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# The Canadian Labour Market at a Glance

2003

Labour Statistics Division



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# The Canadian Labour Market at a Glance

2003

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## Note of appreciation

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# **Table of contents**

## **Page**

### **Background**

Objective .....	8
Data sources .....	9

### **Charts**

#### **A – Labour market overview**

1. Employment .....	11
2. Unemployment rates .....	12
3. Participation rates .....	13
4. Labour force status .....	14

#### **B – Demographic characteristics**

5. Employment indexes, by sex .....	15
6. Employment rates, by sex .....	16
7. Unemployment rates, by sex .....	17
8. Employment rates, by age .....	18
9. Unemployment rates, by age .....	19
10. Employment rates of women, by age of youngest child .....	20

#### **C – Provincial perspective**

11. Employment rates, by province .....	21
12. Unemployment rates, by province .....	22
13. Newfoundland and Labrador .....	23
14. Prince Edward Island .....	24
15. Nova Scotia .....	25
16. New Brunswick .....	26
17. Quebec .....	27
18. Ontario .....	28
19. Manitoba .....	29
20. Saskatchewan .....	30
21. Alberta .....	31
22. British Columbia .....	32

#### **D – Largest census metropolitan areas (CMAs)**

23. Employment rates in the largest CMAs .....	33
24. Changes in employment rates in the largest CMAs .....	34
25. Unemployment rates in the largest CMAs .....	35

<b>E – Industry, class of worker and occupation</b>	
26. Employment indexes in goods and services .....	36
27. Employment, by industry .....	37
28. Changes in employment, by industry .....	38
29. Employees in retail trade .....	39
30. Employees in manufacturing .....	40
31. Employees in health care and social assistance .....	41
32. Employment indexes, by class of worker .....	42
33. Employment, by class of worker and sex .....	43
34. Self-employment, by industry .....	44
35. Male employment, by occupation .....	45
36. Female employment, by occupation .....	46
<b>F – Educational attainment and training</b>	
37. Employment rates, by educational attainment .....	47
38. Youth attending school full time .....	48
39. Employment rates of full-time students .....	49
40. Employees receiving training in their workplace .....	50
<b>G – Full time, part time</b>	
41. Employment indexes, by type of work .....	51
42. Part-time employment rates .....	52
43. Reason for working part time .....	53
44. Involuntary part-time work .....	54
<b>H – Hours of work and work absences</b>	
45. Hours usually worked .....	55
46. Employment, by actual hours worked .....	56
47. Paid or unpaid overtime .....	57
48. Days lost per worker .....	58
<b>I – Temporary employment</b>	
49. Employment indexes, by job permanency .....	59
50. Temporary employees, by sex and age .....	60
51. Type of temporary employment .....	61
52. Seasonal workers, by province .....	62
<b>J – Wages and income</b>	
53. Hourly wages and Consumer Price Index .....	63
54. Distribution of hourly wages .....	64
55. Hourly wages, by educational attainment .....	65
56. Hourly wages, by occupation and sex .....	66
57. Weekly earnings, by industry .....	67
58. Distribution of income .....	68
59. Earnings as a proportion of income, by province .....	69
60. Earnings of employees and the self-employed .....	70

<b>K – Benefits, employment insurance and union coverage</b>	
61. Employees participating in selected non-wage benefits .....	71
62. Employment insurance beneficiaries, by province .....	72
63. Employment insurance payments, by type of benefits .....	73
64. Unionization rates .....	74
<b>L – Multiple jobholding and work arrangements</b>	
65. Multiple jobholding, by sex and age .....	75
66. Multiple jobholding, by class of worker .....	76
67. Alternative work arrangements .....	77
68. Employees doing some work at home .....	78
<b>M – The aging population and retirement</b>	
69. Canadian population, by age .....	79
70. Age at retirement, by sex .....	80
71. Age at retirement, by class of worker .....	81
72. Workers within 10 years of retirement age .....	82
<b>N – Immigrants</b>	
73. Immigrants residing in the largest CMAs .....	83
74. Employment rates, by immigrant status and selected census years .....	84
75. Employment rates, by sex and immigrant status .....	85
76. Employment rates, by educational attainment and immigrant status .....	86
77. Weekly earnings, by age and immigrant status .....	87
<b>O – Aboriginal people</b>	
78. Canadians reporting Aboriginal identity .....	88
79. Employment rates, by sex and Aboriginal identity .....	89
80. Employment rates, by educational attainment and Aboriginal identity .....	90
81. Employment rates, by place of residence and Aboriginal identity .....	91
<b>P – International comparisons</b>	
82. Employment indexes, Canada and the United States .....	92
83. Employment rates, Canada and the United States .....	93
84. Unemployment rates, Canada and the United States .....	94
85. Participation rates, Canada and the United States .....	95
86. Changes in employment, by selected countries .....	96
87. Employment rates, by selected countries .....	97
88. Unemployment rates, by selected countries .....	98
<b>Appendices</b>	
Glossary .....	99
References .....	112
Related products and services .....	116

## **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 88 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 88 charts with historical and current data from surveys conducted mainly by Statistics Canada. Each graph is accompanied by two, three or 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 2003. 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](http://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.

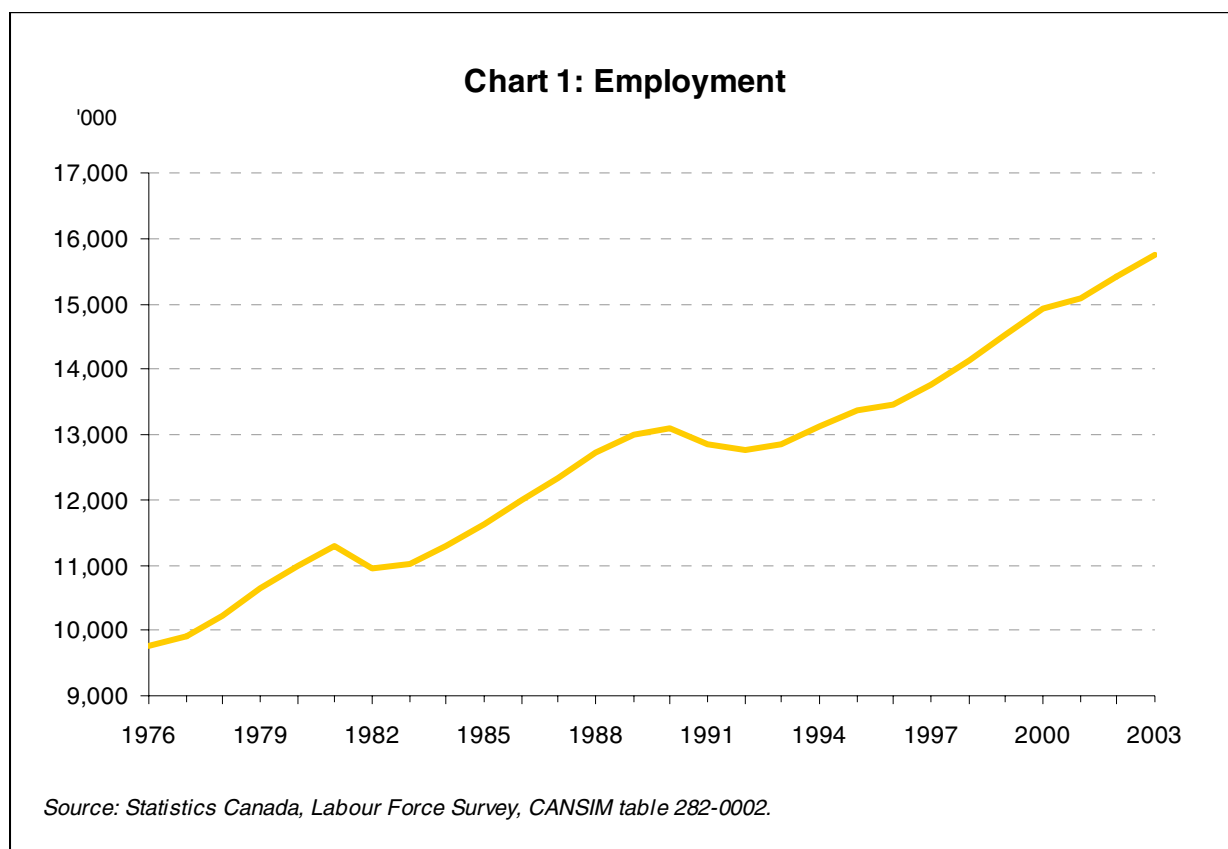
The **Survey of Labour and Income Dynamics** (SLID) complements traditional survey data on labour market activity and income with an additional dimension—the changes experienced by individuals over time. At the heart of the survey's objectives is the understanding of the economic well-being of Canadians. 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.

**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

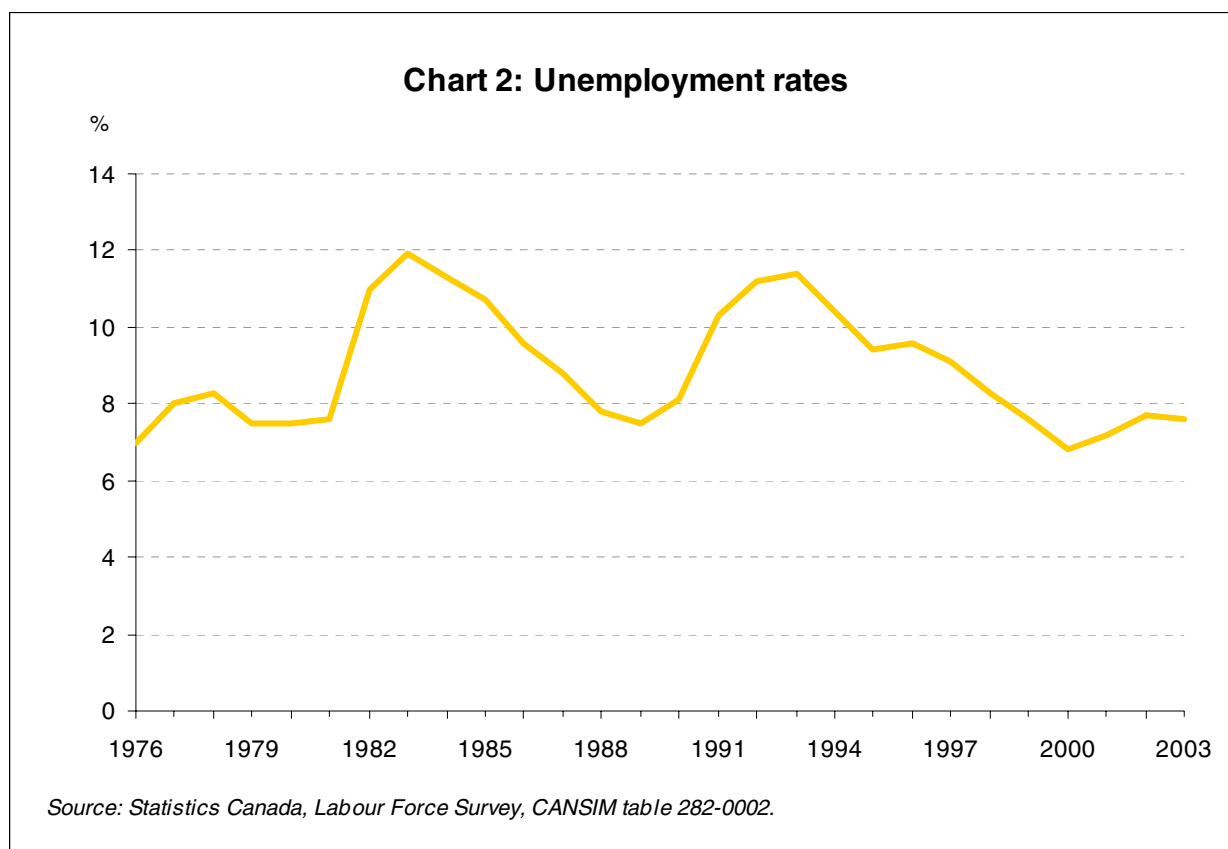
### **Employment growth was slow for most of 2003, but soared in the final four months**

- Following a strong gain in employment the previous year, 2003 got off to a slow start. During the first eight months, employment growth was minimal. Over the year, the economy faced a rapidly rising Canadian dollar, as well as other events such as the war in Iraq, the SARS scare and the Ontario–U.S. power outage. However, employment surged forward during the last four months, leaving the labour market with healthy job gains for the year. On average, just over 15.7 million people were employed in 2003, up 334,000 (+2.2%) from 2002. At 62.4% of the working-age population, this was the highest annual employment rate on record.
- The most obvious change in employment in 2003 was a slump in manufacturing (–1.4%), its first significant drop since 1993, which was in sharp contrast to the strong job gains in this sector in 2002. The decline in manufacturing employment had a significant influence on the overall employment trend. In fact, employment outside manufacturing increased 2.8% from the previous year.
- 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. With the exception of 2001, when the economic growth stalled in Canada, employment increased strongly from 1996 to 2003, by an average 2.4% per year.



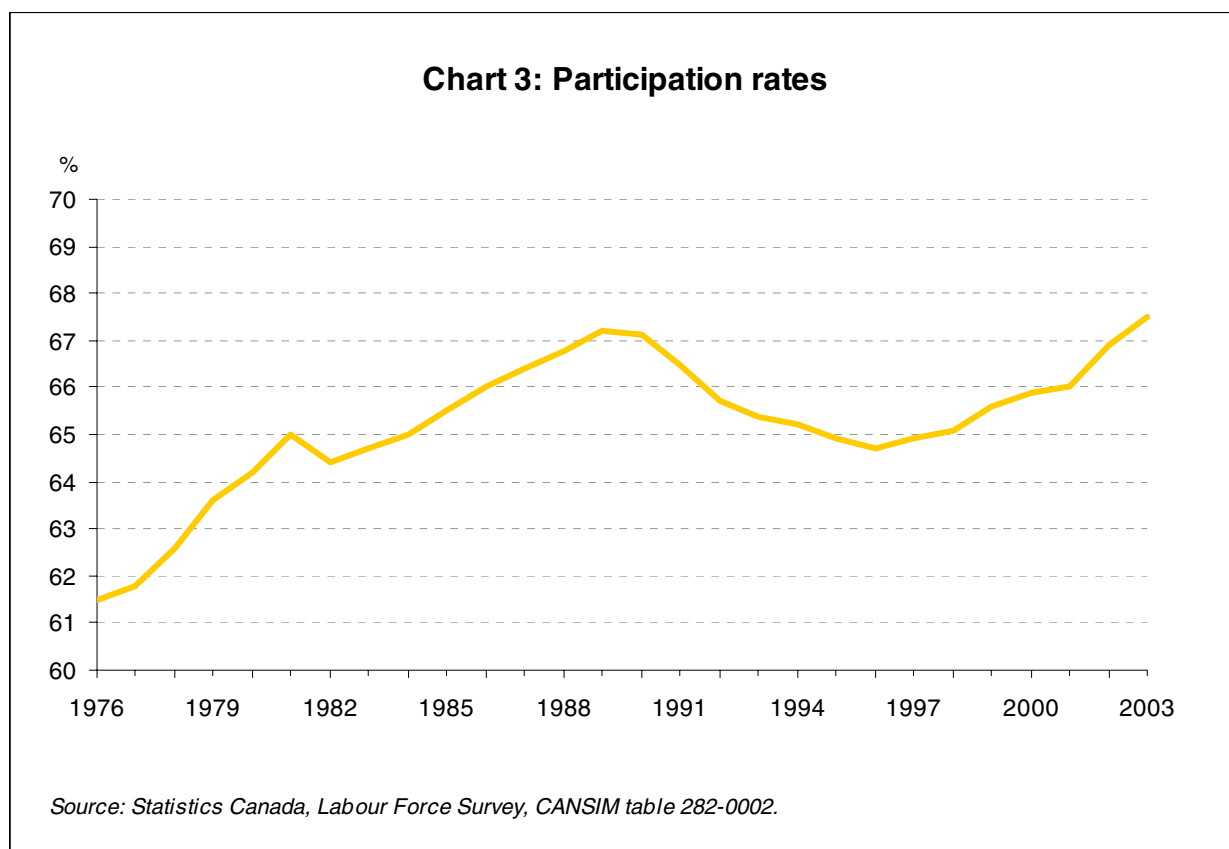
### Job gains at the end of 2003 brought down the unemployment rate

- The unemployment rate rose in the first eight months of 2003, when employment growth was weak, but fell at the end as the number of people with jobs surged ahead. For the year, the unemployment rate averaged 7.6%, down marginally (-0.1 percentage point) from 2002.
- In 2003, about 1.3 million people were unemployed. Most unemployed people were looking for work (89%) while the remaining unemployed were on temporary layoff and waiting for recall (7%) or waiting for a new job to start (4%).
- During the recession of the early 1980s, the unemployment rate jumped abruptly, increasing from 7.6% in 1981 to 11.9% 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 slowly following the recession of the early 1990s, the subsequent decline in the unemployment rate was delayed until 1994. However, the strong job growth from 1996 to 2000 did much to drive down the unemployment rate. By 2000, it was at 6.8%, the lowest rate recorded in the past three decades.



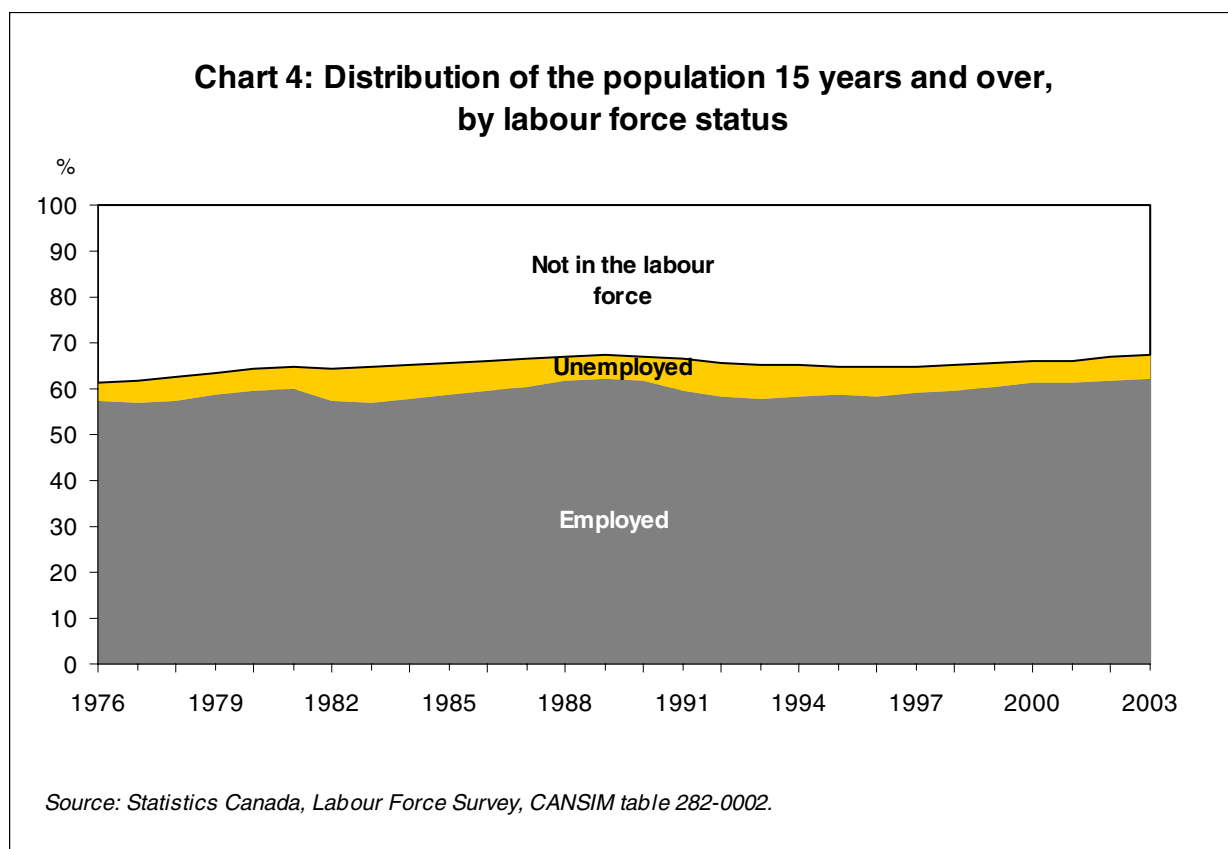
**Participation rates remained at historical highs throughout 2003**

- 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 engaged in the labour market.
- In 2003, about 17.0 million people were in the labour market. As a result of more people working and more people looking for work, the participation rate that year increased 0.6 percentage point from 2002 to reach 67.5%, the highest rate on record. The participation rate has been increasing every year since 1996.
- From 1976 to 1989, the participation rate followed an upward trend, peaking at 67.2% 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.



### One in three people are not in the labour force

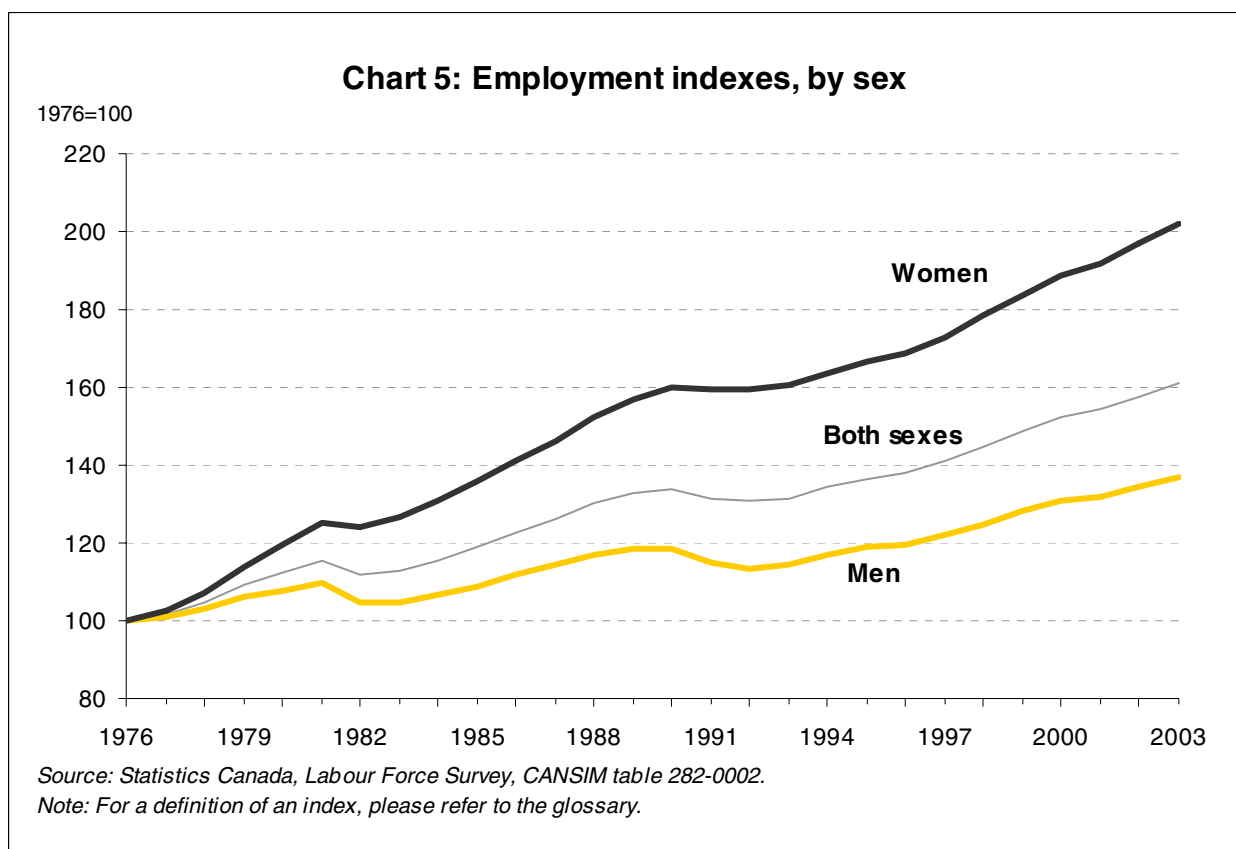
- The working-age population is divided into three mutually exclusive groups: employed, unemployed and those not in the labour force. People in the first two groups are considered 'active in the labour market.' The third group—those not in the labour force—is not often examined despite its large size. It comprised 8.2 million people in 2003, more than six times higher than the number of unemployed.
- The people who are out of the labour force are a heterogeneous group. In 2003, the 'not in the labour force' group mainly included people aged 65 and over (44%), students not wishing to work (14%), and women who had children under 18 years of age and did not want a job (8%). That year, discouraged searchers (people who wanted work but did not look because they thought none was available) accounted for less than 1% 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% in 1976 to 32% in 2003. 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.



## Section B - Demographic characteristics

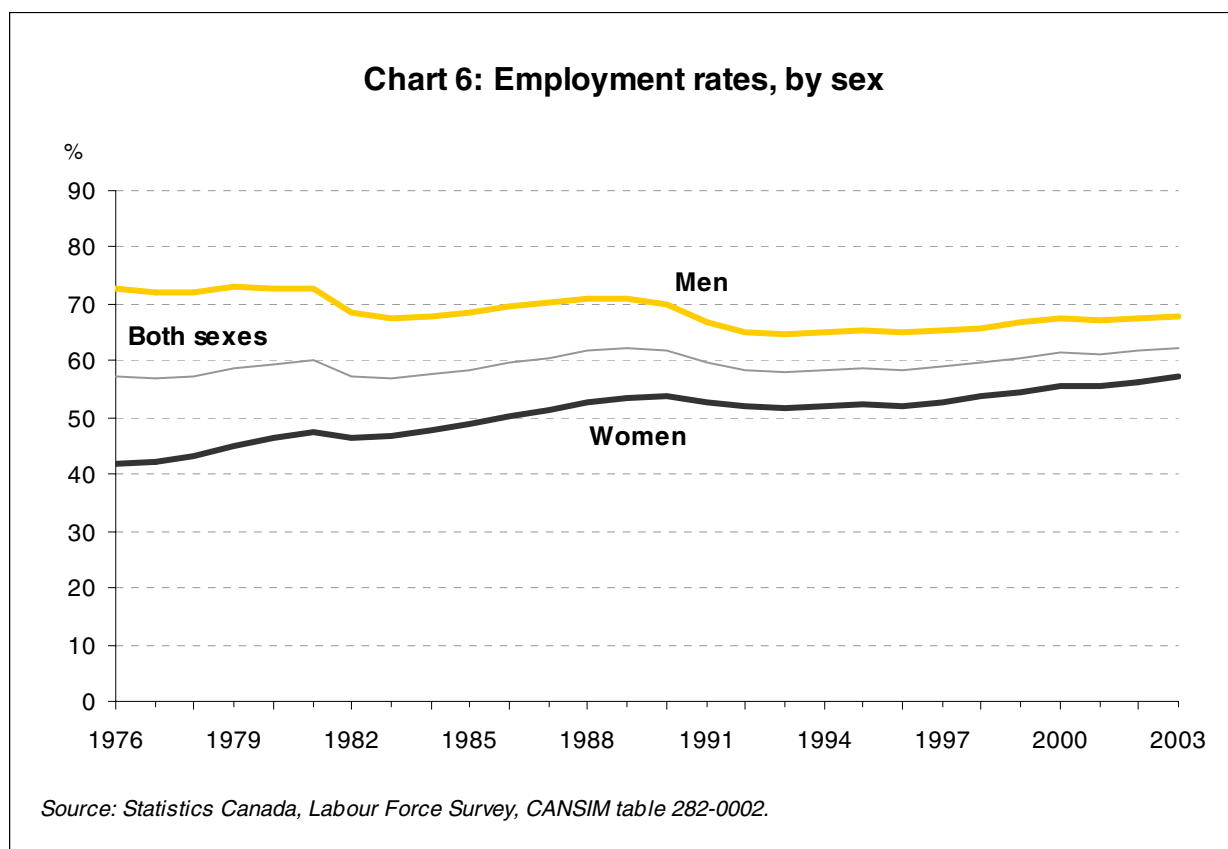
### Women continue to increase their presence in the labour market

- Employment has grown more rapidly among women than among men during the past three decades. From 1976 to 2003, the number of working women has doubled, compared with a 37% gain for men, resulting in women's increased share of jobs. In 2003, almost half of all workers were women (47%), compared with just over a third (37%) in 1976.
- From 1976 to 2003, the number of jobs 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 strong job growth, the employment rate rises to record levels**

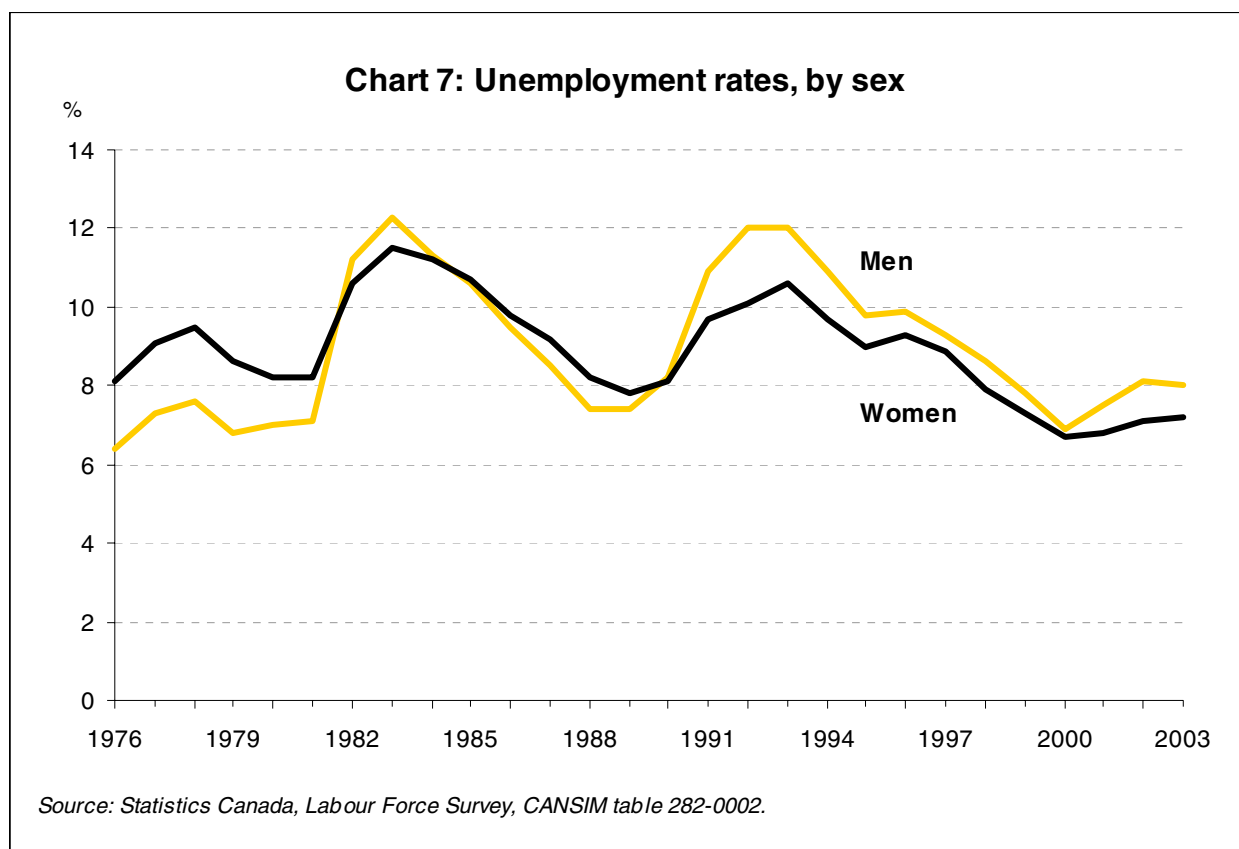
- In 2003, the proportion of the working-age population holding a job climbed to an all-time high of 62.4%, an increase of 5.2 percentage points from 1976. Employment increased for both men and women in 2003, with women enjoying stronger job growth. For the sixth straight year, the employment rate of women reached a new high, standing at 57.2% in 2003.
- 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 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 57.2% in 2003, was still notably lower than the rate for men (67.7%). Even so, the male–female employment rate gap was the smallest on record.





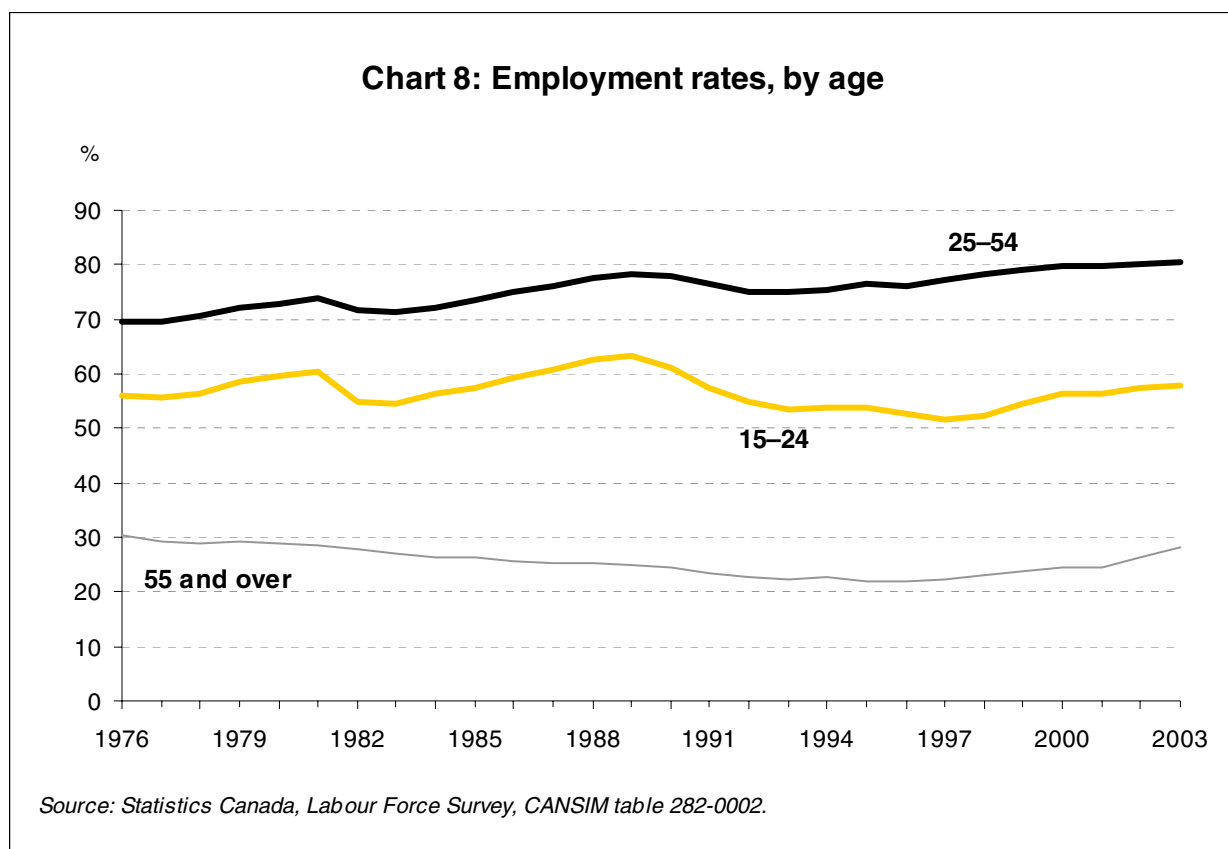
### Women have a lower unemployment rate than men

- Since 1990, the unemployment rate for women has been consistently lower than that of men. On average in 2003, the unemployment rate for women was 7.2%, while the rate for men was 8.0%. 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 occurred in the early 1980s, as the recession affected men more than women.
- The explanation for the reversal of the unemployment rate gap lies in part in the growth of service industries in Canada. In 2003, 87% of employed women worked in service industries such as health care and social assistance, and retail trade, compared with 64% of employed men. As well, greater proportions of women now have work experience, higher levels of education and better maternity leave benefits than ever before. This has resulted in longer periods of work and an increase in women's labour force participation rate.
- 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 2003, the participation rate among women hit an all-time high of 61.6%, a jump of 15.9 percentage points from 1976. In contrast, the participation rate among men in 2003 remained below the peak reached in 1981 (78.4%). However, since hitting a low at 72.1% in 1998, men's labour force participation rate has edged up 1.5 percentage points to 73.6% in 2003.



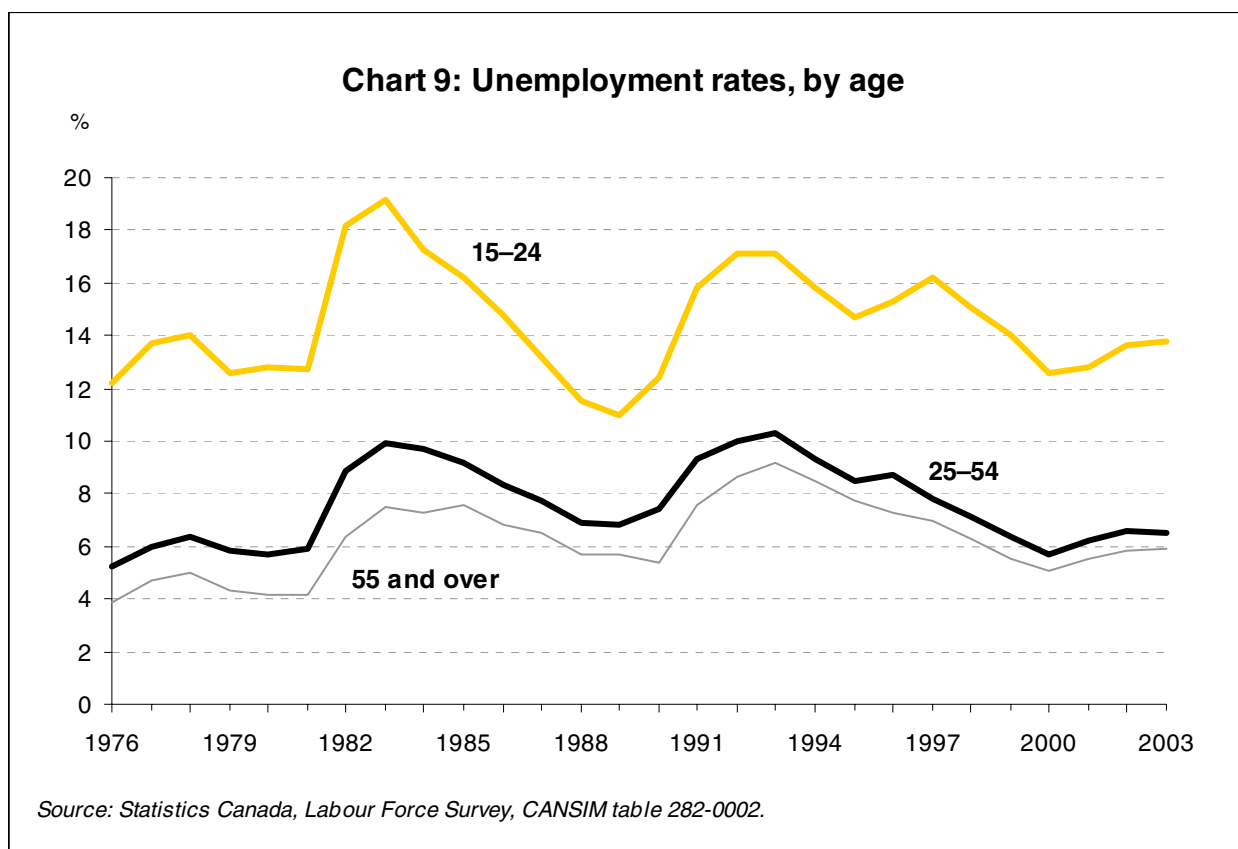
### Employment rates for older workers are on the rise

- Until recently, workers were retiring earlier than in the past, leading to concerns about labour shortages as the oldest baby boomers began entering their late fifties. As a result of those 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 2003, 28.1% of the population aged 55 and over had jobs.
- On average in 2003, nearly three out of four workers were adults aged 25 to 54. Youth (aged 15 to 24) held approximately 15% of all jobs, while people 55 and over held 12%. 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. In 2003, the proportion of young women who were employed averaged 58.2% versus 57.4% for young men.



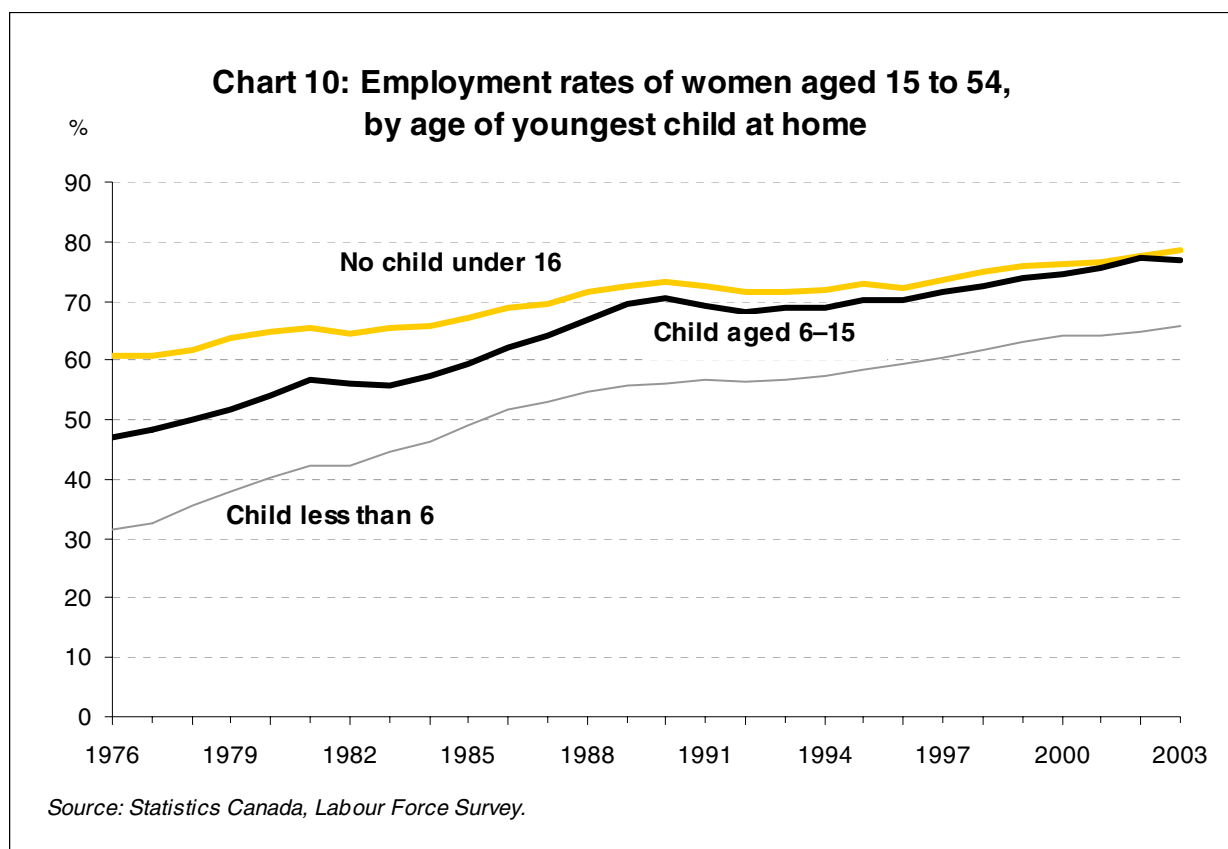
### Unemployment tends to decline with age

- Although adults aged 25 to 54 saw a marginal decrease in their unemployment rates from 2002 to 2003, the unemployment rate for youth increased slightly and continued to be the highest of all age groups at 13.8%. With unemployment rates of 6.5% and 5.9%, respectively, adults aged 25 to 54 years and older people aged 55 years and over had much lower rates.
- On average, 385,000 young people aged 15 to 24 years looked for work in 2003. 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 2003, the unemployment rate for teenaged youth was 18.1%, well above the 10.9% 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 nearly a third in 2003.



