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The Canadian Labour Market at a Glance

2005



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Statistics Canada
Labour Statistics Division

The Canadian Labour Market at a Glance

2005

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Background

Objective

The Canadian Labour Market at a Glance presents charts and highlights of key trends in Canada's job market. This publication is intended for a variety of users, including those working in government, educational and financial institutions, and the media, as well as any other organizations and individuals interested in the different aspects of the labour market.

Structure

The publication is divided into three parts:

- The background part provides a general description of the product and the data sources used in the charts and highlights.
- The body of the publication (Part 2) consists of 16 sections covering different labour market topics, illustrated with 97 charts.
- The appendices contain supplemental information, such as a glossary of the main concepts used, a list of references by section and a list of other Statistics Canada products and services about the labour market.

Charts

The publication contains 97 charts with historical and current data from surveys conducted mainly by Statistics Canada. Each graph is accompanied by two to four highlights explaining the key trends associated with the topic. The charts contain annual average data. The length of the time series depends on the availability of data. The oldest data are from 1976, and the most recent from 2005. Unless otherwise indicated, the graphs present national data.

Formats

The Canadian Labour Market at a Glance is available for free in both HTML or PDF format on Statistics Canada's website (www.statcan.ca).

Data sources

The **Labour Force Survey** (LFS) provides monthly estimates of employment and unemployment that are among the most timely and important measures of performance of the Canadian economy. The main objective of the LFS is to divide the working-age population into three mutually exclusive groups—the employed, the unemployed, and those not in the labour force—and to provide descriptive and explanatory data on each of these. These data are used by different levels of government for evaluating and planning employment programs in Canada. Regional unemployment rates are used by Human Resources and Skills Development Canada to determine eligibility for and level and duration of employment insurance benefits for persons living within a particular employment insurance region. The data are also used by labour market analysts, economists, consultants, planners, forecasters and academics in both the private and public sectors, and the media.

The **Survey of Employment, Payrolls and Hours** (SEPH) is Canada's only source of monthly estimates on the total number of payroll employees, payrolls and hours of work, by detailed industry, province and territory. SEPH is produced by combining survey data and administrative data on payroll deductions from the Canada Revenue Agency (CRA). SEPH is used extensively by the System of National Accounts in calculating critical components of gross domestic product. The data are also used by the public and private sectors for contract escalation clauses and wage rate determination, and by the CRA to revise the maximum pensionable earnings and retirement savings plan contribution limits for tax filers.

The **Employment Insurance Statistics Program** uses administrative data collected by Social Development Canada and Human Resources and Skills Development Canada to report on the operation of the Employment Insurance Program and also to provide complementary labour market statistics for areas not covered by other Statistics Canada surveys (e.g., small geographic areas in the Yukon, the Northwest Territories and Nunavut).

The **Workplace and Employee Survey** (WES) examines the ways in which employers (excluding public administration) and their employees respond to ongoing changes in the labour market. Survey results provide insight into the relationship between employment practices and a firm's performance, as well as more in-depth information on the effects of the introduction of new technologies and on training and human resources policies. The survey is unique in that employers and employees are linked at the microdata level, since employees are selected from within sampled workplaces. Thus, information from both the supply and demand sides of the labour market is available for study. WES is a longitudinal survey with data starting in 1999. This longitudinal aspect allows researchers to study both employer and employee outcomes over time in an evolving workplace. WES results are widely used, for example, by industrial relations researchers, public policy analysts, and labour economists interested in collective bargaining, training and technology use.

The **Census of Population** provides population and dwelling counts, by province and territory and by smaller geographic units such as cities and districts within cities. The census also provides information about Canadians' demographic, social and economic characteristics. These data are used by governments, businesses, labour unions and others to analyse labour market conditions throughout the country. The census is also useful in allowing comparisons of labour market structure and performance among small areas. Similarly, for small population groups, such as visible minorities, immigrants and language groups, the census allows the assessment of the occupational structure and labour market status and integration of these groups, compared with the population as a whole. The census is also the only source of data covering the entire labour market, including Indian reserves, overseas households, and all provinces and territories. Given the size of the census sample, industry and occupation data are reliable at very detailed levels of geography.

The **Survey of Labour and Income Dynamics** (SLID) complements traditional survey data on labour market activity and income with an additional dimension—the changes experienced by individuals over time. At the heart of the survey's objectives is the understanding of the economic well-being of Canadians. For example, what economic shifts do individuals and families experience, and how do they vary with changes in paid work, family make-up, government transfers and other factors? The survey's longitudinal dimension makes it possible to analyse concurrent and related events. The first Canadian household survey to provide national data on the fluctuations in income that a typical family or individual experiences over time, SLID gives greater insight on many issues such as the nature and extent of poverty in Canada. In addition to the longitudinal aspect of this survey, 'traditional' cross-sectional data are also available, and provide additional content to data collected by the Labour Force Survey.

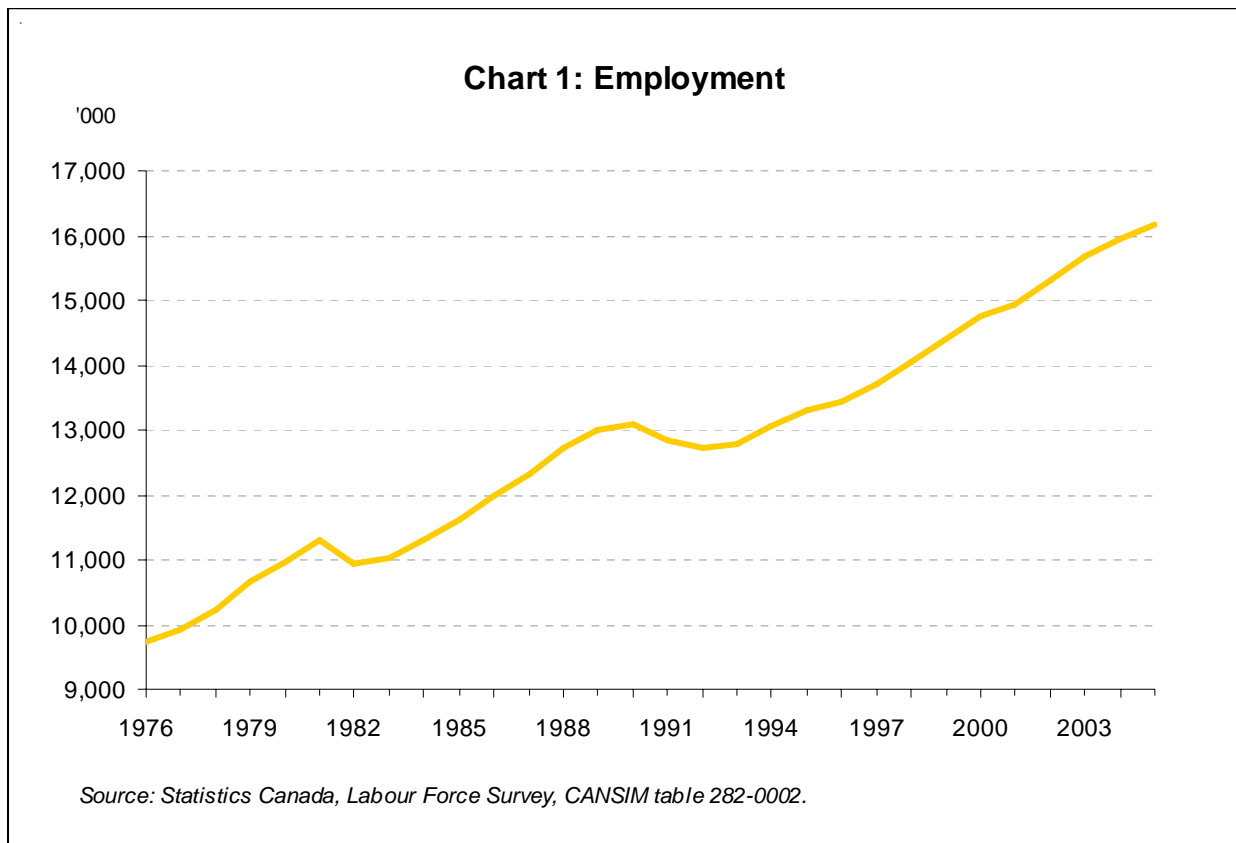
The **Longitudinal Survey of Immigrants to Canada** (LSIC) is a survey designed to study the process by which new immigrants adapt and integrate into Canadian society, including the various stages of the integration process, and the factors that help or hinder integration. The survey also examines how the socio-economic characteristics of immigrants influence the process by which they integrate into Canadian society. The respondents are interviewed at three separate stages after their arrival in Canada: six months, two years and four years after arrival. This will allow the LSIC to compile a dynamic picture of the experiences of these newly arrived people. Topics covered in the survey include language proficiency, housing, education, foreign credential recognition, employment, health, values and attitudes, the development and use of social networks, income, and perceptions of settlement in Canada.

International data are obtained from different sources, including websites and publications from the U.S. Bureau of Labor Statistics and the Organisation for Economic Co-operation and Development. Concerning international comparisons, most industrialized countries, including Canada and the United States, subscribe to guidelines established by the International Labour Office for defining and measuring labour market status, including unemployment. However, the guidelines are, by design, rather imprecise, so that individual countries can interpret them within the context of their own labour markets. As a result, all estimates (especially unemployment rates) are not strictly comparable across all countries. Most of the data used in Section P of this publication have been modified to make them more comparable to those collected in the United States. Please refer to the document "Comparative Civilian Labor Force Statistics" in the References section for more information.

Section A - Labour market overview

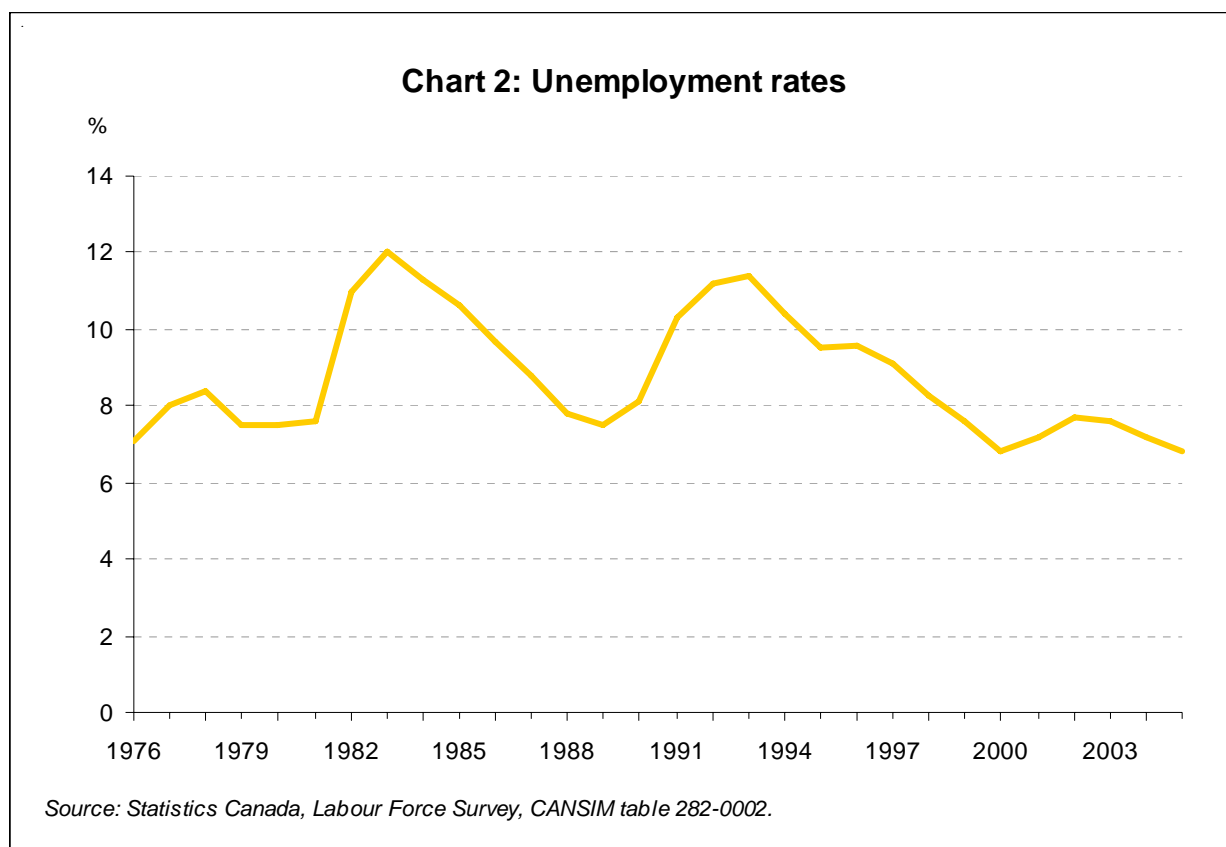
Employment grew moderately in 2005, despite declines in manufacturing

- Employment grew modestly in 2005 increasing by 1.4% (+223,000). Nearly all employment gains in the year were in full-time employment. The increase in employment, combined with a decline in labour force participation caused the unemployment rate to fall to a low of 6.4% in November. In 2005, 62.7% of the working-age population held jobs, this was the highest annual employment rate on record.
- Over the year, the Canadian dollar continued to rise against the U.S. dollar while the price of oil increased dramatically. This was associated with a shedding of jobs in manufacturing and an increase in natural resources employment. In fact, manufacturing employment declined by 3.7% (-85,000). However, declines in manufacturing and other industries were offset by strength in educational services (+6.8% or +70,000), construction (+7.1% or +68,000), and trade (+2.7%, +68,000).
- There have been two periods of sustained employment decline in the last three decades in Canada—the 1981–82 and 1990–91 recessions. The decline was dramatic but shorter-lived during the recession of the early 1980s, whereas the 1990–91 drop was initially less severe but its effects lingered in the labour market for years. It wasn't until 1994 that employment returned to its pre-recession level. In fact, employment has increased every year since 1992, by an average of 2.0%, the longest run of consecutive annual gains in employment since 1976.



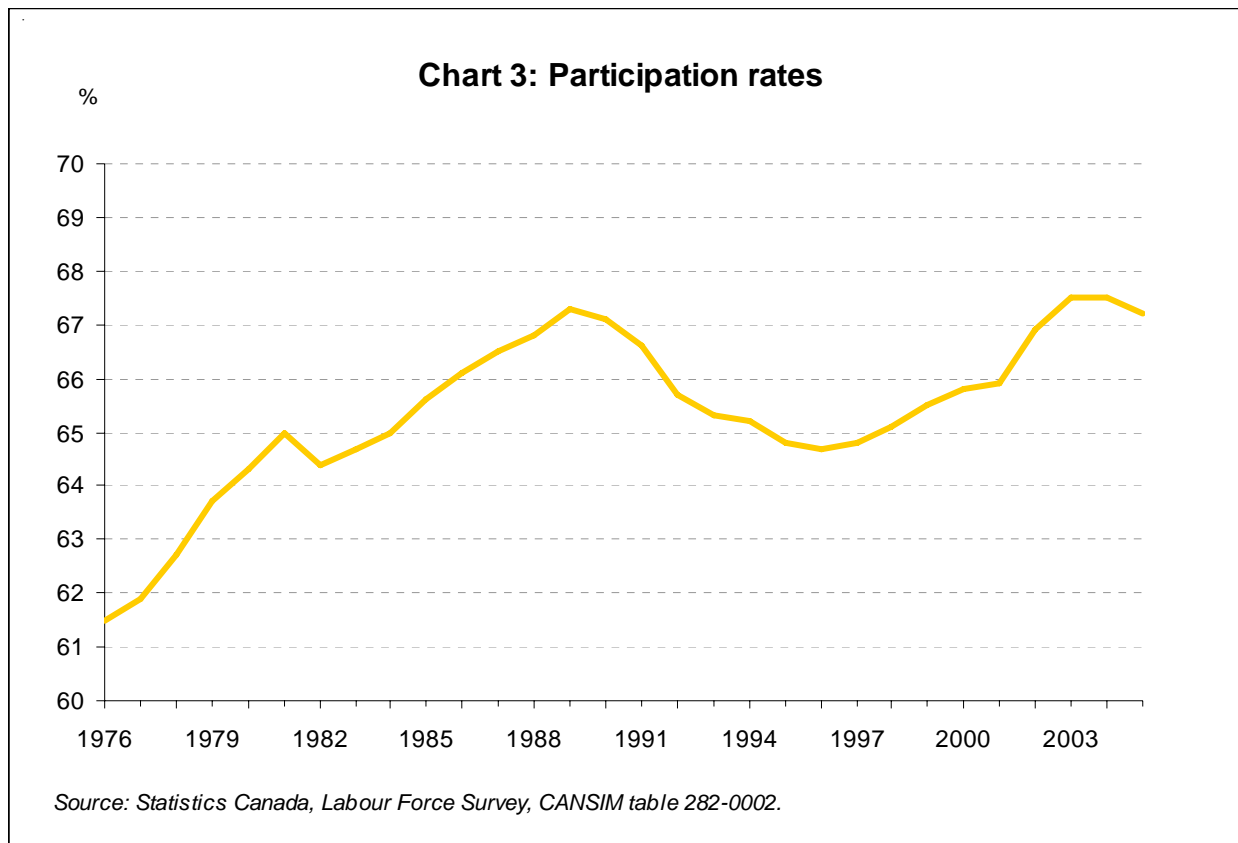
Job gains and declining participation in 2005 brought down the unemployment rate

- The unemployment rate fell to 6.5% by the end of 2005, the result of moderate gains in employment and a decline in the number of labour force participants. For the year, the unemployment rate averaged 6.8%, down 0.4 percentage points from 7.2% in 2004.
- In 2005, an average of 1.2 million people were unemployed each month. Nearly 9 out of 10 unemployed people did not have a job and were looking for work while the remainder were not looking for work because they were waiting for recall (6.8%) or for a new job to start (4.7%).
- During the recession of the early 1980s, the unemployment rate jumped abruptly, increasing from 7.6% in 1981 to 12.0% in 1983. This is the highest rate registered over the last three decades. The unemployment rate peak in the recession of the early 1990s was slightly lower, at 11.4% in 1993.
- Because employment recovered at a snail's pace after the recession of the early 1990s, the subsequent decline in the unemployment rate was delayed until 1994. However, the strong job growth from 1997 to 2000 did much to drive down the unemployment rate. By January 2000, it was at 6.7%. In 2005, the unemployment rate broke the 1976 record, when it hit 6.4% in November.



Participation rates decline in 2005 for first time outside of recessionary period

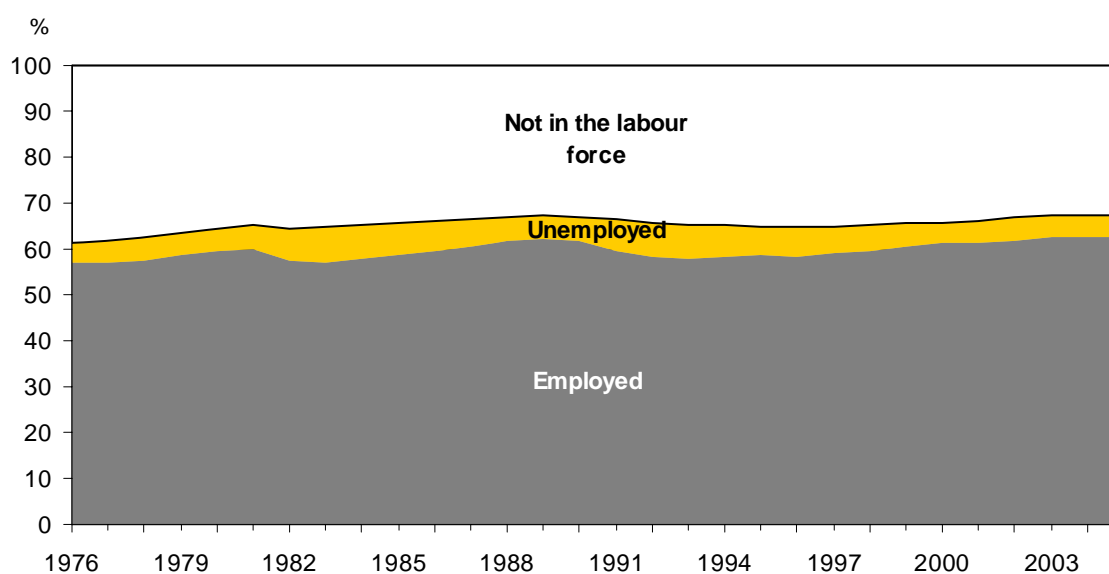
- The participation rate measures the supply of labour (the employed and the unemployed combined) relative to the size of the working-age population. In other words, it is the share of the working-age population that is either working or looking for work.
- In 2005, about 17.3 million people were in the labour market. As a result of fewer people working and fewer people looking for work, the participation rate that year decreased 0.3 percentage points from 2004 to reach 67.2%. While the participation rate increased every year between 1996 and 2003, it held steady in 2004 and declined slightly in 2005.
- From 1976 to 1989, the participation rate followed an upward trend, peaking at 67.3% in 1989. As a result of labour market weakness in the first half of the 1990s, the participation rate then fell for seven consecutive years. This was a long decline compared with the single-year dip during the recession of the 1980s. In contrast, despite the fact that jobs were readily available in 2005, people took themselves out of the labour market, leading to a rapid tightening of labour market conditions. This is the first time the participation rate has declined outside of a recessionary period, most likely the result of ageing baby boomers and youths leaving the labour force.



One in three people are not in the labour force

- The working-age population is divided into three mutually exclusive groups: employed, unemployed and those not in the labour force. People in the first two groups are considered 'active in the labour market.' The third group—those not in the labour force—is not often examined despite its large size. In 2005, it was comprised of 8.5 million people, more than seven times higher than the number of unemployed.
- Individuals who are out of the labour force are a heterogeneous group. In 2005, the 'not in the labour force' group mainly included people aged 65 and over (44.2%), students not wishing to work (14.1%), and women who had children under 18 years of age and did not want a job (7.6%). That year, discouraged searchers (people who wanted work but did not look because they thought none was available) accounted for less than 1.0% of the population who were not in the labour force.
- The 'not in the labour force' group has declined steadily as a proportion of the working-age population, dropping from about 38.5% in 1976 to 32.8% in 2005. However, this trend is likely to reverse itself in the future, owing to an aging population and an anticipated surge in the number of retirees. In 2004, the share of Canadians 15 and over who were 'not in the labour force' remained at 32.5% and by 2005, this share increased by 0.3 percentage points to 32.8%.

Chart 4: Distribution of the population 15 years and over, by labour force status

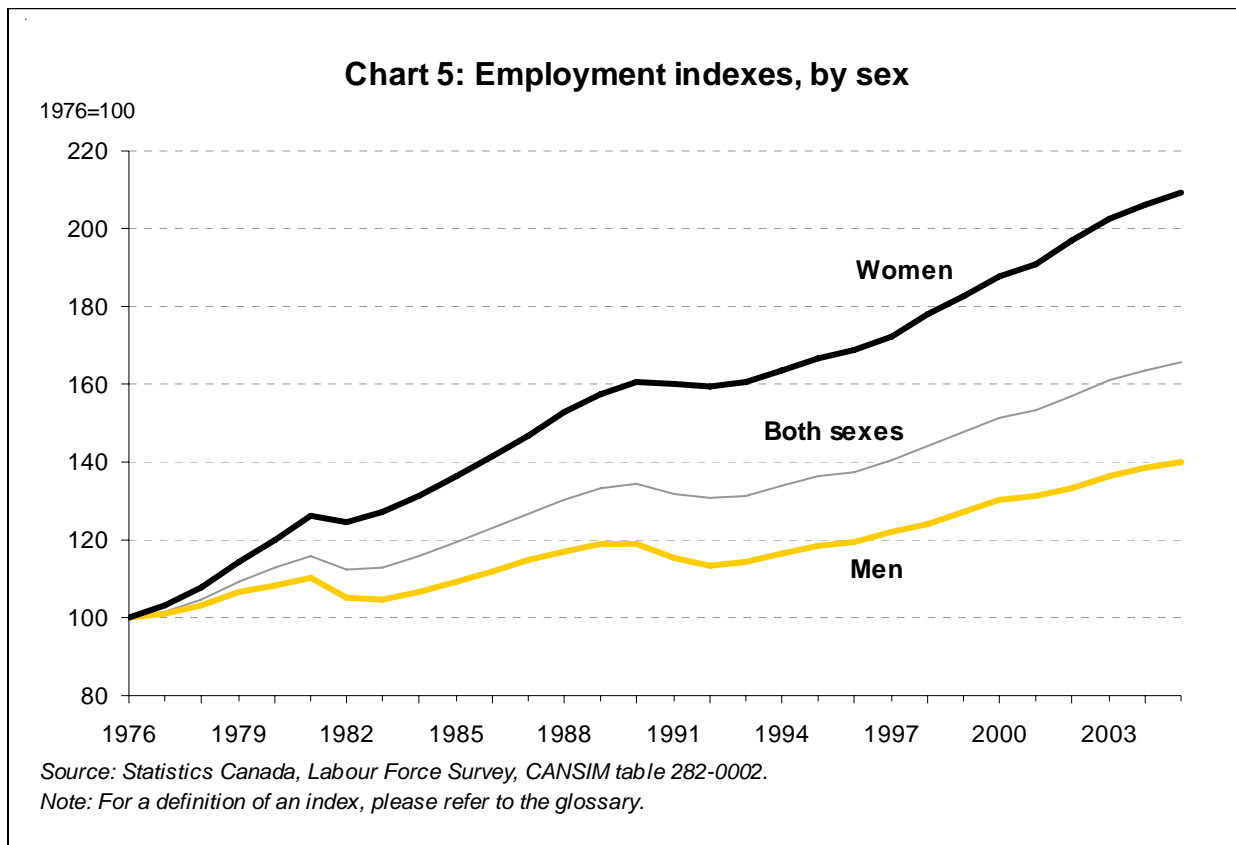


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Section B - Demographic characteristics

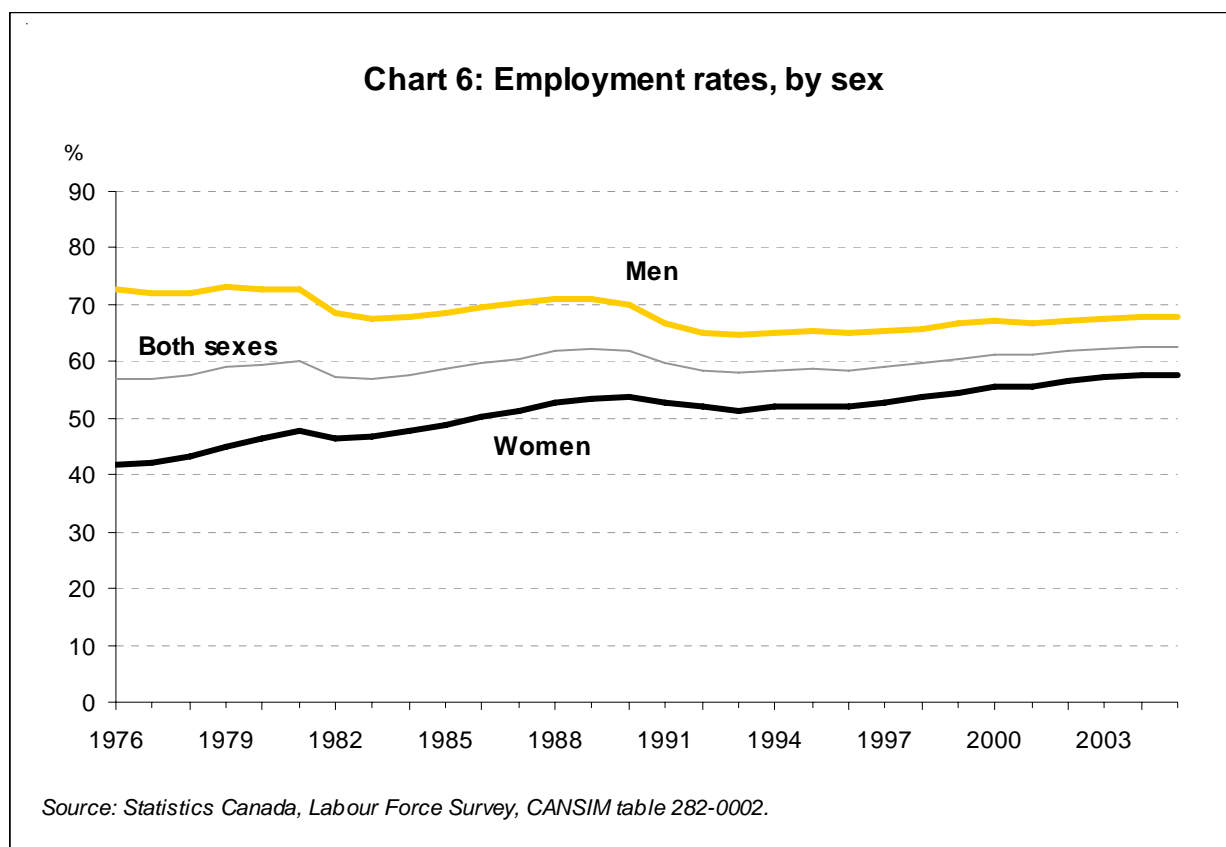
Women continue to increase their presence in the labour market

- Employment has grown much more rapidly among women than among men during the past three decades. From 1976 to 2005, the number of working women has more than doubled, compared with a 40.2% gain for men, resulting in an increase in the share of workers who are female. In 2005, almost half of all workers were women (46.8%), compared with just over a third (37.1%) in 1976.
- From 1976 to 2005, employment has increased in all industry sectors, except in agriculture, where employment has declined, especially among men. In all the other sectors, women's employment grew at a faster pace than that of men.
- During the recessions of the 1980s and 1990s, men experienced steeper and more prolonged employment declines than women did. Manufacturing and construction, two sectors in which a large majority of jobs are held by men, were especially hard hit in both recessions.



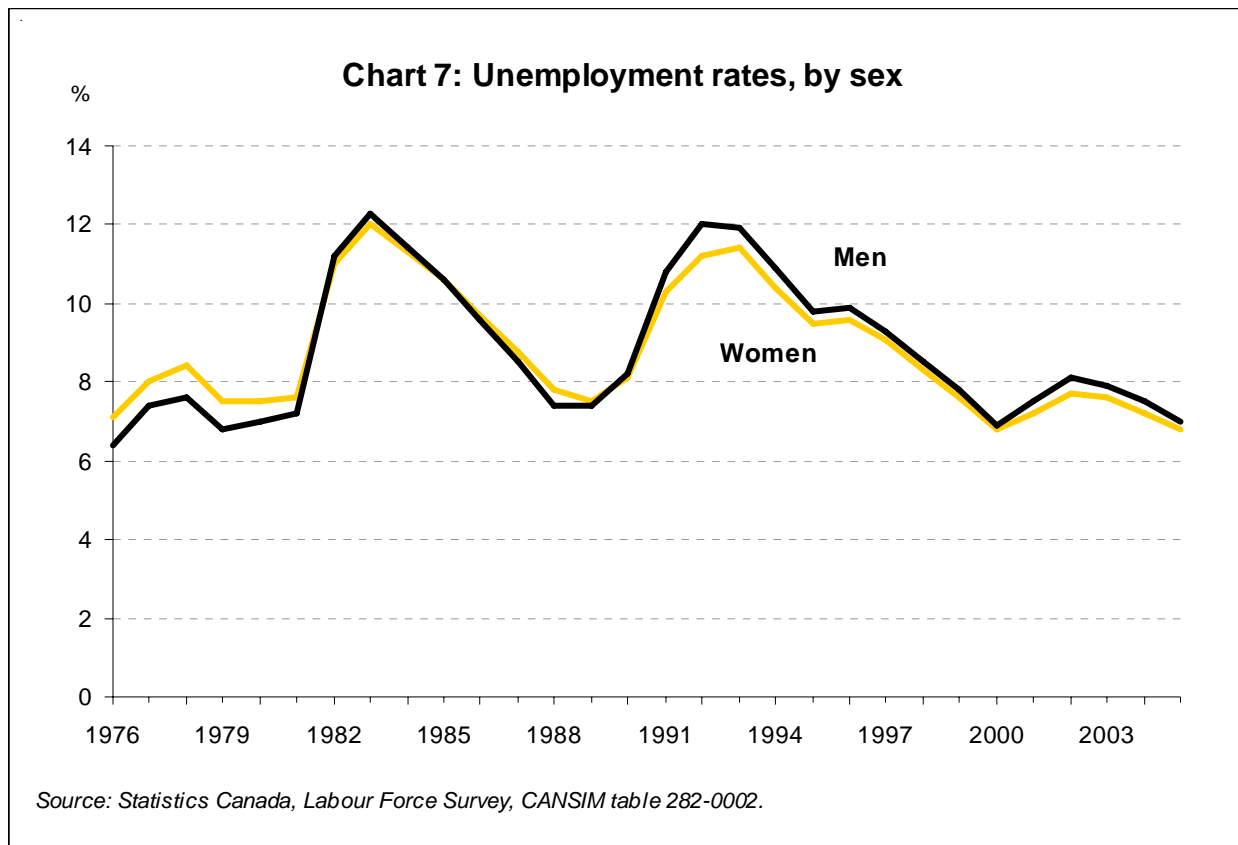
Boosted by continued job growth, the employment rate still at record level

- In 2005, the proportion of the working-age population holding a job climbed to an all-time high of 62.7%, 5.6 percentage points higher than in 1976. Employment increased for both men and women in 2005, with women enjoying stronger job growth. The employment rate of women in 2005 held steady at the record high level it achieved in 2004 of 57.8%, after increasing for 8 straight years.
- In the past three decades, the employment rate for women has risen substantially while the rate for men has dropped well below that of the late 1970s. During this period, many changes occurred in Canadian society that facilitated women's increased presence in the work force. These changes include enhanced parental leave benefits and higher levels of representation in many university degree programs.
- Despite the steadily increasing presence of women in the labour market, men remained more likely than women to be employed. The average employment rate among women, at 57.8% in 2005, was still notably lower than the rate for men (67.7%). Even so, the male–female employment rate gap was the smallest on record.



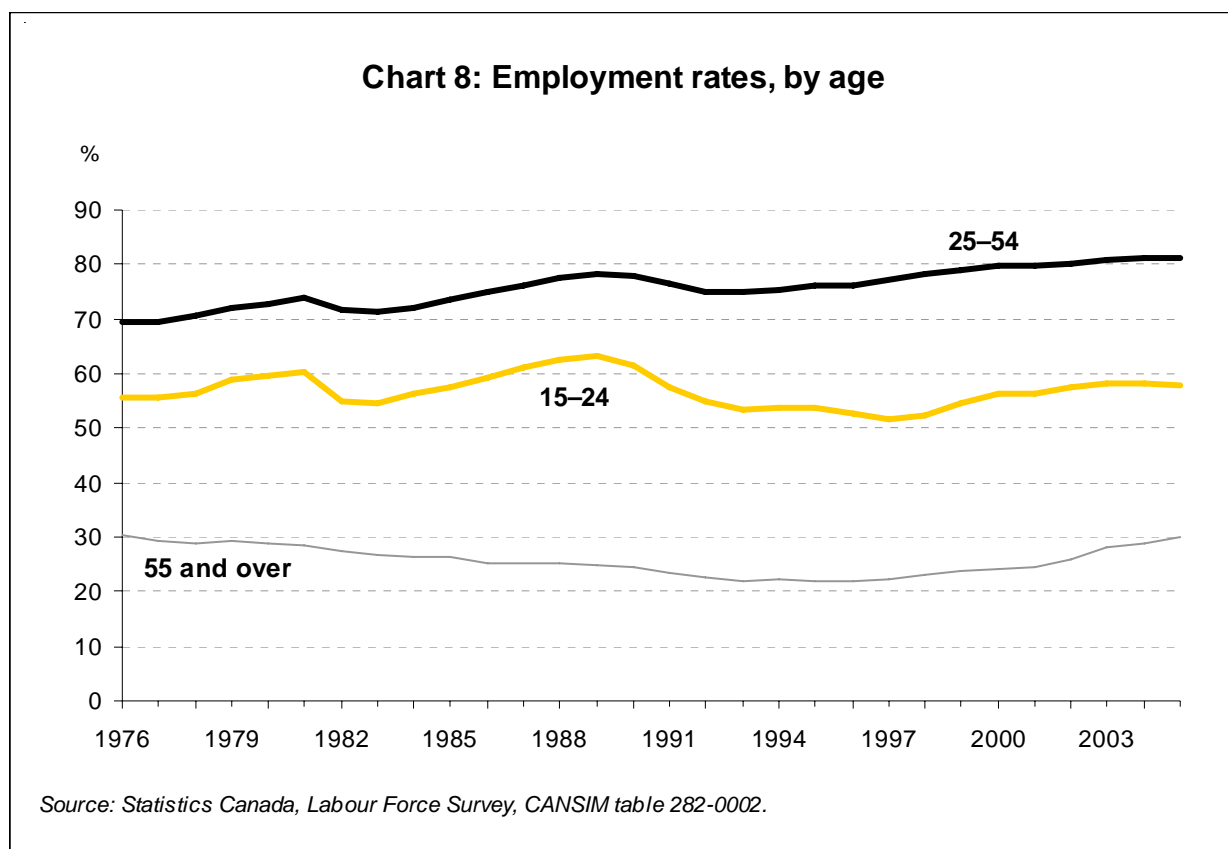
Women have a lower unemployment rate than men

- Since 1990, the unemployment rate for women has been consistently lower than that of men. On average in 2005, the unemployment rate for women was 6.5%, while the rate for men was 7.0%. In contrast, from the mid 1970s to the late 1980s, the unemployment rate for men was usually below that of women. The only exception to this trend was in the early 1980s, as the recession affected more men than women.
- The explanation for the lower unemployment rate for women lies in part in the growth of service industries in Canada where the unemployment rate is lower than in the goods-producing sector. In 2005, 87.8% of employed women worked in service industries such as health care and social assistance, and retail trade, compared with 64.1% of employed men. As well, greater proportions of women now have work experience and higher levels of education, resulting in longer periods of work.
- While participation in the labour market among women has increased over the past three decades, the rate for men has decreased slightly throughout much of the same period. In 2005, the participation rate among women was 61.8%, 16.1 percentage points higher than in 1976. In contrast, the participation rate among men in 2005 (72.8%) remained below the peak reached in 1981 (78.4%).



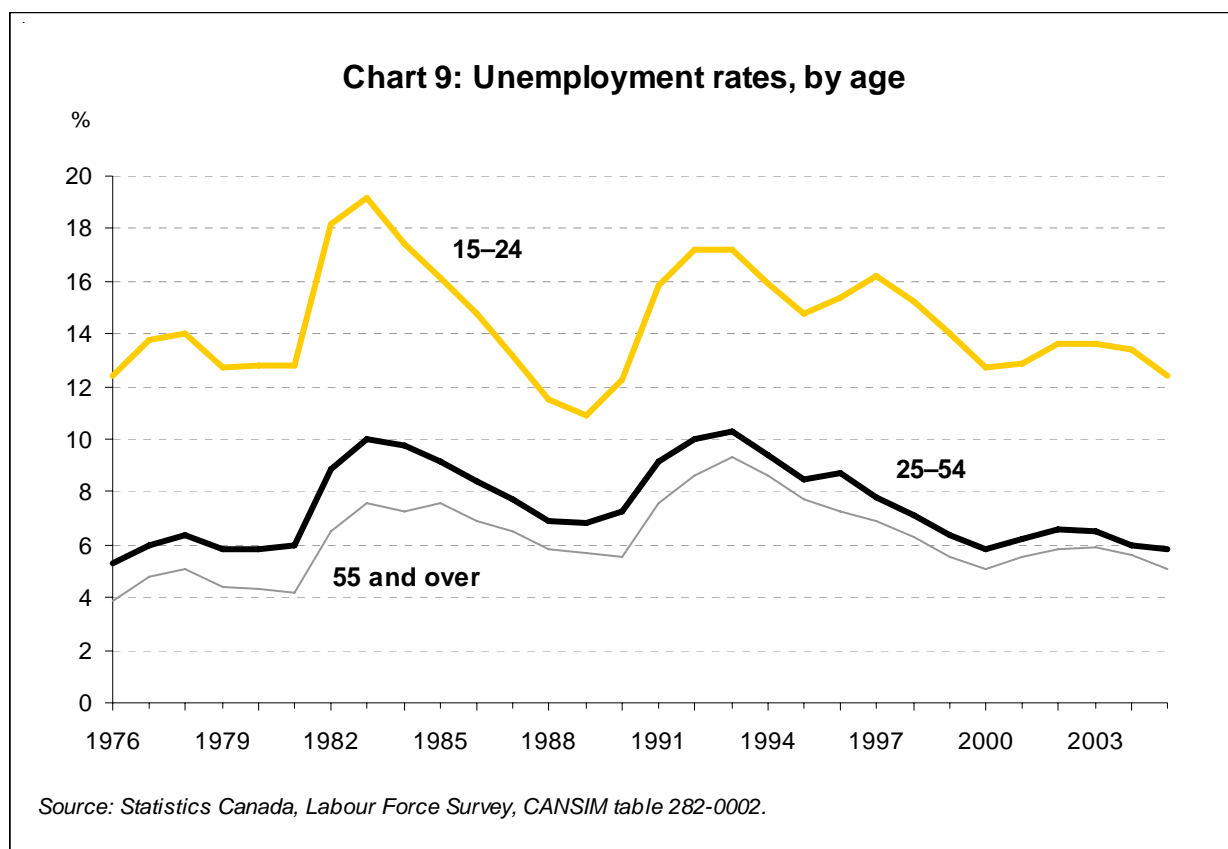
Employment rates for older workers are on the rise

- As a result of early retirement trends, the employment rates of people aged 55 and over were on a downward course, hitting a low of 22.0% in 1996. The trend, however, has reversed and in 2005, 29.9% of the population aged 55 and over had jobs, largely due to the influx of baby boomers into this group of older workers.
- Of those who were employed in 2005, 71.0% of workers were adults aged 25 to 54, 15.3% were youths aged 15 to 24, and 13.7% were older workers aged 55 and over. Three decades ago, when the baby boomers were teenagers and young adults, youth held a greater share of all jobs. In 1976, a quarter of all jobs were occupied by youth and about two-thirds of total jobs were held by adults aged 25 to 54.
- The employment rate for men is generally higher than for women. However, young women aged 15 to 24 have completely eliminated the employment rate gap between themselves and young men and in fact are more likely to be employed. In 2005, the proportion of young women who were employed averaged 58.9% versus 56.7% for young men.



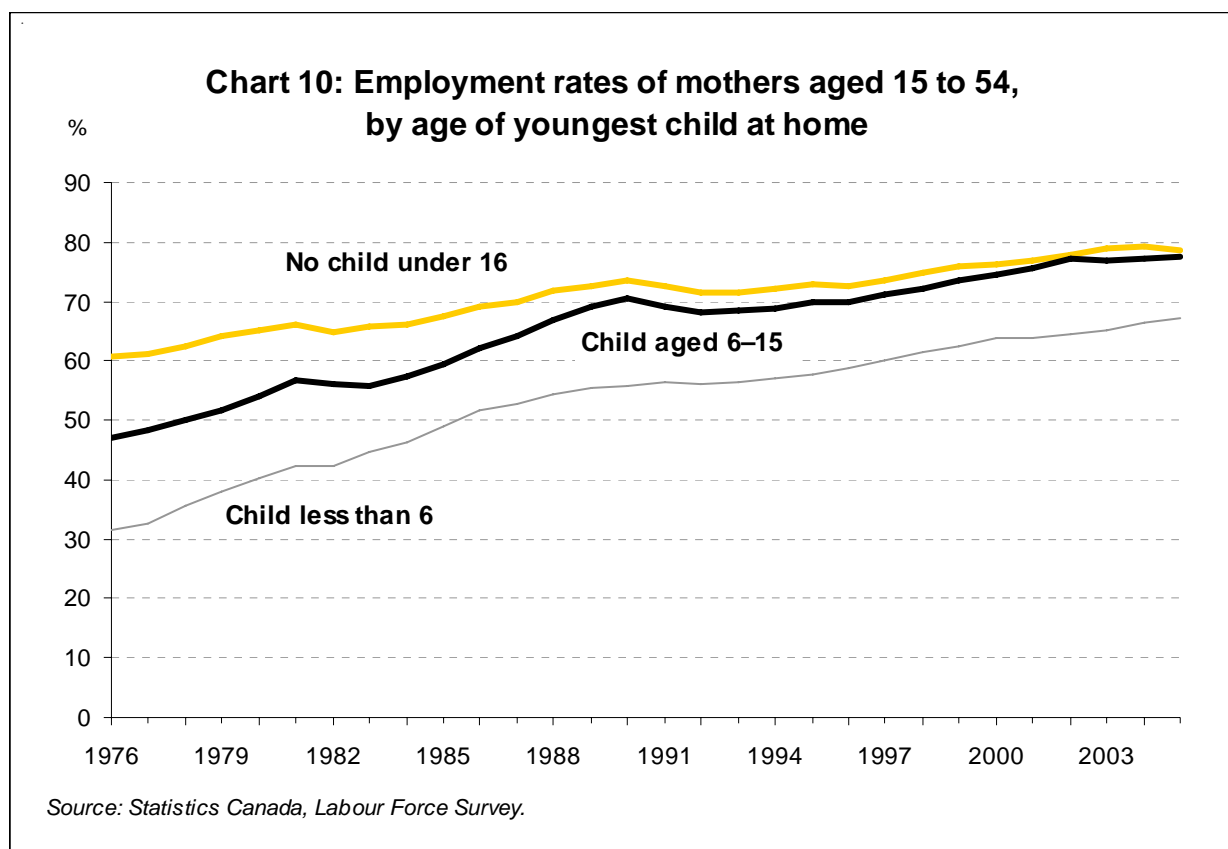
Unemployment tends to decline with age

- In 2005, adults aged 25 to 54 had the lowest unemployment rate in over 30 years with a rate of 5.8%. Although, the unemployment rate for youth declined by a full percentage point between 2004 and 2005, it continued to be the highest of all age groups at 12.4%. With unemployment rates of 5.8% and 5.1%, respectively, adults aged 25 to 54 years and older people aged 55 years and over had much lower rates.
- On average, each month, 350,000 young people aged 15 to 24 years looked for work in 2005. Just over half were teenagers (aged 15 to 19), a group with unemployment rates consistently higher than those of 20- to 24-year-olds: in 2005, the unemployment rate for teenaged youth was 16.5%, well above the 9.7% rate of people aged 20 to 24.
- Although young people have always had higher unemployment rates than adults, they now account for a smaller proportion of unemployed people than they did three decades ago. The aging of the population in recent decades has altered the face of unemployment. Almost half of all unemployed people were 15 to 24 years old in 1976, compared with approximately one third in 2005.



More mothers entered the labour market over the years

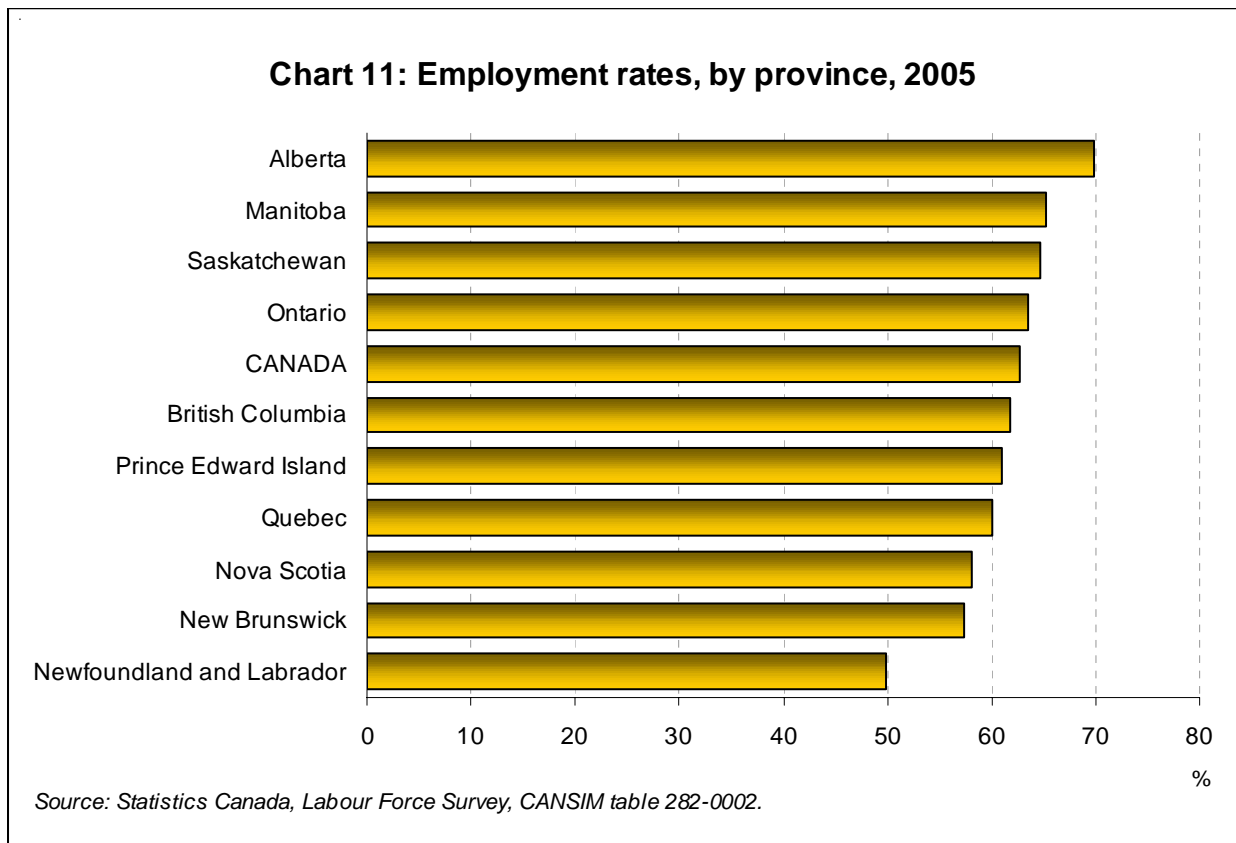
- Employment rates among mothers aged 15 to 54 with young children are lower than the rates for mothers of the same age with school-aged kids. Over the past three decades, there were strong increases in the employment rates among these two groups of mothers, especially in the late 1970s and in the 1980s. Mothers with children under the age of 6 have seen their employment rate more than double since 1976, from 31.5% to 67.2% in 2005.
- Once children reach school-age, their mothers are almost as likely to be working as women with no children in the home. The employment rate of mothers with children aged 6 to 15 increased from 47.1% in 1976 to 77.6% in 2005, approaching the rate for women without children at home (78.7%).
- While single mothers had the highest employment rates among mothers with children under 16 in the late 1970s, by 1983, mothers with employed husbands were more likely to be employed than single mothers. The employment rate for single mothers in 1976 was 48.9% compared to 39.3% for mothers with employed husbands. By 2005, the employment rate for single mothers had risen by 20.4 percentage points to 69.3% compared to 75.3% for mothers with employed husbands.



Section C - Provincial and territorial perspective

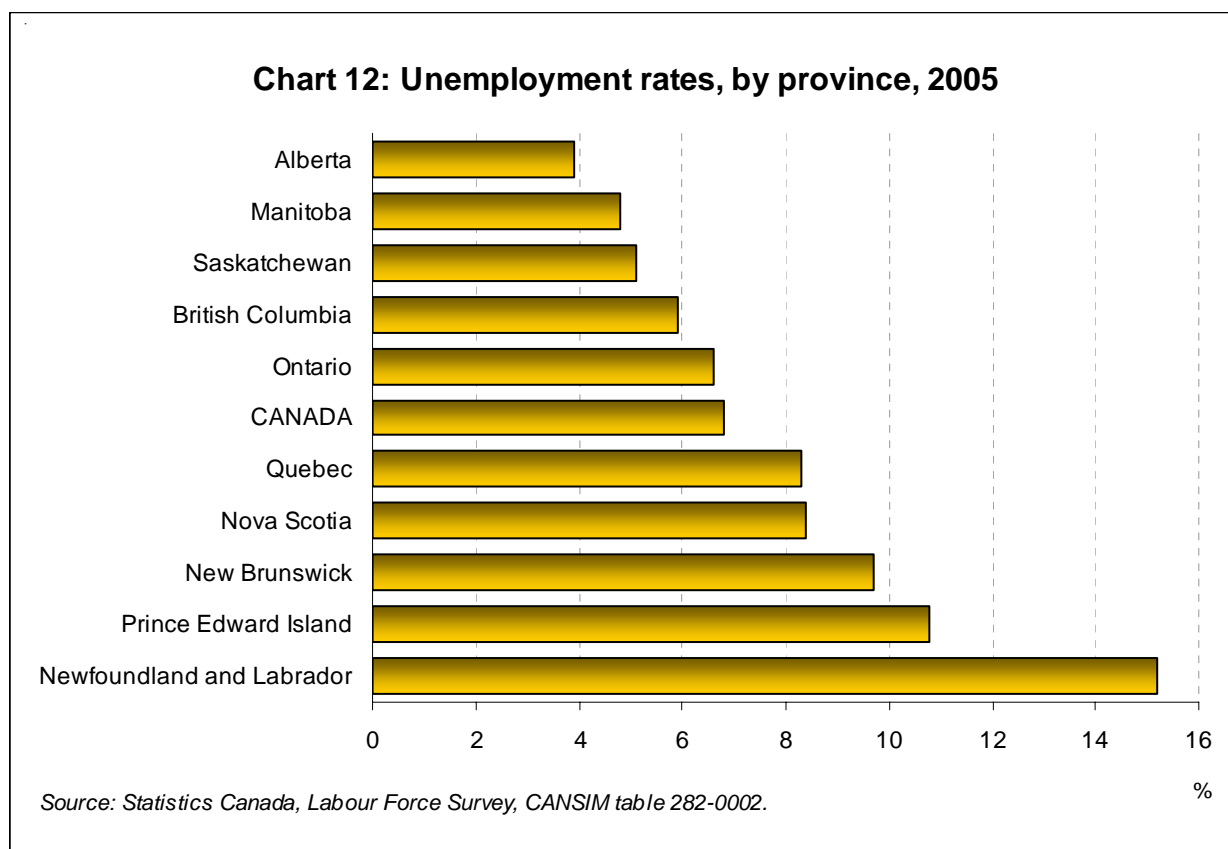
Albertans continue to enjoy the strongest labour market

- The highest employment rates in the country can be found in the three Prairie provinces and Ontario. Alberta, in particular, has consistently had the highest rate of all the provinces. In 2005, the employment rate in Alberta was at a record high of 69.8%, reflecting an upward trend in job growth that began in the early 1990s.
- Newfoundland and Labrador has consistently ranked as the province with the lowest proportion of its working-age population holding a job. In 2005, its employment rate was 49.8%, 12.9 percentage points below the national average of 62.7%. However, the employment rate in Newfoundland and Labrador has increased by 7.5 percentage points since 1996, the result of healthy employment growth in the province during this period.
- Over the past three decades, the employment rate gap among the provinces has narrowed. Most noteworthy is New Brunswick, where the difference between the provincial employment rate and the national average has decreased more than any other province. In 1976, the provincial employment rate was 9.1 percentage points below the national average and by 2005, that gap had decreased to 5.3 percentage points.



