

Commission de l'assurance-emploi du Canada

March 2011

The Honourable Diane Finley Minister of Human Resources and Skills Development Place du Portage, Phase IV 140 Promenade du Portage Gatineau, Quebec K1A 0J9

Dear Minister Finley:

We are pleased to present the 2010 Employment Insurance Monitoring and Assessment Report, the fourteenth in a series of annual reports submitted by the Canada Employment Insurance Commission under section 3 of the Employment Insurance Act. This report is released at a time the Employment Insurance (EI) program has reached a significant milestone; the program celebrated its 70th anniversary in 2010.

This report provides information on the period from April 1, 2009 to March 31, 2010. It includes analysis of the overall effectiveness of EI income benefits and active measures. In particular, the report examines the responsiveness of the EI program during the recent recession. It also looks at the preliminary impacts of the temporary EI measures introduced as part of Canada's Economic Action Plan. In addition, the report discusses the early impacts of the recovery, which started in the third quarter of 2009.

We have used key studies and evaluations to complement EI administrative data and to provide a deeper analysis. Information on each of the studies referenced in the report is included in an annex. The report also provides information on Employment Benefits and Support Measures delivered under Labour Market Development Agreements with provinces and territories.

Finally, we would like to express our appreciation to Human Resources and Skills Development Canada employees for their support in preparing this report and to Service Canada employees for their continued success in dealing with the extraordinarily high volumes of claims resulting from the recession.

We trust you will find the report informative.

Ian S**h**ugart Chairperson

Patricia Blackstaffe Commissioner for Workers

Judith Andrew Commissioner for Employers

Employment Insurance

Monitoring and Assessment Report 2010

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INTRODUCTION

In 2010, the Employment Insurance (EI) program celebrated its seventieth anniversary. In 1940, the Government of Canada consulted the provinces and received unanimous approval to amend section 91 of the British North America Act, to provide the necessary authority for the federal government to establish an unemployment insurance program. The constitutional amendment was effective July 10, 1940. The Government then introduced and quickly passed the Unemployment Insurance Act, which received Royal Assent on August 7, 1940.

THE REPORT

Monitoring and assessing the EI program helps provide a clear understanding of its impact on the Canadian economy and its effectiveness in addressing the needs of Canadian workers, their families and their employers. This version of the report focuses on the responsiveness of the program during the recent recession. It also looks at the impacts of the temporary EI measures introduced as part of Canada's Economic Action Plan on the EI program. In addition, the report discusses the early impacts of the recovery, which started in the third quarter of 2009.

The Government of Canada has used the sound evidence provided through regular monitoring and assessment to inform recent modifications to the EI program. For instance, the government has recently implemented temporary EI measures to help Canadians during the recession and extended EI special benefits to the self-employed. To ensure that sound evidence continues to inform its direction, the Government of Canada will continue to monitor and assess the EI program.¹

The first chapter of this report provides an overview of the Canadian labour market in 2009/10. The following chapter provides an overview of EI

benefits (income benefits) under Part I of the *Employment Insurance Act* for the same period. The support provided to unemployed workers through active re-employment measures, known as Employment Benefits and Support Measures, is discussed in the third chapter. The fourth chapter presents information on EI program administration and service delivery. The final chapter analyzes the impacts and effectiveness of the EI program based on administrative data, internal and external research, and evaluative studies.

CANADA EMPLOYMENT INSURANCE COMMISSION

The Canada Employment Insurance Commission has four members who represent government, workers and employers. The chairperson and vice-chairperson (the deputy minister and senior associate deputy minister of Human Resources and Skills Development Canada) represent the federal government. The commission also includes a commissioner for workers and a commissioner for employers, who represent the interests of workers and employers, respectively. Among its other responsibilities, the Commission has been assigned the legislated mandate to annually monitor

¹ The Monitoring and Assessment Report uses many sources of information to analyze the effects of the program on individuals, communities and the economy. These sources include Human Resources and Skills Development Canada (HRSDC) administrative data, Canadian Out-of-Employment Panel (COEP) studies, information from Statistics Canada and evaluation studies funded by HRSDC. Like previous reports, this report includes references to evaluation studies that touch on benefits provided under both Part I and Part II of the Employment Insurance Act.

and assess the EI program. The Commission must provide the Minister of Human Resources and Skills Development with the report no later than March 31. The minister then tables the report in Parliament.

LEGISLATED MANDATE

Section 3 of the *Employment Insurance Act* assigns the Canada Employment Insurance Commission the legislated mandate to continue producing the *EI Monitoring and Assessment Report* as a permanent annual report.

- "3. (1) The Commission shall monitor and assess the impact and effectiveness, for individuals, communities and the economy, of the benefits and other assistance provided under this Act, including:
 - (a) how the benefits and assistance are utilized by employees and employers, and
 - (b) the effect of the benefits and assistance on the obligation of claimants to be available for and to seek employment and on the efforts of employers to maintain a stable workforce.
- (2) The Commission shall report to the Minister on its assessment annually no later than March 31 following the end of a year. The Commission shall make any additional reports at any other times, as the Minister may request."

EXECUTIVE HIGHLIGHTS

The 2010 Employment Insurance Monitoring and Assessment Report provides an examination of the Employment Insurance (EI) program for the fiscal year ending March 31, 2010.

Canada's labour market continued to experience the effects of the recent recession but showed signs of recovery

- Annual average employment decreased by 210,600 (-1.2%) in 2009/10, while the annual average unemployment rate rose to 8.4%, from 6.6% in 2008/09.
- However, employment increased by 0.4% in the last two quarters of 2009/10, and the unemployment rate decreased for three consecutive months at the end of 2009/10.

The volume of regular and Work-Sharing claimants remained high for the second straight year

- New regular claims decreased by 1.6% to 1.62 million in 2009/10, but the volume remained 24.9% higher than it was prior to the recession in 2007/08. Regular benefits paid increased by 48.0% to \$14.4 billion in 2009/10.
- New Work-Sharing claims increased by 84.3% to 127,880 in 2009/10, representing an increase of more than eight times since 2007/08. In 2009/10, benefits paid to Work-Sharing claimants increased by more than four times to \$294.7 million.

Service Canada responded to the increased volume of El claims

- 3.3 million EI claims were processed in 2009/10, a 7.8% increase from the previous year, with a payment accuracy rate of 96.1%.
- 84.2% of claims were processed within 28 days, surpassing the 80% performance target for speed of payment.

The El program automatically adjusted to the recent recession by providing increased support to Canadians

• Among workers who had been paying EI premiums and were then laid off, 86.2% were

- eligible for EI benefits in 2009, an increase of 4 percentage points from 2008.
- From the onset of the recession (October 2008) to March 2010, approximately 90% of workers had easier access to regular benefits.
- The average regular benefit entitlement increased by three weeks in 2009/10 from the previous year.

El claimants benefited from the introduction of the Economic Action Plan (EAP) temporary measures

- 707,440 EI claimants had received \$1.33 billion in additional benefits due to the temporary EI measures as of March 31, 2010.
- These temporary measures increased the average regular benefit entitlement by 10 weeks in 2009/10, beyond the increase attributable to the automatic adjustment.
- The average regular benefit exhaustion rate for claims established in 2008/09 remained at pre-recession levels (27.0%), despite the increase in unemployment levels.

Historically unaffected by economic cycles, special and fishing benefits decreased during the recent recession

- There were 510,300 new special benefits claims in Canada, a 0.8% decrease from 2008/09.
- The number of new fishing claims continued to decline, decreasing by 4.0% to 29,298.

The EAP investment of \$500 million increased availability of Employment Benefits and Support Measures (EBSMs) for Canadians

- Provinces and territories supported 777,150 EBSM clients in 2009/10, 12.0% more than in 2008/09 and 26.9% more than in 2007/08.
- In 2009/10, the average length of Skills Development interventions was 25.0% or 31 days longer than in 2007/08.

CHAPTER

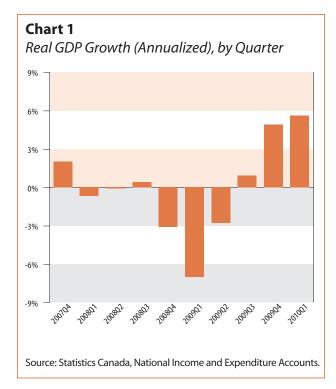
LABOUR MARKET CONTEXT

This chapter outlines key labour market developments and the economic context that prevailed in fiscal 2009/10, the period for which this report assesses the Employment Insurance (EI) program. More detailed information on various elements discussed in this chapter is available in Annex 1.

I. INTRODUCTION

The Canadian economy has been affected considerably by the deepest and most widespread global recession since the 1930s, as a worldwide financial crisis engulfed nations in 2008 and early 2009. Canada witnessed weak consumer and business confidence, sharp decreases in international trade, and lower output and employment as the Canadian economy went through one of its worst recessions in recent history.² However, policy makers from governments, central banks and institutions responded with extraordinary policy actions. In Canada, the Economic Action Plan provided \$60 billion of stimulus to the Canadian economy in 2009/10 and 2010/11, including EI program measures discussed in Chapter 2 and Chapter 5. Furthermore, the Bank of Canada held its target for the overnight interest rate at the historically low level of 0.25 per cent throughout fiscal 2009/10.

By mid-2009, the global and Canadian economies began to recover, with the resumption of positive economic growth in Canada in the third quarter of 2009 following three quarters of negative growth, and the recovery in employment beginning in the third quarter of 2009 as well. There were other signs of recovery in the Canadian labour market, as the unemployment rate fell to 8.2% in March 2010 after reaching a peak of 8.7% in August 2009 and continued to fall after fiscal 2009/10. Nevertheless, with weaker output growth beyond 2009/10, the outlook for the Canadian economy



remains cautious. The global recovery remains tenuous, especially in the United States, Canada's main trading partner. Coordination between developed and emerging economies will be essential for recovery in the global economy.

Real gross domestic product (GDP)³ grew by 2.1% between the first quarter of 2009 and the first quarter of 2010. This followed a decline of 2.5% in real GDP between the first quarter of 2008 and the first quarter of 2009. Previously, the last such decline in real GDP occurred during the

¹ The reporting period analyzed is the fiscal year from April 1, 2009, to March 31, 2010. Unless otherwise indicated, data in this chapter are taken from Statistics Canada's Labour Force Survey (LFS) and annual data are seasonally unadjusted averages, while quarterly and monthly data are seasonally adjusted. Please note that calculations may not seem to add up due to rounding.

² Bank of Canada, *Annual Report 2009* (Ottawa: Bank of Canada, February 2010).

³ Canada's gross domestic product (GDP) is defined as the total unduplicated value of the goods and services produced in Canada. Annual GDP data have been seasonally adjusted at annual rates and are expressed in chained (2002) dollars. From Statistics Canada, National Income and Expenditure Accounts.

early 1990s recession, between the first quarter of 1990 and the first quarter of 1991, when it declined by 3.4%. There were also two consecutive declines of 1.3% in real GDP during the early 1980s recession, between the first quarter of 1981 and the first quarter of 1982 and between the first quarter of 1982 and the first quarter of 1983.

After two consecutive small GDP losses in the first two quarters of 2008, Canada went through weak growth in the third quarter of 2008. The Canadian economy subsequently went through a severe recession from the fourth quarter of 2008, posting a 3.1% decline⁴ (annualized rate) in real GDP (see Chart 1), and then contracting steeply in the first quarter of 2009, posting a 7.0% decline. This drop was the sharpest quarterly decline since comparable data were first recorded in 1961.

The second quarter of 2009 (-2.8%) continued this decline, but the Canadian economy showed its first signs of recovery in the third quarter of 2009 (+0.9%). This growth in the economy then continued through the second half of fiscal 2009/10, with strong growth of 4.9% in the fourth quarter of 2009 and 5.6% in the first quarter of 2010, which was the sharpest growth in real GDP since the first quarter of 2000. By the first quarter of 2010, the level of output in Canada had nearly returned to its pre-recession level. In annual average terms, the Canadian economy recorded a 1.3% decline in real GDP in 2009/10, which marked the second consecutive annual loss in real GDP after a 0.5% decline in 2008/09.

Labour productivity⁵ in Canada improved by 0.8% in 2009/10, after posting two consecutive decreases in 2008/09 (-0.6%) and 2007/08 (-0.1%). Prior to 2007/08, labour productivity had grown continuously since 1991/92, albeit more slowly since the turn of the century. Increases in labour productivity lead to more efficient production,

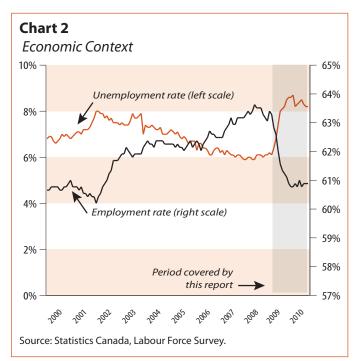
FUTURE WATCH

Higher productivity means that Canadians will be able to meet the fiscal pressures associated with an aging population... productivity growth is vital to the economic success of Canadians.

Source: Andrew Sharpe, *Unbundling Canada's Weak Productivity Performance: The Way Forward* (Ottawa: Centre for the Study of Living Standards, February 2010).

which gives rise to an improved standard of living over the long run. The increase in labour productivity in 2009/10 was strongest in industries such as wholesale and retail trade.

Employment⁶ fell by 1.2% (-210,600) to 16.8 million in 2009/10, representing Canada's first annual loss since the early 1990s recession. This followed a relatively weak gain of 0.8% in 2008/09, which had been the lowest growth in employment since



⁴ All quarterly GDP growth rates presented in this chapter are annualized rates. Quarterly growth rates for labour market figures, however, are not annualized rates.

⁵ Labour productivity is defined as the ratio of output to hours worked within the business sector. For output, a Fisher-chained index method that builds up the real value added (or real GDP) in the business sector and its component two-digit industries is used to produce quarterly estimates for productivity measurement. Hours worked represent the total number of hours that a person devotes to work, whether paid or unpaid. From Statistics Canada, Labour Productivity Measures.

⁶ Employment is defined as persons who, during the reference week, did any work for pay or profit, or had a job and were absent from work.



1993/94. The number of employed people decreased among all demographic groups, except for those aged 55 and older (+4.5%).

Unemployment⁷ increased by 27.0% (+326,200) to 1.5 million in 2009/10. This rise followed an increase of 12.9% in unemployment in the previous year. The 27.0% increase was the second-sharpest increase in unemployment in comparable history, with only 1982/83 showing a sharper increase (+50.8%). In line with this increase, the annual average unemployment rate rose sharply to 8.4% in 2009/10, from 6.6% in 2008/09. In 2009/10, the unemployment rate was the highest it had been since 1997/98. The 1.8 percentage point increase was the largest jump in the unemployment rate since the early 1980s recession. During 2009/10, the unemployment rate peaked at 8.7% in August 2009 and ended the fiscal year at 8.2% in March 2010.

While employment did increase in 2009/10 for Canadians with a university degree (+2.2%), this was, for these Canadians, the weakest growth in more than 10 years. Moreover, there were decreases in employment in all other educational attainment levels.

The goods-producing sector recorded its sharpest drop in employment since the early 1980s recession, with a loss of 6.6%. Additionally, the losses incurred in 2009/10 represented the fifth decrease in a row for the goods-producing sector. The manufacturing industry, which is the largest in the sector, suffered a loss of 8.7% in employment. The industry accounted for 10.5% of total employment in 2009/10, the lowest share in comparable history. While the services-producing sector posted a gain of 0.4% in employment in 2009/10, this was the weakest growth for the sector since the early 1990s recession. The 0.4% growth, however, sustained the sector's uninterrupted employment growth since 1982/83.

The four provinces with the largest employment in Canada all recorded losses in employment in 2009/10. Alberta (-2.1%) experienced the largest decrease of any province since 2001/02, while Ontario (-1.9%) and British Columbia (-1.2%)

recorded their sharpest declines since the early 1980s recession. Quebec (-0.3%), however, suffered a relatively small loss in employment. Saskatchewan (+0.9%) recorded the strongest employment growth among the provinces, while Prince Edward Island, Manitoba and New Brunswick also recorded small net employment gains.

II. EMPLOYMENT

Canada experienced a decline in annual average employment in 2009/10, for the first time in nearly 20 years, with a net loss of 210,600 jobs (-1.2%) to 16.8 million. The economic downturn has had an overall adverse impact on the Canadian labour market for the past two fiscal years, as the decline in employment in 2009/10 followed a small gain of 141,900 jobs (+0.8%) in 2008/09, including two quarters of employment declines.

The decrease in employment in 2009/10 was the largest in level terms since 1982/83, when it declined by 424,700 (-3.8%) at the height of the



⁷ Unemployment is defined as persons who, during the reference week, were available for work and were either on temporary layoff, had looked for work in the past four weeks or had a job to start within the next four weeks.

early 1980s recession. However, in percentage terms, employment declined at a sharper rate in both 1982/83 and 1991/92 (-184,500; -1.4%) than in the current reporting period.

Despite the large loss in annual average employment, the quarterly losses in employment in fiscal 2009/10 were less pronounced than those in the first quarter of 2009. As discussed in the 2009 Monitoring and Assessment Report, the first quarter of 2009 witnessed the largest quarterly decrease in employment since comparable data were first published in 1976,8 with a loss of 253,600 (-1.5%). However, the decrease in employment abated in the subsequent quarter, with a loss of 68,200 (-0.4%). With the Canadian economy stabilizing and starting to recover in the second half of 2009, the third quarter of 2009 reported the first increase in employment after three consecutive quarters of net job losses, with an increase of 1,300 (+0.01%). This growth was followed up by a gain of 62,400 (+0.4%) in employment in the fourth quarter of 2009, and 62,300 (+0.4%) in the first quarter of 2010.

After the steep losses in the first quarter of 2009, national employment levels stabilized around 16.8 million during the first six months of 2009/10 before moving upward in the latter half of the fiscal year. Indeed, employment levels began to stabilize after the first five months of the recent recession, compared with 17 months in the early 1980s recession and 11 months in the early 1990s recession.⁹

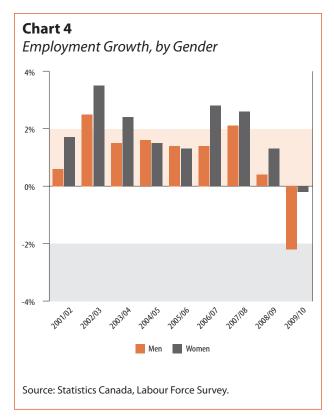
1. Employment, by Gender

The contraction in the Canadian labour market affected men more strongly than women. There was a net employment loss of 197,900 for men (-2.2%) in 2009/10, compared with a loss of 12,700 in employment for women (-0.2%). These were the first losses in employment for both men and women since 1992/93.

The employment growth rate for men was lower than that for women, for the 10th consecutive year. This was consistent with experiences in previous economic downturns in 1982/83 (-5.2% vs. -1.6%) and 1991/92 (-2.4% vs. -0.2%), where men experienced sharper falls in employment than women did. The recent recession hurt maledominated industries, such as construction and manufacturing, with prime-aged men aged 25 to 54 experiencing a 2.3% decline in employment in 2009/10.

The 2.2% net decrease in jobs for men in 2009/10 was the third-steepest decline since comparable data became available in 1976/77, with sharper declines recorded only in 1982/83 and 1991/92. However, after a 0.6% decline in the second quarter of 2009, men witnessed a growth in quarterly employment in the next three quarters.

Women continued to account for an increasing share of Canadian employment, as they accounted for 47.9% of all people employed in the labour market in 2009/10, the highest level on record since 1976/77. While women aged 25 to 54 witnessed a 0.4% decrease in employment in 2009/10, they comprised the majority (69.0%) of female workers.



⁸ Labour Force Survey data are comparable up to 1976/77 for annual data, and up to the first quarter of 1976 for quarterly data, unless otherwise indicated. Further information can be found at http://www.statcan.gc.ca/imdb-bmdi/3701-eng.htm.

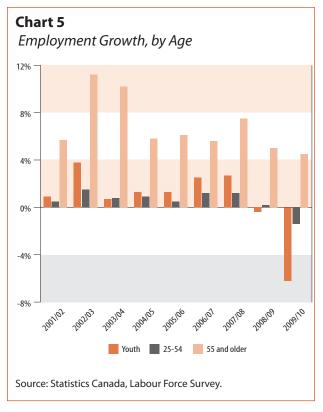
⁹ Statistics Canada, Canada's Employment Downturn (Ottawa: Statistics Canada, December 2009).



Youth aged 15 to 24 (-163,300) and prime-aged workers aged 25 to 54 (-166,800) shared the net loss of 210,600 in employment in 2009/10. In contrast, individuals aged 55 and older experienced net job growth (+119,600) for the 14th consecutive year.

Employment among youth aged 15 to 24 took a sharp dive during the recession, declining by 163,300 (-6.2%) in 2009/10, which followed a decline of 11,100 (-0.4%) in the previous fiscal year. Two recent periods of economic downturn, in 1982/83 and 1990/91-1991/92, also witnessed a rapid decrease in youth employment. It declined by 10.4% in 1982/83, by 6.1% in 1990/91 and by 6.0% in 1991/92. Due to the large fall in 2009/10, youth accounted for 14.6% of national employment, dropping from 15.4% in the previous fiscal year and falling below 15% for only the second time since comparable data became available in 1976/77. The drop in employment was faster for male youth (-8.2%) than for female youth (-4.2%), and it was sharper for youth aged 15 to 19 (-11.4%) than for youth aged 20 to 24 (-2.9%). As youth aged 15 to 19 are more likely to be in school, they comprise 5.4% of national employment, whereas youth aged 20 to 24 comprise 9.2% of national employment.

While youth had the sharpest decline in employment, prime-aged workers aged 25 to 54 had the largest net loss in employment in 2009/10, with a decrease of 166,800 (-1.4%). Prime-aged men (-2.3%) experienced a more rapid decline in employment than prime-aged women (-0.4%). As prime-aged workers account for about 70% of Canadian employment, any large change in their employment strongly affects the national labour market picture. The decrease in employment among prime-aged workers in 2009/10 was the first since 1991/92. Additionally, it was the largest in level terms for prime-aged workers since comparable data became available in 1976/77 and was just slightly weaker in percentage terms than the 1.5% decrease in 1982/83.



Individuals aged 55 and older were the only age group to show an increase in employment in 2009/10, with a net gain of 119,600 (+4.5%). The 4.5% increase in employment was the slowest increase since 2000/01, when they had an increase of 3.7%. However, the baby boomers have continued to propel employment for individuals aged 55 and older, as these individuals have had the sharpest employment growth among age groups every year since 2001/02. While the influx of baby boomers has increased the 55 and older age group's share of the working-age population¹⁰ since the turn of the century, the increase in their share of the labour force has been even stronger. This has led to a significant increase in the labour force participation of individuals aged 55 and older.

With growth in both population and labour force participation, workers aged 55 and older accounted for 16.6% of total employment in 2009/10. This figure increased by nearly 1 percentage point from the previous year and was the highest on record since comparable data were first published in 1976/77. In fact, despite the economic downturn,

¹⁰ The working-age population is defined by Statistics Canada as all persons aged 15 years and over residing in the provinces only, with some exceptions (those living on reserves, full-time members of the regular Armed Forces and those living in institutions).

employment among workers aged 55 and older grew in every quarter during 2009/10, partly because some individuals returned to the labour force to offset financial losses during the recent recession.¹¹

3. Employment, by Labour Force Characteristics

Full-time employment did not fare well through the recession in Canada, as there was a net loss of 257,500 full-time jobs in 2009/10. This represented a 1.9% decrease and followed a growth of 0.3% in 2008/09. This was the first decrease in full-time employment since 1993/94. It was the third sharpest full-time employment loss among comparable records, trailing only full-time employment losses in 1982/83 and 1991/92 (-5.2% and -2.7% respectively).

In contrast, part-time employment rose in 2009/10 by 46,900 (+1.5%). With this increase, part-time employment accounted for 19.2% of national employment, which was the highest share

Chart 6
Full-Time and Part-Time Employment
Growth, During Recessions

6%

4%

-6%

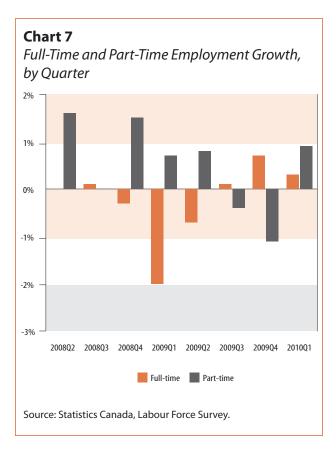
-6%

Full-time
Part-time

Source: Statistics Canada, Labour Force Survey.

since 1993/94 (19.3%). It is interesting to note that 1993/94 was also the last year in which full-time employment declined while part-time employment increased. During recessions in Canada, full-time employment decreases significantly and many in the labour force are forced to shift to part-time employment.

Full-time employment declined significantly in the first quarter of 2009, falling by 2.0%, which was the sharpest decrease since the third quarter of 1982 (-2.4%). There were large falls in full-time employment in three consecutive quarters, from the fourth quarter of 2008 to the second quarter of 2009. Yet, part-time employment grew during all three of these quarters, even while full-time employment fell significantly during the first quarter of 2009. In the third quarter of 2009, full-time employment recovered and increased for the first time in a year, and part-time employment fell. Only in the first quarter of 2010 did both



¹¹ The Conference Board of Canada, *Canadian Outlook Long-Term Forecast 2010: Economic Forecast* (Ottawa: The Conference Board of Canada, 2010).

full-time and part-time employment start growing in the same quarter.

Women and youth comprise a large proportion of part-time employees. In 2009/10, women accounted for 67.6% of all part-time employees, while youth accounted for 35.8%. This is partly due to the fact that industries with high proportions of part-time positions are the industries that employ the greatest numbers of women and youth, including retail trade, health care and social assistance, and accommodation and food services.

In 2009/10, 71.9% of those working part time did so voluntarily, for reasons such as school attendance, personal preference, and family or personal responsibilities. The remaining 28.1% were considered non-voluntary part-time employees, due to business conditions or the lack of full-time job opportunities. This share increased by nearly 5 percentage points from the previous year, when the share was 23.4%, and represented the highest share since 1998/99.

There were 885,900 individuals holding more than one job in 2009/10, representing an increase of 2,800 (+0.3%), following a decline of 1.4% in 2008/09. This is likely due to the fact that more workers held multiple jobs to support their families during the recession.

4. Employment, by Sector and Self-Employment

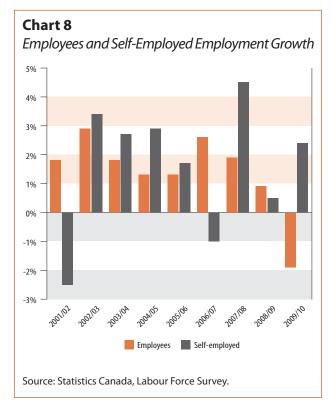
Among the 210,600 loss in employment in 2009/10, large losses (-274,600) were found among the number of employees, comprised of private sector employees and public sector employees. In contrast, self-employment ¹² (+64,000) showed modest gains during the recession.

For the first time since 1992/93, employment fell in the private sector (-304,900; -2.8%) and rose in the public sector (+30,300; +0.9%) in the same year. The loss in the private sector in 2009/10 was the third-sharpest since comparable data were first recorded in 1976/77, with the only steeper

drops occurring in 1982/83 (-6.4%) and 1991/92 (-3.4%). The private sector has only suffered employment losses in two previous periods, in 1982/83 and in each of the three years from 1990/91 to 1992/93.

In contrast, the public sector suffered small drops in employment twice in the 1980s, and more significant falls in the five consecutive years from 1993/94 to 1997/98. While this was the third consecutive year that public sector employment grew faster than that in the private sector, employment growth in the public sector was the slowest since 1998/99. Despite the significant annual losses, the private sector ended five consecutive quarters of employment declines and grew in the last two quarters of fiscal 2009/10, with an increase of 61,200 (+0.6%) in the first quarter of 2010.

Altogether, the total number of employees dropped by 274,600 (-1.9%) to 14.1 million, falling for the first time since 1992/93. This was one of the sharpest drops since comparable



¹² Self-employed people are defined as working owners of an incorporated business, farm or professional practice, or working owners of an unincorporated business, farm or professional practice. The latter group also includes self-employed workers who do not own a business. The labour force is defined as the civilian non-institutional population 15 years of age and older who, during the LFS reference week, were employed or unemployed.

records became available. Historically, the total number of employees is related closely to the number of private sector employees, as the number of employees fell in 1982/83 (-4.9%) and in the three years from 1990/91 to 1992/93. Generally, private sector employees account for about 75% of all employees.

The number of self-employed workers rose during the economic turmoil, with a gain of 64,000 (+2.4%) to 2.7 million. While this increase was not significantly large compared with previous years, self-employed workers represented 16.0% of national employment in 2009/10, the highest level seen since the dot-com period of the late 1990s. In previous recessionary periods in the early 1980s and the early 1990s, the number of self-employed grew by 3% to 4% per year even while the number of employees was decreasing by record amounts.

Among the self-employed, 845,500 individuals had paid help working for them, representing a decrease of 1.4% from the previous year.

5. Employment, by Job Permanency

Among the 14.1 million employees, those with temporary work arrangements, such as seasonal, contract or casual work, grew by 43,400 (+2.5%), while the number of employees with permanent work arrangements fell by 318,000 (-2.5%) in 2009/10. With respect to comparable data recorded since 1997/98, the increase in temporary work arrangements is modest. However, the decrease in permanent work arrangements is the first such occurrence in comparable records. Employees with temporary work arrangements accounted for 12.8% of all employees in 2009/10, rising from 12.2% the previous year. Women accounted for 51.7% of employees with temporary work arrangements in 2009/10, increasing by 0.5 percentage points from the previous year.

6. Labour Force and Participation Rate

The labour force¹³ in Canada grew at a rate of 0.6% (+115,600) to 18.4 million in 2009/10, the slowest increase since 1995/96. This rate was similar to the weak labour force growth during economic downturns in the early 1980s and early 1990s. In particular, the number of youth aged 15 to 24 participating in the labour force fell by 2.8% (-82,600) to 2.9 million. Youth made up 15.8% of the labour force, their lowest share in comparable records.

The participation rate¹⁴ fell by 0.5 percentage points to 67.0% in 2009/10, one year after having reached the highest level since comparable data were first recorded in 1976/77. Since the Canadian population grew at a similar rate (+1.4%; +384,800) as in the past ten years, the fall in the participation rate during the recession can be associated with the slow increase in the labour force. The fall in the participation rate in 2009/10 is comparable to decreases witnessed during recessions in the early 1980s and early 1990s.

Workers aged 55 and older continued to increase their participation in the labour market. Their participation rate rose to 35.2%, the highest on record since comparable data became available in 1976/77. The unstable financial climate likely led

FUTURE WATCH

Beyond 2015... slower population growth and the effects of an aging population will restrain labour force growth.

Source: The Conference Board of Canada, Canadian Outlook Long-Term Forecast 2010: Economic Forecast (Ottawa: The Conference Board of Canada, 2010).

¹³ The labour force is defined as the civilian non-institutional population 15 years of age and older who, during the LFS reference week, were employed or unemployed.

¹⁴ Participation rate is defined as the total labour force as a share of the population aged 15 years and older.



some older workers to postpone their retirement and to continue to participate in the labour market.¹⁵

However, youth aged 15 to 24 saw a sharp fall in their participation rate (65.1%) during the economic downturn, as it fell by over 2 percentage points from the previous year. A number of youths pursued educational opportunities in light of the weak labour market, explaining the fall in the participation rate. Prime-aged workers aged 25 to 54 had a participation rate of 86.4%, similar to that in the previous year.

7. Employment Rate

The employment rate¹⁷ fell sharply to 61.4% in 2009/10, as a result of the large fall in employment during the recession. Previously, the employment rate had been 63.1% in 2008/09 and 63.5% in 2007/08, which had been the highest level since comparable records became available. The 1.7 percentage point drop in the employment rate in 2009/10 was one of the largest falls in comparable data, and similar to falls during the early 1980s and early 1990s.

The employment rate for men (64.9%) declined more significantly (-2.4 percentage points) than the employment rate for women (58.0%; -0.9 percentage points). This reflected the greater difficulties men had through the economic downturn and their significant net loss of jobs. Similarly, during previous economic downturns, men experienced a larger decline in their employment rate than women did.

Employment rates increased for workers aged 55 and older (32.9%; +0.4 percentage points) but decreased significantly for youth and primeaged workers. The employment rate among youth decreased by 3.9 percentage points to 55.1%; this was the strongest such decrease since 1982/83. Among workers aged 25 to 54, the employment rate declined by 1.7 percentage points to 80.2%, representing the largest decline since 1982/83 as well.

8. Hours Worked

EI eligibility requirements are based on a claimant's insurable hours worked; further discussion of EI eligibility requirements can be found in Chapter 2. Total hours worked in Canada decreased by 3.0% in 2009/10 and fell for the second consecutive year, following a decline of 0.9% in the previous year. The decline in hours worked was attributable to the economic downturn and the lack of employment opportunities during the year. All ten provinces recorded a decrease in total hours worked; Alberta (-5.8%), Ontario (-3.3%), Newfoundland and Labrador (-3.0%) and British Columbia (-2.7%) recorded the sharpest declines in total hours. Alberta and British Columbia had the two sharpest declines in full-time employment in Canada and some of the sharpest increases in part-time employment among all provinces.

Average weekly hours worked followed suit, decreasing to 35.9 hours in 2009/10 from 36.6 hours in the previous fiscal year. Men experienced a 1.8% decrease in average weekly hours, to 38.9 hours, while women experienced a 1.5% decline, to 32.6 hours. Full-time workers worked an average of 40.1 hours, down from 40.7 hours the previous year and 41.3 hours in 2007/08, representing two consecutive years of decreases. Part-time workers also saw back-to-back decreases, as they worked 18.4 hours on average, compared with 18.6 hours in 2008/09 and 18.8 hours in 2007/08.

9. Wages

Weekly nominal wages grew by 2.3% in 2009/10 to \$808. This growth was the weakest in six years. For the ninth consecutive year, these wages grew faster for women (+3.3%) than for men (+1.8%). Since 2000/01, women's weekly nominal wages as a proportion of men's have risen from 69.2% to 74.4%.

Hourly wages for women (+3.6%) grew faster than those for men (+2.5%) in 2009/10 as well. Average hourly wages for men and women in 2009/10 were \$24.00 and \$20.35, respectively, with women

¹⁵ The Conference Board of Canada, *Canadian Outlook Long-Term Forecast 2010: Economic Forecast* (Ottawa: The Conference Board of Canada, 2010).

¹⁶ Ibid.

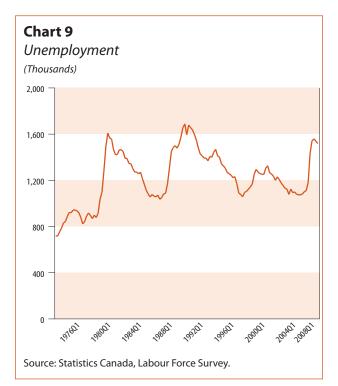
¹⁷ Employment rate is defined as the number of employed people as a share of the population 15 years of age and older.

receiving over \$20 on average for the first time since such data have been collected. Women's average hourly wages were 84.8% of men's in 2009/10, the highest figure in comparable records as well.

With the sharp decrease in the number of employees in 2009/10, however, these wage gains led to a small rise in total wage payments of 0.4% for the year, far lower than the 4.9% increase in 2008/09. Wage payments determine both the premiums employers and employees pay into the EI program, and the benefits that EI claimants receive, as these are calculated as a proportion of an individual's wage payments up to the maximum yearly insurable amount.

III. UNEMPLOYMENT

The annual average number of unemployed rose by 326,200 (+27.0%) to 1.54 million individuals in 2009/10. This represented a substantial increase over 2008/09, which also witnessed a large increase in the number of unemployed (+138,300; +12.9%). The rise in unemployment in 2009/10 was the largest since 1982/83, when a severe recession in Canada led to an increase of 499,800 in unemployment (+50.8%). The significant increase in



unemployment in 2009/10 took place amid the 1.3% fall in real GDP and the 1.2% loss in national employment.

The first quarter of 2009, which is just prior to the 2010 *Monitoring and Assessment Report's* reference period, saw a 253,000 (+21.4%) increase in unemployment during the quarter, the largest increase in comparable data since 1976/77. There were two further quarters of rising unemployment, with an increase of 110,000 (+7.7%) in the second quarter of 2009 and 15,800 (+1.0%) in the third quarter of 2009. Starting in the fourth quarter of 2009, however, national employment showed signs of recovery. Unemployment began to fall from its peak, with a decrease of 18,800 (-1.2%). This continued in the first quarter of 2010, with a further decrease of 20,900 (-1.4%).

The national unemployment level climbed steadily beginning from November 2008 until reaching a peak of 1.6 million in August 2009. After a large fall in unemployment in September, unemployment increased steadily up to December, before declining for three consecutive months from January to March 2010.

The annual average unemployment rate in 2009/10 was 8.4%, representing a 1.8 percentage point increase from 6.6% in 2008/09. The unemployment rate in 2009/10 was the highest in Canada since 1997/98. The 1.8 percentage point increase was the largest increase in the unemployment rate since 1982/83, when the unemployment rate jumped from 8.0% to 12.0%. Just two years prior, in 2007/08, the unemployment rate was 6.0%, which was the lowest rate in comparable data.

The unemployment rate followed a similar trend to the national unemployment level, increasing steadily from 6.1% in October 2008 to a peak of 8.7% in August 2009. After a large decline in September, the unemployment rate increased again for three consecutive months before decreasing through the last three months of 2009/10, ending at 8.2% in March 2010.

1. Unemployment, by Gender

For men, the unemployment rate increased to 9.5% in 2009/10 from 7.3% in 2008/09. The 2.2 percentage point increase was the largest increase since 1982/83. Women also witnessed an increase in their unemployment rate from 5.9% to 7.1% in 2009/10, a 1.2 percentage point increase. This increase was also the largest for women since 1982/83. The 2.4 percentage points difference in the unemployment rates between men and women was the largest difference in comparable records.

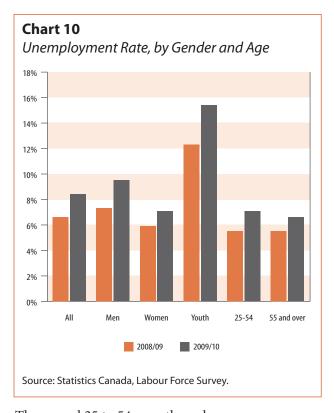
With the respective increases in unemployment rates, men accounted for 59.8% of total unemployment and women comprised 40.2% in 2009/10. Men's share of total unemployment is the second highest in comparable data, with their share being higher only in 1982/83, when they accounted for 60.4%.

2. Unemployment, by Age Group

In 2009/10, the unemployment rate increased across the three major age groups, as it did in 2008/09. Youth aged 15 to 24 had an unemployment rate of 15.4%, increasing significantly from 12.3% in the previous fiscal year. Youth had not had a higher unemployment rate since 1997/98, while the 3.1 percentage point increase in 2009/10 was the largest increase since 1982/83. Among youth, those aged 15 to 19 saw their unemployment rate increase from 16.4% to 20.3% in 2009/10, while those aged 20 to 24 recorded an increase from 9.4% to 12.3%.

The unemployment rate for individuals aged 25 to 54 was 7.1%, an increase from 5.5% the previous fiscal year. The 1.6 percentage point increase in 2009/10 for prime-aged individuals was the second-largest increase in comparable records.

Workers aged 55 years and older also witnessed an increase in their unemployment rate, from 5.5% to 6.6% in 2009/10. Despite this increase, older workers have had the lowest rate among all age groups every year in comparable records dating back to 1976/77.



Those aged 25 to 54 were the only age group to record an increase in the share of national unemployment, as they accounted for 58.0%, an increase from 56.8% in 2008/09. Youth aged 15 to 24 accounted for 29.2% of total unemployment, while individuals aged 55 years and older accounted for 12.8% of national unemployment.

3. Unemployment, by Reasons for Job Interruption

There are a number of reasons that an individual may experience an interruption in employment. The reason for the interruption is a key factor in determining one's EI eligibility, as the program is available generally for individuals who have lost their jobs, or left their jobs with just cause.¹⁸

In 2009/10, more than half (51.5%) of individuals who were unemployed lost their jobs, 18.6% left their jobs, and 29.9% were individuals entering the labour market for the first time, or re-entering the labour market after an absence from the labour market of one year or more. ¹⁹ The share of the

¹⁸ Service Canada determines whether a claimant's reason for job interruption is valid in terms of El eligibility, in accordance with the *Employment Insurance Act* and Employment Insurance Regulations.

unemployed who lost their jobs increased by 1.9 percentage point from the previous year (49.6%) and reflected the turmoil in the labour market during the recession. Additionally, the share of the unemployed who left their jobs decreased significantly, by 3.3 percentage points from 21.9% in 2008/09, reflecting reluctance to leave a job during the recession.

4. Unemployment, by Duration

The long-term unemployed, those who had been unemployed for more than a year, accounted for 4.9% of the total unemployed, representing an annual average of 75,600 persons. This proportion has increased from its level in 2008/09, when it was 3.8% of the total unemployed, or 45,800 individuals. The increase of 29,800 in the number of long-term unemployed in 2009/10 was the largest such increase since 1993/94. Despite the increase this year, the proportion of those unemployed long-term has generally dropped significantly in the past 15 years, from a high of 14.9% in 1994/95. Sustained employment growth during most of this period has been a factor in reducing the proportion of long-term unemployed.

Among the long-term unemployed, 64.4% were men in 2009/10, and those aged 25 to 54 accounted for 66.7%. By comparison, among all unemployed in Canada, men comprised 59.8% of the total, while those aged 25 to 54 accounted for 58.0%. Older workers, however, represented 26.5% of the long-term unemployed, even though they comprised only 12.8% of national unemployment.

In 2009/10, the average duration of unemployment increased to 18.3 weeks, a significant rise from 14.8 weeks in 2008/09. This was by far the largest increase in comparable data since 1996/97. Despite this large increase, the average duration has not reached the levels seen in the 1990s, as average unemployment duration reached a high of 26.0 weeks in 1997/98. All provinces saw an increase in 2009/10, with the exception of New Brunswick,

where average duration decreased from 15.1 weeks to 14.9 weeks. The largest increases in average duration of unemployment were seen in Alberta (+5.7 weeks; 14.3 weeks) and Ontario (+5.1 weeks; 19.9 weeks).

IV. EDUCATION

Canada has the highest proportion of working-age people²⁰ with tertiary education²¹ among all Organisation for Economic Co-operation and Development (OECD) countries. In 2009/10, the proportion of the Canadian population aged 15 years and older with a post-secondary certificate or diploma or a university degree was 50.9%. This share has steadily risen from 43.1% in 2000/01.

FUTURE WATCH

When jobs are scarce...incentives to invest in education and training, and to prepare the workforce for the new jobs that will emerge from the [late-2000s] downturn are thus strong in many countries.

Source: Organisation for Economic Co-operation and Development, *Education at a Glance 2010: OECD Indicators* (Paris: Organisation for Economic Co-operation and Development, 2010).

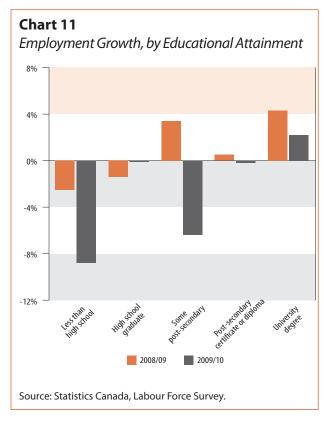
Among the loss of 210,600 in employment, the Canadian economy affected employment growth among workers of all education levels in 2009/10. However, individuals with higher education levels fared somewhat better in the labour market. Those with a university degree were the only education cohort to witness an increase in employment in 2009/10, increasing by 89,700 (+2.2%), but this was lower than growth in 2008/09 (+170,400) (see Chart 11). Moreover, the growth in 2009/10 was the weakest growth for those with a university

¹⁹ Individuals who lost their jobs are defined as those who lost them due to permanent or temporary layoffs. Individuals who left their jobs are defined as those who left them due to illness, personal or family reasons, school, dissatisfaction, retirement or other reasons.

²⁰ The OECD defines the working-age population as persons aged 25 to 64. It should be noted that this differs from Statistics Canada's definition of the working-age population as persons aged 15 and older, which is used throughout the rest of Chapter 1.

²¹ Tertiary education is defined by the OECD as education beyond secondary education, involving programs that are largely theory-based and that are designed to provide sufficient qualifications for entry to advanced research programs and professions with high skill requirements. Programs that focus on practical, technical or occupational skills for direct entry into the labour market, and that go beyond the secondary level, are also included. For more information, please see http://stats.oecd.org/glossary/detail.asp?ID=5568.





degree since 1996/97. Among people with a post-secondary certificate or diploma, employment declined by 14,600 (-0.2%) in 2009/10, which represented the first such decline for this group since 1991/92.

Individuals with some post-secondary education²² saw a decrease of 93,800 (-6.4%) in employment, a large shift from the 48,300 (+3.4%) increase they enjoyed in the previous year. After a 49,500 (-1.4%) decrease in 2008/09, employment decreased slightly (-0.1%) among high school graduates in 2009/10. For high school graduates, 2008/09 had been the first year of decline in employment since 1997/98. Employment declined by 187,600 (-8.8%) for those who did not finish high school. This represented the largest decline for this group in comparable data since 1992/93.

The unemployment rate among individuals with

a university degree was 5.2% in 2009/10, compared with 6.9% among those with a post-secondary certificate or diploma, and 10.3% for those who had some post-secondary education. The unemployment rate was 9.1% among those with a high school diploma, and 16.1% for those who did not complete high school, more than three times higher than that for those with a university degree. All five groups recorded an increase in their unemployment rate in 2009/10, for the second year in a row.

V. LABOUR MARKETS, BY SECTOR, INDUSTRY AND SIZE OF EMPLOYER

1. Goods-producing sector

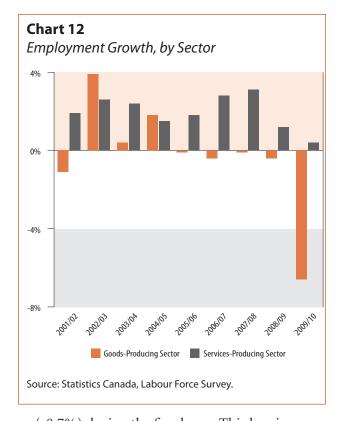
The goods-producing sector²³ suffered a net loss of 260,500 (-6.6%) jobs to reach 3.7 million in 2009/10, representing one of the worst years on record for employment in this sector. This was the fifth consecutive loss in annual employment for the goods-producing sector. The loss in employment in 2009/10 in the goods-producing sector was the second largest since 1976/77, with the largest net job decline of 349,600 (-9.5%) occurring in 1982/83. The goods-producing sector comprised 22.0% of national employment in 2009/10, the lowest proportion in comparable data.

After a decline of 189,900 (-4.8%) in employment in the first quarter of 2009, the goods-producing sector continued to lose jobs in the next two quarters (-1.9%; -1.2%) before showing some recovery in the fourth quarter of 2009 (+0.7%). The sector ended fiscal 2009/10 with a small net gain (+0.1%) in jobs in the first quarter of 2010.

The manufacturing industry suffered greatly in the recession, and highlighted the difficulties that the goods-producing sector endured in 2009/10. Manufacturing employment declined by 167,600

²² Some post-secondary is defined as those who worked toward, but did not complete, a degree, certificate (including a trade certificate) or diploma from an educational institution, including a university, beyond the secondary level.

²³ The goods-producing sector is composed of five goods-producing industries under the North American Industry Classification System (NAICS). The Labour Force Survey uses a variant of the NAICS 2007 classification, and applies a different definition of the components of the goods-producing sector. The components are the agriculture industry; the forestry, fishing, mining, oil and gas industry; the utilities industry; the construction industry; and the manufacturing industry. For more information, please see http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/index-indexe-eng.htm.



(-8.7%) during the fiscal year. This loss in employment was the largest across all industries in 2009/10, and nearly three times as large as the loss in the construction industry, which experienced the second-largest employment loss (-58,400). Furthermore, the job losses in manufacturing have been accompanied by a significant drop in job stability and longer unemployment spells.²⁴ Historically, employment in manufacturing has been among the first to decline during recessions.²⁵ Additionally, the manufacturing industry had already been suffering from competitive pressures from the strong Canadian dollar and had recorded losses in employment every year since 2005/06.26 Similar to the goodsproducing sector as a whole, the loss in manufacturing in 2009/10 was the largest since 1982/83, when it declined by 223,900 (-10.9%). As a consequence, manufacturing accounted for 10.5% of all jobs in 2009/10, reaching the lowest level in comparable data.

After a six-year period in which it had the greatest employment gains in the goods-producing sector, the construction industry experienced a net loss of 58,400 (-4.8%) jobs in 2009/10. As described above, this loss was the second largest among all industries and signified an end to 12 years of uninterrupted growth in the industry. The fall in employment in the construction industry in 2009/10 was eclipsed only by losses in 1982/83 and 1991/92. Additionally, with the decline, the industry now makes up 6.9% of national employment, down from 7.2% in 2008/09, which had been the highest proportion in comparable data.

The forestry, fishing, mining, and oil and gas industry lost 26,500 (-7.7%) in employment in 2009/10. In percentage terms, this industry had the second sharpest decline in employment among all industries, after manufacturing. Prior to 2009/10, the industry had grown for six consecutive years. For the fourth consecutive year, the agriculture industry experienced a drop in employment, declining by 4,900 (-1.5%) in 2009/10. Moreover, in the last decade, employment in the agriculture industry has grown only twice in 10 years. The utilities industry experienced a net loss of 3,200 (-2.1%) jobs in 2009/10.

2. Services-producing sector

The services-producing sector²⁷ recorded a net gain of 49,900 (+0.4%) jobs to reach 13.1 million employed in 2009/10. However, this was the smallest gain in employment in the sector since 1992/93. Despite the small growth in 2009/10,

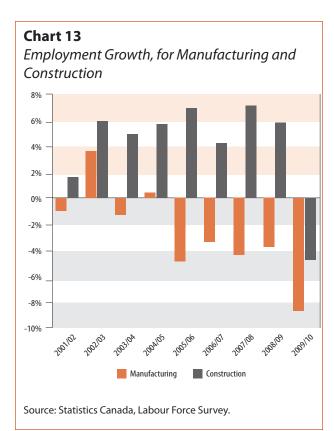
²⁴ Statistics Canada, Job Stability and Unemployment Duration in Manufacturing (Ottawa: Statistics Canada, November 2009).

²⁵ Statistics Canada, Labour Market Review 2009 (Ottawa: Statistics Canada, April 2010).

²⁶ The Conference Board of Canada, Lessons from the Recession: Lesson 3 - Recession Only Delayed the Inevitable Workforce Shortages (Ottawa: The Conference Board of Canada, February 2010).

²⁷ The services-producing sector is composed of 15 services-producing industries under the North American Industry Classification System (NAICS), which is used for El administrative data. The Labour Force Survey uses a variant of the NAICS 2007 classification which is used for labour force statistics. The LFS variant applies a different definition of the components of the services-producing sector, resulting in11 services-producing industries.





the services-producing sector has continuously driven the Canadian economy, with the sector having last suffered a net loss in 1982/83. The services-producing sector accounted for 78.0% of total employment in 2009/10, the highest share in comparable records. However, the servicesproducing sector did not escape the effects of the recent economic downturn. In the first quarter of 2009, when the Canadian economy suffered the largest loss in employment, it decreased by 63,800 (-0.5%) in the services-producing sector. Employment in the sector recovered throughout fiscal 2009/10, with a slight gain of 4,700 (+0.04%) net jobs in the second quarter of 2009, and produced greater net gains in jobs over the following three quarters of about 0.4% each.

Within the sector, the health care and social

assistance industry was the strongest in 2009/10, adding 46,500 (+2.4%) in employment. This industry is consistently robust in employment growth among all industries and has added the most number of jobs on a net basis in three of the last four years. As the second largest industry in the services-producing sector, the industry now comprises 11.7% of national employment. Other services-producing industries that experienced relatively strong net job growth in 2009/10 include other services, with 26,200 (+3.5%) jobs; finance, insurance, real estate and leasing, with 23,100 (+2.1%) jobs; educational services, with 22,600 (+1.9%) jobs; and information, culture and recreation, with 18,900 (+2.5%) jobs.

However, considering that 2009/10 witnessed the smallest gain in employment in the services-producing sector since 1992/93, many of the industries that comprise the sector did not fare as well as in previous years. The transportation and warehousing industry lost 41,900 (-5.0%) in employment, after having grown by 16,800 (+2.0%) in the previous year. This was the industry's largest loss in employment in comparable data. The decline was also the sharpest among all industries in the services-producing sector.

Employment in the accommodation and food services industry fell by 30,100 (-2.8%), while the wholesale and retail trade industry, the largest in the services-producing sector, suffered a fall as well, dropping by 20,800 (-0.8%). The business, building and other support services industry lost 17,200 in employment, representing a decline of 2.6%.

3. Employment, by Size of Employer

According to Statistics Canada's Survey of Employment, Payrolls and Hours (SEPH),²⁸ the total number of employees²⁹ in Canada decreased by 202,200, or 1.4%, in 2009/10. Among the total of 14.4 million employees, 54.2% worked for

²⁸ The following industries are not included: agriculture, fishing and trapping, private household services, religious organizations and defence services (military personnel).

²⁹ Employees are defined in the SEPH as persons receiving pay for services rendered in Canada or for paid absence, and for whom the employer is required to complete a Canada Revenue Agency T-4 Supplementary Form. These persons may work on a full-time, part-time, casual or temporary basis. The number of employees differ between the SEPH and the LFS.

small and medium-sized enterprises (SMEs)³⁰, defined as firms with fewer than 500 employees. The proportion of employees working for SMEs has been on a slight downward trend since the beginning of the decade; it was 56.6% in 2000/01 and declined in each subsequent year until increasing slightly in 2008/09. Among SMEs in Canada, enterprises with fewer than 20 employees accounted for 20.6% of national employment, while those with 20 to 99 employees accounted for another 18.9%. Enterprises with 100 to 499 employees made up 14.7% of employees in Canada.

Those working for large firms with 500 employees or more accounted for 45.8% of Canadian workers. This share has been rising as the share of people working in SMEs has fallen.

VI. PROVINCIAL LABOUR MARKETS

The economic downturn adversely affected labour markets in all provinces to differing degrees. In 2009/10, all provinces, with the exception of Saskatchewan (+0.9%; +4,700), saw very weak employment growth or witnessed a significant decline in employment. In the case of Newfoundland and Labrador (-1.7%; -3,600), the provincial labour market saw an exacerbation of the employment losses incurred in the previous

Table 1
Employment Growth, by Province,
2008/09 - 2009/10

	(000s)	(%)
Saskatchewan	4.7	0.9
Manitoba	0.8	0.1
Prince Edward Island	0.4	0.6
New Brunswick	0.4	0.1
Nova Scotia	-1.5	-0.3
Newfoundland and Labrador	-3.6	-1.7
Quebec	-12.5	-0.3
British Columbia	-27.6	-1.2
Alberta	-43.8	-2.1
Ontario	-128.0	-1.9
Canada	-210.6	-1.2

year, becoming the first province to record two consecutive annual losses in employment since Saskatchewan did so in 2001/02. Alberta (-2.1%; -43,800) and British Columbia (-1.2%; -27,600) experienced their sharpest decline in employment since the early 1980s recession, while Ontario (-1.9%; -128,000) recorded the largest drop in any province since 1991/92, when the province saw employment decline by 133,600.

While many of these provinces recorded steep annual declines in employment, they also showed signs of recovery in the latter half of fiscal 2009/10. Significant declines in employment were experienced in the first quarter of 2009, but nine provinces recorded a smaller decline or larger growth in the second quarter of 2009.

Subsequently, British Columbia and Ontario recorded gains in employment in the remaining three quarters of the fiscal year. Additionally, as Canada posted its first quarterly growth in a year in the third quarter of 2009, seven of the provinces recorded growth in employment. The fourth quarter of 2009 and the first quarter of 2010 saw even larger growths for Canada, led by Ontario and Quebec.

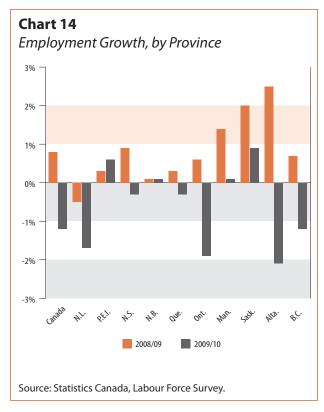
1. Ontario

In 2009/10, Ontario suffered a decline in employment of 128,000 (-1.9%) to 6.5 million, representing the largest decrease in level terms since the recession of the early 1990s. While part-time employment increased by 4,600 (+0.4%), there was a significant loss of 132,500 (-2.5%) in full-time employment, the largest since 1991/92. The second quarter of 2009 saw a large fall in employment (along with the first quarter of 2009), but was followed by a modest recovery during the next three quarters and Ontario ended fiscal 2009/10 with a 0.4% employment growth in the first quarter of 2010.

All goods-producing industries in Ontario experienced a contraction in 2009/10. The largest loss in employment occurred in the manufacturing industry, where there was a loss of 90,000 (-10.3%) in employment. During the onset of the recession, Ontario's automobile manufacturing industry

³⁰ Small and medium-sized enterprises (SMEs) are defined as all businesses with fewer than 500 employees, according to Industry Canada. For more information, see http://www.ic.gc.ca/eic/site/sbrp-rppe.nsf/eng/rd02492.html.





was strongly affected by the steep drop in U.S. vehicle sales.³¹ The 10.3% loss represented the sharpest decline for the industry in comparable data stretching back more than 30 years. At the same time, the construction industry experienced its first contraction since 1996/97, with a loss of 30,400 (-7.0%) net jobs. With a sharp fall in employment in the utilities industry (-10.3%) and declines in the remaining two industries in the sector, Ontario's goods-producing sector saw a decrease of 128,800 (-8.6%) in employment, the largest since 1982/83.

In contrast, the services-producing sector in Ontario saw a marginal increase in employment (+1,000; +0.02%). This was the smallest growth in the sector since 1992/93, when the sector contracted by 0.4%. The sector remained essentially constant, as employment in finance, insurance, real estate and leasing grew by 28,100 (+5.9%) and professional, scientific and technical services expanded by 22,100 (+4.5%), while the wholesale and retail trade industry (-22,300; -2.2%) and the transportation and warehousing industry (-22,000; -6.7%)

suffered the largest net losses in employment.

The labour force in Ontario grew by a modest 0.2% (+15,800), one of the smallest increases in comparable data, while unemployment climbed by 28.2% (+143,800) to an annual average of 653,000 in 2009/10. With the weakness in both the goods and the services-producing sectors, the annual unemployment rate in Ontario jumped to 9.1% in 2009/10, a full 2.0 percentage points higher than in 2008/09; Ontario has not had a higher unemployment rate since 1994/95. The unemployment rate peaked at 9.4% in May and June 2009 before ending the fiscal year in March 2010 at 8.8%.

2. Alberta

Alberta was one of two provinces, along with British Columbia, to suffer its sharpest decline in employment since the early 1980s. Employment in Alberta fell by 43,800 or 2.1% to 2.0 million. Losses were felt strongly in full-time employment (-61,000; -3.6%), with the sharpest loss among all provinces, while part-time employment increased by 17,200 (+5.0%), representing one of the sharpest increases in Canada. After a fall in the first quarter of 2009 that represented the largest quarterly drop the province had seen in comparable data, employment dropped further during the next four quarters, albeit at a slower pace.

The largest loss among all industries was in the manufacturing industry. The annual average employed in manufacturing in Alberta in 2009/10 was 119,500, down 26,600 from the 146,100 employed in 2008/09. This 18.2% decline was the sharpest decline for the industry in Alberta in comparable data. The goods-producing sector as a whole lost 55,900 in employment in 2009/10, down by 9.6%. With the exception of the utilities industry (+11.4%), all of Alberta's goods-producing industries suffered sharp losses, with heavy losses in forestry, fishing, mining, and oil and gas (-13,900; -9.1%), construction (-11,500; -5.5%) and agriculture (-5,900; -10.2%).

While the services-producing sector in Alberta

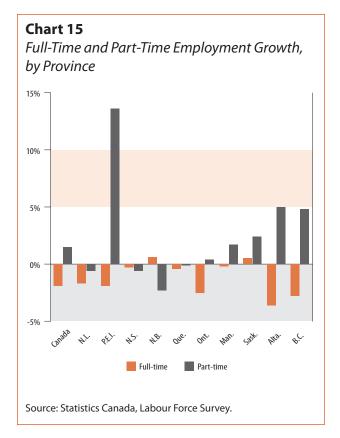
³¹ The Conference Board of Canada, *Provincial Outlook Long-Term Forecast 2009: Economic Forecast* (Ottawa: The Conference Board of Canada, April 2009).

witnessed a gain of 12,000 (+0.8%) in employment, this rise was the slowest gain in the sector since the early 1990s. Furthermore, industries such as wholesale and retail trade (-22,400; -6.9%) and professional, scientific and technical services (-14,200; -8.6%) suffered their sharpest job losses in comparable data. However, the majority of the services-producing industries in Alberta showed growth in employment. Health care and social assistance (+15,700; +8.2%) and accommodation and food services (+10,000; +8.3%) led the increase, while information, culture and recreation (+9,100; +12.4%) had the most rapid expansion in the province in 2009/10.

Alberta's labour force grew by 0.8% (+17,000) in 2009/10, the slowest growth in the last 20 years. On the other hand, the province witnessed one of the steepest increases in unemployment in comparable data, as it increased by 68.5%, or by 60,900 individuals. With this significant increase in unemployment, the unemployment rate in Alberta rose from 4.1% in 2008/09, the lowest among all provinces that year, to 6.9% in 2009/10. This was the highest unemployment rate seen in the province since 1995/96, and represented one of the highest jumps in comparable data. The rate increased steadily during the first half of fiscal 2009/10, before fluctuating for several months. However, the rate reached 7.4% in March 2010, the highest since the mid-1990s.

3. British Columbia

Employment in British Columbia went through a difficult year in 2009/10, with losses of 27,600, representing a 1.2% decline, to 2.2 million. This was, as described above, the most rapid loss in employment in the province since the early 1980s. The loss in full-time employment totalled 49,900 (-2.8%), which was one of the sharpest loss among all provinces in 2009/10, but growth in part-time employment (+22,300; +4.8%) softened the decrease in employment. The increase in part-time employment was one of the sharpest in Canada. Like other provinces, in the first quarter of 2009, British Columbia experienced its largest quarterly loss (-1.9%) in employment in comparable history.



The recovery was quick in the province, though, as the loss was followed by four consecutive quarterly increases in employment, and ending the fiscal year with a 0.7% increase in the first quarter of 2010.

Similar to Ontario and Alberta, the manufacturing industry (-19,100; -10.7%) had the heaviest losses in employment in British Columbia. This was one of the largest loss in employment for manufacturing in British Columbia in comparable records. Along with these losses, there were other sharp declines in forestry, fishing, mining, and oil and gas (-5,600; -12.5%) and construction (-16,800; -8.0%). The collapse of the housing market in the U.S. partly explains the losses in the forestry and manufacturing industries.³² The loss in the construction industry was the first in employment in more than 10 years. Overall employment in the goodsproducing sector contracted by 38,700, which amounted to an 8.1% decline.

The services-producing industries as a whole gained 11,200 in employment in 2009/10, for a 0.6%

³² The Conference Board of Canada, *Provincial Outlook Long-Term Forecast 2010: Economic Forecast* (Ottawa: The Conference Board of Canada, April 2010).



increase. Employment in the wholesale and retail trade industry increased by 22,600, or 6.5%, the largest increase in absolute terms among services-producing industries in 2009/10. This came one year after the trade industry posted the sharpest decrease (-4.0%) among services-producing industries. The public administration industry saw the sharpest increase (+7.6%; +7,700) in employment, while accommodation and food services industry saw the largest decrease (-11,900; -6.6%) among services-producing industries.

While the labour force of British Columbia grew by 1.5% (+36,800), unemployment in the province grew much faster in 2009/10, at a pace of 50.8% (+64,400). This increase in unemployment was the fastest increase since 1982/83 and raised the unemployment rate from 5.3% to 7.9%. This increase in the unemployment rate was the largest jump since 1982/83, as well. On a monthly basis, the unemployment rate fluctuated between 7.4% and 8.2% throughout fiscal 2009/10, ending at 8.0% in March 2010.

4. Quebec

The labour market in Quebec contracted slightly, as employment fell by 12,500 (-0.3%) to 3.9 million in 2009/10, following an increase of 13,100 (+0.3%) in 2008/09. There were losses in both full-time employment (-11,600; -0.4%) and part-time employment (-800; -0.1%). After losing a significant number of employed people in the first quarter of 2009, Quebec's labour market showed growth (+0.4%) in the second quarter of 2009, only to decrease again (-0.7%) in the third quarter of 2009. Even so, it recovered in the last two quarters of the fiscal 2009/10 with positive growth of 0.6% in employment in both quarters.

The largest losses among the goods-producing industries in the province took place in manufacturing, where there was an employment decline of 14,200 (-2.6%). In the last 10 years, manufacturing in Quebec has contracted seven times. Employment in the forestry, fishing, mining, and oil and gas industry declined by 3,300 (-10.1%), continuing a four-year trend of steep losses in the industry. The goods-producing sector as a whole declined by 2.3%, as losses in the manufacturing industry

comprised the majority of losses in the sector (-20,300).

The services-producing sector remained fairly constant, adding 7,800 jobs on a net basis (+0.3%). On a net basis, the accommodation and food services industry lost the highest number of employed people among all industries in Quebec (-14,100; -5.8%), while the transportation and warehousing industry also lost a significant number of employment (-14,000; -7.8%). The largest net gain among services-producing industries took place in the professional, scientific and technical services industry (+13,000; +4.9%).

With a 0.6% increase in the labour force and an 11.5% increase in unemployment in Quebec, the province's unemployment rate increased to 8.4% in 2009/10 from 7.6% in the previous year. The unemployment rate reached its peak of 9.0% in August 2009, then decreased steadily to 7.9% by the end of the fiscal year in March 2010.

5. Saskatchewan

With the growth of 4,700 in employment in 2009/10, Saskatchewan had the largest and sharpest employment growth among all provinces, growing by 0.9% to reach 520,300. However, despite having the largest growth among all provinces in 2009/10, Saskatchewan had a stronger employment growth in the previous year, when employment increased by 10,100, or 2.0%. Employment did not decrease in any of the quarters in 2008/09 either, as the provincial labour market stayed flat through the first quarter of 2009, when many provinces suffered severe quarterly declines. While employment fell slightly (-0.4%) in the third quarter of 2009, there were gains in three other quarters during fiscal 2009/10.

Despite the relatively strong performance of the Saskatchewan labour market, its goods-producing sector remained constant, as employment increased by 400 (+0.3%). Among goods-producing industries, there were steep losses in manufacturing (-2,900; -9.3%) and utilities (-900; -15.8%), with the loss in manufacturing being the steepest in comparable records. However, gains in construction (+2,300; +6.3%) and agriculture (+2,200; +5.3%) made up for most of the net losses in the sector.

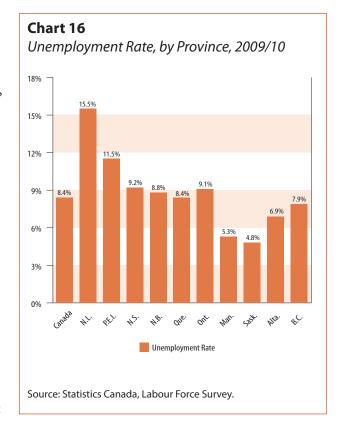
Employment rose in most services-producing industries in 2009/10, as the services-producing sector expanded by 4,200 (\pm 1.1%). The health care and social assistance industry had the largest increase in absolute terms, rising by 3,600 (\pm 5.7%), while the professional, scientific and technical services industry had the sharpest relative increase, increasing by 8.7% (\pm 1,800).

Even though employment increased by 0.9%, Saskatchewan also saw a 15.8% increase in unemployment (+3,600), as well as a 1.5% increase in the labour force. As a result, the unemployment rate increased from 4.2% to 4.8% in 2009/10. Despite the increase, Saskatchewan had the lowest unemployment rate of all provinces in 2009/10.

6. Rest of Canada

All of the Atlantic provinces recorded a rise in the unemployment rate in 2009/10. In Nova Scotia, the rate increased from 8.0% in 2008/09 to 9.2% in 2009/10, while it rose from 13.9% to 15.5% in Newfoundland and Labrador. The unemployment rate remained unchanged at 8.8% in New Brunswick, and edged up slightly in Prince Edward Island from 11.3% to 11.5%.

Generally, Nova Scotia and Newfoundland and Labrador, the two provinces that saw larger increases in their unemployment rate, had smaller increases in their rate between 2007/08 and 2008/09. Two other provinces, New Brunswick and Prince Edward Island, saw small increases in their unemployment rate during the reference period but had larger increases in their rate between 2007/08 and 2008/09. Manitoba, meanwhile, had an increase of 800 (+0.1%) in the number of employed people but saw its unemployment rate increase from 4.4% to 5.3% due to a 23.4% increase in the number of unemployed.



7. Urban and Rural Areas

Employment declined at a similar pace in Canada's urban areas³³ (-1.2%) and rural areas (-1.5%) in 2009/10. Of the 210,600 jobs lost on a net basis in 2009/10, 79.0% were lost in urban areas, compared with 21.0% lost in rural regions. 82.7% of all employed in Canada worked in urban areas, while 17.3% worked in rural areas.

Although the Atlantic provinces had the highest unemployment rates in the country, Ontario and Quebec had the highest numbers of unemployed people. In 2009/10, the metropolitan regions of Toronto and Montréal alone had 299,300 and 195,200 unemployed people, respectively, while all of the Atlantic provinces combined had 128,400.

³³ Urban areas are defined as areas with a population of more than 100,000 (urban cores) or areas that have a high degree of integration, both social and economic, with urban cores.

CHAPTER

INCOME BENEFITS

This chapter provides an overview of Employment Insurance (EI) benefits under Part I of the Employment Insurance Act. The first section briefly outlines EI Part I benefits, their accessibility requirements and the determination of entitlement to these benefits. This section also includes an overview of the temporary EI measures introduced as part of Canada's Economic Action Plan. The second section analyses the number of claims and benefits paid in 2009/10.¹ The third section examines income support provided through EI regular benefits to individuals who lose their jobs. The last section examines the role EI plays in assisting Canadians to balance work commitments with family responsibilities and personal illness through special benefits, which include maternity, parental, sickness and compassionate care benefits.

The analysis in this chapter uses EI administrative data and is based on a 10% sample² of claims as of August 2010.³ Throughout the chapter, data for 2009/10 are compared with 2008/09 data. In some instances, quarterly analysis and longer term trends are also discussed. More detailed information on the various elements discussed in this chapter can be found in Annex 2.

I. EI PART I AT A GLANCE

Part I of the EI program provides temporary financial assistance to unemployed Canadians who have lost their job through no fault of their own while they look for work or upgrade their skills. EI Part I also provides assistance to Canadians who are sick, pregnant, or caring for a newborn or adopted child, as well as those caring for a family member who is seriously ill with a significant risk of death.⁴

Activities delivered under Part II of the *Employment Insurance Act* help Canadians to prepare for, find and maintain employment. These activities are discussed in Chapter 3.

1. Benefits

1.1 Regular Benefits

EI regular benefits are available to individuals who lose their jobs through no fault of their own (for instance, due to a shortage of work or seasonal layoffs, or because they quit with just cause), and who are available for and actively seeking employment.

1.2 Fishing Benefits

EI fishing benefits are paid to self-employed fishers. For the purposes of EI fishing benefits, a fisher is a self-employed person engaged in fishing and includes a person engaged in making a catch; in doing any work incidental to making or handling a catch (such as loading, unloading,

¹ Claims refer to new claims established in 2009/10 for which at least \$1 of El benefits was paid. Some of the benefits paid in 2009/10, however, are associated with claims established in the previous fiscal year.

² Due to the relatively small number of fishing and compassionate care claims, 100% of these claims established during 2009/10 are used,

to ensure reliability.

³ Administrative data in this report provide a snapshot of claims in August 2010. A snapshot based on a different time period would provide different results.

⁴ More information on the El program is available on the Service Canada web site at http://www.servicecanada.gc.ca/eng/sc/ei/index.shtml.

transporting or curing the catch made by the crew of which the person is a member); or in constructing a fishing vessel for their own use, or for the use of the crew of which the person is a member, in making a catch.

1.3 Work-Sharing Benefits

The Work-Sharing program is designed to help employers and employees avoid temporary layoffs when there is a reduction in the normal level of business activity that is beyond the control of the employer. The program does so by spreading the work reduction across all of the employees in the work unit rather than laying-off a portion of the unit. The Work-Sharing program provides income support to employees eligible for EI benefits who work a temporarily reduced work week.

Work-Sharing agreements help employers retain skilled employees and avoid the costly process of recruiting and training new employees when business returns to normal levels. These agreements also help employees maintain their skills and job by supplementing their wages with EI benefits for the days they are not working.

1.4 Special Benefits

Part I of the EI program also provides special benefits: maternity and parental benefits, sickness benefits, and compassionate care benefits. Maternity benefits are payable to the birth mother or surrogate mother, while parental benefits can be shared by parents caring for their newborn or newly adopted child. Sickness benefits are available to individuals who are unable to work because of sickness, injury or quarantine. Compassionate care benefits are available to persons who have to temporarily take time off work to provide care or support to a family member, or someone considered as family by the claimant, who is gravely ill and facing a significant risk of death.

2. Access Requirements

Individuals can qualify for regular benefits if they lose their job through no fault of their own, and are available for and are actively seeking employment. They must have been without work and without pay for at least seven consecutive days. In

addition, they must have accumulated the required number of insurable hours in the 52 weeks before that claim or in the period since their last EI claim (known as the qualifying period), whichever is shorter. The required insurable hours are based on where the individual resides and the unemployment rate in the economic region when the claim is established, a feature of the EI program that is known as the Variable Entrance Requirement (VER). Annex 4 breaks down the VER and unemployment rates by EI region.

Currently, most individuals require between 420 and 700 insurable hours during their qualifying period to qualify for EI regular benefits. However, individuals who recently entered the workforce for the first time or those who are re-entering the workforce after an absence of two or more years require 910 hours of work, regardless of their region of residence.

To be covered by fishing benefits, a fisher must be unable to qualify for regular non-fishing benefits. Eligibility for fishing benefits is determined by the claimant's insurable fishing earnings, rather than the number of hours worked. For fishing benefits, each dollar earned in self-employed fishing is insurable, based on the share arrangement of the crew. The amount of earnings fishers need to qualify ranges between \$2,500 and \$4,200, depending on the regional unemployment rate. These amounts have remained the same since 1996. A fisher who is a new entrant or re-entrant to the labour force must have \$5,500 or more in insurable earnings from employment as a fisher. There are two separate benefit periods for fishing benefits: summer fishing claims can be established starting in October, while winter fishing claims can be established starting in April.

Individuals require 600 insurable hours to qualify for EI special benefits, regardless of their region of residence. Depending on the type of special benefits they request, they must provide additional documents. For instance, to qualify for sickness benefits, individuals must obtain a medical certificate signed by their doctor to confirm the duration of incapacity.



3. Entitlement

Under current EI rules, excluding those governing the temporary EI measures,⁵ the number of weeks of regular benefits payable varies between 14 and 45 weeks, depending on the number of insurable hours in the qualifying period and the regional rate of unemployment. The number of weeks payable for each claim is based on the regional rate of unemployment at the time the claim is filed.

Work-Sharing agreements must be approved by the employer, the employees and their representatives (if applicable), and the EI Commission. Agreements can last from 6 to 26 weeks, with the possibility of extension up to a maximum of 38 weeks. Participating in a Work-Sharing agreement does not reduce the number of weeks of regular benefits payable for workers laid off following participation in Work-Sharing.

Fishing claims have a 31-week maximum qualifying period and a maximum entitlement of 26 weeks.

Maternity benefits can be paid for a maximum of 15 weeks and parental benefits for a maximum of 35 weeks. Maternity and parental benefits can be combined for a maximum of 50 weeks. Both parents can share parental benefits. Sickness benefits can be paid up to a maximum of 15 weeks. Compassionate care benefits can be paid for a maximum of 6 weeks and family members can share them.

4. Level of Benefits

EI benefits are tied to the maximum amount of earnings an individual can insure. Under the *Employment Insurance Act*, maximum insurable earnings (MIE) increase in line with the average industrial wage. The income replacement rate is 55% of the portion of average weekly insurable earnings that does not exceed the MIE limit. Benefit levels are calculated by dividing total insurable earnings during the 26-week period preceding the establishment of the claim by the greater of the following:

- the number of weeks of work in this period; or
- the minimum divisor of 14 to 22, which depends on the regional rate of unemployment (the divisor encourages workers to accept work beyond the minimum required to qualify for EI).

The result is then multiplied by 55% to determine the weekly benefit level.

The Family Supplement provision gives low-income families with children a benefit rate of up to 80% of their average weekly insurable earnings. The EI program also offers a premium refund to workers with \$2,000 or less in insurable earnings for a given calendar year.

5. El Pilot Projects

EI pilot projects allow the Government of Canada to test new approaches before considering permanent changes to the EI program. A number of pilot projects were in effect in 2009/10.

5.1 Working While on Claim

Under this pilot project, the amount EI claimants may earn while on claim, without a reduction in their benefits, is the greater of \$75 or 40% of their weekly benefit level. This pilot project was introduced in 2005 in 23 regions where the unemployment rate was 10% or higher. It was re-introduced nationally in 2008 and it has been extended until August 6, 2011.

5.2 Best 14 Weeks

Under this pilot project, EI benefits are calculated based on a claimant's 14 weeks of highest earnings during the 52-week period preceding the claim or since the beginning of the last claim. This pilot project was introduced in 2005 in 23 regions where the unemployment rate was 10% or higher. It was re-introduced for two years in 2008, with modifications, in 25 regions where the unemployment rate was 8% or higher. This pilot project has been extended until June 25, 2011.

⁵ The temporary El measures introduced as part of the Economic Action Plan increased the maximum number of weeks payable. Please see sub-section 6 for more information on these measures.

5.3 Extended El Benefits

Under this pilot project, the maximum number of weeks for which benefits may be paid is increased by 5 weeks, to a maximum of 45 weeks. This pilot was introduced in 2004 for two years in 24 regions with an unemployment rate of 10% or higher. It was re-introduced in 2006 for 18 months in 21 regions and was later extended until May 31, 2009. The pilot ceased to have effect in February 2009 and was replaced by the Economic Action Plan Extension of EI Regular Benefits temporary measure until September 11, 2010.

5.4 New Entrants/Re-Entrants (NERE)

This pilot project tested whether enabling individuals who are new to the labour market – or returning after an extended absence – to gain access to EI benefits after 840 hours of work rather than 910 hours, and informing them of EI employment training programs, would improve their employability and help reduce their future reliance on EI benefits. This pilot project was introduced in 2005 in 23 regions where the unemployment rate was 10% or higher. It was renewed in 2008 in 25 regions where the unemployment rate was 8% or higher. This pilot project ended on December 4, 2010.

For a detailed summary of the EI pilot projects, please see Annex 6.2. Section III of Chapter 5 analyses the impact of the EI pilot projects.

6. Economic Action Plan Temporary El Measures

Canada's Economic Action Plan introduced a number of temporary EI measures to provide additional support to unemployed workers facing transitions in tough economic times. These measures include the following.

6.1 Extension of El Regular Benefits

This measure provided 5 extra weeks of regular EI benefits for all individuals with an active claim between March 1, 2009, and September 11, 2010. For these individuals, the number of weeks of

benefits payable ranged from 19 to 50, rather than 14 to 45, depending on the number of insurable hours in the qualifying period and the regional unemployment rate.

6.2 Extension of El Benefits for Long-Tenured Workers

EI-eligible claimants who met the long-tenured worker definition⁶ and who established their claim between January 4, 2009, and September 11, 2010, were eligible for up to 20 weeks of additional benefits, depending on how long they had been working and paying into EI.

6.3 Career Transition Assistance Initiative

This initiative consisted of two measures. The Extended Employment Insurance and Training Incentive extended regular benefits for up to 104 weeks for eligible long-tenured workers taking long-term training. These extended benefits included benefits for up to 12 weeks following completion of the training for job search. The Severance Investment for Training Initiative provided earlier access to regular benefits for eligible long-tenured workers who financed their training with their severance monies. For the purposes of the Career Transition Assistance Initiative, long-tenured workers' claims must have started on or after January 25, 2009, but no later than May 29, 2010.

6.4 Changes to the Work-Sharing Program

These temporary changes eased the criteria for employers applying for the program, streamlined the application process for employers and extended the maximum duration of agreements. Changes introduced as part of Budget 2009 extended Work-Sharing agreements by 14 weeks to a maximum of 52 weeks for applications received between February 1, 2009, and April 3, 2010. Budget 2010 further extended existing or recently terminated agreements up to an additional 26 weeks, to a possible maximum of 78 weeks, and maintained the flexibility in qualifying criteria for new Work-Sharing agreements. These Budget 2010 enhancements will be in place until April 2, 2011.

⁶ A long-tenured worker is an individual who has contributed to the El program (paying at least 30% of the annual maximum El premiums) for at least 7 out of the last 10 calendar years and has received no more than 35 weeks of El regular benefits in the last 5 years.



For a detailed summary of the temporary EI measures introduced as a part of Canada's Economic Action Plan, please see Annex 6.2.

Given the importance and temporary nature of the Economic Action Plan EI measures, it is necessary to break slightly from the traditional fiscal-year approach for reporting on the measures in the EI Monitoring and Assessment Report. Typically, this report analyses the most recent fiscal year for which data are available (in this case, 2009/10). However, as some temporary EI measures started in the previous fiscal year (2008/09), restricting the discussion to 2009/10 would exclude some EI clients who benefited from the measures before April 1, 2009. Therefore, the analysis of the temporary EI measures throughout the report will examine all claims affected and benefits paid between the date the measures were introduced and March 31, 2010. Sections not pertaining to Canada's Economic Action Plan will follow the traditional reporting approach to ensure reliability and continuity with both previous and future reports.

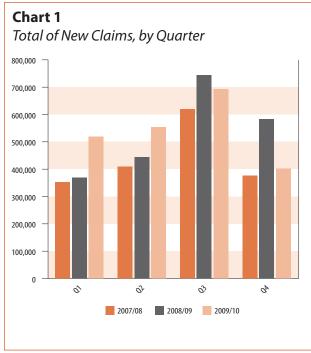
Canada's Economic Action Plan also provided additional funding for training, including training through Employment Benefits and Support Measures (EBSMs), which is discussed in Chapter 3.

II. EI INCOME BENEFITS

The recent recession continued to have a significant impact on the Canadian economy in 2009/10, affecting the number of EI claims and the amount of EI benefits paid. The number of new EI claims rose slightly when compared with the number in 2008/09, adding to the already inflated claim volume since 2007/08. This higher volume of claims, coupled with the introduction of temporary EI measures under Canada's Economic Action Plan, resulted in a significant rise in total EI benefits paid out, compared with pre-recession levels.

1. Total Income Benefits Claims

Total income benefits include regular benefits, fishing benefits, special benefits and benefits paid under Work-Sharing agreements. In 2009/10, the total number of income benefit claims reached



2.17 million, representing a slight increase of 1.2% from the 2.14 million recorded in 2008/09. The small growth in claims recorded in 2009/10 is entirely due to an increase in Work-Sharing claims (+84.3%), as the number of new regular, fishing and special benefit claims declined slightly, compared with those in the previous year. The spike in Work-Sharing claims is due to the fragile economy in the first two quarters of 2009/10 and the introduction of the Economic Action Plan temporary EI measure that eased Work-Sharing eligibility requirements for employers.

The total number of income benefit claims in 2009/10 was 23.2% higher than that in 2007/08, before the recession began. A quarterly analysis of all claims established in 2009/10 reveals that volumes were higher in the first and second quarters than they were in the corresponding quarters in both 2007/08 and 2008/09 (see Chart 1). Starting in the third quarter, the first quarter of strong economic growth after the recession, the number of new claims dropped from what it was in 2008/09. By the fourth quarter of 2009/10, the volume of new claims had returned to near pre-recession levels.

2. Total Income Benefits Paid

In 2009/10, total income benefits paid to Canadians increased by 36.7% to reach \$19.4 billion. This is the second consecutive yearly rise and, in comparison with pre-recession levels (2007/08), the total income benefits paid increased by +57.5% (\$7.1 billion). Compared with 2008/09, total benefits paid increased in all quarters of 2009/10; however, the percentage increase in benefits paid peaked in the second quarter (+63.5%) and then started to decline.

Beyond the higher claim volume, there are several other reasons for the significant increase in total benefits paid in 2009/10. First, most of the benefits paid on the large number of new claims established in the last two quarters of 2008/09 were actually paid in 2009/10. Second, the increase is partially attributable to the extended duration of regular and Work-Sharing entitlement under the Economic Action Plan. Finally, the increase is also due, in part, to the slight 1.4% increase in the average weekly benefit, which rose from \$361 to \$366.

The rise in total benefits paid was driven by the 48.0% increase in regular benefits paid. As shown in Table 1, regular benefits accounted for 72.3% of total income benefits paid in 2009/10, increasing by 5.5 percentage points from 66.8% in 2008/09.

Total Income Benefits and the Economic Action Plan

As of March 31, 2010, \$1.33 billion in additional benefits were paid to 707,440 El claimants^{7,8}, as a result of the Economic Action Plan temporary El measures. This includes \$80.7 million in benefits paid to 86,330 claimants in 2008/09 and \$1.25 billion in benefits paid to 621,110 claimants in 2009/10.

This larger proportion of regular benefits reflected the continued weak economy in the first and, to a lesser extent, the second quarters of 2009/10.

In contrast, special benefits are less sensitive to economic cycles and are more sensitive to changes in labour force characteristics, such as the participation rate. Special benefit payments represented 21.7% of total income benefits, of which parental benefits accounted for the largest share. Special benefits accounted for a smaller proportion of

Table 1	
Total Income Benefits (Part I), 2009/10	1

Type of Benefit	Benefits Paid (\$ Million)	(%)
Regular	14,042.4	72.3
Special		
Parental	2,197.6	11.3
Sickness	1,075.2	5.5
Maternity	924.9	4.8
Compassionate Care	10.5	0.1
EBSM Participants	640.4	3.3
Work-Sharing	294.7	1.5
Fishing	245.1	1.3
Total ⁹	\$19,429.7	100%

total benefits in 2009/10, down from 27.8% in 2008/09. This was the second consecutive year that this proportion had fallen.

Other types of benefits, including all income benefits to Employment Benefits and Support Measures (EBSM) participants, fishing benefits, and benefits paid under Work-Sharing agreements, comprised 6.1% of total income benefit payments.

⁷ The number of claimants who received additional El benefits as a result of the Economic Action Plan measures is determined according to when the additional benefits were paid rather than when the claim was established.

⁸ The number of additional Work-Sharing claimants who received additional EI benefits as a result of the Economic Action Plan measures cannot be identified and thus are not included in this figure.

⁹The numbers in this column do not add up to the total presented because compassionate care benefits are based on a 100% sample rather than a 10% sample.



3. Total Income Benefits, by Province and Territory

Provincial and territorial labour markets vary in demographic and industrial composition. As shown in Table 2, the result is that the distribution of EI claims is not aligned with the distribution of employees.

Atlantic Canada accounted for 13.9% of total EI claims in 2009/10, with 6.6% of all employees. Together, the Atlantic provinces had the largest percentage-point difference between the share of EI claims and the share of employees.

Quebec and Ontario had the largest share of employees, with Quebec accounting for 23.0% of national employment and Ontario for 38.4%. These two provinces also had the largest share of total EI claims, at 26.7% and 32.4%, respectively.

The Prairie provinces accounted for 14.5% of the total number of claims, while the proportion of employees was 18.7%. British Columbia had 12.1% of total EI claims while accounting for 12.9% of total employees. Northern Canada, which represents only 0.4% of all employees in Canada, accounted for 0.3% of all EI claims made in 2009/10.

Compared with 2008/09, average weekly benefits increased in every province and territory in Canada, with the most notable increases in Nunavut (+\$22), Yukon (+\$10) and Quebec (+\$8). Provincial and territorial average weekly benefits ranged from \$352 in New Brunswick and Manitoba to \$426 in the Northwest Territories. The highest weekly averages were recorded in the three territories.

4. Total Income Benefits, by Industry

Despite strong economic growth in the last two quarters, the economic recession continued to have an impact on all sectors and industries in 2009/10. However, while all sectors were affected, some were more affected at different times. As discussed in the previous report, the recession had a greater immediate impact on the number

Table 2 *Total El Claims, Employees*¹⁰ *and Average Weekly Benefit, by Province and Territory, 2009/10*

Province or Territory	% of Total El Claims	% of Employees	Average Weekly Benefit (\$)
Newfoundland and Labrador	4.3	1.3	363
Prince Edward Island	1.1	0.4	364
Nova Scotia	4.2	2.7	356
New Brunswick	4.3	2.1	352
Quebec 11	26.7	23.0	360
Ontario	32.4	38.4	369
Manitoba	3.1	3.8	352
Saskatchewan	2.3	3.0	369
Alberta	9.1	11.8	395
British Columbia	12.1	12.9	367
Nunavut	0.1	0.1	425
Northwest Territories	0.1	0.2	426
Yukon	0.1	0.1	423
Canada	100%	100%	\$366

of claims established by the good-producing sector than that of the services-producing sector in 2008/09. While there was a slight decline in the number of claims for the goods-producing sector in 2009/10 compared with the previous year, there was an increase in claims established by the services-producing sector for the second straight year.

The goods-producing sector registered a 7.7% decrease in the total number of claims established compared with figures from 2008/09. However, the number of claims established in the goods-producing sector remained 21.5% higher than in 2007/08. A quarterly analysis of the goods-producing sector shows a 48.3% increase in the number of claims between the first two quarters of 2009/10, while the last two quarters registered a decline (-28.7%), compared to the same periods

¹⁰ Statistics Canada, *Employment, Earnings and Hours* (Ottawa: Statistics Canada, monthly), Cat. No. 72-002-XIB.

¹¹ Quebec claims do not include claims for maternity and parental benefits, as the province has its own program—the Quebec Parental Insurance Plan (QPIP)—to provide such benefits.

in 2008/09. The manufacturing industry, which represents 43.5% of the entire goods-producing sector, experienced the largest decline in total claims (-16.0%) among all industries in 2009/10, while construction, the second-largest industry in the sector, showed a small increase of 2.2%. The largest increase was recorded in the utilities industry (+15.5%).

Unlike the goods-producing sector, the services-producing sector saw an increase in the number of claims in 2009/10, with 7.1% more claims than in the previous year and 22.3% more than in 2007/08, before the recession began. In 2009/10, the number of new claims increased in the first two quarters (+24.6%) and declined in the last two quarters (-8.1%) compared to the same periods in 2008/09.

Compared to 2008/09, the number of claims rose across the services-producing sector in 2009/10, except in the management of companies and enterprises industry (-8.9%). The largest increases occurred in the public administration industry (+17.1%) and in the arts, entertainment and recreation industry (+14.2%). The educational services industry, which accounted for the largest percentage of claims in the services-producing sector, recorded a 9.1% increase.

5. Total Income Benefits, by Gender and Age

There was a small increase in the number of claims established by women (+3.4%), while those established by men remained relatively stable (-0.3%). This difference is linked to the increase in the number of claims in the services-producing sector, where a greater proportion of individuals employed are women (55.3% in 2009/10). The proportion of total EI claims established by women, including special benefits claims, increased from 42.4% in 2008/09 to 43.3% in 2009/10. Both genders made more claims in 2009/10 than they did in 2007/08; however, the increase among men was almost double the increase among women (+29.6% and +15.7%, respectively).

Total benefits paid to men increased by 47.3% in 2009/10, which reflects the combined effect of a 51.3% increase in regular benefits and a 7.7% increase in special benefits. Women received 24.6% more in total benefit payments, with a 41.2% increase in regular benefits and a 6.4% increase in special benefits. Compared with 2007/08, total benefits paid to men increased by 76.7%, while total benefits paid to women increased by 37.4%. The larger increase in benefit payments to men reflects the greater increase in their total number of claims, due to their weaker performance in the labour market, as discussed in Chapter 1. More precisely, the recent recession had a greater impact on industries in the goods-producing sector, where men are overrepresented in industries such as manufacturing and construction.

Total EI claims among youth¹³ and older workers continued to increase. Total claims rose by 6.2% from 2008/09 to 2009/10 among workers aged 55 and older and 1.6% among the youth cohort. These were the second consecutive increases for both groups, after the 24.2% increase for older workers and 22.7% increase for youth in 2008/09. Individuals aged 25 to 44, as well as those aged 45 to 55, registered relatively little change in total claims from 2008/09 to 2009/10 (+0.4% and -0.3%, respectively). It is important to note that the total number of claims has risen significantly (by an average of +23.2%) among all age groups since 2007/08, before the recession began. The highest increase occurred among individuals aged 55 or older (+32.0%).

6. Family Supplement

The Family Supplement¹⁴ provides additional benefits to low-income families with children, giving eligible claimants a benefit top-up for the well-being of their children. In 2009/10, a total of 120,290 claimants received higher weekly benefits due to the Family Supplement, representing a 4.8% decline from the previous year. On the other hand, Family Supplement payments increased by

¹² Statistics Canada, Labour Force Information (Ottawa: Statistics Canada, monthly), Cat. No. 71-001-XIE.

¹³ Youth are defined as workers under the age of 25.

¹⁴ Low-income families are defined as families with a net income of up to \$25,921 per year.

10.0% to \$143.2 million in 2009/10. The average weekly top-up provided by the Family Supplement was \$43 in 2009/10. Section I of Chapter 5 analyses Family Supplement trends in more detail.

7. El Premiums

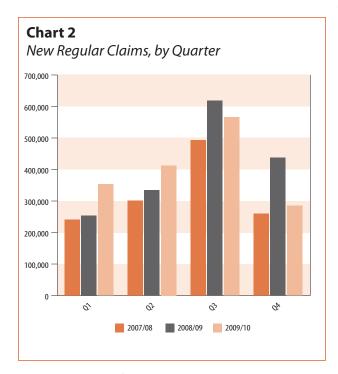
In 2008, the most recent year for which tax data are available, 17.9 million workers in Canada received employment income. In the same year, \$17.1 billion was paid in EI premiums: \$7.5 billion by employees and \$9.6 billion by employers. ¹⁵ Annex 2.16 shows the distribution of total EI premiums by province, gender, age and industry.

III. ASSISTING CANADIANS DURING UNEMPLOYMENT

1. Regular El Benefits

1.1 Regular Benefit Claims

In 2009/10, there were 1.62 million new EI regular claims, a decrease of 1.6% compared with the previous year. However, the volume of new regular claims remained 24.9% higher than that in 2007/08 because of the recession. As shown in Chart 2, there were significant increases in the number of regular claims during the first (+39.1%) and second quarters (+23.7%) of 2009/10 compared with the same quarters of 2008/09, while the third (-8.4%) and fourth quarters (-34.9%) showed declines. By the fourth quarter of 2009/10, the number of new regular claims was only 9.7% higher than it had been in the same quarter of 2007/08, before the recession. The spike in the number of new regular claims is closely tied to the onset of the recession, which began in the third quarter of 2008/09. Similarly, as the economy showed signs of recovery in the third quarter of 2009/10, the number of new regular claims began to decline.



1.2 Regular Benefits Paid

Total regular benefits paid increased by 48.0% to \$14.04 billion in 2009/10. With this increase, payments for regular benefits were 76.5% higher than they were in 2007/08. Regular benefits increased in all quarters in 2009/10 compared with the same quarters in 2008/09, peaking in the second quarter (+85.7%) before dropping to a more modest increase in the fourth quarter (+8.4%).

The average weekly benefit for regular claims rose for the second straight year, increasing from \$364 in 2008/09 to \$367 in 2009/10. This rise was a result of the combined effect of the 2.3% increase in average weekly wages over the period, as explained in Chapter 1, and the increase in the maximum weekly benefit rate, which rose from \$447 in 2009 to \$457 in 2010.

¹⁵ Employer contributions are calculated as 1.4 times employee contributions, with the exception of employers that qualify for the Premium Reduction Program, which contribute less than that factor. Premium reductions amounted to about \$803 million in 2009.

Regular Benefits and the Economic Action Plan

As of March 31, 2010, \$909.3 million in additional benefits were paid to 642,070 El claimants¹⁶ as a result of the Extension of El Regular Benefits temporary measure. This includes \$80.7 million in benefits paid to 86,330 claimants in 2008/09 and \$828.6 million in benefits paid to 555,740 claimants in 2009/10.

In addition, \$199.2 million in additional regular benefits were paid to 62,310 El claimants¹⁷ in 2009/10 as a result of the Extension of El Benefits for Long-Tenured Workers temporary measure.

Furthermore, there were 9,280 registered participants in the Career Transition Assistance Initiative as of March 31, 2010. Among these individuals, 3,060 participants engaged in long-term training in 2009/10 and received a total of \$11.8 million in additional El regular benefits.