**More mothers entered the labour market over the years**

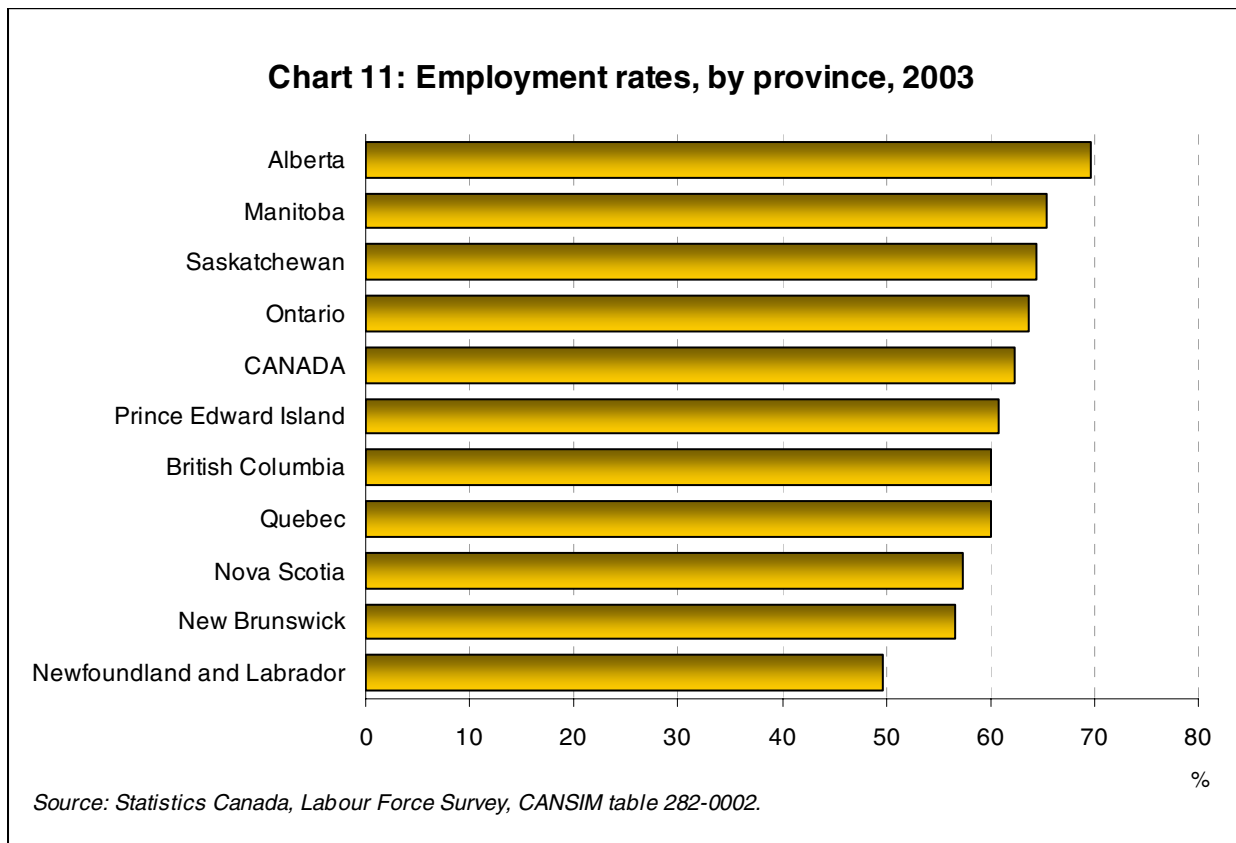
- Employment rates among mothers aged 15 to 54 with young children are lower than the rates for mothers of the same age with school-aged kids. Over the past three decades, there were strong increases in the employment rates among these two groups of mothers, especially in the late 1970s and in the 1980s. Mothers with children under the age of 6 have seen their employment rate double since 1976, from 31.5% to 65.7% in 2003, and the employment rate of mothers with children aged 6 to 15 increased from 47.1% to 76.8% during the same period.
- The employment rate among women aged 15 to 54 years without children under 16 at home has been higher than that of women with school-aged children for the past three decades. However, the rates have been converging since the 1990s and, in 2003, were only 1.7 percentage points apart (78.5% versus 76.8%).
- Although single mothers had the highest employment rates among mothers aged 15 to 54 with children under the age of 16 in the late 1970s, mothers with employed husbands gained momentum at the start of the 1980s and surpassed single mothers in 1983. Mothers with employed husbands saw consistent growth in their employment rate from 1976 (39.3%) through to 2003 (74.4%). The employment rate of single mothers, on the other hand, fluctuated from 48.9% in 1976 to 55.3% in 1997, with significant declines during the recessionary years. But since 1997, the employment rate for single mothers rose quickly to reach 68.2% in 2003.



## Section C - Provincial perspective

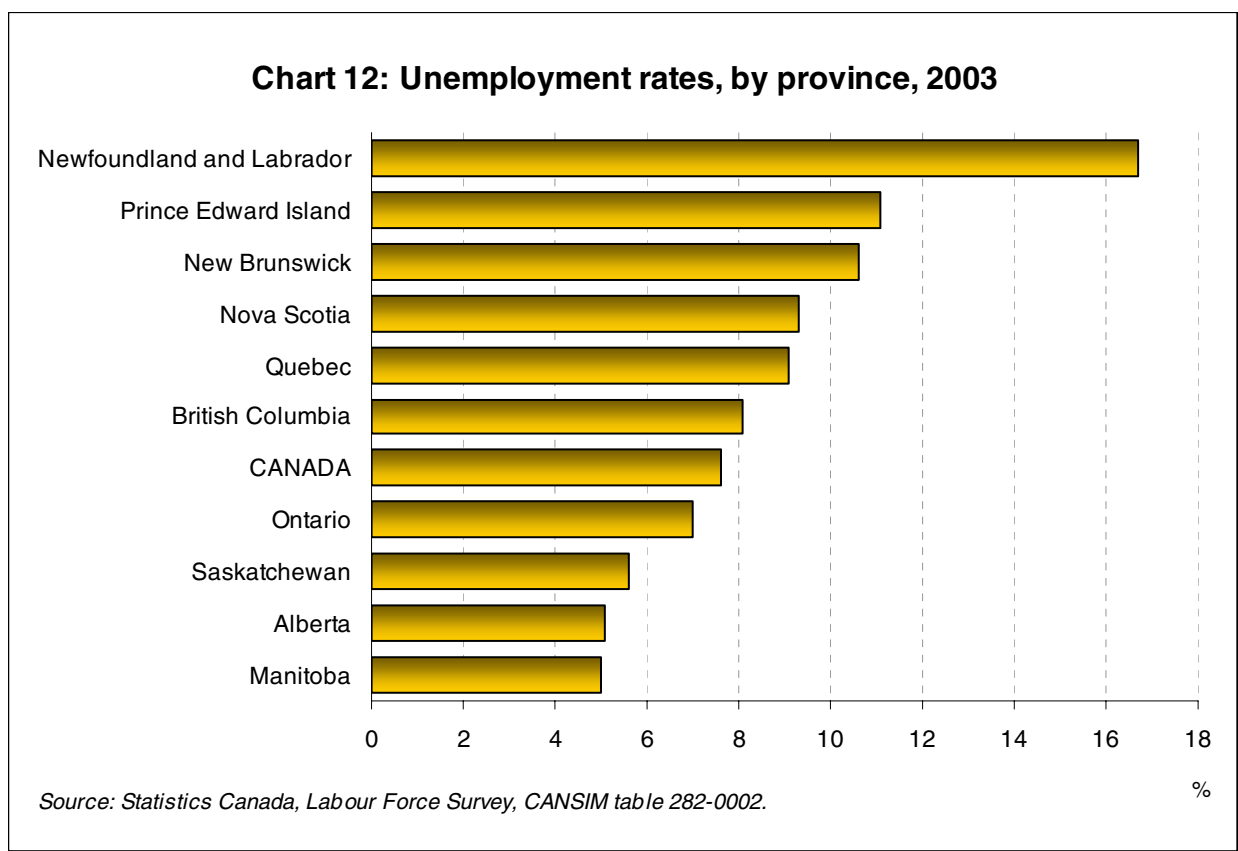
### Albertans continue to enjoy the strongest labour market

- 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 2003, the employment rate in Alberta was at a record high of 69.6%, 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 2003, its employment rate was 49.6%, 12.8 percentage points below the national average of 62.4%. However, the employment rate in Newfoundland and Labrador has increased by 7.5 percentage points since 1996, a 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: in 1976, there were larger disparities among the provinces than in 2003. 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 9.2 percentage points below the national average and by 2003, that gap had decreased to 5.8 percentage points.



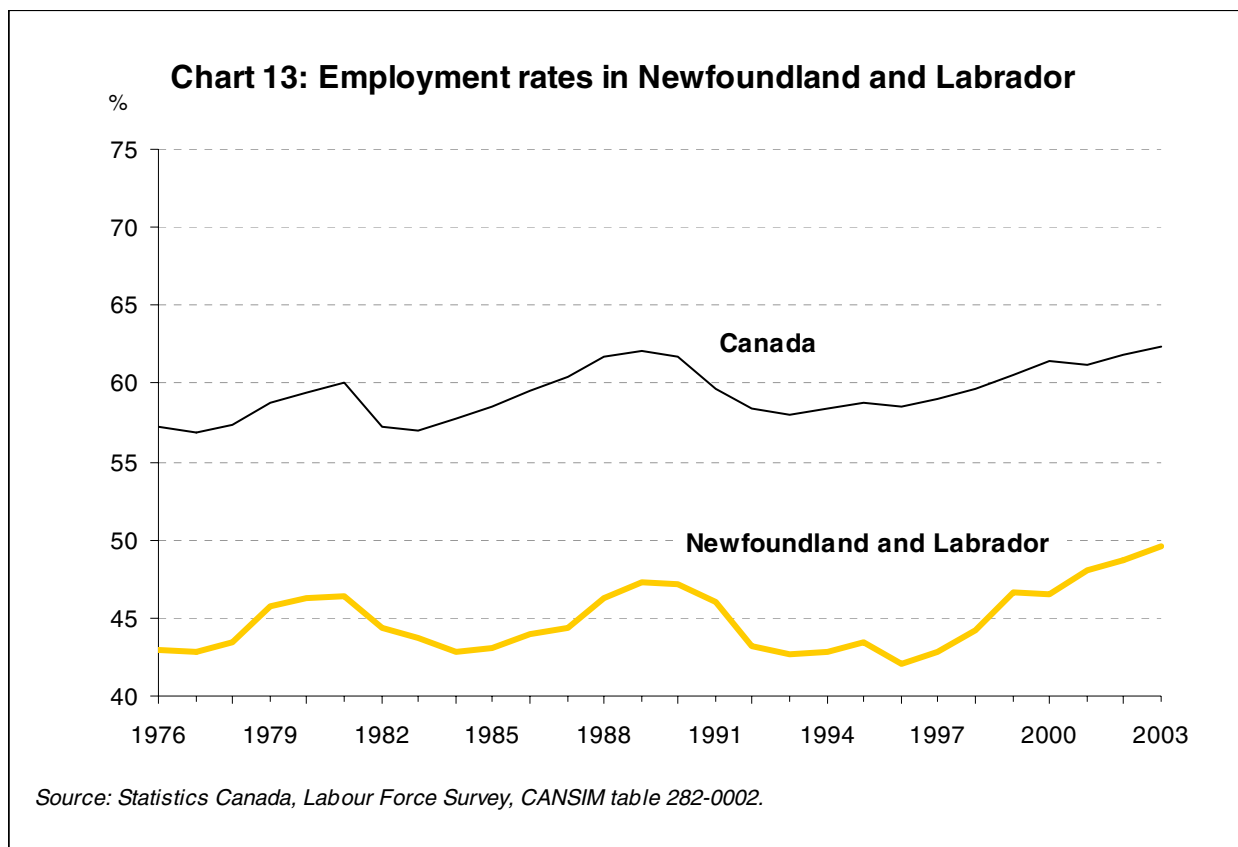
### The unemployment rate of Newfoundland and Labrador is still the highest

- Over the past three decades, Newfoundland and Labrador has had the highest rates of unemployment in the country and 2003 was no exception at 16.7%—9.1 percentage points above the national average of 7.6%. The next-highest province was Prince Edward Island at 11.1%.
- 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. In 2003, Manitoba had the lowest rate at 5.0%, followed closely by Alberta (5.1%) and Saskatchewan (5.6%).
- 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.



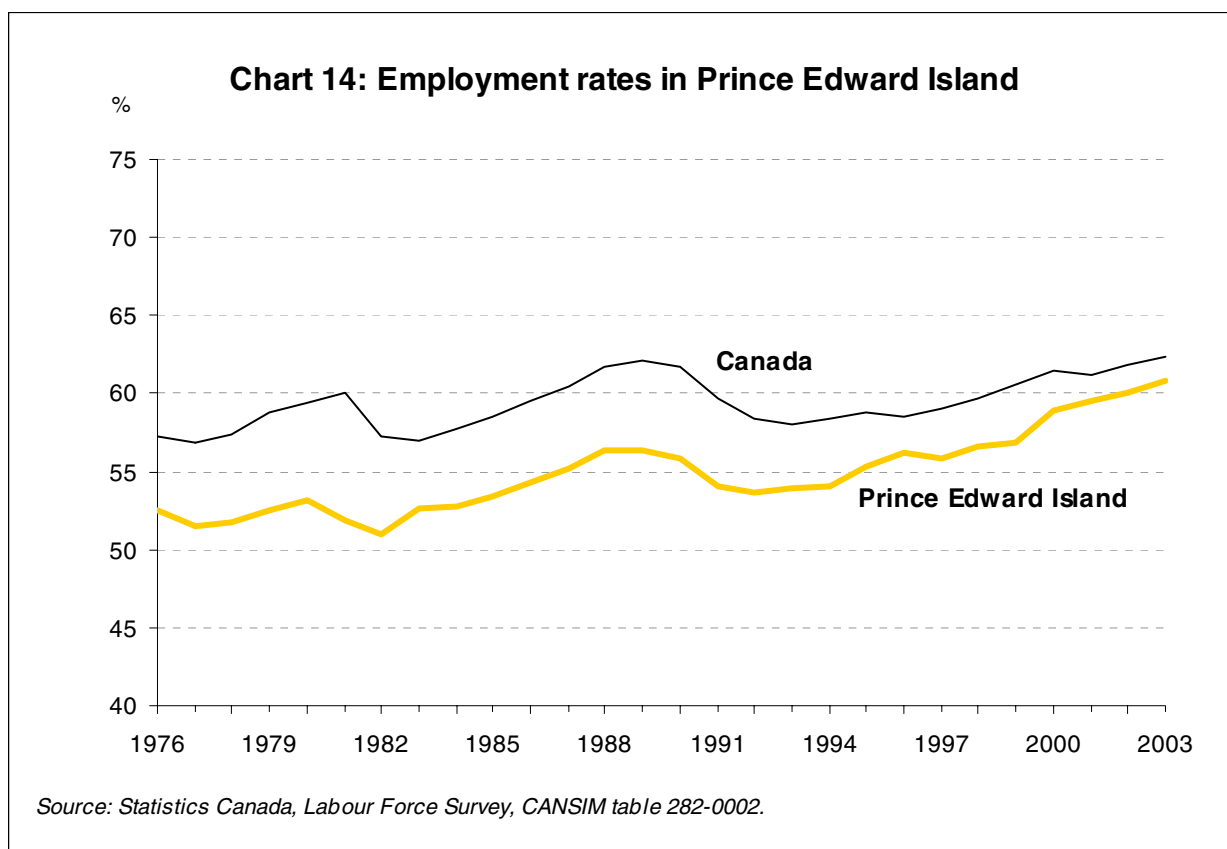
### The labour market in Newfoundland and Labrador continues to improve

- Despite hitting a record high in 2003, Newfoundland and Labrador's annual employment rate has never exceeded 50% and has always been lower than that of the other provinces. From 1997 to 2003, strong job growth averaging 2.2% per year boosted the employment rate by more than 7 percentage points to 49.6%. The current gap between Newfoundland and Labrador's employment rate and the national average is the smallest it has ever been.
- In 2003, while oil was credited for a 6.5% hike in the provincial gross domestic product, the mining, oil and gas extraction industry added fewer jobs than several other sectors that year, including health care and social assistance, transportation and warehousing, and other services. In total, there was a net gain of approximately 4,000 jobs (+1.8%) from 2002 to 2003.
- The unemployment rate in Newfoundland and Labrador has varied little since 1999 and was 16.7% in 2003. Over the past three decades, the province has consistently had the highest unemployment rate in the country. The unemployment rate has remained at its current level in recent years, in part because of an increase in the province's labour force participation rate, which reached an all-time high of 59.5% in 2003.



### The employment rate in Prince Edward Island reaches another high

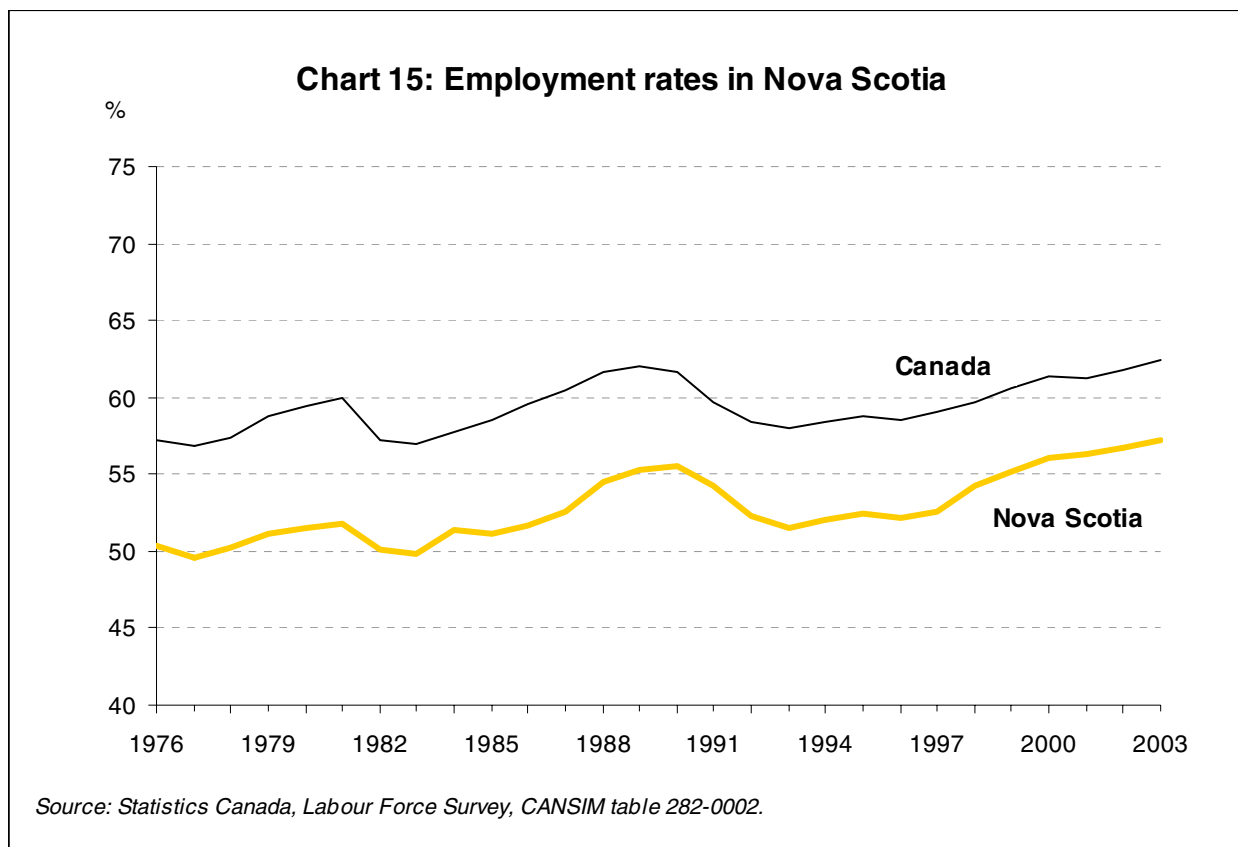
- Since 1992, the employment rate in Prince Edward Island has been on an upward trend (from 53.7% in 1992 to 60.8% in 2003), reflecting healthy job growth during this period. Moreover, 2003 was the sixth record-breaking year in a row for the Island's employment rate, which was the highest among the Atlantic provinces.
- The 2003 employment rate gap of 1.6 percentage points between the Island and the national average (62.4%) has narrowed in recent years, from 4.7 percentage points in 1992. This follows a national trend in which most provincial employment rates are converging towards the average.
- Employment on the Island was up by an estimated 1,700 (+2.5%) in 2003 from the previous year and the growth was entirely in the services-producing industries, mostly in trade and public administration.
- The unemployment rate in Prince Edward Island dropped a full percentage point from 2002 to 2003 (from 12.1% to 11.1%). Despite this drop, the participation rate reached a record high of 68.5% in 2003, which was above the national average.





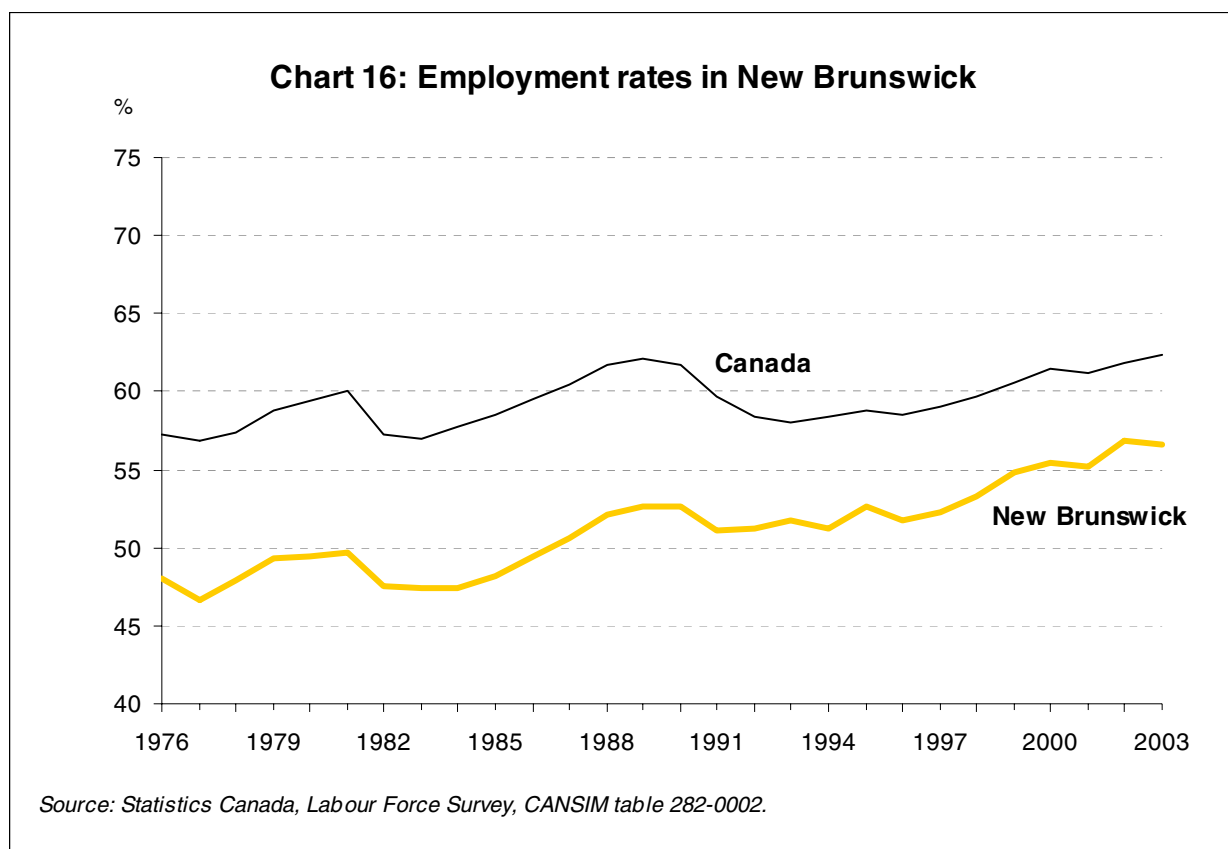
### Nova Scotia's employment rate reaches a record high

- Although the employment rate in Nova Scotia has been below the national average over the past three decades, the gap has narrowed since the late 1980s. In 2003, the provincial employment rate averaged 57.3%, 5.1 percentage points less than the national average. The year also marked a record-high employment rate in the province for the fourth year in a row.
- The province of Nova Scotia gained approximately 7,000 jobs (+1.6%) in 2003, mostly in public administration, health care and social assistance, and manufacturing. However, the retail and wholesale trade sector, which employed the greatest proportion of the working population in 2003 (17%), shed over 2,000 jobs. That year, this sector was employing fewer people than it did in 2000.
- Employment has grown an average of 1.8% a year since 1993, when the recent upward trend in employment began. Since then, the province has enjoyed a total increase of 68,000 jobs. Business, building and other support services saw the most substantial growth during this period, averaging yearly increases of 17%.
- In spite of a record-high labour force participation rate (63.2%) in 2003, the unemployment rate in the province dropped slightly, by 0.4 percentage point to 9.3%, almost matching record lows in 1976 (9.2%) and 2000 (9.1%).



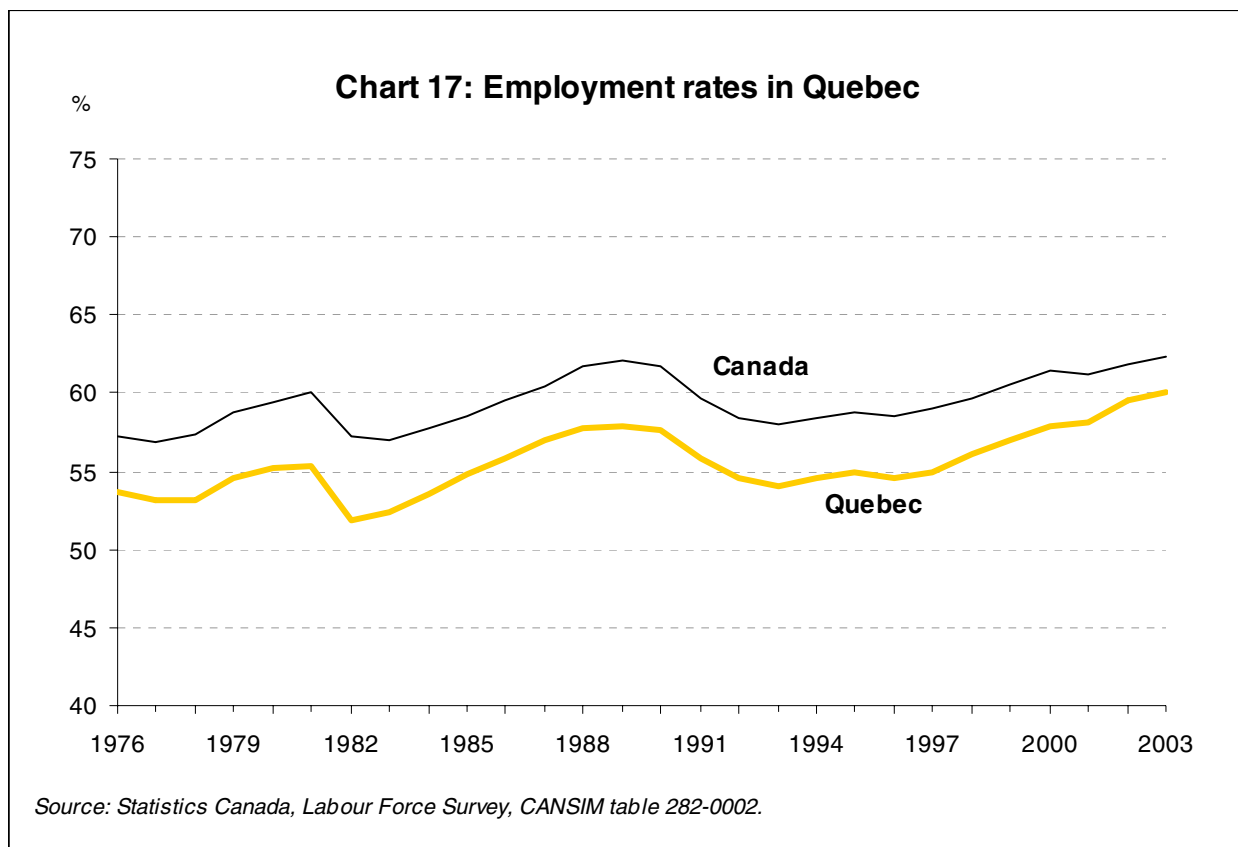
### Employment pauses in New Brunswick

- The province of New Brunswick saw a pause in employment growth in 2003, following strong job growth in 2002: the employment rate averaged 56.6% in 2003, compared with 56.9% the previous year. Although the employment rate fell somewhat, the rate was still 4.9 percentage points higher than a decade ago. Since 1996, when the recent upward trend in employment in the province began, employment growth has averaged 1.8% per year.
- In 2003, job gains were concentrated in manufacturing as well as in the health care and social assistance sector. These increases were offset by losses in accommodation and food services as well as in the transportation and warehousing sector.
- Since 1976, New Brunswick has seen one of the highest increases in employment rates among women. In 2003, over half (53.2%) of women were working, compared with slightly more than a third (34.1%) in 1976. In spite of this, the employment rate of New Brunswick women is still 4.0 percentage points below women's national average.
- The unemployment rate in New Brunswick averaged 10.6% in 2003, compared with 10.4% in 2002. The 2003 participation rate was also little changed at 63.3%, staying close to the record high.



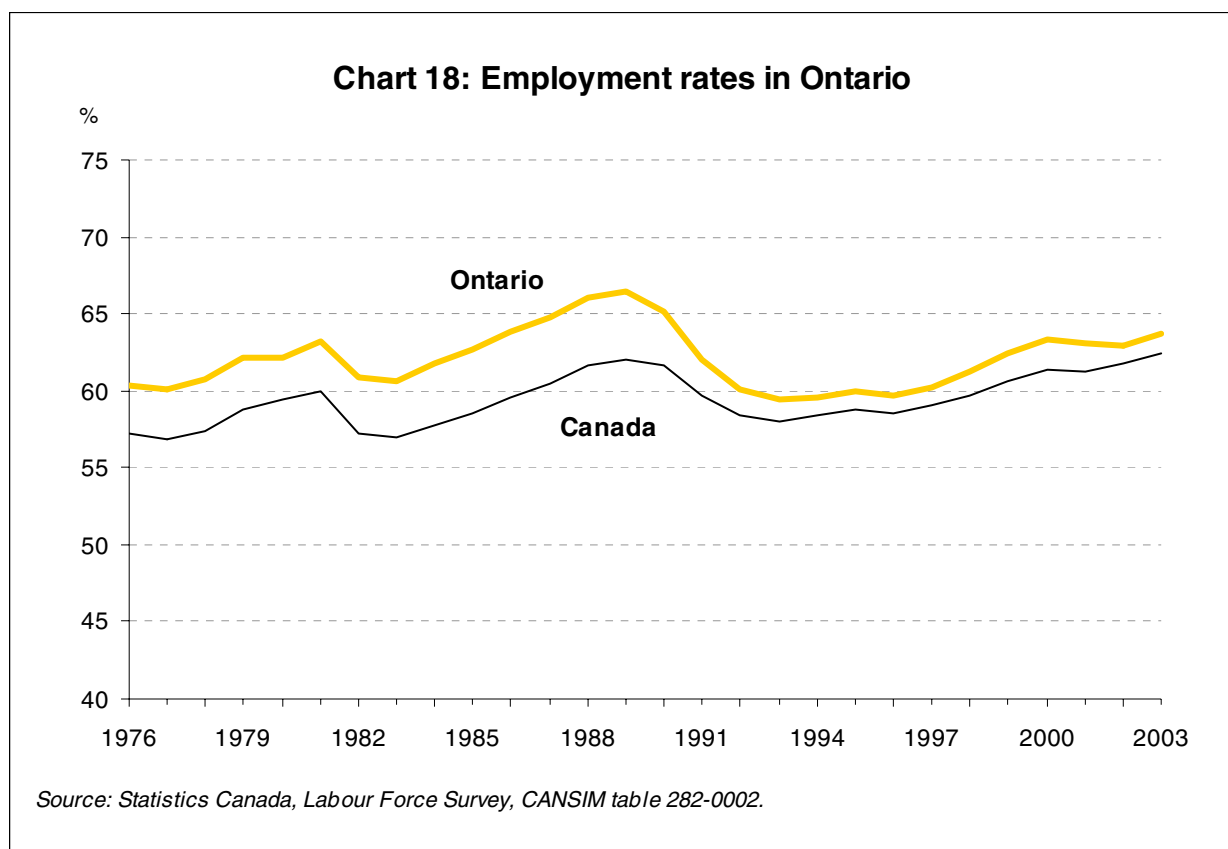
### The employment rate in Quebec reaches a record high

- Over the past three decades Quebec's employment rate has been lower than the national average. However, in 2003, the province's employment rate reached 60.0%—the third record-breaking year in a row. Job growth in Quebec has been strong since 1996, averaging 2.3% per year.
- From 2002 to 2003, employment grew by 57,000 (+1.6%) in Quebec, with almost half the gains in the health care and social assistance sector. The number of jobs also increased in other sectors, such as transportation and warehousing, educational services, construction, and accommodation and food services. However, these gains were partially offset by the loss of 17,000 jobs in manufacturing, driven by declines in aerospace and motor vehicle manufacturing employment.
- Recent gains in employment appear to have encouraged more Quebecers to join the work force in 2003 as the labour force participation rate reached a high of 66.0%—only 1.5 percentage points below the national average, the smallest recorded gap since 1976. The rising participation rate likely contributed to the rising unemployment rate in the province, which jumped to 9.1% in 2003, up half a percentage point from 2002.



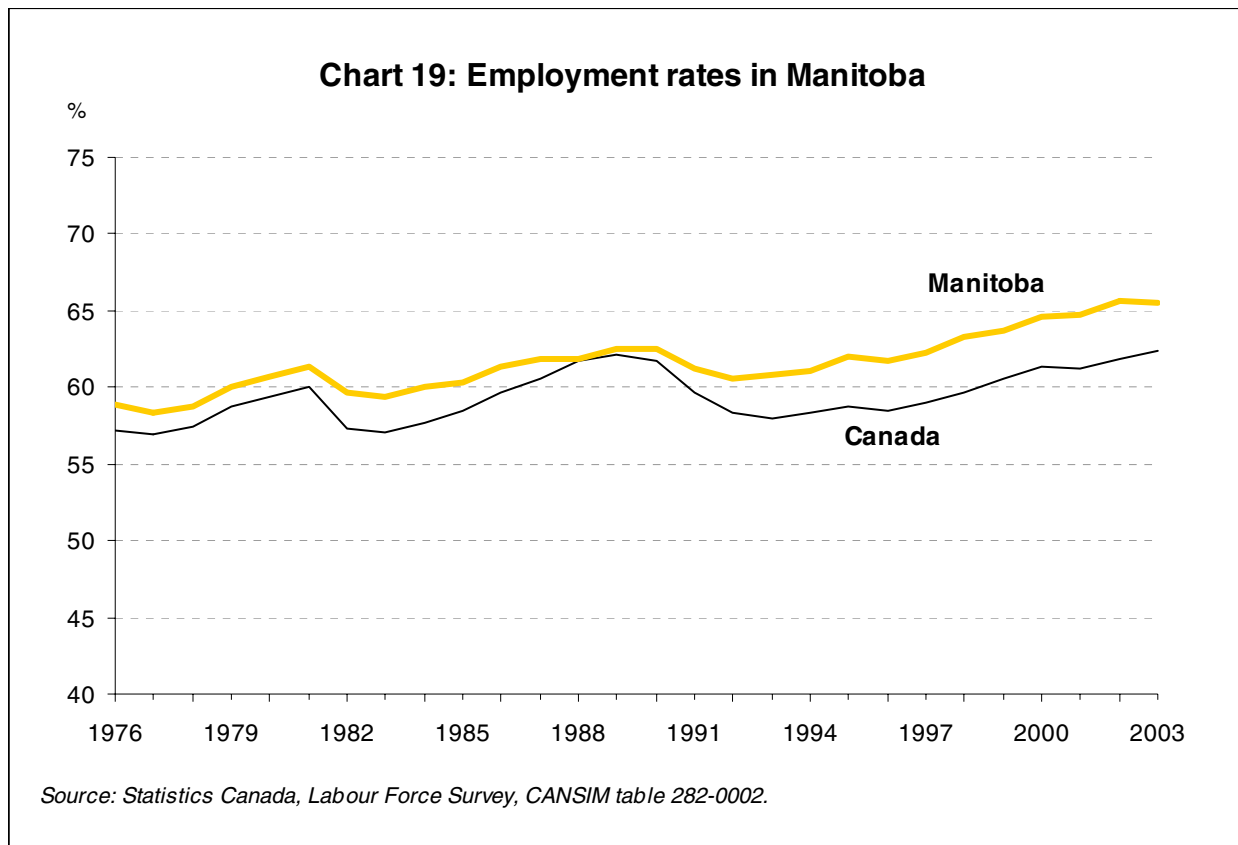
### Despite weakness in manufacturing, employment increases in Ontario

- Ontario saw an increase of 160,000 jobs in 2003, reflecting healthy employment growth (+2.6%) from 2002. As a result of this, the employment rate rose to 63.7%—its highest point since 1990. Despite the increase, the employment rate in 2003 was still 2.7 points below the 1989 peak, and the gap between Ontario and the national average remained narrower than in the past. Regardless, the employment rate in Ontario has remained consistently above the national average over the past three decades.
- Even though growth of gross domestic product was slow in Ontario, a strong housing market fuelled a gain of 32,000 construction jobs and spin-off jobs in finance, insurance, real estate and leasing (+35,000) from 2002 to 2003. There was also a strong gain in the health care and social assistance sector (+43,000). However, there was a drop of 28,000 jobs in Ontario's manufacturing sector, mostly in metal, computer and electronic products, and motor vehicle parts manufacturing.
- The unemployment rate was little changed in Ontario from 2002 (7.1%) to 2003 (7.0%). In 2003, the province's unemployment rate remained below the national average (7.6%), as it has for the past three decades. An increasing number of employed in the province in 2003 contributed to the rise in the participation rate to 68.4%, its highest point in more than a decade.



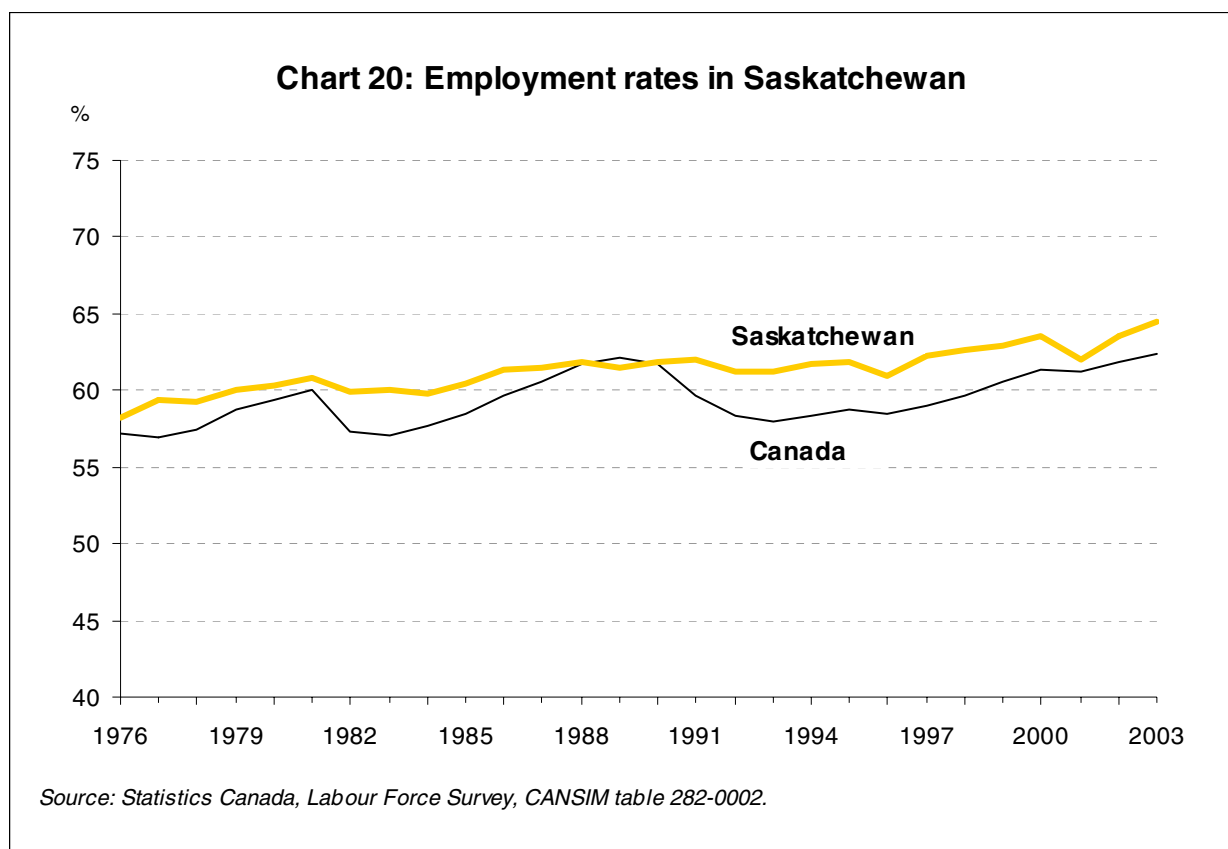
### The employment rate in Manitoba pauses at a high rate

- Following slow but steady increases in employment rates in recent years, Manitoba's rate paused in 2003 at 65.5%—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 1.4% per year.
- It was a mixed year for Manitoba in terms of employment, which barely grew (+0.3%) from 2002 to 2003. Accommodation and food services and 'other services' had the largest gains. However, these gains were offset by a decline in trade, as well as by other losses that were spread out over a variety of other sectors.
- Manitoba's unemployment rate has consistently been below or equal to the national rate. In 2003, the unemployment rate for the province dropped 0.2 percentage point to 5.0%. The provincial participation rate remained fairly steady at a near-record high of 69.0%, 1.5 points above the national average.



