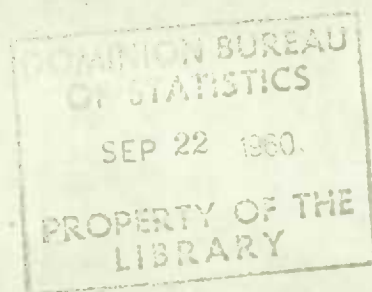MOVEMENTS WITHIN THE CANADIAN INSURED POPULATION, 1952-56

Dominion Bureau of Statistics

Labour Division

February, 1960

In May or June of each year the insured population of Canada is issued new unemployment insurance books, and at that time a record is taken of the insurance number, age, sex, UIC local office area, and occupational and industrial attachment of each individual in the group. Since insurance numbers are assigned for life, it is possible to trace changes in the location, occupation and industry of insured persons from year-to-year by means of the insurance number identification. Although movements of this kind do not provide a complete record of mobility, it is convenient to use this term in describing them.

As the result of interest in labour mobility by the Royal Commission on Canada's Economic Prospects, a special study of book renewal records was made for the years 1952 to 1956 inclusive. A one per cent sample of the insured population in 1952 was drawn which included all numbers ending in 34. Records for persons in this group in the four subsequent years were identified by means of their insurance numbers, and the records for all five years for each individual were punched onto IBM cards and tabulated. An unfortunate sequence of events prevented a systematic examination of these data until 1959. Since then the original tabulations have been studied and a new set of tabulations have been made from the same cards.

The present memorandum is concerned with both sets of tabulations. The first tabulations did not identify job changes involving more than one variable. They showed relationships between mobility and three individual variables: province, occupation and industry, and provided age and sex breakdowns for each of the three. The second approach differed from the first in several important respects.

1. Records for successive pairs of years were matched, so that changes in mobility could be examined from year-to-year.

2. In place of the consolidations into 13 industry and 7 occupation groups in the first tabulations, three-digit codes were used to identify industry and occupation. Also, three-digit National Employment Service local office codes were used to identify comparatively small areas within the ten provinces. This finer coding provided a more sensitive measurement by recording job changes involving different occupations and industries. It also gave a different picture of geographical movement, since any change involving the crossing of local office area boundaries was recorded. To interprovincial movement, a substantial proportion of intra-provincial movement was added.

3. Separate count was kept of job changes involving single variables and also those with more than one of the three recorded variables, area, occupation, and industry.

Before turning to an examination of results from the two sets of tabulations, it is worth drawing attention to the different magnitude of measurements of the same general phenomena produced by broad and fine classifications of area, occupation and industry. Very naturally, the fine
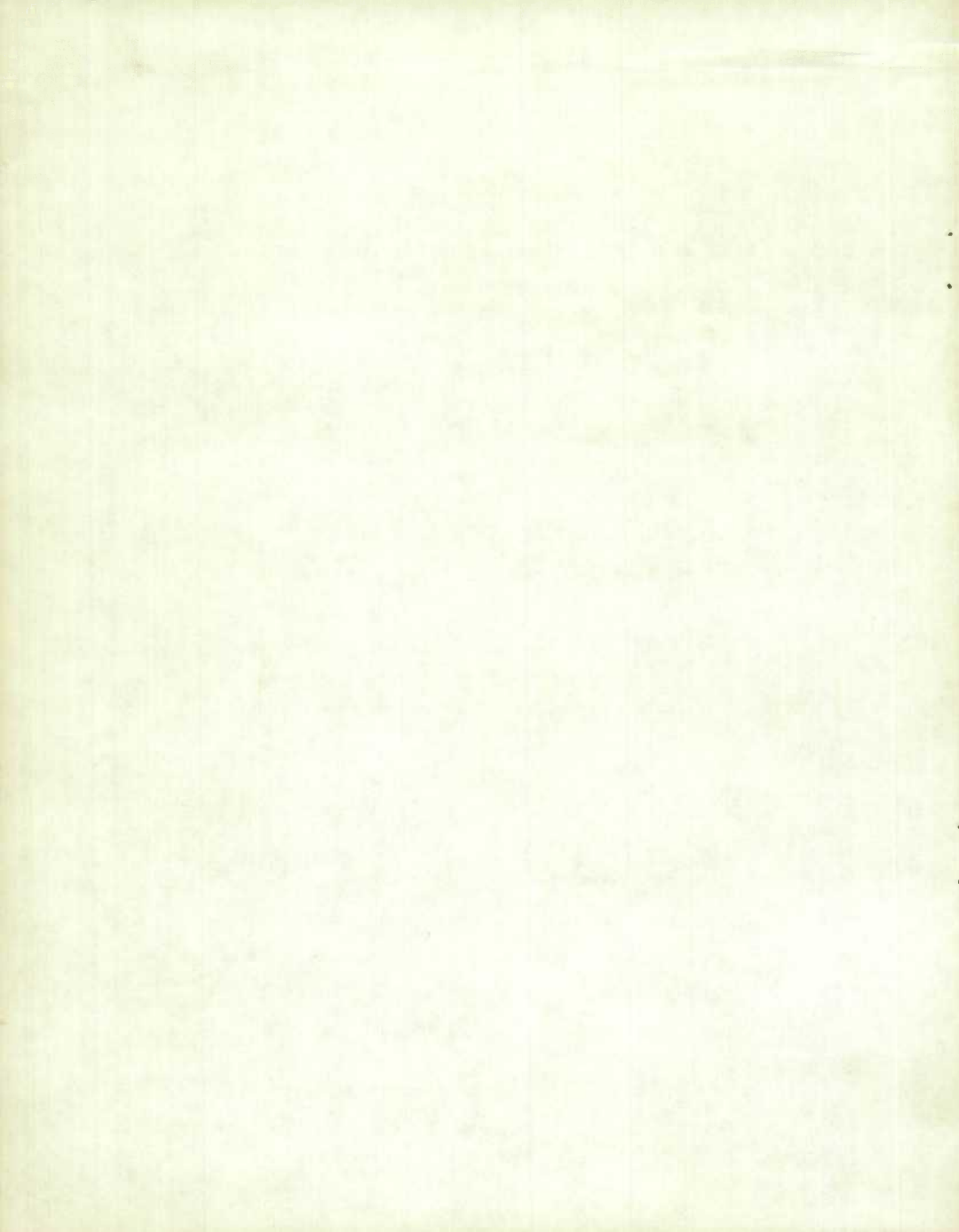
classification systems yield much higher mobility rates than the broad ones.
However, both sets of classification groupings contribute something to
knowledge of mobility.

