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Studies in “non-standard” employment in Canada

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November 1, 2008



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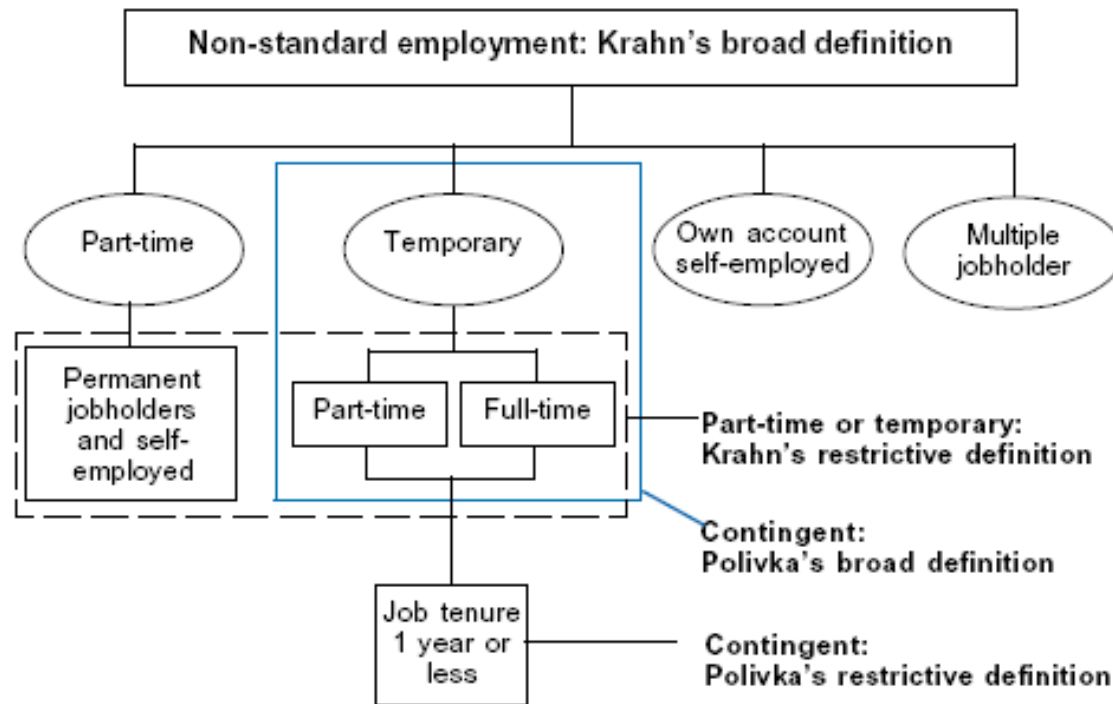
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Defining “non-standard” employment