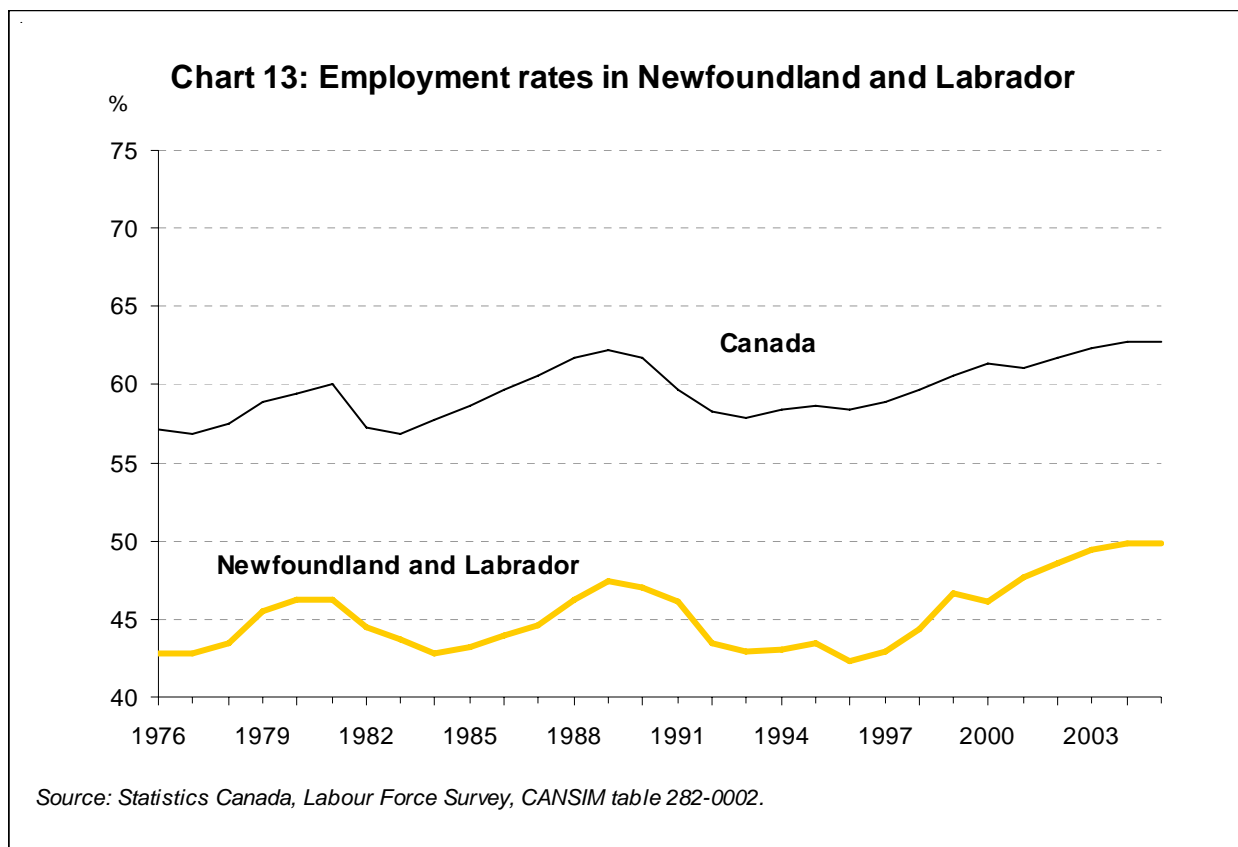
The unemployment rate of Newfoundland and Labrador is still the highest

- Over the past three decades, Newfoundland and Labrador has had the highest rates of unemployment in the country and 2005 was no exception at 15.2%—8.4 percentage points above the national average of 6.8%. The next-highest province was Prince Edward Island at 10.8%.
- With the exception of a six-year period where Ontario had a lower rate (from 1985 to 1990), the Prairie provinces have had the lowest unemployment rates in the country over the past three decades. For the last two years, Alberta has had the lowest unemployment rate in the country. In 2005, the unemployment rate in Alberta was 3.9%, followed by Manitoba (4.8%) and Saskatchewan (5.1%).
- Since the early 1990s, women have had a lower unemployment rate than men in most provinces. However, the trend is much less pronounced in the west than in the east.



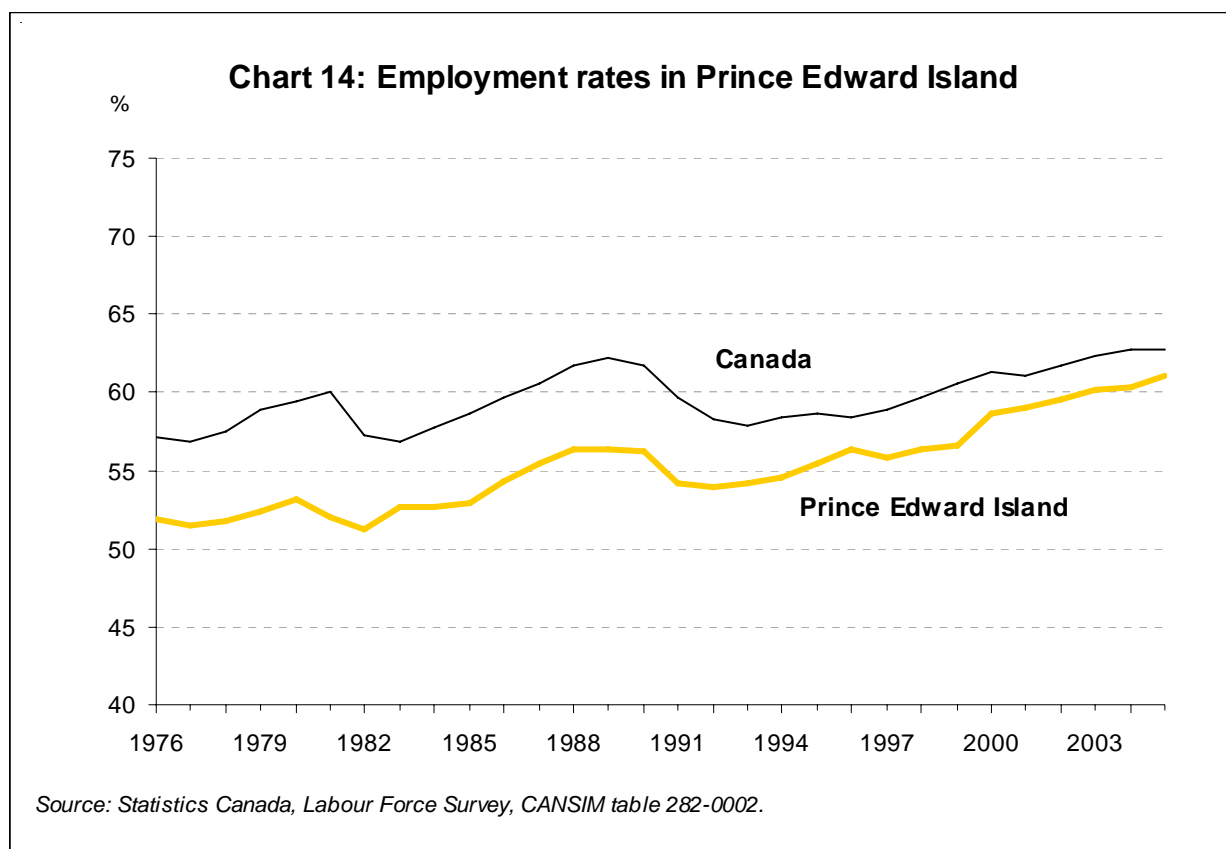
Newfoundland and Labrador's labour market continues to improve

- Despite hitting a record high in 2005, Newfoundland and Labrador's annual employment rate has never exceeded 50.0% and has always been lower than that of the other provinces. From 1997 to 2005, the employment rate increased by 6.9 percentage points to 49.8%. The current gap between Newfoundland and Labrador's employment rate and the national average (12.9 percentage points) is one of smallest it has been since 1982.
- While oil was credited for a hike in the provincial gross domestic product in 2003, the mining, oil and gas extraction industry was not a major source of job growth. Rather, employment increased in a number of other industries including construction, professional and scientific services and accommodation and food services. In total, employment in Newfoundland and Labrador was essentially unchanged between 2004 and 2005.
- After remaining stable for a number of years, the unemployment rate in Newfoundland and Labrador has been falling for the last few years, hitting 15.2% in 2005, still the highest rate in the country. However, the trend in labour force participation is encouraging. Despite being down somewhat in 2005, participation in the economy was still among the highest it has been in three decades at 58.8%.



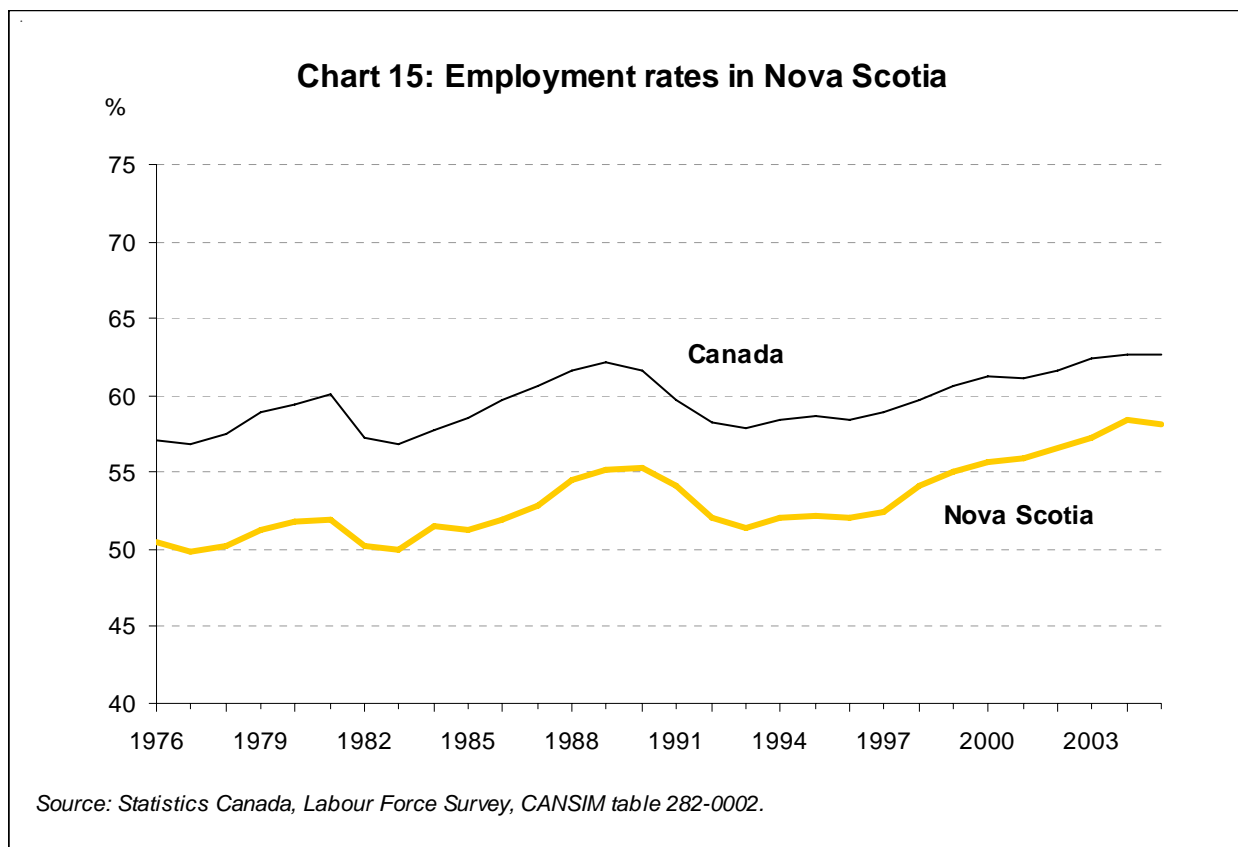
The employment rate in Prince Edward Island reaches another high

- Since 1992, the employment rate in Prince Edward Island has been on an upward trend (from 53.9% in 1992 to 61.1% in 2005), reflecting healthy job growth during this period. Moreover, 2005 was the eighth record-breaking year in a row for the Island's employment rate, which was the highest among the Atlantic provinces.
- The employment rate gap between the Island and the national average (62.7%) has narrowed in recent years, from 4.4 percentage points in 1992 to 1.6 percentage points in 2005. This follows a national trend in which most provincial employment rates are converging towards the average.
- Employment on Prince Edward Island was up by an estimated 1,300 (+1.9%) in 2005 from the previous year and the growth was entirely in the services-producing industries, mostly in accommodation and food services and business, building and other support services.
- The unemployment rate in Prince Edward Island dropped 0.5 percentage points in 2005 (from 11.3% to 10.8%). Meanwhile, the participation rate reached a record high of 68.5% in 2005, higher than the national average.



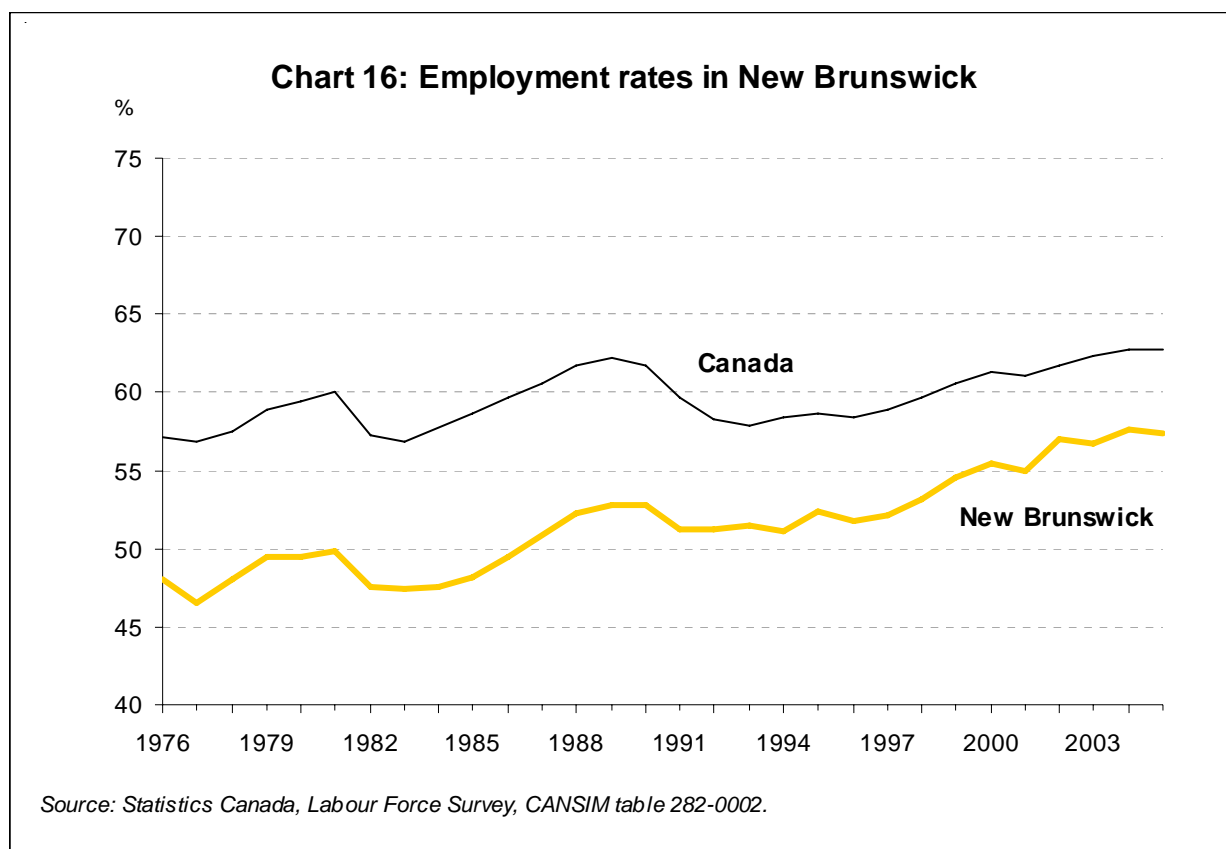
Employment growth slows in Nova Scotia

- Although the employment rate in Nova Scotia has been below the national average for the past three decades, the gap has narrowed. Following a record-breaking 2004, the provincial employment rate averaged 58.2% in 2005, 4.5 percentage points less than the national average.
- After adding 11,000 jobs in 2004, employment in the province of Nova Scotia was essentially unchanged in 2005. Losses in manufacturing were offset by gains in both retail and wholesale trade and health care and social assistance.
- Employment has grown an average of 1.7% a year since 1993, when the most recent upward trend in employment began. Since then, the province has enjoyed a total increase of 77,000 jobs. Business, building and other support services saw the most substantial growth during this period, averaging employment growth of 16.0% per year.
- Although employment was unchanged, the unemployment rate in the province fell to a record low 8.4% in 2005, due to fewer people looking for work.



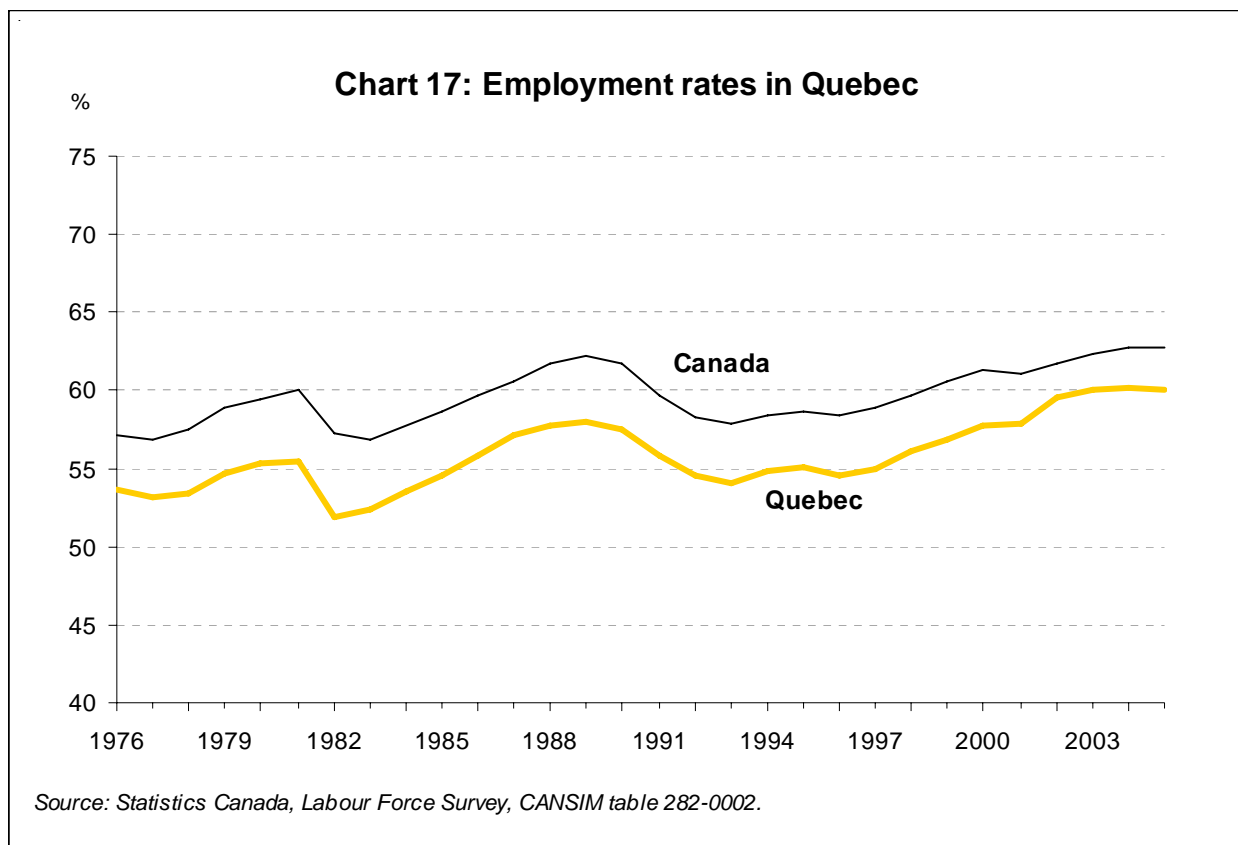
Employment pauses in New Brunswick in 2005 following strong growth in 2004

- Following strong job growth the previous year, the province of New Brunswick saw a pause in employment growth in 2005. Although the employment rate slipped 0.2 percentage points to 57.4%, the rate was still 5.0 percentage points higher than a decade ago. Since 1996, when the recent upward trend in employment in the province began, employment growth has averaged 1.6% per year.
- In 2005, job losses in manufacturing were offset by gains in retail and wholesale trade as well as public administration resulting in little overall change in employment in the province.
- Since 1976, New Brunswick has seen one of the highest increases in employment rates among women. In 2005, over half (54.5%) of women were working, compared with slightly more than a third (34.0%) in 1976. In spite of this, the employment rate among New Brunswick women is still 3.3 percentage points below the national average for women.
- The unemployment rate in New Brunswick averaged 9.7% in 2005, the lowest rate for the province in three decades. The 2005 participation rate was also little changed at 63.6%, falling slightly from the record-high of 63.9% reached in 2004.



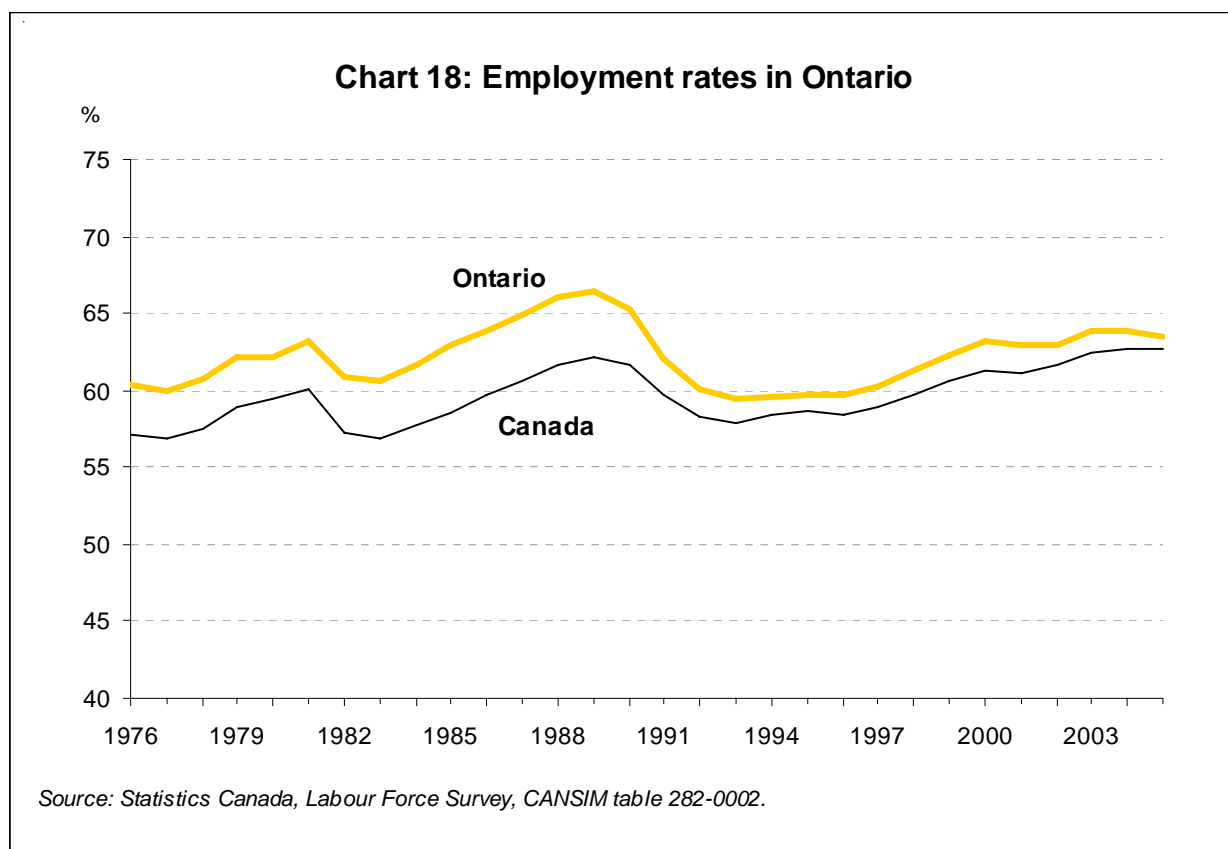
The unemployment rate in Quebec falls to lowest level in over 30 years

- Over the past three decades Quebec's employment rate has been lower than the national average. However, in 2005, the province's employment rate reached 60.1%—just shy of the all-time high reached the year before. Job growth in Quebec has been strong since 1996, averaging 2.1% per year.
- In 2005, employment grew by 37,000 (+1.0%) in Quebec, with large gains in construction (+15,000), business, building and other support services (+14,000) and retail trade (+11,000). However, these gains were partially offset by the loss of 15,000 manufacturing jobs, driven by declines in clothing and food manufacturing employment and in transportation and warehousing (-13,000).
- Since the record-high labour force participation rate of 66.0% reached in 2003, participation has declined somewhat, falling 0.4 percentage points to 65.6%—still only 1.6 percentage points below the national average. Declining labour force participation likely contributed to the falling unemployment rate in the province, which fell to 8.3% in 2005, the lowest rate in the province in over 30 years.



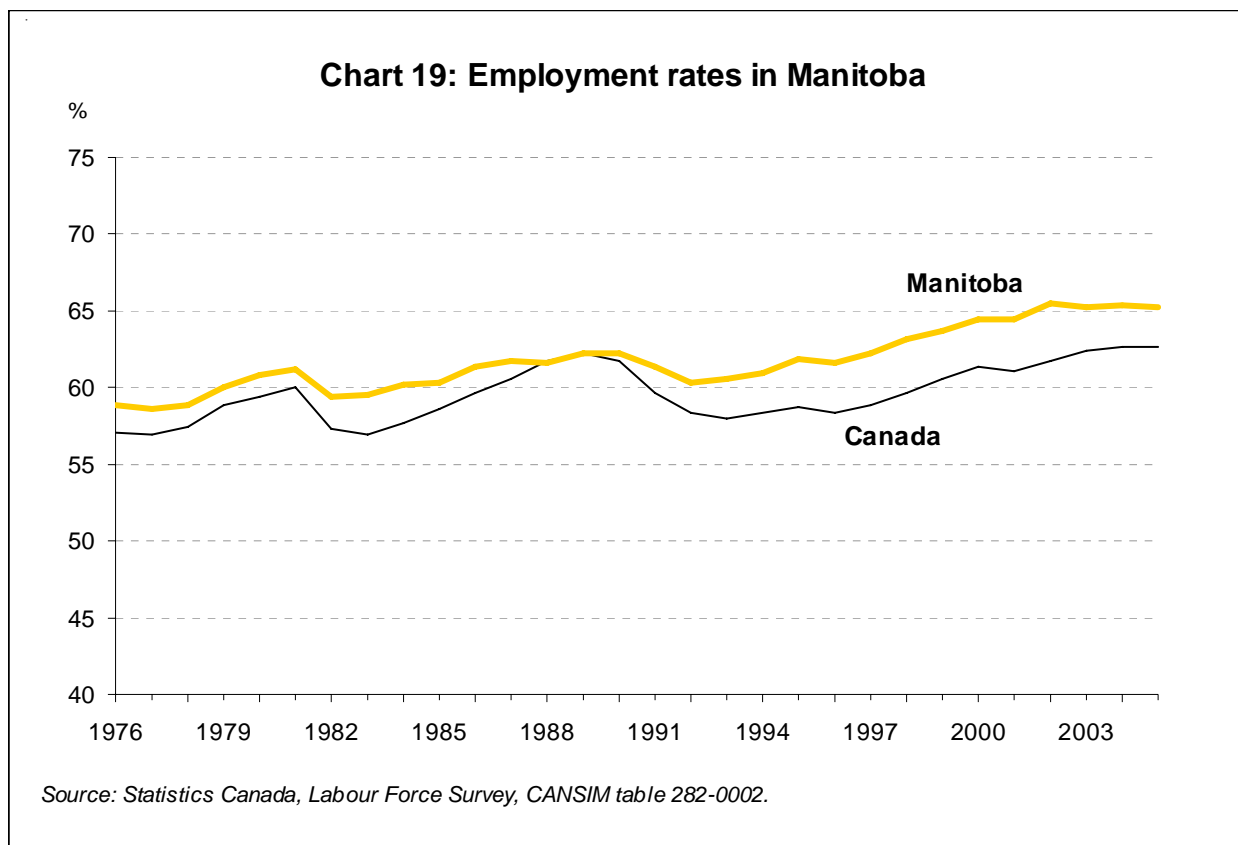
Modest employment growth in Ontario, despite weakness in manufacturing

- Ontario saw a modest increase of 81,000 jobs (+1.3%) in 2005. In spite of this, the employment rate fell to 63.5%. Ontario continues to be one of the main economic engines in Canada, providing employment for 39.6% of the 16.2 million people working in Canada.
- Educational services produced the largest gains in employment in Ontario in 2005, adding 38,000 jobs. A strong housing market also fuelled a gain of 27,000 construction jobs. However, there was a drop of 36,000 jobs in Ontario's manufacturing. Losses were particularly strong in furniture, textile, primary metal and machine manufacturing. However, job losses in Ontario's manufacturing industry were far more profound in the recession of the early 1990s, particularly in 1991 when it shed nearly 89,000 jobs from the previous year.
- The unemployment rate dropped 0.2 percentage points in Ontario from 6.8% in 2004 to 6.6% in 2005. The participation rate fell in the province for the second consecutive year in 2005, resting at 68.0%.



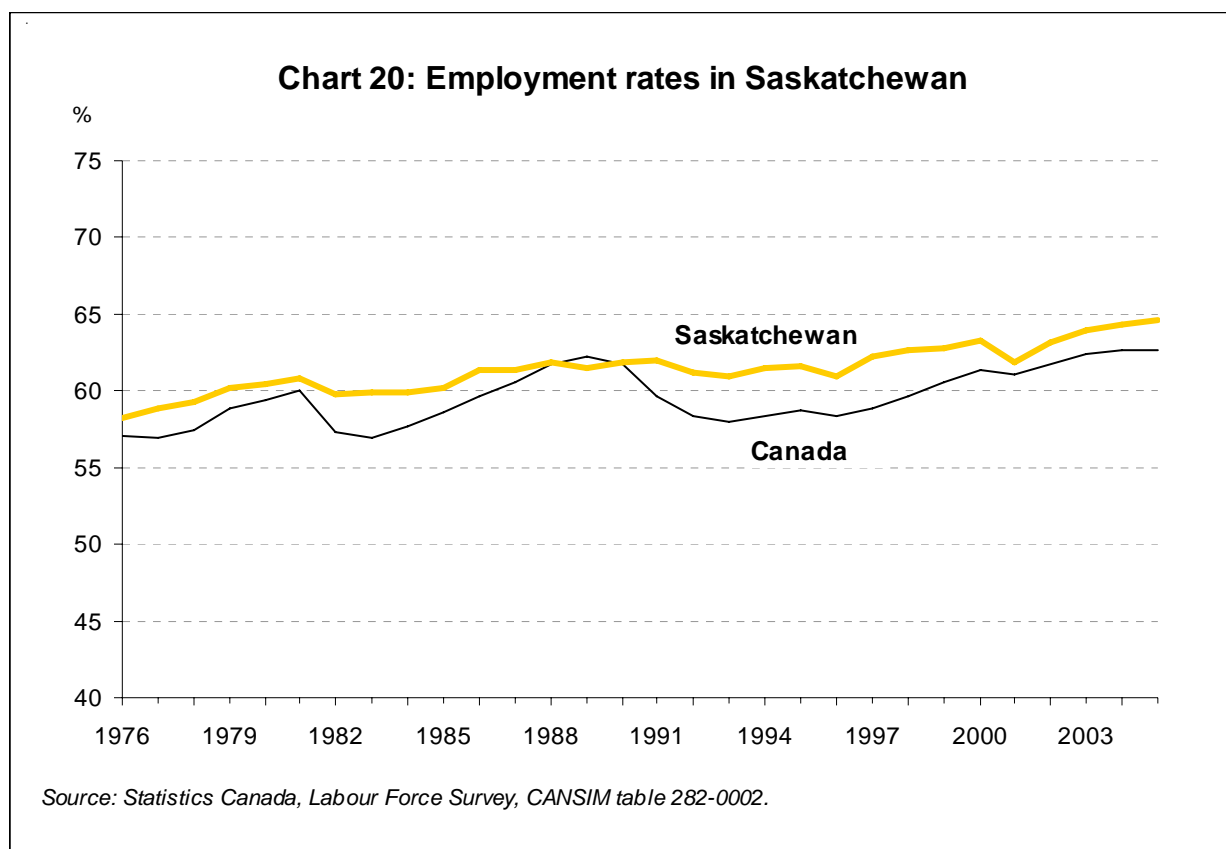
Unemployment rate falls in Manitoba in 2005

- Following slow but steady increases in employment rates in recent years, Manitoba's rate declined slightly in 2005 to 65.3%—second only to Alberta. Since the most recent upward trend in employment began in 1997, the number of jobs has grown by an average of 1.3% per year.
- 2005 was a mixed year for Manitoba in terms of employment, which barely grew (+0.6%). Finance, insurance, real estate and leasing and educational services had the largest gains. However, these gains were offset by declines in health care and social assistance, public administration and trade, as well as by other losses that were spread out over a variety of other sectors.
- Manitoba's unemployment rate has consistently been at or below the national rate. In 2005, the unemployment rate for the province dropped 0.5 percentage points to 4.8%. In fact, much of the decline in the unemployment rate can be attributed to a drop in the number of people looking for work. The participation rate was down 0.5 percentage points in 2005 from the record high of 69.1% reached in 2004.



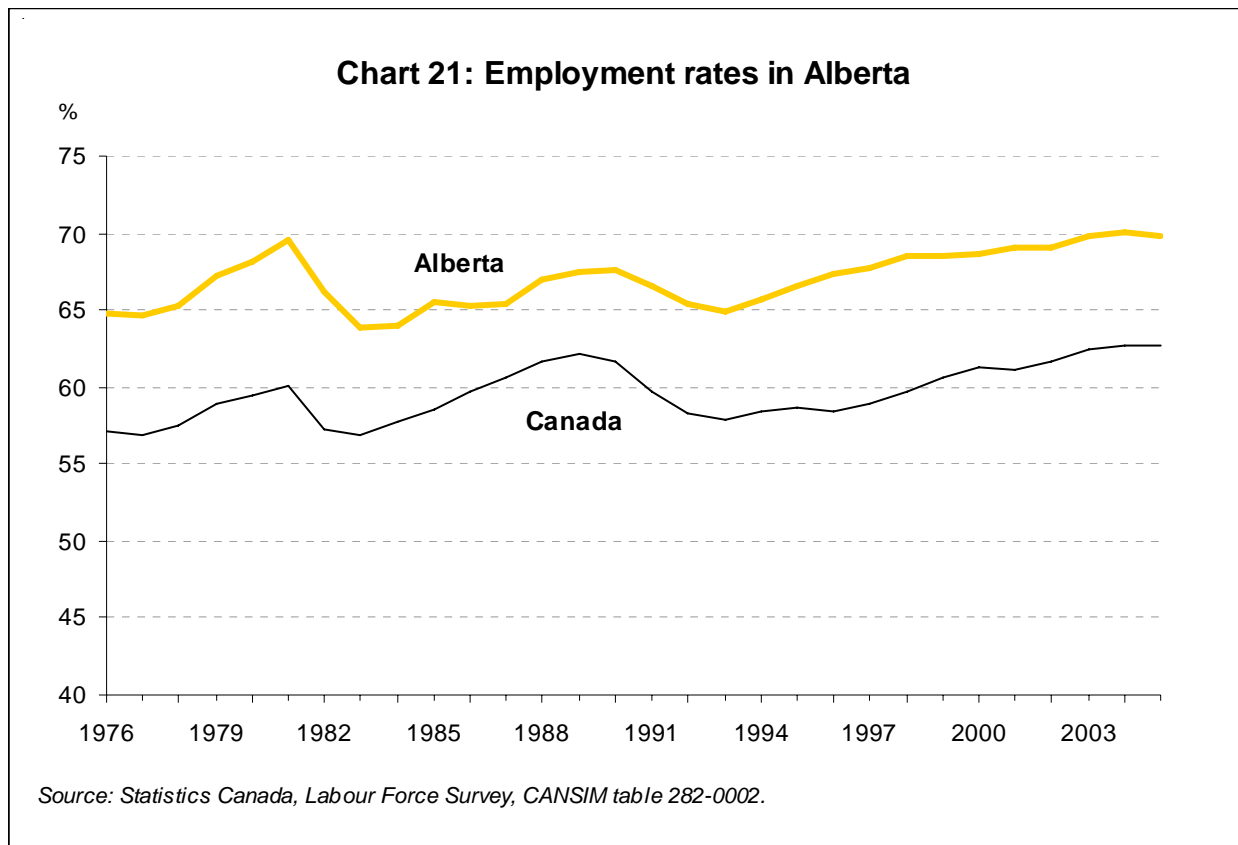
Saskatchewan's employment rate at an all-time high

- In 2005, employment increased by 0.8% in Saskatchewan, pushing the employment rate up to 64.6%, the highest in the past three decades. The employment rate has increased 6.4 percentage points from 1976 to 2005.
- Job growth in 2005 was mainly spread across construction, transportation and warehousing, trade and manufacturing. In fact, Saskatchewan was only one of two provinces to see any gains in the manufacturing industry. Declines in accommodation and food services and educational services, somewhat offset the gains.
- The unemployment rate in Saskatchewan averaged 5.1% in 2005, a slight drop of 0.2 percentage points from the year before. The province's rate has consistently been below the national unemployment rate and is one of the lowest among the provinces.



Employment in natural resources jumps again in Alberta

- Alberta has consistently enjoyed the highest employment rates in Canada over the past three decades. In 2005, the employment rate fell from the record high attained in 2004, slipping 0.3 percentage points to 69.8%. Employment growth slowed in 2005, but has averaged a healthy 3.2% per year since 1993, when the most recent upward trend in employment started.
- In 2005, employment increased by 1.5% in Alberta. Mining, oil and gas extraction increased by more than 10% for the second year in a row, increasing by 14.8% (+16,000) in 2005. Employment was also up in a number of other sectors during that period, such as educational services (+12,000) and professional, scientific and technical services (+11,000). These gains were somewhat offset by fewer jobs in accommodation and food services (-16,000) and manufacturing (-14,000).
- Alberta's average hourly wage grew by 6.6% in 2005, well above the 3.2% growth at the Canada level. In 2005, the rapid increase in average hourly wages, the moderate employment growth and large shifts of employment among industries indicates that Alberta is experiencing labour shortages.
- The participation rate in Alberta fell by 0.8 percentage points in 2005 to 72.7% from the previous year's record high level. This combined with moderate employment growth pushed the unemployment rate down to 3.9%, the lowest rate experienced in the last 30 years.



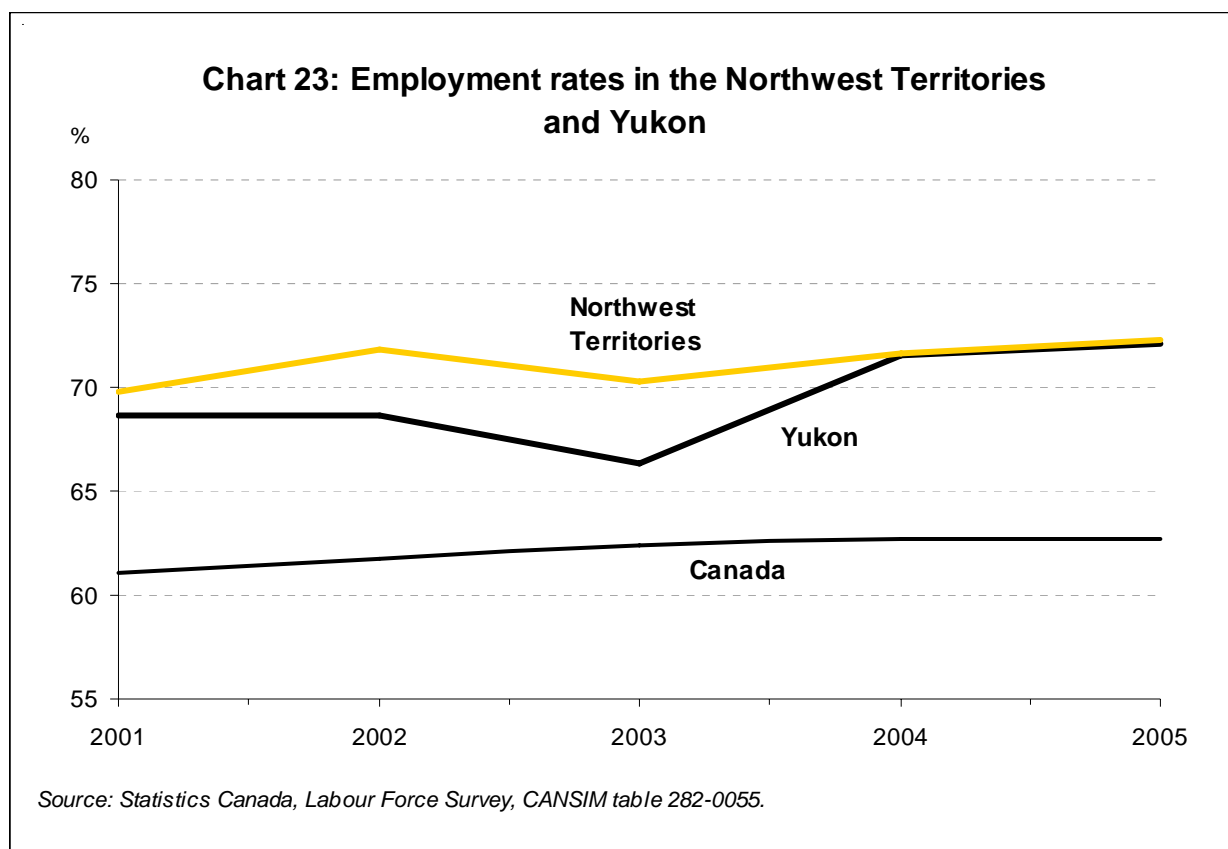
Employment growth in British Columbia highest among provinces

- The employment rate in British Columbia has hovered around 60% since 1989, avoiding the drop experienced by several other provinces during the early 1990s recession. In 2005, the employment rate reached a record 61.8% as a result of a 3.3% job growth (+68,000)—the fastest rate of all Canadian provinces.
- Employment growth in 2005 was largely driven by gains in construction (+24,000), professional, scientific and technical services (+17,000), wholesale trade (+14,000) and educational services (+10,000). Like many other provinces, employment in manufacturing in British Columbia also declined, shedding 13,000 jobs in 2005.
- Since 2002, the unemployment rate in British Columbia has fallen by 2.6 percentage points to 5.9% in 2005. For the first year since 1997 where the province's unemployment rate was lower than the national average.



Employment rate in the territories well above national average

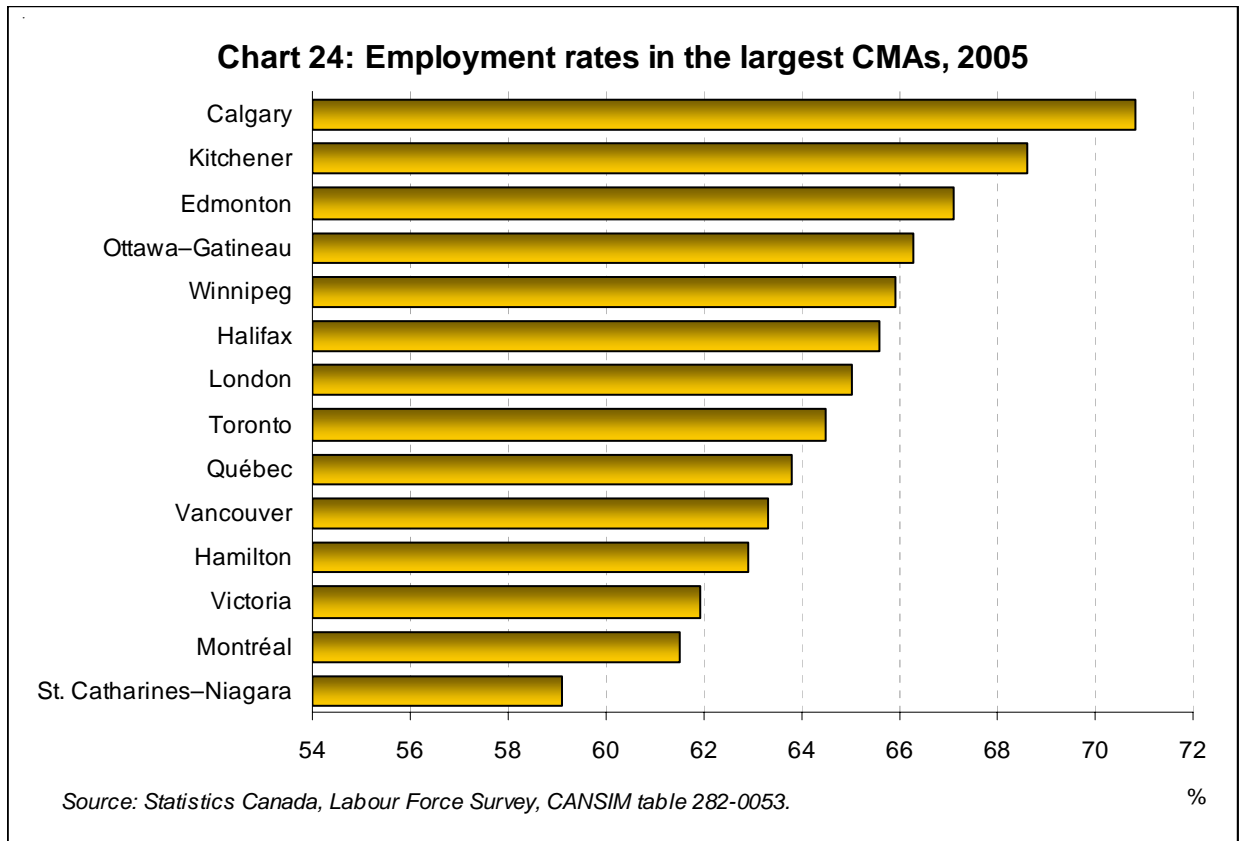
- People living in the Yukon and Northwest Territories were more likely to be working in 2005 than in any of the provinces to the south. In the Yukon, 72.1% of the population aged 15 and over were employed in 2005, similar to the 72.3% in the Northwest Territories, both well above the national average of 62.7%.
- Although there were employment declines in the Yukon from 1997 to 2003, the last few years have been healthier, with employment growth of 10.9% in 2004 and 1.3% in 2005. Their unemployment rate of 13.0% in 1997 fell to 4.9% in 2005. Most people in the Yukon are employed in the services-producing sector, with a high representation in the public sector—where two in five people worked compared to one in five nationally.
- Employment has also been growing in the Northwest Territories in the last few years, with an almost 4.0% increase in each of 2004 and 2005. As more people found jobs, the unemployment rate gradually declined to 5.4% in 2005, from 7.0% in 2003. Like in the Yukon, it is relatively common for people in the Northwest Territories to work in the public sector, but a higher share in the Northwest Territories worked in natural resources, construction and in transportation and warehousing.



Section D - Local labour markets

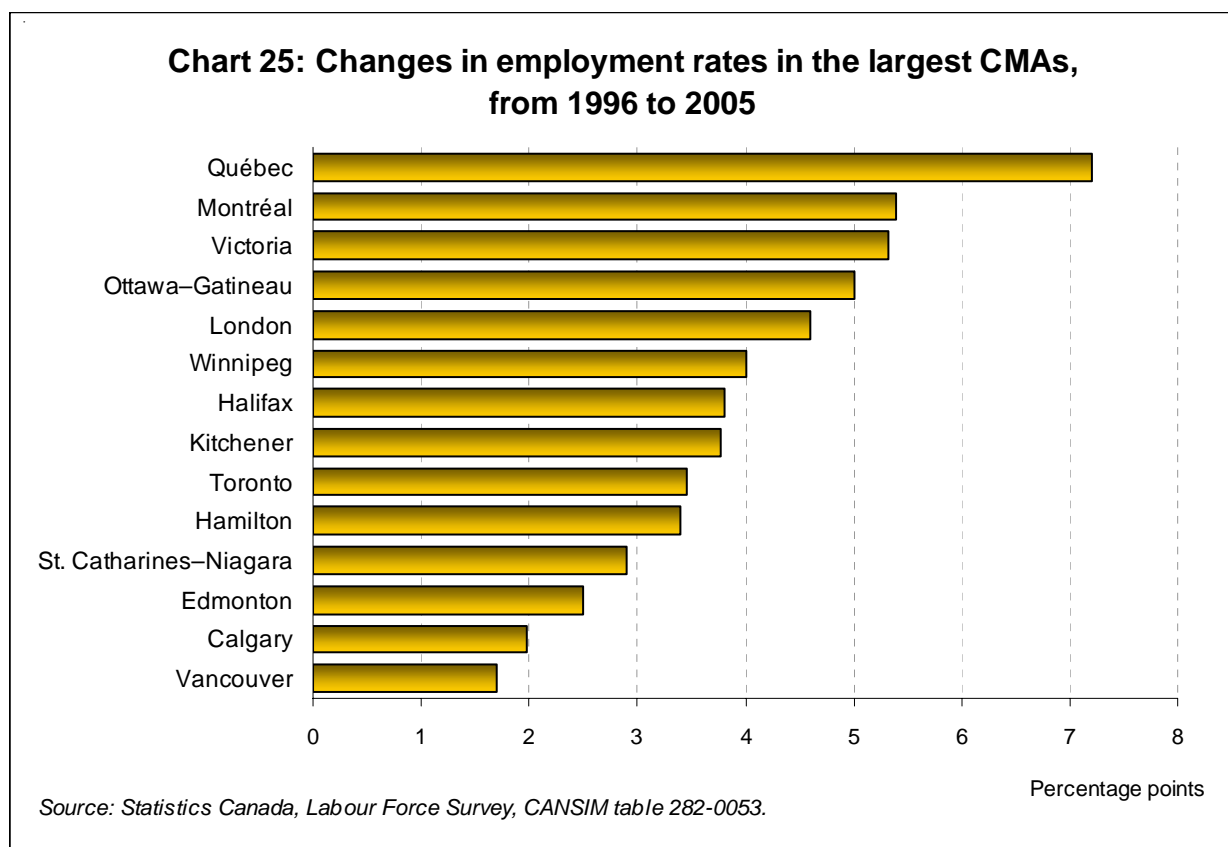
The employment rate continues to be highest in Calgary

- Since 1995, Calgary has consistently posted the highest employment rate of any major census metropolitan area (CMA). In 2005, 70.8% of all Calgarians aged 15 years and over had jobs, slightly less than the 71.7% the year before. The decline occurred because the population of this CMA grew twice as fast as employment: from 2004 to 2005, the working-age population grew by 2.4% while employment rose by 1.2%, with job gains spread across several sectors.
- The employment rate in Edmonton has also been among the highest in the country. Strong job growth in this CMA in recent years has kept pace with solid population growth. In 2005, however, the employment rate fell to 67.1% from 69.3% the year before. There were employment losses, mostly in accommodation and food services as well as in manufacturing. Nevertheless, the city still had one of the hottest labour markets in the country.
- Employment in the largest city in the country, Toronto, grew by 2.1% during 2005. The largest increases were in trade, educational services and construction. The working-age population rose slightly higher (up 2.3%) than employment, so the employment rate edged down from 64.7% in 2004 to 64.5% in 2005.
- The employment rate in Victoria has been improving over the last few years, reaching 61.9% in 2005, up 0.9 percentage points from the year earlier. However, the CMA is home to a large number of people aged 65 years and over, most of whom are not in the labour force, holding the employment rate down. Similarly, St. Catharines-Niagara is also home to a large number of retired people and despite the recent improvement in the employment rate (59.1% in 2005 compared to 58.1% in 2004) it is the lowest among the 14 largest CMAs.



