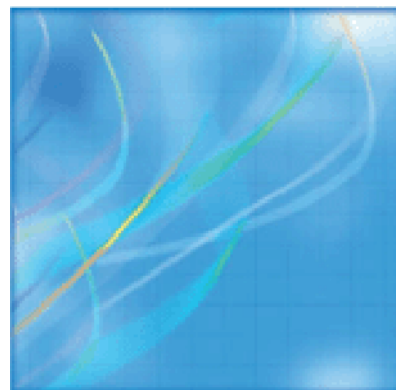


Catalogue no. 97-559-X

# Canada's Changing Labour Force, 2006 Census

Census year 2006



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# Canada's Changing Labour Force, 2006 Census

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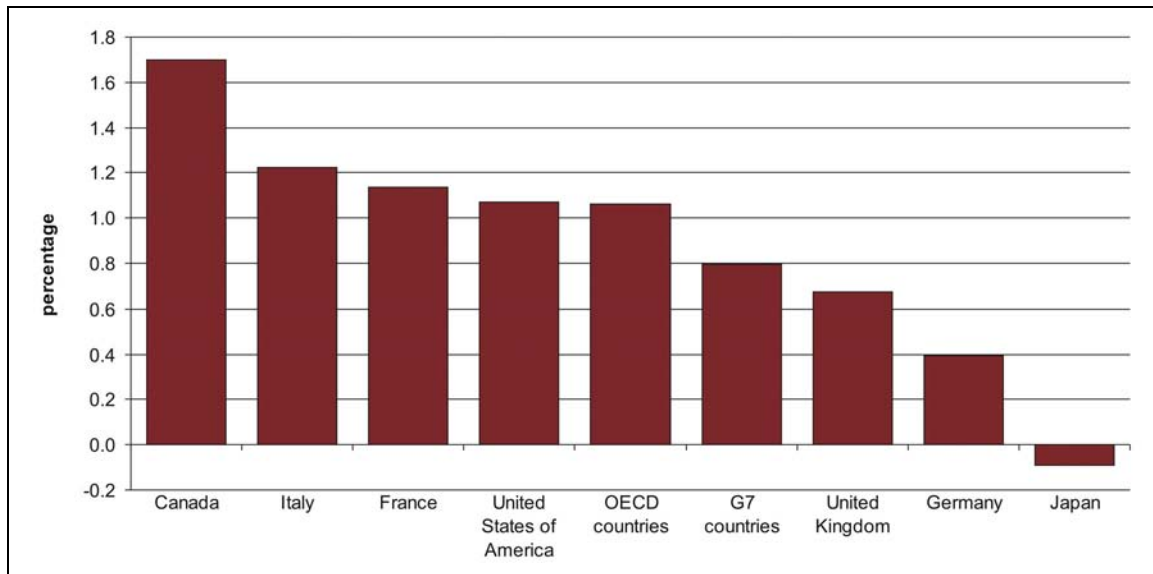
## Highlights

- Between 2001 and 2006, total employment in Canada increased at an annual average rate of 1.7%, the fastest rate increase among the Group of Seven (G7) nations. Italy's growth rate of 1.2% was second and France and the United States of America followed.
- According to the census, employment in mining and oil and gas extraction reached 222,700 by 2006, an annual average gain of 7.5%. This was four times the national average of 1.7%. Alberta alone accounted for 70% of the employment growth in this industry. While employment in all parts of this industry increased, by far the fastest pace of growth was in oil and gas.
- Employment increased a strong 4.5% per year on average in the larger construction sector. During the five-year period, this sector added an estimated 196,200 workers to its ranks, bringing total employment to 991,200 in 2006.
- Manufacturing shed 136,700 jobs during the five-year period, equivalent to a 1.4% decline per year. This occurred in the wake of the rapidly appreciating Canadian dollar and shifts in production from Canada to other countries.
- On the other hand, employment increased by 1.8% per year in retail trade. As a result, the gap between employment in retail and manufacturing closed rapidly during the five-year period. In 2001, about 373,900 more people were employed in manufacturing than in retail trade. By 2006, this gap had shrunk to only about 81,400.
- Data for occupations largely reflected these industry developments. One of the fastest growing occupation categories over the five years was in the construction industry. More specifically, the number of trades helpers and labourers increased by 52,300, or 57.2%, to 143,900.
- In the textile industry, the number of sewing machine operators plunged by 18,300, or 32.7%. There was also a decline in the number of metal fabricators, including steel workers.
- According to data on labour mobility, 563,000 or 3.4% of the total workforce moved to a different province or territory between 2001 and 2006. Mobility rates were highest in the territories and Alberta. In 2006, the mining and oil and gas extraction and public administration industries had the highest shares of interprovincial movers in their workforces.
- Census data also showed that the aging of Canada's labour force continued between 2001 and 2006. In 2006, workers aged 55 and older accounted for 15.3% of the total labour force, up from 11.7% in 2001.
- Unemployment rates among Aboriginal peoples remained relatively high in 2006, but were down from 2001. Employment rates among the various Aboriginal groups rose between 2001 and 2006.
- Among recent immigrants (those who arrived in Canada since 2001) of core working age (ages 25 to 54), the share who were employed was 67.0%, up 3.6 percentage points from 2001. This was faster than the gain among Canadian born, causing the gap between the employment rates of recent immigrants and the Canadian born to shrink from 17.5 percentage points in 2001 to 15.4 percentage points by 2006.