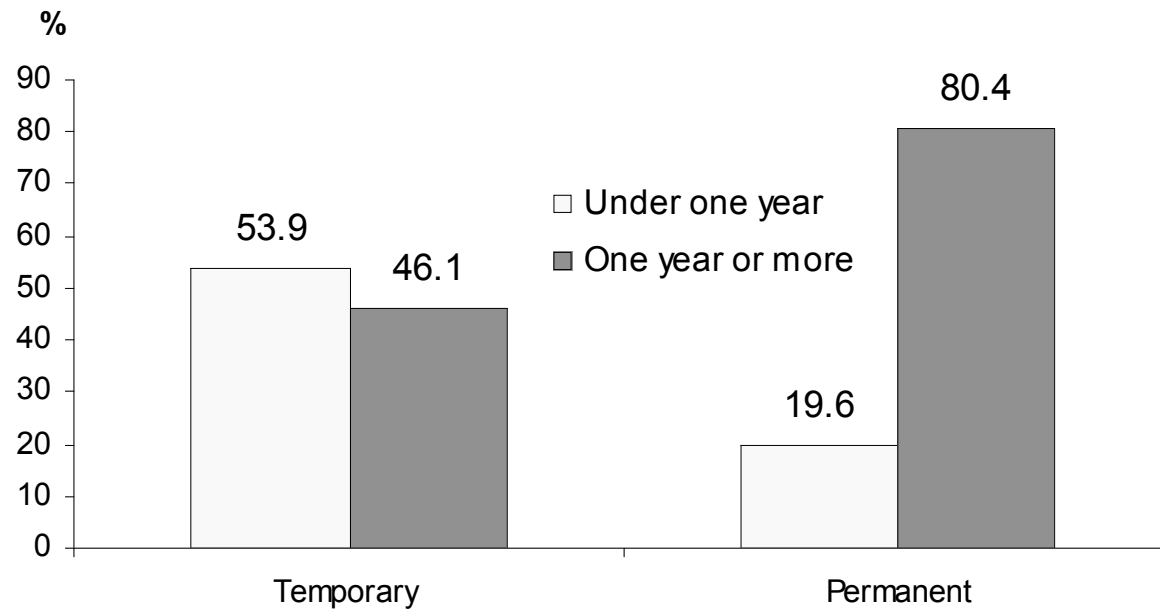
- According to Krahn’s **broad definition** of non-standard employment it is the alternative to one full-time, permanent, 9 to 5 schedule where you are a paid employee. Non-standard by this definition would include: part-time, temporary, multiple-job holders (moonlighting), and the self-employed (Vosko 2003). Shift work may also be considered an alternative work arrangement to the 9 to 5 standard.
- The **restricted definition** excludes the self-employed and multiple jobholders. It focuses mainly on part-time and temporary employment (Krahn 1991). The reason multiple-job holders is excluded is because not all these workers are in precarious financial or employment situations. About a third of those with multiple jobs have a first full-time job in professional/ management occupations (Webber 1989).

Definitions of “non-standard” employment



From: “Precarious jobs: a new typology of employment” Vosko, Zukewich and Cranford (2003)

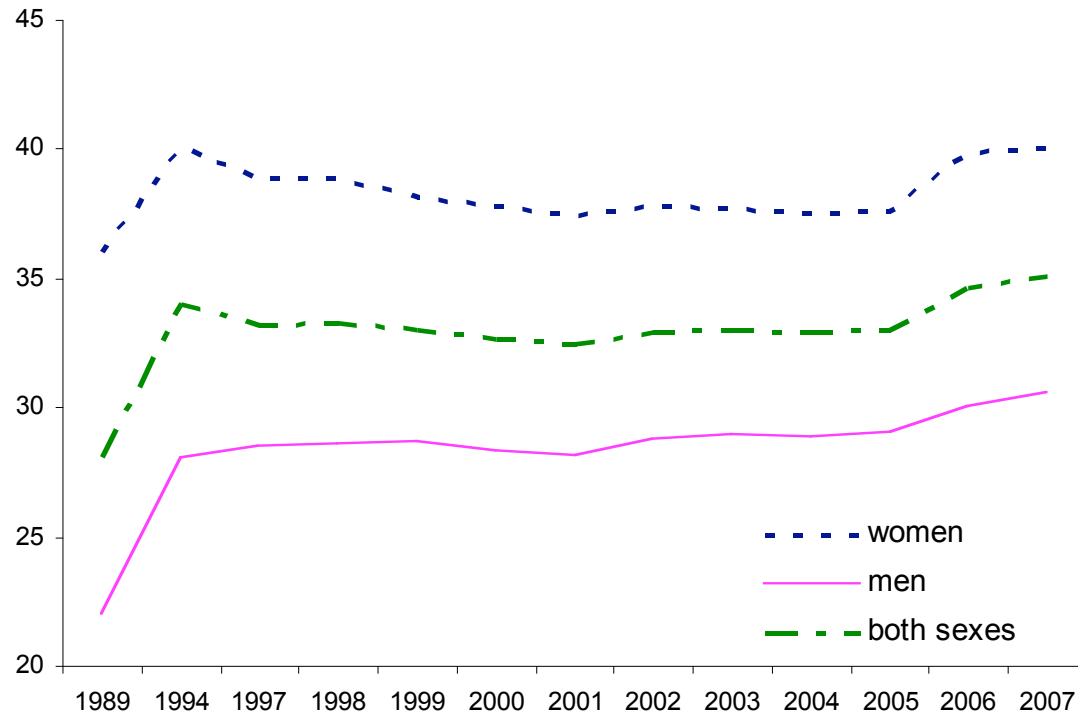
Over half of temporary employees in 2007 worked under one year