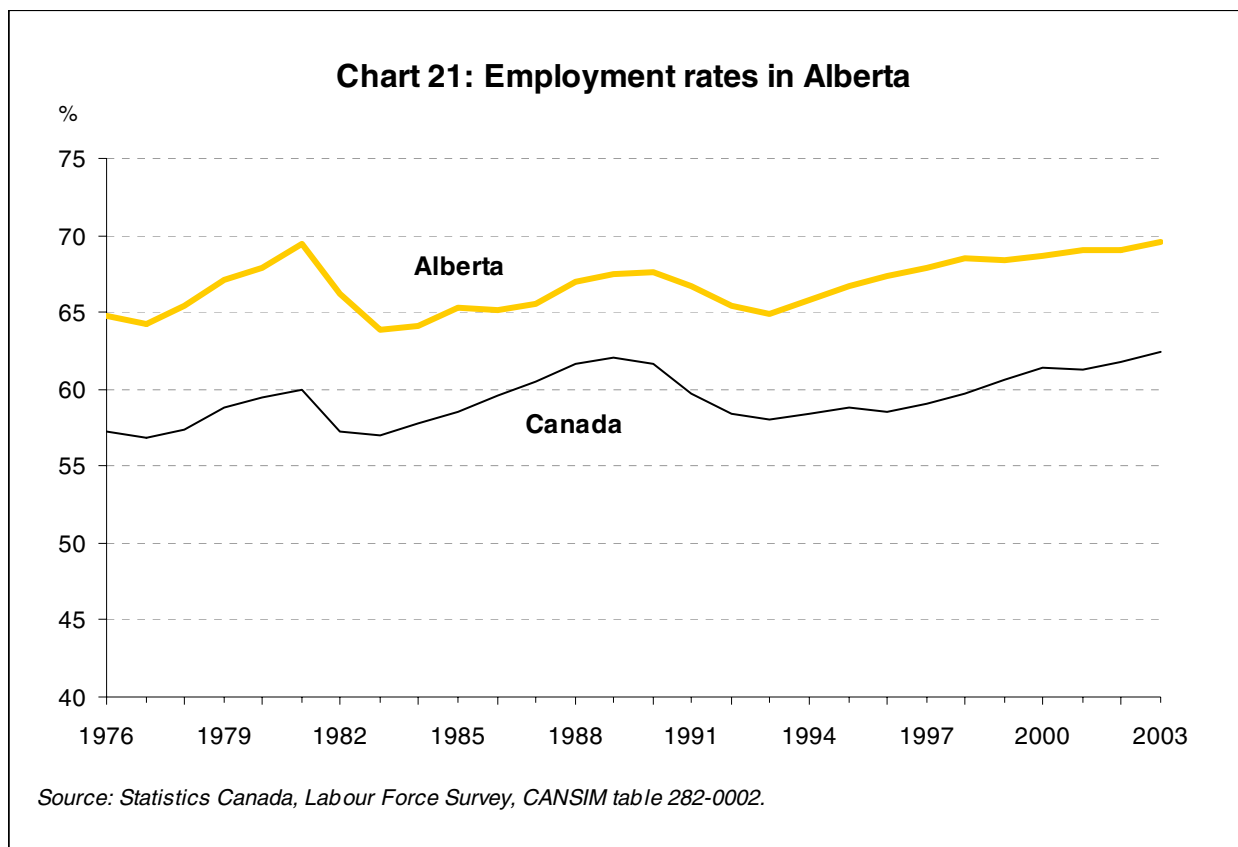
### Saskatchewan's employment rate reaches an all-time high

- In 2003, the number of jobs increased by 5,000 (+1.0%) in Saskatchewan, pushing the employment rate up to 64.4%, the highest in the past three decades. The employment rate gradually increased 6.2 percentage points from 1976 to 2003.
- Job growth in 2003 was mainly concentrated in educational services and accommodation and food services. Despite a rebound in overall employment in the province, the number of workers in agriculture in Saskatchewan continued to decline.
- Saskatchewan's 2003 unemployment rate averaged 5.6%, a slight drop of 0.1 percentage point 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. The participation rate reached a record high for the second year in a row in 2003, averaging 68.2%.



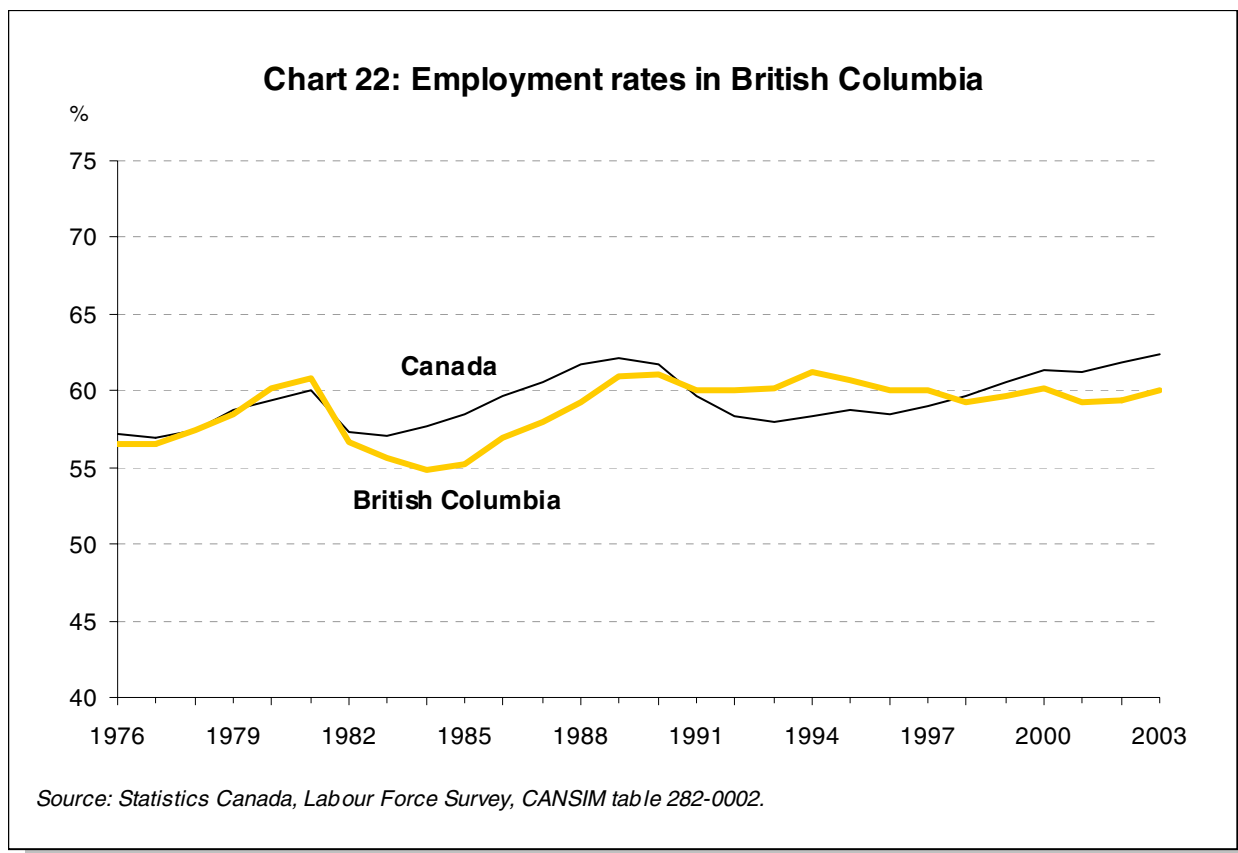
### The employment rate in Alberta hits a record high

- Alberta has consistently enjoyed the highest employment rates in Canada over the past three decades and in 2003, the province's employment rate hit a record high of 69.6%. The high came on the heels of strong job growth, which has averaged a healthy 3.0% per year since 1993, when the most recent upward trend in employment started.
- In 2003, the number of jobs increased by 48,000 (+2.9%) in Alberta. Employment in the forestry, fishing, mining, oil and gas sector increased by 10,000 from 2002 to 2003 with gains concentrated in mining, oil and gas extraction. Employment was also up in a number of other sectors during that period, such as trade (+11,000) and agriculture (+7,000).
- The participation rate rose to a record high of 73.4% in 2003. At the same time, job gains were strong enough to push the unemployment rate down 0.2 percentage point to 5.1%.



### The employment rate is steady in British Columbia

- 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 2003, after a 0.7-percentage point increase, the employment rate reached 60.1% as a result of a 2.5% job growth (+50,000) from 2002 to 2003.
- After two years of declines, employment in the forestry, fishing, mining, oil and gas sector increased by nearly 8,000 from 2002 to 2003. Healthy job gains were also seen in manufacturing (+9,000) as well as in the finance, insurance, real estate and leasing sector (+8,000). However, accommodation and food services, and health care and social assistance each saw a decline of 6,000 jobs, partially offsetting gains in other sectors.
- The unemployment rate in British Columbia has been consistently above the national average since 1998. After two consecutive annual increases, the rate dropped to 8.1% (–0.4 percentage point) in 2003. The participation rate climbed to 65.4%, as more people entered the labour force.

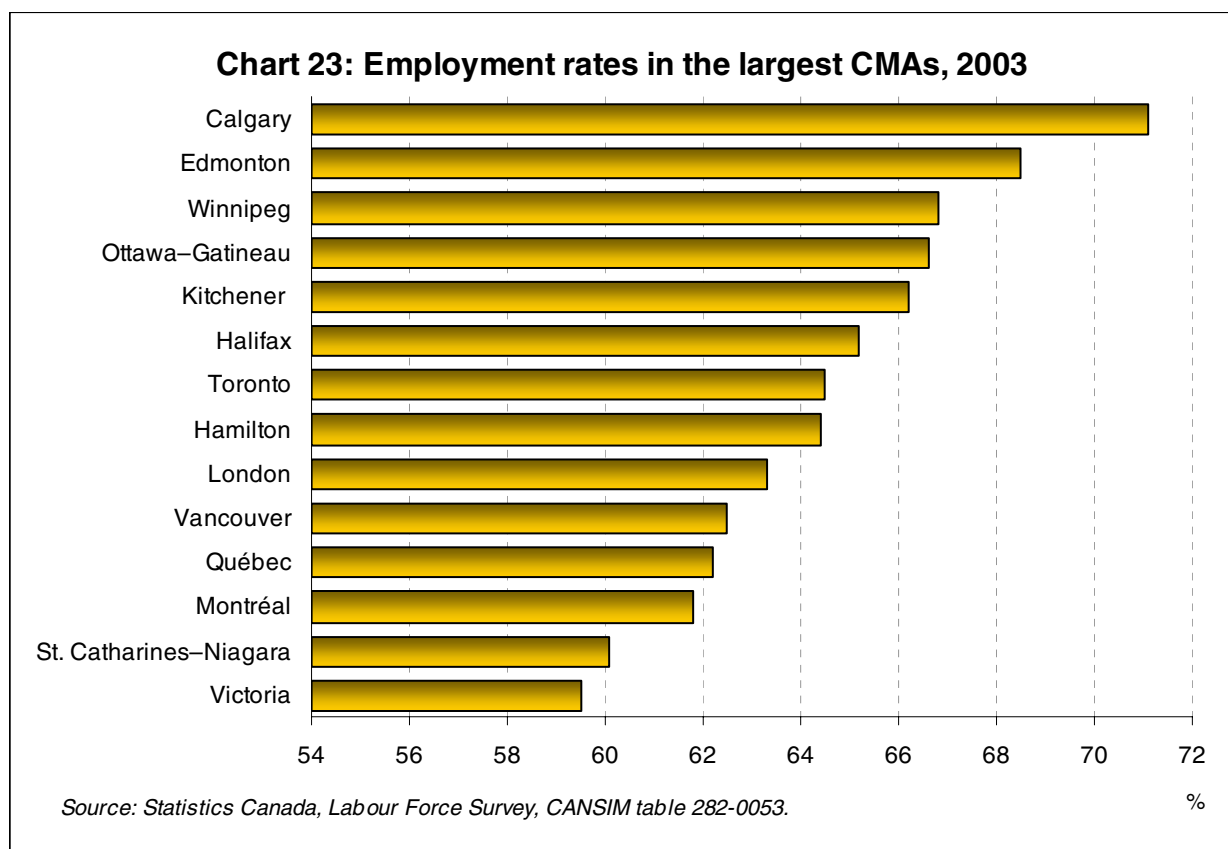




## Section D - Largest census metropolitan areas

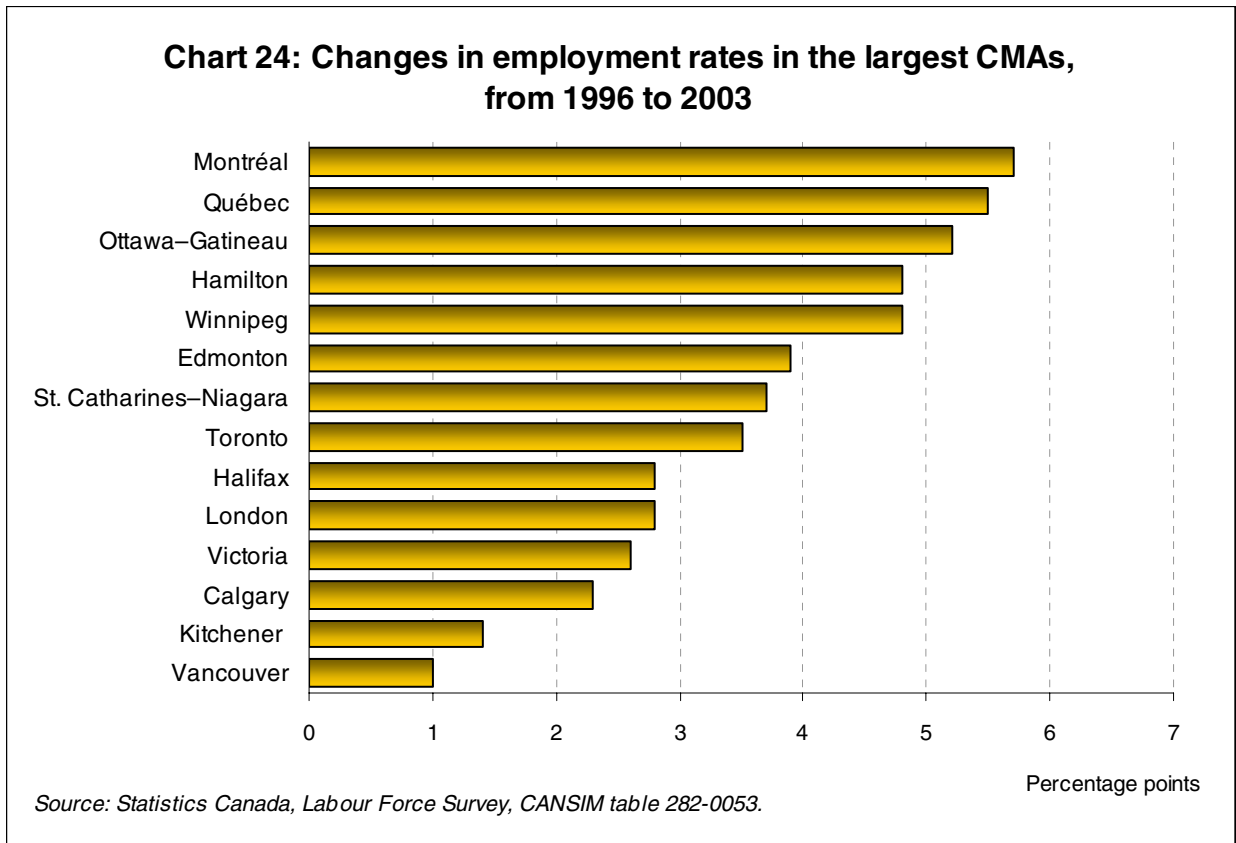
### **A strong labour market in Calgary attracts more workers**

- Since 1994, Calgary has consistently posted the highest employment rate of any major census metropolitan area (CMA), because of strong job growth. In 2003, 71.1% of all Calgarians aged 15 years and over had jobs, compared with 71.5% the year before. The minor decline occurred because the population of this CMA grew faster than its employment: from 2002 to 2003, the working-age population grew by 2.6% while employment rose by 2.1%, with job gains spread across several sectors.
- Since 1994, 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 2003, the employment rate for Edmonton was 68.5%, up from 67.9% in 2002.
- Employment in Toronto, the largest CMA in the country, grew by 2.1% from 2002 to 2003. There were increases in construction, health care and social assistance, as well as in finance, insurance, real estate and leasing. The working-age population rose more quickly (up 2.5%) than employment, so the employment rate actually fell from 64.8% in 2002 to 64.5% in 2003.
- Among the 14 largest CMAs, both Victoria (59.5%) and St. Catharines-Niagara (60.1%) had the lowest employment rates in 2003. These CMAs contain the largest proportions of people aged 65 years and over, most of whom are not in the labour force, which tends to lower the employment rate.



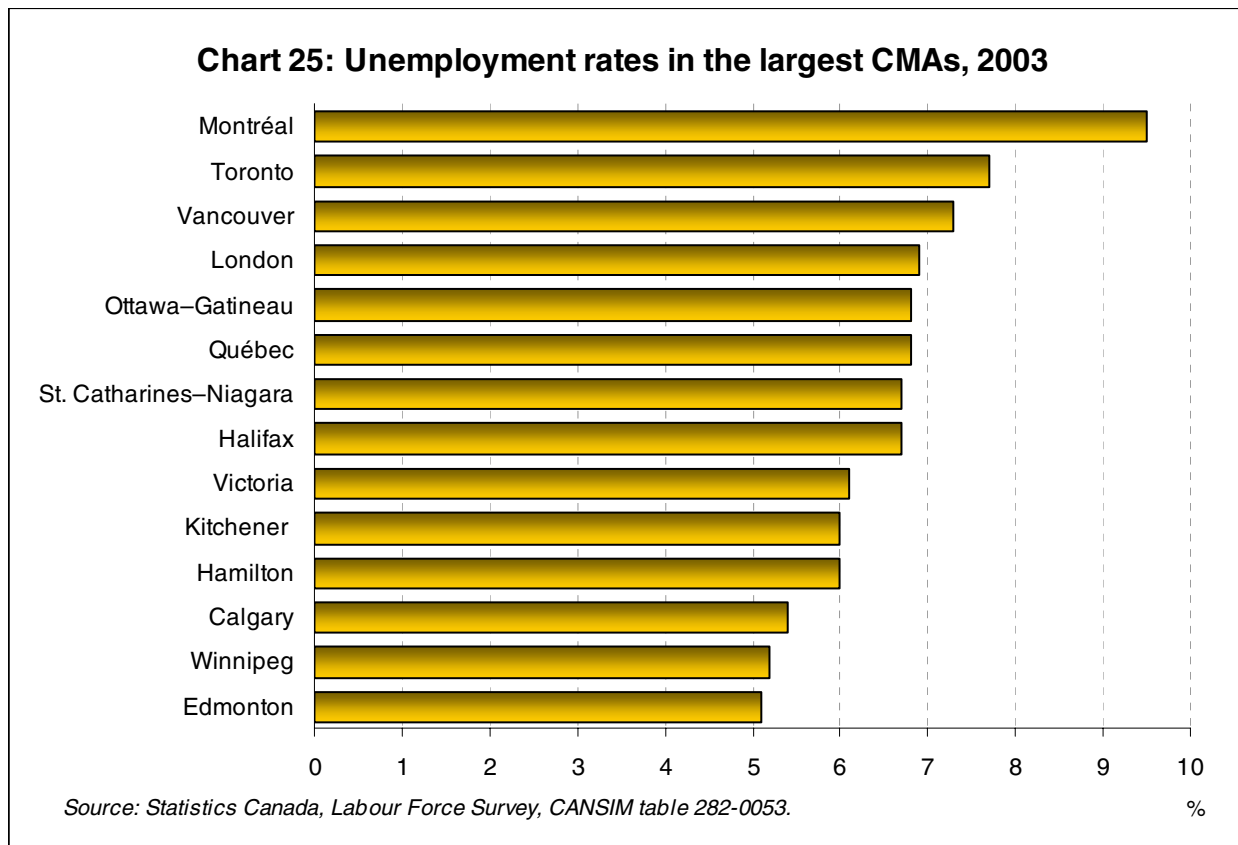
**Employment rates jump in Quebec’s two largest CMAs**

- 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 a peak of 61.8% in 2003. During this period, employment strength has come from several sectors, such as retail and wholesale trade, and professional, scientific and technical services.
- The employment rate for Québec has also increased substantially since 1996, peaking at 62.7% in 2002. Although employment in this CMA remained the same from 2002 to 2003, the employment rate slipped 0.5 percentage points to 62.2%. The largest employment gains since 1996 have occurred in health care and social assistance, as well as in professional, scientific and technical services, and in accommodation and food services.
- Employment in Ottawa–Gatineau has increased strongly in recent years, reflected by a significant jump in the employment rate from 61.4% in 1996 to 66.6% in 2003. Major gains were seen in public administration, and in professional, scientific and technical services. Substantial employment growth also occurred in the computer and telecommunications sector from 1996 to 2000. However, almost half of the job gains were lost since then.
- Among the 14 largest CMAs, Vancouver’s employment rate increased the least from 1996 to 2003, rising by only 1.0 percentage point. Over this period, employment grew at only a slightly faster pace than the population (+17% versus +15%). However, in 2003, the number of people working rose substantially (+3.2%), pushing the employment rate up to 62.5% from 61.7% in 2002.



### Unemployment rates are still highest in Montréal despite strong job growth

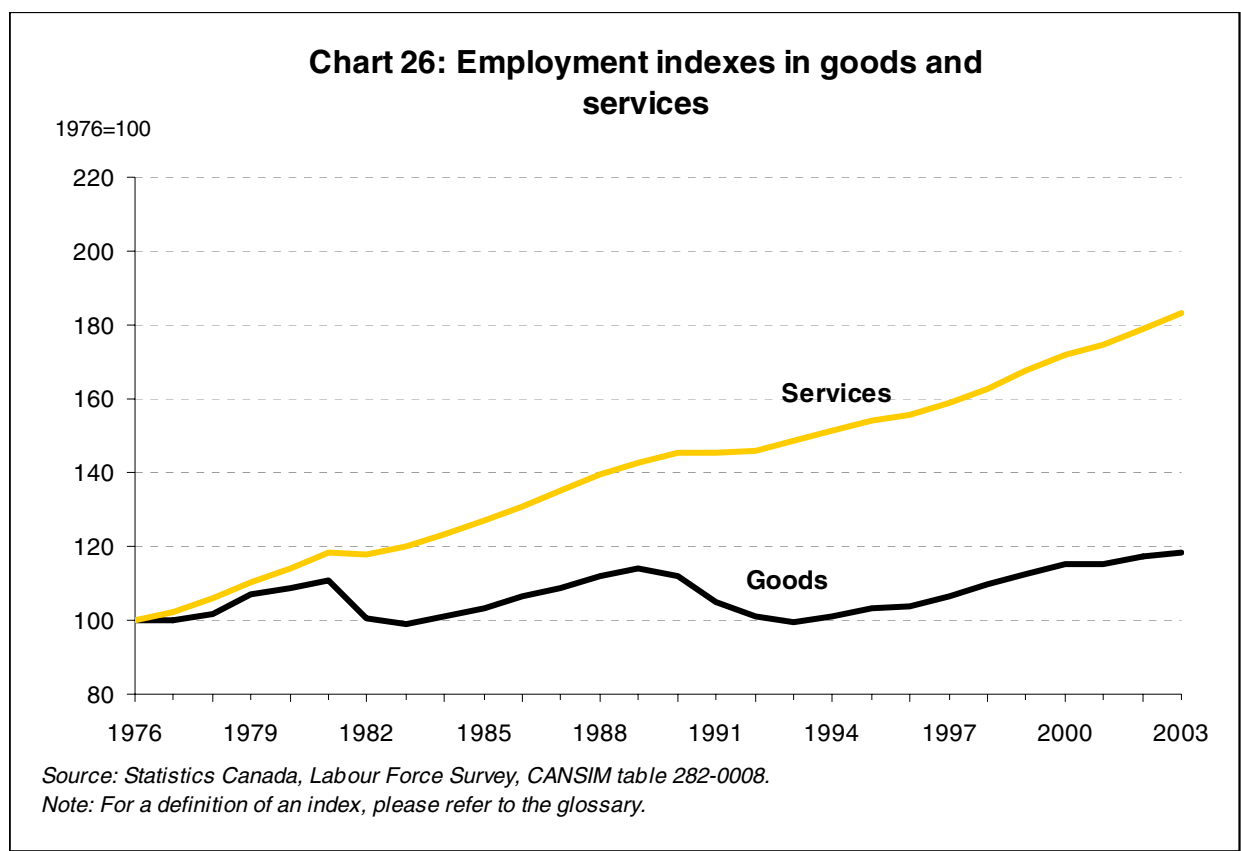
- Since 1988, Montréal's unemployment rate has remained high, compared with Canada's other large CMAs. In 2003, many people entered the labour force in search of work, boosting the rate even higher (to 9.5% from 8.4% in 2002), despite an employment increase of 1.6% over the same period.
- From 1995 to 2001, when job growth was robust in Calgary, the lowest unemployment rates were to be found in this CMA. While employment growth in this CMA was a respectable 2.3% in 2002, followed by 2.1% in 2003, this pace was surpassed by Edmonton, at 3.4% and 2.8%, respectively. As a result, Edmonton has overtaken Calgary as the CMA with the lowest unemployment rate (5.1% in both 2002 and 2003 versus 5.8% and 5.4%, respectively).
- Employment in Toronto has followed an upward trend since 1995, with an average annual growth rate of 3.4% over the eight-year period. Nevertheless, in 2003, the unemployment rate was up to 7.7%, compared with 7.4% the previous year. The number of people in the labour force searching for work has risen substantially in recent years; contributing factors to this could be an increasing population and the recent robust growth in the employment market.



## Section E - Industry, class of worker and occupation

### Services continue to grow

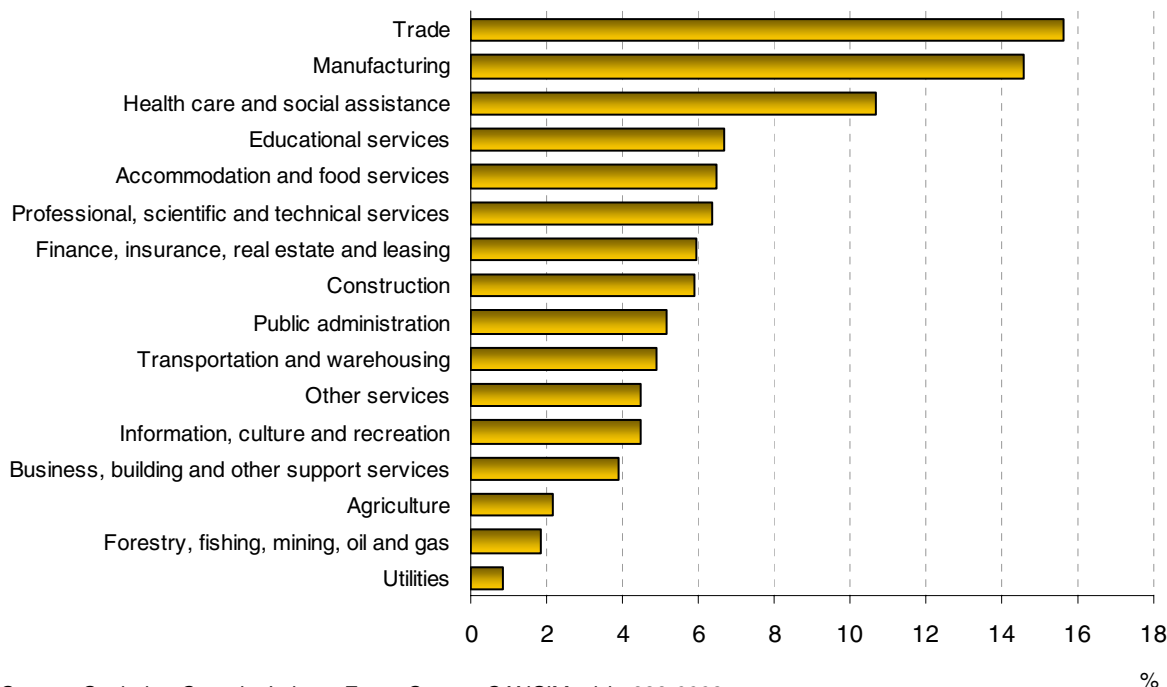
- There has been a long-term shift in employment away from goods-producing industries to services. The share of jobs in goods—which includes natural resources, manufacturing, construction and agriculture—has followed a downward trend. Meanwhile, services—which includes industries such as retail and wholesale trade, health care, and public administration—continue to grow, employing 75% of all workers in 2003 compared with 66% 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 employment grew by 2.2% in 2003, the same rate of growth as the year before. Job growth in goods slowed in 2003, up only 1.1% as manufacturers, confronted with an appreciating dollar, cut the number of factory jobs by 1.4%. Construction employment, however, continued to steam ahead, up 5.5%. Employment growth for services in 2003 (+2.5%) was more than twice the pace of job growth in goods, with strength in finance, insurance, real estate and leasing as well as health care and social assistance, and public administration.



### Three in 10 workers are employed in trade or manufacturing

- Retail and wholesale trade is the largest sector in the country, employing over 2.5 million people in 2003. Among these people, 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 1997, the number of jobs in retail and wholesale trade grew quickly, at an average 2.6% per year.
- Manufacturing lost ground since 1990 as Canada's largest employer and now ranks second to trade. However, manufacturing is presently tops in terms of number of hours worked. In 2003, factory workers put in an average of 84 million hours per week (or 36.4 hours per worker), compared with 77 million in retail and wholesale trade (31.4 hours per worker). Wages were also significantly higher in manufacturing: the average hourly wage for a factory job was \$18.92, compared with \$13.73 in trade.
- In 2003, health care and social assistance ranked as the third largest employer, the ranking it has had year after year since 1976. The share of total employment for this sector was 11% in 2003 compared with about 8% in 1976. Other than a brief period in the mid-1990s when employment levelled off, job growth has been continuous in health care and social assistance. 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 2003, 1.7 million people were working in health care and social assistance.

**Chart 27: Distribution of employment, by industry, 2003**

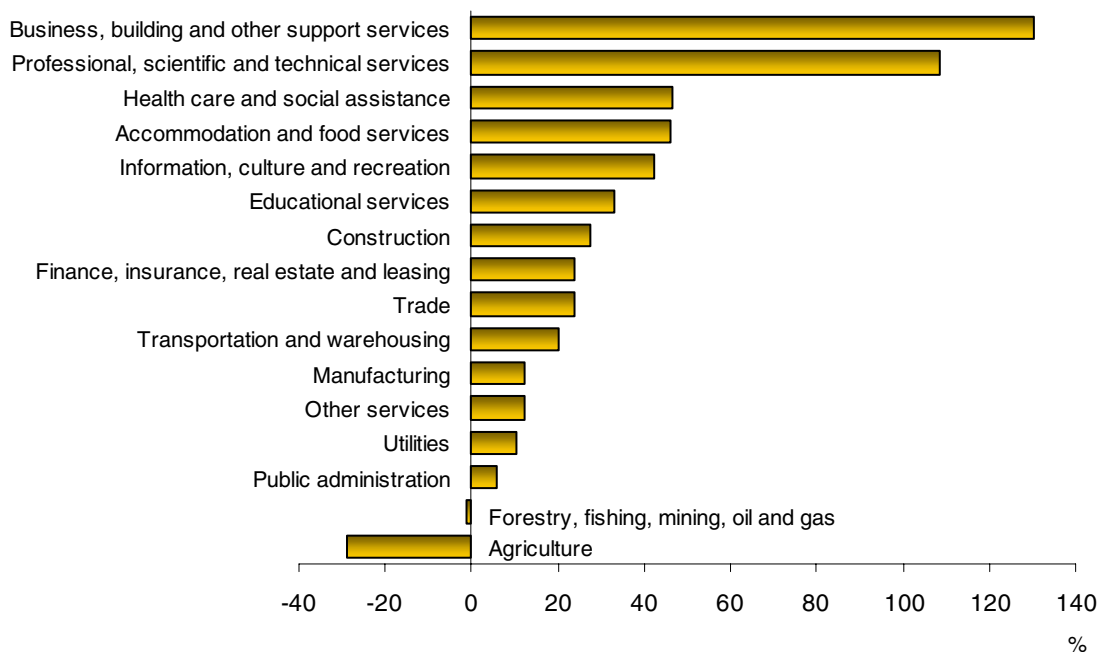


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0008.

### Employment increases in most industry sectors

- Only two sectors, agriculture and natural resources, have lower employment today than 16 years ago. Weakness in mining during the 1990s and declines in forestry and logging in recent years have contributed to job losses in natural resources. Recently, there has been strength in oil and gas extraction and this has offset some of the employment declines in other parts of natural resources.
- Employment has more than doubled in two sectors since 1987. In business, building and other support services, it jumped from 266,000 in 1987 to 612,000 in 2003. 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 480,000 in 1987 to 1.0 million in 2003. 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, especially in recent years. This period was also characterized by an increase in the number of building permits.

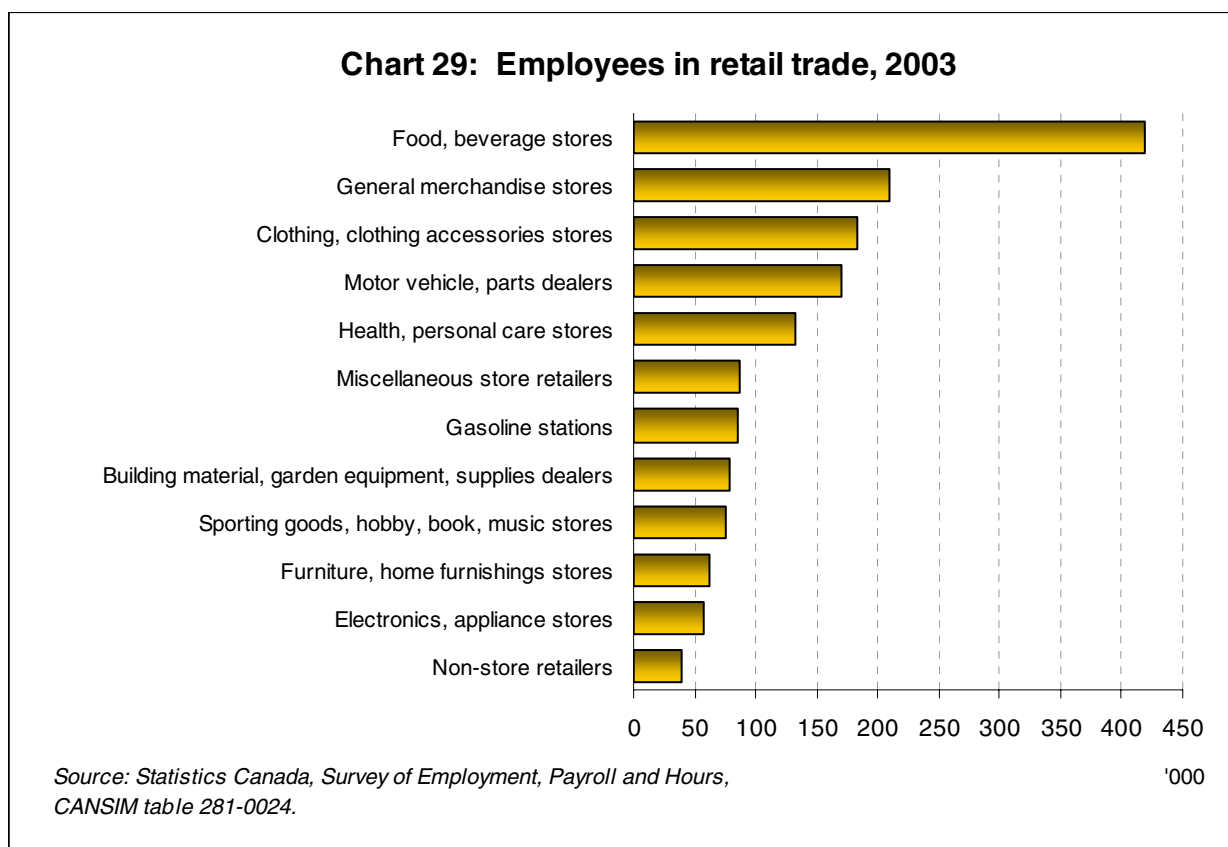
**Chart 28: Changes in employment, by industry, from 1987 to 2003**



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

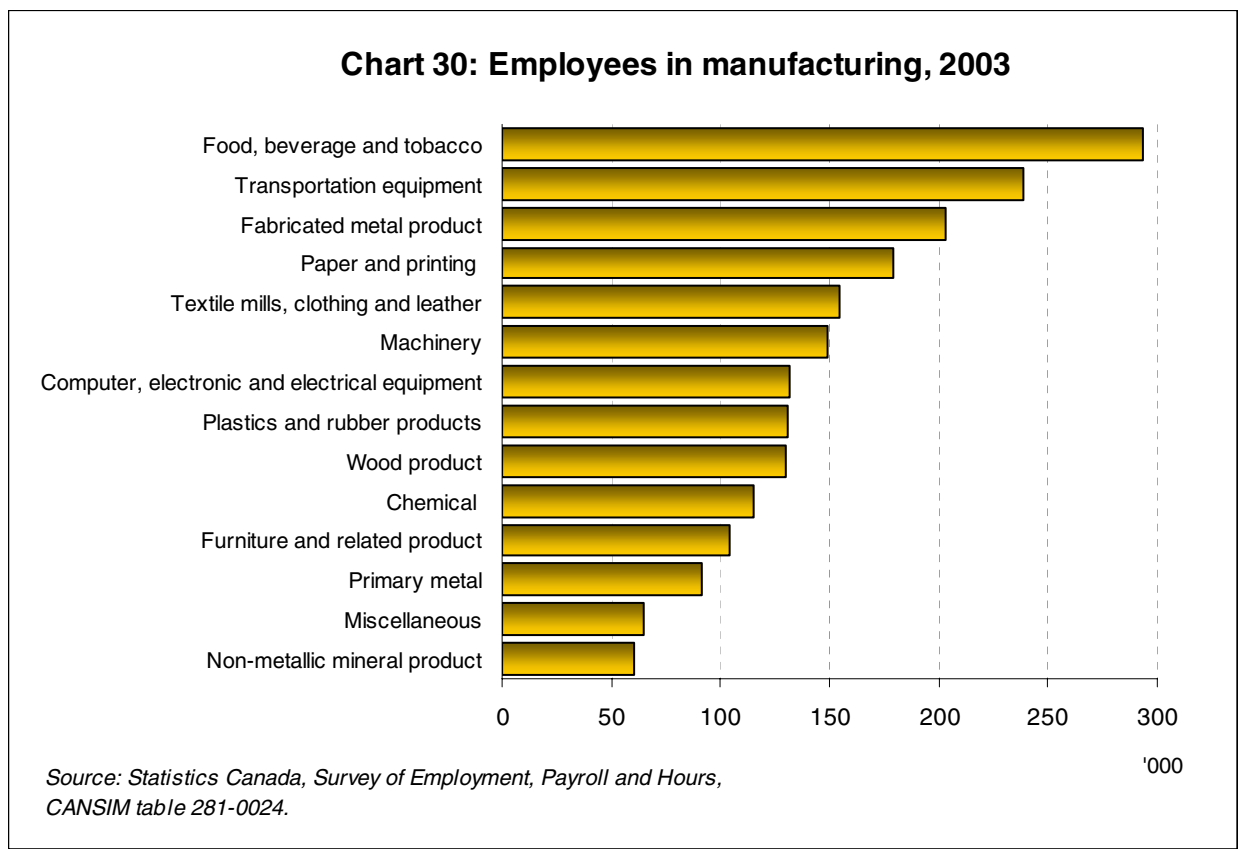
**Retail trade is dominated by employment in food and beverage stores**

- 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 2003, the number of workers in food and beverage stores increased 5.2% from the previous year, bringing employment to 419,000. This continues the upward trend that began in 1992, bringing the total increase since that time to 123,000 employees.
- General merchandise stores continue to have the second largest number of workers within retail trade. In 2003, an increase of 1.1% brought employment to 209,000. However, the employment level was down 17% since 1991.
- Clothing and clothing accessories stores had 184,000 retail trade employees in 2003, the third largest number. The 2.6% increase from 2002 was the fourth consecutive annual increase in employment.



**The largest employer in manufacturing is the food and beverage industry**

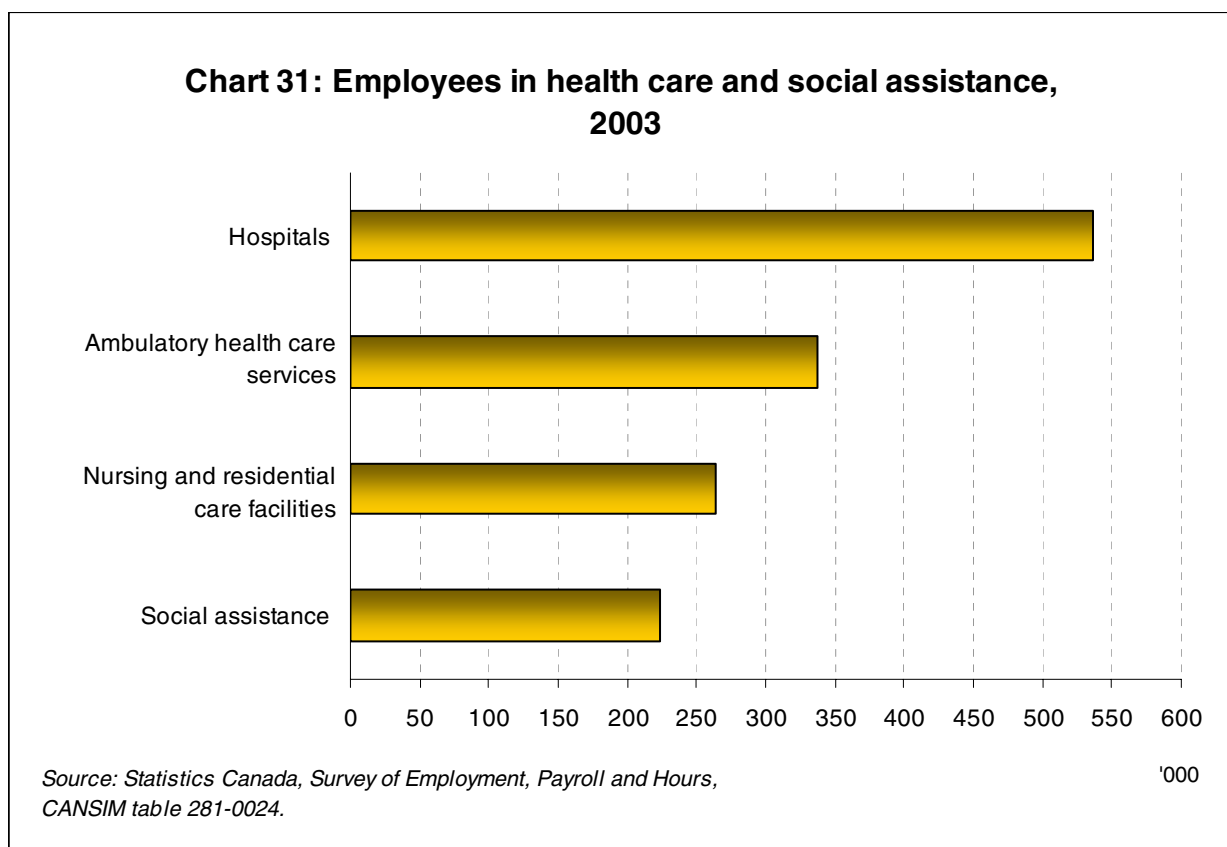
- About 294,000 employees or 14% of all manufacturing workers—more than in any other part of manufacturing—were in the food and beverage industry in 2003. While this industry is prominent in all provinces, it is particularly important in Newfoundland and Labrador and Prince Edward Island, where it employed more than half the manufacturing workers in 2003.
- Transportation equipment factories have the second largest number of workers in manufacturing. More than two-thirds of transportation equipment employees (some 161,000 of 239,000 employees in 2003) are in Ontario and over 48,000 are in Quebec. Three in five employees in this industry manufacture motor vehicle parts or vehicles. Since 1991, the number of employees in the motor vehicle parts industry has been on an upward trend, while employment in motor vehicle manufacturing has declined.