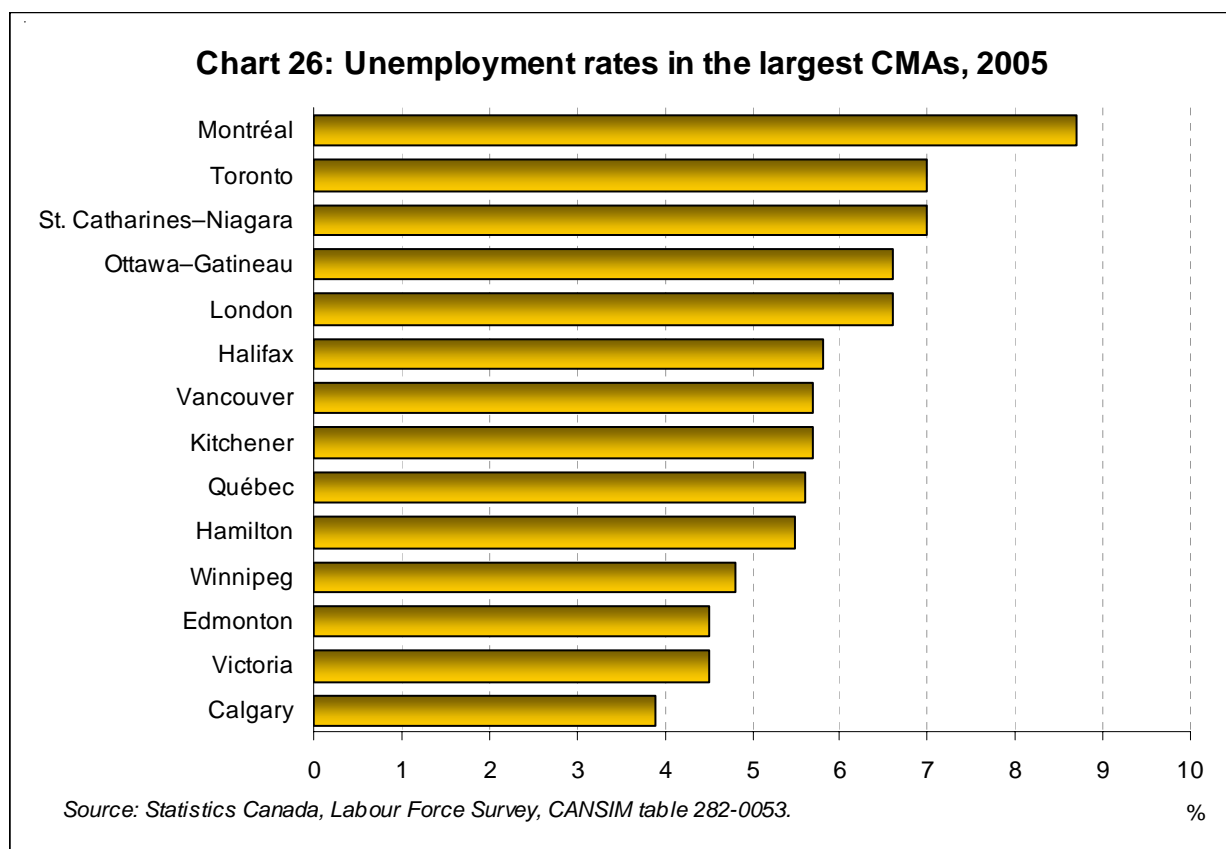
Improvement in the employment rates of Québec's two largest CMAs

- The employment rate for Québec City has increased substantially since 1996, peaking at 63.8% in 2005. The employment gains since 1996 have been widespread in several industries.
- Although Montréal's employment rate is among the lowest of the 14 largest CMAs, it has made impressive gains since 1996 increasing from 56.1% to peak at 61.8% in 2003. Job gains over the past two years have been spread across several industries, but have not been strong enough to keep pace with the increase in population. There has been weakness in manufacturing employment in 2005.
- Employment in Ottawa–Gatineau had been on a strong upward trend causing the employment rate to jump from 61.3% in 1996 to 67.1% in 2003. However, the rate of employment growth has slowed in the last two years and the employment rate edged down to 66.3%. Despite recent weakness in public administration, the industry is up compared to 1996. Employment in professional, scientific and technical services grew in 2005. This industry includes computer and telecommunication workers, a sector, much affected by the high-tech meltdown of 2001.
- Among the 14 largest CMAs, Vancouver's employment rate increased the least from 1996 to 2005, rising by only 1.7 percentage points. Despite the smaller improvement in the rate, there has been marked employment growth over the last few years. In 2005, employment grew by 2.5%, higher than the 2.0% increase in the working-age population.



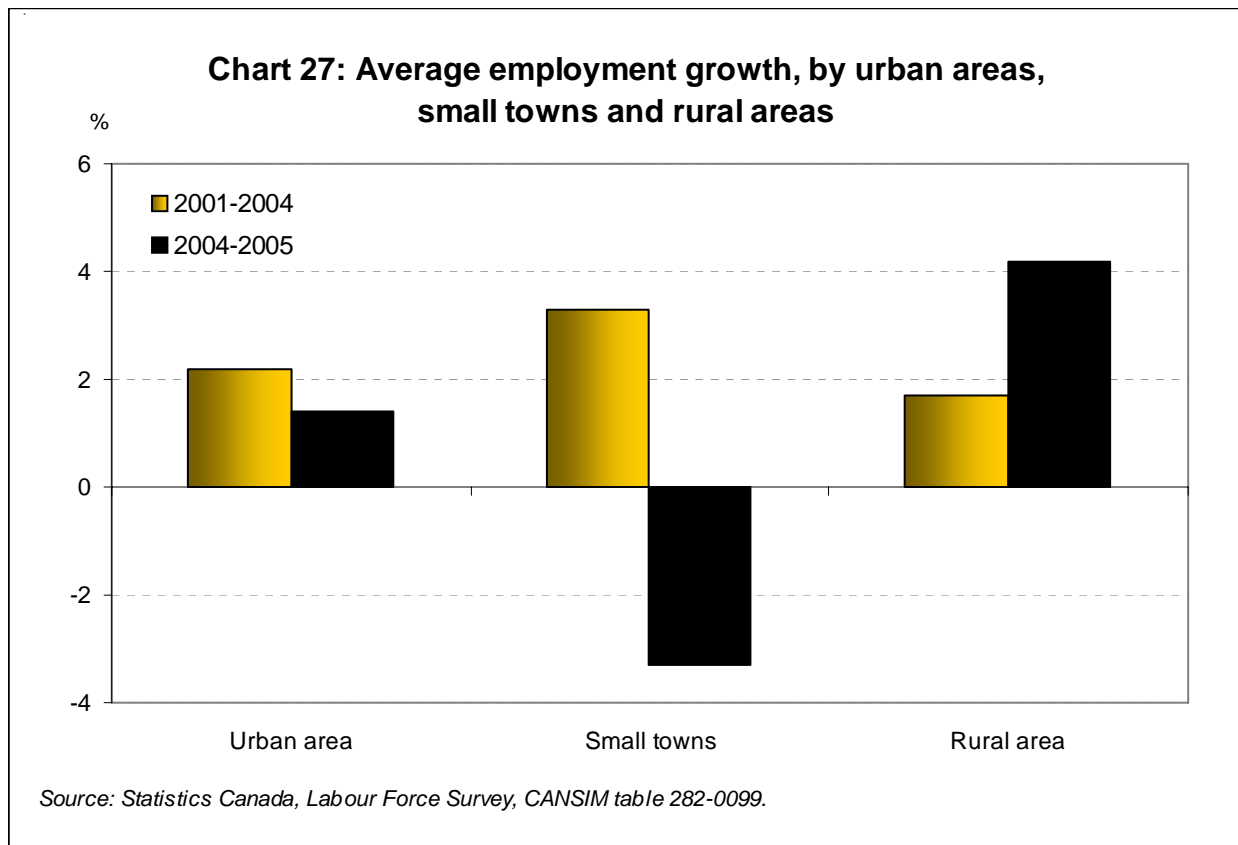
Unemployment rates are still highest in Montréal

- Unemployment in Montréal remains high compared with Canada's other large CMAs. However it is significantly below the double digit levels attained during much of the 1990s. The unemployment rate in 2005 was 8.7%, down substantially from the 1993 peak of 13.9%. Compared to the year before, the unemployment rate was unchanged in 2005 as the number of people participating in the labour force grew at a similar rate as the increase in employment.
- Consistently robust employment growth over the past several years has pushed Calgary's unemployment rate below other large CMAs. Employment growth in this CMA was 1.2% in 2005, following a respectable increase of 2.6% in 2004.
- Employment in Toronto has followed an upward trend since 1994, with an average annual growth rate of 3.0% over the eleven-year period. In 2005, the unemployment rate was down to 7.0%, compared with 7.5% the previous year.



Rural areas outperform urban areas

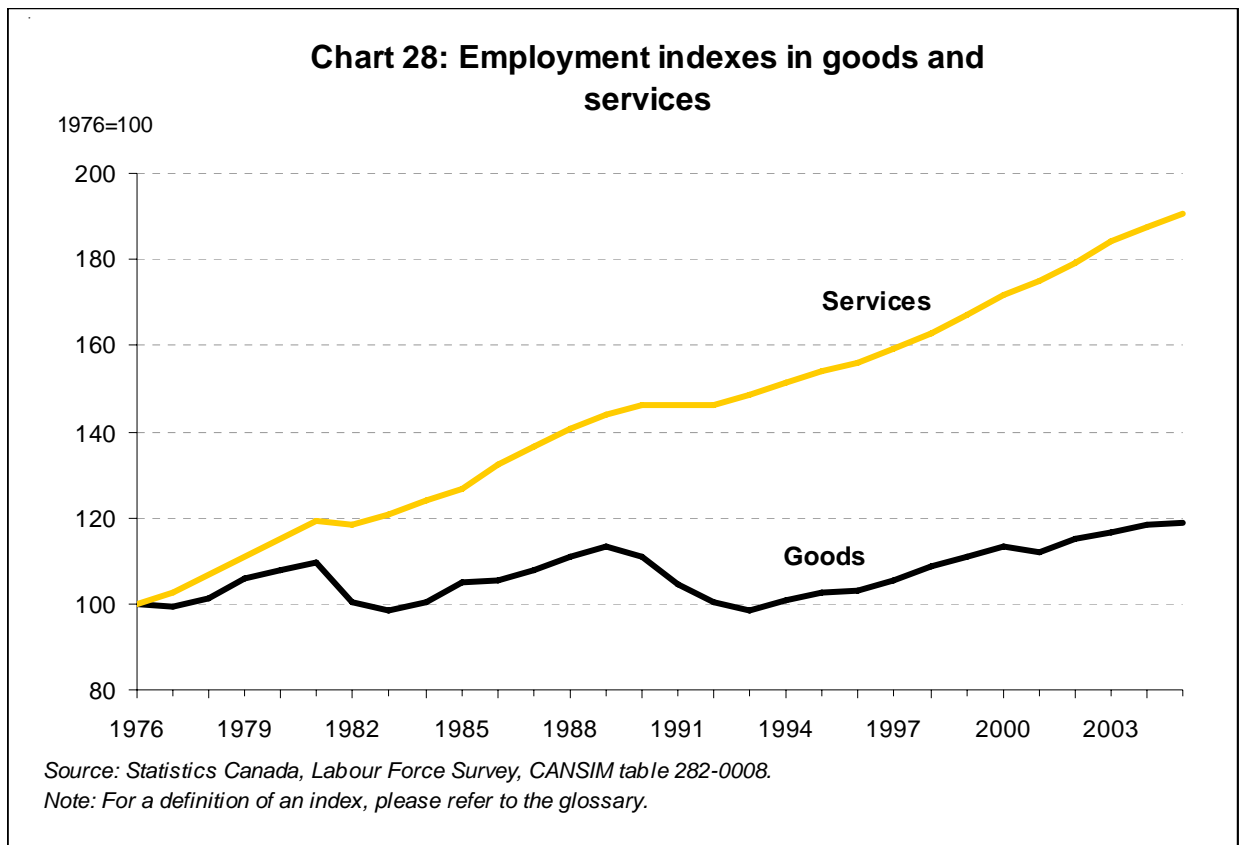
- The number of people employed in urban areas in Canada rose by 1.4% in 2005. In general, this was about the same rate of growth experienced outside of Canada's largest communities. However, there was a striking difference between what happened in small towns (-3.3% decline in employment) and rural areas (+4.2%).
- The shift towards growth in rural areas stands in contrast with the previous four years. From 2001 to 2004, employment in rural Canada experienced slower growth of 1.7%. Urban areas fared slightly better over the same period with growth of 2.2%, while small town employment grew by 3.3%.
- The recent decline in small towns may have been affected by the closing of forestry mills while rural areas were helped by the recovery in mining and farming. Manufacturing employment losses affected urban areas, small towns and rural areas. Construction grew faster in urban areas while the boom in international commodity exports boosted rural employment in the primary and transportation industries.



Section E - Industry, class of worker and occupation

Services continue to grow

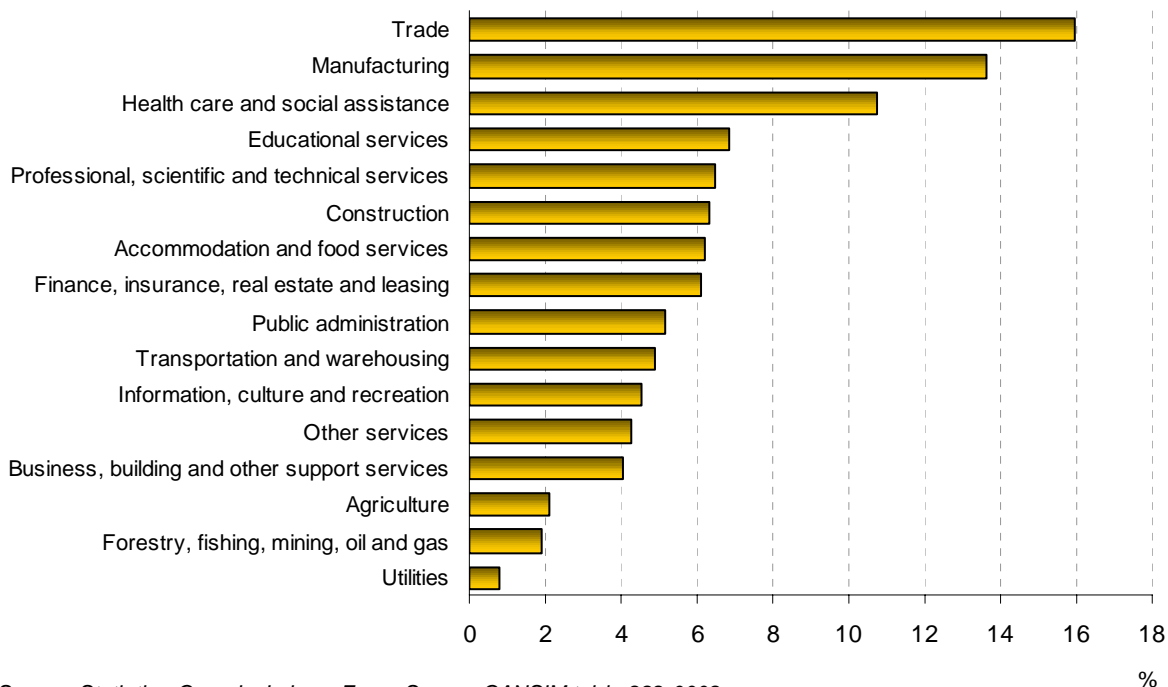
- There has been a long-term shift in employment away from goods-producing industries to services. The share of jobs in goods—which includes natural resources, manufacturing, construction and agriculture has followed a downward trend. Meanwhile, services—which includes industries such as retail and wholesale trade, health care, and public administration continue to grow, employing 75.2% of all workers in 2005 compared with 65.4% in 1976.
- Employment in goods-producing industries, such as manufacturing and construction, tends to be sensitive to economic downturns. In contrast, services employment is much less cyclical.
- Overall annual average employment grew by 1.4% in 2005. Job growth in goods slowed in 2005, up only 0.3% as manufacturers, confronted with an appreciating dollar and rising costs of raw material inputs such as crude oil cut the number of factory jobs by 3.7%. Construction employment, however, continued to steam ahead, up 7.1% with natural resources not far behind at 6.9%. Employment growth for services in 2005 (+1.8%) was much stronger with gains coming from educational services as well as business, building and other support services, professional, scientific and technical services and in finance, insurance, real estate and leasing.



Three in 10 workers are employed in trade or manufacturing

- Retail and wholesale trade continues to be the largest sector in the country, employing approximately 2.6 million people in 2005. Among these workers, approximately three-quarters work in retail trade. With a surge in consumer spending in recent years, both retail sales and trade employment have boomed. Many retail and wholesale jobs are held by youth and adult women. Since 1995, the number of jobs in retail and wholesale trade grew quickly, at an average 2.4% per year.
- Since 1990, manufacturing has lost ground as Canada's largest employer and now ranks second to trade. With recent employment losses, manufacturing now also ranks behind trade in terms of average number of hours worked (82 million in 2005) while 83 million hours were worked in trade. However, workers in manufacturing put in an average of 37.3 hours while for trade it was 32.2 hours per week. Wages were also significantly higher in manufacturing: the average hourly wage for a factory job was \$19.86, compared with \$14.47 in trade.
- Although employment in health care and social assistance was unchanged in 2005, it retained its long-term ranking as the third largest employer. The share of total employment for this sector was 10.7% in 2005 compared with about 8.1% in 1976. Health care spending in Canada has increased considerably in the last few years, and along with the added spending, so too has the number of jobs. In 2005, 1.7 million people were working in health care and social assistance.

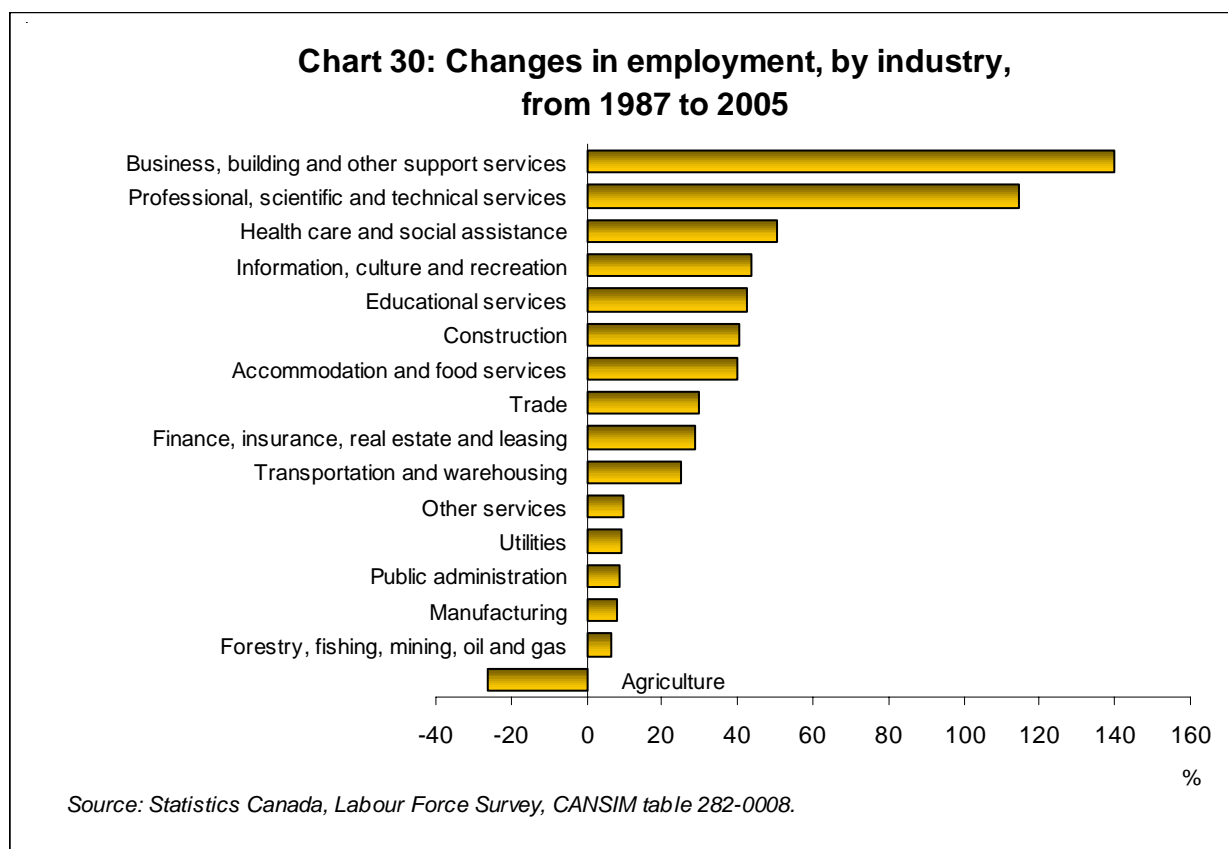
Chart 29: Distribution of employment, by industry, 2005



Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0008.

Employment increases in most industry sectors

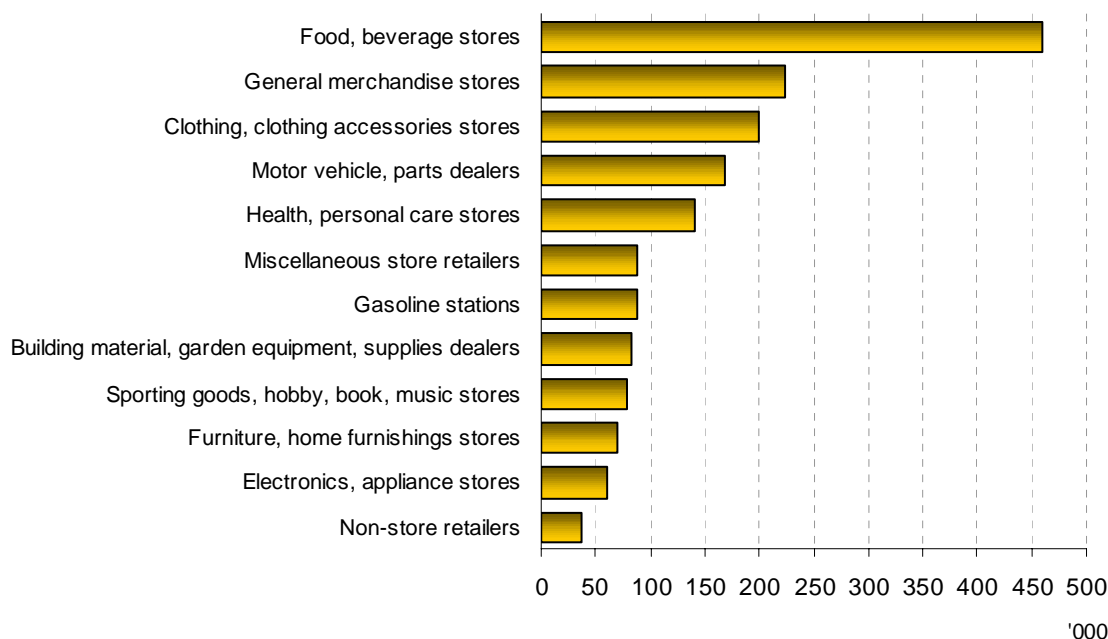
- Farming as a main-job has declined steadily over the long term while other sectors have attracted more workers. Agriculture is the only sector with lower employment today than in 1987. Until recently (2004), mining also had lower employment compared to 1987. Recently, there has been strength in oil and gas extraction and this has more than offset employment declines in other parts of natural resources, most notably forestry. In 2005, 306,000 people were employed in natural resources, up 6.7% from 1987.
- Employment has more than doubled in two sectors since 1987. In business, building and other support services, it jumped from 273,000 in 1987 to 654,000 in 2005. This sector includes industries such as employment placement agencies, telephone call centres, and office administrative services, as well as landscaping and janitorial services. Employment also increased more than twofold in professional, scientific and technical services, jumping from 490,000 in 1987 to 1.1 million in 2005. Strength in this sector was in computer system design services.
- The construction sector ranks in the middle, relative to other sectors, in terms of job creation since 1987. During the recession of the early 1990s, construction employment fell. However since 1996, employment in this sector has shown a strong upward trend, accelerating in recent years. This period was also characterized by lower interest rates and an increase in the number of housing starts.



Retail trade is dominated by employment in food and beverage stores

- Since 1991, about one in four retail employees were in food and beverage stores. Over 80% of these employees were in grocery stores, while the remainder were in specialty food stores or in beer, wine and liquor stores. In 2005, the number of workers in food and beverage stores increased 3.9% from the previous year, bringing employment to 460,000. This continues the upward trend that began in 1992, bringing the total increase since that time to 164,000 employees.
- General merchandise stores continue to have the second largest number of workers within retail trade. In 2005, an increase of 2.9% brought employment to 223,000. However, the employment level was down 11% since 1991.
- Clothing and clothing accessories stores had 200,000 retail trade employees in 2005, the third largest number. The 4.2% increase from 2004 was the sixth consecutive annual increase in employment.

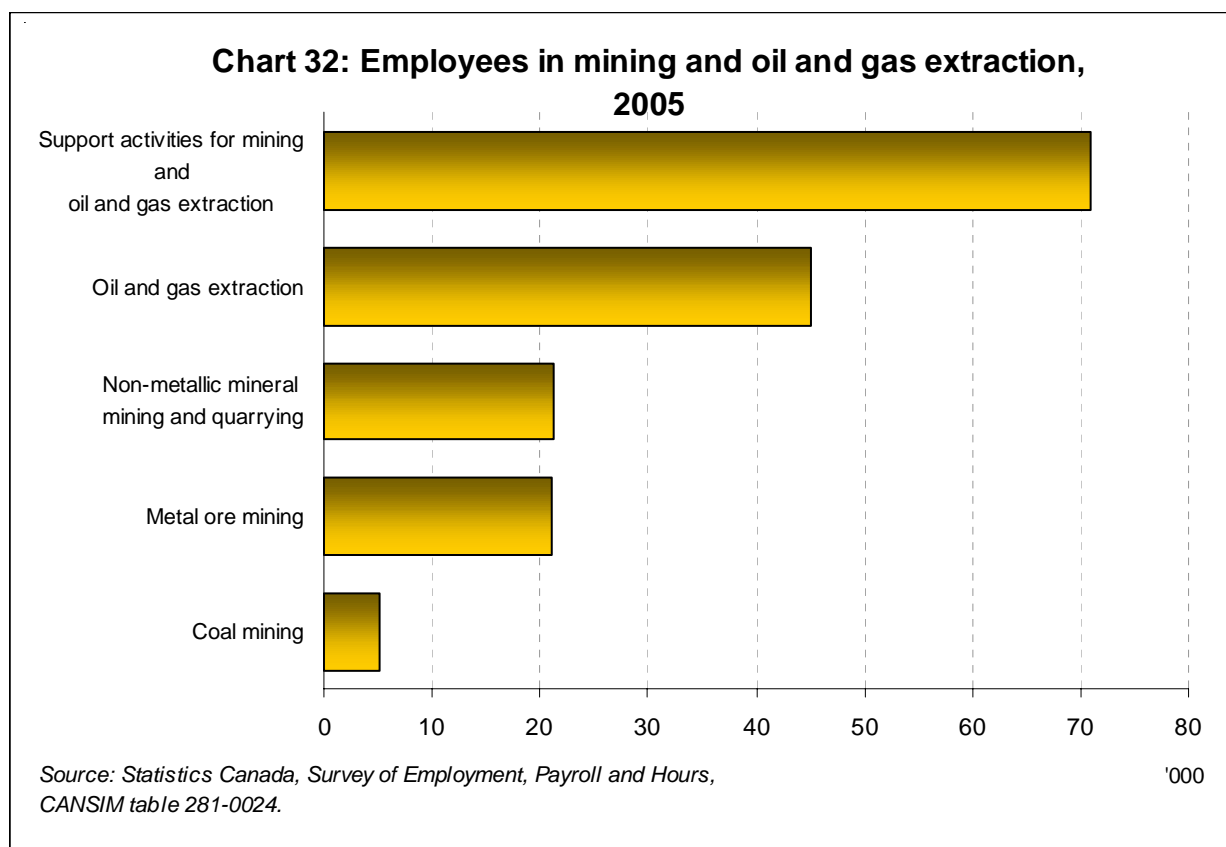
Chart 31: Employees in retail trade, 2005



Source: Statistics Canada, Survey of Employment, Payroll and Hours, CANSIM table 281-0024.

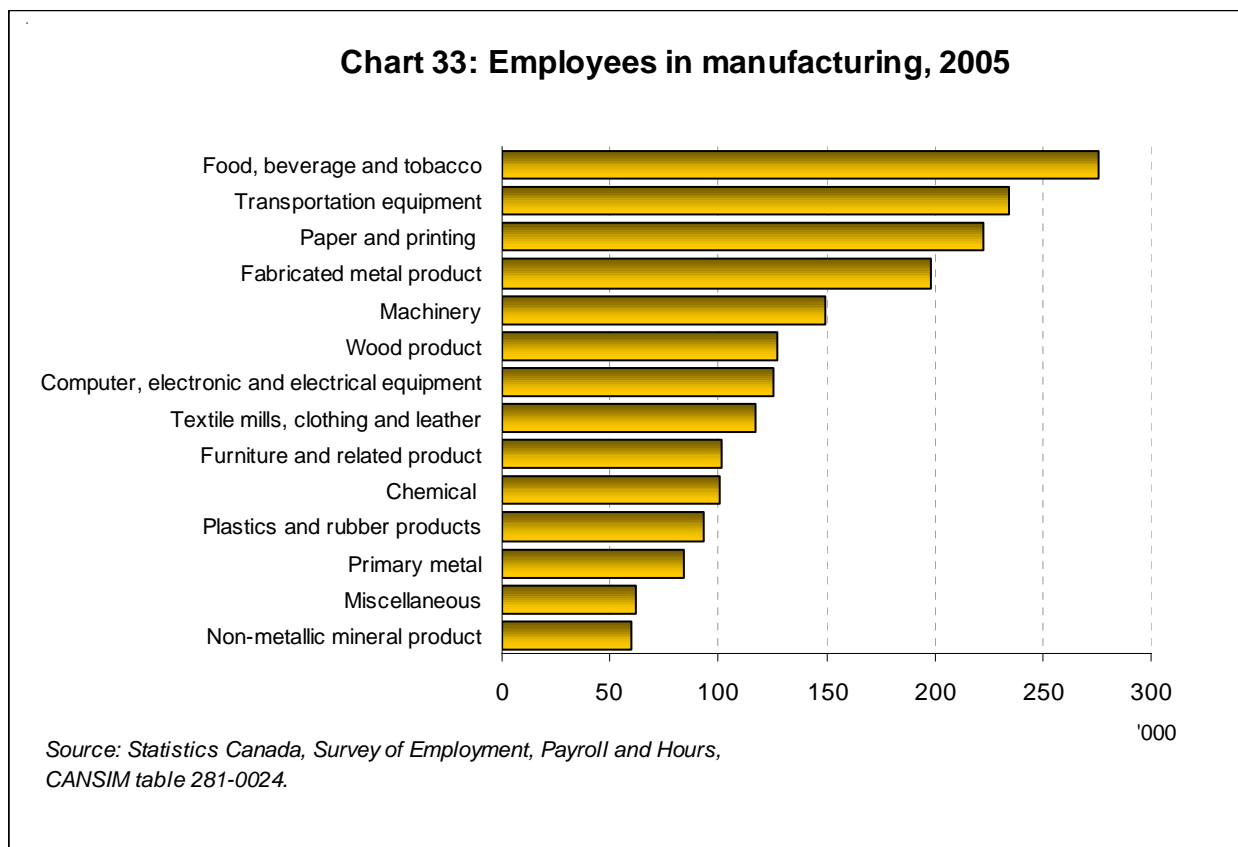
Jobs related to oil activities are on the rise

- In 2005, buoyed by the expansion of oil and gas extraction, the number of employees in the mining and oil and gas extraction sector rose 5.3% compared to the previous year, bringing the number of jobs to 163,000. This sector has been growing steadily since 1999.
- Since 1999, the steady increase in jobs related to oil and gas extraction has offset the job losses registered in mining. When the gain of 8,500 jobs in the oil and gas extraction sub-sector is combined with the increase of 33,000 jobs related to activities supporting mining and oil and gas extraction, the overall increase in employment over six years is 55%. This increase has been at almost 8% in the last year.
- The mining sub-sector, which includes coal, metal ores and non-metallic minerals, has been steadily declining since 1998. However, in 2005 the coal mining group, despite everything, registered its first increase in jobs since 1996.



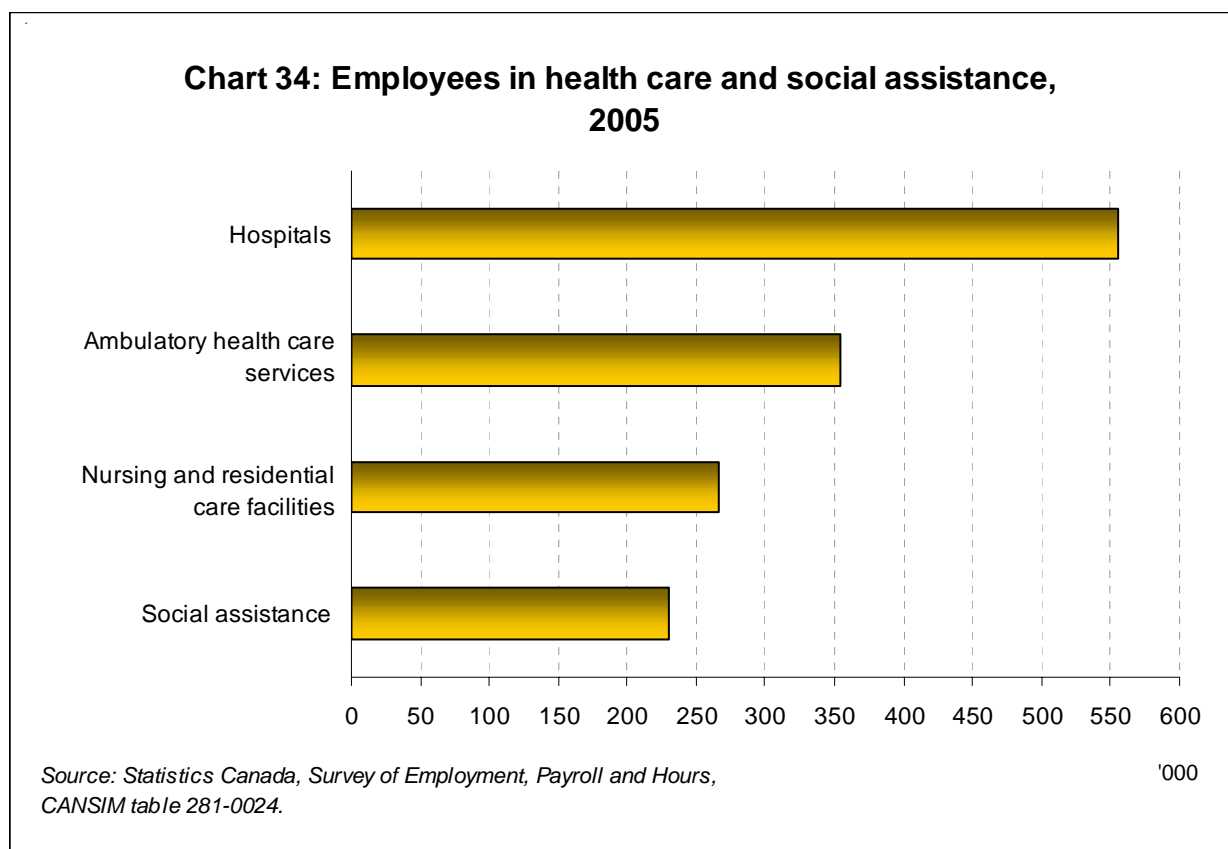
The largest employer in manufacturing is the food and beverage industry

- About 276,000 employees or 14% of all manufacturing workers—more than in any other part of manufacturing—were in the food, beverage and tobacco industry in 2005. While this industry is prominent in the majority of the provinces, it is particularly important in Newfoundland and Labrador and Prince Edward Island, where it employed almost half the manufacturing workers in 2005.
- Transportation equipment factories have the second largest number of workers in manufacturing. More than two-thirds of transportation equipment employees (some 160,000 of 235,000 employees in 2005) are in Ontario and almost 46,000 are in Quebec. Seven in ten employees in this industry, in Canada, manufacture motor vehicle parts or vehicles. For a decade, employment in the motor vehicle parts industry had been on an upward trend, while employment in motor vehicle manufacturing had been declining. However, in 2004 and 2005, these trends appear to be reversing.



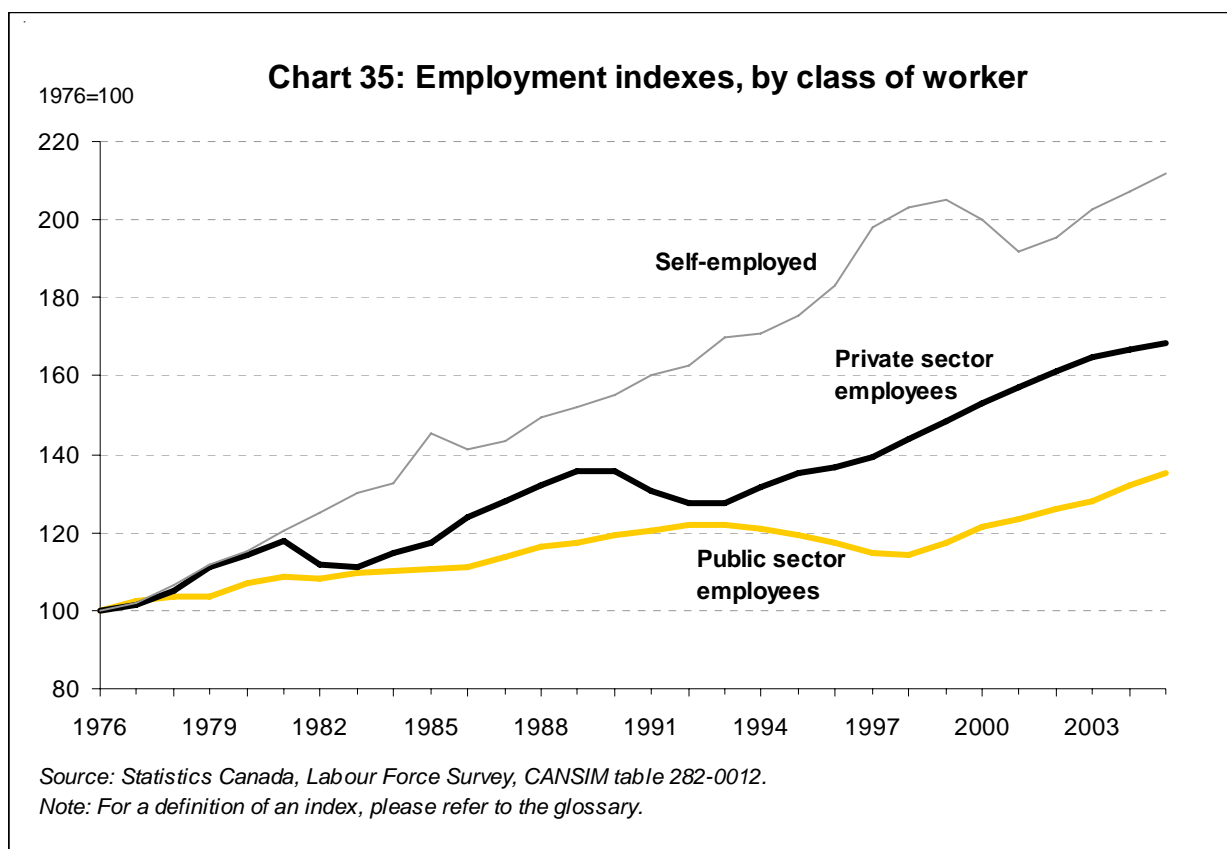
Health care and social assistance employment continues to increase

- Hospitals account for 40% of the employees in health care and social assistance and continue to be the largest employer in this sector. Although employment grew in each subsequent year since 2000 and a 2.4% increase in 2005 brought the number of employees to 555,000, this still left employment 3% lower than in 1991.
- Ambulatory health care services, which includes services such as those offered in the offices of physicians, dentists and other health practitioners, remains the second largest employer in health care and social assistance. In 2005, ambulatory health care services accounted for one of every four health care and social assistance employees, up from one of every five in 1991.
- Job growth stalled in nursing and residential care facilities, where increases of hundreds of jobs in both 2004 and 2005 contrast with substantial gains of 6,000 and 10,000 jobs in 2002 and 2003 respectively.
- The employment level in social assistance grew 2.2% in 2005. Although social assistance remains the smallest component, it has shown the largest increase (82%) since 1991. In particular, the number of employees in child day-care services has almost doubled since 1991, reaching 83,000.



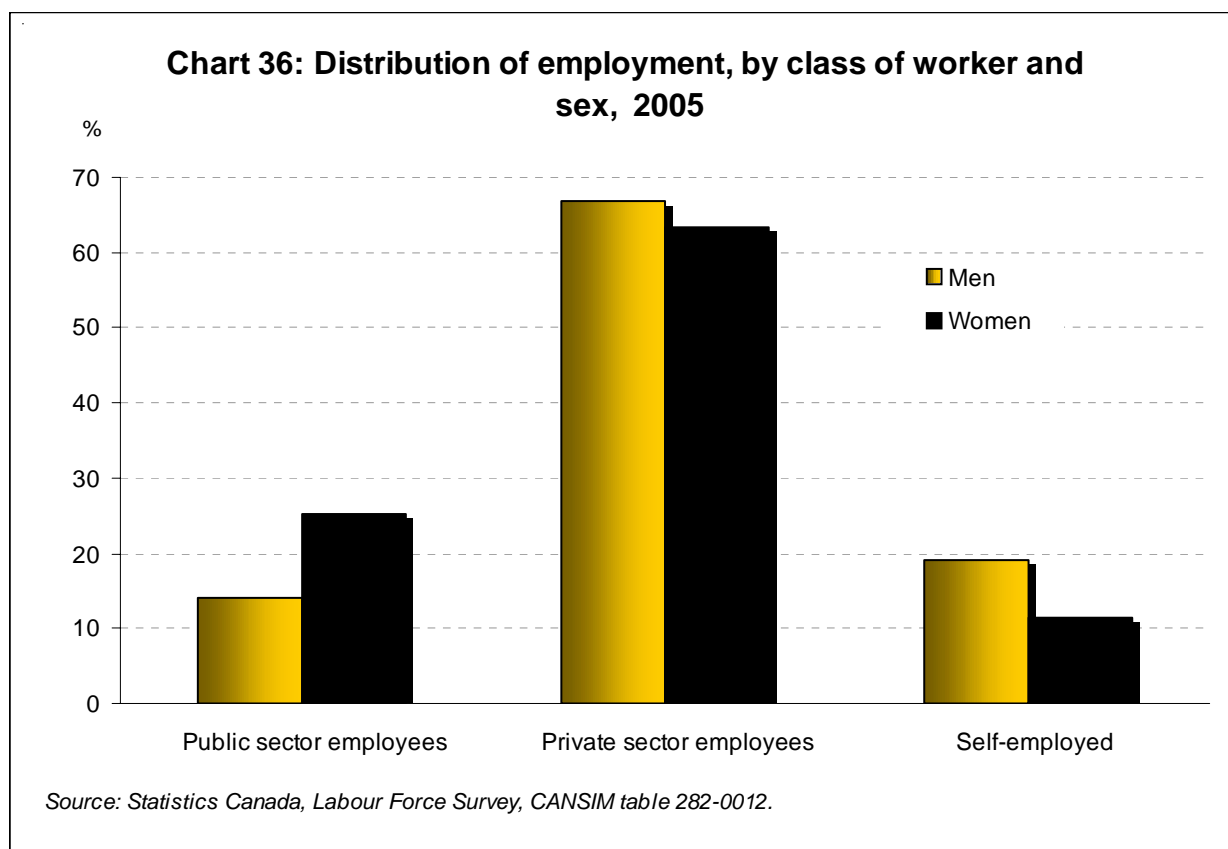
The self-employed and private sector employees power employment growth

- The 2.5 million self-employed people in Canada in 2005 represented 15.5% of all workers. From the mid 1970s to the end of the 1990s, self-employment growth was strong and consistent, even during economic downturns. In fact, in the long term, the pace of self-employment growth has surpassed that of private and public sector employees. However, mostly because of a drop in main-job farm employment, self-employment levels fell in 2000 and 2001. Recent strength in construction and in real estate, sectors with a heavy self-employment presence, rekindled the growth in self-employment since 2001. In 2005, the number of self-employed rose by 2.4%.
- In 2005, almost two in three employed Canadians worked for a private business or firm, accounting for 10.5 million employees. Private sector employees are affected more severely by economic cycles. After falling significantly during the 1990–91 recession, hiring in the private sector resumed with vigour in 1994, averaging annual gains of 2.5% in the years that followed. In 2005, however, growth in the number of private sector employees slowed considerably, up only 0.8%.
- Approximately one in five were employed in the public sector in 2005, a decrease from almost one in four in 1976. The size of the public sector shrunk from 1993 to 1998 as a result of cutbacks in the number of civil servants at all levels of government. Since 1998, most of the growth in public sector employment has been in education and health care and social assistance. In 2005, 3.1 million people were employed in the public sector, an increase of 2.6% from the year before.



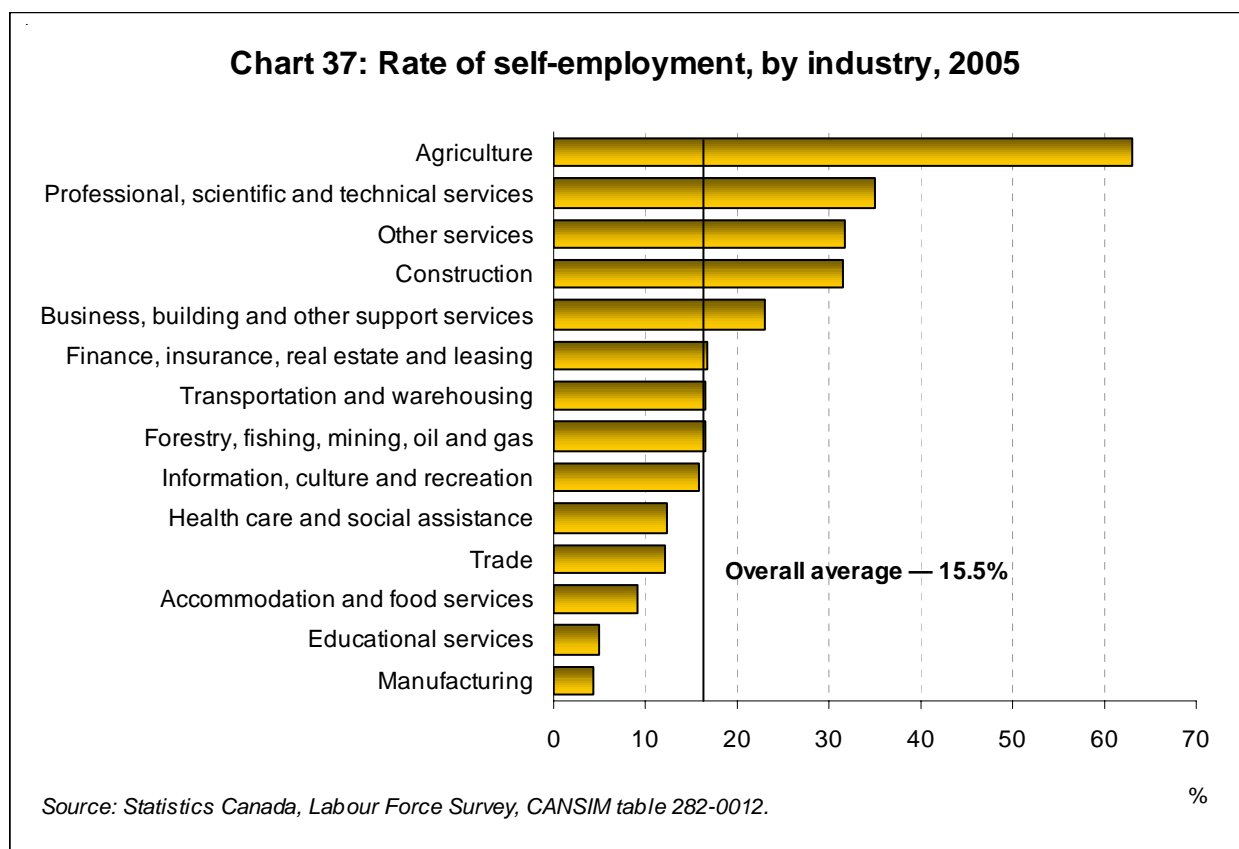
A majority of public sector employees are women

- In 2005, 61.3% of public sector employees were women, a significant increase from their 44.9% share in 1976. Almost 6 in 10 public sector employees worked in education or in health care and social assistance in 2005. These sectors are characterized by higher-than-average proportions of women and account for most of the overall gains in the public sector since 1998.
- Although the number of self-employed women has almost tripled since 1976, they still represent only about one-third of all business owners. Since 1990, growth in self-employment has been mainly among business owners without employees.
- Self-employed workers and public sector employees tend to be older than private sector employees. In 2005, the average age was 46.0 years for the self-employed, 42.2 years for public sector employees, and 37.3 years for private sector employees.



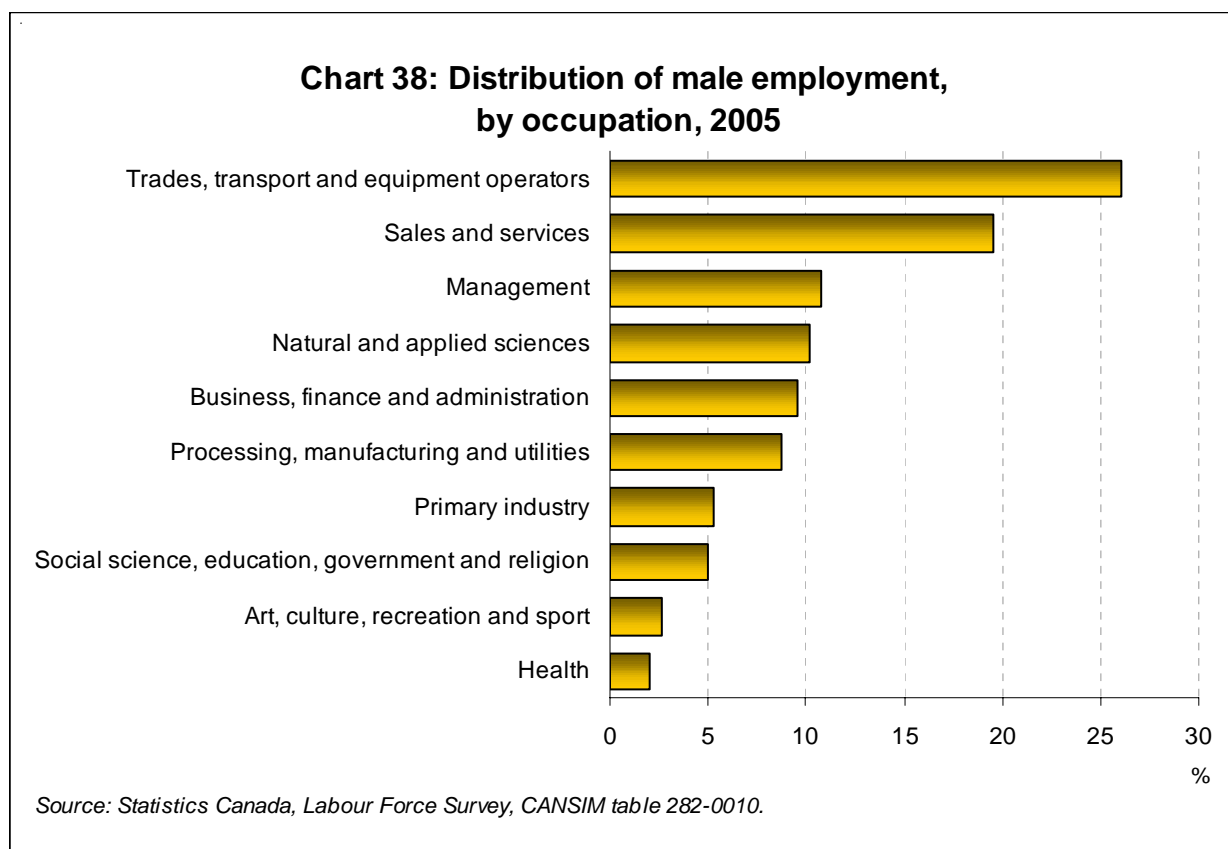
Most workers in agriculture are self-employed

- Agriculture has the highest rate of self-employment. However, that rate has declined sharply in the last few years, from a peak of 71.1% in 1997 to 63.0% in 2005. Farm employment has declined for a combination of reasons, including fewer but larger farms, rising farm productivity and growing non-farm employment opportunities.
- The professional, scientific and technical services sector, which includes legal, engineering and management consultant firms, accounting businesses, and computer system design companies, also had a high self-employment rate in 2005 (35.0%). This sector accounted for 29.8% of total self-employment growth between 1989 and 2005. It also contained the highest number of business owners at 367,000.
- The 'Other services' sector—which includes automotive, electronic and machinery repair and maintenance services, and personal care and laundry services—had the third highest rate of self-employment in 2005 (31.7%), closely followed by the construction sector (31.5%).