## Overview of Canada's changing labour force

Between 2001 and 2006, total employment in Canada increased at an annual average rate of 1.7%, the fastest rate increase among the Group of Seven (G7) nations. Italy's growth rate of 1.2% was second followed by France and the United States of America. According to data from the Labour Force Survey, Canada's strong employment growth has continued beyond 2006.

**Figure 1 Average annual employment growth, Canada and the Group of Seven (G7) and Organisation for Economic Co-operation and Development (OECD) countries<sup>1</sup>**



**Note:**

1. OECD, [http://www.oecd.org/document/15/0/0,3343,en\\_2825\\_495670\\_38938959\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/document/15/0/0,3343,en_2825_495670_38938959_1_1_1_1,00.html) (accessed February 19, 2008).

**Source:** Organization for Economic Co-operation and Development (OECD).

The growth in employment reflected the nation's economic performance. During this five-year period, gross domestic product (GDP) rose at an annual average rate of 2.7% a year.

Employment rose in every part of the country. However, growth was strongest in the West, especially in Alberta and British Columbia.

On an industry basis, the fastest growth in employment occurred in the mining and oil and gas extraction industry, where employment increased at an average pace of 7.5% a year, nearly four times the national average. Alberta alone accounted for 70% of the employment growth in this industry.

With low interest rates spurring activity, growth in the larger construction sector was a strong 4.5% on average per year. During the five-year period, this sector added an estimated 196,200 workers to its ranks.

On the downside, manufacturing shed 136,700 jobs during the five-year period, equivalent to a 1.4% decline per year. This occurred in the wake of the rapidly appreciating Canadian dollar and shifts in production from Canada to other countries.

These manufacturing losses were concentrated in Central Canada. Ontario incurred declines in employment in the computer manufacturing and telecommunications sector, while both Ontario and Quebec experienced declines in textile employment.

On the other hand, employment increased by 1.8% per year in retail trade. As a result, the gap between employment in retail and manufacturing closed rapidly during the five-year period. In 2001, about 373,900 more people were employed in manufacturing than in retail trade. By 2006, this gap had shrunk to about 81,400. Manufacturing and retail trade are the country's two largest employers.

Data for occupations largely reflected these industry developments. One of the fastest growing occupations over the five years was in the construction industry. More specifically, the number of trades helpers and labourers increased by 52,300, or 57.2%, to 143,900 in 2006.

In the textile industry, the number of sewing machine operators plunged by 18,300, or 32.7%. In the steel industry, there was also a decline in the number of metal fabricators, including steel workers over the five year period.

According to data on labour mobility, 563,000 workers, or 3.4% of the total workforce, moved to a different province or territory between 2001 and 2006. Mobility rates were highest in the territories and Alberta. In 2006, the mining and oil and gas extraction and public administration industries had the highest shares of interprovincial movers in their workforces.

Census data also showed that the aging of Canada's labour force continued between 2001 and 2006. In 2006, workers aged 55 and older accounted for 15.3% of the total labour force, up from 11.7% in 2001. This was the result of the aging of the baby boomers, and the increased tendency for older workers to participate in the labour force.