Source: Statistics Canada, Labour Force Survey, 2007

Employed with non-standard employment relationship*

% of employed 15+

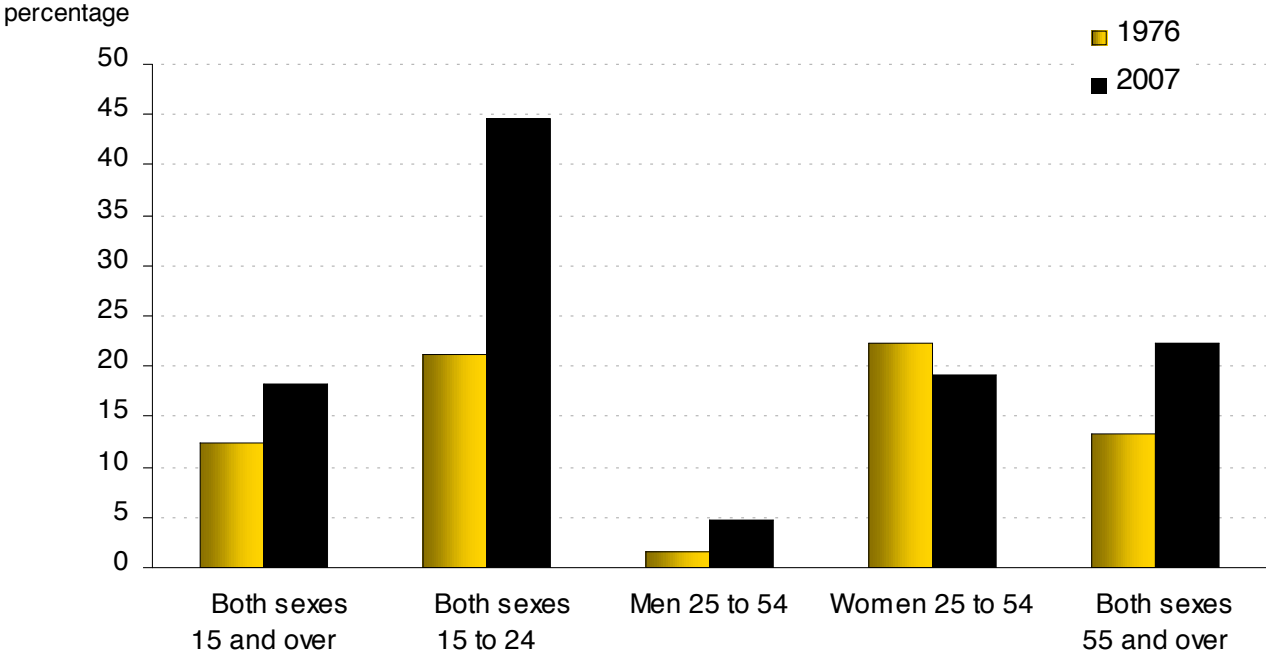


*One or more part-time work, temporary work, self-employment, or multiple job holding

Source: Adapted and updated from "Precarious jobs: A new typology of employment" Vosko, Zukewich and Cranford (2003) using General Social Survey, 1989 and 1944; Labour Force Survey, 1997 to 2007