Mobility Rates 1952-1956
(in percentage)

	Broad Classification	Detailed 3-digit Classification
Area Change	7.2[1]/	19.1[2]/
Occupation Change	36.1	76.6
Industry Change .	38.0	50.7

1/ Inter-provincial.
2/ U.I.C. local office Area.

An assessment of results requires a general appreciation of the charac-
ter of the basic data. First, it must be kept in mind that, although the
records cover a four-year period they show the circumstances of insured per-
sons only at five points in time. Accordingly, they may be expected to
understate the number of job changes made by persons in the sample. For
example, they would not record the first change made by a worker who had
changed jobs twice between two consecutive book renewal dates.

It should also be kept in mind that no new cases were added after the
original sample was drawn from 1952 records. Before mid-summer 1952 and
1956, it is to be expected that some persons in the sample would leave in-
sured employment. A few would die; others would take jobs in uninsurable
employment or withdraw from the labour force. There is also the possibility
that not all book renewal records were forwarded to D.B.S.

Of the 29,366 cases in the 1952 sample, 19,283 records were complete
for 1956. This reduction represents in part, withdrawals from insured em-
ployment, and it is affected also by the fact that approximately 12 per cent
of the sample were insurance claimants at book renewal time. Renewal records
for these persons were secured, but they could not be complete because claim-
ants have no industrial attachment.

Frequency distributions for those with missing data resembled very
closely distributions for those with complete records on all five of the
survey dates. This was true of distributions based upon age, occupation,
industry and province shown in Appendix A.

Finally, it should be noted that the Unemployment Insurance Act does not
cover all paid workers. In 1952, the insured population approximated 3 mil-
lion persons, about three-quarters of total paid workers. The principal ex-
clusions during the period of the study were: most agricultural occupations,
hospital employees and nurses, teachers, private domestic service employees,
permanent government service employees, police, fishermen, and salaried
workers over the $4,800 insurable earnings limit.

For subsequent mobility analyses of the insured population it would appear worth while to consider a project design which would make possible -

1. The examination of mobility characteristics of new entrants into the insured population from year-to-year.

2. The examination of characteristics of persons as recorded just before they disappear from insured employment.

3. A distinction between job changes involving inter-provincial movement and those restricted to intra-provincial movement. Although many job changes involve no change of residence, local office areas are small enough units to record a sub-stantial amount of intra-provincial movement. This is ap-parent in the preceding statement which provides a brief summary of area, occupation and industry mobility rates pro-duced by broad and detailed classification breakdowns.

Summary of Findings

Area Mobility

Inter-provincial movement was predominantly westward. The largest movement of Maritime workers outside of their own region was to Ontario, although New Brunswick workers favoured Quebec over Ontario. A westward movement out of Manitoba and Saskatchewan to Alberta and British Columbia was relatively large. However, the greatest over-all inflow was to Ontario, which attracted workers from all provinces. Conversely the movement out of Ontario was comparatively small.

More than one-third of recorded job changes involving change of area resulted in a crossing of provincial boundaries.

Age Mobility

For workers under 20 years of age, occupational and industrial mobility was relatively high. It tended to decline until the age of normal retire-ment was reached. Those still working at age 65 and over showed a little more than average mobility. Area mobility tended to decrease with age.

Sex Mobility

Males changed jobs a little oftener than females, but the difference was not great.

Occupational Mobility

New Occupations were involved in approximately three-quarters of job changes, making occupational mobility substantially higher than that for in-dustry or area. High occupational mobility was most noteworthy in Ontario where area and industry mobility were below average.

Industry Mobility

About one-half of job changes involved a change of industry. In all provinces except Nova Scotia higher than average industrial mobility was accompanied by lower than average occupational mobility and vice versa.

Simple vs. Complex Mobility

About 60 p.c. of job changes involved only one of the three variables, area, occupation and industry. Two variables accompanied 30 p.c. of changes, while all three variables affected less than 10 p.c.

FINDINGS

PART I. - ANALYSIS OF INDIVIDUAL VARIABLES
(See Tables 1 - 7 inclusive)

The first part of this study is concerned with the isolation and measurement of the effect of individual variables upon the mobility of insured workers. For this purpose, variables were sub-classified as follows: 5 age groups, 7 occupation groups, 13 industry groups, 10 provinces of residence, and by sex.

Percentage rates of change in Tables 1 to 7 inclusive, have been based upon direct comparisons of 1952 and 1956 book renewal records. They take no account of records for intervening years.

Age

Patterns of occupational and industrial mobility according to age were similar. Workers under 20 years of age had the greatest occupational and industrial mobility, but there was less change in the 20-44 and 45-64 age groups. In the group 65 years and over, mobility tended to increase again. Among the small number still working at this age, there apparently was a tendency to undertake other work to supplement retirement income. Inter-provincial mobility according to age differed from occupational and industrial patterns, and was only about one-fifth as high. Less than 2 p.c. of workers under 20 changed province, while the highest rate of change, 8 p.c., came in the 20-44 year group which contained about two-thirds of the sample. In higher age groups inter-provincial mobility declined sharply (Table 1).