The median age of the labour force surpassed 40 years for the first time, rising from 39.5 years in 2001 to 41.2 years in 2006. The median is the point where half are older and half are younger.

Unemployment rates among Aboriginal peoples remained relatively high in 2006, but were down from 2001. Employment rates among the various Aboriginal groups rose between 2001 and 2006. At the same time, in most provinces and territories, the gap between their employment rates and those of their non-Aboriginal counterparts shrank.

Among recent immigrants (those who arrived in Canada since 2001) of core working age (ages 25 to 54), the share who were employed was 67.0%, up 3.6 percentage points from 2001. This was faster than the gain among Canadian born, causing the gap between the employment rates of recent immigrants and the Canadian born to shrink from 17.5 percentage points in 2001 to 15.4 percentage points by 2006.



## National picture

### Goods industries<sup>1</sup>

#### Fastest growth in mining and oil and gas extraction

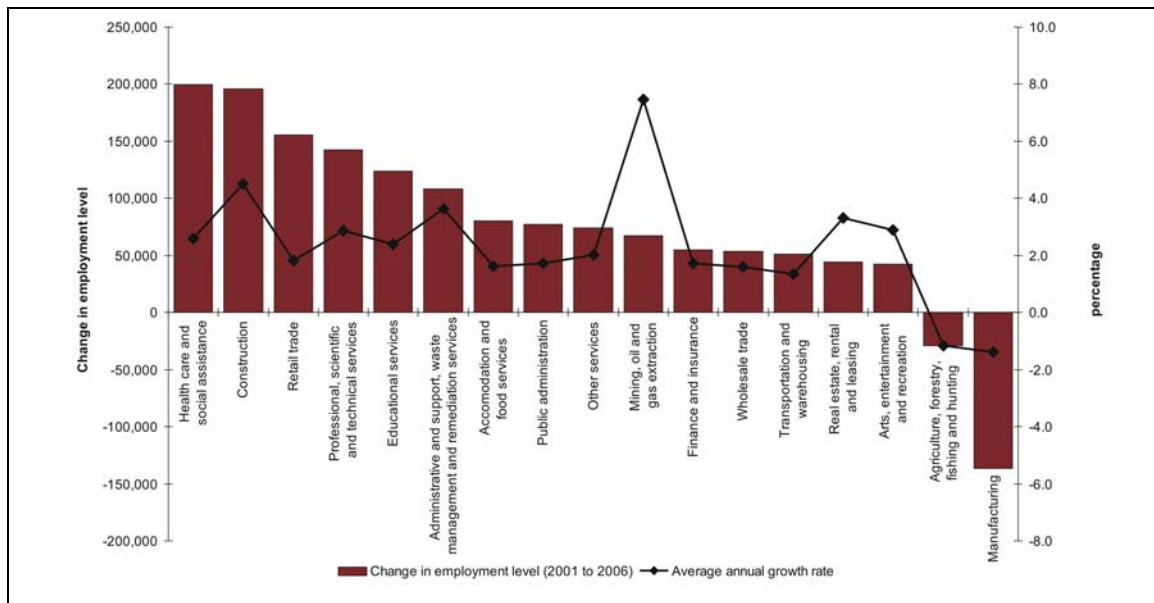
Among the goods industries, the fastest growth in employment between 2001 and 2006<sup>2</sup> occurred in the mining and oil and gas extraction industry.

According to the census, employment in mining and oil and gas extraction reached 222,700 by 2006, an annual average gain of 7.5%. This was almost four times the national average of 1.7%. Alberta alone accounted for 70% of the employment growth in this industry. While employment in all parts of this industry increased, by far the fastest pace of growth was in oil and gas.

Employment increased a strong 4.5% per year on average in the larger construction sector. During the five-year period, this sector added an estimated 196,200 workers to its ranks, bringing total employment to 991,200 in 2006.

With the rapid expansion of the western economy, the gain in construction in the West was more significant. In fact, the combined increase in construction employment in Alberta and British Columbia exceeded the increase in this industry in the much larger Ontario–Quebec region.

**Figure 2 Industry employment level changes, 2001 to 2006<sup>1</sup>**



**Note:**

1. These counts differ from those listed in the Census Standard Products tables, as industry counts in the Standard Products are for the experienced labour force.