One in four men works in trades, transport or equipment-operating occupations

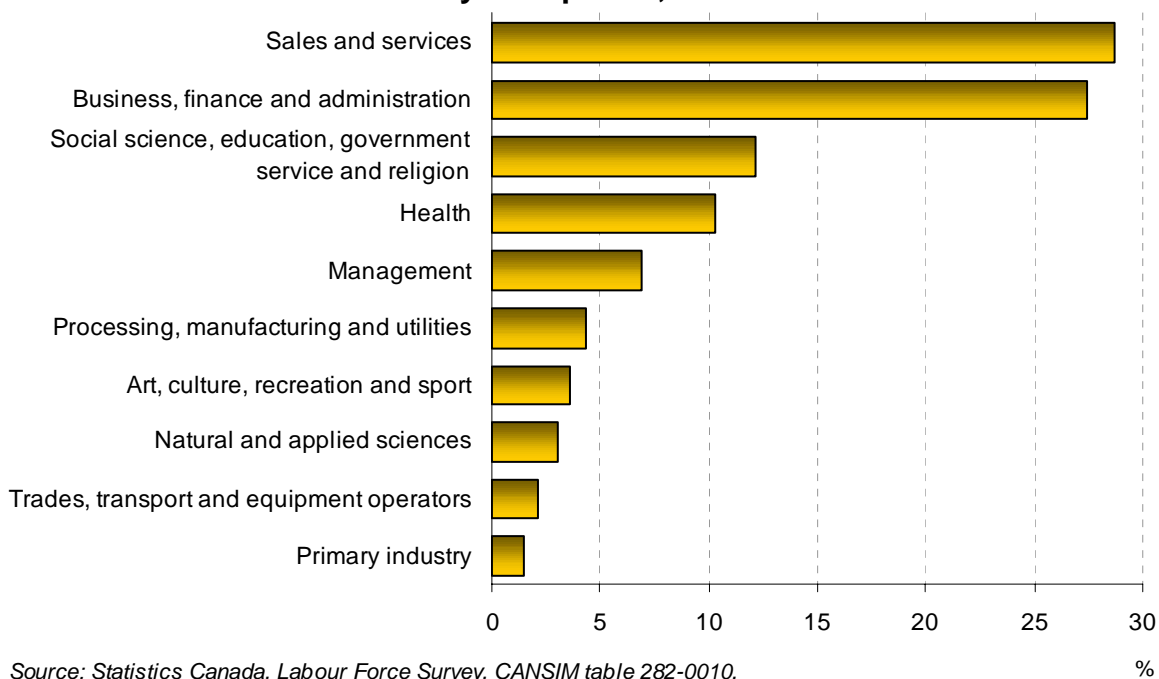
- About 2.2 million men were engaged in occupations trades, transport or equipment operation occupations in 2005, accounting for one-quarter of all men employed that year. An additional 1.7 million (one in five) were working in sales and services. Men were least likely to be found in health occupations (179,000), or art, culture, recreation and sport (230,000).
- The greatest employment growth for men has taken place in natural and applied sciences, with an average annual growth rate of about 5.6% from 1996 to 2005. This is mostly attributable to new jobs that have emerged in computer-related occupations, such as systems analysts, programmers and electronic service technicians. The occupation group trades, transport and equipment operators only increased by 1.7% on average over the same period, however, there was strong growth for the subgroup construction trades (+4.1%). In recent years, there has also been a strong push in employment in health occupations.



Nearly one in three women work in sales and service occupations

- Fifty-six percent of women work in two occupation categories. Almost 2.2 million women were employed in sales and service occupations in 2005, accounting for 28.7% of all working women over the age of 15 years. About one-third of these women worked as retail sales people, sales clerks, cashiers or retail supervisors. An additional 2.1 million women (27.4%) had jobs in business, finance and administrative occupations. A smaller but still significant number of women also worked in occupations related to social science, education, government service and religion (919,000 or 12.1% of women) and there were also 780,000 (10.3%) employed in health occupations.
- However, relatively few women were found in primary industry occupations (only 114,000 in farming, forestry, mining or fishing), or in trades, transport and equipment operation (157,000) in 2005.
- From 1996 to 2005, the largest employment increase among women was in sales and service occupations followed by business, finance and administration. There were also significant gains in occupations in social science, education, government service and religion.

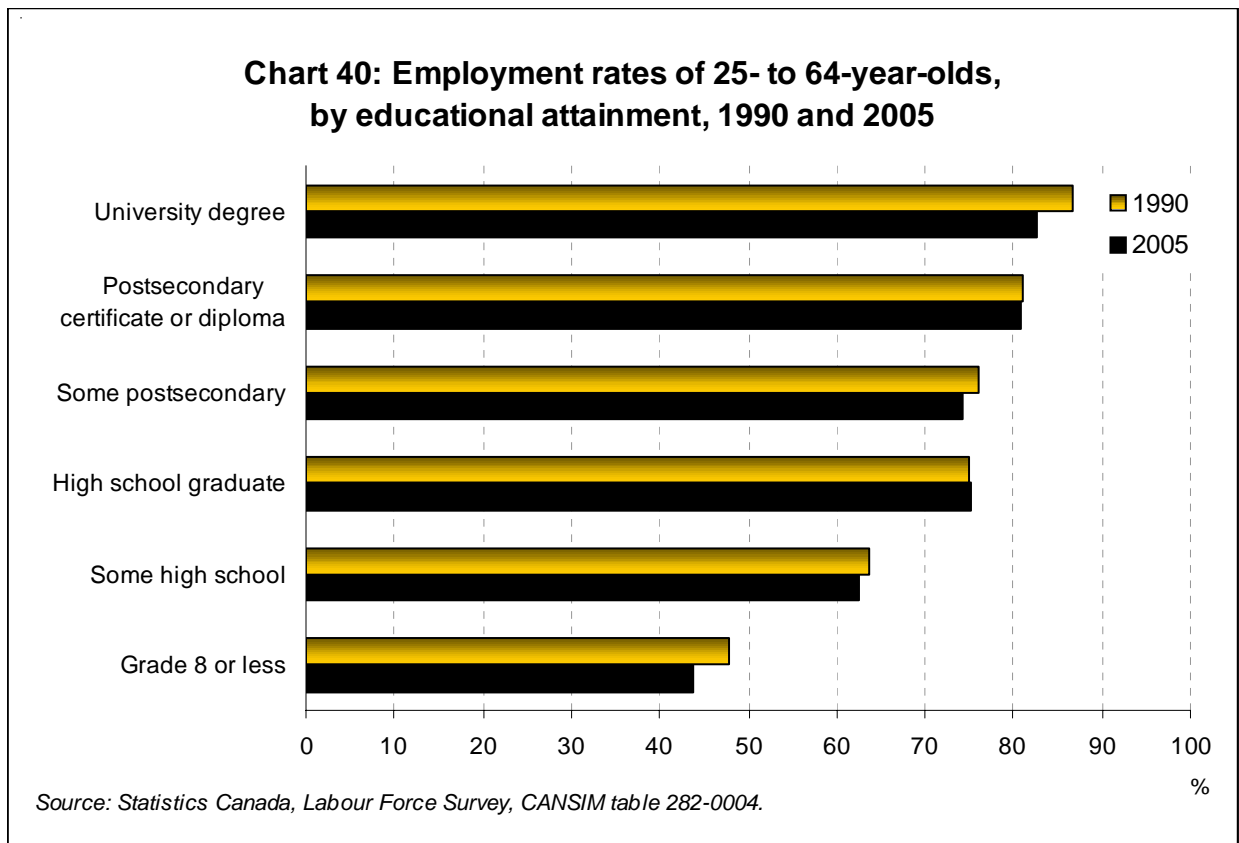
Chart 39: Distribution of female employment, by occupation, 2005



Section F - Educational attainment and training

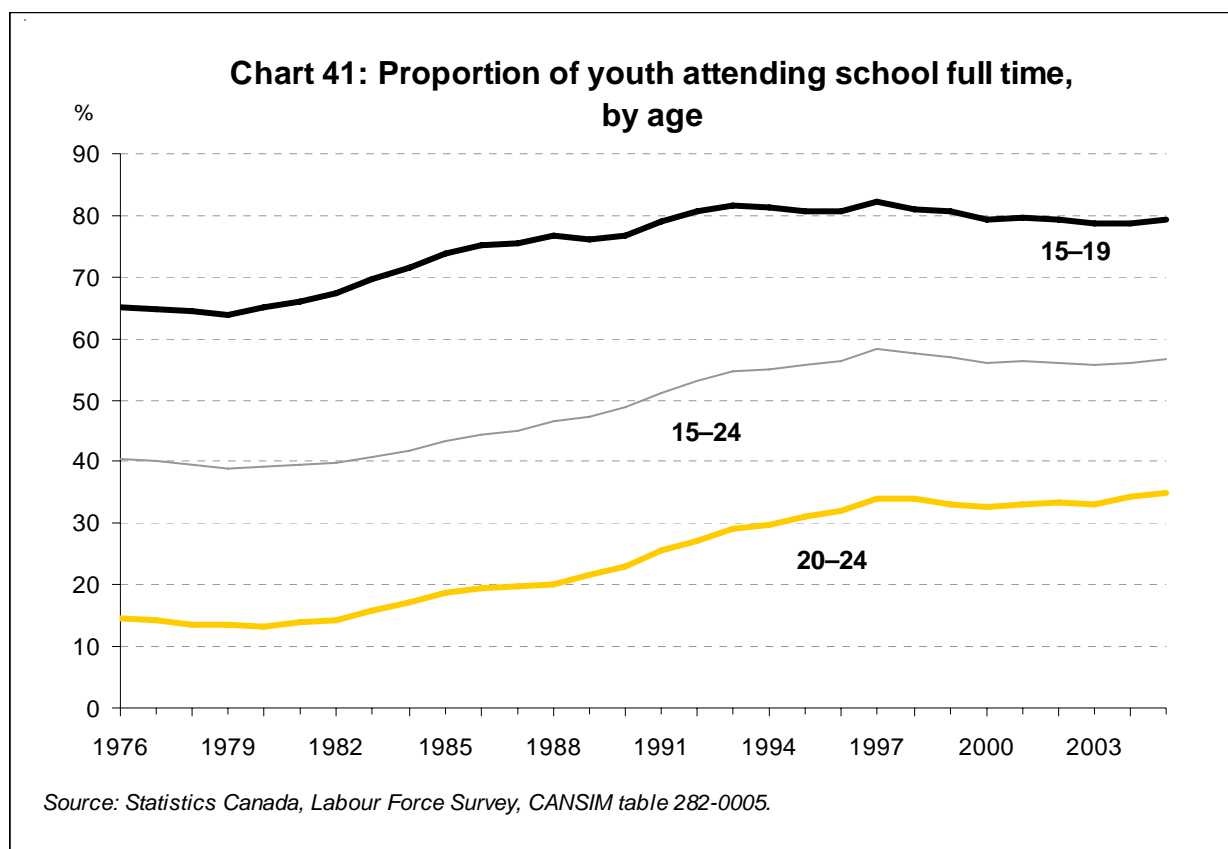
The employment rate increases with higher education

- The greater one's education, the better the chances of finding work. In 2005, among people aged 25 to 64 years, employment rates for high school graduates were 75.2%, compared with 82.6% for university graduates. And among university graduates, employment rates for people with advanced degrees, such as a master's or PhD, were slightly higher than those with of bachelor's degrees. However, having some postsecondary education without having completed a program leading to a degree, certificate or diploma provides little advantage over high school graduation. This is in part because employers generally reward credentials earned through education, as opposed to partial completion of a particular program.
- Despite the employment advantages associated with higher education, the employment rate for university graduates aged 25 to 64 years has dropped from 86.8% in 1990 to 82.6% in 2005. Employment increased for both postsecondary and university graduates during this period. However, the increase in the university graduate population outweighed their employment gains, explaining the drop in their employment rate.
- Similarly, higher levels of education are equated with lower unemployment rates. In 2005, the unemployment rate was 9.8% among people aged 25 to 64 years reporting less than a high school diploma, compared with 4.4% for those with a university degree.



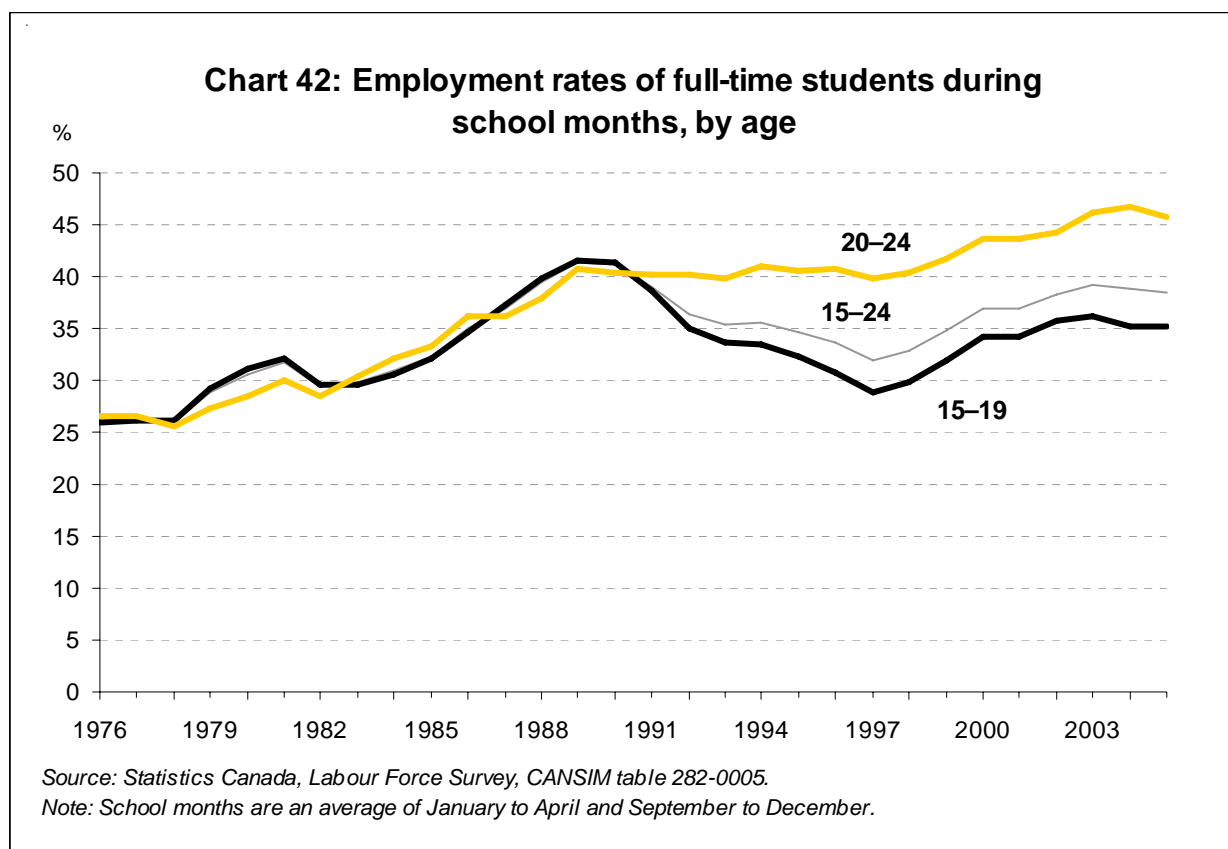
The proportion of young adults going to school full time has levelled off

- After significant increases throughout the 1980s and most of the 1990s, the proportion of youth aged 15 to 24 years attending school full time reached a peak of 58.1% in 1997. For the last eight years, the proportion of young adults engaged in school full time has remained between 56.0% and 57.6%. This is much higher, however, than the full-time school attendance rate of 40.6% in 1976. In 2005, 2.4 million youth were attending school full time, 56.8% of all 15 to 24 year-olds.
- For the last decade, more young women have been enrolled in school than young men. By 2005, 59.3% of 15 to 24 year-old women were attending school full-time compared with 54.4% of young men. Young women aged 20 to 24 were the only group to have an increase in their school attendance rate during the 1997 to 2005 period (from 35.3% to 38.5%, respectively).



More students combine school and work

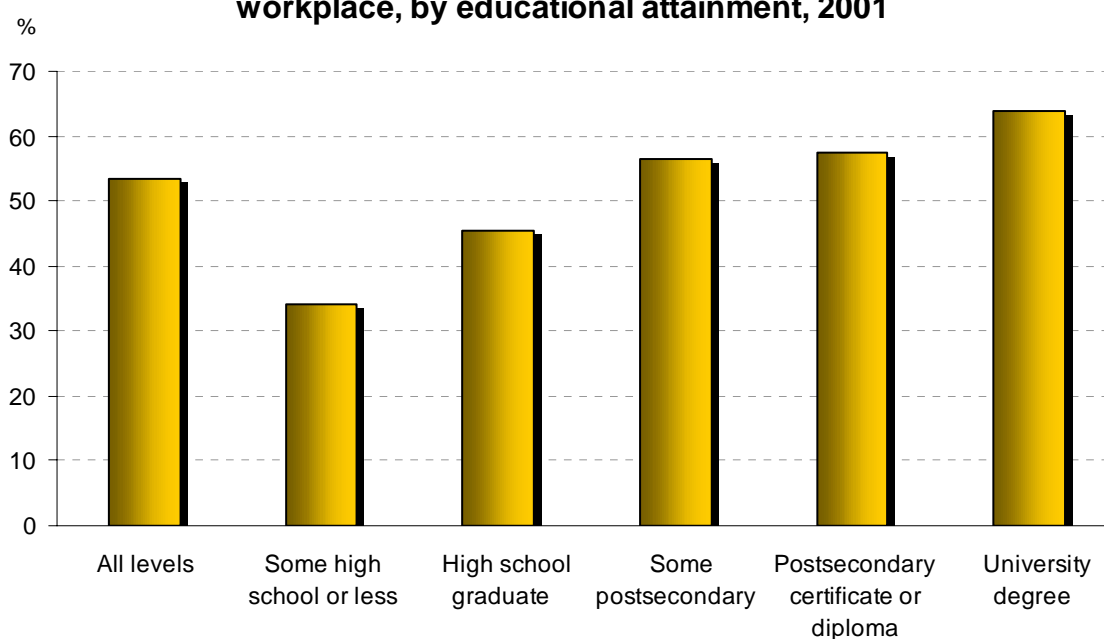
- Whether by necessity, desire to make more money or to gain work experience, a significant number of youth have a job while they are full-time students. In 2005, nearly two in five full-time students aged 15 to 24 found themselves in this situation (38.5%).
- Over the 1980s, the proportion of youth who juggled work and full-time school increased dramatically, reaching a peak of 41.4% in 1989. Spurred by the recession at the start of the decade, the rate fell for most of the 1990s. It was not until 1998 that the proportion of full-time students who had jobs began to increase. From a low of 32.0%, in 1997, it hit 38.5% in 2005.
- The increase in the employment rate among full-time students during the 1980s was equally shared among those aged 15 to 19 and 20 to 24, but during the decline in the 1990s, it fell only for 15 to 19 year-olds. This has resulted in a large gap between teenagers and older youth, a gap that remains to this day.
- In 2005, nearly 3 in 5 full-time students (60.8%) who were working were employed as retail salespeople or cashiers, as clerical workers, as cooks, food counter and kitchen helpers or servers in food and beverage or as grocery shelf stockers.



University graduates are the most likely to receive training

- More than half of all employees received some form of training in 2001. The more highly educated received more training, particularly classroom training—63.9% of university-educated employees received training in 2001, well above the overall average. Likewise, 64.0% of professionals and managers received training, the highest rate of any occupational group in 2001.
- Although the overall training rate was the same for youth and workers aged 25 to 44, the former tended to receive more on-the-job training, while the latter received more classroom training.
- Those employed in finance and insurance, as well as in the communications and other utilities industries (e.g., postal and delivery services), had the highest rate of training, particularly classroom training. Industries with high classroom training rates also tended to be those that had previously reported high concentrations of computer users, the highest incidences of innovation and higher performance levels as measured by indicators such as labour productivity, sales growth and profitability. Also, the larger the workplace, the more likely one was to receive training. In smaller workplaces, less than 45% of employees received any form of training.

Chart 43: Percentage of employees receiving training in their workplace, by educational attainment, 2001

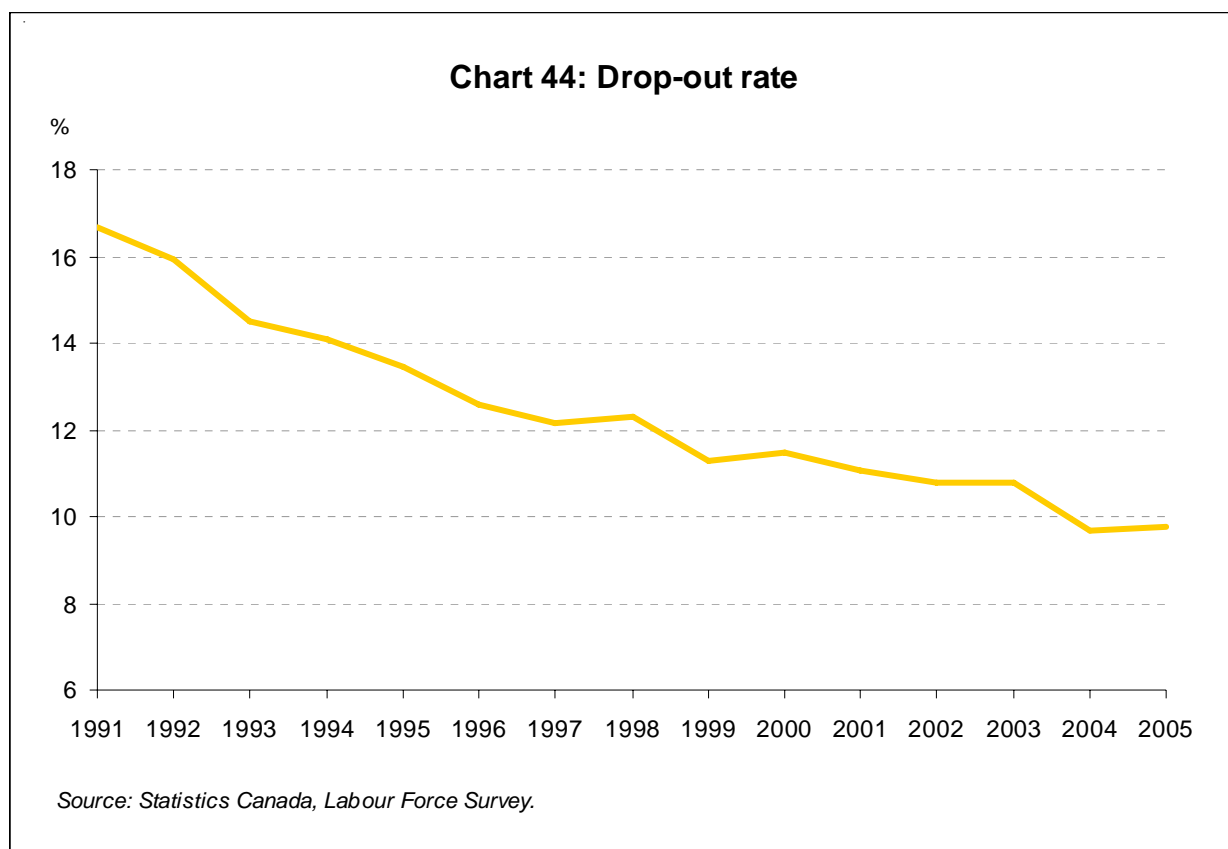


Source: Statistics Canada, 2001 Workplace and Employee Survey.

Note: Some industries are excluded from the survey, such as public administration.

Drop-out rate falls to less than ten percent

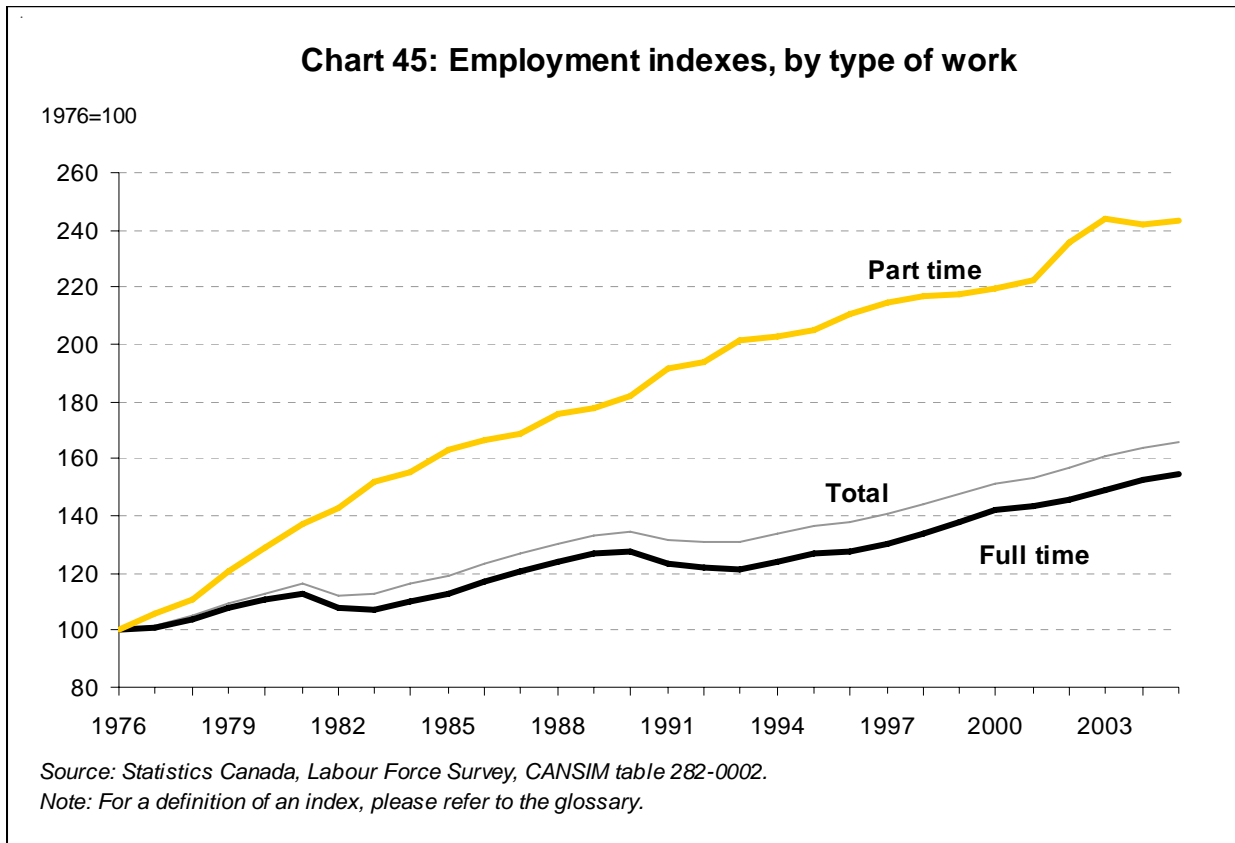
- Drop-out rates have declined significantly in Canada. During the 1990-91 school year, the first year for which drop-out rates can be calculated using the Labour Force Survey (LFS), the rate was 16.7% for 20 to 24 year olds. By 2004-05, the drop-out rate had fallen to 9.8%, representing 212,000 people 20 to 24 years of age who did not have a high school diploma, and who were no longer attending school.
- Dropping out is becoming less common in all parts of Canada, but the decline has been most apparent in eastern Canada. On average for the 1990-91 to 1992-93 school years, about one in five 20 to 24 year olds were without a high school diploma and were not attending school in Newfoundland and Labrador, as well as in Prince Edward Island, the highest rates in the country at the time. Over the most recent three school years, the drop-out rate in both these provinces has been in the 8% to 12% range, ranking them among the lowest in Canada. Drop-out rates also fell sharply in Nova Scotia and New Brunswick.
- Although drop-out rates have declined in recent years, there remain pockets where dropping out remains relatively high. Rural areas, for example tend to have higher drop-out rates than urban parts of Canada. Boys are still more likely than girls to drop-out.



Section G - Full time, part time

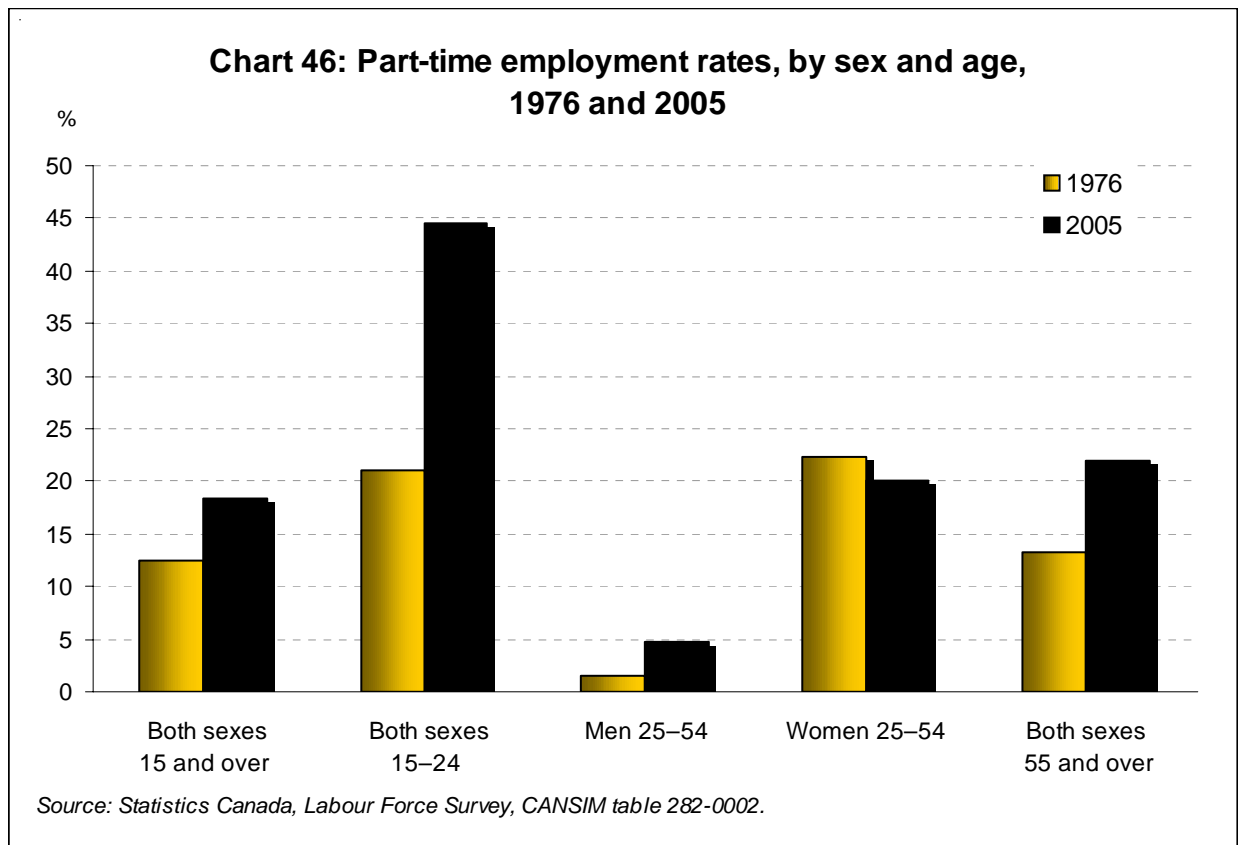
Growth has been in full-time employment since 2004

- The number of people working part time—less than 30 hours a week—has increased sharply over the last three decades. Recently, part-time employment grew at a fast pace from 2001 to 2003 (9.7%), but plateaued in 2004 and 2005. Nearly three million Canadian workers, or 1 in 5, worked part time at their main job in 2005, compared with only 1 in 8 in 1976.
- As a share of total employment, increases in part-time jobs kept pace with increases in full-time employment over the 1990s, leaving the part-time rate between 18.1% to 19.2% since 1991. Although part-time employment grew at a steady pace since 1976, there were declines in full-time during the recessionary years of the early 1980s and early 1990s. During most of the boom period (1994 to 2000), full-time employment grew at a faster pace than part-time, averaging 2.4% annually. In 2004 and 2005, employment growth was all in full-time work, with 13.2 million people working 30 or more hours a week.
- Strong long-term growth in part-time employment is not unique to Canada. With the exception of the United States, all the G7 countries, as well as Australia and the Netherlands, have seen their share of part-time employment rise from 1987 to 2004. Moreover, the Netherlands, Australia, Japan, the United Kingdom and Germany had higher part-time employment rates in 2004 than Canada.



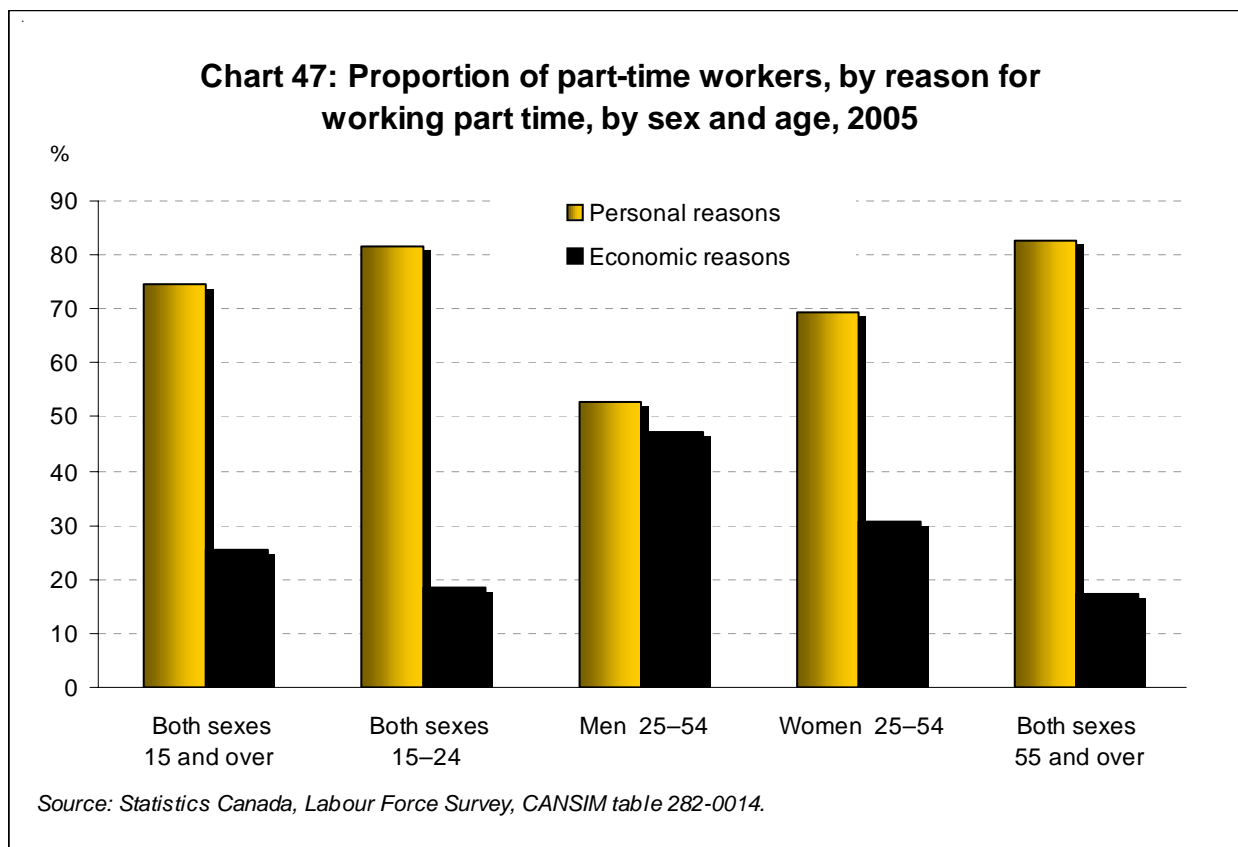
Part-time rates highest among youth

- A number of factors are thought to be behind the widespread increase in part-time work: the switch to a service-based economy, extended operating and production schedules, and increased fluctuations in business activities. Also, both employers and employees are more widely accepting flexible hours—as a cost-saving measure for employers and as a means of balancing home and work lives for employees.
- Part-time employment rates have increased most notably among youth: more than two in five 15- to-24-year-olds worked part time in 2005, compared with only one in five in 1976. With more young people attending school, working part time may be the most feasible option for those who want to earn money and gain work experience.
- Part-time work is also common among women aged 25 to 54 years and workers 55 and over. Just over one in five workers in these two groups worked part time in 2005, while few adult men (4.8%) did so. The part-time rate has grown for older workers and 25- to-54-year-old men since 1976, while it has dropped a bit for women of the same age.
- Youth are more likely to work part time in retail trade, food services, and information, culture and recreation. Women aged 25 to 54 years and older workers are more likely to work part time in health care and social assistance, retail trade or educational services.



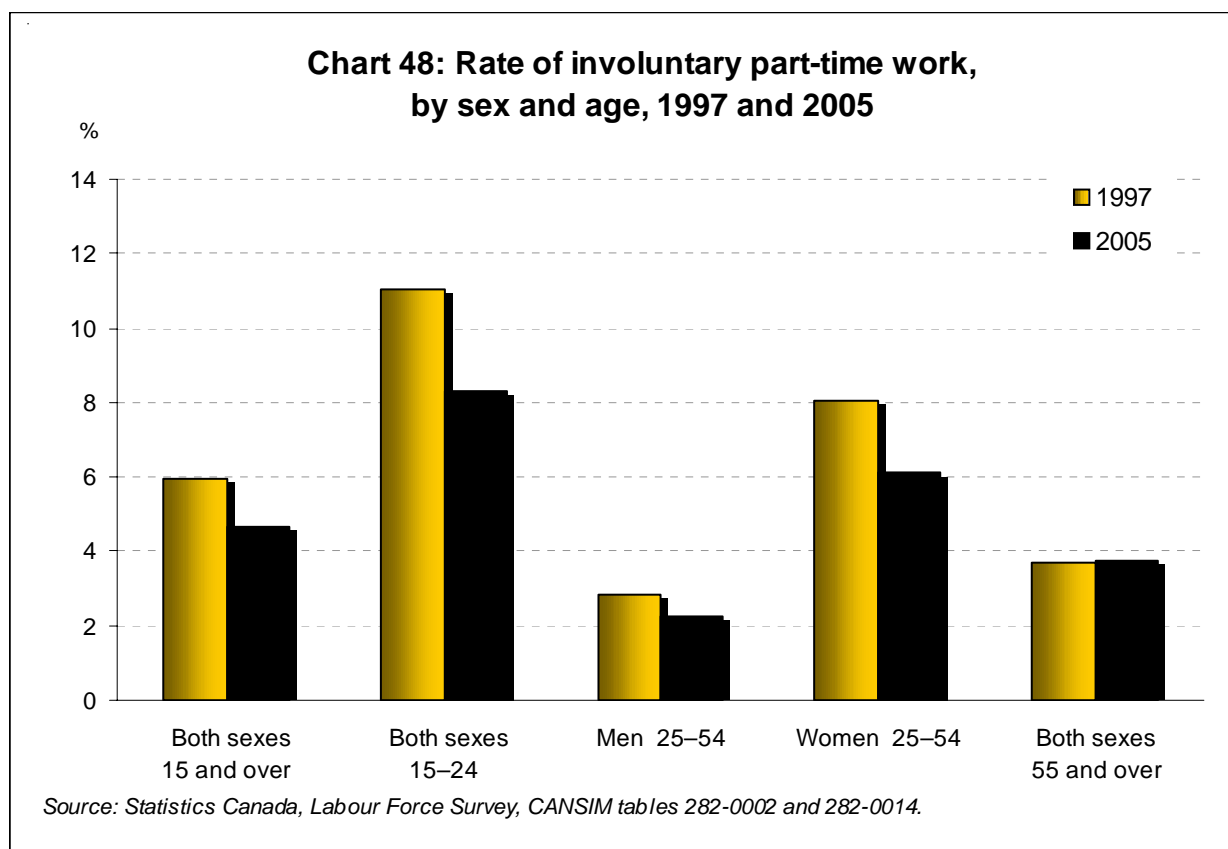
Most part-time workers do not want to work full time

- About three-quarters of part-timers (2.2 million people) chose to work less than 30 hours a week in 2005. Young people, women aged 25 to 54 and older workers were most likely to prefer the shorter hours they work. Most youth choose part-time work because they are attending school. Older workers choose shorter hours as a personal preference; for many, it is a transition phase on the way to retirement.
- Adult women often work part time because of personal or family responsibilities. Although both spouses are working in most families today, data on time use from the 2001 Census showed that adult women are more likely to put in longer hours in the home.
- On the other hand, of the 291,000 men aged 25 to 54 years who worked part time in 2005, a large proportion (47.2%) said they could not find full-time work because of poor economic or business conditions. Of the others who worked part time by choice that year, most did so as a personal preference or because they were going to school.



A minority of involuntary part-timers search for full-time work

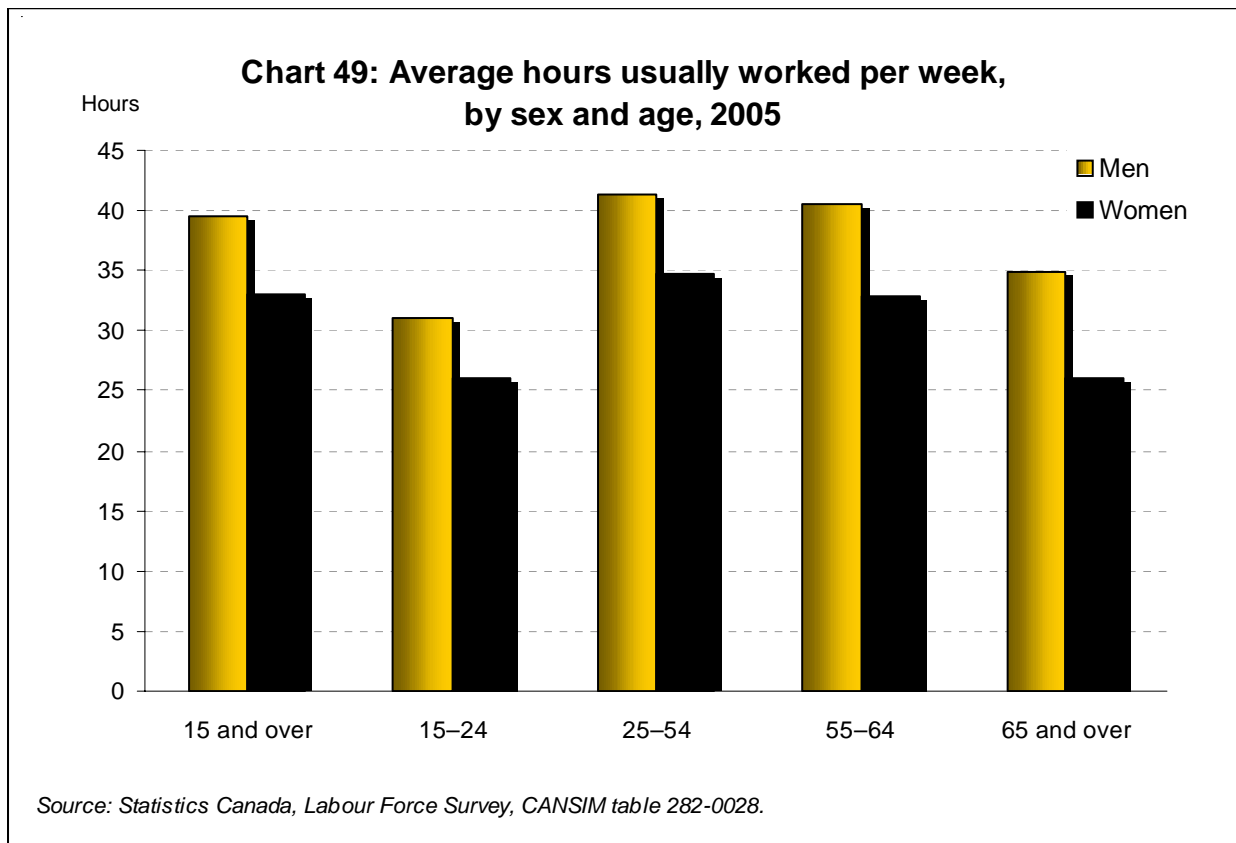
- In 2005, one in four part-timers (758,000 people, representing 4.7% of all those employed) stated a preference to be working full time. Less than one-third of these involuntary part-timers actually looked for a full-time job.
- The vast majority of involuntary part-timers were youth and women aged 25 to 54. Both of these groups display seasonal patterns: the number of young involuntary part-timers increases during the summer months when full-time hours are preferred, while the number of adult female involuntary part-time workers peaks in the fall, when children return to school.
- Involuntary part-time work rises and falls with the unemployment rate, an indication that people are forced into part-time work when economic conditions worsen. Involuntary part-time work is more common in the Atlantic provinces, where unemployment rates are generally above average.



Section H - Hours of work and work absences

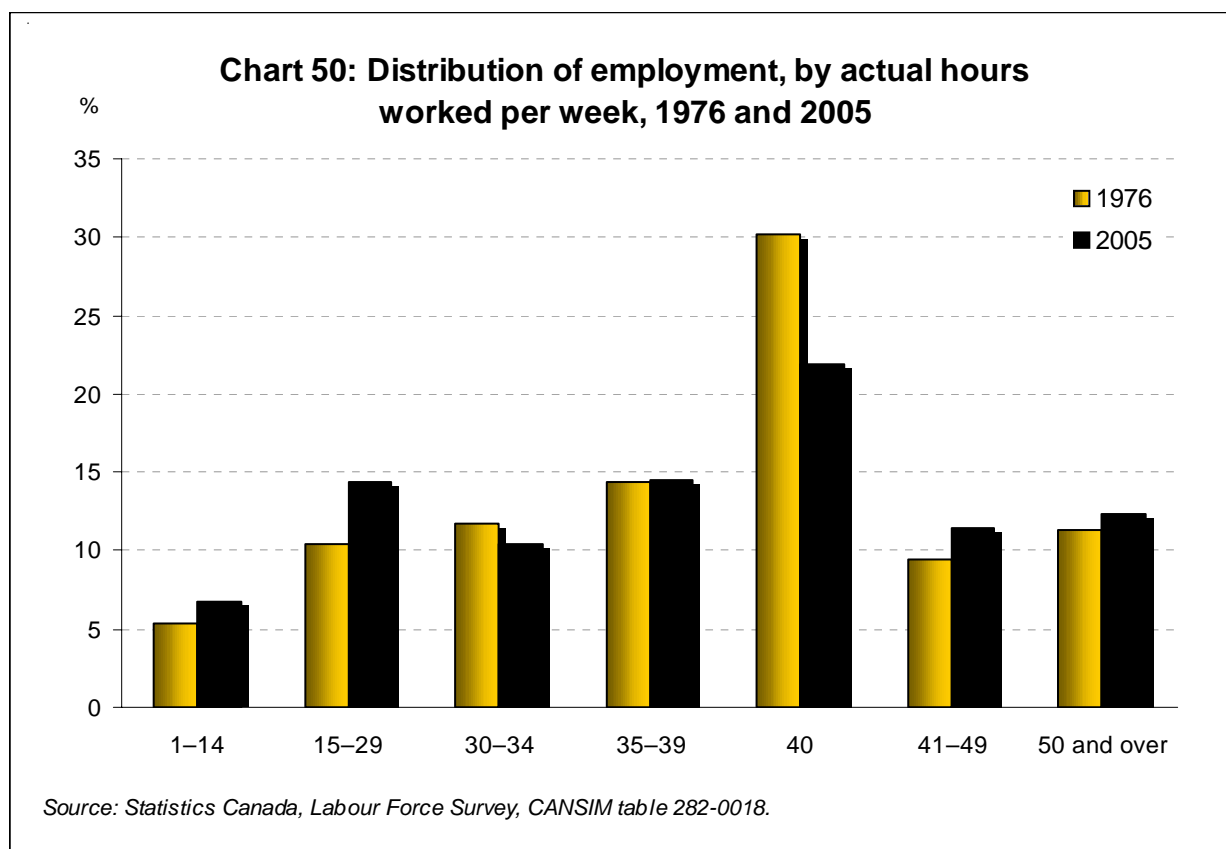
Men usually work longer hours than women

- On average, women usually work fewer weekly hours than men at their main job (32.6 versus 39.7 hours in 2005). Although all age groups follow this trend, the gap between men's and women's hours increases with age.
- For example, in 2005, young men aged 15 to 24 years worked five hours longer at their main job each week, on average, than their female counterparts (31.9 versus 25.6 hours). There was a 9-hour gap in the usual weekly hours of men and women aged 65 and over (34.4 and 25.6, respectively, in 2005). Among adult workers (aged 25 to 54), the gap was slightly more than seven hours.
- Usual weekly hours have declined for all age groups, but the drop has been most pronounced among youth 15 to 24 years old. In 1976, youths worked an average usual workweek of 35.0 hours. By 2005, their hours were down to 28.6. This decline may be associated with rising postsecondary enrolment in the 1980s and 1990s, resulting in more youth working part time while attending school, as opposed to working full time immediately following high school graduation.



On average, Canadians are working fewer actual hours a week

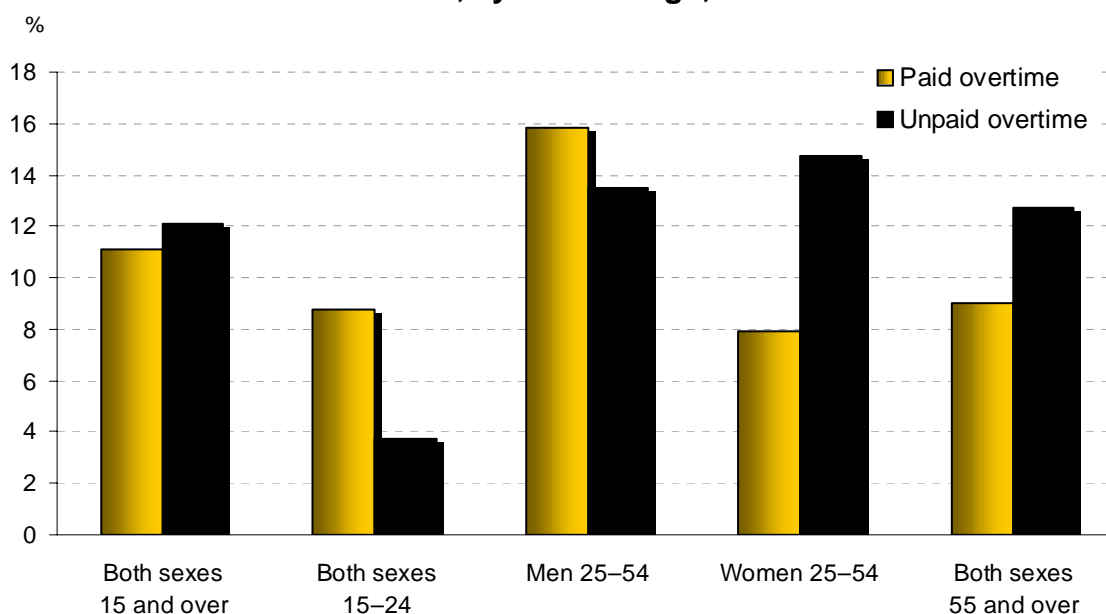
- Over the long term, the average number of actual hours that Canadians work has been trending down. In 2005, when factoring in overtime and hours lost into the “usual” workweek, the average Canadian worked 33.5 hours per week, down 0.5 hours from 1976. Men worked an average 37.1 hours per week (down 0.8 hours from 1976) while women worked 29.4 hours (down 0.6 hours). While the long term tendency has been towards shorter hours, in the last two years, actual hours have increased somewhat, spurred by gains in full-time workers.
- Although the 40-hour work week remained the most common among employed Canadians, a significantly smaller proportion of men and women actually worked a 40-hour work week in 2005 compared to 1976 (21.9% versus 30.1%). Higher percentages worked either longer or shorter hours.
- Although actual hours are, on average, trending down, the share of employed men and women working very long hours has increased. The proportion of employed women working 50 hours a week or more increased from 3.8% in 1976 to 6.2% in 2005. For men, the share increased from 15.7% to 17.8%.



More employees are working overtime

- Over one in five employees (23.2%) worked paid or unpaid overtime in a given week in 2005, accounting for 2.9 million employees who were at work. This is an increase from 1997, when 18.6% of all employees worked overtime. In 2005, these employees worked an average 8.5 hours per week in excess of their usual hours, somewhat less than the average 9.3 hours in 1997. More employees worked unpaid (12.1%) than paid overtime (10.2%) in 2005.
- Men are more likely to work overtime than women, and when they do, they are usually paid for it, unlike women, whose overtime is normally unpaid. Overall, 26.2% of male employees worked overtime in 2005, 55.6% of whom were paid for the extra hours. The rate for female employees working overtime was 19.9% — almost two thirds of this group was working overtime without pay. A higher proportion of adult men work in natural resources, utilities, manufacturing and construction, sectors where paid overtime is more common. Those working in education were the most likely to report unpaid overtime (34.2%), followed by those in professional, scientific and technical services (25.9%).
- Among workers aged 15 to 24 years, 3.8% reported unpaid overtime, with no difference between the sexes. Young people were much less likely than older employees to report working unpaid overtime. This may be because the jobs held by youth are more often temporary and, as a result of this, they may feel less attachment to their jobs and be less willing to work unpaid hours. Also, many young people work in industries, such as retail trade, that do not typically require a great deal of overtime.