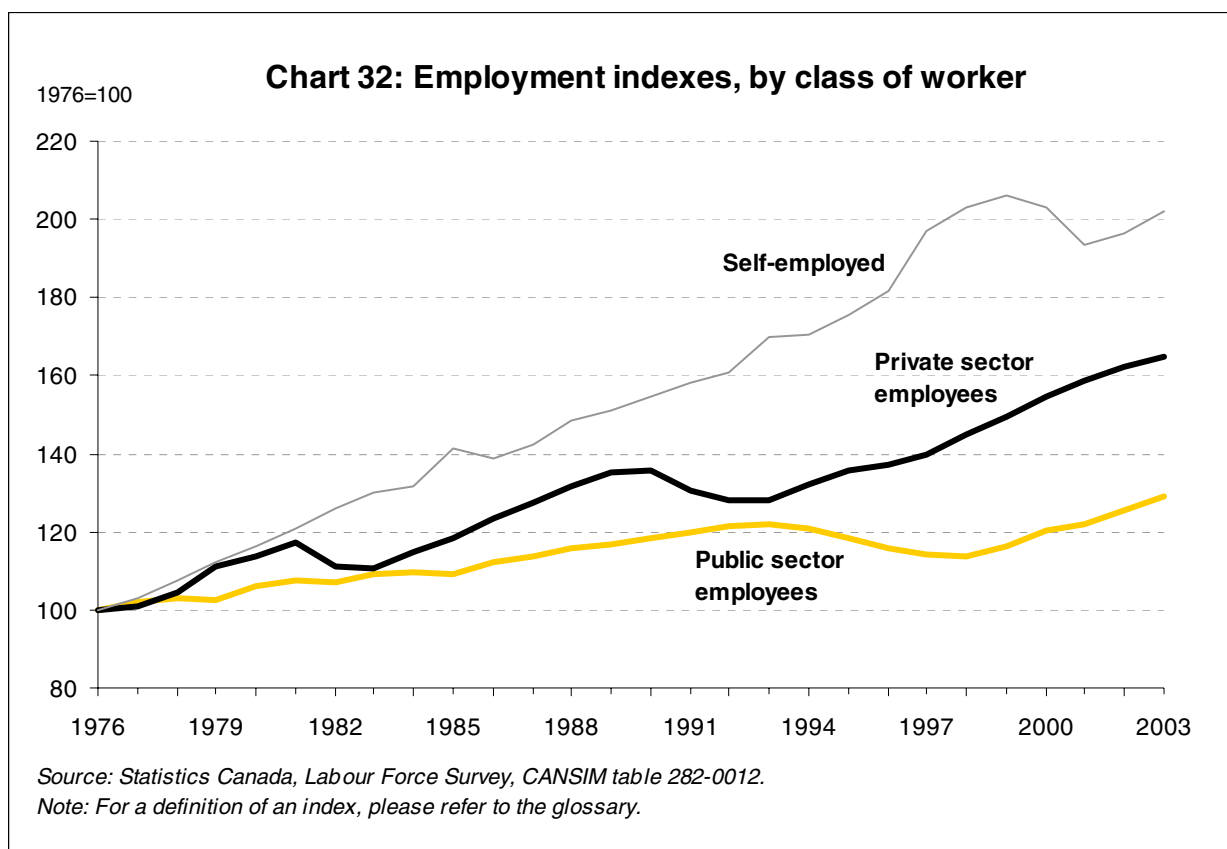
### Health care and social assistance employment continues to increase

- Hospitals account for 39% of the employees in health care and social assistance and continue to be the largest employer in this sector. Throughout the 1990s, employment in hospitals declined each year. In 2000, employment in this sub-sector changed direction and grew in each subsequent year. Although there was a 2.3% increase in 2003 to 537,000 employees, this still left employment 6.3% 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 2003, ambulatory health care services accounted for one of every four health care and social assistance employees, up from one of every five in 1991.
- The employment levels in both nursing and residential care facilities and social assistance increased by 4.1% from 2002 to 2003. Although social assistance remains the smallest component, it has shown the largest increase since 1991, with an additional 97,000 employees (a 77% increase). Those in individual and family services made up almost half of social assistance workers in 2003. Child day-care services, vocational rehabilitation services, community food and housing, and emergency and other relief services are also included in the social assistance sub-sector.



### The self-employed and private sector employees power employment growth

- The 2.4 million self-employed people in Canada in 2003 represented 15% 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 farm employment, self-employment levels fell in 2000 and 2001.
- In 2003, two in three employed Canadians worked for a private business or firm, accounting for 10.3 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 2.8% in the years that followed. Canada is currently undergoing the longest period of private sector employee job growth in the last three decades.
- One in five were employed in the public sector in 2003, a decrease from one in four in 1976. The size of the public sector shrank 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 2003, 3.0 million people were employed in the public sector.



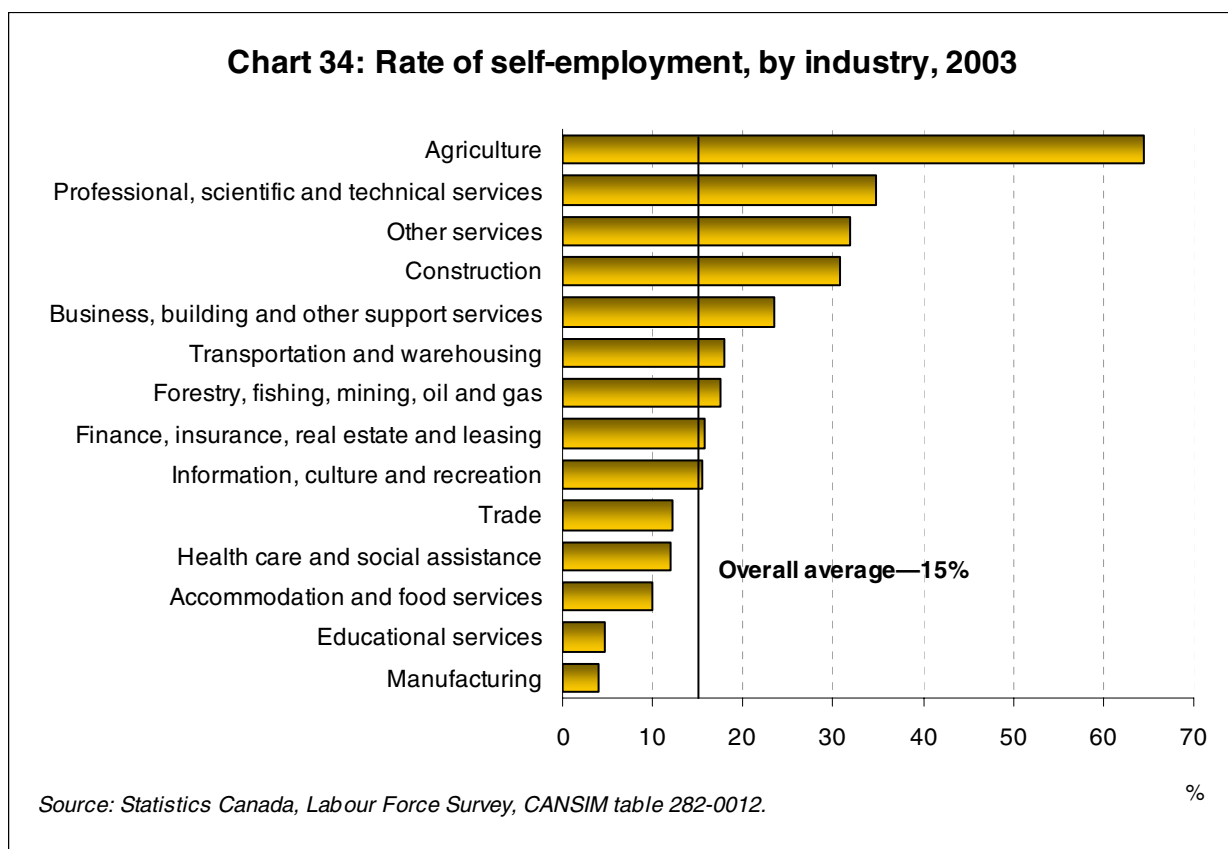
**A majority of public sector employees are women**

- In 2003, 61% of public sector employees were women, a significant increase from their 45% share in 1976. Six in 10 public sector employees worked in education or in health care and social assistance in 2003. 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.
- Self-employment growth among women has exceeded gains among men during the last quarter century, but women still represent only about one-third of all business owners. Since 1990, growth in self-employment has been mainly among business owners without employees; however, from 1976 to 1989, growth took place among those both with and without employees.
- Self-employed workers and public sector employees tend to be older than private sector employees. In 2003, the average age was 45.4 years for the self-employed, 41.8 years for public sector employees, and 37.1 years for private sector employees.



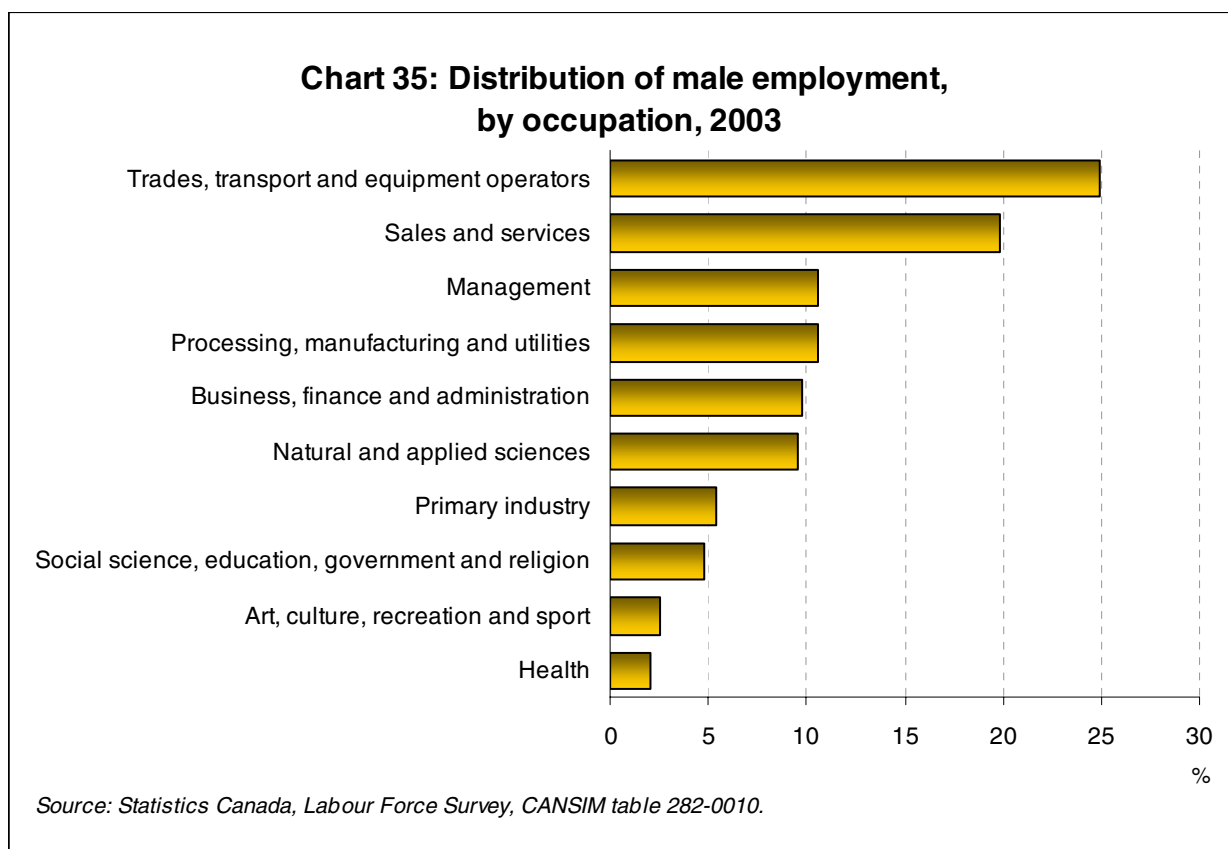
**Most workers in agriculture are self-employed**

- Agriculture has the highest rate of self-employment. However, that rate has declined sharply in the last few years, from a peak of 71% in 1997 to 65% in 2003. Farm employment has declined for a combination of reasons, including fewer but larger farms, rising farm productivity and 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 2003 (35%). This sector accounted for one-third of total self-employment growth between 1989 and 2003. It also contained the highest number of business owners at 347,000.
- 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 2003 (32%), closely followed by the construction sector (31%).



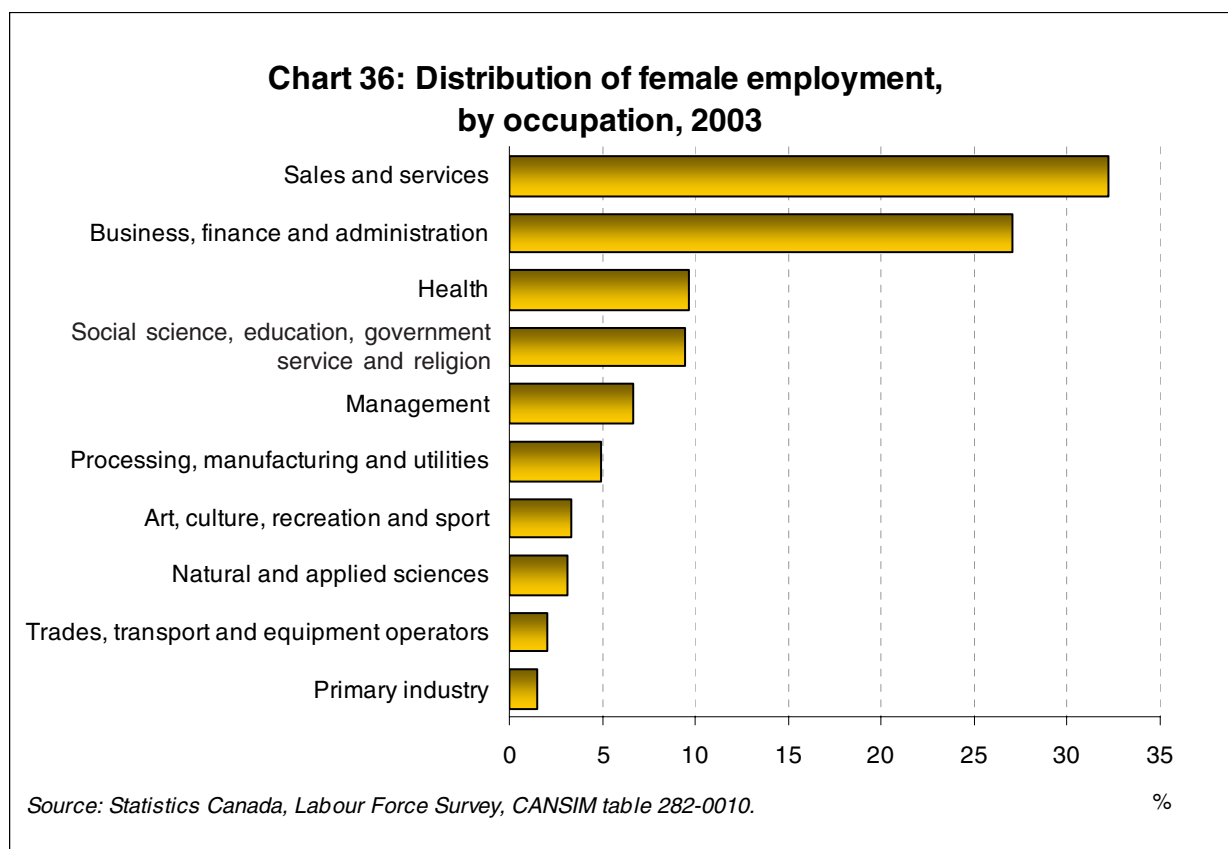
**One in four men works in trades, transport or equipment-operating occupations**

- About 2.1 million men were engaged in occupations involving trades, transport or equipment operation in 2003, 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 (170,000), or art, culture, recreation and sport (213,000).
- In recent years, the greatest employment growth for men has taken place in natural and applied sciences, with an average annual growth rate of 5.8% from 1996 to 2003. This is mostly attributable to new jobs that have emerged in computer-related occupations, such as systems analysts, programmers and electronic service technicians. Another fast growing occupation group for men was sales and services, increasing 3.0% a year on average from 1997 to 2003.



### One in three women works in sales and service occupations

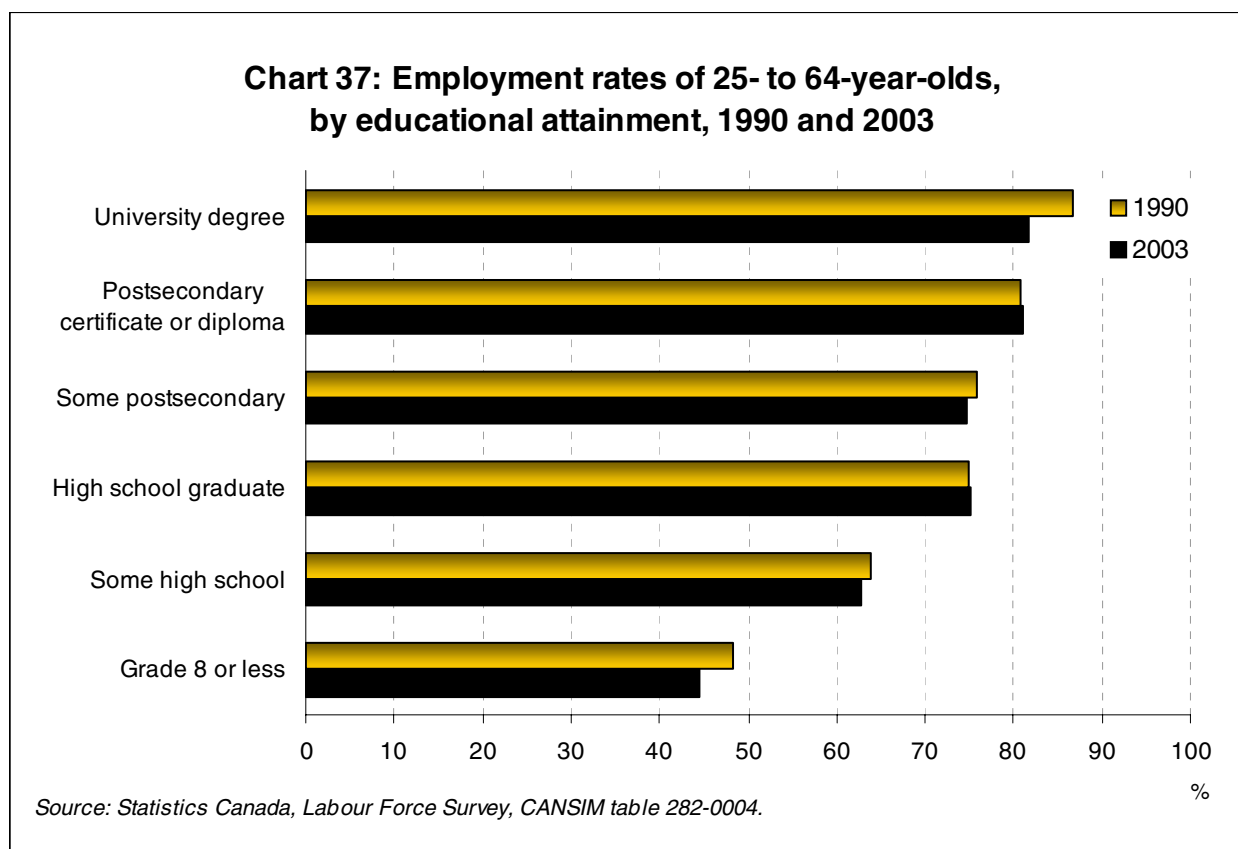
- Fifty-nine percent of women work in the top two occupation categories. Almost 2.4 million women were employed in sales and service occupations in 2003, accounting for 32% of all working women over the age of 15 years. About 3 in 10 of these women worked as retail sales people, sales clerks, cashiers or retail supervisors. An additional 2.0 million women (27%) had jobs in business, finance and administrative occupations. A smaller but significant number of women also worked in occupations related to health as well as social science, education, government service and religion (700,000 or 20% of women).
- However, relatively few women were found in primary industry occupations (only 110,000 in farming, forestry, mining or fishing), or in trades, transport and equipment operation (148,000) in 2003.
- From 1996 to 2003, employment among women rose significantly in sales and services, social science, education, government services and religion, natural and applied sciences, and in health occupations.



## Section F - Educational attainment and training

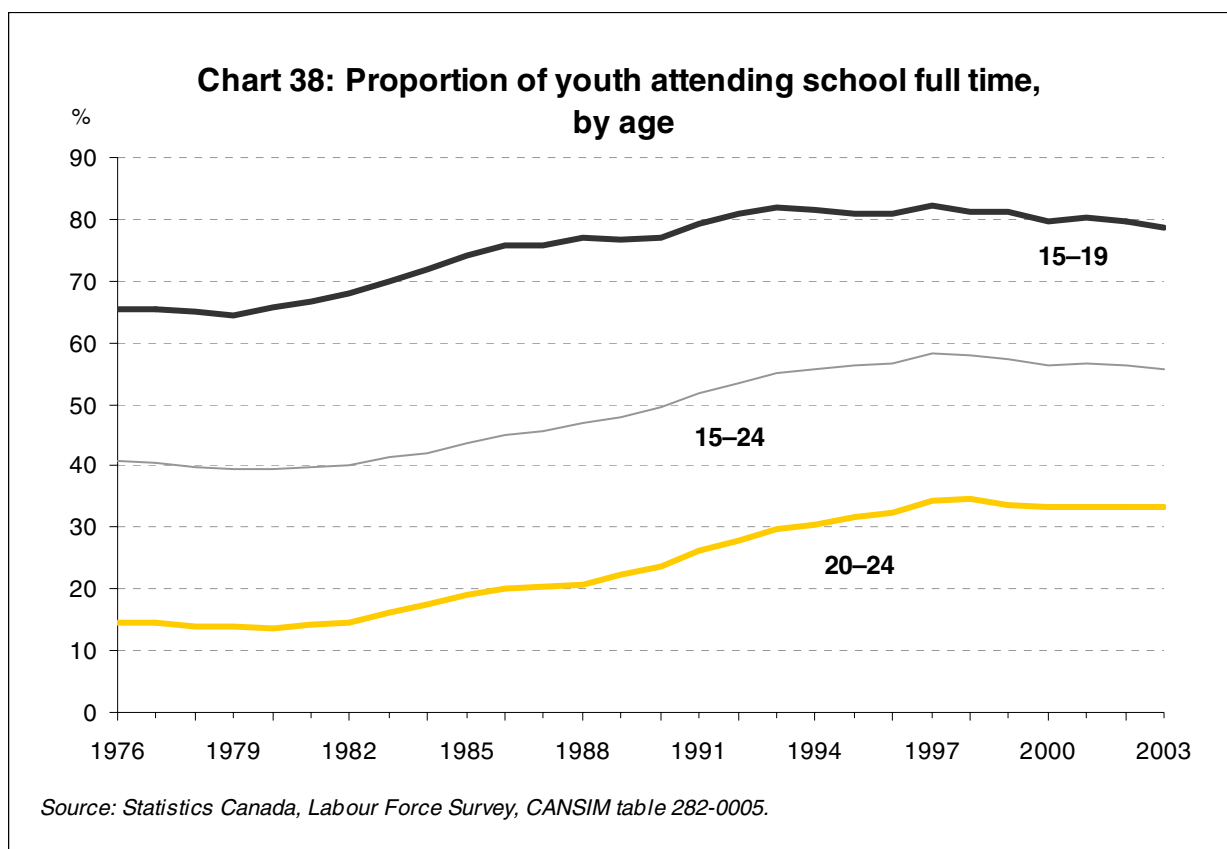
### The employment rate increases with higher education

- The greater one's education, the better the chances of finding work. For example, in 2003, among people aged 25 to 64 years, employment rates for high school graduates were 75.3%, compared with 81.6% for university graduates. And among university graduates, employment rates for people with advanced degrees, such as a master's or PhD, were slightly higher in 2003 than those for recipients 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 86.7% in 1990 to 81.6% in 2003 and is approaching the rate of those with postsecondary certificates or diplomas (81.1%). 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 2003, the unemployment rate was 10.9% among people aged 25 to 64 years reporting less than a high school diploma, compared with 5.4% for those with a university degree. The exception is those with only some postsecondary education, who had a slightly higher rate of unemployment than high school graduates (7.1% versus 6.3%).



### The proportion of young adults going to school full time is levelling off

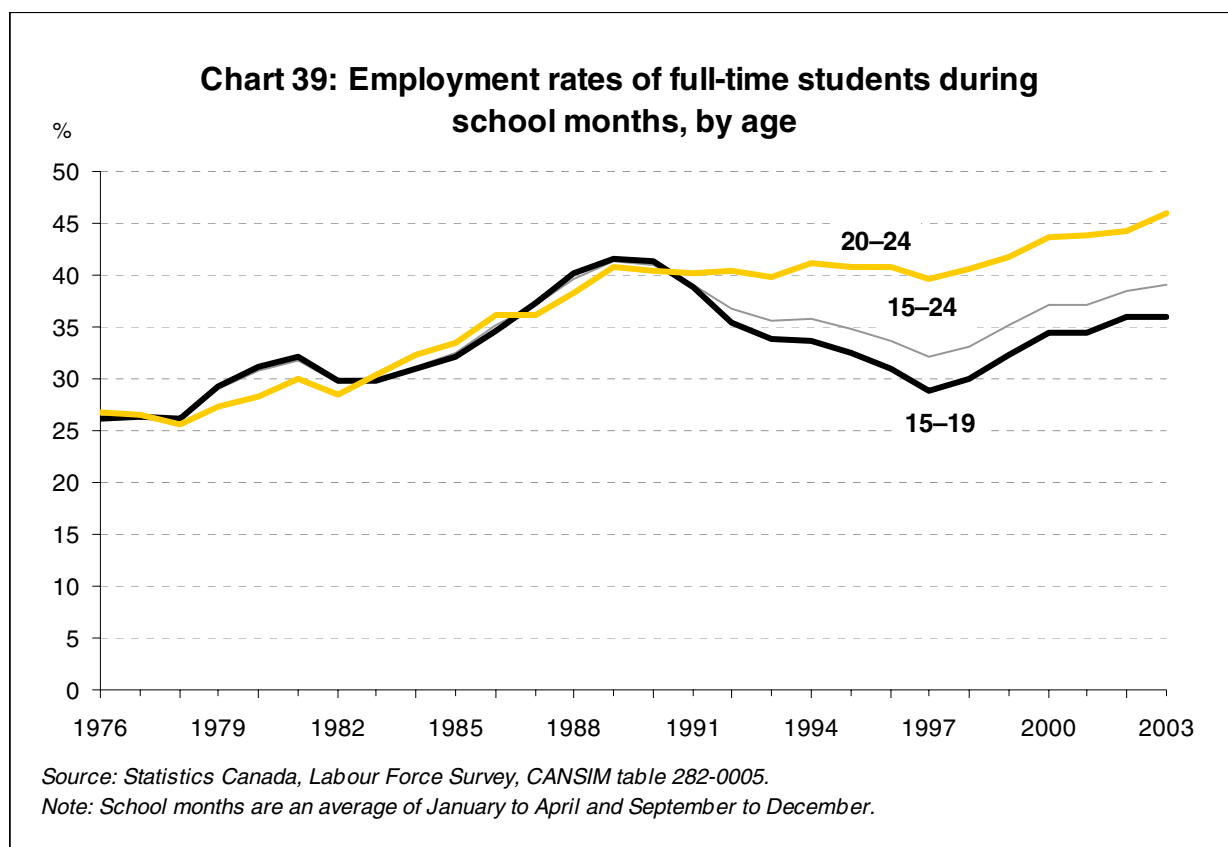
- After significant increases throughout the 1980s and most of the 1990s, the proportion of youth aged 15 to 24 years attending school full time reached a peak of 58% in 1997 and declined slightly in the following years to 56% in 2003. This is much higher than the full-time school attendance rate of 41% in 1976.
- Although school attendance for teenagers (aged 15 to 19) appears to have declined slightly in recent years, this may be partially due to the 'double cohort' in Ontario: the province eliminated grade 13 and twice as many students graduated from high school during the 2002/03 academic year, producing fiercer competition for placement in postsecondary institutions.
- After more than a decade of increasing enrolment among young adults aged 20 to 24, the proportion of young adults engaged in full-time schooling levelled off in the late 1990s and has been little changed for five years.





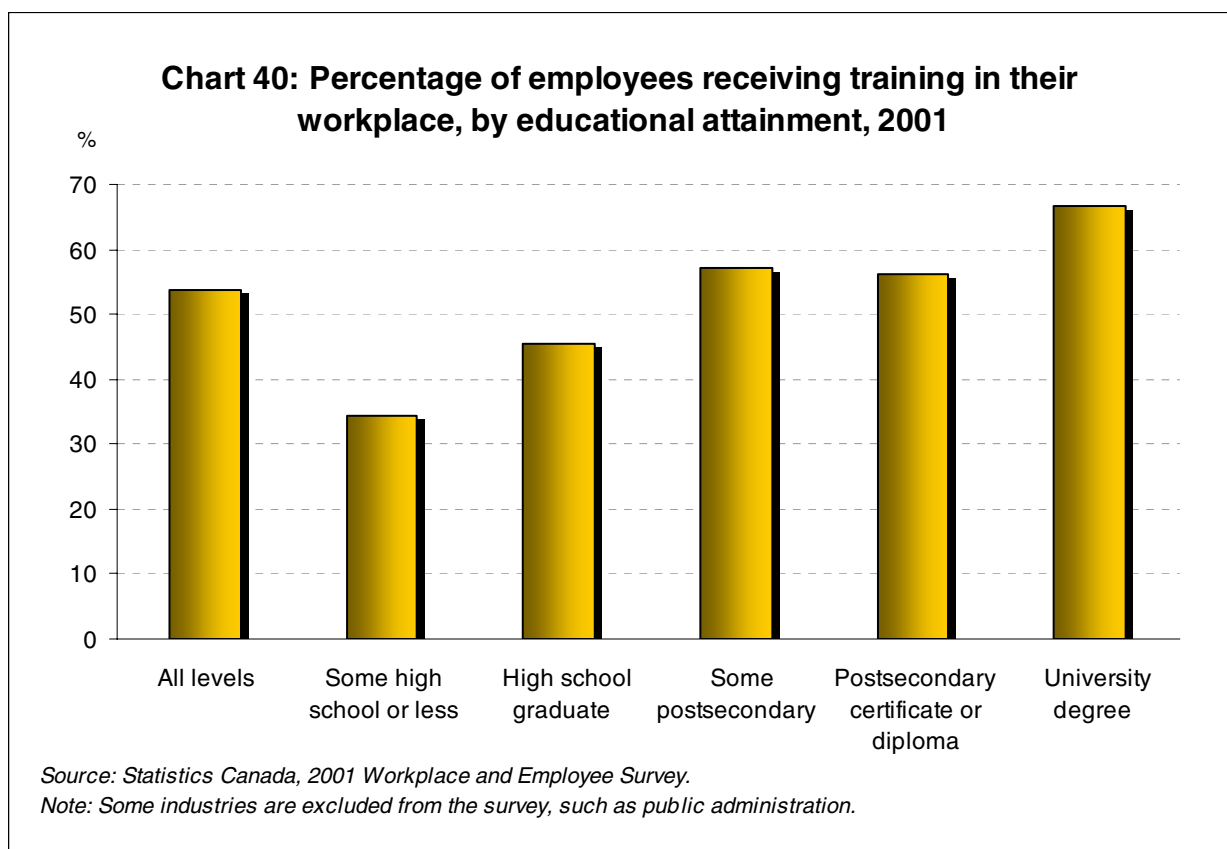
### More students combine school and work

- 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 2003, two in five full-time students aged 15 to 24 found themselves in this situation.
- Over the 1980s, the proportion of youth who juggled work and full-time school increased dramatically, reaching a peak of 41% in 1989. This proportion, however, fell considerably during the recession of the early 1990s. Despite the economic recovery that followed, the employment rate among full-time students continued to decline although to a lesser extent than during the recession. It was not until 1998 that the proportion of full-time students who had jobs increased, from a low of 32.1% in 1997 to 39.0% in 2003.
- 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 in the 1990s and remained in the early 2000s.
- In 2003, nearly 3 in 5 full-time students (57%) who were working were employed as retail salespeople, sales clerks or cashiers, food counter and kitchen helpers, and as clerical workers, service station attendants and servers in food and beverage.



### University graduates are the most likely to receive training

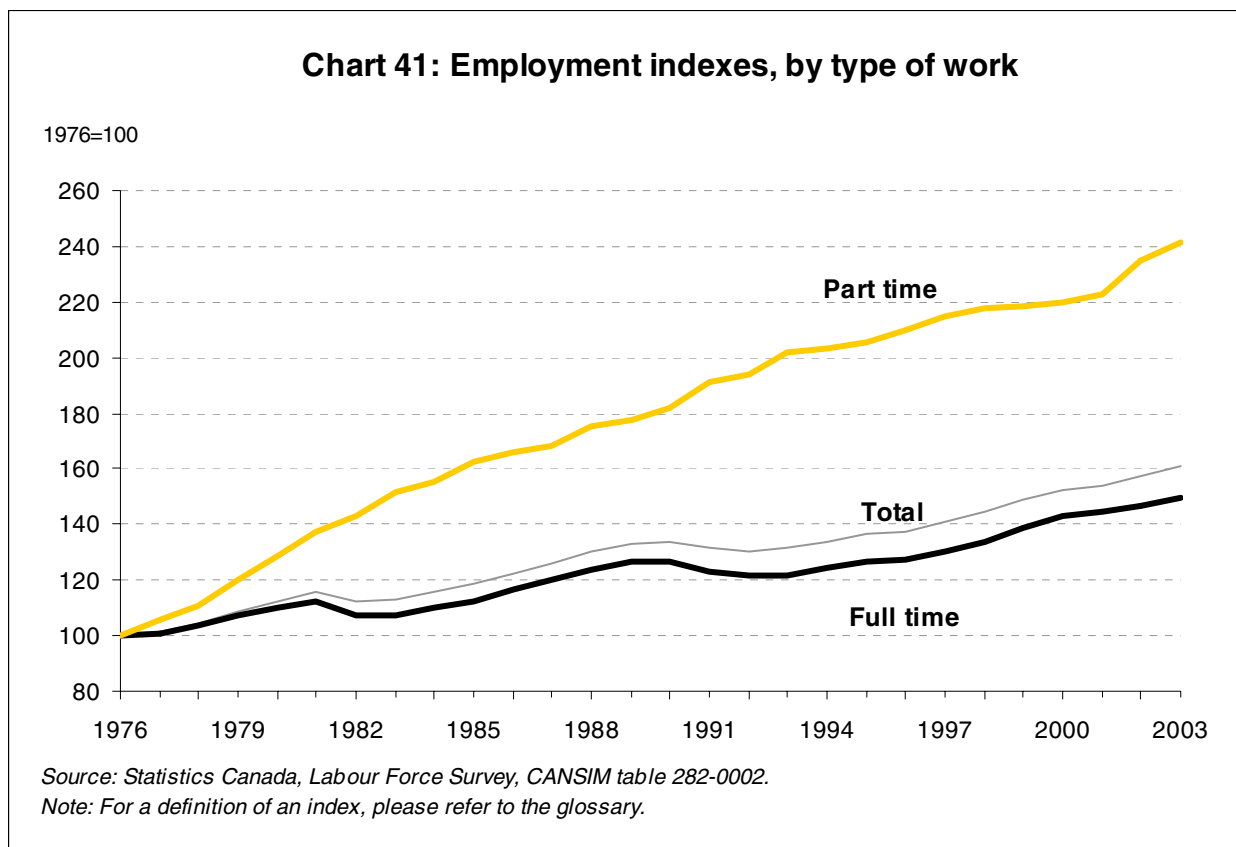
- More than half of all employees received some form of training in 2001. The more highly educated received more training, particularly classroom training—67% of university-educated employees received training in 2001, well above the overall average. Likewise, 64% of professionals and managers received 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.



## Section G - Full time, part time

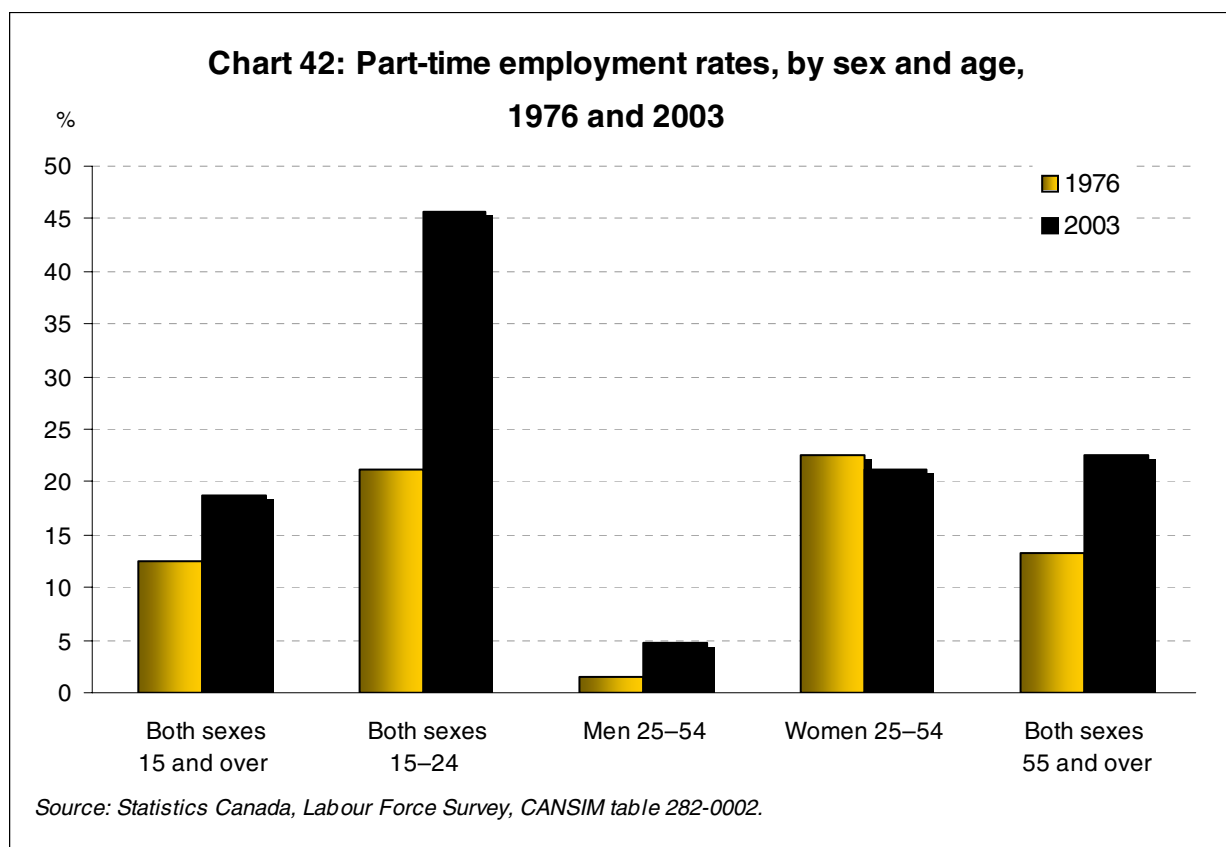
### Part-time employment jumped in 2002

- The number of people working part time—less than 30 hours a week—has increased sharply over the last three decades. Although part-time growth slowed from 1994 to 2001, in 2002 part-time employment returned to its long-term annual growth rate of 6%. Growth continued into 2003, but to a lesser extent, increasing 2.8% by year-end. Three million Canadian workers, or 1 in 5, worked part time at their main job in 2003, compared with only 1 in 10 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 at a stable 18% to 19% since 1991. Unlike the steady growth of part-time workers since 1976, full-time workers saw their numbers decline during the recessionary years of the early 1980s and early 1990s. During most of the boom period of the mid to late 1990s, full-time employment grew at a faster pace than part-time, averaging 3% annually. From 2002 to 2003, full-time employment grew by 2.0% to 12.8 million workers.
- 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 Sweden, Australia and the Netherlands, have seen their share of part-time employment rise from 1987 to 2002. Moreover, the Netherlands, Australia, Japan and the United Kingdom had higher part-time employment rates in 2002 than Canada.



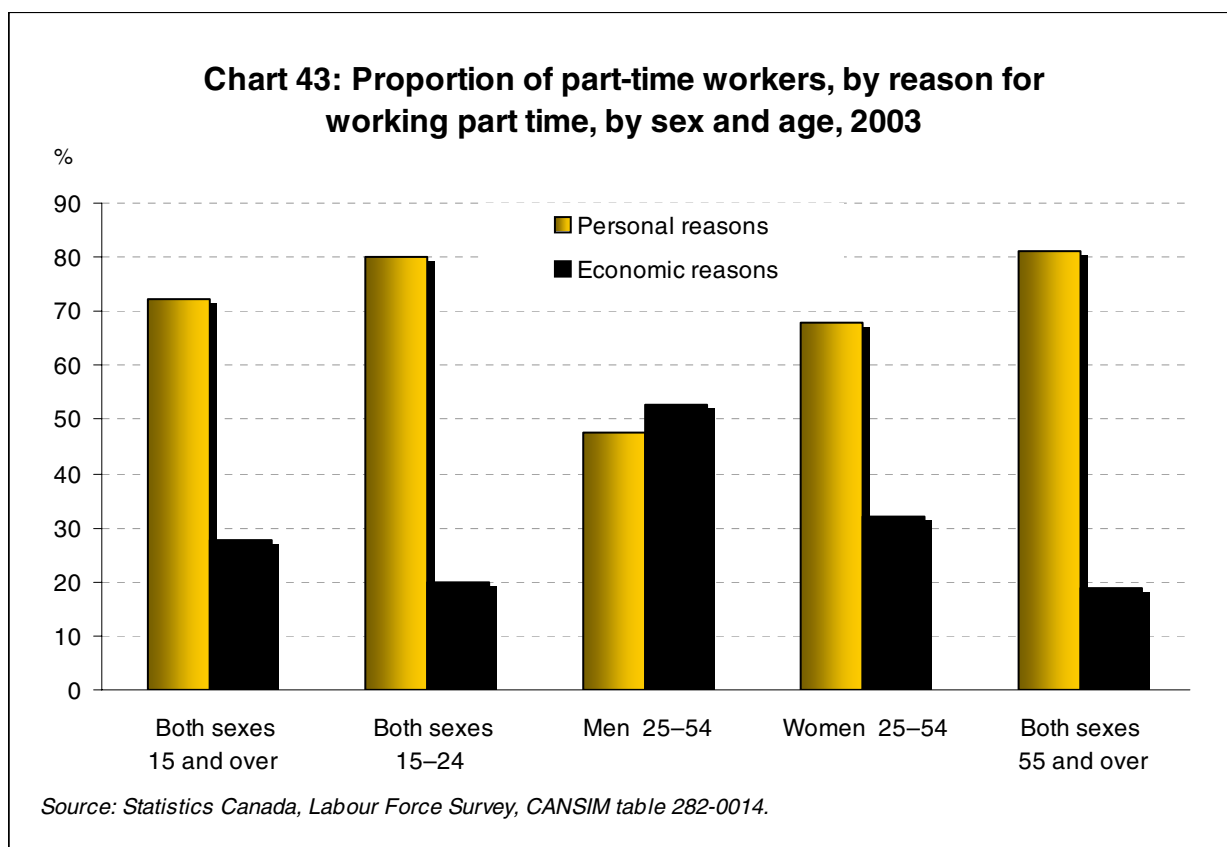
### Part-time rates highest among youth

- 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 notably among youth: more than two in five 15- to-24-year-olds worked part time in 2003, 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 older workers 55 and over. Just over one in five workers in these two groups worked part time in 2003, while only a small minority of adult men (5%) 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.