1.3 Regular Benefits, by Province

In 2009/10, five provinces and territories recorded decreases in the number of new regular claims established compared with the number in 2008/09. The most notable decreases occurred in Ontario (-9.8%) and Quebec (-2.4%), which together accounted for approximately 60% of all new regular claims. The largest increases in regular claims occurred in the Western provinces, with rises in Alberta (+23.0%), Saskatchewan (+9.7%), Manitoba (+8.2%) and British Columbia (+4.1%). In the Atlantic provinces, the number of regular claims established remained relatively stable, with the only notable change registered in Prince Edward Island (+2.4%).

Since the onset of the recession, the number of regular claims has increased in all provinces and territories. Alberta (+126.2%), Nunavut (+55.7%), British Columbia (+53.9%), the Northwest Territories (+41.4%), Manitoba (+32.9%), Saskatchewan (+30.7%) and Ontario (+27.9%) have seen the largest increases in regular claims compared with figures in 2007/08.

1.4 Regular Benefits, by Industry

The number of new regular claims in the goodsproducing sector decreased by 13.9% in 2009/10; however, the volume of claims was still 16.5% higher than it had been in 2007/08. The decline in 2009/10 reflected decreases in manufacturing (-30.2%), which has second-largest proportion of regular claims in the goods-producing sector, and in the mining, and oil and gas extraction industry (-13.4%). The decline in manufacturing claims in 2009/10 was partially due to the economic recovery that began in the second quarter of that fiscal year, as the significant 47.4% increase in these claims in 2008/09 was a direct result of the recession. Furthermore, while the number of new manufacturing claims declined in 2009/10, the volume remained 2.8% higher than it had been in 2007/08. Utilities had the largest increase of industries in the goods-producing sector of 15.9% in 2009/10 while construction, the industry with the highest proportion of total regular claims in the goods-producing sector, posted a 3.0% increase.

The services-producing sector saw a 7.7% increase in regular claims in 2009/10. With this increase, the number of regular claims established was 28.6% higher than it had been in 2007/08, before the recession. Compared with figures in 2008/09, the largest increases in 2009/10 occurred in the public administration (+20.4%), health care and social assistance (+15.7%), and arts, entertainment and recreation (+14.9%) industries. The industry with the largest proportion of claims, educational services, also saw an increase in the number of

¹⁶ The number of claimants who received additional EI benefits as a result of this measure is determined according to when the additional benefits were paid rather than when the claim was established.

¹⁷ The number of claimants who received additional EI benefits as a result of this measure is determined according to when the additional benefits were paid rather than when the claim was established.

claims (+10.2%). The only industries in the services-producing sector to see significant declines in the number of new regular claims were the management of companies and enterprises (-9.7%) and the professional, scientific and technical services (-4.3%) industries.

1.5 Regular Benefits, by Gender and Age

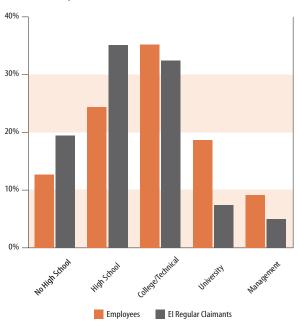
In 2009/10, the number of new regular claims increased among women (+2.7%) while it dropped among men (-4.1%). The relative decline in regular claims established by men is mainly due to the 33.9% increase in new regular claims by men in 2008/09. The proportion of regular claims by women increased 1.6 percentage points from 36.8% in 2008/09 to 38.4% in 2009/10. Compared with figures in 2007/08, the number of new regular claims has increased by 28.5% among men and 19.6% among women.

The number of new regular benefits claims rose among workers 25 years or younger (+2.7%) and among those 55 years or older (+3.4%) in 2009/10. Individuals aged 25 to 44 (-2.9%) and those aged 45 to 54 (-4.2%) registered declines. While the number of regular benefits claims have increased significantly among all age groups since 2007/08, youth (+38.2%) and older workers (+30.6%) have been affected the most.

1.6 Regular Benefits, by Education Level

As discussed in Chapter 1, individuals with higher educational attainment fared better in the labour market during the recession than those with less education. Chart 3 compares the distribution of employment by educational attainment required with the distribution of EI regular claimants by educational attainment. Individuals employed in occupations that did not require a high school diploma accounted for 12.7% of employees but represented 19.4% of all EI regular claimants. However, employees in occupations that required a university degree accounted for 18.7% of employment, while representing 7.4% of regular claimants.

Chart 3Distribution of Employment and El Regular Claimants, by Educational Requirement of Their Occupation, 2009/10



Source: Statistics Canada, Labour Force Survey.

1.7 Regular Benefits, by El History

The recession that continued in 2009/10 had a significant impact on the labour force. For the second consecutive year, the number of claimants applying to the EI program for the first time rose. The number of regular benefit claims established by first-time claimants¹⁸ remained relatively stable (-0.8%), but volumes remained significantly larger than they were before the recession, with first-time claimants establishing 49.7% more claims in 2009/10 than in 2007/08. The number of frequent claimants19 who established regular claims dropped slightly in 2009/10 (-1.4%) compared with 2008/09, but volumes remained 5.1% higher than they were before the recession. As shown in Chart 4, first-time claimants' share of all regular benefit claims remained around 38.2% for the second straight year, while the proportion of regular claims made by frequent claimants stayed at 31.2%. The proportion of regular claims made by

¹⁸ First-time claimants are defined as individuals who did not have a claim in the five years prior to their current claim.

¹⁹ Frequent claimants are defined as individuals who have had three or more active claims in the five years prior to their current claim.

Chart 4

First-Time, Frequent and Occasional Claimants' Share of Regular Claims

50
40
20
2007/08
2008/09
2009/10

First-Time Claimants

Frequent Claimants

Occasional Claimants

occasional claimants²⁰ was 30.6% in 2009/10, only slightly lower than it was in 2007/08 (31.0%) and in 2008/09 (30.9%), suggesting that the recession has not significantly affected the proportion of occasional claimants.

1.8 Seasonal Claimants' Share of Regular Benefits

In 2009/10, seasonal claims represented 25.8% of all regular claims established, up slightly from 25.1% in 2008/09. With the increase in first-time claimants due to the recession, the proportion of seasonal claimants was approximately 5 percentage points lower in 2008/09 and 2009/10 than it was in 2007/08.

There is considerable variation in seasonal patterns of claims across the country. As shown in Table 4, economies in Eastern Canada rely more heavily on seasonal industries than do economies elsewhere. As a result, these provinces have the highest proportion of seasonal claimants. Alberta continues to record the lowest proportion of seasonal claimants in Canada.

Table 4Seasonal Claims as a Percentage of Regular Claims, by Province and Territory, 2009/10

Province or Territory	%
Newfoundland and Labrador	50.6
Prince Edward Island	49.4
New Brunswick	46.2
Nova Scotia	39.0
Quebec	33.6
Yukon	26.1
Saskatchewan	25.4
Manitoba	23.6
Ontario	17.5
British Columbia	15.0
Northwest Territories	12.8
Nunavut	10.5
Alberta	7.9
Canada	25.8

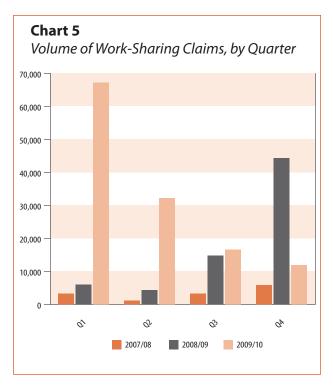
2. Work-Sharing

2.1 Work-Sharing Claims

In 2009/10, there were 127,880 new Work-Sharing claims established, representing an 84.3% increase from 2008/09. Furthermore, EI administrative data show that the number of Work-Sharing claims increased by more than eight times (+850.8%) since 2007/08. As shown in Chart 5, the number of Work-Sharing claims started to rise in the third quarter of 2008/09, peaked in the first quarter of 2009/10 and then started to decline. The large increases in the number of Work-Sharing claims over the last two fiscal years indicate that many employers faced temporary slowdowns during the recession. In addition, the temporary changes to the Work-Sharing program under Canada's Economic Action Plan – specifically, the easing of the application criteria for employers and the increased duration of agreements - significantly affected both the number of Work-Sharing claims and benefits paid.

²⁰ Occasional claimants are defined as individuals who have had fewer than three active claims in the five years prior to their current claim.





2.2 Work-Sharing Benefits Paid

Benefits paid for Work-Sharing have increased substantially since the beginning of the recession. Following the increase in claims, total Work-Sharing benefits paid rose by more than four times (+422.9%) to \$294.7 million in 2009/10, from \$56.4 million in 2008/09. Since 2007/08, when payments for Work-Sharing benefits amounted to \$14.5 million, Work-Sharing benefits paid have increased by more than 19 times (+1925.9%).

Work-Sharing benefits paid increased significantly in every quarter of 2009/10 when compared with the corresponding quarters of 2008/09. However, Work-Sharing benefits peaked in the second quarter of 2009/10 at \$83.0 million and declined to \$62.2 million in the fourth quarter.

2.3 Work-Sharing, by Province

In 2009/10, the number of new Work-Sharing claims rose in every province. Furthermore, the number of Work-Sharing claims has risen in every province since 2007/08. Although Ontario

Work-Sharing Benefits and the Economic Action Plan

In 2009/10, \$206.3 million in additional benefits were paid due to the temporary changes to the Work-Sharing program.²¹ Due to the relaxed eligibility requirements, it is not feasible to identify the number of additional claimants who benefited from the temporary changes to the Work-Sharing program.

and Quebec continue to account for the vast majority of total Work-Sharing claims (46.7% and 26.2%, respectively), Alberta's share increased to 9.7% in 2009/10 from 2.4% in 2008/09. British Columbia's share decreased to 10.2% in 2009/10 from 14.4% in 2008/09.

2.4 Work-Sharing, by Industry

The manufacturing industry accounted for 73.8% of all Work-Sharing claims established in 2009/10, which is 7.5 percentage points lower than the proportion in the previous year. Even though the number of Work-Sharing claims for manufacturing increased to 94,630 (+67.3%), the decline in the proportion reflects the greater participation of other industries participating in the Work-Sharing program during the recession. There were significant increases in the number of Work-Sharing claims from several industries: wholesale trade; professional, scientific and technical services; administrative and support, waste management and remediation services; construction; and, retail trade.

2.5 Work-Sharing, by Size of Firm

In addition to claims, another way to examine the Work-Sharing program is to analyse data from the agreements. 7,718 Work-Sharing agreements commenced in 2009/10, an increase of +235% from the 2,305 agreements started in the previous year. Most Work-Sharing agreements over the

²¹ This analysis assumes that the changes to the Work-Sharing program accounted for an estimated 70% of the total Work-Sharing benefits paid in 2009/10. This estimate was developed by projecting Work-Sharing expenditures based on the increases that occurred during previous recessions.

reference period were with small to medium-sized enterprises. More than two thirds (70.1%) of agreements that began in 2009/10 were with firms of 50 employees or fewer. A further 23.1% of the agreements commenced with firms of 51 to 499 employees. Only 3.4% of the agreements started with large firms employing 500 or more people.²²

3. Fishing Benefits

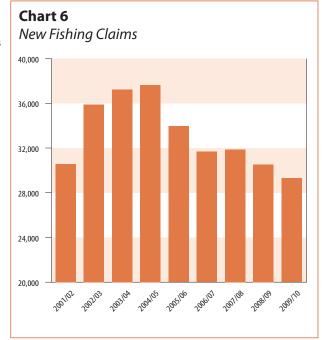
Fishing benefits are administered either directly or indirectly by four federal organizations: Fisheries and Oceans Canada (DFO), Human Resources and Skills Development Canada (HRSDC), Service Canada and the Canada Revenue Agency (CRA). DFO grants fishing licences; CRA determines who is eligible as a self-employed fisher; and HRSDC and Service Canada determine eligibility for and pay EI fishing benefits, which are based on insurable earnings rather than insurable hours.

3.1 Fishing Claims

Fishing claims represent a significant part of the economy in many coastal communities. In 2009/10, the number of new fishing claims decreased by 4.0% to 29,298 from 30,529 in 2008/09, representing just over 1% of total EI claims. As illustrated in Chart 6, there has been a downward trend in the number of new fishing claims since 2004/05.

In the Atlantic Region, which accounted for 80.4% of all fishing claims established in 2009/10, the number of new fishing claims declined in three out of four provinces, led by an 11.1% decrease in Newfoundland and Labrador. The only exception was Nova Scotia, where the number of new fishing claims remained relatively stable (+0.8%). Quebec also posted a decrease in fishing claims, which fell by 2.3%. Fishing claims in Manitoba and British Columbia increased by 14.6% and 9.9%, respectively.

Fishing claims in Newfoundland and Labrador represented 41.2% of all fishing claims in 2009/10,



down significantly from 44.4% in 2008/09. This reflects the general trend of a decreasing number of fishing claims in Newfoundland and Labrador, as there has been a 30.0% decrease in claims since 2003/04, when the province accounted for 46.4% of all fishing claims.

The number of fishing claims in British Columbia rose to 2,969 (+9.9%) in 2009/10, following a 12.8% decrease the previous year. They accounted for 10.1% of the national total, compared with 8.8% in the previous year. Despite the increase in the number of claims, since 2003/04, fishing claims in this province have dropped by nearly one third (-32.6%). Between 2003 and 2009, the provincial total for commercial landings decreased by 27.9%. These decreases are influenced by the regulations of DFO, which, in coordination with the United States, has set quotas at lower levels to conserve resources in the Pacific in recent years.

Frequent claimants²³ established the vast majority of fishing claims (90.7%) in 2009/10. While the number of fishing claims made by frequent claimants decreased (-4.9%) in 2009/10, and fishing claims made by first-time²⁴ (+9.0%)

²² The number of agreements that were started in 2009/10 by small, medium-sized and large firms does not add up to the total number of agreements because the size of some firms could not be determined.

²³ Frequent claimants are defined as individuals who have had three or more active claims in the five years prior to their current claim.

 $^{^{24}}$ First-time claimants are defined as individuals who did not have a claim in the five years prior to their current claim.

and occasional claimants²⁵ (+3.6%) increased, the proportion of fishing claims made by frequent claimants dropped only slightly compared with 2008/09.

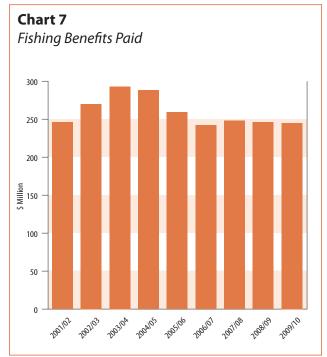
In 2009/10, the number of fishing claims established by men decreased by 2.7% and those established by women dropped 9.9%. The proportion of claims made by women also declined to 17.1% from 18.2% in the previous year.

Core age fishers (age groups 25 to 44 and 45 to 54), which accounted for 67.1% of all new fishing claims, established fewer fishing claims in 2009/10 than in the previous year (-8.5% and -2.7%, respectively). The number of new fishing claims was registered by youth (aged 15 to 24), decreased by 10.4% in 2009/10, which dropped their proportion to 4.3%. In fact, older workers (aged 55 and above) were the only age cohort with a slight overall increase in fishing claims, making 1.7% more claims than they did in 2008/09. Accordingly, the proportion of fishing claims made by older workers also increased from 27.0% in 2008/09 to 28.6% in 2009/10. The decrease in the proportion of claims by core and young fishers, as well as the increase in fishing claims by older workers, is a trend that has been continuing for many years. This trend suggests a continuing demographic shift to an older workforce in the fishing industry.

3.2 Fishing Benefits Paid

In 2009/10, fishing benefits comprised 1.3% of total EI benefits paid, 0.4 percentage points lower than in the previous year. However, for the vast majority of self-employed fishers who reside in communities with limited employment opportunities, EI benefits are a significant part of their yearly income.

A total of \$245.1 million in EI fishing benefits were paid in 2009/10, a 0.4% decrease from 2008/09 (see Chart 7). Specifically, fishing benefits increased in British Columbia (+8.6%), Nova Scotia (+6.0%) and New Brunswick (+4.5%) but decreased in



Newfoundland and Labrador (-6.6%) and Prince Edward Island (-2.2%).

In 2009/10, average weekly fishing benefits rose by 0.9% to \$407. The average weekly benefit for fishers remains higher than that for regular benefit claimants (\$367).

According to data compiled by DFO for the 2009 fishing year, revenues from commercial marine fisheries declined 13% to \$1.64 billion in 2009 from \$1.89 billion in 2008. This decrease is primarily a result of a drop in landed prices for some species, particularly high end shellfish (lobster and snow crab). The quantity of seafood harvested in 2009 also decreased, dropping by 1% to 925 thousand metric tonnes from 936 thousand metric tonnes in 2008.

²⁵ Occasional claimants are defined as individuals who have had fewer than three active claims in the five years prior to their current claim.

IV. SUPPORTING WORKING CANADIANS AND THEIR FAMILIES

1. Overview

As discussed earlier in this chapter, a changing economic climate has a minimal effect on the number of special benefits claims made and benefits paid. In 2009/10, there were 510,300 new special benefits claims in Canada, a 0.8% decrease from 2008/09. Women continued to receive a large proportion of special benefits, accounting for 68.0% of total claims established in 2009/10. Total special benefits paid rose by 6.7% from \$3.9 billion in 2008/09 to \$4.2 billion in 2009/10. The increase in special benefits paid despite a decline in claims is due to the rise in the maximum insurable earnings threshold and the small increase in the number of special benefits weeks paid in 2009/10 compared with 2008/09.

Please note that the following sections do not include data for maternity and parental benefits in Quebec, as these benefits are offered under the Ouebec Parental Insurance Plan.

2. Maternity Benefits

In 2009/10, women made 172,930 maternity claims, a very slight (0.2%) increase from the previous year. Maternity claims increased in Newfoundland and Labrador (+16.8%), Alberta (+2.7%), Saskatchewan (+2.5%) and British Columbia (+1.9%). The remaining provinces saw declines in the number of maternity claims, with the largest decrease occurring in Nova Scotia (-9.1%).

Due to the slight increase in the number of maternity claims made by women aged 25 to 44 (+1.9%) in 2009/10, the proportion of claims made by this group has also gone up. In 2009/10, 86.5% of all maternity claims were made by women aged 25 to 44, up slightly from 85.0% in 2008/09. The number of maternity claims made by women under 25 decreased 9.4% and, correspondingly, the proportion of maternity claims

made by this group dropped to 13.4%. The average weekly benefit continued to rise in 2009/10, reaching \$361, up from \$350 in 2008/09 and \$338 in 2007/08.

3. Parental Benefits

In 2009/10, the number of parental claims established by biological parents increased slightly by 0.1% to 192,080. Men made slightly fewer claims (-0.9%) and women made slightly more (+0.3%) than in 2008/09.

Five provinces saw a small decline in the number of biological parental claims in 2009/10, with the largest decreases in Prince Edward Island (-14.3%) and Nova Scotia (-7.3%). Newfoundland was the only province to post a significant increase in biological parental claims (+10.7%).

The average weekly parental benefit rose by 3.0% to \$371 in 2009/10, compared with \$360 in the previous year. Men continued to receive higher weekly benefits than women; however, the gap has continued to shrink for the past several years, dropping from \$60 in 2003/04 to \$42 in 2009/10. In 2009/10, men received \$407 and women received \$365.

The number of adoptive parental claims also decreased in 2009/10 to 2,030 (-3.3%). The proportion of adoptive parental claims made by women decreased to 71.9% from 75.2% in the previous year.

4. Sickness Benefits

In 2009/10, the number of new sickness claims decreased by 1.2% to 328,070. The number of sickness claims decreased for men (-3.9%) and remained relatively stable for women (+0.7%). The only age group that made more new sickness claims was the 55 years and older group (+5.1%), reflecting the increase in employment for workers in this age group. The average weekly benefit for sickness claims increased by 1.9% to \$334 in 2009/10. Sickness benefit payments increased by 6.6% to \$1.08 billion.



5. Compassionate Care Benefits

In 2009/10, there were 5,978 claims established for compassionate care benefits, a 2.4% increase over 2008/09. The average weekly benefit increased slightly to \$355 (+0.9%). Nearly half (43.0%) of all compassionate care claims were established in Ontario, while Quebec accounted for 18.2% of compassionate care claims. Compared to their share of the labour force — Ontario accounts for 38.4% of all workers and Quebec for 22.9% — Ontario's share of compassionate care claims seems high, while Quebec's seems low. Total compassionate care benefits amounted to \$10.5 million during the reference period, a 6.2% increase from 2008/09.



Activities delivered under Part II of the Employment Insurance Act help Canadians to prepare for, find and maintain employment. These activities include Employment Benefits and Support Measures (EBSMs) delivered under Labour Market Development Agreements (LMDAs), pan-Canadian programming, and functions of the National Employment Service.

The purpose of Part II of the *Employment Insurance Act* is to help maintain a sustainable Employment Insurance (EI) system. Under Part II, the Canada Employment Insurance Commission may establish Employment Benefits to help insured participants obtain employment. The Commission shall also maintain a National Employment Service (NES) to help workers find suitable employment and help employers find suitable workers.

EBSMs are flexible by design, allowing provincial and territorial jurisdictions to develop and deliver programs that respond to local and regional labour market needs. With the implementation of the Canada-Yukon LMDA on February 1, 2010, all provinces and territories are now fully responsible for designing and delivering programs similar to the EBSMs established under Part II of the Employment *Insurance Act.* These EBSMs comprise five Employment Benefits: Skills Development (SD), Targeted Wage Subsidies (TWS), Self-Employment (SE), Job Creation Partnerships (JCPs), and Targeted Earnings Supplements (TES). Support Measures include Employment Assistance Services (EAS), Labour Market Partnerships (LMPs), and Research and Innovation (R&I).

In support of these activities, Human Resources and Skills Development Canada (HRSDC) transfers EI Part II funding to the provinces and territories and focuses on accountability, evaluation and ongoing policy development. HRSDC also delivers pan-Canadian programming and maintains, in partnership with the provinces and territories, specific projects and activities in the national interest under Part II of the Employment Insurance Act. As described in the LMDAs,² Canada retains responsibility for the delivery of insurance benefits under Part I of the Employment Insurance Act and for the aspects of labour market development that reflect national interests. Initiatives such as responding to national emergencies, supporting interprovincial labour mobility, promoting and supporting national sectoral councils, and providing national labour market information and national labour exchange systems fall within this responsibility. Also included among the national initiatives are literacy and essential skills initiatives, youth employment initiatives, labour market programs for Aboriginal people, and research and innovation projects designed to find better ways of helping people obtain and keep employment as productive members of the labour force.

¹ See Annex 3.1 for an overview of Labour Market Development Agreements (LMDAs).

² Human Resources and Skills Development Canada, "Labour Market Development Agreements," http://www.rhdcc-hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml.

Section I of this chapter provides a national overview of EBSM-similar programs and services delivered by Canadian provinces and territories on behalf of the Government of Canada.³ Section II summarizes individual provincial and territorial employment program activity and priorities in the context of each jurisdiction's labour market conditions. Section III discusses the role of HRSDC, including the delivery of pan-Canadian activities that are not included in LMDAs and the administration of certain NES functions.

NOTES TO READER

- The 2007/08 reporting period has been used throughout this chapter as a basis for pre-recession figures.
- Insured EBSM clients are calculated by adding the total number of active and former EBSM clients.
- Labour market data in this chapter come from Statistics Canada's Labour Force Survey. Figures that represent fiscal-year averages are calculated using unadjusted data, while monthly data are seasonally adjusted.
- Calculations of the average length of Employment Benefits exclude Targeted Earnings Supplements because the duration of this intervention is fixed at one day.

I. NATIONAL OVERVIEW

1. Labour Market Conditions and the Economy

Canada – Key Facts

Labour Market

15+ Years	2009/10	Change, 2008/09 –2009/1		
Employment	16,827,600	210,600	•	
Unemployment Rate	8.3%	1.7	•	

Client Type and Age+ Distribution

Acti	Active Former		Non-Ins	sured	
59.6%	1	13.5%	+	26.9%	•
Youth	(15–24)	Core Age (25–54)		Older Work	ers (55+)
17.9%	•	71.8%	•	8.8%	•

Intervention-to-Client Ratio

Ratio, 2009/10	Change, 2008/09–2009/10	
1.64	0.08	•

Interventions and Expenditures % Change, 2008/09–2009/10

	Employment Benefits		Employment Assistance Services	
New Interventions	12.7	1	18.6	•
Expenditures	36.3	1	7.7	1

Employment Benefits and Support Measures: EAS Change in Relative Share

	Relative Share (%), 2009/10	Change, 2008/09 –2009/10	
Employment Benefits	17.7	0.8	
Employment Assistance Services	82.3	0.8	

Clients Served, 2009/10

El		Non-Insured	Non-Insured		Pan-Canadian	
568,130*	1	209,020	+	18,389	1	

*Includes 9,280 Career Transition Assistance clients.

Allocation (\$ Million)

LMDAs	EAP	Total
1,950.0	500.0	2,450.0

⁺ Age distribution does not equal 100%, as the "unknown" category is not reported in this distribution. Date of birth is not collected for clients in SD-Apprentices and Group Services.

³ The data used to analyze EBSM activities were collected by Service Canada from provinces and territories with transfer LMDAs. Accordingly, the data were processed through several systems, using a variety of sources. Governments continue to improve data quality and collection to ensure accurate, reliable and consistent information. While all datasets are verified before publication, systems changes and operational improvements may affect the comparability of data from year to year. These instances are noted, where applicable.

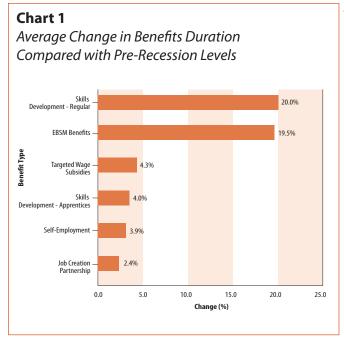


For the first five months of the 2009/10 reporting period, Canada was still in the midst of a recession that began in the fall of 2008. By the fall of 2009, the Canadian economy had started to show signs of recovery. According to Statistics Canada, the initial declines in output and employment were unusually swift during the recession. However, declines did not exceed those of the past two recessions.4 Gross domestic product (GDP) declined 3.3% between the third quarter of 2008 and the second quarter of 2009, while employment fell 2.5% (-427,900) between October 2008 and July 2009. Overall, the unemployment rate averaged 8.3% in 2009/10 compared with 6.6% in 2008/09. During 2009/10, the unemployment rate rose from 8.2% in April 2009 to a high of 8.7% in August 2009 and decreased to 8.2% at the end of the reporting period; while employment remained 1.5% lower than the peak recorded in October 2008.

2. Response to the Recession

Through Canada's Economic Action Plan (EAP), the federal government invested an additional \$500 million in EI Part II programming to help workers affected by the recession. This investment represents 20.4% of the total LMDA allocation, a substantial additional support to ensure a more skilled labour force. EAP funds invested through LMDAs exclude money from the two-year Strategic Training and Transition Fund, which injected an additional \$500 million over two years to complement existing LMDAs and Labour Market Agreements.

Provinces and territories helped many more Canadians with this additional investment. The total number of clients accessing EBSMs rose 12.0% during the reporting period, to 777,150. Compared with 2007/08, the number of clients served under EI Part II rose by 164,528 or by 26.9%. In 2009/10, EI Part II clients participated in 1,276,639 interventions, a 17.4% increase year over year and 32.8% higher than 2007/08.



The \$500-million infusion through the EAP enabled provinces and territories to deliver longer and more intensive interventions (SD and Individual Counselling) during the recent recession. These interventions tended to have a higher average cost per client. The average length of benefit interventions in 2009/10 was 19.5% or 26 days longer than pre-recession levels (see Chart 1).8 Nationally, the average benefit intervention length reached an eight-year high at 159 days compared with 133 days in 2007/08. Specifically, the average length of an SD-Regular intervention reached a high of 216 days, which was 36 days or 20.0% longer than their average duration in 2007/08. The interventions-toclient ratio also increased considerably from an average of 1.57 interventions per client in 2008/09 to 1.64 in 2009/10, the first significant increase in the last five years.

In 2008/09, provinces and territories responded to the recession by increasing their use of

⁴ The recession's accelerated pace is discussed in the May 2010 Internet edition of the Canadian Economic Observer, Vol. 23, No. 5, Cat. No. 11-010-X, http://www.statcan.gc.ca/cgi-bin/IPS/display?cat_num=11-010-X.

⁵ This figure has been calculated using CANSIM table 380-0002 and using price-chained 2002 dollars and seasonally adjusted data at annual rates.

⁶ The 2009 Federal Budget, http://www.budget.gc.ca/2009/plan/bpc3a-eng.html.

⁷ "Strategic Training and Transition Fund," Canada's Economic Action Plan, http://www.plandaction.gc.ca/initiatives/eng/index.asp?initiativeId=79.

 $^{^{\}rm 8}$ The pre-recession averages by program have been calculated using 2007/08 figures.

Employment Assistance Services (EAS) to meet the surge in demand among newly unemployed people. In 2009/10, provinces and territories increased the average length of Employment Benefits and emphasized the use of SD to enhance unemployed workers' skills in preparation for the economic recovery. Accordingly, while the proportion of Employment Benefits and EAS interventions remained stable in 2009/10, provinces and territories invested a greater share of their LMDA funds (68.5%) in Employment Benefits, 5.1 percentage points more than in 2008/09.

KEY ACCOMPLISHMENTS

In 2009/10, HRSDC

- finished transferring responsibility for the design and delivery of EBSM programming to provinces and territories;¹
- provided additional funds through the EAP to support Canadians most affected by the recession, by investing \$500 million through LMDAs and by supporting long-tenured workers through the CTA initiative;
- fostered federal/provincial/territorial collaboration by co-hosting an October 2009 workshop in Nova Scotia to give officials an opportunity to share best practices in labour market programming; and
- showcased skilled trades at the 2009 WorldSkills competition in Calgary, which involved 848 competitors and thousands of delegates from around the world.²

In addition to Part II assistance, there were 9,280 participants in the Career Transition Assistance (CTA) initiative as of March 31, 2010. Introduced under the EAP, this initiative provided increased support through extended EI regular benefits combined with lengthier training interventions.

HRSDC also monitored the impact of EBSMs through three key performance indicators: the number of active EI claimants served; the number of EI clients who returned to employment following an intervention; and the amount of unpaid EI Part I benefits due to returns to employment.⁹

Consistent with increased EAP funding, the number of active EI claimants served rose 19.2% to 463,158. However, while the number of EI clients who returned to employment following an intervention was also higher, up 7.0% to 222,526, the proportion of clients returning to work fell from 46.1% before the recession¹⁰ to 39.2% in 2009/10. Despite a weaker labour market, total unpaid benefits—which represent savings to the EI account—rose for the fourth consecutive year, rising 45.8% to \$1.54 billion in 2009/10. The increase in unpaid benefits was related to the increase in the volume of total clients served, the extension of regular EI benefits during the recession, and the increase in the share of active clients served under Part II.

3. Client Profile and Participation

Three types of clients participate in EBSMs: active claimants, former claimants and non-insured clients. Overall, a shift in the distribution of client types in 2009/10 reflected greater demand for services by clients receiving regular EI benefits.

3.1 Active Claimants

Active claimants are clients who have an active claim for EI Part I benefits. Typically, these clients have stronger labour force attachment and tend to regain employment more quickly than those with weaker ties to the labour market.

¹ See Annex 3.1 for more details.

² See section III of this chapter for additional details on pan-Canadian activities.

⁹ Section III of Chapter 5 discusses the impacts of EBSMs.

¹⁰ Figures from 2007/08 have been used to describe the pre-recession period. Also, the returns to work indicator is calculated by dividing the total number of clients who returned to work by the total number of active and former clients.



During this reporting period, the share of active claimants increased from 56.0% in 2008/09 to 59.6% of all clients. A total of 463,158 active claimants accessed EBSMs over the period, a 19.2% increase year over year. This reflects the increase in the number of Canadians receiving regular EI benefits, which expanded the number of clients eligible for employment programming.

3.2 Former Claimants

A former claimant is no longer eligible for regular EI benefits but continues to be eligible for Part II benefits.¹¹ As former claimants can receive living allowances through EI Part II, the average cost per benefit intervention is often significantly higher for these clients. Typically, since former claimants have been unemployed for longer than active claimants have, they access longer benefits interventions.¹²

While EBSM participation levels rose for the second consecutive year for former claimants (+17.5%), participation levels for active claimants increased by more than double that rate (+37.4%) over the same period. As a result, former claimants as a share of total clients declined slightly for the fourth consecutive year, dropping from a peak of 15.2% in 2005/06 to 13.5% in 2009/10.

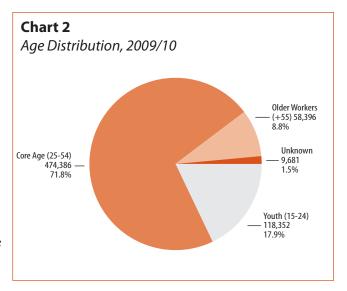
3.3 Non-Insured Clients

Non-insured clients are those who have no substantive or recent labour force attachment, including new labour force participants and individuals who were formerly self-employed. While these clients are not eligible for Employment Benefits under EI Part II, they are eligible for EAS.

While the overall number of clients served increased significantly in 2009/10, the number of non-insured clients accessing EBSMs remained stable in 2009/10 at 209,020. Consequently, the share of non-insured clients represented 26.9% of all clients, down from 30.2% in the last reporting period.

3.4 Age Distribution¹³

The proportion of clients aged 45 years and older who were receiving regular benefits increased faster than the proportion of younger client groups over the past five years. As a result, a corresponding demographic shift has been observed in EI clients accessing Part II interventions. When compared with all other age categories, the number of clients aged 55 and over rose faster during the past five years, rising from 33,997 to 58,396.



¹¹ A former El claimant is an individual who has a claim that ended in the last three years, or who is a parent who has collected El maternity or parental benefits in the last five years.

¹² This average has been calculated using the administrative data of the reporting periods from 2003/04 to 2009/10.

¹³ Date of birth is not collected for clients in Skills Development–Apprentices and Group Services. As a result, client data in Chart 2 do not match the client total in Annex 3.5.

4. Diversity Analysis

To monitor equity in the delivery of EBSMs, HRSDC collects information on the participation of women, Aboriginal people, members of visible minorities and persons with disabilities.¹⁴

minorities and persons with disabilities. ¹⁴					
Women	Women participated in 581,199 interventions in 2009/10. While women's participation in EBSMs declined slightly over the past five years, their participation rate (47.3%) was greater than their representation among the unemployed (40.2%). ¹⁵				
Persons With Disabilities	In 2009/10, persons with disabilities participated in 58,611 EBSM interventions, 10.0% more than in 2008/09. The federal government supported persons with disabilities who were ineligible for El through the Labour Market Agreements for Persons with Disabilities and the Opportunities Fund for Persons with Disabilities. Funded by the Consolidated Revenue Fund, provinces and territories supported 300,000 participants with a total investment of \$218 million, and the federal government assisted 5,500 with \$30 million.				
Aboriginal Peoples	Aboriginal Canadians receive employment support through EBSMs and Aboriginal labour market programming. Under EBSMs, Aboriginal people participated in 70,051 interventions, 14.8% more than in 2008/09. Of the 22,968 Aboriginal EBSM clients, 7,539 clients returned to work following their participation in 2009/10. Additionally, the Aboriginal Human Resources Development Strategy (AHRDS) and the Aboriginal Skills and Employment Partnership				

Members of a Visible Minority Group

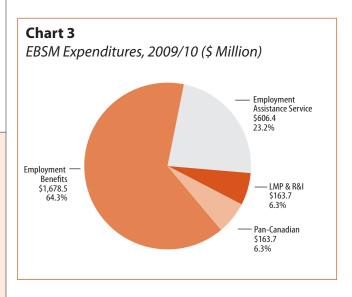
While the total number of interventions delivered to Canadians increased significantly during the reporting period, the number of interventions provided to members of visible minority groups remained stable at 57,872. Consequently, their relative representation among EBSM users decreased slightly during this reporting period. However, their use of Employment Benefits increased by 8.6%, with all increases concentrated in Skills Development.

provided Aboriginal people in Canada with 69,964 interventions in 2009/10. In 2010/11, the AHRDS will transition into the Aboriginal Skills and Employment

Training Strategy to continue providing labour market programs and services to Aboriginal people.¹⁶

5. Expenditures

With the significant assistance of the EAP, provinces and territories spent \$2.45 billion on EI Part II programming. Almost two thirds of the total expenditures provided Employment Benefits to unemployed Canadians, reflecting a greater emphasis on longer term support. Expenditures related to Employment Benefits increased by \$447.4 million and EAS expenditures increased by \$43.5 million. The Government of Canada also invested \$163.7 million in pan-Canadian programming activities. 17



6. Employment Benefits¹⁸

Employment Benefits generally involve longer term interventions that can last from several weeks to a year or more. Employment Benefits consist of SD-Regular, SD-Apprentices, Targeted Wage Subsidies (TWS), Self-Employment (SE), Job Creation Partnerships (JCPs) and Targeted Earnings Supplements (TES).

¹⁴ This information is collected from participants who voluntarily self-identify and is derived from the participant dataset. Therefore, year-over-year fluctuations may be attributed in some degree to changes in the rate of self-identification. Since an individual client can participate in multiple interventions, the number of interventions delivered is always greater than the number of clients served. Note that the number of participants always equals the number of interventions.

¹⁵ References to the representation of women in the labour force have been calculated using the 2009/10 seasonally unadjusted annual averages based on a fiscal year starting in April. Source: Statistics Canada, Labour Force Survey Products and Services, Table-087 (Ottawa: Statistics Canada, ongoing), in Cat. No. 71-544-XIE.

¹⁶ Details on employment measures available to Aboriginal Canadians are available in section III of this chapter.

¹⁷ See section III of this chapter for a detailed description of pan-Canadian activities under EI Part II. The expenditures reported here exclude support to LMDAs.

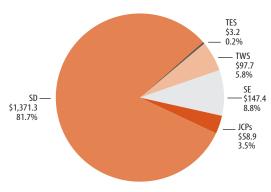
Employment Benefits expenditures increased by 36.3% to \$1.68 billion. This additional support, funded through the EAP, enabled the delivery of 24,915 additional Employment Benefits interventions totalling 221,847 interventions, a 12.7% year-over-year increase and 22.2% higher than the number in 2007/08. Employment Benefits accounted for 17.4% of all EBSM interventions delivered in 2009/10, down from 18.1% in 2008/09. Notable increases in participation occurred in SD-Regular (+28.1%), while decreases were observed in SE participation (-8.0%). The number of interventions delivered under TWS (+3.8%), TES (-2.0%), SD-Apprentices (-0.5%) and JCPs (0.0%) remained relatively stable.

6.1 Skills Development

As announced in Budget 2009, during the recession, HRSDC increased the availability of training that provinces and territories delivered through the EI program to ensure the workforce is well equipped to prosper in the future.²⁰ Traditionally, SD accounts for the largest proportion of Employment Benefit interventions and expenditures, and this trend intensified in 2009/10.

In 2009/10, SD expenditures rose significantly, increasing 43.5% to \$1.37 billion. Skills Development's share of all Employment Benefits expenditures also increased from 77.6% in 2008/09 to 81.7%. Overall, the number of SD interventions rose 15.9% to 184,302. On average, these interventions were 25.0% or 31 days longer compared to pre-recession levels. SD interventions accounted for 83.1% of all Employment Benefits interventions delivered in 2009/10, up from 80.7% in 2008/09. While the number of SD-Regular interventions rose 28.1% to 116,760, the number of SD-Apprentices interventions was almost unchanged at 67,542 (-0.5%). The Career Transition Assistance (CTA) initiative enhanced support for training opportunities for 9,280 clients in 2009/10.

Chart 4
Employment Benefits Expenditures
by Intervention, 2009/10 (\$ Million)



EBSMs IN ACTION: SD

In New Brunswick, youth from the Kent region partnered with Place aux compétences (PAC), a non-profit organization dedicated to helping youth at risk. Since 2008, PAC has mobilized employers and other community stakeholders to provide youth at risk with work opportunities and professional experience. PAC also encourages youth to return to school or to take post-secondary training. To date, 67 of 140 participants have returned either to work or to school.

In Kenora, Ontario, a newly registered apprentice carpenter was able to access his first level of schooling within six months of registration. The apprentice had previous experience and was ready to attend school, knowing that he would return with additional skills and the ability to apply for new work contracts. The apprentice's employer had recently completed his own apprenticeship, passed his interprovincial trade examination and started a new business, allowing him to hire and register the apprentice.

Additional success stories are available on Employment Ontario's website: http://www.tcu.gov.on.ca/eng/secondcareer/successStories.html

In Nunavut, the Apprenticeship Bootcamp offered a combination of career exploration and skills training. More than 40 candidates attended this event, which resulted in 18 individuals receiving offers of an apprenticeship with the Quilliq Energy Corporation.

¹⁸ All interventions under the Supplément de retour au travail from the province of Quebec are now accounted for in the benefit portion of the EBSMs, thus affecting year-over-year comparability.

¹⁹ The 2007/08 reporting period is used as a pre-recession comparison.

²⁰ Government of Canada, Budget 2009 (Ottawa: Government of Canada, January 27, 2009), p. 98.

SD helps individuals obtain employment skills ranging from basic to advanced. It does so by providing direct assistance to individuals for training and, where applicable, contributions to provinces and territories—or to provincially/territorially funded training institutions—to cover costs not included in tuition fees. SD-Regular participants may receive financial assistance to defray basic living costs, tuition and other incremental training-related costs. Participants in SD-Apprentices interventions receive income support during their training primarily through EI Part I.

6.2 Targeted Wage Subsidies

In 2009/10, a total of 16,000 TWS interventions were delivered across the country, a 3.8% increase year over year. Participation in TWS increased for the first time in nine years. Despite this slight increase, the TWS share of all Employment Benefits interventions remained relatively stable, dropping

EBSMs IN ACTION: TWS

As part of the EAP, Prince Edward Island introduced the Employ PEI Community Internship Program to reduce the out-migration of well-educated youth. This initiative provides recent post-secondary graduates with meaningful work experience to complement their education and training. This pilot program received a favourable response from employers, community organizations and graduates.

Manitoba established the Industrial Workplace Apprenticeship Host Pilot, a partnership between the Northern Manitoba Sector Council, local stakeholders and the province. The initiative helped the Swan River community, the Louisiana Pacific company and nearby First Nations recruit and retain highly skilled workers. The initiative attracted new apprentices and utilized the skills of existing journeypersons as trainers. The partners supported such activities as essential skills assessment, workplace training, and trades and apprenticeship training. Manitoba provided wage subsidies to help El-eligible participants gain apprenticeship hours as industrial electricians or millwrights.

from 7.8% in 2008/09 to 7.2% in 2009/10. On average, Targeted Wage Subsidies interventions were five days longer compared to pre-recession levels. TWS expenditures increased 11.8% to \$97.7 million.

TWS furthers the work experience of its participants by encouraging employers to hire unemployed individuals. It does so by providing financial assistance, which covers a portion of the new hires' wages, as well as some employment-related costs.

6.3 Self-Employment

The number of SE participants declined 8.0% to 9,554 in 2009/10. With this year's decrease, the number of SE interventions has declined 25.6% since its peak in 2003/04. SE represented 4.3% of all Employment Benefits interventions in 2009/10, down from 5.3% in 2008/09. However,

EBSMs IN ACTION: SE

In Hamilton, Ontario, BizSmartz is an SE program that helps eligible, qualified individuals establish and run a business. In 2009/10, its successes included the following.

- A participant completed the program in September 2010 and started a small animal hospital. The firm hired one full-time and three part-time employees.
- Another participant submitted a plan to start a home-based bakery to produce preserves and baked goods from local produce. A local newspaper article generated a lot of demand.
- A client who started a business to photograph newborns was profiled in a Globe and Mail article on December 21, 2010. http://www.theglobeandmail.com/report-onbusiness/your-business/grow/new-productdevelopment/photographer-captures-nichewith-newborns/article1845817/

In British Columbia, unemployed individuals from the Lower Mainland who wish to become entrepreneurs have received support from Douglas College since November 2008. In the last 14 years, this college has successfully launched over 2,800 businesses through government-funded programs. This client-centred program provides business workshops, counselling and income support to 120 new participants in each 24-month period.



SE interventions were seven days longer on average compared with 2007/08. Expenditures for SE interventions also increased to \$147.4 million, an 8.8% year-over-year increase.

SE helps individuals create jobs for themselves by starting a business or becoming self-employed. It provides financial assistance for basic living expenses and other personal needs while the participants are developing and implementing their business plan. SE also funds coordinators who ensure participants have access to business planning advice and expertise.

6.4 Job Creation Partnerships

In 2009/10, a total of 5,277 clients participated in JCPs. The number of JCP participants has declined by 48.5% since its peak in 2003/04. For the sixth consecutive year, JCPs' share of total benefit interventions decreased to 2.4%, down from 5.6% in 2003/04. On average, JCP interventions were four days longer compared with 2007/08. Expenditures were significantly higher at \$58.9 million compared with \$49.3 million in 2008/09.

JCPs provide individuals with opportunities to gain work experience leading to ongoing employment. Limited-term projects that offer work experience receive financial assistance. Because these employment opportunities are often generated through locally developed projects in the public and non-profit sectors, JCPs also support the community and the local economy.

6.5 Targeted Earnings Supplements

TES interventions encourage individuals to accept employment by offering them financial incentives. The province of Quebec is the only jurisdiction that offers TES-similar programming—the Supplément de retour au travail (SRT)—to help participants with expenses related to returning to work, such as the costs of new tools, office supplies or clothing. The SRT supported 6,174 participants in 2009/10, a 2.0% decrease compared with the previous year. Quebec's total expenditure for this measure in 2009/10 was relatively unchanged at \$3.2 million.

EBSMs IN ACTION: JCPS

In Sudbury, Ontario, JCP funds gave six participants the opportunity to gain construction experience working under an experienced carpenter. Participants helped to construct the main Wild at Heart Wildlife Refuge Centre building, which features green technology. The project benefits the community, as it treats and rehabilitates injured wild animals in the Sudbury area. The centre also provides education to school children and the broader community, as well as space for post-secondary study.

A JCP initiative in Quesnel, British Columbia, provided work experience for at least three prospective administrative research assistants. This initiative developed and implemented three community projects—in agricultural diversification, energy and resource diversification, and business improvement—through the Quesnel Community and Economic Development Corporation. These projects, which ran from January 2009 to December 2009, provided research and project work experience for seven insured participants, and resulted in four full-time employment opportunities.

7. Support Measures

The Support Measures authorized by Part II of the *Employment Insurance Act* consist of Employment Assistance Services (EAS), Labour Market Partnerships (LMPs), and Research and Innovation (R&I) initiatives. Through LMDAs, the provinces and territories assumed responsibility for delivering these measures at the regional and local levels. Sections II and III of this report elaborate on LMPs and R&I initiatives delivered at the regional and pan-Canadian levels.

7.1 Employment Assistance Services

Total EAS expenditures increased 7.7% to \$606.4 million in 2009/10. Total interventions delivered rose notably to 1,033,557, an 18.6% year-over-year increase. The increase in the number of interventions delivered followed a surge in shorter term interventions to support clients affected at the onset of the economic

downturn in 2008/09. Compared with 2007/08, a pre-recession period, provinces and territories delivered 35.9% more EAS interventions in 2009/10.

Unemployed persons in Canada who require assistance to enter or return to the labour force may access EAS. Provinces and territories design and deliver the following EAS interventions to assist unemployed persons in their jurisdiction: Employment Services, Group Services and Individual Counselling.

7.1.1 Employment Services

Provinces and territories delivered 622,944 Employment Services interventions in 2009/10, a 21.6% increase year over year. Employment Services accounted for 60.3% of all EAS interventions.

Employment Services interventions comprise a variety of services that support participants as they prepare to enter or re-enter the labour force. These services range from job search assistance for job-ready clients to the development of in-depth return-to-work action plans for clients facing multiple employment barriers. Employment Services may be combined with other EBSM programming for which the client is eligible.

7.1.2 Group Services

Following four consecutive annual declines, the number of Group Services interventions rose 16.6% to 47,314 in 2009/10. Group Services' share of total EAS interventions remained stable at 4.6%.

Group Services interventions focus on short-term job search and re-entry activities. Though clients who have recently established a new EI claim are the most common Group Service users, all client types may access these services.

7.1.3 Individual Counselling

The number of Individual Counselling interventions rose 14.0% to 363,299. Over the past five years, the number of Individual Counselling interventions

EBSMs IN ACTION: EAS

The Province of Nova Scotia has funded the Women Unlimited initiative to support unemployed women in trades and technology fields in the Halifax Regional Municipality, Lunenburg and Queens County. Located at Nova Scotia Community College campuses in Halifax, Dartmouth and Bridgewater, this project combines in-class modules focusing on various trades and technology occupations with on-the-job experience to give clients an opportunity to try the occupation they are interested in. Women Unlimited works to address the systemic barriers women face and to support their successful transition into trades and technology training programs and workplaces.

In the Northwest Territories, the K'asho Got'ine Charter Community Council in Fort Good Hope has received EAS funding for an employment officer. The officer assists residents by determining priorities, addressing client needs, intervening, and working in partnership with community leaders and organizations. The officer works with a diverse client group and organizes workshops focused on employability and self-reliance. The officer establishes ongoing communications with local and southern employers to support residents of Fort Good Hope in their job search activities.

increased sharply (+107.5%). Individual Counselling's share of all EAS interventions also increased. In 2009/10, Individual Counselling represented 35.2% of all EAS interventions, up from 22.4% in 2004/05.

Individual Counselling addresses more complex issues in the case management process and may involve a series of in-depth sessions, particularly when clients face multiple employment barriers.

7.2 Labour Market Partnerships

LMPs are support measures to enable employers, employee or employer associations, community groups, and communities to work together to develop or implement strategies to deal with



labour force adjustments and meet human resources requirements. In 2009/10, provinces and territories spent a total of \$161.9 million under the LMPs.

7.3 Research and Innovation

R&I initiatives seek to identify better ways of helping people prepare for, return to or keep employment, and be productive participants in the labour force. In 2009/10, provinces and territories invested \$1.8 million in R&I-related initiatives.

II. PROVINCIAL AND TERRITORIAL EBSM ACTIVITIES

To address their unique labour market challenges, provinces and territories deliver employment programming under agreements individually negotiated with the Government of Canada. In 2009/10, transfer Labour Market Development Agreements (LMDAs) were implemented in Newfoundland and Labrador, Prince Edward Island, Nova Scotia and Yukon. As a result, provinces and territories now design and deliver virtually all EI-funded employment programming, with the exception of the pan-Canadian activity discussed in section III of this chapter. Provinces and territories receive funding to deliver their own programs that are similar to the Employment Benefits and Support Measures (EBSMs) established in Part II of the *Employment Insurance* (EI) *Act*.

This section analyzes each jurisdiction's EBSM-similar activity in 2009/10, linking trends in expenditures and interventions to programming priorities and responses to local labour market conditions.

In labour markets across the country, the impact of the global economic downturn was uneven, varying in both its timing and its severity. Some provinces and territories suffered significant employment losses and mounting unemployment, while others experienced only moderate declines, and a few managed to emerge from the recession relatively unscathed. Even so, most jurisdictions experienced weakness in at least some geographic areas and/or industry sectors, and therefore faced changes in the demand for EBSM-similar programming.

In response to these changes, provinces and territories adjusted the plans and priorities described in their 2009/10 LMDA plans to accommodate changing client needs. This year, many clients experienced unemployment for the first time. Even after participating in an Employment Assistance Services intervention, a number of these clients were unable to quickly re-enter the labour force because job opportunities were scarce. Some viewed this time as an opportunity to improve their employability by upgrading their skills or acquiring new ones, and tended to move along a continuum of programming, from an EAS intervention through to the completion of a skill training program. Consequently, many jurisdictions faced sharp increases in both the number of interventions delivered and in total expenditures. Provinces and territories used the Government of Canada's Economic Action Plan (EAP) investment, discussed in section I of this chapter, to address this rising demand for employment programming.²¹

²¹ The Economic Action Plan (EAP) funding allocation, as well as the number of clients participating in the Career Transition Assistance (CTA) initiative, is included in each jurisdiction's summary of activities.

At the same time, provinces and territories recognized that recovery from the recession would renew emphasis on meeting the challenges of skill and labour shortages brought on both by changes in skill requirements and by Canada's changing demographics. To this end, they placed a high priority on maximizing labour force participation to fill vacancies, addressing the demand for skilled workers by investing in training, and supporting individuals who lacked the skills required to compete in a modern economy. The significance of these priorities is reflected in the substantial increases in skill training that occurred in most jurisdictions.

NOTES TO READER

- This year, for the first time, data and analysis presented in section II includes Other Support Measures (LMPs and R&I).
- While data and analysis are presented according to the traditional EBSM intervention categories, transfer jurisdictions may deliver EBSM-similar programming under different names. A list of these names, together with the corresponding EBSM intervention category, is included in the summary for each jurisdiction.
- Inter-jurisdictional comparisons may be misleading due to differences in programming and labour market conditions.
 EBSM administrative data presented in this section do not include pan-Canadian activities.
- Labour market data from the provinces and territories come from Statistics Canada's Labour Force Survey. Data for Canada and the provinces are fiscal-year averages, calculated using unadjusted data. Monthly data are seasonally adjusted. Data for the Northwest Territories, Yukon and Nunavut are calculated using four points of three-month moving average data. In discussions of employment trends by industry, standard industry titles are taken from the North American Industry Classification System (NAICS).

1. Newfoundland and Labrador

Newfoundland and Labrador – Key Facts Labour Market

15+ Years	2009/10	Change, 2008/09 –2009/1		
Employment	213,200	3,600	•	
Unemployment Rate	15.6%	1.6	•	

Client Type and Age⁺ Distribution

Activ	Active		Former		sured
71.3%		16.5%	1	12.2%	
Youth (1	5–24)	Core Age (Core Age (25–54)		ers (55+)
24.4%		65.8%	1	8.1%	1

Intervention-to-Client Ratio

Ratio, 2009/10		Change, 2008/09-2009/10		
	1.50	0.04	1	

Interventions and Expenditures % Change, 2008/09–2009/10

	Employment Suppor Benefits		Support M EA	
New Interventions	20.1%	1	9.4%	•
Expenditures	14.2%	1	1.8%	•

Employment Benefits and Support Measures: EAS Change in Relative Share

	Relative Share, 2009/10	Percentage Poi Change, 2008/09 –2009/	
Employment Benefits	40.0%	2.2	•
Support Measures: EAS	60.0%	2.2	+

Clients Served, 2009/10

El		Non-Insured		Pan-Cana	dian	
16,580*	1	2,302	•	196		
*Includes 90	Career Tra	nsition Assistance	(CTA) i	nitiative clients.		_

Allocation (\$000s)

LMDA	EAP	Total
133,352	14,652	148,004

[†] Age distribution does not equal 100%, as the "unknown" category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

3

Labour market conditions in Newfoundland and Labrador weakened in 2009/10, reflecting the impact of the recession on forestry, fishing and mining. Employment in the province fell 1.7% to a four-year low of 213,200. Employment on the services-producing side of the economy was relatively stable, and losses were concentrated in goods-producing industries, led by manufacturing (-13.5%), and forestry, fishing, mining, oil and gas (-7.0%). The impact of the recession was most apparent in rural areas of the province that rely more heavily on these primary industries. The central region of the province was particularly hard hit by the permanent closure of a paper mill that was a major employer in the area. While employment was declining, the province's labour force was almost unchanged. As a result, unemployment increased, and the province's annual average unemployment rate rose from 14.0% in 2008/09 to a six-year high of 15.6%.

Newfoundland and Labrador's LMDA annual plan identified five key labour market priorities for 2009/10: increasing the labour force participation of underrepresented groups; minimizing the impacts of labour shortages; continuing to develop a skilled labour force; responding to industry adjustments; and increasing the human resource planning capacity of its employer community. These priorities reflected the province's outlook that it was well positioned to expand the economy, create employment, and weather the impact of the recession in light of the strong labour market growth that preceded it.

In Newfoundland and Labrador, 2009/10 was a transition year for the delivery of EBSMs. With the signing of the Canada–Newfoundland and Labrador LMDA, the province assumed full responsibility for designing and delivering active employment measures, effective November 2, 2009. Therefore, EBSM activity in 2009/10 reflects EBSM delivery by both HRSDC/Service Canada and the Province of Newfoundland and Labrador.

Newfoundland and Labrador EBSM-Similar Programming				
Employment B	enefits			
TWS	Newfoundland and Labrador Wage Subsidy			
SE	Newfoundland and Labrador Self-Employment Benefit			
JCPs	Newfoundland and Labrador Job Creation Partnerships			
SD	Newfoundland and Labrador Skills Development			
Support Measures				
EAS	Newfoundland and Labrador Employment Assistance Services			
LMPs	Newfoundland and Labrador Labour Market Partnerships			

Through its EAP, the Government of Canada invested \$14.7 million through Newfoundland and Labrador's LMDA to support the delivery of EBSM-similar programming in the province in 2009/10. This additional funding enabled more Newfoundlanders and Labradorians to upgrade their skills, consider new business opportunities and maintain their communities during the recession. The total expenditure for EBSM-similar programming was \$147.7 million, up 12.2% from \$131.7 million last year. A total of 18,882 clients participated in this programming, which was an increase of 10.5% year over year. The number of interventions delivered was also higher, climbing 13.5% to 28,266. Interventions increased at a faster pace because more clients participated in multiple interventions than was the case in the previous year. In an expanding labour market with more abundant job opportunities, job-ready clients may require only a single short-term intervention to re-enter the labour market. During a recession, however, more clients participate in multiple interventions to assist them in finding employment, given the lack of immediate job openings.

1.1 Employment Benefits

The number of Employment Benefits interventions delivered in Newfoundland and Labrador rose 20.1% to 11,307. There were increases in all types of Employment Benefits. SE interventions rose at the highest rate (+49.7%), followed by JCPs (+33.7%). Interest in SE tends to rise during a recession, when the lack of job opportunities prompts more unemployed individuals to consider creating their own jobs. A significant increase in JCP interventions would also be expected during a recession, particularly in rural areas, where workers are more likely to rely on JCPs to help them maintain their incomes and remain in their communities until economic conditions begin to improve or seasonal operations resume. For many of these workers, retraining or relocating to find a new job or occupation is not a viable option, especially considering the limited job opportunities available and the significant investments they have made in their home communities. For older workers, the relatively short time they will remain in the labour force is also an important consideration.

There were also significant increases in SD-Apprentices (+20.4%), SD-Regular (+15.1%) and TWS (+4.8). Despite large increases in SE and ICP, SD continued to account for more than two thirds of Employment Benefits interventions. This reflected the province's continuing commitment to developing the skilled labour force it needs to meet current and emerging demands, particularly those associated with major developments such as the Hebron oil project. Clients participating in the Career Transition Assistance (CTA) initiative accounted for 90 of the 5,410 SD-Regular interventions delivered during the year. Employment Benefits expenditures increased at a slower pace than interventions, climbing 14.2% from \$111.1 million in 2008/09 to \$127.0 million. The increase in expenditures was slower as over half of the increase in interventions was related to lower cost benefits, such as SD-Apprentices and JCPs.

1.2 Support Measures: EAS

EAS interventions rose 9.4% to 16,959. In Newfoundland and Labrador, employment assistance is mainly provided through Individual Counselling. These interventions rose for the third consecutive year, climbing 11.3% to 16,896. Expenditures were up slightly, rising 1.8% to \$17.5 million.

1.3 Other Support Measures: LMPs and R&I

Newfoundland and Labrador's total expenditure for LMPs was \$3.3 million, down 2.0% from 2008/09. LMP funds were used to support employment initiatives to help increase the human resource planning capacity of the employer community, minimize the impacts of labour shortages, and develop a skilled labour force. For example, LMP funds supported the Canadian Home Builders' Association's new Try the Trades initiative, an employer-driven mentorship program to attract workers to occupations in the residential construction trades. LMP funds also supported initiatives from Women in Resource Development that encourage more women to explore non-traditional occupations.



2. Prince Edward Island

Prince I	Edward Isla	nd – K	ey Facts			
	Labour M	arket				
15+ Years	2009/10	Chang	e, 2008/09 -	-2009/10		
Employment	69,500		400	1		
Unemployment Rate	11.4%		0.0	-		
Client Type and Age ⁺ Distribution						
Active	Forme	r	Non-Ins	sured		
66.6%	11.9%	1	21.5%			
Youth (15–24)	Core Age (2	5–54)	Older Work	ers (55+)		
25.3%	66.6%	1	7.3%	+		
Inter	vention-to-	Client	Ratio			
Ratio, 2009/	/10	Change	, 2008/09–20	009/10		
1.47		0.10		•		
	Interventions and Expenditures % Change, 2008/09–2009/10 Employment Support Measures:					
		ment	Support N	ieasures		
	Bene		Support N EA			
New Interventions	Bene 7.3%		10.9%			
New Interventions Expenditures	Bene	fits	EA	S		
Expenditures Emp Su	Bene 7.3%	enefits	10.9% 2.6% s and EAS	\$		
Expenditures Emp Su	7.3% 21.2% bloyment Beport Meas	enefit: sures: ative S	10.9% 2.6% s and EAS	e Point		
Expenditures Emp Su	7.3% 21.2% ployment Boport Measunge in Relative St	enefit: sures: ative S	10.9% 2.6% s and EAS hare Percentag	e Point		
Expenditures Emp Su Cha	7.3% 21.2% Poloyment Be pport Measinge in Relative St 2009/1	enefit: cures: ative S hare,	10.9% 2.6% s and EAS hare Percentag Chang 2008/09 - 2	e Point ge, 2009/10		
Employment Benefits Support Measures: EAS	7.3% 21.2% Poloyment Be pport Measinge in Relative St 2009/1	enefits enefits sures: ative S hare, 0 40.6%	2.6% 2.6% s and EAS hare Percentag Chan 2008/09 – 2 4.5 4.5	e Point ge, 2009/10		
Employment Benefits Support Measures: EAS	7.3% 21.2% Poloyment Be pport Measinge in Relative St 2009/1	enefits enefits sures: stive S hare, 0 40.6% 59.4%	2.6% 2.6% s and EAS hare Percentag Chan 2008/09 – 2 4.5 4.5	e Point ge, 2009/10		
Expenditures Emp Su Cha Employment Benefits Support Measures: EAS Clie	7.3% 21.2% Poloyment Be pport Meas ange in Relative St 2009/1	enefits enefits sures: stive S hare, 0 40.6% 59.4%	2.6% 2.6% s and EAS hare Percentag Chan 2008/09 – 2 4.5 4.5	e Point ge, 2009/10		
Expenditures Emp Su Cha Employment Benefits Support Measures: EAS Clice	7.3% 21.2% Poloyment Be pport Measurge in Relative St 2009/1 ents Served Non-Insured 885	enefits enefits sures: ative S hare, 0 40.6% 59.4%	2.6% 2.6% 2.6% s and EAS hare Percentag Chang 2008/09 - 2 4.5 4.5 9/10 Pan-Canad	e Point ge, 2009/10		
Employment Benefits Support Measures: EAS Clic El 3,227* *Includes 80 CTA client	7.3% 21.2% Poloyment Be pport Measurge in Relative St 2009/1 ents Served Non-Insured 885	enefits enefits sures: stive S hare, 0 40.6% 1, 2009	2.6% 2.6% s and EAS hare Percentag Chang 2008/09 – 2 4.5 4.5 2/10 Pan-Canac	e Point ge, 2009/10		
Employment Benefits Support Measures: EAS Clic El 3,227* *Includes 80 CTA client	7.3% 21.2% ployment Be pport Measurge in Relative St 2009/1 ents Served Non-Insured 885	enefits enefits sures: stive S hare, 0 40.6% 1, 2009	2.6% 2.6% s and EAS hare Percentag Chang 2008/09 – 2 4.5 4.5 2/10 Pan-Canac	e Point ge, 2009/10		

⁺ Age distribution does not equal 100%, as the "unknown" category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

Prince Edward Island's economy was relatively shielded from the recession, and annual average labour market conditions were generally stable year over year. Employment rose less than 1.0%; a small gain in the Island's services-producing industries offset a smaller loss on the goodsproducing side of the economy. The labour force also expanded modestly, and the Island's unemployment rate was stable at 11.4%.

Prince Edward Island's 2009/10 LMDA plan continued to build on the strategy introduced in 2008/09—Island Prosperity: A Focus for Change. This \$200-million, five-year investment strategy was designed to foster innovation in knowledge sectors through investments in labour market, business and infrastructure development. Island Prosperity recognizes that the labour market of the future will be characterized by labour and skill shortages, and seeks to link innovation and learning more closely to the development of a productive, competitive economy and a skilled labour force. To this end, Prince Edward Island planned to deliver employment programming to ensure that Islanders are well equipped to participate in the labour market, with emphasis on support for the four innovative sectors identified in Island *Prosperity*: bioscience, information technology, aerospace and renewable energy.

On Prince Edward Island, 2009/10 was a transition year for the delivery of EBSMs. With the signing of the Canada–Prince Edward Island LMDA, the province assumed full responsibility for designing and delivering active employment measures, effective October 5, 2009. Therefore, EBSM activity in 2009/10 reflects EBSM delivery by both HRSDC/Service Canada and the Province of Prince Edward Island.

Prince Edward Island EBSM-Similar Programming				
Employment B	enefits			
TWS	Employ PEI			
SE	Self Employ PEI			
JCPs	Work Experience PEI			
SD	Training PEI - Individual Training PEI - Apprentice			
Support Measu	res			
EAS	Employment Assistance Services			
LMPs	Labour Market Partnerships			
R&I	Research and Innovation			

Through its EAP, the Government of Canada invested \$3.7 million through Prince Edward Island's LMDA to support the delivery of EBSM-similar programming. The total expenditure in 2009/10 was \$30.9 million, up 14.7% from \$26.9 million last year. Though expenditures were higher, the number of clients participating in EBSMs fell 11.0% (-507) to 4,112. These clients participated in 6,063 interventions. A four-year low, this was 4.3% fewer than the number of interventions delivered in 2008/09.

2.1 Employment Benefits

The number of Employment Benefits interventions delivered on Prince Edward Island rose 7.3% to 2,459. TWS reversed a multi-year decline, climbing 83.6% to 202. Much of this increase was associated with a new initiative that focused on internships with community partners. JCPs, which played an important role in the province's new Rural

Development Plan, rose 39.1%. This was the fourth consecutive annual increase for this Benefit. SE was also higher, up 33.6% year over year. There were decreases in both SD-Apprentices (-5.1%) and SD-Regular (-1.9%). Clients participating in the CTA initiative accounted for 80 of the 1,445 SD-Regular interventions delivered in 2009/10. Employment Benefits expenditures rose at a rate that was significantly higher than the increase in interventions, climbing 21.2% from \$20.1 million in 2008/09 to \$24.3 million.

2.2 Support Measures: EAS

EAS interventions fell 10.9% to a three-year low of 3,604. Employment Services fell 37.0% to 1,378. At the same time, the recession resulted in greater demand for career counselling services, and Individual Counselling interventions rose 19.7% to 2,226. Total EAS expenditures were 2.6% higher year over year, rising from \$4.8 million in 2008/09 to \$4.9 million.

2.3 Other Support Measures: LMPs and R&I

Total expenditures for LMPs fell 20.6% to \$1.6 million. Prince Edward Island used LMPs to develop labour market intelligence, promote its use in labour market development, and facilitate labour force planning and labour market adjustments. The province encourages industry and community involvement in identifying and addressing labour market issues and provided assistance to various sector councils across the province.

3. Nova Scotia

Nova Scotia – Ney i acts					
Labour Market					
15+ Years	2009/10	Change, 2008/0	9 –2009/10		
Employment	451,000	1,500	•		
Unemployment Rate 9.2% 1.2 ★					
Client Ty	pe and Ag	e+ Distributio	on		

Nova Scotia – Key Facts

Acti	Active		Former		sured
62.5%	•	16.3%	1	21.1%	
Youth (1	5–24)	Core Age	(25–54)	Older Work	ers (55+)
20.7%		69.8%	1	7.8%	•

Intervention-to-Client Ratio

Ratio, 2009/10	Change, 2008/09–2009/10	
1.99	0.03	1

Interventions and Expenditures % Change, 2008/09–2009/10

	Employme Benefits		Support M EA	
New Interventions	17.4%	1	17.7%	•
Expenditures	33.5%	1	3.3%	

Employment Benefits and Support Measures: EAS Change in Relative Share

	Relative Share, Percentage Point 2009/10 Change, 2008/09 – 2009/10		
Employment Benefits	16.8%	0.0 –	
Support Measures: EAS	83.2%	0.0 –	

Clients Served, 2009/10

El		Non-Insure	d	Pan-Canadi	ian	
15,531*	•	4,155	•	318		
*Includes 26	0 CTA client					

Allocation (\$000s)

LMDA	EAP	Total
81,250	16,760	98,010

⁺ Age distribution does not equal 100%, as the "unknown" category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

Conditions in the Nova Scotia labour market were moderately weaker in 2009/10. Average annual employment was almost unchanged. There were significant losses in the province's goods-producing industries, led by manufacturing (-16.3% or -6,200). At the same time, there was modest growth on the services-producing side of the economy, led by educational services (+9.2% or +3,200). While employment was relatively stable, Nova Scotia's labour force expanded modestly. Together, these two trends resulted in higher unemployment, and the province's unemployment rate rose from 8.0% to a six-year high of 9.2%.

While acknowledging these weaker conditions, Nova Scotia's 2009/10 LMDA plan recognized that planned levels of government infrastructure investment could lead to significant employment opportunities in construction-related occupations, including trades and project management. Among its priorities for 2009/10, Nova Scotia planned to address the labour market issues arising from the recession; develop structured pathways to help individuals move from unemployment to full labour force participation; provide short-term opportunities to enable individuals to build transferable skills; and support longer term skills development in the province's labour force.

In Nova Scotia, 2009/10 was a transition year for the delivery of EBSMs. With the signing of the Canada–Nova Scotia LMDA, the province assumed full responsibility for designing and delivering active employment measures, effective July 1, 2009. Therefore, EBSM activity in 2009/10 reflects EBSM delivery by both HRSDC/Service Canada and the Province of Nova Scotia.

Nova Scotia EBSM-Simila	r Programming
Employment I	Benefits
TWS	Nova Scotia Targeted Wage Subsidy
SE	Nova Scotia Self-Employment Benefit
JCPs	Nova Scotia Job Creation Partnerships
SD	Nova Scotia Skills Development
Support Meas	ures
EAS	Nova Scotia Employment Assistance Services
LMPs	Nova Scotia Labour Market Partnerships

In 2009/10, the Government of Canada invested \$16.8 million in EAP funds through Nova Scotia's LMDA to support the delivery of EBSM-similar programming in the province. Total expenditures rose 22.9% to \$97.9 million, compared with \$79.7 million last year. The number of clients served rose 16.0% to a record high of 19,686. These clients participated in 39,204 interventions, which was an increase of 17.6% year over year. Growth in expenditures outpaced increases in both interventions delivered and total clients served for several reasons. Nova Scotia's clientele increasingly faced greater barriers to employment. As a result, clients often needed longer and more specialized interventions. In addition, tuition and other related expenses, wages, and administrative costs all continued to increase.

3.1 Employment Benefits

In 2009/10, the number of Employment Benefits interventions delivered in Nova Scotia rose 17.4% to 6,579. Reflecting Nova Scotia's commitment to support longer term skills improvement, SD-Regular interventions climbed 28.7% to 4,063. Clients participating in the CTA initiative accounted for 260 of these interventions. TWS and SE rose in tandem, increasing by 26.6% and 26.5%, respectively. The number of JCP interventions fell 7.5%, while SD-Apprentices dropped 5.3% to 1,456. The growth in Employment Benefits expenditures outpaced the increase in interventions, as expenditures rose 33.5% to \$75.6 million.

3.2 Support Measures: EAS

After reaching a record high in 2008/09, EAS interventions continued to expand. This year, interventions rose 17.7% to 32,625. The largest year-over-year gain was in Group Services, which jumped 265.0% to 219. Individual Counselling rose 20.5% to 16,964, while Employment Services rose at a slower but still significant rate of 13.7%. Despite the increase in interventions, EAS expenditures fell 3.3% to \$20.9 million.

3.3 Other Support Measures: LMPs and R&I

Nova Scotia's total expenditures for LMPs rose 1.8% to \$1.4 million. This increase was primarily related to support of the province's sector councils. Over the past several years, an aging population, lower birth rates and out-migration have led to changes in Nova Scotia's labour market. The market has shifted from supply-rich to demand drive, and that trend is expected to continue. Recognizing that employers require additional supports and new approaches to meet their labour needs in this demand-driven labour market, Nova Scotia increased its investment in sector councils. Through this strategy, the province will ensure that there is a strong understanding of the skills required to meet the needs of the employer community. The province will also work with employers on human resource practices that help marginalized populations achieve successful, long-term labour market attachment.

4. New Brunswick

New Brunswick – Key Facts Labour Market				
15+ Years	2009/10		e, 2008/09 -	-2009/1
Employment	359,400		400	•
Unemployment Rate	8.8%		0.0	_
Client Type and Age ⁺ Distribution				
Active Former Non-Insured				
61.4%	13.5%	•	25.1%	1
Youth (15–24)	Core Age (2	5–54)	Older Work	ers (55+)
31.1%	59.6%		7.0%	+
Interve	ention-to-	Client	Ratio	
Ratio, 2009/10	0	Change	, 2008/09–2	009/10
	2.00		0.11	+
Interventions and Expenditures % Change, 2008/09–2009/10				
	Employ	ment	Support A	leasure:
	Bene		E/	
New Interventions				
New Interventions Expenditures	Bene	fits	E/	IS
Expenditures Emplo	Bene 34.5%	fits	21.8% 11.9% s and EAS	15
Expenditures Emplo	34.5% 22.6% oyment Beport Meas	enefit tures: ative S	21.8% 11.9% s and EAS	S ♣ ↓ ge Point ge,
Expenditures Emplo	34.5% 22.6% oyment Be port Meas age in Relative St 2009/1	enefit tures: ative S	21.8% 11.9% s and EAS hare Percentage Change	S ♣ ↓ ge Point ge,
Expenditures Emplo Sup Chan	34.5% 22.6% oyment Be port Meas age in Relative St 2009/1	enefit tures: ative S	21.8% 11.9% s and EAS hare Percentag Chang 2008/09	S ♣ ↓ ge Point ge,
Expenditures Employment Benefits Support Measures: EAS	34.5% 22.6% oyment Be port Meas age in Relative St 2009/1	enefit tures: tive S	21.8% 11.9% s and EAS hare Percentag Chan 2008/09 – 2.0 2.0	e Point ge, 2009/10
Expenditures Employment Benefits Support Measures: EAS	Bene 34.5% 22.6% oyment Be port Meas age in Rela Relative SI 2009/1	enefits enefit ures: tive S hare, 0 30.0% 70.0%	21.8% 11.9% s and EAS hare Percentag Chan 2008/09 – 2.0 2.0	e Point ge, 2009/10
Expenditures Employer Chan Employment Benefits Support Measures: EAS Clier	Bene 34.5% 22.6% oyment Be port Meas age in Rela Relative St 2009/1	enefits enefit ures: tive S hare, 0 30.0% 70.0%	21.8% 11.9% s and EAS hare Percentag Chan 2008/09 = 2.0 2.0 2.0	e Point ge, 2009/10
Expenditures Employer Chan Employment Benefits Support Measures: EAS Clier	Bene 34.5% 22.6% oyment Be port Meas age in Rela Relative Sh 2009/1	enefits enefits ures: ative S and are, and	21.8% 11.9% s and EAS hare Percentag Chan 2008/09 - 2.0 2.0 2.0 Pan-Cana	e Point ge, 2009/10
Expenditures Employer Support Chan Employment Benefits Support Measures: EAS Clier El 16,959* *Includes 310 CTA clients	Bene 34.5% 22.6% oyment Be port Meas age in Rela Relative Sh 2009/1	enefits enefit cures: hare, 0 30.0% 70.0%	21.8% 11.9% s and EAS hare Percentag Chang 2008/09 – 2.0 2.0 Pan-Canac	e Point ge, 2009/10
Expenditures Employer Support Chan Employment Benefits Support Measures: EAS Clier El 16,959* *Includes 310 CTA clients	Bene 34.5% 22.6% oyment Be port Meas age in Rela Relative SI 2009/1	enefits enefit cures: hare, 0 30.0% 70.0%	21.8% 11.9% s and EAS hare Percentag Chang 2008/09 – 2.0 2.0 Pan-Canac	ge Point ge, 2009/10

category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

Conditions in the New Brunswick labour market were stable year over year. Average annual employment was almost unchanged, since a small decline in the province's services-producing industries was offset by modest gains on the goods-producing side of the economy. The labour force was also stable, and New Brunswick's unemployment rate was unchanged at 8.8%.

As outlined in Annex 2 of New Brunswick's 2009/10 LMDA plan, the province faces two challenges. The first is to maximize labour force participation to fill vacancies and address the demand for skilled workers. The second is to continue to support individuals who lack the literacy skills required to compete in a modern economy. To address these challenges, New Brunswick planned to work with employers to develop new strategies to enhance adult literacy; to promote continuous learning in the workplace; to assist workers to match their skills with new job opportunities; and to collaborate with workers and employers to help them meet the training needs of the labour market.

Through its EAP, the Government of Canada invested \$14.5 million through New Brunswick's LMDA to support the delivery of EBSM-similar programming in the province in 2009/10. Total expenditures rose 15.3%, climbing to \$106.8 million. The number of clients participating in EBSMs also increased, rising 32.2% to a record high of 22,638. These clients participated in 45,260 interventions, an increase of 25.4% year over year and another record high. Much of these increases were attributed to changes in eligibility criteria that made programming more flexible. Because active claimants accounted for a significant portion of the increase in clients served, there was not a corresponding increase in Part II expenditures.

New Brunswick EBSM-Similar Programming		
Employment Benefi	its	
TWS	Workforce Expansion—Employer Wage Subsidy	
SE	Workforce Expansion—Self-Employment Benefit	
SD	Training and Skills Development Program	
Support Measures		
EAS	Employment Assistance Services	
LMPs	Adjustment Services	
R&I	Research and Innovation	

4.1 Employment Benefits

A total of 13,560 Employment Benefits interventions were delivered in 2009/10, which was an increase of 34.5% year over year. Interventions rose for three of the four types of Benefits delivered in New Brunswick. Consistently with the province's commitment to address the demand for skilled workers, SD-Regular rose at the fastest pace, climbing 59.7% to 8,480. Expanded client eligibility also contributed to this increase. CTA initiative clients accounted for 310 of these interventions. SE and SD-Apprentices also increased, rising 25.3% and 9.3%, respectively. TWS was almost unchanged, falling less than 1.0% to 1,870. Employment Benefits expenditures rose from \$76.9 million to \$94.3 million, an increase of 22.6% year over year.

4.2 Support Measures: EAS

The number of EAS interventions was also higher in 2009/10, climbing 21.8% to 31,700. This was the first full year of the Transition to Work program, which resulted in an increase in the number of eligible social assistance recipients participating in EAS. Individual Counselling jumped 38.5% to 21,518, primarily due to greater demand resulting from changes to client eligibility criteria. At the same time, Employment Services interventions fell 2.8% to 10,182. Despite the overall increase in EAS interventions, EAS expenditures fell 11.9% to \$9.2 million, because many of the additional interventions were less costly and therefore did not have a significant impact on expenditures.

4.3 Other Support Measures: LMPs and R&I

In 2009/10, New Brunswick's total expenditure for LMPs and R&I was \$3.3 million, down 37.6% from last year's total of \$5.3 million. As the impact of the recession lessened, LMP expenditures for adjustment committees declined. At the same time, the province's slow recovery resulted in a shift in emphasis from Other Support Measures to SD and other programming to assist unemployed individuals.



5. Quebec

Quebec – Key Facts Labour Market				
15+ Years	2009/10 Cha	nge, 2008/09 –2009/10		
Employment	3,857,100	12,500 🔻		
Unemployment Rate	8.4%	0.8		
Client Type and Age Distribution				
Active	Former	Non-Insured		
67.3%	12.2%	20.5%		
Youth (15–24)	Core Age (25–54) Older Workers (55+)		
16.2% –	73.5%	10.3%		
Interv	ention-to-Clie	ent Ratio		
Ratio, 2009/1	0 Cha	nge, 2008/09–2009/10		
	1.15	0.00 –		
Interventions and Expenditures % Change, 2008/09–2009/10				
	Employmen Benefits	t Support Measures: EAS		
New Interventions	11.1% 1	7.9%		
Expenditures	25.3%	14.5%		
Employment Benefits and Support Measures: EAS Change in Relative Share				
Sup	port Measure	s: EAS		
Sup	port Measure	s: EAS e Share		
Sup	port Measure nge in Relative Relative Share,	s: EAS e Share Percentage Point Change, 2008/09 –2009/10		
Sup Char	port Measure nge in Relative Relative Share, 2009/10	Percentage Point Change, 2008/09 – 2009/10		
Sup Char Employment Benefits Support Measures: EAS	port Measure nge in Relative Relative Share, 2009/10	Percentage Point Change, 2008/09 – 2009/10 0 0.6 • 0.6		
Sup Char Employment Benefits Support Measures: EAS	Relative Share, 2009/10	Percentage Point Change, 2008/09 – 2009/10 6 0.6 •		
Sup Char Employment Benefits Support Measures: EAS	Relative Share, 2009/10 26.4% 73.6% nts Served, 20	s: EAS e Share Percentage Point Change, 2008/09 – 2009/10 6 0.6 • 0.09/10		
Sup Char Employment Benefits Support Measures: EAS Clie	Relative Share, 2009/10 26.49 73.69 nts Served, 20 Non-Insured 42,167	Percentage Point Change, 2008/09 – 2009/10 0 0.6 • 0.09/10 Pan-Canadian		
Employment Benefits Support Measures: EAS Clie EI 163,244* *Includes 3,300 CTA clie	Relative Share, 2009/10 26.49 73.69 nts Served, 20 Non-Insured 42,167	s: EAS e Share Percentage Point Change, 2008/09 – 2009/10 6		
Employment Benefits Support Measures: EAS Clie EI 163,244* *Includes 3,300 CTA clie	Relative Share, 2009/10 26.4% 73.6% nts Served, 20 Non-Insured 42,167	s: EAS e Share Percentage Point Change, 2008/09 – 2009/10 6		

The Quebec labour market was marginally weaker in 2009/10. While employment in the services-producing industries was relatively stable, the province's goods-producing industries contracted by 2.3%, falling to a 12-year low. There were losses in both manufacturing (-2.6%) and forestry, fishing, mining, oil and gas (-10.1%). This resulted in a very modest employment decline. While the overall level of employment was slightly lower, the labour force expanded at a modest rate of 0.6%. This combination resulted in higher unemployment, and Quebec's unemployment rate rose from 7.6% last year to a five-year high of 8.4%.

As outlined in Quebec's 2009/10 LMDA plan, Quebec faced both short- and long-term labour market challenges. In the short term, employment losses resulting from the recession would continue to mount in some regions if the expected recovery was prolonged. In the long term, Quebec was concerned with both its aging workforce, and its growing skill and labour shortages. The province strategically identified three priorities to address these challenges. The first was to minimize the effects of the recession on individuals by delivering timely interventions. A new initiative—Soutien aux entreprises à risque de ralentissement économique—was introduced to assist employers who had temporarily laid off employees or reduced their hours of work as a result of the recession. This initiative enabled affected employers to use this down time to develop the skills of their workforce. The province's second priority was to increase the labour force participation of underrepresented groups, low-skilled workers and the underemployed. Quebec's third priority was to improve productivity and employers' capacity to adapt to technological, demographic and commercial change.

Quebec EBSM-Similar Programming		
Employment Be	enefits	
SD	Manpower Training Measure Job Readiness	
TWS	Wage Subsidy	
SE	Support for Self-Employment Measure	
TES	Supplément de retour au travail	
Support Measur	res	
EAS	Labour Market Information Job Placement Job Research and Assistance Services	
LMPs	Job Cooperation Services Manpower Training Measure for Enterprises	
R&I	Research and Innovation Strategy	

In 2009/10, the Government of Canada invested \$130.6 million in EAP funds through Quebec's LMDA to support the delivery of EBSM-similar programming in the province. Total expenditures rose from \$598.6 million in 2008/09 to \$729.0 million, an increase of 21.8% year over year. The number of clients participating in EBSMs rose 9.1% to a record high of 205,411. Total interventions rose 8.7% to 235,312, another record high for the province. To respond to labour market conditions and better address the needs of individuals who were laid off or at risk of layoff, Quebec changed its EBSM-similar programming. For example, the delivery of EAS interventions was altered to meet higher demand and the need for longer interventions. As well, the average duration of an Employment Benefits intervention increased 3.6% year over year, and 5.8% compared with 2007/08.²² Changes such as these, together with additional investments in support of the workforce, resulted in higher expenditures year over year.

5.1 Employment Benefits

A total of 62,015 Employment Benefits interventions were delivered in Quebec in 2009/10. A nine-year high, this was an increase of 11.1% from 2008/09. Interventions increased in SD-Regular (+13.7%), SE (+12.1%) and TWS (+8.3%). Participants in the

CTA initiative accounted for 3,300 of the 45,906 SD-Regular interventions delivered in 2009/10. The lone decline was in Supplément de retour au travail, which fell 2.0%. Expenditures for Employment Benefits interventions rose at a higher rate than the increase in interventions, climbing 25.3% from \$377.6 million in 2008/09 to \$473.0 million. The interventions with the highest year-over-year increases, such as SD and TWS, were also among the longest and therefore most costly types of interventions.

5.2 Support Measures: EAS

The number of EAS interventions delivered in Quebec rose 7.9% to a record high of 173,297, with increases in all intervention types. Individual Counselling rose at the highest rate (+20.7%), followed by Group Services (+13.3%) and Employment Services (+6.3%). EAS expenditures were also higher year over year, rising 14.5% to \$128.6 million. The interventions delivered were lengthier and therefore more costly. In a weaker economy with fewer employment opportunities, many clients had to conduct multiple job searches. The use of self-services also increased: the Emploi-Québec.net website reported 3.2 million visits in 2009/10, which was a year-over-year increase of 21.0%. The information provided through this website, which is funded through EAS, has played an increasingly important role in achieving equilibrium between demand and supply in Quebec's labour force.

5.3 Other Support Measures: LMPs and R&I

Quebec's expenditures for LMPs and R&I totalled \$127.4 million, which was an increase of 17.2% year over year. While R&I expenditures fell 68.9% to \$265,000, spending on LMPs rose 17.8% to \$127.2 million. To prepare for economic recovery, Quebec increased its investment in its layoff prevention strategy. In addition, the province helped employers to retain their employees and offer training to improve their skills.

²²The average duration of an Employment Benefits intervention excludes Supplément de retour au travail, since the duration of this type of intervention is fixed at one day.

²³ Supplément de retour au travail was previously reported in Quebec as an Employment Assistance service.



6. Ontario

	Oı	ntario – Ke	y Fac	ts	
Labour Market					
15+ Ye	ars	2009/10	Chang	je, 2008/09 –	-2009/10
Employm	nent	6,507,800	1	28,000	+
Unemployme	ent Rate	9.1%		2.0	1
Client Type and Age ⁺ Distribution					
Activ	re	Forme	r	Non-Ins	sured
70.6%	1	12.9%	1	16.5%	+
Youth (15	5–24)	Core Age (25	-54)	Older Work	ers (55+)
10.3%	+	78.5%	1	9.5%	1
	Interve	ention-to-	Clien	t Ratio	
Rat	io, 2009/1	0	Change	e, 2008/09–20	009/10
		1.67		0.04	•
Interventions and Expenditures % Change, 2008/09–2009/10 Employment Support Measures:					
New Inter	rventions	Benet		EA	S
New Inter			fits		
	litures Emplo Sup	25.8% 64.3% oyment Be port Meas age in Rela	fits	1.0% 9.9% s and EAS share	\$ +
	litures Emplo Sup	25.8% 64.3% oyment Be	enefit ures: tive S	1.0% 9.9% s and EAS	e Point
	Emple Sup Chan	25.8% 64.3% oyment Be port Meas age in Rela Relative Sh	enefit ures: tive S	1.0% 9.9% s and EAS hare Percentag	e Point
Expend	Emplo Sup Chan	25.8% 64.3% oyment Be port Measige in Relative Sh 2009/10	enefit ures: tive S	s and EAS Share Percentag Chang 2008/09 - 2	e Point
Employment	Emplo Sup Chan	25.8% 64.3% oyment Be port Measige in Relative Sh 2009/10	fits enefit ures: tive S are, 8.2%	9.9% s and EAS hare Percentag Chang 2008/09 – 2 3.3 3.3	e Point je,
Employment	Emplo Sup Chan	25.8% 64.3% oyment Be port Measinge in Relative Sh 2009/10	enefit ures: tive S are, 0	9.9% s and EAS hare Percentag Chang 2008/09 – 2 3.3 3.3	e Point je, 2009/10
Employment Support Mea	Emplo Sup Chan	25.8% 64.3% oyment Beport Measinge in Relative Sh. 2009/16	enefit ures: tive S are, 0	1.0% 9.9% s and EAS share Percentag Chang 2008/09 – 2 3.3 3.3	e Point je, 2009/10

Ontario's labour market was significantly weaker in 2009/10. The impact of the global economic downturn, which accelerated structural shifts already underway, was evident in the province's level of employment, which fell 1.9% to a three-year low of 6,507,800. This decline was concentrated in full-time work; part-time employment was almost unchanged year over year. While Ontario's services-producing industries were stable, the province's goods-producing industries continued to be at the epicentre of its employment losses. Total employment in this group of industries fell 8.6% to a 13-year low of 1,367,100. More than two thirds of these losses came from the manufacturing sector, which contracted for the sixth consecutive year, falling to a record low of 783,400. While employment declined, the labour force was unchanged. As a result, unemployment increased (+143,800), and Ontario's unemployment rate jumped from 7.1% in 2008/09 to a 15-year high of 9.1%.

Ontario's 2009/10 LMDA plan recognized the continuing challenges faced by Ontarians in need of adjustment services, particularly those in manufacturing, forestry and other troubled sectors. Among the measures designed to address this need, the Rapid Re-Employment and Training Service (RRTS) would immediately provide various Employment Ontario services to workers affected by major layoffs. Ontario also planned to continue working toward the goals set out in its Skills to Jobs Action Plan, which would enhance the province's skills and knowledge strategy and help workers get ahead. Enhancements to Ontario's Second Career program—a key element of the plan—would help laid-off workers acquire skills needed for employment in high-demand occupations. In addition, changes to Employment Ontario would lay the foundation for a more client-centred approach to program and service delivery. These changes would start with a new Employment Services network, based on a single window approach to employment services that would meet the needs of clients, the community and stakeholders efficiently and effectively.

Allocation (\$000s)

EAP

210,683

Total

748,898

LMDA

538,215

⁺ Age distribution does not equal 100%, as the "unknown" category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

Ontario EBSM-Simila	r Programming
Employment B	Benefits
TWS	Ontario Targeted Wage Subsidy
SE	Ontario Self-Employment Benefit
JCPs	Ontario Job Creation Partnerships
SD	Ontario Skills Development/Second Career
Support Meas	ures
EAS	Ontario Employment Assistance Services
LMPs	Ontario Labour Market Partnerships
R&I	Research and Innovation

In 2009/10, the Government of Canada invested \$210.7 million in EAP funds through Ontario's LMDA to support the delivery of EBSM-similar programming in the province. Total expenditures rose from \$532.8 million last year to \$748.9 million, an increase of 40.6% year over year.24 This increase helped the province to address the sharp increase in demand for skill training that resulted from the recession. Ontario focused on providing additional support for longer-term training, primarily through the Second Career program, which has helped nearly 40,000 clients train for in-demand careers since its launch in 2008. A total of 168,157 clients participated in EBSMs, an increase of 5.4% year over year. Total interventions delivered during the year rose at a slower rate, rising 3.0% to 280,760.

6.1 Employment Benefits

The number of Employment Benefits interventions delivered in Ontario rose 25.8% to 51,031. Consistent with the province's commitment to invest in skills training, SD-Regular interventions jumped 72.4% to 30,852. This total, which encompasses Second Career interventions, also included 3,390 clients who participated in the CTA initia-

tive. Though SD-Apprentices interventions fell 1.0%, apprenticeship remains an important pillar of the Skills to Jobs Action Plan. Interventions in each of the remaining types of Employment Benefits declined year over year. SE fell at the fastest pace (-38.1%), followed by TWS (-33.3%) and JCPs (-17.4%). Because of the increased demand for skill training, the province redirected funds from these types of benefits to support SD-Regular training interventions. Employment Benefits expenditures rose at a significantly higher rate of 64.3%, climbing from \$300.3 million in 2008/09 to \$493.3 million. Expenditures for SD alone were close to double last year's total, since these interventions are lengthier and therefore comparatively more costly. The average SD-Regular duration has increased steadily in Ontario over the past several years, rising from 119 days in 2006/07 to 246 days in 2009/10.

6.2 Support Measures: EAS

For the second consecutive year, the number of EAS interventions delivered in Ontario decreased, falling 1.0% to 229,729. Employment Services interventions continued to decline, falling 30.5% to 32,245. However, Group Services interventions rose 46.0% to 4,160. This increase may be attributed to ongoing changes in service delivery related to the RRTS. The number of Individual Counselling interventions was also higher, rising 5.8% to 193,324. EAS expenditures rose 9.9%, from \$221.2 million last year to \$243.2 million.

6.3 Other Support Measures: LMPs and R&I

Expenditures for LMPs and R&I totalled \$12.4 million, an increase of 10.1% compared with last year's total expenditure of \$11.3 million.

²⁴ Expenditures reported herein do not reflect spending by the province.



7. Manitoba

	Manitoba – I	Key Fa	cts			
Labour Market						
15+ Years 2009/10 Change, 2008/09 –2009/10						
Employment	610,000		800	1		
Unemployment Rat	e 5.3%		0.9	1		
Client Type and Age+ Distribution						
Active	Forme	er	Non-Insured			
50.3%	10.8%		38.9%	+		
Youth (15–24)	Core Age (2	25–54)	Older Worke	rs (55+)		
21.1%	70.6%	•	7.4%	-		
Inte	ervention-to	-Clien	t Ratio			
Ratio, 200	09/10	Change	2, 2008/09–20	09/10		
	1.42		0.00	_		
	ventions and hange, 2008 Emplo	/09-2		acurac.		
	Ben		EAS			
New Intervention	ns 19.1%	1	12.5%	1		
Expenditures	31.0%	1	0.2%	•		
S	nployment B Support Mea hange in Rela	sures:	EAS			
	Relative S 2009/		Percentage Change 2008/09 –20	e,		
Employment Benef	its	18.9%	0.8	1		
Support Measures: E	AS	81.1%	0.8	•		
Clients Served, 2009/10						
El	Non-Insure	d	Pan-Canadi	an		
19,700*	12,546	1	3,329	1		
*Includes 360 CTA c	lients.					
	Allocation	(\$000	s)			
LMDA	EAP		Total			
45,82	1	11,609		57,430		

* Age distribution does not equal 100%, as the "unknown" category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

The Manitoba labour market emerged relatively unscathed from the recession. Overall, the level of employment was stable; a 2.2% increase in the services-producing industries more than offset losses in the province's goods-producing industries. Manufacturing declined at the quickest pace, falling 8.2% year over year. While employment was almost unchanged, the labour force continued to expand, rising 1.1% to 644,200, surpassing last year's record high of 637,000. This expansion, in combination with stable employment, resulted in higher unemployment. Consequently, Manitoba's unemployment rate rose from 4.4% in 2008/09 to a five-year high of 5.3%.

Despite the overall stability of Manitoba's labour market, certain regions and industries were not immune to the recession, experiencing reduced hours and layoffs. At the same time, the province faced mounting skill and labour shortages. Consequently, Manitoba's key objectives were to help affected workers maintain their employment, and to assist unemployed individuals develop their skills and quickly return to employment as the economy recovered. To meet the needs of at-risk employees, Manitoba planned to work with business and industry to assist employers in managing workforce adjustments, focusing on retaining and retraining. To respond to skill and labour shortages, and address the needs of unemployed individuals, the province placed a high priority on developing the skills of workers to prepare them for new jobs in an improving economy. As well, the province planned to optimize the existing labour supply by increasing the labour force attachment of youth, older workers, persons receiving social assistance, persons with disabilities, women re-entering the labour force, Aboriginal people, skilled immigrants, and underemployed and low-skilled workers. Finally, Manitoba planned to help build capacity in the training system to address increased demand for training and ensure that supported training was aligned with labour market requirements.

Manitoba EBSM-Similar Programming				
Employment Benefits				
TWS	Wage Subsidies			
SE	Self-Employment			
JCPs Employment Partnerships				
SD	Skills Development			
Support Measures				
EAS	Employment Assistance Services			
LMPs Labour Market Partnerships				
R&I	Research and Innovation			

The Government of Canada, through its EAP, invested \$11.6 million through Manitoba's LMDA to support the delivery of EBSM-similar programming in the province in 2009/10. Total expenditures rose from \$46.2 million to \$57.4 million, an increase of 24.3% year over year. The number of clients served rose 13.2% to 32,246. These clients participated in 45,941 interventions. An eight-year high, this was a year-over-year increase of 13.7%, and 25.4% higher than the number delivered in 2007/08, prior to the recession. Over the past several years, Manitoba has observed that the average client has increasingly required multiple interventions and more intensive services—including literacy and numeracy assistance, career development, and education and skills upgrading—as well as greater financial support to help them participate in employment programming.