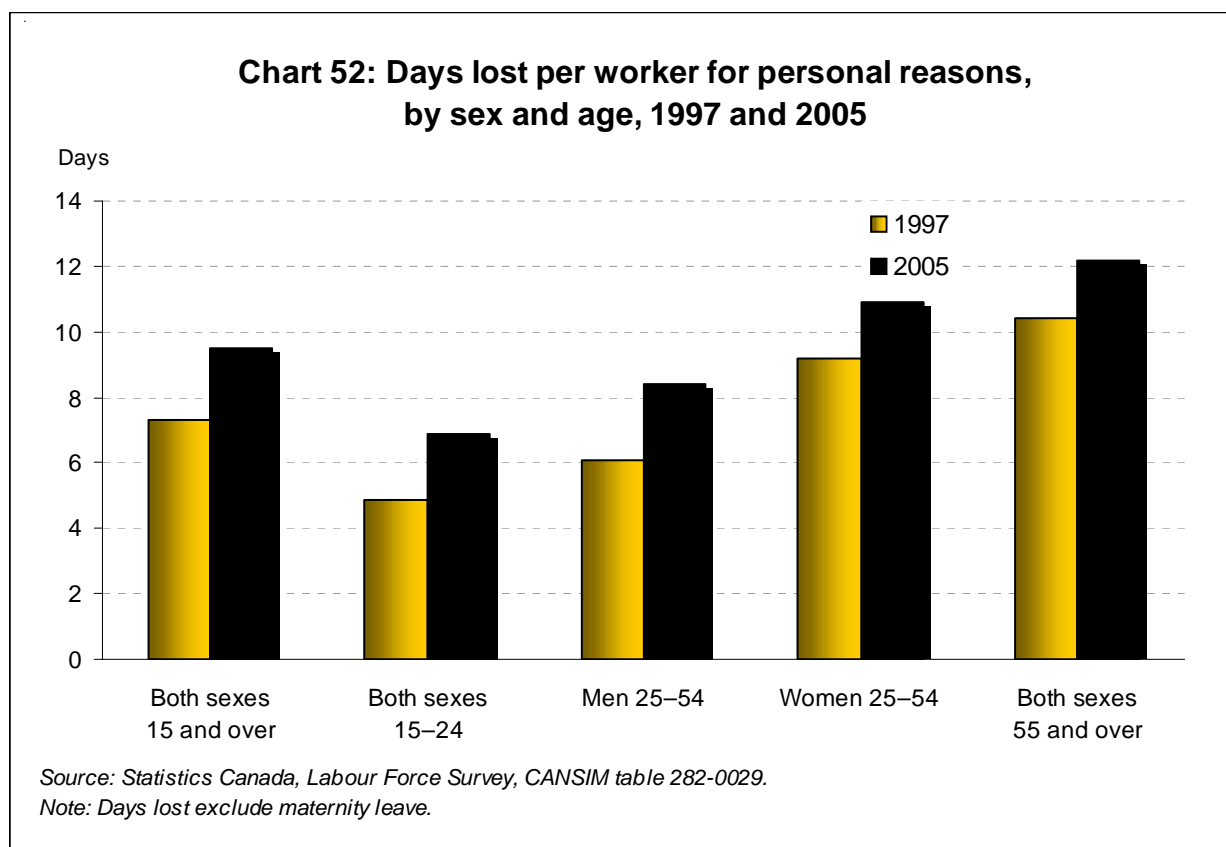
Chart 51: Proportion of employees working paid or unpaid overtime, by sex and age, 2005



Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0084.

Days lost from work are increasing

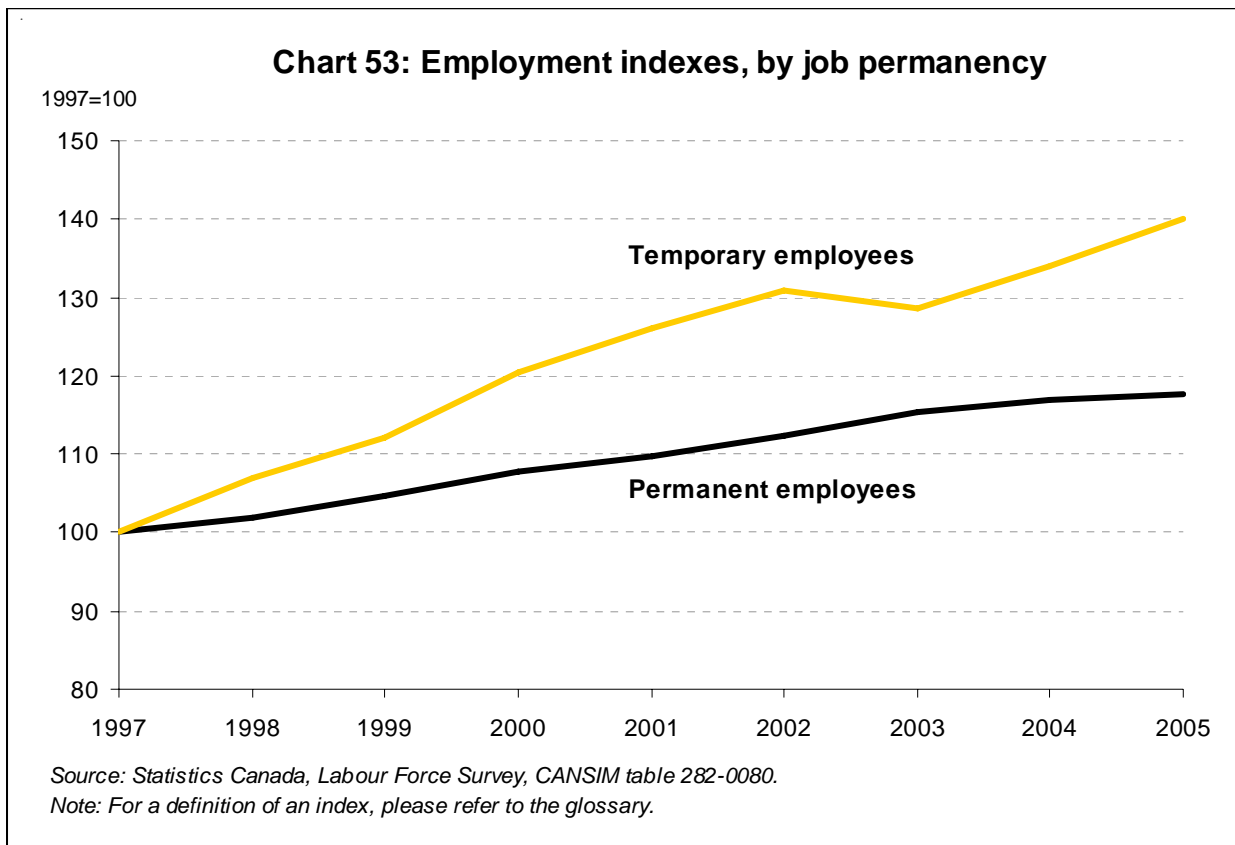
- Absences from work due to personal reasons (which include own illness or disability and other personal or family demands) have increased in recent years. In 2005, full-time employees holding one job only missed 9.5 days of work versus 7.3 in 1997. Several factors account for the rising trend: notably, the aging of the work force; the growing share of women in the work force, especially mothers with young children.
- Women were absent from work more days than men (10.8 versus 8.6 days in 2005). The presence of preschool-aged children exerts a strong influence on work absences for personal or family responsibilities, especially for women. The average days lost for family related (including maternity leave) reasons among women was 10.5 days. Workdays missed because of illness or disability increase with age, from an average of 5.5 days for those aged 15 to 24 to 10.6 days for full-time employees aged 55 and over.
- The number of days lost for personal reasons differs by public or private sector, with almost all of the difference emanating from illness and disability absences. In 2005, full-time employees in the public sector lost more days for personal reasons (12.5 days) than those in the private sector (8.9 days). Those who belong to unions or are covered by collective agreements also missed more workdays than their non-unionized counterparts (13.2 versus 7.9 days).



Section I - Temporary employment

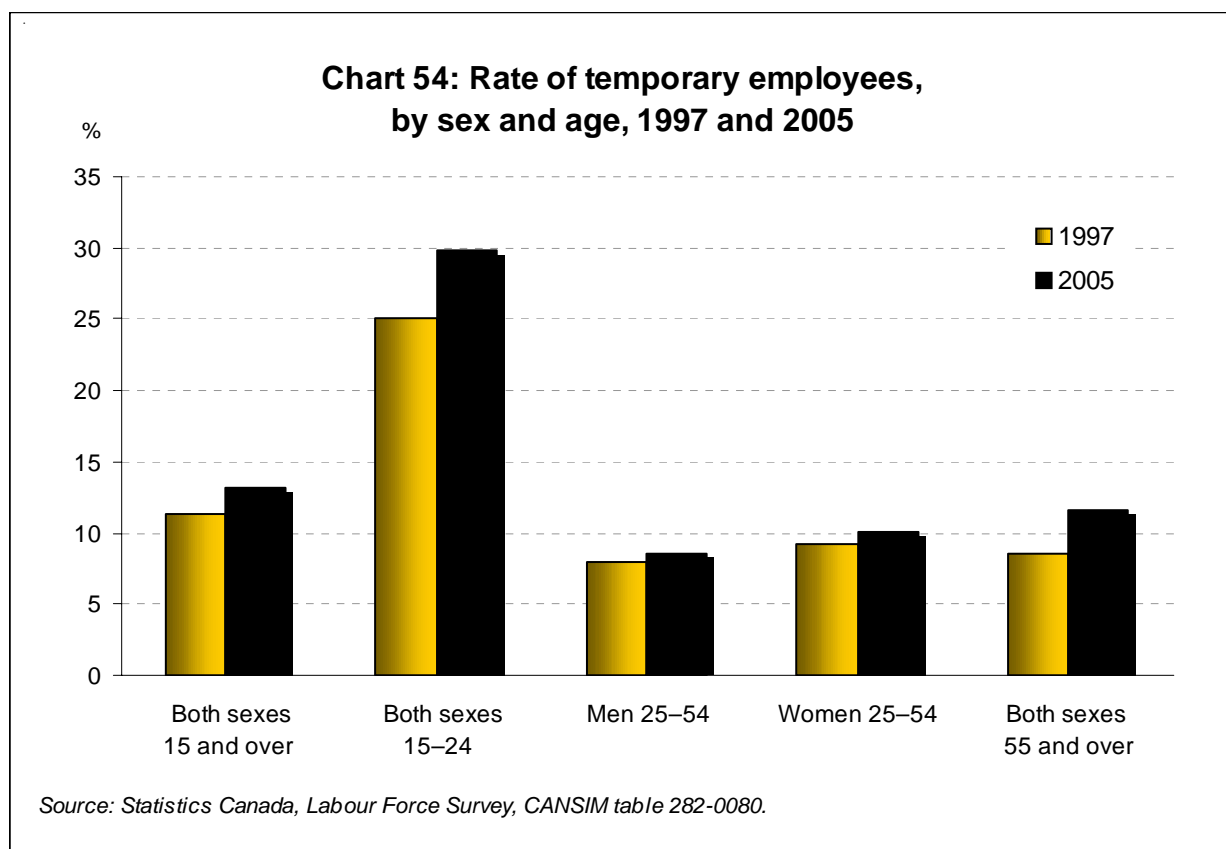
Temporary jobs continue to grow at a faster pace than permanent ones

- Job permanency—whether or not a job has a predetermined end date—can be used alongside other indicators as a measure of job quality. All else being equal, a permanent job is generally considered a ‘better job’ since it tends to be more stable and has higher wages than a temporary job. For example, in 2005, the average hourly wage of permanent employees was \$19.73, compared with \$14.91 for temporary employees.
- In 2005, the vast majority of Canadian employees (86.8%) had a permanent job—one with no predetermined end date. Employees with temporary jobs, which include term or contract, casual or seasonal type jobs, numbered 1.8 million in 2005.
- Temporary jobs increased at a faster pace than permanent ones from 1997 to 2005 (40.0% versus 17.8%), but in terms of sheer numbers, there were far more permanent jobs added (1.8 million) than temporary jobs (513,000). Nevertheless, the share of all employees in temporary jobs has increased to 13.2% in 2005, from 11.3% in 1997. Most of the increase among temporary employees in the last few years has been in contract and seasonal type employment.



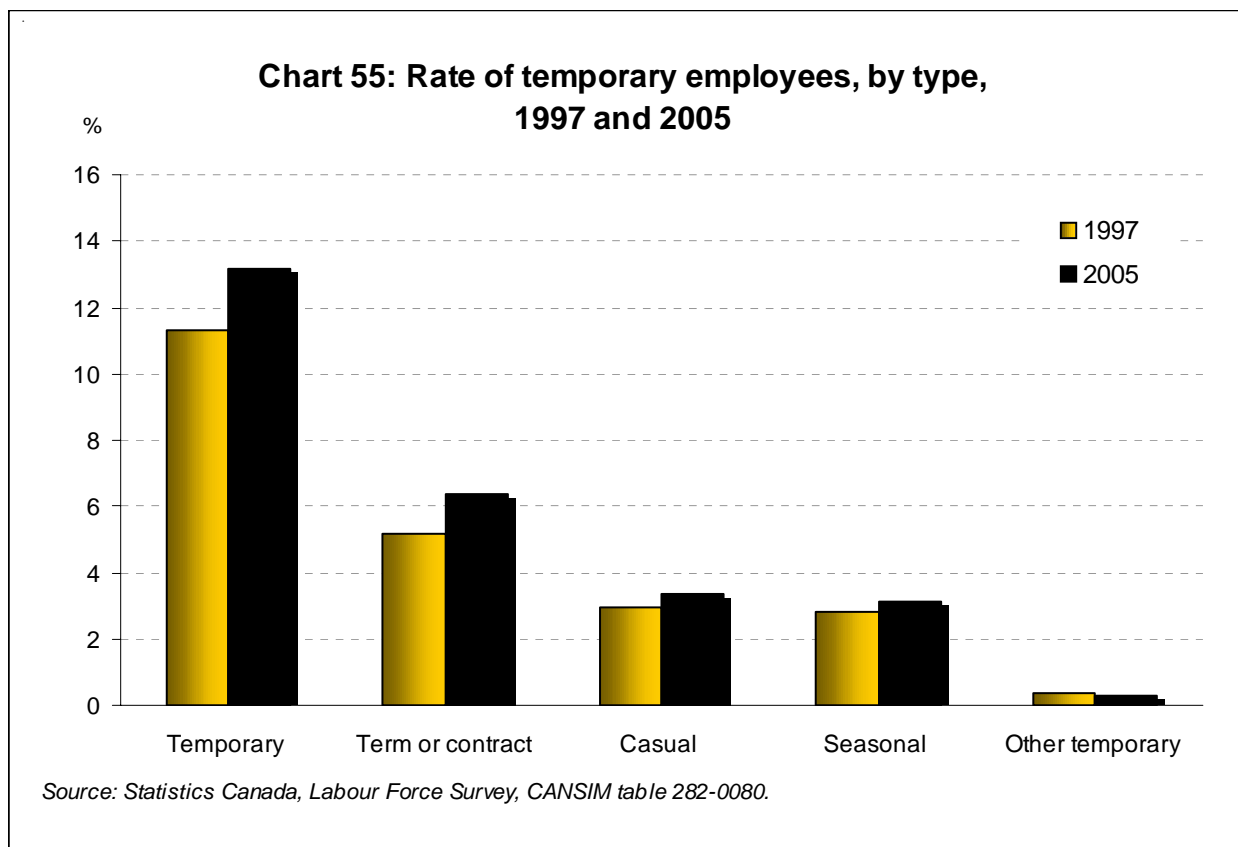
Three in 10 temporary employees are young people

- Temporary employment continues to be predominant among youth aged 15 to 24 years. In 2005, 29.9% of youth employees had a temporary job, compared with 9.3% of adult employees aged 25 to 54. Most of the growth in temporary jobs during the 1997 to 2005 period (67.1%) went to youth and older workers.
- Over 1 in 10 employees aged 55 years and over (11.7%) had a temporary job in 2005. This rate has remained stable since 2000, but is up slightly from 1997 (8.6%). However, because of the growing senior population, the number of older workers with a temporary job has almost doubled over the past six years to 184,000.
- A somewhat higher proportion of women (13.9%) had a temporary job than men (12.5%) in 2005, a pattern consistent throughout the 1997 to 2005 period.



The majority of temporary employees are in term or contract jobs

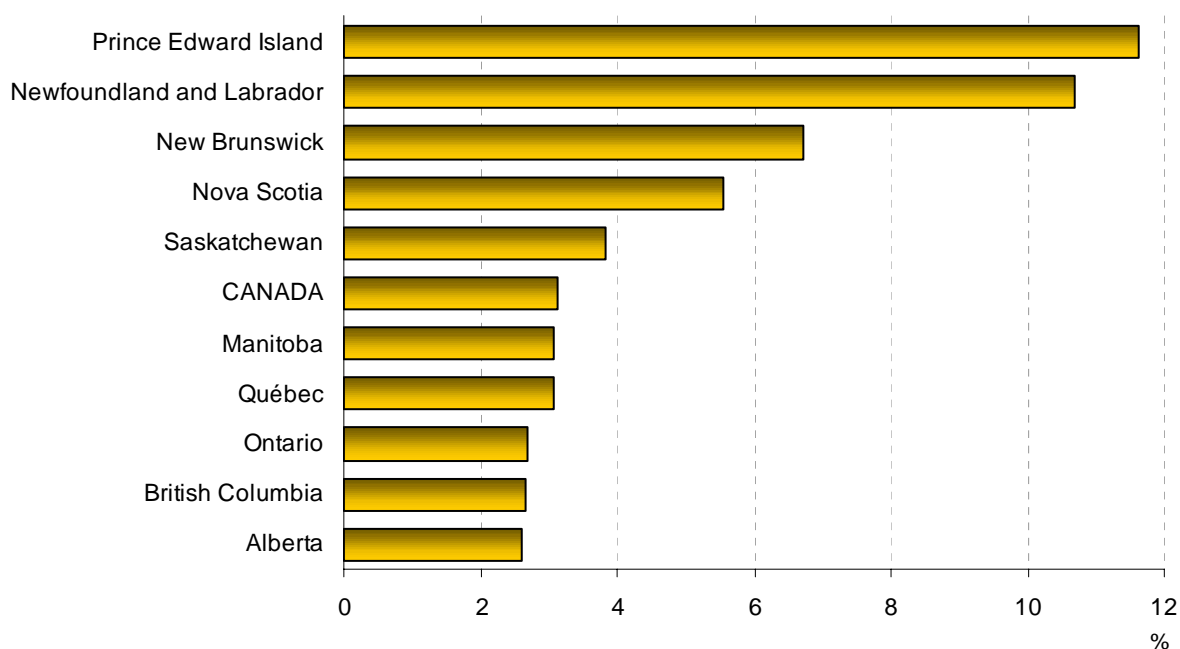
- Term or contract employees, including employees who work through a temporary help agency, constituted the lion's share of temporary employment in 2005, and represented 6.4% of all employees (874,000). They were followed by casual workers (458,000) and seasonal employees (427,000), each accounting for approximately 3.0% of all employees.
- While overall temporary employment grew 40.0% from 1997 to 2005, the greatest change was in term or contract employment (up 48.6% or 286,000), with growth noted among all age groups.
- More men than women were represented in seasonal employment in 2005, while more women were in casual and term or contract employment. Workers aged 25 to 54 years were more likely to have term or contract employment, while youth were found in most types of temporary jobs.



The Atlantic provinces have the highest rates of seasonal workers

- About 1 in 10 employees in Prince Edward Island and in Newfoundland and Labrador are seasonal workers, the highest rate of all provinces. New Brunswick and Nova Scotia follow at 6.7% and 5.5%, respectively.
- Newfoundland and Labrador, Nova Scotia, British Columbia and Ontario saw an increase in their rate of seasonal employment from 1997 to 2005, while New Brunswick, Manitoba and Alberta saw a decline. Men made up the large majority of seasonal workers in all provinces in 2005.
- Industries that have a higher than average representation of seasonal workers include agriculture, forestry, fishing, mining, oil and gas, construction, information, culture and recreational services, business, building and other support services and accommodation and food services.

Chart 56: Rate of seasonal workers, by province, 2005

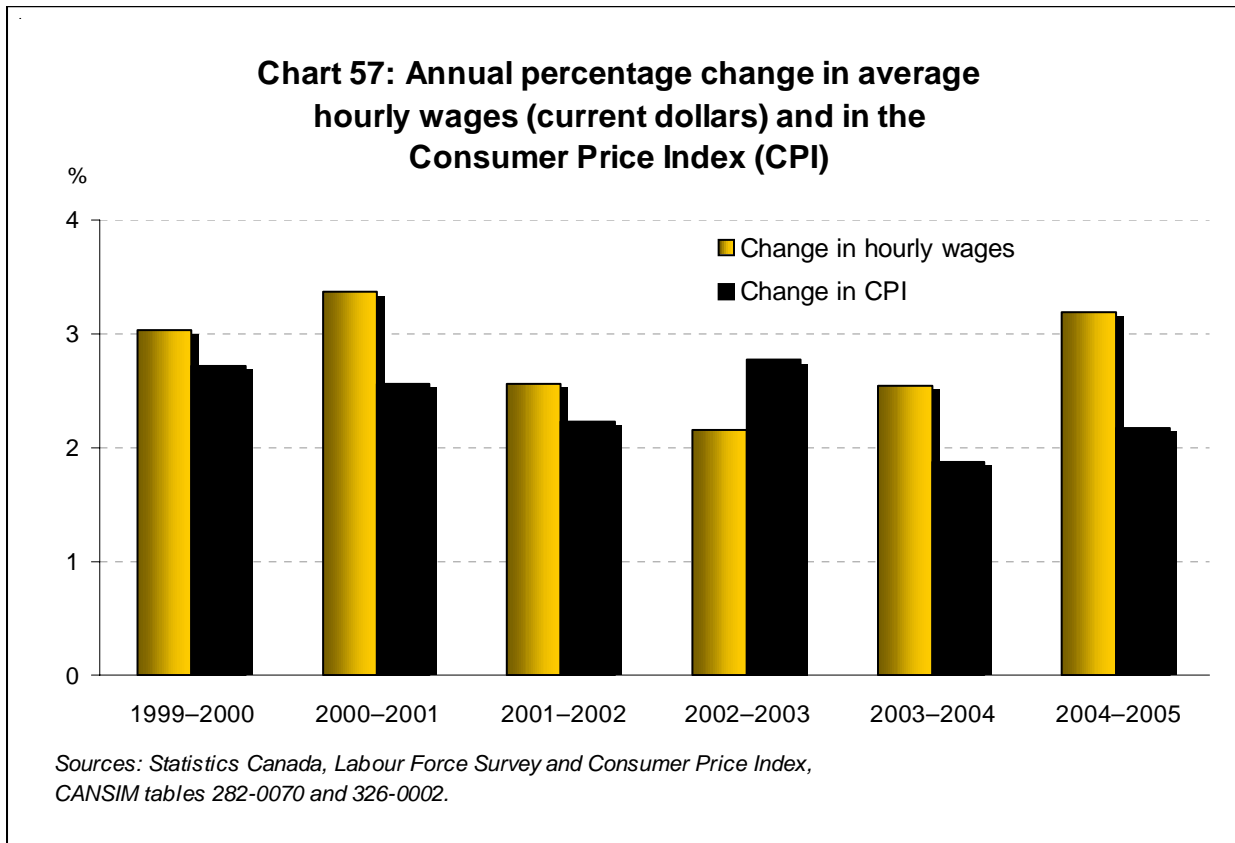


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0080.

Section J - Wages and income

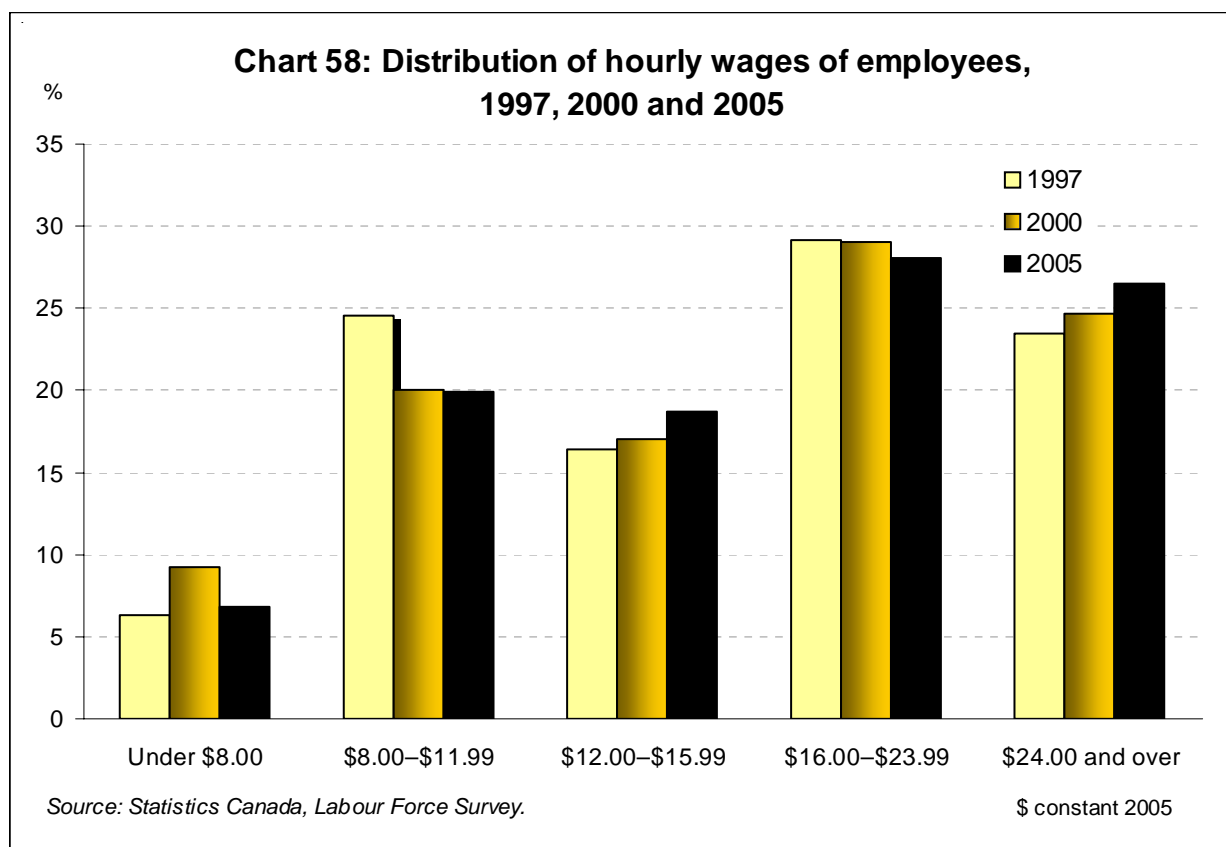
Wages adjusted for inflation rose for the second consecutive year

- In 2005, Canadian employees earned, on average, \$19.09 per hour before taxes and other deductions, an amount 3.2% higher than the year before. During this time, the Consumer Price Index (CPI) increased 2.2%. For the past two years, the average growth in hourly wages (current dollars) exceeded the increase in the CPI, and as a result, real hourly wages (adjusted for CPI growth) rose 0.6% in 2004 and 1.0% in 2005.
- Men's hourly wages have traditionally been higher than women's. In 2005, female employees earned an average of 84 cents for every dollar earned by men—\$17.38 versus \$20.74 per hour. This wage gap has been narrowing since 2001, when women made 81 cents for every dollar earned by men. Wages have grown faster for women than for men since 2001, decreasing the wage differential between the two sexes.
- Wages also vary by province, a reflection of past and present labour market demand and supply conditions, the type of industry common to the area, regional costs of living and a number of other factors. Alberta, Canada's main oil-producing province, stood out especially in 2005 with average weekly wages rising an exceptional 6.6%, more than three times the increase in that province's CPI (2.1%). Average hourly wages in 2005 were highest in Ontario (\$20.06), Alberta (\$19.76) and in British Columbia (\$19.36) and lowest in the Atlantic provinces (\$16.24 or less).



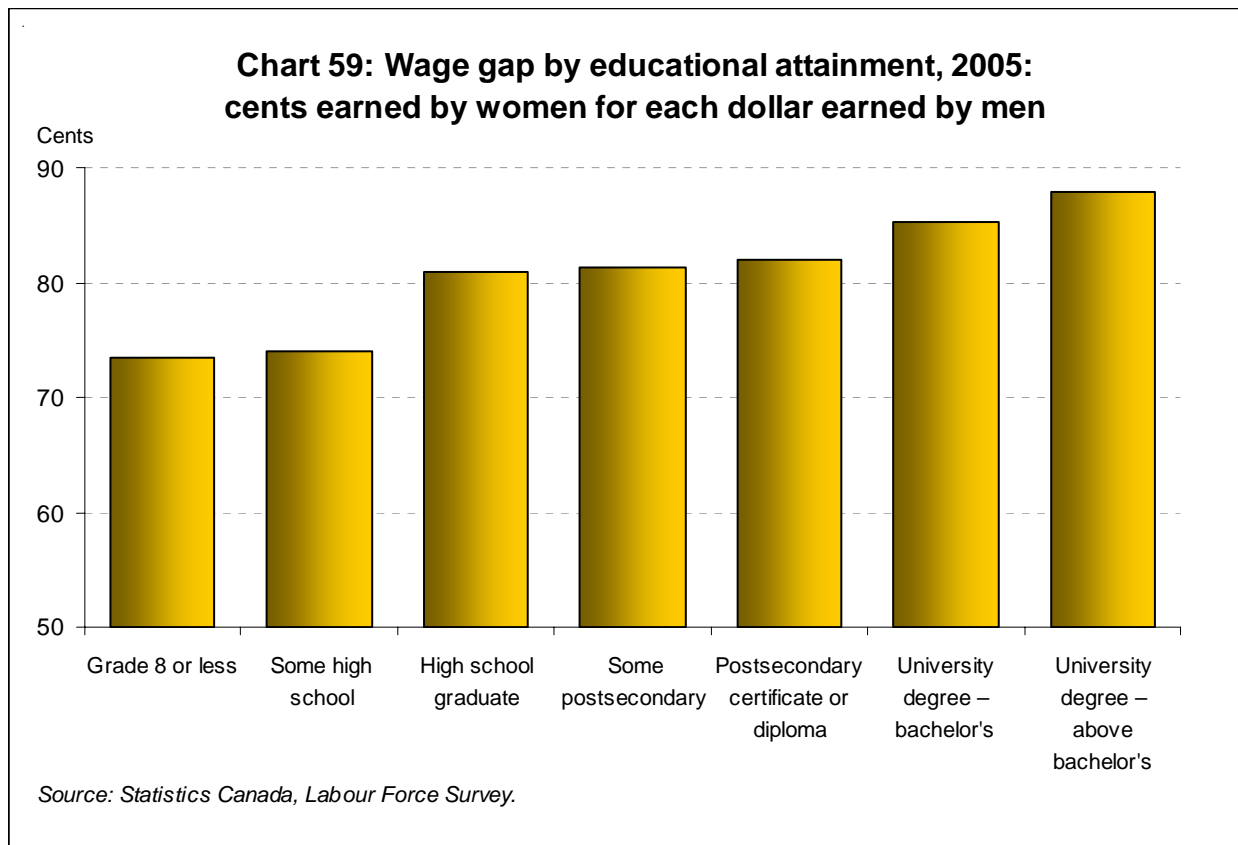
One in two employees earns less than \$16 an hour

- In 2005, 27% of employees earned less than \$12 per hour, down from the 31% of employees earning the equivalent of \$12 per hour in 1997, in constant 2005 dollars. This decrease is likely attributable to overall wage growth over time and an increased minimum wage in all provinces. In contrast, the proportion earning \$24 or more hourly rose 3% over this period.
- The proportion of employees paid less than \$8 an hour has been falling since 2000, after substantial gains at the end of the 1990s. Since what happens in one wage category spills over to the other, the proportion of employees paid \$8 to \$12 an hour, which decreased at the end of the 1990s, has stabilized at around 20%.
- The proportion of employees earning less than \$8 an hour varied greatly by province, as 14% to 21% of employees earned this amount in each of the Atlantic provinces (among the provinces with the lowest minimum wage rates).
- A greater proportion of men than women earned high hourly wages. In 2005, 32% of men earned \$24 or more an hour, compared with 20% of women. At the other end of the spectrum, 53% of women earned less than \$16 an hour, compared with 39% of men.



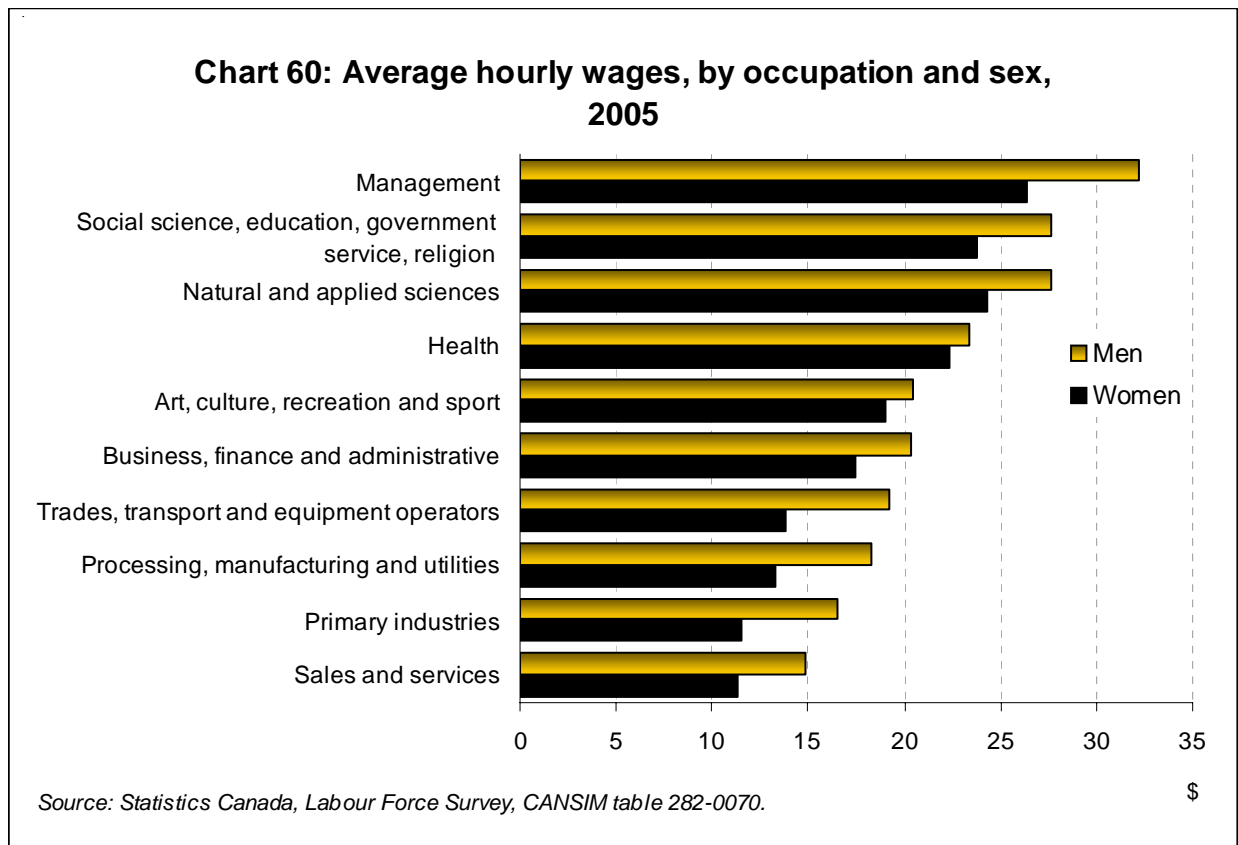
Wage gap between men and women narrows as education level rises

- Higher levels of education are generally associated with higher wages. The supply of workers with very high levels of education is fairly limited, driving up their earnings. Sometimes education is also used as a screening process that indicates a capacity to learn new abilities or to apply critical thinking in new ways. In 2005, masters and doctoral graduates earned \$28.78 per hour, on average, an amount 74% higher than that earned by employees with a high school diploma only (\$16.54).
- The higher the level of education, the narrower the wage gap between the sexes, expressed as a proportion of earnings. However, women's hourly wages continue to fall below men's at all levels of education. For example, women with a bachelor's degree earned 85 cents for every dollar earned by men in 2005, while women with an educational level of grade 8 or less earned 73 cents for every dollar earned by men.



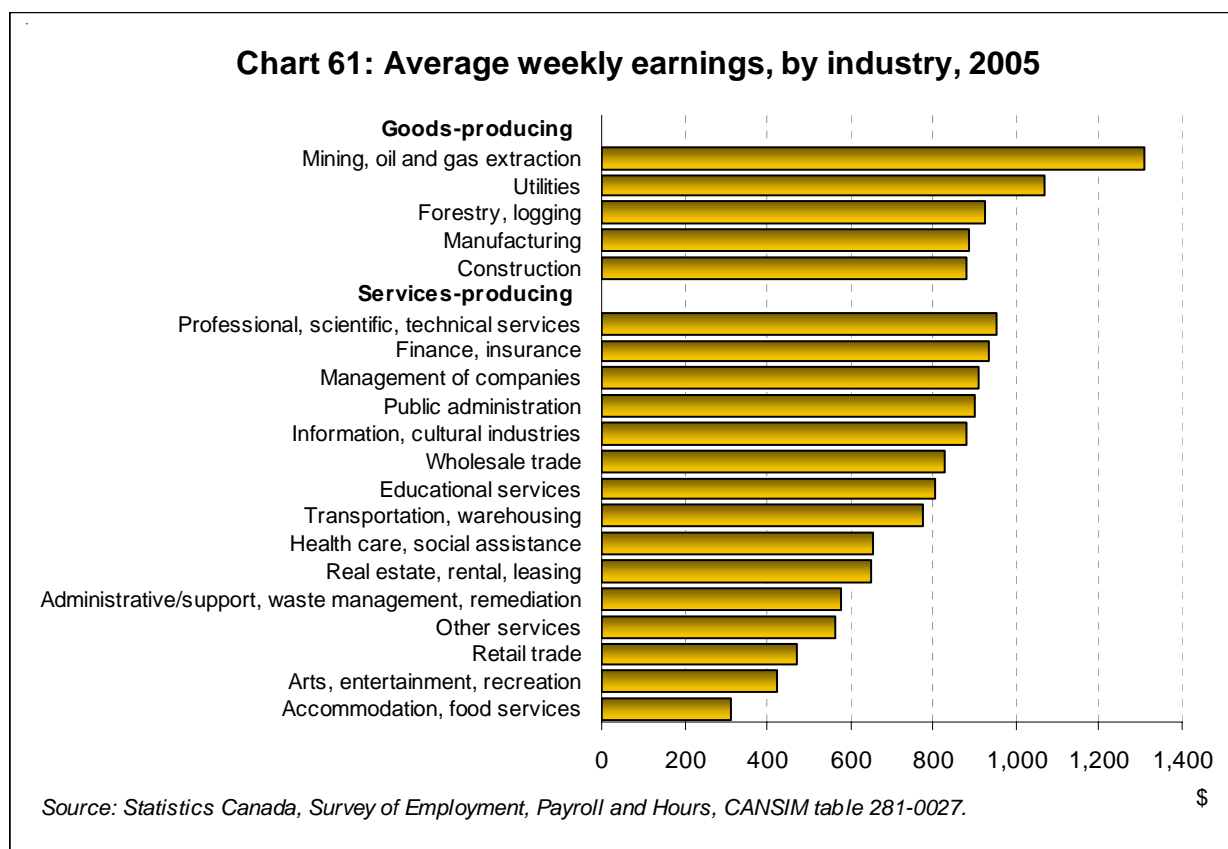
The male-female wage differential differs by occupation

- One in four Canadian employees work in sales and service occupations—the highest concentration of employees in the occupational groupings. The wages in these jobs are the lowest, averaging only \$12.82 per hour in 2005. The highest wages (\$29.86) that year were earned by employees in management occupations, who represented 7% of all employees.
- The wage gap between men and women narrowed in most occupations in the last eight years. The greatest catch-up was among childcare and home support workers, where women earned 92 cents for every dollar earned by men, a substantial advance compared to the 73 cents earned in 1997. The gain was greater in British Columbia than in Manitoba, Quebec or Ontario.
- In all occupational categories, women’s average hourly wages has always been lower than men’s. In 2005, the greatest male–female wage gap was found in ‘blue collar’ occupations in the following fields: occupations unique to primary industry; trades and transport and equipment operators; and processing, manufacturing and utilities. In these occupations, women earned 70 to 73 cents for every dollar earned by men. In comparison, women earned a more comparable amount—93 to 95 cents for every dollar earned by men—in occupations in the following areas: art, culture, recreation and sport; and health.



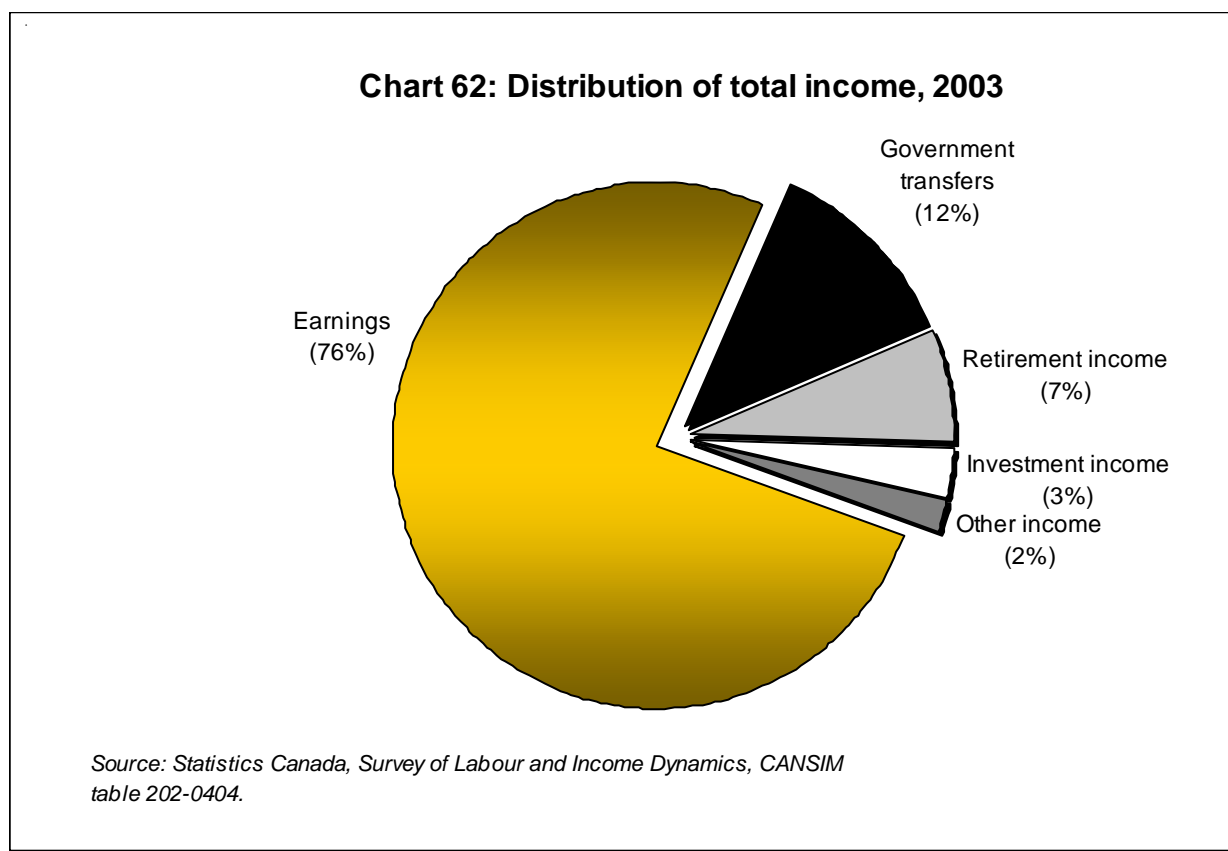
Oil and gas extraction the highest-paid activity

- Dividing the economy into two broad industry classes—goods production and services—reveals that the average weekly earnings of workers tend to be much higher in the former than the latter. In 2005, for example, average weekly earnings stood at \$910 for employees in the goods industries as a whole, compared with only \$680 in services. The lower wages found in the services industries is due, in part, to the high incidence of part-time work associated with these jobs.
- Among goods-producing industries, two sectors had average earnings in excess of \$1,000 per week in 2005, indicating an annual wage or salary above \$52,000 (including overtime). The first was the mining and oil and gas extraction sector, where average weekly earnings of \$1,310 also reached \$1,510 in oil and gas extraction. The second high-paying sector was utilities (electric power generation, natural gas distribution, and water supply and sewage treatment), where workers made \$1,070 weekly. In the manufacturing sector, wages varied, ranging from \$1,350 for motor vehicle manufacturing to approximately \$600 for leather product or clothing manufacturing.
- In 2005, among service-producing industries, the two highest-paying sectors were professional, scientific and technical services (\$950), and finance and insurance (\$940). At the other end of the wage range, three service sectors had average weekly earnings under \$500: accommodation and food services (\$310), arts, entertainment and recreation (\$420), and retail trade (\$470).



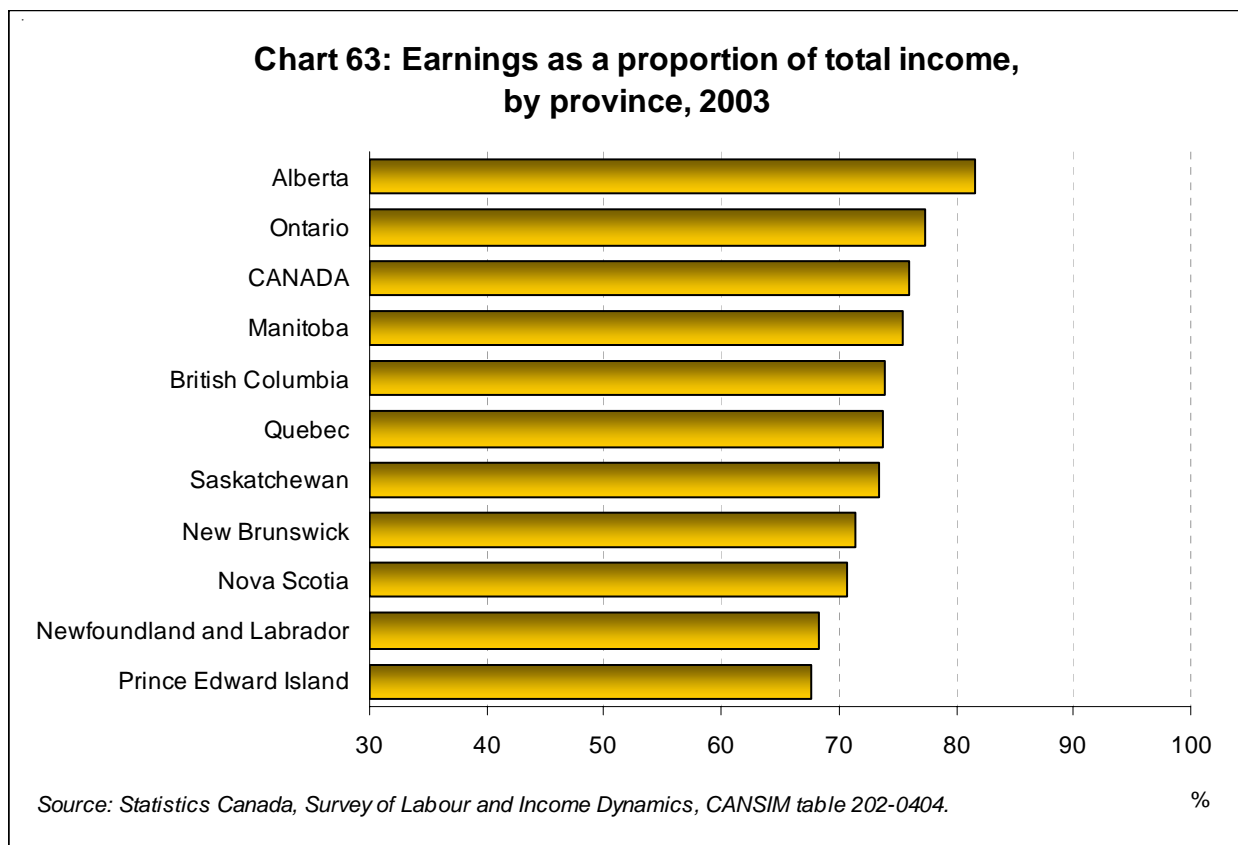
Earnings make up the lions share of total income

- Total income consists primarily of earnings, retirement income, investment income and government transfers. The proportion each component contributes to total income depends on a number of factors, including a person's labour force status (employed, unemployed or not in the labour force) and life cycle stage (e.g., a student working part time, a full-time worker at the peak of her career, a retiree). For Canadians generally, earnings make up the highest proportion of total income (76% in 2003), distantly followed by government transfers (12%), retirement income (7%) and investment income (3%).
- Significant differences in the distribution of total income by its components are observed among various age groups and family types. For example, the earnings proportion of total income was only 13% in 2003 for elderly families with a main earner aged 65 and over, compared with 69% for lone-parent families, and 86% for all other families.
- The importance played by earnings in total income had been decreasing over time but has rebounded in recent years. For example, in the early 1980s, the earnings of Canadians accounted for 80% of total income, on average, falling to 73% by 1996, when government transfers were particularly high. By 2003, it has returned to 76%.



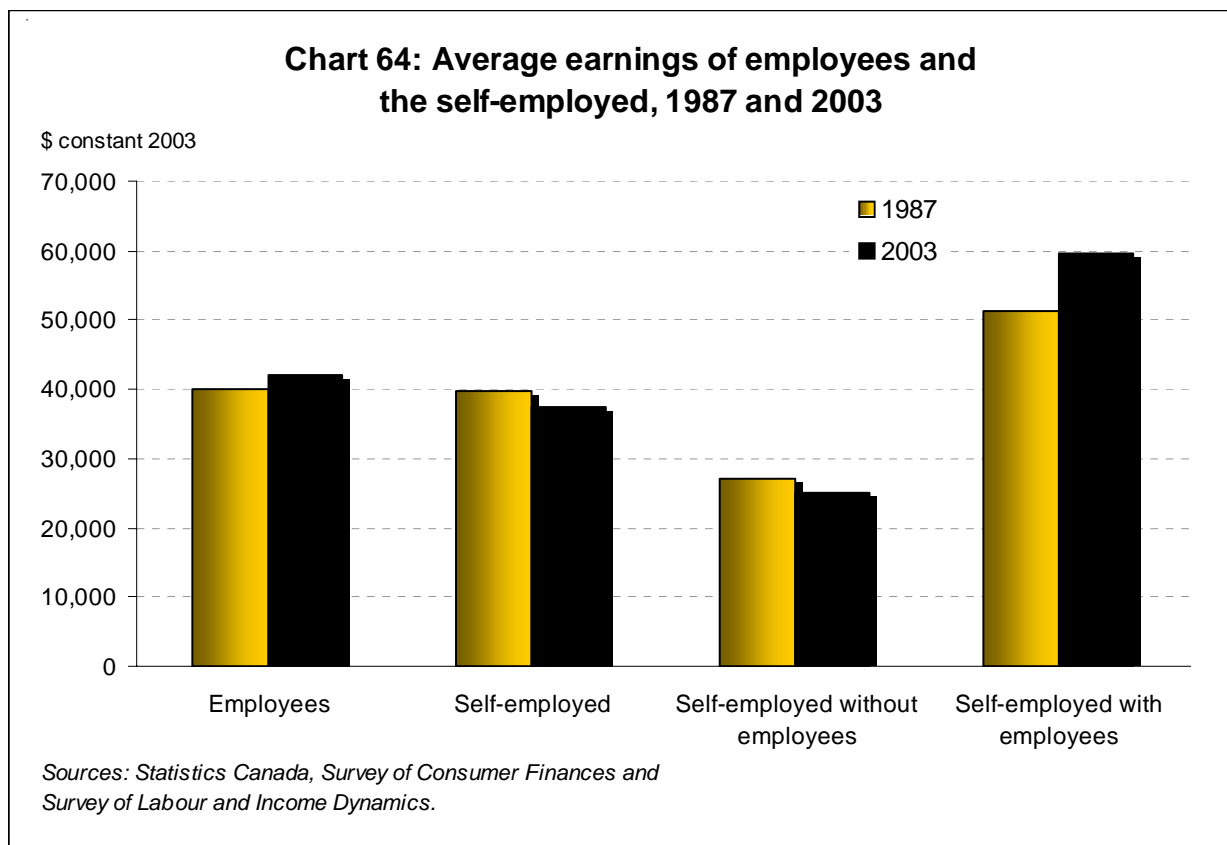
Albertans report the highest proportion of total income in the form of earnings

- The proportion of total income accounted for by earnings varies from province to province. In 2003, for example, earnings represented 82% of the total income of Albertans but only 68% of the income of residents of Newfoundland and Labrador and Prince Edward Island. Meanwhile, there was a higher proportion of government transfers in Newfoundland and Labrador and Prince Edward Island (23% and 20% respectively, versus 9% in Alberta).
- There are also provincial differences in the proportion of total income accounted for by retirement and investment income. The national average for total income made up of retirement income was 7% in 2003. Nova Scotia had the highest proportion (9%), while Alberta had the lowest (4%). With respect to total income made up of investment income, the average for all Canadians was 3%. Prince Edward Island, Quebec, Manitoba, Saskatchewan and British Columbia (each at 4%) had a slightly higher proportion, while Newfoundland and Labrador (1%) and New Brunswick (2%) had the lowest.