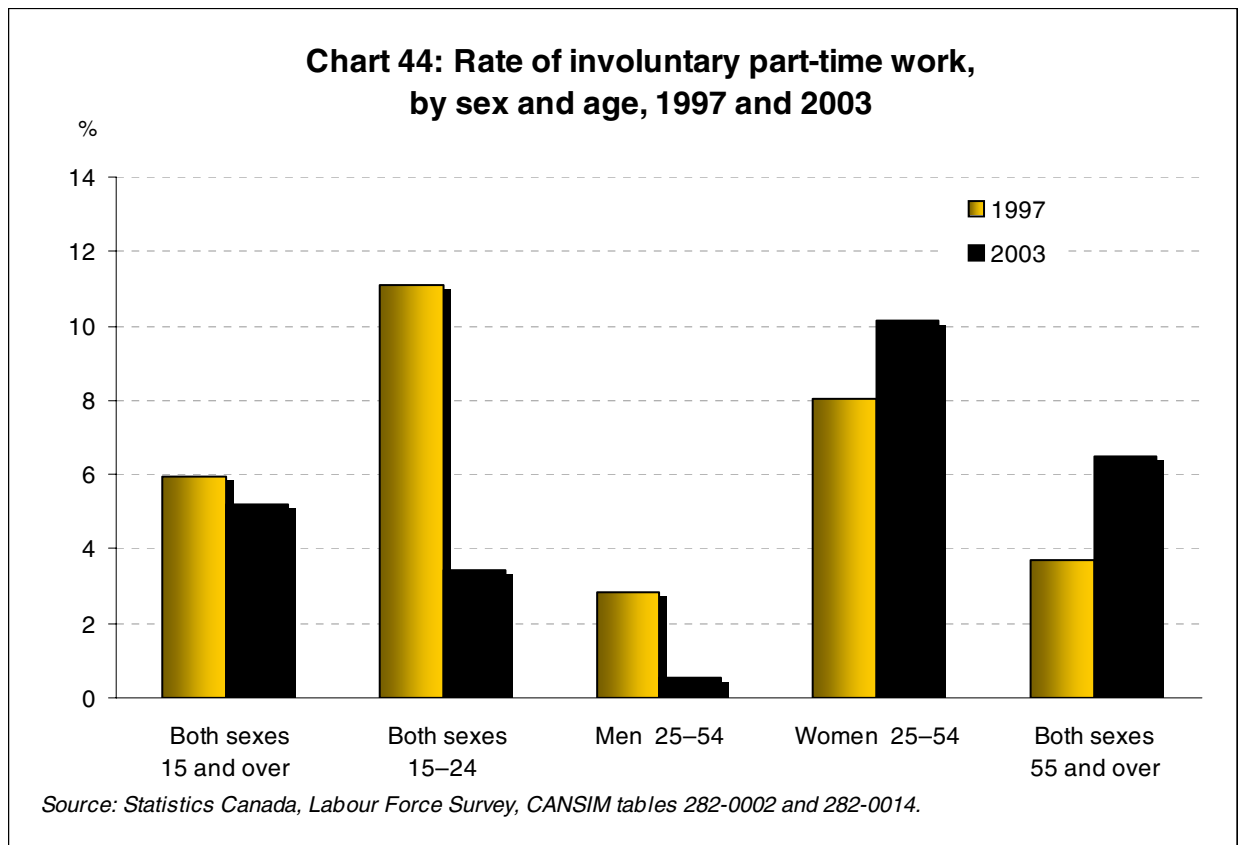
### Most part-time workers do not want to work full time

- About three-quarters of part-timers (2.1 million people) chose to work less than 30 hours a week in 2003. Young people, women aged 25 to 54 and older workers were most likely to prefer shorter hours. 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 290,000 men aged 25 to 54 years who worked part time in 2003, the majority (53%) said they could not find full-time work because of poor economic or business conditions. Of the 47% 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**

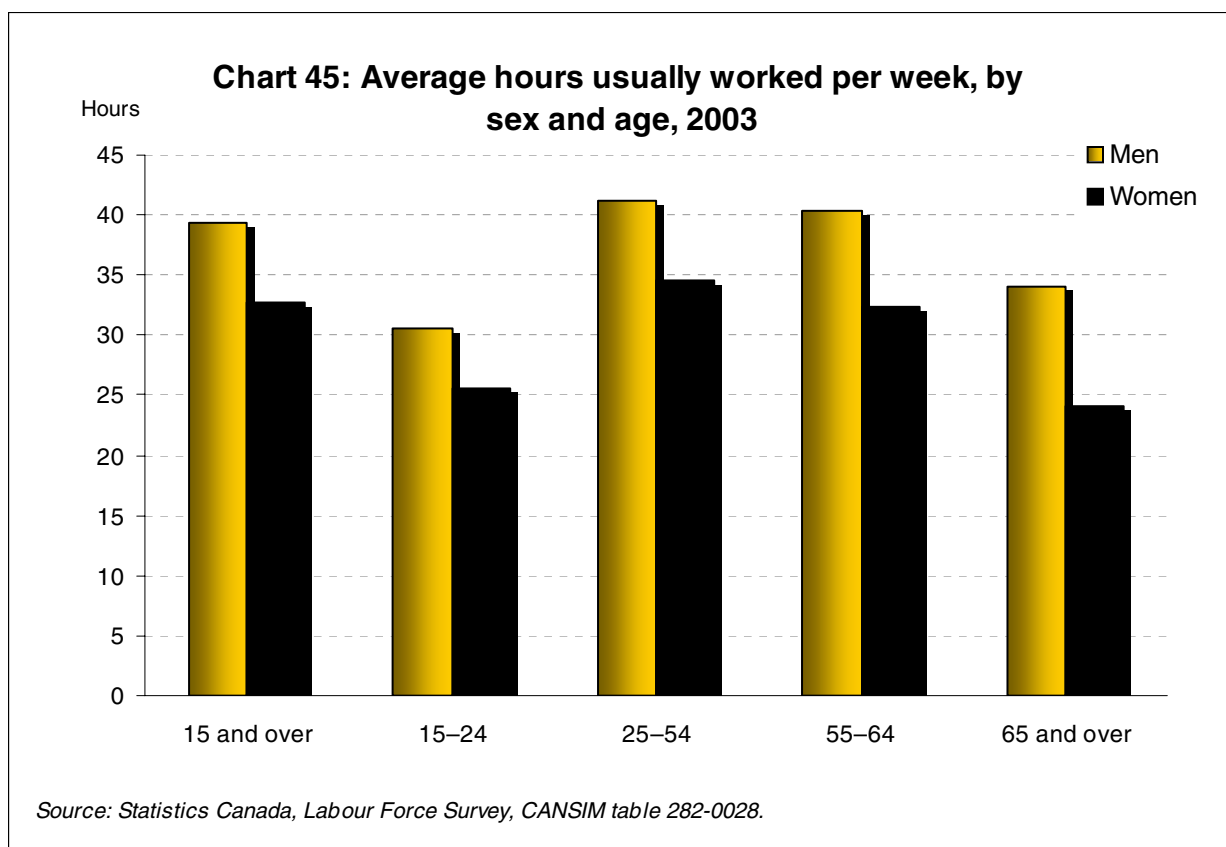
- In 2003, one in four part-timers (820,000 people, representing 5.2% of all those employed) stated a preference to be working full time. Only one-third of these involuntary part-timers actually looked for a full-time job.
- The vast majority of involuntary part-timers comprises youth and women aged 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 and in British Columbia, where unemployment rates are generally above average.



## Section H - Hours of work and work absences

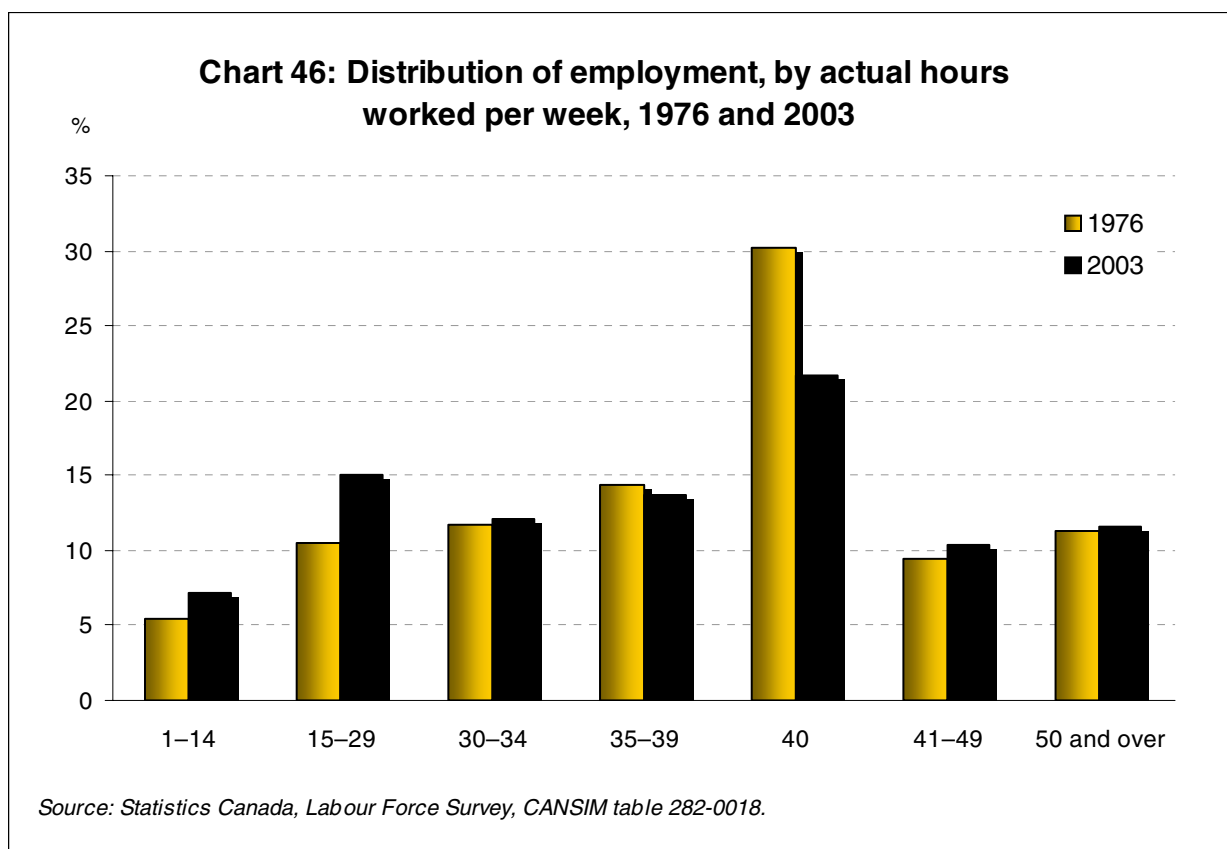
### Men usually work longer hours than women

- On average, women usually work fewer weekly hours than men at their main job (33 versus 39 hours in 2003). Although all age groups follow this trend, the gap between men's and women's hours increases with age.
- For example, in 2003, young men aged 15 to 24 years worked five hours longer at their main job each week, on average, than their female counterparts (31 versus 26 hours). There was a 10-hour gap in the usual weekly hours of men and women aged 65 and over (34 and 24, respectively, in 2003). Among adult workers (aged 25 to 54), the gap was slightly less than seven hours.
- Usual weekly hours for young men and women aged 15 to 24 years have been decreasing since 1976, when both sexes combined were working an average, usual workweek of 35 hours. By 2003, their hours were down to 28. 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**

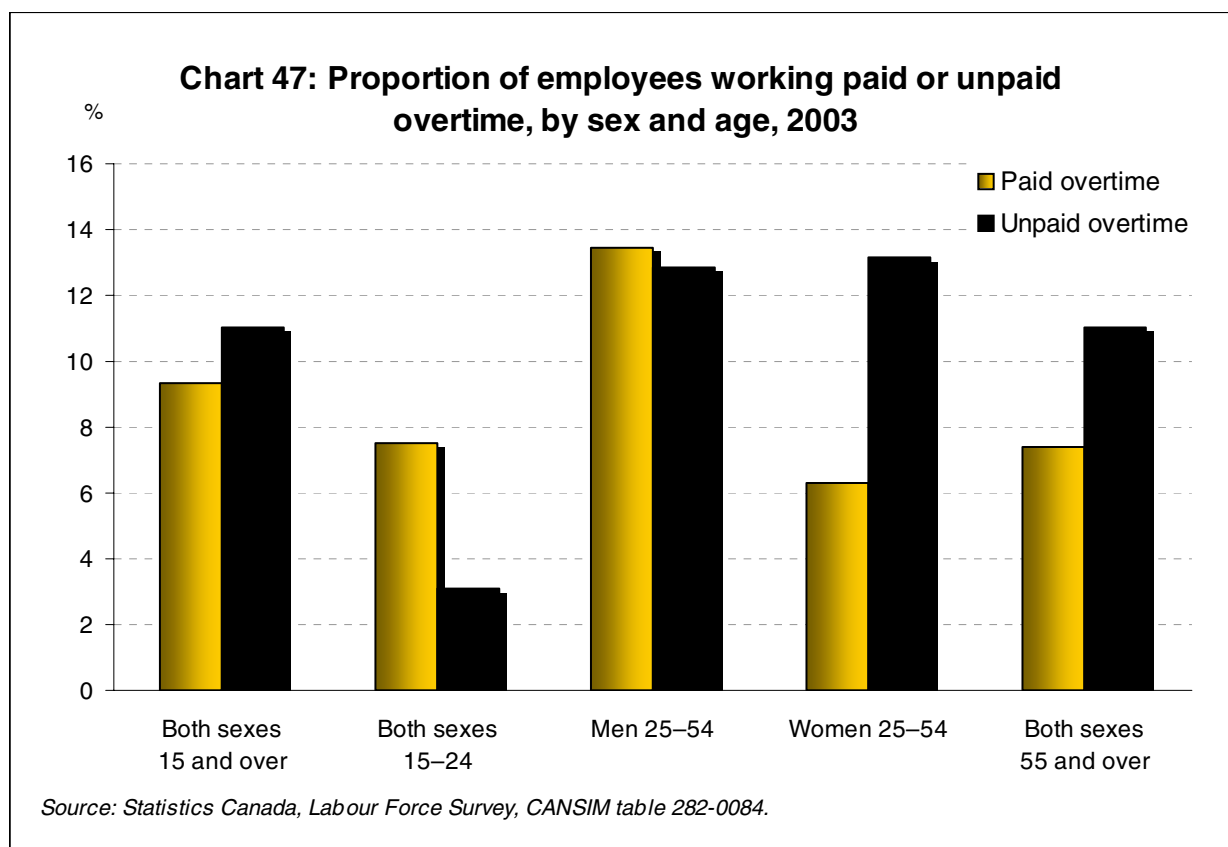
- The average number of actual hours that Canadians work has been trending down since 2000. In fact, in 2003, both men and women reported the lowest average hours actually worked at their main job on record (36.5 and 28.8 hours a week, respectively). The slight increase in the proportion of employed people working 15 to 29 hours a week since 2000, as well as higher incidences of workplace absences, has likely influenced this.
- Although the 40-hour work week remained the most common among employed Canadians, a significantly smaller proportion of men and women actually worked the 40-hour work week in 2003 than in 1976 (22% versus 30%). Higher percentages worked either longer or shorter hours.
- While men continue to work more hours on average than women, more women are working longer hours than in the past. The proportion of women actually working 41 hours a week or more increased from 9% in 1976 to 13% in 2003, whereas the proportion working 35 to 39 hours a week decreased 4 percentage points to 17% during this period.





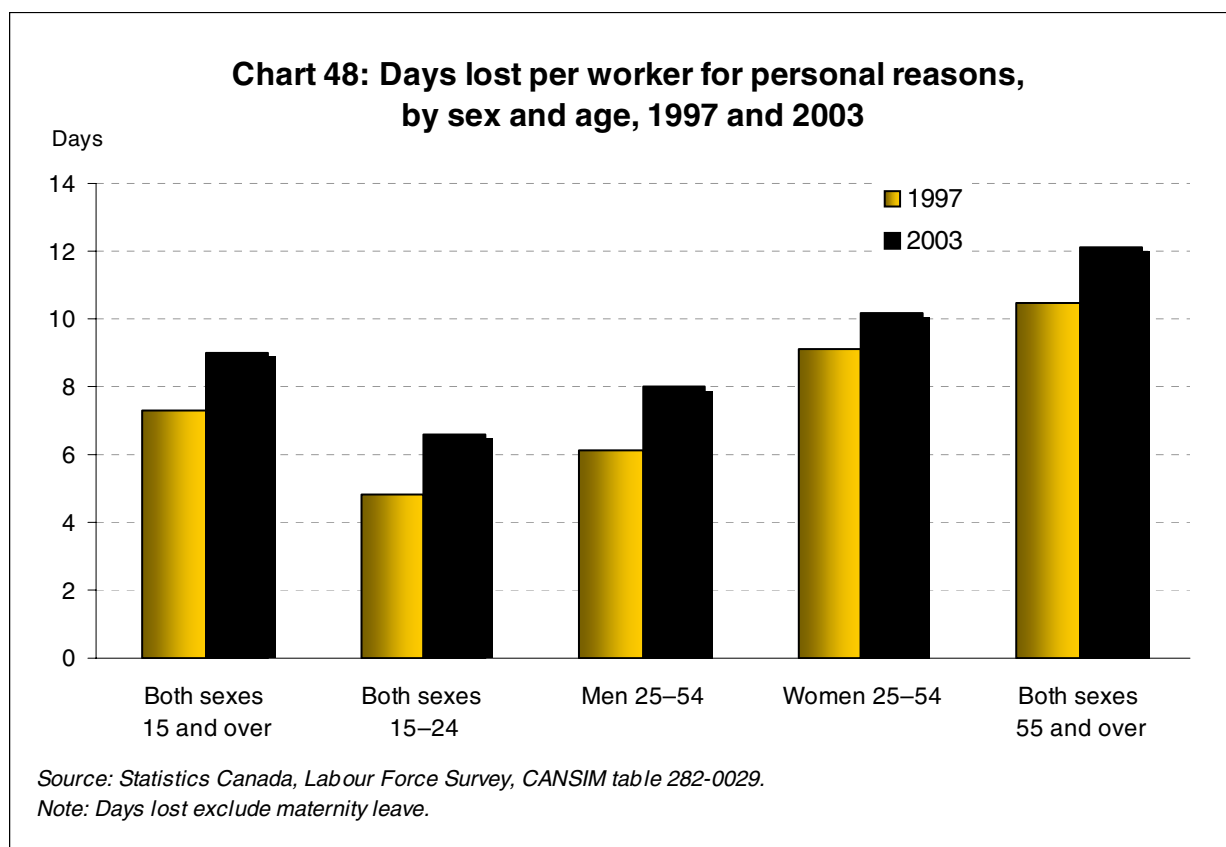
### More employees are working overtime

- One in five employees (21%) worked paid or unpaid overtime in a given week in 2003, accounting for 2.6 million employees who were at work. This is an increase since 1997, when 18% of all employees worked overtime. In 2003, 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. Slightly more employees worked unpaid (11%) than paid overtime (9%) in 2003.
- More adult men aged 25 to 54 years reported working paid overtime in 2003 (13%) than adult women (6%). A higher proportion of adult men work in natural resources, utilities, manufacturing and construction, sectors where paid overtime is more common.
- Among workers aged 25 to 54 years, 13% reported unpaid overtime, with no difference between the sexes. Those working in education were the most likely to report unpaid overtime (33%), followed by those in professional, scientific and technical services (19%).
- 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.



### Days lost from work are increasing

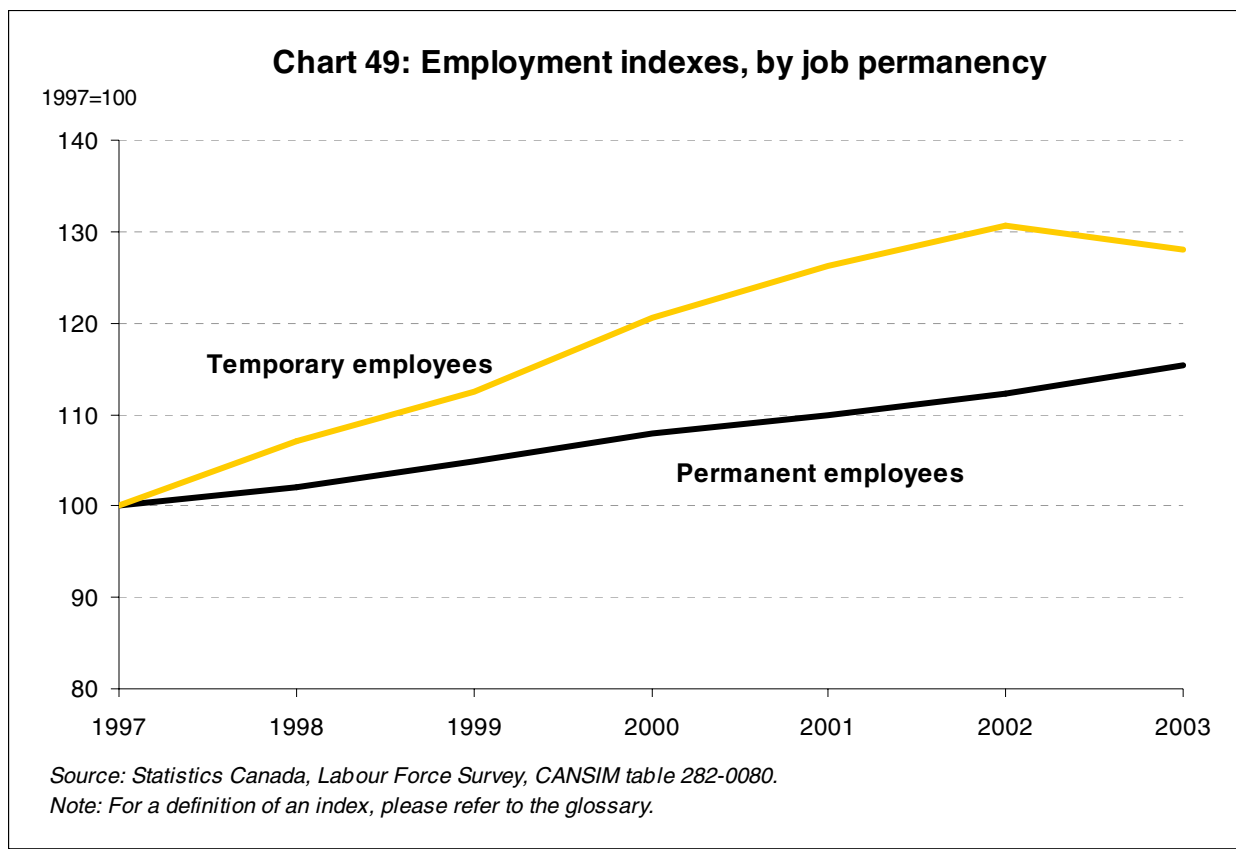
- Absences from work due to personal reasons (which include own illness or disability and other personal or family demands) have been increasing in recent years. In 2003, full-time employees holding one job only missed 9.0 days of work versus 7.3 in 1997. Several factors account for the rising trend: notably, the aging of the work force; the growing share of women in the work force, especially mothers with young children; high stress among workers; and the increasing prevalence of sick and family-related leave at the workplace.
- Women were absent from work more days than men (10.2 versus 8.1 days in 2003). The presence of preschool-aged children exerts a strong influence on work absences for personal or family responsibilities, especially for women. In such families, women employed full time lost an average of 4.5 days in 2003, compared with 4.0 days for men. Workdays missed because of illness or disability increase with age, from an average of 5.2 days for those aged 15 to 24 to 10.5 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 2003, full-time employees in the public sector lost more days for personal reasons (11.4 days) than those in the private sector (8.5 days). Those who belong to unions or are covered by collective agreements also missed more workdays than their non-unionized counterparts (12.8 versus 7.2 days).



## Section I - Temporary employment

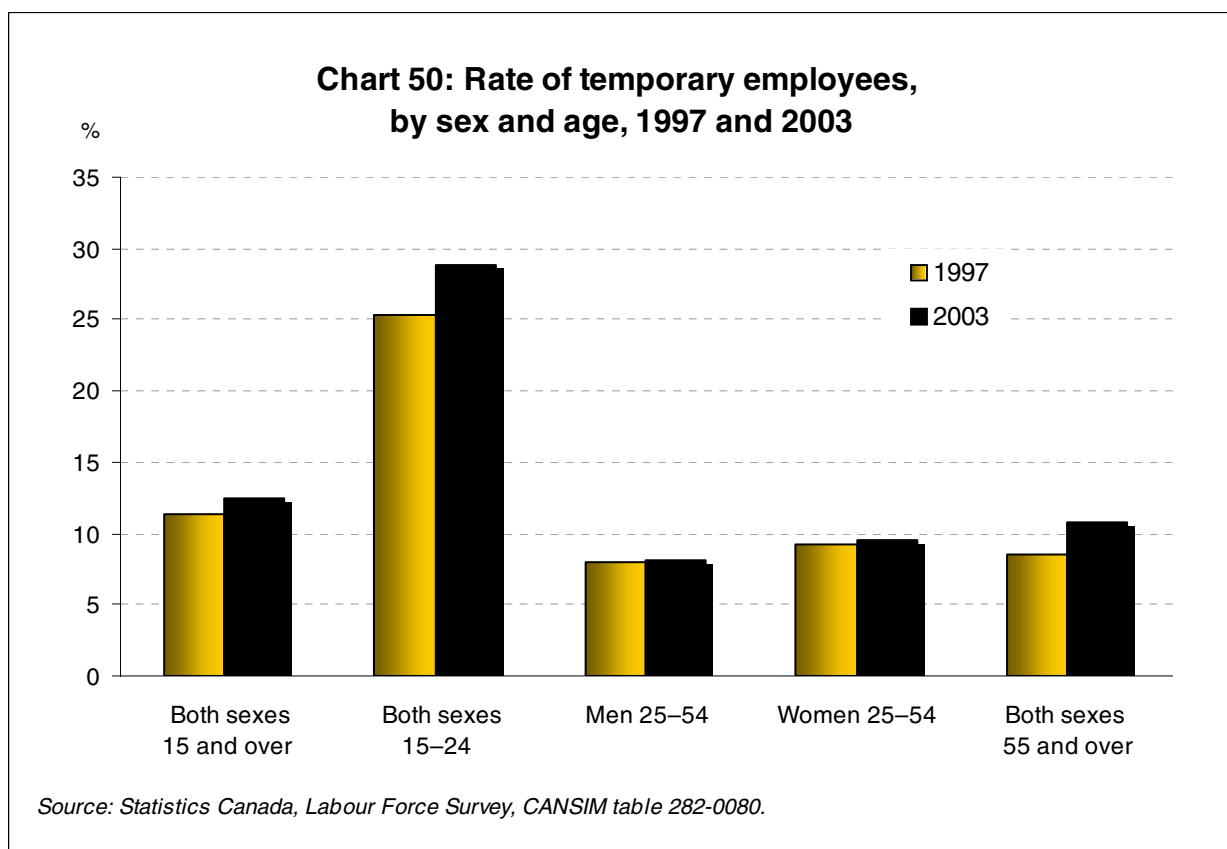
### Until 2002, temporary jobs grew at a faster pace than permanent ones

- Job permanency—whether or not a job has a predetermined end date—can be used alongside other indicators as a measure of job quality. A permanent job is generally considered a 'good' job since it tends to be more stable and has higher wages than a temporary job. For example, in 2003, the average hourly wage of permanent employees was \$18.65, compared with \$13.94 for temporary employees.
- In 2003, the vast majority of Canadian employees (88%) 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 1.7 million in 2003 and represented 12% of all employees.
- Temporary jobs increased at a faster pace than permanent ones from 1997 to 2002 (+31% versus +12%), but in terms of sheer numbers, there were far more permanent jobs added (+1.2 million) than temporary jobs (+396,000). From 2002 to 2003, the number of employees in temporary jobs decreased by 1.9% (–32,000) while those in permanent jobs increased 2.6% (+300,000). Most of the decrease among temporary employees was in casual work.



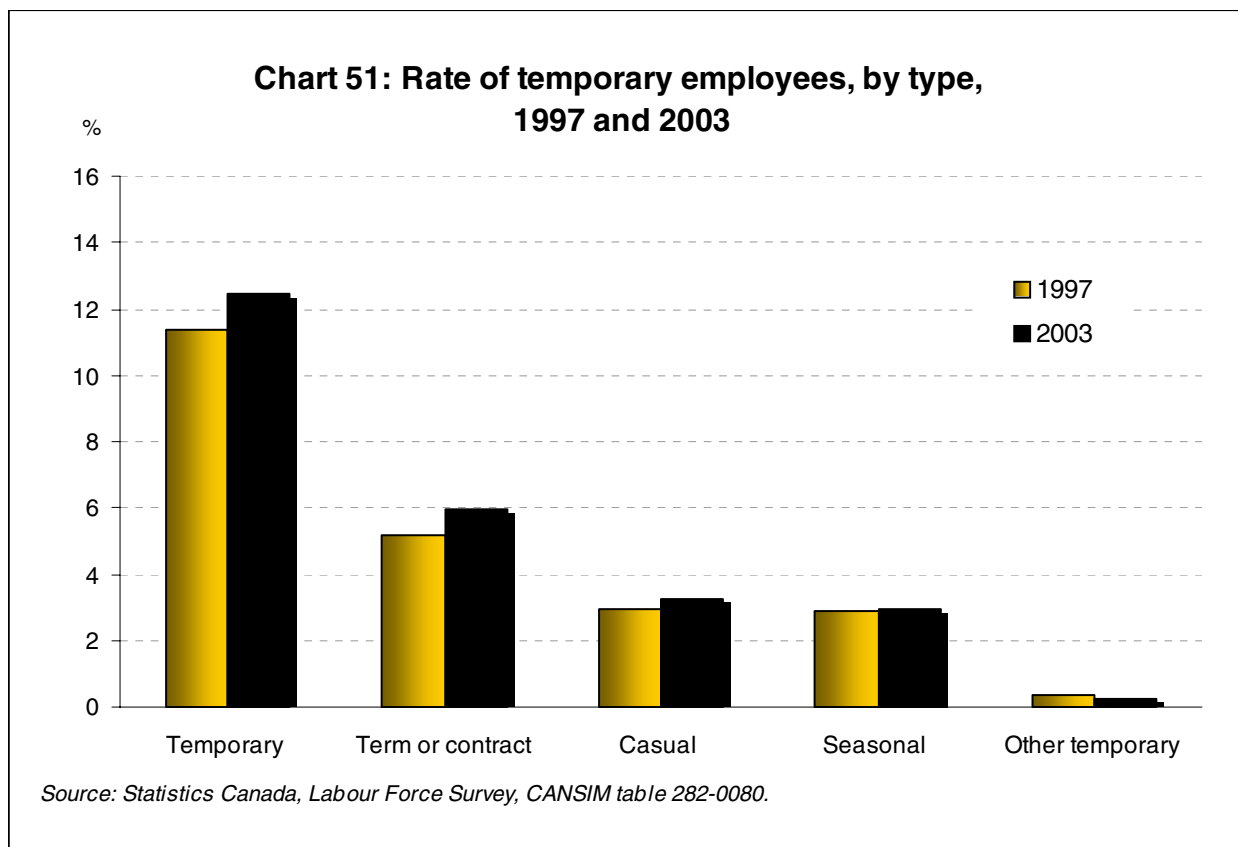
### Three in 10 temporary employees are young people

- Temporary employment continues to be predominant among youth aged 15 to 24 years. In 2003, 29% of youth employees had a temporary job, compared with 9% of adult employees aged 25 to 54. The share of temporary employment among young people peaked at 31% in 2001 and then declined in the following two years, but remained higher in 2003 than in 1997.
- Over 1 in 10 employees aged 55 years and over (11%) had a temporary job in 2003, and this rate had remained stable since 2000, but is slightly up from 1997. However, because of the growing senior population, the number of older workers with a temporary job almost doubled within the past six years to 150,000.
- Only a slightly higher proportion of women had a temporary job than men (13% versus 12%) in 2003, a pattern consistent throughout the 1997 to 2003 period.



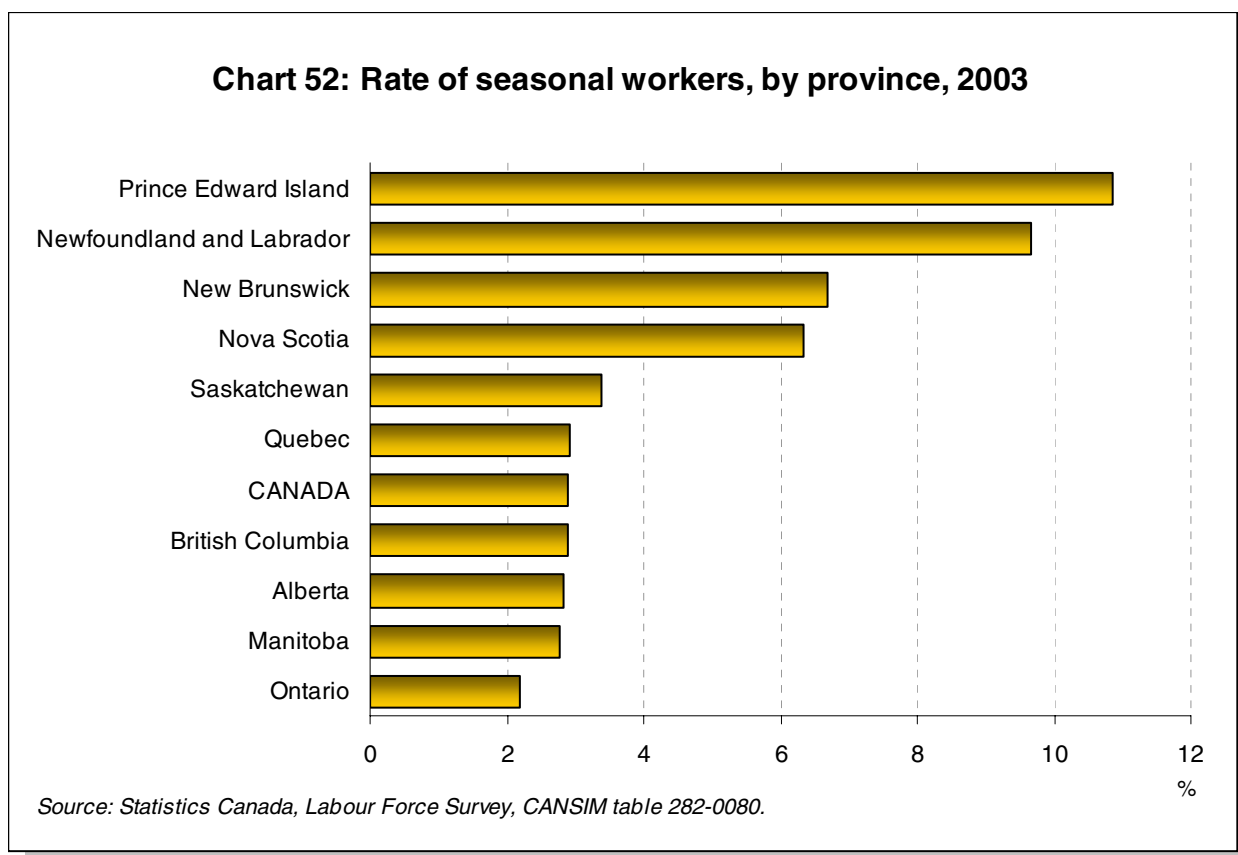
### The majority of temporary employees are in term or contract jobs

- Term or contract employees, including employees who work through a temporary help agency, constituted the lion's share of temporary employment in 2003, and represented 6% of all employees (797,000). They were followed by casual workers (437,000) and seasonal employees (392,000), each accounting for 3% of all employees. The 'other temporary' employment category picked up the remaining 35,000 (0.3% of all employees).
- While overall temporary employment grew 28% from 1997 to 2003, the greatest growth was in term or contract employment (up 35% or 205,000). The latter growth was noted among all age groups, but youth and older workers had the highest percentage increases.
- More men than women were represented in seasonal employment in 2003, while more women than men 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**

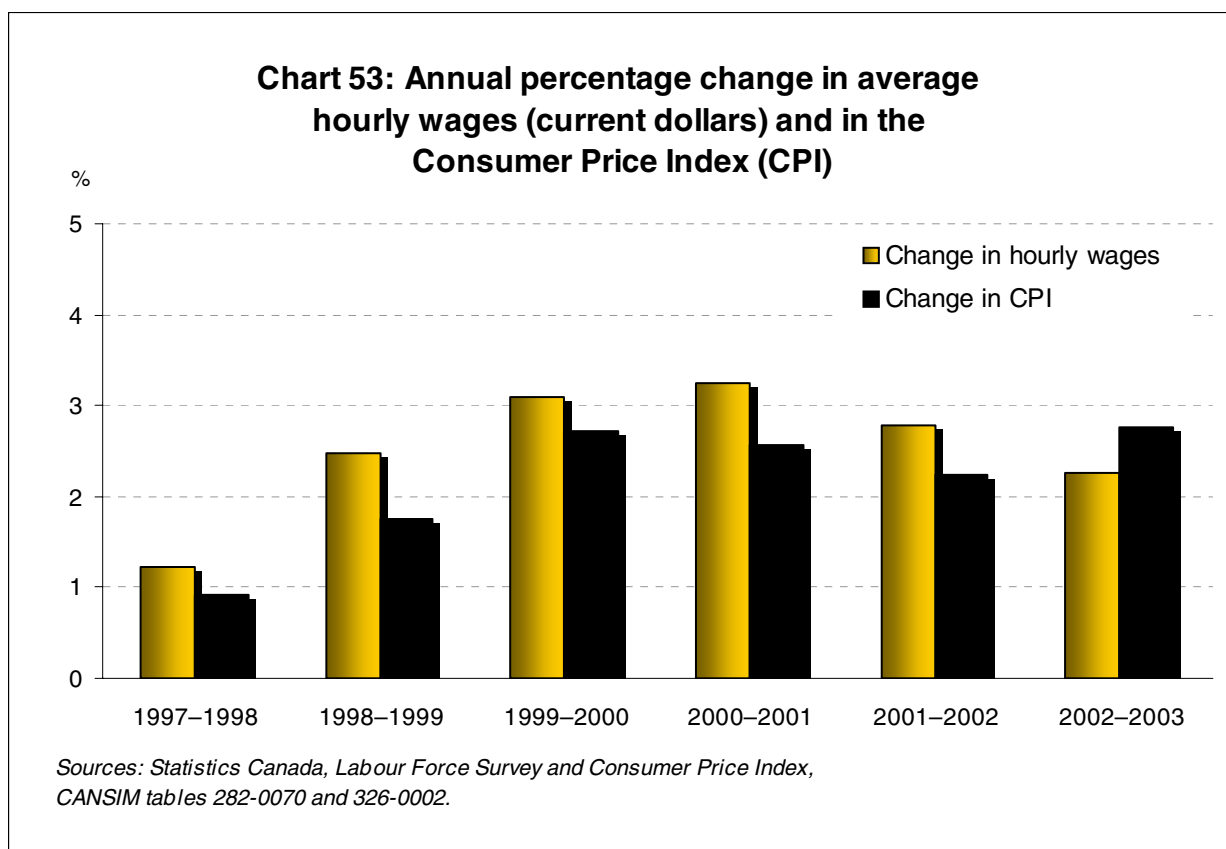
- About 1 in 10 employees in Prince Edward Island and in Newfoundland and Labrador is a seasonal worker, the highest rate of all provinces. New Brunswick and Nova Scotia follow at 7% and 6%, respectively.
- Newfoundland and Labrador, Nova Scotia and British Columbia saw an increase in their rate of seasonal employment from 1997 to 2003, while New Brunswick, Prince Edward Island and Manitoba saw a decline. Newfoundland and Labrador had growth in seasonal employment in transportation and warehousing, manufacturing, and information, culture and recreation; Nova Scotia and British Columbia saw growth in accommodation and food services, information, culture and recreation, construction, and educational services.
- Men made up around two-thirds of seasonal workers in most provinces in 2003, except in Prince Edward Island where 41% of seasonal workers were women.



## Section J - Wages and income

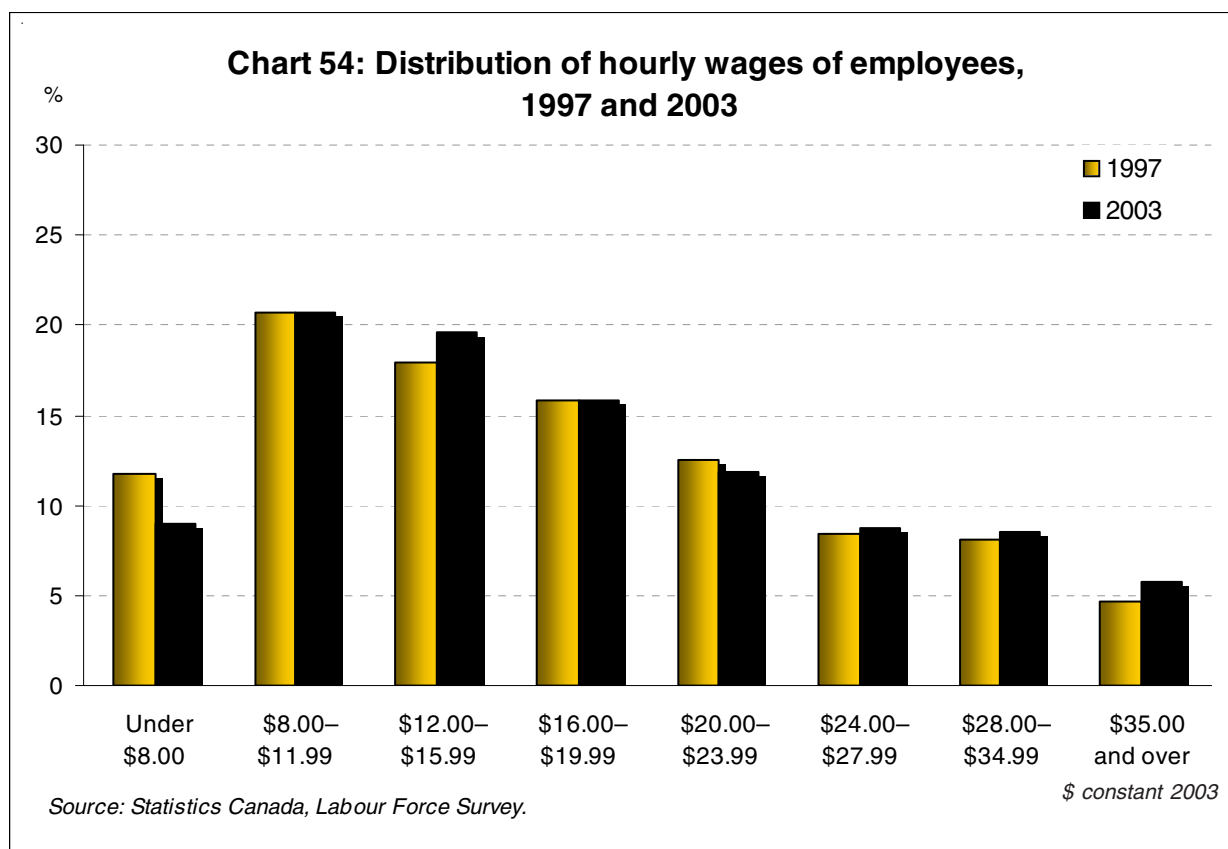
### Wages adjusted for inflation fell for the first time in six years

- In 2003, Canadian employees earned, on average, \$18.06 per hour before taxes and other deductions, an amount 2.3% higher than the year before. During this time, the Consumer Price Index (CPI) increased 2.8%. Since the growth in the CPI exceeded the growth in hourly wages (current dollars), real hourly wages (adjusted for CPI growth) fell 0.5%, on average—the first decline since 1997, when wage data were first collected by the Labour Force Survey.
- Men's hourly wages have traditionally been higher than women's. In 2003, female employees earned an average of 82 cents for every dollar earned by men—\$16.27 versus \$19.78 per hour. This wage gap was down marginally from 2001, when women made 81 cents for every dollar earned by men. Wages have grown faster for women than for men since 2001, slightly 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. Average hourly wages in 2003 were highest in British Columbia (\$19.03) and Ontario (\$18.93) and lowest in the Atlantic provinces (\$15.43 or less).