Sex

Male workers were more mobile than female workers although the difference was relatively small.

Province

Measures of provincial mobility give valuable indications of area mobility of workers but greatly understate it. Provincial measures include worker moves from one province to another but excluded moves within

individual provinces from one UIC local office area to another. In general, two patterns occurred in provincial mobility.

1. There was a westward trend where (a) Maritime Province workers moved to Ontario, and Quebec, and (b) where Prairie Province and Ontario workers moved primarily into British Columbia and Alberta.

2. There was a tendency towards a short move rather than a long one, and moves to the closest provinces predominated.

Ontario had the most stable work force, followed closely by British Columbia, Quebec, and Newfoundland. Provinces with the most mobile workers were New Brunswick, Manitoba, and Saskatchewan. Provinces receiving the largest proportions of mobile workers from other provinces were Ontario, and British Columbia, while Newfoundland and Prince Edward Island received the smallest proportions (Tables 3 and 5).

Occupation

Occupational mobility of workers was found to be comparatively high. Skilled and semi-skilled workers were the most stable groups and were followed closely by clerical and sales workers. Persons in unskilled and managerial occupations were the most mobile workers.

Results showed that workers changing their occupation changed primarily to skilled and semi-skilled occupations, secondly to clerical and sales occupations, and thirdly to unskilled occupations. The percentage of workers in each of the occupational groups showed little change from 1952 to 1956 (Tables 3 and 6).

Industry

The extent of industrial mobility was slightly less than occupational mobility but exceeded considerably inter-provincial movement. Workers in utilities and in finance were the most stable industry groups and were followed closely by durable and non-durable manufacturing workers. Agriculture, forestry, and construction workers respectively, were the most mobile industry groups. It should be noted that unemployment insurance covers only a small portion of the agriculture industry and therefore the estimate is not truly representative.

Workers who changed their industry, changed primarily to durable manufacturing, secondly to trade, and thirdly to construction (Tables 4 and 7).

PART II. - MULTI-VARIATE ANALYSIS
(See Tables 8 - 11 inclusive)

A second analysis was carried out using 3-digit codes for local office, occupation and industry to measure total mobility and the inter-relationship of mobility factors. Two sets of measurements were made on the basis of 3-digit codes. First, rates of change were calculated for successive pairs of

years. The second set of rates expressed the aggregate of changes made in 1953, 1954, 1955, and 1956 as a percentage of the total changes which could have been shown on the records for this period. Over these four years, book renewal records might show a person in the same position from 1952 to 1956. On the other extreme, they might indicate a change each year, or a total of four changes. For 25 persons, the maximum number would be 100 and the corresponding mobility rate would be 100.0. The following illustration shows how the rate for a more complex situation would be calculated:

Changes made in 4 Years	Persons Grouped According to Number of Job Changes	Possible Changes	Aggregate Changes made
0	8	32	0
1	8	32	8
2	5	20	10
3	2	8	6
4	2	8	8
Totals	25	100	32

In this case the mobility percentage would be 32. Unfortunately, tabulations did not provide a record of persons according to numbers of job changes made. It would have been useful to know whether mobility rates were affected materially by a comparatively small proportion of insured persons making frequent job changes.

Total Mobility

In reckoning total mobility, a job change involving any of the three variables, industry, occupation, and local office area was counted as equal to more complex changes involving two or three variables. This basis of calculation produced a total mobility percentage of 55.3 p.c. for Canada. Among recorded job changes, one variable accounted for 61.8 p.c. of job changes, two variables for 30.0 p.c., and three variables for 8.2 p.c. of the changes. Thus, a majority of moves were of a simple nature, although a substantial proportion were complex moves involving a change of two or three variables.

The complexity of moves tended to remain approximately the same for each year. Changes in a single variable ranged from 60.0 p.c. in 1952-53 to 63.5 p.c. in 1952-54, and changes in all three variables from 7.4 p.c. in 1954-55 and 1955-56 to 9.9 p.c. in 1952-53.

Mobility by Sex

Males were slightly more mobile than females, figures being 56.2 p.c. for males and 52.3 p.c. for females. Sex mobility figures by year showed males with a low of 54.7 p.c. in 1953-54 and a high of 59.4 p.c. in 1955-56.

Females recorded a low of 51.3 p.c. in 1952-53 and 1953-54 and a high of 55.3 p.c. in 1955-56.

Males tended to make more complex changes than females. Of the male moves, 8.9 p.c. involved a change in all three variables as compared to 5.6 p.c. for females. Conversely, 61.3 p.c. of the male moves involved a change of only one variable compared to 63.5 for females.

<u>Mobility by Occupation, Industry and Residence</u>

Change of occupation was more common than change of industry or province. It was involved in 76.6 p.c. of job changes, with industry being a factor in 50.7 p.c., and local office area in 19.1 p.c. Males tended to change industry less often and local office area and occupation more often than females.

<u>Per cent of Job Changes Involving:</u>
(1952-1956)

	Residence	Occupation	Industry
Males	20.3	77.4	49.9
Females	14.7	73.4	54.0
Total	19.1	76.6	50.7

The pattern was similar for each of the four years in the comparison.

When job changes were grouped according to the variables involved, the following distribution resulted:

Variables		1952-1956 p.c.
One Variable -	Occupation	41.8
	Industry	15.0
	UIC Local Office	5.0
Two Variables-	Occupation and Industry	24.1
	Industry and Local Office	3.4
	Occupation and UIC Local Office	2.5
All Three Variables	....	8.2
	Total	100.0

<u>Mobility by Age (Residence Area, Industry and Occupation)</u>

The data were analysed by age-group in relation to residence area, industry and occupation. As in the first set of measurements, results showed that workers under 20 years of age were the most mobile and workers aged 45-64 were the least mobile. As age increased, mobility decreased from 66.6 p.c. for under 20 years of age to 50.0 p.c. for ages 45 to 64, then increased to 54.9 for 65 years of age and over. Similar patterns were found for both male and female workers.