Part-time rates are higher for core age women and youths in 2007

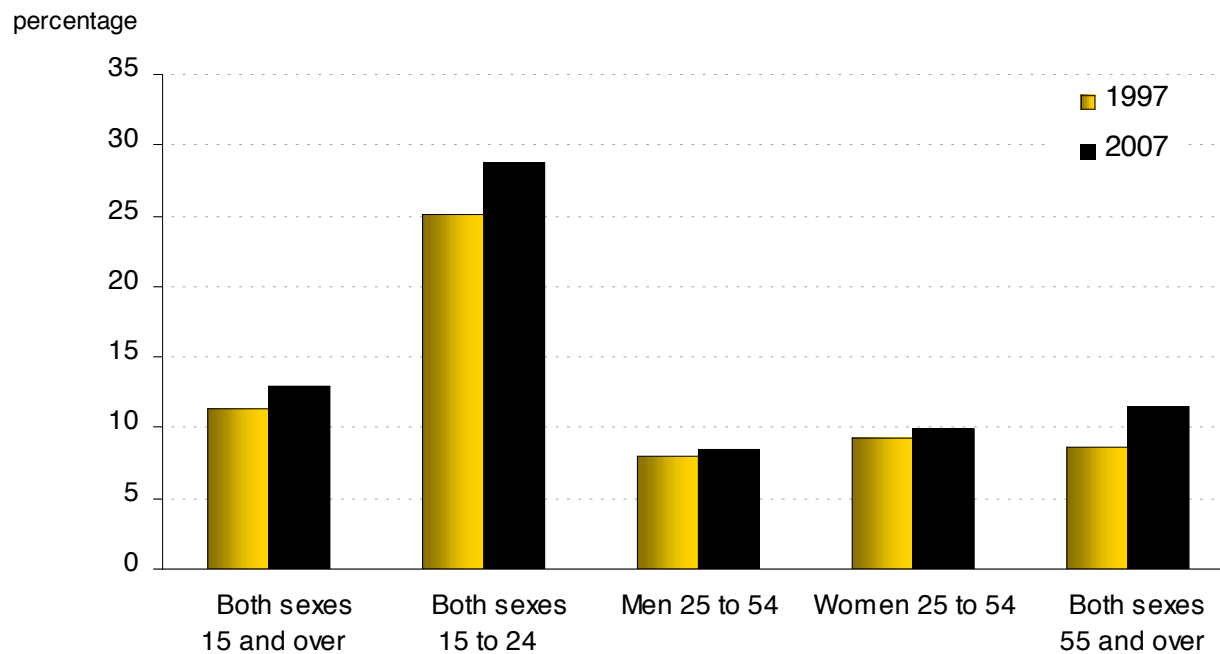
Part-time employment rates, by sex and age, 1976 and 2007



Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

In 2007 temporary workers represent 12.9% of total employment

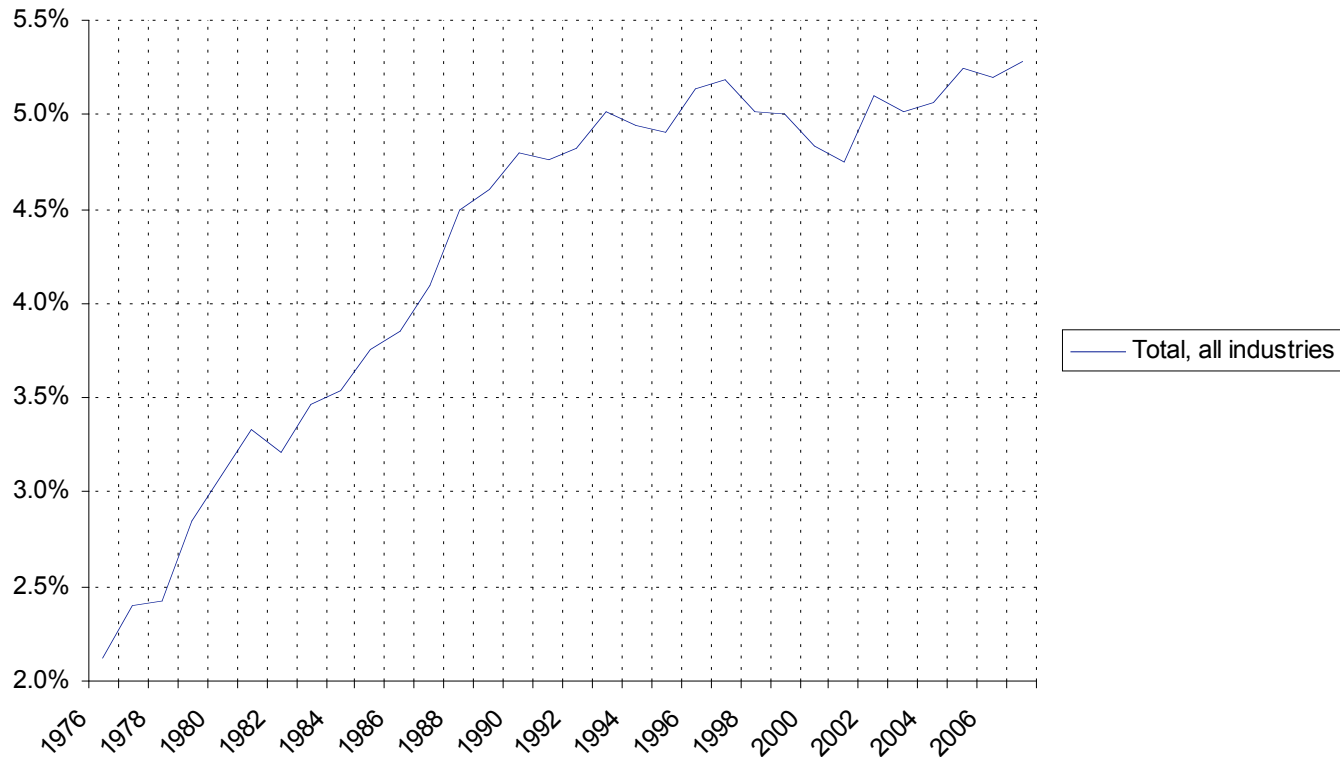
**Rate of temporary employees,
by sex and age, 1997 and 2007**



Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0080.

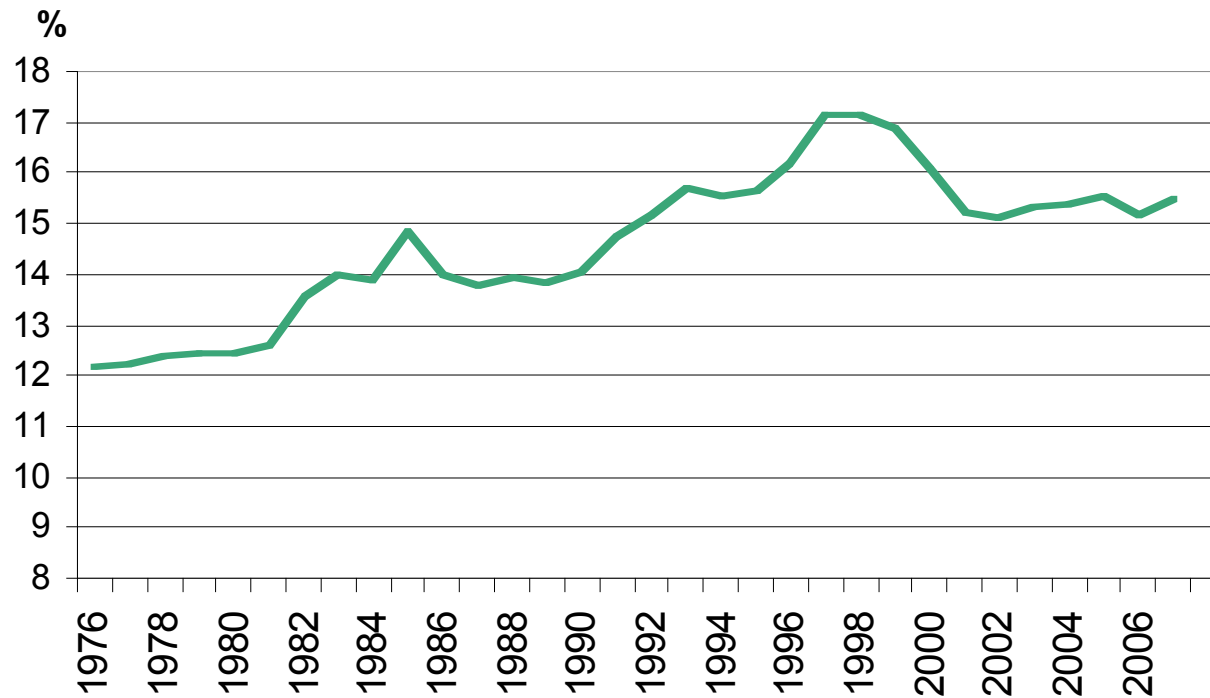
Multiple jobholders represents 5.3% of the total in 2007 up from 2.1% in 1976