**Source:** Statistics Canada, Census of Population, 2006.

1. The goods sector is comprised of the following industries: Agriculture, Forestry, Fishing and Hunting, Construction, Mining and Oil and Gas Extraction, Manufacturing and Utilities.  
 2. The analysis presented in this document uses data for those in the labour force as defined in the definition section. These numbers may or may not be different from those found in the topic-based tabulations.

## Largest decline in manufacturing employment

On the downside, manufacturing shed 136,700 jobs between 2001 and 2006, equivalent to a 1.4% decline per year. Total employment fell from about 2,033,200 to roughly 1,896,500.

Losses in manufacturing were concentrated in Central Canada: Ontario shed 77,700 manufacturing jobs, and Quebec 56,600. This was the equivalent of an annual average decline of 1.7% in Ontario and 2.0% in Quebec.

As a result of these changes, manufacturing accounted for 11.8% of the total workforce in 2006, down from 13.8% in 2001. In contrast, the construction sector's share rose from 5.4% to 6.2%. The share for mining and oil and gas extraction edged up from 1.1% to 1.4%.

Canada's cut and sew clothing manufacturing industry lost nearly 33,000 jobs during the period, a 9.3% average annual decline.

Employment in the computer and telecommunications (CT) sector<sup>3</sup> fell by 28,200. The high tech downturn, which began in 2001, was acutely felt in Ottawa–Gatineau, especially in communication and technology wire and cable manufacturing.

The pulp, paper and paperboard mills industries shed 14,400 jobs over the five-year period. These losses were concentrated in Ontario (4,600), Quebec (4,000) and British Columbia (2,200). Employment in the sawmills and wood preservation industry fell by 14,200, with roughly half of the decline occurring in British Columbia.

The lumber industry was challenged on several fronts. In 2002, anti-dumping duties were imposed by the United States on Canadian lumber exports. By 2005 and 2006, the U.S. housing market started to contract, further weakening demand for lumber. By 2006, softwood lumber prices reached their lowest point. Other factors hurting the Canadian industry were increased competition from other countries and the exchange rate.<sup>4</sup>

## Service industries<sup>5</sup>

### Retail trade employment approaching parity with manufacturing

In contrast to the goods industries, employment increased across the board among the industries in Canada's services sector.

Census data showed that employment in Canada's big retail trade sector, the largest service industry, was approaching parity with manufacturing.

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3. CT manufacturing here refers to employment in Commercial and Service Industry Machinery Manufacturing (NAICS 2002 - 3333), Computer and Peripheral Equipment Manufacturing (NAICS 2002 - 3341), Communications Equipment Manufacturing (NAICS 2002 - 3342), Audio and Video Equipment Manufacturing (NAICS 2002 - 3343), Semiconductor and Other Electronic Component Manufacturing (NAICS 2002 - 3344) and Navigational, Measuring, Medical and Control Instruments Manufacturing (NAICS 2002 - 3345).

4. Dufour, Daniel. June 2007. 'The Canadian lumber industry: Recent trends.' *Analysis in Brief*.

5. The service sector is comprised of the following industries: Wholesale Trade, Administrative and Support, Waste Management and Remediation Services, Retail Trade, Educational Services, Transportation and Warehousing, Health Care and Social Assistance, Information and Cultural Industries, Arts, Entertainment and Recreation, Finance and Insurance, Accommodation and Food Services, Real Estate and Rental and Leasing, Other Services (except Public Administration), Professional, Scientific and Technical Services, Public Administration, Management of Companies and Enterprises.

Employment increased by 1.8% a year on average in retail trade between 2001 and 2006, or a total of 155,800 workers. This put the number of retail jobs at just over 1,815,000. Most of the big employment increase came from grocery stores, building materials and supplies stores and automobile dealerships.

This was only 81,400 retail workers short of total employment in the manufacturing sector in 2006. This gap has closed rapidly during the five-year period. In 2001, about 373,900 more people were employed in manufacturing than in retail trade.

Possibly as a spin-off to the housing boom, employment growth was a strong 3.3% on average in real estate, rental and leasing. This industry employed just over 293,000 people in 2006. This increase was due primarily to a 5.9% gain per year in the offices of real estate agents and brokers.

Strong growth also occurred in professional, scientific and technical services, which added 142,300 jobs, equal to an annual average rate of 2.9%. One factor in the growth of this industry was the demand for workers in architectural, engineering and related services. This was likely the result of increased demand for these services from the construction and oil and gas industries. The fastest growth occurred in the Yukon Territory, and Saskatchewan, Alberta, Prince Edward Island and British Columbia.