The complexity of moves tended to decrease as age increased. The percentage of changes involving all three variables decreased from 13.2 p.c. for under 20 years of age to 3.2 p.c. for 65 years of age and over. The percentage involving two variables decreased from 38.0 p.c. for under 20 years of age to 25.7 p.c. for 45-64 years of age, then increased to 34.3 p.c. for 65 years of age and over. The percentage involving only one variable increased from 48.8 p.c. for under 20 years of age to 69.0 p.c. for 45-65 years of age, then decreased to 62.5 p.c. for 65 years of age and over.

The percentage of the three variables involved in mobility showed significant differences by age-group. The percentage of changes involving residence area decreased from 23.3 p.c. for under 20 years of age to 9.6 p.c. for 65 years of age and over. The percentage of changes involving occupation remained fairly constant as age increased. The percentage of changes involving industry decreased from 63.6 p.c. for under 20 years of age to 44.9 p.c. for ages 45-64, then increased to 55.2 p.c. for 65 years of age and over.

Provincial Analysis

In making a provincial analysis of mobility account was taken of all three variables, UIC local office area, occupation and industry. There were substantial differences in the mobility ranking of the provinces based upon local office area alone, and upon local office area plus occupation and industry. These differences may be noted from the two following statements.

Provincial Mobility Ranking Based Upon UIC Local Office

Mobility Percentage		Provinces
Under 15	-	Prince Edward Island
15 - 19	-	Newfoundland, Nova Scotia, Quebec, Ontario
19 - 24	-	Alberta, British Columbia
25 - 29	-	Manitoba, Saskatchewan
30 + ...	-	New Brunswick

Provincial Mobility Ranking Based Upon UIC Local Office Area, Occupation, and Industry

Mobility Percentage		Provinces
50 - 54	-	Ontario, Manitoba
55 - 59	-	Newfoundland, Nova Scotia, New Brunswick, Quebec
60 - 64	-	Prince Edward Island, Saskatchewan, Alberta, British Columbia

Manitoba occupies a low position in this ranking principally because of a lower-than-average occupational mobility rating. Prince Edward Island shows a high rating because of high industrial mobility. However, many of the changes in industrial coding in the Prince Edward Island sample reflected job moves within broad industrial groups of shifts back and forth between two major industry groups within the 1952-1956 interval. Apart from Manitoba, western provinces recorded ralatively high mobility ratings in both statements. New Brunswick has an unusually high local office area mobility, but was very little above average when occupation and industry were taken into consideration. Quebec and Ontario were the only provinces below the Canada average in both ratings.

It seems likely that differences in the two sets of provincial measurements reflect mainly differences in the occupational and industrial patterns of the provinces, rather than material differences in work attitudes and aptitudes of insured persons themselves. This is an assumption which might be examined in a subsequent project based upon the same kind of data for later years.

Table 1. - Mobility Rates for Specified Age Groups According to
Province, Occupation and Industry, 1952-1956 (1)

Age Group	Province	Occupation	Industry
	p.c.	p.c.	p.c.
Under 20 years	1.1	50.7	61.3
20 - 44 "	8.0	36.2	38.3
45 - 64 "	4.0	30.9	29.4
65 and over	1.6	37.3	41.6
Canada Total	7.2	36.1	38.0

(1) These mobility rates are based upon direct comparisons of 1952 and 1956 data.

Table 2. - Provincial Mobility Rates, 1952-1956[1]

Province	Rates
	p.c.
Newfoundland	6.3
Prince Edward Island	17.5
Nova Scotia	13.1
New Brunswick	22.1
Quebec	5.6
Ontario	4.1
Manitoba	21.1
Saskatchewan	21.0
Alberta	11.2
British Columbia	5.3
Canada Total	7.2

Table 3. - Occupational Mobility Rates, 1952-1956[1]

Occupation	Rates
	p.c.
Managerial	49.0
Professional	41.8
Clerical and Sales	27.0
Skilled and Semi-Skilled	25.7
Service Workers	37.7
Unskilled	52.4
Canada Total	36.1

(1) These mobility rates are based upon direct comparisons of 1952 and
     1956 data.

Table 4. - Industrial Mobility Rates, 1952-1956[1]

Industry	Rates
	p.c.
Agriculture, fishing, Trapping	85.7
Forestry	60.0
Mining	32.8
Durable Manufacturing	27.6
Non-Durable Manufacturing	31.2
Construction	41.7
Utilities	29.6
Trade	38.5
Finance	29.9
Government Service	43.8
Other Service	36.6
Claimants	87.7[2]
All Industries	38.0

(1) These rates are based upon direct comparisons of 1952 and 1956 data.

(2) Of 1952 claimants still in the sample in 1956, 87.7 p.c. were recorded
      as having an industrial attachment; the remaining 12.3 p.c. were again
      recorded as claimants.

Table 5. - Provincial Movement of
(Movement is

Province	Nfld.	P.E.I.	N.S.	N.B.	Que.
					- per
Newfoundland	93.8	-	.6	.9	1.9
Prince Edward Island	1.8	82.3	1.8	5.3	-
Nova Scotia	.3	.3	86.8	2.0	1.6
New Brunswick	.7	.3	5.9	77.9	10.0
Quebec	.1	-	.1	.3	94.4
Ontario	.1	-	.2	.2	2.0
Manitoba	-	-	.2	.1	.9
Saskatchewan	-	-	-	-	.6
Alberta	-	-	-	-	.3
British Columbia	-	-	-	.1	.4

Table 6. - Occupational Movement of
(Movement is

Occupation Group	Managerial	Professional	Clerical and Sales
			- per
Managerial	50.9	5.0	22.6
Professional	3.6	58.3	16.4
Clerical and Sales	3.2	4.0	73.0
Skilled and Semi-skilled ..	1.0	.9	7.1
Service	1.2	1.1	9.4
Unskilled	.5	.9	8.0
Unspecified	-	-	-