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

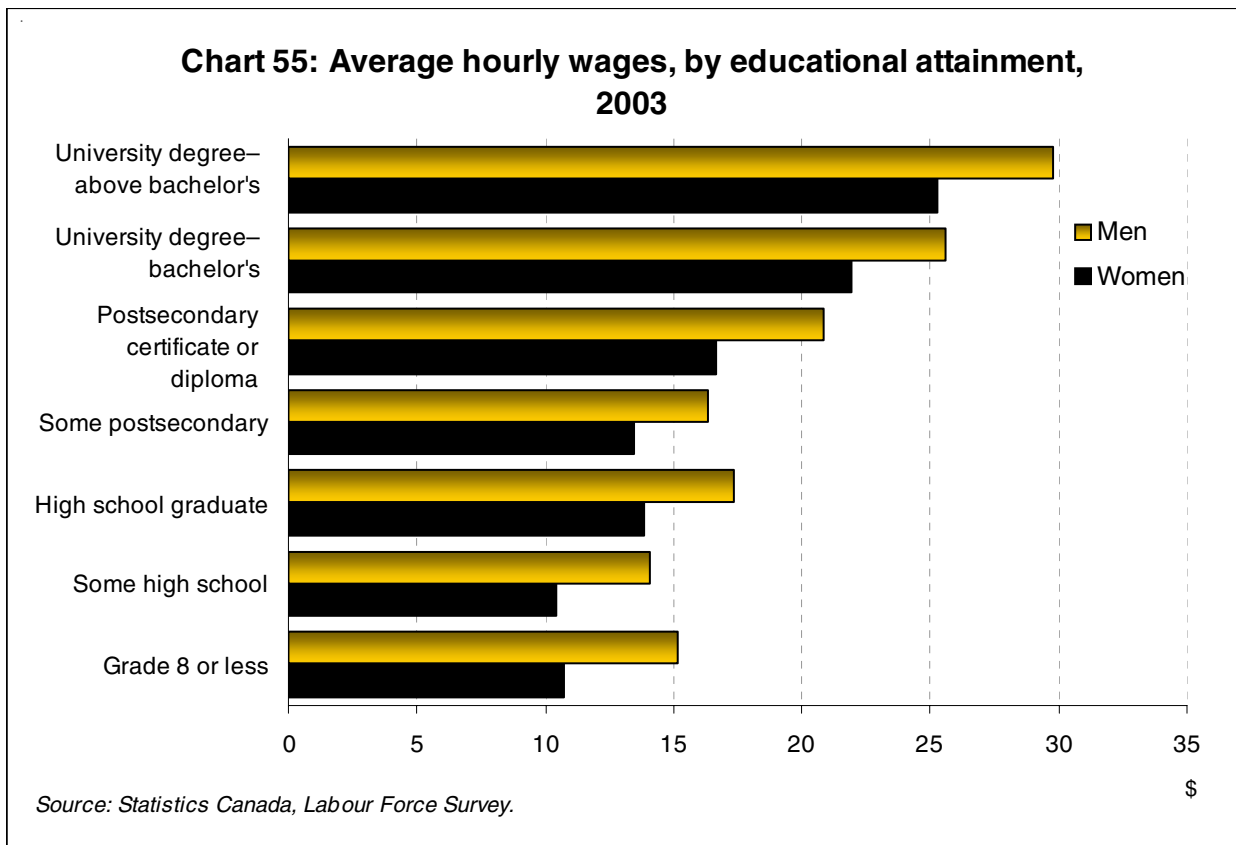
- Although the distribution of hourly wages remains skewed towards the low end of the wage scale, from 1997 to 2003 there was some improvement since relatively fewer employees were at the bottom of the distribution and there were more at the top end. For example, in 1997, 33% of employees earned less than \$12 per hour. Six years later that proportion had dropped to 30%. In contrast, the proportion earning \$24 or more hourly rose over this period, from 21% to 23%.
- Most of the shift at the low end occurred among people making less than \$8 an hour—from 12% of all employees in 1997 to 9% in 2003. This decrease is likely due to general wage increases over time and to increases in minimum wage rates in all provinces. The proportion of employees earning less than \$8 an hour varied greatly by province, as 15% to 23% of employees earned this amount in each of the Atlantic provinces, and in Saskatchewan (among the provinces with the lowest minimum wage rates). In British Columbia, the province with the highest minimum wage (\$8), only 2% of employees earned less than \$8.
- A greater proportion of men than women earned high hourly wages. In 2003, 29% of men earned \$24 or more an hour, compared with 17% of women. At the other end of the spectrum, 58% of women earned less than \$16 an hour, compared with 41% of men.





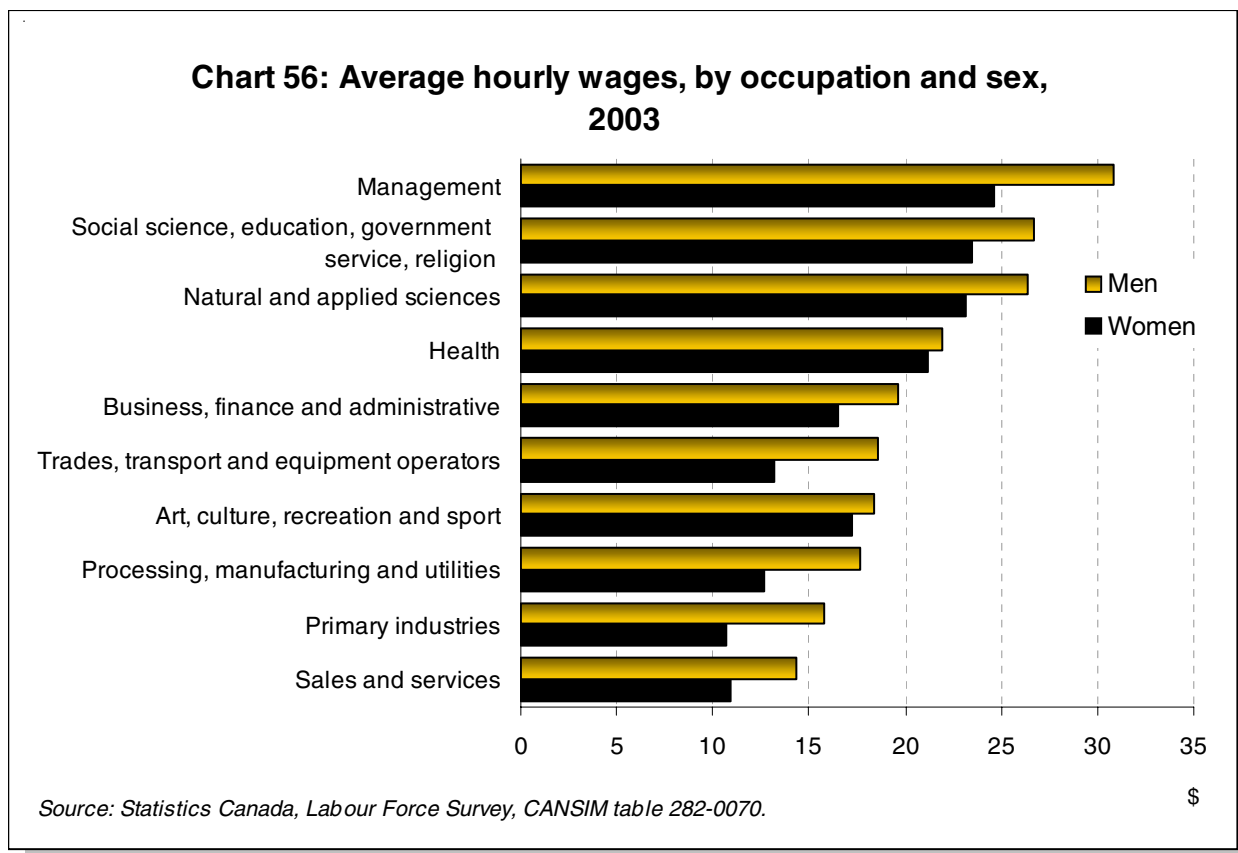
**Women continue to earn less than men at all educational levels**

- Higher levels of education are generally associated with higher wages. The supply of workers with very high levels of education is relatively limited, driving up their earnings. Sometimes education is also used as a screening device that indicates a capacity to learn new abilities or to apply critical thinking in new ways. In 2003, master’s and doctoral graduates earned \$27.74 per hour, on average, an amount 78% higher than that earned by employees with a high school diploma only (\$15.60).
- Women’s hourly wages continue to fall below men’s at all levels of education. For example, women with a bachelor’s degree earned 86 cents for every dollar earned by men in 2003, while women with an educational level of grade 8 or less earned 71 cents for every dollar earned by men.



**The male-female wage differential differs by occupation**

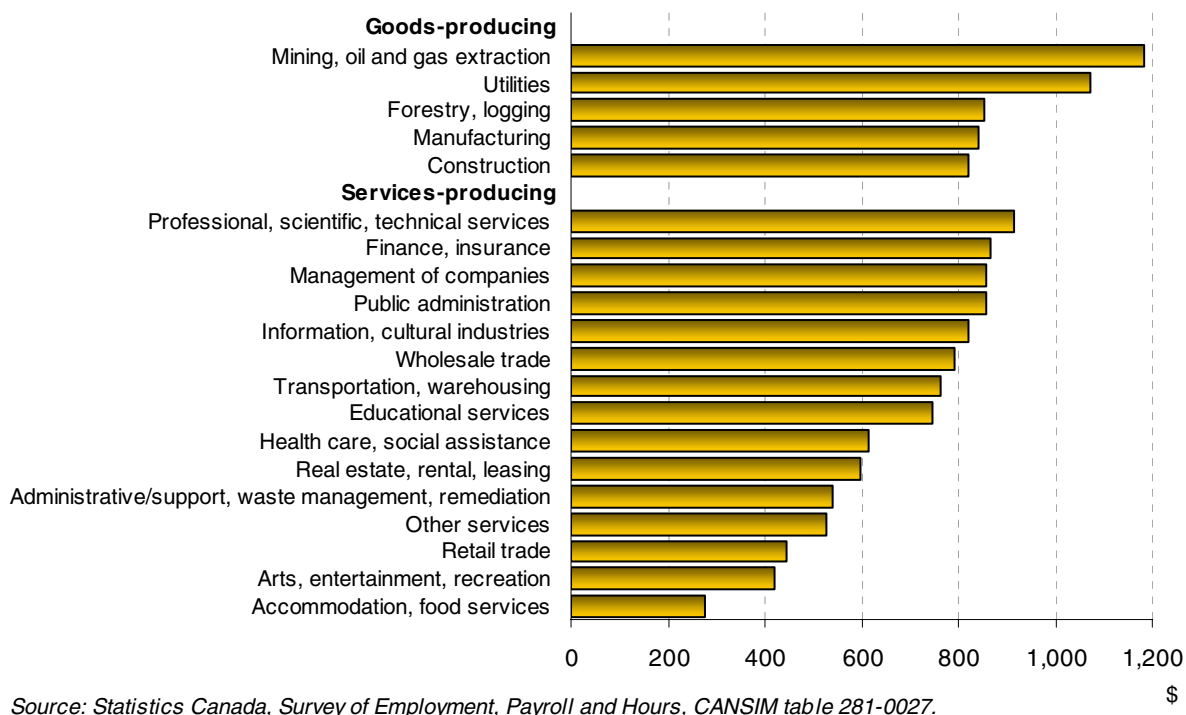
- More than one in four Canadian employees (27%) work in sales and service occupations—the highest concentration of employees in the occupational groupings examined here. The wages in these jobs are the lowest, averaging only \$12.34 per hour in 2003. The highest wages (\$28.44) that year were earned by employees in management occupations, who represented 7% of all employees.
- In all occupational categories, women’s average hourly wages has always been lower than men’s. The greatest male–female wage gap was found in ‘blue collar’ occupations such as trades, transport and equipment operators; processing, manufacturing and utilities; and occupations in the primary industries, where women earned 68 to 72 cents for every dollar earned by men. In comparison, women earned a more comparable amount—88 to 97 cents for every dollar earned by men—in occupations in the following areas: natural and applied sciences; social science, education, government service and religion; art, culture, recreation and sport; and health.



### Weekly earnings in goods-producing industries are 35% higher than in services

- 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 2003, for example, annual average weekly earnings stood at \$864 for employees in the goods industries as a whole, compared with only \$638 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.
- Two goods-producing industries had average earnings in excess of \$1,000 per week in 2003, indicating an annual wage or salary above \$52,000 (including overtime): workers in mining and oil and gas extraction earned almost \$1,200 weekly, while those with jobs in utilities (electric power generation, natural gas distribution, and water supply and sewage treatment) made just under \$1,100 weekly. Within the manufacturing sector, workers in transportation equipment and primary metal manufacturing earned just over \$1,000 weekly.
- In services, the highest-paying jobs in 2003 tended to be found in the following sectors: finance and insurance; professional, scientific and technical services; and public administration. Within these sectors, average weekly earnings were \$1,200 in securities and commodity contracts intermediation and brokerage; \$1,150 in computer systems design and related services; and \$1,040 for people working for the federal government administration.

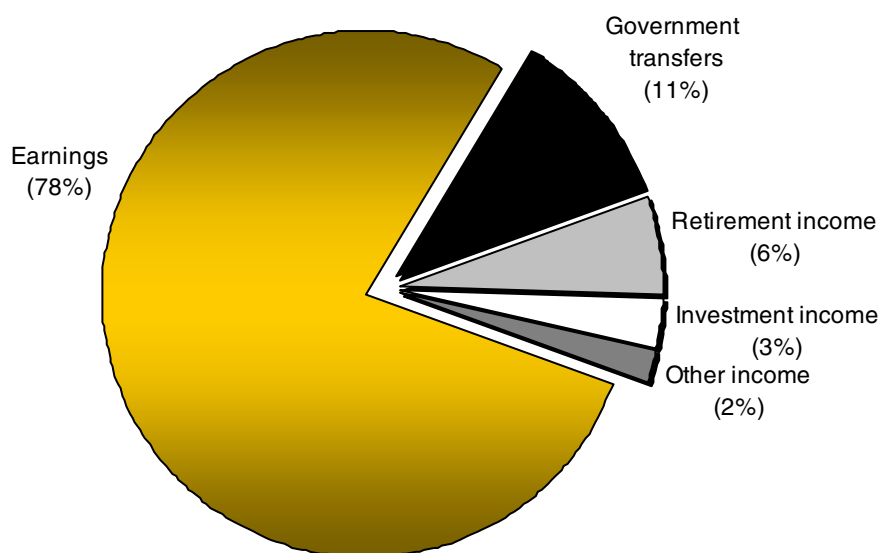
**Chart 57: Average weekly earnings, by industry, 2003**



### Earnings make up the lion's 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 (78% in 2002), distantly followed by government transfers (11%), retirement income (6%) and investment income (3%).
- In terms of the life cycle, 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 16% in 2002 for elderly families with a main earner aged 65 and over, compared with 71% for lone-parent families, and 86% for all other families. On the other hand, elderly families reported high proportions of government transfers (41%), retirement income (32%) and investment income (10%). The corresponding distribution for lone-parent families was 21%, 1% and 1%, respectively; and for the remaining families, 7%, 3% and 2%.
- The importance played by earnings in total income also varied through time. For example, in the early 1980s, the earnings of Canadians accounted for 82% of total income, on average. This proportion was down to 77% in the early 1990s, and even lower (75%) in 1996, when government transfers were particularly high.

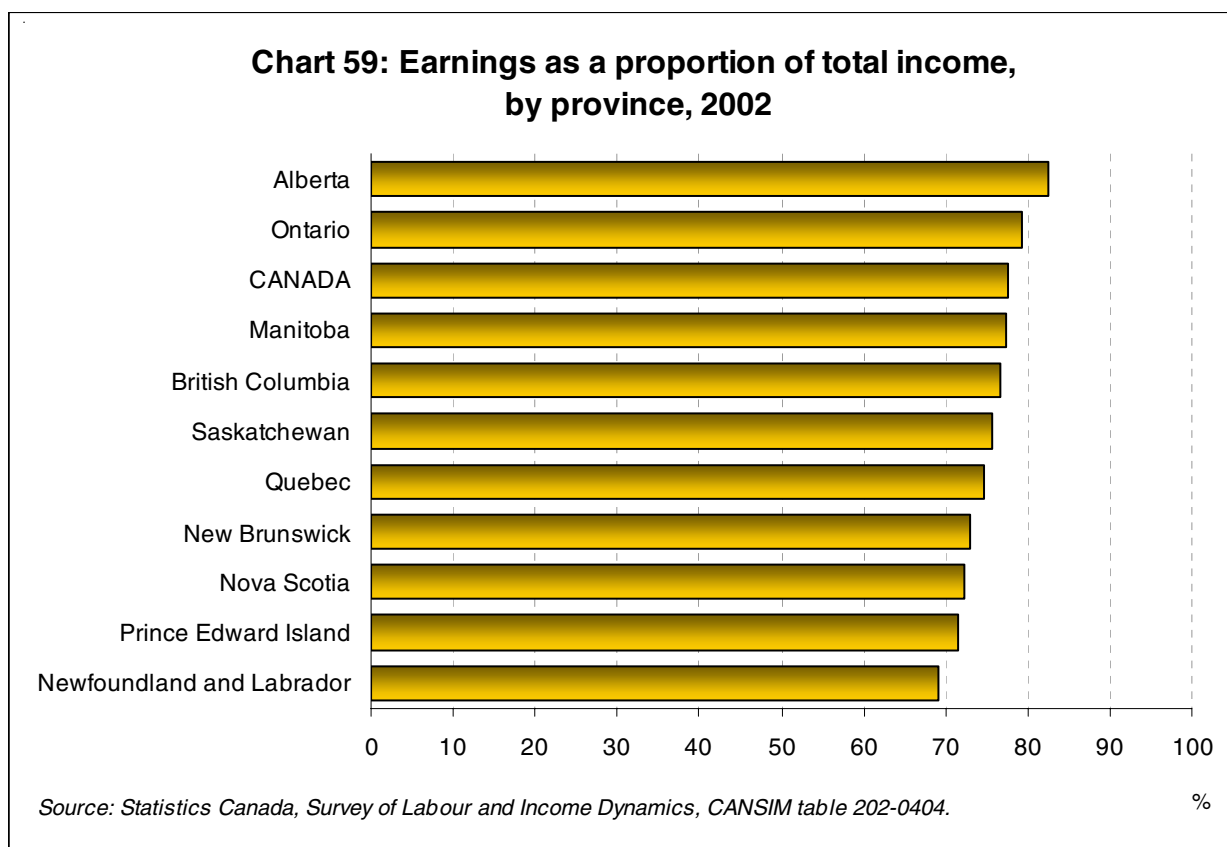
**Chart 58: Distribution of total income, 2002**



Source: Statistics Canada, Survey of Labour and Income Dynamics, CANSIM table 202-0404.

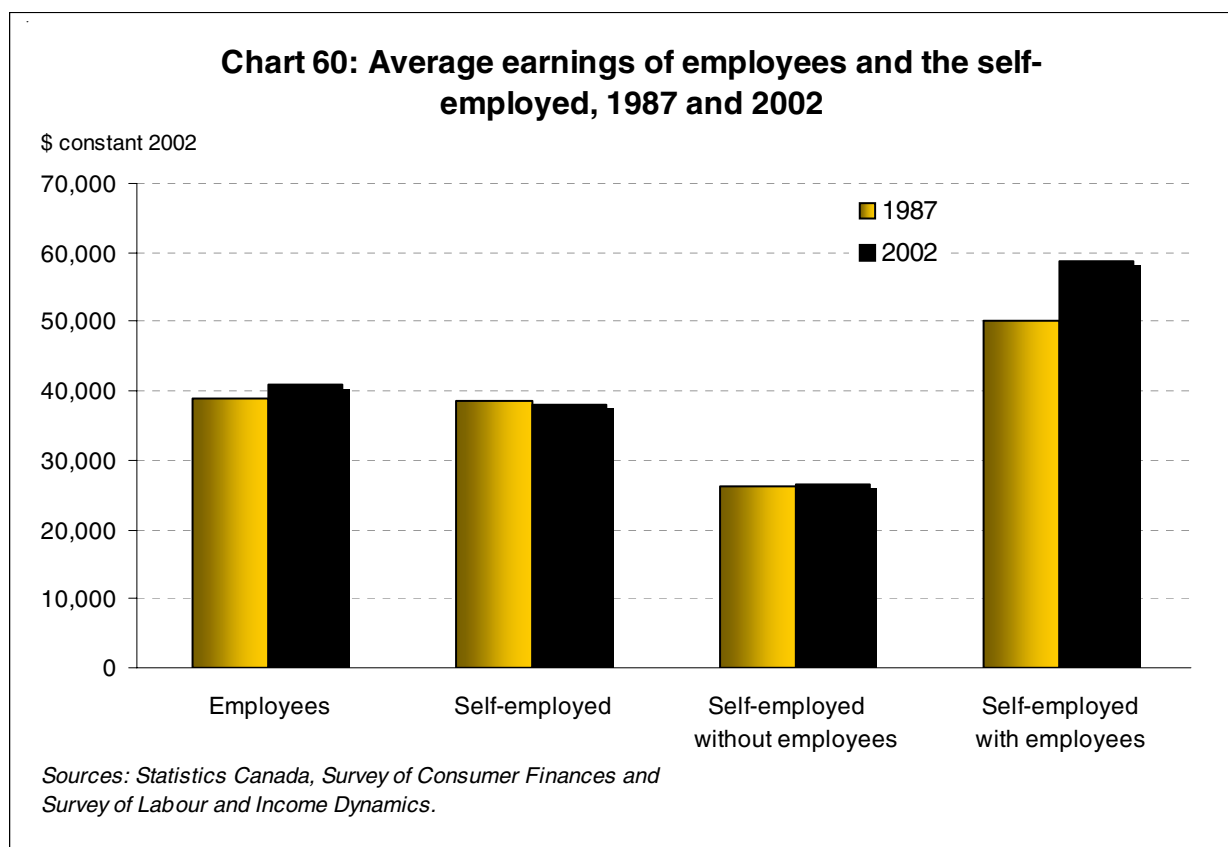
### Albertans report the highest proportion of total income in the form of earnings

- The proportion of total income accounted for by earnings varies across the provinces. In 2002, for example, earnings represented 82% of the total income of Albertans but only 69% of the income of residents of Newfoundland and Labrador. Most of this difference is attributable to the higher proportion of government transfers in Newfoundland and Labrador (21%, 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 6% in 2002. Nova Scotia had the highest proportion (8%), while Alberta had the lowest (4%). With respect to total income made up of investment income, the average for all Canadians was 3%. Quebec 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**

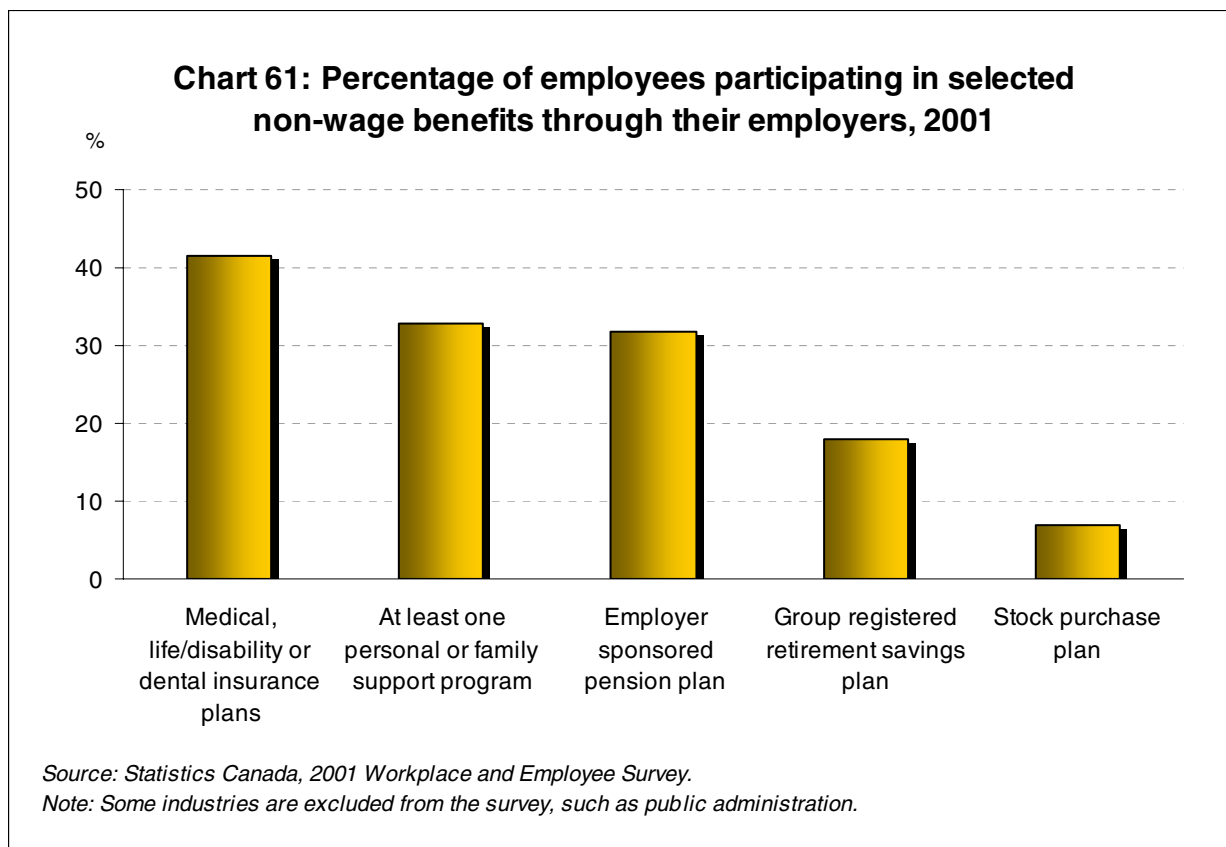
- On average, those who were self-employed in their main job in 2002 earned only slightly less than employees (\$38,200 versus \$40,800). However, although they made up only one-third of all self-employed, business owners with employees—also known as employers—reported much higher earnings (\$58,800) than those without employees (\$26,400). Employers also declared the most significant average earnings increase over the period 1987 to 2002—up 18%, compared with 0.5% among the self-employed without employees and 4.7% among employees.
- The self-employed are more likely than employees to have either very low or very high annual earnings. In 2002, 57% of the self-employed made less than \$20,000, compared with 27% of employees; at the other end of the scale, 6% of business owners made \$100,000 or more that year (11% for business owners with employees), while only 1% of employees earned this amount.
- Self-employed men are more likely to have employees on the payroll than their female counterparts (41% versus 28%). They are also more likely to put in longer hours; for example, in 2002, 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 (\$43,100) and female (\$29,300) business owners.



## Section K - Benefits, employment insurance and union coverage

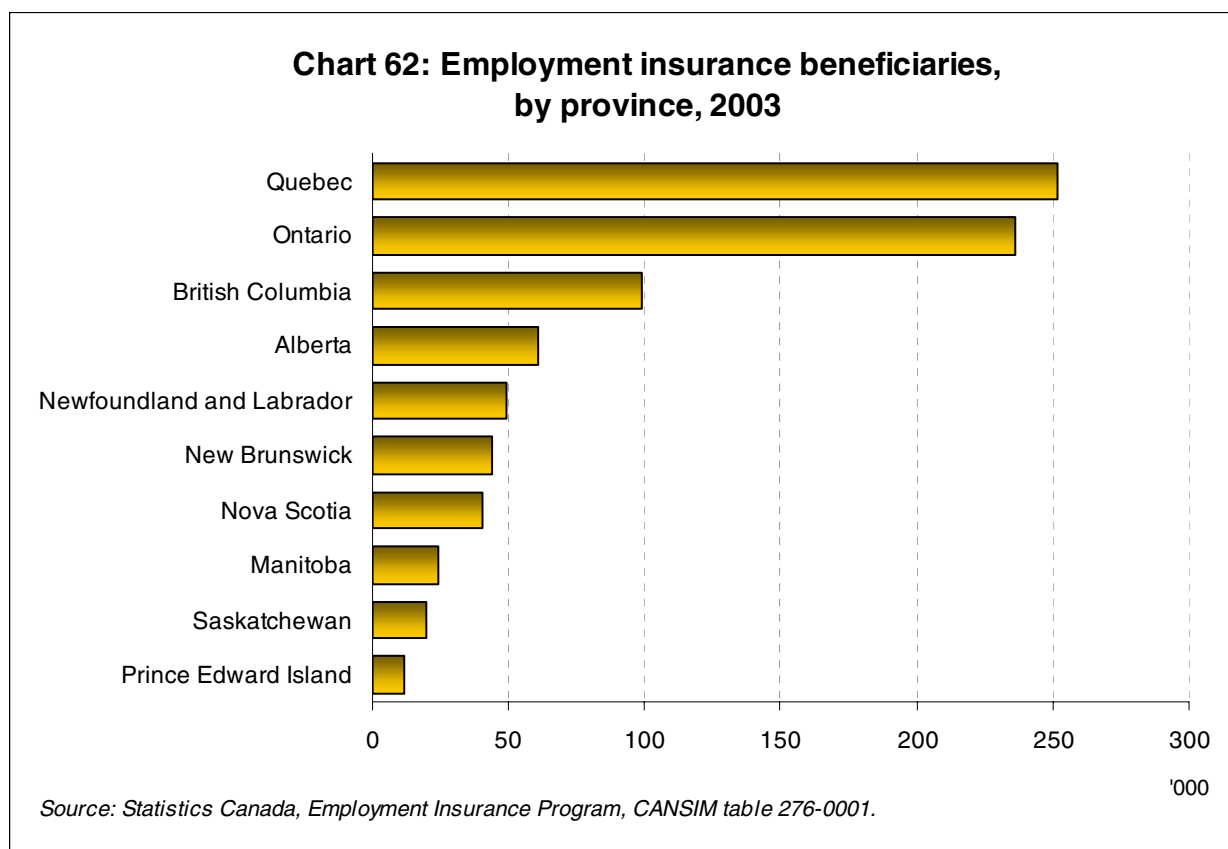
### Over 70% of employees participate in at least one non-wage benefit

- 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 (42% of employees), while group pension plans and stock purchase plans were not as widely spread (18% and 7%, respectively).
- The participation rate in non-wage benefits varied widely across occupational groups. People employed in marketing or sales were the least likely to participate in them (only 44%), while those in a professional or managerial position had the highest participation rate (87% and 80%, respectively). Men were somewhat more likely than women to participate in non-wage benefits (74% versus 68%), while those under 25 years of age had a lower participation rate (47%).
- The participation rate in non-wage benefits was higher among workers who were unionized (89% versus 64% for the non-unionized) or employed full time (77% versus 42% for part time). The likelihood of participating in these benefits also rose with earnings—42% of those with an hourly wage under \$12 participated, compared with 75% for those earning between \$12 and \$20 and 88% for those earning more than \$20 per hour.



### Employment insurance beneficiaries have been increasing recently

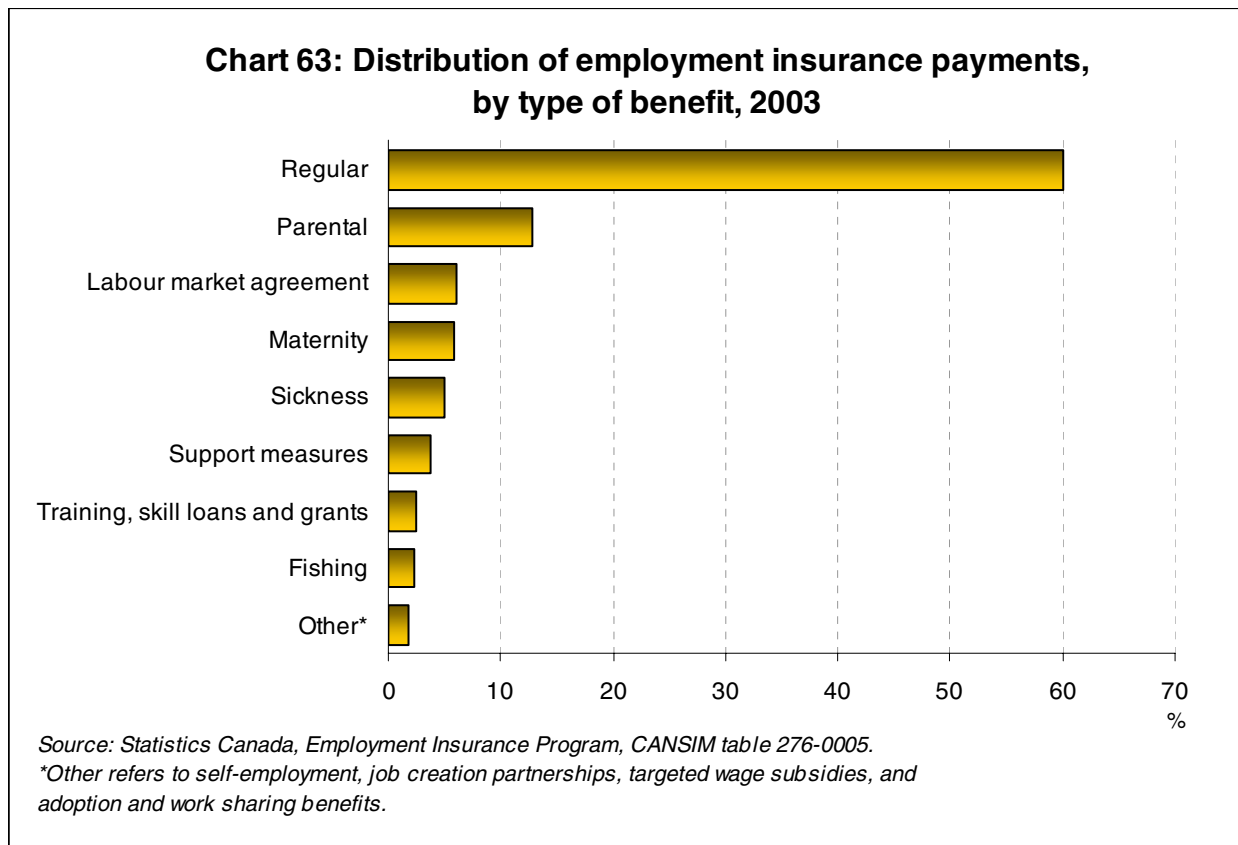
- In 2003, the average number of Canadians who received employment insurance (EI) benefits each month was 841,000, representing 3% of the working-age population.
- Since 2000, the number of EI beneficiaries has increased 29%, following a steady decline from 1991 to 2000. While all provinces saw reductions in the number of beneficiaries during the 1990s, the largest drop occurred in Ontario (down 61%). The recent upturn reflects national unemployment rate increases from 2000 to 2003, as well as changes in the EI program, which now provides more generous parental and maternity benefits.
- The highest concentrations of beneficiaries lived in Atlantic Canada and Quebec. In 2003, the Atlantic provinces constituted only 8% of Canada's working-age population but accounted for 17% of all EI beneficiaries. Similarly, Quebec represented 24% of adult Canadians but 30% of all beneficiaries. These provinces have historically experienced high unemployment rates, coupled with high levels of seasonal employment.





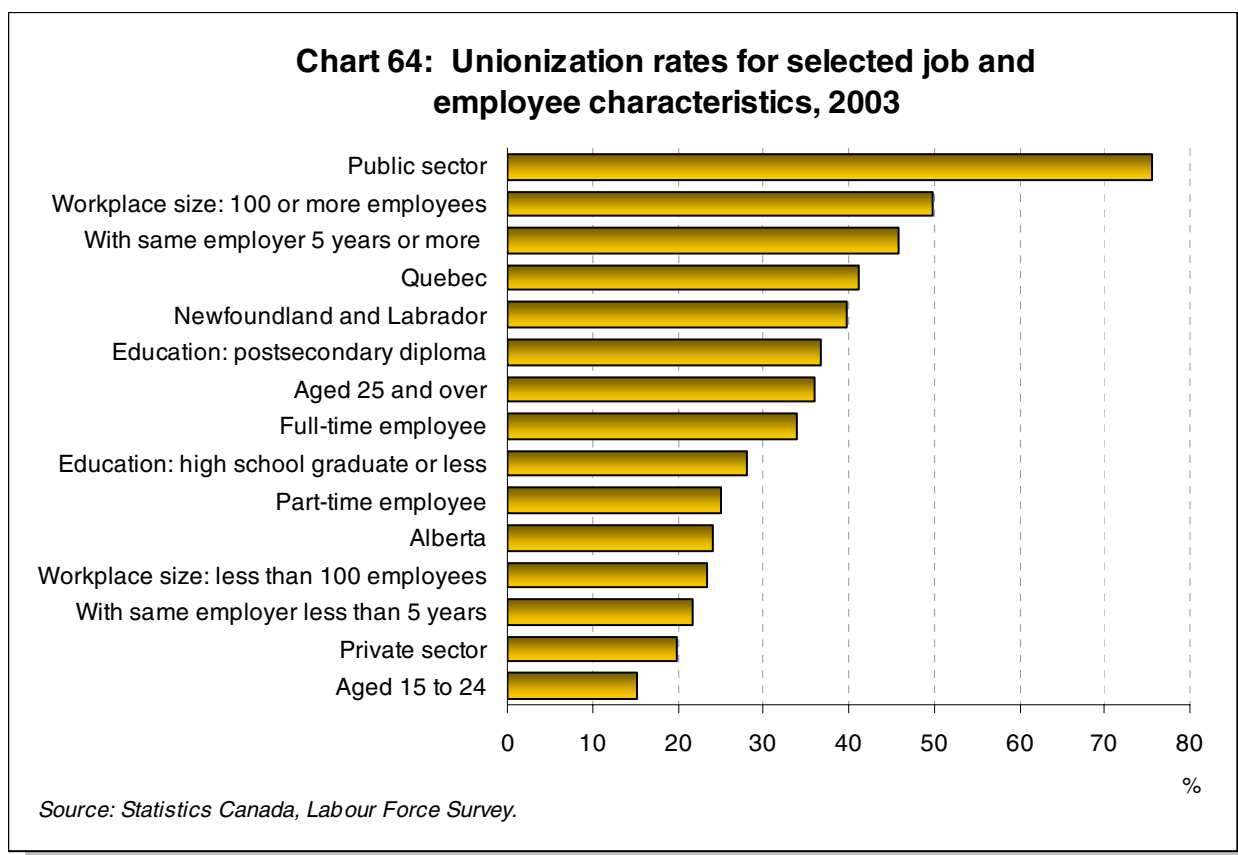
**Regular benefits account for the majority of employment insurance payments**

- The money disbursed by the Employment Insurance (EI) program to compensate for job loss, known as regular benefits, far outweighs payouts for all other benefit categories combined. In 2003, regular benefit payments averaged \$748 million each month, accounting for 60% of all EI benefits received by Canadians.
- In 2003, just under one-fifth of EI payments were in the form of parental or maternity benefits. In the case of parental benefits, these payments have increased significantly since December 2000, when legislative changes introduced in the federal EI program more than doubled the length of time of eligibility for these benefits. New parents have the option of having the time off taken by one qualifying parent or splitting the time between both (qualifying) parents. In the three years since the new rules took effect, payouts of parental benefits have tripled. Maternity benefit payments have also risen (+12%) since the December 2000 legislation.
- Benefits related to labour market agreement, sickness, support measures, training, skill loans and grants, fishing, self-employment, job creation partnerships, targeted wage subsidies, adoption and work-sharing accounted for 21% of EI payments in 2003.