Total, all industries



Source: Statistics Canada, Labour Force Survey

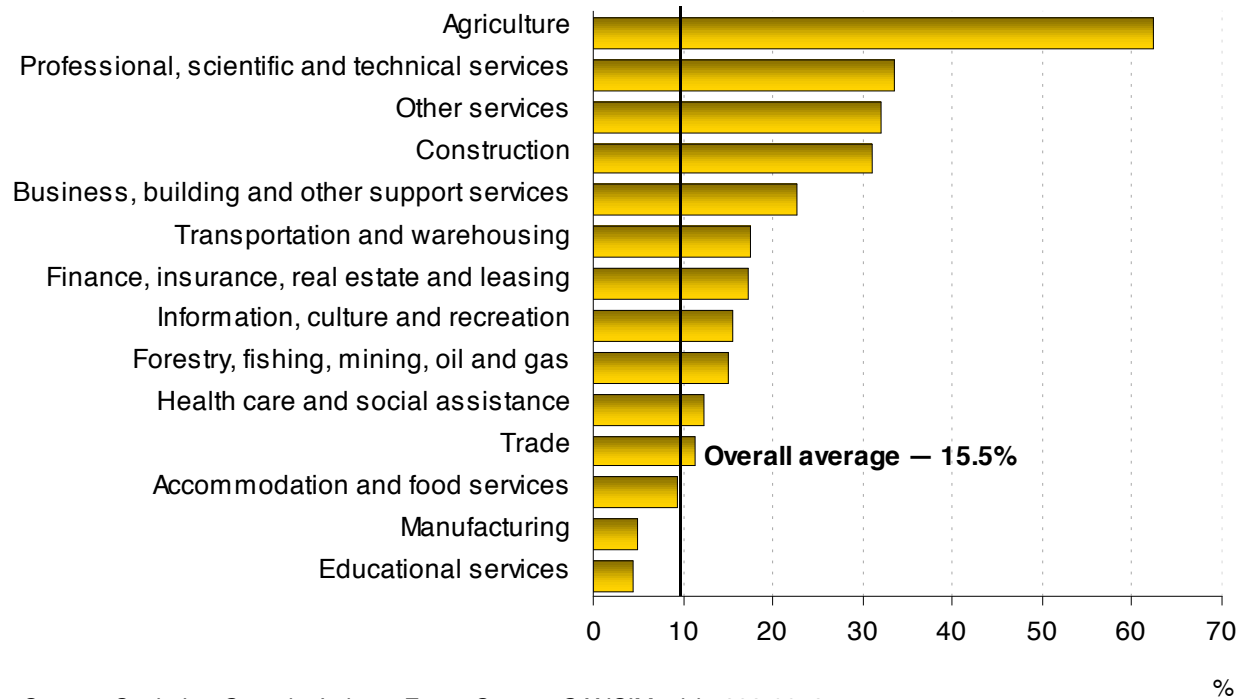
Self-employment has remained about 15 percent for the last several years



Source: Statistics Canada, Labour Force Survey

Self-employment is prevalent in agriculture and professional, scientific and technical services

Rate of self-employment, by industry, 2007



Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0012.

References

- Vosko, L., Zukewich, N. and Cynthia Cranford, 2003. “Precarious jobs: A new typology of employment” Perspectives on Labour and Income. Vol. 4, no. 10. Statistics Canada Catalogue no. 75-001-XIE.
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- Marshall, Katherine. 2003. “Benefits of the job” Perspectives on Labour and Income. Vol. 4, no. 5. Statistics Canada Catalogue no. 75-001-XIE.

What's wrong with non-standard employment?

- Assumption of lower quality employment situation. Is this true (multiple job-holding for example)? Would there have been more unemployment in the absence of non-standard work?
- Reasons for working part-time are telling, but need a similar measurement for those working temporary jobs, self-employment, multiple job-holding.
- From employer or consumer point of view, non-standard employment may be beneficial.