



Poverty and Employment Precarity in Southern Ontario (PEPSO)

note: participants can refuse to answer any or all questions in this survey

Screening Questions

1. Have you worked for pay or profit at any time in the past 3 months?

- ☐ yes
- ☐ no (If no end survey)

2. How old are you? _____ (If <25 or >65 end survey)

3. Are you (do not ask, record gender) : ☐ Male ☐ Female

Section One: Your Community

Volunteering involves applying your expertise, ideas, energy and labour to support an organization without being paid.

4. In the last 12 months, how many hours per month did you volunteer on average? _____ (skip to 6 if zero)

5. Thinking about the reasons why you volunteer, please tell me which of the following reasons were important to you. (check all that apply)

- ☐ to network with or meet people.
- ☐ to improve your job opportunities.
- ☐ to make a contribution to the community
- ☐ doing work that benefits your children, your family, or yourself
- ☐ other
- ☐ none of the above

6. In the last 12 months did you do any of the following? (check all that apply)

- ☐ attend a political meeting
- ☐ attend an event organized by an ethnic association
- ☐ belong to an arts and culture group (e.g. theatre group, book club, bridge club)

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- ☐ enroll your children in recreation or sports clubs
- ☐ belong to an adult recreation or sports club (e.g. hockey league, golf club, or exercise club)
- ☐ attend religious events
- ☐ belong to a support or self-help group (e.g. A.A., cancer or diabetes group, etc.)
- ☐ attend a school meeting/event
- ☐ attend a neighbourhood, civic or community association meeting
- ☐ other

7. Are there people not living in your household who: (check all that apply)

- ☐ you feel close to and who you can talk to about what is on your mind
- ☐ might help you with occasional child care or help with small jobs around the house
- ☐ who you might help with occasional child care or help with small jobs around the house
- ☐ you do things with like having a meal
- ☐ would loan you money in an emergency
- ☐ none of the above

8. Which of the following most accurately describes your voting pattern in Canadian elections?

- ☐ I almost always vote when elections are held.
- ☐ I occasionally vote
- ☐ I never vote
- ☐ I am not eligible to vote

9. Do you have friends at work who might be a source of support or who you could ask favours of?

- ☐ yes
- ☐ no

Section Two: Your Health

10. In general, would you say your health is:

- ☐ excellent
- ☐ very good
- ☐ good
- ☐ fair
- ☐ poor

11. In general, would you say your mental health is:

- ☐ excellent
- ☐ very good
- ☐ good
- ☐ fair
- ☐ poor

12. Over the last 12 months, how often were you depressed as a result of your work?

- ☐ often
- ☐ sometimes
- ☐ rarely
- ☐ never

13. Over the last 12 months, how often were you angry as a result of your work?

- ☐ often
- ☐ sometimes
- ☐ rarely
- ☐ never

Section Three: About Yourself

14. Are you: Please check one only

- ☐ White
- ☐ Chinese
- ☐ South Asian (e.g. East Indian, Pakistani, Sri Lankan, etc.)
- ☐ Black
- ☐ Filipino
- ☐ Latin American
- ☐ Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.)
- ☐ Arab, West Asian (e.g. Iranian, Afghan, etc.)
- ☐ Korean, Japanese
- ☐ Aboriginal descent (North American Indian, Métis, or Inuit)
- ☐ Other (please specify) _____

15. Were you born in Canada?

- ☐ yes (Skip to Q.19)
- ☐ no, in what country were you born _____

16. How many years have you lived in Canada? _____

17. What is your current citizenship/residency status?

- ☐ Canadian citizen
- ☐ Landed immigrant
- ☐ Temporary visa with work authorization (skip to Q.19)
- ☐ Refugee (skip to Q.19)
- ☐ other

18. Have you ever been in a temporary immigration status in Canada?

- ☐ yes
- ☐ no

19. Are you currently enrolled as a full-time student?

- ☐ yes
- ☐ no

**20. What degrees, certificates or diplomas (or equivalents) have you obtained?
(Check all that apply)**

- ☐ Secondary school graduation diploma
- ☐ Trade certificate or diploma from a vocational school or apprenticeship training
- ☐ Non-university certificate or diploma from a community college
- ☐ University certificate below bachelor's degree
- ☐ Bachelor's degree
- ☐ University degree or certificate above bachelor's degree
- ☐ none of the above