Business owners with employees generally report the highest earnings

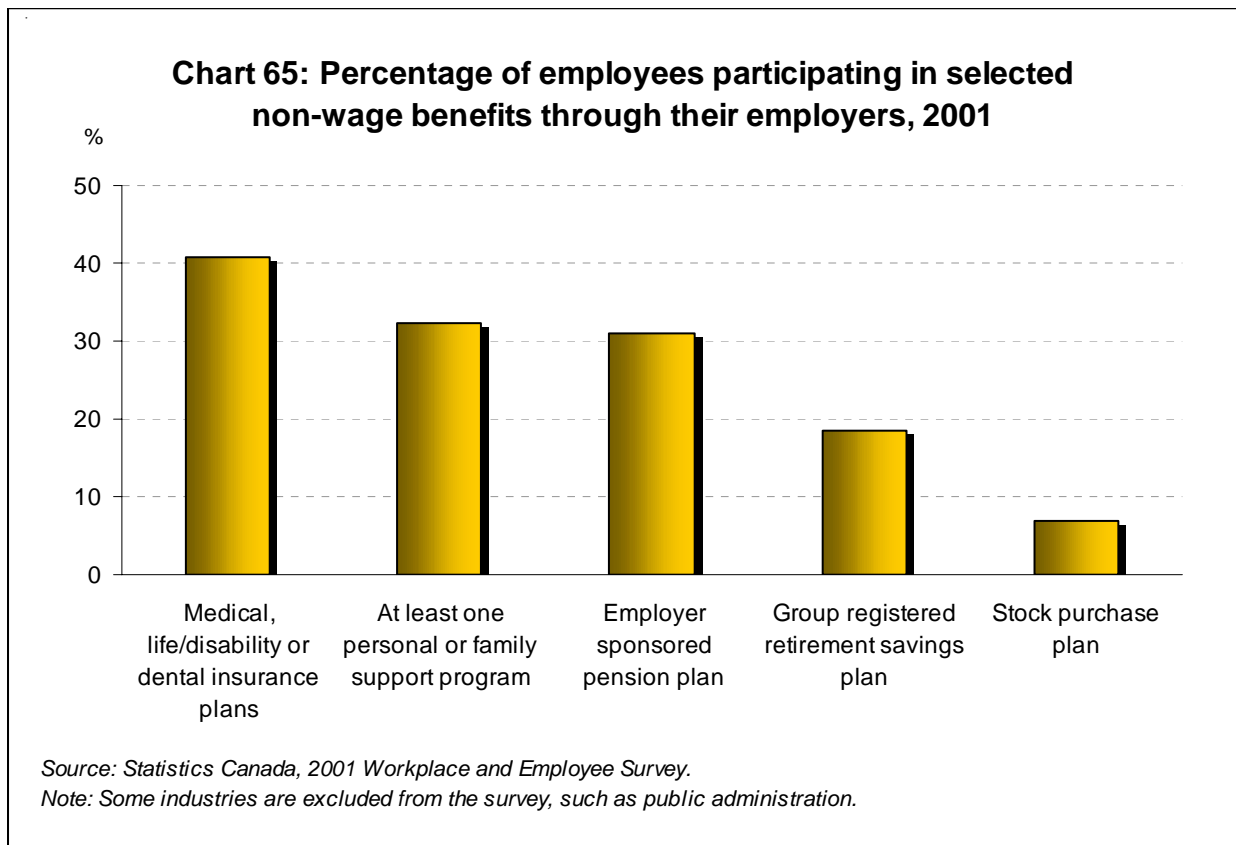
- On average, those who were self-employed in their main job in 2003 earned less than employees (\$37,600 versus \$42,000). Although they made up only one-third of all self-employed, business owners with employees reported much higher earnings (\$59,700) than those without employees (\$25,100). The gap between employers and other self-employed has grown since 1987—earnings for self-employed people with employees have increased, while it has fallen for other self-employed.
- The self-employed are more likely than employees to have either very low or very high annual earnings. In 2003, 47% of the self-employed made less than \$20,000, compared with 24% of employees. At the other end of the earnings scale, 7% of self-employed made \$100,000 or more while only 4% of employees earned this amount.
- Self-employed men are more likely to have employees on the payroll than their female counterparts (41% versus 27%). They are also more likely to put in longer hours; for example, in 2003, close to half of all men who were self-employed usually worked over 40 hours a week in their business, as opposed to only a quarter of the women. This may partly explain the substantial average earnings difference between male (\$42,100) and female (\$29,000) business owners.



Section K - Benefits, employment insurance and union coverage

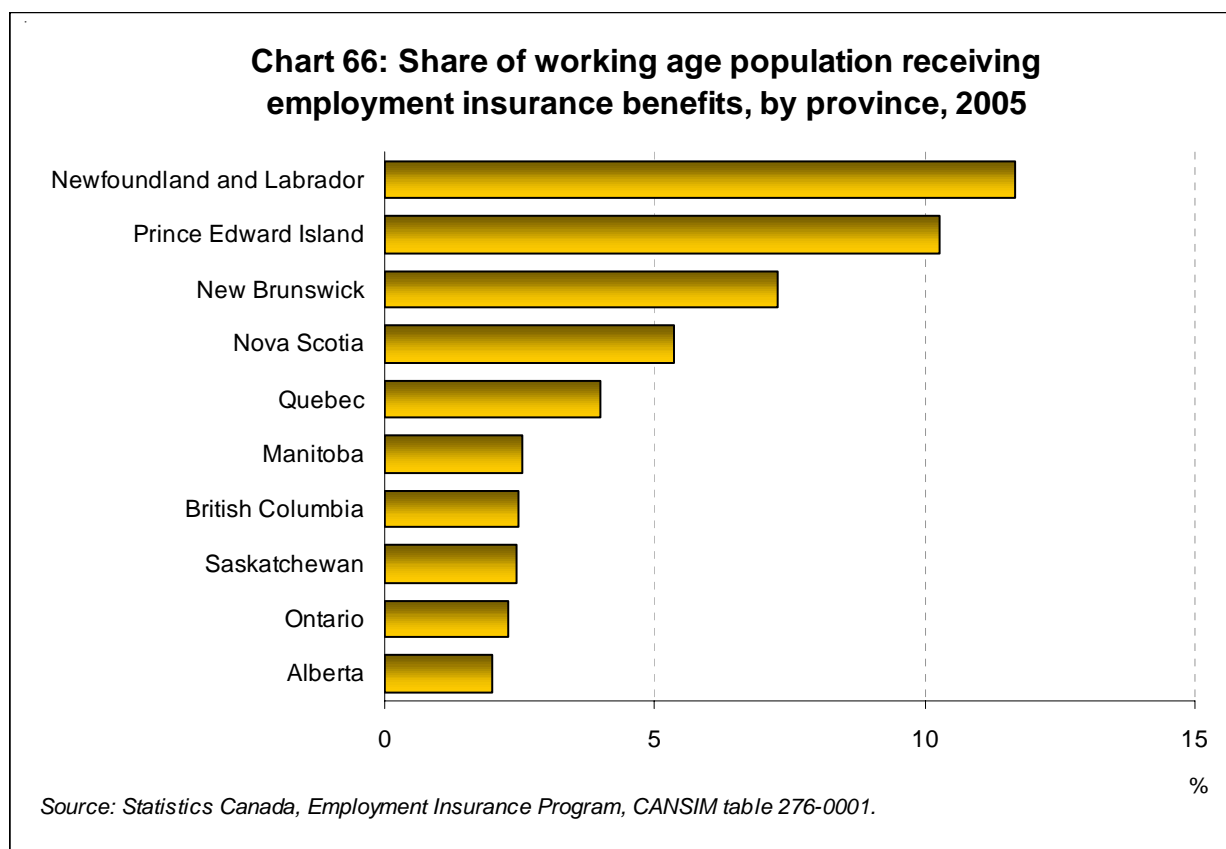
Over 70% of employees participate in at least one non-wage benefit

- Non-wage benefits in the form of supplemental medical insurance, retirement or stock purchase plans, and personal or family support programs, such as child care, employee assistance, and fitness and recreation services, were prevalent in the workplace in 2001. Over 70% of employees participated in at least one such benefit plan and almost a third to at least one personal or family support program through their employer.
- Health-related benefits, such as medical and dental plans, and life/disability insurance plans remained the most common form of non-wage benefit (40.8% of employees), while group RRSP plans and stock purchase plans were not as widely spread (18.4% and 7.0%, respectively).
- Participation in non-wage benefit plans varied widely across occupational groups. People employed in marketing or sales were the least likely to participate in them (only 45.4%), while those in a professional or managerial position had the highest participation rate (86.8% and 80.2%, respectively). Men were somewhat more likely than women to participate in non-wage benefits (73.6% versus 68.5%), while those under 25 years of age had a lower participation rate (49.1%).
- The participation rate in non-wage benefits was higher among workers who were unionized (88.7% versus 64.6% for the non-unionized) or employed full time (76.3% versus 42.9% for part time). The likelihood of participating in these benefits also rose with earnings—42.4% of those with an hourly wage under \$12 participated, compared with 75.3% for those earning between \$12 and \$20 and 88.5% for those earning more than \$20 per hour.



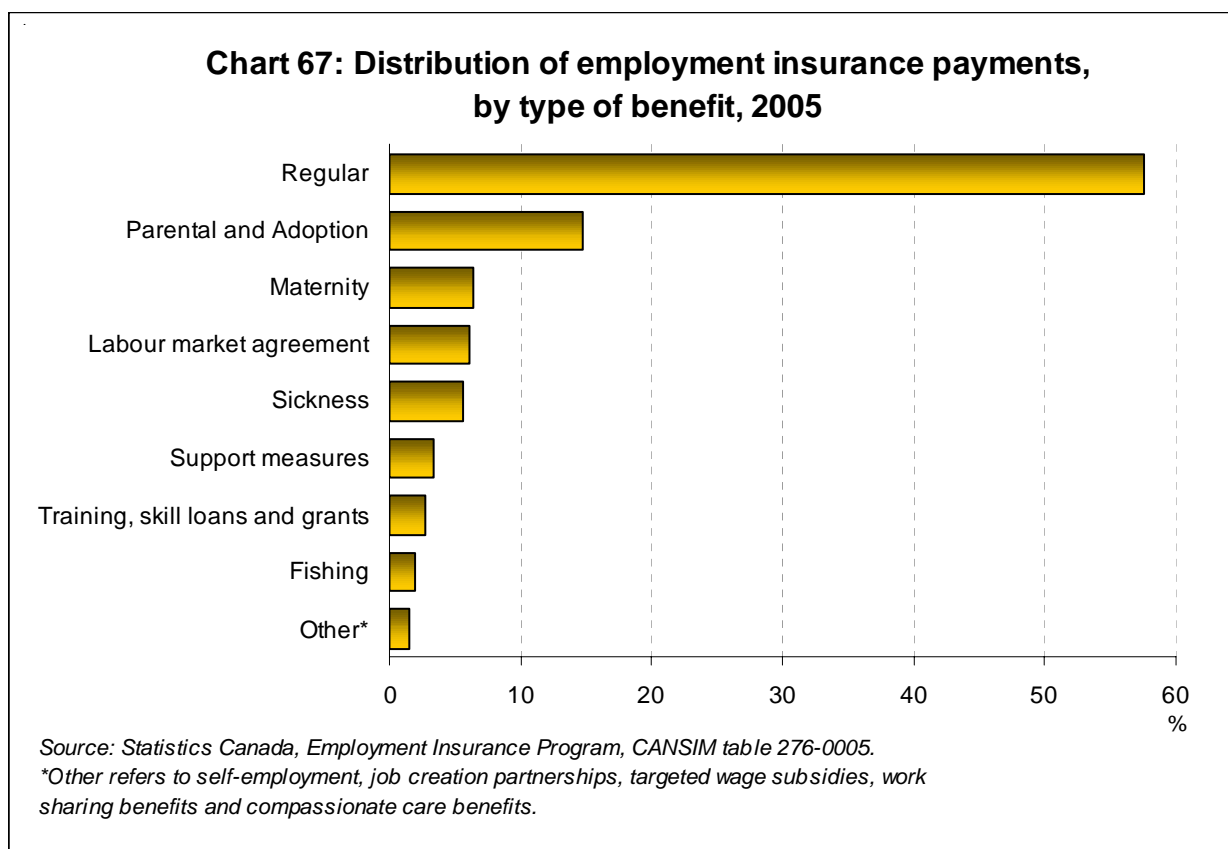
Employment insurance beneficiaries have decreased recently

- In 2005, the average number of Canadians who received employment insurance (EI) benefits each month was 804,000, representing 3.1% of the working-age population.
- Since 2003, the number of EI beneficiaries has declined by 4.4%, after increasing during the previous three years. The recent decrease reflects the labour market conditions from 2003 to 2005. The largest decreases were in the Western provinces, where in two years, the number of beneficiaries has dropped by 17% in Alberta, 14% in British Columbia, and 7% in both Manitoba and Saskatchewan.
- The highest concentrations of beneficiaries were in Atlantic Canada and Quebec. In 2005, although the Atlantic provinces constituted only 7% of Canada's working-age population, they accounted for 18% of all EI beneficiaries. These provinces have historically experienced high unemployment rates, coupled with high levels of seasonal employment. Similarly, Quebec represented 24% of adult Canadians but 31% of all beneficiaries.



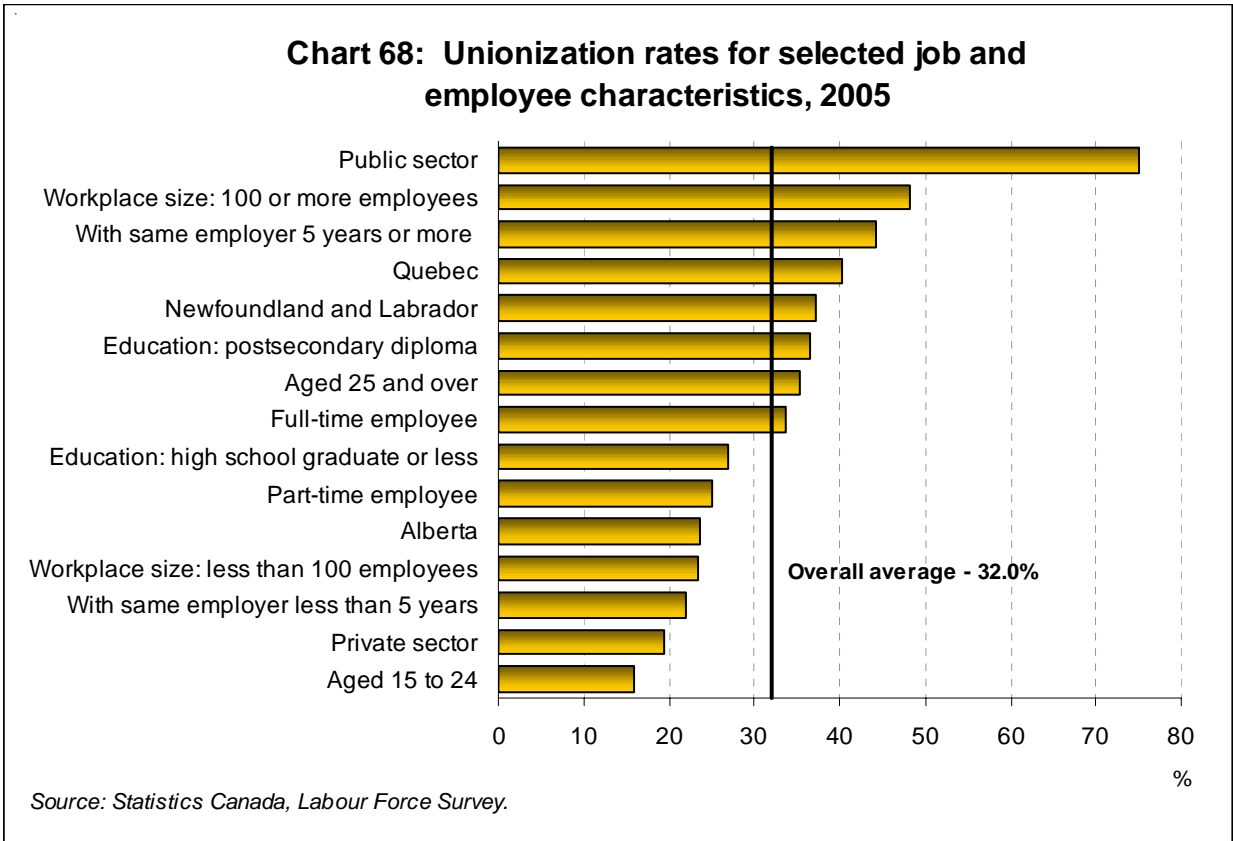
One employment insurance dollar in five is now paid to new parents

- Just over one-fifth of employment insurance (EI) benefits took the form of maternity, parental or adoption benefits in 2005, compared to barely over one-tenth in 2000. These changes may be explained by the amendments made to the federal EI plan in 2000 and 2002. Thus, in the five years after the new rules came into force, payments of parental and adoption benefits quadrupled, while maternity benefits grew by 29%.
- The funds disbursed by the employment insurance (EI) plan to offset job loss, known as regular benefits, remains the main program, far outweighing payouts for all other benefit categories combined. In 2005, regular benefit payments averaged \$704 million each month, accounting for 58% of all EI benefits received by Canadians.
- Sickness benefits and benefits related to labour market agreement each accounted for 6% of EI payments in 2005.



Growth in union membership has not kept up with employee growth

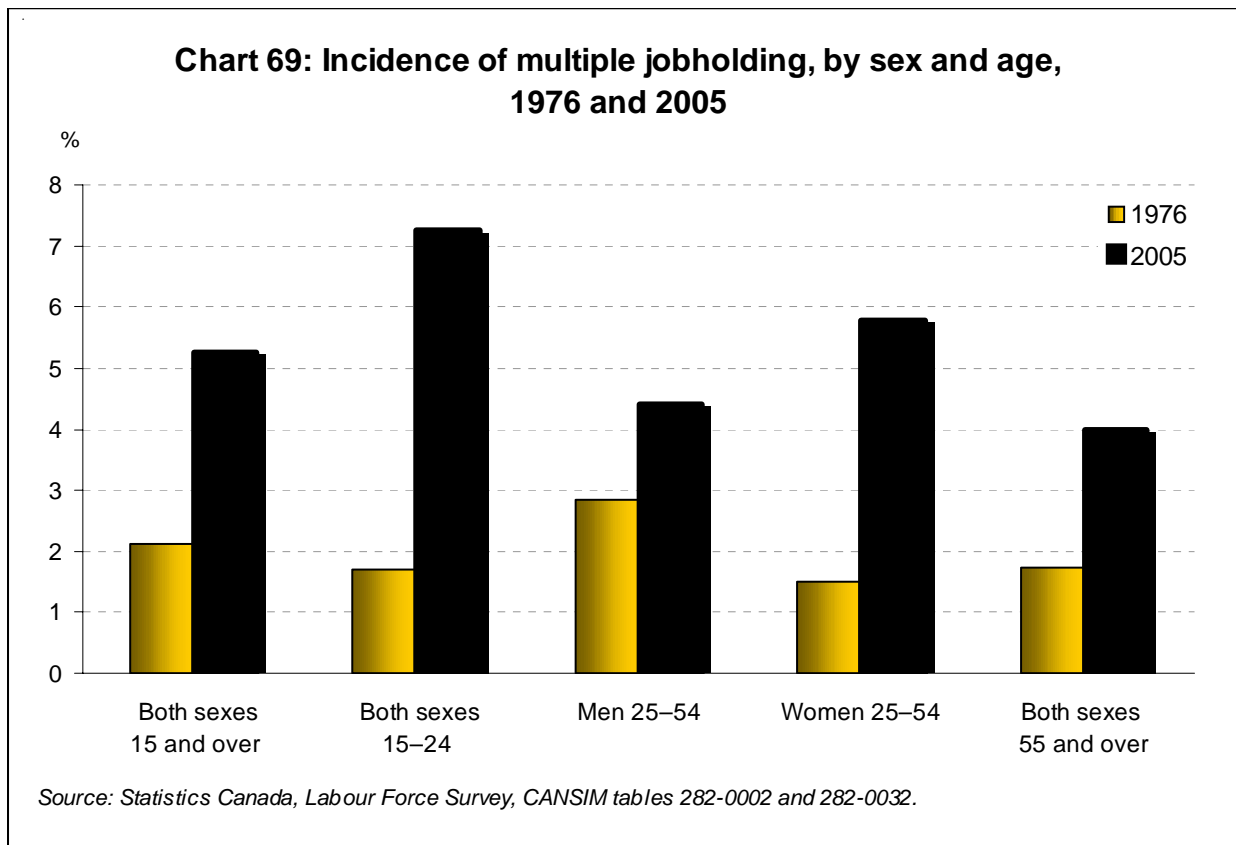
- In 2005, 4.4 million employees were unionized, a 14.3% increase from 3.8 million in 1997. However, growth in union membership has not kept up with employee growth (+20.3%) over the period. In 1997, 33.7% of all employees in Canada were unionized, compared with 32.0% in 2005. Declines in unionization rates have occurred among men, people aged 25 to 54 years, and those working in the private sector.
- Unionization rates are higher in the public sector—particularly in educational services, utilities, public administration, and health care and social assistance—as well as in full-time jobs and among employees in larger workplaces. Rates are also higher among those aged 25 years or older, employees with higher education, and those with longer job tenure. These job and worker characteristics are associated with higher earnings, which may partly explain the higher pay reported by unionized employees (collective bargaining provisions would also be a factor). In 2005, the average hourly wage of unionized workers was \$22.15, compared with \$17.65 for non-unionized workers.
- Unionization rates are above average in Quebec, Newfoundland and Labrador, Manitoba, Saskatchewan and British Columbia, and lowest in Alberta.



Section L - Multiple jobholding and work arrangements

Moonlighting is now more common among women than men

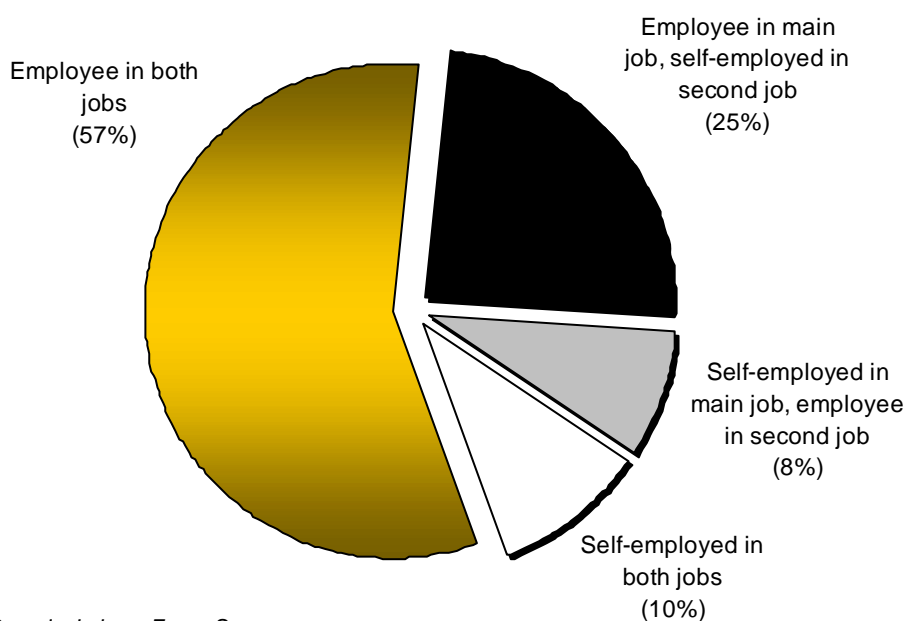
- From 1976 to 2005, the number of Canadians working at two or more jobs or businesses has more than quadrupled (from 207,000 to 848,000), compared with overall employment growth of 65.9%. Multiple jobholders accounted for 5.2% of all workers in 2005, a rate that has varied little since the early 1990s. In comparison, only 2.1% of the employed were moonlighting in 1976. Nevertheless, although multiple jobholding is a way of life for a rising number of Canadians, most people continue to hold only one job.
- Men have traditionally accounted for the majority of multiple jobholders—they made up 75.3% of the total in 1976. However, since then the number of women working at two or more jobs increased at a much faster pace than the number of men, and by 1995 as many women as men were moonlighting. This upward trend for women continued into 2005, when 54.7% of multiple jobholders were female. That year, 6.1% of employed women were moonlighting, compared with 4.5% of men.
- Youth were more likely to moonlight in 2005 (7.3% of those employed) than adults aged 25 to 54 and older (55 and over) workers. Since 1976, the growth in multiple jobholding has been strongest among people working part time in their main job.



Over two in five multiple jobholders are self-employed in at least one job

- The majority of moonlighters are employees in both jobs (57.4% in 2005). One in 10 is self-employed in a business, farm or professional practice in both their main and secondary jobs. Another 24.4% work as employees in their main job but are self-employed in their other job, while the reverse is the case for the remaining 8.3%. People are drawn to moonlighting for a number of financial and non-financial reasons, ranging from the need or desire to supplement regular income, to the enjoyment derived from a second job.
- The moonlighting rate varies according to the industry of a worker's main job. While 5.2% of the total employed were multiple jobholders in 2005, the proportion was higher in many services-producing industries; for example, 8.2% of workers in the health care and social assistance sector were moonlighting, as were 7.1% of workers in the information, culture and recreation sector, as well as in education services.
- Within the goods-producing industries, the moonlighting rate was below average, at about 3.3% in most sectors. A notable exception was found among those employed in agriculture, where 7.6% of workers were multiple jobholders.

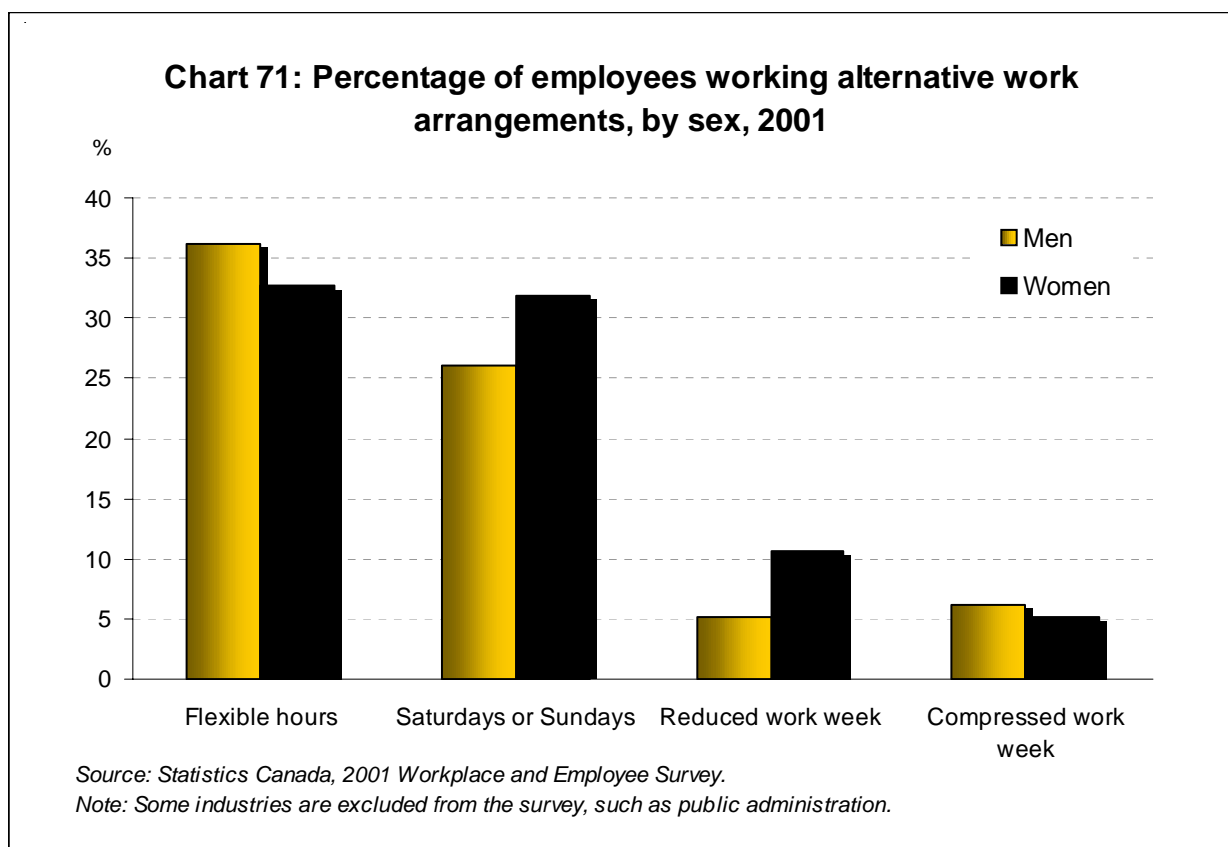
Chart 70: Distribution of multiple jobholders, by class of worker in both jobs, 2005



Source: Statistics Canada, Labour Force Survey.

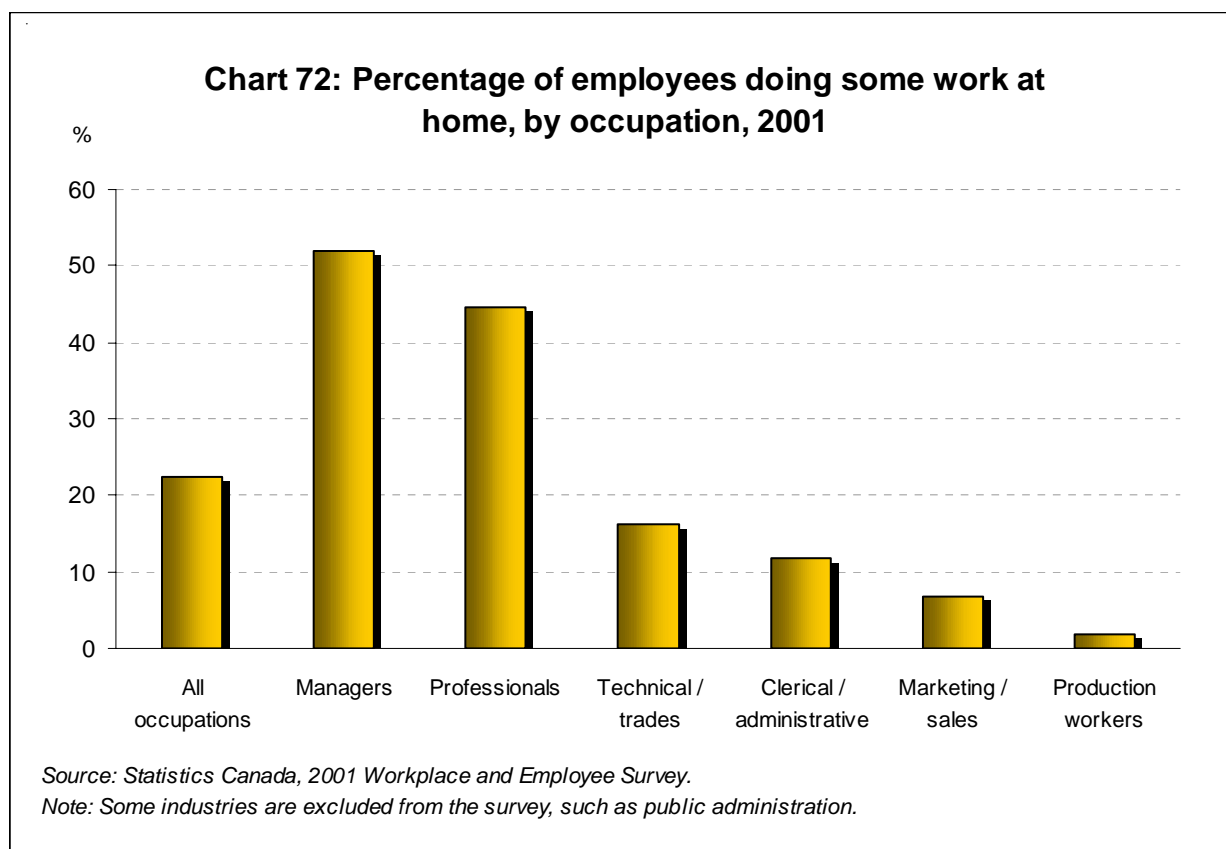
Men are more likely than women to report working flexible hours

- The most common form of alternative work arrangement in 2001 was flexible hours (34.4% of all employees), followed by weekend work (28.9%). Men were more likely to work flexible hours (36.2% versus 32.7%), while more women tended to work Saturdays or Sundays.
- The incidence of flexible hours was more common among workers in information and cultural industries (42.4%), business services (41.4%), and the retail trade and consumer services industries (39.4%). About 6 in 10 employees in the retail trade and consumer services industries usually worked weekends.
- The incidence of various work arrangements was also related to the educational attainment of workers. For example, the university-educated reported the greatest incidence of flexible hours (44.6%), but seldom had regularly scheduled weekend work (16.2%).
- Reduced and compressed work weeks were not widespread, with each being reported by fewer than 1 in 10 workers. The age, occupation and industry groups with the highest incidence of reduced work weeks were youth (20.0%); marketing/salespersons (20.9%) and retail trade and consumer services (13.6%), respectively.



Close to one in four employees reports working at home

- Almost one-quarter of all employees reported working at home on a regular basis in 2001, mostly in the form of unpaid overtime. About 6% of employees worked some or all of their regularly scheduled paid hours at home, while only 2.6% worked paid overtime at home. In contrast, 14.1% of workers took unpaid 'catch-up' work home with them. This unpaid overtime was concentrated among the more highly educated workers, many of whom were employed in managerial and professional occupations.
- Unpaid overtime at home was most prevalent among employees in the information and cultural industries (21.3%), education, health services, and non-profit organizations (21.0%), followed by finance and insurance industries (19.7%).
- The incidence of unpaid overtime at home performed in addition to regular hours was slightly higher for male than for female workers (15.4 % versus 12.8%).
- Workers aged 25 years and over were more likely than young people to work at home. Across occupations, workers in managerial positions were the most likely to report working at home. And across industries, the most likely to do so were found in education and health services.

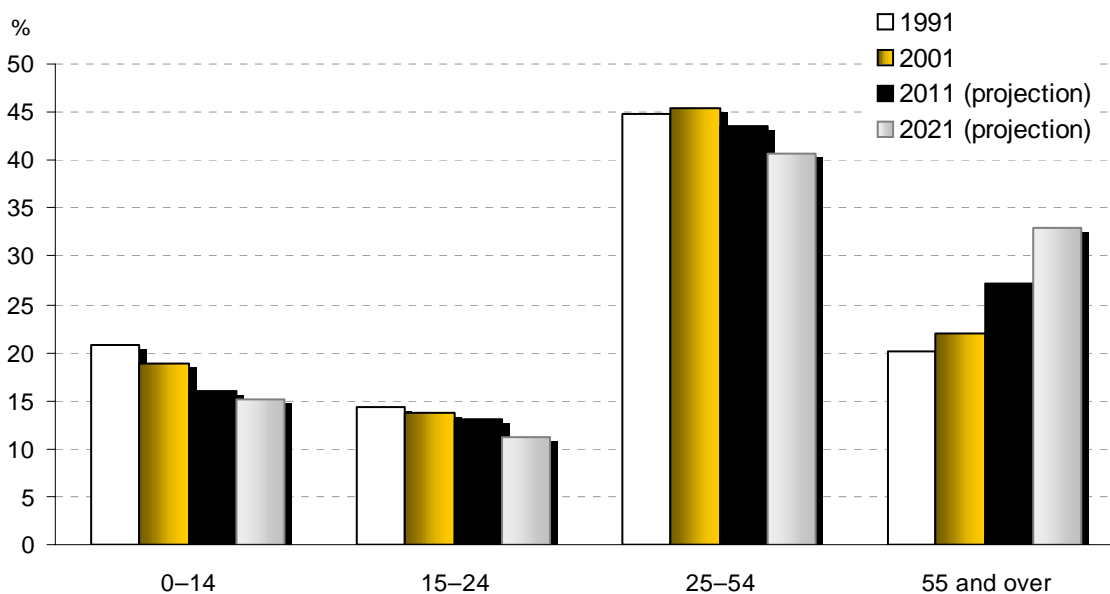


Section M - The aging population and retirement

The Canadian population is aging

- Several factors are contributing to the aging of the Canadian population. The major one is the relatively large baby boom generation (born from 1946 to 1966), which is fast approaching retirement age. Also contributing to the trend are the long-term decline in the fertility rate, which has varied around 1.5 children in a woman's lifetime since 2000, and longer life expectancy—82.4 and 77.4 years, respectively, for women and men.
- It is anticipated that one in three Canadians will be 55 and over by 2021, compared with almost one in five in 2001. As the proportion of older people increases over the next quarter century, the corresponding shares accounted for by Canadian children, as well as young and middle-aged adults, will likely continue to decline. As a result, fewer young people are expected to enter the work force to take the place of retirees. According to the 2001 Census, there were 2.7 people aged 20 to 34 in the labour force for every participant aged 55 and over, down from 3.7 in 1981.
- The imminent retirement of many baby boomers is projected to have a significant impact on the Canadian labour market. The exact nature of this impact is hard to predict since there are some important differences between the characteristics of today's older workers and tomorrow's—who will, on average, have more education and higher participation rates (particularly for women).

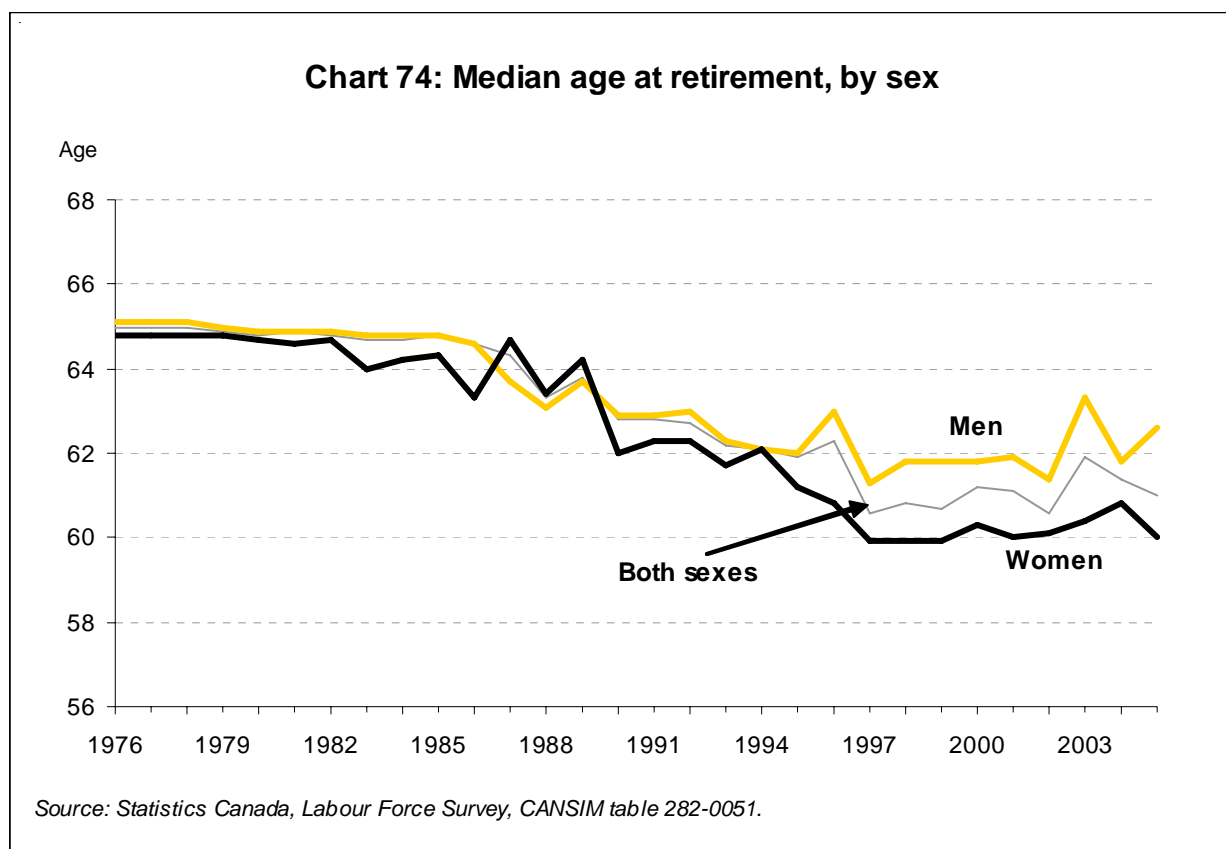
Chart 73: Distribution of the Canadian population, by age, 1991, 2001, 2011 and 2021



Source: Statistics Canada, Demography Division, CANSIM tables 051-0001 and 052-0004.

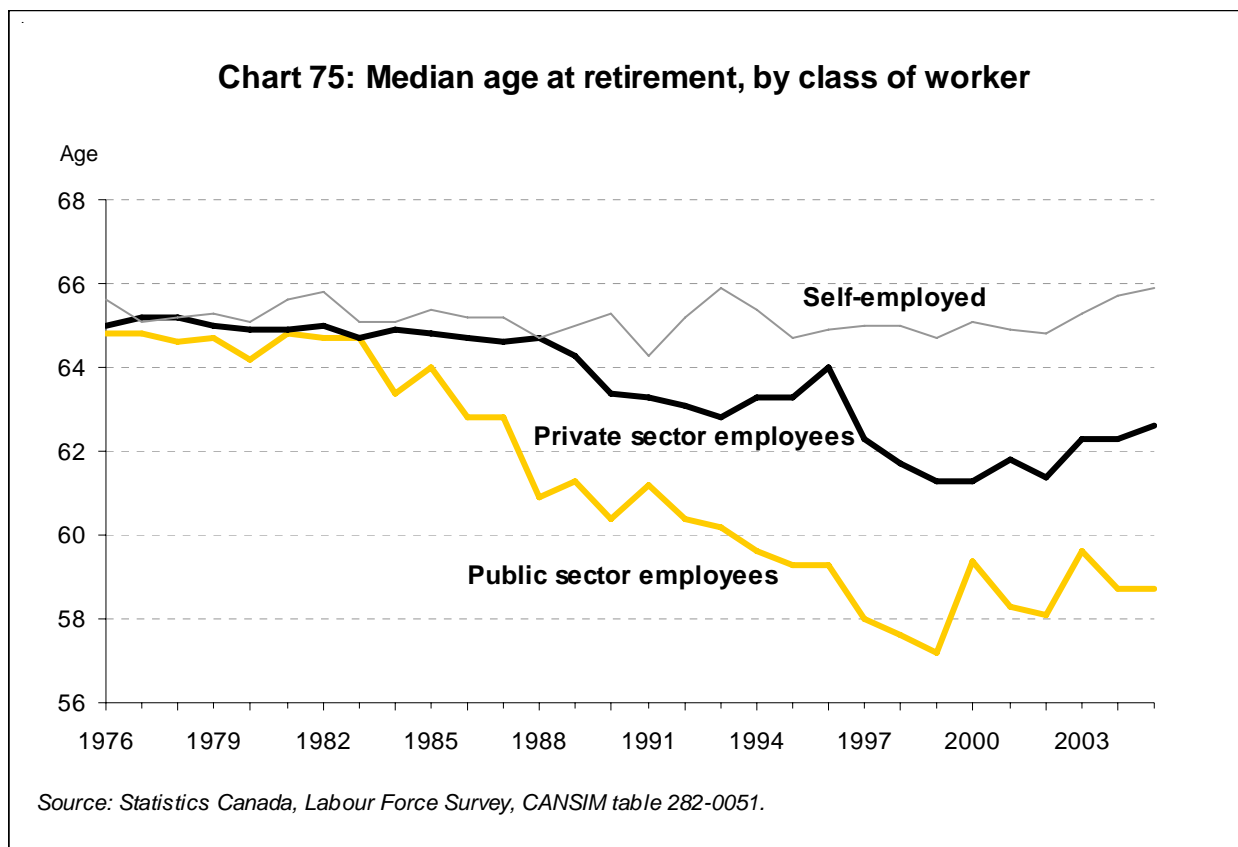
The retirement age started dropping in the mid 1980s

- The median age of retirement has fallen dramatically in the past two decades. From the mid 1970s to the mid 1980s, it hovered around age 65. But in the late 1980s, it started dropping quickly, and continued to do so until hitting a low at 60.6 in 1997 and fluctuating around that level in subsequent years. This decline was most likely initiated in 1987 by the lowering of the minimum age at which one could begin to draw benefits from the Canada Pension Plan—from age 65 to 60, with reduced benefits. The continued drop in the median age at retirement may have been related to widespread government cutbacks and corporate downsizing in the 1990s, combined with early retirement incentives. In 2005, the median age of retirement was 61.0 years.
- The median age at retirement for men was close to that for women until the mid 1990s. After that, the median age declined more for women than for men. In 2005, the median age of retirement for men was 62.6 years, higher than the 60.0 years for women.



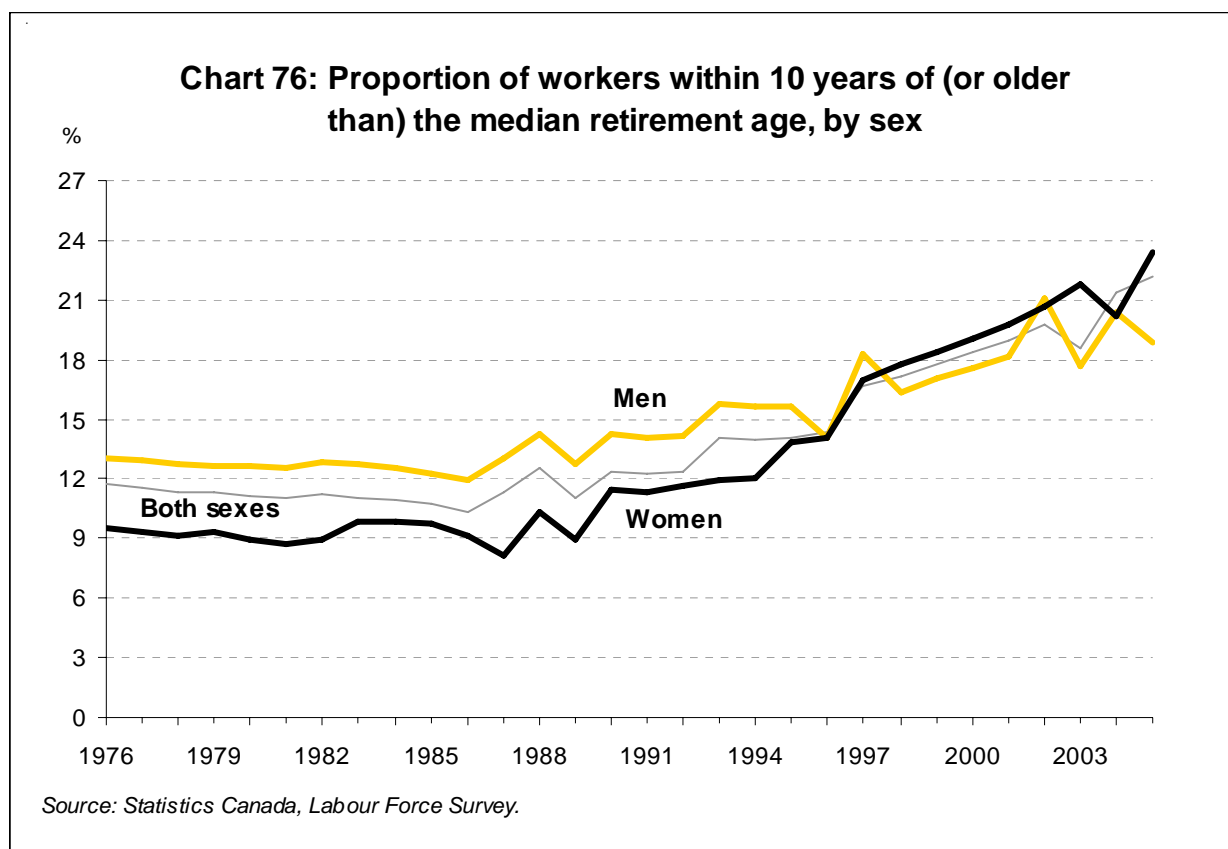
Public sector employees retire earlier

- Since 1976, public sector employees have consistently retired at a younger median age than those in the private sector or the self-employed. The difference in retirement age between employees in the private and public sectors began to diverge in 1984 when public sector workers began retiring earlier. The median age at retirement among public sector employees (i.e., education, health care and social assistance, as well as government), declined from 64.8 years in 1976 to 57.2 years in 1999; however, it was back up to 58.7 years in 2005.
- The median retirement age of employees in the private sector remained fairly stable from 1976 to 1988 but began a long-term decline afterward. By 1999, it had dropped to 61.3 years (versus 65 years in the late 1970s) and then began rising again, to reach 62.6 years in 2005. Among the self-employed, the median retirement age has remained steady since the mid 1970s, fluctuating between 64.3 and 65.9 years.



A higher proportion of workers is nearing retirement than ever before

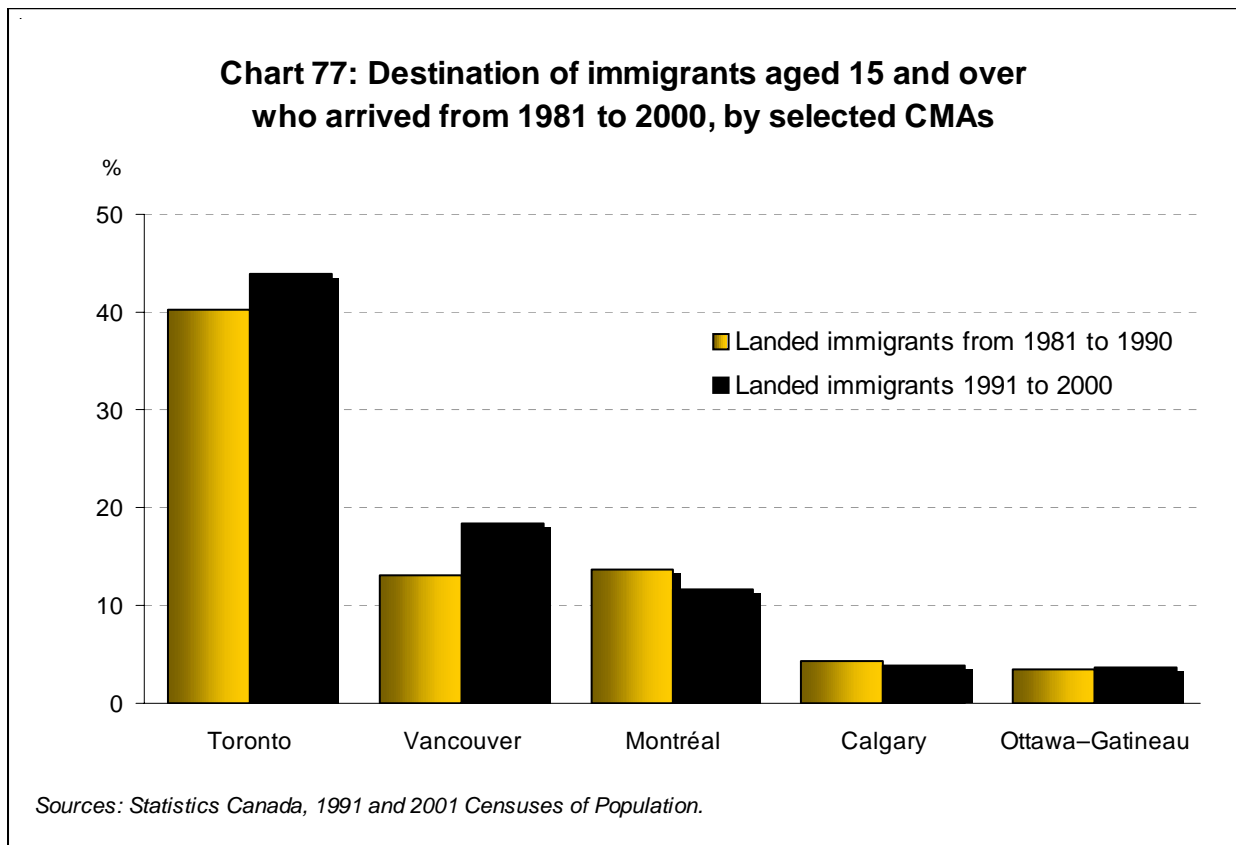
- From 1976 to 1986, the proportion of workers nearing retirement—those within 10 years of (or older than) the median retirement age—dropped slightly from 11.7% to 10.3%. During this period, the median age at retirement hovered around 65 years. However, the retirement age fell subsequently, from 64.6 years in 1986 to 60.6 years in 1997. At the same time, the proportion of workers within 10 years of the median retirement age—the near-retirement rate—increased by 6.3 percentage points to 16.6%.
- From 1997 to 2005, the proportion of workers nearing retirement grew steadily, increasing 5.5 percentage points to a high of 22.1%. During this period, the oldest baby boomers entered the group of workers approaching retirement, which had a greater influence in the rise of the near-retirement rate than the median age at retirement at that time (which fluctuated around 61 years). In 2005, there were 3.6 million workers nearing retirement.
- Long-term trends for men and women are similar. However, the proportion of employed women within 10 years of their median retirement age has, for the most part, been increasing faster than that of men since 1989. The likely explanation is that the median retirement age for women declined much more during this period than for men. A greater proportion of women than men work in the public sector, where employees retire at a younger age than those in the private sector or the self-employed. In 2005, the proportion of workers nearing retirement was 18.9% for men and 23.4% for women.