Canada's second largest service industry, health care and social assistance, added 199,900 workers, equal to 2.6% on average each year, well above the national average. This brought total employment in health care and social assistance to 1,667,700 in 2006. Increases were largest in Ontario, Quebec and Alberta. The gains were widespread, from ambulatory services to medical laboratories to hospitals.

Employment in the educational services industry rose by 123,600, or an average annual rate of 2.4%, bringing the total to 1,110,000 in 2006. Universities saw particularly fast growth, as enrolment also climbed.

Public administration grew by 77,000 to reach 943,700 in 2006, an average annualized growth rate of 1.7%, and the same rate as national employment growth. Ontario, Quebec and Alberta were the biggest contributors. Overall, the bulk of these gains came from local, municipal, and regional public administrations. However, in Quebec, public administration employment gains were mostly at the federal level.

## Occupations

### Oil and gas workers: Small group with fastest growth in employment

The shift in industrial demand for workers to different parts of the economy had an impact on the occupational make-up of the nation.

The oil and gas industry is still relatively small, but its rapid expansion in recent years has meant huge gains for a number of occupations.

The number of oil and gas well drillers, servicers, testers and related workers almost doubled to 11,500, making it the fastest growing occupation between 2001 and 2006. The number of supervisors in oil and gas drilling and services rose 47.2% to about 9,400.

The housing boom, especially in the western region, ignited a round of hiring. Production clerks, many of whom are employed by construction businesses, saw their numbers increase 73.3% to 24,100. The ranks of construction inspectors also grew by 61.8% to 13,700, the fifth fastest growing occupation.

The number of construction trades helpers and labourers rose 57.2% in 2006 to nearly 143,900. Between 2001 and 2006, their ranks expanded by 52,300. In 2006, this occupation ranked seventh among the fastest growing jobs.

Although not among the 10 fastest growing occupations, real estate agents increased their numbers by 25% to 61,100 in 2006.

Many big ticket purchases such as homes, cars and furnishings increased work for loan officers. According to the 2006 Census, there were nearly 35,400 loan officers, a gain of 13,900 since 2001.

Employment growth was also strong among postsecondary teaching and research assistants (+65.7%). This gain mirrored the increase in postsecondary enrolment in recent years. As noted earlier, there was a large increase in employment in the education industry.

Census data showed 36,500 working estheticians, electrologists and related occupations, up 57.4% from 2001, the sixth fastest rate. This growth could be a reflection of Canada's expanding spa industry.

**Table 1 Fastest growing occupations, 2001 to 2006, Canada**

<b>Occupation</b>	<b>2006 employment</b>	<b>Percentage employment growth, 2001 to 2006</b>
Oil and gas well drillers, servicers, testers and related workers	11,500	77.8
Production clerks <sup>1</sup>	24,100	73.3
Postsecondary teaching and research assistants	61,500	65.7
Loan officers	35,400	64.5
Construction inspectors	13,700	61.8
Estheticians, electrologists and related occupations	36,500	57.4
Construction trades helpers and labourers	143,900	57.2
Administrative clerks	101,700	53.9
Refrigeration and air conditioning mechanics	21,400	53.6
Petroleum engineers	9,000	53.5

**Note:**

1. Such as those employed by construction businesses to prepare production schedules.

**Sources:** Statistics Canada, censuses of population, 2001 and 2006.

**Largest job gains reflect increased retail and housing activity**

In terms of absolute numbers, the busy retail and housing industries triggered large increases in certain occupations. Table 2 shows the largest absolute increase in employment by occupation.

Retail salespersons and sales clerks comprised one of the largest occupations in the country; their numbers rose by 132,300, the largest increase of all occupations. Another group, cashiers, increased by 43,300, a reflection of expanding consumer spending in retail stores.<sup>6</sup>

The second largest increase occurred in the construction trades helpers and labourers, whose numbers rose by 52,300. Much of this growth occurred in British Columbia and Alberta. The building boom required carpenters, and as a result, their numbers increased by 33,900.

Among health care workers, the number of nurse aides and orderlies increased by 37,100, while the number of registered nurses rose by 37,000. This was a reflection of the greater demand for health services, paralleling increased government spending in the industry.