Section Four: Your Family/Household

21. Are you?

- ☐ Single/never married
- ☐ Married/common law (and not separated)
- ☐ Separated/Divorced
- ☐ Widowed

22. Do you live alone?

- ☐ yes (skip to Q.34)
- ☐ no

23. Do you live with your partner?

- ☐ yes
- ☐ no (skip to question Q.28) (should be Q.27)

24. Has your spouse or partner worked for pay or profit at any time in the past 3 months?

- ☐ yes
- ☐ no (Skip to Q.27)

25. Which of the following best describes your partner's paid employment?
Please check one only:

- ☐ casual (on-call, day labour)
- ☐ temporary/short term contract (less than a year)
- ☐ fixed term contract, one year or more
- ☐ self-employed-no employees
- ☐ self-employed-others work for her/him
- ☐ permanent part-time-less than 30 hour per week
- ☐ permanent full-time- hours vary from week to week and could sometimes be less than 30
- ☐ permanent full time-30 hours or more a per week

26. In the last 3 months, what portion of your partner's paid hours came from temporary employment agencies?

- ☐ half or more
- ☐ some
- ☐ none

27. Do you have any children living at home who are ages?

- ☐ less than three
- ☐ three to twelve
- ☐ thirteen to eighteen
- ☐ eighteen to twenty-five
- ☐ over twenty-five
- ☐ does not apply (skip to 34)

28. Is access to satisfactory childcare interfering with your partner's ability to work for pay?

- ☐ yes
- ☐ no

29. Do any of your children require regular childcare to allow you to work?

- ☐ yes
- ☐ no (skip to 33)

30. Does access to childcare negatively affect your ability to work?

- ☐ yes
- ☐ no

31. Does uncertainty about your work schedule and location of work limit your childcare choices?

- ☐ yes
- ☐ no

32. What type of childcare arrangements do you currently have? (Check all that apply)

- ☐ Stay at home partner
- ☐ Nanny
- ☐ Unpaid care by a relative/neighbour
- ☐ Paid care by relative/neighbour
- ☐ Licensed childcare
- ☐ Unlicensed childcare
- ☐ Before or after school program
- ☐ Other

33. In the last 12 months, for children under your care, were you able to:

	Always	Often	Sometimes	Rarely	Never	Not applicable
Buy school supplies and clothing						
Pay for school trips						
Pay for activities outside of school						
Attend or volunteer at school related meetings and activities						
Volunteer at activities outside of school (sports, arts etc.)						

34. Does caring for an adult negatively affect your ability to work?

- ☐ yes
☐ no

35. How often does uncertainty about your work schedule negatively affect your family's quality of life?

- ☐ Never
☐ Rarely
☐ Sometimes
☐ Often
☐ Always

36. How often does uncertainty about your work schedule prevent you from doing things with your family that are fun?

- ☐ Never
☐ Rarely
☐ Sometimes
☐ Often
☐ Always

37. In the last 3 months, how often did anxiety about your employment situation interfere with your personal or family life?

- ☐ often
- ☐ sometimes
- ☐ rarely
- ☐ never

38. In the last 12 months, how often did uncertainty over your work schedule prevent you doing things with friends or family?

- ☐ often
- ☐ sometimes
- ☐ rarely
- ☐ never
- ☐ does not apply

39. Have you delayed forming a relationship with someone as a result of uncertainty regarding your employment situation?

- ☐ yes
- ☐ no

40. What was the total income from all sources (before taxes and other deductions) of all family members living in your household including yourself for the past 12 months? (Include wages, profits, pensions, investment incomes, rental income, and any other governmental transfers in your calculations.)