Section N - Immigrants

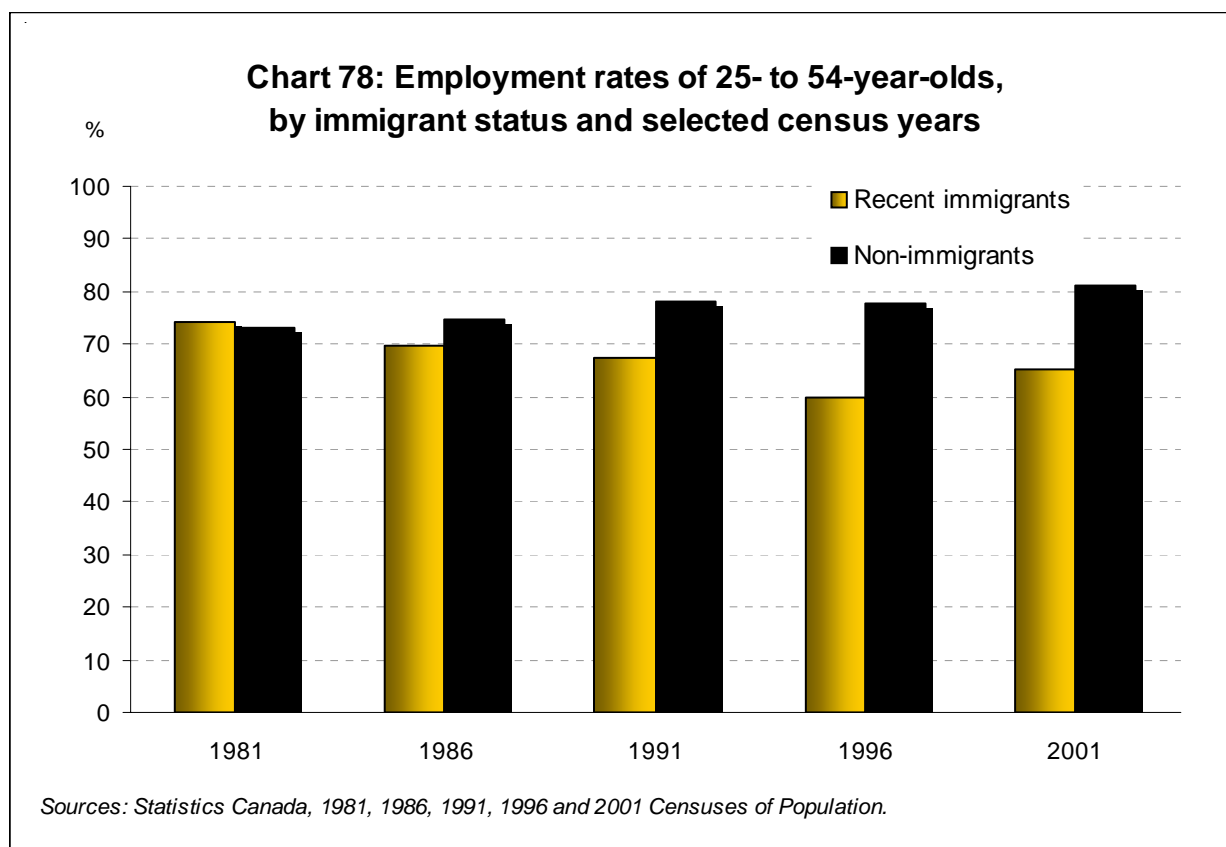
Canada widens its doors to immigration

- Increasingly, immigration is playing a vital role in Canada's labour force growth. The last decade saw an increase in the number of immigrants arriving annually in Canada—from an average of 125,000 in the 1980s to 220,000 in the 1990s. The number and selection of immigrants entering Canada are determined to a large extent by government policies controlling admissions. Since the late 1970s, Canada's immigration policy has been guided by three broad objectives: to reunite families; to fulfill Canada's international legal obligations, and compassionate and humanitarian traditions with respect to refugees; and to foster a strong and viable economy in all regions of Canada.
- Like most developed countries, Canada has become increasingly urbanized: nearly 80% of Canadians aged 15 years and over now live in cities. This proportion is even greater (97%) among immigrants who arrived from 1991 to 2000. For various reasons—such as proximity of family or friends, availability of jobs, climate, or language—most newcomers to Canada have made their homes in the country's three largest census metropolitan areas (CMAs). Toronto received the lion's share (44%), followed by Vancouver (18%) and Montréal (12%). The previous decade's immigrants—those who arrived from 1981 to 1990—also tended to settle in urban destinations.
- People who immigrated in the 1990s were more likely than those who arrived in the previous decade to belong to a visible minority and to be highly educated. The majority of them also reported having a good knowledge of at least one of the two official languages.



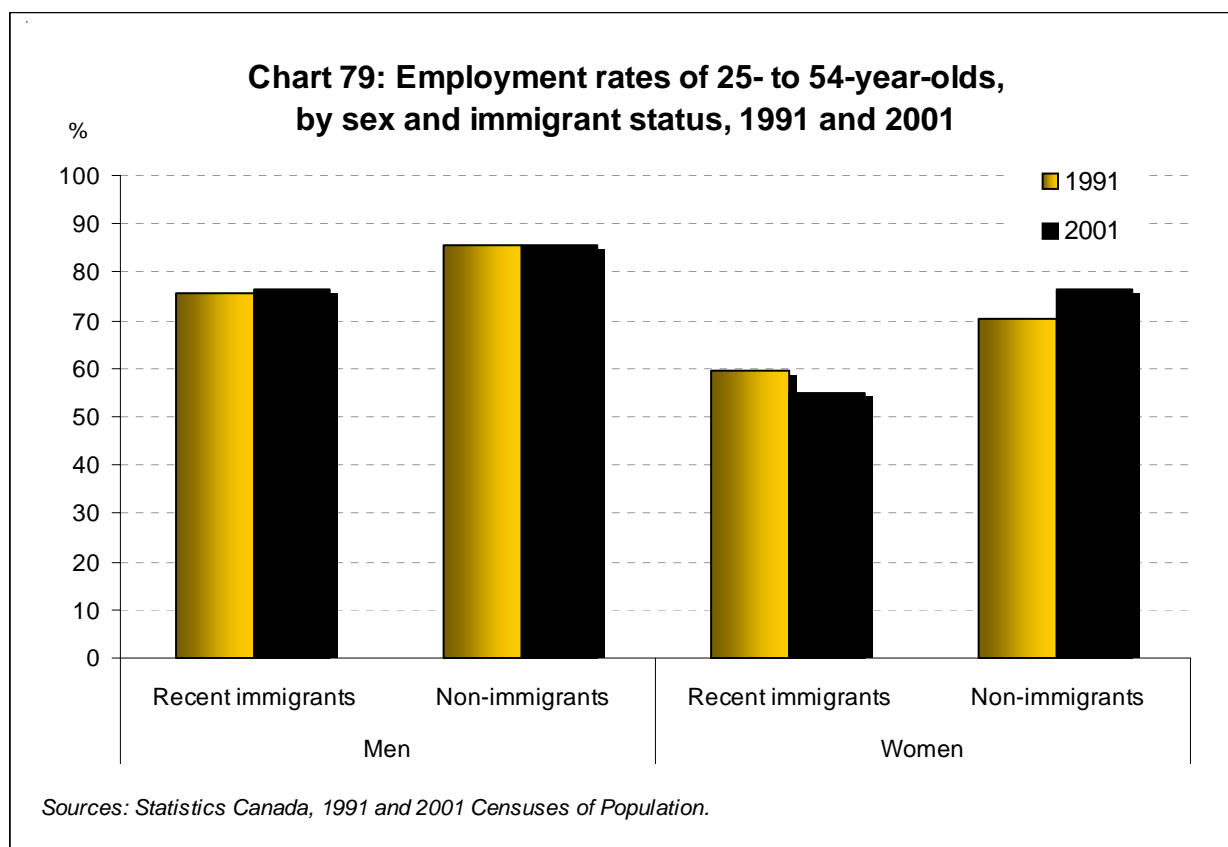
The gap in employment rates between recent immigrants and native-born Canadians remains

- Despite the economic boom of the late 1990s, the 2001 employment rate of immigrants aged 25 to 54 years who had arrived in Canada during the previous five years continued to lag substantially behind that of native-born Canadians of the same age (65.2% versus 80.9%).
- The employment rate gap between recent immigrants and native-born Canadians aged 25 to 54 has changed considerably over the years. In 1981, new immigrants were more likely to be employed (74.2%, compared with 73.1% for non-immigrants). By 1986, the situation was reversed, since the rate for recent immigrants was falling while that of native-born Canadians was rising. The gap continued to widen, increasing to 18 percentage points in 1996 but then narrowing slightly to 16 points, in 2001.
- Labour market problems faced by recent immigrants tend to be similar to those encountered by young people, since both are often new entrants to the Canadian labour market. Common challenges for both groups could be their lack of Canadian work experience and of a well-established network of contacts.
- However, the employment rates of immigrants are known to rise with the number of years they have resided in Canada. For example, 78.6% of immigrants aged 25 to 54 who had been in the country for 11 to 15 years were employed in 2001, compared with 65.2% of recent immigrants of the same age. Those who had been in Canada for 16 years or more had a slightly better chance than native-born Canadians to be employed in 2001 (81.9% versus 80.9%).



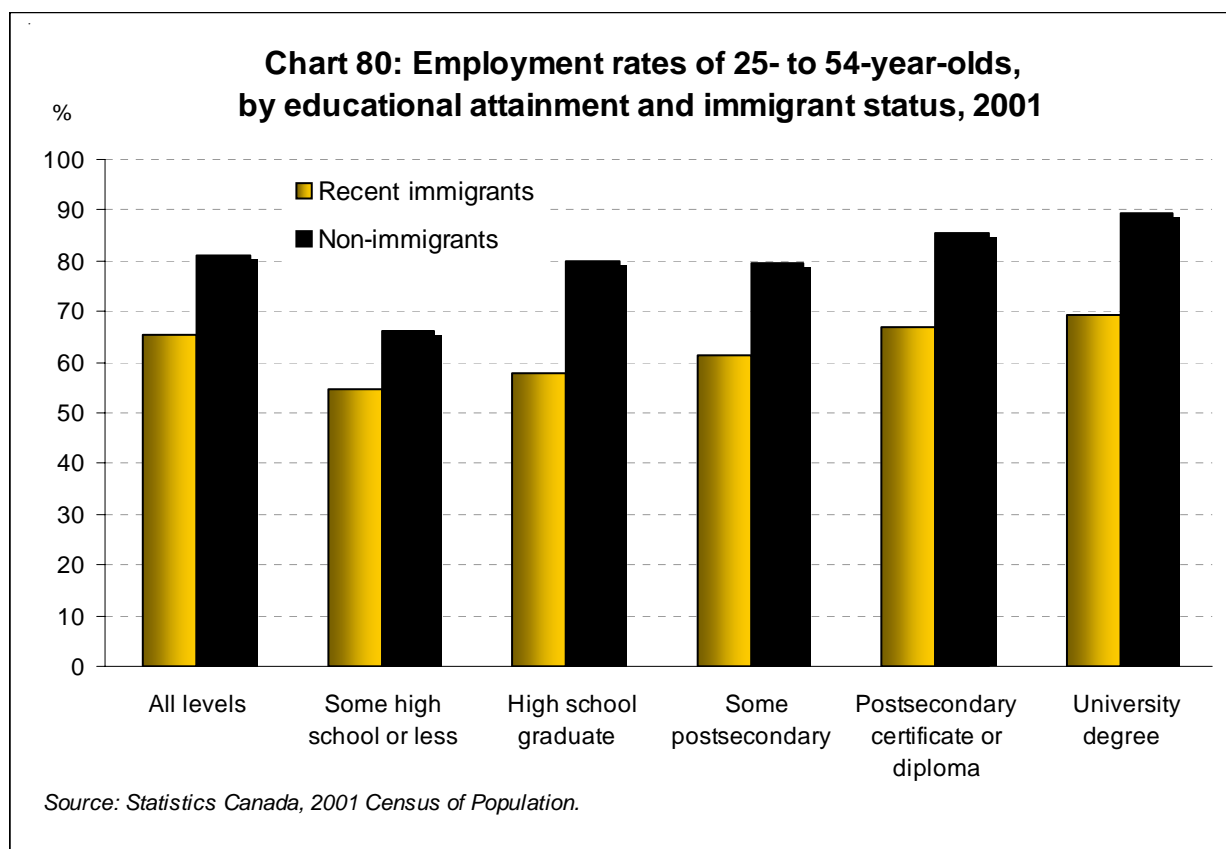
Employment rates among women recently entering Canada are lower than a decade earlier

- In both 1991 and 2001, the difference in employment rates between recent female immigrants and Canadian-born women aged 25 to 54 was greater than that of their male counterparts. Moreover, the employment rate gap between these women was actually much greater in 2001 than 10 years earlier (21 versus 11 percentage points). Among men, the gap remained stable during this period (around 10 points).
- There are several classes of Canadian immigrants. Immigrant men fare better than immigrant women in the labour market, partly because of their circumstances in coming to Canada. Men are more likely than women to be admitted as economic class principal applicants. People in this category are expected to be able to find work and contribute to the economy once they've settled in their new homeland. In contrast, female immigrants are more likely to come to Canada on the basis of a family class application (i.e., by virtue of being related to an economic-class immigrant) or for reasons of family reunification.
- The gap between the employment rates of recent immigrant men and women and their native-born counterparts also varies by CMA of residence. In 2001, of the five largest CMAs, the disparity was widest in Montréal (26 percentage points) and narrowest in Calgary (12 points).



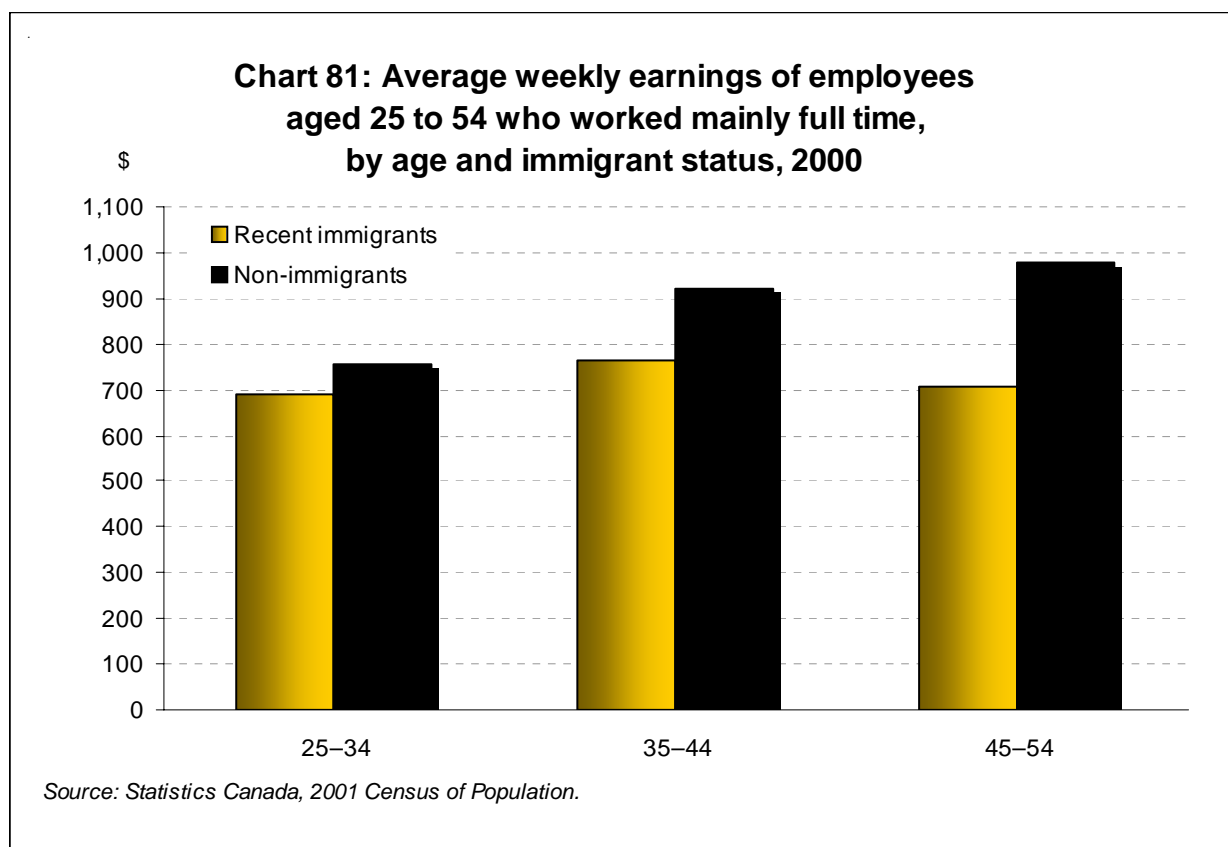
Recent immigrants are more highly educated

- The education level of Canadians generally has been rising over the past several decades. The immigration policy of the 1990s, which placed greater emphasis on education, partially explains the even more marked increase in the educational attainment observed among recent arrivals. In 2001, 46% of immigrants aged 25 to 54 who arrived from 1996 to 2000 held at least a bachelor's degree, compared with only 24% of those who arrived from 1986 to 1990.
- The employment rate within a group generally rises with education level. This trend is also evident among recent immigrants aged 25 to 54 years. In 2001, the employment rate was 54.6% among recent immigrants reporting less than a high school diploma, compared with 69.4% for those with a university degree. However, whatever the education level, the employment rate gap between recent immigrants and native-born Canadians remained sizable (ranging from 12 percentage points for those with some high school or less, to 22 points among those with a high school diploma but no postsecondary).
- A major influx of skilled immigrants in recent years has resulted in a larger proportion of newcomers being employed in 'professional' jobs. In 2001, nearly 1 recent immigrant in 5 held such a job, compared with just over 1 in 10 in 1991. Of the five largest CMAs, it was in Ottawa–Gatineau that recent immigrants were the most likely to obtain a professional job, in both 1991 and 2001. A high proportion of this CMA's work force is employed in professional occupations, reflecting the preponderance of government and high-tech jobs, as well as other jobs requiring postsecondary education.



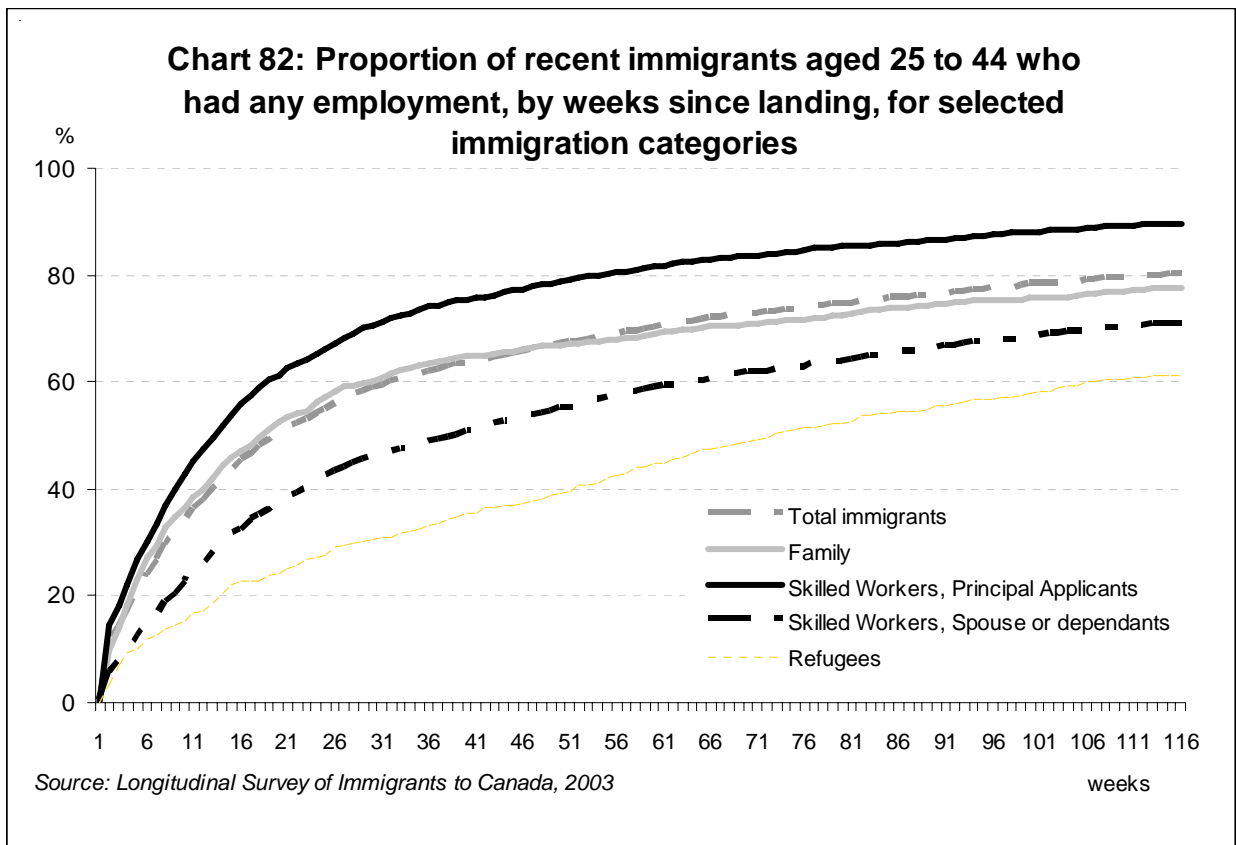
The earnings gap is slightly greater for women and it widens with age

- Among male employees aged 25 to 54 years who were working mainly full time in 2000, the Canadian-born had average weekly earnings of \$1,006; in comparison, recent immigrants earned 19% less (\$817). Women's earnings were lower than those of their male counterparts, and immigrant women earned 20% less than women born in Canada (\$589 versus \$736).
- The earnings gap also expanded with age. Among 25- to 34-year-old men, recent immigrants earned 6% less than non-immigrants; for women in this age group, the difference was 12%. In contrast, among employees aged 45 to 54 years, the differentials increased to 29% for men and 31% for women.
- For both native-born Canadians and recent immigrants aged 25 to 54 years, average weekly earnings tended to increase with education level. For example, recent immigrants with less than a high school diploma earned on average \$517 per week, compared with \$844 for those with a university degree; their Canadian-born counterparts had weekly earnings of \$711 and \$1,218, respectively. However, the earning gap was more pronounced among university graduates, where recent immigrants earned 31% less than those born in Canada.



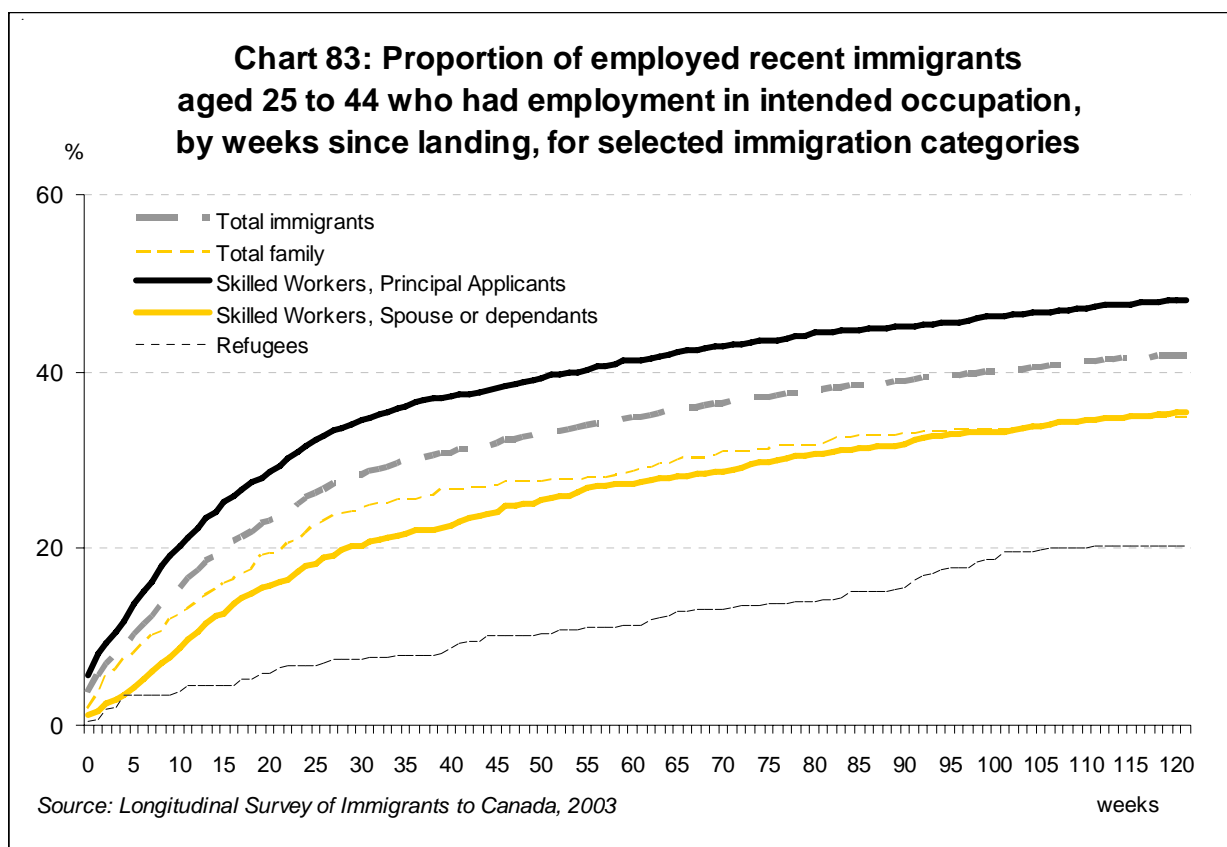
Four out of five recent immigrants found jobs within two years of arrival

- For many newcomers, obtaining employment is a key facet of establishing a new life in Canada. Though the process can take some time, 80% of newcomers arriving between October 2000 and the end of September 2001 (aged 25 to 44), had worked in at least one job during their first two years in Canada.
- The vast majority of principal applicants (PAs) in the skilled worker category found employment during this initial two-year period (90%), while this was the case for 78% of immigrants in the family category and 62% of refugees.
- Many new immigrants found work very soon after arrival. Of all those who found employment in Canada, 70% started their first job within six months of arrival, 15% did so 7 to 12 months after arrival and 15% did so more than one year after arrival.
- Similarly, most skilled worker PAs found employment early on in the settlement process. Of those who found employment, 75% did so within six months of arrival, while 14% did so 7 to 12 months after arrival and 11% did so after one year.



Nearly half of recent immigrants found employment in intended occupations within 2 years

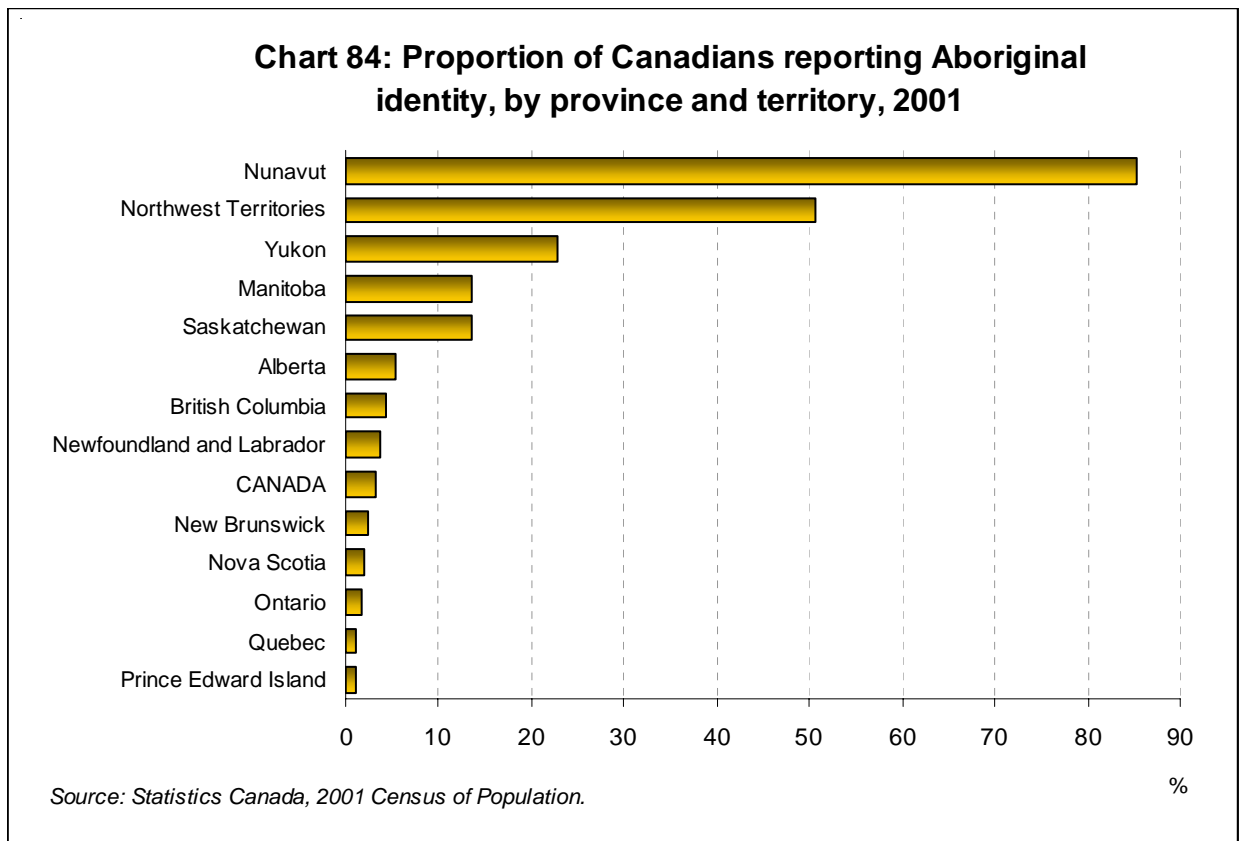
- Of those recent immigrants (arriving between October 2000 and the end of September 2001) who found employment, about four in ten (42%) found a job in their intended occupation. One-third (33%) did so during their first year in Canada, while another 9% did so during their second year.
- Among skilled worker PAs who were aged 25 to 44, the vast majority (90%) found employment during their first two years in Canada. Of those with employment, just under half (48%) found a job in their intended occupation. Four in ten (40%) did so during their first year in Canada, while another 8% did so during their second year.
- Of the approximately 45,000 skilled worker principal applicants who found employment in Canada, almost half (47%) had intended to find work in natural and applied sciences and related occupations. About half (49%) of this group actually did so by the end of the two year period.



Section O - Aboriginal people

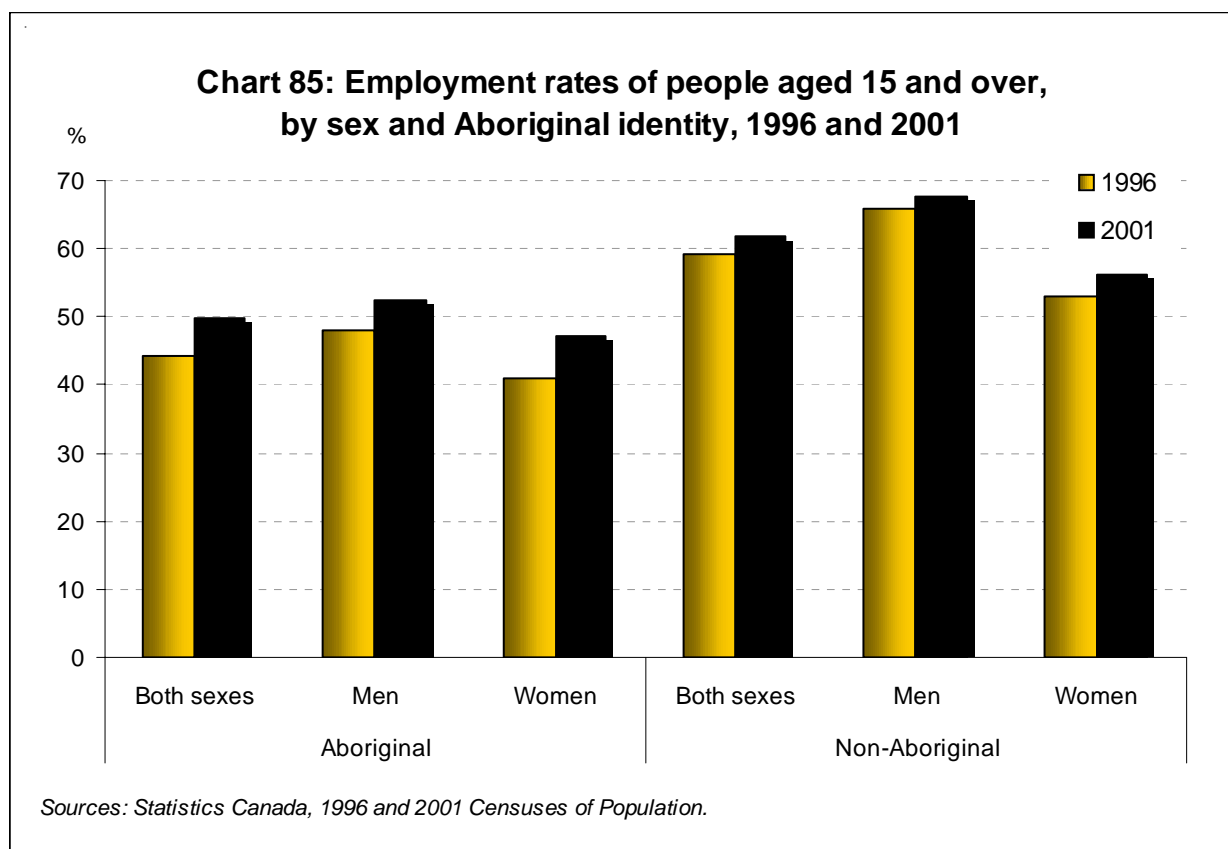
Aboriginal population is increasing

- The share of Canada's total population that is Aboriginal is on the rise. According to the 2001 Census, 976,000 people identified themselves as Aboriginal, representing 3.3% of the nation's total population, up from 2.8% five years earlier. The growth of the Aboriginal population is due to both demographic factors (higher fertility rates, for example) and non-demographic factors (such as better census coverage and an increasing tendency for Aboriginal people to self-identify).
- The Aboriginal population is young—in fact, half was less than 25 years of age in 2001, compared with about one-third of the non-Aboriginal population. The median age of the Aboriginal population was 24.7 years, compared with an all-time high of 37.7 years for the non-Aboriginal population. As more and more baby boomers continue to retire, this growing younger Aboriginal population will be an important source of labour force growth.
- The share of the total population that was Aboriginal was highest in the territories. However, the largest number of Aboriginal people lived in Ontario (188,000) and in British Columbia (170,000), followed by Alberta (156,000), Manitoba (150,000) and Saskatchewan (130,000). A majority of Aboriginal people identified themselves as North American Indian (62.4%), while 29.9% identified themselves as Métis and 4.6% as Inuit.



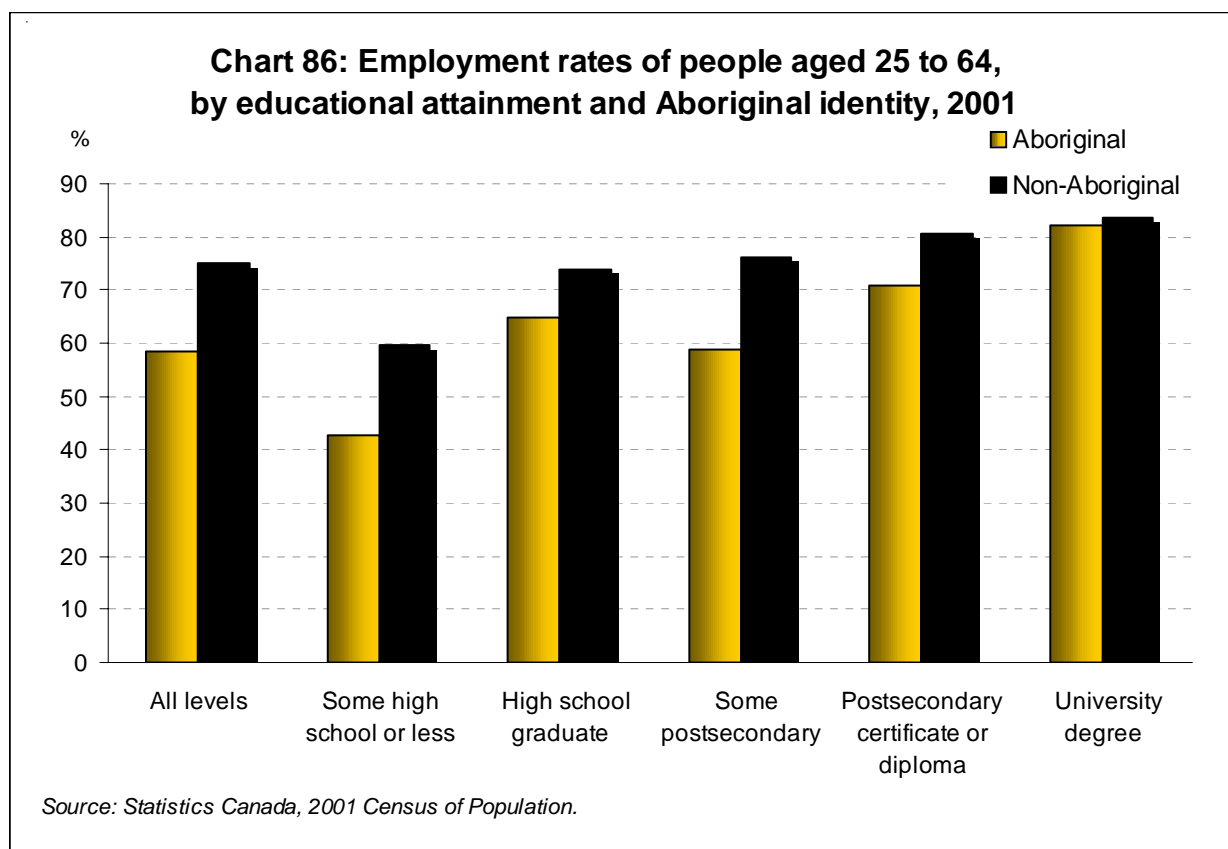
Employment and unemployment rates have improved among the Aboriginal population

- While the employment rate for Aboriginal people is relatively low, it has improved at a faster pace than the non-Aboriginal rate. Employment rates among Aboriginal people aged 15 years and over increased 5.4 percentage points between the last two censuses, reaching 49.7% in 2001. Although the gap has shrunk, the employment rate for Aboriginal people was still well below the rate for non-Aboriginal people (61.8%). The differences in employment rates among Aboriginal and non-Aboriginal people were less pronounced among women and people aged 55 and over.
- Similarly, the unemployment rate among Aboriginal people aged 15 years and over is high (almost three times higher than the non-Aboriginal rate), but dropped more than the rate for non-Aboriginal people. The Aboriginal unemployment rate fell from 24.0% in 1996 to 19.1% in 2001; this decline of 4.9 percentage points was much larger than the drop of 2.7 percentage points for the non-Aboriginal population, whose rate was 7.1% in 2001.
- Among Aboriginal groups, the Métis had the highest employment rate (59.4%) in 2001, compared with 48.6% for the Inuit and 44.6% for the North American Indians. A higher proportion of Métis than of the other two Aboriginal groups had graduated from high school or completed postsecondary studies.



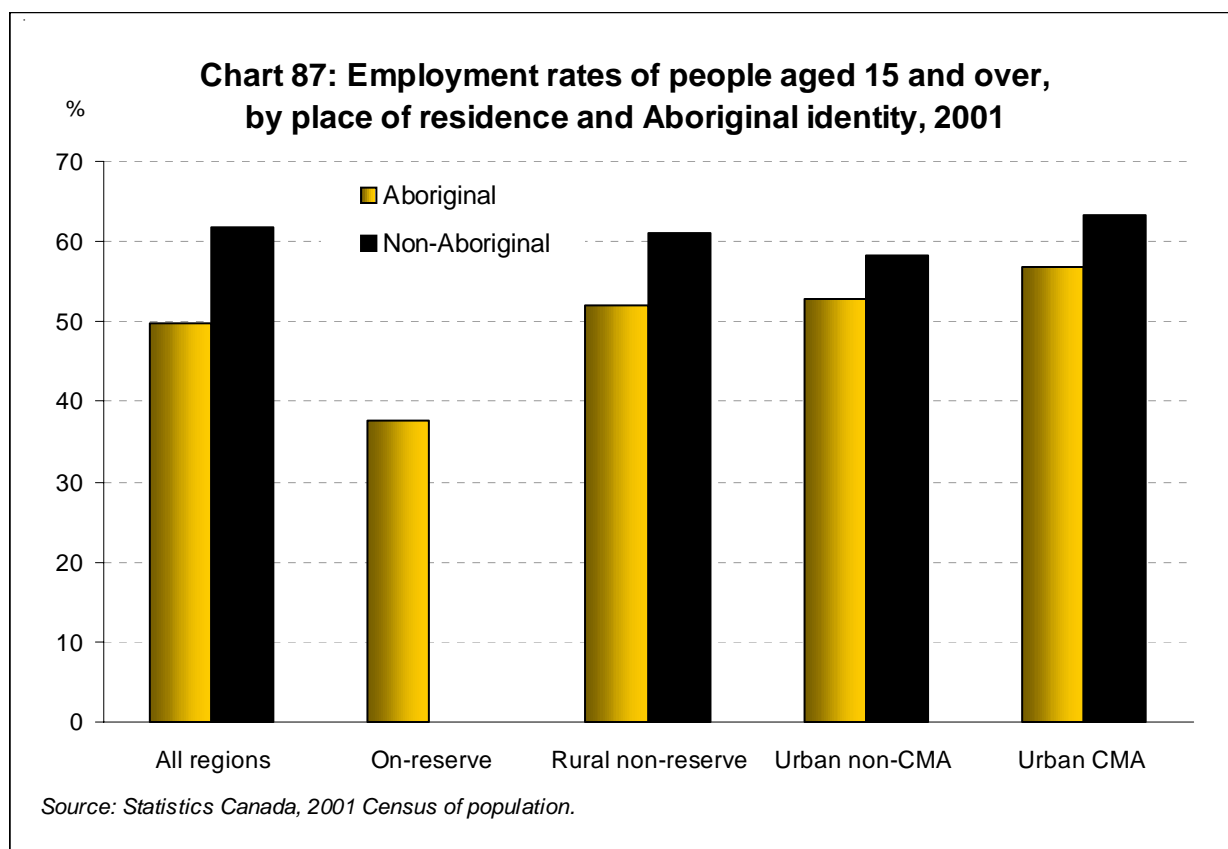
The number of Aboriginal postsecondary graduates is rising

- In 2001, about two out of five Aboriginal people aged 25 to 64 years had not completed their high school education—almost twice the proportion of their non-Aboriginal counterparts. However, large improvements were made from 1996 to 2001. The proportion of Aboriginal people without a high school diploma dropped from 45% to 39% during this period, while the proportions of Aboriginal high school and postsecondary graduates increased.
- The employment rate generally rises with formal education. In 2001, the employment rate for Aboriginal people aged 25 to 64 years with some high school education or less was 42.9%, compared with 82.3% for those with a university degree.
- Education appears to reduce the employment rate gap between Aboriginal and non-Aboriginal people. While the employment rate among Aboriginal people aged 25 to 64 with less than a high school diploma was 17 percentage points lower than the rate for non-Aboriginal people with the same level of education, there was almost no difference in the employment rates of Aboriginal and non-Aboriginal university graduates.



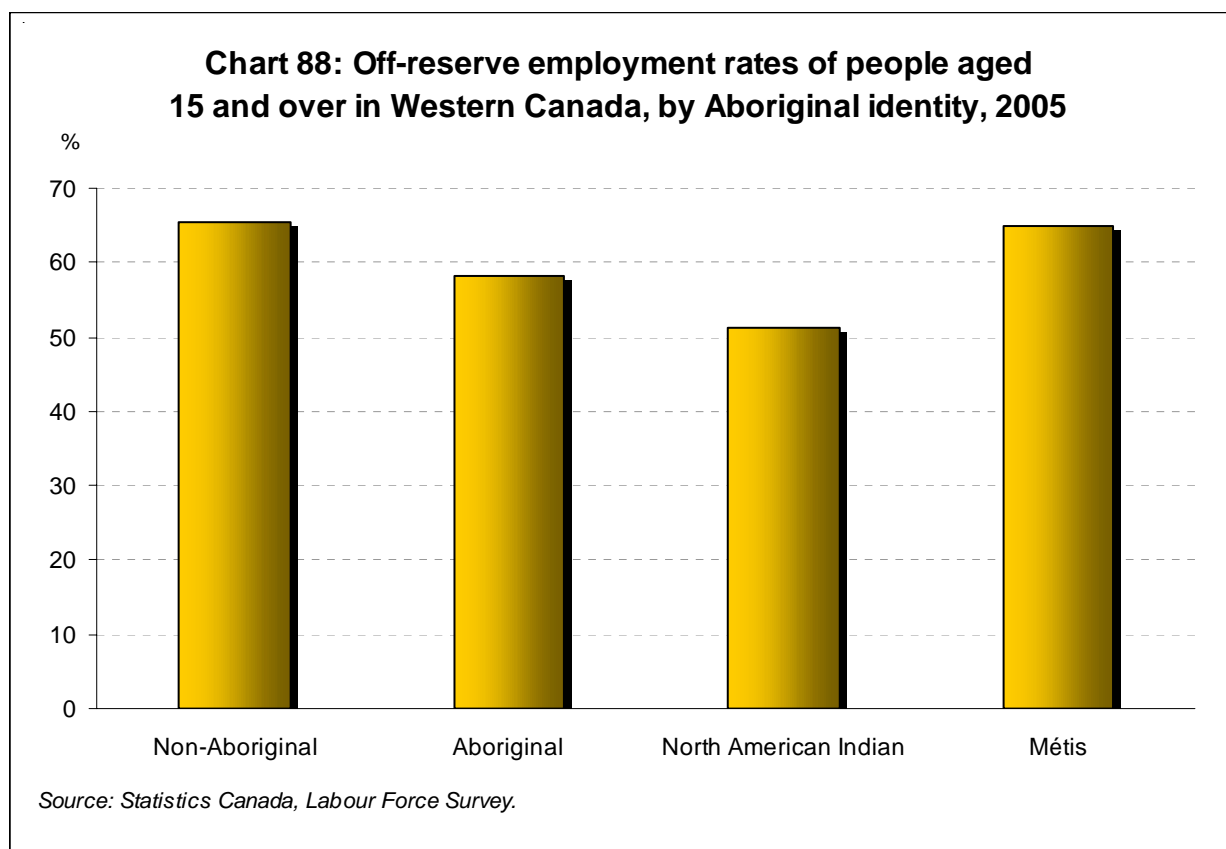
Aboriginal people living off-reserve are more likely to be employed

- In 2001, almost half of Aboriginal people lived in urban areas, while 30% lived on reserves or settlements, and the remaining 20% lived in rural non-reserve areas. Non-Aboriginal people were mostly concentrated in urban areas (80%).
- From 1996 to 2001, the employment rate gap between the Aboriginal and the non-Aboriginal populations aged 15 years and over narrowed, especially in urban areas. In 2001, Aboriginal people living in an urban metropolitan area were more likely to be employed than those living elsewhere.
- In 2001, the employment rate was only 37.7% among the Aboriginal population who lived on-reserve, almost the same rate as in 1996. However, a greater proportion of Aboriginal people living in non-reserve areas had a job in 2001 (54.2%), compared with five years earlier (47.0%). From 1996 to 2001, population growth was strong (+26%) among working-age Aboriginal people both on-reserve and in non-reserve areas, but employment increased more rapidly among those living in non-reserve areas (+44%) than among those living on-reserve (+30%).



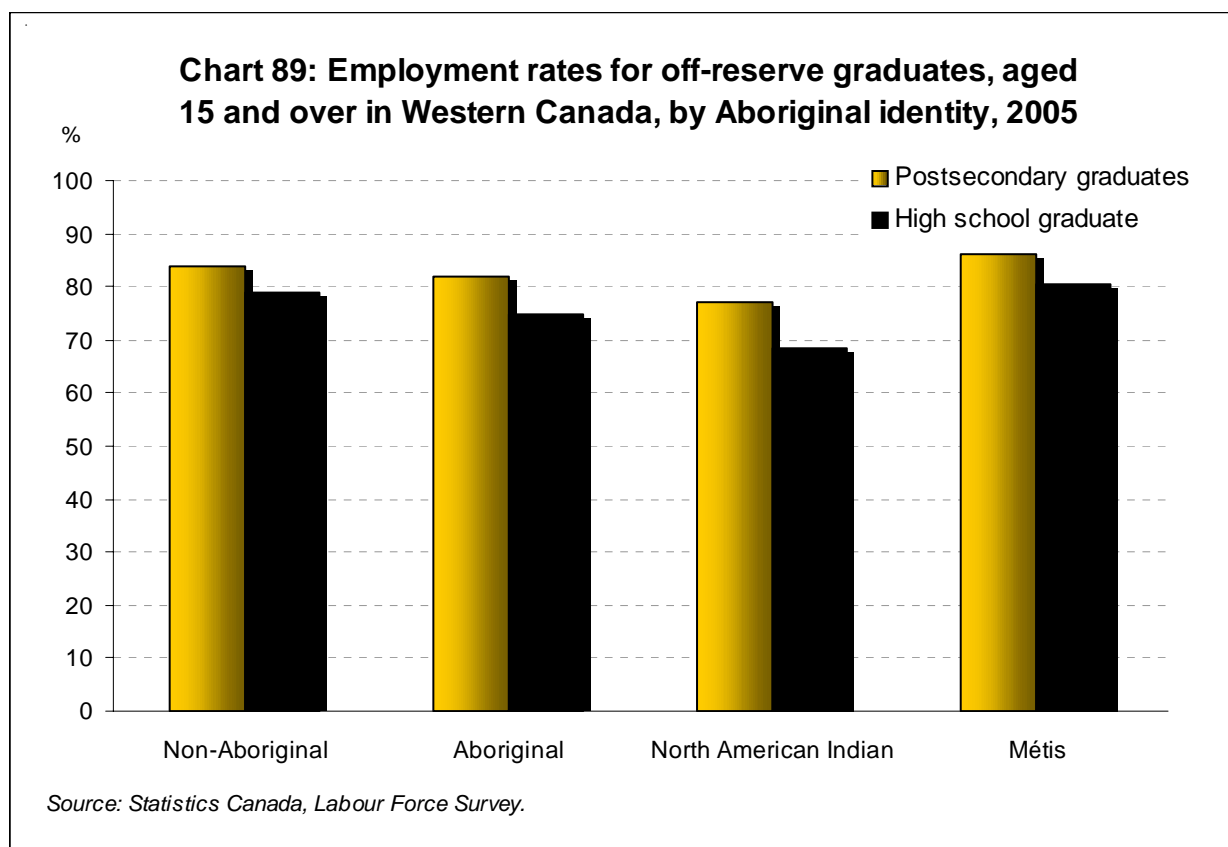
Lower employment rates among Aboriginal Peoples in Western Canada

- In 2005, the employment rate among Aboriginal people living off-reserve in Western Canada lagged behind non-Aboriginal people. While the employment rate for non-Aboriginal people was 65.5%, it was only 58.3% for Aboriginal people. Aboriginal people living in Alberta seemed to benefit from the province's economic prosperity with an employment rate of 64.2%, only 1.3 percentage points below the non-Aboriginal employment rate for Western Canada.
- The unemployment rate for Aboriginal people living off-reserve in Western Canada was nearly 3 times the rate for non-Aboriginal western Canadians in 2005. Among Aboriginal people the unemployment rate was 12.2% while it was only 4.7% for non-Aboriginal people.
- Labour market outcomes for off-reserve Métis and North American Indians in Western Canada varied considerably in 2005. In fact, North American Indians had a much harder time obtaining employment and were thus more likely to be unemployed than did those that were Métis. While, the employment rate for the Métis (65.0%) was similar to the rate for non-Aboriginal people, the rate for North American Indians was far lower (51.1%). Similarly, the unemployment rate in 2005 for Métis was 9.0% compared to 16.3% for North American Indians.



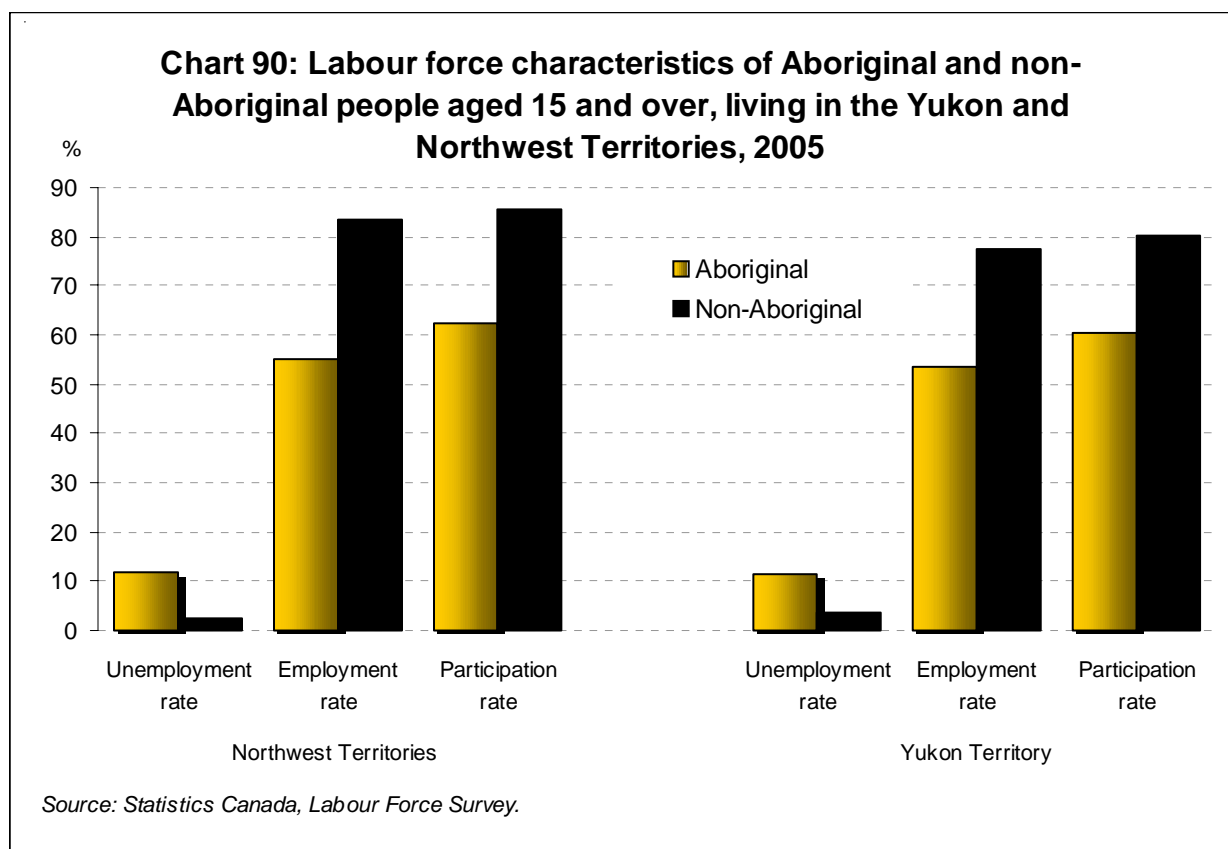
Education shrinks the gap between Aboriginal people and non-Aboriginal people

- Employment rates among Aboriginal people living off-reserve in Western Canada with postsecondary education trailed the employment rate of non-Aboriginal people by only 1.9 percentage points in 2005. While non-Aboriginal postsecondary graduates had an employment rate of 84.0% in 2005, their Aboriginal counterparts had an employment rate of 82.1%. The employment rate among Aboriginal high school graduates was 74.9% compared to 79.1% for non-Aboriginal high school graduates.
- Métis, in fact, had higher employment rates than non-Aboriginal people with the same education in 2005. Métis postsecondary graduates had an employment rate of 86.0%, compared to 84.0% for similarly educated non-Aboriginal people. North American Indians with postsecondary education still lagged behind somewhat with an employment rate of 76.9%.
- Postsecondary education also had a dramatic effect on reducing the unemployment rate for off-reserve Aboriginal people in the West. While the unemployment rate for all Aboriginal people in the West in 2005 was 11.6%, it was only 7.0% for Aboriginal people with postsecondary education. Aboriginal high school graduates had an unemployment rate of 9.5%.