7.1 Employment Benefits

The number of Employment Benefits interventions rose 19.1% to 8,673. Interventions increased in four types of Benefits, reflecting the priority Manitoba placed on developing the skills of affected workers and underrepresented groups. SD-Regular interventions rose at the highest rate

(+32.7%). Clients participating in the CTA initiative accounted for 360 of the 4,273 SD-Regular interventions delivered in 2009/10. The number of TWS interventions rose 20.9%, while SE (+12.2%) and SD-Apprentices (+9.9%) also increased year over year. There was a substantial decline in JCPs (-19.0%), indicative of the effects of the recession, which prompted many businesses to cut back rather than expand. Employment Benefits expenditures rose 31.0%, from \$32.8 million in 2008/09 to \$42.9 million. This increase was tied to a parallel increase in SD interventions, which are generally lengthier and more costly than other types of Benefits interventions.

7.2 Support Measures: EAS

The number of EAS interventions rose from 33,114 last year to 37,268, an increase of 12.5% year over year. Individual Counselling climbed 13.0%, while Employment Services were 11.9% higher. At the same time, expenditures were stable at \$8.8 million. As noted previously, there has been an increase in the complexity and depth of client needs and employment barriers. These clients often require multiple interventions.

7.3 Other Support Measures: LMPs and R&I

In 2009/10, Manitoba's total expenditure for LMPs and R&I was \$5.7 million, an increase of 23.6% from the 2008/09 total of \$4.6 million. Global pressures led to severe economic challenges that resulted in production declines and layoffs in the forestry and mining sectors, particularly in northern Manitoba. LMP funds supported workforce adjustment committees and services in affected industries, including the development of strategies to retain and retrain a skilled workforce and to assist affected workers to obtain alternate employment.



Saskatchewan – Key Facts							
Labour Market							
15+ Years 2009/10 Change, 2008/09 –2009/10							
Employment	520,300		4,700	1			
Unemployment Rate	4.8%		0.6	1			
Client Type	e and Ag	e+ Dis	tribution				
Active	Forme	er	Non-Ins	ured			
77.5%	18.1%	+	4.4%	1			
Youth (15–24)	Core Age (2	5–54)	Older Work	ers (55+)			
16.8%	76.8%	1	6.1%	1			
Interve	ntion-to-	-Client	t Ratio				
Ratio, 2009/10		Change	, 2008/09–20	09/10			
	1.48		0.30	1			
Interventions and Expenditures % Change, 2008/09–2009/10							
Employment Support Measures: Benefits EAS							
New Interventions	12.3%	1	34.7%	1			
Expenditures	28.2%		16.9%				

Employment Benefits and Support Measures: EAS Change in Relative Share

	Relative Share, 2009/10	Percentage Point Change, 2008/09 –2009/10	
Employment Benefits	42.5%	4.5 ■	
Support Measures: EAS	57.5%	4.5	

Clients Served, 2009/10

El	Non-Insured	Pan-Canadian
14,069* ▼	640 1	1,530 🔻
*Includes 40 CTA clie	nts.	

LMDA	EAP	Total
38,471	9,290	47,761

Allocation (\$000s)

Despite the recession, the Saskatchewan labour market experienced modest growth in 2009/10. Employment increased 0.9%, with gains in both full- and part-time employment. Almost all of this growth occurred in the province's servicesproducing industries, with notable growth in health care and social assistance (+5.7%). Employment on the goods-producing side of the labour market was stable year over year. Saskatchewan's population continued to grow, and its labour force also expanded, climbing 1.5% to 546,700 and surpassing last year's record high of 538,400. However, since this growth exceeded the increase in employment, unemployment was higher. As a result, Saskatchewan's annual average unemployment rate rose from 4.2% in 2008/09 to a four-year high of 4.8%.

At the same time, Saskatchewan's labour market was not completely immune to the recession, and some sectors-including manufacturing and tradeexperienced declines and layoffs. As a result, Saskatchewan's 2009/10 LMDA plan prioritized the development and delivery of a rapid response service for employers affected by the recession. In partnership with Service Canada, the province planned to offer employers an alternative to layoffs through the Work-Sharing program, and to assist laid-off workers. In addition, Saskatchewan planned to increase marketing to raise awareness of employment programs, career and employment services, job opportunities, and skill training. As part of its commitment to building a continuum of coordinated programs and services to meet the diverse needs of individuals, communities, employers and the economy, the province planned to complete a regional needs assessment to identify programming gaps. Existing programs would be re-profiled to better address the needs of underrepresented groups, including persons with disabilities and Aboriginal people, and to better respond to client demand and labour market needs. Saskatchewan also planned to increase individualized employment service interventions for clients facing multiple barriers, to help them fully participate in the labour market. Another key priority was to work closely with First Nations and Métis leaders to develop programs and services to improve foundational skills and better coordinate regional activities.

⁺ Age distribution does not equal 100%, as the "unknown" category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

Saskatchewan EBSM-Similar Programming				
Employment Be	enefits			
TWS	Work Placement Community Works Bridging Job Start/Future Skills			
SE	Self-Employment			
JCPs	Employment Partnerships			
SD	Skills Training Benefit Provincial Training Allowance			
Support Measu	res			
EAS	Bridging to Employment Career and Employment Services Development			
LMPs	Sector Partnerships Regional Planning Partnerships			

The Government of Canada, through its EAP, invested \$9.3 million through Saskatchewan's LMDA to support the delivery of EBSM-similar programming in the province. Total expenditures rose from \$38.7 million in 2008/09 to \$47.8 million, an increase of 23.3%. While the number of clients who accessed this programming fell 0.9% to 14,709, interventions rose 24.2% to 21,755. The province's marketing efforts heightened client awareness of the range of employment programming available. A large portion of the increase in interventions was associated with a group of clients who required short-term, less costly interventions to re-enter the labour market. Consequently, the 2009/10 increase in interventions greatly outpaced the increase in expenditures.

8.1 Employment Benefits

Saskatchewan delivered 9,239 Employment Benefits interventions in 2009/10, an increase of 12.3% compared with the total of 8,224 delivered in 2008/09. Consistent with the priority the province placed on skill training, SD-Regular rose at a significant rate, climbing 44.4% to 2,337. Participants in the CTA initiative accounted for

40 of these interventions. The increase in SD-Regular reflects the greater focus placed on this benefit during the recession. Many clients viewed their period of unemployment, when jobs were not readily available, as an opportunity to improve their employability by returning to school. SD-Apprentices interventions rose 14.3% year over year, as changes in Saskatchewan's economy led to increases in the number of apprentices registered in the province. SE increased at a similar rate of 14.1%. TWS had the lone decrease, falling 57.7% from 897 last year to 379. In Saskatchewan, workplace-based training opportunities, rather than wage subsidies, have resulted in better employment outcomes for participants. Employment Benefits expenditures rose 28.2% to \$39.1 million, up from \$30.5 million in 2008/09, reflecting the higher cost of longer term training interventions.

8.2 Support Measures: EAS

The number of EAS interventions delivered in Saskatchewan increased 34.7% to 12,516. There were increases in all three types of EAS interventions. Group Services rose at the highest rate (+60.5%), followed by Employment Services (+37.5%) and Individual Counselling (+31.3%). As noted previously, many clients required short-term interventions to facilitate a rapid re-entry into the labour force. Since short-term and group interventions are generally less costly, EAS expenditures increased at a slower rate of 16.9%, rising from \$4.1 million in 2008/09 to \$4.8 million.

8.3 Other Support Measures: LMPs and R&I

In 2009/10, Saskatchewan's total expenditure for LMPs and R&I was \$3.9 million, down 6.2% from last year's total of \$4.1 million. The province used R&I funds to produce labour market information that will inform planning and development, and the delivery of policies, programs and services across the post-secondary sector.

9. Alberta²⁵

Alberta – Key Facts						
Labour Market						
15+Years	2009/10	Chang	e, 2008/09 -	-2009/10		
Employment	2,013,800	4	3,800	•		
Unemployment Rate	6.9%		2.7	↑		
Client Ty	pe and Age	+ Dist	tribution			
Active	Former		Non-In	sured		
39.5%	11.7%	+	48.8%			
Youth (15–24)	Core Age (25-	-54)	Older Work	ers (55+)		
24.1%	66.7%	1	7.1%	1		
Interv	ention-to-C	lient	Ratio			
Ratio, 2009/1	0 0	hange	, 2008/09–2	009/10		
	2.37		0.32	1		
	ntions and E nge, 2008/0					
	Employn Benefi		Support A EA			
New Interventions	10.4%	•	43.1%	•		
Expenditures	71.7%	1	16.8%			
Employment Benefits and Support Measures: EAS Change in Relative Share						
Sup	port Measu	ıres: l	EAS			
Sup	port Measu	ires: I	EAS	ge,		
Sup	port Measunge in Relat Relative Sha 2009/10	ires: I	EAS hare Percentag Chan	ge,		
Sup Char	port Measunge in Relat Relative Sha 2009/10	ires: I ive S ire,	EAS hare Percentag Chan 2008/09 –	ge, 2009/10		
Sup Char Employment Benefits Support Measures: EAS	port Measunge in Relat Relative Sha 2009/10	ires: live S	Percentag Chang 2008/09 – 4.0 4.0	ge, 2009/10		
Sup Char Employment Benefits Support Measures: EAS	Relative Sha 2009/10	ires: live S	Percentag Chang 2008/09 – 4.0 4.0	ge, 2009/10 +		
Employment Benefits Support Measures: EAS Clie	Relative Sha 2009/10 7 92 nts Served,	ires: live S	Percentag Chang 2008/09 – 4.0 4.0	ge, 2009/10 +		
Employment Benefits Support Measures: EAS Clie	Relative Sha 2009/10 7 92 nts Served, Non-Insured	ires: ive S ire, 2.5%	Percentage Change 2008/09 - 4.0 4.0 9/10 Pan-Canage	ge, 2009/10 		
Employment Benefits Support Measures: EAS Clie EI 79,671* *Includes 410 CTA client	Relative Sha 2009/10 7 92 nts Served, Non-Insured	ive S hre, 2.5% 2009	Percentag Chang 2008/09 – 4.0 4.0 9/10 Pan-Canad 2,171	ge, 2009/10 		
Employment Benefits Support Measures: EAS Clie EI 79,671* *Includes 410 CTA client	report Measuringe in Relative Share 2009/10 7 92 nts Served, Non-Insured 76,097	ive S hre, 2.5% 2009	Percentag Chang 2008/09 – 4.0 4.0 9/10 Pan-Canad 2,171	ge, 2009/10 		

⁺ Age distribution does not equal 100%, as the "unknown" category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

The recession had a significant impact on Alberta's labour market in 2009/10. Employment fell 2.1% to 2,013,800, a dramatic change from the preceding 16 consecutive annual increases. All of the losses were in full-time employment; the number of people working part-time rose 5.0% year over year. Declines were centred in Alberta's goodsproducing industries, where employment fell 9.6%, led by manufacturing (-18.2%). On the services-producing side of the economy, employment was almost unchanged, rising just 0.8%. While employment was decreasing, Alberta's labour force expanded modestly (+0.8%). This combination resulted in higher unemployment, and Alberta's unemployment rate rose from 4.2% in 2008/09 to a 14-year high of 6.9%.

Despite these conditions, Alberta expects that a future economic rebound will eventually result in a cumulative labour shortage of approximately 77,000 workers over the next 10 years.²⁶ In this context, Alberta's 2009/10 LMDA plan affirmed its commitment to provide employment and training programs and services to help unemployed Albertans obtain employment, and to continue to develop its labour force in preparation for future labour market shortages. To this end, the province planned to increase the capacity of its citizens to respond to changes in the skills, knowledge and abilities required by the economy. Alberta also prioritized the provision of tools, information and services to increase the participation of groups traditionally underrepresented in the labour force, including Aboriginal people, immigrants, persons with disabilities, youth and mature workers. Alberta's LMDA plan recognized that ongoing consultations with various stakeholders were key to the development of inclusive and responsive plans to help Albertans connect to the labour force and to create a stronger economy for Alberta.

²⁵ During Alberta's implementation of a new integrated management information system, portions of data were unavailable. As a result, estimates were reported for 2007/08 and 2008/09. The new system is now fully implemented, and actual data for 2009/10 are reported herein. Comparisons between the estimated and actual data may be misleading.

²⁶ Government of Alberta, Alberta's Occupational Demand and Supply Outlook 2009–2019 (Edmonton: Alberta Employment and Immigration, n.d.)

Alberta EBSM-Simila	r Programming
Employment	Benefits
TWS	Workplace Training
SE	Self Employment
JCPs	Integrated Training
SD	Occupational Training Work Foundations
Support Meas	ures
EAS	Career Information
LMPs	Workforce Partnerships

The Government of Canada invested \$34.2 million in EAP funds through Alberta's LMDA to support the delivery of EBSM-similar programming in the province in 2009/10. Total expenditures rose 31.2% to \$138.8 million, compared with \$105.8 million in 2008/09. A total of 155,768 clients participated in this programming, which was 18.3% higher than the number of clients reported for Alberta last year. These clients participated in 369,302 interventions, which was an increase of 37.0% over the number reported last year. These increases reflect higher demand for employment programming in the midst of weaker labour market conditions. Some of this demand was attributed to notices sent to potential Extended Employment Insurance and Training Initiative and Severance Investment for Training Initiative clients, suggesting they contact the province to discuss their training needs. In addition, Alberta marketed employment services and programs to help active claimants return to work. To accommodate this higher demand, Alberta increased the delivery of services such as group services and job fairs.

9.1 Employment Benefits

Alberta delivered 27,536 Employment Benefits interventions in 2009/10, a decrease of 10.4% from the total reported last year. There were declines in all Benefit types, with the exception of SE. Clients

participating in the CTA accounted for 410 of the 4,241 SD-Regular interventions delivered in 2009/10. Despite the decline in interventions, Employment Benefits expenditures rose 71.7% to \$98.4 million, up from \$57.3 million last year.

9.2 Support Measures: EAS

Alberta's Employment Services interventions—the only type of EAS intervention delivered in the province—rose for the fifth consecutive year, climbing 43.1% to a record high of 341,766. In light of the recession and more proactive engagement with displaced workers, there was a significant increase in the demand for these services. To accommodate the higher volume, the province undertook more group activities, such as workshops and increased Job Placement Services activity. Even so, EAS expenditures fell 16.8% to a four-year low of \$39.1 million.

9.3 Other Support Measures: LMPs and R&I

In 2009/10, Alberta's expenditures for LMPs fell 9.7% to \$1.3 million. In Alberta, LMPs are used to develop labour market intelligence and promote its use to facilitate labour force planning and labour market adjustments. To address labour market issues, LMPs are used to promote industry and community involvement and community capacity building. For example, Alberta co-funded a research project with the Petroleum Human Resources Council of Canada to generate labour market information over the medium to long term (2020). This work is expected to influence workforce strategies to attract and retain workers, and to help the petroleum industry address gaps in labour supply and demand, as well as other human resource issues. An outlook report will be generated on the oil and gas workforce in Alberta, identifying current and short-term workforce conditions, priorities, and in-demand jobs within the petroleum industry at the provincial level.

10. British Columbia

British Columbia – Key Facts Labour Market

15+ Years	2009/10	Change, 2008/09 –2009		
Employment	2,225,400	27,600	+	
Unemployment Rate	7.9%	2.6	1	

Client Type and Age+ Distribution

Active		Former		Non-Insured			
56.0%	1	12.8%	1	31.2%	•		
Youth (1	5–24)	Core Age ((25–54)	Older Work	ers (55+)		
18.7%		68.9%	•	9.7%	•		

Intervention-to-Client Ratio

Ratio, 2009/10		Change, 2008/09	-2009/10
	1.57	0.02	1

Interventions and Expenditures % Change, 2008/09–2009/10

	Employ Bene		Support M EA	
New Interventions	8.1%	1	24.4%	1
Expenditures	25.4%	1	12.4%	•

Employment Benefits and Support Measures: EAS Change in Relative Share

	Relative Share, 2009/10	Percentage Point Change, 2008/09 –2009/10	
Employment Benefits	15.7%	1.9 ■	
Support Measures: EAS	84.3%	1.9	

Clients Served, 2009/10

El		Non-Insure	d	Pan-Canad	ian
78,917*	1	35,795		4,329	1
*Includes 1,0	40 CTA clie	ents.			

Allocation (\$000s)

LMDA	EAP	Total
280,621	52,374	332,995

⁺ Age distribution does not equal 100%, as the "unknown" category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

British Columbia was not immune to the impact of the global economic downturn, and labour market conditions were slightly weaker in 2009/10. Employment fell 1.2% to a three-year low of 2,225,400. A 4.8% increase in the number of people working part-time offset a 2.8% decrease in full-time employment. Losses were centred in British Columbia's goods-producing industries, with substantial declines in forestry, fishing, mining, oil and gas (-12.5%), manufacturing (-10.7%) and construction (-8.0%). Employment on the services-producing side of the labour market was almost unchanged, though there were some notable shifts. Gains in trade, public administration, and health care and social assistance offset losses in transportation and warehousing, and business, building and other support services. While employment was declining, the labour force was expanding. As a result, unemployment increased, and British Columbia's unemployment rate rose from 5.3% in 2008/09 to a six-year high of 7.9%.

As noted in British Columbia's 2009/10 LMDA plan, the province faces many short- and long-term labour market challenges, including the prospect of skill shortages resulting from supply and demand imbalances, and changing demographics and skill requirements. To address these challenges, the province identified five key labour market priorities. The first was to ensure access to employment programs and services, with particular emphasis on individuals who were unemployed for the first time as a result of the recession. British Columbia also planned to maximize the labour force participation of underrepresented groups, including Aboriginal people, persons with disabilities, immigrants, youth and older workers. In response to persistent skill shortages, the province placed a high priority on developing the skills needed in the labour market. To respond to current and future labour market challenges, British Columbia planned to improve labour market intelligence. Finally, the province recognized the need to strengthen the human resource planning capacity of its small and medium-sized employer community, and of its non-profit sector.

British Columbia EBSM-Similar Programming			
Employment	Benefits		
TWS	Targeted Wage Subsidies		
SE	Self Employment		
JCP	Job Creation Partnerships		
SD	Skills Development Employment Benefit		
Support Meas	sures		
EAS	Employment Assistance Services		
LMP	Labour Market Partnerships Employer Sponsored Training		

In 2009/10, the Government of Canada invested \$52.4 million in EAP funding through British Columbia's LMDA to support the delivery of EBSM-similar programming in the province. British Columbia strategically invested its regular and EAP funding across all of its labour markets to address the challenges created by the recession, and total expenditures climbed 19.9% from \$277.7 million in 2008/09 to \$333.0 million. A total of 114,712 clients participated in EBSMsimilar programming, which was an increase of 19.5% year over year. Investment was refocused to ensure that unemployed clients received the support they required to re-enter the labour force as quickly as possible. In collaboration with service providers, the province was able to meet the needs of this larger volume of clients, and the number of interventions delivered rose 21.5% to 180,483.

10.1 Employment Benefits

The number of Employment Benefits interventions delivered in British Columbia rose 8.1% to a 10-year high of 28,313. As workers became unemployed in record numbers, notably in the forestry sector, TWS increased 45.2%, while SD-Regular rose 25.6%. Clients participating in the CTA initiative accounted for 1,040 of the 9,163 SD-Regular interventions delivered during the year. The increases in both TWS and SD-Regular were attributed to the province's response to the recession. TWS was used to encourage a timely re-entry into the labour force. At the same time, service capacity was increased to meet the growing demand for skills training. Interventions in the remaining types of Employment Benefits decreased. JCPs fell 19.6%, while SE and SD-Apprentices dropped 12.8% and 3.7%, respectively.

The demand for SE assistance declined during the year. In addition, resources for both JCPs and SE were refocused to meet the demand for TWS and SD-Regular. Demand for apprenticeship training dipped slightly in response to the recession. Indentured apprentices who were employed chose to delay classroom training, while others who were laid off looked for work instead of attending in-class training. Employment Benefits expenditures rose 25.4% to \$202.8 million.

10.2 Support Measures: EAS

With the onset of the recession, demand for EAS quickly surpassed supply as unemployed workers sought assistance in finding jobs. At the same time, British Columbia made a concerted effort to raise awareness of EAS centres throughout the province. Consequently, EAS interventions jumped 24.4% to a record high of 152,170. To satisfy increased demand, EAS providers provided many services in a group setting, and Group Services interventions tripled, from 41 in 2008/09 to 126. Individual Counselling rose 30.1% to 81,283. The number of Employment Services interventions was also higher, rising 18.3% to 70,761. EAS expenditures rose 12.4%, from \$113.3 million last year to \$127.3 million. Higher client volumes also had an impact on self-services, which resulted in higher expenditures for equipment and staffing.

10.3 Other Support Measures: LMPs and R&I

Expenditures for LMPs totalled \$2.9 million, an increase of 6.3% compared with last year's expenditure of \$2.7 million. A number of LMP agreements were developed to respond to adjustment situations resulting from the recession. In addition to agreements that addressed occupational and industrial adjustment issues, several agreements responded more directly to structural changes in the provincial economy. For example, one LMP agreement addressed systemic concerns about the number of forest workers shifting to new sectors due to the recession, while another agreement developed a human resource strategy for the emerging low-carbon economy in British Columbia.



11. Northwest Territories

15+Years 20 Employment Unemployment Rate Client Type Active 49.0%	21,000 7.1% and Age Forme	Chang e+ Dist	e, 2008/09 – 1,500 1.6 :ribution Non-Ins	+
Employment Unemployment Rate Client Type Active 49.0% Youth (15–24)	21,000 7.1% and Age Forme	e+ Dist	1,500 1.6 ribution	+
Client Type Active 49.0% Youth (15–24)	7.1% and Age Forme		1.6 ribution	↓
Client Type Active 49.0% Youth (15–24)	and Ago Forme		ribution	↑
Active 49.0% ▼ Youth (15–24) C	Forme			ured
49.0% 4 1	13.3%	†	Non-Ins	ured
Youth (15–24)		1		
· · · · · · · · · · · · · · · · · · ·	ore Age (2	_	37.7%	1
28.6%		5–54)	Older Work	ers (55+)
	56.9%	•	4.3%	+
Intervent	tion-to-	Client	Ratio	
Ratio, 2009/10		Change	, 2008/09–20	009/10
	1.44		0.02	•
% Change	Employ	ment	Support N	
	Bene		EA	<u> </u>
New Interventions	28.3%	1	25.0%	1
Expenditures	38.5%	1	24.7%	*
Employi Suppo Change	rt Meas	ures: l	EAS	
'	Relative Sł 2009/1		Percentag Chang 2008/09 –2	je,
Employment Benefits	3	34.8%	0.6	1
Support Measures: EAS	(55.2%	0.6	•
Clients	Served	, 2009	/10	
El No	on-Insured		Pan-Canac	lian
608	368	1	292	1
Allo	cation (\$000s)	
LMDA	EAP		Tota	al
3,273		443		3,716

*Age distribution does not equal 100%, as the "unknown" category is not reported here. Date of birth is not collected for

clients in SD-Apprentices and Group Services.

According to its 2009/10 LMDA plan, the Northwest Territories expected labour market conditions to remain weak, as the downturn in the global economy continued to affect various sectors including mining, oil and gas. Despite this uncertainty, a number of large projects—including the Deh Cho Bridge, the N.W.T. Affordable Housing Initiative, and upgrades to local schools were expected to demand skilled workers over the next few years. Moreover, the Northwest Territories continued to face critical shortages of health professionals, engineers, pilots, hospitality and service industry workers, and tradespeople. At the same time, many residents—particularly members of underrepresented groups—faced employment barriers, such as low education levels. In addition, many of the opportunities for long-term work are centred in the larger regional communities or Yellowknife, and there are fewer prospects for people in smaller, remote communities who do not want to move away to find work. Faced with these challenges, the Northwest Territories identified several priorities for 2009/10. These included developing essential and transferable skills that allow people to participate in the labour market and manage change; supporting trades training and certification; building strong partnerships with community partners, nongovernment organizations and training institutions; and providing access to quality career services in small, remote communities. In response to the recession, the Northwest Territories planned to provide professional development to community employment officers who are supported through the LMDA; explore a pilot project for targeted skills upgrading with EI-eligible clients affected by rotational shutdowns of diamond mining operations; enhance the Jobsnorth.ca website to

The Northwest Territories experienced weaker labour market conditions in 2009/10.²⁷ Employment fell 6.7% to 21,000. The labour force contracted for the second consecutive year, declining 5.3%. As a result, unemployment increased, and the Northwest Territories' unemployment rate rose from 5.5% last year to 7.1%.

²⁷ "Since 2001, the Labour Force Survey (LFS) has been administered in the Northwest Territories, using an alternative methodology that accommodates some of the operational difficulties inherent to remote locales. These estimates are not included in national totals." Statistics Canada, *Labour Force Information* (Ottawa: Statistics Canada, April 2008), p. 51, Cat. No. 71-001-X200803. Note: Fiscal-year annual average data were calculated using four points of three-month moving average data (June, September, December and March).

make online labour exchange services more efficient; and increase marketing and promotion of LMDA programs and services to ensure workers know about the assistance available to them.

Northwest Territories EBSM-Similar Programming			
Employment Bo	enefits		
TWS	Training on the Job Youth Employment		
SE	Self-Employment Option		
SD	Building Essential Skills Apprenticeship Training Assistance		
Support Measu	res		
EAS	Employment Assistance Services Career Development Service		
LMPs	Labour Market Partnerships		

Through its EAP, the Government of Canada invested \$443,000 through the Northwest Territories' LMDA to support the delivery of EBSM-similar programming in the territory in 2009/10. Total expenditures rose 9.6%, climbing from \$3.2 million in 2008/09 to \$3.5 million. A recordhigh 976 clients accessed this programming, which was an increase of 27.6% year over year. These clients participated in 1,410 interventions. Another record high, this was 26.1% more than the number delivered in 2008/09.

11.1 Employment Benefits

The number of Employment Benefits interventions delivered in the Northwest Territories rose from 382 last year to 490, an increase of 28.3%. There were increases in three of the four types of Benefits interventions delivered in the territory. TWS rose at the highest rate (+58.5%), followed

by SD-Regular (+46.0%) and SE (+34.6%). At 152, the number of SD-Apprentices interventions was unchanged from 2008/09. Employment Benefits expenditures rose at a higher rate of 38.5%, climbing from \$1.8 million in 2008/09 to \$2.5 million.

11.2 Support Measures: EAS

Individual Counselling is the only type of EAS intervention delivered in the Northwest Territories. Interventions have more than doubled since their introduction in 2006/07. In 2009/10, 920 Individual Counselling interventions were delivered, an increase of 25.0% year over year. Despite this increase, EAS expenditures fell 24.7% to \$755,000.

11.3 Other Support Measures: LMPs and R&I

Expenditures for LMPs fell 35.1% to \$246,000. In 2009/10, LMPs supported Skills Canada NWT, which used its funding to plan and promote trades and technology activities for youth. These activities, made possible through extensive partnerships, included Power-Up youth conferences, regional and territorial skills competitions, youth focus groups, and a career expo. Various Skills Clubs were introduced in a number of communities throughout the territory's five regions and are now being coordinated in some of the smaller communities as well as in regional centres. Skills Clubs focus on career-related skills such as cooking, baking, graphic design, website design, carpentry, welding, small engine repair, TV/video production and electrical wiring.

12. Yukon

Yukon – Key Facts						
Labour Market						
15+ Years	2009/10	Chang	ge, 2008/09 –	2009/10		
Employment	17,100		800	•		
Unemployment Rate 7.8% 2.1 ♠						
Client Type and Age+ Distribution						
Active	Forn	ner	Non-Ins	ured		
55.7% 1	12.4%	+	31.9%			
Youth (15–24)) Core Age	(25–54)	Older Work	ers (55+)		
20.6%	66.0%	1	9.4%	•		
Int	tervention-to	o-Clien	t Ratio			
Ratio, 20	009/10	Change	e, 2008/09–20	09/10		
	1.08		0.04	+		
	rventions an Change, 200	-		easures:		
		nefits	EA			
New Interventi	ons 22.1%	1	22.2%	+		
Expenditures	s 2.0%	1	7.1%	1		
	mployment Support Me Change in Re	asures:	EAS			
	Relative 2009		Percentag Chang 2008/09 –2	e,		
Employment Bene	efits	38.9%	10.0	•		
Support Measures:	EAS	61.1%	10.0	•		
(Clients Serve	ed, 200	9/10			
El	Non-Insur	ed	Pan-Canad	ian		
421	197	+	237	+		
	Allocation	า (\$000	s)			
LMDA	EA	P	Tota	ıl		
3,6	551	422		4,073		

Age distribution does not equal 100%, as the "unknown" category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.

Yukon faces many labour force challenges. Like the rest of Canada, the territory faces declining birth rates and an aging workforce, which may eventually result in skill and labour shortages. At the same time, the economy has improved, with increased mining and exploration activity and continued growth in trade and other services-producing sectors. Employers have increasingly turned to foreign workers, using the Yukon Nominee Program to address their workforce needs, which has resulted in an influx of immigrants and their families into Yukon. Employment programming priorities for 2009/10 continued to reflect the need to develop a skilled labour force through skill training, including apprenticeship.

In Yukon, 2009/10 was a transition year for the delivery of EBSMs. With the signing of the Canada–Yukon LMDA, the Government of Yukon assumed full responsibility for designing and delivering active employment measures, effective February 1, 2010. Therefore, EBSM activity in 2009/10 reflects EBSM delivery by both HRSDC/ Service Canada and Yukon.

Yukon EBSM-Simila	ır Programming
Employment	Benefits
TWS	Targeted Wage Subsidies
SE	Self Employment
JCP	Job Creation Partnerships
SD	Skills Development Employment Benefit
Support Meas	sures
EAS	Employment Assistance Services
LMP	Labour Market Partnerships Employer Sponsored Training

Conditions in the Yukon labour market were weaker in 2009/10.²⁸ Employment fell 4.3% to 17,100. At the same time, the labour force contracted 1.7%, which helped to soften the impact of the employment losses. Even so, unemployment increased, and the unemployment rate climbed from 5.7% in 2008/09 to 7.8%.

²⁸ "Since 1992, the Labour Force Survey has been conducted in the Yukon Territory, using an alternative methodology that accommodates some of the operational difficulties inherent to remote locales. These estimates are not included in the national totals." Statistics Canada, *Labour Force Information* (Ottawa: Statistics Canada, April 2008), p. 51, Cat. No. 71-001-X200803. Note: Fiscal-year annual average data were calculated using four points of three-month moving average data (June, September, December and March).

In 2009/10, the Government of Canada invested \$422,000 in EAP funds through Yukon's LMDA to support the delivery of EBSM-similar programming in the territory. Expenditures rose from \$3.7 million last year to \$3.8 million, which was an increase of 3.1%. A total of 618 clients participated in this programming, which was a decrease of 6.6% (-44) year over year. The number of interventions declined at a slightly quicker pace, falling 9.5% to 669. Despite higher rates of unemployment, fewer individuals chose to participate in EBSMs. This was the first period of unemployment for many prospective clients, some of whom may not yet have explored the options available to them through Yukon Benefits and Support Programming.

12.1 Employment Benefits

The number of Employment Benefits interventions delivered in Yukon rose 22.1% (+47) to 260. Interventions rose in all four types of interventions. Reversing a two-year decline, SD-Regular rose 36.2% (+25), while SD-Apprentices interventions rose 9.8% to 145. Increased promotion of apprenticeship, as well as growth in skilled trades' employment, have sparked interest in SD-Apprentices. Expenditures for Employment Benefits rose 2.0% to \$2.5 million.

12.2 Support Measures: EAS

EAS interventions fell 22.2% to 409 (-117). Individual Counselling interventions dropped 47.1%, from 104 last year to 55. Employment Services fell 16.1%, from 422 to 354. These declines are primarily related to increased use of self-services. Despite these declines, EAS expenditures rose 7.1%, from \$1.2 million last year to \$1.3 million. This increase was attributed to higher administrative expenses, such as wages and rental costs.

12.3 Other Support Measures: LMPs and R&I

Yukon's expenditures for LMPs decreased in 2009/10, falling 21.8% to \$68,000. These expenditures generally vary from year to year, since this activity fluctuates with changing labour market needs that are identified by community stakeholders.

13. Nunavut

Nunavut – Key Facts Labour Market						
15+ Years 2009/10 Change, 2008/09 –2009/10						
Employment	11,000	ilaliy	400	4		
Unemployment Rate	13.2%		0.9			
Client Type and Age ⁺ Distribution						
· · · ·						
Active	Former		Non-Inst			
21.2% •	10.270	FA)	59.9%	** (FF 1)		
Youth (15–24) 30.6% ♣	Core Age (25–	⊃ 4)	Older Worke	■		
	ention-to-C					
Ratio, 2009/1	O CI	nange,	2008/09–20	09/10		
	1.16		0.08	†		
	ntions and E	-				
	Employm	ent	Support M	easures:		
	Benefit		EAS			
New Interventions	177.0%	1	44.9%	1		
Expenditures	55.0%	1	17.3%	•		
Sup	oyment Ber port Measu nge in Relati	res: E	AS			
	Relative Sha	re,	Percentage			
	2009/10		Chang 2008/09 –2			
Employment Benefits	39.	3%	14.0	1		
Support Measures: EAS	60.	7%	14.0	•		
Clie	nts Served,	2009	/10			
El	Non-Insure	d	Pan-Cana	dian		
339 🖈	507 1	1	184	1		
А	llocation (\$	000s)			
LMDA	EAP		Tota			
2,812		723		3,535		
† Age distribution does not equal 100%, as the "unknown" category is not reported here. Date of birth is not collected						

 ^{*} Age distribution does not equal 100%, as the "unknown" category is not reported here. Date of birth is not collected for clients in SD-Apprentices and Group Services.



Conditions in the Nunavut labour market were generally stronger in 2009/10.²⁹ Following last year's decline, the level of employment rose 3.3% to 11,000 (+400). At the same time, the labour force expanded to 12,700, an increase of 4.1% (+500). However, since this growth outpaced the employment gains, unemployment increased. As a result, Nunavut's unemployment rate rose from 12.3% last year to 13.2%.

As identified in its 2009/10 LMDA plan, Nunavut's labour market priorities continue to focus on preparing the labour force to meet the needs of a growing economy, managing the transition from a traditional to an industrial economy, and meeting the needs of a rapidly expanding population, with particular emphasis on integrating a large volume of young workers into the labour market. This integration will require the territory's youth to develop the knowledge, skills and job readiness required in the evolving labour market. Skills training is regarded as critical to Nunavut's economic growth, and the territory planned many innovative ways to engage its population in learning and training. Nunavut identified increasing education and training opportunities, and removing barriers to education, as the keys to expanding the territory's labour force capacity.

Through its EAP, the Government of Canada invested \$723,000 through Nunavut's LMDA to support the delivery of EBSM-similar programming in the territory in 2009/10. Total expenditures rose 49.3%, climbing from \$2.0 million in 2008/09 to \$3.0 million. The number of clients accessing this programming jumped 66.9% (+339) to a record high of 846. These clients participated in 979 interventions, an increase of 78.3% (+430) year over year. Increased staff training has led to more effective client service delivery.

13.1 Employment Benefits

The number of Employment Benefits interventions delivered in Nunavut more than doubled in 2009/10, rising from 139 last year to 385, an increase of 177.0%. There was a substantial increase in the

use of TWS, with a total of 78 interventions, compared with just 9 in 2008/09 (+766.7%). Greater use of TWS was anticipated in association with the activation of the Nunavut Housing Trust Strategy and the full implementation of a new government purchasing policy for capital projects. At the same time, Nunavut gave priority to TWS because it enables participants to achieve immediate independence through paid employment. SD-Regular also rose at a significant rate, climbing 222.5% to 258, compared with 80 in 2008/09. SD-Apprentice interventions were relatively stable at 48 compared with 50 last year. Employment Benefits expenditures totalled \$2.8 million, an increase of 55.0% year over year.

Nunavut EBSM-Simila	or Programming			
Employment Benefits				
TWS	Training on the Job			
SE	Self-Employment Option			
JCPs	Job Creation Partnerships			
SD	Building Essential Skills			
Support Meas	sures			
EAS	Employment Assistance Services			
LMPs	Labour Market Partnerships			
R&I	Research and Innovation			

13.2 Support Measures: EAS

Employment Services interventions—the only type of EAS intervention delivered in Nunavut—rose from 410 last year to 594, an increase of 44.9%. Prior to 2009/10, these services were offered in Iqaluit, co-located with the Baffin Business Development Corporation. This year, similar services were offered in other communities across the territory. Despite the increased interventions, EAS expenditures fell from \$156,000 in 2008/09 to \$129,000, a decline of 17.3%.

13.3 Other Support Measures: LMPs and R&I

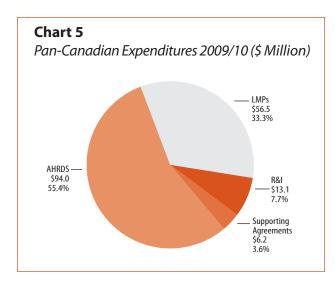
Nunavut does not yet have the capacity to deliver LMPs or R&I.

²⁹ "Since 2004, the Labour Force Survey has been administered in Nunavut, using an alternative methodology that accommodates some of the operational difficulties inherent to remote locales. These estimates are 3-month moving averages and are not included in national totals. From January 2004 to December 2007, estimates represent about 70% of all Nunavut residents aged 15 and over. Starting in January 2008, coverage was extended to 92%, so that by March 2008, the 3-month moving average is completely based on the extended coverage. Because of the large difference in coverage, users are recommended not to compare estimates prior to January 2008 with data afterwards." Statistics Canada, *Labour Force Information* (Ottawa: Statistics Canada, April 2009), p. 51, Cat. No. 71-001-X200904. Note: Fiscal-year annual average data were calculated using four points of three-month moving average data (June, September, December and March).

III. PAN-CANADIAN ACTIVITIES

HRSDC transfers LMDA funding to provinces and territories and focusses on accountability, evaluation and ongoing policy development related to employment programming. These activities are guided by national policy priorities designed to achieve the strategic outcome of "a skilled, adaptable and inclusive labour force and an efficient labour market".³⁰

In addition to objectives established with provinces and territories through the LMDAs, pan-Canadian activities aim at preserving the Canadian economic union. These activities promote an efficient and integrated national labour market, and deal with risks and resources to achieve greater equity, stability and growth across the national economy and labour market. The pan-Canadian allocation contributed towards meeting Canada's human capital challenge by focussing on the participation of Canadians in the workforce to meet current and future labour requirements; enhancing the number of skilled workers in Canada; and, improving the efficiency of the national labour market.



In 2009/10, the expenditure for these activities reached \$169.9 million.³¹ The pan-Canadian programming focussed on four streams of investment:

- 1) AHRDS: providing Aboriginal programming;
- 2) federal LMPs: enhancing investments in workplace skills;
- 3) federal R&I: finding innovative solutions to reduce risk to program design; and,
- 4) supporting agreements with provinces, territories and Aboriginal people.

1. Aboriginal Programming

The Aboriginal Human Resource Development (AHRD) program supports First Nations people, Inuit and Métis to acquire the skills and knowledge needed to integrate permanently into the labour market. Since the creation of the Aboriginal Human Resources Development Strategy (AHRDS) in 1999, HRSDC has invested approximately \$340 million annually. In 2009/10, the Government of Canada contributed \$94.0 million towards AHRDS programming through EI Part II, and HRSDC extended the Terms and Conditions of the AHRD program until March 31, 2010.

In June 2009, the Government of Canada announced a new Federal Framework for Aboriginal Economic Development, a government-wide platform to improve Aboriginal participation in the economy. The Aboriginal Skills and Employment Training Strategy (ASETS) supports the development of Aboriginal human capital by improving labour market outcomes for First Nations, Inuit and Métis, via demand-driven skills development, strategic partnerships, and increased accountability. In 2010/11 the ASETS will replace the AHRDS.

Since 1999, as part of the Government of Canada's response to the Royal Commission on Aboriginal Peoples, the AHRDS has helped over 560,000 Aboriginal Canadians to develop career-focussed employment action plans. Overall, the initiative has facilitated 177,087 Aboriginal people in obtaining employment and 61,388 Aboriginal people in returning to school.³²

³⁰ HRSDC, 2009-2010 Estimates and Supply: A Report on Plans and Priorities (Ottawa: HRSDC, March 2009), p. 15.

³¹ Expenditures related to programming totalled \$163.7 million in 2009/10 as reported in Chart 3 and Annex 3.12. However, the total pan-Canadian expenditures are higher as they include administrative costs.

³² AHRDA's National Total Report, Feb, 2011. Please note that client counts may be inflated as AHRDS' reporting methodology includes new starts and carryover clients.



2. Pan-Canadian Labour Market Partnerships: Enhancing Investments in Workplace Skills

Pan-Canadian LMPs encourage and facilitate human resource planning and labour market adjustment. This initiative provides funding to employers, employer and employee associations, and communities to improve their capacity to respond and adapt to labour market changes. In 2009/10, the pan-Canadian LMPs invested a total of \$56.5 million to maintain key national labour market activities through the Workplace Skills initiative. This funding contributed to the following outcomes:

- high-quality and consistent, comparable national standards for workplace skills training;
- apprenticeship training, certification and mobility to meet industry needs;
- recruitment of workers with skills in key sectors and occupations from abroad;
- productivity and retention improvements from levered employer-sponsored training investments; and,
- a national learning system responsive to employer skill requirements.

2.1 Sectoral Initiatives

The Sectoral Initiatives offer a flexible approach in addressing emerging labour market trends. In 2009/10, expenditures under sectoral initiatives totalled \$41.1 million. The following section reviews these expenditures and the related programming outcomes.

2.1.1 Sector Council Program

The Sector Council Program (SCP) is a demand-driven labour market program involving representatives from over 50% of the Canadian labour market through a network of 34 national, non-profit sector councils. Sector councils are formal, national, and industry-led partnerships that act as centres of expertise in the development and delivery of human resource skills development strategies for key sectors of the economy, including petroleum, construction, tourism, aviation,

biotechnology, and steel. Sector council activities typically include collecting labour market information, developing national occupational standards and related certification/accreditation programs, finding strategic human resources solutions to address skills gaps, and integrating foreigntrained workers.

The economic crisis reinforced the need for industry-driven partnerships to foster workplace skills development. Through its network of sector councils, the SCP supported the development of in-depth labour market information so that stakeholders could better understand the impact of the economic downturn, explore cross-sectoral links with other sector councils, and ensure that sector council activities align with provincial/territorial investments in skills development, including apprenticeship training. This program ensures that Canadian employers have the necessary information and tools to develop sound human resources solutions.

The SCP also supports skills tables, which are time-limited and industry-driven partnerships created in a particular region or area of economic activity to identify and address labour market and skills issues through coordinated decision-making and action. The Asia-Pacific Gateway Skills Table (APGST), located in British Columbia and established in the fall of 2008, is a cross-sectoral, industry-driven organization. It responds to human resource and skills development pressures associated with developing, maintaining and protecting the infrastructure and transportation network supporting the Asia-Pacific Gateway.

2.1.2 Sectoral Skills

The SCP responds to sector-specific skills and labour market issues. For instance, it develops national occupational standards to facilitate labour mobility and industry-driven curricula. In another example, it implements targeted recruitment and skills development initiatives that increase labour force participation and integration of underrepresented groups, such as Aboriginals and immigrants. Finally, through sector councils

such as the Environmental Careers Organization and the Information and Communication Technology Council, SCP supports the Canadian labour market in the green and digital sectors.

2.1.3 Labour Market Transition Initiative

Employers in a number of sectors of the Canadian labour market faced acute skill shortages while other sectors reduced permanent employment and laid-off skilled workers who could remain active in the labour market if they had access to skills upgrading and practical links with growing sectors. The Labour Market Transition Initiative (LMTI) is an employer-focussed and coordinated approach that supports skills development and skills matching in rapidly growing sectors. By disseminating information-based tools and providing skills upgrading activities, LMTI helps employers in growing sectors find experienced workers facing job loss in declining sectors.

Projects were undertaken in the environmental, petroleum, and mining sectors. For example, employers in the environmental sector gained access to former automotive manufacturing workers, while the petroleum industry moved former pulp and paper employees into its oil sands development workforce.

PAN-CANADIAN PROGRAMMING IN ACTION: LABOUR MARKET TRANSITION INITIATIVE

In 2008, the Mining Industry Human Resources Council developed the Forestry to Mining Transition Initiative, which originally targeted collaboration with the forestry industry to transition skilled workers from specific occupations within the forestry sector to the mining sector. Given the economic downturn now affecting some aspects of the mining industry, this project's scope was expanded to include mining to mining transition through the use of the Council's easy-to-use workplace adjustment tools and services. Furthermore, recognizing the importance of mid-level management and supervisory skills, the Council has developed a non-technical, high demand skills matrix that facilitates the transition of non-technical workers from other industries, such as tourism, manufacturing, and transportation, into the mining sector.

2.1.4 Skilled Trades and Apprenticeship

In order to ensure that Canada has a skilled trades workforce that is competent, mobile and certified to national standards, HRSDC collaborates with provinces and territories through the Interprovincial Standards Red Seal program. The Canadian Council of Directors of Apprenticeship (CCDA) administers the Red Seal program with representation from HRSDC. The Red Seal program covers 50 apprenticeship trades, accounting for 89% of all registered apprentices in Canada.

HRSDC supports the Red Seal Program by providing a national secretariat function to the CCDA and by coordinating the development of core Red Seal standards products, such as the National Occupation Analysis (NOA) and the interprovincial examination material for each of the 50 Red Seal trades. Employers value the Red Seal endorsement and recognize it across Canada as a standard of excellence for high-quality apprenticeship training.

Given the recent amendment to Chapter 7 (Labour Mobility) of the Agreement on Internal Trade (AIT), the Red Seal Program is undergoing a renewal and expansion phase to ensure continued relevance and sustainability in years to come. Improvements to the Red Seal Program are focussed on five key pillars:

- supporting CCDA's strategic priorities of excellence and innovation in trade certification;
- continuing to conduct evidence-based analysis to inform decision making;
- responding to increased pressures and challenges in a new AIT environment;
- supporting a strong secretariat within HRSDC and fostering innovation; and,
- encouraging greater employer involvement in apprenticeship.

The National Apprenticeship Survey (NAS) collected information on more than 30,000 apprentices. This initiative explored issues such as motivations for entry, challenges to completion and labour market outcomes. Based on data produced by the CCDA and the NAS, nine in-depth research studies on key apprenticeship issues were produced. For example, one study explores the participation level of target



groups in apprenticeship. Other groups—such as the Canadian Apprenticeship Forum (CAF), Statistics Canada and the Canadian Labour Market and Skills Researcher Network (CLSRN)—used the NAS data to answer key questions in the area of apprenticeship.

2.2 Youth Awareness

The national Youth Awareness program provides financial assistance for projects designed to address labour market issues facing communities. Through job fairs and promotional events, the program aims to raise awareness among employers and

PAN-CANADIAN PROGRAMMING IN ACTION: TRADES AND APPRENTICESHIP

- The National Occupational Analysis (NOAs) for Red Seal trades are developed and maintained on a cycle corresponding with industry requirements. All jurisdictions participate in the development of a national standard, to maximize efficiency gains. In 2009/10, NOA development workshops focussed on eight trades. Five NOAs were reviewed and updated with the participation of industry subject matter experts from across Canada, and 16 NOAs were published during the year. Fourteen workshops were also held to update interprovincial Red Seal examinations. In addition, over 45 new interprovincial Red Seal examinations for 15 trades were released.
- The CCDA successfully piloted the Multiple Assessment Pathways (MAP) initiative to evaluate a wide range of apprentices. The MAP pilot built on fully integrated Occupational Performance Standards (OPS) model through consultation with industry and regulatory authorities to ensure effective performance in the workplace. The MAP process combined portfolios of evidence, competency conversations, and written practical examinations to assess candidates.
- The MAP pilot demonstrated the effectiveness of an alternate method of assessing a broader range of candidates, including older skilled workers, foreign-trained workers and other groups for whom a written assessment creates a barrier unrelated to their level of competency. All successful challengers for Red Seal endorsement assessed through the MAP pilot process received their Red Seal endorsement. Those who were not successful received credit for competencies demonstrated, which allowed them to focus on those areas that requiring further development.

PAN-CANADIAN PROGRAMMING IN ACTION: YOUTH AWARENESS

- In September 2009, the 40th International WorldSkills
 Competition—hosted in Calgary, Alberta—featured 845
 young people from 45 countries around the world
 participating in skilled trades and technology competitions.
 The International WorldSkills event increased awareness of,
 encouraged support for, and promoted careers in the area of
 skilled trades and technologies.
- The Concours québécois en entrepreneuriat promotes the development of entrepreneurship in Quebec. A new stream introduced in 2008/09 targets youth facing barriers to employment. This program enabled nearly 1,000 youth from Quebec to participate in programs related to entrepreneurial ventures in 2010.

communities that young people represent the labour force of the future. In 2009/10, program priorities included raising awareness of skilled trades and technologies among youth, and improving opportunities for youth in small rural communities. Delivered at the national, regional and local levels, Youth Awareness projects receive funds from EI Part II and leverage funds from many other sources, including provincial governments. EI Part II funding for Youth Awareness in 2009/10 totalled \$9.7 million.

2.3 National Essential Skills Initiative

Research suggests that individuals with low levels of literacy and essential skills (LES) face numerous labour market challenges, including lower earning potential, a greater risk of being unemployed, tenuous labour market attachment, and a lack of access to training and skills upgrading. The National Essential Skills Initiative (NESI) helps adult Canadians succeed in the workplace by overcoming these challenges. With \$6.2 million in EI Part II funding in 2009/10, the initiative focussed on developing and sharing knowledge by providing practical tools and support that employers, practitioners and other stakeholders need to improve adult literacy and essential skills.³³

The National Essential Skills Initiative includes three sub-components:

- the Essential Skills Workplace Literacy component supports research by gathering, analyzing, and sharing of knowledge that can be used to improve LES in the workplace;
- the Essential Skills Workplace Service component supports national partnerships with workplace stakeholders to address essential skills deficiencies in the workplace; and,
- the Community Partnerships component supports community-based approaches to helping people with low LES levels both inside and outside of the workplace.

PAN-CANADIAN PROGRAMMING IN ACTION: NATIONAL ESSENTIAL SKILLS INITIATIVE — ESSETIAL SKILLS WORKPLACE SERVICE

Organization: Construction Sector Council Start Date: 2007-12-19 End date: 2010-05-31 HRSDC contribution: \$724,252

This project developed customized interventions to improve the essential skills (ES) levels of industry workers in collaboration with industry stakeholder organizations.

The Construction Sector Council (CSC) worked with specific organizations from the industry to leverage employer participation in workplace ES activities. Activities varied from building awareness, and assessing organizational and employee needs, through to delivering customized ES upgrading interventions. The CSC worked with seven industry organizations, including the National Electrical Trade Council and the Carpentry Training Centre of New Brunswick (CTCNB), as examples, to create industry-appropriate ES interventions. Specifically, the National Electrical Trade Council developed a numeracy assessment that is being used by prospective electrician apprentices. Additionally, the CTCNB created a training booklet using authentic workplace documents designed to assess and upgrade apprentices' skills in numeracy, document use and reading.

2.4 Reducing Barriers to Interprovincial Mobility

The Labour Mobility Initiative addresses and eliminates barriers to labour mobility so that workers in regulated professions and trades, including foreign-trained workers, can carry out their occupation anywhere in Canada. Sustained federal investments and technical expertise provided to regulated professional occupations and associations of regulators supports the development of tools and processes to achieve full labour mobility. The amended Chapter 7 of the Agreement on Internal Trade (AIT) sets out the objectives for this initiative.

In 2009/10, activities helped regulatory authorities reduce barriers to labour mobility. Funding enabled national groups of regulators to move towards adopting common occupational standards and develop competency assessment tools. It also supported initiatives that achieved success in developing common and transferable regulatory practices, such as common entry-to-practice requirements and assessment methods across all jurisdictions. This initiative received \$0.95 million in EI Part II funds in 2009/10.

PAN-CANADIAN PROGRAMMING IN ACTION: REDUCING BARRIERS TO INTERPROVINCIAL MOBILITY

- Adopting occupational standards based on common interprovincial standards: The Audiologist and Speech-Language Pathology professions are developing national competency standards of both professions. This is a necessary step toward implementing a national and international competency-based approach to assess for entry to the profession.
- The Canadian Council of Professional Geoscientists successfully
 agreed upon entry-to-practice requirements for the profession,
 thereby eliminating many barriers to labour mobility within
 Canada. The document entitled "Knowledge and Experience
 Requirements for Professional Registration in Canada" is a guide
 that sets out the requirements for new applicants seeking
 registration in any one of the provinces or territories for the first
 time. Although the establishment of practice requirements is of
 a jurisdictional nature, regulators of the geoscience profession
 continue to strive to achieve seamless mobility for its workers.



3. Pan-Canadian Research and Innovation: Finding Innovative Solutions to Reduce Risk to Program Design

Projects funded by Research and Innovation (R&I) identified improved programming approaches for EBSMs. This stream of pan-Canadian funding helps Canadians get value for money by discovering "what works" before the government launches new and costly programs. The pan-Canadian R&I received \$13.1 million in 2009/10.

For example, the Earnings Supplement Project saved the federal government resources over the longer term. Results indicated that earning supplements had little effect on the speed with which recipients returned to work, while increasing overall cost to government in the form of passive income support.

3.1 Pan-Canadian Innovations Initiative

Since 2005, the Pan-Canadian Innovations Initiative (PCII) has delivered most Research & Innovation funding. This initiative provides funding to eligible recipients for time-limited, research-oriented projects. The projects supported through this initiative test new approaches to helping people obtain and keep employment, and become productive participants in the Canadian labour force.

All PCII projects include a provincial or territorial partner and focus on one or more of the following priorities: literacy and essential skills, immigrants, Aboriginal people, underrepresented groups, workplace training, and apprenticeship. To support the sharing of best practices and knowledge, stakeholders broadly disseminate evaluation results from these projects. PCII expenditure totalled \$10.7 million in 2009/10.

PAN-CANADIAN PROGRAMMING IN ACTION: PCII

- In British Columbia, the Reclamation and Prospecting
 Teams (BC RAP) project engaged 101 Aboriginal students in
 a hands-on, camp-based training program. Of those
 participants, 87% completed the program, and 83% of
 those completers found employment or continued their
 post-secondary education. The project successfully demonstrated the potential of meaningful collaboration among
 provincial and federal Governments, educational institutions
 and industry representatives. Northwest Community College
 has since adopted the model.
- In Newfoundland and Labrador, the New Delivery Approach
 for Adult Basic Education project tests the effect of blended
 learning approaches on participants' success. The project
 provides access to mentors, as well as access to the tools and
 supports participants living in remote areas need to deal
 with social, familial or employment barriers to learning.

3.2 Measuring the Impacts of Labour Market Information

In the fall of 2008, HRSDC, in partnership with the Forum of Labour Market Ministers, initiated a research program to develop a better understanding of the impact of Labour Market Information (LMI).

Seven small-scale experiments examined what types of LMI content and delivery mechanisms work best and for whom. The experiments are assessing the impacts of LMI on confidence and attitudes towards the labour market; on decision making related to studying, training, career and job choices; and on subsequent training and employment outcomes. Participants in the experiments included: youth at risk of dropping out of school, unemployed post-secondary education graduates, older workers, auto workers, and members of visible minority groups.

Expenditures for this research program were \$0.91 million in 2009-10. All projects should be completed by the end of 2011. Total expenditures for the three-year research program are projected to be \$2.8 million

3.3 Learn\$ave

As a demonstration project, Learn\$ave tested whether targeted saving incentives encouraged low-income adults to save and invest in adult education and training. The Learn\$ave intervention increased low-income adult Canadians' enrolment in educational programs and the quality of educational programs they chose. It allowed more low-income Canadians interested in education to enroll in courses and programs to achieve additional learning. Indeed, if such a program was to be extended to all Canadians, it would allow more low-income Canadians to further their education and improve their employability and earnings.

However, findings also showed that if such a program was to be made available to a large population, initial uptake levels would be low and considerable time and effort would be required to increase them. The study also found that adding financial management training had limited influence on the overall impact of the matched savings grant.

4. Supporting Agreements with Provinces, Territories and Aboriginal Peoples

This portion of the pan-Canadian activities ensured provinces and territories had proper systems support and connectivity to transfer administrative data after the implementation of a transfer agreement. Total expenditures for this pan-Canadian activity reached \$6.2 million in 2009/10. This essential portion of the pan-Canadian initiative ensures the tracking of administrative data on the LMDA programming now delivered by all the provinces and territories.

4.1 National Employment Service

HRSDC/Service Canada administers two National Employment Services initiatives—Job Bank and the Labour Market Information (LMI) Portal—to

assist Canadians in finding suitable employment. These services connect job seekers and employers, and help individuals complete their return-to-work action plans. Job Bank and the LMI Portal are available online to all Canadians. Since clients access these services on a self-serve basis, with no registration required, data on usage and results for these services are challenging to collect and to attribute to specific interventions.

4.1.1 Job Bank

In partnership with the provinces and territories, HRSDC maintains the Job Bank. This electronic labour exchange fosters efficient and inclusive labour markets by connecting employers and job seekers. The supply and demand for skills are matched according to National Occupational Classification Codes, which standardize all work descriptions in Canada. The Job Bank also provides specialized tools to help job seekers and employers connect. These tools include the Résumé Builder, Job Match, Job Alert and Career Navigator. In addition, the site features a training and careers section that provides users with information on acquiring the skills needed to manage their career. Users may access this bilingual service free of charge.

In 2009/10, Job Bank hosted more than 106 million user sessions and provided access to approximately 905,000 online job opportunities. The number of new users declined by 2.6% moving from 37,570 in April 2009 to 36,595 at the end of 2009/10. Meanwhile, the number of job orders increased by 22.3% in 2009/10. Each day, this service sends more than 100,000 job alerts to notify job seekers of potential job opportunities, for a total of more than 23 million alerts in 2009/10. At the end of the reporting period, the Job Bank hosted more than 165,000 active employer accounts and 869,000 job seeker accounts. Job Bank information can be found at http://www.jobbank.gc.ca.



4.1.2 Labour Market Information Portal

The Labour Market Information (LMI) Portal provides local, regional and national information on topics such as occupational descriptions, job prospects, labour market conditions and projections, education and training opportunities, and human resources needs. Canadians ranging from job seekers to policy makers use this information to make decisions that lead to a better match between worker skills and employer needs, helping the labour market to function more efficiently.

A regional LMI network of analysts and economists identifies labour market trends by continually monitoring and analyzing socio-economic data and events. LMI staff members also work with stakeholders—including employers, educational institutions and other levels of government—to ensure that clients have access to high-quality LMI. The LMI products follow a national standard to identify trends at the community, occupational and industrial levels. These products are available across the country at: http://www.labourmarketinformation.ca and will soon be displayed on the Working in Canada website at http://workingincanada.gc.ca.

Volumes

Service Canada processed 3.3 million initial and renewal Employment Insurance (EI) claims, a 7.8% increase over the previous year, with an improved payment accuracy rate of 96.1%.

The combination of additional resources and the gradual economic recovery led to a year-end Speed of Payment result for 2009/10 of 84.2%. That is well above the key performance indicator target: to issue a first payment or non-payment notification to 80% of claimants within 28 days.

Over 3.1 million claimants submitted their Application for Employment Insurance Benefits online.

99.7% of claimants who were eligible to use the electronic reporting services — the Telephone Reporting Service and the Internet Reporting Service (a web-based, biweekly reporting tool) — did so.

80.7% of claimants chose to receive their payments by direct deposit.

The Telephone Information Service's interactive voice response system, which gives clients general and claim-specific information, resolved 16 million enquiries.

El Call Centre employees responded to 7.7 million calls.

Citizen service officers in Service Canada Centres responded to 5.9 million El enquiries, a 16.6% increase over fiscal 2008/09.

Citizen services specialists delivered 2,937 El general information sessions as part of Mobile Outreach Services. Through these information sessions, Service Canada reached 13,325 employers and 39,985 workers facing imminent layoffs due to the recession.

The 1 800 O-Canada general information service answered 306,057 calls related to El in 2009/10. This represented a 17.2% increase over the previous year.

The Service Canada site received 55,133,000 visits in 2009/10, an increase of 67% over the previous year. Much of this increase may be attributable to the recession. While programs such as the Wage Earner Protection Program and Apprenticeship Grants showed increases over the previous year, the revised Finding a Job landing page received nearly six times the amount of traffic over the previous year, with 7.7 million page views.

Canadians logged into My Service Canada Account 14.7 million times, with the last six months of the year showing an increase of 7% over the same period of the previous year.

Service Canada scheduled 50.6% of all appeals to the Board of Referees to be heard within 30 days of receipt of the appeal letter.

The El program was delivered through more than 600 in-person points of service, as well as via telephone and the Internet.

Modernization and Transformation of Service Delivery

Service Canada automatically registered 95.1% of all applications for El benefits on receipt and the Automated Claims Processing (ACP) system partially or fully processed 1.5 million claims (44.8% of all claims), for faster, more accurate payments and improved, more consistent service to Canadians.

Employers produced nearly 4.5 million electronic Records of Employment (E-ROEs), or 51% of the total ROEs issued, using Record of Employment on the Web (ROE Web, a web-based system for filing ROEs) and ROE Secure Automated Transfer (ROE SAT, a secure communication line for submitting unlimited ROE data).

39,047 new employers adopted an E-ROE solution — ROE Web and/or ROE SAT.

Toward an Integrated Service

Building on the success of the new workload management pilots, the National Workload System (NWS), which allows Service Canada to move work across regions and channels for optimum efficiency, was further expanded to include nearly 50% of all processing locations in Canada by the end of 2009/10.

¹ Additional statistics are available in the Human Resources and Skills Development Canada 2009–2010 Departmental Performance Report (Ottawa: HRSDC, 2010), http://www.tbs-sct.gc.ca/dpr-rmr/2009-2010/inst/csd/csd00-eng.asp.

I. CONTEXT

Service Canada was created in 2005 to improve the delivery of government programs and services to Canadians. As a dedicated service delivery organization, Service Canada provides citizens with access to a range of information as well as a significant number of government programs and services, including the Employment Insurance (EI) program, through the channel of their choice – by Internet (click), by telephone (call) or in person (visit).

Throughout the first half of fiscal 2009/10, Service Canada continued to respond to the high volume of EI claims resulting from the global recession. It met those challenges effectively, as set out in subsection II.2.2 of this chapter, Claims Processing.

While focusing on supporting Canadians by meeting the increased processing requirements for the timely and effective delivery of benefits, Service Canada successfully implemented the temporary EI initiatives introduced under Canada's Economic Action Plan. These initiatives included the following:

- Extension of EI Regular Benefits;
- Extension of EI Benefits for Long Tenured Workers;
- · Career Transition Assistance Initiative; and
- Changes to the Work-Sharing program.

These initiatives required substantial changes to the EI Benefit Payment System and the creation of new tools to address the increased volume of work-sharing claims.

In 2009/10, Service Canada also implemented the necessary system changes so that self-employed individuals could voluntarily enter into an agreement with the Canada Employment Insurance Commission for coverage for EI special benefits (Phase 1 of Bill C-56: Fairness for the Self-Employed Act). EI special benefits are: maternity, parental, sickness and compassionate care benefits. As well, starting in January 2010, delivery of the EI Premium Reduction Program was enhanced so that employers who are granted an EI premium reduction no longer need to complete the renewal application each year.

In 2009/10, Service Canada continued to modernize the way it delivers services; improve the quality of service to Canadians to better meet their needs and expectations; and enhance employer services to reduce paper burden and administrative costs.

II. SERVICE DELIVERY

1. Service Transformation

Service Canada continued to invest in the design and use of innovative technologies to support automated application processing and improve Internet services, thus improving the delivery of EI services to Canadians. The improvements in benefit processing are transforming the application processing network, giving it increased flexibility to respond to fluctuating workload volumes. A national processing network is evolving, characterized by standardized processes that are paperless, electronic and automated, resulting in more accurate, timely and equitable service for Canadians.

In 2009/10, Service Canada continued to focus on enhancing EI electronic services for clients and employers, as well as simplifying, standardizing and automating EI processing activities related to the 3.3 million claims handled and over \$19 billion in benefits issued that year, with an average of over 1 million beneficiaries per month. As a result, clients had access to an array of Internet services that enabled Service Canada to automate internal processing activities.

- Service Canada received 96.9% of all EI applications and 99.7% of eligible biweekly reports electronically.
- Service Canada partially or fully automated the processing of 41.4% of all initial claims and 59.3% of all renewal claims. The longterm vision is to automate 70% of EI initial, renewal and revised claims by 2014.

In addition, employers continued to benefit from Record of Employment on the Web (ROE Web), which significantly reduces their administrative burden. In 2009/10, employers submitted nearly 4.5 million electronic ROEs (E-ROEs) online.



This represents 51% of the total 8.8 million ROEs issued this year.

In 2009/10, Service Canada continued to market ROE Web to businesses and to inform them of the changes to the EI Regulations that came into effect on March 15, 2009. These changes improve service for employers who submit ROEs electronically by better aligning the issuance of E-ROEs with their payroll cycle, thereby increasing the accuracy of the information sent to Service Canada and reducing the number of amended ROEs. In addition, employers are not required to provide a paper ROE to their employees, as the electronic data from ROE Web is available immediately to support the automation of EI claims processing, resulting in faster, more accurate service. An electronic version of the ROE is available to each client through their My Service Canada Account (MSCA).

The overall service transformation strategy gave Service Canada more flexibility to respond to the additional demands placed on the EI program during the recession.

2. El Services for Individuals

2.1 El Special Benefits for Self-Employed People

As of January 31, 2010, self-employed individuals who are Canadian citizens or permanent residents can voluntarily register with the EI program for access to EI special benefits, which include maternity, parental, sickness and compassionate care benefits.

To register, a self-employed individual must enter into an agreement with the Canada Employment Insurance Commission through Service Canada by registering online at MSCA or in person at a Service Canada Centre (SCC). Once an individual has registered, they must wait 12 months before being able to make a claim for EI benefits. Under a transitional measure, however, self-employed individuals who entered into an agreement on or before April 1, 2010, are considered to have entered into their agreement as of January 1, 2010, and can file a claim for EI special benefits as early as January 1, 2011. As of March 31, 2010, 2,901 self-employed people had entered into an agreement with the EI Commission.

Self-employed individuals who enter into an agreement have to pay EI premiums on their self-employment income, through the Canada Revenue Agency.

Self-employed residents of Quebec are already covered for maternity and parental benefits through the Quebec Parental Insurance Plan provided by the Government of Quebec. However, they can register for the EI program for access to sickness and compassionate care benefits. If they register for the EI program, they will pay EI premiums at a lower rate, as the rates have been adjusted downward to take into account the existence of the provincial plan.

An agreement can be terminated as long as the self-employed individual has never received EI special benefits. Once they have received EI benefits, they can no longer terminate their agreement and their participation in the EI program will continue for the duration of their self-employment career.

For 2009/10, communications activities for this initiative focused on promoting awareness through media relations, ministerial events, advertising and targeted stakeholder outreach.

Marketing has supported departmental priorities and has used cost-effective marketing initiatives to encourage Canadians who can self-serve, to do so, thereby reducing pressure on front-line staff. Products implemented include web videos to support online EI applications, revisions to the Finding a Job landing page and the Digital Display network, which provides information on EI to clients in 35 of the busiest SCCs.

Based on an evaluation of results of efforts made during 2009/10, marketing activity continues to promote online methods and self-serve tools to provide Canadians most affected by the recession with easier, more convenient access to federal government services. Product improvements will continue to be important to enable clients to complete transactions efficiently.

2.2 Claims Processing

In the first quarter of 2009/10, claim volume increased by 37% in comparison with the previous year, due to the recession that began in the last half of 2008/09. Service Canada processed 3.3 million claims in 2009/10, a 7.8% increase over fiscal 2008/09 and a 27% increase over fiscal 2007/08, a year with a more traditional claim volume.

The Department put a comprehensive strategy in place to deal with the increasing numbers of EI claims. It included hiring temporary employees, recalling recent retirees, increasing voluntary overtime and reassigning staff from other areas of the organization. Service Canada also established a number of national EI processing centres to address the increased claim volume and ensure consistent service levels across the country. Simplification, standardization and new tools such as efficiency reports made it possible to increase the automation of claims, thus improving the quality, timeliness and accuracy of benefit processing, and Service Canada's agility.

Service Canada implemented a plan to distribute the EI workload across regions to ensure that service levels would be met across the country. To process claims virtually and to further the automation plan, Service Canada expanded the implementation of the National Workload System (NWS) to nearly half of all processing locations. NWS is key to achieving long-term automation objectives as it makes it possible to separate the EI claim into discrete elements, which can be automatically directed to an agent if manual intervention is needed or be automated. This function improves performance by balancing workload and optimizing the workforce by moving work transparently and electronically to the next available agent.

In spite of the significantly increased volumes, Service Canada achieved a payment accuracy rate of 96.1%, which exceeded the target of 95% and surpassed the previous year's rate of 95.7%.

As claim intake began to return to near-normal levels in spring 2010, Service Canada swiftly developed and implemented a plan to gradually reduce the additional temporary resources it hired in the previous year, while ensuring client service targets continued to be met.

2.3 Information and Enquiries

2.3.1 By Internet (Click)

The EI section of the online My Service Canada Account (MSCA-EI) enables clients to view information on their current and previous EI claims. They can use it to change their mailing address, telephone number and direct deposit banking information, as well as to view their E-ROEs. In addition, MSCA-EI provides clients with links to other electronic services, such as the Internet Reporting Service. In 2009/10, 19.3% of clients used MSCA-EI to obtain information on their claim. In 2009/10, clients logged onto the MSCA portion of the Service Canada site 14.7 million times, and an estimated 89% of the activity on MSCA is related to EI functions.

2.3.2 By Telephone (Call)

Client information is also available via the automated 24-hour telephone information system. In addition, citizen service officers (CSOs) provide services via telephone and in person during regular business hours. CSOs in EI Call Centres answered 7.7 million calls in 2009/10.

The Department hired and trained more than 500 agents in 2009/10 to handle the increased client demand resulting from the recession. Historically, agents have been available to support the EI program across Canada from Monday to Friday between 8:30 a.m. to 4:30 p.m. local time. However, to further support increased demand, call centres extended their hours of service until 8:00 p.m. local time.

In addition, registration and authentication help desk officers are available from 8:30 a.m. to 4:30 p.m. local time. They help EI clients who have difficulty accessing several MSCA online services, such as MSCA-EI, due to a mismatch between the information they supply and the data in our records, such as their EI access code, Social Insurance Number (SIN) or date of birth.

2.3.3 In Person (Visit)

During the recession, citizen services specialists across the country delivered EI general information sessions through Mobile Outreach Services



to employers and workers facing imminent layoffs. Between October 2009 and March 2010, they provided the following:

- 1,361 EI information sessions to employers, with a total of 13,325 participants; and
- 1,576 EI information sessions to workers, with a total of 39,985 participants.

During the same period reported, citizen services specialists participated in the following:

- 10 fairs/exhibits or kiosks for employers, providing EI general information to 509 participants; and
- 120 fairs/exhibits or kiosks for workers, providing EI general information to 6,605 participants.

As well, between September 30, 2009, and March 31, 2010, Service Canada delivered Rapid Response Client Information Sessions to long-tenured workers identified through the Career Transition Assistance Program. These sessions provided information about options available to these EI claimants that could help them return to work or train for a new job. In addition, SCC staff answered 5.9 million EI-related requests and more than 84,000 during scheduled Outreach 2009/10.

2.4 Application for Benefits

To claim EI benefits, a person must complete an application. Since the Application for Employment Insurance Benefits Online was launched in 2002, its use has steadily increased from 17% in the first year to 96.9% of all EI applications received in 2009/10.

In 2009/10, of the 3.2 million claims received, more than 3.1 million were filed via the Internet. This high uptake is due in part to marketing efforts focused on increasing online self-service related to EI.

2.5 Biweekly Reporting and Payment

To receive EI benefits, claimants other than those receiving apprenticeship training or maternity, parental, compassionate care or Work-Sharing benefits must submit biweekly reports confirming their availability for work, hours worked and monies received.

Clients can submit their reports via the Internet, by telephone or by mail. Service Canada encourages them to use its electronic reporting services – the Internet Reporting Service and the toll-free Telephone Reporting Service – and 99.7% of those eligible to file electronically did so in 2009/10. During that fiscal year, call centres continued to offer Saturday service from 8:00 a.m. to 4:00 p.m. local time, to help claimants complete their EI reports.

In combination with direct deposit, these electronic services provide faster and more reliable payment for clients than the traditional paper processes do. They also reduce printing and mailing expenses, allowing for a more efficient and effective reporting process. In 2009/10, Service Canada made 80.7% of payments via direct deposit.

For Work-Sharing, information needed to issue benefits is taken directly from employers' Work-Sharing ledgers, which employers have been able to submit electronically to Service Canada since 2009/10. In addition, as a result of a regulatory change that became effective on March 15, 2009, Work-Sharing clients are no longer required to submit biweekly reports. These changes have reduced the administrative burden for both clients and their employers, while improving the speed of payment to Work-Sharing claimants.

3. El Services for Employers

To streamline the timely and accurate payment of EI benefits, Service Canada works with employers, payroll service providers and payroll software vendors to make it easier for employers to file electronic Records of Employment (E-ROEs). The Department has developed two related services:

- ROE Web, a web-based reporting system for filing ROEs that facilitates electronic businessto-government transactions; and
- ROE Secure Automated Transfer (SAT), a secure communication line that allows large payroll service providers or businesses to submit large volumes of ROEs simultaneously.

By the end of March 2010, there were 185,289 employers registered for electronic ROE products. During the course of the current fiscal year, 39,047 employers registered for ROE-Web, including 915 new registrations by small and medium-sized payroll service providers. This effort resulted in the majority (51% or nearly 4.5 million) of ROEs now being submitted electronically to Service Canada, a 13% increase over the previous year.

The ROE Web Business Service Centre help desk (BSCHD) in Bathurst, New Brunswick, assists employers with technical and registration issues related to ROE Web. In 2009/10, help desk staff handled 146,264 inbound and outbound employer calls, including calls to assist newly registered businesses.

The goals for 2010/11 are to continue to increase the proportion of E-ROEs; to offer employers more centralized and standardized services; and to develop a strategy to streamline the registration process and an online registration solution. Service Canada will also continue to enhance its strong partnerships with members of the business community, including payroll service providers, payroll software vendors and stakeholders.

The Paperwork Burden Reduction Initiative (PBRI) is a public-private sector partnership aimed at reducing the costs of paperwork and regulatory compliance for business. Service Canada fully supports the government's priority of reducing the paper burden on small and medium-sized businesses, and is committed to finding practical ways to improve service delivery to employers. ROE Web is a key contributor to the PBRI because it eliminates the need for businesses to order or store paper ROEs, keep paper copies on file, or send copies to their employees and Service Canada. This saves employers time and money in administration, storage and postage.

As part of Service Canada's commitment to finding practical ways to improve service delivery to citizens, two major changes were made to the EI Regulations. They became effective on March 15, 2009, as described in the Service Transformation subsection earlier in this chapter. In 2009/10, Service Canada continued to work with internal and external stakeholders to make employers and clients aware of these changes.

The Work Sharing-related changes outlined in the Biweekly Reporting and Payment section of this chapter will also reduce the administrative burden for employers. The employer community has acknowledged that these changes have had a significant and positive impact.

4. Premium Reduction Program

The Premium Reduction Program (PRP) was introduced through legislation in 1971, when sickness benefits were introduced to provide temporary financial assistance to individuals who became unemployed due to illness, injury or disability. Many employers already had similar sickness and disability benefit coverage for employees under group plans. Since those plans would yield savings to the program, the government decided to return these savings to employers and their employees.

EI premium reductions are granted because private wage-loss replacement plans, also known as disability income insurance, substitute for EI sickness benefits. Accordingly, when replacement plans qualify, employers' EI premiums are reduced. The reductions are set to match the EI savings in sickness benefits, which are determined through actuarial estimates and approved each year by the EI Commission.

To participate in the PRP, employers who provide their employees with a short-term disability plan must register by submitting an initial application. Prior to January 2010, participating employers had to complete an application annually to maintain their entitlement to the premium reduction.

As part of its commitment to improving service delivery to employers and in support of the PBRI, Service Canada eliminated the requirement to complete a renewal application annually. Effective January 1, 2010, employers automatically remain entitled to the premium reduction until they change or cancel their approved plan. If they change their approved plan, they must apply for a continuation of the premium reduction.

EI employer premium reductions are shared 5/12 with employees, in cash or in kind, based on the EI premium rate. In 2009/10, there were 32,112 employers participating in the EI Premium Reduction Program. Employees covered by a registered plan comprised 40% of the insured population or about 6 million workers.



5. Appeals of El Decisions

The EI Appeals process provides claimants and employers with a means to challenge, before an independent, external authority, an administrative decision that they believe was made in error or with which they are dissatisfied. There are two levels of appeal under the *Employment Insurance Act*: the Board of Referees and the Umpire. Further recourse is available at the Federal Court of Appeal and, finally, at the Supreme Court of Canada.

The Board of Referees is an independent, impartial tribunal. Each three-member panel consists of a chairperson appointed by the Governor-in-Council, a member appointed by the Commissioner for Employers and a member appointed by the Commissioner for Workers. Approximately 900 part-time board members hear appeals in 83 board centres across Canada.

In 2009/10, the Boards of Referees heard 26,433 appeals; 50.6% of the appeals were scheduled on a hearing date that fell within 30 days of receipt of the appeal notice. Boards normally issue their decisions within seven days of the hearing. Approximately 24% of the cases heard by the Boards resulted in a reversal of the Department's decisions.

Claimants, employers, and claimant and employer associations, as well as the EI Commission, can appeal Board of Referees decisions to the Umpire, an independent, administrative tribunal. Some 20 to 40 Federal Court judges or retired provincial superior court judges sit alone as umpires and hear cases across Canada.

In 2009/10, 1,697 client appeals to the Umpire were filed; the Department prepared and sent 96.7% of the client appeal dockets to the Office of the Umpire within 60 days of receiving the appeal notice. In addition, the EI Commission filed 665 appeals to the Umpire. Approximately 15% of the decisions rendered by the Umpire were favourable to the client.

Claimants, employers and the EI Commission can seek judicial review of an Umpire's decision at the Federal Court of Appeal. In 2009/10, the Federal Court of Appeal rendered 58 decisions on cases related to EI benefits; 10% of those decisions were favourable to the client.

III. QUALITY

1. Payment and Processing Accuracy

The accuracy rate of EI benefit payments is measured by the results of the National Payment Accuracy Review (PAAR). The EI PAAR consists of a random sample of 500 EI claims per year, reviewed twice. Each review provides detailed information on the causes and dollar value of undetected errors at the time of adjudication. This includes overpayments and underpayments attributable to claimants, employers and Service Canada. The PAAR determines the "most likely" value of incorrectly paid benefits. The results are used to improve program delivery and sustain program integrity. The Office of the Auditor General (OAG) relies on this work as part of the *Public Accounts of Canada* reports.

In spite of the increase in the number of EI claims, the EI payment accuracy rate increased from 95.7% in 2008/09 to 96.1% in 2009/10, marking the second consecutive year in which payment accuracy increased while the Department managed higher than normal claim volumes. This improved payment accuracy was mainly attributable to an increase in automation of claims and a decrease in Service Canada errors, following the work done on the Simplification and Standardization Initiative.

The EI National Processing Accuracy Review (PRAR) provides national results of a review of a random sample of approximately 28,000 claims per year. It verifies that applications for benefits are adjudicated and calculated in accordance with policies and procedures. The EI processing accuracy rate refers to the level of compliance with EI policies and procedures in claims-processing activities. In 2005/06, Service Canada implemented a processing accuracy indicator to measure the percentage of initial claims "in order," with an objective of 80%. With the continued participation of the regions, the processing accuracy rate climbed from 84.8% in 2008/09 to 87.9% in 2009/10, in spite of the increase in the volume of claims. An annual action plan ensures continued improvement.

2. Information and Transaction Accuracy

EI Call Centres launched and progressively implemented a National Quality Assurance (NQA) program in 2008/09. The goals of the NQA program are as follows:

- ensure quality of service to clients;
- identify training needs and opportunities for improvement; and
- provide ongoing feedback and support to employees.

In 2009/10, a total of 9,398 calls were monitored for 2,802 CSOs. The result was a positive rating of 67%, which is very close to the objective of 70%. Service Canada Call Centres are committed to continuously improving and refining the NQA program. As part of that effort, a formal review was conducted in the 4th quarter of 2009/10. Service Canada also regularly evaluates the program framework and coaching needs to ensure that performance improves and NQA goals are met.

3. Insurability

The Minister of National Revenue is responsible for the administration of Part IV (Insurable Earnings and Collection of Premiums) and Part VII (Benefit Repayment) of the *Employment Insurance Act*, including the following activities:

- issuing rulings to Human Resources and Skills Development Canada (HRSDC) and the public in instances when the insurability of employment, earnings or hours is in question;
- making decisions on appeals of rulings and assessments;
- raising assessments against employers for outstanding premiums;
- collecting outstanding amounts from employers;
- processing information returns;
- · processing remittances from employers;
- responding to enquiries related to the collection of premiums;
- collecting EI benefit repayments from highincome claimants, where applicable; and
- maintaining systems required to support the above activities.

Of all the above activities, the issuance of rulings by the Canada Revenue Agency (CRA) has the most impact on claims for EI benefits. When a claim for benefits has been filed and there is doubt as to the insurability of an employment, earnings or hours, HRSDC can request a ruling from CRA to ensure that the claimant will receive the amount of EI benefits to which they are entitled. When payment of a claim is pending the issuance of a ruling, CRA has 15 calendar days in which to issue the ruling. In addition, the public and CRA staff can request rulings directly. These requests are made to confirm whether EI premiums should or should not have been withheld, either to raise an assessment for outstanding EI premiums or to refund EI premiums that have been paid in error, respectively.

In 2009/10, Service Canada requested 12,189 rulings from CRA. This marked a decrease of about 3% from 2008/09. CRA also received 7,243 requests directly from the public and another 31,807 requests for rulings from within CRA.

IV. INTEGRITY

Given the large scale of the EI program, Canadians expect sound stewardship and accountability for the program's integrity. HRSDC maintains a balance between detection, deterrence and prevention activities. The Integrity program remains focused on detection activities using a variety of programs and systems, such as Computer Post Audit (CPA), Report on Hirings (ROH) and Automated Earnings Reporting Systems (AERS). In addition, Service Canada carries out education and prevention activities, such as Claimant Information Sessions (CIS), to inform claimants, employers and the general public about EI requirements and the consequences of abusing the EI system, including penalties or prosecutions.

In 2009/10, Service Canada held 9,419 information sessions, which a total of 122,448 claimants attended. It also conducted 552,674 investigations, which resulted in a total of \$602.7 million in savings for the EI fund.



1. Integrity Quality Initiatives

A national quality team helps ensure consistent quality management of regional Integrity units and their investigations. Its work includes ensuring that every region has quality advisors and coordinators, incorporates quality management plans in business planning and conducts consistent monitoring. National Headquarters makes regular monitoring visits to regional Integrity units to evaluate the delivery of the Integrity program.

Service Canada has taken significant steps to implement a quality management and reporting system for the Social Insurance Number (SIN) program's database, the Social Insurance Register (SIR). Since 2007, there has been an annual measure of the accuracy rate of all data on the SIR. In 2009, the key performance indicators for the SIR were as follows:

- the accuracy rate for vital events (birth and death data) was 97.6%; and
- the accuracy rate for legitimate SINs issued was greater than 99.9%.

In addition, since 2008, Service Canada has implemented a quality management strategy for new data entered into the SIR when clients apply for a SIN. In 2009/10, approximately 4% of all SIN transactions were reviewed and 99.94% were free of critical errors (no multiple SINs issued or date of birth errors). There was also an improvement in the quality of updates to the SIR. Reviews of the accuracy of specific data fields on the SIN record show the quality rate improved from 88.8% to 93.5%. Data field errors do not affect SIN usability and are not critical.

2. Risk Management

Service Canada is responsible for ensuring that the right amounts of EI benefits go to the right recipients for the intended purpose. In 2009/10, the Integrity Services Branch continued to emphasize the use of risk management strategies in its approach to investigations aimed at improving the program's integrity. The Business Modernization and Risk Management Directorate developed

operational risk tools to help the program area identify, assess, mitigate, and monitor new and emerging risks.

The Business Modernization and Risk Management Directorate designs and guides the measurement of compliance with legislative requirements and regulations. It is testing the use of state-of-the-art statistical modelling to predict the areas of greatest risk in investigations. Positive results in one region led to the creation and evaluation of a national predictive model along with initiating plans for implementation.

Although this modelling currently applies only to investigations, the hope is that in the future, it will assist the organization to focus its resources on the prevention of errors in complex cases at all phases of processing a claim. With more attention on prevention, compliance with legislation is key. New performance measures are currently being developed to quantify prevention efforts. Respecting the privacy and security of client personal information remains a high priority in this initiative.

V. CONCLUSION

In 2009/10, as the effects of the recession were still apparent and claim volumes rose, Service Canada focused on supporting unemployed workers by delivering benefits effectively and on time while implementing the EI initiatives introduced under Canada's Economic Action Plan. In addition, it streamlined processes and reduced paper burden for employers issuing ROEs or participating in the PRP or Work Sharing. The simplification, standardization and automation of processing were critical to Service Canada's success in executing a multi-pronged strategy in the delivery of the EI program. In spite of the high volume of claims received in the first half of fiscal 2009/10 and the implementation of several legislative changes, Service Canada exceeded service standards for speed of processing and payment accuracy.

IMPACTS AND EFFECTIVENESS OF EMPLOYMENT INSURANCE

This chapter analyzes the impacts and effectiveness of the Employment Insurance (EI) program. Section I examines both access to and adequacy of benefits for individuals in general and for specific groups. Section II provides an overview of the EI program in the context of recent economic developments. Section III explores the effect of the EI program on work attachment. Section IV assesses the impacts of Employment Benefits and Support Measures (EBSMs). Finally, Section V analyzes the status of the EI Operating Account and finances.

Annexes 2 and 4 provide the detailed EI administrative data used in this chapter, while Annex 5 outlines the main findings and methodologies of the research studies cited here. Unless otherwise indicated, numerical figures, tables and charts in this chapter are based on EI administrative data.

I. EI AND INDIVIDUALS

As indicated in chapters 2 and 3, there were 2,165,460 new EI claims for income support in 2009/10, an increase of 1.2% over the 2,138,880 claims established in the previous year. In addition, 777,150 individuals participated in EBSMs, an increase of 12.0% from 2008/09. This section assesses the impact and effectiveness of EI from the individual's perspective by examining both access to and adequacy of EI benefits.

1. Access to and Eligibility for Benefits

As discussed in Chapter 2, EI Part I provides temporary financial assistance to unemployed Canadians who have lost their job through no fault of their own, while they look for work or upgrade their skills, provided that they have accumulated the required number of insurable hours. The required insurable hours are based on where the individual resides and the unemployment rate in the economic region at the time the claim is established. The EI program is specifically

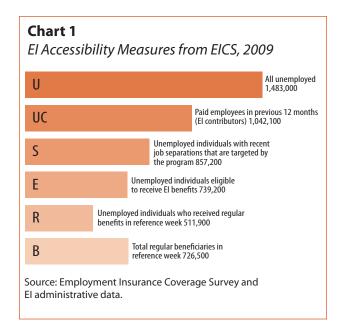
designed to respond automatically to changes in local economic conditions that affect local labour markets. For example, when a region's unemployment rate rises, the entrance requirement for regular benefits – known as the Variable Entrance Requirement (VER) – decreases. In addition, benefit entitlement periods become longer and benefit rates may also increase, as per the minimum divisor provision.¹

The hours required are higher for workers who have recently entered the labour market for the first time (new entrants) and those who have limited work experience in the last two years (re-entrants). These two groups are known collectively as NEREs (new entrants/re-entrants).²

EI Part I also provides assistance to Canadians who are sick, pregnant, or caring for a newborn or newly adopted child, as well as to those caring for a family member who is seriously ill with a significant risk of death.

¹ More information about the minimum divisor provision can be found in the "El Part I at a Glance" section in Chapter 2 and the "Promoting Work Attachment" section in Chapter 5.

² An individual who has received at least one week of maternity or parental benefits in the five-year period preceding the termination of employment is not a new entrant or re-entrant.



1.1 Unemployed Population

Statistics Canada's Employment Insurance Coverage Survey (EICS) provides an array of information on coverage and eligibility for EI. It can therefore be used to calculate a number of measures, describing who has access to EI benefits among unemployed Canadians from several perspectives. Summaries of the various EICS eligibility measures are presented in Chart 1, Table 1 and Annex 5.

According to the 2009 EICS, there was an estimated average of 1,483,000 unemployed Canadians (shown as U in Chart 1) in 2009.³ The survey estimated that 1,042,100 of these individuals had been paying EI premiums before becoming unemployed (UC in Chart 1), representing 70.3% of all unemployed people. Those who had not been paying premiums included self-employed workers, individuals who had been unemployed for more than 12 months and people who had never worked. The proportion of unemployed individuals who had been contributing to EI has been fairly stable at around 70% over the past several years.

The 2009 EICS also estimated that among all unemployed, 857,200 had a job separation that met the program parameters⁴ and were therefore targeted by the program (S in Chart 1). They represented 57.8% of the unemployed (S divided by U). The remaining 42.2% of unemployed individuals fell outside of the program parameters. According to the EICS, among the unemployed individuals who had been paying premiums, 82.3% had a recent job separation that met the program parameters (S divided by UC). This proportion was higher than in 2008 (74.5%) and 2007 (77.6%).

In 2009, there was an important change in the composition of the unemployed population that led to an increase in eligibility rates and overall access to the EI program. While the number of valid job separations, most of them layoffs, increased by 49.9% compared with the previous year, the number of unemployed people who quit their jobs without just cause decreased by 16.8%. These developments are due to the recent recession, when the number of layoffs increased and the number of employment opportunities decreased. As a result, individuals felt less confident about voluntarily quitting and exploring new employment opportunities. In addition, the recent recession resulted in a new cohort of claimants who had been laid off following relatively long, uninterrupted periods of employment. These workers would have accumulated enough hours to access EI benefits (see Table 1).

Among unemployed individuals who had been contributors and had a recent job separation that qualified under the EI program criteria, 86.2% were eligible to receive EI benefits in 2009 (E divided by S in Chart 1). This is a more relevant measure of EI coverage than the other measures, as it considers only the unemployed individuals targeted by the program. The remaining 13.8% of unemployed Canadians (representing 118,000 unemployed individuals) had a qualifying job separation but had not worked enough insurable hours to qualify for benefits.

³ The EICS estimate of the number of unemployed people differs slightly from the Labour Force Survey (LFS) estimate, as the EICS is conducted guarterly while LFS statistics are collected monthly.

⁴To meet the parameters, the separation must be a voluntary termination of employment (i.e., a layoff) or a voluntary quit due to a just cause. Section 29 of the *Employment Insurance Act* identifies 13 specific circumstances that constitute just cause for voluntarily leaving employment.



Another measure, the beneficiaries-to-unemployed ratio (B divided by U) is often used as an indicator of access to the EI program. The B/U ratio⁵ has the advantage of simplicity and historical availability. However, it has limitations, as its denominator includes many people who are outside the parameters of the EI program, as previously indicated. Moreover, its numerator includes EI beneficiaries who are not unemployed. For example, claimants with both benefits and earnings in a given week are excluded from the denominator (see subsection 3 in section III of this chapter for more information on the Working While on Claim provision).

As shown in Chart 2, since 1997 the annual average B/U ratio has been fairly stable around 44.5%. In 2009, the ratio was 49.0%, increasing significantly from 43.6% in 2008. This steep increase is explained mainly by the change in the composition of the unemployed population in

Chart 2
Beneficiary-to-Unemployed (B/U) Ratio vs.
Beneficiary-to-El Contributors (B/UC) Ratio

Source: Employment Insurance Coverage Survey.

20%

2009. For instance, while full-time workers represented 42.8% and 41.9% of all unemployed people in 2007 and 2008, respectively, this proportion increased to 48.0% in 2009.⁶

The B/UC ratio is a modification of the B/U ratio in which the total number of unemployed individuals is replaced by the number of unemployed individuals who had been paying EI premiums in the previous 12 months. In 2009, the B/UC ratio was 69.7% compared with 62.2% in 2008. It rose for the same reasons the B/U ratio increased.

In 2009, 86.2% of those targeted by the EI program were eligible to receive EI benefits. This rate increased by 4.0 percentage points after remaining relatively stable around 82% in the three preceding years (see Table 1). As explained earlier, this increase in the eligibility rate is explained by the shift in the composition of the unemployed population in 2009. As a result, the proportion of unemployed people who did not have enough hours to qualify for EI decreased from 9.3% in 2008 to 8.0% in 2009.

The automatic responsiveness of the EI program through the VER also accounts for part of the increase in the proportion of unemployed people eligible to receive EI regular benefits. Administrative data show that from December 2008 to December 2009, eligibility requirements were automatically reduced for 81.9% of workers in the labour force, or workers in 36 of the 58 EI economic regions, because regional unemployment rates rose.

⁵ Historical B/U ratios are recalculated each year and may vary from past calculations when historical revisions are made to the LFS. El administrative data on the number of regular beneficiaries can also be obtained from Statistics Canada, CANSIM Table 276-0001.

⁶ Statistics Canada, Employment Insurance Coverage Survey (Ottawa: Statistics Canada, 2009).

⁷ Statistics Canada, Employment Insurance Coverage Survey (Ottawa: Statistics Canada, 2009).

⁸ This percentage is based on December 2009 Labour Force Survey statistics.

Table1 <i>Eligibility Measures from the EICS</i>				
	2009 (%)	2008 (%)	2007 (%)	2006 (%)
B/U ratio	49.0	43.6	44.2	46.1
B/UC ratio	69.7	62.2	63.1	67.8
Eligibility rate for unemployed people with a recent job separation that qualified under EI (E/S)°	86.2	82.2	82.3	82.7
for unemployed youth	62.8	51.9	45.9	47.0
for unemployed adult women	88.3	86.4	87.7	85.4
for unemployed adult men	91.8	90.6	90.4	91.5
for people who had worked full time	91.2	91.1	90.0	87.6
for people who had worked part time	49.5	35.8	33.6	53.8
for people who had worked full and part time	83.9	70.0	81.0	68.9
for immigrants	84.3	81.6	87.6	77.5

Hours-based eligibility for EI is influenced by work patterns and can vary depending on job tenure and individual characteristics. EI eligibility for some sub-groups, shown in Table 1, is based on the number of unemployed individuals eligible for EI benefits, divided by the number of unemployed individuals with a recent job separation that met EI program criteria (E/S ratio). Although eligibility rates rose for all groups in 2009, some groups experienced higher increases than others. The eligibility rate was higher for both adult men (91.8%) and adult women (88.3%) than it was in the previous year. The eligibility rate for youth (aged 15 to 24) with a recent job separation who qualified under EI was among the lowest in 2009, at 62.8%. It was, however, significantly higher than it had been in the previous year (51.9%). The lower eligibility rate reflects the fact that young people are more likely than other workers to have worked part time or in temporary jobs that provide fewer hours of insurable employment. Part-time workers had the lowest eligibility rate in 2009 at 49.5%, although it was significantly higher than the rate in 2008 (35.8%).

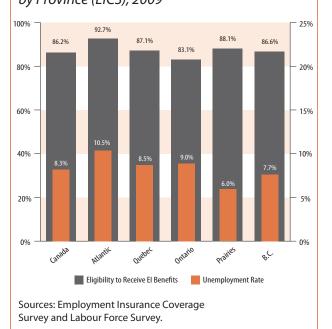
As mentioned in Chapter 1, although unemployment rates increased in 2009/10, labour market performance diverged widely across provinces and territories. EI automatically adjusts eligibility requirements and entitlements, and benefit rates, to reflect regional unemployment rates. As shown in Chart 3, eligibility rates fluctuated across the country, from 83.1% in Ontario to 92.7% in the Atlantic provinces. Despite this fluctuation among provinces, in 2009, eligibility rates increased in all provinces except British Columbia, when compared with 2008 rates. The biggest increase was observed in Quebec (6.2 percentage points), followed by the Atlantic provinces (5.5 percentage points), Ontario (4.2 percentage points) and the Prairies (1.4 percentage points). In British Columbia, the rate dropped by 1.1 percentage point.

While the above analysis focuses on EI eligibility, it is also possible to measure the receipt of EI regular benefits among unemployed people with qualifying separations. This ratio is calculated by dividing the number of unemployed individuals who received regular benefits in the EICS reference week by the number of unemployed individuals with a recent job separation that met EI program eligibility criteria (R/S in Chart 1).

⁹ Due to sample size, E/S ratios for some sub-groups may fluctuate widely from year to year.