Insured Workers between 1952 and 1956
Horizontal)

Ont.	Man.	Sask.	Alta.	B.C.	Total	1952 Sample Distri- bution	1956 Sample Distri- bution
cent -							
2.5	.3	-	-	-	100.0	1.6	1.7
7.0	-	-	-	1.8	100.0	.3	.3
8.1	.3	-	-	.6	100.0	3.7	3.5
4.7	.3	-	.1	.1	100.0	3.5	3.0
4.6	.1	-	.2	.3	100.0	30.6	30.3
95.9	.4	.1	.4	.7	100.0	41.7	42.5
6.7	78.9	4.5	4.7	4.0	100.0	5.1	4.4
3.6	3.3	79.3	8.4	4.8	100.0	1.7	1.7
3.2	1.0	.6	88.9	6.0	100.0	4.5	4.7
2.3	.8	.4	1.3	94.7	100.0	7.3	7.9

Insured Workers between 1952 and 1956
Horizontal)

Skilled and Semi- Skilled	Service	Un- skilled	Un- specified	Total	1952 Sample Distri- bution	1956 Sample Distri- bution
cent -						
10.7	5.0	5.0	.8	100.0	1.4	2.1
12.8	2.0	4.6	.3	100.0	1.6	2.5
11.0	2.6	5.7	.5	100.0	21.6	22.3
74.4	3.0	13.1	.5	100.0	42.7	45.3
11.5	62.3	13.0	1.5	100.0	6.3	7.2
37.4	4.7	47.7	.8	100.0	22.8	19.9
-	-	-	-	-	3.6	.7
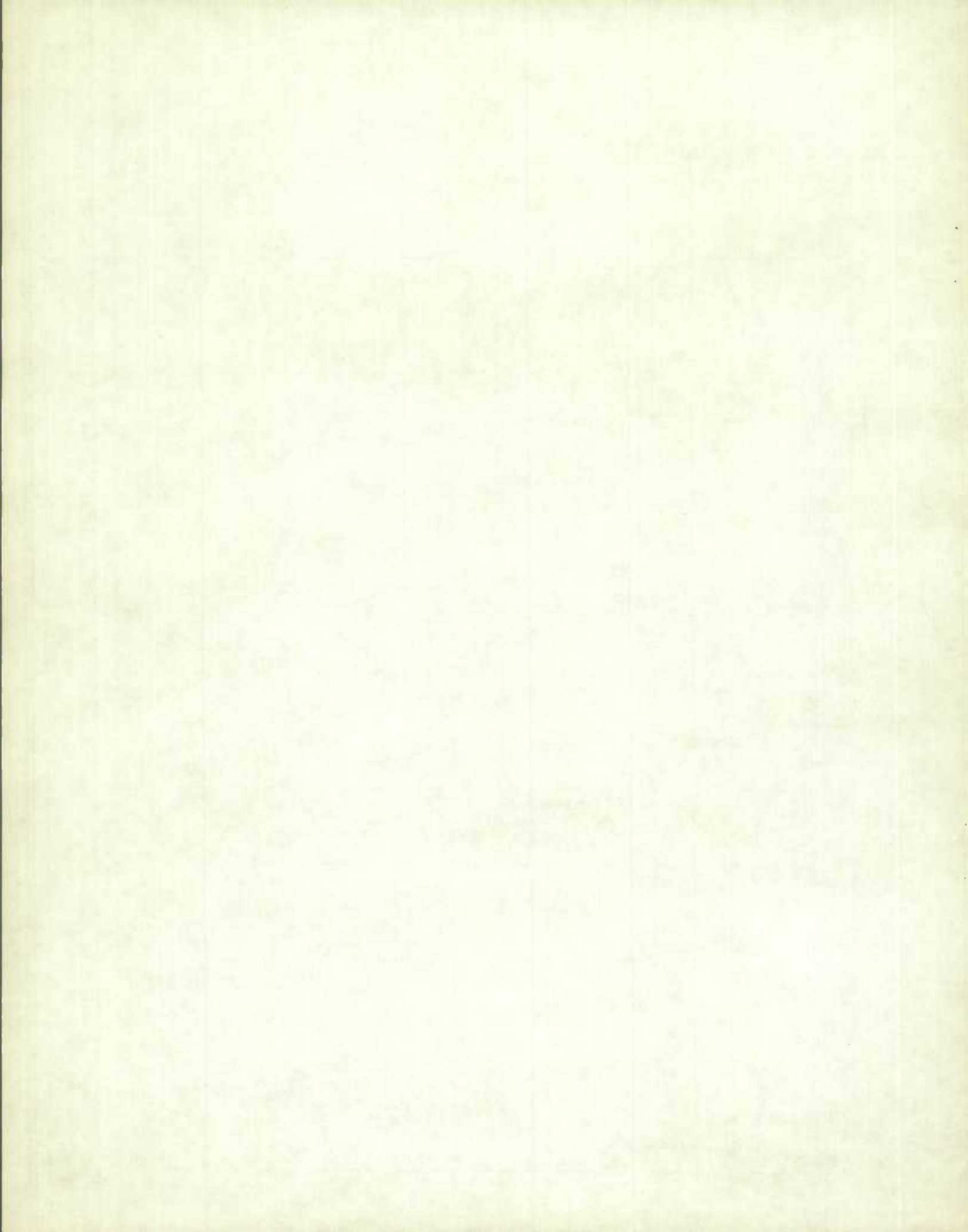
Table 7. - Industrial Movement of