Aboriginal peoples in the Yukon and Northwest Territories participate in the labour market at similar levels

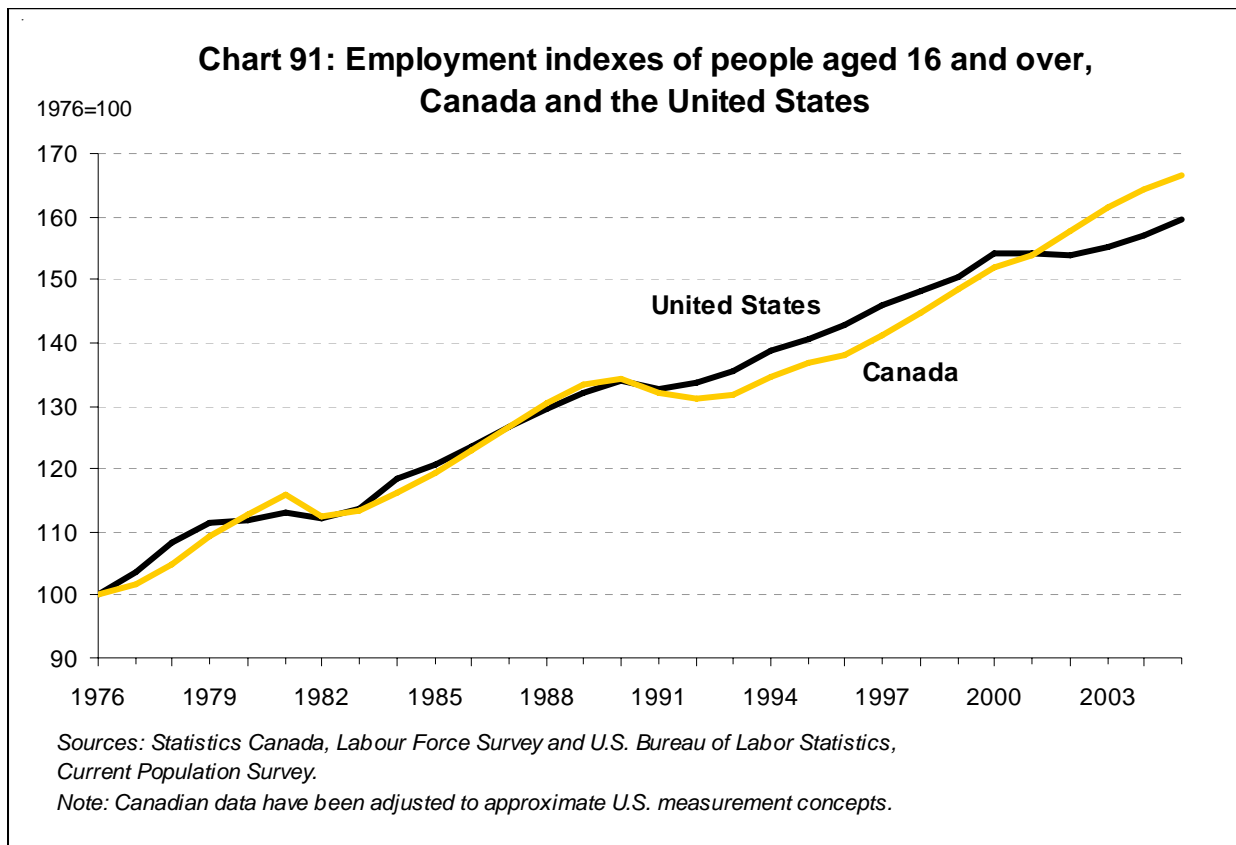
- Compared to the provinces, both the Northwest Territories and the Yukon have a higher proportion of their population that is Aboriginal. In the Northwest Territories, half of the population is Aboriginal whereas approximately one in five is Aboriginal in the Yukon.
- The unemployment rates for Aboriginal people are similar in the Northwest Territories (11.9%) and the Yukon (11.5%) in 2005, but are much lower for non-Aboriginal people (2.3% and 3.6%, respectively). On the other hand, the unemployment rates of Aboriginal people in these two territories is slightly lower than that of Aboriginal people living off-reserve in the western provinces of Manitoba, Saskatchewan, Alberta and British Columbia, where 12.2% were unemployed in 2005.
- The proportion of Aboriginal people in the Northwest Territories and in the Yukon who were employed (55.1% and 53.5%, respectively) is somewhat lower than the employment rate for Aboriginal people living off-reserve in Western Canada, at 58.3%. Not surprisingly, an even larger proportion of Aboriginal people were employed in the bustling province of Alberta, at 64.2% in 2005.



Section P - International comparisons

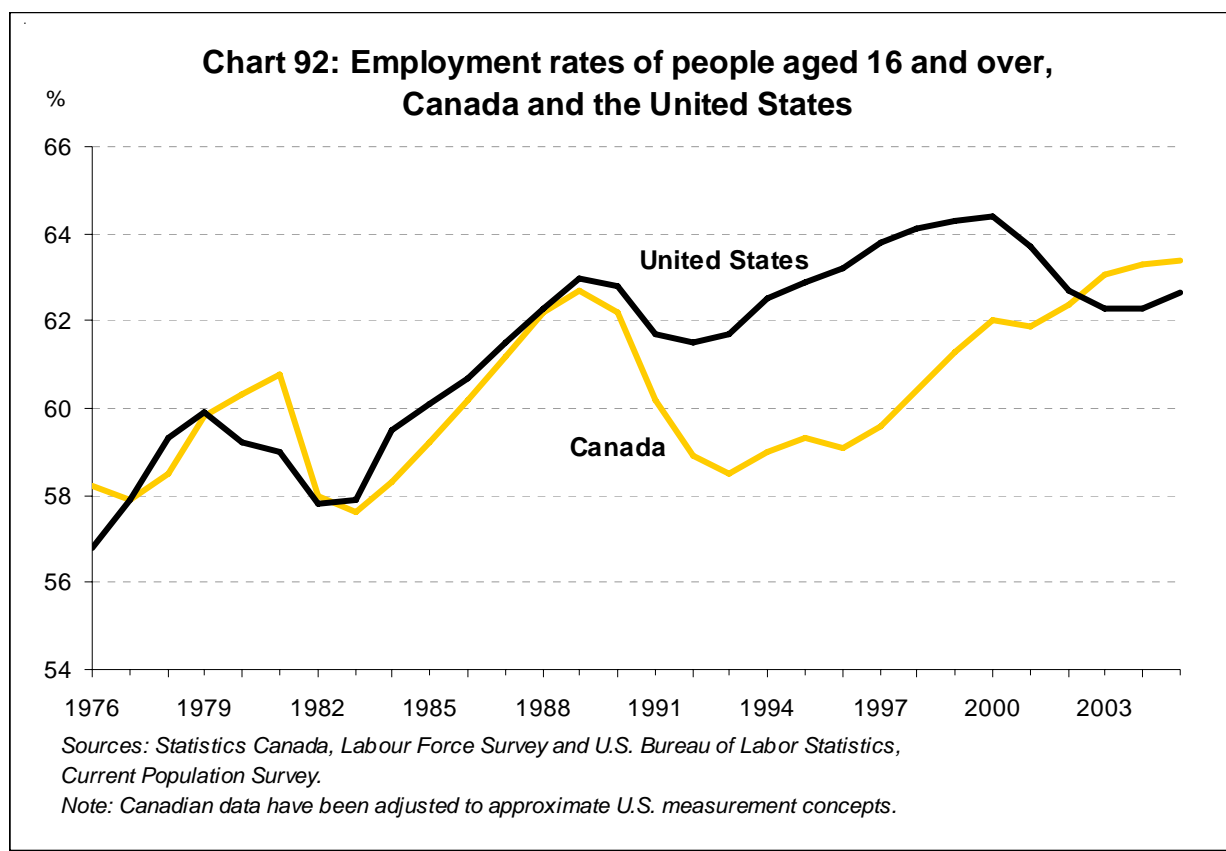
Employment trends diverged between Canada and the United States

- Employment growth in Canada and in the United States has historically been similar. However, during the 2001 to 2003 period, there was very little employment growth in the United States (+0.6%), while Canada enjoyed a 4.8% increase. A total of 2.8 million manufacturing jobs were lost in the United States between 2000 and 2003 (-16%). What helped stabilize employment in the United States was growth in service industries, particularly in health, government and educational services.
- From 2003 to 2005, employment growth picked up in the United States (+2.9%) but was still slightly below the growth experienced in Canada (+3.2%). Although Canada lost manufacturing jobs during this period, employment growth was strong in many other sectors, particularly in construction, retail and wholesale trade, finance, insurance, real estate and leasing and educational services.
- Job growth in the United States from 2003 to 2005 was strong in construction, professional and business services, education and health services and in leisure and hospitality. Between these years, job growth favoured American men (+3.6%) more so than American women (+2.1%). In Canada, employment grew at a slightly faster pace for women (+3.4%) than for men (+3.0%).



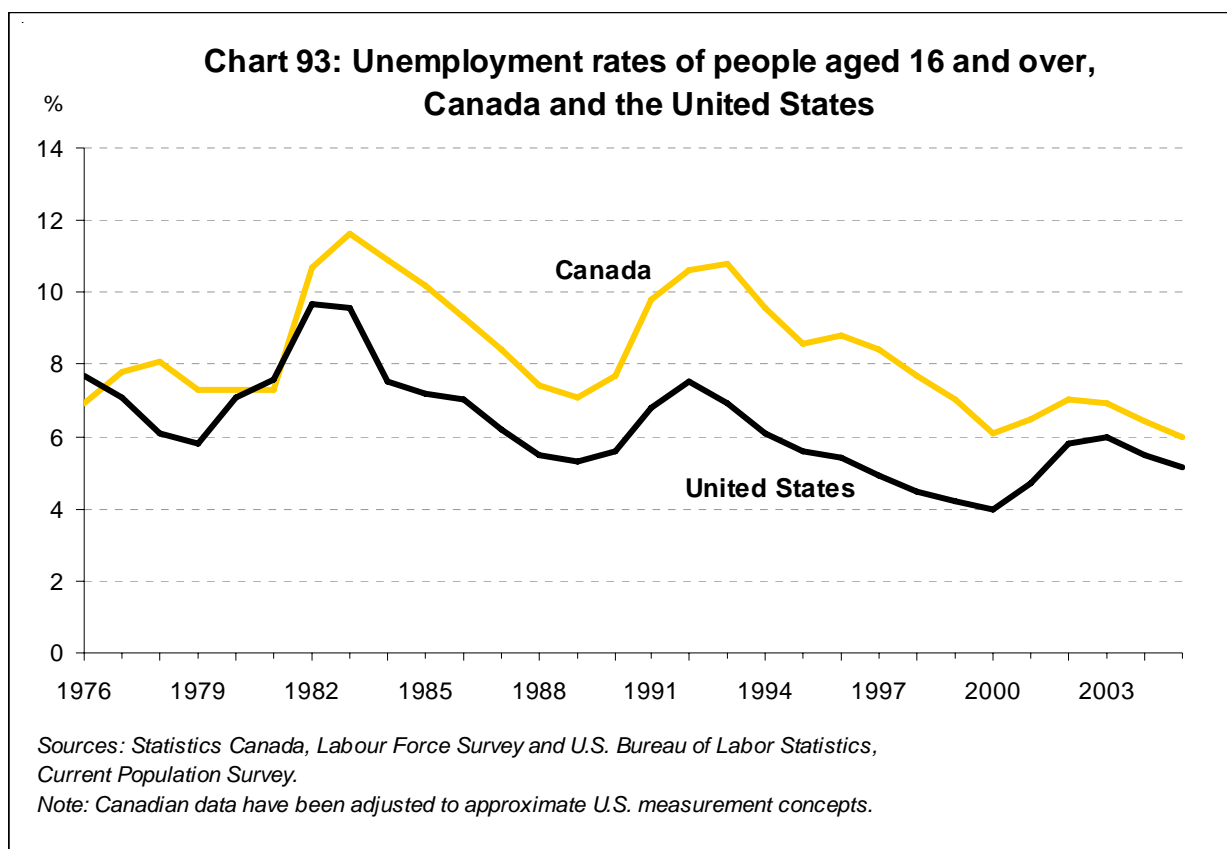
Canada maintains record high employment rate in 2005

- For the last three years, Canada's employment rate has remained at record levels, surpassing the employment rates of the United States for the first time in over two decades. In 2005, 63.4% of the Canadian population was employed compared with 62.7% of the American population. The gap is shrinking however. A larger proportion of the American population was working in 2005 than in 2004 (+0.4 percentage points) whereas the proportion of the Canadian population employed in 2005 was up only marginally (+0.1 points) from a year earlier.
- Historically, both labour markets have generally followed similar employment rate trends, but differences emerged in the 1990s and early 2000s. From 1989 to 1993, the Canadian economy shrank more than the U.S. economy: the gross domestic product fell 3.0% in Canada, twice the drop in the United States. At the same time, the Canadian employment rate fell 4.2 percentage points, while the American rate declined by 1.3 percentage points.
- In contrast, from the fourth quarter of 2000 to the third quarter of 2001, the U.S. economy suffered a mild recession (-0.6%) while the Canadian economy expanded slightly (+0.1%). As both economies began to pick up in the fourth quarter of 2001, Canada's growth was much stronger. While Canada's employment rate continued on an upward trend, the U.S. rate declined after reaching its record high of 64.4% in 2000. Only in the last year, has the American employment rate shown signs of revival.



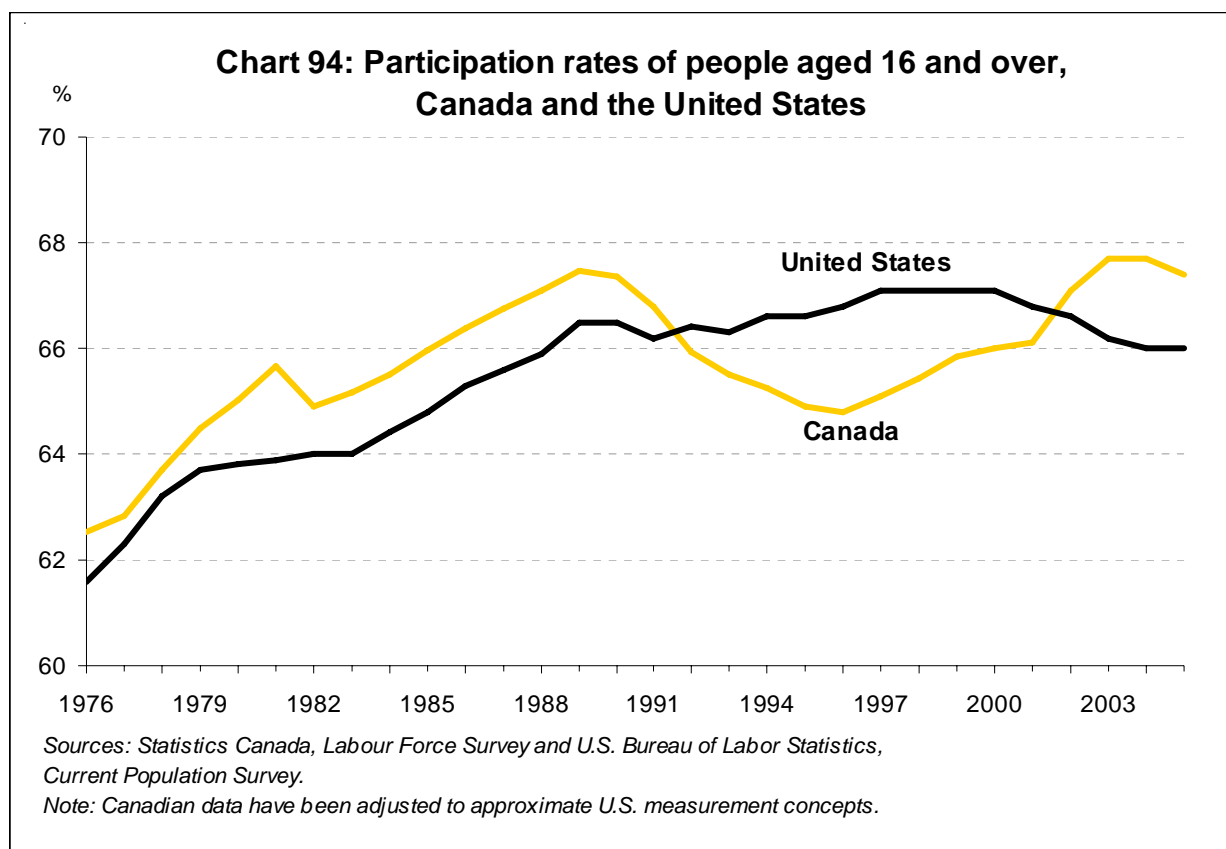
The unemployment rate gap between the two countries continues to narrow

- The Canadian unemployment rate (adjusted to the U.S. definition) has dropped in the last 12 years, from a high of 10.8% in 1993 to reach an all time low of 6.0% in 2005. The U.S. unemployment rate, having reached a high of 7.5% in 1992, fell to a low of 4.0% in 2000 and then climbed to 6.0% in 2003. By 2005, it was at 5.1%.
- These recent changes in unemployment rates have narrowed the gap between the two countries. The Canadian rate has been within 1 percentage point of the U.S. rate for the last four years. The last time the gap was so small was in 1982.
- The Canadian unemployment rate has been higher than the American rate throughout most of the previous three decades. The gap widened in 1984 and 1985 and again from 1991 to 1999. During these periods, the Canada–U.S. unemployment rate gap ranged from 3 to 4 percentage points.



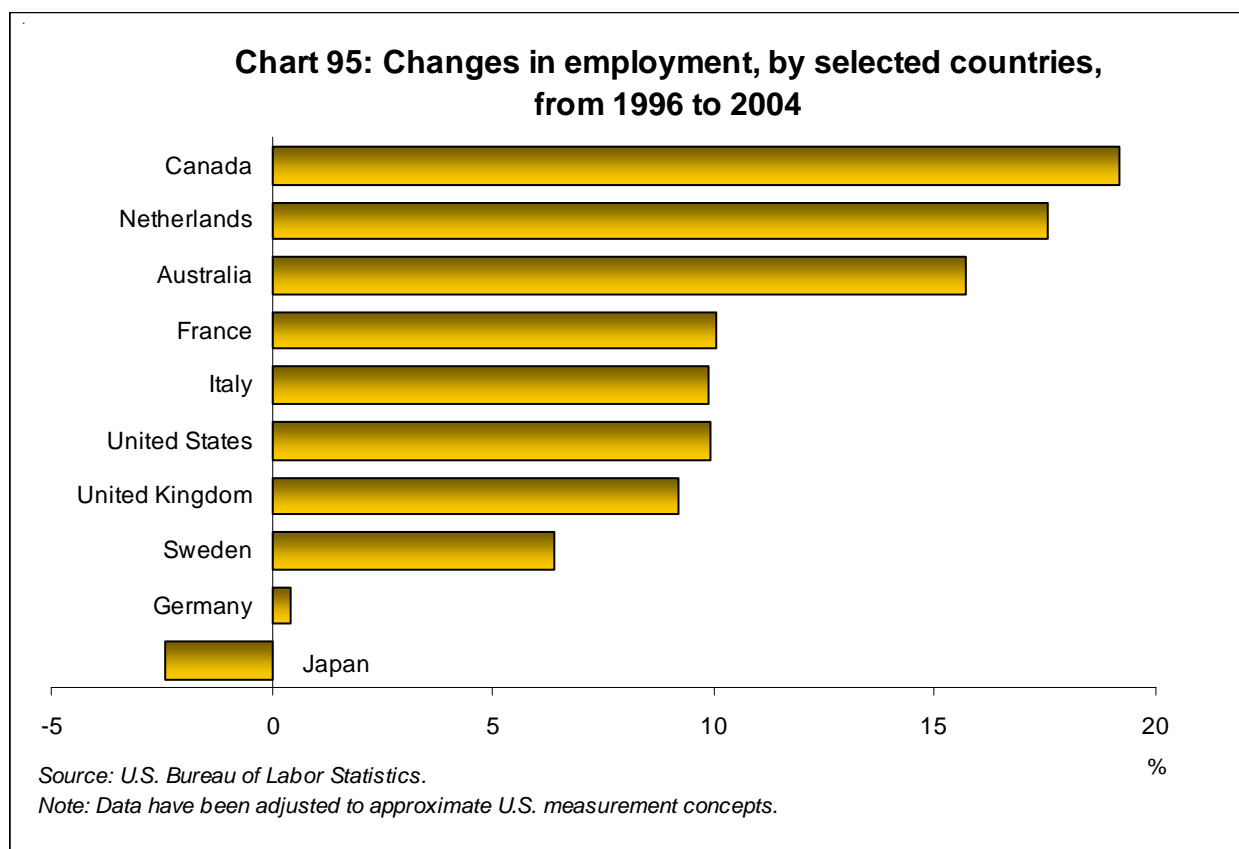
A higher proportion of Canadians than Americans are participating in the labour market

- Since 2002, Canadians were more likely than Americans to be participating in the labour market. By 2005, 67.4% of the Canadian population was either employed or searching for work, compared with 66.0% of the American population.
- While labour market participation trended up in Canada from 1996 to 2003, a declining proportion of Americans participated in the labour market since 2001, after peaking at 67.1% from 1997 to 2000.
- American men and women aged 16 to 54 years all showed declines in their respective participation rates from 2000 to 2004, but youth and men were harder hit. On the other hand, older workers aged 55 and over showed an increase.
- In 2005, Canadian youth were much more likely to be participating in the labour market (69.7%) than American youth (60.8%) whereas the participation rate of older workers (aged 55 and over) in the United States (37.2%) was well ahead of the rate for Canadian older workers (31.3%).



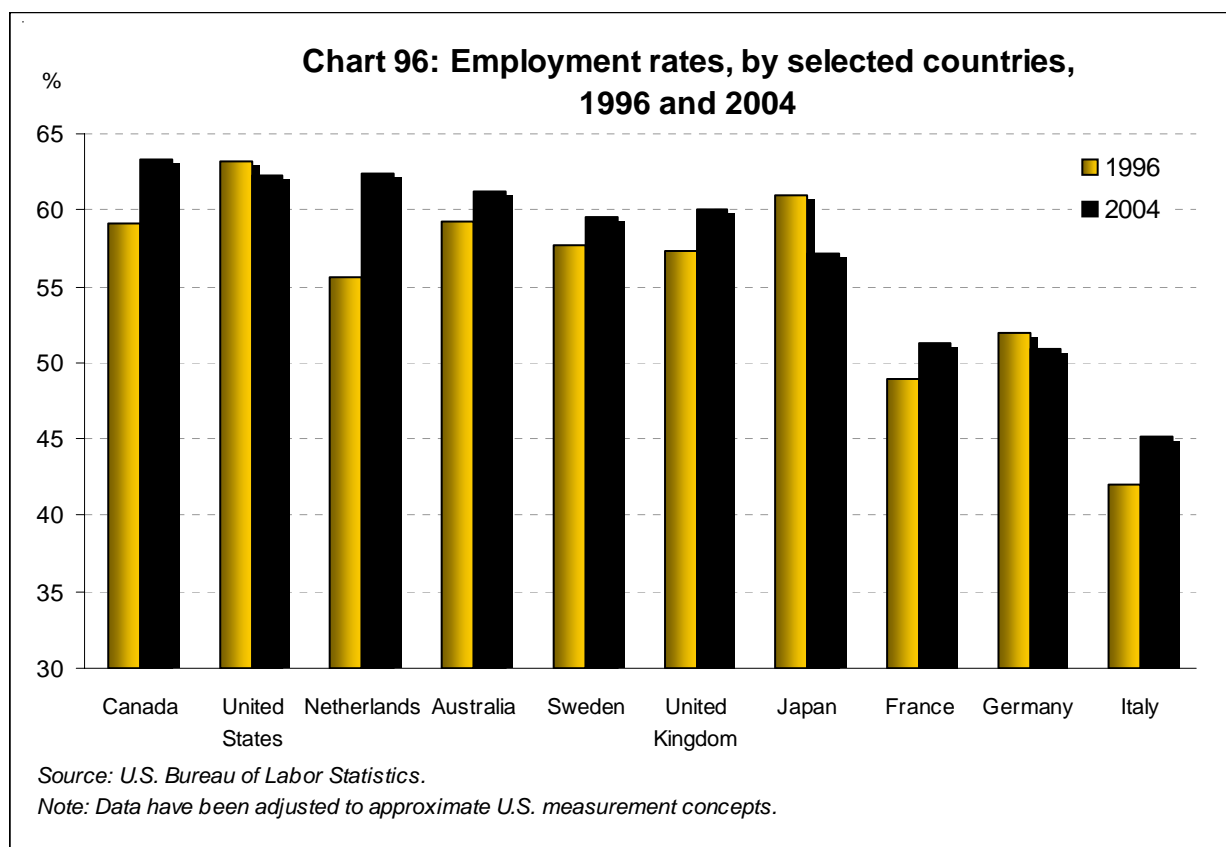
Canada's employment growth is tops

- Canada ranked first among 10 countries in employment growth from 1996 to 2004, followed closely by the Netherlands and Australia. Japan was the only country to see declines in employment. In service industries, each of the 10 countries enjoyed higher employment during this period, but the Netherlands, Canada, and Australia enjoyed the strongest growth rates, of between 19% and 20%, while Japan and Germany had the weakest, between 7% and 8% growth rate.
- In 2004, Germany (23%), Italy (22%) and Japan (18%) had the highest proportion of their employment in manufacturing, while the United States (12%) and Australia (11%) have the lowest. From 1996 to 2004, manufacturing's share of employment fell sharply in the United States (16% to 12%), Japan (22% to 18%) and the United Kingdom (19% to 15%) while Canada's share of manufacturing employment was stable at 14%.
- All 10 countries saw employment in primary industries (agriculture, forestry, hunting and fishing) lose share from 1996 to 2004. In Canada, the share fell from 4.0% to 2.6% from 1996 to 2004, similar to the declines seen in the remaining countries. Italy, Japan and Australia have the highest shares of their employment in these industries, at about 4% in 2004.



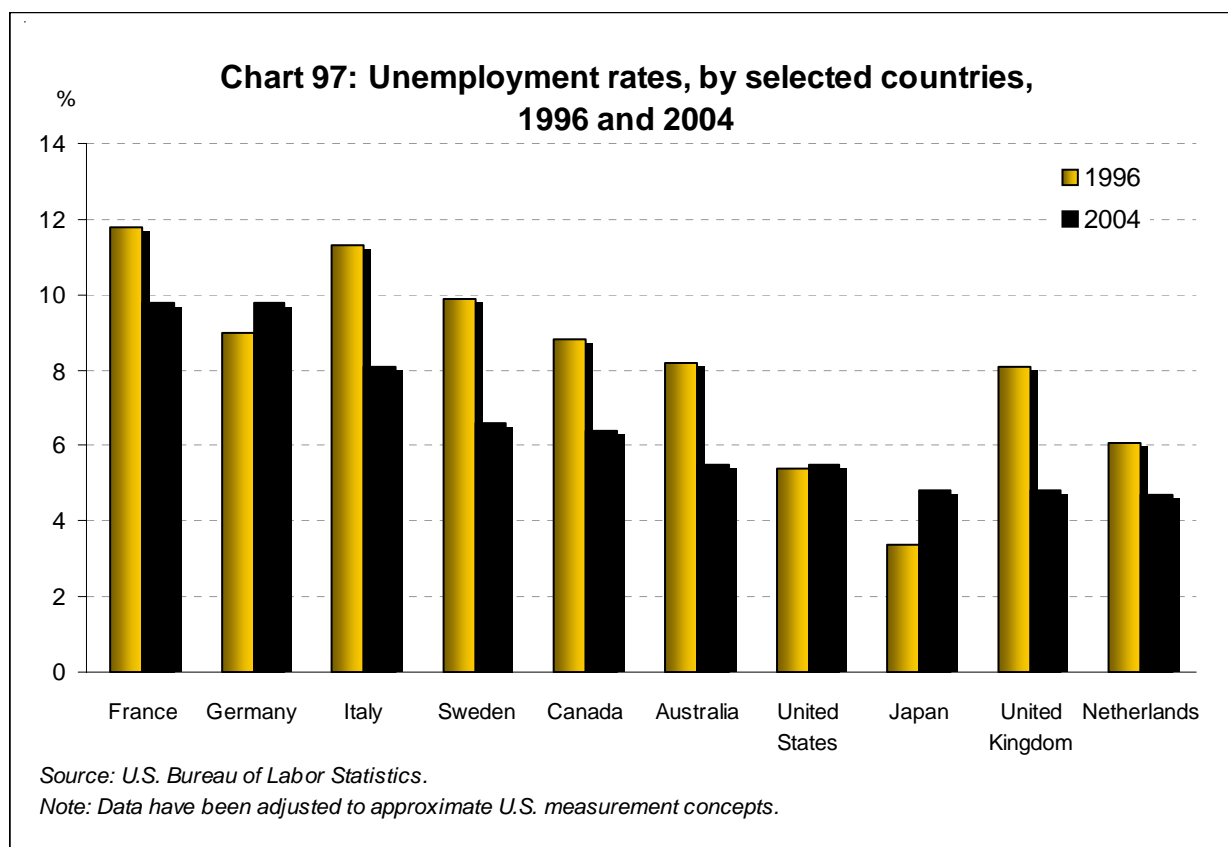
Canada has the highest employment rate

- In 2004, Canada had the highest employment rate of the 10 countries examined. This is the second year in a row that Canada has ranked tops among these countries. From 1996 to 2004, Canada's employment rate increased 4.2 percentage points. France, Italy, Sweden and the United Kingdom all saw rises of 2 to 3 percentage points. However, employment rates fell in Japan (-3.8 percentage points), Germany (-1.1 points) and the United States (-0.9 point) during this period.
- The Netherlands saw the highest increase in the employment rate from 1996 to 2004, 6.8 percentage points, as employment growth of 18% far outpaced working-age population growth of 4.7%. Canada posted healthy employment growth of 18.9% and substantial population growth of 10.9% during this eight-year period.
- In 2003 and 2004, a higher proportion of women were working in Canada than in any other country, reaching an employment rate of 58.3% in 2004. Sweden (56.1%) and the United States (56.0%) followed. For men, rates were highest in the Netherlands (71.0%), Japan (69.6%), the United States (69.2%), Australia (68.8%), and Canada (68.6%).



Canada's unemployment rate ranks in the middle

- Canada's unemployment rate was in the middle of the pack in 2004: France, Germany and Italy had the highest rates and the Netherlands, the United Kingdom, and Japan posted the lowest. Over the period 1996 to 2004, Canada, Sweden, the United Kingdom, Italy, Australia saw the largest decreases in their unemployment rates, around 3 percentage point declines.
- Japan, Germany and the United States were the only countries that had increases in unemployment rates from 1996 to 2004. The bulk of the increase in the U.S. unemployment rate took place from 2000 to 2003, when it rose from 4.0% to 6.0%. Germany's rate also increased during this period, from 7.8% in 2000 to 9.8% in 2004. Japan's unemployment rate rose steadily from the early 1990s onward—by 2002, it reached a record 5.4%. However, the rate has since declined to 4.8% in 2004.
- Unemployment rates among youth (16 to 24 years) are generally higher than other age groups. In 2004, youth unemployment rates in Canada, the United Kingdom, the United States, and Australia were similar, at around 12%. The lowest unemployment rates among youth were in the Netherlands and Japan (around 9%) while the highest were in Italy and France (above 20%).



Glossary

A

Aboriginal (identity)

Refers to those persons who reported identifying with at least one Aboriginal group, i.e. North American Indian, Métis or Inuit (Eskimo), or those who reported being a Treaty Indian or a Registered Indian as defined by the **Indian Act** of Canada or who were members of an Indian Band or First Nation.

Actual hours worked

Number of hours actually worked by the respondent during the Labour Force Survey reference week, including paid and unpaid hours.

Alternative work arrangements

In this publication, alternative work arrangements comprise: flexible hours, weekend work (Saturdays or Sundays), reduced work weeks and compressed work weeks. Employees who work Monday to Friday, at least six hours per day between 6 a.m. and 6 p.m., were not asked the question on weekend work.

B

Baby boomer

A person born from 1946 to 1966.

Baby boom period

The period following World War II (1946 to 1966), marked by a dramatic increase in fertility rates and in the absolute number of births.

C

Casual job

A job in which work hours vary substantially from one week to the next; or the employee is called to work by the employer when the need arises, not on a pre-arranged schedule; or the employee does not usually get paid for time not worked, and there is no indication from the employer that he/she will be called to work on a regular, long-standing basis.

Census metropolitan area (CMA)

A large urban area (known as urban core) together with adjacent urban and rural areas that have a high degree of social and economic integration with the urban core. A CMA has an urban core population of at least 100,000 based on the previous census.

Class of worker

There are two broad categories of workers: those who work for others (employees) and those who work for themselves (self-employed). In this publication, the first group is subdivided into two classes: public sector employees and private sector employees. **See public/private sector employees.**

Compressed work week

A work week in which the hours worked in each day are longer in order to reduce the number of days in the work week.

Constant dollars

Refers to dollars of different years expressed in terms of their value ('purchasing power') in a single year, called the base year. This type of adjustment is done to eliminate the impact of widespread price changes. Current dollars are converted to constant dollars using an index of price movements. The most widely used index for household or family incomes, provided that no specific uses of the income are identified, is the Consumer Price Index (CPI), which reflects average spending patterns by consumers in Canada. To convert current dollars of any year to constant dollars, the current dollars are divided by the index of that year and multiplied by the index of the chosen base year (the numerator contains the index value of the year being moved to).

Current dollars

The dollar value in the current time period.

D**Days lost from work**

The estimated number of days lost per worker per year is calculated by pro-rating the time lost during the Labour Force Survey reference week for personal reasons over the whole year. These estimates apply only to full-time employees who are single jobholders. Personal reasons are own illness or disability and other personal and family demands.

Discouraged searchers

Refers to the people who reported wanting to work at a job or business during the Labour Force Survey reference week and who were available but did not look for work because they believed no suitable work was available.

E**Earnings (annual)**

In charts J62 to J64, annual earnings are from both paid employment (wages and salaries) and self-employment. Wages and salaries for employees include gross earnings from all jobs held as an employee, before payroll deductions such as income taxes, employment insurance contributions or pension plan contributions, etc. Wages and salaries include the earnings of owners of incorporated businesses, although some amounts may instead be reported as investment income. Commission income received by salespersons as well as occasional earnings for babysitting, for delivering papers, for cleaning, etc. are included. Overtime pay is also included.

Economic class immigrant

People who are admitted under the economic class include principal applicants and accompanying spouses and dependants of skilled workers, business immigrants and provincial/territorial nominees. Since 1967, skilled worker principal applicants have been selected for suitability for the Canadian labour force based on an assessment of their skills. The assessment is based on a system that assigns points for age, education, work experience, intended occupation, knowledge of the two official languages and adaptability. Additional points may be given if the principal applicant has pre-arranged employment in Canada. Business principal applicants are assessed for relevant experience as a business owner or manager. In the economic class, spouses and dependent children are admitted along with the principal applicants, without being individually skills-tested.

Economic reason

Refers to the economic reason provided by part-timers for working less than 30 hours. This includes changes in business conditions or could not find work with 30 or more hours.

Educational attainment

Highest level of schooling completed.

Employee

A person who works for others. Employees are subdivided into public sector employees and private sector employees. **See public/private sector employees.**

In charts F43, K65, L71 and L72, employees are paid individuals receiving a T4 slip and include those that are on paid leave. This definition excludes independent contractors.

In charts E31 to E34 and J61, the employee concept includes full-time employees, part-time employees (those who regularly work fewer hours than the standard work week of the establishment). It also includes working owners, directors, partners and other officers of incorporated businesses.

Employment

Employed persons are those who, during the Labour Force Survey reference week:

- (a) did any work at all at a job or business, that is, paid work in the context of an employer-employee relationship, or self-employment. It also includes unpaid family work, which is defined as unpaid work contributing directly to the operation of a farm, business or professional practice owned and operated by a related member of the same household; or
- (b) had a job but were not at work due to factors such as own illness or disability, personal or family responsibilities, vacation, labour dispute or other reasons (excluding persons on layoff, between casual jobs, and those with a job to start at a future date).

In sections N and O, the reference week refers to the week (Sunday to Saturday) prior to Census Day (e.g., the 2001 Census Day was May 15th).

Employment insurance beneficiary

A person who is entitled to receive employment insurance benefits during a specific week of the month (usually the week containing the 15th day of the month, that is, the week during which the Labour Force Survey is conducted).

Employment rate

The number of persons employed during the Labour Force Survey reference week expressed as a percentage of the population 15 years of age and over. The employment rate for a particular group (age, sex, province, etc.) is the number employed in that group expressed as a percentage of the population for that group.

In sections N and O, the reference week refers to the week (Sunday to Saturday) prior to Census Day (e.g., the 2001 Census Day was May 15th).

F**Family class immigrant**

Family class immigrants include close relatives (spouses, dependent children, parents and grandparents) sponsored by a permanent resident or citizen of Canada who is at least 18 years of age. The sponsored immigrant can be accompanied by a spouse and dependent children. The sponsor must commit to provide for the maintenance of the sponsored immigrants.

Fertility rate (total)

Average number of children per female aged 15 to 49, according to the fertility in a given year computed by the summation of the series of age-specific fertility rates. In other words, it is the average number of children that a woman would have if, throughout her reproductive life, she had the fertility observed in a given year.

Flexible hours

A situation in which an employee works a certain number of core hours where the start and stop times can vary as long as he or she works the equivalent of a full work week.

Full-time employment

Persons who usually work 30 hours or more per week at their main or only job.

Full-time student

People aged 15 to 24 years who are enrolled full time at an educational institution.

G**G7 countries**

A group of seven leading industrialized countries: Canada, France, Germany, Italy, Japan, the United Kingdom and the United States.

Goods-producing industries

Includes agriculture; forestry, fishing, mining, and oil and gas extraction; utilities (electric power, gas and water); construction; and manufacturing.

Gross domestic product (GDP)

The total value added of the goods and services produced in the economic territory of a country or region during a given period.

H

Hourly wages

See wages.

I

Immigrant

Refers to people who are, or have been, landed immigrants in Canada. A landed immigrant is a person who has been granted the right to live in Canada permanently by immigration authorities. Some immigrants have resided in Canada for a number of years, while others have arrived recently. Most immigrants are born outside Canada, but a small number were born in Canada.

Immigrant status

Refers to people who have been granted the right to live in Canada permanently by immigration authorities.

Income (total)

In charts J62 and J63, total income refers to income from all sources including earnings from paid employment or self-employment, investment income, retirement pensions, government transfers, and other income, before deduction of federal and provincial income taxes.

Index

Annual cumulative percentage changes in a variable from a given base year, expressed as an index with the base year equal to 100. An index value of 140, for example, 10 years after the base year, would indicate a 40% increase in the variable over that time period.

Industry

The general nature of the business carried out by the employer for whom the respondent works (main job only). If a person did not have a job during the Labour Force Survey reference week, the information is collected for the last job held, providing the person worked within the previous 12 months. Industries are coded according to the North American Industry Classification System (NAICS).

Inflation

In this publication, inflation is measured by the Consumer Price Index (CPI).

Innovation incidence

Innovation is defined as the introduction of new or substantially improved products, services or processes. The incidence then becomes the proportion of workplaces reporting any type of innovation during the year with respect to the total workplaces within the industry.

Involuntary part-time workers

People who usually work less than 30 hours a week at their main or only job because of poor business conditions or because they could not find work with 30 or more hours.

J**Job creation partnerships**

This type of employment insurance benefit provides insured participants with opportunities to gain work experience that will lead to ongoing employment. Activities of this type of project help develop the community and the local economy.

Job permanency

Beginning January 1997, information is collected by the Labour Force Survey to allow the classification of paid jobs as either permanent or temporary. This classification is based on the intentions of the employer, and characteristics of the job, rather than the intentions of the employee. If a job that was formerly considered permanent is ending in the near future because of downsizing or closure, it is still regarded as permanent.

A **permanent job** is one that is expected to last as long as the employee wants it, given that business conditions permit. That is, there is no pre-determined termination date.

A **temporary job** has a predetermined end date, or will end as soon as a specified project is completed. Information is collected to allow the sub-classification of temporary jobs into four groups: seasonal; term or contract, including work done through a temporary help agency; casual job; and other temporary work.

Job tenure

The number of consecutive months or years a person has worked for the current (or, if employed within the previous 12 months, the most recent) employer. The employee may have worked in one or more occupations or in one or more locations, or have experienced periods of temporary layoff with recall and still be considered to have continuous tenure if the employer has not changed. But if a person has worked for the same employer over different periods of time, job tenure measures the most recent period of uninterrupted work.

L**Labour force**

The civilian non-institutional population 15 years of age and over who, during the Labour Force Survey reference week, were employed or unemployed.

Labour force status

Designates the status of the respondent vis-à-vis the labour market: a member of the non-institutional population 15 years of age and over is either employed, unemployed, or not in the labour force.

Labour market agreement

This type of employment insurance benefit includes transfer arrangements under which the province or territory assumes responsibility for the design and delivery of active employment programs similar to Employment Benefits and Support Measures.

M

Main job

When a respondent holds more than one job or business, the job or business involving the greatest number of usual hours worked is considered to be the main job. The full- or part-time status and industry and occupation information available from the Labour Force Survey refer to the main job, as does information for employees on wages, union status, job permanency, and workplace size.

Median age

The median age is such that exactly one half of the population is older and the other half is younger.

Multiple jobholders (moonlighters)

Persons who, during the Labour Force Survey reference week, were employed in two or more jobs simultaneously.

N

Natural resources

In this publication, the natural resources sector includes forestry, fishing, mining and oil and gas industries.

Non-immigrant

Refers to people who are Canadian citizens by birth. Although most were born in Canada, a small number of them were born outside Canada to Canadian parents.

Non-wage benefit

In this publication, non-wage benefits include medical, life/disability or dental insurance plans; employer sponsored pension plans; group registered retirement savings plans; stock purchase plans; and personal or family support programs.

Not in the labour force

Persons who, during the Labour Force Survey reference week, were unwilling or unable to offer or supply labour services under conditions existing in their labour markets, that is, they were neither employed nor unemployed.

O

Occupation

Refers to the kind of work persons were doing during the Labour Force Survey reference week, as determined by the kind of work reported and the description of the most important duties. For those not currently employed, information on occupation is collected for the most recent job held within the previous year. The 2001 National Occupational Classification – Statistics (NOC-S) was used to classify occupations.

Other income

In chart J62, other income includes, among others, support payments received (also called alimony and child support), retirement allowances (severance pay/termination benefits), scholarships, lump-sum payments from pensions and deferred profit-sharing plans received when leaving a plan, the taxable amount of death benefits other than those from CPP or QPP, and supplementary unemployment benefits not included in wages and salaries.

Other services

This sector comprises establishments, not classified to any other sector, primarily engaged in repairing, or performing general or routine maintenance, on motor vehicles, machinery, equipment and other products to ensure that they work efficiently; providing personal care services, funeral services, laundry services and other services to individuals, such as pet care services and photo finishing services; organizing and promoting religious activities; supporting various causes through grant-making, advocating (promoting) various social and political causes, and promoting and defending the interests of their members. Private households are also included.

In chart J61, other services excludes religious organizations and private households.

Overtime

The number of hours worked during the Labour Force Survey reference week in excess of the usual hours reported in the main job. It includes all extra hours, whether done at a premium or regular wage rate, or without pay. Since January 1997, extra hours are collected from employees only, in the form of 2 questions: number of paid overtime hours worked in reference week, and number of extra hours worked without pay.

P

Paid overtime

Includes any hours worked during the Labour Force Survey reference week over and above standard or scheduled paid hours, for overtime pay or compensation (including time off in lieu).

Part-time employment

Persons who usually work less than 30 hours per week at their main or only job.

Part-time rate

Represents the number of persons employed part time expressed as a percentage of the employed. The part-time rate for a particular group (age, sex, etc.) is the number employed part time in that group expressed as a percentage of the employed for that group.

Part-time student

People aged 15 to 24 years who are enrolled part time at an educational institution.

Participation rate

The labour force (employed plus unemployed) expressed as a percentage of the population aged 15 years and over. The participation rate for a particular group (for example, women aged 25 years and over) is the labour force in that group expressed as a percentage of the population for that group.

Performance level

A measure based on employers' perception of their workplace's attainment on the following dimensions: labour productivity, sales growth, product quality, customer satisfaction and profitability.

Permanent job

See job permanency

Personal reason

In chart G47, personal reasons include own illness, personal or family responsibilities or going to school.

In chart H52, personal reasons include own illness, or personal or family responsibilities.

Professional jobs

Occupations usually requiring university education, such as a bachelor's, master's or doctorate degree. These occupations are generally coded as B0, C0, D0, E0 and F0 according to the National Occupational Classification for Statistics 2001. For example, professional jobs include occupations such as accountants, financial analysts, engineers, computer programmers, physicians, lawyers, psychologists, teachers, librarians and journalists.

Public/private sector employees

Public sector employees are those who work in public administration at the federal, provincial and municipal levels, as well as in Crown corporations, liquor control boards and other government institutions such as schools (including universities), hospitals and public libraries. Private sector employees are those who work for a private firm or business.

R

Recent immigrant

Refers to a person who immigrated to Canada in the 5 years preceding the census, excluding the census year itself (e.g., recent immigrants in 2001 were those who immigrated from 1996 to 2000).

Recession

One of the most widely used rules-of-thumb for classifying a recession is that it requires two consecutive quarterly declines in real gross domestic product (GDP).

Reduced work week

A special arrangement is reached with the employer whereby fewer hours are worked every week.

Reference week (Labour Force Survey)

It is usually the calendar week (from Sunday to Saturday) containing the 15th day of the month. The labour force status determined is that of the reference week.

Refugee

Refugees and persons needing protection are people in or outside Canada who fear returning to their country of nationality or habitual residence. Through its refugee protection system, Canada offers safe haven to persons with a well-founded fear of persecution, as well as those at risk of torture or cruel and unusual treatment or punishment.

Regular employment insurance benefits

Regular benefits are paid to claimants who temporarily or permanently lost their employment. In order to be eligible for regular benefits, a person must have experienced an interruption of earnings, be capable and available for work and unable to find suitable employment.

Retirement age

The Labour Force Survey asks people who are not working, and who have left their last job within the year prior to being surveyed, why they left this job. One possible response is "retired." The average or median retirement age is calculated from this variable.

S**Seasonal workers**

People who work in an industry where employment levels rise and fall with the seasons (e.g., farming, fishing, logging and the tourist industry).

Sector

Refers to a group of industries. **See industry.**

Self-employment

Are 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 (such as babysitters and newspaper carriers). Self-employed workers are further subdivided by those with or without paid help. Also included among the self-employed are unpaid family workers. They are persons who work without pay on a farm or in a business or professional practice owned and operated by another family member living in the same dwelling. They represented 1% of the self-employed in 2005.

Self-employment benefits

This type of employment insurance (EI) benefit provides financial assistance and business planning advice to EI-eligible participants to help them to start their own business. This financial assistance is intended to cover personal living expenses and other expenses during the initial stages of the business.

Self-employment rate

The number of persons who are self-employed (including unpaid family workers) expressed as a percentage of the employed. The self-employment rate for a particular group (age, sex, etc.) is the number self-employed in that group expressed as a percentage of the employed for that group.

Services-producing industries

Includes trade; transportation and warehousing; finance, insurance, real estate and leasing; professional, scientific and technical services; business, building and other support services; educational services; health care and social assistance; information, culture and recreation; accommodation and food services; other services; and public administration.

Support measures

This type of employment insurance benefit includes, among other things, funding to organizations to enable them to provide employment services to unemployed persons (e.g., counseling, job search skills); funding to assist employers, employee or employer associations, and communities with improving their capacity for dealing with human resource requirements and to implement labour force adjustments; and funding for activities that identify better ways of helping people prepare for or keep employment and to be productive participants in the labour force.

T

Targeted wage subsidies

This type of employment insurance benefit assists eligible unemployed individuals to obtain on-the-job work experience by providing employers with financial assistance towards the wages of insured participants that they hire. This benefit encourages employers to hire unemployed individuals that they would not normally hire in the absence of a subsidy.

Temporary job

See job permanency.

Term or contract job

A job that is not seasonal and in which there is a definite indication from the employer before the job was accepted that the job will terminate at a specific point in time, or at the end of a particular task or project. This includes work done through a temporary help agency.

Training

In this publication, this covers all types of training intended to develop employees' skills and/or knowledge through a structured classroom training or on-the-job training whether it takes place inside or outside the workplace.

Training, skill loans and grants

This type of employment insurance benefits provides direct financial assistance to insured participants to enable them to select, arrange for, and pay for their own training.

Type of work

Full-time or part-time work schedule. **See full-time and part-time employment.**

U**Unemployment**

Unemployed persons are those who, during the Labour Force Survey reference week, were on temporary layoff with an expectation of recall and were available for work; or were without work, had actively looked for work in the past four weeks, and were available for work; or had a new job to start within four weeks from reference week, and were available for work.

Unemployment rate

Number of unemployed persons during the Labour Force Survey reference week expressed as a percentage of the labour force (unemployed plus employed). The unemployment rate for a particular group (age, sex, province, etc.) is the number unemployed in that group expressed as a percentage of the labour force for that group.

In sections N and O, the reference week refers to the week (Sunday to Saturday) prior to Census Day (e.g., the 2001 Census Day was May 15th).

Unionization rate

Employees who are members of a union and those that are not union members but are covered by a collective agreement or a union contract as a proportion of all employees.

Unpaid overtime

Time spent directly on work or work-related activities over and above scheduled paid hours. These must be extra hours worked for which the respondent received no additional compensation.

Usual hours worked

Usual hours for employees refer to normal paid or contract hours worked, not counting any overtime. For the self-employed and for unpaid family workers, usual hours refer to the number of hours usually worked by the respondent in a typical week, regardless of whether they were paid.

W

Wages

Beginning January 1997, information is collected by the Labour Force Survey on the usual wage or salary of employees at their main job. Respondents are asked to report their wage/salary before taxes and other deductions, and include tips, commissions and bonuses. Weekly and hourly wages/salary are calculated in conjunction with usual paid work hours per week.

Weekly earnings (average)

In chart J61, average weekly earnings are derived by dividing total weekly payrolls (including overtime) by the payroll employment (the sum of hourly, salaried and other employees).

In chart N81, average weekly earnings is the sum of wages and salaries reported for the calendar year preceding the census (excluding any income from self-employment or agricultural work), divided by the number of weeks worked during the year.

Working-age population

The portion of the population that is 15 years of age or older.

Work sharing benefits

This type of employment insurance benefit is designed to deal with situations in which an employer is required to reduce his/her work force temporarily. Work sharing offers an alternative; instead of a lay-off for selected employees, the program provides for a reduction in the working hours of an entire group while the financial loss to the individuals involved is partially offset by “work sharing benefits”.

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- Labour Force Historical Review, annual – 71F0004X
- Labour Force Survey Products and Services, annual – 71-544-X
- Guide to the Labour Force Survey, annual – 71-543-G
- Methodology of the Canadian Labour Force Survey, occasional – 71-526-X
- Microdata file, monthly and annual – 71M0001X
- CANSIM, tables 282-0001 to 282-0099 and 279-0029 to 279-0039

Survey of Employment, Payroll and Hours (SEPH)

- Employment, Earnings and Hours, monthly – 72-002-X
- Estimates of Employment, Earnings and Hours, annual – 72F0023X
- CANSIM, tables 281-0023 to 281-0046

Workplace and Employee Survey (WES)

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- Workplace and Employee Survey Compendium, occasional – 71-585-X
- The Evolving Workplace: Findings from the Pilot Workplace and Employee Survey, May 1998, occasional – 71-583-X

Employment Insurance Statistics Program (EI)

- CANSIM, tables 276-0001 to 276-0009, 276-0015 and 276-0016

2001 Census

- 2001 Census: Analysis Series, every 5 years – 96F0030X
- 2001 Census Catalogue, every 5 years – 92-377-X

Survey of Labour and Income Dynamics (SLID)

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- Income Trends in Canada, annual – 13F0022X
- Survey Overview, annual – 75F0011X
- Electronic Data Dictionary, annual – 75F0026X
- Microdata User's Guide, annual – 75M0001G
- Microdata file, annual – 75M0001X
- CANSIM, tables 202-0101 to 202-0107, 202-0201 to 202-0203, 202-0301, 202-0401 to 202-0411, 202-0501, 202-0601 to 202-0605, 202-0701 to 202-0706 and 202-0801 to 202-0807

Longitudinal Survey of Immigrants to Canada (LSIC)

- Progress and Challenges of New Immigrants in the Workforce, occasional – 89-615-X

Other products not specific to a survey

- Perspectives on Labour and Income, monthly and quarterly – 75-001-X
- Canadian Economic Observer, monthly – 11-010-X
- Canadian Social Trends, quarterly – 11-008-X
- The Daily – 11-001-X
- Canadian Statistics tables – <http://www.statcan.ca/english/Pgdb/>

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