Chart 3 Eligibility to Receive El Benefits Among Unemployed With Qualified Separations, and Annual Average Unemployment Rate, by Province (EICS), 2009



Receipt of regular benefits (R/S) can differ from eligibility for a number of reasons. ¹⁰ In 2009, among unemployed individuals with a recent job separation that met EI criteria, an average of 59.7% received regular benefits during the reference week compared with 54.1% in 2008. Among those who had sufficient hours to make a claim, 69.2% received regular benefits in 2009 (R/E in Chart 1) compared with 65.9% in 2008. The increase in both rates is due to the higher proportion of eligible unemployed Canadians with stronger work attachment in 2009.

1.1.1 Job Separation and Record of Employment

In 2009, there were approximately 8.2 million job separations in Canada. For each of these, the employer filed a Record of Employment (ROE), which includes information on the reason for separation. Among the reasons for separation, the most common ones include layoff, voluntary quit, injury or illness, return to school, and the decision to stay home to care for a newborn child.

The ROE is the single most important document in establishing an EI claim. Service Canada uses the information in the ROE to determine whether a person qualifies for EI benefits, the benefit rate, and the duration of his or her claim. It is important to note that not all job separations result in EI claims, as many job leavers are moving to other employment, while others separate for reasons that are outside the parameters of the EI program.

In 2009, approximately 3.6 million job separations in Canada were layoffs compared with 3.4 million layoffs in 2008. On average, individuals had worked 758 insured hours in the 52 weeks before these layoffs occurred.

As mentioned above, to qualify for regular benefits, workers must have worked a minimum number of hours in the year before becoming unemployed or since their last claim (whichever period is shorter). The hours of work required vary, depending on the local unemployment rate at the time of the layoff. The required hours for regular benefits range from 420 hours in regions where the unemployment rate is 13.1% or more to 700 hours where the unemployment rate is 6.0% or less. Historically, most job separations have occurred in regions where the unemployment rate is 7% or less. This changed significantly with the 2008-2009 recession. A study examining job separations between 1991 and 200911 shows that in 2009, only 29.6% of job separations occurred in regions where the unemployment rate was 7% or lower. This proportion was significantly lower than it was in 2008 (68.5%) and 2007 (73.0%). This finding could be associated with the fact that a higher proportion of EI economic regions had higher unemployment rates in 2009 than in 2008. In 2009, 42 of the 58 EI economic regions representing 69.0% of workers in the labour force faced annual average unemployment rates higher than 7% compared with only 26 EI economic regions representing 29.8% of workers in the labour force in 2008.

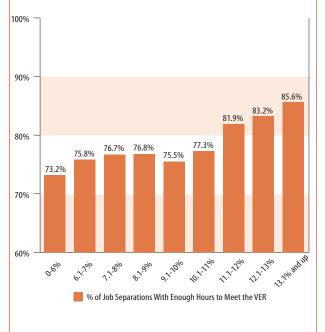
The above-mentioned study shows that 76.5% of individuals who were separated from their job in

¹⁰ Individuals who received special benefits, whose benefits were temporarily interrupted, who were expecting to receive benefits, who had exhausted their benefits, who claimed but did not receive benefits for unknown reasons and who did not claim benefits during the reference week account for the difference between those individuals eligible for EI and those receiving EI regular benefits.

¹¹ HRSDC, ROE-Based Measures of Eligibility (Ottawa: HRSDC, Evaluation Directorate, 2010).

2009 had accumulated enough insurable hours in the 52 weeks preceding their job separation to meet the entrance requirement and qualify for EI regular benefits. However, this proportion varies significantly among EI economic regions. High unemployment regions had a larger proportion of individuals with sufficient accumulated hours to meet the entrance requirements than did low unemployment regions (see Chart 4). In 2009, in regions of 13.1% unemployment or higher, 85.6% of job separations occurred after the individual had accumulated enough hours of work to qualify for EI regular benefits. Conversely, in regions of low unemployment rate (6.0% or lower), only 73.2% of job separations occurred

Chart 4Percentage of Individuals with Enough Hours
Combining their ROEs in the Previous 52 Weeks,
by Regional Unemployment, 2009



Source: HRSDC, ROE-Based Measures of Eligibility (Ottawa: HRSDC, Evaluation Directorate, 2010)

after the individual had accumulated sufficient hours of work.¹³ This finding suggests that while the VER provision takes regional labour market conditions into account, clients in regions with higher unemployment rates have relatively easier access to EI.

1.2 Employed Population

The main analysis in this subsection is based on the Survey of Labour and Income Dynamics (SLID)¹⁴ and an analysis of the hours worked by employees according to a hypothetical layoff scenario. The analysis measures the proportion of employees who would have had sufficient insured hours over the qualifying period to meet regional EI entrance requirements (ranging from 420 to 700 hours, depending on the unemployment rate in the economic region), if all workers had been laid off in December of the year studied. The SLID simulation¹⁵ suggests that 89.3% of individuals who were working as employees in December 2008 would have been eligible for EI regular benefits if they had been laid off that month. The remaining 10.7% would not have had enough hours of insured employment to meet the eligibility requirements for establishing an EI claim. Estimates of potential eligibility among employed individuals are higher than the estimates of eligibility among unemployed individuals, which are based on the EICS. The gap in the estimates reflects the different characteristics and labour market experiences of employed and unemployed individuals.

The eligibility rate among employed individuals in 2008 was significantly higher than it had been in the previous year (87.6% in December 2007). As the eligibility rate had remained fairly constant around 87.5% from 2001 to 2007, the sharp increase between December 2007 and December 2008 could be attributable to the loss of employment during the onset of the recession in late 2008 among youth

¹² Note that many of the individuals considered in the study experienced voluntary job separations that did not make them eligible to receive regular benefits under the El program.

¹³ HRSDC, ROE-Based Measures of Eligibility (Ottawa: HRSDC, Evaluation Directorate, 2010).

¹⁴ The SLID is a longitudinal Statistics Canada survey that follows individuals over six consecutive years. Every three years, a new panel of individuals is added to the survey.

¹⁵ Constantine Kapsalis and Pierre Tourigny, *Potential El Eligibility of Employed Canadians Using the 2008 Survey of Labour and Income Dynamics* (Ottawa: Data Probe Economic Consulting Inc., 2010).



and part-time workers, who are somewhat less likely to have sufficient hours to qualify for EI regular benefits. The general trend over the past decade shows that the majority of employees have full-time, stable employment and that, as expected, qualifying for EI benefits would not be an issue for most individuals.

The proportion of individuals with sufficient hours to claim EI benefits varied across the country in 2008, with coverage rates ranging from 91.5% in the Atlantic provinces to 86.2% in British Columbia. Quebec (89.8%), Ontario (89.7%) and the Prairies (88.9%) had similar potential eligibility rates.

EI potential eligibility was somewhat lower for employed adult women (89.3%) than for employed adult men (96.1%), primarily because women are more likely to work part time than men. Among full-time workers, however, there was a smaller difference between women and men (94.7% vs. 96.6%, respectively).

NEREs, who generally have limited work experience, had a considerably lower EI eligibility rate than non-NEREs (64.7% vs. 96.2%). Their lower eligibility rate is due to the fact that they are required to accumulate more hours to qualify for EI. Compared with 2007, the EI eligibility rate for NEREs increased by 4.3 percentage points from 60.4%, while that for the rest of paid workers remained unchanged at 96.2%.

The EI program has specific provisions for contributors who are unlikely to qualify for benefits. Individuals with insured earnings of less than \$2,000 are entitled to a refund of their EI premiums when they file an income tax return. According to Canada Revenue Agency data, 1 million individuals were eligible for an EI premium refund in 2008, representing 6.1% of those in paid employment. This proportion has decreased throughout the decade, as average insured earnings have increased while the threshold has remained at \$2,000.

1.3 Access to Fishing Benefits

EI fishing benefits are paid to self-employed fishers. These benefits provide income support to individuals in many rural communities. As discussed

in Chapter 2, eligibility for fishing benefits is determined by the claimant's insurable earnings, rather than the number of hours worked. The amount of earnings required to qualify ranges from \$2,500 to \$4,200 annually, depending on the regional unemployment rate, amounts that have remained unchanged since 1996. However, those who have just started working as self-employed fishers or who have returned to fishing after an absence of a year or more preceding their qualifying period may need a minimum of \$5,500 to qualify. In 2009/10, over 90% of fish harvesters qualified for benefits with earnings above \$5,500, unchanged from previous years.

To account for the fact that there are two separate fishing seasons in some parts of the country, there are two separate benefit periods for fishing benefits: a winter qualifying period for which fishing claims can be established starting in April and a summer qualifying period for which fishing claims can be established starting in October. Fishers have the opportunity to claim benefits twice within the same fiscal year.

Among the 29,298 fishing claims in Canada in 2009/10, there were 10,829 fishing claims established based on the winter qualifying period, a 2.8% decrease over the previous year. The number of claims established based on the summer qualifying period also decreased, by 4.7%, to 18,469.

There were 21,194 fishers who made fishing claims in 2009/10, a decline of 2.3% from 2008/09. The difference between the number of fishing claims and the number of fishers making these claims can be attributed to the fact that some fishers are active in both fishing seasons and are eligible to claim fishing benefits twice a year.

Among major fish-producing provinces, there were notable declines in the number of fishers claiming benefits in Newfoundland and Labrador (-8.4%), Prince Edward Island (-3.5%), and New Brunswick (-2.1%). On the other hand, British Columbia (+8.3%) and Nova Scotia (+1.6%) experienced increases in the number of fishers claiming benefits, following a trend similar to fishing claims in different provinces, as discussed in Chapter 2.

In fact, 8,093 fishers, or 38.2% of fishers who established a claim, made multiple fishing claims in 2009/10, while 13,101 fishers made one fishing claim. The number of claims made by multiple claimants (16,197) accounted for over half of all fishing claims in both 2009/10 and 2008/09.

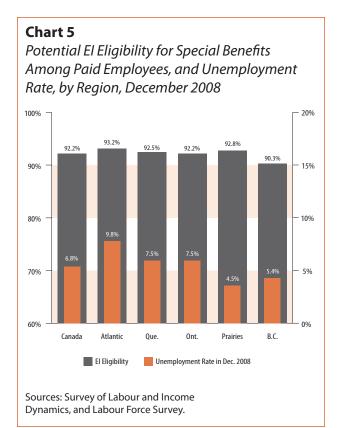
Overall, in 2009/10, 1.8% more fishers made a single claim, while the number of fishers who made multiple claims dropped by 8.3%. In Atlantic Canada, which represents 90.0% of all multiple claimants, all provinces showed a decline in the number of multiple claimants, led by a 16.7% reduction in Newfoundland and Labrador.

Fishers in Prince Edward Island and New Brunswick were the most likely to be active in both seasons, as 54.9% and 45.4% of claimants in these provinces, respectively, were multiple fishing claimants.

1.4 Access to Special Benefits

In addition to assisting Canadians who are unemployed, EI plays an important role in supporting working Canadians who are too sick to work, who need to stay at home with a newborn or newly adopted child, or who take a temporary leave from work to provide care or support to a gravely ill family member. This subsection examines access to special benefits. While the hours of insured work required to be eligible for regular benefits varies according to regional unemployment rates, access to special benefits is based on 600 hours of insured work, regardless of the regional unemployment rate.

According to SLID data, in December 2008, an estimated 92.2% of employees would have had sufficient hours to qualify for special benefits, had they needed them at the time. Eligibility for special benefits has consistently been over 90% for the past several years. Provincially, the variation in access to special benefits remained small; less than 3 percentage points separated British Columbia, which had the lowest access at 90.3%, from the Atlantic provinces, which had the highest access at 93.2% (see Chart 5). This suggests that the 600-hour eligibility threshold is equitable, regardless of the regional unemployment rate insured workers face.



Nearly all full-time workers (97.4%) would have had sufficient hours to qualify for special benefits, regardless of gender. Among part-time employees, 66.8% of women and 62.7% of men would have been eligible to collect EI special benefits.

As already mentioned in Chapter 2, there were 510,300 new special benefits claims established in 2009/10. A majority of them, 62.6% or 319,530, combined more than one special benefit in a single claim.

On December 15, 2009, the *Fairness for the Self-Employed Act* was passed to extend EI maternity, parental/adoption, sickness and compassionate care benefits to self-employed Canadians on a voluntary basis. Since January 31, 2010, self-employed people have been able to opt in to the EI program, with benefits being paid as early as January 2011.



1.4.1 Maternity and Parental Benefits

As described in Chapter 2, there were 172,930 maternity claims in provinces other than Quebec in 2009/10,¹⁶ a slight increase of 0.2% over the previous fiscal year.

According to the EICS, the number of mothers with a child up to 12 months old decreased by 1.8% in 2009, to nearly 380,000. More than three quarters of these mothers (76.2%) had insurable income before having or adopting their child. Among these insured mothers, 88.0% had received maternity or parental benefits. Overall, two thirds (67.0%) of all mothers received special benefits in 2009; this proportion has remained relatively stable since 2003.

The proportion of fathers who claimed or intended to claim parental benefits increased to 30.1% in 2009, from 28.2% in 2008 and 26.8% in 2007. This proportion has more than doubled since 2005, when 15.0% of fathers claimed or intended to claim parental benefits. This increase can be attributable to the trend in Quebec following the introduction of the Quebec Parental Insurance Plan (QPIP) on January 1, 2006.¹⁷

In Quebec, 79.1% of fathers took advantage of the plan in 2009, compared with 74.9% in 2008. Prior to the plan's introduction, 27.8% of Quebec fathers took parental leave in 2005. Outside Quebec, 12.8% of new fathers took or intended to take parental leave in 2009 compared with 10.4% in 2008.

The number of biological parental claims established by men outside Quebec decreased slightly by 0.9% (-230) compared with 2008/09. In 2009/10, women continued to establish the vast majority of parental claims (86.7%).

1.4.2 Compassionate Care Benefits

Introduced in January 2004, compassionate care benefits (CCB) provide up to 6 weeks of EI income benefits to eligible workers taking a temporary absence from work to care for a gravely ill family member who faces a significant risk of death within a 26-week period. To make a CCB claim, an individual must provide a medical certificate proving that the family member is gravely ill and at significant risk of death.

In June 2006, a regulatory change broadened the eligibility criteria to allow siblings, grandparents, grandchildren, in-laws, aunts, uncles, nieces, nephews, foster parents, wards and any other individuals considered family members by the gravely ill person – or his or her representative – to be eligible for CCB. Administrative data show that up to 2009/10, the broadened eligibility resulted in an additional 575 annual applications, representing approximately 7% of all CCB applicants.¹⁸

A recent evaluation study on CCB¹⁹ determined that from January 2004 to March 2010, the acceptance rate for CCB applications was approximately 65%. The main reasons applicants did not receive CCB were that the family member was not at significant risk of death, the patient died before the benefit was paid or the claimant did not provide a medical certificate. The study also shows that CCB applicants caring for their spouse, their father or their mother are more likely to have their claims approved than those caring for a child, mainly because children are less likely than spouses and parents to be at significant risk of death.

¹⁶ Quebec introduced its own parental insurance plan on January 1, 2006, which has replaced EI maternity and parental benefits in the province.

¹⁷ The proportions reported above originate from the EICS and include parents in Quebec receiving benefits from the provincial program.

¹⁸ Only application forms for CCB ask for information on the relationship between the applicant and the gravely ill person.

¹⁹ HRSDC, Compassionate Care Benefits (Ottawa: HRSDC, Evaluation Services, 2010).

2. Adequacy of Benefits

The examination of the adequacy of EI regular benefits is based on the level of, entitlement to, duration of and exhaustion of benefits, as well as the repayment of benefits. The adequacy of fishing and special benefits is assessed by analyzing the level and duration of benefits.

2.1 Regular Benefits

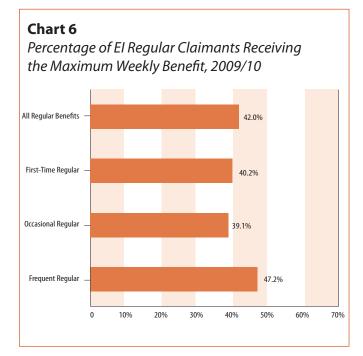
The recent recession, which began in the third quarter of 2008/09, continued to negatively affect regional unemployment rates well into 2009/10 (see Chapter 1). As discussed in the previous subsection, the EI program automatically adjusts to changes in local labour market conditions. During the recession, not only did these adjustments result in reduced entrance requirements, but they also increased entitlement to regular benefits and the level of weekly benefits. Therefore, the amount of assistance provided by the EI program adjusts to the changing needs of regions and communities.

2.1.1 Level of Regular Benefits

Under the *Employment Insurance Act*, the maximum insurable earnings threshold (MIE) for EI reflects the calculated value of annual average earnings, called the projected annual average earnings value (PAAE).²⁰ The PAAE is based on the average weekly earnings of the industrial aggregate in Canada, as published by Statistics Canada.

The MIE was \$41,100 in 2008, \$42,300 in 2009 and \$43,200 in 2010. Accordingly, the maximum weekly benefit was \$435 in 2008, \$447 in 2009 and \$457 in 2010. The MIE was raised for the fifth consecutive year to reach \$44,200 in 2011, which increased the maximum weekly EI benefit to \$468.

The proportion of claimants receiving the maximum weekly benefit decreased slightly from 45.4% in 2008/09 to 42.0% in 2009/10. This is



contrary to the trend that has seen the proportion rise consistently in the past few years. This decrease is partially due to the weaker growth in average wages (earnings) during the fiscal year (see Chapter 1), as well as to the increase in the proportion of first-time claimants, who tend to have a lower average weekly regular benefit rate than frequent claimants (\$358 vs. \$383 in 2009/10, respectively).

As just mentioned, the claimant's history of collecting benefits has an impact on the likelihood that he or she will receive the maximum weekly benefit, as illustrated in Chart 6. The proportion of claimants receiving the maximum weekly benefit dropped for every type of claimant in 2009/10. Of all frequent regular claimants, 47.2% received the maximum weekly benefit, in contrast to a proportion of 40.2% of first-time regular claimants.

Overall, women experienced a larger growth in total benefits than men did (+1.8% vs. +0.9%, respectively). While the difference in average regular weekly benefits reflects the earnings gap between men and women, the continuing trend

The methodology used to obtain the PAAE is outlined in the Employment Insurance Act and in the Report of the Chief Actuary to the Employment Insurance Commission on the Employment Insurance Break-even Premium Rate and Maximum Insurable Earnings (Ottawa: HRSDC, Chief Actuary, 2010), http://www.hrsdc.gc.ca/eng/employment/ei/premium_rate/2010/index.shtml.



of stronger growth in women's average weekly benefits means that the gap is gradually closing. Average regular weekly benefits for women represented 85% of men's in 2009/10, up from 84% in 2008/09.

Historically, the average regular weekly benefit has increased every year. From 2008/09 to 2009/10, the average regular weekly benefit increased by 0.9%, from \$364 to \$367. However, this growth is significantly weaker than it was in 2008/09 (+4.7%) and the weakest it has been in the last 10 fiscal years. This is due, in part, to the negative effects of the recent recession on earnings and the increase in the proportion of first-time claimants. However, the growth in average weekly regular benefits would have been even weaker if not for the automatic adjustment of the minimum divisor to reflect higher regional unemployment rates. Estimates based on EI data suggest that the average weekly benefit for regular claimants would have been \$36621 in 2009/10 without this automatic adjustment.

A number of recent studies examine the issue of adequacy of EI benefits. One study²² compares incomes before, during and after a year with EI over the period 2002–2007, showing that the average EI beneficiary experiences a 38% drop in earnings during a year with EI. Of all sources of income received by individuals who are unemployed, EI is the most important one, replacing about 38% of lost earnings, on average. Another study²³ of data from 2004 to 2009 shows that, on average, 25% of unemployed individuals reported that their household income was insufficient to meet all or most of their regular spending. However, the proportion reporting this problem was lowest for EI beneficiaries (23%) and highest for those who had exhausted their EI benefits (32%). These findings combined suggest that the level of benefits provided by EI helps mitigate the financial hardship of being unemployed.

The actual replacement rate, which is the proportion of insurable earnings replaced by EI regular benefits, provides further insight into the adequacy of EI benefits. An analysis²⁴ based on SLID panel data estimates that the average actual EI replacement ratio in 2007 was about 41%. The study also notes that the effective replacement ratio tends to be lower than 55% for three main reasons: there is a two-week waiting period; earnings are insured up to a maximum, which is roughly equal to the average industrial weekly wage rate (which was \$40,000 in 2007); and beneficiaries may remain unemployed past the end of the benefit period. As such, the two main groups of beneficiaries with a lower actual EI replacement ratio were high wage earners (because of the limit on insurable earnings) and those with longer unemployment spells (because of the higher probability of exhausting their benefits).

2.1.2 Regular Benefit Entitlement

Overall, the average entitlement to regular EI benefits – including additional entitlement under the temporary EI measures – was 42.8 weeks in 2009/10, up from 31.8 weeks in 2007/08 and 36.5 weeks in 2008/09. There are two reasons for the increase in the average entitlement: the automatic adjustments to the EI program, which increase entitlement to reflect rising unemployment rates in local labour markets; and the implementation of the temporary EI measures.

With the onset of the recession, and the subsequent increases in regional unemployment rates, entitlement to regular benefits increased for many claimants. When the impact of the temporary EI measures is excluded, the average entitlement to regular benefits in 2009/10 was 33.3 weeks. However, had there not been an increase in local unemployment rates,²⁵ it is estimated that the average duration of regular claims would have been 30.2 weeks. Therefore, the EI program's

²¹ This figure is based on the recalculation of regular claim duration using regional unemployment rates applicable to claims established in October 2008.

²² Costa Kapsalis, Financial Impacts of Receiving Employment Insurance (Ottawa: Data Probe Economic Consulting Inc., 2010).

²³ Costa Kapsalis, Employment Insurance and the Financial Hardship of Unemployment (Ottawa: Data Probe Economic Consulting Inc.,

²⁴ Costa Kapsalis, Financial Impacts of Receiving Employment Insurance (Ottawa: Data Probe Economic Consulting Inc., 2010).

²⁵ This figure is based on the recalculation of regular claim duration using regional unemployment rates applicable to claims established in October 2008.

automatic adjustment in entitlement increased the average regular benefit entitlement by 3.1 weeks. A recent study²⁶ that examined the effect of the increase in the unemployment rate on EI entitlement shows similar results.

Above and beyond the automatic changes to regular entitlement to reflect increased local unemployment rates, the federal government introduced temporary EI measures as part of Canada's Economic Action Plan to help unemployed workers during the recession. Two of these measures specifically increased the entitlement to regular benefits.

- The Extension of EI Regular Benefits measure provided 5 extra weeks of regular benefits for all claims that were active on March 1, 2009, and for all claims established between March 1, 2009, and September 11, 2010. This measure also increased the maximum entitlement to EI regular benefits from 45 weeks to 50 weeks.
- The Extension of EI Benefits for Long-Tenured Workers²⁷ further extended the duration of benefits for eligible claimants by up to another 20 weeks, depending on the number of insured hours worked and the unemployment rate of the region in which they established a claim. To be eligible for this measure, claimants must meet the definition of a long-tenured worker and must have established a claim between January 4, 2009, and September 11, 2010.

As a result of these two temporary measures, some individuals would be eligible for a maximum of 70 weeks of EI regular benefits.

To ensure the best trade-off between timeliness and accuracy when analyzing the duration of benefits, different time windows in EI administrative data are used, depending on the type of EI benefits being considered. To analyze the average proportion of entitlement used and the duration of regular benefits, the claims must be complete. Therefore, in this report, only regular claims established in 2008/09 are considered. It is also important to note that a large proportion of claims established in 2008/09 terminated in 2009/10.

Regular Benefit Entitlement and the Economic Action Plan

As the automatic increase in entitlement raised the average regular benefit entitlement by 3.1 weeks to 33.3 weeks, the introduction of the Extension of El Regular Benefits and the Extension of El Benefits for Long-Tenured Workers temporary measures increased regular entitlement by almost an additional 10 weeks to an average of 42.8 weeks.

A recent study²⁸ shows similar results: the Extension of El Regular Benefits increased the average entitlement to regular benefits by 5 weeks to 38.1 weeks, while the Extension of El Benefits for Long-Tenured Workers further increased the average entitlement to benefits for eligible claimants by, on average, almost another 5 weeks, for a total of 43 weeks.

For the last five years, the proportion of entitlement that regular claimants use has remained relatively stable. Of the regular claims established in 2008/09, many of which were completed in 2009/10, the proportion decreased by 0.9 percentage point to 59.7%. This decrease stands in contrast to a 0.9 percentage point increase to 60.6% in the previous fiscal year, for claims established in 2007/08. This stability has persisted even though Canada's economic performance has varied from year to year. In fact, since 2001/02, regular claimants have, on average, consistently used less than 62% of their entitlement.

As in previous periods, the average percentage of EI benefit entitlement used for regular claims established in 2008/09 was highest in the Atlantic region, ranging from 63.0% in New Brunswick to 67.3% in Prince Edward Island. Alberta, which has had the lowest percentage of entitlement used in the previous two years, registered a 5.5 percentage point increase to 57.9%. This increase coincided with a sharp increase in Alberta's unemployment rate that began at the end of 2008/09. Saskatchewan had the lowest percentage of entitlement used at 52.7%. Quebec is one of the first provinces to show signs of recovery. Of all provinces and territories,

²⁶ HRSDC, Interim Report on the Extension of Employment Insurance Benefits (Ottawa: HRSDC, Evaluation Directorate, 2010).

A long-tenured worker is defined as an individual who has contributed to the El program (paid at least 30% of the annual maximum El premiums) for at least 7 out of the last 10 calendar years and has received no more than 35 weeks of El regular benefits in the last 5 years.
 HRSDC, Interim Report on the Extension of Employment Insurance Benefits (Ottawa: HRSDC, Evaluation Directorate, 2010).



Quebec registered the largest decrease in the percentage of EI entitlement used (-2.3 percentage points).

Historically, women and men have used a similar proportion of their EI entitlement. That was also the case for claims established in 2008/09, when men used an average of 59.8% of their entitlement and women 59.4%. While both figures decreased from 2007/08, the decline for women (-1.7 percentage points) was greater than that for men (-0.4 percentage points).

Since older workers receive EI for longer periods than members of other age groups, they are also more likely to use all the benefits to which they are entitled. Among all age groups, older workers continued to use the highest percentage of their EI entitlement, at 66.2%, compared with 58.7% for youth, 58.1% for claimants aged 25 to 44, and 58.9% for those aged 45 to 54. All age groups except youth saw their average EI entitlement usage decrease when compared with usage in the previous year.

Of regular claims started in 2008/09, many of which were completed in 2009/10, the proportion of EI entitlement used was slightly lower for frequent claimants. First-time claimants used 60.8% of their entitlement, occasional claimants 60.6% and frequent claimants 57.4%.

2.1.3 Duration of Regular Benefits

On average, regular claimants who established a claim in 2008/09 received 21.9 weeks of regular benefits, an increase of 3.2 weeks from the average of 18.7 in 2007/08. This increase is a direct result of the recession and the subsequent increases in regular benefit entitlement due to the automatic changes to the EI program as well as the introduction of the temporary EI measures.

As noted earlier, older workers (individuals aged 55 years or older) tend to receive EI regular benefits for longer periods than members of other age groups. For claims established in 2008/09,

older workers received 24.4 weeks of regular benefits, on average, an increase of 3.7 weeks from 2007/08 and 2.5 weeks more than the national average. In comparison, the average duration for the next closest age group, those aged 45 to 55, was 22.2 weeks in 2008/09.

The average duration of regular benefits for first-time claimants was 23.7 weeks in 2008/09, an increase of 3.8 weeks from 2007/08 and 1.8 weeks more than the national average.

Duration of Regular Benefits and the Economic Action Plan

As of March 31, 2010, a total of 613,290 claimants²⁹ had benefited from the Extension of El Regular Benefits temporary measure and had completed their El claim. The average duration of regular benefits for these claimants was 28.4 weeks in 2008/09 and 33.7 weeks in 2009/10. In addition, these claimants used, on average, 4.4 weeks of the additional 5 weeks available in 2008/09 and 4.3 weeks in 2009/10.

As of March 31, 2010, a total of 54,900 long-tenured worker claimants³⁰ had benefited from the Extension of El Benefits for Long-Tenured Workers temporary measure and had completed their El claim. The average duration of regular benefits for these claimants was 49.1 weeks in 2009/10. In addition, these claimants used, on average, 9.1 weeks or 57.2% of their additional regular entitlement (the average additional regular entitlement for the Extension of El Benefits for Long-Tenured Workers measure was 15.9 weeks in 2009/10).

These measures began in the last quarter of 2008/09. Additional benefits under these temporary measures will be paid well into 2011/12. Therefore, as it is necessary to rely on completed claims to analyze duration, the full impact of the measures on the duration of regular benefits cannot be fully analyzed in this report. This is particularly true for eligible El claimants who used the maximum duration of 70 weeks of regular benefits available under both measures combined.

²⁹ The number of claimants who received additional El benefits as a result of the Economic Action Plan measures is determined according to when the additional benefits were paid rather than when the claim was established.

³⁰ The number of claimants who received additional El benefits as a result of the Economic Action Plan measures is determined according to when the additional benefits were paid rather than when the claim was established.

2.1.4 Exhaustion of Regular Benefits

Another way to assess the adequacy of EI entitlement is to examine the degree to which claimants exhaust their regular benefit entitlement. Claims are considered exhausted if the claimants use all the regular weeks to which they are entitled. Claimants exhausted their regular benefits in 27.0% of all completed claims initiated in 2008/09. This represents a slight decline from previous years, as this proportion was approximately 30% from 2000/01 to 2003/04 and 28% from 2004/05 to 2007/08. As reported in a recent study,³¹ the decline in the exhaustion rate over the past decade reflects the downward trend in the unemployment rate and the introduction of an EI pilot project in June 2004 that provided five additional weeks of regular benefits to claimants in high unemployment regions. These findings suggest that the continued decline of the exhaustion rate, despite the recession, may be attributable to the automatic entitlement adjustments linked to regional unemployment rates, as well as to the implementation of the temporary EI measures under the Economic Action Plan. Another study³² estimates that the exhaustion rate would have been between 28% and 30% without the additional benefits.

In recent years, claimants aged 45 to 54 have had the lowest rate of exhaustion, while those aged 25 to 44 have had the second-lowest rate. For completed claims started in 2008/09, these rates were 25.4% and 26.3%, respectively. Youth (individuals under the age of 25) had an exhaustion rate of 28.3%, while older workers (individuals 55 years and older) continued to register the highest exhaustion rate (31.0%), compared with 27.0% for all claimants. The likelihood of exhausting benefits varies significantly by the type of claimant. For claims initiated in 2008/09, many of which ended in 2009/10, 32.1% of first-time claimants and 29.3% of occasional claimants exhausted their benefits compared with 18.4% of

Exhaustion of Regular Benefits and the Economic Action Plan

As of March 31, 2010, a total of 613,290 claimants had received additional benefits under the Extension of El Regular Benefits temporary measure and had completed their El claim. Of that number, 62,740 of the 86,080 claimants in 2008/09 (72.9%) received the full five weeks that were available that year, and 404,850 of the 527,210 claimants in 2009/10 (76.8%) received the full five weeks available that year. The remaining claimants would have otherwise exhausted their benefits, meaning that the Extension of El Regular Benefits measure prevented 23,340 claimants from exhausting benefits in 2008/09 and 122,360 claimants from doing so in 2009/10.

As of March 31, 2010, 54,900 long-tenured workers had benefited from the Extension of El Regular Benefits for Long-Tenured Workers temporary measure and had completed their El claim. Of these claimants, 41,860 (76.2%) received all additional weeks that were available in 2009/10. Given that the remaining claimants would have otherwise exhausted their benefits, the Extension of El Regular Benefits for Long-Tenured Workers measure prevented 13,040 claimants from exhausting benefits.

These measures began in the last quarter of 2008/09. Additional benefits under these temporary measures will be paid well into 2011/12. Therefore, as it is necessary to rely on completed claims to analyze exhaustion, the full impact of the measures on the exhaustion of regular benefits cannot be fully analyzed in this report.

frequent claimants. When compared with exhaustion rates for claims established in 2007/08, rates for all three groups declined—by 2.7 percentage points for frequent claimants, 2.3 percentage points for first-time claimants and 1.5 percentage points for occasional claimants.

2.1.5 Regular Benefit Repayment

To reflect insurance principles, claimants of regular or fishing benefits who have high earnings and have received at least one week of regular or fishing

³¹ HRSDC, Analysis of Employment Insurance (EI) Exhaustion (Ottawa: HRSDC, Evaluation Directorate, 2010).

³² HRSDC, Interim Report on the Extension of Employment Insurance Benefits (Ottawa: HRSDC, Evaluation Directorate, 2010).



benefits in the preceding 10 taxation years repay part of the benefits they receive.³³ In 2008, repeat EI beneficiaries whose net income exceeded \$51,375 had to repay the lesser of 30 cents of every dollar in benefits they received or 30 cents for every dollar of net income above the threshold.

For the 2008 taxation year,³⁴ 159,408 claimants of regular or fishing benefits repaid \$163.2 million. The number of claimants who repaid benefits rose by 7.0% and the amount repaid was 11.6% higher than in 2007. On average, claimants repaid \$1,024, which is 4.3% higher than the figure in 2007 (\$981). In 2008, claimants who repaid a portion of their benefits were on claim for an average of 11.0 weeks, or 2.3 weeks longer than in 2007, representing the first increase since 2003. These longer durations resulted in individual claimants receiving \$1,067 more in EI benefits during the year to a total average of \$4,500, compared with \$3,433 in 2007. The fact that claimants were on claim for longer periods is consistent with the deteriorating labour market conditions at the end of 2008, which increased the time claimants needed to find a new job. Future reports will analyze the continued effects of the recent recession on benefit repayment in 2009 and 2010.

Men remained the vast majority of those who repaid benefits. They accounted for 88.9% of the total in 2008, a slight decline from the 89.2% share they represented in 2007. The number of men and women who repaid a portion of their benefits increased by 6.7% and 9.7%, respectively. This is in contrast to the slight increase (+1.8%)in the number of men who repaid a portion of their benefits in 2007, and the slight decline (-1.0%) in the number of women. The average repayment women made in 2008 was about 15.2% lower than that of men (\$882 compared with \$1,041). The gap between the average repayment for men and women has closed a little, decreasing by 2.6 percentage points from what it was in 2007 (17.9%).

The number of claimants who repaid a portion of their benefits increased in three out of four age

groups in 2008. Compared with 2007, individuals under 25 years old (+11.7%), those 45 to 54 years old (+14.8%), and those 55 years and older (+13.2%) were all more likely to repay a portion of their benefits, while individuals 25 to 44 years old were slightly less likely to do so (-1.0%). Older workers continued to be overrepresented among those who repaid benefits. In 2008, they accounted for 22.5% of all claimants who repaid benefits, while representing 16.7% of all regular claims. As mentioned above, the number of young people who repaid benefits increased notably, although they represented only 3.2% of all those who repaid benefits. All age groups showed increases in the average repayment amount in 2008, with the amount for youth increasing the most (+\$57).

Individuals in the Atlantic provinces who had to repay benefits repaid higher amounts than claimants in the rest of Canada. This is due to the fact that even high-income EI claimants require more weeks to find a new job in regions of high unemployment, such as much of Atlantic Canada. In fact, claimants who repaid a portion of their benefits in Prince Edward Island were on claim for an average of 18.7 weeks, while their counterparts in provinces outside Atlantic Canada all had benefit durations of 10.2 weeks or less. The average repayment amounts increased in every province, except in Prince Edward Island (-\$228), Nova Scotia (-\$63) and New Brunswick (-\$22). Of those provinces where the repayment amount rose, the average repayment increase ranged from \$14 in Quebec to \$89 in Ontario.

2.2 Fishing Benefits

2.2.1 Level of Fishing Benefits

Of all the types of benefits, fishing benefits saw the largest drop in claimants who received the maximum weekly benefit. The proportion of fishing claimants who received the maximum weekly benefit dropped from 65.1% in 2008/09 to 59.7% in 2009/10. That being said, the average

 $^{^{\}rm 33}\,\text{See}$ Annex 6.1 for further details on the benefit repayment provision.

³⁴ As benefit repayments are administered through the tax system, the most recent data available are for the 2008 taxation year.

weekly fishing benefit increased by 0.9%, from \$404 in 2008/09 to \$407 in 2009/10. With this increase, the average weekly benefit for fishing claimants is now \$40 higher than that for regular claimants (\$367).

2.2.2 Duration of Fishing Benefits

In 2009/10, the average duration of all fishing claims was 21.2 weeks, a slight increase from 21.0 weeks in 2008/09. Women claimed 2.3 weeks more than men (23.1 compared with 20.8 weeks). Fishers in British Columbia, who tend to have only one fishing season, had the longest average benefit duration at 23.2 weeks. Benefit durations in the Atlantic provinces varied slightly between 20.3 and 21.4 weeks. Fishers with one claim received an average of 22.8 weeks, while fishers with two claims received an average of 19.6 weeks on their first claim and 17.3 weeks on their second claim for an average total of 36.9 weeks of benefits.

2.3. Special Benefits

2.3.1 Level of Special Benefits

Unlike the level of regular benefits, the level of special benefits is less likely to be affected by economic cycles. As illustrated in Table 2, growth in the average weekly benefit rate was minimal for sickness and compassionate care benefits in 2009/10. However, the growth in the average weekly parental (biological and adoption) and maternity benefit rate was stronger. The average weekly benefit growth rates for parental (biological) and sickness benefits were stronger for women than for men.

Table 2Average Weekly Benefits, by Special Benefits

		2008/09 \$	2009/10 \$	Growth (%)
Parental (Biological)	Men	401	407	1.4
	Women	353	365	3.3
	Both	360	371	3.0
Parental	Men	419	444	6.0
(Adoption)	Women	404	414	2.3
	Both	408	422	3.5
Maternity	Men	n/a	n/a	n/a
	Women	350	361	3.3
	Both	350	361	3.3
Sickness	Men	367	370	1.0
	Women	298	308	3.1
	Both	327	334	1.9
Compassionate Care	Men	384	391	1.9
	Women	339	342	0.7
	Both	352	355	0.9

2.3.2 Duration of Special Benefits

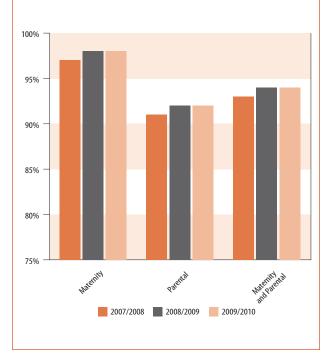
As previously mentioned, different time windows in EI administrative data are used in order to ensure the best trade-off between timeliness and accuracy in the analysis of the duration of benefits. For the duration of parental benefits, claims established in the first half of 2009/10 are used to ensure data are based on completed claims. Given the shorter duration of maternity, sickness and compassionate care benefits, all claims established in 2009/10 are used.

2.3.2.1 Maternity and Parental Benefits

As in previous fiscal years, analysis indicates that in 2009/10, parents used almost all of the EI maternity and parental weeks to which they were entitled. Although the vast majority of mothers received the full 15 weeks to which they were entitled, average duration of maternity benefits remained around 14.6 weeks. During the reference



Chart 7Proportion of Entitlement Used by Maternity and Parental Claimants



period, the average duration of biological parental claims per child was 32.2 weeks for parents who decided to share the parental benefits, compared with 32.3 weeks in 2008/09 and 31.9 weeks in 2007/08.35 As indicated in Chart 7, parents used 94.1% of the full year³⁶ of maternity and parental benefits available to them, on average, a proportion relatively unchanged from the previous year (94.2%). The calculation of the average duration of parental claims presented above has been adjusted to reflect the fact that parents share the 35 weeks of parental benefits available to them. The measure is therefore expressed per child rather than per claim. Figures presented in annexes 2.9 and 2.10 are still calculated on a per-claim basis for the sake of year-over-year comparability. The average duration as calculated on a per-claim basis was 29.7 weeks for biological parents and 26.9 weeks for adoptive parents in 2009/10.

On average, regular claimants receiving the Family Supplement remained on claim longer than those not receiving the supplement. This was not the case, however, for claimants receiving maternity and parental benefits, as low-income and high-income families received comparable benefits. In fact, low-income claimants receiving maternity and parental benefits and the Family Supplement collected an average of 46.3 weeks of benefits (or 89.0% of the full year), similar to the number of weeks collected by high-income claimants not receiving the Family Supplement (47.0 weeks). This shows that low-income parents (who are entitled to the Family Supplement because of their low family income) use, on average, a similar amount of combined maternity and parental benefits as high-income parents (who are not entitled to the Family Supplement). Thus, the level of income does not seem to affect the amount or duration of parental and maternity benefits used. Similarly, the decision to share biological parental benefits has a limited effect on the average duration of the claim, as discussed above.

Among all adoptive parental claims, the average duration per child was 31.0 weeks in 2009/10, compared with 31.7 weeks in 2008/09. In addition, parents who adopted used 88.4% of the full 35 weeks available to them, on average, down from 90.6% in 2008/09. The average duration and proportion of all weeks used for adoptive parental claims was only slightly less than that for biological parental claims.

2.3.2.2 Sickness Benefits

EI provides up to 15 weeks of sickness benefits to help claimants who are unable to work due to a short-term illness, injury or quarantine. Analysis of the adequacy of sickness benefits is based on the number of weeks of sickness benefits collected. In 2009/10, sickness claimants received benefits for an average of 9.3 weeks, a figure marginally lower than that in 2008/09 and representing 62.0% of the maximum entitlement. Since 2000/01, the average

³⁵ Data on duration of parental benefits cover claims that began during the first half of 2009/10 to ensure data are based on completed claims. It is also assumes that the same number of men and women share the parental benefits available to them.

³⁶ Recipients receive a full year of benefits when they combine maternity benefits with parental benefits and the waiting period.

duration has been relatively stable, ranging from 9.3 weeks to 9.6 weeks. In addition, in 2009/10, 31.0% of sickness claimants collected the maximum 15 weeks of benefits, which was slightly below the proportion in 2008/09 (31.4%). This proportion has also been relatively stable over the last few years.

Just less than half of sickness claimants (46.3%) in 2009/10 collected between 11 and 15 weeks of benefits (including the 31.0% who collected 15 weeks), 24.1% received between 6 and 10 weeks, and 29.6% collected between 1 and 5 weeks.

Older workers were somewhat overrepresented among those who collected the maximum 15 weeks of benefits. In 2009/10, they represented 20.9% of all EI sickness claims but 26.0% of those who collected all 15 weeks of benefits, up from 24.0% in 2008/09. As the proportion of sickness benefits claims made by older workers continues to increase (up from 19.1% in 2007/08 and 19.7% in 2008/09), it is expected that the proportion of workers collecting all 15 weeks of benefits will also increase.

2.3.2.3 Compassionate Care Benefits

A recent study³⁷ indicates that the majority of employed Canadians have care-giving responsibilities. Just over one in four (27.8%) employed Canadians care for elderly dependents, twice as many have childcare responsibilities (54.2%), and one in six (16.8%) have responsibilities for both childcare and eldercare – in other words, they have dual demands at home in addition to demands related to being employed. The study finds that those who have childcare responsibilities alone are under less pressure than those caring for elders (either elders alone or elders in combination with children), although they still face substantive challenges related to the need to balance work and childcare.

The number of compassionate care benefit (CCB) claims has grown every year since the introduction

of the benefit, but the growth rate has varied over time. After two consecutive years of strong growth (8.3% in 2005/06 and 9.6% in 2006/07), the number of claims grew by only 0.5% in 2007/08, 2.3% in 2008/09 and 2.4% in 2009/10. Women have consistently represented about three quarters of all CCB claimants. They continued to do so in 2009/10, when they accounted for 73.3% of all CCB claims, up from 71.9% in 2008/09.

On average, claimants used 4.7 weeks of compassionate care benefits or 78.3% of the maximum entitlement in 2009/10, which is consistent with the prior year. The proportion of compassionate care beneficiaries who received the maximum six weeks of benefits increased slightly from 57.5% in 2008/09 to 58.0% in 2009/10.

According to a recent study,³⁸ those caring for a spouse were more likely to use the entire six-week period than those caring for another type of family member, and those living with the gravely ill care recipient were more likely to use the entire six-week period than those who did not live with the care recipient. In addition, the main reason for not receiving the entire six weeks of benefits is that the care recipient passed away while the claimant was receiving CCB.

Although family members can share the six-week benefit, 98.0% chose not to do so in 2009/10. Many compassionate care claimants received multiple types of EI benefits over the course of their claim. In 2009/10, 47.6% of compassionate care claimants received another type of benefit after receiving CCB. Of these claimants, the vast majority used regular benefits (47.9%) or sickness benefits (47.1%).

2.3.2.4 Combining Special Benefits

Different types of special benefits can be combined within a single claim, under certain circumstances, to a potential maximum duration of 71 consecutive weeks.³⁹ Typically, however, the duration of the

³⁷ Linda Duxbury, Chris Higgins and Bonnie Schroeder, *Balancing Paid Work and Caregiving Responsibilities: A Closer Look at Family Caregivers in Canada* (Ottawa: Canadian Policy Research Networks, 2009).

³⁸ HRSDC, Compassionate Care Benefits (Ottawa: HRSDC, Evaluation Directorate, 2010).

³⁹ Claimants can combine weeks of special benefits to reach the maximum of 71 weeks if the weeks of special benefits are consecutive and uninterrupted by any period of regular benefits.



vast majority of special benefits claims is 50 weeks or less. Of all completed special benefits claims established in 2008/09, 96.4% had durations of 50 weeks or less and only 0.1% of claimants received 65 weeks (no claimant received a combined special benefit duration of 66 or more weeks in this fiscal year).

For claims established in 2008/09,⁴⁰ 5.5% of all women who received special benefits used more than 50 weeks, representing 19,690 women, up by 2.1% from 19,290 in 2007/08. In fact, the only claimants to receive more than 50 weeks of special benefits were women. On average, these women received 58.7 weeks of benefits, up only slightly from the 58.6 weeks in the previous year. Among these women, almost four out of five (79.9%) were first-time claimants.

Low-income claimants and individuals receiving the Family Supplement are more likely to combine special benefits than are high-income claimants and individuals without the Family Supplement. In 2009/10, 11.1% of claimants who received the Family Supplement received more than 50 weeks of special benefits compared with 2.7% of claimants who did not receive the Family Supplement.

3. El and Groups of Interest

3.1 Women

3.1.1 Profile

As discussed in Chapter 1, women accounted for 47.3% of the labour force and 47.9% of all employed in the labour market in 2009/10. These proportions have been increasing gradually over the last 35 years. In 2009/10, women were underrepresented among unemployed people (40.2%). This is explained by the fact that the recession affected mostly male-dominated industries.

Table 3 *Labour Force Characteristics, Women and Men, 2009/10*

	Women	Men
Labour force	47.3%	52.7%
Unemployment	40.2%	59.8%
Employment	47.9%	52.1%
Full time	43.3%	56.7%
Part time	67.6%	32.4%
Permanent	50.1%	49.9%
Temporary	51.7%	48.3%
Seasonal job	36.0%	64.0%
Term or contract job	54.1%	45.9%
Casual job	61.6%	38.4%
Other temporary job	49.5%	50.5%
NERE	53.8%	46.2%
Source: Labour Force Survey.		

In terms of labour force characteristics, women are overrepresented among part-time workers and underrepresented among full-time workers. For instance, in 2009/10, they represented over two thirds (67.6%) of part-time workers, while accounting for only 43.3% of full-time workers. Women were also overrepresented among temporary employees (51.7%), especially among casual workers (61.6%) and term or contract workers (54.1%).

Women represent the majority of those who decide to work part time. According to the LFS, the main reasons why women choose to work part time are: for personal preference (27.4%), to go to school (25.3%), and to care for children (13.1%) in 2009/10. Their relatively high incidence of part-time employment is also linked to the higher propensity of women to work in industries with large proportions of part-time positions, such as accommodation and food services, trade, and information, culture and recreation.

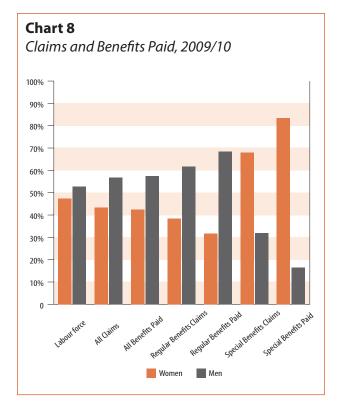
⁴⁰ Data and analysis on duration relate to claims established in 2008/09 to ensure all claims were completed. Note that many of these claims were completed in 2009/10.

Compared with their share of the labour force, women who are EI claimants are underrepresented among regular claims and benefits paid but overrepresented among special benefits claims and benefits paid. On one hand, women represented 38.4% of regular benefits claims and received 31.7% of regular benefits payments. The difference observed between the proportions of regular claims made and benefits paid may be explained by the gender difference in labour force characteristics described above. On the other hand, women continue to be the main recipients of special benefits, especially parental and compassionate care benefits. In 2009/10, women represented over two thirds (68.0%) of special benefits claimants and received 83.5% of all special benefits payments. When considering both regular and special benefits paid in relation to premiums paid, women benefit more from the EI program than do men. In 2008, women EI claimants received 81.8% in regular and special benefits paid of what they paid in premiums, compared with 64.8% for men⁴¹ (see Annex 2.17 for details).

3.1.2 Access to Benefits

It has been suggested that women may be at a disadvantage in qualifying for EI benefits due to their part-time employment status and their family obligations, which reduce their ability to accumulate sufficient work hours. In fact, given their labour force characteristics, women are overrepresented (53.8%) among new entrants and re-entrants (NEREs), who must accumulate more insurable hours (910 hours⁴²) to access regular benefits. Nevertheless, women's access to EI regular benefits has remained high throughout the recession. This statement holds for women who were unemployed, employed or claimants of EI regular benefits.

For example, according to the EICS, 84.3% of unemployed women who had been paying premiums and then were laid off or quit with just cause were eligible for regular benefits in



2009, a significant increase from 77.8% in the previous year. In comparison, 87.3% of men who had been paying premiums and then were laid off or quit with just cause were eligible for regular benefits in 2009, an increase from 84.6% in 2008.

In addition, the SLID indicates that 85.7% of all women employed as of December 2008 would have been able to access EI regular benefits if they were laid off during that month. This compares with 92.8% of men. Since women are more likely to be part-time workers, they tend to accumulate fewer hours than men, on average. For instance, the gender difference disappears if we consider only full-time workers. Of those women who worked full time, 94.7% would have had access to EI if they had been laid off in December 2008, compared with 96.6% of men working full time.

⁴¹ Note that this ratio has not been adjusted to the national figure to account for other types of benefits paid.

⁴² This threshold is 840 hours in the pilot project regions.



Finally, administrative data show that most EI claimants were able to accumulate more than enough hours to qualify for regular benefits. Of those who claimed EI regular benefits in 2009/10, over 93% qualified with the maximum amount of hours required (700 hours) or more. This proportion was very similar for men (93.4%) and women (92.6%).

3.1.3 Adequacy of Benefits

Throughout the recession, women were entitled to more weeks of regular benefits than they had been in previous years. In 2009/10, women were entitled to an average of 41.6 weeks of regular benefits compared with 35.1 weeks in 2008/09 and 30.7 weeks in 2007/08. This increase is explained by the increase in local unemployment rates and the corresponding automatic adjustment in entitlement, as well as by the temporary measures under Canada's Economic Action Plan that extended the duration of regular benefits. Given the gender difference in labour force characteristics, men are entitled to almost 2 more weeks of regular benefits (43.5 weeks), on average, than women are.

Of all regular claims established in 2008/09, women used an average of 59.4% of their entitlement and men used 59.8%. Usage of regular benefits for both women and men has remained relatively stable over time, hovering around 60%.

Historically, the exhaustion rate has always been higher for women than for men. This statement also holds true for claims initiated in 2008/09, as 28.5% of women and 26.2% of men used all the weeks of regular benefits to which they were entitled. The slightly higher exhaustion rate for women may be due to the fact that women, on average, are entitled to fewer weeks of regular benefits, since women have fewer hours of insurable employment, on average.

In terms of special benefits, women use a higher proportion of their parental benefit entitlement, on average, than men do. In 2009/10, biological mothers used 31.6 weeks of parental benefits compared with 16.7 weeks used by biological fathers (see Annex 2.9 for details). This difference is mainly explained by the fact that most fathers share parental benefits with their partners while the majority of women take advantage of full parental benefits by themselves. In terms of other special benefits, women use a slightly higher proportion of sickness benefits and a similar proportion of compassionate care benefits in comparison with men.

As will be discussed in section III of this chapter, "Promoting Work Attachment," women were more likely than men to benefit from the Best 14 Weeks, Working While on Claim and New Entrant/Re-Entrant pilot projects in 2009/10.⁴³

Women access and use the EI program on a basis that is consistent with their labour force characteristics. While women receive a proportion of regular benefits below their share of the labour force, they receive a higher proportion of special benefits and are more likely than men to benefit from the pilot projects.

⁴³ Costa Kapsalis, Profiles of Beneficiaries of Three Employment Insurance Pilots: Update Study (Ottawa: Data Probe Economic Consulting Inc., 2010).

3.2 Older Workers and Youth

3.2.1 Profile

Over the last several years, the proportion of workers aged 55 and older in the labour force has been increasing, while the proportion of workers under 45 has been declining. This development reflects the aging of the Canadian labour force. During the past decade, the participation rate of men and women aged 55 to 64 has climbed steadily, reaching 35.2% in 2009/10. This increase is explained by the higher participation rate of women in the labour force, rising educational attainment and an increasing desire among those older than 55 to continue working. 44 As discussed in Chapter 1, older workers were the only age group to show an increase in employment in 2009/10, with a net gain of 119,600 jobs (+4.5%).

At the same time, the proportion of youth workers in the labour force has decreased in recent years to record lows (15.8% in 2009/10). Youth participation in the labour force showed a sharp decrease during the recession, falling by more than 2 percentage points to 65.1% in 2009/10. This sharp decrease is partly explained by a large uptake of educational opportunities during the recent recession, a phenomenon also observed in previous recessions. Along with the fall in participation rates in 2009/10, youth experienced a loss of 163,300 jobs (-6.2%).

Over the years prior to the recent recession (2000/01 to 2007/08), regular claims increased only among older workers, remaining relatively stable for workers aged 45 to 54, and decreasing for those between 25 to 44 and those under 25. As discussed in Chapter 2, after large increases in regular claims among all age groups in 2008/09 due to the severity of the recession, regular claims increased further among older workers and youth in 2009/10, the only two age groups to show an increase in regular claims during the fiscal year.

The increase among older workers is partly explained by the continuous increase in older workers' share of the Canadian labour force. They accounted for 16.3% of the labour force in 2009/10, a significant increase from 10.3% in 2000/01. In contrast, the increase in regular claims for youth is better explained by the significant loss of employment during the recession.

A recent study found that the earnings and occupations of older and prime-age workers are quite similar. ⁴⁵ These findings are consistent with those observed in the EI administrative data, as the characteristics of older workers who claim regular benefits are similar to those of other workers, most notably in the 25 to 44 age category.

3.2.2 Access to Benefits

Older workers usually have strong and enduring work attachment, and are therefore able to meet the EI hours-based requirements. Youth, on the other hand, have a more fleeting work attachment when compared with older workers and are less able to meet those requirements. The 2008 SLID data reveal that 89.9% of employees aged 55 to 69 could have qualified for EI benefits if they had been laid off in December 2008, while 68.1% of youth employees would have qualified during the same period. New entrants and re-entrants (NEREs), who generally have limited work experience, had a considerably lower EI eligibility rate than the rest of the workers (64.7% vs. 96.2%). Their lower eligibility rate is due to the fact that they are required to accumulate more hours to qualify for EI. Youth account for a disproportionate share of NEREs. According to the SLID data, youth represented 14.0% of all employees in 2008 but made up 31.1% of NEREs.

In addition, the latest EICS data show that among employed people aged 45 and older⁴⁶ who had been contributing to EI and then had a job separation accepted under the program, 92.1% were eligible

⁴⁴ The Conference Board of Canada, *Canadian Outlook Long-Term Forecast 2010: Economic Forecast* (Ottawa: The Conference Board of Canada, 2010).

⁴⁵ Katherine Marshall and Vincent Ferrao, *Perspectives on Labour and Income: Participation of Older Workers* (Ottawa: Statistics Canada, 2007)

⁴⁶ The EICS does not provide a breakdown for the 55 and older age group.



to receive benefits in 2009. The eligibility rate for youth with a recent job separation covered by EI was among the lowest at 62.8% in 2009. It was, however, significantly higher than it had been in the previous year (51.9%). The lower eligibility rate reflects the fact that young people are more likely than people in other age groups to have worked part time or in temporary jobs that provide fewer hours of insurable employment.

3.2.3 Adequacy of Benefits

The level of regular benefits that older workers and youth receive tends to be lower than the level that prime-aged workers receive, due mainly to their lower average wages. In 2009/10, older workers had an average weekly benefit of \$358 for regular benefits, lower than the national average of \$367, while youth had an average weekly benefit of \$332. This pattern is consistent among Labour Force Survey (LFS) data for average hourly wage rates across Canada, as prime-aged workers exhibit the highest wage rate (\$24.08 per hour in 2009/10), followed closely by that for older workers (\$23.78). There is a significant drop-off for youth (\$12.89).

Older workers tend to use a greater proportion of the benefits to which they are entitled and to receive EI longer than members of other age groups, as discussed earlier in this chapter. Among all age groups, older workers continued to use the highest percentage of their EI entitlement, at 66.2% for claims established in 2008/09, compared with the national average of 59.7%. Furthermore, for completed claims initiated in 2008/09, older workers received an average of 24.4 weeks of regular benefits, 2.5 weeks longer than the national average. Youth, on the other hand, used a percentage of EI entitlement closer to the national average, using 58.7% for claims established in 2008/09, and received 20.0 weeks of regular benefits, on average.

Among regular claims established in 2008/09, older workers registered the highest exhaustion rate (31.0%), compared with 27.0% for all regular claimants. This continued a longstanding trend in which older workers have registered the highest

exhaustion rate for regular benefits. The exhaustion rate among youth was also higher than the national average, at 28.3% for claims established in 2008/09. The higher exhaustion rates for these two age groups can be partially explained by the acute difficulties they faced in the labour market during the recession. Young people experienced a steep loss of job opportunities and older workers who were laid off faced difficulties in finding a new job.

Claimants of regular benefits who have high earnings and have received at least one week of regular or fishing benefits in the preceding 10 taxation years repay part of the benefits they receive. Among those who repay benefits, older workers have generally been overrepresented. In 2008, ⁴⁷ the number of older workers who repaid benefits increase by 13.2%, accounting for 22.5% of all claimants who repaid benefits, even though they made only 16.7% of all regular claims. The number of youth who repaid benefits increased notably by 11.7% in 2008, but they represented only 3.2% of all those who repaid benefits while accounting for 11.7% of all regular claims.

Older workers (aged 55 and older) are generally net beneficiaries of EI regular benefits. Indeed, older workers were significant net beneficiaries relative to Canada as a whole, according to the adjusted benefits-to-contributions ratios for EI regular benefits in 2008. This concept will be discussed further in subsection 5 of section II of this chapter.

Older workers comprised a significant share of those who used EI provisions introduced or enhanced under the Economic Action Plan. In 2009/10, workers aged 55 and older made 15.4% of Work-Sharing claims, which represents a significant increase of 3.7 percentage points from 11.7% just two years prior in 2007/08. Work-Sharing claims from older workers increased by more than 11 times (+1,146.2%) since 2007/08. As of March 31, 2010, people 55 and older made up 8.3% of the 9,280 Career Transition Assistance (CTA) registered clients. Subsections 6 and 7 in section II of this chapter provide further details on Work-Sharing and CTA, respectively.

⁴⁷ As benefit repayments are administered through the tax system, the most recent data available are for the 2008 taxation year.

Many EI provisions are designed to increase work attachment among youth. These provisions are extensively discussed in Section III. Youth benefit greatly from provisions such as income benefits for apprenticeship training, the Small Weeks provision, the New Entrant/Re-Entrant pilot project and the Best 14 Weeks pilot project.

3.3 Non-Standard Workers

"Non-standard work" typically refers to a parttime (less than 30 hours a week), temporary, seasonal or own-account, self-employed employment. "Standard work" is usually defined as permanent, full-time, full-year employment.

3.3.1 Part-Time and Temporary Workers

3.3.1.1 Profile

According to the LFS, there were 3.2 million part-time workers in 2009/10, representing 19.2% of employment. While the number of part-time workers has been on the rise since 2000/01, the proportion of part-time workers had remained relatively unchanged at around 18% before the 0.5 percentage point increases in both 2008/09 and 2009/10. The rising proportion of part-time workers in the last two years reflects the impact of the recession on the general availability of employment in general and full-time employment in particular. LFS data also shows that there were 1.8 million temporary workers⁴⁸ in 2009/10, representing 12.8% of all employees. Unlike that of part-time workers, the proportion of temporary workers among employees was unaffected by the recession. It has remained virtually unchanged over the last 10 years at an average of 12.8%.

Part-time workers are overrepresented in a number of demographic groups and jurisdictions. A recent study⁴⁹ based on Canadian Out of Employment Panel Survey data from October 2004 to September 2006 shows that women were more likely to hold permanent and temporary part-time jobs than men were and that youth

made up 41.3% of all temporary part-time workers (in comparison, LFS data show that youth accounted for 14.6% of total employment in 2009/10). This study also shows that those with less than a high school education made up a significant portion of temporary part-time workers at 28.3% (while representing 11.5% of total employment in 2009/10). Furthermore, workers from the Atlantic provinces comprised 15.4% of full-time temporary workers and almost half (47.1%) of all temporary part-time workers were in Quebec. In contrast, workers from the Atlantic provinces and Quebec represented 6.5% and 22.9% of total employment in 2009/10, respectively.

The LFS suggests that 71.9% of individuals who worked part time in 2009/10 did so voluntarily. The main reasons for part-time work, expressed as a proportion of all part-time workers, were linked to school attendance (29.0%), personal preference (26.7%) and caring for children (9.2%). Other reasons included the respondent's own illness (3.4%), personal or family responsibilities (2.8%), and other reasons (0.8%). Only 9.9% of part-time workers indicated they were working part time due to the lack of full-time work or to business conditions in 2009/10. This figure is 2.8 percentage points higher than it was in 2008/09 (7.1%) and 3.7 percentage points higher than it was prior to the recession in 2007/08 (6.2%). Individuals working part time for a full year can qualify for EI benefits with as little as 8 to 14 hours of work per week depending on their region of residence.

3.3.1.2 Access to Benefits

According to the EICS, part-time and temporary workers have access to EI regular benefits to a lesser extent than full-time and permanent workers. In 2009, 68.8% of unemployed part-time workers who had been paying premiums and then were laid off or quit with just cause were eligible for regular benefits, and 70.5% of other non-stan-

⁴⁸ Temporary work includes seasonal, term, contract, casual and other temporary jobs.

⁴⁹ HRSDC, Employment Insurance Access for Part-Time and Short-Term Workers (Ottawa: HRSDC, Evaluation Directorate, 2009).

⁵⁰The EICS defines other non-standard workers as people in non-permanent paid jobs that were temporary, term, contractual, casual or other non-permanent (but not seasonal) jobs. These unemployed people were not self-employed.



dard workers⁵⁰ were eligible. In comparison, 94.3% of full-time, permanent workers who had been paying premiums and then were laid off or quit with just cause were eligible for regular benefits in 2009. The 2008 SLID also indicates that part-time workers would have lower coverage if they were laid off in December 2008, at 56.6% compared with 95.8% for full-time workers. This difference could be due to the fact that many part-time and temporary workers have fewer insurable hours than their full-time, permanent counterparts.

An HRSDC study⁵¹ profiling EI access among part-time and temporary workers indicates that a lower proportion of part-time permanent and temporary workers (32.6 and 39.1 percent respectively) apply for EI benefits after separating from a job compared with full-time workers (approximately 55%), regardless if the full-time work was permanent or temporary in nature. The three main reasons for these individuals not to claim EI regular benefits are that they believed they did not have sufficient insurable hours, that they found another job immediately or that they felt no need to use EI benefits. The study also indicates that multiple-job holders are not negatively affected by eligibility requirements but are more likely to collect EI benefits than singlejob holders are. In terms of regional comparisons, the study reveals that part-time workers in the Atlantic provinces and Quebec have higher eligibility rates than their counterparts in the other provinces, except in the case of part-time temporary workers in Ontario.

3.3.2 Seasonal Workers

3.3.2.1 Profile

According to the LFS, there were 419,700 seasonal workers⁵² in 2009/10, representing 23.2% of all temporary workers and 3.0% of all employees. The number of seasonal workers has increased

significantly over the past 10 years, increasing by 15.7% since 2000/01, but the proportion of seasonal workers among all temporary workers has remained stable at around 23% throughout the period.

EI administrative data show that the number of seasonal claimants⁵³ rose by 1.2% from 412,660 in 2008/09 to 417,430 in 2009/10. In fact, the figures for 2008/09 and 2009/10 are the highest numbers of seasonal claimants registered over the past 10 years. While the volume of frequent seasonal claims is historically less affected by labour market conditions than that of non-seasonal regular claims, the recent recession certainly contributed to the increase in seasonal claimants.

In 2009/10, seasonal workers claiming regular benefits were mainly men (62.2%) and a majority (59.0%) were 45 and older. In addition, seasonal claimants account for the vast majority of frequent claims. During the reference period, seasonal claimants made 82.7% of frequent claims compared with 80.6% in 2008/09. This proportion has also been on the rise, increasing 3.9 percentage points over the past 10 years.

More than half (51.3%) of all new seasonal claims were established in three industries in 2009/10. two of which are male dominated. Construction, an industry in which men make almost all regular claims (93.1%), accounted for 23.5% of all seasonal claims and 17.8% of total regular claims in 2009/10. Manufacturing represented 11.3% of all seasonal claims and 14.7% of total regular claims. In this industry, men established 71.4% of all regular claims. The educational services industry, where women established 81.3% of regular claims, was the other industry with a large number of seasonal claimants; it accounted for 16.5% of all seasonal claims and 9.2% of total regular claims in 2009/10. Unlike education and construction, manufacturing is underrepresented among seasonal claims.

⁵¹ HRSDC, Employment Insurance Access for Part-Time and Short-Term Workers (Ottawa: HRSDC, Evaluation Directorate, 2009).

⁵² The LFS defines a seasonal worker as an "employee working in an industry where employment levels rise and fall with the seasons, such as farming, fishing, logging and the tourist industry."

⁵³ Seasonal claimants are frequent regular benefit claimants who started previous claims at about the same time of year as the current claim. Frequent claimants are individuals who have had three or more active claims in the five years before the current claim.

Although there are seasonal claimants in all provinces, the incidence of these claims is higher in provinces where a large portion of employment is concentrated in seasonal industries. Quebec has the highest incidence of seasonality; the province accounted for 39.6% of total seasonal claims in 2009/10 compared with 30.4% of all regular claims. Conversely, Ontario accounted for 20.3% of seasonal claims but 30.0% of total regular claims. The disparity is partially explained by differences in the seasonality of their construction industries. Quebec, which accounted for 47.4% of all seasonal construction claims in 2009/10, had more than twice as many of these claims as did Ontario (20.1%). This occurred despite the fact that Ontario's construction industry employed nearly twice as many workers as did Quebec's in 2009/10.

The Atlantic provinces, which rely heavily on seasonal industries, also had high incidences of seasonal claims. The four Atlantic provinces together accounted for 26.1% of seasonal claims but only 14.8% of total regular claims in 2009/10. British Columbia, on the other hand, accounted for only 6.8% of total seasonal claims and 11.7% of all regular claims.

A recent study⁵⁴ on seasonal workers confirms many of the findings already presented: that this type of worker is more likely to be male, have a low level of education and have fewer family dependants than workers in general. These workers are also more prominent in eastern provinces and in primary industries.

3.3.2.2 Access to Benefits

The EICS shows that access to regular benefits for seasonal workers is higher than that for other non-standard workers,⁵⁵ but lower than that for full-time, permanent workers. In 2009, 81.4% of unemployed seasonal workers who had been paying premiums and then were laid off or quit with just cause were eligible for regular benefits. On the other hand, 70.5% of other non-standard

workers in that same situation were eligible for regular benefits in 2009, compared with 94.3% of full-time, permanent workers. EI administrative data show that the difference in access to regular benefits between seasonal and full-time, permanent workers is due to the lower number of insurable hours seasonal claimants accumulate. Of those who claimed EI regular benefits in 2009/10, over 93% had a minimum of 700 hours of insurable employment, which is the maximum amount of hours required to qualify for EI benefits. The proportion for seasonal claimants was slightly lower at 89.6%.

3.3.2.3 Adequacy of Benefits

Seasonal claimants, like all regular claimants, were entitled to more weeks of benefits during the recession. In 2009/10, seasonal claimants had an average entitlement of 39.0 weeks of regular benefits compared with 31.9 weeks in 2007/08 and 35.3 weeks in 2008/09. The increases in entitlement for seasonal workers were similar to those for all regular claimants during the same time period.

Compared with all regular claimants, however, seasonal claimants tend to use less of their entitlement. Seasonal claimants used, on average, 56.6% of their regular entitlement for claims established in 2008/09⁵⁶ and 58.4% for claims established in 2007/08. In comparison, regular claimants used 59.7% of their entitlement for claims established in 2008/09 and 60.6% for claims established in 2007/08.

Correspondingly, the average duration of regular benefits for seasonal claimants is also shorter than that for all regular claimants. On average, seasonal claimants who established a claim in 2008/09 received 19.3 weeks, while regular claimants received an average of 21.9 weeks. The same holds true for claims established in 2007/08 as seasonal claimants received 17.9 weeks, while regular claimants received 18.7 weeks.

⁵⁴ HRDSC, An Evaluation Overview of Seasonal Employment: Update (Ottawa: HRSDC, Evaluation Services, 2009).

⁵⁵ The EICS defines other non-standard workers as people in non-permanent paid jobs that were temporary, term, contractual, casual or other non-permanent (but not seasonal) jobs. These unemployed people were not self employed.

⁵⁶ Data analysis is based on all completed claims initiated in 2008/09 to ensure that all claims in question have been terminated.



In addition, the exhaustion rate has always been lower for seasonal claimants than for regular claimants as a whole. This statement also holds true for claims initiated in 2008/09, as 16.7% of seasonal claimants used all the weeks of regular benefits to which they were entitled, while the exhaustion rate for all regular claimants was 27.0%. The exhaustion rate for seasonal claimants actually dropped by 3.1 percentage points from 19.8% in 2007/08. This fact further illustrates the responsiveness of the EI program, as entitlement increased in response to the deterioration of regional labour market conditions. The decline in the exhaustion rate can also be attributed to the introduction of the temporary EI measures under the Economic Action Plan.

The lower use of entitlement, shorter benefit durations and lower exhaustion rates for seasonal claimants are due to the nature of seasonal work. When seasonal claimants are laid off, most have a job already lined up for the next season and will return to work at approximately the same time in the following year. However, most regular claimants have to look for work once they are laid off. Therefore, non-seasonal regular claimants are more likely to rely on EI for longer periods and are more likely to exhaust their benefits than their seasonal worker counterparts.

The level of entitlement and duration of regular benefits have a particular impact on seasonal claimants who have a combined work-benefit period of less than 52 weeks per year. This group of claimants is referred to as "seasonal gappers." These workers may go through a period where neither work income nor EI is available to them, if the seasonal job to which they are returning is not yet available.

Among people who initiated claims in 2008/09, most of which were completed in 2009/10, there were 5,830 seasonal gappers, down by 55.1% from 12,970 in 2007/08. This is the second consecutive yearly decrease. There has been a total decline of over 70% since 2006/07 (20,300). These seasonal

gappers averaged 14.9 weeks of work (down by 5.8 weeks from 2007/08) and 30.9 weeks of EI (up by 4.9 weeks from 2007/08), including the waiting period. This left an average gap of 6.2 weeks during which they had no income, a gap almost a full week longer than it was in 2007/08 (5.3 weeks).

As mentioned in previous reports, the likelihood of becoming a seasonal gapper is higher in regions of high unemployment, where claimants require fewer hours to qualify for benefits. Quebec (32.8%) and the Atlantic provinces (31.2%) accounted for the majority of seasonal gappers in 2008/09, while representing 30.6% and 14.5% of all regular claims, respectively. Ontario (20.1%) and British Columbia (9.8%) also accounted for a large number of seasonal gappers in 2008/09, but the proportions are smaller than these provinces' proportions of regular claims (32.7% and 11.0%, respectively).

The largest declines in seasonal gappers were registered in the provinces with the greatest proportion of these claimants. Based on claims established in 2008/09, the number of seasonal gappers in Quebec, Ontario and British Columbia, which combined represented 62.6% of all seasonal gappers, dropped by 5,000 (-57.8%). The Atlantic provinces, which accounted for 31.2% of all seasonal gappers, saw a decrease of 1,390 (-43.3%) in seasonal gappers, with much of the decrease occurring in New Brunswick (-670).

An EI pilot project was introduced to help address the issue of income gaps that some seasonal workers face. This pilot project, which provided five additional weeks of entitlement of EI regular benefits, ran from June 6, 2004, to February 28, 2009, in regions of high unemployment.⁵⁷ The project tested whether an additional five weeks of benefits would address the annual income gap that seasonal gappers face and whether this approach would have any adverse labour market effects. An evaluation of the pilot project⁵⁸ indicates that the pilot project achieved its primary objective: reducing the number of seasonal gappers. The evaluation also showed that other workers,

⁵⁷The pilot project was replaced by the Extension of El Regular Benefits temporary measure from March 1, 2009, until September 11, 2010. The pilot project was then reintroduced from September 12, 2010, to September 15, 2012. For more information on the pilot project and the temporary measure, please see Annex 6.

⁵⁸ HRDSC, An Evaluation of the Pilot Project to Extend Employment Insurance Benefits by Five Weeks: 2004–2009 (Ottawa: HRSDC, Evaluation Services, 2010).

such as non-seasonal workers and non-gappers, also received extra weeks of benefits. The study determined that almost 75% of the payments made under the pilot project went to claimants who were neither seasonal gappers nor seasonal workers.

3.3.3 Self-Employed Individuals

3.3.3.1 Profile

According to the LFS, there were 2.70 million self-employed individuals in 2009/10, an increase of 2.4% from 2.63 million in 2008/09. While the number of self-employed individuals tends to increase during a recession, the data show that the increase in 2009/10 is part of a long-term trend that has seen the number of self-employed people increase every year since 2002/03 (with the exception of 2006/07). That being said, self-employed individuals as a proportion of all employed people increased from 15.5% in 2008/09 to 16.0% in 2009/10, which is consistent with the increase in the proportion of self-employed people that occurred during the early 1990s recession.

Historically, most self-employed individuals have been men. In 2009/10, 64.3% of all self-employed people were men, down slightly from 65.2% in 2008/09. The trend over the last 10 years shows that this proportion has remained relatively constant, although the proportion for 2009/10 is the lowest registered over the period. In addition, a recent study⁵⁹ shows that older male workers are more likely to be self-employed than are core-aged men.

Among the provinces, Ontario (37.6%), Quebec (20.9%), British Columbia (16.4%) and Alberta (13.2%) had the greatest proportion of self-employed individuals in 2009/10. Over the past 10 years, these provinces have also seen the greatest increases in the number of self-employed people, with British Columbia posting the largest growth (+27.5%).

3.3.3.2 Access to Benefits

With the exception of fishers, self-employed people do not have access to regular benefits. However, the Government of Canada recently extended special benefits (maternity, parental, sickness and compassionate care benefits) to self-employed Canadians on a voluntary basis. Self-employed persons have been able to opt in to the EI program since January 31, 2010, with benefits being paid as early as January 1, 2011.

As of March 31, 2010, only three months after the introduction of the new measure, 2,901 self-employed individuals had opted to participate in the federal EI program. Of those who opted in to the new measure, Ontario (1,153), British Columbia (550), Quebec (530), and Alberta (336) combined accounted for 88.6% of the total. This provincial breakdown aligns with the geographic profile of self-employed people in Canada, as 88.1% of all self-employed persons reside in these four provinces. Compared with their proportions of all self-employed people, Ontario and British Columbia are slightly overrepresented in the proportions of self-employed people who opted in to the program, while Quebec and Alberta are slightly underrepresented. Future reports will include further analysis of the special benefits for the self-employed measure.

3.4 Benefits to Low-Income Families: Family Supplement

3.4.1 Profile

The adequacy of EI benefits can also be assessed by examining the effectiveness of the Family Supplement provision in providing additional income support to low-income families with children. The Family Supplement can increase the benefit rate of 55% to a maximum of 80% for claimants with a net yearly family income of \$25,921 or less.

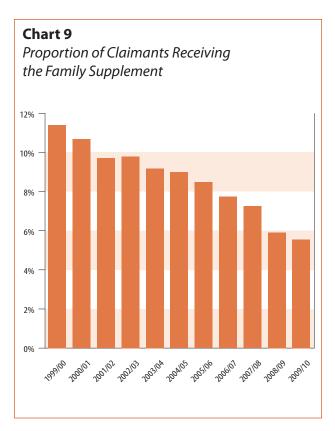
⁵⁹ Katherine Marshall and Vincent Ferrao, *Perspectives on Labour and Income: Participation of Older Workers* (Ottawa: Statistics Canada, 2007)

 $^{^{60}}$ For more information on the special benefits available to self-employed people, please see Annex 6.

⁶¹ This assessment includes all claim types (regular, fishing and special).

⁶² Like other claimants, those receiving the Family Supplement are subject to the maximum weekly benefit.





As indicated in Chapter 2, approximately 120,290 individuals received the Family Supplement top-up in 2009/10, which represents a decline from the previous year (126,310). The proportion of EI claimants receiving the Family Supplement top-up has been declining since 1999/00, reaching 5.6% in 2009/10 (see Chart 9). As mentioned in previous reports, the decline in the share of these claims is due largely to the fact that the threshold has remained fixed while family incomes have risen.

In 2009/10, low-income families received \$143.2 million in additional benefits through the Family Supplement. Despite the decrease in the number of claimants receiving Family Supplement top-ups in 2009/10, total Family Supplement payments increased (+10.0%) for the first time since 2002/03. This increase is attributable to the longer average duration of regular claims, some of which included the Family Supplement. In 2009/10, the average weekly top-up increased

to \$42.73 from \$41.96 in the previous year. The weekly Family Supplement top-up amount has hovered around \$43 since 2000/01.

Women are more likely than men to receive the Family Supplement. In 2009/10, women represented the vast majority (76.3%) of Family Supplement recipients. This proportion has increased almost every year since the beginning of the decade, when it was 69.0%. In 2009/10, the proportion of female recipients of the Family Supplement was higher for special benefits (89.4%) than for regular benefits (69.0%). In addition, 9.8% of women who claimed EI were entitled to the Family Supplement compared with 2.3% of men. In 2009/10, Family Supplement payments to men increased more rapidly (20.8%) than did payments to women (7.4%).

Total Family Supplement payments increased for all age groups in 2009/10 except for claimants 25 years of age or younger (-1.1%). Older workers saw the highest increase (33.6%) in Family Supplement payments. To a lesser extent, workers aged 25 to 44 and aged 45 to 54 also saw increases in Family Supplement payments, by 11.2% and 19.5%, respectively.

3.4.2 Adequacy of Benefits

Recipients of the Family Supplement top-up collected more weeks of regular benefits and used a higher percentage of their entitlement than non-recipients. In 2008/09,⁶³ recipients of the Family Supplement used 2.4 more weeks of regular benefits, on average, than those without the Family Supplement (24.2 weeks and 21.8 weeks, respectively). In addition, those who received the top-up used an average of 71.3% of their total regular entitlement compared with 59.0% for those without the Family Supplement.

An evaluation study on the financial impact of receiving EI⁶⁴ concludes that lower income families have a higher benefits received to contributions ration than higher income families. In fact, families with after-tax income below the median

⁶³ Data and analysis on the duration of Family Supplement payments relate to claims established in 2008/09 to ensure that all claims were completed. Note that many of these claims were completed in 2009/10.

⁶⁴ Costa Kapsalis, Financial Impacts of Receiving Employment Insurance (Ottawa: Data Probe Economic Consulting Inc., 2010).

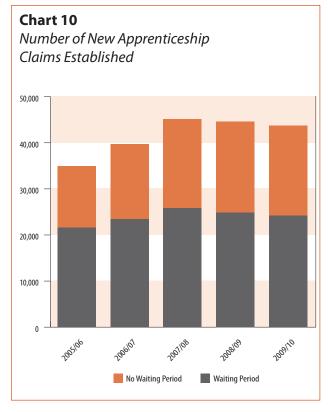
received 34% of total benefits and paid 18% of all premiums. The study also finds that EI reduces the incidence of low income among beneficiaries by half (from 14% to 7%). The study considers different sources of income that unemployed individuals can rely on and concludes that EI is the most significant income-stabilizing factor among beneficiaries. Another study⁶⁵ finds that EI tends to mitigate the financial hardship of unemployment and noted that for the period analyzed, 2004 to 2009, benefits were the main source of household income for about half of all EI beneficiaries.

3.5 Apprentices

3.5.1 Profile

Apprenticeship is a key component of Canada's training system and an important contributor to our national competitive advantage and the long-term well-being of Canadians. It is a structured system of supervised on-the-job training supported by periods of intensive in-class technical instruction through which apprentices develop new skills and gain hands-on experience, both of which they can use immediately in the workplace. An apprenticeship leads to a certification in a skilled trade. Apprenticeship training takes from two to five years, depending on the trade. The EI program facilitates apprenticeship by providing income benefits to apprentices in approved courses during periods of classroom training.

In 2009/10, individuals established 43,730 claims for apprenticeship, a slight decrease of 2.0% over the previous year. This is the second consecutive decline since 2007/08. Despite the drop in apprenticeship claims, total benefits paid increased to \$212.8 million in 2009/10, an increase of 28.9% from the previous year. Furthermore, the average duration per claim increased from 10.6 to 11.4 weeks (+7.7%), so the increase in average duration more than offset the decrease in the number of claims. Apprentices received higher average weekly benefits than the average claimant (\$407 vs. \$366).



Since 2000/01, Ontario, Alberta and British Columbia have accounted for approximately 80% of all EI claims established by apprentices. This was also the case in 2009/10, when 78.7% of apprenticeship claims were established in these three provinces. In 2009/10, the construction industry is overrepresented in the number of new apprenticeship claims. This industry accounted for 23,470 of all apprenticeship claims (53.7%), while manufacturing, wholesale and retail trade combined accounted for 9,620 (22.0%). By way of comparison, the construction industry accounts for 17.8% of regular claims, while the other industries combined account for 24.8%. Almost all apprenticeship claimants were younger than 45 and just over half (50.1%) were under 25. Men made 96.0% of all apprenticeship claims in 2009/10 (41,990).

⁶⁵ Costa Kapsalis, Employment Insurance and the Financial Impact of Unemployment (Ottawa: Data Probe Economic Consulting Inc., 2010).

3.5.2 Access to Benefits

Apprentices who are collecting EI while away from work on training are required to serve only one two-week waiting period per apprenticeship, even if the apprenticeship program includes multiple separate training segments. Of all 2009/10 apprenticeship claims, 19,560 (or 44.7%) were not subject to a waiting period, almost the same proportion as in the previous year (see Chart 10). The proportion of apprentices who are not subject to a waiting period has been rising consistently since 2002/03, when the waiting period rule for apprentices was changed.

According to a report by the Canadian Apprenticeship Forum,⁶⁶ 30% of employers without apprentices indicated they would be interested in hiring apprentices, if they had better access to them. Further, employers have indicated that although the economy is experiencing a downturn, they wanted to keep their apprentices, as they would need skilled workers in the future.

3.6 Immigrants

3.6.1 Profile

To better understand EI receipt among immigrants, data from Statistics Canada's Longitudinal Immigration Database (IMDB) were examined, along with taxation data from the Canada Revenue Agency (CRA). The analysis examined the proportion of all immigrant⁶⁷ tax filers who reported EI income in addition to employment earnings. For the 2008 taxation year, recent immigrants (those who landed in 2007 or 2008) had EI usage rates comparable to those of youth workers and NEREs in Canada. As shown in Chart 11, few recent immigrants (about 8%) with employment earnings received EI benefits in 2008.

However, as immigrants build labour force attachment, they have greater access to the EI program and are more likely to receive benefits. In 2008, EI usage was highest among immigrants who had arrived in 2003 or 2004. Overall in 2008,

Chart 11 Percentage of Immigrants With Employment Earning who Received Employment Insurance, 2008 20% 18% 16% 10% 10% 10% 10% 10% Immigrants, Landing by Year Sources: Statistics Canada, Longitudinal Immigration

Database, and Canada Revenue Agency, taxation data.

similar to that of all tax filers in Canada.

immigrants used the program in a proportion

3.6.2 Access to Benefits

The EICS estimated that, among unemployed immigrants with a recent job separation accepted under EI rules, the eligibility rate for regular benefits was 84.3% in 2009, up from 81.6% in 2008. Since January 1997, when EICS data first became available, immigrants have been slightly less likely than Canadian-born workers to be eligible for EI benefits. In 2002 and 2007, however, the eligibility rate was greater for immigrants than for Canadian-born workers.

As they adjust to the Canadian labour market, Immigrants continuously build work attachment. However, their initial attachment is not as strong as that of non-immigrants or immigrants who

⁶⁶ R.A. Malatest & Associates Ltd., *It Pays to Hire an Apprentice: Calculating the Return on Training Investment for Skilled Trades Employers in Canada* (Ottawa: Canadian Apprenticeship Forum, June 2009).

⁶⁷ IMDB data are based on immigrants who are permanent residents of Canada

have been in Canada for longer than two years. SLID data for 2008 reveal that 86.1% of employees characterized as recent immigrants could have qualified for EI benefits if they had been laid off in December 2008. That figure was somewhat lower than the national average of 89.3%.

II. EI AND THE ECONOMY

1. Responsiveness to the Recession

By reflecting changes in regional labour markets, EI plays an important role as a stabilizer. More precisely, the Variable Entrance Requirement (VER), benefit entitlement and the minimum divisor, which affect benefit rates, are designed to automatically respond to changes in regional unemployment rates. As an automatic stabilizer, EI mitigates the effects of a recession without the need for regular and deliberate legislative changes, which often take a long time to implement, a characteristic that delays any positive impacts they might have on economic well-being. During the recent recession, EI quickly gave workers easier access to the program, longer benefit durations and higher benefit rates in provinces and regions severely affected by worsening economic conditions.

Table 4
Number of Hours of Insurable Employment
Required to Qualify for Benefits

Regional Rate of Unemployment	Required Number of Hours of Insurable Employment in the Last 52 Weeks
6% or less	700
6.1% to 7%	665
7.1% to 8%	630
8.1% to 9%	595
9.1% to 10%	560
10.1% to 11%	525
11.1% to 12%	490
12.1% to 13%	455
13.1% or more	420

As the VER automatically eases when unemployment rates increase, many individuals qualified for EI regular benefits during the recession who would not have otherwise qualified. Between the pre-recession peak of employment in October 2008 and March 2010, there were 37,340 individuals who were able to qualify for EI regular benefits as a direct result of the eased VER. This represents 1.5% of the regular claims established in the period analyzed.

The profile of the beneficiaries who benefited from the automatic adjustments to the VER shows that the EI program was able to help workers who were the most vulnerable during the recession, such as those with weak labour force attachment and those with lower average earnings.

Table 5
El Regular Claimants Qualifying Due
to Lower Insurable Hours Required, October
2008 to March 2010

	EI Regular Claimants Qualifying Due to Eased VER	All Other El Regular Claimants
# of Claims	37,340	2,501,230
Avg. Insurable Hours	599	1,408
Avg. Regular Weekly Benefit	\$297	\$371

Beneficiaries who were able to qualify under the eased VER, had lower insurable hours and lower weekly benefits than the rest of the claimants (see Table 5 for details). These individuals accumulated, on average, 599 insurable hours (about 16 weeks of full-time work) and received \$297 in weekly regular benefits. In comparison, individuals who were not affected by the VER accumulated, on average, 1,408 insurable hours (about 38 weeks of full-time work) and received \$371 in weekly regular benefits.

The impact of the automatic adjustment of the VER was strongest in British Columbia and Ontario. In two British Columbian regions (Southern Interior B.C., Northern B.C.), over 4% of EI regular claimants between October 2008 and March 2010 were able to qualify as a direct result of the eased VER,



the highest such proportion in the country. Over 3% of claimants in some other regions — Southern Coastal B.C., and Huron and Sudbury in Ontario — qualified due to the eased VER.

In addition, as regional unemployment rates increased between October 2008 and March 2010, there were 1,368,200 individuals who received longer entitlement for regular benefits as a result of the EI program's automatic adjustments. 53.9% of all regular claimants received a longer entitlement for regular benefits during this period.

As reported in Chapter 2, EI claim volumes for regular benefits decreased slightly by 1.6% in 2009/10, after recording a large increase of 26.9% in 2008/09. Claim volumes had increased in 2008/09 in response to the decline in employment during the period. In particular, there was a 68.5% year-over-year increase in regular claims in the last quarter of 2008/09, a period that witnessed the

Chart 12 Year-Over-Year Growth of El Regular Claims and Quarterly Employment Growth 2.0% 70% 1.5% 50% 1.0% 30% 0.5% 10% 0.0% -10% -0.5% -30% -1.0% -50% -1.5% -70% -2 0% Growth in El Regular Claims - Growth in Employment Source: El administrative data and Statistics Canada, Labour Force Survey.

largest quarterly employment decline in more than 30 years of comparable records (see Chart 12). In subsequent quarters of 2009/10, the year-over-year growth of EI regular claims declined, until this growth rate became negative for the first time in the third quarter (-8.4%) of 2009/10, when quarterly employment growth started to pick up significantly.

In addition, regular EI benefits paid increased by 48.0% to \$14.0 billion in 2009/10 after an increase of 19.2% in 2008/09. The year-over-year increase in regular benefit payments first became apparent in the fourth quarter (+41.1%) of 2008/09 and surged further during the first three quarters of 2009/10, with a year-over-year increase in payments of 80.9% in the first quarter, 85.7% in the second quarter and 54.2% in the third quarter of 2009/10. Finally, the last quarter of 2009/10 saw a small year-over-year increase in regular payments of 8.4%.

2. El and the Economic Regions

The EI program played an important role in stabilizing the economy during the recent recession, as shown by the increase in claims established and benefits paid, especially in the last quarter of the 2008/09 fiscal year, when employment declines were the largest. The EI program's effectiveness as a stabilizing force in the economy is further demonstrated by its responsiveness to fluctuations in regional unemployment rates across the country.

The automatic increases in regular entitlement duration due to changes in regional unemployment rates are in addition to the five additional weeks for all economic regions provided by the Extension of EI Regular Benefits temporary measure. For example, in areas of high unemployment, benefit entitlement rose from 45 to 50 weeks under this temporary measure.

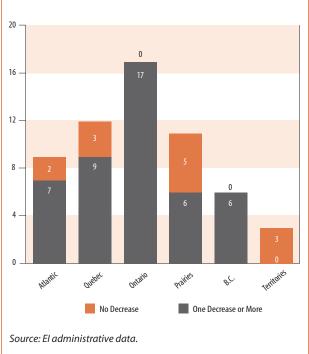
As an example, when the unemployment rate⁶⁸ in Toronto increased from 6.9% in October 2008 to 9.4% in March 2010, the entrance requirement declined from 665 to 560 hours to reflect the increased difficulty of finding work in the region.

⁶⁸ The local unemployment rates presented in this chapter are those of El economic regions. These regional rates come from the Labour Force Survey, with an adjustment made to include unemployment rates for status Indians living on reserve, as per section 54(x) of the *Employment Insurance Act*. The monthly unemployment rate is calculated taking a three-month moving average of seasonally adjusted unemployment rates.

The maximum duration of regular benefits increased from 38 to 49 weeks, rising by 6 weeks due to the automatic adjustments and by 5 weeks due to the Extension of EI Regular Benefits temporary measure. In addition, long-tenured workers who qualified under the Extension of EI Benefits for Long-Tenured Workers temporary measure could qualify for up to an additional 20 weeks. More detailed information on regional unemployment rates and the automatic response of the program can be found in Annex 4.

Between the onset of the recession in October 2008 and the end of the reporting period in March 2010, the increase in regional unemployment rates resulted in easier access to EI regular benefits for workers in 45 economic regions, representing almost 90% of the national labour force. All regions in Ontario (17) and British Columbia (6), as well as 9 of the 12 regions in Quebec, 6 of the 11 regions in the Prairie Provinces and 7 of the

Chart 13
El Economic Regions with a Monthly
Decrease in Insurable Hours Required,
October 2008 to March 2010



9 regions in the Atlantic Provinces experienced lower entrance requirements as a result of the recession (See Chart 13).

In addition, 7 of the remaining 13 regions had the minimum possible VER (420 hours) to qualify for EI regular benefits at the beginning of the recession in October 2008, as their regional unemployment rate was greater than 13%. Their VER remained at 420 hours throughout the period. These included regions such as Northern Manitoba and Northern Saskatchewan, where the unemployment rate tends to be significantly high, and the three territories, where the unemployment rates are set at 25% for EI purposes.

Among the remaining six regions, four of them maintained an entrance requirement of 700 hours, as their regional unemployment rate remained below 6% throughout the period. These regions include Quebec, Winnipeg, Saskatoon and Regina. The remaining two regions, Restigouche–Albert and Bas-Saint-Laurent–Côte-Nord, were the only regions where hours required increased between October 2008 and March 2010, due to a decrease in their regional unemployment rate over the period.

Table 6 *Number of Weeks of Regular Benefit Entitlement by Insurable Hours and Regional Unemployment Rates*

Insurable Hours	6.0% or less	10.1%- 11.0%	16.1% or more
1225-1259	21	31	43
1260-1294	22	32	44
1295–1329	22	32	44
1330-1364	23	33	45

With respect to entitlement durations, by March 2010, 46 of the 58 EI economic regions had witnessed at least one increase in their entitlement to EI regular benefits due to an increase in the regional unemployment rate, when compared with the rate in October 2008. In addition to the 45 regions that witnessed at least one decrease in the insurable hours required, the



region of Restigouche–Albert also witnessed an increase in its weeks of entitlement in early 2009.

In five of the remaining regions, the unemployment rate remained high (above 16%) throughout the recession, keeping the level of entitlement at a maximum. ⁶⁹ Four other regions experienced unemployment rates low (below 6%) throughout the recession and were entitled to the minimum level of entitlement. Finally, three regions experienced decreases in unemployment rates between October 2008 and March 2010 that led to at least one decrease in their level of entitlement.

Table 7Regions with Decreases in Insurable Hours
Required and Increases in Regular
Entitlement Duration

	Decrease in Insurable Hours Required	Increase in Regular Entitlement Duration
Between October 2008 and March 2010	45 out of 58 (90% of labour force)	46 out of 58 (90% of labour force)
Comparing October 2008 to March 2010	36 out of 58 (82% of labour force)	36 out of 58 (82% of labour force)

As the labour market improved significantly in the latter half of 2009/10, regional unemployment rates recovered completely in some regions. Therefore, while some regions had experienced a decrease in the VER during the recession, by March 2010, their VER had returned to pre-recession levels or higher. When the March 2010 VER was compared to that in October 2008, 36 of the 58 EI economic regions had lower entrance requirements. The labour force in these 36 regions represented about 82% of the Canadian labour force in both October 2008 and March 2010.

Among the remaining 22 EI economic regions, 19 had the same VER in both months, while 3 other regions saw the VER increase as a result of

lower unemployment rates between October 2008 and March 2010.

Similarly, 36 of the 58 EI economic regions had lengthier regular entitlement duration in March 2010 than in October 2008, as the labour market recovered in different parts of the country.

The Canadian economy comprises both major urban centres that are significant economic hubs and rural regions that preserve more traditional industries that are essential to the functioning of the economy. Canada's regions have diverse labour market characteristics and, as a result, the use of regular benefits differs among these regions. The six largest census metropolitan areas in terms of population – Vancouver, Calgary, Edmonton, Toronto, Ottawa and Montreal – are used to characterize the profiles of EI regular benefits in urban regions.

The most significant difference between claimants from major urban centres and those from rural regions was in the average insured hours they had when they applied for EI regular benefits. On average, regular claimants in major urban centres qualified with 1,450 insured hours, while those in rural regions qualified with 1,281 insured hours.

Despite this difference in average insured hours, the usage of EI regular benefits was quite similar for claimants in major urban centres and rural regions. In 2009/10, average weekly benefits for regular claimants increased to \$368 for both major urban centres (+\$5) and rural regions (+\$3). This reflected the 0.9% increase in average weekly benefits for all regular claims.

In addition, regular claimants in major urban centres had an average entitlement of 43.3 weeks in 2009/10, quite similar to an average entitlement of 43.2 weeks for those in rural regions. The urban figure rose significantly over that of the previous year, which was 35.2 weeks, compared with 38.0 weeks in rural regions. Claimants in major urban centres and rural regions used a similar number of weeks of EI regular benefits, as well. For claims that commenced in 2008/09, regular

⁶⁹ This group includes Yukon, Northwest Territories and Nunavut, in which unemployment rates are set at 25% for El purposes.