(Movement is

Industrial Group	Agri-culture	For-estry	Mining	Durable Manufac-turing	Non-Durable Manufac-turing	Con-struc-tion
						- per
Agriculture	14.3	-	-	7.1	14.3	14.3
Forestry	.2	40.0	2.4	16.2	3.1	14.5
Mining	-	1.5	67.3	7.3	3.6	6.2
Durable Manufacturing ...	.1	1.3	1.6	72.5	3.8	4.1
Non-Durable Manufacturing	.1	.2	.4	6.8	68.7	2.2
Construction	.1	1.8	1.7	11.4	2.9	58.3
Utilities	-	.7	1.0	6.1	3.2	4.3
Trade	.1	.3	.3	8.3	7.4	4.1
Finance	.2	-	.7	4.1	3.1	2.3
Government Service	-	.4	.6	5.6	3.4	9.4
Other Service	-	.3	.3	4.7	5.3	2.1
Claimants	.1	7.5	1.2	15.7	10.6	19.9
Unspecified	-	-	-	-	-	-

Insured Workers between 1952 and 1956

Horizontal)

Utili-ties	Trade	Fi-nance	Govern-ment Service	Other Service	Un-speci-fied	Claim-ants	Total	1952 Sample Distri-bution	1956 Sample Distri-bution
cent -									
-	28.7	-	7.1	7.1	-	7.1	100.0	.1	.1
4.0	3.8	-	3.8	1.3	1.1	9.6	100.0	2.9	2.4
2.2	3.3	.3	.8	2.5	.6	4.4	100.0	3.7	3.5
2.4	6.1	.6	1.1	2.0	.3	4.1	100.0	22.7	22.9
2.3	7.3	1.1	1.3	3.0	.6	6.0	100.0	16.7	15.7
4.4	5.1	.5	4.3	2.9	.8	5.8	100.0	6.6	8.9
70.4	4.2	.5	1.9	2.2	.7	4.5	100.0	12.4	11.7
3.5	61.6	1.6	1.6	3.8	.9	6.5	100.0	15.3	14.7
2.8	7.0	70.0	1.1	3.9	.4	4.4	100.0	3.2	3.2
4.7	6.4	1.3	56.2	5.4	.6	6.0	100.0	2.8	3.6
2.7	7.0	2.2	2.6	63.4	.4	9.0	100.0	5.9	6.7
8.7	9.2	.8	5.8	7.1	.9	12.5	100.0	7.0	6.1
-	-	-	-	-	-	-	-	7.0	6.1

Table 8 (a) - Comparisons of Labour Mobility in Individual Years, 1952-56

Year	Percentage of[1] Sample Cases showing -		Percentage of Job Changes involving -			Percentage of Changes in which Specific Variables involved -		
	A Job Change	No Job Change	One Factor	Two Factors	Three Factors	L.O. Area	Occupation	Industry
1952-53	54.0	46.0	60.0	30.1	9.9	17.3	79.5	53.1
1953-54	54.0	46.0	63.5	28.8	7.7	22.0	73.7	48.5
1954-55	55.7	44.3	62.7	29.9	7.4	18.2	77.3	49.2
1955-56	58.6	41.4	61.5	31.1	7.4	19.5	75.2	51.2

Table 8 (b) - Percentage Distribution of Job Changes According to Variables Involved, 1952-1956

Year	L.O. Area Industry & Occupation	L.O. Area and Occupation	L.O. Area and Industry	Industry and Occupation	L.O. Area	Occupation	Industry
1952-53	9.9	1.6	3.2	25.3	2.6	42.7	14.7
1953-54	7.7	3.3	3.3	22.2	7.7	40.5	15.3
1954-55	7.4	2.8	3.2	23.9	4.8	43.2	14.7
1955-56	7.4	2.8	3.7	24.6	5.6	40.4	15.5

(1) Unemployment Insurance book renewal documents for two successive years can record only one job change.

Table 9 (a) - Labour Mobility According to Sex, 1952-1956 Average

Sex	Percentage of[1] Sample Cases showing -		Percentage of Job Changes involving -			Percentage of Changes[2] in which Specific Variables involved -		
	A Job Change	No Job Change	One Factor	Two Factors	Three Factors	L.O. Area	Occupation	Industry
Male	56.2	43.8	61.3	29.8	8.9	20.3	77.4	49.9
Female	52.3	47.7	63.5	30.9	5.6	14.7	73.4	54.0
Total	55.3	44.7	61.8	30.0	8.2	19.1	76.6	50.7

(1) Unemployment Insurance book renewal documents for 1952-56 can record a maximum of four possible job changes. A figure of 50 per cent would mean that, on average, a change of job was recorded once every two years.

(2) Because more than 40 per cent of job changes involved more than one variable, the sum of these percentages exceeds 100.0.

Table 9 (b) - Percentage Distribution of Job Changes According to Variables Involved, 1952-1956

Sex	L.O. Area Industry & Occupation	L.O. Area and Occupation	L.O. Area and Industry	Industry and Occupation	L.O. Area	Occu- pation	Industry
Male	8.9	2.8	3.4	23.6	5.2	42.1	14.0
Female	5.6	1.5	3.4	26.0	4.2	40.3	19.0
Total	8.2	2.5	3.4	24.1	5.0	41.8	15.0

Table 10 (a) - Labour Mobility According to Age, 1952-1956 Average

Age	Percentage of[1] Sample Cases showing -		Percentage of Job Changes involving -			Percentage of Changes[2] in which Specific Variables involved -		
	A Job Change	No Job Change	One Factor	Two Factors	Three Factors	L.O. Area	Occupation	Industry
Under 20 ...	66.6	33.4	48.8	38.0	13.2	23.3	77.5	63.6
20 - 44 ...	56.2	43.7	60.9	30.3	8.8	20.2	76.8	50.9
45 - 64 ...	50.0	50.0	69.0	25.7	5.3	15.5	75.9	44.9
65 and Over	54.9	45.1	62.5	34.3	3.2	9.6	75.8	55.2
Total ...	55.3	44.7	61.8	30.0	8.2	19.1	76.6	50.7

(1) Unemployment Insurance book renewal documents for 1952-56 can record a maximum of four possible job changes. A figure of 50 per cent would mean that, on average, a change of job was recorded over every two years.