**Growth in union membership has not kept up with employee growth**

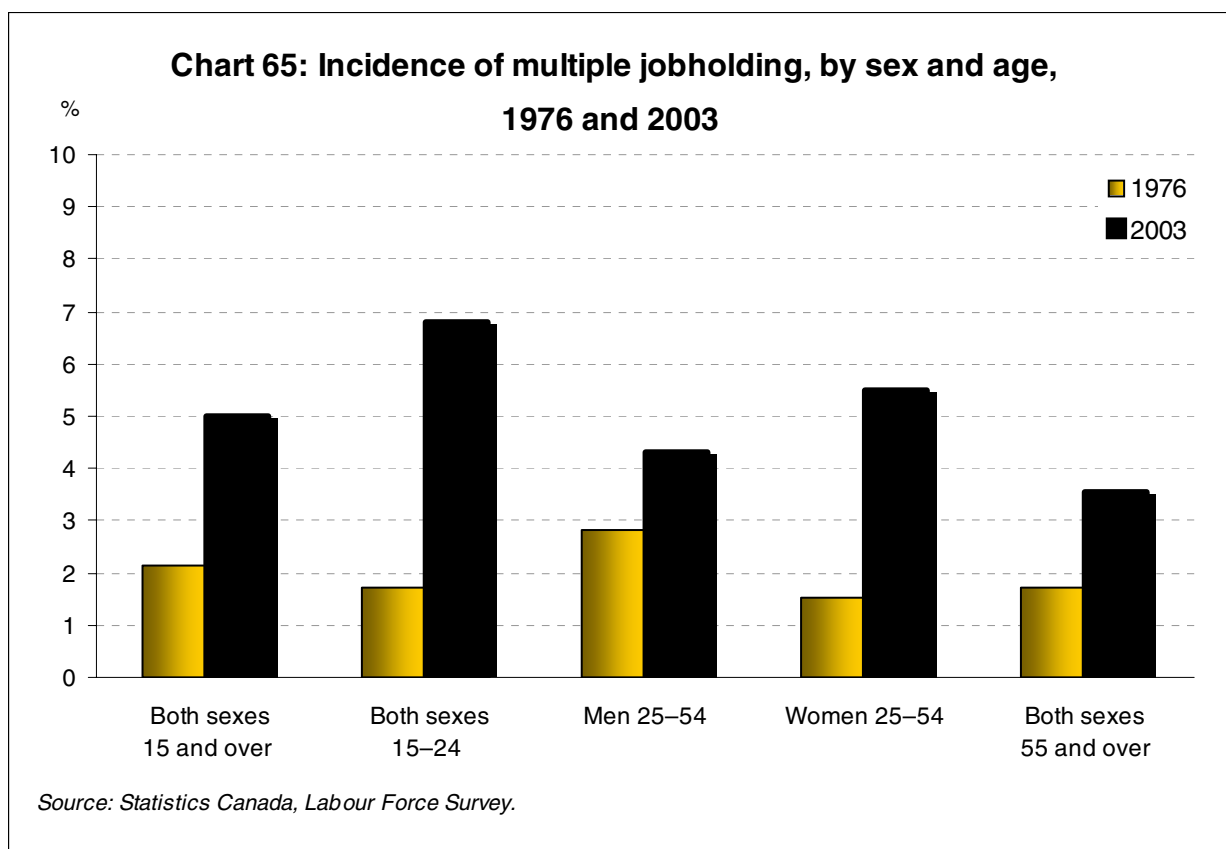
- In 2003, 4.3 million employees were unionized, a 12% increase from 3.8 million in 1997. However, growth in union membership has not kept up with employee growth (+17%) over the period. In 1997, 34% of all employees in Canada were unionized, compared with 32% in 2003. Recent declines in unionization rates have occurred among men, people aged 25 to 54 years, and those working in the private sector.
- Unionization rates are higher in public sector jobs—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 2003, the average hourly wage of unionized workers was \$21.00, compared with \$16.65 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*

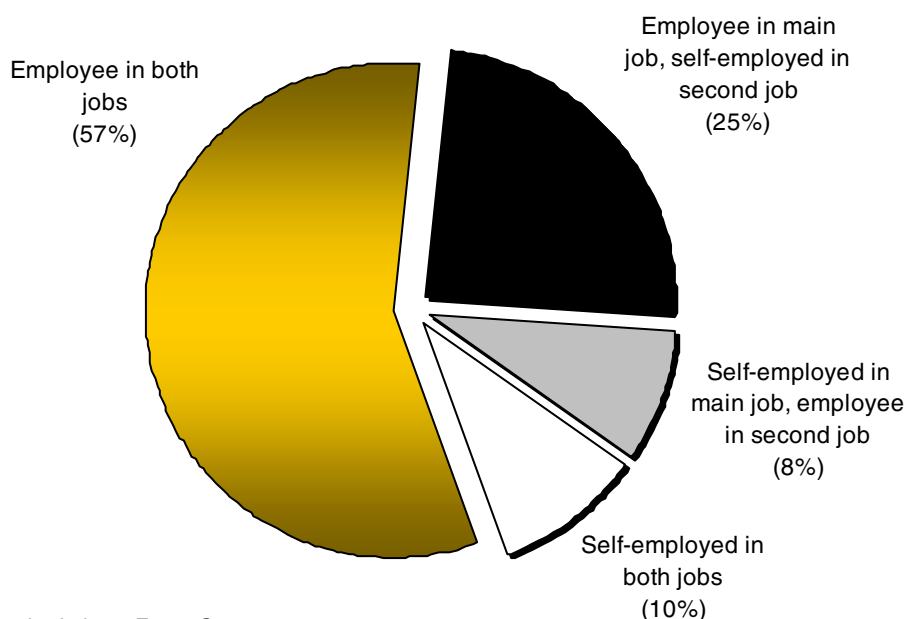
- From 1976 to 2003, the number of Canadians working at two or more jobs or businesses almost quadrupled (from 208,000 to 787,000), compared with overall employment growth of 61%. Multiple jobholders accounted for 5% of all workers in 2003, a rate that has varied little since the early 1990s. In comparison, only 2% 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% 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 2003, when 54% of multiple jobholders were female. That year, 6% of employed women were moonlighting, compared with 4% of men.
- Youth were more likely to moonlight in 2003 (7% of those employed) than adult (aged 25 to 54) and older (aged 55 and over) workers, since many young people hold only part-time jobs (46% of employed 15- to 24-year-olds). Most multiple-jobholding youth work part-time in their main job (57%), compared with 44% of adult women, 16% of adult men, and 40% of workers aged 55 or older. 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% in 2003). One in 10 is self-employed in a business, farm or professional practice in both their main and secondary jobs. Another 25% 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%. 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 sector of a worker's main job. While 5% of the total employed were multiple jobholders in 2003, the proportion was higher in many services-producing industries; for example, 8% of workers in the health care and social assistance sector were moonlighting, as were 7% 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% in most sectors. A notable exception was found among those employed in agriculture, where 7% of workers were multiple jobholders.

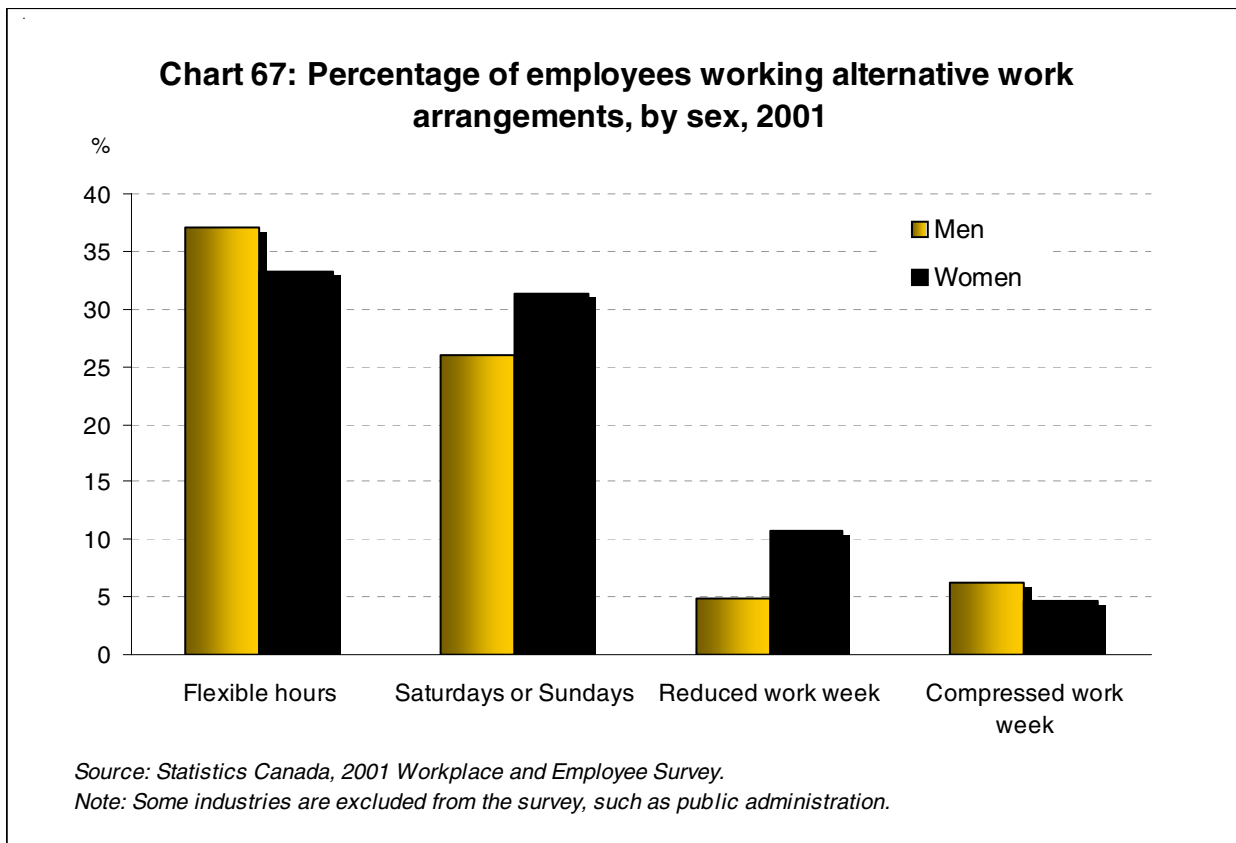
**Chart 66: Distribution of multiple jobholders, by class of worker in both jobs, 2003**



Source: Statistics Canada, Labour Force Survey.

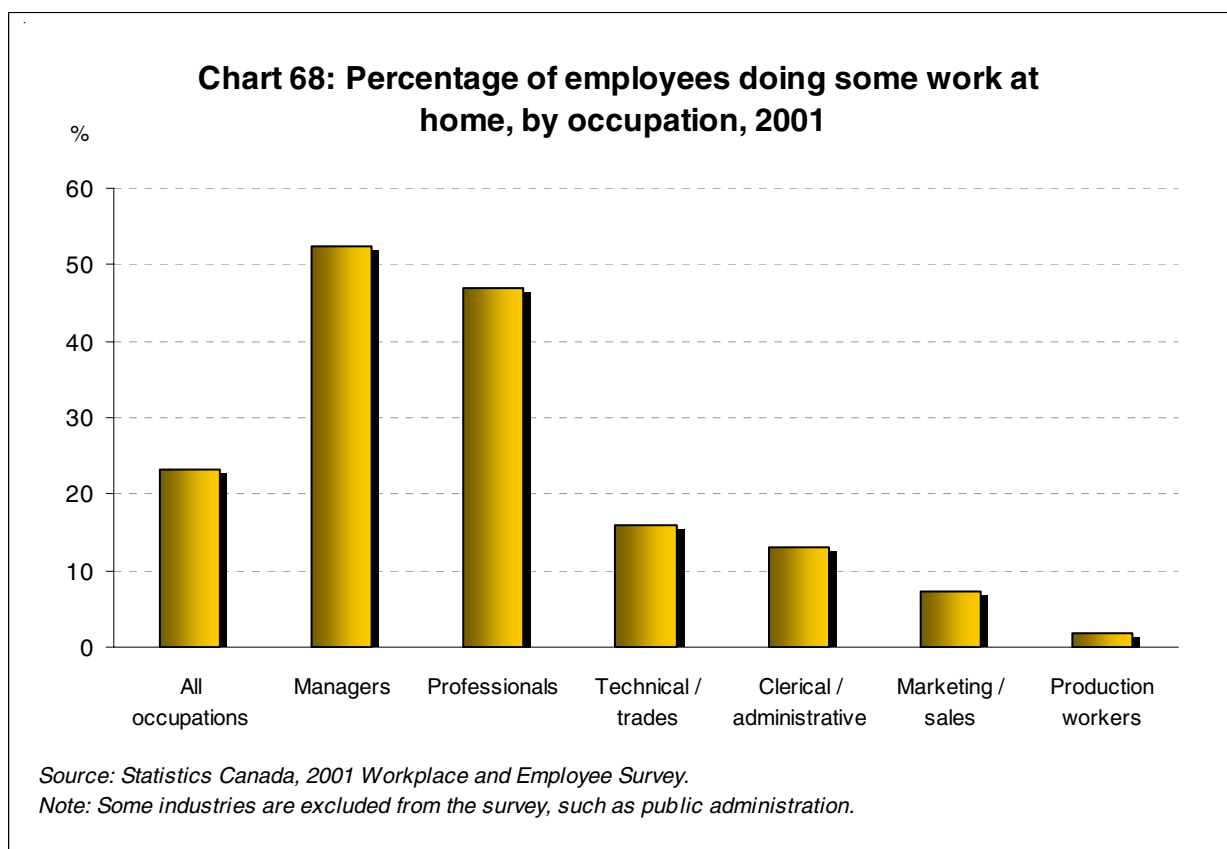
**Men are more likely than women to report flexible working hours**

- The most common form of alternative work arrangement for both sexes in 2001 was flexible hours (35% of all employees), followed by weekend work (29%). Men were more likely to work flexible hours (37% versus 33%), while more women tended to work Saturdays or Sundays.
- The incidence of flexible hours was more common among workers in business services (42%), information and cultural industries (41%), and the retail trade and consumer services industries (39%). 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 (48%), but seldom had regularly scheduled weekend work (15%).
- 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%); marketing/salespersons (21%) and retail trade and consumer services (14%), 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 3% worked paid overtime at home. In contrast, 14% 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 finance and insurance industries (24%), followed by education, health services, and non-profit organizations (21%), and information and cultural industries (20%).
- The incidence of unpaid overtime at home performed in addition to regular hours was similar for both sexes (about 1 in 7).
- 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.

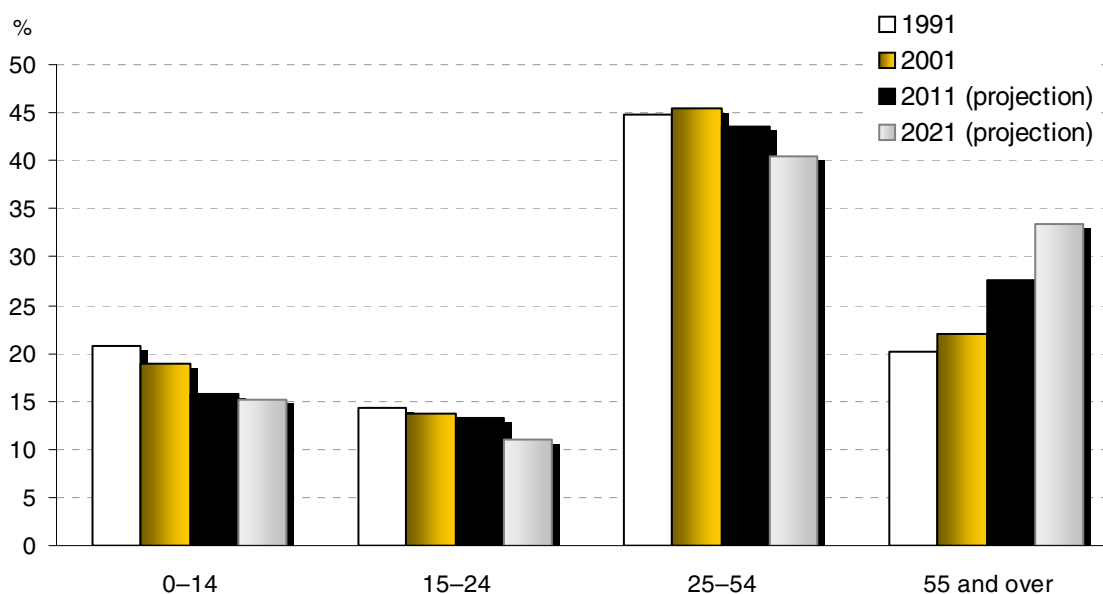


## Section M - The aging population and retirement

### 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 total fertility rate, which hit the lowest point ever recorded—an average of 1.49 children in a woman's lifetime—in 2000, and longer life expectancy—82.1 and 77.2 years, respectively, for women and men born in 2002.
- It is anticipated that one in three Canadians will be 55 and over by 2021, compared with 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. In 2001, 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 the women). One potential consequence could be that certain professional occupations may face shortages (e.g. nursing, medical specialties, general medical practice and education), as may a number of skilled trades (contractors and supervisors in construction, pipefitters, carpenters, bricklayers, plumbers and electricians).

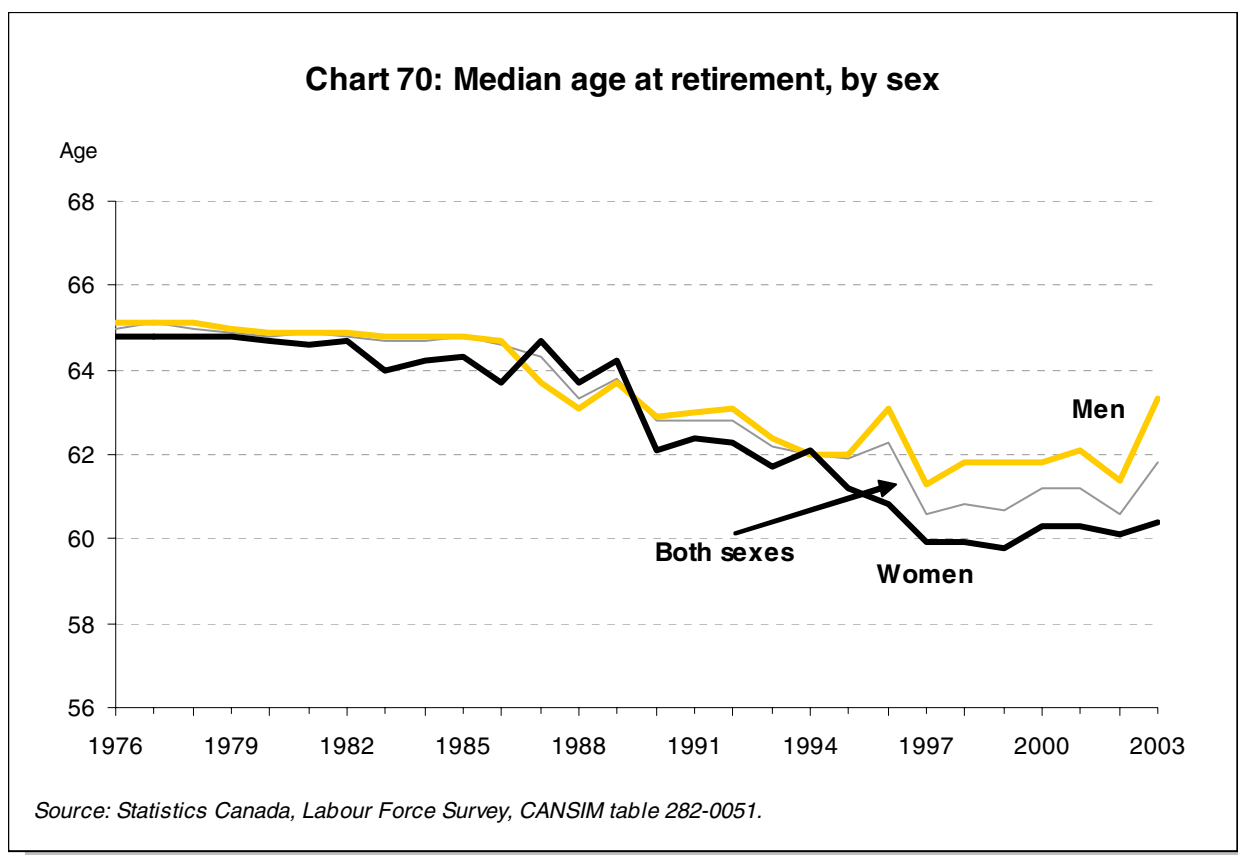
**Chart 69: Distribution of the Canadian population, by age, 1991, 2001, 2011 and 2021**



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

### The median age of retirement started dropping in the mid 1980s

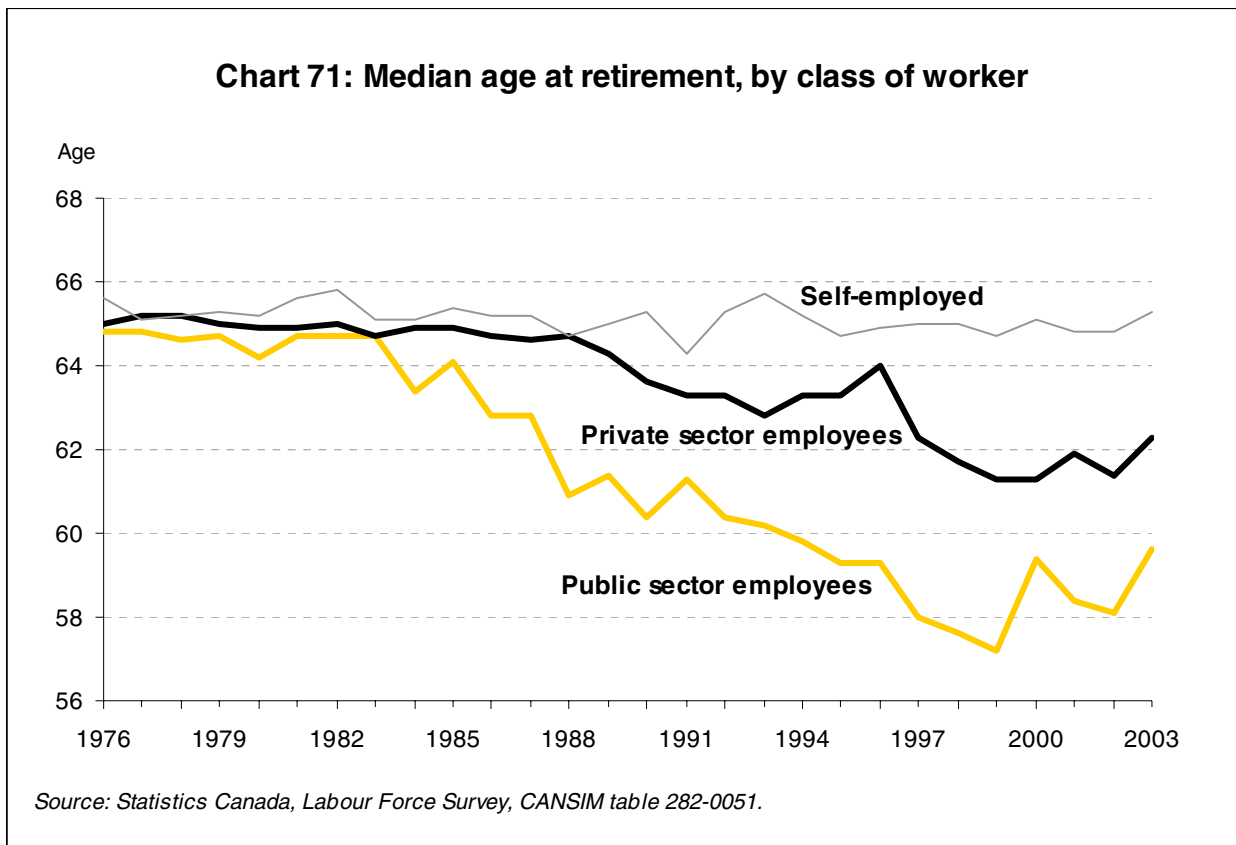
- The median age of retirement has fallen dramatically in the past two decades. From the mid 1970s to the mid 1980s, it hovered around age 65. But in the late 1980s, it started dropping quickly, and continued to do so until hitting a low at 61 years in 1997 and fluctuating around that level in subsequent 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.
- 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 2003, the median age of retirement for both sexes reversed direction, rising significantly for men (from 61.4 to 63.3 years) and marginally for women (from 60.1 to 60.4 years).
- The reversal seen in 2003 may indicate the beginning of a new trend, the result of rising participation rates among older men and women, and an increasing number of Canadians who are approaching the traditional retirement age of 65 and choosing to remain in the labour market.





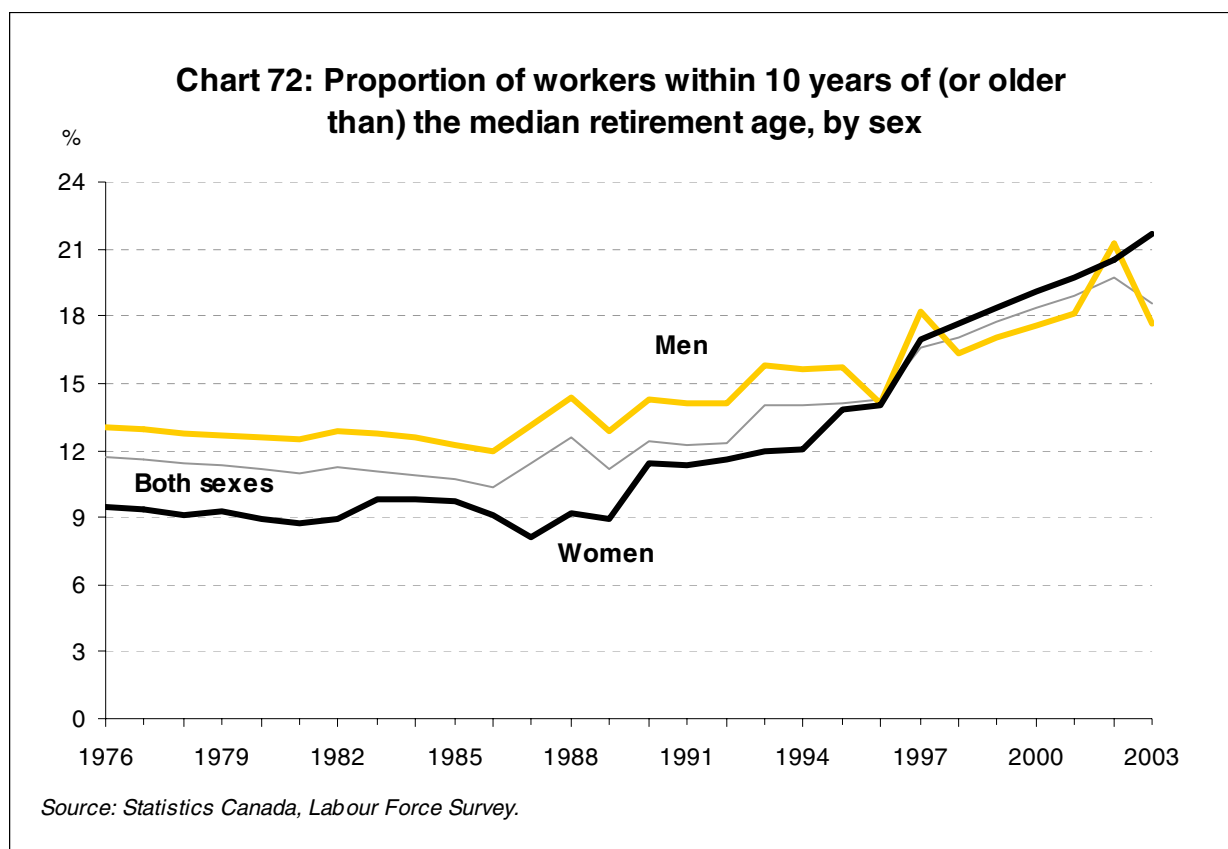
**Public sector employees retire earlier**

- Although the median retirement age has decreased significantly over the past two decades, long-term trends vary among employment subgroups.
- 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 increasingly 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 59.6 years in 2003.
- The median retirement age of employees in the private sector remained fairly stable from 1976 to 1988 but began a long-term decline the following year. By 1999, it had dropped to 61.3 years (versus 65 years in the late 1970s) and then began rising again, to reach 62.3 years in 2003. Among the self-employed, the median retirement age has remained steady since the mid 1970s, fluctuating between 64.3 and 65.8 years.



**A higher proportion of workers is nearing retirement than ever before**

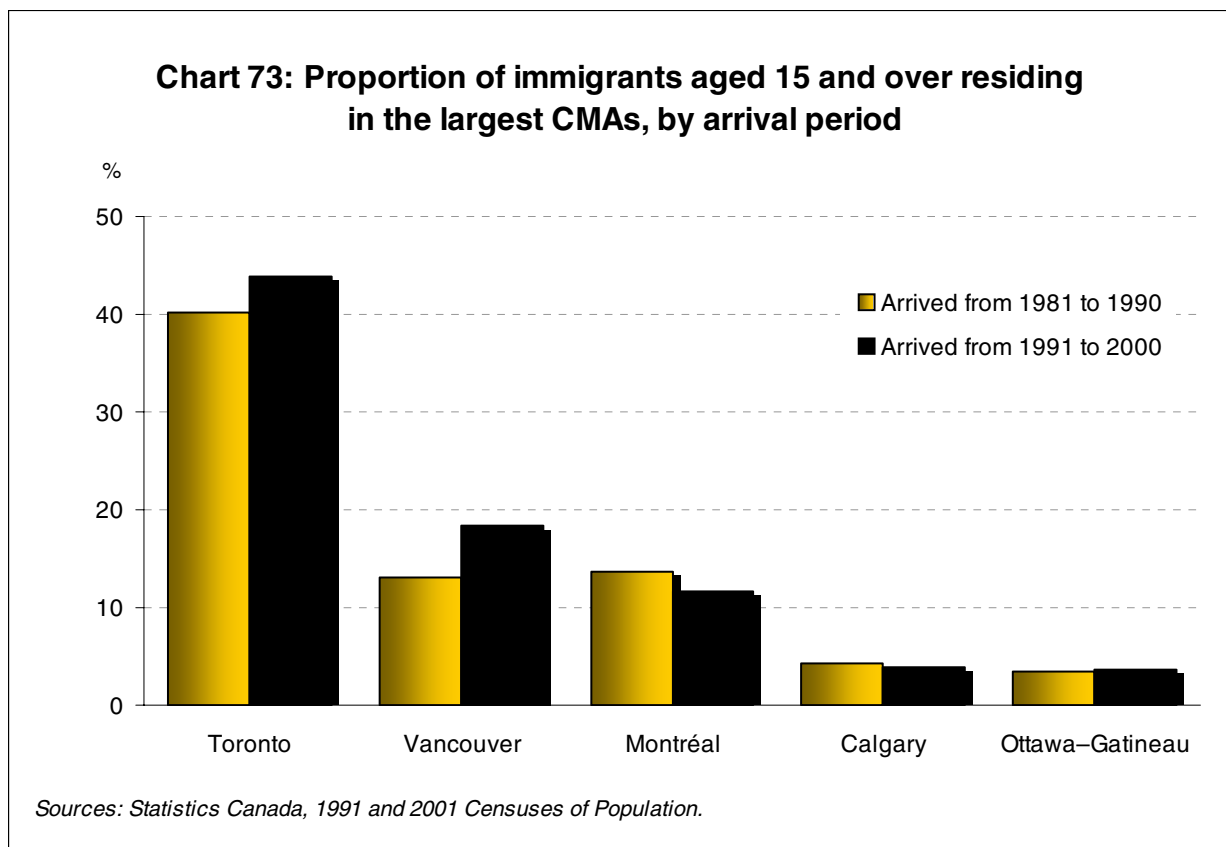
- From 1976 to 1986, the proportion of workers nearing retirement—those within 10 years of (or older than) the median retirement age—dropped slightly from 12% to 10%. During this period, the median age at retirement hovered around 65 years. However, the retirement age fell subsequently from 64.6 years 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 7 percentage points to 17%.
- From 1997 to 2002, the proportion of workers nearing retirement grew steadily, increasing 3 percentage points to a high of 20%. 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). From 2002 to 2003, the proportion of workers nearing retirement dropped slightly to 19%, the first decline in more than a decade, as the median age at retirement rose, mostly among men. In 2003, there were 2.9 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 2003, the proportions of workers nearing retirement were 18% for men and 22% for women.



## Section N - Immigrants

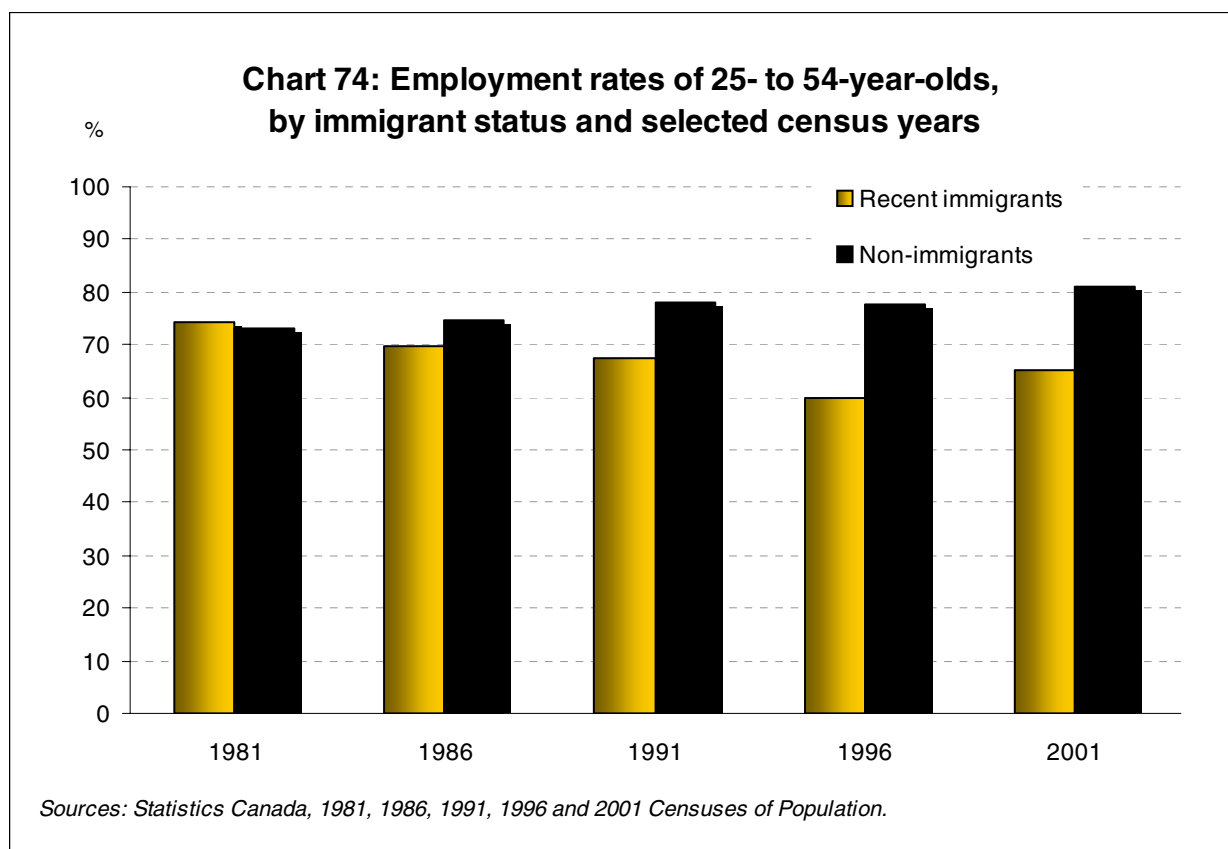
### **Canada widens its doors to immigration**

- Increasingly, immigration is a source of 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.



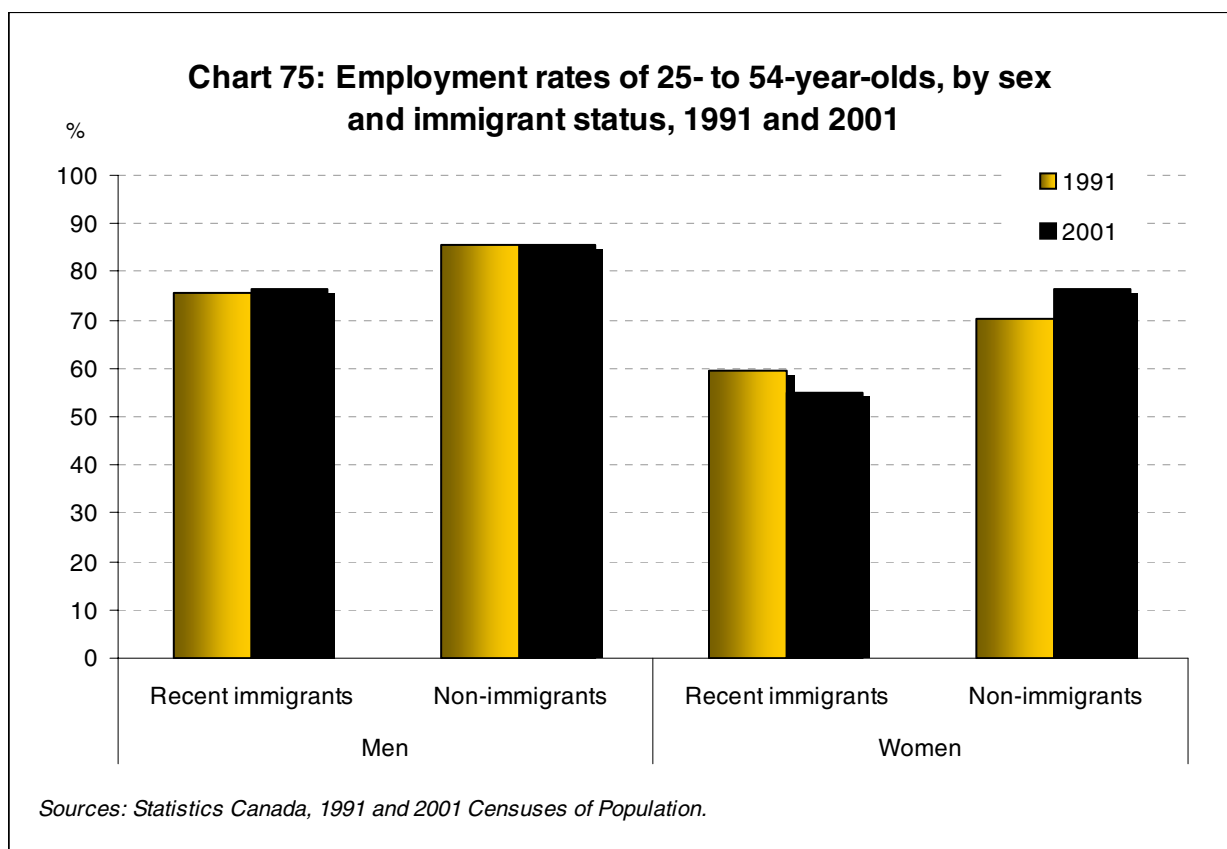
**The gap in employment rates between recent immigrants and native-born Canadians remains despite the expansion of late 1990s**

- 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%).



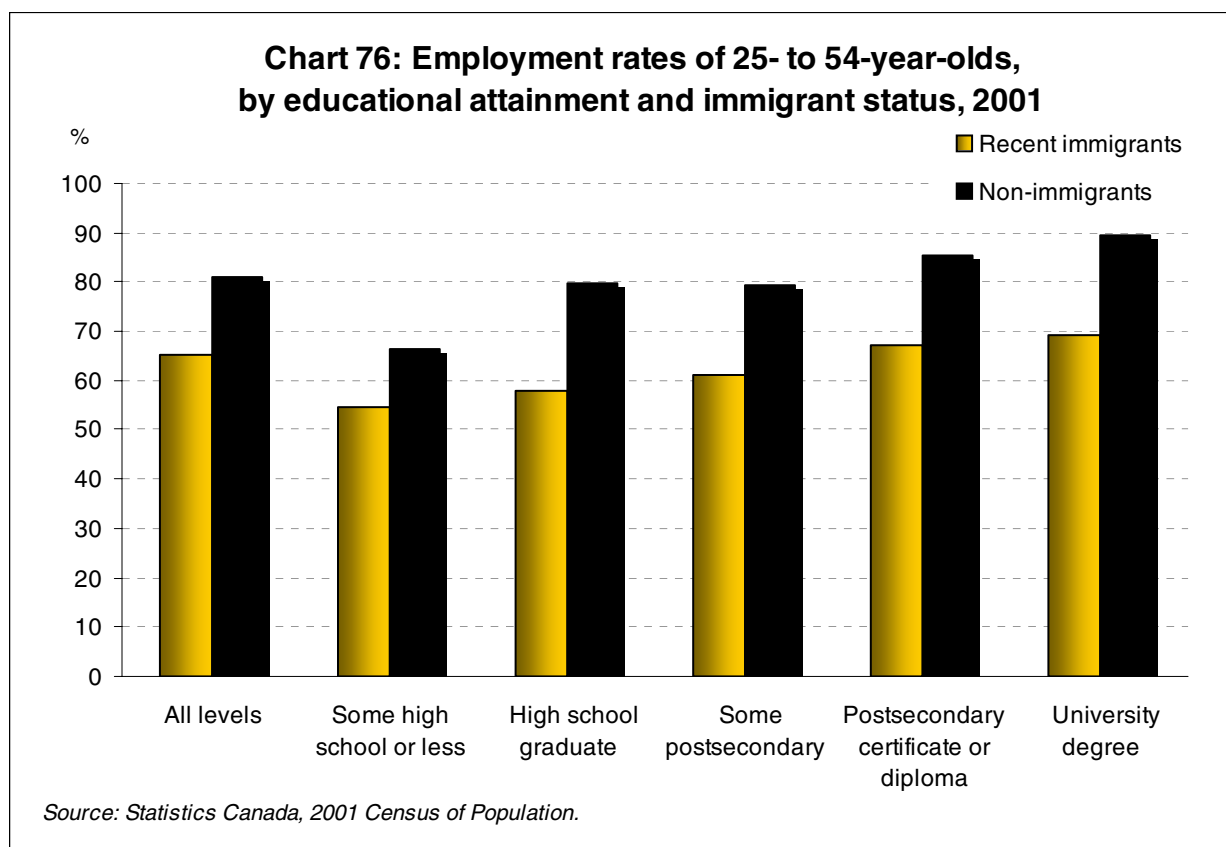
**Employment rates among women recently entering Canada are lower than a decade earlier**

- 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).



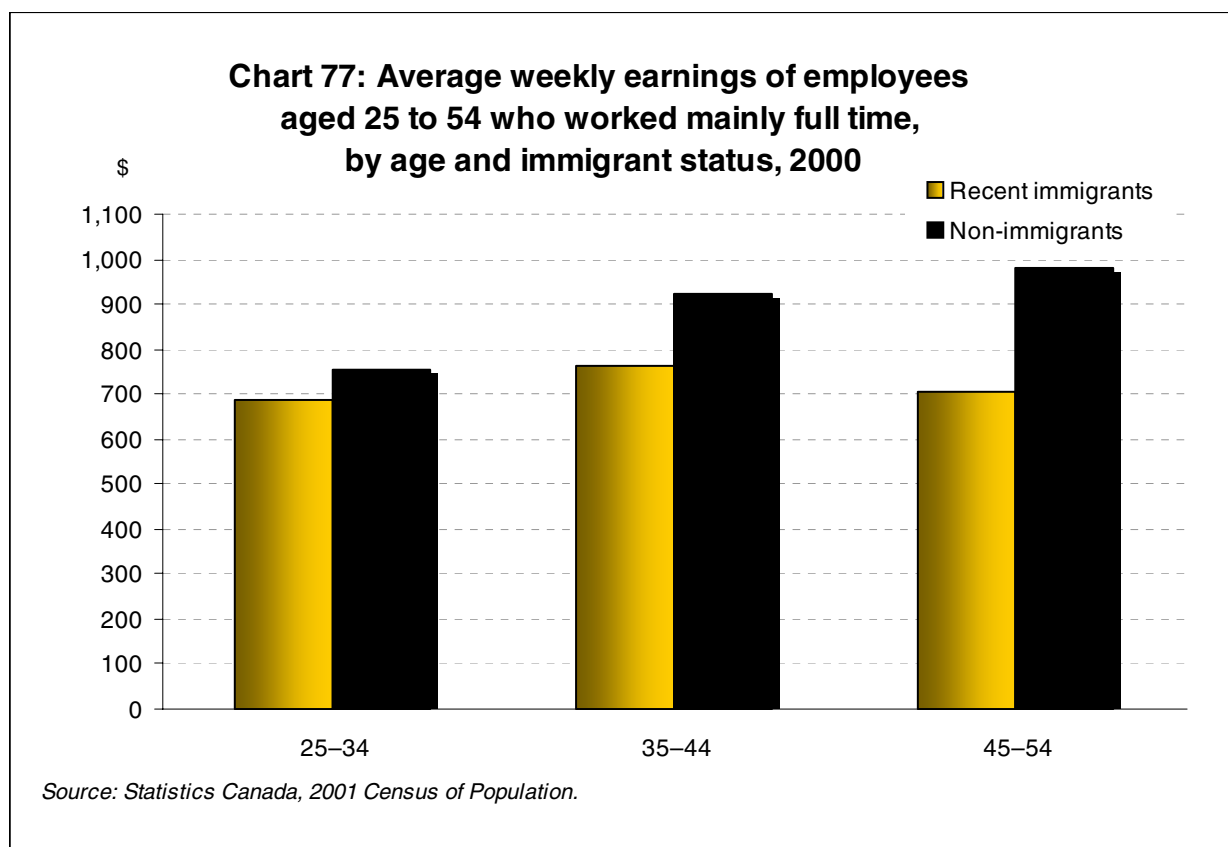
**Recent immigrants are more highly educated**

- 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 23% 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***

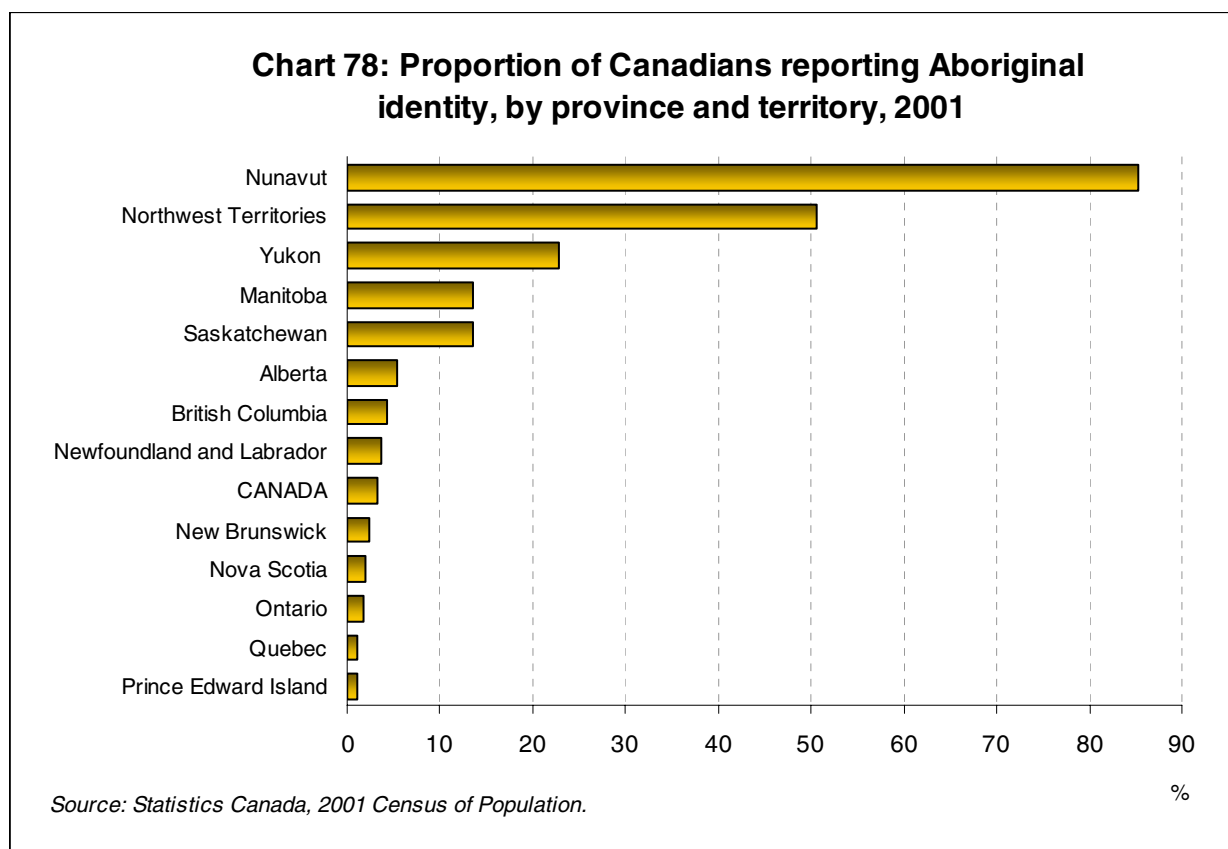
- Among male employees aged 25 to 54 years who were working mainly full time in 2000, the Canadian-born had average weekly earnings of \$1,006; in comparison, recent immigrants earned 19% less (\$817). Women's earnings were lower than those of their male counterparts, and immigrant women earned 20% less than those 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.