Table 8
Key Statistics for Regular Benefits in Major Urban Centres, 2009/10

	Average Unemploy- ment Rate ⁷⁰	Share of Total Employ- ment ⁷¹	Share of Total Regular Claims ⁷²	Average Insured Hours	Average Entitle- ment Weeks	Average Weeks Paid ⁷³	Average Weekly Benefit
Montreal	9.3%	11.2%	10.7%	1,382	43.0	20.8	\$353
Ottawa	5.7%	3.0%	1.3%	1,485	39.1	19.4	\$375
Toronto	9.5%	17.1%	11.2%	1,467	45.9	24.1	\$367
Calgary	6.8%	4.1%	2.6%	1,534	41.9	22.4	\$399
Edmonton	6.9%	3.6%	2.5%	1,522	42.1	19.8	\$404
Vancouver	7.3%	7.3%	4.9%	1,468	40.7	22.1	\$368
Major Urban Centres	8.4%	46.3%	33.2%	1,450	43.3	22.2	\$368
Rural Regions	10.3%	31.2%	47.6%	1,281	43.2	22.6	\$368
Canada	8.8%	100%	100%	1,362	42.8	21.9	\$367

benefit claimants in major urban centres received an average of 22.2 weeks of benefits, compared with 22.6 weeks for those in rural regions. ⁷⁴

The usage of EI regular benefits in major urban centres across Canada varied along patterns similar to those seen in the previous year. Among claimants in the six major urban centres, regular benefits claimants in Toronto had the longest average entitlement (45.9 weeks) in 2009/10, as well as the highest number of average weeks paid (24.1). This was a large increase over the previous year, when they had an average entitlement of 36.4 weeks and received 19.2 weeks, on average.

The longer average entitlement period was due mainly to the relatively high unemployment rate in the Toronto region throughout 2009/10. In addition, many of the temporary EI measures introduced under the Economic Action Plan greatly increased the average regular entitlement duration. As a result of the longer entitlement duration, as well as the difficult conditions of the regional labour market, EI beneficiaries in Toronto also received the most weeks of regular benefits, on average.

On average, as in previous years, regular benefits claimants in Calgary and Edmonton had two of the highest numbers of insured hours (1,534 and 1,522, respectively) and the highest weekly benefit rates (\$399 and \$404, respectively) among people in the largest census metropolitan areas. However, in previous years, claimants from Calgary and Edmonton also received the fewest weeks of benefits. That was not the case in 2009/10, when they received 22.4 weeks and 19.8 weeks, respectively. This result reflected the severe impact of the recent recession on the two metropolitan areas.

On average, regular claimants in Montreal had the fewest insured hours (1,382) in 2009/10 and the lowest weekly benefit rate (\$353), which was also the case in 2008/09. Finally, similar to the previous year, regular claimants in Ottawa had the shortest entitlement period, on average (39.1 weeks). More detailed information on the various elements discussed in this subsection can be found in Annex 4.

The difference in the composition of the labour market in various major urban centres helps to explain the differences in the usage of regular

⁷⁰ The local unemployment rates presented are those of El economic regions. These regional rates come from the LFS, with an adjustment made to include unemployment rates for status Indians living on reserve, as per section 54(x) of the Employment Insurance Act.

⁷¹ Shares of total employment for major urban centres and rural regions do not add up to 100%, as there are some regions classified as urban that are not considered major urban centres.

⁷² Shares of total regular claims for major urban centres and rural regions do not add up to 100%, as there are some regions classified as urban that are not considered major urban centres.

⁷³ Data on claim duration relate to claims established in 2008/09 to ensure all claims were completed. Note that many of these claims were completed in 2009/10.

⁷⁴ Data on claim duration relate to claims established in 2008/09 to ensure all claims were completed. Note that many of these claims were completed in 2009/10.



benefits. For example, the proportion of non-standard workers⁷⁵ in a labour market can account for some of the differences, as non-standard workers' labour market characteristics differ from those of standard workers. A recent study found that non-standard workers were significantly less well paid than standard workers in major urban centres. The study also found that non-standard workers had less employment tenure than standard workers. In 2009/10, among major urban centers, Vancouver had the highest share of non-standard workers (40.6%), followed by Montreal (36.7%), while Calgary had the lowest share (33.7%).

In 2009/10, all six major urban centres had a lower share of total regular claims than their share of total employment in Canada. Toronto, for instance, comprised 17.1% of total employment while accounting for 11.2% of total regular claims. Montreal comprised 11.2% of total employment while accounting for 10.7% of total regular claims.

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As of March 31, 2010, there were 293,060 claimants from the major urban centres and 209,110 claimants from the rural regions who had benefited from the Extension of El Regular Benefits temporary measure. Of the claimants that benefited from this temporary measure, those from the major urban centres comprised 45.6% of the total, while those from the rural regions comprised 32.6%.⁷⁷

As of March 31, 2010, there were 28,950 long-tenured worker claimants from the major urban centres and 19,960 claimants from the rural regions who had benefited from the Extension of El Benefits for Long-Tenured Workers temporary measure. Of the claimants that benefited from this temporary measure, those from the major urban centres comprised 46.5% of the total, while those from the rural regions comprised 32.0%.

3. El and Industries

In the context of globalization and structural changes occurring in key Canadian industries, EI usage can vary substantially across industries. This subsection provides an overview of EI usage by industry.

The recession that started in the fourth quarter of 2008 affected industries in different ways. In 2008/09, the mining and oil and gas extraction industry experienced an increase of 66.9% in the number of EI regular claims compared with the year before, while three other industries – management of companies and enterprises (+49.8%), professional, scientific and technical services (+48.8%), and manufacturing (+47.4%) – all experienced increases of nearly 50% during 2008/09. In contrast, the agriculture, forestry and hunting industry experienced a small decrease (-0.8%) in the number of EI regular claims in 2008/09, while the public administration (+2.9%) and educational services (+5.1%) industries experienced moderate increases over that same period.

However, as the labour market recovered from the recession, the four industries with the sharpest increases in the number of EI regular claims in 2008/09 had the most rapid declines in claims in 2009/10. The manufacturing industry, discussed further later in this subsection, had the sharpest decrease among all industries, with EI regular claims falling by 30.2%. The mining and oil and gas extraction industry recorded a 13.4% decrease in claims, while the management of companies and enterprises industry (-9.7%) and the professional, scientific and technical services industry (-4.3%) recorded modest declines.

In 2009/10, the largest share of EI regular claims came from the construction (17.8%), manufacturing (14.7%) and educational services (9.2%) industries. Together, they accounted for about 42% of all regular EI claims in 2009/10. Through the decade, these three industries represented over 40% of all regular claims established in a

⁷⁵ Non-standard workers are those engaged in part-time, seasonal, cyclical, temporary or own-account self-employed work, as opposed to full-time, full-year work.

⁷⁶ HRSDC, Trends in Employment Insurance (EI) Eligibility and El Benefit Adequacy of Non-Standard Workers in Large Urban Centres (Ottawa: HRSDC, Evaluation Services, 2009).

⁷⁷ Shares of total claims that benefited from the temporary measure from major urban centres and rural regions do not add up to 100%, as there are some regions classified as urban that are not considered major urban centres.



given year. Annex 2.3 presents detailed data tables on regular benefits by industry.

EI regular claims from the manufacturing industry decreased significantly (-30.2%) in 2009/10, after a sharp increase (+47.4%) in 2008/09 due to the increase of first-time claimants from to the recession (see Chart 14). This decrease returned the number of EI regular claims from manufacturing close to the pre-recession level of approximately 235,000 claims, after witnessing 340,600 claims in 2008/09. Prior to the recession, EI regular claims from manufacturing had decreased slightly for four consecutive years.

Historically, manufacturing has represented the largest share of EI regular claims of all industries. Indeed, due to the effects of the recession, this industry accounted for the largest share (20.7%) of EI regular claims established in 2008/09. However, due to the 30.2% decrease in 2009/10, manufacturing did not account for the largest share of EI regular claims that year, accounting for 14.7% of all EI regular claims. This proportion

was, however, significantly greater than manufacturing's share of employment (10.5%) in 2009/10.

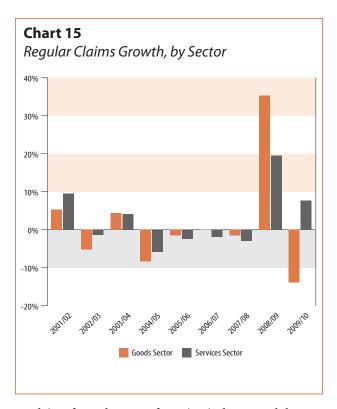
In 2009/10, the construction industry accounted for the largest share (17.8%) of EI regular claims, increasing from 17.0% in the previous year. This proportion is significantly larger than the construction industry's share of national employment (6.9%) in 2009/10. While claims from this industry increased by a relatively small 3.0% in 2009/10, there was a significant increase (+32.0%) of EI regular claims in 2008/09. The increase in 2008/09 was due mainly to the increase of first-time claimants during the recession. Historically, the construction industry has accounted for the second-largest share of EI regular claims throughout the last decade. Claimants in the construction industry benefit from one of the highest average weekly benefit rates among EI regular claimants. In 2009/10, claimants in this industry received an average weekly benefit rate of \$416, compared to \$380 received by claimants in manufacturing and \$367 by all claimants.

The educational services industry witnessed a 10.2% increase in the number of EI regular claims in 2009/10, which was one of the sharpest rises in any industry. The industry accounted for the thirdlargest proportion (9.2%) of EI regular claims, a pattern observed throughout the decade. Similar to its share of EI regular claims, the educational services industry accounted for 7.2% of national employment in 2009/10. Claimants from the educational services industry used 35.3% of their entitlement, whereas construction and manufacturing claimants used a higher average proportion 78 – 57.7% and 57.0%, respectively. This can be partly explained by the relatively high proportion (47.2%) of seasonal EI regular claimants in the educational services industry. Seasonal EI regular claimants in the educational services industry used only 28.4% of their entitlement weeks, which is relatively low compared with usage among claimants in other industries.

The goods-producing sector as a whole saw a decrease of 13.9% in the number of EI regular claims in 2009/10, mostly reflecting the large decrease in

⁷⁸ Proportion of entitlement weeks used relates to all completed claims initiated in 2008/09. Many of these claims were completed in 2009/10.





2009/10.⁷⁹ This was a significantly lower proportion than the services-producing sector's share of employment (78.0%) in 2009/10.

A recent HRSDC study⁸⁰ explores the differences between claimants across industries in terms of eligibility, proportion of entitlement used and weeks of unemployment covered by EI. The study shows that claims in some industries differ markedly from the rest in terms of EI outcomes. For instance, during the period the survey took place,81 claims from the agriculture, forestry and hunting industry were characterized by high eligibility, high benefit exhaustion and a large number of weeks of benefits being used. Claims from the educational services industry were characterized by high eligibility but low exhaustion rates, fewer EI entitlement weeks and fewer benefit weeks being used. These findings are consistent with the seasonal component of the educational services and agriculture, forestry and hunting industries. Lastly, claims in the retail trade

claims from the manufacturing industry and the relatively small increase from the construction industry (see Chart 15). In the previous fiscal year, however, claims from goods-producing industries had increased by 35.3%, due to large increases in manufacturing and construction. EI regular claims from the goods-producing sector totalled 39.0% of all EI regular claims in 2009/10. This was a significantly higher proportion than the goods-producing sector's share of employment (22.0%).

The services-producing sector experienced two continuous years of increases in the number of EI regular claims, showing a rise of 7.7% in 2009/10 after a 19.5% increase in the previous year. In 2009/10, claims in the services-producing sector and in the goods-producing sector moved in different directions for the first time in a decade. This points to the sharp impact the recent recession had on the goods-producing sector, as well as to the slower recovery in the services-producing sector. EI regular claims from the services-producing sector totalled 58.4% of all EI regular claims in

Canadian Industries and the Economic Action Plan

As of March 31, 2010, there were 249,440 claimants in the goods-producing sector and 376,830 claimants in the services-producing sector who had benefited from the Extension of El Regular Benefits temporary measure. Of the claimants that benefited from this temporary measure, those from the goods-producing sector comprised 38.8% of the total, while those from the services-producing sector comprised 58.7%.⁸²

As of March 31, 2010, there were 27,520 long-tenured worker claimants in the goods-producing sector and 33,820 claimants in the services-producing sector who had benefited from the Extension of El Benefits for Long-Tenured Workers temporary measure. Of the claimants that benefited from this temporary measure, those from the goods-producing sector comprised 44.2% of the total, while those from the services-producing sector comprised 54.4%.

⁷⁹ El regular claims from the goods-producing sector and the services-producing sector do not equal 100%, as 2.6% of El regular claims have been made from claimants whose industries are categorized as "unclassified".

⁸⁰ HRSDC, Use of Employment Insurance by Industrial Sector (Ottawa: HRSDC, Evaluation Directorate, 2008).

⁸¹ The Canadian Out of Employment Panel survey used in the evaluation covered the second and third quarters of 2001, 2002, 2005 and 2006.

⁸² Shares of claims that benefited from the temporary measure from the goods-producing sector and the services-producing sector do not equal 100%, as some of these claims have been made from claimants whose industries are categorized as "unclassified".

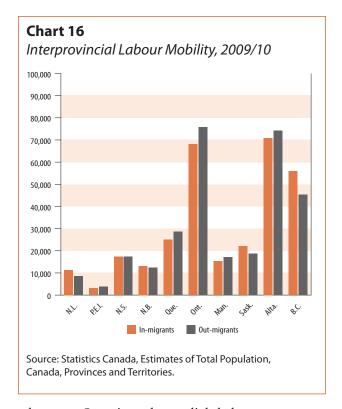
industry were characterized by low eligibility, high benefit exhaustion and fewer EI entitlement weeks. These outcomes can be attributed in part to the temporary and part-time nature of retail sector jobs.

4. Labour Mobility

As discussed in Chapter 1, the unemployment rate in Canada rose to 8.4% in 2009/10. Some provinces witnessed greater increases in their unemployment rate than others. Consequently, labour markets in some regions faced greater difficulties than those in other regions. Regional variations in unemployment rates persisted throughout the recession, which suggests that geographical rigidity exists in the Canadian labour market to some extent. Despite job availability in different regions of the country, workers sometimes are not able or willing to move. This contributes to pockets of higher unemployment. However, a significant movement of labour does take place, typically from regions of high unemployment and lower wages to regions of low unemployment and higher wages.

Demographic estimates⁸³ from Statistics Canada on labour mobility in 2009/10 showed that Ontario and Quebec - Canada's two largest provinces – had a negative net migration flow of population (-7,790 and -3,750, respectively). Alberta saw a decrease of in-migrants (-3,270) and an increase in out-migrants from the previous year, so it also recorded a negative net migration balance. This is a significant deviation from patterns over the last decade, when Alberta had a larger positive net migration balance than any other province in every year except 2007/08. British Columbia (+10,520), Saskatchewan (+3,360), and Newfoundland and Labrador (+2,750), on the other hand, experienced positive net migration totals in 2009/10 (see Chart 16).

There are two current trends in labour mobility in Canada: a clear movement from the east to the west, and movement among the provinces in the west. Most workers leaving the Atlantic provinces



relocate to Ontario and, to a slightly lesser extent, Alberta. The vast majority of those leaving Quebec move to Ontario, while those leaving Ontario move mainly to Alberta, as well as British Columbia and Quebec. Most of those leaving British Columbia move to Alberta, and vice versa. However, with the impact of the recession fully felt in 2009/10 in Alberta, the number of in-migrants to the province fell, as the province became a less attractive destination for workers.

A number of studies in the past decade have looked at the determinants of labour mobility and whether EI plays a role in the decision to migrate for employment. Results of these studies indicate that factors such as personal and labour market characteristics, as well as moving costs, play a key role in mobility decisions, ⁸⁴ while EI generosity does not seem to affect mobility decisions. ⁸⁵ It appears that EI is not a barrier to mobility, as eliminating regional EI extended benefits and regional EI differences in the VER would increase the volume of migration by less than 1%. ⁸⁶

⁸³ Demographic estimates from Statistics Canada are from the Estimates of Total Population, Canada, Provinces, and Territories.

⁸⁴ André Bernard, Ross Finnie and Benoît St-Jean, Interprovincial Mobility and Earnings (Ottawa: Statistics Canada, 2008).

⁸⁵ HRSDC, *The Impact of El Regional Boundary Revisions on Mobility in New Brunswick: Evidence from the LAD* (Ottawa: HRSDC, Evaluation Directorate, 2010).

⁸⁶ Kathleen M. Day and Stanley L. Winer, *Policy-Induced Internal Migration: An Empirical Investigation of the Canada Case* (Munich, Germany: CESifo Group, 2005).

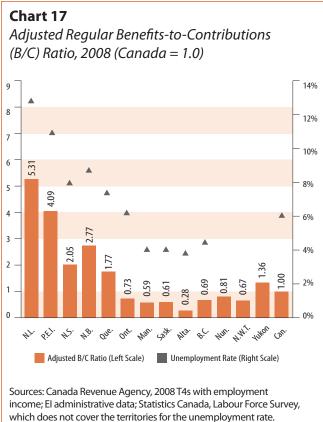


On January 16, 2009, the Government of Canada, provincial governments and territorial leaders agreed to foster greater labour mobility across Canada by endorsing a key amendment to the Agreement on Internal Trade (AIT). 87 The revised labour mobility chapter of the AIT provides that any worker certified in an occupation by a regulatory authority of one province or territory is to be recognized as qualified for that same occupation by all other provinces and territories. The agreement on full labour mobility came into effect on April 1, 2009. Ongoing monitoring may show the impact of the agreement on labour mobility and the extent to which it may help reduce regional labour market performance disparities.

5. Income Redistribution

EI, in its inherent program design, redistributes some income from high earners to low earners and from provinces and regions of low unemployment to provinces and regions of high unemployment.

To measure the extent of redistribution at a provincial level, each province's total of regular benefit payments received is divided by its total premiums collected. The result is then adjusted so that the Canadian average equals 1.0.88 The resulting ratio indicates whether a given province receives more in benefits than it contributes to the program or, conversely, pays more in premiums than it receives, relative to Canada as a whole. Therefore, a province or a territory with an adjusted ratio greater than 1.0 is a net beneficiary of the program. Accordingly, a province with an adjusted ratio below 1.0 is a net contributor to the program within the Canadian context. Annex 2.17 provides a detailed account of premiums paid and benefits received across different provinces and territories, gender, age groups and industries.



Based on the latest tax data available, the Atlantic provinces and Quebec continued to be net beneficiaries of the program in 2008, as they were in 2007, with adjusted ratios greater than 1.0, while Ontario and the western provinces remained net contributors, with adjusted ratios below 1.0 (see Chart 17). However, from 2007 to 2008, British Columbia and Ontario were the only provinces that saw an increase in their adjusted benefits-to-contributions ratio. At the same time, Newfoundland and Labrador, New Brunswick, Quebec and Saskatchewan all saw a large decrease in their adjusted benefits-to-contributions ratio. in future *Monitoring and Assessment Reports*, the

⁸⁷ For more details on the changes to the AIT, see http://www.pm.gc.ca/eng/media.asp?id=2385.

⁸⁸ In the absence of this adjustment, the ratio for Canada would be lower than 1.0, mostly because the numerator takes into account only regular benefits and, therefore, does not include other El payments. Province and territory are determined by the location of the employer for premiums and of the claimant for benefits.

impact of the recession on provincial benefits-tocontributions ratios will be clarified as more data become available.

In 2008, industries with a high degree of seasonality, such as agriculture, forestry, fishing and hunting (6.08), as well as construction (2.53), and arts, entertainment and recreation (1.87), continued to be strong net beneficiaries of the program, as they were in 2007. Manufacturing (1.54), which does not demonstrate the same degree of seasonality as the industries previously mentioned, also remained a net beneficiary.

Two of the aforementioned industries – agriculture, forestry, fishing and hunting, as well as manufacturing – had the largest increase among industries in their adjusted benefits-to-contributions ratio from 2007 to 2008, even though the two industries have very different characteristics. On the other hand, industries such as construction; arts, entertainment and recreation; and accommodation and food services experienced a significant decrease in their benefits-to-contributions ratio from 2007 to 2008.

An HRSDC study⁸⁹ states that older workers (aged 55 and older) are generally net beneficiaries of EI regular benefits. Even though workers aged 65 and older contribute more to the program than they receive in benefits, their premiums amount to only about 8% of what older workers in total contribute. Workers between the ages of 55 and 64, who represent the vast majority of older workers, more than offset this by being net beneficiaries.

As in 2007, older workers (1.20) and men (1.18) were net beneficiaries in 2008, according to the adjusted benefits-to-contributions ratios for EI regular benefits.

However, EI premiums are collected to pay for all types of EI benefits, not just regular benefits. When special benefits are also included, the redistributive impacts of EI change. When the adjusted benefits-to-contributions ratios are calculated for both EI regular and special benefits, the analysis shows that women (1.14) received more in regular and special benefits relative to

what they paid in EI premiums in 2008 than did men (0.90).

Similarly, workers aged 25 to 44 (1.18) received relatively more in regular and special benefits than they contributed to EI when compared with the other age groups. The 25 to 44 age group generally accounts for about 60% of special benefits claims, as they receive the vast majority of maternity and parental benefits. Conversely, when special benefits are added to regular benefits, older workers (0.94) are net contributors to the EI program.

6. Work-Sharing

Work-Sharing is an EI adjustment program designed to help employers and workers avoid layoffs when there is a temporary reduction in the normal level of business activity beyond the control of the employer. It provides income support in the form of Work-Sharing benefits to eligible workers who work a temporarily reduced work week while their employer recovers (i.e., returns to its normal level of business activity). The goal is for all participating employees to return to normal working hours by the end of the term of the Work-Sharing agreement.

The program helps employers retain skilled employees by helping them spread the work reduction across all of the employees in the work unit instead of laying off some of them. This, in turn, allows employers to avoid at least some of the costs of recruiting and training new employees when business returns to normal levels. It also helps employees maintain their skills and jobs by supplementing their wages with Work-Sharing benefits for the days they are not working.

Normally, Work-Sharing agreements can be signed for a minimum of 6 weeks to a maximum of 26 weeks, with a possible 12-week extension to a total of 38 weeks. Recognizing the level of uncertainty employers and workers faced during the recent recession, the federal government — through Budget 2009 and Canada's Economic Action Plan — introduced temporary changes to the Work-Sharing program to mitigate the effects of the recession on workers. Temporary changes included extending the length of agreements,

⁸⁹ HRSDC, El Payments and the GIS System (Ottawa: HRSDC, Evaluation Directorate, 2008).



easing the qualifying criteria for employers and streamlining the application process. Budget 2009 extended the maximum duration of Work-Sharing agreements by 14 weeks to a maximum duration of 52 weeks for applications received between February 1, 2009, and April 3, 2010. In recognition of continuing economic uncertainty, Budget 2010 allowed employers with existing or recently terminated agreements to extend them for up to an additional 26 weeks, to a maximum duration of 78 weeks. The flexibility in qualifying criteria was also continued for new Work-Sharing agreements. Both of these temporary changes will be in place until April 2, 2011. 90

As discussed in the following subsections, the number and value of signed Work-Sharing agreements, the volume and duration of Work-Sharing claims, and the amount of Work-Sharing benefits paid all increased significantly in 2009/10. These increases can be attributable to the recent recession and temporary changes to the Work-Sharing program as part of the Economic Action Plan.

6.1 Work-Sharing Agreements

In 2009/10, there were 7,718 Work-Sharing agreements started, a significant increase (+235%) from the 2,305 agreements in the previous year. Until the recent recession, which began in the third quarter of 2008/09, the number of agreements started had remained relatively low (see Chart 18). After a significant increase in the last quarter of 2008/09, the number of agreements started peaked in the first quarter of 2009/10 (at 3,225 agreements), leading to significant decreases in the second (-20.5%) and third (-59.9%) quarters of that fiscal year. Despite this late decrease, the number of Work-Sharing agreements started in the first three quarters of 2009/10 remained well above the levels reported in the two previous fiscal years.

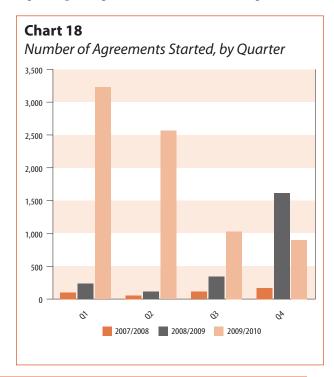
Of all agreements started in 2009/10, 44.9% were in the manufacturing industry. By comparison, the second-highest percentage of agreements was in the professional, scientific and technical services

industry at 8.9%. Ontario (47.0%), Quebec (19.8%), British Columbia (17.0%) and Alberta (11.2%) accounted for 95.0% of the Work-Sharing agreements started in 2009/10. Given the high concentration of the manufacturing industry in Ontario, high usage of the Work-Sharing program in this province was expected.

Small and medium-sized enterprises continue to participate in the majority of Work-Sharing agreements. In 2009/10, over two thirds (70.1%) of the agreements started involved firms with fewer than 50 employees, compared with 51.1% in 2008/09. A further 23.1% of agreements started involved firms with 51 to 499 employees. Only 3.4% of agreements started involved large firms that employ 500 or more people, compared with 7.1% in 2008/09.91

6.2 Work-Sharing Claims

As illustrated in Chart 19, Work-Sharing usage increases during periods of rising unemployment and decreases during times of economic recovery. In 2009/10, claimants established 127,880 Work-Sharing claims. ⁹² This amount set a new historical high, surpassing the 125,262 Work-Sharing claims



⁹⁰ Note that all extensions granted to agreements under these temporary measures must end no later than April 2, 2011.

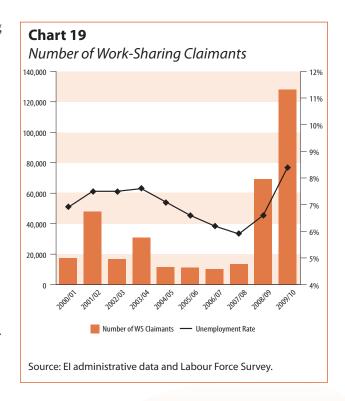
⁹¹ Note that before June 2009, firms did not have to complete the "Total Employees" field on the Work-Sharing agreement form; therefore, the remainder of firms (3.4%) fell into the "unknown" category.

⁹² The number of claims established does not always reflect the total number of participants listed in a Work-Sharing agreement. For instance, it excludes claims established in 2008/09 that were still active in 2009/10.

established in 1990/91. The volume of Work-Sharing claims established in 2009/10 also represents a significant increase over the two previous years, as there were 69,380 new claims in 2008/09 and 13,450 new claims in 2007/08. Similar to the volume of new claims, the amount paid in Work-Sharing benefits for both new and active claims has increased significantly in recent years, to \$56.4 million in 2008/09 and to a record \$294.7 million in 2009/10. These payments are significantly greater than those made in the years prior to the recent recession (\$14.5 million in 2007/08 and \$8.7 million in 2006/07).

Even though the total number of new Work-Sharing claims remained high in 2009/10, these claims were not evenly distributed throughout the year. Chart 20 shows that the volume of new Work-Sharing claims peaked in the fourth quarter of 2008/09 and the first quarter of 2009/10. A gradual decline in initial claims established in the remaining three quarters of 2009/10 corresponds to the first three quarters of the recovery. Nevertheless, Work-Sharing claims established in the last two quarters of 2009/10 remain at levels well above those for the same quarters in 2007/08 — over 404% higher for the third quarter and 106% higher for the fourth quarter.

Similarly, Work-Sharing payments increased significantly in the last quarter of 2008/09 and the first two quarters of 2009/10. Even though these payments started to decrease in the last two quarters of 2009/10, they remained high not only when compared with those in previous quarters but also when compared with the number of new claims being established. This is explained by the fact that even though the number of Work-Sharing claims established has gradually decreased, the duration of the claims already in place is longer than that in previous years.



Work-Sharing Benefits Paid and the Economic Action Plan

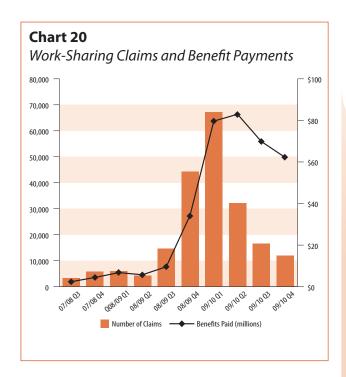
Based on administrative data and analysis of previous recessions, it is estimated that the changes to the Work-Sharing program implemented as part of the Economic Action Plan in Budget 2009 account for 70% of the Work-Sharing payments made in 2009/10. This corresponds to \$206.3 million paid in additional Work-Sharing benefits.



6.3 Profile of Work-Sharing Claimants

Historically, the number of Work-Sharing claims is directly associated with changes in the production levels of the manufacturing sector, as this industry accounts for the majority of these claims. An evaluation of the usage of the Work-Sharing program⁹³ shows that since 1990/91, claimants from the manufacturing industry have consistently accounted for two thirds of the total beneficiaries of the program. This proportion remained high during the latest recession, at 81.3% in 2008/09 and 73.8% in 2009/10. This is down slightly from the proportions observed in previous years because the difficult economic conditions have provided an impetus for other industries to use the Work-Sharing program to a greater degree.

As mentioned in Chapter 2, Ontario and Quebec continued to account for a large proportion of Work-Sharing claims in 2009/10 (46.7% and 26.2% respectively). British Columbia represented 10.2% of all Work-Sharing claims, while Alberta increased its proportion significantly from 2.4% in 2008/09 to 9.7% in 2009/10. Together, these four provinces accounted for 92.8% of all Work-Sharing claims established in 2009/10. Of the 118,710 Work-Sharing claims that originated in Ontario, Quebec, British Columbia and Alberta, 52.9% were made in the first quarter and 25.4% were made in the second quarter of 2009/10. Within Ontario, 76.4% of Work-Sharing claims originated in the manufacturing industry; 80.7% of Quebec claims, 57.9% of Alberta claims and 53.9% of British Columbia claims also originated



Duration of Work-Sharing Claims and the Economic Action Plan

The average duration of Work-Sharing claims increased significantly as a result of the recession and the changes to the Work-Sharing program introduced under the Economic Action Plan. Work-Sharing claims established in 2008/09⁹⁴ lasted 20.6 weeks, on average, compared with 11.4 weeks and 13.9 weeks for claims established in 2006/07 and 2007/08, respectively. An evaluation of the usage of the Work-Sharing program⁹⁵ shows that the average duration of Work-Sharing claims increased significantly for claims established in 2008/09 compared with claims established in previous years since 1990/91.

Administrative data show that 11,226 Work-Sharing claims established in 2008/09 (15.2%) extended beyond 38 weeks and, therefore, these claimants benefited from the extensions to Work-Sharing agreements included under the Economic Action Plan.

These measures only began in the last quarter of 2008/09. Work-Sharing agreements will remain eligible for extensions until April 2011. Therefore, as it is necessary to rely on completed claims to analyze duration, the analysis of the full impact of the measures on the duration of Work-Sharing benefits can only be preliminary in this report and the next one. It will be more conclusive in the 2012 report.

⁹³ HRSDC, Usage of the Work-Sharing Program: 1990/91 to 2009/10 (Ottawa: HRSDC, Evaluation Services Directorate, 2010).

⁹⁴ Claims established in 2008/09 are used in order to ensure that all claims analyzed have been completed. Note that most of these claims were completed in 2009/10.

⁹⁵ HRSDC, Usage of the Work-Sharing Program: 1990/91 to 2009/10 (Ottawa: HRSDC, Evaluation Services Directorate, 2010).

in that industry. By comparison, employees in the manufacturing industry established 14.7% of regular claims in 2009/10.

Consistent with the demographics of the manufacturing industry, over 70% of Work-Sharing claimants in any given year are male and about 80% of claimants are aged between 25 and 54. In 2009/10, men made 72.2% of Work-Sharing claims and people aged 25 to 54 made 79.1% of Work-Sharing claims. These findings are consistent with the demographic profile of Work-Sharing claimants reported in the study on the usage of the Work-Sharing program.⁹⁶

7. Career Transition Assistance Initiative

The recession in 2008 and 2009 accelerated ongoing structural changes in the economy. Workers between the ages of 25 to 54 with significant labour force attachment were the hardest hit, representing almost 80% of all net job losses in that time period. Some displaced workers, especially those with specialized and non-transferable skills, will face significant challenges in finding employment of similar quality as the recovery takes hold.

As part of Canada's Economic Action Plan, the federal government introduced the Career Transition Assistance (CTA) initiative to support long-tenured workers who engage in full-time, long-term training to update their skills and acquire new ones. CTA encourages unemployed long-term workers to take training early in their benefit period and be ready for employment opportunities as Canada emerges from the recession.

This initiative came into force on May 31, 2009 and applies to long-tenured workers who established a claim between January 25, 2009 and May 29, 2010. The CTA initiative, which has been implemented in partnership with the provinces and territories, has two components.

 The Extended Employment Insurance and Training Incentive (EEITI) increases the duration of EI Part I income support offered to long-tenured workers pursuing long-term training from a minimum of 20 weeks to a

- maximum of 104 weeks, including the twoweek waiting period. This extension includes up to 12 consecutive weeks of EI regular benefits following the completion of training to help participants find a new job. This initiative is a pilot project.
- The Severance Investment for Training Initiative (SITI) allows earlier access to EI Part I regular benefits for eligible claimants who invest all or part of their severance package in at least 10 weeks of training. SITI participants who meet the eligibility requirements of the EEITI can participate in both measures.

The impact of the CTA initiative cannot be fully assessed yet, since participants were still joining the initiative as of March 31, 2010. CTA participants may begin training at any time within or after their benefit period, and their training may take significant time. The following analysis is therefore based on preliminary data and evaluations of the CTA initiative.

As of March 31, 2010, a total of 9,280 participants had registered in the CTA initiative. Of these individuals, 3,060 engaged in long-term training and received a total of \$11.8 million in extended EI regular benefits in 2009/10. Each training participant received an average of \$3,845 in additional benefits under the CTA initiative. In 2009/10, most registered CTA participants were still receiving their original regular benefits entitlement. As a result, they will receive additional benefits under the CTA initiative once they exhaust their initial regular entitlement.

Administrative data show that 56.1% of all CTA registered participants were male and 43.9% were female. Most CTA participants were in the prime age category; 62.2% were between 25 and 44 years of age and 29.4% were between 45 and 54 years of age. Almost all CTA participants were either first-time (64.3%) or occasional (33.0%) claimants because, to be eligible, EI clients had to be long-tenured workers who had made limited use of the EI program in the last 10 years. Ontario and Quebec accounted for over 70% of the total CTA participants (36.5% and 35.6%, respectively), followed by British Columbia and Alberta, which accounted for 11.2%

⁹⁶ HRSDC, Usage of the Work-Sharing Program: 1990/91 to 2009/10 (Ottawa: HRSDC, Evaluation Services Directorate, 2010).



and 4.4% of CTA participants, respectively. Among all CTA participants, only 4.7% took advantage of both SITI and EEITI, 1.1% took advantage of SITI only, and the great majority (94.2%) took advantage of EEITI only.

An evaluation study of the CTA initiative⁹⁷ shows that CTA participants registered to take 44 weeks of training, on average, compared with 15 weeks for other claimants taking training but not under CTA. Those who participated only in EEITI took 44 weeks of training, on average, compared with 36 weeks taken by those who participated only in SITI, and 45 weeks taken by participants who combined EEITI and SITI. These findings are in line with the intent of the CTA initiative to support long-term training. The evaluation also finds that CTA participants waited 17 weeks, on average, before starting their training, compared with an average of 10 weeks for participants in other training initiatives. These lengthier waiting periods are likely linked to the less frequent scheduling of long-term training available through community colleges. In addition, the evaluation shows that CTA trainees were more likely than other claimants to have more than 10 years of tenure in their previous jobs, to have worked in the manufacturing industry and to have a skill level corresponding to positions requiring a high school diploma or less.

III. PROMOTING WORK ATTACHMENT

The EI program strives to find a balance between providing adequate income benefits and encouraging work attachment. Several features of the program encourage labour market attachment; however, the analysis in this section focuses on four specific elements: the divisor, the Small Weeks provision, the Working While on Claim provision, and the EI and pilot projects (Working While on Claim, NERE, Extended EI Training Incentive and Best 14 Weeks).

1. Divisor

A claimant's weekly benefit rate is determined by dividing earnings accumulated during the 26-week period before the establishment of the claim by the number of weeks the claimant worked during that period. To encourage claimants to accumulate as much work as possible, a minimum divisor is applied. The minimum divisor is two weeks more than the minimum number of weeks of work⁹⁸ required to qualify for benefits. It ranges from 14 to 22 weeks, depending on the regional rate of unemployment. For instance, if a claimant lives in a region with an unemployment rate of 9.5%, earnings accumulated during the 26-week rate calculation period will be divided by the greater of 18 weeks or the number of weeks in which the claimant had earnings. The divisor encourages workers to have longer employment spells, as claimants have a strong incentive to work additional weeks before claiming EI benefits in order to avoid a reduced weekly benefit rate.

Table 8 *Non-Pilot Region Claimants Affected by the Divisor in 2009/10*

	% of Claimants	% of Regular Claims
	Affected by the Divisor	
Gender		
Male	59.6%	60.3%
Female	40.4%	39.7%
Age		
Under 25	12.7%	11.9%
25-44	45.2%	47.8%
45–54	23.1%	24.3%
55 and over	19.1%	16.0%
El History		
First-Time Claimants	25.1%	46.4%
Occasional Claimants	47.6%	31.7%
Frequent Claimants	27.3%	21.8%

⁹⁷ HRSDC, Preliminary Analysis of the Career Transition Assistance (CTA) Initiative (Ottawa: HRSDC, Evaluation Directorate, 2010).

⁹⁸ The number of hours required under the VER provision is converted into weeks using a 35 hours/week factor.

Since the calculation of weekly benefit rates for claimants in the Best 14 Weeks pilot regions is subject to different parameters, the divisor only affects claimants in the non-pilot regions. In 2009/10, the divisor decreased benefits for only 24,920 claimants or 2.3% of regular claims in the non-pilot regions. This percentage was the same as that in 2008/09. Had the pilot project not been in place, the divisor would have affected 4.9% of regular claims in regions included in the pilot project.

In 2009/10, claimants affected by the divisor received lower average weekly regular benefits (\$294) than did claimants not affected by the divisor (\$368). Table 8 shows that in 2009/10, the divisor was more likely to affect older claimants (55 and over), frequent claimants and, especially, occasional claimants in the non-pilot regions than other groups, in the context of their share of regular benefits.

2. Small Weeks Provision

As previously mentioned, EI benefits are calculated using earnings in the 26 weeks before the establishment of a claim. During that period, weeks with relatively lower earnings could reduce the benefits claimants receive. The objective of the Small Weeks provision is to encourage individuals to accept all available work by excluding weeks of earnings below \$225 from the benefit rate calculation, provided that the number of weeks of earnings exceeds the minimum divisor.

The Small Weeks provision was tested through pilot projects, first from 1997 to 1998 and again from 1998 to 2001, in 31 economic regions. An evaluation study in 2001 on the later pilot project found that it had increased total weeks of work by approximately 2.1 and 2.4 weeks for male and female participants, respectively, in the 26 weeks prior to their job separations. The study also estimated that from November 1998 (start of the

Small Weeks pilot project) to August 2000, the Small Weeks pilot project increased the total income (additional employment earnings plus additional EI benefits) of an average female participant by \$658, and of an average male participant by \$820. Based on these positive results, Small Weeks was made a permanent provision of the EI program in November 2001.

As of November 2005, the Best 14 Weeks pilot project, described later in this section, replaced the Small Weeks provision in several regions of high unemployment. As a result, the Small Weeks provision has not applied to these EI regions. Accordingly, the following analysis is based on the EI regions where the Best 14 Weeks pilot project was not in effect.¹⁰¹

In 2009/10, the Small Weeks provision affected 253,791 claims, an increase of 13.0% from the previous year. Claims affected by the Small Weeks provision as a proportion of all claims increased from 15.5% in 2008/09 to 17.4% in 2009/10. 102 These claimants received \$16 more per week in 2009/10, on average, than they would have otherwise received without the provision. Without the provision, average weekly benefit rates for claimants affected by the Small Weeks provision would have been \$252 instead of \$268.

As noted in previous *EI Monitoring and Assessment Reports*, the Small Weeks provision benefits youth, women and non-frequent claimants the most. In 2009/10, it benefited 26.4% of young claimants but only 18.6% of older workers. The share of women who benefited was almost twice that of men (22.9% vs. 12.8%). In 2009/10, occasional and first-time claimants benefited more than frequent claimants did from this provision: 19.3% of occasional claimants and 17.4% of first-time claimants received higher weekly benefits as a result of the provision, while only 14.3% of frequent claimants did.

⁹⁹ The Best 14 Weeks pilot project is currently in effect in 25 of the 58 El economic regions. The divisor applies in the remaining 33 El economic regions.

¹⁰⁰ HRSDC, An Evaluation of the El Pilot Project on Small Weeks, 1998–2001 (Ottawa: HRSDC, Evaluation Directorate, 2001).

¹⁰¹ The Best 14 Weeks pilot project applied to 23 El economic regions from October 2005 until October 2008. The project has been extended from October 2008 until June 2011 in 25 El economic regions.

¹⁰²On October 25, 2008, the Best 14 Weeks pilot project applied to a new group of El economic regions. Note that the number and proportion of claimants subject to the Small Weeks provision may have been affected by that change.



Overall, the Small Weeks provision has increased the work attachment of unemployed workers by encouraging them to accept part-time and temporary jobs. Not only were workers encouraged to take on more work, but they also received higher weekly benefits than they would have if the Small Weeks provision had not been in place.

3. Working While on Claim Provision

The Working While on Claim provision¹⁰³ is designed to encourage work attachment by allowing claimants to accept available work without being penalized. Under the provision, claimants may earn the greater of 25% of their weekly benefits or \$50, without a reduction in their weekly benefits. Employment earnings above this threshold are deducted dollar-for-dollar from the claimant's weekly benefits. If a claimant's weekly benefits are reduced to zero, that week of entitlement may be deferred for later use within the same benefit period.

A pilot project was tested in 23 EI economic regions from December 11, 2005, to December 6, 2008. As discussed further in the following pilot project subsection, it tested whether allowing beneficiaries to earn the greater of \$75 or 40% of their weekly benefits without any deduction, instead of the greater of \$50 or 25% of their weekly earnings, would encourage them to accept all available work during their EI claim. As of December 7, 2008, the pilot project was re-introduced for a two-year period and extended to all regions of Canada. On October 12, 2010, the pilot was extended until August 6, 2011 to allow for further testing through a period of economic recovery.

EI administrative data show that 910,410 of all regular benefit claimants who established a claim in 2008/09¹⁰⁴ worked while on claim. This represents a 27.9% increase over the previous year's figure.

Claimants who worked while on claim represented 54.6% of all regular claims established in 2008/09. This proportion did not change significantly from the one in the previous year (54.1%). This shows that the likelihood of finding employment while on claim is relatively high.

Since the Working While on Claim pilot was extended to all regions in Canada on December 7, 2008, it is not possible to compare the impact of the pilot versus the impact of the legislated provision for 2008/09. Of all claimants who worked while on claim and established a claim in 2008/09, 94.1% were affected by the pilot project threshold, while only 5.9% were affected by the Working While on Claim provision threshold, before the pilot was made national. Since the Working While on Claim pilot is now available nationally, further analysis will not distinguish between pilot and non-pilot regions, as previous *EI Monitoring and Assessment Reports* did.

Consistent with the situation in the past few years, frequent claimants were more likely to work while on claim than other claimants. Frequent claimants made up 30.8% of regular claims established in 2008/09 and 36.4% of regular claimants who worked while on claim. This proportional difference is consistent with the one observed over time, in both the pilot and non-pilot project regions. These results reflect the fact that many frequent claimants have sporadic work patterns throughout the year, which are interspersed with periods during which they claim EI benefits. This work pattern may allow them to accumulate sufficient hours during their 52-week benefit period to subsequently qualify for another claim. Although frequent claimants have represented an important proportion of regular claimants and especially of those working while on claim, both of these proportions decreased when compared with previous years, dropping by

 $^{^{\}rm 103}$ The provision applies to regular, parental and compassionate care benefits.

¹⁰⁴Data and analysis on the Working While on Claim provision relate to regular claims established in 2008/09 to ensure all claims were completed. Note that most of these claims were completed in 2009/10.

6.0 and 6.9 percentage points, respectively. This is mainly due to the fact that the latest recession added a disproportionate number of first-time claimants to those establishing regular claims and working while on claim.

First-time claimants continued to be underrepresented among those who worked while on claim. First-time claimants accounted for 38.4% of all completed regular claims established in 2008/09 and 32.8% of regular claimants who worked while on claim. Despite this underrepresentation, and as mentioned above, the proportion of first-time regular claimants and first-time regular claimants working while on claim both increased significantly (+6.2 and +6.5 percentage points, respectively) due to the effects of the recession.

Among claimants who established a claim in 2008/09, 60.0% of weeks worked while on claim resulted in EI regular benefits reduced to zero, preserving those weeks of entitlement. Similar results were observed for claimants who established their claims in 2007/08 and 2006/07. However, in those cases, a slightly higher percentage of weeks being deferred was observed in non-pilot regions compared to pilot regions. Combined, these findings suggest that not only are people able to find work while on claim (over half of regular claimants did), but they are also likely to earn sufficient income to fully defer EI regular benefits (around 60% of the weeks they worked reduced their benefits to zero).

Use of the Working While on Claim provision varied according to claimants' past use of the program. Among first-time claimants who established a claim in 2008/09, only 46.8% of weeks worked resulted in the deferral of those weeks. For frequent claimants, however, 70.6% of weeks worked resulted in a deferral of those weeks. For occasional claimants, the proportion fell between that of first-time and frequent claimants, at 58.4%.

First-time claimants were more inclined than other claimants to accept work that partially reduced their weekly EI regular benefits. For claims established in 2008/09, 38.7% of the weeks worked by first-time claimants partially reduced their benefit payments, compared with only 16.7% for

frequent claimants. This may be due to the fact that frequent and occasional claimants understand the program better than first-time claimants do.

Claimants who worked while on claim did so for an average of 12.6 weeks, one full week longer than the average reported for claims established in both 2006/07 and 2007/08. On average, frequent claimants worked more weeks while on claim (14.1 weeks) than first-time claimants did (11.2 weeks). The average number of worked weeks while on claim increased for all firsttime, occasional and frequent claimants. This general increase in the number of weeks worked while on claim can be attributable to the effect of the recession on regular benefit duration and to the availability of additional weeks of regular benefits under Canada's Economic Action Plan. As reported in the Adequacy section above, claimants who established a regular benefits claim in 2008/09 used 21.9 weeks, on average, compared with 18.7 weeks for claimants who established claims during the previous year.

4. Pilot Projects

Four pilot projects were in effect in 2009/10. Pilot projects allow the government to test and assess the labour market impacts of new approaches designed to assist unemployed individuals, before considering a permanent change. EI pilot projects provide valuable information on the effects of program changes in labour markets where EI plays a particularly important role. Together, the four pilot projects increase access to and the generosity of EI, while encouraging labour force participation.

Since the four pilot projects were still in effect as of March 31, 2010, it is not possible to fully assess their performance in this report. Nevertheless, it is possible to analyze the pilot projects' partial performance based on preliminary administrative data and existing evaluation studies.

During 2009/10, the following pilot projects were in effect in all 58 EI economic regions: Working While on Claim, and the Extended Employment Insurance and Training Incentive.



4.1 Working While on Claim Pilot Project

The Working While on Claim pilot project was established to determine whether allowing claimants to earn the greater of \$75 or 40% of weekly benefits before their benefits are reduced, instead of \$50 or 25%, would encourage them to accept all available work while receiving EI benefits. The pilot project ran from December 11, 2005, to December 6, 2008. It was then re-introduced and extended from 23 high unemployment regions to all 58 regions from December 7, 2008, until August 6, 2011.

An evaluation of the profile of the pilot project's beneficiaries¹⁰⁵ indicates that the effects of the Working While on Claim pilot project have been greatest among women, single parents, part-time workers, temporary workers, unskilled workers and workers laid off in the manufacturing and public sectors. The evaluation also shows that before the pilot project was extended to all 58 regions, working while on claim was more common in the pilot regions than in the non-pilot regions. This is consistent with the findings reported in previous *EI Monitoring and Assessment Reports*. For a more detailed analysis of this pilot project, see the previous Working While on Claim Provision subsection in this section.

4.2 Extended Employment Insurance and Training Initiative Pilot Project

The Extended Employment Insurance and Training Incentive (EEITI) is part of the Career Transition Assistance (CTA) temporary measure included under Canada's Economic Action Plan. For a detailed analysis of the CTA initiative and its components, including EEITI, please see subsection 7 in section II of this chapter.

During 2009/10, the following pilot projects were in effect in 25 regions of high unemployment:¹⁰⁶ NERE and Best 14 Weeks.

4.3 New Entrant/Re-Entrant (NERE) Pilot Project

The NERE pilot project was aimed at individuals who are new to the labour market or returning after an extended absence. It was designed to determine whether giving them access to EI regular benefits after 840 hours of work rather than 910 hours, and informing them of EI employment training programs, would improve their employability and help reduce their future reliance on EI regular benefits. The pilot project began on December 11, 2005, and was scheduled to run until December 7, 2008. To better assess its effects, however, it was extended until December 4, 2010. 107

In 2009/10, a total of 7,580 claimants benefited from the NERE pilot project. Administrative data show that youth and first-time claimants benefited the most from it. Of those claimants who benefited from the pilot project, 32.6% were under 25 years of age, while they represented only 11.3% of all regular claimants in the pilot project regions. Similarly, first-time claimants represented 74.3% of the population that benefited from the NERE pilot project and only 22.7% of all regular claimants in the pilot project regions.

An evaluation study on the profile of the pilot project's beneficiaries¹⁰⁸ shows that youth, lowincome family individuals and those whose last job was temporary were more likely than other people to gain access to EI benefits under the 840-hour threshold. The evaluation also estimated that about 2.7% of the regular claimants in the pilot regions – that is, NEREs with qualifying hours in the range of 840 and 909 hours – benefited from the NERE pilot project.

Another evaluation study analyzing the effects of the NERE pilot project¹⁰⁹ shows significant evidence of a change in the labour market behaviour by NEREs in response to the pilot project. After the pilot project was introduced, the proportion of NEREs qualifying for regular benefits after having accumulated between 840 and 909 hours increased,

¹⁰⁵ Costa Kapsalis, *Profiles of Beneficiaries of Three Employment Insurance Pilots: Update Study* (Ottawa: Data Probe Economic Consulting Inc., 2010).

¹⁰⁶ Pilot projects were initially implemented in regions with an unemployment rate of 10% or higher before implementation. When they were renewed in 2008, they included regions with a rate of 8% or higher before the renewal.

¹⁰⁷ The Nere pilot project expired, as scheduled, on December 4, 2010.

¹⁰⁸ Costa Kapsalis, *Profiles of Beneficiaries of Three Employment Insurance Pilots: Update Study* (Ottawa: Data Probe Economic Consulting Inc., 2010).

¹⁰⁹ HRSDC, Evaluation Report on the Impacts of the El Pilot Project on Increased Access to Benefits by New Entrants and Re-Entrants (Ottawa: HRSDC, Evaluation Directorate, 2010).

while the proportion of NEREs qualifying for regular benefits after accumulating between 910 and 949 insurable hours decreased. This finding suggests that employees in the NERE pilot project regions have some flexibility in adapting their work patterns. A summative evaluation study of the NERE pilot project¹¹⁰ shows that even though the pilot gave more NEREs access to EI regular benefits, it did not increase their participation in training activities offered under EI Part II.

4.4 Best 14 Weeks Pilot Project

The Best 14 Weeks pilot project tests whether making EI benefits more reflective of full-time work earnings for people with sporadic work patterns, encourages claimants to accept all available work. Specifically, it calculates the weekly benefit rate using a claimant's 14 highest weeks of insurable earnings in the qualifying period (52 weeks). The pilot project, which came into effect on October 30, 2005, was scheduled to end on October 25, 2008, but was re-introduced after and extended until June 25, 2011.

Administrative data indicate that 397,756 claimants benefited from the Best 14 Weeks pilot project in 2009/10,111 an increase of 4.4% from the previous year. Claimants benefiting from the pilot project represented 56.3% of total claimants in the pilot regions, an increase from 53.7% in 2008/09. In 2009/10, women were more likely to benefit from the Best 14 Weeks pilot project; 74.0% of women in the pilot regions benefited from it, compared with 45.1% of men. Similarly, youth in the pilot regions were more likely to benefit from it; 73.9% of those under 25 received a higher weekly benefit compared with 54.0% of claimants aged between 25 and 54 and 54.0% of claimants aged 55 or older. First-time (61.6%) and occasional (63.1%) claimants were more likely to benefit from the pilot project than were frequent claimants (48.6%).

In 2009/10, had it not been for the Best 14 Weeks pilot project, the average weekly benefit of the affected claimants would have been approximately \$284 instead of \$325. This suggests that claimants who benefited from the Best 14 pilot project had a weekly benefit rate that was on average \$41 higher than it would have been prior to the pilot project and small weeks.

An evaluation study of the profile of pilot project beneficiaries¹¹² indicates that women, youth, low-income family individuals, service industry workers and non-seasonal claimants were more likely to benefit from the Best 14 Weeks pilot project. In addition, this evaluation shows that from December 2005 to April 2009, approximately 62% of claimants in the pilot regions received higher benefits as a result of the Best 14 Weeks pilot project. EI administrative data and evaluation studies point to similar results in terms of the profile of regular claimants benefiting from the Best 14 Weeks pilot project and the higher benefits they received.

IV. EVALUATION OF EMPLOYMENT BENEFITS AND SUPPORT MEASURES

The objective of Part II Employment Benefits and Support Measures (EBSMs) is to help individuals obtain and keep employment. Under the terms of the bilateral Labour Market Development Agreements (LMDAs), the EBSMs must be evaluated. At the time of the evaluations discussed here, the agreements called for a two-phased approach consisting of a formative and a summative evaluation. Formative evaluations examine issues of program design, delivery and implementation. Summative evaluations measure net impacts and determine the extent to which programs achieve their goals, remain relevant to government priorities and are cost effective. Since various methodological approaches were used in the evaluations to assess cost-effectiveness, it was not possible to summarize these findings; however, the

¹¹⁰ Carole Vincent, The NERE Pilot Project Evaluation: Summary of Results for the 2009 Employment Insurance Monitoring and Assessment Report (Ottawa: Social Research and Demonstration Corporation, 2009).

¹¹¹ The analysis on the effect of the Best 14 Weeks pilot project does not take into account the potential effects of the Small Weeks provision.

¹¹² Costa Kapsalis, Profiles of Beneficiaries of Three Employment Insurance Pilots: Update Study (Ottawa: Data Probe Economic Consulting



cost-effectiveness results can be found in the summative evaluation final reports posted on the HRSDC website (http://www.rhdcc-hrsdc.gc.ca/eng/publications_resources/evaluation/index_2.shtml#_9).

1. Status of the Evaluations

Formative evaluations were completed for all jurisdictions between 1999 and 2002. The cycle of summative evaluations is near completion, with findings available in 12 jurisdictions:¹¹³ British Columbia, Alberta, Saskatchewan, Ontario,¹¹⁴ Quebec, Nunavut, Newfoundland and Labrador, New Brunswick, Prince Edward Island, Nova Scotia, Yukon, and the Northwest Territories.

HRSDC is planning a new round of evaluations of the EBSMs delivered under the LMDAs, designed to build on the knowledge collected and lessons learned to date on the effectiveness of these interventions. The evaluations will be conducted in accordance with the provisions of the new bilateral agreements, which call for periodic evaluations of the impacts and effectiveness of the EBSMs. The approach for these new evaluations will be developed in consultation with partners involved in the design, delivery and evaluation of the EBSMs in the provinces and territories.

2. Summative Evaluation Design

The core summative evaluation methodology compares the pre- and post-program experiences of participants with those of similar individuals who did not participate in the program in order to measure incremental impacts (that is, results attributable to the program).¹¹⁵ In calculating net

impacts, the evaluations focus on start and end dates of program participation¹¹⁶ and report program results based on the principal EBSM, or similar program, taken by clients.

The summative evaluations were done in different years and client impacts were measured relative to different reference periods. The reference periods used to assess net impacts on participants in all of the completed evaluations fall between 1998 and 2004.¹¹⁷

3. Findings, by Intervention Type

The following paragraphs present the net impact findings from 11 of the 12 completed summative evaluations: British Columbia, Alberta, Saskatchewan, Ontario, Quebec, Newfoundland and Labrador, New Brunswick, Prince Edward Island, Nova Scotia, Yukon and the Northwest Territories. Nunavut is not covered in this discussion because net impacts were not measured there due to methodological constraints.

Results are presented by intervention type for three outcome indicators: employment (annual hours of employment and annual number of weeks in full-time employment); ¹¹⁸ annual earnings and annual number of weeks of EI benefits received. ¹¹⁹ They are also presented by type of EBSM and by the claimant's status (active or former). Active claimants are individuals with an active claim at the start of the intervention, while former claimants are individuals who closed an EI claim in the three years preceding the intervention or began a parental or maternity claim in the preceding five years. The following summary outlines the proportion of the labour

¹¹³The summative evaluation is underway in Manitoba and preliminary findings are expected in spring 2011.

¹¹⁴ Ontario signed a transfer LMDA to deliver EBSMs that took effect on January 1, 2007. The Ontario summative evaluation results presented in this summary pertain to EBSMs that were delivered federally.

¹¹⁵ A reference group was used in some jurisdictions when it was not possible to find an adequate comparison group.

¹¹⁶Based on administrative data, a unit of analysis termed an action plan equivalent (APE) is derived and used in the summative evaluations. In every jurisdiction except Quebec, it is either a single intervention or a series of interventions no more than six months apart. In Quebec, it is either a single intervention or a series of interventions no more than four months apart.

¹¹⁷The net impact analysis was conducted on participants who completed an APE during the reference period. For each evaluation, this reference period needed to be early enough that sufficient data were available for post-program analysis. Generally, this meant an interval of three years after the end of the reference period. Some evaluations focused on one-year reference periods, while others had reference periods of two or more years to account for smaller numbers of participants.

¹¹⁸The annual number of weeks in full-time employment was derived from the results for the number of annual hours in employment. The estimation is based on a standard work week of 40 hours. The results were rounded.

¹¹⁹In some jurisdictions, the impacts on El use were assessed based on the proportion of time spent on El. In these cases, the number of weeks of El use was derived using a comparison group average of 15 weeks. Similarly, in other jurisdictions, the evaluation only assessed the impacts on the use of El benefits. In these cases, the number of weeks was calculated using an average of \$250 per week.

force represented by the jurisdictions in which impacts were estimated. Note that these percentages do not represent the proportion of the total Canadian labour force. Rather, they represent the proportion of the labour force covered by the evaluations that assessed a particular outcome.

Overall, the 11 evaluations that assessed net impacts cover 96% of the total Canadian labour force. However, the proportion of the total Canadian labour force covered by each evaluation varied according to the type of outcome and intervention assessed. Not all of the outcomes and interventions were covered by all of the evaluations, largely due to constraints related to sample size. Specifically, the coverage varied from 87% to 96% for Skills Development (SD), Targeted Wage Subsidies (TWS) and Self Employment (SE). For Job Creation Partnerships (JCP), the coverage ranged between 65% and 68%. It was lower mainly because not all of the jurisdictions deliver programs under this Employment Benefit.

Chapter 3 of this report provides more details on the objectives, purpose, expenditures and clients of each EBSM.

3.1 Skills Development (SD)

3.1.1 Employment (hours/year; weeks/year in full-time employment)

Six evaluations assessed the impacts of SD on employment hours for active claimants. An increase in hours employed (+211 hours, or about five extra weeks) was found in one jurisdiction, representing 15% of the labour force covered by these evaluations. Results were non-significant in five jurisdictions, representing 85% of the labour force covered by these evaluations.

Six evaluations assessed the impacts of SD on employment hours for former claimants. Increases in employment hours (+117 hours, or about three more weeks, and +342 hours, or about nine more weeks) were found in two jurisdictions, representing 38% of the labour force covered by these evaluations. However, the results were non-significant in three jurisdictions, representing 47% of the labour force covered by these evaluations. A decrease (-235 hours, or about six fewer weeks) was reported in one jurisdiction, representing 15% of the labour force covered by these evaluations.

3.1.2 Earnings (earnings/year)

Ten evaluations assessed the impacts of SD on earnings for active claimants. Earnings increased in seven jurisdictions, representing 33% of the labour force covered by these evaluations. The typical estimated gain in annual earnings was between \$2,000 and \$5,000. In proportional terms, the earnings gains were large by international standards—about 10% to 20%. However, non-significant results were reported in three jurisdictions, representing 67% of the labour force covered by these evaluations.

Seven evaluations assessed the impacts of on earnings for former claimants. Earnings increased by \$5,300 in one jurisdiction, representing 25% of the labour force covered by these evaluations. However, the results were non-significant in five jurisdictions, representing 60% of the labour force covered by these evaluations, and earnings decreased by \$3,900 in one jurisdiction, representing 15% of the labour force covered by these evaluations.

¹²⁰ The population of EBSM participants is not entirely representative of the Canadian labour force. In particular, many employed workers may never participate in an EBSM, and some former claimants may be out of the labour force.



3.1.3 El Use (weeks/year)

Eleven evaluations assessed the impacts of SD on EI use for active claimants. Decreases (between -1.2 and -3.2 weeks) were found in six jurisdictions, representing 57% of the labour force covered by these evaluations. However, nonsignificant results were reported in three jurisdictions, representing 26% of the labour force covered by these evaluations, and increases in EI use (+1.8 weeks and +2.0 weeks) were found in two jurisdictions, representing 17% of the labour force covered by these evaluations.

Eight evaluations assessed the impacts of SD on EI use for former claimants. EI use decreased by 2.5 weeks in one jurisdiction, representing 25% of the labour force covered by these evaluations. Non-significant results were reported in five jurisdictions, representing 70% of the labour force covered by these evaluations. Increases of between 1.8 and 4.3 weeks were reported in two jurisdictions, representing 5% of the labour force covered by these evaluations.

Overall, the relatively positive results of SD on employment earnings for active claimants may be explained in part by the focus of many of these interventions on obtaining credentials. A majority of SD participants reported that they received some sort of credential after completing the program, and there is empirical evidence that such credentials may signal productivity to prospective employers.¹²¹

3.2 Targeted Wage Subsidies (TWS)

3.2.1 Employment (hours/year; weeks/year in full-time employment)

Six evaluations assessed the impacts of TWS on employment hours for active claimants. Hours employed increased by 296 hours, or about seven extra weeks, in one jurisdiction, representing 15% of the labour force covered by these evaluations. However, the results were non-significant in the five other jurisdictions, which represent 85% of the labour force covered by these evaluations.

Five evaluations assessed the impacts of TWS on employment hours for former claimants. Increases in hours employed (between +194 and +419 hours, or about 5 to 10 more weeks) were reported in four jurisdictions, representing 87% of the labour force covered by these evaluations. Non-significant results were found in one jurisdiction, representing 13% of the labour force covered by these evaluations.

3.2.2 Earnings (earnings/year)

Eight evaluations assessed the impacts of TWS on earnings for active claimants. Increases in earnings (+\$4,200 and +\$4,600) were found in two jurisdictions, representing 15% of the labour force covered by these evaluations. Non-significant results were reported in six jurisdictions, representing 85% of the labour force covered by these evaluations.

Six evaluations assessed the impacts of TWS on earnings for former claimants. Increases in earnings (between +\$2,600 and +\$4,400) were found in four jurisdictions, representing 85% of the labour force covered by these evaluations. The results were non-significant in the two other jurisdictions, which represent 15% of the labour force covered by these evaluations.

The post-program gains of 15% to 20% in employment and earnings for former claimants in TWS are roughly in line with findings in the United States. 122

3.2.3 El Use (weeks/year)

Nine evaluations assessed the impact of TWS on EI use for active claimants. EI use decreased by 1.6 weeks in one jurisdiction, representing 41% of the labour force covered by these evaluations. Non-significant results were reported in six jurisdictions, representing 22% of the labour force covered by these evaluations. Increases in EI use (+1.0 weeks and +2.7 weeks) were found in two jurisdictions, representing 37% of the labour force covered by these evaluations.

¹²¹ John P. Martin and David Grubb, What Works and for Whom: A Review of OECD Countries' Experiences with Active Labour Market Policies (Paris: OECD, 2001).

¹²² Howard Bloom, et al., "The Benefits and Costs of JTPA Title II-A Programs: Key Findings for the National Job Training Partnership Act Study," Journal of Human Resources 32, 3 (1997), pp. 549–576. Judith M. Gueron and Edward Pauly, From Welfare to Work (New York: Manpower Demonstration Research Corporation, 1991). Manpower Demonstration Research Corporation, Board of Directors, Summary and Findings of the National Supported Work Demonstration (New York: Russell Sage Foundation, 1991).

Seven evaluations assessed the impacts of TWS on EI use for former claimants. Increases (between +0.2 and +8.5 weeks) were found in four jurisdictions, representing 84% of the labour force covered by these evaluations. The results were non-significant in three jurisdictions, representing 16% of the labour force covered by these evaluations.

The negative impact on EI use may, in part, reflect eligibility effects. Employment under a TWS program is insurable under EI, so eligibility is more or less automatic for most participants. Even if there are employment gains after the intervention, some participants may still lose their subsidized jobs and claim EI.

Participation in TWS resulted in more consistent positive impacts on employment and earnings among former claimants than among active claimants. Former claimants, who have been out of the labour force for substantial periods, appear to benefit from the opportunity to acquire job-related skills at a lower cost to employers through the wage subsidy.

3.3 Self-Employment (SE)

3.3.1 Employment (hours/year; weeks/year in full-time employment)

Five evaluations assessed the impact of SE on employment hours for active claimants. Among these, increases in employment hours (between +168 and +558 hours, or about 4 to 14 more weeks) were found in four jurisdictions, representing 98% of the labour force covered by these evaluations. Non-significant results were found in one jurisdiction, representing 2% of the labour force covered by these evaluations.

Four evaluations assessed the impacts of SE on employment hours for former claimants. Employment hours increased (+372 hours, or about 9 more weeks, and +1,087 hours, or about 27 more weeks) in two jurisdictions, representing

71% of the labour force covered by these evaluations. Non-significant results were found in the two other jurisdictions, which represent 29% of the labour force covered by these evaluations.

The increases in employment hours for active and former claimants are in the 20% to 30% range. These strong gains suggest that many SE participants remain self-employed after the formal intervention ends¹²³ and that they generally report working full time in such jobs.

3.3.2 Earnings (earnings/year)

The increases in the annual number of hours SE participants worked were often not accompanied by increases in earnings. Seven evaluations assessed the impacts of SE on this outcome indicator for active claimants. Earnings decreased (-\$460 and -\$4,900) in two jurisdictions, representing 18% of the labour force covered by these evaluations. The results were non-significant in the five other jurisdictions, which represent 82% of the labour force covered by these evaluations.

Four evaluations assessed the impacts of SE on earnings for former clients. Earnings increased by \$4,600 in one jurisdiction, representing 26% of the labour force covered by these evaluations. Non-significant results were reported in two jurisdictions, representing 59% of the labour force covered by these evaluations. Earnings decreased by \$2,600 in one jurisdiction, representing 15% of the labour force covered by these evaluations.

3.3.3 El Use (weeks/year)

Seven evaluations assessed the impacts of SE on EI use for active claimants. Decreases in EI use (between -1.3 weeks and -16.4 weeks) were reported in six jurisdictions, representing 85% of the labour force covered by these evaluations. Non-significant results were found in one jurisdiction, representing 15% of the labour force covered by these evaluations.

¹²³ The evaluations that did report continued self-employment generally found that between 50% and 60% of participants in SE continued to be self-employed at the time of the survey (18 to 36 months after the program, on average).



Four evaluations assessed the impacts of SE on EI use for former claimants. Decreases (between -2.2 weeks and -4.0 weeks) were found in three jurisdictions, representing 87% of the labour force covered by these evaluations. Non-significant results were reported in one jurisdiction, representing 13% of the labour force covered by these evaluations.

Because weeks in self-employment were not insurable under EI during the period covered by the evaluations, it is likely that these outcomes largely reflect eligibility effects rather than a decline in EI use among eligible workers. When declines in EI use are accompanied by declining earnings, workers pursuing self-employment may experience important income declines, especially in the short term. Although this sort of impact was not found in all of the evaluations, the possibility that self-employed people may experience large short-term declines in income suggests that further research is required to examine the long-term impacts of SE programs.

3.4 Job Creation Partnerships (JCP)

3.4.1 Employment (hours/year; weeks/year in full-time employment)

Four evaluations assessed the impacts of JCP on employment hours for active claimants. An increase of 285 hours, or about seven extra weeks, was found in one jurisdiction, representing 20% of the labour force covered by these evaluations. Non-significant results were reported in the three other jurisdictions, representing 80% of the labour force covered by these evaluations.

Four evaluations assessed the impacts of JCP on employment hours for former claimants. An increase of 85 hours, or about two more weeks, was reported in one jurisdiction, representing 20% of the labour force covered by these evaluations. Non-significant results were reported in two jurisdictions, representing 78% of the labour force covered by these evaluations. A decrease of 259 hours, or about six fewer weeks, was found in one jurisdiction, representing 2% of the labour force covered by these evaluations.

3.4.2 Earnings (earnings/year)

Five evaluations assessed the impacts of JCP on earnings for active claimants. An increase of \$3,600 was found in one jurisdiction, representing 17% of the labour force covered by these evaluations. The results were non-significant in three jurisdictions, representing 25% of the labour force covered by these evaluations. A decrease of \$2,500 was found in one jurisdiction, representing 58% of the labour force covered by these evaluations.

Four evaluations assessed the impact of JCP on earnings for former claimants. Decreases in earnings (between -\$2,100 and -\$3,700) were reported in three jurisdictions, representing 40% of the labour force covered by these evaluations. Non-significant results were reported in one jurisdiction, representing 60% of the labour force covered by these evaluations.

3.4.3 EI Use (weeks/year)

Five evaluations assessed the impacts of JCP on EI use for active claimants, but the results were non-significant.

Four evaluations assessed the impacts of JCP on EI use for former claimants. An increase of 1.5 weeks was found in one jurisdiction, representing 60% of the labour force covered by these evaluations. The results were non-significant in the three other jurisdictions, which represent 40% of the labour force covered by these evaluations.

Overall, the net impacts of JCP on the three outcome indicators were quite varied and often not statistically significant. Thus, it is not clear to what extent this intervention is effective.

3.5 Employment Assistance Service (EAS)

EAS programs are generally short and relatively low cost, and they are often provided in combination with another employment benefit program. The post-program impacts of EAS were not measured for former claimants taking only EAS. For active claimants, no significant impacts were found for employment. However, a significant increase of \$3,100 in annual earnings was found

in one jurisdiction, and both positive and negative impacts on EI use were reported. These impacts ranged from reductions of 2.0 weeks to increases of 5.6 weeks in annual EI use. EAS participants reported strong levels of program satisfaction, job readiness and interest in further training.

4. International Comparisons

Overall, based on the net impact estimates available to date, it appears that EBSMs have yielded some modest positive impacts on participants, though such findings were not consistent across all the jurisdictions. These findings mirror those found in an Organisation for Economic Co-operation and Development (OECD) review of evaluations conducted in OECD countries. 124 The review concluded that active labour market programs had limited effects on high unemployment or poor labour market conditions.

The OECD findings generally showed small to modest net impacts for most programs, with certain interventions working better than others: private employment subsidies were more effective than public training programs or direct job creation initiatives; job creation in the public sector did not help unemployed people gain regular employment.

The EBSM findings showed some similarities to the OECD findings in that TWS worked best, followed by SD and SE. In Canada, TWS was found to be the most effective intervention in increasing employment and earnings for former claimants, while SD was the most effective in increasing earnings for active claimants. JCP results varied widely and no clear patterns emerged to serve as a basis for comparison with international findings. The varied impacts reported in the EBSM summative evaluations are not out of line with these findings, despite the different methodologies used in other countries.

Consistent with the OECD study, a more recent meta-analysis of 97 micro-econometric evaluations of active labour market policies found that subsidized public sector employment programs are relatively ineffective. However, this study shows that impacts of classroom and on-the-job training are more positive in the medium term (that is, after two years) than in the short term. It also concluded that long-term evaluations tend to show better results than short-term evaluations. It found that many programs that had insignificant or even negative impacts after only a year had significantly positive impact estimates after two or three years.

In many jurisdictions, it was not possible to assess the impacts of EBSMs for more than a year or two after participants left the program, because data were not available. It was thus not possible to determine whether program impacts would start to improve after the second year. This is a question for consideration in the next cycle of EBSM evaluations.

5. Other Findings

The 12 completed summative evaluations reported high levels of client satisfaction and increased skill levels as a result of EBSM participation, which generated interest among clients in further skills development. Some evaluations noted the need to better address labour market requirements, including those of employers and those of participants in remote and rural areas. Evaluations have also underscored the issue of access. Given that EBSM eligibility is based on EI entitlement, access is limited for some, particularly those with weak labour market attachment. Some evaluations also highlighted low participation rates in EBSMs among less skilled people and individuals facing barriers to labour market participation.

¹²⁴ John P. Martin and David Grubb, What Works and for Whom: A Review of OECD Countries' Experiences with Active Labour Market Policies (Paris: OECD, 2001).

¹²⁵ David Card, Jochen Kluve and Andrea Weber, *Active Labour Market Policy Evaluations: A Meta-Analysis* (Bonn: Institute for the Study of Labour (IZA), Discussion Paper No. 4002, February 2009).



V. EI FINANCES

The EI program is financed entirely by contributions from employees and employers, via premiums paid on insured earnings up to the maximum insurable earnings threshold (MIE). Under the *Employment Insurance Act*, the MIE is calculated annually based on average industrial earnings, as published by Statistics Canada. The EI program is based on the principle of universal coverage of all employees in insurable employment, which helps ensure that premiums remain low and relatively stable over time.

On December 15, 2009, the *Fairness for the Self-Employed Act* was passed to extend special benefits to self-employed Canadians. This legislation allows self-employed people to opt in to the EI program voluntarily, recognizing their unique position in determining their own employment status. Since January 31, 2010, self-employed Canadians have been able to opt in to the EI program, with benefits being paid as early as January 2011. Self-employed Canadians who opt in to the program will pay the same EI premium rate as salaried employees.

The following subsections report on recent trends in EI premium revenues and expenditures, and the establishment of the Canada Employment Insurance Financing Board and the EI Operating Account, as well as key elements and new developments regarding EI finances.

1. Trends in Contributions and Expenditures

Basic employee premiums per \$100 of insured earnings have declined every year for over a decade, from \$3.07 in 1994 to \$1.73 in 2008. To reassure workers and employers that the EI premium rate would not increase during the recession, the federal government froze it for 2010 at the level previously set by the EI Commission for 2009, which is \$1.73, the lowest rate since

1982. Over the same period, 1994 to 2010, employer premiums declined from \$4.30 to \$2.42. Employers pay premiums that are 1.4 times greater than the employee premium. The rationale behind this is that employers have greater control over layoff decisions and, therefore, should bear a higher overall share of the program costs. The effect of declining premiums on revenues has been partially offset by a general increase in the size of the labour force and by recent increases in the MIE. The MIE increased to \$43,200 in 2010 from \$42,300 in 2009, \$41,100 in 2008 and \$40,000 in 2007.

Despite increase in and the average benefit rate and the MIE, EI expenditures have been gradually declining since 2003, due to the combined effect of the declining unemployment rate and the implementation of the Quebec Parental Insurance Plan (QPIP) in 2006. 126 This declining trend changed notably in 2008/09 and 2009/10, when total expenditures grew by 12.9% and 30.5%, respectively. Two factors accounted for this recent reversal in EI expenditures. The most significant factor was the increase in the number of regular beneficiaries attributable to the recession that started in October 2008. The second factor was the introduction of temporary measures under Canada's Economic Action Plan extending and enhancing EI benefits.

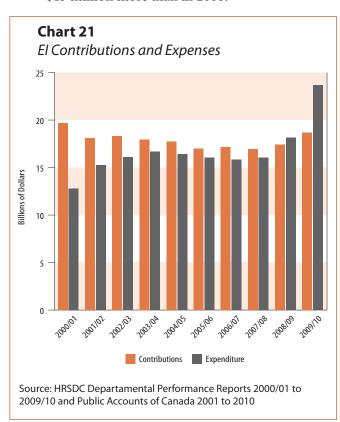
On the premium side, a decline in premiums coupled with an increase in the number of contributors have kept overall contributions to the EI program relatively stable since 2005/06. The combination of stable contributions and rising expenditures resulted in operational deficits in 2008/09 and 2009/10 (see Chart 21). Only premiums, penalties and additional funding from the federal government are included under contributions. Other elements, such as interest, are considered revenues (see Table 9).

¹²⁶ Maternity and parental benefits payable under QPIP replaced maternity and parental benefits payable under EI in Quebec.

2. Premium Reduction Program

The Premium Reduction Program (PRP) reduces EI premiums for employers if their employees are covered by a short-term disability plan that meets or exceeds certain requirements set by the EI Commission. To be eligible, employers must show how they return the employee share of the premium reduction to workers. Premiums are reduced on about 60% of all insurable earnings in Canada.

As mentioned in Chapter 4, in 2009/10, there were 32,112 employers participating in the EI Premium Reduction Program. Similarly, the number of employees covered by a registered plan was approximately 6 million, or over 40% of the insured population. In 2009, employers received \$801 million in premium reductions, 128 \$13 million more than in 2008.



Quebec Parental Insurance Plan (QPIP)

Implemented on January 1, 2006, the Quebec Parental Insurance Plan (QPIP) replaces the maternity, parental and adoption benefits previously provided to Quebec parents under EI. The QPIP pays benefits to all eligible workers in Quebec — salaried and self-employed — who take maternity leave, parental leave or adoption leave. Since Quebec manages its own parental program, EI premium rates are lower for Quebec workers than for those living elsewhere in Canada. For instance, in 2008, 2009 and 2010, while the national EI premium rate was \$1.73 per \$100 of insurable earnings, the rate for Quebec workers was \$1.39 in 2008, \$1.38 in 2009 and \$1.36 in 2010.

The proportion of employees covered by an employer-sponsored short-term disability plan decreased from 46.8% in 1997 to 41.0% in 2003, but has remained relatively stable since 2003 at approximately 41%. 129 New remittance methods from the Canada Revenue Agency made it easier for companies to amalgamate their payrolls, leading to a decline in the number of employer units enrolled, but not necessarily in the number of employees. In addition, a higher percentage of large enterprises (with more than 500 employees) than small ones (fewer than 25 employees) take advantage of the PRP. Firms in the public administration, utilities and educational sectors make up a disproportionate share of participants.

3. Canada Employment Insurance Financing Board (CEIFB)

In Budget 2008, the federal government announced it would improve the management and governance of EI finances by creating the Canada Employment Insurance Financing Board (CEIFB), an independent Crown corporation.

¹²⁷The Canada Revenue Agency uses business numbers to administer reduced premiums. A single employer may have more than one business number.

¹²⁸ CEIFB, 2011 Report of the Chief Actuary to the Canada Employment Insurance Financing Board Board of Directors (Ottawa: CEIFB Actuary's Office, 2010),

¹²⁹ HRSDĆ, Summary Evaluation of the El Premium Reduction Program (Ottawa: HRSDC, Evaluation Directorate, 2009), http://www.hrsdc.gc.ca/eng/publications_resources/evaluation/2009/sp_945_04_10e/page05.shtml.



In determining the new rate, the CEIFB takes into account information provided by its chief actuary; the latest economic and EI program-related forecasts provided by the Ministers of Finance and Human Resources and Skills Development, respectively; and any other information that the CEIFB considers necessary.

Starting in 2010, the CEIFB is legislated to set the annual premium rate on November 14 for the following year. In determining the new rate, the CEIFB takes into account information provided by its chief actuary; the latest economic and EI program-related forecasts provided by the Ministers of Finance and Human Resources and Skills Development, respectively; and any other information that the CEIFB considers necessary. To set the annual EI premium rate, the CEIFB must consider two elements: the forecast break-even rate and the legislated limits on the annual fluctuations in the premium rate. The forecast break-even rate is calculated on a one-year forward-looking basis. It must include repayment, over a single year, of any deficit in the EI Operating Account since January 1, 2009, or the liquidation of any surplus over a single year.

The Employment Insurance Act limits the annual change in the EI premium rate to 15 cents. However, to help maintain the momentum of the ongoing economic recovery, the Government of Canada, through an Order in Council, has limited the maximum rate annual change to premium rates to 5 cents for 2011 and to 10 cents for subsequent years. Consequently, the CEIFB has set the premium rate to \$1.78 (\$1.41 in Quebec) for 2011. Without this new limit in place, the CEIFB would have had to raise premiums by the full legislative limit of 15 cents to \$1.88 for 2011.

4. El Operating Account

In addition to establishing the CEIFB, the federal government set up a new EI Operating Account to record all EI-related credits and charges since January 1, 2009, the date on which the CEIFB became responsible for ensuring that EI revenues and expenditures balance. The previous EI Account, which was part of the Government of Canada's Consolidated Revenue Fund, was closed and removed from the Accounts of Canada as of December 31, 2008.

Each year, the Receiver General of Canada tables in Parliament the Public Accounts of Canada, including the EI Operating Account. According to the 2010 Public Accounts of Canada, in 2009/10, EI expenditures (\$23.667 billion) exceeded EI revenues (\$17.175 billion) and additional funding from the Government of Canada¹³⁰ (\$1.522 billion) by \$4.970 billion. The cumulative deficit in the EI Operating Account was reported to be \$4.936 billion as of March 31, 2010. ¹³¹ Table 9 summarizes EI expenditures and revenues, as credited to the EI Operating Account and consistent with the financial statements in the Public Accounts of Canada.

5. Financing of the Economic Action Plan Temporary El Measures

In Budget 2009, the federal government introduced temporary measures under Canada's Economic Action Plan to enhance the EI program during the recession. These measures included the extension of EI regular benefits by five weeks, the Career Transition Assistance (CTA) initiative, changes to the Work-Sharing program and additional funding for Employment Benefits and Support Measures. The estimated cost for these enhancements was \$2.9 billion.

¹³⁰Additional funding from the Government of Canada corresponds to the total amount paid in 2009/10 in temporary El measures included in Budget 2009. For further details, see the Financing the Economic Action Plan Temporary Measures section of this chapter.

¹³¹ Public Works and Government Services Canada, *Public Accounts of Canada* (Ottawa: Receiver General for Canada, November 2010), http://www.tpsgc-pwgsc.gc.ca/recgen/pdf/49-eng.pdf.

The Public Accounts of Canada¹³² indicate that during 2009/10, a total of \$1.522 billion was paid on these temporary EI measures. This total includes approximately \$796 million for the extension of EI regular benefits by five weeks; \$15 million to implement the CTA initiative; \$211 million to enhance the Work-Sharing program; and an additional \$500 million for Labour Market Development Agreements (see Table 9 for details).

To ensure that the additional expenditure resulting from the Economic Action Plan temporary measures do not have any impact on EI premium payers, the CEIFB is not permitted to recover any EI spending resulting from these Budget 2009 enhancements. To that end, the federal government has credited \$2.9 billion to the EI Operating Account, which represents the estimated cost of the temporary EI enhancements announced in Budget 2009.

¹³² Public Works and Government Services Canada, Public Accounts of Canada (Ottawa: Receiver General for Canada, November 2010), http://www.tpsgc-pwgsc.gc.ca/recgen/pdf/49-eng.pdf.



Table 9 *Employment Insurance Operating Account (\$ Million)*

	2008/09133	2009/10
Revenues and Funding		
Premiums ¹³⁴	17,217.1	17,120.8
Interest ¹³⁵	878.3136	12.9
Penalties	40.9	41.7
Funding for EAP Measures		
Extra five weeks	124.0	795.8
Additional training funds	-	500.0
Work-Sharing	-	211.2
Career Transition Assist.	-	15.0
Total EAP Measures Funding	124.0	1,522.0
Total Revenues and Funding	18,260.3	18,697.4
Expenditures ¹³⁷		
Part I: Income Benefits		
Regular	10,102.3	14,529.2
Fishing	264.4	258.1
Work-Sharing	54.6	300.5
Special benefits	3,950.1	4,105.9
Total, Part I	14,371.3	19,193.6
Part II: Employment Benefits and Support Measures		
Employment Benefits	321.3	85.1
Support Measures	310.4	188.0
Labour Market Development Agreements	1,480.2	2,332.8
Total, Part II	2,112.0	2,605.8
Benefit Repayment ¹³⁸	-175.1	-213.8
Administration Costs	1,801.2	2,031.4
Bad Debt	27.2	50.0
Total Expenditures	18,136.5	23,667.0
Annual Balance	123.8	-4,969.5
Balance from January 1, 2009, to March 31, 2010 ¹³⁹	33.8	
Accumulated Balance		-4,935.7

Source: Government of Canada, Public Accounts of Canada 2010, Volume I: Summary Report and Financial Statements (Ottawa: Receiver General for Canada, November 2010). 140

¹³³ For 2008/09, revenues and expenditures were credited to the El Account from April 1, 2008, to December 31, 2008 and to the El Operating Account from January 1, 2009 to March 31, 2009.

¹³⁴The El premiums reported in the summary financial statements of the Government of Canada and the federal budget exclude the premium contributions made by the Government of Canada as an employer.

¹³⁵This interest includes all interest accrued on the balance with the Receiver General for Canada and on overdue accounts receivable.

¹³⁶This figure includes \$856 million in interest on the balance of the El Account from April 1, 2008, to December 31, 2008. The El Operating Account only includes interest on overdue accounts receivable, which totalled \$22 million in 2008/09.

¹³⁷ Expenditures reported in chapters 2 and 5 of this report are based on administrative data and may differ from the ones reported in the financial statements included in the Public Accounts of Canada due to methodological differences.

¹³⁸These repayments are received or receivable from higher income claimants.

¹³⁹This figure corresponds to the amount of El credits and charges from January 1, 2009, to March 31, 2009, and is included in the cumulative balance of the El Operating Account.

¹⁴⁰ Numbers reported in this table may differ from those in the source due to rounding.