(2) Because more than 40 per cent of job changes involved more than one variable the sum of these percentages exceed 100.0.

Table 10 (b) - Percentage Distribution of Job Changes According to Variables Involved, 1952-1956

Age	L.O. Area Industry & Occupation	L.O. Area and Occupation	L.O. Area and Industry	Industry and Occupation	L.O. Area	Occupation	Industry
Under 20 ...	13.2	2.1	3.7	32.2	4.3	30.0	14.5
20 - 44	8.8	2.7	3.7	23.7	5.0	41.4	14.5
45 - 64 ...	5.3	2.3	2.4	21.0	5.5	47.3	16.2
65 and Over	3.2	1.8	2.4	30.1	2.2	40.7	19.6
Total ...	8.2	2.8	3.4	24.1	5.0	41.8	15.0

Table 11 (a) - Labour Mobility According to Province, 1952-56 Average

Province	Percentage of[1] Sample Cases showing -		Percentage of Job Changes involving -			Percentage of Changes[2] in which Specific Variables involved -		
	A Job Change	No Job Change	One Factor	Two Factors	Three Factors	L.O. Area	Occupation	Industry
Nfld.	56.0	44.0	57.9	35.1	7.0	18.0	73.2	57.9
P.E.I.	69.5	35.5	70.1	26.6	3.3	11.6	55.8	65.8
N. S.	57.0	43.0	59.7	29.5	10.8	17.4	79.2	54.5
N. B.	56.1	43.9	56.2	31.1	12.7	32.7	67.9	55.9
Que.	57.3	42.7	59.7	32.5	7.8	16.4	79.8	51.9
Ont.	52.4	47.6	64.8	27.1	8.1	18.5	77.7	47.1
Man.	54.0	46.0	63.2	29.7	7.1	25.2	69.1	49.6
Sask.	60.9	39.1	60.2	30.9	8.9	25.2	73.6	49.9
Alta.	60.8	39.2	60.2	31.0	8.8	20.4	74.1	54.1
B. C.	60.0	40.0	59.1	32.7	8.2	20.6	71.1	57.4
Total	55.3	44.7	61.8	30.0	8.2	19.1	76.6	50.7

(1)   Unemployment Insurance Book renewal documents for 1952-56 can record a maximum
       of four possible job changes. A figure of 50 per cent would mean that, on
       average, a change of job was recorded every two years.

(2)   Because more than 40 per cent of job changes involved more than one variable the
       sum of these percentages exceeds 100.0.

Table 11 (b) - Percentage Distribution of Job Changes According to Variables
Involved, 1952-1956

Province	L.O. Area Industry & Occupation	L.O. Area and Occupation	L.O. Area and Industry	Industry and Occupation	L.O. Area	Occupation	Industry
Nfld.	7.0	2.0	4.2	28.9	4.8	35.3	17.8
P.E.I.	3.3	0.8	3.3	22.5	4.2	29.2	36.7
N. S.	10.8	1.1	3.5	24.9	2.0	42.4	15.1
N. B.	12.7	4.4	4.6	22.1	11.0	28.7	16.5
Que.	7.8	2.0	2.7	27.8	3.9	42.2	13.6
Ont.	8.1	2.5	3.4	21.2	4.5	45.9	14.4
Man.	7.1	4.6	3.1	22.0	10.4	35.4	17.4
Sask.	8.9	4.6	4.3	22.0	7.4	38.1	14.7
Alta.	8.8	2.8	3.6	24.6	5.2	37.9	17.1
B. C.	8.2	2.3	4.4	26.0	5.7	39.6	18.8
Total	8.2	2.5	3.4	24.1	5.0	41.8	15.0
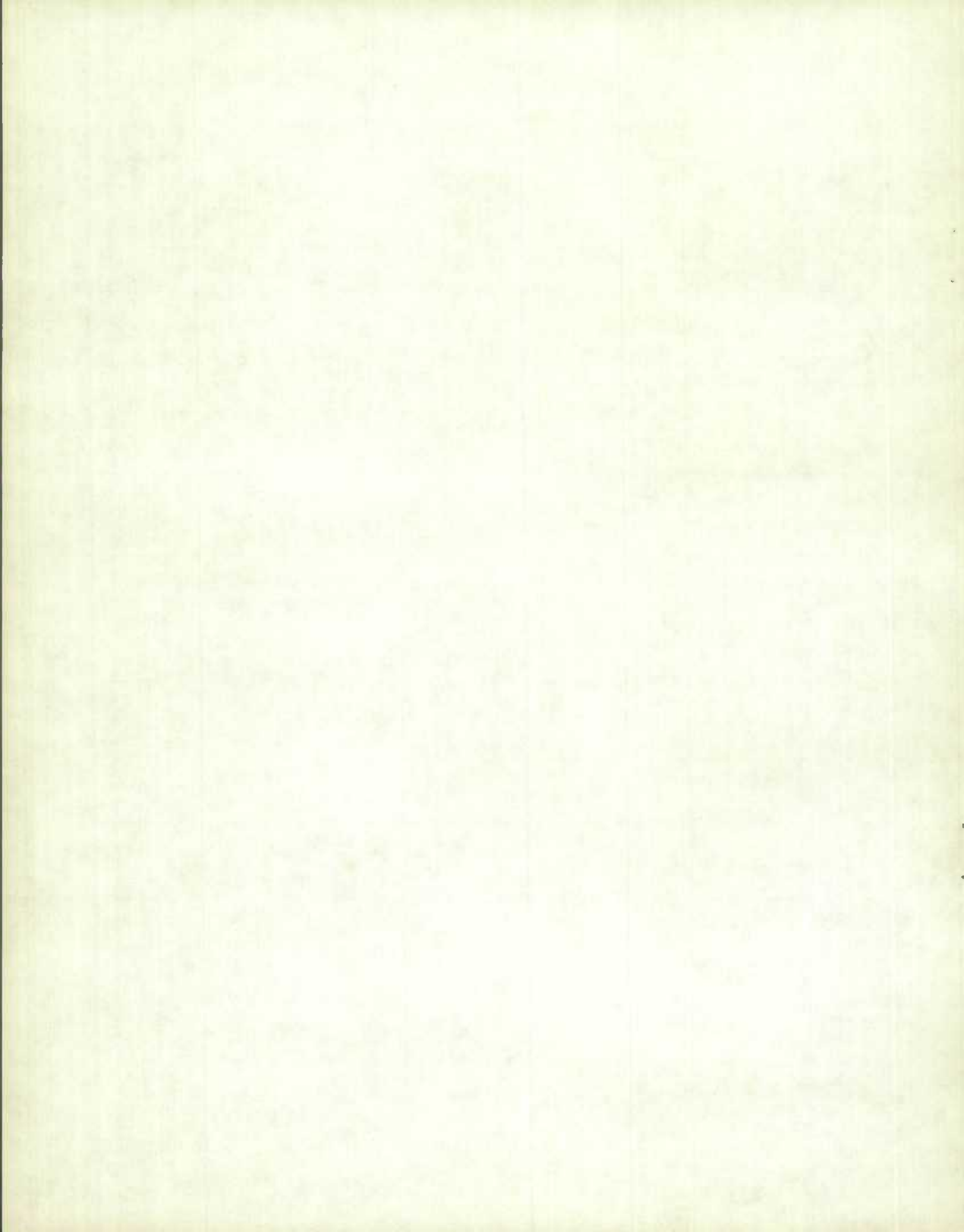
Appendix A. - Frequency Distributions of the Original 1952 Sample of the Insured
Population and 1952 Records Missing from Subsequent Years.