- ☐ Less than \$20,000
- ☐ \$20,000 to \$29,999
- ☐ \$30,000 to \$39,999
- ☐ \$40,000 to \$49,999
- ☐ \$50,000 to \$59,999
- ☐ \$60,000 to \$79,999
- ☐ \$80,000 to \$99,999
- ☐ \$100,000 to \$144,999
- ☐ \$150,000+

41. In the last 12 months, did you provide? (Check all that apply.)

- ☐ Child support or Alimony
- ☐ Financial support to an adult child
- ☐ Financial support to a parent or other adult
- ☐ Financial support to someone outside of Canada
- ☐ None of the above

Section Five: The job/contract that paid you the most in the last 3 months

People may experience a variety of types of jobs or contracts. They may also work at more than one type of job or several different jobs over a short period of time. In the next few questions, we would like you to think about your specific employment situation on the job that paid you the most in the last 3 months.

42. Which of the following best describes the job/contract that paid you the most in the last 3 months? Please check one only:

- ☐ casual (on-call, day labour)
- ☐ temporary/short term contract (less than a year)
- ☐ fixed term contract, one year or more
- ☐ self-employed-no employees (go to Q.44)
- ☐ self-employed-others work for me (go to Q.44)
- ☐ permanent part-time-less than 30 hour per week
- ☐ permanent full-time- hours vary from week to week and could sometimes be less than 30
- ☐ permanent full time-30 hours or more a per week

43. Is this a unionized position?

- ☐ yes
- ☐ no

(Skip to Q.49)

44. Do you have more than one client?

- ☐ yes ☐ no

45. Do you use your own tools and/or workspace to perform your work?

☐ yes ☐ no

46. Do you generally control:

- a) when the work is to be performed? ☐ yes ☐ no
- b) where the work is to be performed? ☐ yes ☐ no
- c) how the work is to be performed? ☐ yes ☐ no

47. Do you want to be mainly self-employed?

☐ yes
☐ no

48. Is more than half your income from self-employment generated by work done for a former employer?

☐ yes
☐ no

49. List all other forms of employment you held in the last 3 months? Check all that apply:

- ☐ employment through a temporary employment agency
- ☐ casual (on-call, day labour)
- ☐ temporary/short term contract (less than a year)
- ☐ fixed term contract, one year or more
- ☐ self-employed-no employees
- ☐ self-employed-others work for me
- ☐ permanent part-time-less than 30 hour per week
- ☐ permanent full-time- hours vary from week to week and could sometimes be less than 30
- ☐ permanent full time-30 hours or more a per week
- ☐ only had one job

50. Which of the following best describes your work? (check one only)

- ☐ Knowledge/creative work
- ☐ Service sector work
- ☐ Manufacturing, construction, trades and transport work
- ☐ Primary sector work (fishing, farming, natural resources)

51. Which of the following best describes your work? (check one only)

- ☐ A job that usually requires a university education
- ☐ A job that usually requires a college education or apprenticeship training
- ☐ A job that usually requires secondary school and/or occupation specific training
- ☐ A job that only requires some on-the-job training

52. Does the following describe your current employment relationship?

I have one employer, who I expect to be working for a year from now, who provides at least 30 hours of work a week, and who pays benefits. yes ☐ no ☐

Section Six: Your overall employment experience

In the next few questions, we would like you to think about your overall employment situation which may involve more than one job/contract.

53. In the last 12 months, how many weeks did you want to work but were unable to find work? _____

54. In the last 12 months, were you always paid in full for work you did?

- ☐ yes
- ☐ no

55. Is discrimination a barrier for you in getting work?

- ☐ yes
- ☐ no

56. Is discrimination a barrier for you in keeping work?

- ☐ yes
- ☐ no

57. Is discrimination a barrier for you in being offered opportunities for advancement?

- ☐ yes
- ☐ no

If all of Q.55; Q.56; Q.57=no skip to 59

58. Do you face discrimination as a result of (check all that apply)

- ☐ race/ethnicity
- ☐ gender
- ☐ age
- ☐ sexual orientation
- ☐ disability
- ☐ immigration
- ☐ other

59. Do you usually get paid if you miss a day's work? yes ☐ no ☐

60. In the last 12 months, how much did your income vary from week to week?

- ☐ a great deal
- ☐ a lot
- ☐ some
- ☐ a little
- ☐ not at all

61. In the last 3 months, how often did you work on an on-call basis? (That is, you have no set schedule, and your employer calls you in only when there is work)

- ☐ all the time
- ☐ most of the time
- ☐ half the time
- ☐ some of the time
- ☐ never

62. In the last 3 months, what portion of your paid hours came from temporary employment agencies?

- ☐ half or more
- ☐ some
- ☐ none

63. In the last 3 months, on average how many paid hours have you been working per week? _____

64. In the last 3 months, what portion of your employment income was received in cash?

- ☐ most
- ☐ about half
- ☐ less than half
- ☐ none

65. Would your current employment be negatively affected if you raised a health and safety concern or raised an employment rights concern with your employer(s)?