KEY LABOUR MARKET STATISTICS

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Annex 1.1 – Unemployment Rate, by El Region (%)¹

Newfoundland and Labrador St. John's S.1 9.1 S.2 7.5 7.4 7.6 7.7	Allilex 1:1 – Ollelliploy								
St. John's St. St.		Mar 2010	Dec 2009	Sep 2009	Jun 2009	Mar 2009	Dec 2008	Sep 2008	Jun 2008
New Foundlind and Lahrador	Newfoundland and Labrador								
Prince Edward Island 10.2 11.8 12.5 12.5 12.2 11.5 10.3 New Soctota 1 11.8 12.5 12.5 12.2 11.5 10.3 Eastern Nowa Socita 11.6 15.6 15.4 16.1 16.6 14.6 13.7 12.6 Western Now Socita 11.4 10.3 10.0 10.6 9.7 8.7 7.6 Halfar 6.5 6.9 6.4 5.9 5.9 5.2 7.6 New Brunswick	St. John's	8.1	9.1	8.2	7.5	7.4	7.6	7.7	8.3
Prince Edward Island	Newfoundland and Labrador	20.4	20.5	21.1	20.7	19.9	18.4	17.1	15.6
Nova Scatia 15.6 15.4 16.1 16.6 14.6 13.7 12.6	Prince Edward Island								
Eastern Nova Scotia	Prince Edward Island	10.2	11.8	12.5	12.5	12.2	11.5	10.3	10.5
Western Nova Scotia	Nova Scotia								
Raiffax	Eastern Nova Scotia	15.6	15.4	16.1	16.6	14.6	13.7	12.6	15.0
Rever Brunswick	Western Nova Scotia	11.4	10.3	10.0	10.6	9.7	8.7	7.6	8.9
Fredericton-Moncton-Saint John 7.3 6.2 6.4 6.6 5.6 5.5 6.1 Madawaska-Garlotte' 11.0 11.2 11.8 11.5 11.2 10.8 11.0 Restgouch-Albert 12.9 12.7 15.1 14.3 14.9 14.8 15.0 Caspésis—He-s de-la-Madeleine 15.6 15.2 16.5 17.0 18.9 19.3 18.4 Québec 4.1 5.4 5.2 4.5 4.0 4.3 4.7 Trois-Rivières 9.9 9.5 8.6 8.1 7.8 7.5 8.2 South Central Quebec 5.9 6.2 6.8 7.1 6.8 6.6 5.0 Shettrooke 7.4 5.7 7.7 8.8 6.3 6.4 6.0 Montérégie 6.5 7.3 8.3 9.1 7.7 7.1 8.0 Montrèl 9.3 9.2 9.7 9.5 8.2 7.6 7.5 Central Quebec 10.7 12.0 11.0 12.2 11.3 11.2 9.5 Bas-Saint-Laurent-Côte-Nord' 11.2 11.5 11.8 11.8 12.8 12.2 12.3 Hull 6.2 5.8 5.9 5.4 5.6 4.7 4.9 Ofticomin-Jonquière 7.8 7.7 9.3 9.4 8.8 7.3 8.6 Oftatia 9.9 9.7 9.5 8.0 7.4 6.0 Oftatia 9.8 9.9 9.7 10.5 7.4 6.4 6.3 Foronto 9.4 9.5 10.1 9.1 8.3 7.0 7.0 Hamitton 8.7 8.0 8.7 7.4 8.4 6.5 5.6 Nigara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Nigara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Nigara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Nigara 11.1 9.7 10.2 8.3 7.0 5.9 5.6 Suduh Central Ontario 8.0 8.0 8.4 8.3 7.5 5.7 5.0 Suduh Central Ontario 8.0 8.0 8.4 8.3 7.5 5.7 5.0 Suduh Central Ontario 8.0 8.0 8.4 8.3 7.5 5.7 5.0 Suduh Central Ontario 8.0 8.0 8.4 8.3 7.5 5.7 5.0 Suduh Central Ontario 8.0 8.0 8.4 8.3 7.5 5.5 Suduh Central Ontario 8.0 8.0 8.4 8.3 7.5 5.5 Suduh Central Ontario 8.0 8.0 8.4 8.3 7.5 5.5 Suduh Central Ontario 8.0 8.0 8.4 8.3 7.5 5.5 Suduh Central Ontario 8.0 8.0 8.4 8.3 7.5 5.5 Suduh Central Ontario 8.0 8.0 8.0 8.4 8.3 7.5 5.5 Suduh Central Ontario 9.1 9.1 9	Halifax	6.5	6.9	6.4	5.9	5.9	5.2	5.6	5.0
Madawaska-Charlotte 11.0	New Brunswick								
Restigouche—Albert 12.9 12.7 15.1 14.3 14.9 14.8 15.0	Fredericton—Moncton—Saint John	7.3	6.2	6.4	6.6	5.6	5.5	6.1	5.6
Quebec 15.6 15.2 16.5 17.0 18.9 19.3 18.4 Ouebec 4.1 5.4 5.2 4.5 4.0 4.3 4.7 Trois-Rivières 9.9 9.5 8.6 8.1 7.8 7.5 8.2 South Central Quebec 5.9 6.2 6.8 7.1 6.8 6.6 5.0 Sherbrooke 7.4 5.7 7.7 8.8 6.3 6.4 6.0 Montréejie 6.5 7.3 8.3 9.1 7.7 7.1 8.0 Montréejie 6.5 7.3 8.3 9.1 7.7 7.1 8.0 Central Quebec 8.8 8.5 10.0 9.4 8.0 7.8 8.4 Central Quebec 10.7 11.2 111.5 11.8 11.8 12.2 12.3 Bas-Saint-Laurent-Ote-Hord* 11.2 11.5 11.8 11.8 12.8 12.2 12.3 Hull 6.2 <td>Madawaska—Charlotte²</td> <td>11.0</td> <td>11.2</td> <td>11.8</td> <td>11.5</td> <td>11.2</td> <td>10.8</td> <td>11.0</td> <td>10.6</td>	Madawaska—Charlotte ²	11.0	11.2	11.8	11.5	11.2	10.8	11.0	10.6
Caspesie-lies-de-la-Madeleine 15.6 15.2 16.5 17.0 18.9 19.3 18.4	Restigouche-Albert	12.9	12.7	15.1	14.3	14.9	14.8	15.0	14.1
Quebec 4.1 5.4 5.2 4.5 4.0 4.3 4.7 Trois-Rivires 9.9 9.5 8.6 8.1 7.8 7.5 8.2 South Central Quebec 5.9 6.2 6.8 7.1 6.8 6.6 5.0 Sherbrooke 7.4 5.7 7.7 8.8 6.3 6.4 6.0 Montréal 9.3 9.2 9.7 9.5 8.2 7.6 7.5 Central Quebec 8.8 8.5 10.0 9.4 8.0 7.8 8.4 North Western Quebec 10.7 12.0 11.0 12.2 11.3 11.2 9.5 Bas-Saint-Laurent-Géte-Nord* 11.2 11.5 11.8 11.8 12.8 12.2 12.3 Hull 6.2 5.8 5.9 5.4 5.6 4.7 4.9 Ottavia 6.3 5.4 5.3 6.2 4.7 4.7 5.2 Eastern Ontario 9.4 <td>Quebec</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	Quebec								
Trois-Rivières 9.9 9.5 8.6 8.1 7.8 7.5 8.2	Gaspésie—Îles-de-la-Madeleine	15.6	15.2	16.5	17.0	18.9	19.3	18.4	18.0
South Central Quebec 5.9 6.2 6.8 7.1 6.8 6.6 5.0	Québec	4.1	5.4	5.2	4.5	4.0	4.3	4.7	5.1
Sherbrooke 7.4 5.7 7.7 8.8 6.3 6.4 6.0	Trois-Rivières	9.9	9.5	8.6	8.1	7.8	7.5	8.2	8.9
Montérégie 6.5 7.3 8.3 9.1 7.7 7.1 8.0 Montréal 9.3 9.2 9.7 9.5 8.2 7.6 7.5 Central Quebec 8.8 8.5 10.0 9.4 8.0 7.8 8.4 North Western Quebec 10.7 12.0 11.0 12.2 11.3 11.2 9.5 Bas-Saint-Laurent-Côte-Nord* 11.2 11.5 11.8 11.8 12.8 12.2 12.3 Hull 6.2 5.8 5.9 5.4 5.6 4.7 4.9 Chicoutimi-Jonquière 7.8 7.7 9.3 9.4 8.8 7.3 8.6 Ontario 7.8 7.7 9.3 9.4 8.8 7.3 8.6 Ottavia 6.3 5.4 5.3 6.2 4.7 4.7 5.2 Eastern Ontario 9.4 8.2 7.6 8.4 6.9 5.4 6.0 Kingston 5.9	South Central Quebec	5.9	6.2	6.8	7.1	6.8	6.6	5.0	4.9
Montréal 9.3 9.2 9.7 9.5 8.2 7.6 7.5 Central Quebec 8.8 8.5 10.0 9.4 8.0 7.8 8.4 North Western Quebec 10.7 12.0 11.0 12.2 11.3 11.2 9.5 Bas-Saint-Laurent-Côte-Nord² 11.2 11.5 11.8 11.8 12.8 12.2 12.3 Hull 6.2 5.8 5.9 5.4 5.6 4.7 4.9 Chicoutini-Jonquière 7.8 7.7 9.3 9.4 8.8 7.3 8.6 Ontario Utway 6.3 5.4 5.3 6.2 4.7 4.7 5.2 Eastern Ontario 9.4 8.2 7.6 8.4 6.9 5.4 6.0 Kingston 5.9 6.8 5.9 6.2 5.4 5.6 5.7 Central Ontario 9.8 9.9 9.7 10.5 7.4 6.4 6.3	Sherbrooke	7.4	5.7	7.7	8.8	6.3	6.4	6.0	6.0
Central Quebec 8.8 8.5 10.0 9.4 8.0 7.8 8.4 North Western Quebec 10.7 12.0 11.0 12.2 11.3 11.2 9.5 Bas-Saint-Laurent-Côte-Nord² 11.2 11.5 11.8 11.8 12.8 12.2 12.3 Hull 6.2 5.8 5.9 5.4 5.6 4.7 4.9 Chicoutimi-Jonquière 7.8 7.7 9.3 9.4 8.8 7.3 8.6 Ontario Utway 6.3 5.4 5.3 6.2 4.7 4.7 5.2 Eastern Ontario 9.4 8.2 7.6 8.4 6.9 5.4 6.0 Kingston 5.9 6.8 5.9 6.2 5.4 5.6 5.7 Central Ontario 9.8 9.9 9.7 10.5 7.4 6.4 6.3 Oshawa 10.3 9.3 9.9 7.9 8.0 7.8 6.3	Montérégie	6.5	7.3	8.3	9.1	7.7	7.1	8.0	7.6
North Western Quebec 10.7 12.0 11.0 12.2 11.3 11.2 9.5	Montréal	9.3	9.2	9.7	9.5	8.2	7.6	7.5	7.7
Bas-Saint-Laurent-Côte-Nord* 11.2 11.5 11.8 11.8 12.8 12.2 12.3	Central Quebec	8.8	8.5	10.0	9.4	8.0	7.8	8.4	8.0
Hull 6.2 5.8 5.9 5.4 5.6 4.7 4.9 Chicoutimi-Jonquière 7.8 7.7 9.3 9.4 8.8 7.3 8.6 Ontario U U U U U U Ottawa 6.3 5.4 5.3 6.2 4.7 4.7 5.2 Eastern Ontario 9.4 8.2 7.6 8.4 6.9 5.4 6.0 Kingston 5.9 6.8 5.9 6.2 5.4 5.6 5.7 Central Ontario 9.8 9.9 9.7 10.5 7.4 6.4 6.3 Oshawa 10.3 9.3 9.9 7.9 8.0 7.8 6.3 Toronto 9.4 9.5 10.1 9.1 8.3 7.0 7.0 Hamilton 8.7 8.0 8.7 7.4 8.4 6.5 5.6 St. Catharines 11.3 10.4 9.8 10.6 <t< td=""><td>North Western Quebec</td><td>10.7</td><td>12.0</td><td>11.0</td><td>12.2</td><td>11.3</td><td>11.2</td><td>9.5</td><td>10.0</td></t<>	North Western Quebec	10.7	12.0	11.0	12.2	11.3	11.2	9.5	10.0
Chicoutimi—Jonquière 7.8 7.7 9.3 9.4 8.8 7.3 8.6 Ontario U Contain Control Control Contro	Bas-Saint-Laurent—Côte-Nord ²	11.2	11.5	11.8	11.8	12.8	12.2	12.3	11.1
Ontario Contava 6.3 5.4 5.3 6.2 4.7 4.7 5.2 Eastern Ontario 9.4 8.2 7.6 8.4 6.9 5.4 6.0 Kingston 5.9 6.8 5.9 6.2 5.4 5.6 5.7 Central Ontario 9.8 9.9 9.7 10.5 7.4 6.4 6.3 Oshawa 10.3 9.3 9.9 7.9 8.0 7.8 6.3 Toronto 9.4 9.5 10.1 9.1 8.3 7.0 7.0 Hamilton 8.7 8.0 8.7 7.4 8.4 6.5 5.6 St. Catharines 11.3 10.4 9.8 10.6 9.5 8.2 6.9 London 8.7 9.9 11.1 10.2 8.5 6.8 6.6 Niagara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Windsor 12.2 13.1 </td <td>Hull</td> <td>6.2</td> <td>5.8</td> <td>5.9</td> <td>5.4</td> <td>5.6</td> <td>4.7</td> <td>4.9</td> <td>5.3</td>	Hull	6.2	5.8	5.9	5.4	5.6	4.7	4.9	5.3
Ottawa 6.3 5.4 5.3 6.2 4.7 4.7 5.2 Eastern Ontario 9.4 8.2 7.6 8.4 6.9 5.4 6.0 Kingston 5.9 6.8 5.9 6.2 5.4 5.6 5.7 Central Ontario 9.8 9.9 9.7 10.5 7.4 6.4 6.3 Oshawa 10.3 9.3 9.9 7.9 8.0 7.8 6.3 Toronto 9.4 9.5 10.1 9.1 8.3 7.0 7.0 Hamilton 8.7 8.0 8.7 7.4 8.4 6.5 5.6 St. Catharines 11.3 10.4 9.8 10.6 9.5 8.2 6.9 London 8.7 9.9 11.1 10.2 8.5 6.8 6.6 Niagara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Windsor 12.2 13.1 14.5	Chicoutimi–Jonquière	7.8	7.7	9.3	9.4	8.8	7.3	8.6	9.5
Eastern Ontario 9.4 8.2 7.6 8.4 6.9 5.4 6.0 Kingston 5.9 6.8 5.9 6.2 5.4 5.6 5.7 Central Ontario 9.8 9.9 9.7 10.5 7.4 6.4 6.3 Oshawa 10.3 9.3 9.9 7.9 8.0 7.8 6.3 Toronto 9.4 9.5 10.1 9.1 8.3 7.0 7.0 Hamilton 8.7 8.0 8.7 7.4 8.4 6.5 5.6 St. Catharines 11.3 10.4 9.8 10.6 9.5 8.2 6.9 London 8.7 9.9 11.1 10.2 8.5 6.8 6.6 Niagara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Windsor 12.2 13.1 14.5 13.7 12.1 10.3 9.6 Kitchener 10.1 9.1 9.	Ontario								
Kingston 5.9 6.8 5.9 6.2 5.4 5.6 5.7 Central Ontario 9.8 9.9 9.7 10.5 7.4 6.4 6.3 Oshawa 10.3 9.3 9.9 7.9 8.0 7.8 6.3 Toronto 9.4 9.5 10.1 9.1 8.3 7.0 7.0 Hamilton 8.7 8.0 8.7 7.4 8.4 6.5 5.6 St. Catharines 11.3 10.4 9.8 10.6 9.5 8.2 6.9 London 8.7 9.9 11.1 10.2 8.5 6.8 6.6 Niagara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Windsor 12.2 13.1 14.5 13.7 12.1 10.3 9.6 Kitchener 10.1 9.1 9.9 10.0 9.1 6.4 5.5 Huron 10.5 10.3 10.5	Ottawa	6.3	5.4	5.3	6.2	4.7	4.7	5.2	4.9
Central Ontario 9.8 9.9 9.7 10.5 7.4 6.4 6.3 Oshawa 10.3 9.3 9.9 7.9 8.0 7.8 6.3 Toronto 9.4 9.5 10.1 9.1 8.3 7.0 7.0 Hamilton 8.7 8.0 8.7 7.4 8.4 6.5 5.6 St. Catharines 11.3 10.4 9.8 10.6 9.5 8.2 6.9 London 8.7 9.9 11.1 10.2 8.5 6.8 6.6 Niagara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Windsor 12.2 13.1 14.5 13.7 12.1 10.3 9.6 Kitchener 10.1 9.1 9.9 10.0 9.1 6.4 5.5 Huron 10.5 10.3 10.5 10.1 9.9 7.8 7.3 South Central Ontario 8.0 8.0	Eastern Ontario	9.4	8.2	7.6	8.4	6.9	5.4	6.0	5.9
Oshawa 10.3 9.3 9.9 7.9 8.0 7.8 6.3 Toronto 9.4 9.5 10.1 9.1 8.3 7.0 7.0 Hamilton 8.7 8.0 8.7 7.4 8.4 6.5 5.6 St. Catharines 11.3 10.4 9.8 10.6 9.5 8.2 6.9 London 8.7 9.9 11.1 10.2 8.5 6.8 6.6 Niagara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Windsor 12.2 13.1 14.5 13.7 12.1 10.3 9.6 Kitchener 10.1 9.1 9.9 10.0 9.1 6.4 5.5 Huron 10.5 10.3 10.5 10.1 9.9 7.8 7.3 South Central Ontario 8.0 8.0 8.4 8.3 7.5 5.7 5.0 Sudbury 11.1 9.7 10	Kingston	5.9	6.8	5.9	6.2	5.4	5.6	5.7	5.6
Toronto 9.4 9.5 10.1 9.1 8.3 7.0 7.0 Hamilton 8.7 8.0 8.7 7.4 8.4 6.5 5.6 St. Catharines 11.3 10.4 9.8 10.6 9.5 8.2 6.9 London 8.7 9.9 11.1 10.2 8.5 6.8 6.6 Niagara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Windsor 12.2 13.1 14.5 13.7 12.1 10.3 9.6 Kitchener 10.1 9.1 9.9 10.0 9.1 6.4 5.5 Huron 10.5 10.3 10.5 10.1 9.9 7.8 7.3 South Central Ontario 8.0 8.0 8.4 8.3 7.5 5.7 5.0 Sudbury 11.1 9.7 10.2 8.3 7.0 5.9 5.6	Central Ontario	9.8	9.9	9.7	10.5	7.4	6.4	6.3	6.6
Hamilton 8.7 8.0 8.7 7.4 8.4 6.5 5.6 St. Catharines 11.3 10.4 9.8 10.6 9.5 8.2 6.9 London 8.7 9.9 11.1 10.2 8.5 6.8 6.6 Niagara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Windsor 12.2 13.1 14.5 13.7 12.1 10.3 9.6 Kitchener 10.1 9.1 9.9 10.0 9.1 6.4 5.5 Huron 10.5 10.3 10.5 10.1 9.9 7.8 7.3 South Central Ontario 8.0 8.0 8.4 8.3 7.5 5.7 5.0 Sudbury 11.1 9.7 10.2 8.3 7.0 5.9 5.6	Oshawa	10.3	9.3	9.9	7.9	8.0	7.8	6.3	8.0
St. Catharines 11.3 10.4 9.8 10.6 9.5 8.2 6.9 London 8.7 9.9 11.1 10.2 8.5 6.8 6.6 Niagara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Windsor 12.2 13.1 14.5 13.7 12.1 10.3 9.6 Kitchener 10.1 9.1 9.9 10.0 9.1 6.4 5.5 Huron 10.5 10.3 10.5 10.1 9.9 7.8 7.3 South Central Ontario 8.0 8.0 8.4 8.3 7.5 5.7 5.0 Sudbury 11.1 9.7 10.2 8.3 7.0 5.9 5.6	Toronto	9.4	9.5	10.1	9.1	8.3	7.0	7.0	6.5
London 8.7 9.9 11.1 10.2 8.5 6.8 6.6 Niagara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Windsor 12.2 13.1 14.5 13.7 12.1 10.3 9.6 Kitchener 10.1 9.1 9.9 10.0 9.1 6.4 5.5 Huron 10.5 10.3 10.5 10.1 9.9 7.8 7.3 South Central Ontario 8.0 8.0 8.4 8.3 7.5 5.7 5.0 Sudbury 11.1 9.7 10.2 8.3 7.0 5.9 5.6	Hamilton	8.7	8.0	8.7	7.4	8.4	6.5	5.6	6.1
Niagara 11.4 11.2 12.4 11.2 9.5 8.8 8.0 Windsor 12.2 13.1 14.5 13.7 12.1 10.3 9.6 Kitchener 10.1 9.1 9.9 10.0 9.1 6.4 5.5 Huron 10.5 10.3 10.5 10.1 9.9 7.8 7.3 South Central Ontario 8.0 8.0 8.4 8.3 7.5 5.7 5.0 Sudbury 11.1 9.7 10.2 8.3 7.0 5.9 5.6	St. Catharines	11.3	10.4	9.8	10.6	9.5	8.2	6.9	7.2
Windsor 12.2 13.1 14.5 13.7 12.1 10.3 9.6 Kitchener 10.1 9.1 9.9 10.0 9.1 6.4 5.5 Huron 10.5 10.3 10.5 10.1 9.9 7.8 7.3 South Central Ontario 8.0 8.4 8.3 7.5 5.7 5.0 Sudbury 11.1 9.7 10.2 8.3 7.0 5.9 5.6	London	8.7	9.9	11.1	10.2	8.5	6.8	6.6	7.1
Kitchener 10.1 9.1 9.9 10.0 9.1 6.4 5.5 Huron 10.5 10.3 10.5 10.1 9.9 7.8 7.3 South Central Ontario 8.0 8.0 8.4 8.3 7.5 5.7 5.0 Sudbury 11.1 9.7 10.2 8.3 7.0 5.9 5.6	Niagara	11.4	11.2	12.4	11.2	9.5	8.8	8.0	9.4
Huron 10.5 10.3 10.5 10.1 9.9 7.8 7.3 South Central Ontario 8.0 8.0 8.4 8.3 7.5 5.7 5.0 Sudbury 11.1 9.7 10.2 8.3 7.0 5.9 5.6	Windsor	12.2	13.1	14.5	13.7	12.1	10.3	9.6	7.9
South Central Ontario 8.0 8.0 8.4 8.3 7.5 5.7 5.0 Sudbury 11.1 9.7 10.2 8.3 7.0 5.9 5.6	Kitchener	10.1	9.1	9.9	10.0	9.1	6.4	5.5	5.6
Sudbury 11.1 9.7 10.2 8.3 7.0 5.9 5.6	Huron	10.5	10.3	10.5	10.1	9.9	7.8	7.3	8.4
	South Central Ontario	8.0	8.0	8.4	8.3	7.5	5.7	5.0	4.6
Thunder Bay 7.2 8.3 8.6 8.9 7.6 5.9 6.3	Sudbury	11.1	9.7	10.2	8.3	7.0	5.9	5.6	6.0
	Thunder Bay	7.2	8.3	8.6	8.9	7.6	5.9	6.3	6.1
Northern Ontario 11.9 12.9 12.2 13.6 10.4 10.3 10.4	Northern Ontario	11.9	12.9	12.2	13.6	10.4	10.3	10.4	10.4



Annex 1.1 - Unemployment Rate, by El Region (%)1

	Mar 2010	Dec 2009	Sep 2009	Jun 2009	Mar 2009	Dec 2008	Sep 2008	Jun 2008
Manitoba								
Winnipeg	5.7	5.3	5.7	4.9	4.8	4.6	4.2	4.3
Southern Manitoba	6.2	6.4	5.9	5.8	5.3	4.9	4.7	5.2
Northern Manitoba	28.9	28.7	27.6	26.5	26.9	26.0	25.5	25.6
Saskatchewan								
Regina	4.6	5.0	4.3	3.8	3.5	3.6	4.0	4.3
Saskatoon	4.5	4.8	4.6	5.0	4.6	4.0	4.2	3.9
Southern Saskatchewan	6.5	7.0	7.1	7.3	6.3	5.5	5.8	6.0
Northern Saskatchewan	16.5	16.3	16.3	16.5	15.5	15.5	16.4	14.9
Alberta								
Calgary	7.0	7.1	7.2	6.7	4.8	3.7	3.6	3.1
Edmonton	7.2	7.8	7.4	6.2	4.6	3.8	3.6	4.0
Northern Alberta	9.7	10.2	9.8	10.4	8.6	8.5	8.2	8.1
Southern Alberta	7.6	8.2	7.9	7.2	6.4	4.8	4.3	4.4
British Columbia								
Southern Interior B.C.	10.0	9.3	10.9	10.8	8.5	7.8	6.2	6.4
Abbotsford	6.9	7.9	9.0	7.4	6.1	5.2	4.2	4.8
Vancouver	7.9	7.6	7.4	7.0	5.6	4.5	4.2	4.2
Victoria	8.2	7.9	6.5	7.0	5.5	4.0	4.0	3.7
Southern Coastal B.C.	8.3	9.2	8.9	8.1	7.6	6.4	5.4	5.7
Northern B.C.	13.1	14.1	14.0	13.7	9.9	9.5	10.1	9.6
Territories ³								
Yukon	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0
Northwest Territories	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0
Nunavut	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0
NATIONAL	8.8	8.9	9.1	8.8	7.7	6.8	6.6	6.5

Source: HRSDC, El administrative data; Statistics Canada, Labour Force Survey.

¹ Unemployment rates used by the Employment Insurance Program are a three-month moving average of seasonally adjusted rates for the ending month.

² Unemployment rates for these regions have been determined using a transition formula prescribed in the El Regulations.

³ Yukon, Northwest Territories and Nunavut unemployment rates are set at 25% for El purposes.

Annex 1.2 – Employment, by Province, Gender and Age

	% Change				Annual E	mployment	, by Fiscal Ye	ar (000s)1			
	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07	2005/06	2004/05	2003/04	2002/03	2001/02	2000/01
NATIONAL	-1.2	16,827.6	17,038.2	16,896.3	16,513.3	16,187.5	15,971.1	15,722.8	15,426.1	14,984.9	14,819.4
Province											
Newfoundland and Labrador	-1.7	213.2	216.8	217.9	215.9	212.5	213.6	212.7	208.7	205.8	199.3
Prince Edward Island	0.6	69.5	69.1	68.9	68.5	67.9	67.0	66.2	64.9	63.8	63.0
Nova Scotia	-0.3	451.0	452.5	448.5	443.3	441.5	442.0	433.2	425.1	417.3	411.5
New Brunswick	0.1	359.4	359.0	358.7	350.5	348.8	348.7	342.8	344.4	333.3	332.4
Quebec	-0.3	3,857.1	3,869.6	3,856.5	3,759.1	3,709.7	3,684.6	3,630.6	3,590.2	3,457.9	3,412.3
Ontario	-1.9	6,507.8	6,635.8	6,595.8	6,478.5	6,390.0	6,317.4	6,236.5	6,088.8	5,935.3	5,851.5
Manitoba	0.1	610.0	609.2	600.9	590.8	582.4	580.4	572.7	569.4	556.5	553.5
Saskatchewan	0.9	520.3	515.6	505.5	498.4	482.1	485.2	477.6	473.8	459.4	470.5
Alberta	-2.1	2,013.8	2,057.6	2,006.8	1,939.9	1,844.5	1,787.3	1,745.4	1,691.6	1,639.1	1,593.5
British Columbia	-1.2	2,225.4	2,253.0	2,236.8	2,168.4	2,108.0	2,044.9	2,005.2	1,969.2	1,916.4	1,931.9
Gender											
Male	-2.2	8,760.6	8,958.5	8,920.6	8,738.9	8,621.8	8,503.5	8,366.8	8,244.8	8,044.8	7,993.9
Female	-0.2	8,067.0	8,079.7	7,975.7	7,774.5	7,565.8	7,467.6	7,356.0	7,181.3	6,940.2	6,825.4
Age											
Under 25	-6.2	2,454.5	2,617.8	2,628.9	2,560.6	2,498.5	2,465.4	2,433.8	2,416.2	2,328.4	2,307.1
25 to 54	-1.4	11,573.7	11,740.5	11,715.4	11,579.2	11,440.9	11,387.4	11,286.0	11,192.4	11,022.5	10,965.7
55 and Older	4.5	2,799.4	2,679.8	2,551.9	2,373.5	2,248.1	2,118.3	2,003.0	1,817.5	1,634.0	1,546.6
					Qu	arterly Emp	loyment (00	Os) ²			
		2010Q1	2009Q4	2009Q3	2009Q2	2009Q1	2008Q4	2008Q3	2008Q2	2008Q1	2007Q4
						20074.				2000Q1	2007Q4
NATIONAL		16,906.2	16,843.9	16,781.5	16,780.2	16,848.4	17,102.0	17,104.7	17,083.5	17,038.1	16,944.3
NATIONAL Province		16,906.2				-	17,102.0		-	-	-
		16,906.2 216.3				-	17,102.0 215.7		-	-	-
Province		-	16,843.9	16,781.5	16,780.2	16,848.4		17,104.7	17,083.5	17,038.1	16,944.3
Province Newfoundland and Labrador		216.3	16,843.9 213.2	16,781.5 211.8	16,780.2 211.0	212.5	215.7	17,104.7 216.4	17,083.5 220.7	17,038.1 220.9	16,944.3 216.9
Province Newfoundland and Labrador Prince Edward Island		216.3 71.3	16,843.9 213.2 70.5	16,781.5 211.8 68.3	16,780.2 211.0 67.9	16,848.4 212.5 67.5	215.7	17,104.7 216.4 69.6	17,083.5 220.7 70.2	17,038.1 220.9 69.7	16,944.3 216.9 68.6
Province Newfoundland and Labrador Prince Edward Island Nova Scotia		216.3 71.3 451.3	16,843.9 213.2 70.5 453.9	16,781.5 211.8 68.3 450.1	211.0 67.9 449.3	212.5 67.5 452.9	215.7 68.7 453.4	17,104.7 216.4 69.6 452.5	17,083.5 220.7 70.2 451.2	17,038.1 220.9 69.7 450.6	16,944.3 216.9 68.6 450.9
Province Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick		216.3 71.3 451.3 358.7	16,843.9 213.2 70.5 453.9 360.8	16,781.5 211.8 68.3 450.1 359.8	211.0 67.9 449.3 358.7	212.5 67.5 452.9 358.9	215.7 68.7 453.4 360.6	17,104.7 216.4 69.6 452.5 359.1	17,083.5 220.7 70.2 451.2 357.0	17,038.1 220.9 69.7 450.6 359.7	216.9 68.6 450.9 359.1
Province Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec		216.3 71.3 451.3 358.7 3,878.6	16,843.9 213.2 70.5 453.9 360.8 3,855.6	16,781.5 211.8 68.3 450.1 359.8 3,832.6	211.0 67.9 449.3 358.7 3,858.1	16,848.4 212.5 67.5 452.9 358.9 3,842.9	215.7 68.7 453.4 360.6 3,888.5	17,104.7 216.4 69.6 452.5 359.1 3,874.9	17,083.5 220.7 70.2 451.2 357.0 3,866.5	17,038.1 220.9 69.7 450.6 359.7 3,882.4	216.9 68.6 450.9 359.1 3,869.7
Province Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario		216.3 71.3 451.3 358.7 3,878.6 6,548.9	16,843.9 213.2 70.5 453.9 360.8 3,855.6 6,522.5	211.8 68.3 450.1 359.8 3,832.6 6,496.1	211.0 67.9 449.3 358.7 3,858.1 6,466.4	16,848.4 212.5 67.5 452.9 358.9 3,842.9 6,527.2	215.7 68.7 453.4 360.6 3,888.5 6,654.0	216.4 69.6 452.5 359.1 3,874.9 6,679.5	17,083.5 220.7 70.2 451.2 357.0 3,866.5 6,677.2	17,038.1 220.9 69.7 450.6 359.7 3,882.4 6,648.6	216.9 68.6 450.9 359.1 3,869.7 6,612.7
Province Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba		216.3 71.3 451.3 358.7 3,878.6 6,548.9 614.2	16,843.9 213.2 70.5 453.9 360.8 3,855.6 6,522.5 607.8	16,781.5 211.8 68.3 450.1 359.8 3,832.6 6,496.1 610.4	211.0 67.9 449.3 358.7 3,858.1 6,466.4 607.5	212.5 67.5 452.9 358.9 3,842.9 6,527.2 607.4	215.7 68.7 453.4 360.6 3,888.5 6,654.0 611.2	17,104.7 216.4 69.6 452.5 359.1 3,874.9 6,679.5 608.6	17,083.5 220.7 70.2 451.2 357.0 3,866.5 6,677.2 609.8	17,038.1 220.9 69.7 450.6 359.7 3,882.4 6,648.6 604.5	216.9 68.6 450.9 359.1 3,869.7 6,612.7 602.5
Province Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan		216.3 71.3 451.3 358.7 3,878.6 6,548.9 614.2 523.2	16,843.9 213.2 70.5 453.9 360.8 3,855.6 6,522.5 607.8 520.3	16,781.5 211.8 68.3 450.1 359.8 3,832.6 6,496.1 610.4 517.9	211.0 67.9 449.3 358.7 3,858.1 6,466.4 607.5 520.1	16,848.4 212.5 67.5 452.9 358.9 3,842.9 6,527.2 607.4 519.9	215.7 68.7 453.4 360.6 3,888.5 6,654.0 611.2 519.5	17,104.7 216.4 69.6 452.5 359.1 3,874.9 6,679.5 608.6 513.9	17,083.5 220.7 70.2 451.2 357.0 3,866.5 6,677.2 609.8 509.4	17,038.1 220.9 69.7 450.6 359.7 3,882.4 6,648.6 604.5 508.7	16,944.3 216.9 68.6 450.9 359.1 3,869.7 6,612.7 602.5 506.7
Province Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta		216.3 71.3 451.3 358.7 3,878.6 6,548.9 614.2 523.2 2,001.6	16,843.9 213.2 70.5 453.9 360.8 3,855.6 6,522.5 607.8 520.3 2,013.9	211.8 68.3 450.1 359.8 3,832.6 6,496.1 610.4 517.9 2,016.0	211.0 67.9 449.3 358.7 3,858.1 6,466.4 607.5 520.1 2,024.6	16,848.4 212.5 67.5 452.9 358.9 3,842.9 6,527.2 607.4 519.9 2,047.5	215.7 68.7 453.4 360.6 3,888.5 6,654.0 611.2 519.5 2,074.6	216.4 69.6 452.5 359.1 3,874.9 6,679.5 608.6 513.9 2,058.2	17,083.5 220.7 70.2 451.2 357.0 3,866.5 6,677.2 609.8 509.4 2,049.2	17,038.1 220.9 69.7 450.6 359.7 3,882.4 6,648.6 604.5 508.7 2,030.0	16,944.3 216.9 68.6 450.9 359.1 3,869.7 6,612.7 602.5 506.7 2,011.2
Province Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia		216.3 71.3 451.3 358.7 3,878.6 6,548.9 614.2 523.2 2,001.6	16,843.9 213.2 70.5 453.9 360.8 3,855.6 6,522.5 607.8 520.3 2,013.9	211.8 68.3 450.1 359.8 3,832.6 6,496.1 610.4 517.9 2,016.0	211.0 67.9 449.3 358.7 3,858.1 6,466.4 607.5 520.1 2,024.6	16,848.4 212.5 67.5 452.9 358.9 3,842.9 6,527.2 607.4 519.9 2,047.5	215.7 68.7 453.4 360.6 3,888.5 6,654.0 611.2 519.5 2,074.6	216.4 69.6 452.5 359.1 3,874.9 6,679.5 608.6 513.9 2,058.2	17,083.5 220.7 70.2 451.2 357.0 3,866.5 6,677.2 609.8 509.4 2,049.2	17,038.1 220.9 69.7 450.6 359.7 3,882.4 6,648.6 604.5 508.7 2,030.0	16,944.3 216.9 68.6 450.9 359.1 3,869.7 6,612.7 602.5 506.7 2,011.2
Province Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia Gender		216.3 71.3 451.3 358.7 3,878.6 6,548.9 614.2 523.2 2,001.6 2,242.2	16,843.9 213.2 70.5 453.9 360.8 3,855.6 6,522.5 607.8 520.3 2,013.9 2,225.6	16,781.5 211.8 68.3 450.1 359.8 3,832.6 6,496.1 610.4 517.9 2,016.0 2,218.6	211.0 67.9 449.3 358.7 3,858.1 6,466.4 607.5 520.1 2,024.6 2,216.5	16,848.4 212.5 67.5 452.9 358.9 3,842.9 6,527.2 607.4 519.9 2,047.5 2,211.7	215.7 68.7 453.4 360.6 3,888.5 6,654.0 611.2 519.5 2,074.6 2,255.6	216.4 69.6 452.5 359.1 3,874.9 6,679.5 608.6 513.9 2,058.2 2,271.9	17,083.5 220.7 70.2 451.2 357.0 3,866.5 6,677.2 609.8 509.4 2,049.2 2,272.2	17,038.1 220.9 69.7 450.6 359.7 3,882.4 6,648.6 604.5 508.7 2,030.0 2,263.1	216.9 68.6 450.9 359.1 3,869.7 6,612.7 602.5 506.7 2,011.2
Province Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia Gender Male		216.3 71.3 451.3 358.7 3,878.6 6,548.9 614.2 523.2 2,001.6 2,242.2	16,843.9 213.2 70.5 453.9 360.8 3,855.6 6,522.5 607.8 520.3 2,013.9 2,225.6	16,781.5 211.8 68.3 450.1 359.8 3,832.6 6,496.1 610.4 517.9 2,016.0 2,218.6	211.0 67.9 449.3 358.7 3,858.1 6,466.4 607.5 520.1 2,024.6 2,216.5	16,848.4 212.5 67.5 452.9 358.9 3,842.9 6,527.2 607.4 519.9 2,047.5 2,211.7	215.7 68.7 453.4 360.6 3,888.5 6,654.0 611.2 519.5 2,074.6 2,255.6	17,104.7 216.4 69.6 452.5 359.1 3,874.9 6,679.5 608.6 513.9 2,058.2 2,271.9	17,083.5 220.7 70.2 451.2 357.0 3,866.5 6,677.2 609.8 509.4 2,049.2 2,272.2	17,038.1 220.9 69.7 450.6 359.7 3,882.4 6,648.6 604.5 508.7 2,030.0 2,263.1	16,944.3 216.9 68.6 450.9 359.1 3,869.7 6,612.7 602.5 506.7 2,011.2 2,246.1
Province Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia Gender Male Female		216.3 71.3 451.3 358.7 3,878.6 6,548.9 614.2 523.2 2,001.6 2,242.2	16,843.9 213.2 70.5 453.9 360.8 3,855.6 6,522.5 607.8 520.3 2,013.9 2,225.6	16,781.5 211.8 68.3 450.1 359.8 3,832.6 6,496.1 610.4 517.9 2,016.0 2,218.6	211.0 67.9 449.3 358.7 3,858.1 6,466.4 607.5 520.1 2,024.6 2,216.5	16,848.4 212.5 67.5 452.9 358.9 3,842.9 6,527.2 607.4 519.9 2,047.5 2,211.7	215.7 68.7 453.4 360.6 3,888.5 6,654.0 611.2 519.5 2,074.6 2,255.6	17,104.7 216.4 69.6 452.5 359.1 3,874.9 6,679.5 608.6 513.9 2,058.2 2,271.9	17,083.5 220.7 70.2 451.2 357.0 3,866.5 6,677.2 609.8 509.4 2,049.2 2,272.2	17,038.1 220.9 69.7 450.6 359.7 3,882.4 6,648.6 604.5 508.7 2,030.0 2,263.1	16,944.3 216.9 68.6 450.9 359.1 3,869.7 6,612.7 602.5 506.7 2,011.2 2,246.1
Province Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia Gender Male Female Age		216.3 71.3 451.3 358.7 3,878.6 6,548.9 614.2 523.2 2,001.6 2,242.2 8,788.9 8,117.3	16,843.9 213.2 70.5 453.9 360.8 3,855.6 6,522.5 607.8 520.3 2,013.9 2,225.6 8,771.2 8,072.8	16,781.5 211.8 68.3 450.1 359.8 3,832.6 6,496.1 610.4 517.9 2,016.0 2,218.6 8,744.1 8,037.4	16,780.2 211.0 67.9 449.3 358.7 3,858.1 6,466.4 607.5 520.1 2,024.6 2,216.5 8,740.2 8,040.0	16,848.4 212.5 67.5 452.9 358.9 3,842.9 6,527.2 607.4 519.9 2,047.5 2,211.7 8,791.0 8,057.3	215.7 68.7 453.4 360.6 3,888.5 6,654.0 611.2 519.5 2,074.6 2,255.6 9,003.3 8,098.7	17,104.7 216.4 69.6 452.5 359.1 3,874.9 6,679.5 608.6 513.9 2,058.2 2,271.9 9,023.8 8,080.9	17,083.5 220.7 70.2 451.2 357.0 3,866.5 6,677.2 609.8 509.4 2,049.2 2,272.2 9,005.7 8,077.7	17,038.1 220.9 69.7 450.6 359.7 3,882.4 6,648.6 604.5 508.7 2,030.0 2,263.1 9,008.0 8,030.1	16,944.3 216.9 68.6 450.9 359.1 3,869.7 6,612.7 602.5 506.7 2,011.2 2,246.1 8,936.4 8,007.9

Source: Statistics Canada, Labour Force Survey.

Fiscal year data calculated using annual averages of unadjusted data.
 Quarterly data calculated using quarterly averages of seasonally adjusted data.



Annex 1.3 - Employment, by Industry

	% Change				Annual E	mployment,	by Fiscal Ye	ar (000s)1			
	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07	2005/06	2004/05	2003/04	2002/03	2001/02	2000/01
ALL INDUSTRIES	-1.2	16,827.6	17,038.2	16,896.3	16,513.3	16,187.5	15,971.1	15,722.8	15,426.1	14,984.9	14,819.4
Goods-Producing Sector	-6.6	3,701.8	3,962.3	3,978.9	3,982.6	3,999.2	4,003.7	3,932.3	3,915.2	3,767.2	3,807.6
Agriculture	-1.5	313.9	318.8	334.8	343.5	350.5	328.8	329.5	333.1	315.3	357.5
Forestry, Fishing, Mining, Oil and Gas	-7.7	315.9	342.4	340.6	339.8	317.4	292.1	280.8	271.7	277.7	273.9
Utilities	-2.1	147.3	150.5	143.4	123.1	123.6	129.6	130.8	131.0	123.9	117.1
Construction	-4.8	1,164.0	1,222.4	1,155.1	1,078.1	1,034.8	967.8	915.4	872.7	823.8	810.6
Manufacturing	-8.7	1,760.7	1,928.3	2,004.9	2,098.2	2,172.8	2,285.4	2,275.8	2,306.7	2,226.5	2,248.6
Services-Producing Sector	0.4	13,125.8	13,075.9	12,917.4	12,530.7	12,188.3	11,967.4	11,790.6	11,510.8	11,217.7	11,011.7
Trade	-0.8	2,655.1	2,675.9	2,686.5	2,621.2	2,580.2	2,513.9	2,467.5	2,403.2	2,375.9	2,320.3
Transportation and Warehousing	-5.0	803.6	845.5	828.7	799.0	798.5	799.0	799.6	769.0	767.0	774.8
Finance, Insurance, Real Estate and Leasing	2.1	1,098.7	1,075.6	1,061.7	1,046.8	989.3	976.7	931.2	906.7	879.1	862.0
Professional, Scientific and Technical Services	1.2	1,203.1	1,188.3	1,150.0	1,088.0	1,057.8	1,014.3	1,001.4	987.2	981.5	957.5
Business, Building and Other Support Services	-2.6	654.2	671.4	703.6	690.0	659.9	633.1	615.4	598.1	543.6	531.9
Educational Services	1.9	1,203.9	1,181.3	1,183.5	1,161.3	1,120.7	1,041.4	1,033.2	1,012.6	983.1	963.6
Health Care and Social Assistance	2.4	1,961.7	1,915.2	1,843.6	1,802.0	1,725.0	1,719.6	1,687.8	1,635.4	1,553.8	1,526.4
Information, Culture and Recreation	2.5	772.1	753.2	776.0	748.9	732.6	733.3	723.5	710.7	711.7	682.9
Accommodation and Food Services	-2.8	1,057.2	1,087.3	1,069.0	1,031.4	998.0	1,007.2	994.4	992.8	959.1	940.3
Other Services	3.5	782.0	755.8	728.7	707.4	694.2	702.6	709.5	699.3	668.9	675.7
Public Administration	0.9	934.3	926.4	886.3	834.5	832.2	826.3	827.0	795.9	794.2	776.3
					Q	uarterly Emp	oyment (000s	s) ²			
		2010Q1	2009Q4	2009Q3	2009Q2	2009Q1	2008Q4	2008Q3	2008Q2	2008Q1	2007Q4
ALL INDUSTRIES		16,906.2	16,843.9	16,781.5	16,780.2	16,848.4	17,102.0	17,104.7	17,083.5	17,038.1	16,944.3
Goods-Producing Sector		3,704.3	3,701.6	3,676.2	3,721.7	3,794.6	3,984.5	4,029.8	4,030.4	4,000.5	3,961.8
Agriculture		303.5	314.0	315.4	321.7	312.8	316.7	322.3	322.3	333.1	335.5
Forestry, Fishing, Mining, Oil and Gas		325.4	308.6	314.5	317.1	334.6	348.7	344.2	343.1	341.3	341.5
Utilities		147.1	149.0	146.1	146.7	148.2	149.2	151.3	152.5	152.4	145.4
Construction		1,185.8	1,175.5	1,150.5	1,145.4	1,171.7	1,234.7	1,248.1	1,234.2	1,203.8	1,146.3
Manufacturing		1,742.4	1,754.5	1,749.8	1,790.8	1,827.3	1,935.1	1,964.0	1,978.3	1,969.8	1,993.1
Services-Producing Sector		13,201.9	13,142.4	13,105.3	13,058.5	13,053.8	13,117.6	13,074.9	13,053.1	13,037.6	12,982.5
Trade		2,669.2	2,649.8	2,663.9	2,641.3	2,656.8	2,676.3	2,678.3	2,692.4	2,688.3	2,691.2
Transportation and Warehousing		783.8	805.2	803.0	821.1	834.0	848.3	852.4	843.2	847.7	828.8
Finance, Insurance, Real Estate and Leasing		1,108.2	1,118.1	1,102.8	1,066.5	1,083.6	1,073.2	1,072.3	1,074.2	1,074.6	1,062.5
Professional, Scientific and Technical Services		1,229.1	1,209.4	1,197.3	1,178.4	1,184.0	1,196.5	1,185.9	1,186.6	1,182.9	1,156.3
Business, Building and Other Support Services		653.6	634.8	655.3	673.4	656.1	669.0	662.5	697.3	711.4	706.4
Educational Services		1,226.3	1,216.8	1,187.9	1,180.2	1,167.7	1,183.2	1,188.9	1,185.8	1,188.1	1,188.5
Health Care and Social Assistance		1,996.9	1,970.6	1,938.9	1,941.5	1,946.8	1,927.5	1,905.4	1,880.0	1,859.1	1,856.7
Information, Culture and Recreation		763.5	773.2	783.8	770.3	751.6	752.5	753.5	757.9	770.2	781.8
Accommodation and Food Services		1,077.3	1,049.9	1,040.5	1,061.6	1,074.9	1,090.7	1,107.2	1,074.7	1,050.3	1,069.9
Other Services Public Administration		754.1 940.0	781.8 932.9	793.9 938.1	798.1 926.0	774.3 924.0	763.9 936.4	747.9 920.6	737.6 923.4	743.6 921.5	737.5 902.9

Source: Statistics Canada, Labour Force Survey.

1. Fiscal year data calculated using annual averages of unadjusted data.

² Quarterly data calculated using quarterly averages of seasonally adjusted data.

Annex 1.4 – Unemployment, by Province, Gender and Age

	% Change	% Change Annual Unemployment, by Fiscal Year (000s) ¹									
	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07	2005/06	2004/05	2003/04	2002/03	2001/02	2000/01
NATIONAL	27.0	1,536.3	1,210.1	1,071.8	1,099.2	1,148.2	1,218.6	1,285.2	1,257.8	1,210.0	1,096.4
Province											
Newfoundland and Labrador	12.0	39.2	35.0	32.6	36.6	38.5	38.8	40.8	41.5	39.6	38.8
Prince Edward Island	2.3	9.0	8.8	7.8	8.2	8.5	8.3	8.2	8.5	9.0	8.5
Nova Scotia	15.4	45.7	39.6	38.3	37.6	39.2	42.7	43.5	43.9	45.4	41.6
New Brunswick	0.0	34.5	34.5	30.2	31.5	36.5	37.3	38.4	38.1	40.7	38.6
Quebec	11.5	353.3	316.8	293.8	322.3	335.9	337.3	366.6	336.6	341.5	319.1
Ontario	28.2	653.0	509.2	447.0	439.6	444.7	460.2	463.0	457.9	422.9	362.6
Manitoba	23.4	34.3	27.8	27.3	26.9	27.7	32.6	29.9	30.0	30.4	28.0
Saskatchewan	15.8	26.4	22.8	22.1	22.6	26.1	26.2	28.5	28.6	28.2	26.3
Alberta	68.5	149.8	88.9	72.9	69.9	72.1	83.1	92.7	96.0	81.0	83.2
British Columbia	50.8	191.2	126.8	99.7	103.9	119.0	152.1	173.6	176.5	171.1	149.5
Gender											
Male	30.6	918.6	703.3	599.2	606.9	630.4	674.1	721.5	710.1	690.0	605.6
Female	21.9	617.7	506.8	472.6	492.2	517.7	544.5	563.7	547.7	519.9	490.7
Age											
Under 25	21.9	448.2	367.6	329.4	334.0	347.3	372.3	392.8	375.1	355.0	333.0
25 to 54	29.7	891.1	686.9	615.4	637.0	681.3	724.7	769.6	769.0	756.3	677.6
55 and Older	26.6	197.0	155.6	127.0	128.1	119.5	121.6	122.8	113.7	98.6	85.8
					Quar	terly Unem _l	ployment (0	00s)²			
		2010Q1	2009Q4	2009Q3	2009Q2	2009Q1	2008Q4	2008Q3	2008Q2	2008Q1	2007Q4
NATIONAL		1,518.6	1,539.5	1,558.3	1,542.5	1,432.5	1,179.5	1,112.5	1,100.7	1,081.6	1,073.6
Province								l			
Newfoundland and Labrador											
		38.3	40.2	40.6	38.7	37.7	34.4	33.7	33.6	32.6	32.5
Prince Edward Island		38.3 8.1	40.2 8.4	40.6 9.7	38.7 9.9	37.7 9.4	34.4 8.7	33.7 8.3	33.6 8.0	32.6 8.3	32.5 7.8
Prince Edward Island		8.1	8.4	9.7	9.9	9.4	8.7	8.3	8.0	8.3	7.8
Prince Edward Island Nova Scotia		8.1 45.0	8.4 45.5	9.7 46.0	9.9 45.6	9.4 44.5	8.7 38.1	8.3	8.0 37.9	8.3	7.8 36.8
Prince Edward Island Nova Scotia New Brunswick		8.1 45.0 35.3	8.4 45.5 33.9	9.7 46.0 33.8	9.9 45.6 34.5	9.4 44.5 35.7	8.7 38.1 34.3	8.3 36.9 32.8	8.0 37.9 33.9	8.3 36.7 32.4	7.8 36.8 30.2
Prince Edward Island Nova Scotia New Brunswick Quebec		8.1 45.0 35.3 340.2	8.4 45.5 33.9 344.6	9.7 46.0 33.8 371.9	9.9 45.6 34.5 365.8	9.4 44.5 35.7 347.4	8.7 38.1 34.3 306.9	8.3 36.9 32.8 302.3	8.0 37.9 33.9 307.8	8.3 36.7 32.4 298.1	7.8 36.8 30.2 297.8
Prince Edward Island Nova Scotia New Brunswick Quebec Ontario		8.1 45.0 35.3 340.2 648.9	8.4 45.5 33.9 344.6 655.2	9.7 46.0 33.8 371.9 655.2	9.9 45.6 34.5 365.8 654.7	9.4 44.5 35.7 347.4 615.5	8.7 38.1 34.3 306.9 503.6	8.3 36.9 32.8 302.3 460.9	8.0 37.9 33.9 307.8 453.2	8.3 36.7 32.4 298.1 447.1	7.8 36.8 30.2 297.8 448.9
Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba		8.1 45.0 35.3 340.2 648.9 34.9	8.4 45.5 33.9 344.6 655.2 36.5	9.7 46.0 33.8 371.9 655.2 35.0	9.9 45.6 34.5 365.8 654.7 31.8	9.4 44.5 35.7 347.4 615.5 32.1	8.7 38.1 34.3 306.9 503.6 27.5	8.3 36.9 32.8 302.3 460.9 26.2	8.0 37.9 33.9 307.8 453.2 25.5	8.3 36.7 32.4 298.1 447.1 26.3	7.8 36.8 30.2 297.8 448.9 27.5
Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan		8.1 45.0 35.3 340.2 648.9 34.9 26.2	8.4 45.5 33.9 344.6 655.2 36.5 27.0	9.7 46.0 33.8 371.9 655.2 35.0 25.7	9.9 45.6 34.5 365.8 654.7 31.8 26.2	9.4 44.5 35.7 347.4 615.5 32.1 25.1	8.7 38.1 34.3 306.9 503.6 27.5 21.2	8.3 36.9 32.8 302.3 460.9 26.2 22.5	8.0 37.9 33.9 307.8 453.2 25.5 21.5	8.3 36.7 32.4 298.1 447.1 26.3 22.0	7.8 36.8 30.2 297.8 448.9 27.5 21.9
Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta		8.1 45.0 35.3 340.2 648.9 34.9 26.2 149.1	8.4 45.5 33.9 344.6 655.2 36.5 27.0	9.7 46.0 33.8 371.9 655.2 35.0 25.7 153.1	9.9 45.6 34.5 365.8 654.7 31.8 26.2 144.3	9.4 44.5 35.7 347.4 615.5 32.1 25.1 118.5	8.7 38.1 34.3 306.9 503.6 27.5 21.2 83.7	8.3 36.9 32.8 302.3 460.9 26.2 22.5 77.4	8.0 37.9 33.9 307.8 453.2 25.5 21.5 72.6	8.3 36.7 32.4 298.1 447.1 26.3 22.0 75.7	7.8 36.8 30.2 297.8 448.9 27.5 21.9 71.7
Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia		8.1 45.0 35.3 340.2 648.9 34.9 26.2 149.1	8.4 45.5 33.9 344.6 655.2 36.5 27.0	9.7 46.0 33.8 371.9 655.2 35.0 25.7 153.1	9.9 45.6 34.5 365.8 654.7 31.8 26.2 144.3	9.4 44.5 35.7 347.4 615.5 32.1 25.1 118.5	8.7 38.1 34.3 306.9 503.6 27.5 21.2 83.7	8.3 36.9 32.8 302.3 460.9 26.2 22.5 77.4	8.0 37.9 33.9 307.8 453.2 25.5 21.5 72.6	8.3 36.7 32.4 298.1 447.1 26.3 22.0 75.7	7.8 36.8 30.2 297.8 448.9 27.5 21.9 71.7
Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia Gender		8.1 45.0 35.3 340.2 648.9 34.9 26.2 149.1 192.7	8.4 45.5 33.9 344.6 655.2 36.5 27.0 152.0	9.7 46.0 33.8 371.9 655.2 35.0 25.7 153.1 187.3	9.9 45.6 34.5 365.8 654.7 31.8 26.2 144.3 191.2	9.4 44.5 35.7 347.4 615.5 32.1 25.1 118.5 166.7	8.7 38.1 34.3 306.9 503.6 27.5 21.2 83.7 121.1	8.3 36.9 32.8 302.3 460.9 26.2 22.5 77.4 111.5	8.0 37.9 33.9 307.8 453.2 25.5 21.5 72.6 106.5	8.3 36.7 32.4 298.1 447.1 26.3 22.0 75.7 102.2	7.8 36.8 30.2 297.8 448.9 27.5 21.9 71.7 98.5
Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia Gender Male		8.1 45.0 35.3 340.2 648.9 34.9 26.2 149.1 192.7	8.4 45.5 33.9 344.6 655.2 36.5 27.0 152.0 196.2	9.7 46.0 33.8 371.9 655.2 35.0 25.7 153.1 187.3	9.9 45.6 34.5 365.8 654.7 31.8 26.2 144.3 191.2	9.4 44.5 35.7 347.4 615.5 32.1 25.1 118.5 166.7	8.7 38.1 34.3 306.9 503.6 27.5 21.2 83.7 121.1	8.3 36.9 32.8 302.3 460.9 26.2 22.5 77.4 111.5	8.0 37.9 33.9 307.8 453.2 25.5 21.5 72.6 106.5	8.3 36.7 32.4 298.1 447.1 26.3 22.0 75.7 102.2	7.8 36.8 30.2 297.8 448.9 27.5 21.9 71.7 98.5
Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia Gender Male Female		8.1 45.0 35.3 340.2 648.9 34.9 26.2 149.1 192.7	8.4 45.5 33.9 344.6 655.2 36.5 27.0 152.0 196.2	9.7 46.0 33.8 371.9 655.2 35.0 25.7 153.1 187.3	9.9 45.6 34.5 365.8 654.7 31.8 26.2 144.3 191.2	9.4 44.5 35.7 347.4 615.5 32.1 25.1 118.5 166.7	8.7 38.1 34.3 306.9 503.6 27.5 21.2 83.7 121.1	8.3 36.9 32.8 302.3 460.9 26.2 22.5 77.4 111.5	8.0 37.9 33.9 307.8 453.2 25.5 21.5 72.6 106.5	8.3 36.7 32.4 298.1 447.1 26.3 22.0 75.7 102.2	7.8 36.8 30.2 297.8 448.9 27.5 21.9 71.7 98.5
Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia Gender Male Female Age		8.1 45.0 35.3 340.2 648.9 34.9 26.2 149.1 192.7 893.8 624.8	8.4 45.5 33.9 344.6 655.2 36.5 27.0 152.0 196.2 918.9 620.6	9.7 46.0 33.8 371.9 655.2 35.0 25.7 153.1 187.3 936.3 622.0	9.9 45.6 34.5 365.8 654.7 31.8 26.2 144.3 191.2 935.2 607.4	9.4 44.5 35.7 347.4 615.5 32.1 25.1 118.5 166.7	8.7 38.1 34.3 306.9 503.6 27.5 21.2 83.7 121.1 678.9 500.7	8.3 36.9 32.8 302.3 460.9 26.2 22.5 77.4 111.5 624.8 487.7	8.0 37.9 33.9 307.8 453.2 25.5 21.5 72.6 106.5 626.1 474.6	8.3 36.7 32.4 298.1 447.1 26.3 22.0 75.7 102.2 604.9 476.8	7.8 36.8 30.2 297.8 448.9 27.5 21.9 71.7 98.5 613.4 460.1

Source: Statistics Canada, Labour Force Survey.

1. Fiscal year data calculated using annual averages of unadjusted data.

2. Quarterly data calculated using quarterly averages of seasonally adjusted data.



Annex 1.5 – Unemployment Rate, by Province, Gender and Age

	Percenta	ge Point (Change¹			Annu	al Unemp	loyment F	Rate, by Fi	scal Year (%)²		
	200	08/09–2009/	/10	2009/10	2008/09	2007/08	2006/07	2005/06	2004/05	2003/04	2002/03	2001/02	2000/01
NATIONAL			1.7	8.4	6.6	6.0	6.2	6.6	7.1	7.6	7.5	7.5	6.9
Province													
Newfoundland and Labrador			1.6	15.5	13.9	13.0	14.5	15.3	15.4	16.1	16.6	16.1	16.3
Prince Edward Island			0.2	11.5	11.3	10.2	10.7	11.1	11.0	11.0	11.6	12.4	11.9
Nova Scotia			1.2	9.2	8.0	7.9	7.8	8.2	8.8	9.1	9.4	9.8	9.2
New Brunswick			0.0	8.8	8.8	7.8	8.2	9.5	9.7	10.1	10.0	10.9	10.4
Quebec			0.8	8.4	7.6	7.1	7.9	8.3	8.4	9.2	8.6	9.0	8.6
Ontario			2.0	9.1	7.1	6.3	6.4	6.5	6.8	6.9	7.0	6.7	5.8
Manitoba			1.0	5.3	4.4	4.3	4.4	4.5	5.3	5.0	5.0	5.2	4.8
Saskatchewan			0.6	4.8	4.2	4.2	4.3	5.1	5.1	5.6	5.7	5.8	5.3
Alberta			2.8	6.9	4.1	3.5	3.5	3.8	4.4	5.0	5.4	4.7	5.0
British Columbia			2.6	7.9	5.3	4.3	4.6	5.3	6.9	8.0	8.2	8.2	7.2
Gender													
Male			2.2	9.5	7.3	6.3	6.5	6.8	7.3	7.9	7.9	7.9	7.0
Female			1.2	7.1	5.9	5.6	6.0	6.4	6.8	7.1	7.1	7.0	6.7
Age													
Under 25			3.1	15.4	12.3	11.1	11.5	12.2	13.1	13.9	13.4	13.2	12.6
25 to 54			1.6	7.1	5.5	5.0	5.2	5.6	6.0	6.4	6.4	6.4	5.8
55 and Older			1.1	6.6	5.5	4.7	5.1	5.0	5.4	5.8	5.9	5.7	5.3
						Monthly U	nemploymer	nt Rate (%)³					
	Mar 2010	Feb 2010	Jan 2010	Dec 2009	Nov 2009	Oct 2009	Sep 2009	Aug 2009	Jul 2009	Jun 2009	May 2009	Apr 2009	Mar 2009
NATIONAL	8.2	8.2	8.3	8.4	8.4	8.4	8.3	8.7	8.6	8.6	8.5	8.1	8.1
Province													
Province Newfoundland and Labrador	15.4	14.8	14.9	15.3	15.6	16.7	15.5	16.0	16.7	15.8	15.6	15.1	14.4
Newfoundland	15.4	14.8	9.9	15.3	15.6	16.7	15.5	16.0	16.7	15.8	15.6 13.2	15.1	14.4
Newfoundland and Labrador													
Newfoundland and Labrador Prince Edward Island	10.5	10.2	9.9	10.5	10.6	10.8	11.4	13.5	12.3	12.1	13.2	12.8	11.4
Newfoundland and Labrador Prince Edward Island Nova Scotia	10.5	10.2	9.9 9.7	10.5	10.6	10.8	11.4 9.5	13.5 9.1	12.3 9.2	12.1 9.3	13.2	12.8	11.4 9.0
Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick	10.5 8.4 8.6	10.2 9.2 9.1	9.9 9.7 9.1	10.5 9.2 8.9	10.6 9.3 8.6	10.8 8.9 8.2	11.4 9.5 8.0	13.5 9.1 8.9	12.3 9.2 8.9	12.1 9.3 8.9	9.0 8.6	12.8 9.4 8.8	9.0 9.6
Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec	10.5 8.4 8.6 7.9	9.2 9.1 8.2	9.9 9.7 9.1 8.1	10.5 9.2 8.9 8.4	10.6 9.3 8.6 8.1	10.8 8.9 8.2 8.1	11.4 9.5 8.0 8.7	13.5 9.1 8.9 9.0	12.3 9.2 8.9 8.9	12.1 9.3 8.9 8.8	13.2 9.0 8.6 8.7	12.8 9.4 8.8 8.5	9.0 9.6 8.6
Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario	10.5 8.4 8.6 7.9 8.8	9.2 9.1 8.2 9.1	9.9 9.7 9.1 8.1 9.1	10.5 9.2 8.9 8.4 9.3	10.6 9.3 8.6 8.1 9.2	10.8 8.9 8.2 8.1 8.9	11.4 9.5 8.0 8.7 8.9	13.5 9.1 8.9 9.0 9.3	12.3 9.2 8.9 8.9 9.3	12.1 9.3 8.9 8.8 9.4	13.2 9.0 8.6 8.7 9.4	12.8 9.4 8.8 8.5 8.8	11.4 9.0 9.6 8.6 8.8
Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario	10.5 8.4 8.6 7.9 8.8 5.3	9.2 9.1 8.2 9.1 5.4	9.9 9.7 9.1 8.1 9.1 5.5	10.5 9.2 8.9 8.4 9.3 5.8	10.6 9.3 8.6 8.1 9.2 5.5	10.8 8.9 8.2 8.1 8.9 5.7	11.4 9.5 8.0 8.7 8.9 5.3	13.5 9.1 8.9 9.0 9.3 5.7	12.3 9.2 8.9 8.9 9.3 5.3	12.1 9.3 8.9 8.8 9.4 5.2	13.2 9.0 8.6 8.7 9.4 4.9	12.8 9.4 8.8 8.5 8.8 4.9	11.4 9.0 9.6 8.6 8.8 5.4
Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan	10.5 8.4 8.6 7.9 8.8 5.3 5.2	9.2 9.1 8.2 9.1 5.4 4.4	9.9 9.7 9.1 8.1 9.1 5.5 4.7	10.5 9.2 8.9 8.4 9.3 5.8 4.8	10.6 9.3 8.6 8.1 9.2 5.5 5.1	10.8 8.9 8.2 8.1 8.9 5.7 4.9	11.4 9.5 8.0 8.7 8.9 5.3 4.6	13.5 9.1 8.9 9.0 9.3 5.7 4.8	12.3 9.2 8.9 8.9 9.3 5.3 4.8	12.1 9.3 8.9 8.8 9.4 5.2 4.5	13.2 9.0 8.6 8.7 9.4 4.9 5.0	12.8 9.4 8.8 8.5 8.8 4.9	11.4 9.0 9.6 8.6 8.8 5.4 4.7
Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan	10.5 8.4 8.6 7.9 8.8 5.3 5.2 7.4	9.2 9.2 9.1 8.2 9.1 5.4 4.4	9.9 9.7 9.1 8.1 9.1 5.5 4.7 6.6	10.5 9.2 8.9 8.4 9.3 5.8 4.8	10.6 9.3 8.6 8.1 9.2 5.5 5.1 7.3	10.8 8.9 8.2 8.1 8.9 5.7 4.9	11.4 9.5 8.0 8.7 8.9 5.3 4.6	13.5 9.1 8.9 9.0 9.3 5.7 4.8 7.2	12.3 9.2 8.9 8.9 9.3 5.3 4.8	12.1 9.3 8.9 8.8 9.4 5.2 4.5	13.2 9.0 8.6 8.7 9.4 4.9 5.0 6.8	12.8 9.4 8.8 8.5 8.8 4.9 4.9	11.4 9.0 9.6 8.6 8.8 5.4 4.7 5.9
Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia	10.5 8.4 8.6 7.9 8.8 5.3 5.2 7.4	9.2 9.2 9.1 8.2 9.1 5.4 4.4	9.9 9.7 9.1 8.1 9.1 5.5 4.7 6.6	10.5 9.2 8.9 8.4 9.3 5.8 4.8	10.6 9.3 8.6 8.1 9.2 5.5 5.1 7.3	10.8 8.9 8.2 8.1 8.9 5.7 4.9	11.4 9.5 8.0 8.7 8.9 5.3 4.6	13.5 9.1 8.9 9.0 9.3 5.7 4.8 7.2	12.3 9.2 8.9 8.9 9.3 5.3 4.8	12.1 9.3 8.9 8.8 9.4 5.2 4.5	13.2 9.0 8.6 8.7 9.4 4.9 5.0 6.8	12.8 9.4 8.8 8.5 8.8 4.9 4.9	11.4 9.0 9.6 8.6 8.8 5.4 4.7 5.9
Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia Gender	10.5 8.4 8.6 7.9 8.8 5.3 5.2 7.4	10.2 9.2 9.1 8.2 9.1 5.4 4.4 6.8	9.9 9.7 9.1 8.1 9.1 5.5 4.7 6.6 8.1	10.5 9.2 8.9 8.4 9.3 5.8 4.8 6.7	10.6 9.3 8.6 8.1 9.2 5.5 5.1 7.3	10.8 8.9 8.2 8.1 8.9 5.7 4.9 7.1	11.4 9.5 8.0 8.7 8.9 5.3 4.6 6.8 7.4	13.5 9.1 8.9 9.0 9.3 5.7 4.8 7.2 8.1	12.3 9.2 8.9 8.9 9.3 5.3 4.8 7.2	12.1 9.3 8.9 8.8 9.4 5.2 4.5 6.9	13.2 9.0 8.6 8.7 9.4 4.9 5.0 6.8 7.8	12.8 9.4 8.8 8.5 8.8 4.9 4.9 6.3 7.8	11.4 9.0 9.6 8.6 8.8 5.4 4.7 5.9
Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia Gender Male	10.5 8.4 8.6 7.9 8.8 5.3 5.2 7.4 8.0	10.2 9.2 9.1 8.2 9.1 5.4 4.4 6.8 7.7	9.9 9.7 9.1 8.1 9.1 5.5 4.7 6.6 8.1	10.5 9.2 8.9 8.4 9.3 5.8 4.8 6.7 8.1	10.6 9.3 8.6 8.1 9.2 5.5 5.1 7.3 8.1	10.8 8.9 8.2 8.1 8.9 5.7 4.9 7.1 8.1	11.4 9.5 8.0 8.7 8.9 5.3 4.6 6.8 7.4	13.5 9.1 8.9 9.0 9.3 5.7 4.8 7.2 8.1	12.3 9.2 8.9 8.9 9.3 5.3 4.8 7.2 7.9	12.1 9.3 8.9 8.8 9.4 5.2 4.5 6.9 8.2	13.2 9.0 8.6 8.7 9.4 4.9 5.0 6.8 7.8	12.8 9.4 8.8 8.5 8.8 4.9 4.9 6.3 7.8	11.4 9.0 9.6 8.6 8.8 5.4 4.7 5.9 7.6
Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia Gender Male Female	10.5 8.4 8.6 7.9 8.8 5.3 5.2 7.4 8.0	10.2 9.2 9.1 8.2 9.1 5.4 4.4 6.8 7.7	9.9 9.7 9.1 8.1 9.1 5.5 4.7 6.6 8.1	10.5 9.2 8.9 8.4 9.3 5.8 4.8 6.7 8.1	10.6 9.3 8.6 8.1 9.2 5.5 5.1 7.3 8.1	10.8 8.9 8.2 8.1 8.9 5.7 4.9 7.1 8.1	11.4 9.5 8.0 8.7 8.9 5.3 4.6 6.8 7.4	13.5 9.1 8.9 9.0 9.3 5.7 4.8 7.2 8.1	12.3 9.2 8.9 8.9 9.3 5.3 4.8 7.2 7.9	12.1 9.3 8.9 8.8 9.4 5.2 4.5 6.9 8.2	13.2 9.0 8.6 8.7 9.4 4.9 5.0 6.8 7.8	12.8 9.4 8.8 8.5 8.8 4.9 4.9 6.3 7.8	11.4 9.0 9.6 8.6 8.8 5.4 4.7 5.9 7.6
Newfoundland and Labrador Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia Gender Male Female Age	10.5 8.4 8.6 7.9 8.8 5.3 5.2 7.4 8.0	9.2 9.1 8.2 9.1 5.4 4.4 6.8 7.7	9.9 9.7 9.1 8.1 9.1 5.5 4.7 6.6 8.1	10.5 9.2 8.9 8.4 9.3 5.8 4.8 6.7 8.1	10.6 9.3 8.6 8.1 9.2 5.5 5.1 7.3 8.1	10.8 8.9 8.2 8.1 8.9 5.7 4.9 7.1 8.1	11.4 9.5 8.0 8.7 8.9 5.3 4.6 6.8 7.4	13.5 9.1 8.9 9.0 9.3 5.7 4.8 7.2 8.1	12.3 9.2 8.9 8.9 9.3 5.3 4.8 7.2 7.9	12.1 9.3 8.9 8.8 9.4 5.2 4.5 6.9 8.2	13.2 9.0 8.6 8.7 9.4 4.9 5.0 6.8 7.8	12.8 9.4 8.8 8.5 8.8 4.9 6.3 7.8 9.3 6.9	11.4 9.0 9.6 8.6 8.8 5.4 4.7 5.9 7.6

Source: Statistics Canada, Labour Force Survey.

1. Percentage point difference between 2008/09 and 2009/10.

² Fiscal year data calculated using annual averages of unadjusted data.

^{3.} Monthly data are seasonally adjusted.

Annex 1.6 – Employment and Unemployment Rate, by Education Level

	Unem- ployment Rate (%)	Employ- ment % Change		Annual Employment, by Fiscal Year (000s)¹									
	2009/10	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07	2005/06	2004/05	2003/04	2002/03	2001/02	2000/01	
NATIONAL	8.4	-1.2	16,827.6	17,038.2	16,896.3	16,513.3	16,187.5	15,971.1	15,722.8	15,426.1	14,984.9	14,819.4	
Education Level													
Eight Years or Less	15.5	-4.8	377.2	396.2	428.3	450.7	464.0	488.1	506.6	500.7	490.2	531.6	
Some High School	16.3	-9.7	1,563.9	1,732.5	1,755.7	1,786.2	1,758.9	1,788.8	1,804.2	1,880.6	1,898.9	1,932.5	
High School Diploma	9.1	-0.1	3,379.3	3,383.6	3,433.1	3,393.4	3,362.2	3,275.1	3,180.0	3,176.1	3,119.9	3,108.7	
Some Post-Secondary	10.3	-6.4	1,372.6	1,466.4	1,418.1	1,329.2	1,374.9	1,553.5	1,576.4	1,477.8	1,392.3	1,449.7	
Post-Secondary Certificate or Diploma	6.9	-0.2	5,932.3	5,946.9	5,919.0	5,717.1	5,577.3	5,476.4	5,342.9	5,232.9	5,044.2	4,848.3	
University Degree	5.2	2.2	4,202.2	4,112.5	3,942.1	3,836.8	3,650.2	3,389.1	3,312.7	3,157.9	3,039.5	2,948.5	

Source: Statistics Canada, Labour Force Survey.

^{1.} Fiscal year data calculated using annual averages of unadjusted data.



Annex 1.7 – Labour Force Estimates

	% Change¹			A	nnual Labou	r Force Estima	ntes, by Fiscal	Year (000s) ²			
	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07	2005/06	2004/05	2003/04	2002/03	2001/02	2000/01
Population	1.4	27,391.7	27,006.9	26,613.4	26,239.1	25,871.4	25,515.8	25,180.0	24,865.3	24,527.6	24,174.0
Labour force	0.6	18,363.9	18,248.3	17,968.1	17,612.5	17,335.7	17,189.7	17,008.0	16,683.9	16,194.9	15,915.7
Employment ³	-1.2	16,827.6	17,038.2	16,896.3	16,513.3	16,187.5	15,971.1	15,722.8	15,426.1	14,984.9	14,819.4
Full time	-1.9	13,592.1	13,849.6	13,812.8	13,511.9	13,215.1	13,011.0	12,763.2	12,515.4	12,253.2	12,134.9
Part time	1.5	3,235.5	3,188.6	3,083.4	3,001.4	2,972.4	2,960.1	2,959.7	2,910.6	2,731.8	2,684.
Unemployment	27.0	1,536.3	1,210.1	1,071.8	1,099.2	1,148.2	1,218.6	1,285.2	1,257.8	1,210.0	1,096.4
	% Point Change⁴				Annual Lab	our Force Esti	mates, by Fis	cal Year (%)²			
	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07	2005/06	2004/05	2003/04	2002/03	2001/02	2000/01
Unemployment rate	1.7	8.4	6.6	6.0	6.2	6.6	7.1	7.6	7.5	7.5	6.9
Participation rate	-0.5	67.0	67.6	67.5	67.1	67.0	67.4	67.5	67.1	66.0	65.8
Employment rate	-1.7	61.4	63.1	63.5	62.9	62.6	62.6	62.4	62.0	61.1	61.3
					Quarterl	y Labour Ford	e Estimates (000s, %) ⁵			
		2010Q1	2009Q4	2009Q3	2009Q2	2009Q1	2008Q4	2008Q3	2008Q2	2008Q1	2007Q4
Population		27,523.9	27,444.4	27,352.4	27,246.2	27,149.6	27,061.3	26,963.1	26,853.8	26,751.4	26,662
Labour force		18,424.8	18,383.4	18,339.7	18,322.8	18,280.9	18,281.6	18,217.3	18,184.1	18,119.7	18,017.8
Employment ³		16,906.2	16,843.9	16,781.5	16,780.2	16,848.4	17,102.0	17,104.7	17,083.5	17,038.1	16,944.3
Full time		13,666.9	13,632.4	13,534.8	13,521.5	13,616.0	13,892.8	13,941.4	13,920.9	13,925.1	13,824.6
Part time		3,239.3	3,211.5	3,246.6	3,258.7	3,232.3	3,209.2	3,163.3	3,162.6	3,112.9	3,119.
Unemployment		1,518.6	1,539.5	1,558.3	1,542.5	1,432.5	1,179.5	1,112.5	1,100.7	1,081.6	1,073.6
Unemployment rate		8.2	8.4	8.5	8.4	7.8	6.4	6.1	6.1	6.0	6.0
Participation rate		66.9	67.0	67.0	67.2	67.3	67.6	67.6	67.7	67.7	67.0
Employment rate		61.4	61.4	61.3	61.6	62.1	63.2	63.4	63.6	63.7	63.

Source: Statistics Canada, Labour Force Survey.

^{1.} Percentage growth between 2008/09 and 2009/10.

² Fiscal year data calculated using annual averages of unadjusted data. ³ Employment includes those who are self-employed.

⁴ Percentage point difference between 2008/09 and 2009/10.

^{5.} Quarterly data calculated using quarterly averages of seasonally adjusted data.

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Annex 2.1 – Total Income Benefits

000,100 % Change (4) Acchange (5)			2	Now Claime				Average	Wookly Ro	ofit?			A	Amount Paid ²		
9, Change				C LIGHT				nvelag	meenly be	ÇIII.						
Total part of p		% Change		00)	(so)		% Change		5)	(:		% Change		(\$ Mi	llion)	
Tenritory 1.1 9.23 9.94 9.04 9.04 1.0 3.64 3.94 3.94 3.94 9.94 9.04		2008/09- 2009/10		2008/09	2007/08	2006/07	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07
bind shad -11 923 934 904 10 363 360 369 36 369	Province/Territory															
work 34.6 34.6 35.9 36.4 35.9 36.4 35.9 36.4 35.9 36.4 35.9 36.4 35.9 36.4 35.9 36.4 35.9 36.4 35.9 36.4 35.9 36.4 35.9 36.4 35.9 36.7 36.9 36.7 36.9 36.7 36.9 36.7 36.9 36.7 36.9 <th< th=""><th>Newfoundland and Labrador</th><th>1-1</th><th>92.3</th><th>93.4</th><th>90.4</th><th>90.4</th><th>1.0</th><th>363</th><th>360</th><th>343</th><th>328</th><th>15.2</th><th>0.996</th><th>838.3</th><th>786.2</th><th>778.2</th></th<>	Newfoundland and Labrador	1-1	92.3	93.4	90.4	90.4	1.0	363	360	343	328	15.2	0.996	838.3	786.2	778.2
a 0.9 9.0.7 88.9 84.1 2.0 356 334 335 318 </th <th>Prince Edward Island</th> <th>6.0</th> <th></th> <th>24.4</th> <th>23.3</th> <th>23.8</th> <th>1.4</th> <th>364</th> <th>359</th> <th>346</th> <th>335</th> <th>12.5</th> <th>227.1</th> <th>201.9</th> <th>191.6</th> <th>188.0</th>	Prince Edward Island	6.0		24.4	23.3	23.8	1.4	364	359	346	335	12.5	227.1	201.9	191.6	188.0
work 1.3 51.4 91.1 38.9 1.4 35.2 35.9 31.9 3	Nova Scotia	6.0	2.06	6.68	82.7	84.1	2.0	356	349	334	325	18.5	825.9	2.969	638.9	625.7
van 13 5791 5718 5316 536 34 356 349 359 357 579 4,181 330 40.5 641 40.8 364 369 36	New Brunswick	2.4	94.1	91.9	88.9	89.9	1.4	352	347	335	323	18.7	859.5	723.9	684.5	685.5
van 11 551.7 553.1 6.7 369 366 349 339 405 697.4 4920 wan 7.5 66.7 6.0.0 51.4 54.1 6.1 352 345 349 <t< th=""><th>Quebec</th><th>1.3</th><th>579.1</th><th>571.8</th><th>511.8</th><th>530.6</th><th>2.4</th><th>360</th><th>351</th><th>339</th><th>327</th><th>25.1</th><th>4,181.3</th><th>3,342.9</th><th>3,117.0</th><th>3,382.8</th></t<>	Quebec	1.3	579.1	571.8	511.8	530.6	2.4	360	351	339	327	25.1	4,181.3	3,342.9	3,117.0	3,382.8
van 7.5 66.7 62.0 51.4 54.1 1.9 35.2 34.5 31.9 31.8 51.8 51.8 31.9 31.9 31.9 31.0 31	Ontario	-4.1	701.4	731.3	551.7	553.1	0.7	369	366	349	339	40.5	6,917.4	4,922.8	4,037.8	3,912.7
van 7.7 49.8 46.2 40.2 1.3 369 364 34.2 31.2 36.4 42.2 42.2 1.3 36.4 34.2 35.2 35.2 35.2 45.0 45.0 31.4 45.0 45.2 36.4 36.4 36.4 36.4 36.4 36.4 36.4 36.4 36.4 36.4 36.4 36.4 36.4 36.7 36.9 36.3 36.3 36.3 36.3 36.3 36.9 36.3 36.3 36.9 36.3 36.9 36.3 36.9 36.3 36.9 36.3 36.9 36.3 36.9<	Manitoba	7.5	2.99	62.0	51.4	54.1	1.9	352	345	329	319	31.8	514.8	390.5	349.7	351.3
186 1973 166.4 117.9 117.1 1.6 395 389 389 389 389 380 380 380 380 380 380 380 2008.9 1,078.0 1,078.0 1,078.0 1,008.0 1,078.0	Saskatchewan	7.7	49.8	46.2	40.2	42.2	1.3	369	364	342	332	32.6	426.1	321.4	294.2	290.2
Libration Libration Section 1.0 1.55 184.5 186.9 0.1 367 366 356 355 47.9 2420.7 1,636.2 Cell Libration Libration Section 1.0 4.1 1.2 1.2 1.2 1.3 5.3 426 403 385 387 47.9 1,636.2 13.0 Territories 1.0.1 1.2 2.2 2.3 2.2 1.4 426 420 386 384 40.2 32.6 13.0 1.0 1.2 2.2 2.3 2.3 4.1 387 389 389 49.2 389 <th< th=""><th>Alberta</th><th>18.6</th><th></th><th>166.4</th><th>117.9</th><th>117.1</th><th>1.6</th><th>395</th><th>389</th><th>368</th><th>353</th><th>86.3</th><th>2,008.9</th><th>1,078.6</th><th>877.2</th><th>846.1</th></th<>	Alberta	18.6		166.4	117.9	117.1	1.6	395	389	368	353	86.3	2,008.9	1,078.6	877.2	846.1
Territories 10.1 2.5 2.3 1.9 1.2 5.3 4.4 4.2 4.0 396 38.4 38.0 35.1 17.6 13.0 17.6 17.6 17.6 17.6 17.6 17.6 17.6 17.6	British Columbia	3.0		255.3	194.2	186.9	0.1	367	366	350	335	47.9	2,420.7	1,636.2	1,301.4	1,272.2
Televitorine	Nunavut	-6.1	1.4	1.5	1.0	1.3	5.3	425	403	383	380	35.1	17.6	13.0	11.5	13.8
1.0 2.7 2.6 2.3 2.4 4.3 413 387 385 412 31.0 22.6 4.0 1.2 2.0 2.2 2.4 423 413 387 387 387 387 387 387 387 387 387 388 <th>Northwest Territories</th> <th>10.1</th> <th>2.5</th> <th>2.3</th> <th>1.9</th> <th>2.2</th> <th>1.4</th> <th>426</th> <th>420</th> <th>396</th> <th>394</th> <th>40.2</th> <th>32.6</th> <th>23.3</th> <th>21.6</th> <th>19.8</th>	Northwest Territories	10.1	2.5	2.3	1.9	2.2	1.4	426	420	396	394	40.2	32.6	23.3	21.6	19.8
-0.3 1,228.5 1,232.6 947.7 961.2 1.1 391 387 372 360 47.3 11,70.9 7,822.9 -0.3 1,228.5 1,228.5 1,228.5 1,228.5 1,228.5 1,228.5 1,170.9 7,822.9 -0.3 1,228.5 1,228.5 1,228.5 1,228.5 1,228.5 1,170.9 7,822.9 1,782.7 -0.4 1,228.5 2,49.4 2,03.3 2,06.7 0,3 326 325 326 329 326 326 327 349 38.3 1,411.0 7,802.2 1,418.9 <	Yukon	1.9	2.7	5.6	2.3	2.3	2.4	423	413	387	385	41.2	31.9	22.6	21.2	20.5
-0.3 1,228.5 1,228.6 947.7 961.2 1.1 391 387 372 360 473 11,70.9 7,582.9 3.4 937.0 906.3 816.7 2.3 334 327 314 302 24.6 8,258.8 6,629.4 4 937.0 906.3 816.7 2.3 334 327 314 302 24.6 8,258.8 6,629.4 4 1.0 2.3 2.0 2.3 326 325 308 294 8,258.8 6,629.4 6 2.3 2.0 2.3 326 325 326 326 326 327 328.8 4,118.9 7,807.2 8 0.0 3.0 4.0 4.0 1.5 37.2 367 37.2 36.2 36.2 1,418.9 9 2 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0	Gender															
4.6 53.4 937.0 906.3 816.7 2.3 334 327 314 302 24.6 8,28.8 6,629.4 1.0 1.2 1.2 2.3 3.2	Male	-0.3	1,228.5	1,232.6	947.7	961.2	1.1	391	387	372	360	47.3	11,170.9	7,582.9	6,321.7	6,383.3
Fig. 1.6 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5	Female	3.4		906.3	809.8	816.7	2.3	334	327	314	302	24.6	8,258.8	6,629.4	6,011.2	6,003.6
1.6 253.3 249.4 203.3 206.7 0.3 326 325 308 294 38.3 1,962.7 1,418.9 1.6 2.6 1,057.5 887.3 200.0 1.7 377 370 355 342 32.2 1,923.4 7,807.2 1.6 2.6 341.8 321.7 258.9 249.6 1.5 356 351 355 357 367 378 375	Age															
o.4 1,061.5 1,057.5 887.3 920.0 1.7 377 370 355 342 32.2 10,333.4 7,807.2 r -0.3 508.9 510.3 401.6 1.5 372 367 349 337 41.9 4,249.1 2,995.4 r 6.2 341.8 321.7 258.9 249.6 1.5 356 351 355 45.4 2,894.5 1,990.8 statements 4.7 1,043.8 320.7 250.1 736.1 736.1 1.6 361 355 336 325 45.4 2,894.5 1,990.8 daimants -2.0 578.3 598.8 484.7 499.6 0.9 367 357 339 326 40.8 5,118.3 3,702.8 daimants -1.6 543.6 1.7 364 377 365 367 40.8 5,118.3 3,702.8 daimants -1.6 543.6 1.7 366 367 <	Under 25	1.6	253.3	249.4	203.3	206.7	0.3	326	325	308	294	38.3	1,962.7	1,418.9	1,209.7	1,226.7
c.3 508.9 510.3 408.0 401.6 1.5 375 367 349 337 41.9 4,249.1 2,995.4 r 6.2 341.8 321.7 258.9 249.6 1.5 356 351 335 325 45.4 2,894.5 1,990.8 Jalmants 4.7 1,043.8 997.0 750.1 736.1 1.6 361 355 336 326 45.7 10,013.1 6,874.3 Claimants -2.0 578.3 589.8 484.7 499.6 0.9 360 357 339 326 40.8 5,118.3 3,702.8 Almants -1.6 543.4 366 367 367 365 16.1 4,298.3 3,702.8 Almants -1.6 543.6 1.7 364 377 365 367 16.1 4,298.3 3,702.8	25 to 44	0.4	1,061.5	1,057.5	887.3	920.0	1.7	377	370	355	342	32.2	10,323.4	7,807.2	6,961.4	7,133.3
6.2 341.8 321.7 258.9 249.6 1.5 356 351 335 325 45.4 2,894.5 1,990.8 Daiments 4.7 1,043.8 997.0 750.1 736.1 1.6 361 355 336 323 45.7 10,013.1 6,874.3 Claimants -2.0 578.3 589.8 484.7 499.6 0.9 360 357 339 326 40.8 5,118.3 3,635.1 aimants -1.6 543.4 552.0 522.8 542.2 1.7 384 377 365 354 16.1 4,298.3 3,702.8 1.2 2,165.5 2,138.9 1,757.9 1.4 366 361 345 333 36.7 19,429.7 14,212.3	45 to 54	-0.3	508.9	510.3	408.0	401.6	1.5	372	367	349	337	41.9	4,249.1	2,995.4	2,495.1	2,446.1
Jainants 4.7 1,043.8 997.0 750.1 736.1 1.6 361 355 336 323 45.7 10,013.1 6,874.3 Claimants -2.0 578.3 589.8 484.7 499.6 0.9 360 357 339 326 40.8 5,118.3 3,635.1 aimants -1.6 543.4 552.0 522.8 542.2 1.7 384 377 365 354 16.1 4,298.3 3,702.8 1.2 2,165.5 2,138.9 1,757.9 1.4 366 361 345 333 36.7 19,429.7 14,212.3	55 and Over	6.2	341.8	321.7	258.9	249.6	1.5	356	351	335	325	45.4	2,894.5	1,990.8	1,666.6	1,580.7
Daimants 4.7 1,043.8 997.0 750.1 736.1 1.6 361 355 336 335 336 45.7 10,013.1 6,874.3 Claimants -2.0 578.3 589.8 484.7 499.6 0.9 360 357 339 326 40.8 5,118.3 3,635.1 aimants -1.6 543.4 552.0 522.8 542.2 1.7 384 377 365 354 16.1 4,298.3 3,702.8 A.1. 1.2 2,165.5 2,138.9 1,777.9 1,4 366 361 345 333 36.7 19,429.7 14,212.3	El History ³															
Claimants -2.0 578.3 589.8 484.7 499.6 0.9 360 357 339 326 40.8 5,118.3 3,535.1 aimants -1.6 543.4 552.0 522.8 542.2 1.7 384 377 365 354 16.1 4,298.3 3,702.8 1.2 2,165.5 2,138.9 1,757.5 1,777.9 14 366 361 345 333 36.7 19,429.7 14,212.3	First-Time Claimants	4.7		0.766	750.1	736.1	1.6	361	355	336	323	45.7	10,013.1	6,874.3	5,768.4	5,703.6
aimants -1.6 543.4 552.0 522.8 542.2 1.7 384 377 365 354 16.1 4,298.3 3,702.8 1.2 2,165.5 2,138.9 1,737.5 1,777.9 1.4 366 361 345 333 36.7 19,429.7 14,212.3	Occasional Claimants		578.3	589.8	484.7	499.6	6.0	360	357	339	326	40.8	5,118.3	3,635.1	3,088.8	3,158.1
1.2 2,165.5 2,138.9 1,777.5 1,777.9 1.4 366 361 345 333 36.7 19,429.7 14,212.3	Frequent Claimants	-1.6	543.4	552.0	522.8	542.2	1.7	384	377	365	354	16.1	4,298.3	3,702.8	3,475.6	3,525.2
	NATIONAL	1.2	2,165.5	2,138.9	1,757.5	1,777.9	1.4	366	361	345	333			14,212.3	12,332.9	12,386.8

Source: El administrative data.

1. Includes claims for which at least \$1 of El benefits was paid.

Takes into account benefit payments under regular, fishing, special (sickness, maternity, parental, compassionate), employment (section 25 of the Employment Insurance Act) and Work-Sharing benefits. Payments under Part II of the Employment Insurance Act are not included. Dollar figures encompass Family Supplement top-ups paid.
 First-time claimants are defined as individuals who did not have a claim in the five years prior to their current claim. Occasional claimants are defined as individuals who had fewer than three active claims in the five years prior to their current claim. Frequent claimants are defined as individuals who had three or more active claims in the five years prior to their current claim.



Annex 2.2 - Regular Benefits

% Change 2008/09– 2009/10 Province/Territory Newfoundland and -1.1 Labrador Prince Edward Island 2.4 Nova Scotla -0.3 New Brunswick 1.7	2009/10	(s,000)	(5,0		% Change		(\$)			% Change		(\$ Million)	l'uri	
-/Territory dland and mard Island ia	2009/10		6											
"Territory dland and mard Island ia	2009/10				, S					76			loll)	
- dland and dland sland sland ia sswick		2008/09	2007/08	2006/07	2008/09- 2009/10	2009/10	2008/09	2007/08	2009/07	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07
dland and ward Island ia														
	73.3	74.1	70.3	71.4	1.5	360	354	337	322	19.8	759.3	633.9	591.2	597.3
	19.1	18.6	17.6	17.7	1.4	358	353	339	327	13.4	162.4	143.3	133.7	130.9
	70.0	70.2	62.7	64.2	1.7	353	347	331	323	23.0	608.2	494.3	447.5	445.2
	76.4	75.2	72.0	73.0	1.3	353	349	336	324	21.1	655.2	541.1	514.9	520.4
Quebec -2.4	491.4	503.4	449.7	467.9	2.2	363	355	344	331	25.0	3,657.3	2,926.8	2,722.6	2,815.7
Ontario -9.8	484.6	537.5	378.9	384.6	-0.2	368	369	353	343	57.4	4,653.7	2,957.5	2,207.7	2,166.7
Manitoba 8.2	45.9	39.6	32.2	34.8	1.7	355	349	331	323	48.2	295.3	199.2	169.3	182.0
Saskatchewan 9.7	34.1	31.1	79.1	30.1	8.0	374	371	349	338	53.7	261.6	170.2	160.6	167.5
Alberta 23.0	131.1	106.6	58.0	61.2	0.2	399	398	375	361	189.0	1,277.6	442.0	309.3	334.5
British Columbia 4.1	188.9	181.4	122.8	119.3	-0.8	369	372	356	340	76.0	1,652.9	939.3	0.799	671.5
Nunavut -6.9	1.0	1.0	9:0	0.8	3.1	427	414	390	378	25.9	11.3	0.6	9.9	7.5
Northwest Territories 9.9	1.9	1.7	1.3	1.5	1.2	428	423	392	393	53.5	23.3	15.1	12.8	12.6
Yukon 1.0	2.1	2.1	1.8	1.9	1.6	423	417	388	391	43.8	24.4	17.0	14.5	15.3
Gender														
-4.1	996.4	1,038.6	775.4	794.5	6.0	390	387	373	360	51.3	9,610.0	6,350.5	5,215.7	5,297.4
Female 2.7	620.3	603.9	518.7	534.0	1.8	330	324	310	298	41.2	4,432.4	3,138.2	2,742.0	2,769.8
Age														
Under 25 2.7	189.3	184.4	137.0	143.2	-0.2	332	333	316	302	57.6	1,381.3	876.5	714.4	742.7
25 to 44 -2.9	741.3	763.2	606.4	644.9	1.1	376	372	356	343	48.1	6,488.4	4,382.0	3,758.1	3,930.4
45 to 54 -4.2	409.9	427.7	339.2	335.8	1.2	373	369	352	339	44.1	3,659.5	2,539.8	2,089.5	2,058.7
55 and 0ver 3.4	276.2	267.2	211.6	204.6	1.1	358	354	338	328	48.7	2,513.1	1,690.4	1,395.6	1,335.5
El History ³														
First-Time Claimants -0.8	617.6	622.4	412.5	413.9	0.3	358	357	335	320	76.0	6,029.3	3,424.9	2,621.7	2,625.1
Occasional Claimants -2.7	494.3	508.3	401.4	414.6	9.0	362	360	341	329	48.4	4,212.2	2,837.9	2,329.1	2,375.4
Frequent Claimants -1.4	504.7	511.8	480.1	200.0	1.8	383	376	363	353	17.8	3,800.8	3,225.9	3,006.9	3,066.7
NATIONAL -1.6	1,616.6	1,642.5	1,294.1	1,328.4	0.0	367	364	347	335	48.0	14,042.4	9,488.7	7,957.6	8,067.2

¹ Includes claims for which at least \$1 of regular benefits was paid.

Takes into account Family Supplement top-ups paid to regular claimants.
 First-time claimants are defined as individuals who did not have a claim in the five years prior to their current claim. Occasional claimants are defined as individuals who had fewer than three active claims in the five years prior to their current claim. Frequent claimants are defined as individuals who had three or more active claims in the five years prior to their current claim.

Annex 2.3 – Regular Benefits, by Industry

		Z	New Claims ¹				Average	Average Weekly Benefit ²	nefit²			Ā	Amount Paid²		
	% Change		00)	(s000)		% Change		\$)	(\$)		% Change		(\$ Mi	(\$ Million)	
	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07
Goods-Producing Industries	-13.9	630.9	732.5	541.4	549.6	1.9	398	391	374	362	42.9	6,450.8	4,512.7	3,631.8	3,658.3
Agriculture, Forestry, Fishing and Hunting ²	-3.9	70.2	73.1	73.7	177.1	6.0	368	365	353	344	13.2	649.3	573.4	568.4	593.8
Mining, and Oil and Gas Extraction	-13.4	30.4	35.1	21.0	20.5	1.8	438	430	414	403	97.4	414.8	210.1	157.1	138.9
Utilities	15.9	5.3	4.5	4.0	3.4	2.4	432	422	407	399	55.6	43.7	28.1	23.9	22.0
Construction	3.0	287.5	279.3	211.6	213.5	2.0	416	407	395	382	49.3	2,519.7	1,687.7	1,366.1	1,426.8
Manufacturing	-30.2	237.6	340.6	231.1	235.0	0.4	380	378	357	345	40.2	2,823.4	2,013.4	1,516.3	1,476.8
Services-Producing Industries	7.7	944.0	876.9	734.1	757.0	1.5	348	342	328	317	51.7	7,297.4	4,810.0	4,218.4	4,272.0
Wholesale Trade	-0.4	63.2	63.4	49.2	49.5	2.9	366	355	340	327	61.9	672.7	415.6	354.1	349.4
Retail Trade	6.9	100.3	93.8	75.6	80.2	1.3	304	300	286	276	9:05	774.9	514.5	446.4	465.3
Transportation and Warehousing	2.9	76.0	73.8	58.8	55.8	-0.2	360	360	340	330	58.9	644.2	405.3	339.7	324.0
Information and Cultural Industries	1.3	17.2	16.9	11.8	13.0	1.7	387	381	367	344	75.6	185.5	105.7	89.2	6.96
Finance and Insurance	7.8	20.8	19.3	14.4	14.5	3.2	382	370	351	339	8.99	222.5	133.4	107.2	108.6
Real Estate, and Rental and Leasing	8.8	21.5	19.7	14.0	16.0	0.1	348	348	329	317	72.6	201.5	116.7	95.9	102.2
Professional, Scientific and Technical Services	-4.3	65.8	68.7	46.2	49.8	1.4	387	382	364	352	78.3	729.4	409.2	316.5	332.9
Management of Companies and Enterprises	-6.7	8.1	0.6	0.9	6.4	6.2	380	357	358	335	58.8	85.9	54.1	42.2	45.8
Administrative and Support, Waste Management and Remediation Services	6.4	112.8	106.0	80.4	83.2	1.0	334	331	318	307	58.2	961.2	607.5	504.3	501.3
Educational Services	10.2	149.0	135.2	128.7	125.9	2.6	382	372	364	350	29.9	599.3	461.3	428.1	406.3
Health Care and Social Assistance	15.7	53.0	45.8	43.2	43.5	2.4	337	329	314	304	37.5	349.6	254.2	236.2	235.3
Arts, Entertainment and Recreation	14.9	37.1	32.3	30.2	31.7	1.8	321	315	305	298	31.3	243.2	185.2	172.3	181.2
Accommodation and Food Services	10.5	83.3	75.4	67.7	68.7	0.2	282	282	270	257	39.9	572.3	409.0	379.2	374.4
Other Services	6.7	55.8	50.8	43.5	47.1	1.1	329	325	308	296	49.4	448.2	299.9	272.8	288.2
Public Administration	20.4	80.5	8.99	65.0	71.7	2.7	380	370	356	348	38.4	6.909	438.5	434.4	460.1
Unclassified	26.2	41.7	33.0	18.6	21.9	9.0	343	341	326	317	77.2	294.2	166.0	107.5	136.9
ALL INDUSTRIES	-1.6	1,616.6	1,642.5	1,294.1	1,328.4	0.0	367	364	347	335	48.0	14,042.4	9,488.7	7,957.6	8,067.2

Source: El administrative data.

Includes claims for which at least \$1 of El regular benefits was paid.

Due to small numbers, regular benefits received under fish harvesting (self-employed) have been counted here as part of the agriculture, forestry, fishing and hunting section. Note that the majority of fish harvesting (self-employed) claims are counted toward fishing claims (see Annex 2.5 for fishing claims).



Annex 2.4 - Distribution of Claims for Regular Benefits, by Duration of Insured Employment

		0, (h 2mg)							l'amiel June IV						
		70 Cilange							Newell	2					
	20	2008/09-2009/10	10		2009/10			5008/09			2007/08			2006/07	
	Short Spells²	Medium Spells³	Long Spells⁴	Short Spells	Medium Spells	Long	Short Spells	Medium Spells	Long Spells	Short Spells	Medium Spells	Long	Short Spells	Medium Spells	Long Spells
Province/Territory															
Newfoundland and Labrador	33.1	-1.1	6.6-	8,650	41,510	23,120	005'9	41,980	25,650	6,940	41,600	21,800	7,380	42,510	21,520
Prince Edward Island	-21.2	4.3	6.2	1,450	11,100	6,510	1,840	10,640	6,130	2,030	10,270	2,300	1,760	10,430	5,500
Nova Scotia	5.6	1.8	-4.3	4,500	40,020	25,470	4,260	39,320	26,610	4,470	36,340	21,930	4,060	37,350	22,770
New Brunswick	17.7	5.2	-6.2	4,380	46,340	25,690	3,720	44,040	27,390	4,350	43,710	23,910	4,460	44,120	24,400
Quebec	1.2	-0.2	-5.8	25,660	277,260	188,480	25,360	277,850	200,130	25,080	763,600	161,010	24,890	766,000	177,020
Ontario	-0.4	-3.7	-15.3	15,980	223,730	244,870	16,050	232,280	289,120	12,050	191,600	175,260	12,300	192,150	180,140
Manitoba	15.3	13.7	9.0	1,580	24,080	17,200	1,370	21,170	17,090	1,170	18,820	12,250	1,360	20,240	13,210
Saskatchewan	35.8	8.9	0.6	1,290	18,610	14,230	950	17,090	13,050	1,070	15,490	6,550	830	17,460	11,850
Alberta	48.3	20.5	23.9	3,440	55,790	71,840	2,320	46,310	57,980	1,390	28,850	27,710	1,860	30,780	28,570
British Columbia	16.5	7.1	0.0	8,140	092'260	85,150	066'9	89,230	85,170	5,390	69,340	47,990	5,430	002'69	44,210
Nunavut	-60.0	26.2	-27.3	20	530	400	20	420	550	20	430	160	09	420	290
Northwest Territories	-42.9	34.7	-5.4	40	970	870	70	720	920	70	770	490	09	780	089
Yukon	42.9	0.8	-2.5	100	1,240	770	70	1,230	790	110	1,070	610	30	0006	930
Gender															
Male	18.7	1.5	-10.8	45,120	485,950	465,260	38,010	478,900	521,680	35,190	404,700	335,510	35,060	410,090	349,320
Female	-4.5	2.2	4.6	30,110	350,790	239,340	31,540	343,380	228,900	28,950	317,190	172,460	29,420	322,750	181,770
Age															
Under 25	15.5	4.2	-1.0	8,780	110,910	69,610	2,600	106,440	70,330	6,480	85,610	44,880	009'9	88,030	48,540
25 to 44	4.8	-0.2	-6.2	30,800	364,450	345,970	29,390	365,030	368,740	27,340	323,700	255,270	29,090	342,190	273,620
45 to 54	8.6	-0.3	-9.3	18,700	207,030	184,130	17,030	207,620	203,020	15,930	186,750	136,500	15,740	182,450	137,610
55 and Over	9.1	7.8	-3.3	16,950	154,350	104,890	15,530	143,190	108,490	14,390	125,830	71,320	13,050	120,170	71,320
El History ⁵															
First-Time Claimants	7.6	0.5	-1.8	12,430	236,230	368,930	11,550	235,130	375,690	8,140	178,170	226,160	8,710	179,150	226,070
Occasional Claimants	11.8	3.5	-11.4	30,800	262,280	201,200	27,540	253,520	227,190	24,980	218,820	157,610	24,480	225,060	164,990
Frequent Claimants	5.1	1.4	-9.0	32,000	338,230	134,470	30,460	333,630	147,700	31,020	324,900	124,200	31,290	328,630	140,030
NATIONAL	8.2	1.8	-6.1	75,230	836,740	704,600	69,550	822,280	750,580	64,140	721,890	507,970	64,480	732,840	531,090

1. Includes claims for which at least \$1 of regular benefits was paid.

⁴ Long spells: Duration of insured employment is more than six months longer than the minimum entrance requirement.

² Short spells: Duration of insured employment is at the minimum entrance requirement or up to two weeks above the minimum entrance requirement.
³ Medium spells: Duration of insured employment is at least three weeks greater than the minimum entrance requirement but less than or equal to six months.

First-time claimants are defined as individuals who did not have a claim in the five years prior to their current claim. Occasional claimants are defined as individuals who had fewer than three active claims in the five years prior to their current claim. Frequent claimants are defined as individuals who had three or more active claims in the five years prior to their current claim.