**Table 2 Largest increases in employment by occupation, 2001 to 2006, Canada**

Occupation	2006 employment	2001 to 2006 employment change
Retail salespersons and sales clerks	685,800	132,300
Construction trades helpers and labourers	143,900	52,300
Truck drivers	286,100	44,000
Cashiers	299,200	43,300
Nurse aides, orderlies and patient service associates	169,700	37,100
Registered nurses	265,900	37,000
Customer service, information and related clerks	191,600	36,300
Administrative clerks	101,700	35,600
Information systems analysts and consultants	138,400	35,300
Carpenters	145,000	33,900

**Sources:** Statistics Canada, censuses of population, 2001 and 2006.

### Most prevalent occupations: No longer truck drivers for men

Although there was a relatively large increase in the number of truck drivers between 2001 and 2006, truck driving was replaced by retail salespersons and sales clerks as the most common occupation among men.

Nearly 285,800 men reported that they were retail salespeople or clerks, taking over the top spot from truck driving, which was reported by about 276,200. The third most prevalent occupation among men was still retail trade managers, at 192,200.

The number of male retail salespeople or clerks increased 28.6% between 2001 and 2006, while the number of male truck drivers rose by 17.4%.

6. Consumers spent an increasing proportion of their disposable income in retail stores. For every \$100 of disposable income in 2000, they spent \$45 in retail stores. This rose to \$47 in 2004. Zhang, Yiling. October 2005. 'Provincial retail trade since the turn of the millennium.' *Analysis in Brief*. p. 3.

**Table 3 Most prevalent occupations for men and women, Canada, 2006**

<b>Men</b>	<b>2006 employment</b>	<b>2001 to 2006 employment change</b>
Retail salespersons and sales clerks	285,800	63,600
Truck drivers	276,200	40,900
Retail trade managers	192,200	-8,100
Janitors, caretakers and building superintendents	154,100	18,800
Farmers and farm managers	147,800	-21,200
Material handlers	147,000	13,900
Automotive service technicians, truck and bus mechanics and mechanical repairers	143,000	20,400
Carpenters	142,400	32,900
Construction trades helpers and labourers	133,600	47,500
Sales, marketing and advertising managers	102,600	10,200
<b>Women</b>	<b>2006 employment</b>	<b>2001 to 2006 employment change</b>
Retail salespersons and sales clerks	400,000	68,600
Cashiers	255,500	35,500
Registered nurses	249,400	33,800
General office clerks	244,200	23,100
Secretaries (except legal and medical)	237,300	-16,500
Elementary school and kindergarten teachers	214,600	19,900
Food counter attendants, kitchen helpers and related occupations	194,800	23,100
Early childhood educators and assistants	157,700	31,700
Food and beverage servers	152,000	-2,900
Light duty cleaners	147,400	24,400

**Sources:** Statistics Canada, censuses of population, 2001 and 2006.

Among women, the most prevalent occupation reported in 2006, was also retail salespeople and clerks, at just over 400,000. Cashiers were second at 256,000. With added hiring in health care and social assistance, nursing became the third most common occupation, moving up a couple of ranks since 2001.

### **Declines: Large losses in manufacturing occupations**

Several occupations in manufacturing experienced large declines.

For example, the number of machine operators in manufacturing dropped by 52,700 between 2001 and 2006; within this group, sewing machine operators suffered the most severe job losses. Their numbers fell by about 18,300 to just under 37,800, equivalent to a 32.7% decline.

The number of metal fabricators, which included steel workers, fell by about 6,800, or 34.4%, to 12,900. Consolidation and automation of the steelmaking process contributed to the decline, as did structural change in the auto industry.

The number of mechanical assemblers and inspectors, including auto parts assemblers, who have a big presence in southern Ontario, fell by 6,100, or 33.3%, to 12,200.

About 24,200 people in 2006 worked as electronics assemblers, fabricators, inspectors and testers, almost 5,600 fewer than in 2001, or an 18.8% drop. These also included workers who manufacture audiovisual equipment, such as stereos, televisions and computer parts.

## Education and the labour market

### Lowest unemployment rate among those who studied education

Although there were significant losses in some manufacturing occupations between 2001 and 2006, there was widespread growth in most other occupations. As noted earlier, some of that growth was 'blue-collar' such as the gains in construction trades, and oil and gas workers. There were, however, gains in other occupations which required different skills and levels of education.

