ontario Institute gratefully acknowledges the work of Ray Bollman in preparing this edition of [Focus on Rural Ontario](#). The data analysis for this fact sheet was originally prepared for Dr. Al Lauzon at the University of Guelph with financial support from the provincial government through OMAFRA. Inquiries about that research can be directed to Dr. Lauzon at allauzon@uoguelph.ca. Questions on data sources can be directed to RayD.Bollman@sasktel.net. Any comments or discussions can be directed to NRagelie@RuralOntarioInstitute.ca.

Table 1

Level and change in number of non-student paid employees with a fixed-term or contract 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 ¹ (,000)		Average annual rate of change ² (percent)		Average annual change ¹ (,000)		Average annual rate of change ² (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
Number (,000) (Data refer to the average for the 12 months up to and including September, 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 a term or contract job (,000)	433	277	105	51	10.5	5.7	3.0	1.4	0.4	-1.4	0.8	-2.6
5	.. as percent of number of paid employees	8	9	7	8	0.1	0.0	1.9	0.1	0.1	-0.1	0.9	-1.5
6	NUMBER with a term or contract job: by sex (,000)												
7	.. Males	194	124	47	23	4.9	2.5	3.1	1.3	0.2	-0.9	0.8	-3.9
8	.. Females	239	153	58	28	5.6	3.2	2.8	1.4	0.2	-0.4	0.8	-1.5
9	If employed, PERCENT of employees with a term or contract job: by sex												
10	.. Males	7	8	6	7	0.1	0.0	2.2	-0.2	0.1	-0.1	1.2	-2.8
11	.. Females	9	10	7	8	0.1	0.0	1.4	0.3	0.0	-0.1	0.6	-0.9
12	NUMBER with a term or contract job: by age (,000)												
13	.. 15 to 24 years of age	81	53	20	8	1.8	1.1	2.6	1.4	-0.1	-0.5	-0.7	-5.3
14	.. 25 to 54 years of age	269	178	63	28	5.5	1.3	2.4	0.5	0.0	-1.2	0.0	-4.0
15	.. 55 to 64 years of age	57	34	13	10	1.9	1.4	5.0	2.7	0.2	0.0	2.8	-0.5
16	.. 65 years of age and over	26	13	9	5	1.2	1.9	9.0	9.5				11.1
17	If employed, PERCENT of employees with a term or contract job: by age												
18	.. 15 to 24 years of age	17	21	14	12	0.4	-0.1	2.3	-0.3	0.0	-0.6	-0.2	-4.4
19	.. 25 to 54 years of age	7	8	6	6	0.1	0.0	2.1	0.1	0.1	-0.1	1.2	-1.7
20	.. 55 to 64 years of age	6	7	5	8	0.0	-0.1	0.0	-1.1	-0.2	-0.1	-2.1	-1.8
21	.. 65 years of age and over	14	12	16	17	-0.2	0.0	-1.1	0.3				-0.2
22	NUMBER with a term or contract job: by highest level of educational attainment (,000)												
23	.. Less than Grade 9	6	4			-0.1	-0.4	-1.3	-6.4				
24	.. Grade 9 - 10	9	5	2	1	-0.3	-0.2	-3.0	-1.8	-0.1	-0.2	-3.7	-9.7
25	.. Grade 11 - 13, no diploma	11	6	3	2	-0.4	-0.5	-2.8	-4.1	0.0	-0.1	-1.9	-5.7
26	.. Grade 11 - 13, with high school diploma	73	42	21	9	1.3	0.1	2.0	0.2	0.0	-0.6	0.0	-5.3
27	.. Some post-secondary, no certificate	29	18	7	3	-0.1	-0.1	-0.2	-0.4	-0.1	-0.3	-4.3	-10.5
28	.. Trade certificate or diploma	18	7	6	5	0.1	-1.3	0.6	-6.0	0.0	-0.4	0.3	-6.6
29	.. Community college diploma	103	58	27	17	3.1	1.8	3.7	1.8	0.3	0.0	2.3	0.1
30	.. University certificate or diploma, below bachelor's degree	11	7			0.4	0.5	4.6	4.8				
31	.. Bachelor's degree	111	82	20	9	3.7	3.1	4.7	3.1	0.2	0.3	3.7	4.4
32	.. University degree above bachelor	63	47	14	3	2.8	2.6	6.4	4.4	0.1	0.0	4.2	0.7
33	If employed, PERCENT of employees with a term or contract job: by highest level of educational attainment												
34	.. Less than Grade 9	10											
35	.. Grade 9 - 10	8	9	6	7	0.1	0.1	1.8	1.8	0.1	-0.2	0.9	-3.9
36	.. Grade 11 - 13, no diploma	8	9	6	8	0.0	-0.2	0.4	-2.2	0.1	-0.2	0.8	-3.2
37	.. Grade 11 - 13, with high school diploma	7	9	6	5	0.1	0.0	2.2	0.7	0.0	-0.2	0.0	-4.0
38	.. Some post-secondary, no certificate	11	14	8	9	0.2	0.2	2.3	2.0	0.0	-0.4	0.0	-5.4
39	.. Trade certificate or diploma	7	8	6	7	0.1	-0.2	3.5	-1.0	0.2	-0.1	0.8	-3.5
40	.. Community college diploma	6	7	5	7	0.1	0.0	1.3	-0.3	0.0	0.0	0.3	-0.5
41	.. University certificate or diploma, below bachelor's degree	9	9			0.2	0.0	3.1	0.6				
42	.. Bachelor's degree	9	9	8	11	0.1	-0.1	1.0	-1.0	0.1	0.2	1.0	2.4
43	.. University degree above bachelor	10	10	11	13	0.2	0.1	2.4	0.5	0.4	0.0	3.6	0.7

1. 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.

2. 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.