Annex 2.5 – Fishing Benefits

Complex (Minimum and particulum) Control (Minimum and pa			_	New Claims ¹				Averag	Average Weekly Benefit ²	efit²			A	Amount Paid ²		
		% Change					% Change		\$)			%Change		(\$ Mi	lion)	
Territory 1,1,0,0 13,50 1,9,0 1,2,95 1,3 3,8 40 3,95 3,77 4,65 10,00 10,01 3,5 3,10 3,20 3,32 3,464 1,4 4,1		2008/09-	2009/10	2008/09	2007/08	2006/07	2008/09-	2009/10	2008/09	2007/08	2006/07	2008/09-	2009/10	2008/09	2007/08	2006/07
Imple 110 1207 1350 1350 1350 1350 1430 1430 1430 1430 1430 1430 1430 143	Province/Territory															
sig 3,104 3,229 3,230 3,240 3,250 3,200 2,27 4,98 400 390 60 46,06 3,94 3,230 400 390 60 46,06 3,244 3,230 400 390 60 46,06 3,244 3,230 400 390 60 46,06 3,244 3,230 400 390 400 3,00	Newfoundland and Labrador	-11.0	12,070	13,569	13,920	12,935	-1.3	398	404	395	377	-6.6	100.03	107.13	106.75	98.30
time 0.05 5,550 5,510 5,740 5,740 2	Prince Edward Island	-3.6	3,104	3,220	3,327	3,468	1.4	421	415	406	400	-2.2	24.68	25.24	25.76	27.03
york 2.2 2.80 2.80 1.60 4.0 4.0 4.0 4.0 3.0 4.2 4.4 3.0 4.0 3.0 4.0 3.0 4.0 3.0 4.0 3.0 4.0 1.0 1.0 1.60 <	Nova Scotia	8.0	5,563	5,518	5,744	5,749	2.7	418	407	400	390	0.9	46.06	43.44	44.51	42.89
wand 322 1,556 1,639 1,	New Brunswick	-2.3	2,806	2,871	3,054	3,104	2.1	428	419	404	398	4.5	24.44	23.38	23.67	23.65
Name 112 80 66 80 73 82 360 360 367 670 670 671 Name 146 972 809 820 771 -1.7 376 382 367 367 672 670 670 Name 356 155 111 112 112 113 113 368 387 387 387 387 387 387 387 387 386 387	Quebec	-2.2	1,565	1,601	1,639	1,630	2.4	431	421	409	395	0.2	11.81	11.79	11.47	11.03
van 146 927 889 771 -1.7 376 382 367 369 369 989 986 889 986 989 <th>Ontario</th> <th>21.2</th> <th>80</th> <th>99</th> <th>80</th> <th>73</th> <th>8.2</th> <th>390</th> <th>360</th> <th>363</th> <th>337</th> <th>6.7</th> <th>0.76</th> <th>0.71</th> <th>0.58</th> <th>0.61</th>	Ontario	21.2	80	99	80	73	8.2	390	360	363	337	6.7	0.76	0.71	0.58	0.61
van 396 155 111 112 113 113 113 113 113 113 113 113 113 114 115 111 112 113 113 113 113 113 113 113 114 115 114 115 114 0.03 387 389 385 383 384 385 384 385 384 385 384 385 384 385 384 385 384 385 <th>Manitoba</th> <th>14.6</th> <th>927</th> <th>808</th> <th>830</th> <th>177</th> <th>-1.7</th> <th>376</th> <th>382</th> <th>367</th> <th>363</th> <th>2.6</th> <th>60'6</th> <th>8.86</th> <th>8.36</th> <th>7.35</th>	Manitoba	14.6	927	808	830	177	-1.7	376	382	367	363	2.6	60'6	8.86	8.36	7.35
Handia H	Saskatchewan	39.6	155	111		118	-0.7	351	353	303	330	84.6	0.63	0.34	0.36	0.40
Tetritories 39 2.96 2,060 2,070 3,088 3,732 7.0 393 383 386 381 384 8.6 27. 384 24.89 2.2 3.2 4.89 2.2 4.2 4.2 4.2 4.2 4.2 4.2 4.2 4.2 4.2	Alberta	-8.3	22	24	32	44	6.0-	387	391	386	365	84.3	0.21	0.12	0.52	0.33
1.5 2.7 2.8 2.1 4.04 4.04 395 375 66.2 0.01 0.01 0.01 0.01 Teleminolies -3.00 7 1.0 7 9 6.6 409 384 339 413 -2.8 0.01 0.01 1.0 1.0 0.0 8.8 384 353 413 -2.8 0.04 0.00 0.00 0.00 1.0 1.0 0.0 8.8 384 353 4.13 0.04 0.00 0.00 0.00 1.0 1.0 5.00 5.01 5.50 5.817 5.622 -0.6 383 386 377 386 4.571 4.00 0.00 0.00 1.0 1.0 5.506 5.817 5.622 -0.6 383 386 377 386 4.571 4.00 0.00 0.00 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0	British Columbia	6.6	5,969	2,701	3,098	3,732	7.0	393	368	351	354	8.6	27.03	24.89	26.69	30.16
Telminories 3.00 7 1 7 9 6.6 409 384 339 413 -2.8 0.14 0.15 0.14 0.15 Telminories 3.00 3 4.09 3.84 339 3.89 4.13 0.0 N/A 0.00 0.00 4.02 2.02 3.24 3.61 2.60 2.60 2.60 3.83 3.86 3.77 3.86 1.0 0.00 0.00 0.00 4.02 5.01 5.62 5.60 2.60 3.83 3.86 3.77 3.86 1.0 0.00 0.00 0.00 4.02 5.01 5.62 5.61 2.60 3.83 3.86 3.77 3.86 1.0 0.00 0.00 0.00 0.00 4.03 5.01 5.62 5.61 1.479 2.89 3.84 3.77 3.86 1.0 1.100 1.100 1.100 1.100 1.100 1.100 1.100 1.100	Nunavut	-3.6	27	28	23	32	1.0	408	404	395	375	68.2	0.21	0.13	0.16	0.22
For the control of th	Northwest Territories	-30.0	7	10	7	6	9.9	409	384	339	413	-2.8	0.14	0.15	0.05	0.12
-2.7 24,282 24,963 26,049 26,013 1.2 412 408 397 386 1.0 20.511 200.46 -9.9 5,016 5,566 5,817 5,652 -0.6 383 386 377 361 -6.8 42.59 45.71 200.46 -10.4 1,267 1,414 1,507 1,479 2.8 38 38 386 377 360 2.1 11.22 11.00 -1.0 4,0 2,228 30,529 31,866 31,665 0.9 407 407 396 387 1.9 75.90 74.5 2.2 46.0 1.5 1.0 1.0 1.5 1.0 1.	Yukon	200.0	3	_	0	0	8.8	384	353	0	0	N/A	0.00	0.00	0.00	0.00
Fig. 6.2.7 54,282 54,683 56,049 26,013 1.2 40.8 408 397 386 1.0 20.51 20.46 545.1 56.2 4,048 5.62 5.81 5,652 6.05 383 586 377 56.2 40.8 5.81 5.62 5.81 5.62 5.82 5.82 5.82 5.82 5.82 5.82 5.82 5.8	Gender															
For this case in the control of the	Male	-2.7	24,282	24,963	26,049	26,013	1.2	412	408	397	386	1.0	202.51	200.46	202.80	200.04
For Table 1, 267	Female	6.6-	5,016	5,566	5,817	5,652	9.0-	383	386	377	361	-6.8	42.59	45.71	46.08	45.04
For this control of the control of t	Age															
F. S. 10,375 11,340 12,548 13,012 11, 411 407 396 384 6.5 88.6 94.75 94.75 11, 411 407 395 384 389 389 389 389 389 389 389 389 389 389	Under 25	-10.4	1,267	1,414	1,507	1,479	2.8	395	384	377	360	2.1	11.22	11.00	11.73	12.51
For this state of the control of the	25 to 44	-8.5	10,375	11,340	12,548	13,012	1.1	411	407	396	384	-6.5	88.62	94.75	103.07	102.78
Institute of the image of the imag	45 to 54	-2.7	9,277	6,539	6,795	9,613	1.2	411	407	395	383	1.9	75.90	74.52	72.50	70.49
Idinants 9.0 809 742 809 801 4.5 387 374 366 350 23.9 7.24 5.84 Idinants 3.6 1,920 1,854 2,108 2,270 3.9 389 374 361 349 1.1 15.40 15.23 aimants 4.9 2,656 27,933 28,949 28,594 0.7 409 407 393 381 -1.2 222.46 225.09 A.0 29,298 30,529 31,665 31,665 0.9 407 404 393 381 -0.4 245.10 246.17	55 and Over	1.7	8,379	8,236	8,016	7,561	0.2	400	399	389	379	5.2	69.35	65.90	61.59	56.30
Indiments 9.0 8.0 7.4 8.0 8.0 8.0 3.6 3	El History ³															
Action maints 3.6 1,920 1,854 2,108 2,270 3.9 389 374 361 349 1.1 15.40 15.23 aimants 4.9 2,656 27,933 28,949 28,594 0.7 409 407 393 385 -1.2 222.46 225.09 Action main simulation 4.0 20,298 30,529 31,665 31,665 0.9 407 404 393 381 -0.4 245.10 246.17	First-Time Claimants	0.6	808	742	808	801	4.5	387	370	366	350	23.9	7.24	5.84	69.9	6.82
aimants -4.9 26,569 27,933 28,949 28,594 0.7 409 407 404 393 381 -1.2 222.46 225.09 24.0 29,298 30,529 31,665 31,665 0.9 407 404 393 381 -0.4 245.10 246.17	Occasional Claimants	3.6	1,920	1,854	2,108	2,270	3.9	389	374	361	349	1.1	15.40	15.23	17.39	18.26
-4.0 29,298 30,529 31,866 31,665 0.9 407 404 393 381 -0.4 245.10 246.17	Frequent Claimants	-4.9	26,569	27,933	28,949	28,594	0.7	409	407	396	385	-1.2	222.46	225.09	224.80	217.00
	NATIONAL	4.0	29,298	30,529	31,866	31,665	6.0	407	404	393	381	-0.4	245.10	246.17	248.88	242.08

Source: El administrative data.

N/A: Not applicable.

Includes claims for which at least \$1 of fishing benefits was paid.

The standard of the standard standard to be seen that three active claims in the five years prior to their current claims in the five years prior to their current claims. The seen to their current claim.



Annex 2.6 – Frequent Claimants¹

	-												٠		
			New Claims ¹				Averag	Average Weekly Benefit²	ifit²			V	Amount Paid ²		
	% Change					% Change		(\$)	(% Change		(\$ Mi	(\$ Million)	
	2008/09– 2009/10	2009/10	2008/09	2007/08	2006/07	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07	2008/09- 2009/10	2009/10	2008/09	2007/08	2006/07
Province/Territory															
Newfoundland and Labrador	-2.0	56,890	58,050	58,710	58,570	0.1	376	375	360	346	11.1	572.4	515.4	500.5	495.2
Prince Edward Island	-3.0	14,330	14,770	14,650	15,130	1.3	379	374	360	353	8.5	127.9	117.9	117.3	115.2
Nova Scotia	0.8	38,550	38,240	37,330	38,140	2.5	377	368	357	347	13.1	331.3	292.9	280.7	283.0
New Brunswick	-0.2	45,460	45,550	45,520	46,670	1.9	372	365	353	342	14.6	409.6	357.5	351.3	359.7
Quebec	-0.7	201,060	202,400	193,260	198,980	2.7	385	375	366	353	12.8	1,386.9	1,229.6	1,176.5	1,197.5
Ontario	-6.8	100,920	108,270	90,910	099'96	1.0	393	389	375	368	26.7	676.3	533.6	435.2	436.0
Manitoba	6.9	12,300	11,510	11,420	12,140	2.0	374	366	354	348	19.4	76.8	64.3	61.5	64.5
Saskatchewan	3.6	10,130	9,780	9,710	10,540	5.9	387	376	359	351	19.3	65.8	55.2	54.6	57.2
Alberta	-4.7	13,190	13,840	11,940	13,570	2.5	413	403	386	374	51.4	100.4	66.3	59.7	66.4
British Columbia	3.2	37,220	36,080	34,530	36,830	1.3	384	379	367	361	27.1	261.6	205.9	184.1	197.8
Nunavut	-12.5	140	160	110	130	0.7	439	436	422	388	30.5	1.8	1.4	0.8	1.2
Northwest Territories	-12.8	340	390	370	460	3.0	443	430	420	404	1.7	4.3	4.3	3.7	3.7
Yukon	8.5	770	710	630	730	5.6	432	421	404	399	21.8	8.1	9.9	5.8	6.4
Gender															
Male	-3.1	344,430	355,520	330,160	346,590	1.5	408	403	390	380	17.2	2,969.8	2,533.9	2,355.4	2,423.2
Female	1.4	186,860	184,220	178,930	181,960	5.9	340	331	320	308	14.9	1,053.5	917.0	876.3	9.098
Age															
Under 25	-2.4	14,900	15,270	14,020	14,470	1.8	393	387	370	358	17.6	118.8	101.1	92.3	95.5
25 to 44	4.3	209,590	219,030	211,200	231,480	1.7	396	389	375	363	14.7	1,607.5	1,401.3	1,366.4	1,448.1
45 to 54	-2.4	173,920	178,260	167,970	169,340	1.8	383	376	363	352	15.3	1,284.1	1,113.4	1,028.4	1,019.1
55 and Over	4.5	132,870	127,180	115,900	113,260	2.1	368	361	349	340	21.3	1,012.9	835.2	744.6	721.0
Seasonality ⁴															
Seasonal	0.8	444,000	440,590	424,110	437,080	2.0	385	378	366	355	15.7	3,259.3	2,817.2	2,676.1	2,701.9
Non-Seasonal	-12.0	87,290	99,150	84,980	91,460	0.5	379	377	361	351	20.6	764.0	633.7	555.6	581.9
NATIONAL	-1.6	531,290	539,740	209,090	528,540	1.8	384	378	365	355	16.6	4,023.3	3,451.0	3,231.7	3,283.7

Source: El administrative data.

^{1.} This table includes both regular and fishing claims.

^{2.} Includes claims for which at least \$1 of regular or fishing benefits was paid.

^{3.} Takes into account Family Supplement top-ups paid to frequent claimants.

^{4.} Individuals who started previous claims at about the same time of the year as their current claim are considered seasonal claimants.

Annex 2.7 – Special Benefits¹

			New Claims ²					Amount Paid ³		
	% Change					% Change		(\$ Million)	lion)	
	2008/09-2009/10	2009/10	2008/09	2007/08	2006/07	2008/09-2009/10	2009/10	2008/09	2007/08	2009/02
Province/Territory										
Newfoundland and Labrador	3.9	11,210	10,790	10,820	10,170	10.6	79.4	71.8	65.4	59.8
Prince Edward Island	-1.7	5,210	5,300	4,690	4,550	13.4	30.4	26.8	24.8	22.7
Nova Scotia	-5.8	20,770	22,060	20,830	20,550	3.8	148.7	143.3	130.3	119.4
New Brunswick	-0.8	24,910	25,100	24,640	23,080	5.8	142.4	134.6	123.2	117.0
Quebec	0.3	99,470	99,130	97,810	97,030	8.9	301.5	282.2	273.6	451.5
Ontario	6.0-	186,340	188,090	183,880	180,760	5.2	1,924.3	1,829.0	1,738.1	1,647.2
Manitoba	9:0	19,250	19,140	17,750	18,410	11.4	170.8	153.4	150.1	141.2
Saskatchewan	2.0	14,490	14,210	13,530	12,180	6.7	143.6	134.6	118.7	110.0
Alberta	0.4	52,420	52,210	48,860	47,000	10.9	611.1	551.1	497.4	448.7
British Columbia	-3.2	74,440	16,890	72,520	70,370	5.3	634.8	603.0	558.8	527.4
Nunavut	0.9-	470	200	310	009	9.69	5.8	3.4	4.5	5.4
Northwest Territories	11.5	680	019	620	040	17.6	7.9	6.7	7.5	0.9
Yukon	18.5	640	540	480	270	29.6	6.2	4.8	5.4	4.4
Gender										
Male	-3.2	163,510	168,970	157,480	154,770	7.7	694.8	645.0	594.1	593.6
Female	0.3	346,790	345,600	339,260	331,140	6.4	3,512.4	3,299.7	3,103.6	3,067.1
Age										
Under 25	-6.2	48,350	51,530	50,430	49,570	2.4	383.5	374.6	348.2	341.8
25 to 44	9.0-	301,150	303,000	296,260	294,630	6.9	3,255.1	3,045.9	2,864.6	2,868.3
45 to 54	-2.6	91,060	93,510	88,080	84,220	5.4	326.1	309.3	285.6	271.1
55 and Over	4.8	69,740	06,530	61,970	57,490	12.8	242.4	214.8	199.3	179.5
NATIONAL	9.0-	510,300	514,570	496,740	485,910	6.7	4,207.2	3,944.7	3,697.6	3,660.7

Source: El administrative data.

^{1.} For a breakdown of maternity, parental, sickness and compassionate care benefits, please see tables 2.8, 2.9, 2.10, 2.11 and 2.12.

^{2.} Includes claims for which at least \$1 of maternity, parental, sickness or compassionate care benefits was paid.

^{3.} Takes into account Family Supplement top-ups paid to claimants with special benefits.



Annex 2.8 - Maternity Benefits

	,																			
		Ne	New Claims ¹			A	erage Nun	Average Number of Weeks Paid	eks Paid			Average V	Average Weekly Benefit²	efitt²			Amo	Amount Paid ²		
	% Change					% Change					% Change		(\$)			% Change		(\$ Million)	lion)	
	2008/09- 2009/10	2009/10	2009/10 2008/09 2007/08	2007/08	2006/07	2008/09-	2009/10	2008/09	2007/08	2006/07	2008/09-	2009/10	2008/09	2007/08	2009/07	2008/09-	2009/10	2009/10 2008/09 2007/08	2007/08	2006/07
Province/Territory																				
Newfoundland and Labrador	16.8	3,260	2,790	2,730	2,610	9.0-	14.3	14.4	14.3	14.6	5.7	360	341	317	311	18.2	16.5	14.0	12.4	11.7
Prince Edward Island	-6.8	096	1,030	910	1,010	-4.0	14.1	14.7	14.1	14.6	2.6	360	351	323	317	17.6	5.6	4.8	4.4	4.7
Nova Scotia	-9.1	5,580	6,140	5,940	5,530	1.2	14.5	14.4	14.4	14.3	2.4	341	333	319	307	-2.5	28.7	29.5	28.1	23.6
New Brunswick	-2.8	4,830	4,970	4,780	4,650	1.2	14.6	14.4	14.5	14.4	4.7	342	327	320	309	2.3	24.3	23.8	22.6	21.1
Quebec3	N/A	0	0	0	70	N/A	0.0	0.0	0.0	0.9	N/A	0	0	0	370	N/A	0.0	0.0	0.0	1.3
Ontario	-1.0	87,040	87,930	86,830	85,080	-0.1	14.6	14.6	14.6	14.6	3.3	368	356	345	334	3.5	472.8	456.8	436.6	415.5
Manitoba	-1.9	1,760	7,910	7,590	099'/	0.0	14.7	14.7	14.7	14.7	3.9	338	326	314	307	8.9	39.2	36.7	36.6	33.7
Saskatchewan	2.5	7,250	7,070	008'9	2,980	0.7	14.7	14.6	14.6	14.7	3.4	343	332	324	312	9.1	36.9	33.8	31.4	27.6
Alberta	2.7	28,670	27,920	27,070	24,460	-0.3	14.6	14.6	14.6	14.7	4.1	370	356	343	326	10.2	157.6	143.0	134.1	115.7
British Columbia	1.9	26,680	26,170	25,120	24,870	-1.4	14.5	14.7	14.6	14.6	1.3	347	342	330	318	5.7	137.7	130.3	122.2	114.9
Nunavut	-16.7	200	240	190	340	-3.9	14.1	14.6	14.8	14.2	16.2	413	356	370	376	19.3	1.3	1.1	1.2	1.6
Northwest Territories	50.0	420	280	260	330	1.9	14.4	14.1	14.7	14.8	1.5	409	403	402	390	61.4	2.6	1.6	1.7	1.6
Yukon	40.0	280	200	240	250	1.5	14.7	14.5	13.9	14.4	8.3	415	383	389	361	73.0	1.7	1.0	1.4	1.1
Age																				
Under 25	-9.4	23,200	25,610	25,460	24,450	-0.1	14.5	14.5	14.5	14.5	3.9	263	253	242	229	-1.2	93.3	94.5	90.4	81.7
25 and Over	1.8	149,730	147,040	143,000	138,340	-0.3	14.6	14.6	14.6	14.6	2.7	376	367	355	343	6.4	831.6	781.7	742.2	691.2
NATIONAL	0.2	172,930	172,650	168,460	162,790	-0.3	14.6	14.6	14.6	14.6	3.3	361	350	338	326	9.9	924.9	876.2	832.7	772.9

Annex 2.9 – Parental Benefits (Biological)

Aimes 2.2 - I diemai Demema (Diological)	7		:	יייי																
		Ne	New Claims ¹			Ave	rage Num	Average Number of Weeks Paid ²	eks Paid²			verage W	Average Weekly Benefit³	efit ³			Ат	Amount Paid ³		
	% Change					% Change				6,	% Change		(\$)		6	% Change		(\$ Million)	ion)	
	2008/09-	2009/10	2009/10 2008/09	2007/08	2006/07	2008/09-	2009/10	5008/09	2002/08	2006/07	2008/09-	2009/10 2	2 008/00 2	2007/08 2	2006/07	2008/09-	2009/10	2008/09 2007/08	2007/08	2006/07
Province/Territory																				
Newfoundland and Labrador	10.7	3,300	2,980	2,870	2,810	-0.8	29.1	29.3	28.8	29.5	5.8	373	353	329	320	6.6	33.6	30.6	28.6	25.9
Prince Edward Island	-14.3	1,020	1,190	950	1,150	1.3	28.0	27.6	27.9	28.4	3.6	371	358	326	326	22.4	12.5	10.2	6.6	9.4
Nova Scotia	-7.3	6,220	6,710	6,360	6,230	0.0	28.3	28.3	28.3	26.9	2.2	357	349	335	326	2.1	68.1	2.99	58.3	53.4
New Brunswick	-2.8	5,260	5,410	5,400	5,140	-1.5	28.4	28.8	27.8	28.5	3.9	358	345	334	321	5.7	56.8	53.8	50.2	47.6
Quebec ⁴	N/A	0	0	0	2,120	N/A	0.0	0.0	0.0	7.9	N/A	0	0	0	386	N/A	0.0	0.0	0:0	182.1
Ontario	0.7	99,720	050'66	98,250	95,070	-1.2	29.5	29.8	29.4	29.2	2.8	376	365	353	343	5.7	1,129.2	1,068.1	1,006.0	950.2
Manitoba	-2.7	8,850	9,100	8,610	8,530	-2.9	29.5	30.4	29.3	29.4	4.1	351	337	328	318	11.6	94.5	84.6	83.2	76.3
Saskatchewan	0.3	7,830	7,810	7,340	6,420	3.0	30.4	29.5	29.4	29.8	2.6	354	345	335	324	4.7	87.8	79.1	0.79	63.9
Alberta	1.6	30,180	29,700	28,380	26,040	-0.2	30.8	30.8	30.8	30.6	3.9	378	364	351	336	10.7	359.5	324.6	285.5	257.0
British Columbia	-1.1	28,730	29,040	27,500	27,380	1.0	29.9	29.6	29.6	29.5	1.8	360	354	343	330	9.8	325.1	299.5	278.4	265.1
Nunavut	-25.9	200	270	220	350	9.6	28.6	26.1	21.9	30.7	16.0	418	360	369	378	57.6	2.9	1.9	5.6	2.8
Northwest Territories	21.6	450	370	340	390	-0.2	24.4	24.5	26.4	28.8	3.3	418	404	410	400	6.3	4.3	4.0	4.4	3.3
Yukon	28.0	320	250	260	240	4.7	30.6	29.2	30.8	31.4	5.8	420	397	393	362	19.1	3.3	2.8	2.8	2.4
Gender																				
Male	-0.9	25,590	25,820	24,140	24,950	9.0-	16.7	16.8	17.0	14.9	1.4	407	401	390	382	7.7	183.9	170.7	154.5	163.3
Female	0.3	166,490	166,060	162,340	156,920	-0.3	31.6	31.7	31.3	31.3	3.3	365	353	342	330	7.2	1,988.6	1,855.0	1,722.4	1,776.0
Age																				
Under 25	-8.1	23,270	25,330	25,300	24,170	-1.1	30.7	31.0	30.3	30.4	3.6	275	592	255	243	3.8	221.1	213.0	193.9	195.6
25 and Over	1.4	168,810	166,550	161,180	157,700	-0.4	29.5	29.7	29.4	28.7	5.6	384	374	363	352	7.7	1,951.4	1,812.7	1,683.0	1,743.7
NATIONAL	0.1	192,080	191,880	186,480	181,870	-0.5	29.7	29.8	29.5	28.9	3.0	371	360	348	337	7.2	2,172.5	2,025.7	1,876.9	1,939.3

Source: El administrative data. N/A: Not applicable.

¹ Includes claims for which at least \$1 of parental benefits (biological) was paid.
² Data on claim duration cover only claims commencing during the first half of the fiscal year to ensure that all claims were completed. In addition, performed calculations assume the same weight

for both shared and non-shared parental claims.
³ Takes into account Family Supplement top-ups paid to claimants with parental benefits (biological).
⁴ Quebec is excluded from national calculations. Since January 2006, this province has administered its own parental benefits.



Annex 2.10 – Parental Benefits (Adoptive)

Allies 2.10 - I alcilial bellellis (Aubpule)	ווים נים ני	יוניו		`	,															
		Nev	New Claims ¹			Ave	erage Num	Average Number of Weeks Paid²	eks Paid²			Average M	Average Weekly Benefit³	efit³			Am	Amount Paid ³		
	% Change					% Change					% Change		(\$)		0.	% Change		(\$ Million)	lion)	
	2008/09-		2009/10 2008/09 2007/08	2007/08	2006/07	2008/09- 2009/10	2009/10	5008/09	2007/08	2009/02	2008/09-	2009/10	2008/09	2007/08	2006/07	2008/09-	2009/10	2008/09 2007/08	2007/08	2006/07
Province/Territory																				
Newfoundland and Labrador	100.0	70	10	10	30	N/A	35.0	0.0	0:0	35.0	2.8	447	435	423	366	92.0	0.23	0.12	0.23	0.30
Prince Edward Island	33.3	40	30	0	70	0.0	35.0	35.0	0:0	10.0	1.7	447	439	0	418	251.2	0.72	0.20	0.12	0.07
Nova Scotia	-21.4	110	140	09	80	-31.2	22.6	32.8	33.0	27.5	10.2	422	383	387	401	48.6	1.60	1.07	0.85	0.71
New Brunswick	-71.4	20	70	06	70	-100.0	0.0	20.6	26.6	20.5	-28.7	287	403	398	311	-62.7	0.34	0.91	0.81	0.31
Quebec	N/A	0	0	0	20	N/A	0.0	0.0	0.0	13.8	N/A	0	0	0	413	N/A	0.00	00:0	0.00	2.04
Ontario	8.3	1,040	096	066	1,130	5.3	27.2	25.9	27.2	28.2	4.2	429	412	382	391	3.7	11.36	10.96	11.05	11.31
Manitoba	-52.9	80	170	06	09	-9.7	26.8	29.7	25.8	33.7	-11.7	367	415	410	319	-3.2	1.50	1.55	08.0	0.79
Saskatchewan	28.6	06	70	110	40	-15.2	18.7	22.0	21.6	30.7	12.6	449	399	379	334	6.2	0.70	99'0	0.82	0.42
Alberta	8.7	250	230	320	790	-0.8	76.0	79.7	27.4	29.8	0.4	426	424	383	375	-2.2	3.13	3.20	3.56	2.60
British Columbia	-21.1	300	380	420	400	-8.7	28.0	30.7	28.4	28.6	2.3	405	396	403	379	-4.4	4.71	4.92	4.61	4.17
Nunavut	75.0	20	40	20	100	360.0	23.0	2.0	20.5	17.6	7.2	431	402	415	414	446.2	0.78	0.14	0.36	0.64
Northwest Territories	N/A	0	0	10	40	N/A	0.0	0.0	18.0	13.0	N/A	0	0	423	416	N/A	0.00	00:00	0.37	0.31
Yukon	N/A	10	0	0	0	N/A	0.0	0.0	0.0	0.0	N/A	457	0	0	0	N/A	0.00	0.00	0.00	0.00
Gender																				
Male	9.6	570	520	400	530	16.4	19.6	16.9	18.1	17.7	0.9	444	419	404	400	22.5	5.05	4.12	2.92	4.13
Female	-7.6	1,460	1,580	1,720	1,780	-4.2	29.0	30.3	28.7	30.3	2.3	414	404	385	379	2.0	20.03	19.63	20.67	19.55
Age																				
Under 25	0.0	10	10	70	0	N/A	0.0	0.0	25.0	0.0	-60.5	172	435	243	0	147.4	0.18	0.07	90:0	0.05
25 and Over	-3.3	2,020	2,090	2,100	2,310	0.2	26.9	26.8	26.8	27.0	3.8	424	408	390	384	5.1	24.90	23.68	23.53	23.63
NATIONAL	-3.3	2,030	2,100	2,120	2,310	0.2	56.9	26.8	26.8	27.0	3.5	422	408	389	384	5.6	25.07	23.75	23.59	23.68

N/A: Not applicable.

¹ Includes claims for which at least \$1 of parental benefits (adoptive) was paid.
² Data on claim duration cover only claims commencing during the first half of the fiscal year to ensure that all claims were completed. In addition, performed calculations assume the same weight for both shared and non-shared parental claims.

³ Takes into account Family Supplement top-ups paid to claimants with parental benefits (adoptive).

⁴ Quebec is excluded from national calculations. Since January 2006, this province has administered its own parental benefits.

Annex 2.11 – Sickness Benefits

	Now	N	Now Claime			Ave	Average Number of Weeks Paid	her of Wed	oke Paid			Average M	Average Weekly Renefit ²	ofit ²			Δmc	Amount Paid ²		
		2					- A	2	CH2			a a de la constante de la cons	בבעול בבו	111						
	% Change					% Change					% Change		(\$)			% Change		(\$ Million)	lion)	
	2008/09-		2009/10 2008/09 2007/08 2006	2007/08	/0/	2008/09-	2009/10	5008/09	2007/08	2009002	2008/09-	2009/10	5008/00	2002/08	2009/07	2008/09-	2009/10	2008/09	2007/08	2006/07
Province/Territory																				
Newfoundland and Labrador	6.0	8,710	8,630	8,480	7,920	-2.9	9.2	9.5	9.3	9.4	3.4	332	321	302	288	7.3	29.0	27.0	24.1	21.9
Prince Edward Island	0.7	4,350	4,320	3,900	3,630	-4.2	7.5	7.8	8.0	8.1	4.1	348	335	324	317	-0.1	11.6	11.6	10.3	8.6
Nova Scotia	-4.9	15,490	16,280	15,370	15,060	4.5	9.1	8.7	9.1	9.0	0.2	323	323	308	295	9.4	50.0	45.7	42.7	41.4
New Brunswick	0.0	20,570	20,570	20,090	18,630	-0.3	8.0	8.0	8.0	8.2	3.6	334	323	315	303	8.5	9.09	55.9	49.3	47.8
Quebec	0.3	98,620	98,330	97,100	94,260	-1.8	8.7	8.8	8.9	9.0	2.3	331	323	313	565	8.9	298.8	279.6	272.0	264.8
Ontario Ontario	-1.7	89,920	91,480	88,620	87,410	0.7	6.6	9.6	10.0	6.6	1.2	332	328	314	308	6.5	308.4	289.5	280.5	267.5
Manitoba	3.0	10,680	10,370	9,430	10,150	-3.5	9.6	6.6	9.8	10.0	3.8	329	317	313	596	16.3	35.1	30.2	29.2	29.9
Saskatchewan	9:9	7,110	6,730	6,410	050′9	1.9	6.6	6.7	9.6	6.6	0.5	333	331	303	798	11.0	23.1	20.8	1.61	17.9
Alberta	-1.9	23,250	23,710	21,600	22,180	0.0	10.1	10.1	10.1	10.1	2.0	358	351	338	318	13.3	89.9	79.4	73.3	72.6
British Columbia	-4.9	48,600	51,120	47,530	45,960	-1.6	6.6	10.1	10.2	10.0	1.5	333	328	321	307	9.0-	165.7	166.7	152.1	142.0
Nunavut	11.8	190	170	70	110	48.1	10.6	7.2	6.7	8.6	9.6	422	385	340	370	120.6	0.8	0.4	0.3	0.4
Northwest Territories	0.0	230	230	250	220	8.9	11.0	10.3	9.4	9.5	-4.1	417	435	408	376	-3.3	1.0	1.0	1.0	0.7
Yukon	25.0	350	780	270	310	-23.2	8.1	10.6	7.6	10.6	3.4	419	406	370	377	14.7	1.2	1.0	1:1	6.0
Gender																				
Male	-3.9	136,290	141,760	131,950	128,710	-1.4	8.9	9.1	9.1	9.5	1.0	370	367	355	343	7.7	502.6	466.9	433.7	424.0
Female	0.7	191,780	190,460	187,170	183,180	-0.3	9.6	9.6	6.7	6.7	3.1	308	298	288	277	5.7	572.5	541.9	521.2	492.2
Age																				
Under 25	-4.0	28,560	29,760	28,940	28,960	-3.6	8.2	8.5	8.4	8.5	9.0	275	273	259	247	2.8	68.7	8.99	63.6	64.3
25 to 44	-2.6	142,930	146,700	144,100	144,990	-1.0	0.6	9.1	9.5	9.5	2.3	340	332	322	310	4.6	461.5	441.3	426.3	421.1
45 to 54	-2.8	87,860	90,390	85,180	81,270	-0.4	9.5	9.5	6.7	8.6	1.5	344	339	324	313	5.5	305.2	289.2	268.5	253.6
55 and Over	5.1	68,720	65,370	006'09	26,670	0.1	10.2	10.1	10.3	10.3	1.9	332	326	316	306	13.4	239.8	211.4	196.4	177.1
NATIONAL	-1.2	328,070	332,220	319,120	311,890	9.0-	9.3	9.4	9.5	9.5	1.9	334	327	316	304	9.9	1,075.2	1,008.8	954.9	916.2

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Source: El administrative data. N/A: Not applicable. ¹ Includes claims for which at least \$1 of sickness benefits was paid. ² Takes into account Family Supplement top-ups paid to claimants with sickness benefits.



Annex 2.12 - Compassionate Care Benefits

			5																	
		Ne	New Claims ¹			Ave	Average Number of Weeks Paid	ber of We	eks Paid			Average Weekly Benefit²	eekly Ben	efit²			Amo	Amount Paid ²		
	% Change					% Change					% Change		(\$)			% Change		(\$ 000s)	(so	
	2008/09- 2009/10	2009/10	2009/10 2008/09	2007/08	2006/07	2008/09-	2009/10	2008/09	2007/08	2009/02	2008/09-	2009/10	2008/09	2007/08	2009/07	-60/800Z 2009/10	2009/10	2008/09	2007/08	2006/07
Province/Territory																				
Newfoundland and Labrador	-7.5	62	<i>L</i> 9	69	9/	21.1	5.1	4.2	4.7	4.7	2.2	356	349	343	302	-7.0	112.2	120.6	108.5	125.1
Prince Edward Island	81.5	49	77	31	31	-8.4	4.6	5.0	5.0	5.2	-0.6	342	345	301	303	71.6	85.9	50.0	54.2	46.5
Nova Scotia	-0.5	205	506	219	195	2.3	4.9	4.8	4.8	4.9	-4.5	320	335	315	306	-2.1	330.1	337.3	364.6	290.9
New Brunswick	27.8	147	115	167	153	1.4	4.6	4.5	4.7	4.7	-1.3	318	322	311	291	19.6	223.3	186.7	249.5	218.5
Quebec	9.0	1,088	1,081	941	935	-0.4	4.3	4.3	4.3	4.4	-1.2	339	343	329	315	-3.2	1,616.1	1,669.6	1,418.4	1,339.4
Ontario	1.8	2,570	2,525	2,418	2,447	0.0	4.8	4.8	4.8	4.7	9.0	360	357	343	338	7.8	4,697.5	4,358.3	4,175.1	4,064.5
Manitoba	-5.1	224	236	236	227	8.0	4.8	4.8	4.7	4.9	6.1	356	335	321	303	8.9	390.8	365.8	358.5	327.3
Saskatchewan	6.8	157	147	158	182	-4.0	4.8	5.0	4.9	4.7	5.0	355	338	333	321	-4.8	260.8	274.0	280.9	255.8
Alberta	4.6	542	518	512	491	0.2	4.8	4.8	5.0	5.0	-0.3	371	372	350	334	7.7	6.986	916.6	925.4	866.2
British Columbia	1.6	914	006	939	922	0.0	4.8	4.8	4.8	4.8	4.3	364	349	343	341	11.4	1,723.1	1,546.2	1,589.3	1,526.0
Nunavut	33.3	4	3	3	7	-11.8	5.0	5.7	2.0	4.4	2.4	450	439	423	406	142.5	11.6	4.8	8.7	12.7
Northwest Territories	100.0	10	5	4	3	-22.4	4.5	5.8	3.0	3.7	-0.7	434	437	423	413	81.9	20.6	11.3	5.1	8.3
Yukon	-14.3	9	7	6	7	20.6	5.2	4.3	4.8	4.0	2.8	413	402	386	409	-39.7	11.8	19.5	10.5	14.2
Gender																				
Male	-2.7	1,594	1,639	1,475	1,414	0.2	4.8	4.8	4.8	4.7	1.9	391	384	374	364	7.8	3,336.3	3,094.9	2,770.0	2,523.7
Female	4.4	4,384	4,198	4,231	4,262	0.2	4.7	4.7	4.7	4.7	0.7	342	339	326	318	5.4	7,134.3	6,765.9	6,778.9	6,571.8
Age																				
Under 25	13.0	139	123	128	118	-0.3	4.9	4.9	4.4	4.8	-6.0	299	318	284	797	4.8	215.8	205.9	151.0	152.9
25 to 44	0.8	2,341	2,323	2,294	2,371	6.0	4.7	4.6	4.7	4.6	1.2	367	363	350	340	7.1	4,296.6	4,012.8	4,013.8	3,923.4
45 to 54	0.8	2,136	2,119	2,094	5,069	-0.2	4.6	4.6	4.7	4.6	9.0	356	354	337	334	4.6	3,694.4	3,532.2	3,445.3	3,312.7
55 and Over	7.1	1,362	1,272	1,190	1,118	-0.9	4.8	4.8	4.9	4.9	1.7	337	332	322	307	7.3	2,263.8	2,109.9	1,938.8	1,706.4
NATIONAL	2.4	5,978	5,837	5,706	9/9/5	0.1	4.7	4.7	4.7	4.7	6.0	355	352	338	330	6.2	10,470.6	8'098'6	9,5489	9,095.5

Source: El administrative data. · Includes claims for which at least \$1 of compassionate care benefits was paid. ² Takes into account Family Supplement top-ups paid to claimants with compassionate care benefits.

Annex 2.13 – Family Supplement¹, 2009/10

	New Claims ² With Supplement	% of All Claims With Supplement	Average Weekly Top-Up	Average Weekly Benefit			Amount Paid		
			(\$)	(\$)	% Change		(\$ Million)	llion)	
					2008/09-2009/10	2009/10	2008/09	2007/08	2006/07
Province/Territory									
Newfoundland and Labrador	4,670	5.1	40.1	297	9.2	5.94	5.44	6.46	7.20
Prince Edward Island	1,600	6.5	43.5	299	10.8	2.19	1.98	1.99	2.34
Nova Scotia	6,640	7.3	42.6	287	3.5	8.92	8.62	8.98	9:56
New Brunswick	6,110	6.5	38.6	296	-2.6	7.04	7.23	7.75	8.70
Quebec	28,270	4.9	40.8	305	10.5	26.23	23.74	26.51	33.34
Ontario	39,120	5.6	43.0	287	10.6	50.06	45.26	43.49	46.18
Manitoba	2,850	8.8	50.5	536	18.5	8.37	7.06	7.38	8.41
Saskatchewan	4,350	8.7	51.4	300	18.5	6.25	5.28	5.89	6.13
Alberta	8,400	4.3	44.4	303	5.9	11.10	10.48	10.73	10.78
British Columbia	15,070	5.7	41.1	586	13.9	16.82	14.76	15.99	18.12
Nunavut	20	3.6	55.1	364	-19.2	0.10	0.12	0.14	0.11
Northwest Territories	100	4.0	38.5	342	-59.1	90.00	0.14	90.0	0.12
Yukon	09	2.2	41.2	355	139.0	0.00	0.04	90:0	0.11
Gender									
Male	28,490	2.3	43.1	332	20.8	30.01	24.83	26.83	31.80
Female	91,800	8.6	42.6	283	7.4	113.16	105.32	108.56	119.31
Age									
Under 25	17,050	6.7	37.2	258	-1.1	22.77	23.03	23.28	24.90
25 to 44	84,540	8.0	45.3	301	11.2	104.66	94.08	98.84	111.81
45 to 54	16,560	3.3	36.4	298	19.5	14.21	11.90	12.10	13.03
55 and Over	2,140	9.0	32.7	299	33.6	1.52	1.14	1.18	1.38
El History ³									
First-Time Claimants	009'99	6.4	43.5	283	8.8	86.37	79.39	79.01	85.76
Occasional Claimants	35,370	6.1	43.0	301	16.1	40.48	34.88	37.65	43.14
Frequent Claimants	18,320	3.4	38.8	328	5.6	16.31	15.89	18.74	22.21
NATIONAL	120,290	5.6	42.7	295	10.0	143.16	130.15	135.40	151.11

Includes all claim types (regular, fishing and special).
Includes claims for which at least \$1 of El benefits was paid.
Includes claims for which at least \$1 of El benefits was paid.
Includes claims for which at least \$1 of El benefits was paid.
Includes claims for which at least \$1 of El benefits was paid.
Includes claims for which at least \$1 of El benefits was paid.
Includes claims for which at least \$1 of El benefits was paid.
Includes claims for the five years prior to their current claim. Frequent claim are defined as individuals who had three or more active claims in the five years prior to their current claim.

Annex 2.14 – Working While on Claim¹

		-	Nour Dountan Claime?				no d mon po /o	lau Claime2	
		2	iew neguiai ciaiiiis				70 of New Regulal Claims	iai Ciaiiiis	
	% Change								
	2007/08-2008/09	2008/09	2007/08	2006/07	2005/06	2008/09	2007/08	2006/07	2005/06
Province/Territory									
Newfoundland and Labrador	2.6	49,660	48,410	49,090	51,580	9.99	68.5	68.4	70.3
Prince Edward Island	10.4	12,290	11,130	11,830	11,820	65.6	62.8	66.5	64.1
Nova Scotia	12.1	43,870	39,130	40,120	41,240	62.0	61.8	62.0	8.09
New Brunswick	5.1	52,070	49,540	50,390	52,810	68.6	68.1	68.4	69.7
Quebec	14.7	312,130	272,230	284,130	283,830	61.2	59.7	0.09	59.6
Ontario	50.5	260,960	173,370	177,270	176,310	47.6	44.7	45.3	45.4
Manitoba	23.3	18,190	14,750	16,490	16,890	45.2	45.2	47.0	46.0
Saskatchewan	22.6	14,680	11,970	14,880	15,150	46.5	45.4	48.9	49.8
Alberta	74.7	46,270	26,490	28,670	31,620	42.4	44.3	46.0	46.9
British Columbia	55.9	97,930	62,810	60,320	70,060	53.0	50.0	49.9	53.8
Nunavut	104.5	450	220	340	450	44.1	34.9	44.2	48.4
Northwest Territories	14.5	790	069	800	700	44.9	51.1	51.9	47.9
Yukon	12.0	1,120	1,000	1,080	1,130	53.1	54.9	57.4	53.3
Gender									
Male	36.0	572,590	421,090	431,730	441,200	54.2	53.3	53.6	54.2
Female	16.2	337,820	290,650	303,680	312,390	55.1	55.2	56.2	56.2
Age									
Under 25	34.7	94,870	70,410	73,790	79,260	50.7	50.6	51.0	51.9
25 to 44	26.6	422,960	333,970	359,070	376,700	54.6	54.1	55.0	55.5
45 to 54	56.9	260,550	205,390	203,480	201,290	59.9	59.4	29.7	59.4
55 and Over	29.5	132,030	101,970	020'66	96,340	48.6	47.5	47.8	48.5
Weekly Benefit Rate									
Less Than \$50	50.0	120	80	92	190	34.3	40.0	23.8	42.2
\$50-\$100	-1.5	2,010	2,040	2,880	4,320	43.2	44.6	49.4	49.5
\$101–\$150	-5.8	13,060	13,870	18,420	25,330	48.2	49.9	50.8	52.1
\$151–\$200	-0.7	40,030	40,300	51,410	62,570	48.4	48.4	50.5	51.2
Greater Than \$200	30.5	855,190	655,450	662,650	661,180	55.0	54.6	55.1	55.6
NATIONAL	27.9	910,410	711,740	735,410	753,590	54.6	54.1	54.7	55.0

Source: El administrative data. ¹ The definition of working while on claim includes all claimants who earned income during their El benefits period. ² Data on working while on claim are lagged by one year to ensure all claims were completed.

Annex 2.15 - Benefit Repayment Provision¹

Systematic partial promoting sections Systematic promoting promoti											
% Change % Change 2005 2005 500 May \$ Change 2005 2006 2005 2006 2005 2006 2005 2006 2005 2006 2007 2006 2007 2006 2007 2006 2007 2006 2007 2006 2007 2006 2007 2006 2007 2006 2007 2006 2007 2006 2007 2007 2007 2007 2007 2007 2007 2007 2007 </th <th></th> <th></th> <th>Peop</th> <th>e Who Repaid Benef</th> <th>its</th> <th></th> <th></th> <th></th> <th>Amount Repaid</th> <th></th> <th></th>			Peop	e Who Repaid Benef	its				Amount Repaid		
tick of planes 2005		% Change					% Change		(\$ Mi	llion)	
reflection		2007–2008	2008	2007	2006	2005	2007-2008	2008	2007	2006	2005
of bland blanded 242 9,855 6,243 5,500 2,66 1,123 6,243 5,500 2,66 1,123 6,243 6,243 6,243 6,243 6,243 6,243 7,143 7,143 7,143 7,143 7,144	Province/Territory										
tidended	Newfoundland and Labrador	24.2	9,835	7,919	6,243	2,500	26.6	15.2	12.0	9.4	7.7
(c) 8.5 6,328 6,318 5,589 4,324 5,889 4,34 10.0 10.2 9.8 4,024 3,712 5,889 4,34 7,10 7,10 7,10 5,246 4,224 3,371 7,10	Prince Edward Island	5.4	1,094	1,038	586	814	-7.1	1.9	2.0	1.1	1.8
tick 93 5,346 4,224 3,712 7,5 7,7 7,1 5,8 4 45 4,122 39,479 38,371 34,559 6,1 38,5 7,7 7,1 5,8 3,8 3,8 3,1 3,455 6,1 3,8 3,6	Nova Scotia	8.5	898'9	6,328	6,318	2,889	4.3	10.6	10.2	8.6	6.6
math 45 41,242 38,371 34,529 61 38,571 61 38,571 61 38,571 61 38,571 61 38,571 61 38,571 61,242 48,871 91,48 48,77 40,88 36,77 40,72 40,87 40,87 40,72 40,87 40,87 40,72	New Brunswick	9.3	5,736	5,246	4,224	3,712	7.6	7.7	7.1	5.8	5.4
nh 7.5 84,754 80923 51,202 4,877 194 487 46.78 42.4 42.4 42.4 42.4 42.4 42.4 42.4 42.4 42.4 42.4 42.4 51,20 1,20	Quebec	4.5	41,242	39,479	38,371	34,559	6.1	38.5	36.3	36.0	32.7
inbia 12. 1,250 1,250 1,250 1,550 1,550 1,550 1,550 1,550 2,204 1,550 1,550 2,104 2,204 2	Ontario	7.5	54,754	50,923	51,292	43,871	19.4	48.7	40.8	42.4	40.6
nnh 04 3,689 3,675 3,516 3,176 2,8 4,0 3,9 3,4 nh 0,5 17,143 17,057 17,231 16,832 2,5 17,8 17,4 18,1 nh 12,1 16,189 14,448 15,616 15,073 15,9 15,9 15,9 15,9 15,9 15,9 15,9 15,9 15,9 15,9 15,9 15,9 15,9 14,6 14,6 14,6 15,0 <t< th=""><th>Manitoba</th><th>1.0</th><th>2,225</th><th>2,204</th><th>2,209</th><th>1,850</th><th>7.5</th><th>2.3</th><th>2.1</th><th>2.1</th><th>1.8</th></t<>	Manitoba	1.0	2,225	2,204	2,209	1,850	7.5	2.3	2.1	2.1	1.8
ubja 0.5 17,748 17,221 16,832 2.5 17.6 18.1 18.1 ubja 12.1 16,189 14,448 15,616 15,073 15.9 15.8 17.6 14.6 mile 12.1 16,189 14,448 15,616 15,073 15.9 15.8 13.6 14.6 15.0 16.0 10.0 <th>Saskatchewan</th> <th>0.4</th> <th>3,689</th> <th>3,675</th> <th>3,516</th> <th>3,176</th> <th>2.8</th> <th>4.0</th> <th>3.9</th> <th>3.4</th> <th>3.1</th>	Saskatchewan	0.4	3,689	3,675	3,516	3,176	2.8	4.0	3.9	3.4	3.1
hòba 121 16,189 14,448 15,616 15,073 15,9 15,8 15,616 15,073 15,073 15,9 15,8 15,616 15,073 15,073 15,9 15,9 15,073	Alberta	0.5	17,143	17,057	17,321	16,832	2.5	17.8	17.4	1.81	15.4
rindines N/A 0 0 N/A 0 <t< th=""><th>British Columbia</th><th>12.1</th><th>16,189</th><th>14,448</th><th>15,616</th><th>15,073</th><th>15.9</th><th>15.8</th><th>13.6</th><th>14.6</th><th>13.4</th></t<>	British Columbia	12.1	16,189	14,448	15,616	15,073	15.9	15.8	13.6	14.6	13.4
modified 145 289 338 362 346 -179 0.3 0.4 0	Nunavut	N/A	0	0	0	0	N/A	0.0	0.0	0.0	0.0
4.6 326 321 320 278 5.7 0.4 0.4 0.4 0.4 0.8 0.4 <th>Northwest Territories</th> <th>-14.5</th> <th>586</th> <th>338</th> <th>362</th> <th>346</th> <th>-17.9</th> <th>0.3</th> <th>0.4</th> <th>0.4</th> <th>0.4</th>	Northwest Territories	-14.5	586	338	362	346	-17.9	0.3	0.4	0.4	0.4
6.7 141,744 132,883 130,651 119,117 11.0 147.6 132.9 131.1 9.7 17,664 16,106 16,138 12,791 17.8 15.6 132.9 131.1 11.7 5,158 4,619 4,411 3,529 18,7 5.0 4,2 3.8 11.0 68,591 69,298 64,721 58,549 1.1 63.1 62,4 57.3 11.6 49,699 43,355 44,223 39,806 21.1 50.1 41.4 41.4 41.4 11.6 13.4 146.5 146.5 146.5 144.7 144.2 117.7 45.0 41.4	Yukon	1.6	326	321	320	278	5.7	0.4	0.4	0.3	0.3
6.7 14,744 132,883 130,651 119,117 110,117 110,64 15,166 16,106 16,138 112,791 110,6 15,6 16,106 16,138 12,791 17,8 15,6 13.2 13.1 13.1 11.7 5,158 4,619 4,411 3,529 18,7 5.0 4,2 3,8 11.7 68,591 69,298 64,721 58,549 1,1 63,1 62,4 57,3 11.4 49,699 43,355 44,223 39,806 21,1 60,1 41,4 41,4 41,4 11.3 35,60 31,717 33,434 30,024 17,7 45,0 146,2 144,2	Gender										
4 15,64 16,106 16,138 12,791 17.8 15.6 13.2 13.1 4 4 4,619 4,411 3,529 18.7 5.0 4.2 3.8 1.1 68,591 69,298 64,721 58,549 1.1 63.1 62.4 57.3 1.14 49,699 43,355 44,223 39,806 21.1 50.1 41.4 41.7 1.34 35,900 31,717 33,434 30,024 17.7 45.0 38.2 41.4 41.4 7.0 159,408 146,789 131,908 11.6 163.2 146.2 144.2	Male	6.7	141,744	132,883	130,651	119,117	11.0	147.6	132.9	131.1	121.4
11.7 5,158 4,619 4,411 3,529 18.7 5.0 4.2 3.8 11.1 68,591 69,298 64,721 58,549 1.1 63.1 62.4 57.3 14.6 49,699 43,355 44,223 39,806 21.1 50.1 41.4 41.7 13.4 35,960 31,717 33,434 30,024 17.7 45.0 38.2 41.4 11.4 7.0 159,408 146,789 131,908 11.6 163.2 146.2 144.2 1	Female	9.7	17,664	16,106	16,138	12,791	17.8	15.6	13.2	13.1	10.9
11.7 5,158 4,619 4,411 3,529 18.7 5.0 4.2 3.8 11.2 68,591 68,591 64,721 58,549 11. 63.1 62,4 57.3 11.6 14,6 49,699 43,555 44,223 39,806 21.1 50.1 41.4 41.7 11.6 13.4 35,90 31,717 33,434 30,024 17.7 45.0 38.2 41.4 11.6 16.2 16.2 144.2 11,63 16.2 144.2 1144.2	Age										
-1.0 68,591 69,298 64,721 58,549 1.1 63.1 62.4 57.3 14.6 49,699 43,355 44,223 39,806 21.1 50.1 41.4 41.7 41.7 13.4 35,960 31,717 33,434 30,024 17.7 45.0 38.2 41.4 11.4 13.4 159,408 146,789 146,789 131,908 11.6 163.2 146.2 1142.2 11.6	Under 25	11.7	5,158	4,619	4,411	3,529	18.7	5.0	4.2	3.8	3.1
14.6 49,699 43,355 44,223 39,806 21.1 50.1 41.4 41.7 41.7 13.4 35,960 31,717 33,434 30,024 17.7 45.0 38.2 41.4 41.4 7.0 159,408 146,789 146,789 131,908 11.6 163.2 146.2 144.2 17.7	25 to 44	-1.0	68,591	867'69	64,721	58,549	1.1	63.1	62.4	57.3	54.4
13.4 35,960 31,717 33,434 30,024 17.7 45.0 38.2 41.4 7.0 159,408 148,989 146,789 131,908 11.6 163.2 146.2 144.2 1	45 to 54	14.6	49,699	43,355	44,223	39,806	21.1	50.1	41.4	41.7	38.4
7.0 159,408 148,989 146,789 131,908 11.6 163.2 146.2 144.2	55 and Over	13.4	35,960	31,717	33,434	30,024	17.7	45.0	38.2	41.4	36.5
	NATIONAL ²	7.0	159,408	148,989	146,789	131,908	11.6	163.2	146.2	144.2	132.4

Source: Benefit repayment administrative file (September 2010). N/A: Not applicable.

N/A: Not applicable.

- As benefit repayments are administered through the tax system, the most recent data available are for the 2008 taxation year.

- Provincial figures do not add up to the national total because non-residents are included.

3

Annex 2.16 - Contributors to the Program, 20081

Cotal	## Of National Total 1.4 0.4 2.7 2.2 18.3 40.3	(\$ Million) (\$ Million) 132 39 260 260 216 1,752	Employees (\$ Million)	Total Employ	Total Employment Income	Total El Insurable	Numbero	Number of Workers	Employment Income per	Insurable Earnings per
YTerritory of Employer (\$ Million) Aland and Labrador 232 ward Island 461 iia 461 iswick 3,137 iia 6,894 ii 6,894 ii 6,894 iii 6,894 iii 6,263 lumbia 2,458 trTerritories 40 trTerritories 40 9,494 9,494	otal otal 1.4 0.4 2.7 2.2 2.2 40.3 40.3	(\$ Million) 132 132 39 260 216 1,752	(\$ Million)			Earnings			Worker	Worker
dland and Labrador ward Island ia swick lumbia trerritories	1.4 0.4 2.7 2.2 2.2 40.3	132 39 260 260 216 1,752		(\$ Million)	% of National Total	(\$ Million)	Number	% of National Total	(\$)	(\$)
dland and Labrador ward Island tia swick swan Lumbia tt Territories	1.4 0.4 0.7 2.7 2.2 18.3 40.3	132 39 260 216 1,752								
ia swick wan lumbia	2.7 2.2 18.3 40.3	260 216 1,752 3,805	100	8,002	1.1	5,723	254,090	1.4	31,492	22,523
ia Iswick swan lumbia	2.7 2.2 18.3 40.3	260 216 1,752 3,805	30	2,206	0.3	1,698	79,240	0.4	27,843	21,423
swick wan lumbia t Territories	18.3	1,752	200	16,051	2.2	11,566	483,260	2.7	33,214	23,934
ewan Iumbia	18.3	1,752	165	12,920	1.8	9,503	403,290	2.3	32,037	23,563
ewan Iumbia 1 Territories	40.3	3 805	1,385	141,005	19.6	99,573	4,096,480	22.9	34,421	24,307
wan Iumbia :t Territories		2,00,0	2,998	286,927	39.9	173,352	008'282'9	37.7	42,585	25,728
swan lumbia st Territories	3.6	347	569	22,154	3.1	15,551	086'089	3.5	35,111	24,646
lumbia 1 Territories	3.0	288	225	19,763	2.7	12,970	526,340	2.9	37,547	24,643
lumbia it Territories	14.4	1,388	1,070	116,585	16.2	62,012	2,263,870	12.7	51,498	27,392
t Territories	13.2	1,283	086	89,945	12.5	56,514	2,324,610	13.0	38,692	24,311
t Territories	0.1	11	6	873	0.1	517	19,790	0.1	44,107	26,149
	0.7	23	17	1,841	0.3	1,022	34,930	0.2	52,698	29,256
	0.1	13	10	998	0.1	574	22,630	0.1	38,254	25,343
	55.5	5,360	4,134	445,134	61.9	249,787	9,092,300	50.9	48,957	27,472
Female 7,507	43.9	4,229	3,279	270,432	37.6	198,165	8,501,050	47.6	31,812	23,311
Age³										
Under 25 1,621	9.5	932	689	44,436	6.2	41,428	3,305,560	18.5	13,443	12,533
25 to 44 8,150	47.6	4,595	3,555	320,095	44.5	214,757	7,406,440	41.4	43,218	28,996
45 to 54 4,669	27.3	2,618	2,051	221,939	30.9	124,232	4,080,340	22.8	54,392	30,446
55 and 0ver 2,562	15.0	1,443	1,119	129,096	18.0	67,536	2,801,010	15.7	46,089	24,111
Industries										
Agriculture, Forestry, Fishing and Hunting	1.1	109	80	7,204	1.0	4,848	088'667	1.7	24,023	16,165
Mining, and Oil and Gas Extraction	2.0	195	153	22,721	3.2	9,197	243,700	1.4	93,234	37,738
Utilities 161	6:0	88	73	9,474	1.3	4,457	118,370	0.7	80,039	37,655
Construction 1,162	8.9	674	488	49,837	6.9	29,404	1,087,970	6.1	45,807	27,026
Manufacturing 2,234	13.1	1,253	985	93,785	13.0	60,229	1,970,730	11.0	47,589	30,562
Wholesale Trade 914	5.3	518	396	41,581	5.8	24,134	866,950	4.8	47,962	27,838
Retail Trade 1,405	8.2	804	601	47,913	6.7	35,816	2,054,630	11.5	23,320	17,432
Transportation and Warehousing 783	4.6	440	343	31,070	4.3	20,736	711,600	4.0	43,663	29,140

Annex 2.16 – Contributors to the Program, 20081 (Continued)

)	/		(
		El Premiums	iums		.E	Employment Income			Workers	ers	
	01	Total	Employers ²	Employees	Total Employ	Total Employment Income	Total El Insurable Earnings	Numbero	Number of Workers	Employment Income per Worker	Insurable Earnings per Worker
	(\$ Million)	% of National Total	(\$ Million)	(\$ Million)	(\$ Million)	% of National Total	(\$ Million)	Number	% of National Total	(\$)	(\$)
Information and Cultural Industries	417	2.4	231	186	19,583	2.7	11,232	357,160	2.0	54,829	31,447
Finance and Insurance	749	4.4	412	337	42,381	5.9	20,530	662,140	3.7	64,006	31,006
Real Estate, and Rental and Leasing	252	1.5	145	108	11,977	1.7	6,393	288,730	1.6	41,483	22,142
Professional, Scientific and Technical Services	982	5.7	929	426	52,474	7.3	25,924	974,420	5.5	53,851	26,604
Management of Companies and Enterprises	123	0.7	69	54	9,050	1.3	3,262	125,570	0.7	72,068	25,974
Administrative and Support, Waste Management and Remediation Services	785	4.6	451	334	27,688	3.9	19,685	968,580	5.4	28,587	20,323
Educational Services	1,321	7.7	730	591	51,986	7.2	35,584	1,252,170	7.0	41,517	28,417
Health Care and Social Assistance	1,574	9.7	884	069	57,757	8.0	42,314	1,479,070	8.3	39,050	28,609
Arts, Entertainment and Recreation	189	1.1	108	81	6,876	1.0	4,775	286,690	1.6	23,985	16,656
Accommodation and Food Services	619	3.6	359	260	18,228	2.5	15,264	1,264,010	7.1	14,421	12,076
Other Services	573	3.3	330	242	20,275	2.8	14,394	683,650	3.8	29,657	21,054
Public Administration	1,805	10.6	266	808	75,311	10.5	49,012	1,553,920	8.7	48,465	31,541
Unclassified	521	3.0	536	224	21,965	3.1	13,388	627,370	3.5	35,012	21,339
NATIONAL	17,106	100.0	9,649	7,457	719,137	100.0	450,575	17,877,310	100.0	40,226	25,204

Source: Canada Revenue Agency, 2008 T4s with employment income.

¹ As premium payments are administered through the tax system, the most recent data available are for the 2008 taxation year.

² Employer contributions are 1.4 times employee contributions.

³ Gender and age figures do not add up to the national total because some data are missing for these categories.

Annex 2.17 - Benefits-to-Contributions Ratios, 20081

	Total El Domines	ž.	Total Bounday Ronofite	r Bonofit	Total Regular and Special	and Special	Regular Benefits-to-	Regular and Special	Adjusted Regular	Adjusted Regular and Special
					Benefits	fits	Contributions Ratios	Contributions Ratios	Contributions Ratios ²	Benefits-to- Contributions Ratios²
	(\$ Million)	% of National Total	(\$ Million)	% of National Total	(\$ Million)	% of National Total			Canada = 1	Canada = 1
Province/Territory ³										
Newfoundland and Labrador	232.1	1.4	0.909	7.2	675.3	5.5	2.61	2.91	5.31	4.05
Prince Edward Island	8.89	0.4	138.6	1.6	164.3	1.3	2.01	2.39	4.09	3.32
Nova Scotia	460.9	2.7	464.4	5.5	605.7	4.9	1.01	1.31	2.05	1.83
New Brunswick	380.5	2.2	519.1	6.2	652.5	5.3	1.36	1.71	2.77	2.38
Quebec	3,137.2	18.3	2,734.5	32.5	3,016.6	24.5	0.87	96.0	1.77	1.34
Ontario	6,893.6	40.3	2,487.0	29.5	4,295.0	34.9	0.36	0.62	0.73	0.87
Manitoba	612.9	3.6	178.3	2.1	329.2	2.7	0.29	0.53	0.59	0.74
Saskatchewan	512.6	3.0	154.8	1.8	286.2	2.3	0.30	0.56	0.61	0.78
Alberta	2,457.9	14.4	333.2	4.0	871.3	7.1	0.14	0.35	0.28	0.49
British Columbia	2,263.3	13.2	765.6	9.1	1,353.1	11.0	0.34	09:0	69.0	0.83
Nunavut	20.2	0.1	8.0	0.1	11.4	0.1	0.40	0.57	0.81	0.79
Northwest Territories	40.3	0.7	13.3	0.2	19.8	0.7	0.33	0.49	0.67	89.0
Yukon	22.9	0.1	15.3	0.2	20.2	0.2	0.67	0.88	1.36	1.23
Gender⁴										
Male	9,494.2	55.5	5,527.2	65.7	6,156.1	20.0	0.58	0.65	1.18	06.0
Female	7,507.5	43.9	2,891.0	34.3	6,144.6	20.0	0.39	0.82	0.78	1.14
Age⁴										
Under 25	1,620.5	9.5	746.0	8.9	1,115.5	9.1	0.46	69'0	0.94	96:0
25 to 44	8,149.8	47.6	3,897.1	46.3	6,893.9	26.0	0.48	0.85	0.97	1.18
45 to 54	4,668.9	27.3	2,262.2	56.9	2,566.8	20.9	0.48	0.55	0.98	0.76
55 and Over	2,562.4	15.0	1,512.8	18.0	1,724.5	14.0	0.59	0.67	1.20	0.94
Industries ³										
Agriculture, Forestry, Fishing and Hunting	189.0	1.1	266.0	6.7	627.3	5.1	2.99	3.32	80.9	4.62
Mining, and Oil and Gas Extraction	348.5	2.0	166.0	2.0	204.4	1.7	0.48	0.59	0.97	0.82
Utilities	160.6	6:0	25.9	0.3	41.7	0.3	0.16	0.26	0.33	0.36
Construction	1,162.2	8.9	1,447.9	17.2	1,597.6	13.0	1.25	1.37	2.53	1.91
Manufacturing	2,234.4	13.1	1,692.9	20.1	2,076.8	16.9	0.76	0.93	1.54	1.29

Annex 2.17 - Benefits-to-Contributions Ratios, 20081 (Continued)

	Total El Premiums	emiums	Total Regular Benefits	rBenefits	Total Regular and Special Benefits	and Special îts	Regular Benefits-to- Contributions Ratios	Regular and Special Benefits-to- Contributions Ratios	Adjusted Regular Benefits-to- Contributions Ratios²	Adjusted Regular and Special Benefts-to- Contributions Ratios²
	(\$ Million)	% of National Total	(\$ Million)	% of National Total	(\$ Million)	% of National Total			Canada = 1	Canada = 1
Wholesale Trade	913.7	5.3	371.5	4.4	523.2	4.3	0.41	0.57	0.83	0.80
Retail Trade	1,405.0	8.2	463.0	5.5	802.1	6.5	0.33	0.57	0.67	0.79
Transportation and Warehousing	782.8	4.6	359.7	4.3	494.0	4.0	0.46	0.63	0.93	0.88
Information and Cultural Industries	416.9	2.4	94.1	1.1	180.0	1.5	0.23	0.43	0.46	09.0
Finance and Insurance	749.1	4.4	117.8	1.4	339.7	2.8	0.16	0.45	0.32	0.63
Real Estate, and Rental and Leasing	252.4	1.5	100.7	1.2	157.7	1.3	0.40	0.62	0.81	0.87
Professional, Scientific and Technical Services	981.9	5.7	353.4	4.2	583.0	4.7	0.36	0.59	0.73	0.83
Management of Companies and Enterprises	122.9	0.7	47.2	9.0	73.5	9.0	0.38	09.0	0.78	0.83
Administrative and Support, Waste Management and Remediation Services	785.4	4.6	531.1	6.3	756.9	6.2	89.0	96:0	1.37	1.34
Educational Services	1,320.6	7.7	449.9	5.3	805.8	9.9	0.34	0.61	69'0	0.85
Health Care and Social Assistance	1,574.4	9.5	243.6	2.9	817.6	9.9	0.15	0.52	0.31	0.72
Arts, Entertainment and Recreation	188.9	1.1	173.8	2.1	209.9	1.7	0.92	1.11	1.87	1.55
Accommodation and Food Services	619.1	3.6	383.0	4.5	575.2	4.7	0.62	0.93	1.26	1.29
Other Services	572.7	3.3	277.1	3.3	420.6	3.4	0.48	0.73	0.98	1.02
Public Administration	1,805.0	10.6	422.8	5.0	837.1	8.9	0.23	0.46	0.48	0.64
Unclassified	520.7	3.0	131.0	1.6	176.6	1.4	0.25	0.34	0.51	0.47
NATIONAL	17,106.0	100.0	8,418.2	100.0	12,300.8	100.0	0.49	0.72	1.00	1.00

Source: Canada Revenue Agency, 2008 T4s with employment income; El administrative data.

¹ As premium payments are administered through the tax system, the most recent data available are for the 2008 taxation year.
² For ease of analysis, the benefits-to-contributions ratios have been adjusted so that the national figure equals one.
³ Province, territory and industry are determined by the location of the employer for premiums and of the claimant for benefits.
⁴ Gender and age figures do not add up to the national total because some data are missing for these categories.

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Annex 3.1 - Overview of Labour Market Development Agreements¹

			Federal/Provincial/Territorial	erritorial				
						Allocation (\$000s) ²		
	Type of		Implementation	2010/11	1/11	2009/10	/10	00/0000
Province/Territory	Agreement	Signature Date	Date	LMDA	EAP3	LMDA	EAP3	60/8007
Newfoundland and Labrador	Transfer	September 4, 2008	November 2, 2009	133,092	12,920	133,352	14,652	133,104
Prince Edward Island	Transfer	September 5, 2008	October 5, 2009	27,301	2,931	27,163	3,731	26,950
Nova Scotia	Transfer	June 13, 2008	July 1, 2009	80,991	15,198	81,250	16,760	81,022
New Brunswick	Transfer	December 13, 1996	April 1, 1997	92,151	11,307	92,311	14,532	92,686
Quebec	Transfer	April 21, 1997	April 1, 1998	596,186	113,779	598,398	130,594	598,599
Ontario	Transfer	November 23, 2005	January 1, 2007	544,816	211,942	538,215	210,683	532,777
Manitoba	Transfer	April 17, 1997	November 27, 1997	45,319	11,532	45,821	11,609	46,200
Saskatchewan	Transfer	February 6, 1998	January 1, 1999	38,133	8,617	38,471	6,290	38,731
Alberta	Transfer	December 6, 1996	November 1, 1997	104,062	47,469	104,662	34,187	105,798
British Columbia	Transfer	February 20, 2008	February 2, 2009	278,262	65,859	280,621	52,374	284,336
Northwest Territories	Transfer	February 27, 1998	October 1, 1998	3,241	514	3,273	443	3,311
Yukon	Transfer	July 8, 2009	February 1, 2010	3,589	418	3,651	422	3,714
Nunavut	Transfer	May 11, 2000	April 1, 2000	2,857	514	2,812	723	2,772
Canada				1,950,000	200,000	1,950,000	200,000	1,950,000

 1 This annex shows status of the agreements as of March 31, 2010. 2 Funds that are transferred to cover administrative costs are not included in the amounts. Please refer to Annex 3.12 for administrative costs. 3 LMDA funds allocated to the provinces and territories under the Economic Action Plan (EAP) totalled \$1 billion over two years.



Annex 3.2 - Employment Insurance (EI) Part II

General Definitions

Eligibility for Employment Benefits and Support Measures (EBSMs) or Similar Programs Funded Under Part II

To be eligible for Employment Benefits, individuals must be unemployed and have a current Employment Insurance (EI) claim as an "active EI client" or a claim that ended in the preceding three years as a "former EI client." Those who began a maternity or parental claim in the preceding five years, after which they left the labour market to care for their newborn or newly adopted children, also qualify as former EI clients and are eligible for Employment Benefits upon re-entry into the labour market. Unemployed individuals who are neither active nor former EI clients are considered "non-insured" and are eligible to participate in Employment Assistance Services as well as self-services provided by the National Employment Service.

Labour Market Development Agreements (LMDAs)

LMDAs provide the frameworks within which EBSM delivery takes place. EBSMs are flexible by design, allowing provincial and territorial jurisdictions to develop and deliver programs that respond to local and regional labour market needs. With the implementation of the Canada-Yukon LMDA on February 1, 2010, all provinces and territories are now fully responsible for designing and delivering of programs similar to EBSMs established under Part II of the EI Act. In support of these activities, Human Resources and Skills Development Canada (HRSDC) transfers LMDA funding to the provinces and territories and focuses on accountability, evaluation and ongoing policy development. HRSDC also delivers pan-Canadian programming and maintains, in partnership with the provinces and territories, specific projects and activities in the national interest under Part II of the EI Act. Canada retains responsibility for the delivery of insurance benefits under Part I of the EI Act and for the aspects of labour market development reflective of national interests. For more information on LMDAs, please refer to: http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml.

Apprentices

Apprentices are paid by their employer during periods of practical training. During the classroom portion of their training, apprentices are eligible for regular benefits under Part I of the EI Act. The apprentice requires a referral under the authority of Section 25 of the EI Act to access these benefits. Depending on the regional and local priorities of the province or territory, the apprentice may receive EI Part II support to cover classroom-related expenses.

Aboriginal Human Resources Development Strategy (AHRDS)

HRSDC negotiates agreements with Aboriginal organizations to design and deliver employment programs and services for Aboriginal people at the community level. Aboriginal Human Resources Development Agreement (AHRDA) holders typically carry out a number of activities while delivering programs and services. These activities may include, but are not limited to, negotiating budgets and targets; building organizational capacity; promoting programs; identifying, counselling and approving clients' program participation; determining client needs; and evaluating program results.

The sunsetting of AHRDS and the modernization of HRDSC's Aboriginal labour market programming — through the Aboriginal Skills and Employment Training Strategy (ASETS) — coincides with HRSDC's process of modernizing the administration of grants and contributions. The ASETS proposes to improve labour market outcomes for First Nations, Métis, and Inuit via demand-driven skills development, strategic partnerships, and increased accountability.

Job Bank

Job Bank is an Internet service that helps connect employers and workers. It is the largest web-based network of job advertisements across Canada and is available to Canadian employers and job seekers free of charge. See http://jb-ge.hrdc-drhc.gc.ca.

Annex 3.3 - Employment Benefits and Support Measures (EBSMs)

Program Definitions

Employment Benefits

Targeted Wage Subsidies assist insured participants to obtain on-the-job work experience by providing employers with financial assistance toward the wages participants. This benefit encourages employers to hire unemployed individuals whom they would not normally hire in the absence of a subsidy.

Self-Employment provides financial assistance and business planning advice to El-eligible participants to help them start their own business. This financial assistance is intended to cover personal living expenses and other expenses during the initial stages of the business.

Job Creation Partnerships projects provide insured participants with opportunities to gain work experience that will lead to ongoing employment. Activities of the project help develop the community and the local economy.

Skills Development helps insured participants to obtain employment skills by giving them direct financial assistance that enables them to select, arrange for and pay for their own training.

Targeted Earnings Supplements encourage unemployed persons to accept employment by offering them financial incentives. Quebec offers a similar measure—Supplement de retour au travail—to help with expenses related to returning to work (for example, new tools, office materials or clothing).

Support Measures

Employment Assistance Services provide funding to organizations to enable them to provide employment assistance to unemployed persons. The services provided may include individual counselling, action planning, job search skills, job-finding clubs, job placement services, the provision of labour market information, case management and follow-up.

Labour Market Partnerships provide funding to help employers, employee and employer associations, and communities to improve their capacity to deal with human resource requirements and to implement labour force adjustments. These partnerships involve developing plans and strategies, and implementing adjustment measures.

Research and Innovation supports activities that identify better ways of helping people to prepare for or keep employment and to be productive participants in the labour force. Funds are provided to eliqible recipients to enable them to carry out demonstration projects and research for this purpose.



Annex 3.4 – EBSM Overview 2009/10

Clien	ts Served¹
Gender	
Men	57.3%
Women	42.7%
	Age ²
15 to 19	4.6%
20 to 24	13.3%
25 to 29	13.5%
30 to 34	12.5%
35 to 39	12.2%
40 to 44	12.2%
45 to 49	12.1%
50 to 54	9.3%
55 and Older	8.8%
Unknown	1.5%
El Cli	ents Served
Active Claimants	81.5%
Former Claimants	18.5%
Intervention	on-to-Client Ratio
Clients	777,150
Interventions	1,276,639
Ratio	1.64

Participation in Intervention	ons as a Percentage of Total
Employment Benefits	
Targeted Wage Subsidies	1.3%
Self-Employment	0.7%
Job Creation Partnerships	0.4%
Skills Development - Regular	9.1%
Skills Development - Apprentices	5.3%
Targeted Earning Supplements	0.5%
Support Measures: Employment	Assistance Services
Employment Services	48.8%
Group Services	3.7%
Individual Counselling	28.5%
Pan-Canadian	1.7%
Designated Group F	Participation in EBSMs
Women	47.3%
Aboriginal People ³	5.7%
Persons with Disabilities ³	4.8%
Visible Minorities ³	4.7%
Labou	r Market
Employment	16,827,600
Unemployment Rate	8.3%

Sources: Client and Participant datasets.

¹ Clients with an unknown gender were added to the male category.

² SD-Apprentices and Group Services are excluded from the distribution because client date of birth is not collected.

³ Reported counts are generally lower than actual numbers because data are collected through self-identification.

Annex 3.5 - EBSM Clients: Clients Served, by Client Type¹

			2009/10			
		EICI	El Clients			
Provinces and Territories	El Active (El Active Claimants	Louis D. Share and all Justices 1	Total El Clinton	Non-Insured Clients Served	Total Clients Served
	Target ²	Active Claimants Served	rormer claimants served	iotal El Clients Served		
Newfoundland and Labrador	13,853	13,466	3,114	16,580	2,302	18,882
Prince Edward Island	ı	2,740	487	3,227	885	4,112
Nova Scotia	10,042	12,313	3,218	15,531	4,155	19,686
New Brunswick	11,120	13,895	3,064	16,959	5,679	22,638
Quebec	162,538	138,274	24,970	163,244	42,167	205,411
Ontario	103,000	118,782	21,693	140,475	27,682	168,157
Manitoba	14,500	16,204	3,496	19,700	12,546	32,246
Saskatchewan	8,834	11,406	2,663	14,069	640	14,709
Alberta	49,400	61,503	18,168	79,671	76,097	155,768
British Columbia	45,000	64,197	14,720	78,917	35,795	114,712
Northwest Territories	448	478	130	809	368	976
Yukon	-	344	77	421	197	618
Nunavut	200	179	160	339	507	846
National Headquarters	1	ı	_	-	1	ı
Total EBSMs	1	453,781	95,960	549,741	209,020	758,761
Aboriginal Pan-Canadian	15,000	9,377	9,012	18,389	ı	18,389
Canada	I	463,158	104,972	568,130	209,020	777,150

Source: Client dataset.

- This table includes clients served between April 1, 2009, and March 31, 2010, with one count per client served.

- Each jurisdiction's target refers to the number of El active clients served, except in Quebec, where it includes both active and former clients served.



Annex 3.6 - New EBSM Interventions 1

					200	2009/10									
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta. ²	B.C.	N.W.T	Yuk.	Nun.	NHQ	Canada
Employment Benefits															
Targeted Wage Subsidies	615	202	243	1,870	6,701	1,700	272	379	98	3,783	99	9	78	I	16,000
Self-Employment	274	183	572	386	2,694	2,144	799	219	501	2,266	35	13	1	I	9,554
Job Creation Partnerships	2,641	274	245	1	I	771	592	I	711	364	I	2	I	1	5,277
Skills Development–Regular	5,410	1,445	4,063	8,480	45,906	30,852	4,273	2,337	4,241	9,163	238	94	258	I	116,760
Skills Development–Apprentices	2,367	355	1,456	2,824	I	15,564	3,593	6,304	21,997	12,737	152	145	48	I	67,542
Targeted Earning Supplements	-	-	-	I	6,714	ı	I	I	I	I	I	I	I	ı	6,714
Total Employment Benefits	11,307	2,459	6,579	13,560	62,015	51,031	8,673	9,239	27,536	28,313	490	790	385	1	221,847
Support Measures: EAS															
Employment Services	40	1,378	15,442	10,182	130,901	32,245	14,462	4,819	341,766	70,761	_	354	594	1	622,944
Group Services	23	_	219	-	42,250	4,160	-	536	I	126	I	Ι	_	I	47,314
Individual Counselling	16,896	2,226	16,964	21,518	146	193,324	22,806	7,161	I	81,283	920	55	Ι	ı	363,299
Total Support Measures: EAS	16,959	3,604	32,625	31,700	173,297	922,622	37,268	12,516	341,766	152,170	920	409	594	ı	1,033,557
Total Support Measures: EAS—Without Group Services	16,936	3,604	32,406	31,700	131,047	225,569	37,268	11,980	341,766	152,044	920	409	594	I	986,243
Total Benefits and Support Measures: EAS	28,266	6,063	39,204	45,260	235,312	280,760	45,941	21,755	369,302	180,483	1,410	699	626	ı	1,255,404
Aboriginal Pan-Canadian	165	105	326	137	1,442	4,825	4,980	1,213	1,880	5,473	290	26	122	180	21,235
Grand Total—Benefits and Support Measures: EAS	28,431	6,168	39,530	45,397	236,754	285,585	50,921	22,968	371,182	185,956	1,700	766	1,101	180	1,276,639
Grand Total—Without Group Services	28,408	6,168	118'68	45,397	194,504	281,425	50,921	22,432	371,182	185,830	1,700	99/	1,101	180	1,229,325

Source: Participant dataset. $^{\rm L}$ Interventions in this table refer to all new starts between April 1, 2009 and March 31, 2010. $^{\rm L}$ In Alberta, all types of EAS interventions are reported under Employment Services.

Annex 3.7 - EBSM Designated Members - Women 1

			New	New Starts, by Intervention (%)–2009/10	Interven	tion (%)-	2009/10								
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T	Yuk.	Nun.	NHQ	Canada
Employment Benefits															
Targeted Wage Subsidies	55.8	53.0	49.0	37.5	43.9	45.2	32.4	39.1	45.3	53.9	13.8	83.3	2.6	I	45.7
Self-Employment	48.5	37.2	48.8	34.7	39.7	49.4	33.8	42.9	38.5	55.0	28.6	6.92	100.0	I	45.9
Job Creation Partnerships	56.1	29.6	59.2	ı	ı	57.1	31.6	ı	43.7	41.8	ı	50.0	ı	ı	51.1
Skills Development–Regular	48.6	52.5	55.6	46.7	43.2	48.3	50.0	41.2	55.3	54.8	19.3	58.5	28.7	I	47.1
Skills Development—Apprentices	5.8	5.4	4.1	1.8	ı	3.3	2.0	3.3	5.7	4.3	1.3	6.9	2.1	ı	4.3
Targeted Earning Supplements	I	I	I	I	43.4	I	I	ı	I	I	I	I	Ι	ı	43.4
Total Employment Benefits	41.8	42.0	43.5	35.7	43.2	34.6	28.5	15.3	15.0	31.8	13.7	31.2	20.3	1	33.9
Support Measures: EAS															
Employment Services	32.5	49.4	54.9	44.2	43.9	60.5	46.6	39.6	45.5	54.7	ı	9.05	39.4	ı	47.2
Individual Counselling	51.1	52.4	57.6	45.3	33.6	60.2	46.0	35.4	-	54.2	35.3	49.1	ı	I	26.0
Total Support Measures: EAS	51.1	51.3	56.3	45.0	43.9	60.3	46.3	37.1	45.5	54.5	35.3	50.4	39.4	ı	50.4
Aboriginal Pan-Canadian	47.9	39.0	39.0	40.1	43.6	42.1	48.1	38.4	32.1	37.1	39.0	32.0	26.2	55.0	41.1
Grand Total-Benefits and Support Measures: EAS	47.3	47.4	54.0	42.2	43.6	55.3	43.4	28.2	43.2	50.5	29.7	41.5	31.2	55.0	47.3

Source: Participant dataset.

¹ All percentages are based on new start interventions only (the number of interventions started in 2009/10).



Annex 3.8 – EBSM Designated Members – Persons with Disabilities ¹

			New	New Starts, by Intervention (%)–2009/10	nterven	ion (%)-	2009/10								
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T	Yuk.	Nun.	NHQ	Canada
Employment Benefits															
Targeted Wage Subsidies	2.1	4.0	22.6	1.6	2.9	3.8	1.8	6.3	3.5	5.9	I	50.0	1.3	ı	3.9
Self-Employment	0.4	2.2	11.4	1.0	1.3	2.3	2.6	5.5	0.8	4.1	_	7.7	Ι	1	2.9
Job Creation Partnerships	8.0	2.2	10.2	1	1	1.8	1.9	1	2.4	5.8	ı	100.0	Ι	1	2.1
Skills Development–Regular	1.4	2.5	15.6	2.6	2.0	1.9	2.5	5.7	1.7	4.9	-	22.3	0.4	I	2.8
Skills Development-Apprentices	1	I	0.3	0.1	I	ı	0.1	1.6	I	0.1	_	I	I	1	0.2
Targeted Earning Supplements	-	Ι	I	Ι	2.6	ı	ı	ı	ı	ı	ı	Ι	Ι	1	2.6
Total Employment Benefits	1.0	2.2	11.9	1.9	2.2	1.4	1.5	5.9	0.4	2.8	-	10.4	0.5	-	2.1
Support Measures: EAS															
Employment Services	2.5	17.3	18.4	6.6	7.8	3.8	3.5	17.5	2.7	8.3	1	9.6	0.5	1	5.1
Individual Counselling	0.7	9.9	23.7	7.4	4.1	3.3	4.1	9.3	I	9.5	0.7	10.9	I	I	5.9
Total Support Measures: EAS	0.7	10.7	21.2	8.2	7.8	3.4	3.9	12.6	2.7	8.9	0.7	8.6	0.5	1	5.4
Aboriginal Pan-Canadian	1.8	1.9	4.3	2.9	9.0	0.8	5.5	3.2	3.6	2.0	ı	1.0	0.8	5.0	2.7
Grand Total-Benefits and Support Measures: EAS	0.8	7.1	19.5	6.3	5.9	3.0	3.6	8.1	2.5	7.8	0.4	8.9	0.5	5.0	4.8

Source: Participant dataset.

- All percentages are based on new start interventions only (the number of interventions started in 2009/10). These reported counts are generally lower than actual numbers because data are collected through self-identification.

Annex 3.9 – EBSM Designated Members – Aboriginal People¹

)	-											
			New S	tarts, by	Interveni	New Starts, by Intervention (%)–2009/10	2009/10								
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T	Yuk.	Nun.	NHQ	Canada
Employment Benefits															
Targeted Wage Subsidies	0.7	1.0	2.5	I	0.1	0.8	8.1	28.8	3.5	4.8	41.5	16.7	87.2	I	2.8
Self-Employment	1.8	0.5	1.4	ı	I	6.0	8.9	11.0	1.4	5.1	45.7	7.7	100.0	I	2.3
Job Creation Partnerships	1.9	0.7	0.4	1	ı	3.0	13.0	1	4.8	26.9	ı	100.0	1	ı	4.6
Skills Development–Regular	1.5	0.3	2.5	I	0.1	1.0	7.9	11.1	2.5	5.2	32.4	11.7	93.4	I	1.7
Skills Development—Apprentices	0.2	1	0.3	I	I	I	1.6	2.1	0.1	0.4	1.3	0.7	2.1	I	0.4
Targeted Earning Supplements	ı	ı	ı	ı	ı	I	ı	ı	I	ı	ı	ı	I	ı	I
Total Employment Benefits	1.3	0.4	1.8	1	0.1	0.7	5.4	5.7	9.0	3.3	24.9	6.2	80.8	ı	1.4
Support Measures: EAS															
Employment Services	5.0	0.1	1.0	1	0.1	2.0	7.1	16.5	7.6	0.9	ı	8.5	93.3	ı	5.4
Individual Counselling	0.5	0.4	1.8	I	I	1.3	7.2	13.5	I	7.3	61.5	1.8	I	I	3.3
Total Support Measures: EAS	9.0	0.2	1.4	ı	0.1	1.4	7.1	14.7	7.6	6.7	61.5	7.6	93.3	ı	4.6
Aboriginal Pan-Canadian	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Grand Total—Benefits and Support Measures: EAS	1.4	2.0	2.3	0.3	8.0	3.0	15.9	15.6	7.5	0.6	57.5	18.8	9.68	100.0	5.7

Source: Participant dataset.

- All percentages are based on new start interventions only (the number of interventions started in 2009/10). These reported counts are generally lower than actual numbers because data are collected through self-identification.



Annex 3.10 – EBSM Designated Members¹ – Visible Minorities²

			New	New Starts, by Intervention (%)-2009/10	ntervent	ion (%)—	2009/10								
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T	Yuk.	Nun.	NHQ	Canada
Employment Benefits															
Targeted Wage Subsidies	0.2	0.5	5.3	I	I	3.7	6.6	3.2	I	7.0	1.5	16.7	1.3	I	2.4
Self-Employment	0.7	1.6	4.5	ı	ı	7.5	6.4	2.3	4.2	8.0	5.7	I	I	I	4.4
Job Creation Partnerships	9.0	0.7	3.3	ı	1	0.9	14.5	ı	4.8	9.9	I	50.0	I	I	3.2
Skills Development–Regular	0.4	1.2	9.9	I	I	7.9	19.2	4.7	8.8	11.6	7.6	2.1	1.6	I	4.4
Skills Development—Apprentices	ı	I	I	ı	I	I	0.7	0.5	0.1	0.1	I	I	I	I	0.1
Targeted Earning Supplements	1	ı	I	ı	1	ı	ı	I	I	I	I	ı	I	I	I
Total Employment Benefits	0.3	6.0	4.8	1	1	5.3	10.7	1.7	1.6	5.5	4.3	1.5	1.3	1	2.8
Support Measures: EAS															
Employment Services	1	12.8	4.8	1	1	4.5	9.5	0.6	3.7	22.4	I	I	0.7	ı	5.3
Individual Counselling	0.1	1.2	4.6	I	I	3.8	17.2	8.9	I	6.9	10.7	1.8	I	I	5.0
Total Support Measures: EAS	0.1	9.6	4.7	1	1	3.9	14.2	7.6	3.7	14.1	10.7	0.7	0.7	1	5.2
Aboriginal Pan-Canadian ³	ı	I	1.5	ı	5.7	1.2	0.2	I	0.5	7.8	0.7	8.2	I	8.9	2.9
Grand Total-Benefits and Support Measures: EAS	0.2	3.7	4.7	ı	1	4.1	12.2	4.8	3.6	12.6	7.1	1.7	0.8	8.9	4.7

Source: Participant dataset.

Uuebec, New Brunswick and National Headquarters did not report participation level for member of the visible minority groups. Therefore, these jurisdictions were excluded from the calculation of the national average.

². All percentages are based on new start interventions only (the number of interventions started in 2009/10). These reported counts are generally lower than actual numbers because data are collected through self-identification.

³ Some Aboriginal clients self-identified as being members of visible minority groups.

Annex 3.11 – EBSM and Pan-Canadian Activities: Part I – Final Expenditures

					In \$000	ın \$000's, by Intervention (%)–2009/10	vention (%))-2009/10							
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Yuk.	Nun.	NHQ	Canada
Self-Employment	1,050	648	1,990	3,009	13,081	10,800	2,237	814	3,555	6,593	520	28	Ι	_	47,326
Job Creation Partnerships ¹	2,780	354	546	20	387	1,584	595	1	11	684	1	1	I	-	6,962
Skills Development	24,559	7,515	15,629	38,963	111,380	163,944	30,086	21,708	103,184	65,953	1,706	1,063	403	I	586,093
Total	28,389	8,517	18,165	41,992	124,848	176,328	32,918	22,523	106,750	76,230	2,226	1,091	403	ı	640,381

Source: Corporate Management System. ¹ In Quebec, this amount refers only to pan-Canadian activities.



Annex 3.12 – EBSM Part II – Final Expenditures

			In \$000	, by Inte	rvention	In \$000's, by Intervention (%)-2009/10	01/6								
	N.L.1	P.E.I. ²	N.S.³	N.B.	Que.	Ont.⁴	Man.	Sask.	Alta.	B.C.	N.W.T.5	Yuk.	Nun.	NHQ'	Canada
Employment Benefits															
Targeted Wage Subsidies	2,697	1,644	1,263	5,169	37,988	17,891	1,222	3,273	958	22,195	311	21	19	ı	97,693
Self-Employment	4,711	1,381	8,249	3,460	29,635	58,974	1,578	581	3,672	34,728	336	117	ı	I	147,422
Job Creation Partnerships	21,849	4,618	4,550	I	ı	11,813	1,863	ı	6,584	7,558	I	I	ı	21	58,856
Skills Development	94,708	16,705	61,500	85,697	402,164	404,620	38,265	35,244	87,151	138,315	1,815	2,363	2,766	I	1,371,314
Targeted Earning Supplements	1	1	ı	_	3,207	I	_	-	-	-	_	Ι	ı	ı	3,207
Total Employment Benefits	126,965	24,348	75,562	94,326	472,994	493,298	42,928	39,098	98,365	202,797	2,462	2,501	2,827	21	1,678,492
Support Measures: EAS															
Employment Assistance Services	17,454	4,921	20,935	6,199	128,551	243,179	8,783	4,796	39,144	127,341	755	1,258	129	I	606,445
Total Support Measures: EAS	17,454	4,921	20,935	9,199	128,551	243,179	8,783	4,796	39,144	127,341	755	1,258	129	ı	606,445
Sub-Total Employment Benefits and Support Measures: EAS	144,419	59,269	. 26,497	103,525	601,544	736,477	51,711	43,894	137,509	330,138	3,217	3,759	2,956	21	2,284,936
Other Support Measures															
Labour Market Partnerships	3,326	1,622	1,449	3,133	127,183	12,341	4,998	3,299	1,340	2,857	246	89	ı	ı	161,862
Research and Innovation	I	I	I	185	265	6/	721	268	ı	I	ı	I	ı	ı	1,818
Total Other Support Measures	3,326	1,622	1,449	3,318	127,448	12,421	5,719	3,867	1,340	2,857	246	89	ı	ı	163,680
Total EBSM—Part II	147,745	30,891	. 946'16	106,843	728,992	748,898	57,430	47,761	138,849	332,995	3,463	3,827	2,956	21	2,448,617
Overcontribution ⁸	123	Ι	Ι	Ι	-	I	-	-	-	Ι	252	245	579	I	1,199
Pan-Canadian (see details in Annex 3.13)	2,059	364	1,970	1,464	9,673	20,964	14,600	11,653	18,435	14,228	320	1,240	310	66,412	163,689
Adjustment ⁹	229	624	1,006	52	369	(551)	36	29	(51)	(6,727)	(156)	(4)	(1,077)	(1,501)	(7,722)
Total including Pan-Canadian	150,156	31,879	. 226'001	108,358	739,034	769,310	72,066	59,443	157,233	340,495	3,878	5,309	2,768	64,932	2,605,784
Administrative Costs Related to LMDAs ¹⁰	3,631	2,808	9,304	8,922	58,920	53,757	8/0/9	6,021	9,594	22,210	1,450	65	781	ı	183,540

Source: Corporate Management System (CMS) and provincial/territorial audited statements.

[·] Newfoundland & Labrador expenditures are based on CMS for the period April 1, 2009, to November 1, 2009 and an unaudited statement of operations for the period November 2, 2009, to March 31, 2010.

² Prince Edward Island expenditures are based on CMS for the period April 1, 2009, to October 5, 2009 and an unaudited statement of operations for the period October 6, 2009, to March 31, 2010. Nova Scotia expenditures are based on CMS for the period April 1, 2009, to July 1, 2009 and an unaudited statement of operations for the period July 2, 2009, to March 31, 2010.

Expenditures reported herein do not reflect spending by the province.

An audited financial statement for N.W.T is not available. Information is from the Northwest Territories LMDA Statement of Operations as of March 31,2010.

Syukon expenditures are based on CMS for the period April 1, 2009, to January 31, 2010 and an unaudited statement of operations for the period February 1, 2010, to March 31, 2010. · NHQ includes expenditures for third-party liability insurance contracted and paid on behalf of co-managed provinces.

⁸. Overcontribution will be recovered during 2010/11.

^{10.} Administrative costs include \$171.8 million (salary and non-salary) to administer LMDAs, \$6.5 million for rent, \$6.2 million for LMDA Supplementary Agreement. 3. This adjustment reflects overpayments established, refunds of previous years' expenditures and other accounting adjustments.

Annex 3.13 – El Part II Pan-Canadian – Final Expenditures

			=	\$000s, b	In \$000s, by Intervention—2009/10	ıtion—2(01/600								
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Yuk.	Nun.	NHQ	Canada
Pan-Canadian: Programming Funds															
Aboriginal Human Resources Development Strategy	1,861	225	1,735	1,288	900'6	20,411	14,162	11,503	18,076	13,871	ı	086	_	917	94,035
Labour Market Partnerships	198	139	236	176	999	553	438	150	359	356	320	760	310	52,390	56,550
Research and Innovation	1	I	ı	ı	I	1	I	I	I	I	ı	ı	1	13,105	13,105
Total Programming Funds	2,059	364	1,970	1,464	9,673	20,964	14,600	11,653	18,435	14,228	320	1,240	310	66,412	163,689
Supporting Agreements With Provinces and Territories ¹	9/	1,506	2,472	_	I	I	-	I	I	2,153	-	36	Ι	-	6,243
Grand Total, Pan-Canadian	2,135	1,871	4,442	1,464	9,673	20,964	14,600 11,653		18,435	16,381	320	1,276	310	66,412 169,932	169,932

Source: Corporate Management System.

- The expenditures reported under supporting agreements with provinces and territories are considered administrative costs and are rolled-up under the administrative costs related to LMDAs in Annex 3.12.



Annex 3.14 - Returns to Employment and Unpaid Benefits Indicators

					2009/10							
		Clien	Clients Who Returned to Employment ¹	ed to Employn	ıent¹				Unpaid Benefits (\$ Millions)¹	ts (\$ Millions) ¹		
			Resi	Results		1			Results	ılts		3
	Targets ²	SD- Apprentices	Group Services	Other ³	Total	results vs. Targets %	Targets ²	SD- Apprentices	Group Services	Other ³	Total ⁴	results vs. Targets %
Newfoundland and Labrador ⁵	7,936	1,465	2	5,059	6,526	85%	30.1	16.0	I	16.9	32.9	109%
Prince Edward Island ⁵	1	320	1	1,521	1,841	1	1	4.0	-	5.0	8.9	1
Nova Scotia ⁵	6,127	1,118	16	4,774	2,908	%96	25.0	13.4	0.1	16.6	30.1	120%
New Brunswick	8,850	1,692	-	7,675	298'6	106%	25.8	19.4	_	24.3	43.7	169%
Quebec	55,537	I	6,220	46,861	53,081	%96	198.5	I	61.7	224.1	285.8	144%
Ontario	26,500	12,956	376	45,001	58,333	103%	264.0	152.0	4.5	252.0	408.5	155%
Manitoba	10,000	2,529	I	7,514	10,043	100%	35.5	29.4	1	38.6	0.89	192%
Saskatchewan	5,750	3,181	73	3,178	6,432	112%	30.9	42.8	0.7	21.2	64.7	709%
Alberta	32,275	18,119	-	13,222	31,341	91%	258.7	231.3	-	116.6	347.9	134%
British Columbia	20,000	9,241	12	29,678	38,931	195%	50.0	109.3	0.2	132.1	241.6	483%
Northwest Territories	799	12	ı	790	278	105%	3.5	0.2	I	3.9	4.0	116%
Yukon ⁵	-	105	_	165	270	ı	Ι	1.6	_	1.2	2.8	ı
Nunavut	150	23	1	152	175	117%	1.1	0.4	1	0.7	1.1	%86
Canada	203,391	50,761	669'9	165,066	222,526	109 %	923.1	619.8	67.2	853.2	1,540.3	167%

Source: Results dataset.