1. Age Distribution

Age Group	Total Sample 1952	Records Missing in -			
		1953	1954	1955	1956
		- per cent -			
Under 20 years	7.8	10.2	9.9	9.5	8.3
20 - 44 "	65.7	67.7	65.9	64.1	63.6
45 - 64 "	22.9	17.7	19.1	20.7	21.3
65 and Over	3.6	4.4	5.1	5.7	6.8

Those for whom records are incomplete or missing after 1952 form a slightly
higher proportion of the two highest age groups but bias due to this change could
hardly be important. Separate age distributions for males and females show the same
tendency and an equal degree of consistency. However, the missing records included a
steadily increasing proportion of females. Of the original 1952 sample, 25 per cent
were females, but by 1956 the percentage of females included in missing records was 34.

2. Occupational Distribution

Occupation	Total Sample 1952	Records Missing in -			
		1953	1954	1955	1956
		- per cent -			
Managerial	1.7	1.5	2.0	1.9	2.5
Professional	2.4	2.2	3.0	2.9	3.9
Clerical and Sales	24.0	24.4	25.3	25.9	28.5
Skilled and Semi-skilled	39.2	32.1	31.7	33.2	32.4
Service	7.4	8.8	8.8	8.9	9.4
Unskilled	21.5	25.3	23.5	22.3	18.9
Unspecified	3.8	5.7	5.7	4.9	4.4

Proportions of missing records for skilled and semi-skilled workers are smaller
than the sample proportion for 1952. Proportions of missing records for unskilled
workers vary from year-to-year, but these changes do not appear sufficient to alter
distribution patterns substantially.

3. Industrial Distribution

Industry	Total Sample 1952	Records Missing in -			
		1953	1954	1955	1956
		- per cent -			
Agriculture	.1	.1	.1	.1	.1
Forestry	3.0	5.0	4.5	4.1	3.2
Mining	3.4	3.5	2.9	2.8	2.7
Durable Manufacturing ...	20.2	13.8	14.6	15.8	15.5
Non-durable Manufacturing	16.1	13.5	13.8	14.9	14.8
Construction	6.1	7.6	6.6	6.3	5.2
Utilities	12.2	9.1	9.6	10.6	11.9
Trade	15.8	15.8	15.9	15.8	16.6
Finance	3.5	3.2	3.3	3.7	4.2
Government Service	4.0	5.4	6.9	6.0	6.4
Other Service	6.9	7.9	8.1	8.0	8.9
Unspecified	.9	1.5	1.4	1.2	1.1
Claimants	7.8	13.6	12.3	10.7	9.4

Industrial distributions are less satisfactory than others partly because claimants have no industrial attachment. The shrinkage of claimant percentages from 1953 to 1956 reflects a gradual increase in missing records due to disappearance from the insured population and incomplete reporting of book renewal records. Proportions of missing records in manufacturing (1953-56) were appreciably lower than the 1952 sample proportion.
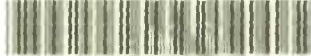
4. Provincial Distribution

Province	Total Sample	1952 Records Missing in -			
		1953	1954	1955	1956
		- per cent -			
Newfoundland	1.6	1.9	2.1	2.1	1.6
Prince Edward Island	.3	.3	.3	.3	.3
Nova Scotia	3.3	4.5	4.0	3.2	2.8
New Brunswick	3.4	4.0	3.5	3.9	3.1
Quebec	29.5	29.0	29.4	29.4	27.2
Ontario	41.1	38.3	40.1	40.7	40.0
Manitoba	6.0	5.4	5.1	5.7	7.9
Saskatchewan	2.4	3.1	2.5	2.5	3.7
Alberta	4.9	6.0	5.8	5.2	5.6
British Columbia	7.5	7.5	7.2	7.0	7.8

The provincial distribution of missing records is extremely close to the original sample in all years.