By 2006, unemployment rates among people with all levels of education were relatively low compared to previous years.<sup>7</sup> The Canadian economy, however, still places a premium on workers with higher levels of education. According to the census, among Canadian workers in the core working-age group (ages 25 to 54), those who had not completed high school had an unemployment rate of 9.4%. This was more than twice the rate of 4.2% among those who had completed a university degree.

It is not only the level of education that is important to labour market success, but also the type of program that people have completed that can impact their chances of landing a job. Among people with postsecondary education, those in education studies had very low unemployment. An estimated 542,700 people in the core working-age group had completed a postsecondary program in education as their major field of study. These people had the lowest unemployment rate in 2006, at 3.0%.

Other fields of study for which graduates had low unemployment included biblical studies (3.2%), agriculture, health services, as well as parks, recreation and leisure studies. For each of the last three fields of study, unemployment was 3.6%.

**Table 4 Major fields of study with the lowest unemployment rates, for population aged 25 to 54 years**

Major field of study	Unemployment rate
Education	3.0%
Bible/biblical studies	3.2%
Agriculture	3.6%
Health services/allied health/health sciences	3.6%
Parks, recreation and leisure studies	3.6%
Security and protective services	3.8%
Architecture and related services	3.9%
Engineering technology	4.1%
Mechanics and repairs	4.2%
Psychology	4.3%

**Source:** Statistics Canada, Census of Population, 2006.

7. **Source:** Labour Force Survey.

## The provinces and territories

### Westernmost provinces leading the way in employment growth

Census data showed employment reached an estimated 16,021,200 in 2006, up 1,326,000 from 2001. Just two western provinces—Alberta and British Columbia—accounted for a third of this increase.

During the same five-year period, the unemployment rate fell in every province and territory, except Ontario and the Northwest Territories.

Over the five years, the 1.7% annual average national employment growth rate was surpassed only in Alberta (2.9%) and British Columbia (2.1%) and the three territories.

Alberta added 251,100 workers between 2001 and 2006, while British Columbia added 208,800. Growth in both provinces was spurred largely by gains in the construction industry and professional, scientific and technical services. In addition, Alberta got a big boost from mining, oil and gas extraction.

In British Columbia, the gain of 51,800 construction jobs accounted for one-quarter of total employment growth during the five-year period, an average annual rate of 8.3%. Growth also came from non-residential construction projects, such as initial building for the 2010 Winter Olympics. This may partly explain the big boost of 27,200 more workers in professional, scientific and technical services, including architects and engineers. In addition, employment for retail trade workers grew 17,800 from 2001 to 2006.

Nearly 45% of Alberta's total employment growth came from mining, oil and gas extraction, construction and health and social assistance. In fact, employment in mining and oil and gas extraction industries increased by 47,400 in Alberta, an annual pace of 9.7%. This was more than three times faster than the rate of annual employment growth in Canada.

Construction employment in Alberta rose by 39,700, an average of 5.8% a year. This was the result of a housing boom, as workers from other provinces moved westward, attracted by abundant employment prospects. The province also had a large increase of 25,200 health care and social assistance workers, a 3.2% annual average gain.

As in British Columbia, Alberta saw a 27,000 increase in workers employed in professional, scientific and technical services, an average annual increase of 4.3%.

Growth was also strong in the three territories, particularly the Northwest Territories<sup>8</sup> and Nunavut; employment in both rose at an average annual rate of 2.6%. The opening or development of new diamond mines in the Northwest Territories and Nunavut contributed to this overall growth. However, in Nunavut, the biggest source of employment growth was hiring in public administration.

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8. Care should be exercised in comparing estimates in the Northwest Territories from the 2006 Census counts with counts from the 2001 Census. In 2001, the net undercount for the Northwest Territories was estimated at 8.11%, substantially higher than the national level of 2.99%, and almost double its 1996 level. The increase in the population between 2001 and 2006 is likely overstated due to improvements in coverage of the Northwest Territories in 2006.