¹ AHRDS activity resulted in 7539 returns to employment and \$24.9 million in unpaid benefits.

² Targets are for EBSM regular clients only.

³ The "Other" category includes all other EBSMs. SD-Apprentices and Group Services are reported separately because a different methodology is used to calculate returns to employment for these two measures.

Some unpaid benefit figures have been rounded.
 The 2009/10 results for the provinces of Newfoundland and Labrador, Prince Edward Island, Nova Scotia and the Yukon Territory reflect EBSM delivery by both HRSDC and the respective province/territory. These jurisdictions transferred during the reporting period.

Annex 3.15 – Returns to Employment, by Intervention (EBSMs)¹

N.L. ² Employment Benefits														
Employment Benefits	P.E.I. ²	N.S. ²	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T	Yuk.²	Nun.	NHQ	Canada
Targeted Wage Subsidies	1 62	6	1,425	1,964	934	16	166	22	2,217	7	1	5	-	7,175
Self-Employment 95	75	311	254	1,516	1,574	167	56	202	1,288	24	3	1	_	5,542
Job Creation Partnerships 617	111	134	I	1	322	119	1	134	142	ı	ı	ı	ı	1,579
Skills Development—Regular 1,857	869	1,461	3,204	12,663	7,823	1,332	761	466	3,442	121	37	85	-	33,950
Skills Development—Apprentices³ 1,465	320	1,118	1,811	I	12,956	2,622	3,493	18,119	9,243	12	105	23	_	51,287
Targeted Earning Supplements	-	I	I	4,832	ı	ı	ı	I	I	ı	I	I	ı	4,832
Total Benefits 4,218	1,266	3,121	6,694	20,975	23,609	4,331	4,449	18,946	16,332	164	146	114	_	104,365
Suppport Measures: EAS														
Employment Services 7	300	1,575	780	25,846	5,907	2,198	734	12,395	9,574	1	89	61	1	59,466
Group Services 2	1	16	I	6,220	376	I	73	I	12	I	I	I	-	669'9
Individual Counselling 2,299	273	1,196	1,893	40	28,441	3,514	1,176	ı	13,013	114	35	1	-	51,994
Total Support Measures: EAS 2,308	573	2,787	2,673	32,106	34,724	5,712	1,983	12,395	22,599	114	124	61	ı	118,159
Total Employment Benefits and Support 6,526 Measures: EAS	1,839	5,908	9,367	53,081	58,333	10,043	6,432	31,341	38,931	278	270	175	_	222,524
Target 7,936	1	6,127	8,850	55,537	26,500	10,000	5,750	32,275	20,000	799	I	150	I	203,391
Results vs. Targets (%) 82%	1	%96	106%	%96	103%	100%	112%	%26	195%	105%	1	117%	1	109%

Sources: Results dataset and Common System for Grants and Contributions (CSGC). $^{\rm L}$ Results associated solely with the AHRDS are not available.

² The 2009/10 results for the provinces of Newfoundland and Labrador, Prince Edward Island, Nova Scotia and the Yukon Territory reflect EBSM delivery by both HRSDC and the respective province/

territory. These jurisdictions transferred during the reporting period.

³ Results for SD-Apprentices do not match those in Annex 3.14. Results presented in this annex are associated with the last intervention in which a client participated. Employment Benefits participation in Employment Services.

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Annex 4.1 – Community Profiles: Part I

	Une	mploym	ent Rate	(%)¹	VE	R ²		Regular ims³		rage d Hours	Averag Weel	e Regular cs Paid⁴
Region	Annı		Mon	thly	(Ho	urs)						
	2009/10	▲5	High	Low	High	Low	2009/10	% Change ⁶	2009/10	% Change	2008/09	% Change
Newfoundland and Labrador												
St. John's	8.2	0.4	9.1	7.4	630	560	11,780	2.9	1,349	-3.1	21.9	10.0
Newfoundland and Labrador	20.7	3.3	21.2	20.4	420	420	61,500	-1.8	1,068	-4.9	29.9	7.
Prince Edward Island												
Prince Edward Island	12.0	1.0	12.6	10.2	525	455	19,370	4.2	1,193	-1.2	24.3	4.
Nova Scotia												
Eastern Nova Scotia	15.8	1.9	16.8	15.3	420	420	23,000	-3.6	1,130	-3.1	27.1	4.
Western Nova Scotia	10.5	1.9	11.4	10.0	560	490	32,770	-0.6	1,274	-3.8	22.9	2.
Halifax	6.4	1.1	6.9	5.9	700	665	13,730	4.1	1,443	-2.8	20.4	17.
New Brunswick												
Fredericton—Moncton—Saint John	6.5	0.8	7.3	6.0	700	630	19,830	7.6	1,420	-1.9	18.7	18.
Madawaska—Charlotte ⁷	11.4	0.6	11.8	10.8	525	490	13,980	0.5	1,250	-3.6	23.0	6.
Restigouche-Albert	14.0	-0.5	15.3	12.6	455	420	42,490	-0.6	1,109	-3.5	26.9	7.
Quebec												
Gaspésie—Îles-de-la-Madeleine	16.3	-2.3	17.8	15.2	420	420	27,790	-0.5	1,034	-2.5	27.4	0.
Québec	4.8	0.3	5.6	4.1	700	700	37,710	-2.3	1,422	-1.4	16.2	18.
Trois-Rivières	8.9	0.8	9.9	8.0	630	560	10,720	2.0	1,337	-3.1	19.6	6.
South Central Quebec	6.6	0.9	7.1	5.9	700	630	11,760	-15.9	1,381	-5.0	16.1	19.
Sherbrooke	7.2	1.1	9.1	5.5	700	560	9,640	-4.6	1,360	-5.0	17.5	25.
Montérégie	7.9	0.5	9.1	6.5	665	560	33,670	-4.1	1,375	-2.4	19.7	17.
Montréal	9.3	1.7	9.7	8.7	595	560	173,440	1.4	1,382	-2.0	20.8	20.
Central Quebec	9.1	1.1	10.0	8.5	595	560	83,990	-5.3	1,313	-3.1	19.4	3.
North Western Quebec	11.6	1.2	12.5	10.7	525	455	24,890	-6.6	1,208	-6.2	21.9	2.
Bas-Saint-Laurent—Côte-Nord ⁷	11.7	-0.2	12.6	11.2	490	455	54,220	-5.4	1,206	-2.3	21.7	4.
Hull	5.8	0.9	6.2	5.4	700	665	10,720	-0.6	1,402	-0.5	17.1	18.
Chicoutimi-Jonquière	8.6	0.0	9.8	7.5	630	560	12,820	-2.4	1,260	-3.0	19.6	3.
Ontario												
Ottawa	5.7	0.9	6.4	5.0	700	665	21,620	8.9	1,485	-0.2	19.4	22.
Eastern Ontario	8.2	2.3	9.4	7.5	630	560	18,880	-3.5	1,405	-4.0	19.5	17.
Kingston	6.1	0.5	6.8	5.7	700	665	4,550	3.6	1,442	-0.9	17.6	11.
Central Ontario	9.8	3.2	10.5	8.8	595	525	50,680	-5.2	1,402	-5.2	20.4	25.
Oshawa	9.2	1.9	10.3	7.8	630	525	13,100	-19.5	1,419	-5.6	20.9	32.
Toronto	9.5	2.5	10.1	8.8	595	525	180,530	-6.5	1,467	-4.1	24.1	25.
Hamilton	8.3	1.9	9.1	7.1	630	560	23,430	-15.3	1,448	-5.5	21.8	30.
St. Catharines	10.5	2.9	11.3	9.6	560	490	19,720	-10.2	1,400	-5.3	21.3	27.
London	9.9	2.9	11.2	8.5	595	490	17,230	-19.3	1,454	-5.3	21.2	25.
Niagara	11.5	2.6	12.4	10.0	560	455	15,310	-12.4	1,407	-6.7	23.5	31.
Windsor	13.5	4.0	15.2	12.2	455	420	15,260	-37.6	1,324	-13.0	22.1	38.
Kitchener	9.7	3.4	10.1	8.9	595	525	17,740	-20.6	1,456	-6.2	23.0	36.
Huron	10.4	2.3	10.8	10.1	525	525	16,610	-20.2	1,366	-8.6	22.5	
South Central Ontario	8.1	2.6	8.5	7.8	630	595	18,130	-29.2	1,447	-7.7	20.4	27.
Sudbury	9.6	3.6	11.1	7.7	630	490	10,610	41.8	1,488	2.0	21.0	26.
Thunder Bay	8.3	2.2	8.9	7.2	630	595	5,550		1,408	-4.8	19.5	
Northern Ontario	12.5	2.1	13.6	10.9	525	420	34,880		1,315		23.9	



Annex 4.1 – Community Profiles: Part I (Continued)

Unemploym		ent Rate (%)¹		VER ² N			New Regular Claims³		Average Insured Hours		Average Regular Weeks Paid⁴	
Region	Annı	ıal	Mon	thly	(Ho	urs)						
	2009/10	▲5	High	Low	High	Low	2009/10	% Change ⁶	2009/10	% Change	2008/09	% Change
Manitoba												
Winnipeg	5.3	0.9	5.8	4.9	700	700	23,230	9.6	1,467	-0.9	17.1	19.6
Southern Manitoba	6.0	1.0	6.7	5.4	700	665	11,500	6.6	1,396	-1.8	16.8	22.2
Northern Manitoba	27.8	2.0	28.9	26.2	420	420	7,930	5.0	1,226	-4.7	25.5	4.6
Saskatchewan												
Regina	4.4	0.5	5.2	3.4	700	700	5,130	30.9	1,471	-0.8	15.6	15.5
Saskatoon	4.7	0.7	5.0	4.4	700	700	7,360	17.8	1,453	0.1	16.6	19.4
Southern Saskatchewan	7.0	1.1	7.7	6.5	665	630	10,180	6.8	1,435	-1.3	17.9	23.3
Northern Saskatchewan	16.3	0.8	16.7	15.7	420	420	12,540	1.1	1,271	-4.0	24.4	13.2
Alberta												
Calgary	6.8	3.2	7.3	5.5	700	630	42,560	23.7	1,534	-1.6	22.4	54.6
Edmonton	6.9	3.0	7.8	5.0	700	630	39,990	21.8	1,522	-1.8	19.8	44.9
Northern Alberta	10.0	1.9	10.5	9.5	560	525	11,270	16.1	1,449	-1.5	21.5	24.8
Southern Alberta	7.7	2.9	8.2	6.8	665	595	37,090	28.2	1,496	-1.8	21.2	44.1
British Columbia												
Southern Interior B.C.	10.2	3.2	11.2	9.3	560	490	39,120	-1.3	1,340	-7.2	21.3	32.8
Abbotsford	7.8	2.9	9.0	6.8	665	595	9,490	9.8	1,280	-6.3	20.3	34.2
Vancouver	7.3	2.8	8.0	6.3	665	630	78,510	13.8	1,468	-2.7	22.1	31.0
Victoria	7.3	3.1	8.5	6.1	665	595	10,400	11.9	1,455	-2.4	20.4	36.6
Southern Coastal B.C.	8.7	2.7	9.4	8.1	595	560	26,700	-7.9	1,349	-6.9	20.6	27.1
Northern B.C.	13.6	4.0	14.1	11.7	490	420	24,940	-4.6	1,267	-9.7	22.7	14.7
Territories ⁸												
Yukon	25.0	0.0	25.0	25.0	420	420	2,180	2.8	1,198	-2.2	25.8	18.9
Northwest Territories	25.0	0.0	25.0	25.0	420	420	1,910	5.5	1,315	-3.5	28.3	11.2
Nunavut	25.0	0.0	25.0	25.0	420	420	930	-6.1	1,260	-2.3	29.3	14.6
NATIONAL	8.8	2.1	9.1	8.2	595	560	1,616,610	-1.6	1,362	-3.6	21.9	16.9

Note: The local unemployment rates presented in this annex are those of El economic regions. These regional rates come from the Labour Force Survey, with an adjustment made to include unemployment rates for status Indians living on Indian reserves, as per section 54(x) of the Employment Insurance Act. If this adjustment was performed on the national unemployment rate, the figure of 8.4% presented in Chapter 1 for 2009/10 would become 8.8%.

Sources: El administrative data, Labour Force Survey.

- ¹ Calculated using annual averages of seasonally adjusted data over fiscal years.
- ² The Variable Entrance Requirement (VER) ranges from 420 hours to 700 hours, depending on the regional unemployment rate.
- ³ Includes claims for which at least \$1 of regular benefits was paid.
- ⁴ Data on claim duration are for claims established in 2008/09 to ensure all claims were completed.
- ^{5.} Percentage point difference between 2008/09 and 2009/10.
- ⁶. Percentage growth between 2008/09 and 2009/10.
- 7. Unemployment rates for these regions have been determined using a transition formula prescribed in the El Regulations.
- 8. Yukon, Northwest Territories and Nunavut unemployment rates are set at 25% for El purposes.

Annex 4.2 – Community Profiles: Part II

Region	Average Regular Entitlement Weeks		% of Entitlement Weeks Used ¹		Average Regular Weekly Benefit²(\$)		% of Earners Who Received El Benefits³	
	2009/10	% Change⁴	2008/09	▲ 5	2009/10	% Change	2008	
Newfoundland and Labrador								
St. John's	38.6	8.9	63.4	-0.6	374	2.8	22.2	
Newfoundland and Labrador	45.6	1.8	67.7	2.0	357	1.3	45.0	
Prince Edward Island								
Prince Edward Island	41.6	9.9	67.2	-0.6	359	1.6	32.4	
Nova Scotia								
Eastern Nova Scotia	45.7	10.7	67.4	2.0	364	2.4	33.8	
Western Nova Scotia	40.7	14.1	66.7	0.5	348	1.4	24.5	
Halifax	37.8	15.3	62.2	-3.0	345	1.4	12.9	
New Brunswick								
Fredericton—Moncton—Saint John	36.9	15.3	58.9	-4.4	340	0.9	16.2	
Madawaska—Charlotte	41.9	7.4	61.7	-0.6	356	1.1	30.9	
Restigouche-Albert	42.6	0.4	64.9	-1.3	358	1.5	39.6	
Quebec								
Gaspésie—Îles-de-la-Madeleine	45.0	0.8	62.8	-2.0	369	2.2	43.0	
Québec	36.1	13.9	52.3	-4.4	365	3.1	16.6	
Trois-Rivières	40.2	13.1	57.1	0.3	371	0.6	21.4	
South Central Quebec	38.0	15.4	50.3	-2.6	351	1.8	25.8	
Sherbrooke	37.8	15.2	54.1	-1.2	356	4.0	20.4	
Montérégie	40.1	14.2	56.6	-3.5	351	1.4	20.7	
Montréal	43.0	21.9	58.7	-3.6	353	2.1	15.9	
Central Quebec	40.3	16.2	57.9	0.1	369	2.6	24.6	
North Western Quebec	41.3	7.3	59.2	0.7	379	0.8	26.0	
Bas-Saint-Laurent—Côte-Nord	41.5	3.1	56.3	-2.6	376	2.6	30.9	
Hull	35.4	14.4	55.4	-3.2	375	3.2	13.8	
Chicoutimi-Jonquière	36.7	5.2	58.3	0.8	371	2.3	25.1	
Ontario								
Ottawa	39.1	19.5	57.4	-2.7	375	0.6	8.9	
Eastern Ontario	41.2	26.0	59.5	-0.1	354	0.3	14.1	
Kingston	38.5	20.2	54.1	-6.9	366	3.2	10.6	
Central Ontario	44.7	28.9	57.3	-3.7	353	-1.5	13.5	
Oshawa	44.8	21.6	53.1	-0.2	390	-0.9	14.3	
Toronto	45.9	25.9	63.7	-0.4	367	0.7	11.0	
Hamilton	43.7	22.8	58.4	-1.9	367	-0.8	11.4	
St. Catharines	46.3	24.9	56.7	-2.0	353	-0.7	14.6	
London	46.8	27.4	56.4	-3.0	368	-0.4	13.6	
Niagara	48.4	21.1	56.7	-1.3	376	0.3	14.7	
Windsor	49.9	19.3	51.2	3.8	373	-4.1	18.6	
Kitchener	47.1	29.4	59.9	0.6	366	-1.5	12.4	
Huron	46.0	21.2	57.9	-2.3	380	0.4	16.5	
South Central Ontario	44.3	24.8	55.5	-3.6	367	-1.8	12.4	
Sudbury	47.0	42.6	62.9	7.1	391	3.2	12.8	
Thunder Bay	41.5	22.2	56.5	-4.4	384	-0.8	15.1	
Northern Ontario	46.5	14.9	59.3	1.2	380	0.3	16.7	



Annex 4.2 - Community Profiles: Part II (Continued)

Region	Average Regular Entitlement Weeks		% of Entitlement Weeks Used¹		Average Regular Weekly Benefit²(\$)		% of Earners Who Received El Benefits³	
	2009/10	% Change⁴	2008/09	▲5	2009/10	% Change	2008	
Manitoba								
Winnipeg	37.4	14.5	51.7	-2.4	353	1.3	10.6	
Southern Manitoba	35.4	12.9	54.4	-1.8	351	1.8	12.0	
Northern Manitoba	49.1	4.8	54.9	-1.0	364	2.3	15.1	
Saskatchewan								
Regina	37.5	15.0	48.2	-5.3	379	1.2	8.2	
Saskatoon	35.7	11.5	51.5	-4.6	378	3.6	9.4	
Southern Saskatchewan	38.3	19.1	55.3	-1.1	367	-0.8	10.0	
Northern Saskatchewan	49.6	8.1	52.8	0.9	378	-0.2	14.2	
Alberta								
Calgary	41.9	21.5	61.2	9.0	399	0.1	8.1	
Edmonton	42.1	23.1	55.6	6.0	404	0.4	8.4	
Northern Alberta	45.4	19.9	56.9	-0.1	416	0.9	10.3	
Southern Alberta	43.3	27.9	58.9	4.2	391	0.1	8.8	
British Columbia								
Southern Interior B.C.	43.7	23.9	60.1	-0.6	367	-1.4	15.0	
Abbotsford	37.1	21.8	67.9	-1.7	331	0.4	15.1	
Vancouver	40.7	22.3	64.4	0.4	368	1.1	10.2	
Victoria	40.5	23.9	61.1	3.9	373	1.3	9.1	
Southern Coastal B.C.	41.7	26.6	62.1	-1.6	368	-3.3	14.1	
Northern B.C.	46.7	19.1	58.4	0.5	392	-2.2	17.3	
Territories								
Yukon	48.3	4.8	56.1	6.1	420	1.1	15.4	
Northwest Territories	51.0	8.2	60.0	1.5	428	1.2	11.7	
Nunavut	49.8	6.3	62.2	4.2	427	3.0	12.4	
NATIONAL	42.8	17.3	59.7	-0.9	367	0.9	14.6	

Source: El administrative data.

¹ Data on claim duration are for claims established in 2008/09 to ensure all claims were completed.

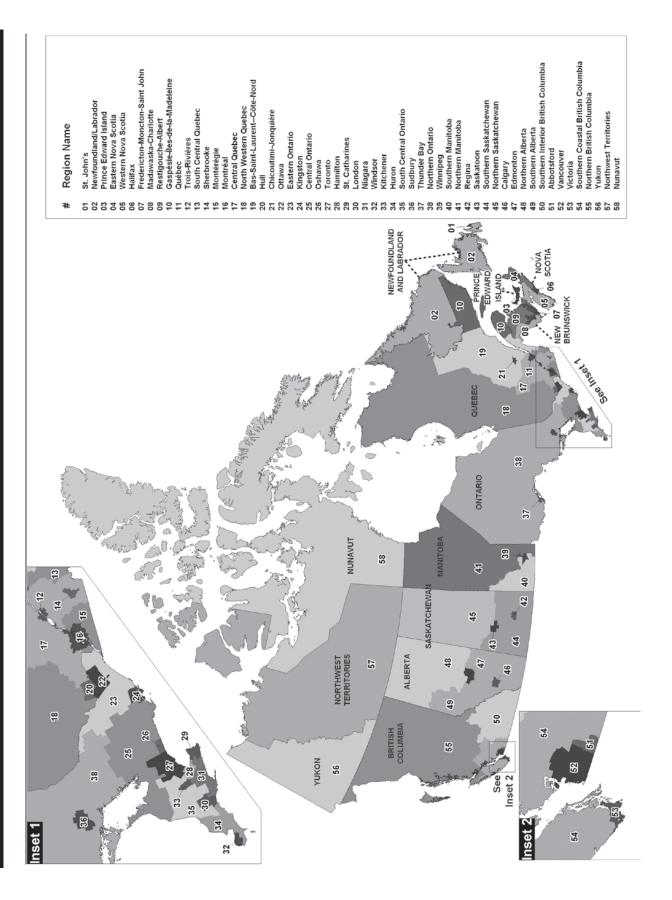
^{2.} Takes into account Family Supplement top-ups paid to regular claimants.

^{3.} The most recent tax data available are for the 2008 taxation year.

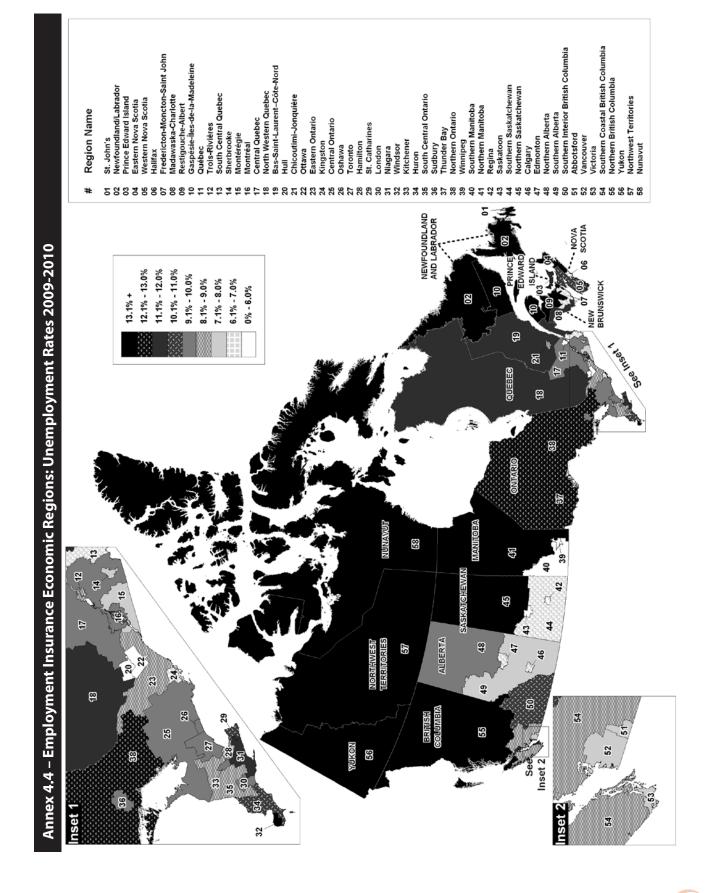
 $^{^{\}rm 4}$ Percentage growth between 2008/09 and 2009/10.

⁵ Percentage point difference between 2007/08 and 2008/09.

Annex 4.3 – Employment Insurance Economic Regions







1. Employment Insurance Coverage Survey

Author: Statistics Canada

Objective: The Employment Insurance Coverage Survey (EICS) provides information on unemployed individuals, whether or not they are eligible for or apply for Employment Insurance (EI) benefits.

Methodology: The EICS is an annual supplement to Statistics Canada's Labour Force Survey (LFS). It identifies those individuals who have been paying EI premiums and those who have worked enough insurable hours to be eligible to receive benefits from the EI program.

Key Finding:

 In 2009, 86.2% of unemployed individuals who had been paying premiums and had a recent job separation that met EI program criteria were eligible to receive EI benefits; 59.7% received regular benefits during the survey reference weeks. Table 1 provides more detailed findings.

Reliability: At a confidence level of 95% (19 times out of 20), the 86.2% coverage figure is accurate within plus or minus 3.6 percentage points. Only estimates deemed to be reliable according to Statistics Canada's guideline of a coefficient of variation below 16.5% are used and reported.

Availability: Findings for the 2009 EICS are available on Statistics Canada's web site at http://www.statcan.gc.ca/daily-quotidien/100621/dq100621b-eng.htm.

Table 1: Eligibility for El Benefits, 2009 Employment Insurance Coverage Survey (EICS)

	Eligibility Rate for Unemployed With Recent Job Separation That Met El Criteria¹(%)	Receipt Rate of Regular Benefits ² for Unemployed With Recent Job Separation That Met El Criteria (%)
Overall	86.2	59.7
Gender		
Women	84.3	57.5
Men	87.3	60.9
Age and Gender		
Unemployed youth (15 to 24 years old)	62.8	39.3
Unemployed adult women (25 to 69 years old)	88.3	61.4
Unemployed adult men (25 to 69 years old)	91.8	64.6

	Eligibility Rate for Unemployed With Recent Job Separation That Met El Criteria¹(%)	Receipt Rate of Regular Benefits ² for Unemployed With Recent Job Separation That Met El Criteria (%)				
Region						
Atlantic	92.7	77.8				
Quebec	87.1	64.1				
Ontario	83.1	54.3				
Prairies	88.1	52.8				
British Columbia	86.6	59.2				
Full-Time/Part-Time Employment Status Over the Last 12 Months						
Unemployed who worked part time only in the last 12 months	49.5	31.9				
Unemployed who worked full time only in the last 12 months	91.2	66.1				
Unemployed who worked part time and full time in the last 12 months	83.9	52.3				
Work Pattern of Last Employment						
Permanent						
Full time	94.3	64.6				
Part time	68.8	35.2				
Non-permanent						
Seasonal	81.4	62.9				
Other non-standard ³	70.5	50.5				
Immigrant Status						
Canadian-born	86.7	62.0				
Immigrants	84.3	52.0				

^{1.} Unemployed individuals with a recent job separation that met El criteria are individuals who have lost a job or quit a job with just cause, under current El rules, in the previous 12 months. This figure includes all those who have done some work in the last 12 months, were not self-employed, did not leave their job to go to school and did not quit their job for a reason considered invalid according to current El rules.

² Individuals who received special benefits, whose benefits were temporarily interrupted, who were expecting to receive benefits, who exhausted their benefits, who claimed but did not receive benefits for unknown reasons, and who did not claim benefits during the reference week account for the difference between those individuals eligible for EI and those receiving EI regular benefits.

^{3. &}quot;Other non-standard" refers to non-permanent paid jobs that were temporary, term, contractual, casual or non-permanent in some other way (but not seasonal). These unemployed people were not self-employed.



2. Potential El Eligibility of Employed Canadians Using the 2008 Survey of Labour and Income Dynamics (SLID)

Authors: Constantine Kapsalis and Pierre Tourigny, Data Probe Economic Consulting Inc.

Objective: Using the Survey of Labour and Income Dynamics (SLID), the study estimates the proportion of employees who would have sufficient insurable hours to be eligible for EI benefits if they were to lose their job or quit with just cause at the end of the year. The report also provides the data used in Chapter 5 on potential access to special benefits among the employed population.

Methodology: The SLID is a longitudinal Statistics Canada survey that follows individuals over six consecutive years. Every three years, a new panel of individuals is added to the survey. The SLID provides information on people and their jobs, including weekly labour force activity, characteristics of each job held in a year, and personal, family and household characteristics. Coverage measures from the SLID are determined using a simulated scenario on the paid employed population.

Key Finding:

• Simulations indicated that 89.3% of individuals who were working as paid employees in December 2008 would have been eligible for EI regular benefits if they had lost their job at the end of that month. The proportion of individuals with sufficient hours to claim EI benefits varied from 86.2% in British Columbia to 91.5% in the Atlantic provinces. Table 2 provides more detailed findings.

Reliability: At a confidence level of 95% (19 times out of 20), the 89.3% potential eligibility figure is accurate within plus or minus less than 1 percentage point. Only estimates that are deemed to be reliable according to Statistics Canada's guideline of a coefficient of variation below 16.5% are used and reported.

Availability: SLID data are available from Statistics Canada. See http://www.statcan.gc.ca/dli-ild/data-donnees/ftp/slid-edtr-eng.htm and http://www.statcan.gc.ca/bsolc/olc-cel/olc-cel?catno=75M0010XCB&lang=eng.

Table 2: Simulated El Eligibility⁴ as a Proportion of Employees,
Using the Survey of Labour and Income Dynamics (SLID), Various Groups, December 2008

	December 2008 (%)
All Employees	89.3
Gender	
Women	85.7
Men	92.8
Age and Gender	
Employed youth (17 to 24 years old)	68.1
Employed adult women (25 years old and older)	89.3
Employed adult men (25 years old and older)	96.1
Region	
Atlantic	91.5
Quebec	89.8

	December 2008 (%)				
Ontario	89.7				
Prairies	88.9				
British Columbia	86.2				
Full-Time/Part-Time Employment Status Over the Last 12 Months					
Employed who worked full time only in the last 12 months	95.8				
Employed who worked part time only in the last 12 months	56.6				
Employed who worked part time and full time in the last 12 months	89.3				
Gender and Full-Time/Part-Time Employment Status Over the Last 12 Months					
Employed who worked full time only in the last 12 months					
Women	94.7				
Men	96.6				
Employed who worked part time only in the last 12 months					
Women	58.1				
Men	52.0				
Employed who worked part time and full time in the last 12 months					
Women	89.1				
Men	89.6				

⁴ Simulated scenario: Individuals with paid employment in December 2008 are laid off at the end of the month. The longitudinal segment of the SLID is used to calculate insurable hours of employment under El. Rules in effect in December are used to calculate eligibility for regular benefits under El.



3. ROE-Based Measures of El Eligibility

Authors: *HRSDC*, *Evaluation Directorate*

Objective: The report examines the Record of Employment (ROE) database to determine the ability of workers to meet the required number of insurable hours of employment under EI eligibility criteria. The report analyses eligibility across unemployment rates, provinces, industries and economic regions.

Methodology: The analysis in this report used a 10% sample from the ROE database for the years 1990 through 2009. The variable representing regions was derived from the postal code information in the ROE data file, which is normally the employer's postal code.

Key Findings:

- Before EI reform, the Variable Entrance
 Requirement (VER) compensated for fewer
 weeks of employment in areas with higher
 unemployment rates, so that the percentage of
 ROEs meeting the entrance requirements was
 fairly even across unemployment rates.
- After EI reform, however, the VER raised the percentage of those meeting the entrance requirements in higher unemployment rate regions above the percentage in lower unemployment rate regions.

- Between 1990 and 2009, the overall percentage of ROEs meeting the VER generally decreased along with the unemployment rate.
- During this period, the percentage of ROEs that met the VER varied significantly across economic regions. In general, in larger cities with lower unemployment rates, lower proportions of ROEs met the VER.
- In regions of high unemployment (13% or higher), the proportion of job separations that occurred after the individuals had accumulated enough insurable hours to meet the VER tends to be larger than that in regions of low unemployment (6% or lower).
- In recent years, the proportion of job separations that occurred in regions with unemployment rates of 7% or lower decreased significantly. This proportion was 73.0% in 2007 and decreased to 29.6% in 2009.
- In 2009, 76.5% of individuals across Canada who were separated from their job accumulated enough insurable hours to meet the VER.

Reliability: This is an update of an earlier study. The original study was peer reviewed by an external academic.

4. Compassionate Care Benefits

Authors: *HRSDC*, *Evaluation Directorate*

Objective: The report provides an overview analysis of compassionate care benefits (CCB). It also provides a socio-economic profile of CCB recipients and the characteristics of the care receivers. Data are updated from previous reports.

Methodology: The analysis in this report was based on multiple data sources, including EI administrative data and the compassionate care medical certificate database. Descriptive statistical techniques were used to examine aggregate information on compassionate care claimants and caregivers in terms of gender, age, region, location, amount of EI benefits and duration of EI benefits.

Key findings:

- Since 2004, the overall CCB acceptance rate has been around 65%.
- Close to three quarters of individuals who receive CCB are women. Men have an acceptance rate of around 65% compared with 70% for women.
- The acceptance rate increases with the age of the claimants. The acceptance rate is around 35% for young workers (15 to 24 years old) compared with over 60% for workers older than 45 years of age. This difference is mainly related to the age of the care recipients (patients).
- The main reasons for not receiving CCB are that the family member is not at significant risk of death, the patient dies before the benefit is paid or the claimant does not provide a medical certificate. The study also shows that CCB applicants caring for their spouse, their father or their mother are more likely to have their claims approved than those caring for a child, mainly because children are less likely than spouses and parents to be at significant risk of death.

- The mortality rate of care recipients is the main factor affecting how much of the sixweek CCB period claimants use. If the care recipient passes away while the claimant is receiving CCB, the claimant does not receive the full six weeks. A few other factors also influence CCB week use.
 - Those receiving only CCB are less likely to use the entire six-week period than those receiving mixed benefits.
 - Those caring for a spouse are more likely to use the entire six-week period than those caring for another type of family member.
 - Those caring for someone who lives outside Canada are less likely to receive CCB for the entire six-week period.
 - Those living with the gravely ill care recipient are more likely to use the entire six-week period than those who do not live with the care recipient.

Reliability: This is an update of an earlier study. The original study was peer reviewed by an external academic.



5. Financial Impacts of Receiving Employment Insurance

Author: Constantine Kapsalis, Data Probe Economic Consulting Inc.

Objective: This study explores the financial impact of receiving EI benefits. The study probes the evolution of individual incomes before, during and after the receipt of EI benefits, as well as the influence of receiving EI on household consumption.

Methodology: The analysis in this report was based on findings from the Survey of Labour and Income Dynamics (SLID) (2002–2007) and the Survey of Household Spending (SHS) (2007). The SLID was used to examine the profile of EI beneficiaries in various years and to probe the experience of EI beneficiaries as they went through a year of EI. The SHS was used to examine the impact of the reduction in EI beneficiaries' income on their total household spending and its allocation among major spending areas.

Key Findings:

- Vulnerable unemployed people—beneficiaries highly dependent on EI because they are the sole earner in the family, beneficiaries who experience unemployment for more than 26 weeks or beneficiaries who live in a lowincome family—accounted for about one third of all EI beneficiaries and about half of beneficiaries with at least 3 weeks of unemployment in 2007.
- On average, the effective EI replacement ratio (the proportion of lost earnings due to unemployment that is replaced by EI) in 2007 was about 41%. The effective replacement ratio will tend to be lower than the statutory replacement rate of 55% for three main reasons: there is a two-week waiting period; earnings are insured up to a maximum, which is roughly equal to the average industrial weekly wage rate; and beneficiaries may remain unemployed past the end of the benefit period.

- The two groups of beneficiaries with a lower effective EI replacement ratio are high wage earners (because of the limit on insurable earnings) and those with longer unemployment spells (because of the higher probability of exhausting their benefits).
- The average EI beneficiary experienced a 38% drop in wages during a year with EI. The most important offsetting factor was EI; it replaced about 38% of lost wages. The second most important factor was investment income; it replaced about 9% of lost wages. Other income sources played a lesser role.
- Lower income families received a higher return of their contributions than higher income families. In fact, families with after-tax income below the median received 34% of total benefits and paid 18% of all premiums in 2007. The study also found that EI halved the incidence of low income among beneficiaries (from 14% to 7%) during that period.
- About a quarter of low-income EI beneficiary families also reported receiving social assistance (SA) in 2007. However, the monthly pattern of EI and SA benefits suggests that SA benefits followed EI benefits in only one fifth of the cases. These results suggest that only 6% of low-income EI beneficiaries moved to SA after EI.
- On average, each \$1,000 reduction in disposable household income reduced total consumption by approximately \$500. The reduction in consumption was slightly greater among EI households.

Reliability: An external academic peer has reviewed this study.

6. Employment Insurance and the Financial Hardship of Unemployment

Author: Constantine Kapsalis, Data Probe Economic Consulting Inc.

Objective: This study explores various indicators of the financial hardship of unemployment and the mitigating impact of EI.

Methodology: The study relied on Employment Insurance Coverage Survey (EICS) data (2004–2009). The EICS sample was restricted to those currently unemployed and to those who became unemployed within the previous 12 months. The analysis compares three main subgroups:

- EI beneficiaries—those who received regular or special EI benefits during the survey reference week or month;
- EI exhaustees—those who had received regular or special EI benefits since they last worked (within the last 12 months prior to the survey), but did not do so during the survey reference week or month; and
- non-EI beneficiaries—those who had not received regular or special EI benefits since they last worked (during the 12 months prior to the survey).

Key Findings:

• EI benefits were the main source of household income for close to half of all EI beneficiaries. By contrast, social assistance (SA) was the main source of income of only 0.1% of EI beneficiaries, but it was more commonly the main income source for EI exhaustees (6%) and, especially, non-beneficiaries (10%). These results suggest that being eligible for EI benefits may decrease reliance on SA by as much as 10 percentage points.

- From 2004–2009, 25% of unemployed individuals reported that their household income was insufficient to cover all or most of their regular spending. The percentage was lowest for EI beneficiaries (23%) and highest for EI exhaustees (32%). The rate may have been higher among exhaustees and non-beneficiaries because they were not receiving EI.
- Among those respondents who reported inadequate household income, 86% reduced spending. Consequently, 22% of all unemployed people (25% x 86%) reduced spending, likely as a result of being unemployed. The rate was lower for EI beneficiaries (21%), and higher for EI exhaustees (24%) and non-beneficiaries (23%).
- The groups most likely to be adversely affected by unemployment are individuals aged 25–44; those with less than a high school education; foreign-born individuals; those with 5–12 months of joblessness; unattached individuals and lone parents; and EI non-beneficiaries.

Reliability: An external academic peer has reviewed this study.



7. Interim Report on the Extension of Employment Insurance Benefits

Authors: HRSDC, Evaluation Directorate

Objective: This report provides the preliminary results of two temporary measures that extended the duration of EI benefits: the Extended Duration of EI Regular Benefits and the Extension of EI Benefits for Long-Tenured Workers. The report focuses on changes in the length of benefit entitlements and the use of extra weeks, as well as the exhaustion of benefits for the Extended Duration of EI Regular Benefits measure.

Methodology: Descriptive statistics were used to examine the length of EI entitlements and the use of benefits. Regression analysis was applied to examine the effect extra weeks of EI have on the probability of exhausting benefits and on the use of EI benefits. From the Status Vector (SV) file, a 10% random sample of all pure regular⁵ claimants was chosen, using claims initiated between January 1999 and February 2010. SV data going back to 1994 were used to determine claim frequency of EI recipients. The Record of Employment (ROE) file was also used to extract additional information on claimants.

Key Findings:

• In 2009, the changes in the Variable Entrance Requirement due to the rise in unemployment rates increased average entitlement for regular benefits by 3 weeks (from 30.1 weeks to 33.1 when compared with 2007 unemployment rates). This figure varied from 1.5 weeks in Quebec and the Atlantic provinces to 5 weeks in Ontario.

- The introduction of the two temporary measures increased average entitlement by a total of 10 weeks, with each measure increasing the average entitlement by 5 weeks.
- Over one third (35%) of claimants who were not long-tenured workers used some of the extra 5 weeks provided by the Extended Duration of EI Regular Benefits measure.
 Among those who used some of the extra 5 weeks, the average duration was 4.4 weeks.
- Over one quarter (29%) of long-tenured worker claimants used some of the extra five weeks provided by the Extended Duration of EI Regular Benefits measure, and a further 22% used some of the additional weeks provided by the Extension of EI Benefits for Long-Tenured Workers measure.
- The extra five weeks of benefits diminished the probability of exhausting benefits by about 5 to 6 percentage points. Given that 23.5% of claimants who initiated their claims at the end of 2008 exhausted their benefits, these results indicate that the exhaustion rate would have been between 28% and 30% without the extra five weeks of benefits.

Reliability: An external academic peer reviewed this study.

⁵ A pure regular claimant is defined as a claimant who has received only regular El benefits during his claim. This excludes claimants who have also received other types of El benefits during their claim, such as parental, sickness or Work-Sharing benefits.

8. Analysis of Employment Insurance (EI) Exhaustion

Authors: HRSDC, Evaluation Directorate

Objective: The study analyzes trends in the exhaustion rate of EI regular claims from 2000/01 to 2007/08 to determine whether the five-week pilot project (Pilot Project No. 6), which was introduced in June 2004, affected the proportion of exhausted claims.

Methodology: The analysis was based on a 10% random sample of all pure regular EI claims established in the 10 provinces and extracted from the Status Vector file. For the purposes of this paper, the exhaustion rate was defined as the percentage of claims initiated in a given period that were terminated because all of the entitlement weeks of EI regular benefits had been used within the 52-week period. The analysis related to claims established no later than March 31, 2008.

Key Findings:

- The proportion of EI claimants who exhausted their regular benefits was approximately 30% between 2000/01 and 2003/04 and 27% between 2004/05 and 2007/08. The decline in the exhaustion rate reflects the falling unemployment rate and the introduction of an EI pilot project in June 2004 that provided five additional weeks of regular benefits to claimants in high unemployment regions.
- The exhaustion rate varied significantly by industry. The educational services industry had the lowest exhaustion rate, with an average of 10% of claimants using all their regular entitlement over the period studied. On the other hand, the following nine industries had an average exhaustion rate of higher than 35%: agricultural and related services; fishing and trapping; wholesale trade; retail trade; finance and insurance industries; real estate operator and insurance agent industries; business services; accommodation, food and beverage services; and other service industries.

- By demographic group, the exhaustion rate remained higher for older workers (55 years and older) and for women during the period studied, although these gaps narrowed over time. The exhaustion rate for women was almost 5 percentage points higher than that for men in 2003/04 but only 2.2 percentage points higher in 2007/08. The gap in the exhaustion rate between older workers and the other age groups declined from about 13 percentage points in 2000/01 to about 9 percentage points in 2007/08.
- The statistical analysis reveals that the fiveweek pilot project (Pilot Project No. 6) reduced the exhaustion rate by at least 2.3 percentage points in the regions participating in the pilot between the two-year pre-pilot period (June 2002 to May 2004) and the two-year period after the pilot was introduced (June 2004 to May 2006). Overall, the exhaustion rate in the pilot regions declined by 5.6 percentage points between these two periods.

Reliability: An external academic peer reviewed this study.



9. Balancing Paid Work and Caregiving Responsibilities: A Closer Look at Family Caregivers in Canada

Author: Linda Duxbury, Chris Higgins and Bonnie Schroeder, Canadian Policy Research Networks (CPRN)

Objective: This report seeks to increase understanding of what it means to be an employed caregiver in Canada today. It also identifies the kinds of support key stakeholders in this relationship—the dependant, the family, organizations and governments—could offer to help the employed caregiver to perform this role.

Methodology: The authors conducted two major research studies: one quantitative, the other qualitative. The quantitative study involved original empirical analysis using data collected for the National Work, Family and Lifestyle Study conducted in 2001 by Linda Duxbury and Chris Higgins and funded by Health Canada (n = 32,800). The qualitative study involved 30 semi-structured interviews with a sample of employed caregivers. To be included in the interview study, the caregiver had to have been actively providing care for at least six months before the study, in his or her home or in the care recipient's home, and had to have been actively employed for at least 10 hours per week.

Key Findings:

- The majority of employed Canadians had caregiving responsibilities.
- Just over one in four (27.8%) employed Canadians had cared for elderly dependants.

- Twice as many had childcare responsibilities (54.2%).
- One in six (16.8%) provided both childcare and eldercare (that is, they had dual demands at home, as well as demands at work).

Reliability: The researchers performed a regression analysis on the findings. The CPRN published the paper.

Availability: The report is available on the Canadian Policy Research Networks (CPRN) web site at http://www.cprn.org/doc.cfm?doc=1997&l=en

10. Profiles of Beneficiaries of Three Employment Insurance Pilots: Update Study

Authors: Costa Kapsalis, Data Probe Economic Consulting Inc.

Objective: This study examines the characteristics of claimants who participated in the three pilots and compares them with characteristics of the rest of claimants in the pilot regions.

Methodology: The source of data used in this study is the Canadian-Out-of-Employment Panel (COEP) survey and the associated EI Record of Employment (ROE) and the Status Vector (SV) records. Comparisons were made between participants in the pilot project and other EI claimants in the pilot regions. Where feasible, comparisons were extended outside the pilot regions to see how the profile of beneficiaries may differ if the pilots were extended to the rest of the regions.

Key Findings:

- The overall results showed that—with the exception of the New Entrant/Re-Entrant (NERE) pilot, which affected a limited number of regular claimants (2.7%)—the other two pilots reached a significant fraction of claimants: 62.0% in the case of the Best 14 Weeks pilot and 43.5% in the case of the Allowable Earnings pilot.
- Moreover, 39% of claimants in pilot regions benefited from both the Best 14 Weeks pilot and the Allowable Earnings pilot.
- The Best 14 pilot project was most likely to benefit part-time workers (85%); youth under 25 years of age (84%); women (78%); P.E.I. claimants (77%); claimants who had

- received social assistance (SA) since their job loss (76%); workers laid off from the services sector (75%); single parents (75%); claimants with family income below the Low Income Measure (LIM) (74%); and unskilled workers (74%). Beneficiaries with at least one of these characteristics accounted for 90% of all beneficiaries.
- The Allowable Earnings pilot project was most likely to benefit part time workers (55%); single parents (52%); workers laid off from the manufacturing sector (50%); P.E.I. claimants; workers laid off from the public sector (48%); Nova Scotia claimants (48%); women (48%); temporary employees (47%); and unskilled employees (47%). Beneficiaries with at least one of these characteristics accounted for 80% of all beneficiaries.
- The NERE pilot project was most likely to benefit youth under 25 years of age (11%); those who had received SA since they lost their job (9%); temporary workers (9%); and those whose family income was below the LIM (6%). Beneficiaries with at least one of these characteristics accounted for about 78% of all NERE pilot beneficiaries.

Reliability: This report is an update of an earlier study. An external academic peer reviewed this updated report.



11. Canadian Outlook Long-Term Forecast 2010: Economic Forecast

Author: The Conference Board of Canada

Objective: The report examines all major components of the long-term economic outlook for Canada, including consumer expenditures, housing, government, non-energy business investment and trade. The outlook for the financial, labour and energy markets is also given, along with costs and prices. The U.S. economic outlook is presented in a separate section.

Methodology: The *Canadian Outlook Long-Term Forecast* is updated annually using the Conference Board's large econometric model of the Canadian economy.

Key Findings:

- Coordinated and extensive policy efforts the world over have been successful at pulling the global economy onto the path of recovery.
 Canada should experience robust economic growth over the next four years, as the nation closes the gap in its productive capacity.
- Despite the economic downturn, employment among workers aged 55 and older grew during every quarter of 2009/10, due in part to some individuals returning to the labour force to offset personal financial losses during the recent recession.
- The unstable financial climate likely led some older workers to postpone their retirement.

- The participation rate of youth aged 15 to 24 fell sharply during the economic downturn, as some of them pursued educational opportunities in light of the weak labour market.
- During the past decade, the participation rate
 of men and women aged 55 to 64 has climbed
 steadily, reaching 61.8% in 2009/10. This
 increase is explained by the greater participation
 of women in the labour force, rising educational
 attainment and an increasing desire among
 those 55 and older to continue working.
- Beyond 2015, slower population growth and the effects of an aging population will restrain labour force growth.

Reliability: The *Canadian Outlook Long-Term Forecast 2010* was prepared by Pedro Antunes, Director, National Forecast, and his team, under the general direction of Glen Hodgson, Vice-President and Chief Economist.

Availability: This report can be found on The Conference Board of Canada's web site at http://www.conferenceboard.ca/documents.aspx?did=3503.

12. Perspectives on Labour and Income: Participation of Older Workers

Authors: Katherine Marshall and Vincent Ferrao, Statistics Canada

Objective: This article examines the labour market trends of the population aged 55 to 64.

Methodology: This article uses descriptive statistics from Statistics Canada's Labour Force Survey (LFS) and comparative U.S. labour force data.

Key Findings:

- One in four older workers is self-employed and one in five works part time. Male older workers are more likely to be self-employed than are core-aged men (30% and 18%, respectively). Part-time work is one of the few job characteristics that differs notably between older workers and core-age workers (those aged 25 to 54), suggesting transitional changes before retirement.
- The majority of older workers are employees (76%) and work full time (81%).
- Earnings and occupations of older and core-age workers are strikingly similar.

- During the past decade, the participation rate of men and women aged 55 to 64 has climbed steadily, reaching 60% in the first half of 2007.
- Rising educational attainment, increasing desire among those over 55 to continue working and women's increasing labour force participation are responsible for rising labour participation among older workers.

Reliability: This study was published in *Perspectives on Labour and Income*, Volume 8, Number 8, August 2007, pages 5 to 11.

Availability: This report can be found on Statistics Canada's web site at http://www.statcan.gc.ca/pub/75-001-x/75-001-x2007108-eng.pdf.



13. Employment Insurance Access for Part-Time and Short-Term Workers

Author: HRSDC, Evaluation Directorate

Objective: This paper compares the EI eligibility and receipt rates of full-time, part-time, permanent and temporary workers. It examines why some eligible workers don't take up EI benefits. It also looks at the extent to which the four types of workers hold more than one job at a time, and the resulting impact on EI eligibility and benefit receipt.

Methodology: Data from the Canadian Out-of-Employment Panel (COEP) survey were used; 19,482 Canadians who had a change or an interruption in their employment activity were surveyed from October 2004 to September 2006.

Key Findings:

- Women were more likely to hold permanent and temporary part-time jobs than men were.
- Youth made up 41.3% of all temporary part-time workers while accounting for 14.6% of total employment.
- Those with less than a high school education made up a significant portion of temporary part-time workers at 28.3%, while representing only 11.5% of total employment.
- Workers from the Atlantic region comprised a high share of full-time temporary workers (15.4%) but accounted for 6.5% of total employment.
- Almost half (47.1%) of all temporary parttime workers were in Quebec, which represented 22.9% of total employment.
- Full-time permanent employees were about 40% more likely to be eligible for EI benefits

and to receive them than were full-time temporary, part-time permanent and part-time temporary workers.

- Being a multiple-job holder had no impact on eligibility, but multiple-job holders were more likely to collect EI benefits than were those holding only one job.
- Not believing they were eligible, finding another job quickly and not needing EI benefits were among the most common reasons eligible employees did not apply for EI.
- Approximately 55% of full-time workers (regardless of permanent or temporary job status) applied for EI benefits after separating from a job. This was a significantly higher share than those for part-time permanent and temporary workers (32.6% and 39.1%, respectively).
- Part-time workers in the Atlantic region and Quebec had higher eligibility rates than their counterparts in the other provinces, with the exception of part-time temporary workers in Ontario.

Reliability: An external academic peer reviewed this study.

14. An Evaluation Overview of Seasonal Employment: Update

Author: HRSDC, Evaluation Directorate

Objective: This study provides an overview of seasonal employment in Canada and draws firm conclusions on the subject of seasonal work.

Methodology: This study was based on the Canadian Out-of-Employment Panel (COEP) survey database. This survey consists of 26,500 responses provided by individuals who had a job separation between 2004 and 2007. The study also reviewed previous literature on seasonal employment and drew conclusions on the link between EI and seasonal workers in Canada.

Key Findings:

- Aggregate Labour Force Survey (LFS) data underreported seasonal employment as 2.8% of total employment. This aggregate estimate failed to take into account fluctuations in individual industries that cancelled each other out.
- The COEP survey estimated seasonal employment to be 15.8% of total employment in Canada.
- · Seasonal workers are
 - more likely to be male, to have a lower level of education and to have fewer family dependents;
 - more prominent in eastern provinces and primary industries;
 - less likely to be unionized, to have a medical plan or to have a pension plan; and
 - more likely than other workers to expect to return to a previous employer.

- · Seasonal workers are
 - just as able to support themselves after job separation as non-seasonal workers are; and
 - more likely to participate in formal learning, while non-seasonal workers are more likely to focus on specific skills, such as job search techniques and computer skills, through informal learning.

Reliability: This report is an update of an earlier study. An external academic peer reviewed the original study.



15. Evaluation of the Pilot Project to Extend Employment Insurance Benefits by Five Weeks: 2004–2009

Author: HRSDC, Evaluation Directorate

Objective: This evaluation assesses the impact of Pilot Project No. 6 (which increased weeks of EI benefits) and Pilot Project No. 10 (which extended EI benefits). They were implemented in June 2004 and June 2006, respectively. These two pilot projects, collectively known as the Five-Week Seasonal Pilot Project, extended regular EI benefits by up to five weeks for claimants living in high unemployment regions.

The report focuses on three themes:

- the ability of the pilot project to effectively target its primary subject, seasonal gappers;
- the pilot project's influence on how long a claimant stayed on EI, the number of weeks and hours worked during the EI qualifying period, and the claimant's job search behaviour while unemployed; and
- the cost of the pilot project, including the cost of the additional weeks of benefits and the economic costs associated with changes in behaviour.

Methodology: This multi-faceted study used a number of data sources and several lines of evidence. The data sources included EI administrative data, survey data and expert interviews. A series of studies was conducted for this evaluation project, including quantitative analysis and qualitative analysis. The period covered by the evaluation was from June 2004 to December 2007.

Key Findings:

- The pilot project achieved its primary Objective: reducing the number of seasonal workers facing an income gap. As a result of the additional weeks of benefits, the proportion of seasonal gappers in the pilot regions decreased by 50%.
- The measure helped seasonal gappers but was too broadly targeted. During the period covered by the evaluation, almost 75% of the total benefits paid under the pilot project went to claimants who were neither gappers nor seasonal workers.

Reliability: An external academic peer reviewed the report.

Availability: This study can be found on the HRSDC web site under Publications and Resources at http://www.hrsdc.gc.ca/eng/ publications_resources/evaluation/2010/ sp-972-11-10e/page00.shtml

16. It Pays to Hire an Apprentice: Calculating the Return on Training Investment for Skilled Trades Employers in Canada

Author: R.A. Malatest & Associates Ltd. for the Canadian Apprenticeship Forum

Objective: This report aims to gain a more comprehensive understanding of the return on apprenticeship training investment for employers; to determine the overall costs employers incur by hiring and training apprentices; and to examine the reasons motivating employers to employ apprentices.

Methodology: Data came from a national survey of employers conducted across 16 trade areas from June to November 2008. The survey instrument captured the information required to conduct a detailed cost-benefit analysis from more than 784 employers across Canada. This dataset surpassed that of any previous study of this type in Canada.

Key Findings:

- Almost one third (30%) of employers without apprentices were interested in hiring apprentices, if they could get better access to them.
- Although the economy was experiencing a downturn, employers wanted to keep their apprentices, as they would need skilled workers in the future.

Reliability: R.A. Malatest & Associates Ltd. and the Canadian Apprenticeship Forum facilitated a series of employer roundtables across Canada in early 2009 to validate the findings.

Availability: This report can be found on the Canadian Apprenticeship Forum web site at http://www.caf-fca.org/en/reports/cf_it_pays_to_hire_an_apprentice.asp.



17. Trends in Employment Insurance (EI) Eligibility and EI Benefit Adequacy of Non-Standard Workers in Large Urban Centres

Author: HRSDC, Evaluation Directorate

Objective: The report examines the labour force and economic characteristics of non-standard workers, and their eligibility for and access to EI regular benefits in six census metropolitan areas (Montréal, Toronto, Oshawa, Windsor, Vancouver and Victoria). The labour force characteristics and EI access of non-standard workers are compared across jurisdictions and contrasted with those of standard, permanent, full-time workers.

Methodology: The report used Labour Force Survey (LFS) and Record of Employment (ROE) data from 1998 to 2008. The LFS data provided labour force and economic characteristics, such as hours worked per week and average hourly earnings, while the ROE data provided information on eligibility for and access to EI regular benefits, such as average weekly benefit and average entitlement duration.

The author used a number of approaches to determine whether a job was standard or non-standard. The LFS data follow Statistics Canada's guidelines, classifying full-time workers as people who spend 30 hours per week or more at their main or only job; all other workers are considered part time.

Key Findings:

- Standard and non-standard workers differ significantly in terms of wages, hours worked and job tenure.
- Non-standard workers earn significantly less than standard workers in major urban centres.
- There was no evidence that non-standard workers lost ground compared with standard workers in terms of EI access and benefit adequacy over the last decade in the six selected urban centres.

Reliability: An external academic peer reviewed this study.

18. Use of Employment Insurance by Industrial Sector

Author: HRSDC, Evaluation Directorate

Objective: This paper uses descriptive analysis to determine the proportion of job separators from each industry who experience a layoff. It presents the distribution of layoffs by industry within various socio-economic groups. The analysis focuses on all individuals who experience a layoff, as well as those who experience a layoff and receive regular EI benefits.

Methodology: This paper used data from the Canadian Out-of-Employment Panel (COEP) survey and EI administrative data from the Record of Employment and Status Vector to analyze the second and third quarters of 2001, 2002, 2005 and 2006. The analysis looked at the characteristics of laid-off individuals across all industries, as well as their EI and labour market outcomes.

Key Findings:

• For all industries except agriculture, EI eligibility fell between 2001 and 2006, from 77% in 2001 to 63% in 2006.

- Some industries repeatedly present the highest levels with respect to certain EI outcomes.
 - Eligibility, benefit exhaustion and weeks of benefits used are typically higher in the agriculture industry.
 - Eligibility is high in the education industry, while exhaustion rates, the number of EI entitlement weeks and weeks of benefits used are low.
 - Eligibility is low in the retail industry. EI covers fewer weeks of unemployment and the number of benefit weeks used is high.

Reliability: An external academic peer reviewed the report.



19. Interprovincial Mobility and Earnings

Authors: André Bernard, Ross Finnie and Benoît St-Jean, Statistics Canada

Objective: This study looks at interprovincial migration longitudinally to identify factors that affect the probability that someone will move and to quantify the labour market gains associated with migration. It also compares the situations of migrants and non-migrants.

Methodology: This paper used data from the Longitudinal Administrative Data file from 1992 to 2004. The analysis provided empirical evidence of the influence of many personal and environmental characteristics on the probability of moving. The analysis included measures of earnings, the unemployment rate in the province of origin, and the receipt of EI and social assistance (SA).

Key Findings:

 Personal and labour market characteristics affected mobility decisions. Among the personal characteristics that played an important role in the decision to migrate, the three most important ones were age, language and family situation.

- People with low earnings, or who were receiving EI or SA, were more likely than others to leave a province. On average, each time a province's unemployment rate rose by 1 percentage point, the probability of residents leaving rose by 10%.
- Men who migrated experienced average earnings growth of 15% in the year after migration—almost twice as much as nonmigrants (8%). The average earnings growth for women who migrated was 12% compared with 8% for non-migrants.

Reliability: This study was published in *Perspectives on Labour and Income*, Volume 9, Number 10, October 2008, pages 15 to 25.

Availability: This study can be found on Statistics Canada's web site at http://www.statcan.gc.ca/pub/75-001-x/2008110/pdf/10711-eng.pdf.

20. The Impact of El Regional Boundary Revisions on Mobility in New Brunswick: Evidence from the LAD

Author: HRSDC, Evaluation Directorate

Objective: This report investigates whether the change in the generosity of EI that occurred in the eastern region of New Brunswick with the revision of the EI regional boundary in 2000 affected the probability of moving out of that region.

Methodology: This study is based on a sample of New Brunswick residents derived from the Longitudinal Administrative Databank (LAD) and linked with EI administrative data.

Key findings:

- In 2000, the rural region of Restigouche– Charlotte was split into two regions: Restigouche–Albert (eastern region) and Madawaska–Charlotte (western region) to reflect the fact that unemployment was higher in the eastern region than in the western region.
- These boundary revisions changed the generosity of EI in the eastern region to some extent: the minimum number of weeks of benefits payable increased by two to four weeks after the split due to the higher regional unemployment rate.

- The annual emigration rate of individuals living in the eastern region of New Brunswick declined slightly from 2.1% over the 1997–1998 period (before the EI boundary revisions) to 1.6% over the 2001–2006 period (after the EI boundary revisions).
- However, this decline in the emigration rate cannot be explained by the 2000 EI boundary revisions. The impact of the boundary revisions on the decision to move out of the eastern region was not statistically significant, which confirms that EI generosity does not seem to affect mobility decisions. This finding, based on difference-in-difference estimators, holds for all individuals, as well as for EI beneficiaries and EI repeat users.
- The two to four weeks of benefits could be considered a relatively small change, and the benefits rate and qualifying requirements remained unchanged between the two regions.

Reliability: An external academic peer reviewed this study.



21. Policy-Induced Internal Migration: An Empirical Investigation of the Canadian Case

Authors: Kathleen M. Day and Stanley L. Winer

Objective: This study investigates the influence of public policy on interprovincial migration in Canada.

Methodology: The study used aggregated migration data from personal income tax files from 1974 to 1996.

Key Findings:

• The prime determinants of interprovincial migration were differences in earnings, employment prospects and moving costs.

• EI is not a barrier to mobility, as eliminating regional EI extended benefits and regional EI differences in qualifying requirements would increase the volume of migration by less than 1%.

Reliability: The CESifo Group published this paper as Working Paper Series Number 1605.

Availability: This paper can be found through CESifo at http://www.cesifo.de/DocCIDL/cesifo1_wp1605.pdf.

22. El Payments and the GIS System

Author: HRSDC, Evaluation Directorate

Objective: This paper assesses the impact of the Guaranteed Income Support (GIS) clawback provisions on overall individual income for EI claimants. It analyzes the interaction between the EI program and the GIS system, as well as how potential changes to Statistics Canada's Social Policy Simulation Database and Model (SPSD/M) would affect these two programs.

Methodology: The SPSD/M used 1997 SLID data to project data for 2007.

Key Findings:

 There is only a marginal interaction between the EI program and the GIS program; both programs appear to affect different groups of seniors. Changes to the EI program generally affect the well educated and well paid, while changes to the GIS program affect less educated seniors with low income.

- Older workers (aged 55 and older) are net beneficiaries of EI.
- Those aged 65 and older contribute more to the program than they receive in benefits; however, their premiums amount to about 8% of what older workers in total contribute.
 Workers between the ages of 55 and 64, who represent the vast majority of older workers, more than offset this effect.

Reliability: An external academic peer reviewed this study.



23. Usage of the Work-Sharing Program: 1990/91 to 2009/10

Authors: *HRSDC*, *Evaluation Directorate*

Objective: This paper analyzes Work-Sharing program participation and expenditures on EI benefits for Work-Sharing participants. The analysis examines the use of the Work-Sharing program from 1990/91 to 2009/10, specifically

- the extent to which the Work-Sharing program is used;
- the amount of expenditures on Work-Sharing benefits; and
- the experiences of program participants.

Methodology: This report used aggregate monthly data for the period from April 1990 to March 2010, derived from HRSDC files on the receipt of EI benefits. Using these data, the authors examined information such as the average length of claim and the average amount of Work-Sharing benefits received.

Key Findings:

 Work-Sharing claims peak during periods of rising unemployment and fall during times of economic recovery. The number of new Work-Sharing claims established in 2009/10 surpassed the previous record set in 1990/91.

- The manufacturing industry accounts for the majority of Work-Sharing claims.
- In 2009/10, Quebec and Ontario continued to account for a large portion of Work-Sharing claims (73.5% combined, down slightly from 78.2% the previous year). British Columbia's share, which had increased substantially to 18.5% in 2007/08 from 2.7% in 2006/07, declined to 10.1% in 2009/10.
- Consistent with the demographics of the manufacturing industry, each year, about two thirds of Work-Sharing participants are male and about 80% of participants are aged between 25 and 54 years old. In 2009/10, men established 72.2% of Work-Sharing claims and claimants aged 25 to 54 established 79.3%.
- The average duration of Work-Sharing claims increased significantly in 2008/09 and 2009/10 from its historical average.

Reliability: This report is an update of an earlier study. An external academic peer reviewed this updated report.

24. Preliminary Analysis of the Career Transition Assistance (CTA) Initiative

Authors: HRSDC, Evaluation Directorate

Objective: This study estimates the Career Transition Assistance (CTA) participation rate for the first nine months of this one-year initiative (from May 31, 2009, to February 28, 2010) and profiles the participants.

Methodology: This report used data from EI administrative data (Status Vector and Record of Employment) on the whole population of long-tenured workers (LTW) who established a claim between January 25, 2009, and February 28, 2010.

Key findings:

- During the first nine months following the introduction of the CTA, Service Canada identified 565,762 EI claimants who might meet the definition of a long tenured worker and notified them of their potential eligibility to participate in the CTA.
- Out of these 565,762 potential participants, 7,522 chose to train under the CTA initiative (for a take-up rate of 1.3%), while another 28,874 chose to train through other federally funded initiatives such the Skills Development Program, the Apprentice Program or an Aboriginal Human Resource Development Agreement.

- On average, CTA clients took 44 weeks of training, beginning 17 weeks after the start of their EI claim.
- Compared to people who might have qualified for the CTA but did not participate, CTA trainees were more likely to be occasional EI users (with fewer than three claims in the last five years); be 40 to 49 years old; have more than 10 years of tenure in their previous job; be from skill level C and D occupations (occupations requiring no more than a high school education); and be from the manufacturing industry. CTA participants were also more likely than non-participants to be female and residents of Prince Edward Island, Nova Scotia, New Brunswick, Quebec or Ontario.

Reliability: An external academic peer reviewed this study.

Availability: This report is available upon request. A literature review on the subject is also available.



25. An Evaluation of the El Pilot Project on Small Weeks, 1998-2001

Authors: *HRSDC*, *Evaluation Directorate*

Objective: This study investigates the effectiveness of the pilot project in encouraging program participants to accept "small weeks" of work during the rate calculation period (the 26 weeks preceding the last day of employment); determines the project's impact on program participants' earnings and weeks of work; and assesses the project's impacts on male and female EI benefits claimants separately.

Methodology: Data sources for this investigation were HRSDC administrative files, supplemented by information from the Labour Force Survey. Data for this analysis covered the period from November 1998, when the Small Weeks Pilot Project began, to August 2000.

Key Findings:

- In the 31 small weeks regions, many EI claimants benefited from the project.
- The project benefited 9% of the male claimants and 17.8% of the female claimants. These claimants increased their total weeks of work in the 26 weeks before their job separations significantly (by 2.1 weeks and 2.4 weeks, respectively).

- Between the start of the Small Weeks pilot project in November 1998 and August 2000, the pilot project increased the total income additional employment earnings plus additional EI benefits—of an average female participant by \$658 and of an average male participant by \$820.
- The project was largely, if not entirely, responsible for the increased small weeks of work observed in the 31 small weeks regions.

Reliability: HRSDC published this study in September 2001.

Availability: This study can be found on the HRSDC web site under Publications and Resources at http://www.hrsdc.gc.ca/eng/cs/sp/ hrsdc/edd/reports/2001-000440/page00.shtml.

26. Evaluation Report on the Impacts of the El Pilot on Increased Access to Benefits by New and Re-Entrants

Authors: HRSDC, Evaluation Directorate

Objective: The study examines whether the New Entrant/Re-Entrant (NERE) Pilot Project increased access to EI among NEREs in the pilot regions by lowering the threshold for qualification, and whether there is evidence of a behavioural change in labour market activity by NEREs during the qualifying period.

Methodology: This report used regression techniques to analyze HRSDC EI administrative data.

Key Findings:

 Lowering the minimum entrance requirement for receiving EI benefits from 910 to 840 hours under the pilot increased the proportion of NEREs who were eligible for EI income benefits to 3.3%, and about half of them claimed EI benefits.

- In the pilot regions, employment patterns changed as a result of the NERE Pilot Project. The proportion of NEREs accumulating between 840 and 909 hours increased, showing that some employees and employers were somewhat flexible and adapted work patterns.
- The proportion of NEREs accumulating between 910 and 979 hours decreased during the pilot project period, suggesting that some employees and firms shortened working periods in response to a lower threshold for qualification.

Reliability: An external academic peer reviewed this study.



27. The NERE Pilot Project Evaluation: Summary of Results for the 2009 Employment Insurance Monitoring and Assessment Report

Author: Carole Vincent, Social Research and Demonstration Corporation

Objective: The report summarizes the effects of the New Entrant/Re-Entrant (NERE) Pilot Project, based on different studies.

Methodology: This report cited HRSDC and non-HRSDC studies, and summarized their findings.

Key Findings:

 Lowering the minimum entrance requirement for receiving EI benefits from 910 to 840 hours under the pilot increased the proportion of NEREs who were eligible for EI income benefits.

- NERE employment patterns also changed. The proportion of NEREs accumulating between 840 and 909 hours increased during the pilot project period. This result showed that employees and employers were flexible and adapted work patterns.
- Despite the fact that a larger proportion of NEREs had access to benefits, there is no evidence that the pilot increased their participation in training activities offered under EI Part II.

Reliability: An external academic peer reviewed this study.

28. What Works and for Whom: A Review of OECD Countries' Experiences With Active Labour Market Policies

Authors: John P. Martin and David Grubb, Organisation for Economic Co-operation and Development (OECD)

Objectives: This paper reviews the experience of OECD countries with active labour market policies by examining evaluation results. It seeks to identify some key features in the design of the programs or in the characteristics of the target group that were relevant to the success or failure of the program in question.

Methodology: The paper summarized the main results of ongoing OECD research into the effectiveness of active labour market policies, as of September 2001. All studies used either an experimental or quasi-experimental design and examined net impacts of program participation. However, since the reliability and generality of the results of the various studies were not always clear, conclusions had to be drawn with caution.

Key Findings:

- The outcomes of public training programs, job search assistance and subsidies for private sector employment, including self-employment and employment subsidies, were generally positive or mixed. These initiatives did work for some target groups, even if the impacts were not large.
- Public training programs: The results of participating in public training programs were positive for adult women but mixed for adult men. No program seemed particularly effective for youth. To enhance effectiveness, countries should tightly target participants, keep programs relatively small, ensure courses lead to a qualification that the market recognizes and values, and include a strong on-the-job component in the program.

- Job search assistance: Program evaluations show positive outcomes in the United States, the United Kingdom, Canada and Sweden, but no significant impact in the Netherlands. However, the best combination of job placement and work search enforcement is not clear, although it is likely that both are necessary to produce benefits.
- Subsidies for private sector employment:
 Findings from several countries show that
 private sector employment subsidies work
 better than public training programs or direct
 job creation schemes. Aid to help unemployed
 people start their own businesses (selfemployment assistance) appears to have
 succeeded in some cases.

Reliability: This study was published in the *Swedish Economic Policy Review*, Volume 8, Number 2, 2001, pages 9 to 56.

Availability: This study can be found in the Swedish Economic Policy Review at http://www.ifau.se/upload/pdf/se/2001/wp01-14.pdf.



29. The Benefits and Costs of JTPA Title II-A Programs: Key Findings for the National Job Training Partnership Act Study

Authors: Howard S. Bloom, Larry L. Orr, Stephen H. Bell, George Cave, Fred Doolittle, Winston Lin and Johannes M. Bos

Objectives: This article reports the benefits and costs of Job Training Partnership Act (JTPA) Title II-A programs for economically disadvantaged adults and out-of-school youth in the United States. The paper outlines the programs' impacts on earnings and educational attainment, as well as the results of a cost-benefit analysis.

Methodology: This study was based on a random experiment conducted from November 1987 to September 1989 with 21,000 persons within ongoing Title II-A programs. Impact estimates related to the incremental effect of JTPA programs relative to non-JTPA services the control group received.

Key Findings:

- The study found a positive impact on earnings in the 30-month follow-up period for adult females (\$1,837) and adult males (\$1,599) enrolled in the programs. For the same period, participation in JTPA programs did not appear to increase earnings for female and male youth.
- Estimated impacts were positive during the in-program period (1 to 6 months) and during both post-program periods (7 to 18 months, and 19 to 30 months). However, not all of these impacts were statistically significant. For youth, there was virtually no sign of a positive impact on earnings during the programs or in the post-program periods.

- Programs included classroom training, on-the-job training, job search assistance and other services. The analysis of the programs' impacts on earnings shows positive impacts for adult women who participated in on-thejob training, job search assistance and other services, but few other significant impacts.
- JTPA programs had an appreciable positive impact on the educational attainment of adult women and female youth who were school dropouts, and may have had an impact on adult male dropouts.
- Comparing the incremental benefits of JTPA programs with their incremental costs indicates that they had positive net benefits for adults—both program participants and society as a whole—but not for the rest of society. For youth, net benefits were negative from all perspectives.

Reliability: This study was published in the *Journal of Human Resources*.

Availability: This study can be found in the *Journal of Human Resources*, Volume 32, Number 3, summer 1997, pages 549 to 576.

30. From Welfare to Work

Authors: *Judith M. Gueron and Edward Pauly, with Cameran M. Lougy*

Objectives: This book summarizes various studies about the impacts and cost effectiveness of welfare-to-work programs. It focuses on determining whether welfare-to-work programs and particular services are effective, and whether some are more effective than others.

Methodology: The review focused on studies that used an experimental design and also included selected information from other evaluations.

Key Findings:

- Almost all of the welfare-to-work programs studied led to earnings gains. Such findings applied to both low-cost and higher cost programs and services, as well as to both broad-coverage and selective voluntary programs. In addition, impacts on earnings for both low-cost job search and higher cost programs were sustained for at least three years after participants' enrolment in the programs.
- Broad-coverage programs that began with a mandatory job search increased both employment rates and average earnings, but usually did not lead to higher paying jobs.
- Selective voluntary programs that provided higher cost or more intensive services appeared to lead to jobs with somewhat higher earnings, but they did not make a consistent difference in the proportion of people employed.
- Broad-coverage programs that included some higher cost services had greater average earnings impacts than those that did not.

- Average welfare savings were smaller than earnings gains. The inclusion of more intensive, higher cost services did not always result in welfare savings.
- The impacts of broad-coverage programs were not equal across all groups. Moderately disadvantaged individuals had the most consistent and largest earnings gains. The largest welfare savings were achieved among the more disadvantaged. There were usually no impacts on earnings or welfare receipt for the most job-ready participants.
- The cost effectiveness results indicate that welfare-to-work programs usually benefited those eligible for Aid to Families with Dependent Children (AFDC) but generally led to only modest increases in their measured incomes. These programs resulted in welfare savings related to participants benefiting from AFDC-Unemployed Parent, but these people did not always see earnings gains.
- Measured in terms of impact per dollar invested, low-cost job search/work experience programs produced larger earnings gains and—to some extent—welfare savings than programs that emphasized higher cost components.

Reliability: The Russell Sage Foundation published this book.

Availability: Judith M. Gueron and Edward Pauly, with Cameran M. Lougy, *From Welfare to Work* (New York: Russell Sage Foundation, 1991).



31. Active Labour Market Policy Evaluations: A Meta-Analysis

Authors: David Card, Jochen Kluve and Andrea Weber

Objectives: This study constitutes a meta-analysis of 97 microeconometric evaluations of active labour market policies conducted between 1995 and 2007.

Methodology: The meta-analysis used 199 program estimates drawn from the 97 selected studies. The selected studies were well documented empirical evaluations based on individual microdata and had an explicit comparison or control group of individuals who did not participate in the program (or who entered the program at a later date).

Key Findings:

- Long-term evaluations tend to show more positive results than short-term evaluations. Many programs have insignificant or negative impacts after one year but have significantly positive impacts after two or three years.
- Classroom and on-the-job training programs do not have especially favourable impacts in the short run but have more positive relative impacts after two years.
- Job search assistance programs have generally positive impacts, especially in the short run.
- Subsidized public sector jobs programs and programs for youth are less favourable than other types of active labour market policies.

- The meta-analysis found no large or systematic difference in impacts by gender.
- Evaluations based on the duration of time in registered unemployment are more likely to show positive short-term impacts than evaluations based on direct labour market outcomes, such as employment or earnings.
- Differences between the experimental and non-experimental impact estimates are small and statistically insignificant, which suggests that the research designs used in recent nonexperimental evaluations are not significantly biased relative to experimental designs.
- Only a few studies included enough information to allow the authors to perform even a crude cost-benefit analysis.

Reliability: This study is published by the Institute for the Study of Labor (IZA).

Availability: David Card, Jochen Kluve and Andrea Weber, *Active Labour Market Policy Evaluations: A Meta-Analysis* (Bonn: IZA Discussion Paper No. 4002, February 2009).

32. Summative Evaluation of the El Premium Reduction Program

Author: HRSDC, Evaluation Directorate

Objective: This evaluation provides information on program take-up and awareness, specifically the reasons that some employers do not take part in the Premium Reduction Program (PRP). It also considers different aspects of the functioning of the program.

Methodology: Wherever possible, the evaluation used multiple lines of evidence. Consultants performed some of the analysis, and the Evaluation Directorate performed some in house. The consultants' analysis included the following:

- a survey of employers (Mercer Limited);
- key informant interviews (Cathexis Consulting); and
- a literature and file review (Arun Roy).

The Evaluation Directorate analyzed administrative and Canada Revenue Agency (CRA) data. The report also drew on findings from a separate study by the Coverage and Premium Policy area of Service Canada.

Key Findings:

• The number of CRA-registered businesses enrolled in the PRP declined from 37,510 in 1997 to 33,130 in 2006. During the same period, the number of employees participating in the program increased from 5.3 million to 5.8 million, while the percentage of all employees in the labour force (excluding the self-employed) participating in the program decreased from 46.8% to 41.3%.

- Employer short-term disability plans have longer benefit durations and pay out a higher proportion of employee insurable earnings than the comparable EI programs. In 2006/07, EI sickness benefits claims lasted an average of 9.5 weeks, with an average benefit of 55% of employee insurable earnings. For employers with short-term disability plans, benefit durations averaged 20 weeks, with an average benefit of 70% of employee insurable earnings.
- In 2006, almost 45% of large enterprises (those with 500 employees or more) received EI premium reductions through the PRP. In contrast, only 1.4% of firms with fewer than 25 employees received reductions.
- The majority of employers participating in the PRP in 2006 were in the public administration industry, followed by the utilities industry, the education industry and the manufacturing industry.

Reliability: This is a summative evaluation of the EI PRP. An external academic peer reviewed this study.

Availability: This study can be found on the HRSDC web site under Publications and Resources at http://www.hrsdc.gc.ca/eng/publications_resources/evaluation/2009/sp_945_04_10e/page00.shtml.

Annex 6.1 – Recent Legislative Changes to Employment Insurance (EI)

Elements of El Reform: Bill C-12 (1996 and 1997)

Element	Rationale
Reduction in Maximum Insurable Earnings (MIE) The MIE was reduced to \$750 (the equivalent of \$39,000 per year) in July 1996 and frozen at this level until 2000. This reduced the maximum weekly benefit to \$413 (55% of \$750) from \$448 in 1995 and \$465 for the first six months of 1996.	Based the MIE on a formula that took into account average wage increases over the eight years before the reduction. Because the high inflation and wage increases of the 1980s continued to be considered in setting the MIE, it had escalated faster than wages, making El benefits competitive with wages in some parts of the country and in some industries.
Reduced Maximum Benefit Duration • Effective July 1996, the maximum length of a claim was reduced from 50 to 45 weeks.	Reflects the fact that most claimants find work within the first 40 weeks of receiving benefits. Only affects workers in high unemployment regions who work for long spells prior to unemployment.
New Entrants and Re-Entrants • Effective July 1996, new entrants and re-entrants to the labour force needed 26 rather than 20 weeks of work to qualify for El. In January 1997, the 26 weeks were converted to 910 hours. • This rule applies only to those who have had minimal or no labour market attachment over the past two years. Workers who have at least 490 hours of work in the first year of employment need only 420 to 700 hours the next year. Time on El, workers' compensation, disability benefits and sick leave counts as time worked.	 Discourages a cycle of reliance by ensuring that workers, especially young people, develop a significant attachment to the labour force before collecting El benefits. Returns insurance principles to the system. Workers must make a reasonable contribution to the system before collecting benefits. Strengthens the relationship between work effort and entitlement to benefits
• Weekly benefits are calculated as follows. Total earnings over the 26-week period preceding the establishment of the claim are divided by the number of weeks of work in this period or the minimum divisor of 14 to 22 (depending on the regional rate of unemployment), whichever is higher. The result is multiplied by 55% to determine the weekly benefit.	 Creates a strong incentive to work more than the minimum amount of time to qualify for benefits (at least two more weeks than the old entrance requirement). Provides an incentive to work in the "shoulder" season. Ensures a better relationship between flow of benefits and normal earnings.
 Hours-Based System Effective January 1997, El eligibility is based on hours rather than weeks worked. For regular benefits, claimants need 420 to 700 hours instead of 12 to 20 insured weeks. For special benefits, claimants need 700 hours instead of 20 insured weeks. 	Is a better measure of time worked. Removes inequities and anomalies of the weeks system by doing the following: recognizing the intense work patterns of some employees; correcting the anomaly that existed under Unemployment Insurance (UI), when 15 hours or 50 hours both counted as one week; and eliminating the 14-hour job trap—under UI, those working fewer than 15 hours (either all the time or some of the time) with a single employer were not insured or not fully insured.

Element	Rationale
Family Supplement • Claimants with children and annual net family incomes of up to \$25,921 receive a top-up of their basic insurance benefits. • The Family Supplement increased the maximum benefit rate to 65% in 1997, to 70% in 1998, to 75% in 1999 and to 80% in 2000.	Better targets assistance to those most in need: — the 60% rate under UI was very poorly targeted—about 45% of low-income families did not qualify; and — about 30% of those who did receive the 60% rate had family incomes over \$45,000.
Allowable Earnings While on Claim • Effective January 1997, claimants can earn \$50 or 25% of their weekly benefit, whichever is higher.	Helps low-income claimants. Encourages claimants to maintain labour force attachment and increase their earnings from work.
Benefit Repayment (Clawback) Benefits were repaid at the rate of \$0.30 for every \$1 of net income above the threshold. For those who had collected 20 or fewer weeks of benefits in the last five years, the threshold was \$48,750 of net income (the former level was \$63,570¹). The maximum repayment remained at 30% of benefits received. For those with more than 20 weeks of benefits in the last five years, the threshold was \$39,000 of net income. The maximum repayment varied from 50% to 100% of benefits received.	 Is fairer and more accurately reflects insurance principles. Discourages repeat use of EI by those with high levels of annual income. The Benefit Repayment provision was revised in Bill C-2 (2001).
Intensity Rule • The intensity rule reduced the benefit rate by one percentage point for every 20 weeks of regular or fishing benefits collected in the past five years. • The maximum reduction was five percentage points.	 Introduces an element of experience rating to the program, since heavy users of the system bear more of the costs. Discourages use of El as a regular income supplement rather than insurance for times of unpredictable job loss, while not excessively penalizing those who make long or frequent claims. Creates a better balance between contributions made and benefits received. The Intensity Rule provision was repealed in Bill C-2 (2001).
• Effective January 1997, all earnings from the first dollar are insurable up to the annual MIE. There are no weekly minimums or maximums for determining earnings.	Creates a more equitable and balanced system—all work is insurable. Substantially decreases paper burden for employers.
Premium Refunds Beginning in 1997, workers earning \$2,000 or less per year have their premiums refunded.	Helps workers who must pay premiums but will not have enough hours to qualify for benefits.
Increased Sanctions for Fraud Effective July 1996, penalties for fraud by employers and claimants were increased. Effective January 1997, claimants who commit fraud after June 1996 face higher entrance requirements.	- Protects the integrity of the El program.

 $^{^{1}}$ Mistakenly reported as \$63,750 in previous version of the El Monitoring and Assessment Report.



Enhanced Parental Benefits: Bill C-32 (2000)

Element	Rationale
Parental Benefits - Effective December 31, 2000, the duration of parental benefits was increased from 10 to 35 weeks.	Helps parents spending time with their child during the critical first year of his or her life. Helps working parents to better balance their work and family responsibilities.
 Entrance Requirement Effective December 31, 2000, the number of hours of insurable employment required to qualify for maternity, parental or sickness benefits was reduced from 700 to 600 hours. 	• Improves access to special benefits.
Waiting Period • Effective December 31, 2000, a second parent sharing parental leave is no longer required to serve a second two-week waiting period.	Improves flexibility by allowing parents who share benefits to serve only one waiting period.
Allowable Earnings While on Claim • Effective December 31, 2000, claimants can earn \$50 or 25% of their weekly parental benefit, whichever is higher.	Helps low-income claimants. Improves flexibility by allowing parents to work while receiving parental benefits.

A More Responsive El Program: Bill C-2 (2001)

Element	Rationale
Intensity Rule - Eliminated October 1, 2000, the intensity rule had reduced the benefit rate by one percentage point for every 20 weeks of El regular benefits used in the past. The maximum reduction was five percentage points.	Eliminates an ineffective rule that had the unintended effect of being punitive.
Benefit Repayment (Clawback) The following rules now apply, effective retroactive to the 2000 taxation year. First-time claimants of regular or fishing benefits are now exempt from the benefit repayment. Claimants of special benefits (maternity, parental and sickness benefits) are no longer required to repay any of those benefits. The benefit repayment threshold for regular and fishing benefits is at one level: \$48,750 of net income, with a repayment rate of 30%. The maximum repayment is the lesser of 30% of excess net income above the threshold of \$48,750, or 30% of the claimant's benefits.	Corrects a discrepancy. Analysis indicated that the benefit repayment provision was having a disproportionate impact on middle-income claimants. Focuses on repeat claimants with high incomes and simplifies the provision.
Re-Entrant Parents - Effective retroactive to October 1, 2000, the rules governing re-entrant parents were adjusted so that these claimants now require the same number of hours as other workers to qualify for regular benefits.	Ensures that parents returning to the workforce following an extended absence to raise young children are not penalized.
Maximum Insurable Earnings (MIE) The MIE will remain at \$39,000 until the average earnings exceed this level, at which time the MIE will be based on average earnings.	Corrects a discrepancy. The MIE was higher than the average industrial wage.

Access to Special Benefits: Bill C-49 (2002)

Element	Rationale
Period to Claim Parental Benefits • Effective April 21, 2002, parents of a newborn or newly adopted child who is hospitalized for an extended period now have a window of up to two years, instead of one year, to claim parental benefits.	Provides flexibility for parents who choose to wait until their child comes home before collecting parental benefits.
Period to Claim Special Benefits • Effective March 3, 2002, the maximum number of combined weeks of special benefits was increased from 50 to 65 weeks.	Ensures full access to special benefits for biological mothers who claim sickness benefits prior to or following maternity or parental benefits.

Compassionate Care Benefits: Bill C-28 (2003)

Element	Rationale
Compassionate Care Benefits Effective January 4, 2004, compassionate care benefits are available to help eligible family members to provide or arrange care, within a 26-week period, for a gravely ill family member who faces a significant risk of death. The duration of the benefits is up to six weeks within the 26-week window. Flexibility is a key feature of the new benefits. Claimants can choose how and when to claim benefits within the 26-week window. Eligible family members can decide to have one person claim all six weeks or decide to share the benefit. Eligible family members can claim weeks of compassionate care benefits concurrently or consecutively.	Provides support to workers during temporary absences from work due to the need to provide care or support to a gravely ill family member who faces a significant risk of death within a 26-week period.

Annual Premium Rate-Setting by the Canada Employment Insurance Commission: Bill C-43 (2005)

Element	Rationale
 Effective January 1, 2006, the legislation allows the Canada Employment Insurance Commission to set the premium rate under a new rate-setting mechanism. In setting the rate, the Commission will take into account the principle that the premium rate should generate just enough premium revenue to cover payments to be made for that year. It will also consider the report from the El chief actuary and any public input. 	Allows for a new rate-setting process where the El premium rate is determined independently by the Canada Employment Insurance Commission.

Canada Employment Insurance Financing Board (CEIFB): Bill C-50 (2008)

Element	Rationale
 The Act creating the CEIFB became effective on June 18, 2008. The CEIFB will do the following: set El premium rates beginning in 2011 under a modified premium rate-setting process; and, keep a separate account where excess premiums will be held and invested. 	 Ensures that El revenues are sufficient to cover El costs in the coming year. Ensures that funds are available to repay advances made to the El Account. Uses current premium surpluses to reduce future premium rates.



The Fairness for the Self-Employed Act: Bill C-56 (2009)

Element	Rationale
 Special Benefits for Self-Employed Persons Effective January 31, 2010, El maternity, parental, sickness and compassionate care benefits were extended to self-employed persons. Self-employed persons can opt into the El program. Benefits may be paid as early as January 1, 2011. These benefits for self-employed persons mirror those available to salaried employees under the current El program. Maternity benefits (15 weeks maximum) are available to birth mothers only and cover the period surrounding birth. A claim can start up to eight weeks before the expected birth date. Parental benefits (35 weeks maximum) are available to biological or adoptive parents while they are caring for a newborn or a child placed with a person for the purpose of adoption. Either parent may take these benefits or the parents may share them. If parents share these benefits, they must serve only one waiting period. Sickness benefits (15 weeks maximum) may be paid to a person who is unable to work because of sickness, injury or quarantine. Compassionate care benefits (six weeks maximum) may be paid to persons who must be away from work temporarily to provide care or support to a family member who is gravely ill with a significant risk of death. 	Provides income protection to self-employed Canadians on a voluntary basis for life transition events such as the birth of a child, adoption, illness or the grave illness of a family member.

Employment Insurance Operating Account: Bill C-9 (2010)

Element	Rationale
Employment Insurance Operating Account The Employment Insurance Operating Account was established in the accounts of Canada to record all El-related credits and charges since January 1, 2009, the date from which the CEIFB is to ensure that El revenues and expenditures break even. Repeals the provision under which advances from the Consolidated Revenue Fund to the El Account were made and the provision under which interest could be paid on the balance of the El Account. The CEIFB's obligation to set El premium rates under section 66 of the Employment Insurance Act was clarified to ensure that El revenues and expenditures recorded in the El Operating Account balance over time, beginning January 1, 2009. Year-to-year changes to El premium rates will continue to be subject to a 15-cent limit.	In line with steps taken in 2008 to establish the CEIFB, further strengthens the transparency and effectiveness of the financing of the EI program.

Fairness for Military Families: Bill C-13 (2010)

Element	Rationale
Improved Access to El Parental Benefits for Military Families • The El parental benefits eligibility window was extended to support Canadian Forces (CF) members, including reservists, who are ordered to return to duty while on parental leave or whose parental leave is deferred as a result of an imperative military requirement. • This gives these CF members a window of up to 104 weeks following their child's birth or adoption in which to access part or all of their 35 weeks of El parental benefit entitlement. • This measure applies to all eligible CF members who had a newborn or adopted a child less than 104 weeks before this act came into force.	Recognizes the important contributions of CF members, including reservists. Recognizes the importance of parent-child bonding in establishing a foundation for subsequent growth and development.

Annex 6.2 – Recent Temporary Changes to Employment Insurance (EI)

El Pilot Projects

Element	Rationale
 Extended El Benefits El Pilot Project No.6, Pilot Project Relating to Increased Weeks of Benefits, was introduced for a two-year period in 2004 in 24 regions of high unemployment (10% or higher). The pilot was re-introduced as a new pilot project, Pilot Project No. 10, for a period of 18 months in 2006 in 21 regions and was further extended until May 31, 2009. 	Pilot Projects No. 6 and No. 10 tested the costs and impact of extending the number of weeks of benefits in El economic regions of relatively high unemployment.
 Pilot Project No. 10 ended in February 2009 and was replaced by the Extra Five Weeks EAP measure, which lasted until September 11, 2010. The re- introduction of extended EI benefits (Pilot Project No. 15) is based on the same parameters and includes the same 21 economic regions as Pilot Project No.10. Pilot Project No. 15 increases the maximum number of weeks for which benefits may be paid by 5 weeks, to a maximum of 45 weeks. This pilot project applies to claimants whose benefit period begins on or after September 12, 2010, and ends on one of the following dates, whichever comes first: September 15, 2012; or, the second Saturday after the first day of the twelfth consecutive period (beginning after October 9, 2010) when the regional unemployment rate has been less than 8% in the region in which the benefit period was established. 	The EAP measure provided time-limited, broad-based support for all workers during the recent recession. Pilot Project No. 15 will allow for further collection of data and testing to more fully capture the impact of Pilot Project No. 10 during a period of economic recovery.
Best 14 Weeks Pilot No. 7 (Best 14 Weeks) was introduced in 2005 in 23 regions of relatively high unemployment (10% or higher). It was re-introduced in 2008 for two years, with modifications, as Pilot Project No.11 in 25 EI regions with an unemployment rate of 8% or higher. Under this pilot project, EI benefits are based on claimants' 14 weeks of highest earnings in the 52 weeks before the claim or since the beginning of the last claim.	Pilot Projects No. 7 and No. 11 test whether basing claimants' benefit rate on their highest-earning 14 weeks in the 52 weeks before they claim El encourages claimants to accept all available work.
Pilot Project No. 11 has been extended until June 25, 2011.	 Pilot Project No. 11 will provide additional data to assess the effectiveness of the pilot during a period of economic recovery and a full economic cycle.
 Working While on Claim (WWC) Pilot Project No. 8 (WWC Pilot) was introduced in 2005 in 23 regions of relatively high unemployment (10% or higher). It was re-introduced nationally in 2008 as Pilot Project No. 12. These pilot projects increase the amount that claimants are allowed to earn while on claim to \$75 per week or 40% of weekly benefits, whichever is higher. Any income above that amount is deducted in full from benefits. These pilots apply to regular, parental, compassionate care and fishing benefits but exclude maternity or sickness benefits. Pilot Project No. 12 has been extended until August 6, 2011. 	Pilot Projects No. 8 and No. 12 test whether allowing claimants to earn more income while receiving El benefits encourages them to accept all available work. Pilot Project No. 12 will provide additional data to assess the effectiveness of the pilot during a period of economic recovery and a full economic cycle.
New Entrants and Re-Entrants (NERE) The NERE pilot project (Pilot Project No. 9) was introduced in 2005 in 23 regions of relatively high unemployment (10% or greater). It was renewed in 2008 as Pilot Project No. 13 in 25 regions with an unemployment rate of 8% or higher. The pilot projects reduced the number of hours NEREs needed to be eligible for El benefits from 910 to 840. Pilot Project No. 13 ended on December 4, 2010.	Pilot Projects No. 9 and No. 13 tested whether giving NEREs more access to EI benefits and informing them of EI employment programs improved their employability and helped reduce their future reliance on EI benefits, in part by improving their access to EI Part II measures.



Economic Action Plan Temporary El Measures

Additional Support for the Unemployed: Budget Implementation Act: Bill C-10 (2009)

Element	Rationale
Five-Week Extension of El Regular Benefits • This temporary legislative change became effective on March 31, 2009. • It affects all claims active or starting between March 1, 2009, and September 11, 2010. These claims are automatically eligible for five additional weeks of regular benefits.	Provides all El regular benefit claimants with additional financial support while they search for new employment.
Career Transition Assistance Initiative This temporary initiative provides support to long-tenured workers and consists of two measures. — The Extended Employment Insurance and Training Incentive (EEITI) extends El regular benefits to a maximum of 104 weeks of regular benefits for EEITI participants, including up to 12 weeks of El regular benefits for job search. — The Severance Investment for Training Initiative removes restrictions on El regular benefits for all eligible claimants who invest part or all of their separation monies in eligible training. • For the purposes of the Career Transition Assistance Initiative, long-tenured workers' claims must have started on or after January 25, 2009, but not later than May 29, 2010.	Improves claimants' incentive to renew or upgrade their skills. Encourages claimants to invest in their own training. Encourages claimants to undertake long-term training to improve their re-employability.
Changes to the Work-Sharing Program This temporary legislative change increases the maximum agreement duration by 14 weeks to a maximum of 52 weeks for applications received between February 1, 2009, and April 3, 2010. It also improved access to Work-Sharing agreements by making the qualifying criteria more flexible and streamlining processes for employers.	Gives businesses and workers additional support to avoid potential layoffs.
Premium Rate Freeze This change freezes El premium rates for employees at \$1.73 per \$100 for 2010, the same rate as in 2009 and 2008.	Maintains premium rate stability during the recession despite higher El costs.

Increased Benefits for Long-Tenured Workers: Bill C-50 (2009)

Element	Rationale
Temporary Additional El Benefits for Unemployed	
Long-Tenured Workers	
 Long-tenured workers are individuals who have worked and paid El 	Benefits workers who are facing unemployment for the first time with low
premiums for a significant period and have previously made limited	prospects of finding work.
use of El regular benefits.	Helps workers who, in many cases, have skills that are not easily transferable.
• The legislation provides up to 20 weeks of additional benefits, depending on	For such workers, finding a new job in their industry or an alternative one
how long an eligible individual has been working and paying into El.	may be particularly difficult in the current economic environment.
• The legislation applies to claimants who meet the long-tenured worker	
definition and who made their claim between January 4, 2009, and	
September 11, 2010.	

Additional Changes to the Work-Sharing Program: Jobs and Economic Growth Act: Bill C-9 (2010)

Element	Rationale
 Changes to the Work-Sharing Program This temporary legislative change allowed active and recently terminated agreements to be extended for an additional 26 weeks, up to a maximum 78 weeks. It also maintained previous changes that improved the flexibility of qualifying criteria for new agreements and streamlined the process for employers. These enhancements will be in place until April 2, 2011. 	Gives businesses and workers additional support to avoid potential layoffs.