## Section O - Aboriginal people

### The Aboriginal population is increasing

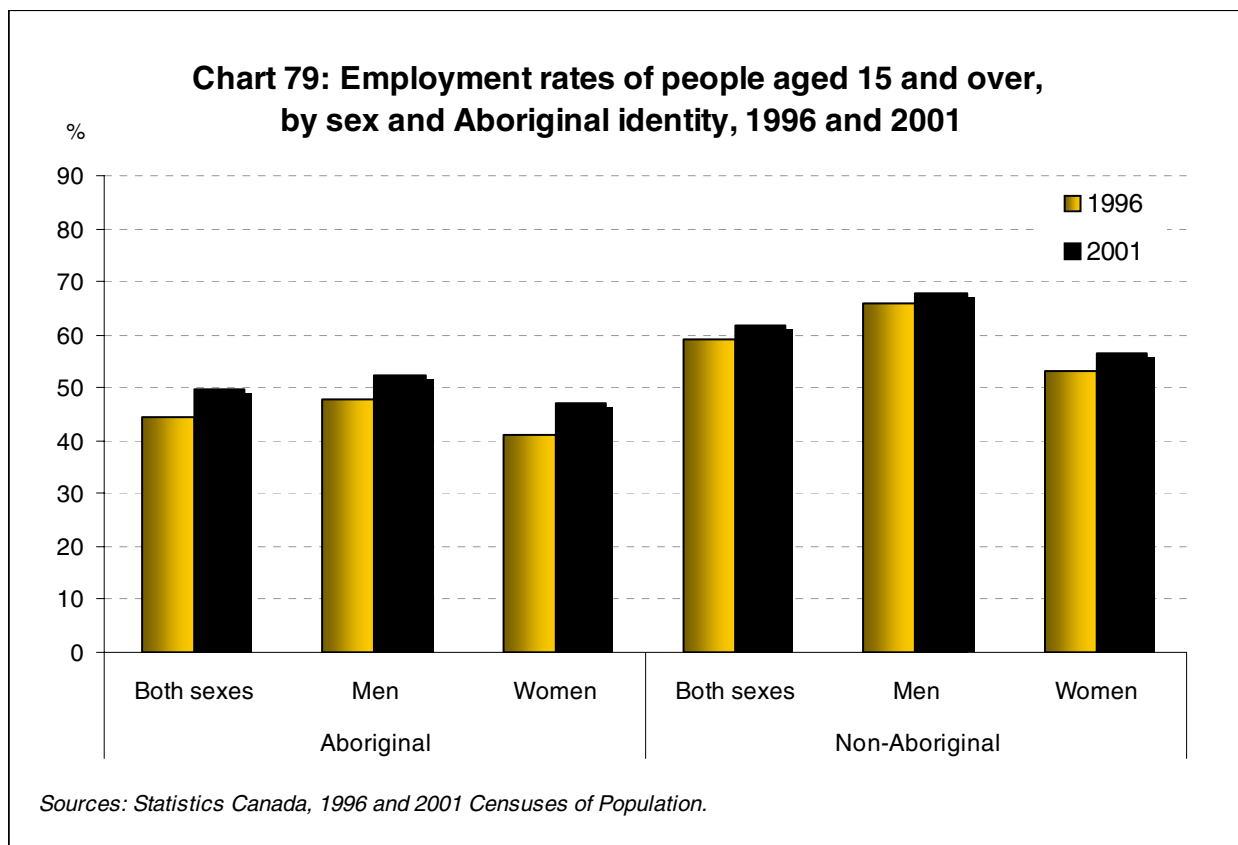
- The share of Canada's total population that is Aboriginal is on the rise. According to the 2001 Census, 976,000 people identified themselves as Aboriginal, representing 3.3% of the nation's total population, up from 2.8% five years earlier. The growth of the Aboriginal population is due to both demographic 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. This growing, younger Aboriginal population will be an important source of labour force growth.
- At the regional level, 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%), while 30% identified themselves as Métis and 5% as Inuit.





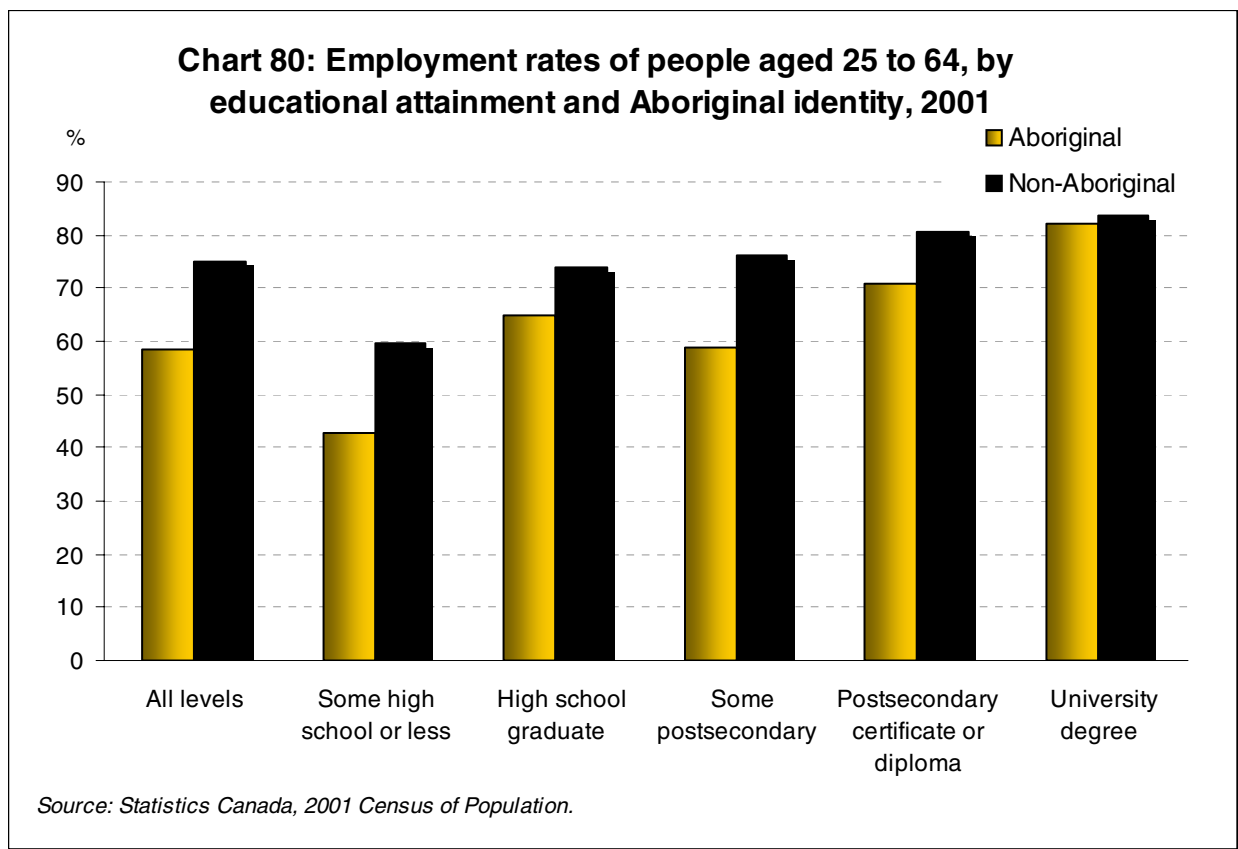
**Employment and unemployment rates have improved among the Aboriginal population**

- 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 5.3 percentage points between the last two censuses, reaching 49.7% in 2001. This jump was more than twice the 2.6-point gain for non-Aboriginal people of the same age, whose employment rate was 61.8% in 2001. 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.



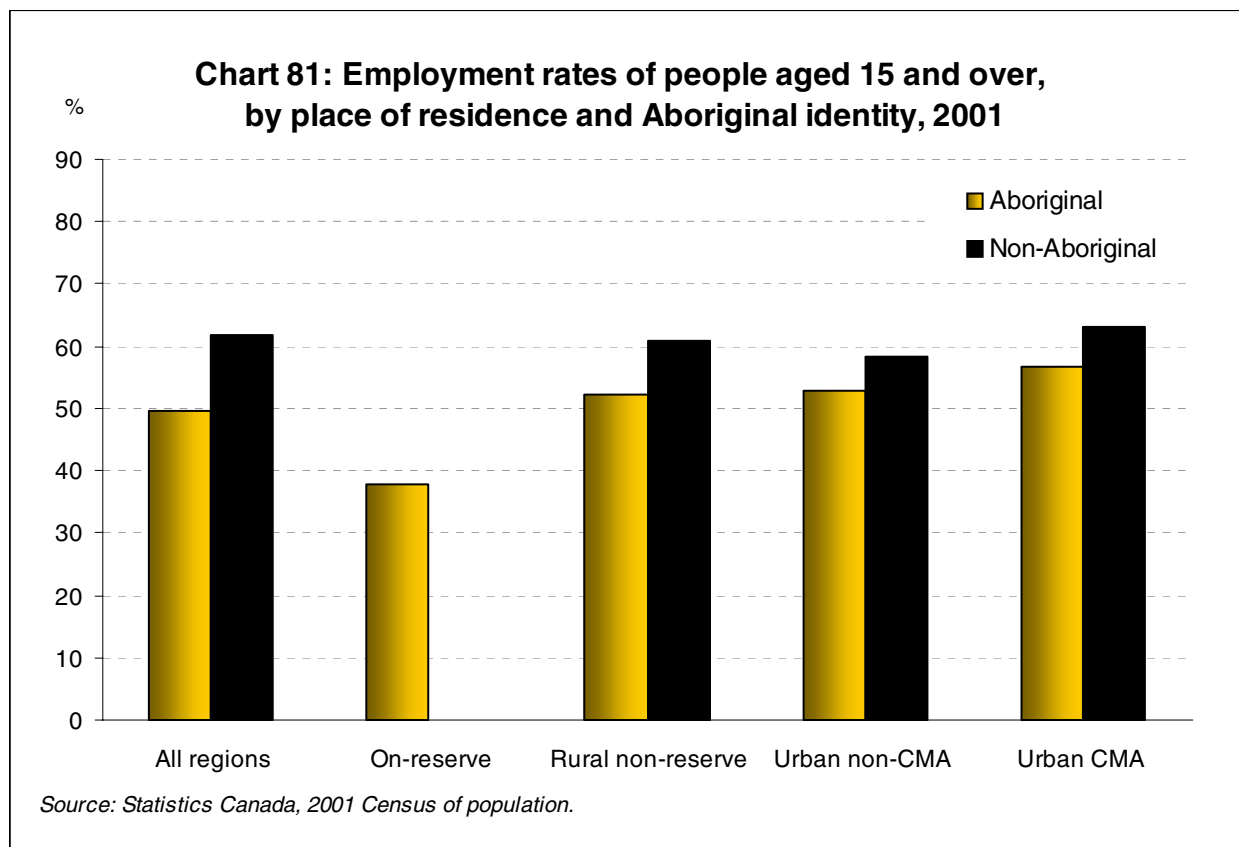
**The number of Aboriginal postsecondary graduates is rising**

- 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.



### ***Non-reserve Aboriginal people are more likely to be employed***

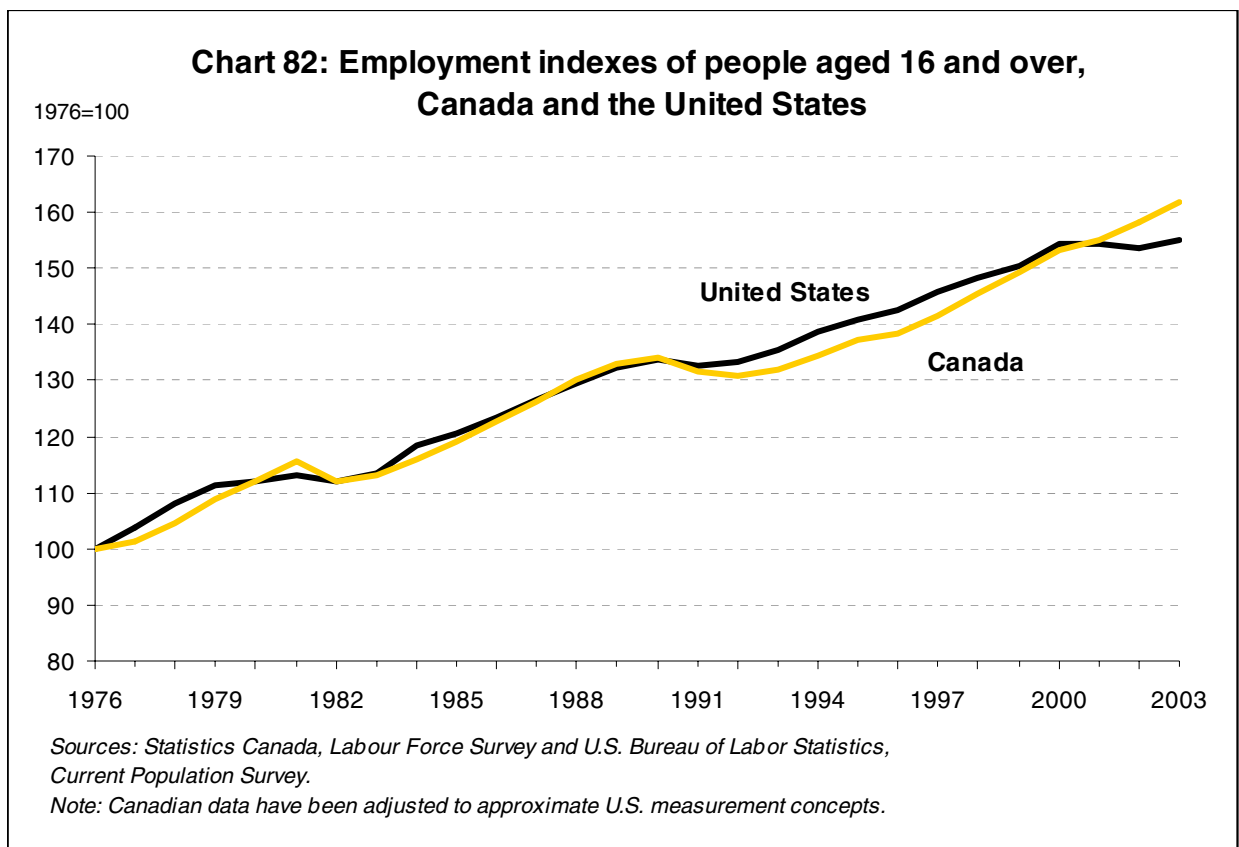
- In 2001, almost half the population who identified themselves as Aboriginal lived in urban areas, about 30% lived on reserves or settlements, while 20% lived in rural non-reserve areas. Non-Aboriginal people were mostly concentrated in urban areas (80%).
- From 1996 to 2001, the employment rate gap 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%).



## Section P - International comparisons

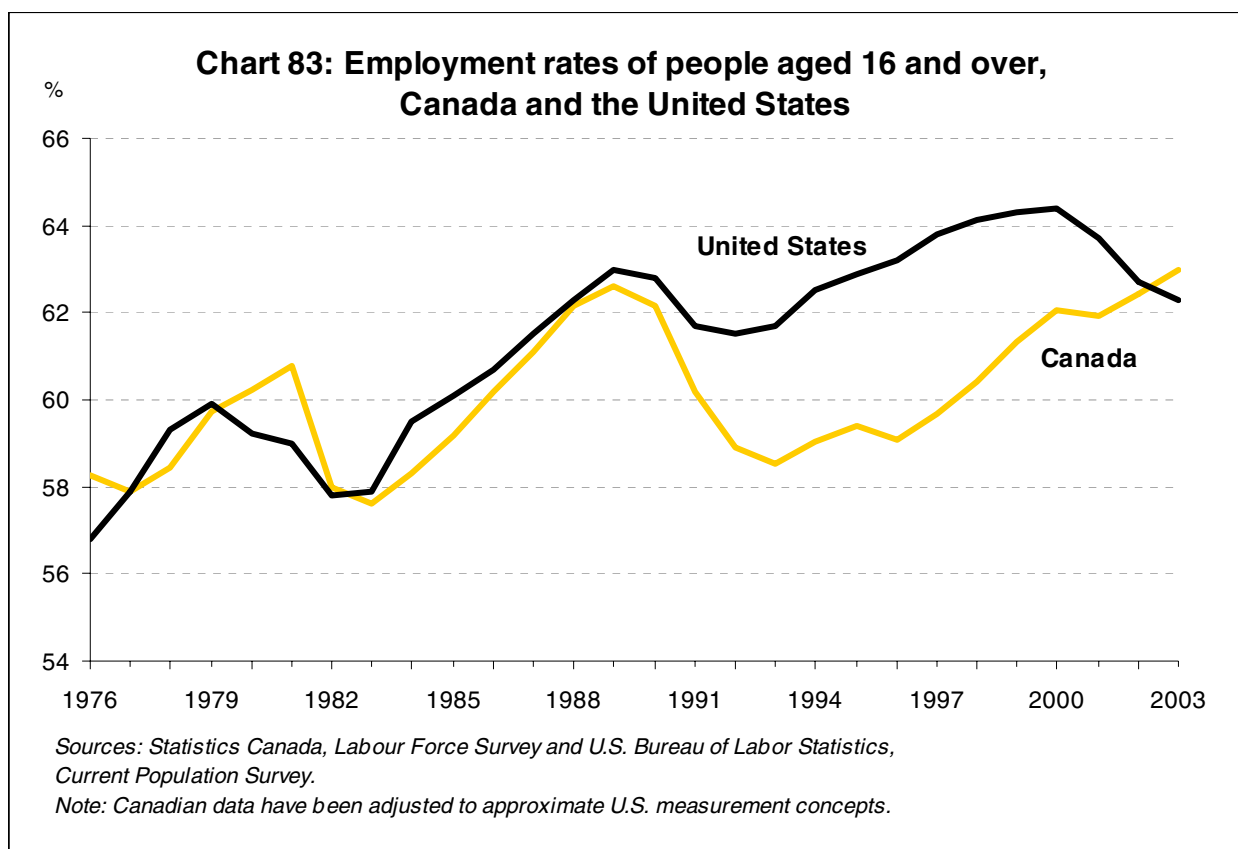
### Employment trends are diverging between Canada and the United States

- Employment growth in Canada and in the United States has historically been similar. However, from 2001 to 2003, while there was very little employment growth in the United States (+0.6%), Canada enjoyed a 4.4% increase. Throughout 2001 and 2002, job losses in the United States were mainly in manufacturing; these in turn led to job losses in wholesale trade and transportation, as well as cutbacks in factories' use of temporary help services.
- A total of 2.9 million manufacturing jobs were lost in the United States from 2001 to 2003 (down 16%), many of which were in industrial machinery and equipment, electronic and electrical equipment, and transportation equipment. What helped stabilize employment in the United States was growth in service industries, particularly in health, government and educational services.
- Canadian manufacturing employment was up slightly from 2001 to 2003 (+0.9%), as strong gains in 2002 were partially offset by declines in 2001 and 2003. Almost 60% of Canada's employment growth from 2001 to 2003 was in health care and social assistance, trade, construction, and educational services.



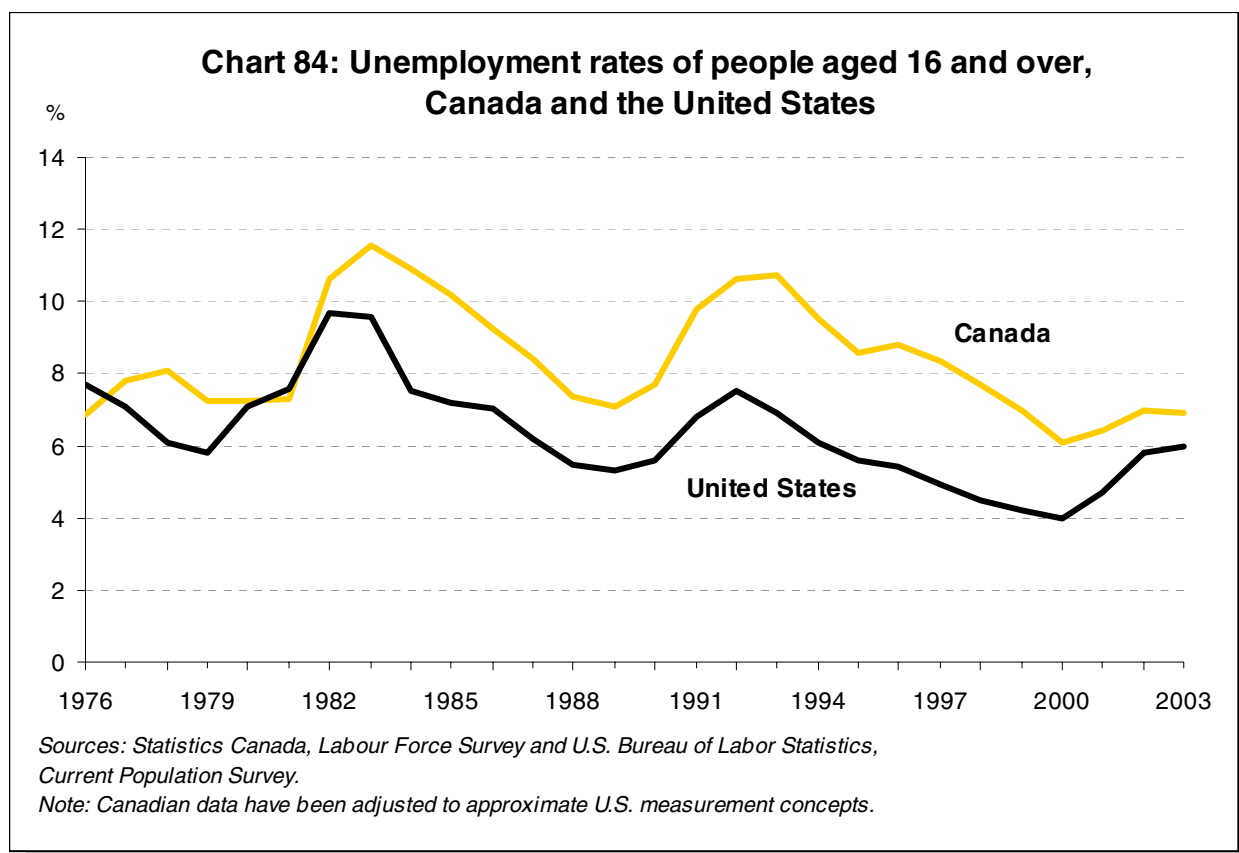
### Canada reaches a record high employment rate

- In 2003, Canada's employment rate reached a record 63.0% and surpassed the United States (62.3%) for the first time in over two decades.
- 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 4.1 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 downturn (-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 has seen a steady decline since reaching its record high of 64.4% in 2000.



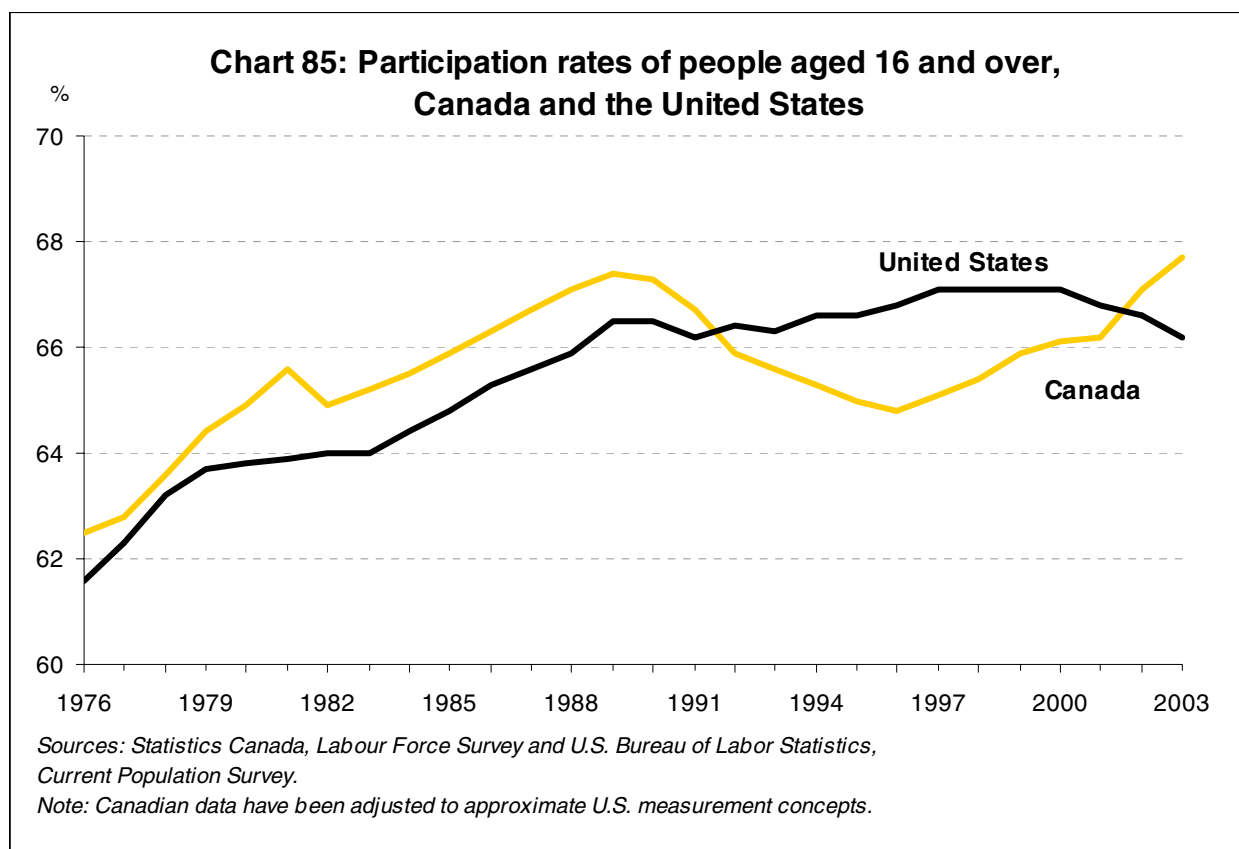
### The unemployment rate gap narrows between the two countries

- In the last decade, the Canadian unemployment rate (adjusted to the U.S. definition) reached a high of 10.8% in 1993, declined to a low of 6.1% in 2000, and then increased again to 6.9% by 2003. The U.S. unemployment rate reached a high of 7.5% in 1992 and fell to a low of 4.0% in 2000, only to increase to 6.0% by 2003.
- This significant increase in the American unemployment rate in the last few years has narrowed the gap between the two countries. In fact, the Canadian rate is now less than 1 percentage point higher than the U.S. rate. 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 the most 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.



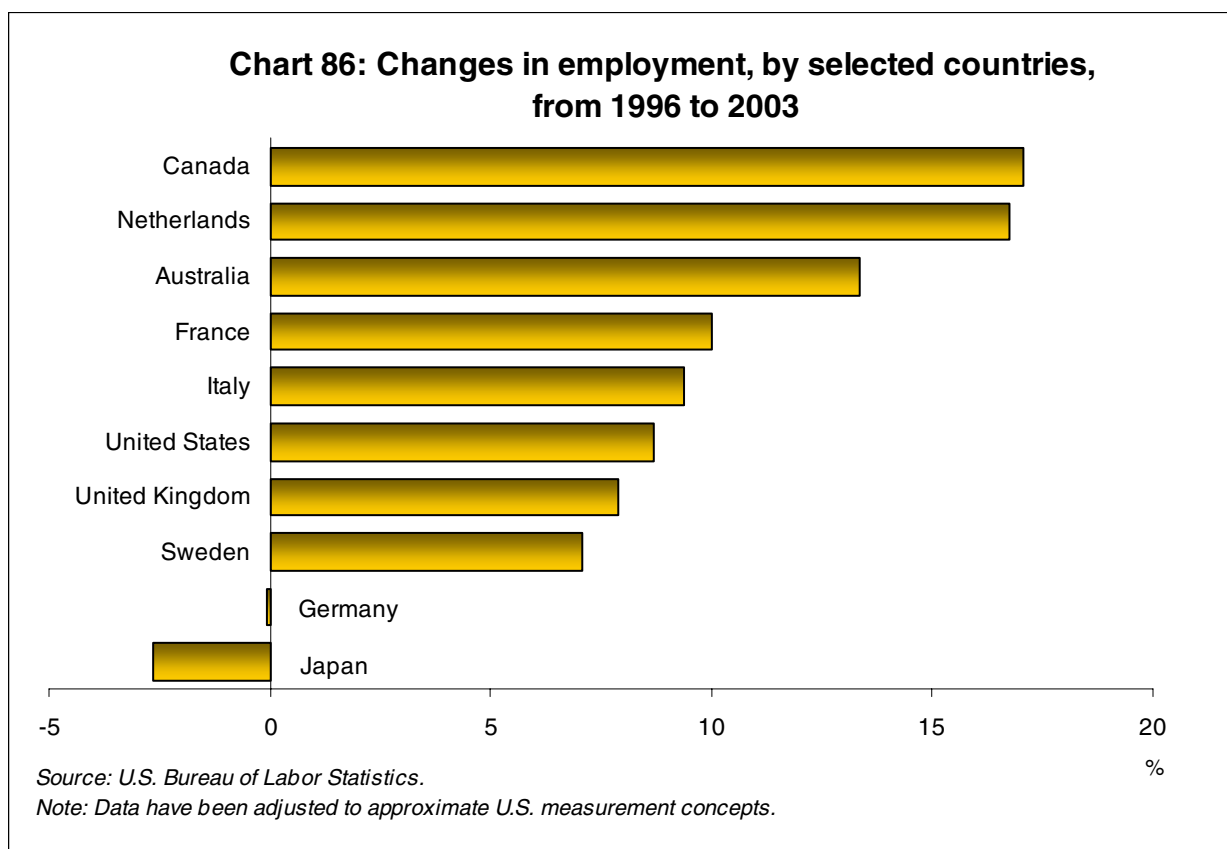
### ***A higher proportion of Canadians than Americans is participating in the labour market***

- For both 2002 and 2003, Canadians were more likely than Americans to be participating in the labour market. By 2003, a record high proportion of working-age Canadians (67.7%) was either employed or unemployed, compared with 66.2% of Americans. This higher Canadian participation rate is due to stronger employment growth in Canada than in the United States since 2001.
- While labour market participation has trended up in Canada since 1996, a declining proportion of Americans participated in the labour market since 2001, after peaking at 67.1% through 1997 to 2000.
- American men and women aged 16 to 54 years all showed declines in their respective participation rates from 2000 to 2003, but youth and men were the hardest hit. On the other hand, older workers aged 55 and over showed increases, particularly older women. The participation rates of Canadian men and women of all ages increased from 1996 to 2003.



### Canada's employment growth is tops

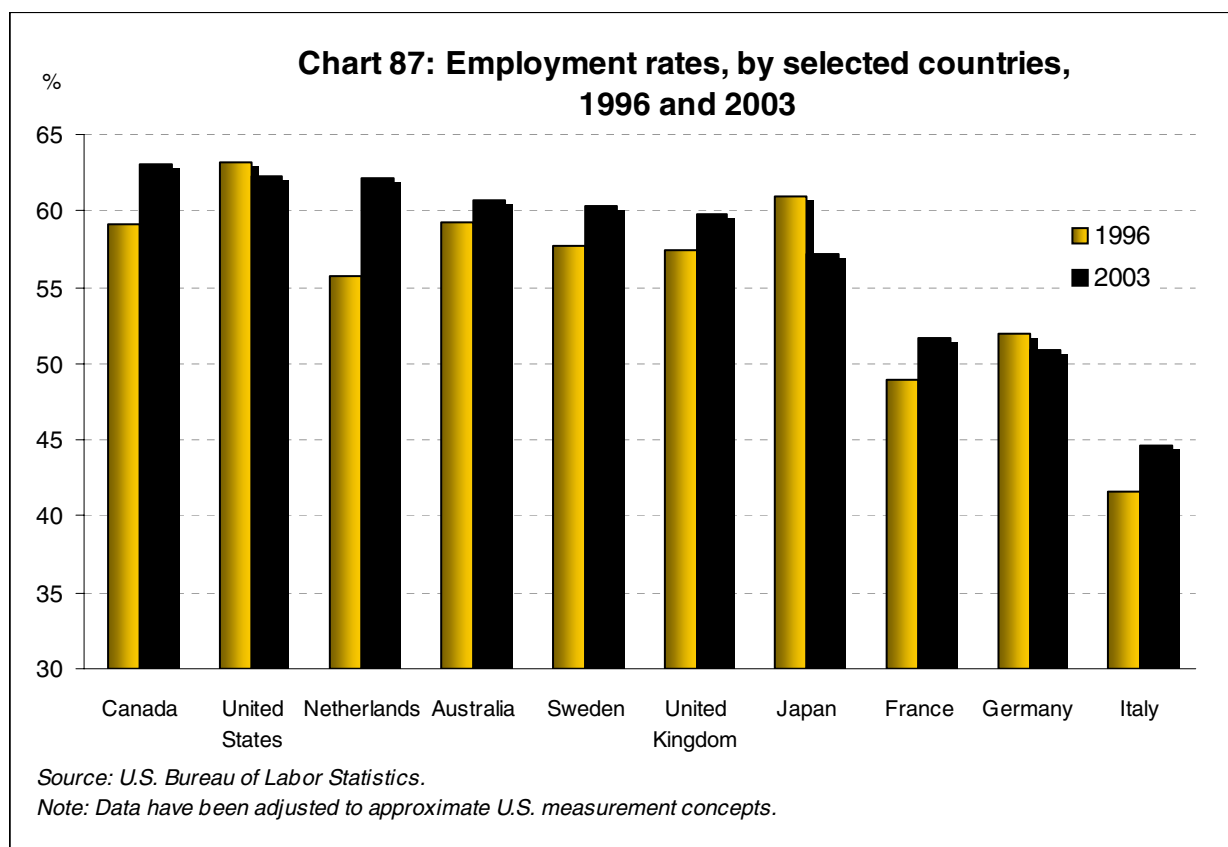
- Canada ranked best among 10 countries in employment growth from 1996 to 2003, followed closely by the Netherlands. Japan and Germany were the only countries to see declines in employment. In service industries, each of the 10 countries enjoyed higher employment during this period, but the Netherlands, Canada, and Australia enjoyed the strongest growth rates, of between 17% and 18%, while Japan and Germany had the weakest, at 6% each.
- Canada was the only country in which manufacturing jobs made up a growing share of total employment, rising from 14% in 1996 to 15% in 2003. Manufacturing's share of employment fell sharply in the United States (16% to 12%), Japan (23% to 19%), the United Kingdom (19% to 16%) and Sweden (19% to 16%).
- All 10 countries saw employment in primary industries (agriculture, forestry, hunting and fishing) lose share from 1996 to 2003. Italy, which had the largest proportion of employment in these industries, had the largest decrease in share, from 6.4% to 4.9%. In Canada, the share fell from 4.0% to 2.8%, similar to the declines seen in the remaining countries.





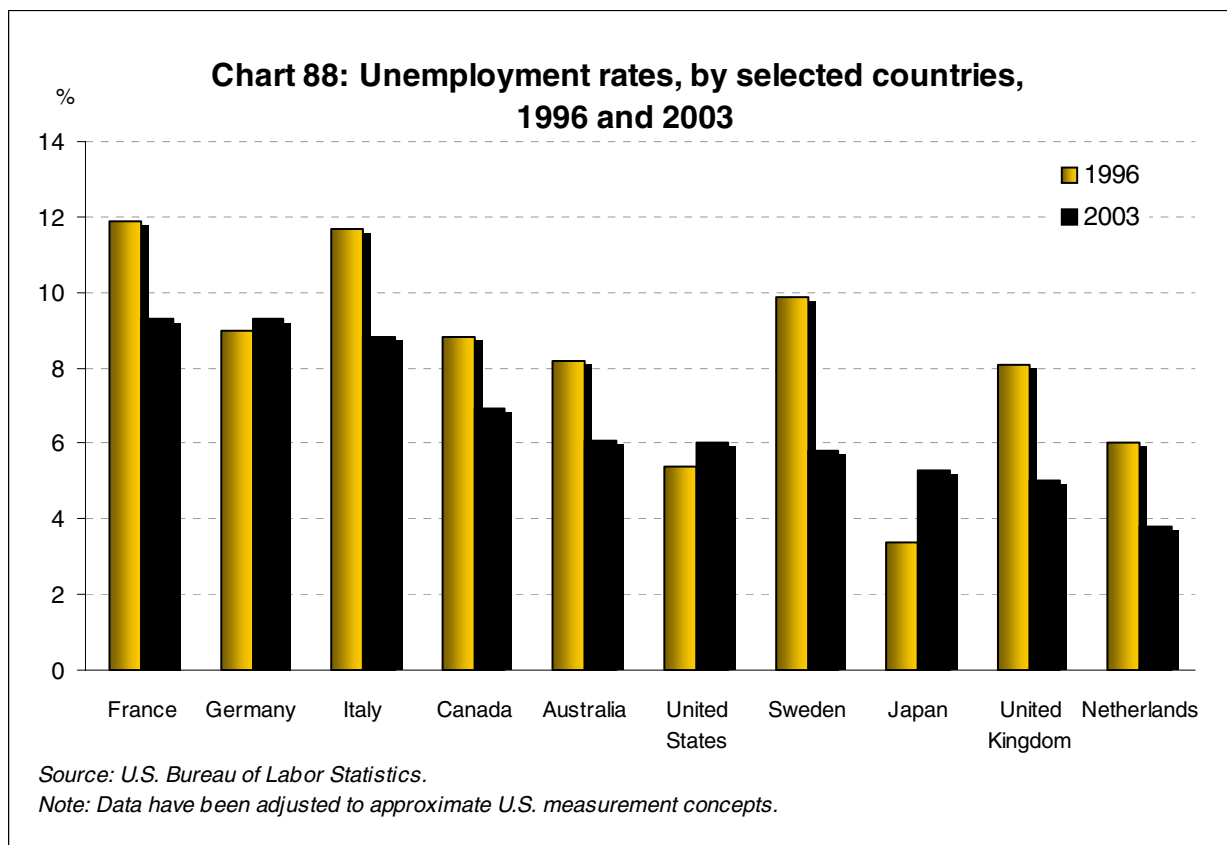
### Canada has the highest employment rate

- In 2003, Canada had the highest employment rate of the 10 countries examined. This is the first time Canada has ranked tops among these countries since international comparisons were first compiled in 1960. From 1996 to 2003, Canada's employment rate increased almost 4 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 2003, 6.4 percentage points, as employment growth of 17% far outpaced working-age population growth of 4.6%. Canada posted healthy employment growth of 17% and substantial population growth of 10% during this seven-year period.
- Canadian women reached a historic high in their employment rate in 2003, 57.7%, which was also a first-place ranking among the 10 countries. Sweden (57.2%), the United States (56.1%), the Netherlands (54.0%), Australia (53.6%) and the United Kingdom (53.2%) followed. For men, rates were highest in the Netherlands (70.5%), Japan (69.9%), the United States (68.9%), Canada (68.5%), Australia (68.1%) and the United Kingdom (66.9%).



**Canada's unemployment rate ranks in the middle**

- Canada's unemployment rate was in the middle of the pack in 2003: France, Germany and Italy had the highest rates and the Netherlands, the United Kingdom, and Japan posted the lowest. Over the period 1996 to 2003, Sweden, the United Kingdom, Italy and France saw the largest decreases in unemployment rates, ranging from 3 to 4 percentage points. The Netherlands, Australia and Canada saw declines of 2 percentage points.
- Japan, the United States and Germany were the only countries that had increases in unemployment rates from 1996 to 2003. 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 9.3% in 2003.
- Japan's unemployment rate rose steadily from the early 1990s onward—by 2002, it reached a record 5.4%. However, the rate may be levelling off, as it slipped to 5.3% in 2003, the first decline since 1992.



## **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 J58 to J60, 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 F40, K61, L67 and L68, employees are paid individuals receiving a T4 slip and include those that are on paid leave. This definition excludes independent contractors.

In charts E29 to E31 and J57, 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 15<sup>th</sup>).

### **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 15<sup>th</sup> 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 15<sup>th</sup>).

## **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 J58 and J59, 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 1991 Standard Occupation Classification (SOC) was used to classify occupations.

### **Other income**

In chart J58, 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 J57, 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 G43, personal reasons include own illness, personal or family responsibilities or going to school.

In chart H48, 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**

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 about 1% of the self-employed in 2003.

**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 15<sup>th</sup>).

### 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 J57, 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 N77, 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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## ***Related products and services***

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### **Labour Force Survey (LFS)**

- Labour Force Information, monthly – 71-001-X
- Labour Force Historical Review, annual – 71F0004X
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- 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 282-0095 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)**

- The Evolving Workplace Series, occasional – 71-584-M
- 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)**

- Income in Canada, annual – 75-202-X
- Income Trends in Canada, annual – 13F0022X
- Survey Overview, annual – 75F0011X
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- 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

### **Other products not specific to a survey**

- Perspectives on Labour and Income, monthly and quarterly – 75-001-X
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