- ☐ very likely
- ☐ likely
- ☐ somewhat likely
- ☐ not likely
- ☐ not likely at all

66. How likely will your total hours of paid employment be reduced in the next 6 months?

- ☐ very likely
- ☐ likely
- ☐ somewhat likely
- ☐ not likely
- ☐ not likely at all

67. In the last 12 months, have you had any training to upgrade your skills and improve your employability? (Check all that apply)

- ☐ Paid for by your employer
- ☐ Paid for by you
- ☐ Paid for by a government program
- ☐ Have not had any training

68. Are you the primary income earner in your household?

- ☐ yes
- ☐ no
- ☐ I contribute about the same as others in my household

69. What was your total employment income (before taxes and deductions) from the work you did over the past 12 months?

- ☐ Less than \$20,000
- ☐ \$20,000 to \$29,999
- ☐ \$30,000 to \$39,999
- ☐ \$40,000 to \$49,999
- ☐ \$50,000 to \$59,999
- ☐ \$60,000 to \$79,999
- ☐ \$80,000 to \$99,999
- ☐ \$100,000 +

70. In the last 12 months, did you receive? Check all that apply.

- ☐ Child support or Alimony
- ☐ Some other financial support from someone not living with you
- ☐ Employment insurance
- ☐ OW or ODSP benefits
- ☐ Investment income (rent, interest etc.)
- ☐ Other (scholarships etc.)
- ☐ none

71. Other than your Canada Pension Plan contributions, does your current employer(s) provide:

- ☐ A company pension plan
- ☐ A contribution to your RRSP
- ☐ Neither

72. Do you receive any other employment benefits from your current employer(s) such as a drug plan, vision, dental, life insurance etc.?

- ☐ yes
- ☐ no
- ☐ does not apply
- ☐ don't know

73. Do you know your work schedule at least one week in advance?

- ☐ always
- ☐ most of the time
- ☐ half the time
- ☐ some of the time
- ☐ never

74. How often does your work schedule change unexpectedly?

- ☐ often
- ☐ sometimes
- ☐ rarely
- ☐ never

Section 7: Income Stress

75. Thinking about the last 12 months, has concern over your employment situation negatively influenced large spending decisions (i.e. large purchases, children's activities, vacations, etc.)

- ☐ yes
- ☐ no

76. Thinking about the last 12 months, which of the following statements best describes how well you and your household have been keeping up with your bills and other financial commitments?

- ☐ keeping up without any problems (skip to 78)
- ☐ keeping up, but it is sometimes a struggle
- ☐ having real financial problems and falling behind

77. How did you get around this difficulty? (check all that apply)

- ☐ Worked more
- ☐ Cut back/prioritized expenses
- ☐ Savings
- ☐ Credit card
- ☐ Bank loan
- ☐ Pay-day loan
- ☐ Money from a relative or a friend
- ☐ Other

78. Thinking about the next 12 months, does your employment situation make you concerned about your ability to meet your debt obligations (i.e. mortgages, credit cards and bank loans)?

- ☐ yes
- ☐ no

79. Thinking about the next 12 months, are you concerned that you will not be able to maintain your current standard of living due to your employment situation?

- ☐ yes
- ☐ no

80. Compared to a year ago, is your personal income this year noticeably:

- ☐ lower
- ☐ the same
- ☐ higher

81. In the last 12 months, did you receive any of the following subsidies/benefits from public sources?

- ☐ Housing
- ☐ Childcare
- ☐ Recreation
- ☐ Food allowances
- ☐ Dental
- ☐ Vision
- ☐ Prescription drugs
- ☐ Assistive living devices for you or a family member
- ☐ Transit passes
- ☐ Student grants
- ☐ none