## Unemployment rates drop in Manitoba and Saskatchewan

Employment in Manitoba grew at an average of 1.0% per year between 2001 and 2006, a pace just over half of the national rate of growth. At the same time, the unemployment rate declined from 6.1% in 2001 to 5.5% in 2006. The largest employment gains in 2006 were amongst construction workers and educational staff. There was an average annual employment increase of 3.5% (+4,700) in construction as well as 2.1% per year (+4,600) in educational services. These gains more than offset a decline of workers in manufacturing of 4,400.

Employment growth for Saskatchewan residents grew by an average of 0.6% per year between 2001 and 2006 while the unemployment rate declined from 6.3% to 5.6%. The biggest employment gains in 2006 for the province were in mining and oil and gas extraction (+4,300) workers, and educational services (+3,700), as well as construction (+3,200). On the other hand, there was a combined loss of 12,300 workers in agriculture, forestry, fishing and hunting, restraining overall employment growth in the province.

## Employment growth below national average in Atlantic Canada

In all four Atlantic provinces, employment increased at a below-average pace. The slowest pace was in Prince Edward Island, with an average 0.9% annual employment growth. Declines in both wholesale trade and manufacturing offset gains in public administration.

In New Brunswick, employment growth averaged 1.2% annually. Employment in administrative and support services and construction both increased by 3,500. However, a loss of 3,200 workers in the manufacturing sector reduced those gains.

Employment in Newfoundland and Labrador rose by an average of 1.4% per year between 2001 and 2006. This was nearly three times as fast as its average annual employment growth of 0.5% between 1996 and 2001. Three industries accounted for a total of 7,000 new workers in the province: administrative and support services; mining, oil and gas extraction; and agriculture, forestry, fishing and hunting.

Employment growth accelerated in Nova Scotia to 1.5%, just below the national average. The province gained 5,500 health care and social assistance workers; 5,100 administrative and support workers and 4,500 retail trade staff. Nova Scotia experienced a decline of 1,300 in agriculture, forestry, fishing and hunting employment.

## Central Canada: Large-scale declines in manufacturing dampened growth in both Ontario and Quebec

Employment growth in Quebec was on par with the national average of 1.7%, while in Ontario, it increased at a below-average rate of 1.5% a year. Ontario's pace was well below the 2.4% annual average gain between 1996 and 2001.

While there were strong employment gains in the service sector and construction, large-scale decreases in manufacturing dampened overall growth in both provinces.

Hardest hit was Quebec's textile industry, which experienced declines of 20,700 in cut and sew clothing manufacturing between 2001 and 2006, as well as an additional 4,700 in fabric mills. In Ontario, the cut and sew clothing industry shed over 7,300 workers.

Both Ontario and Quebec also saw a number of declines in manufacturing industries that produced products related to the computer and telecommunications sector (CT).

Employment in CT manufacturing fell by an average 5.2% each year between 2001 and 2006 in Ontario, with losses totalling 15,300. In Quebec, the industry contracted by 6.4% annually. Total losses in Quebec amounted to 9,900 over the five-year period.

On the other hand, Ontario got a big boost in employment from the 76,500 workers who were added in health care and social assistance, for an average annual growth of 2.8% from 2001 to 2006. In 2006, there were also 57,900 more workers in educational services in Ontario, equal to an average yearly growth of 3.0%.

In Quebec, the health care and social assistance industry experienced a large gain of 67,800 workers, the equivalent of a 3.5% average annual increase. Retail trade in Quebec gained nearly 55,200 more workers, for a growth of 2.7% a year on average.

Employment growth in the construction industry was strong in Ontario, where it increased by 49,100 or 3.0% per year, on average. In Quebec, construction growth was even stronger, rising by 38,200, or 4.7%.

## **Subprovincial trends**

### **Barrie leads employment growth among metropolitan areas**

The census metropolitan area (CMA) of Barrie, north of Toronto, had the fastest employment growth of all census metropolitan areas between 2001 and 2006. It was followed by Kelowna, Calgary and Edmonton.

Employment among people living in Barrie rose by 17,400, or 22.9%, to 93,400 in 2006.<sup>9</sup> In Kelowna, it rose by 14,200, or 21.0%, to 82,000. The slowest rate of growth occurred in Windsor, where employment increased by only 2.1% between 2001 and 2006.

Of the three largest metropolitan areas—Toronto, Montréal and Vancouver—Vancouver had the highest employment growth, with an 11.0% gain. Construction was changing its skyline, as housing prices and demand increased and the city began to prepare for the 2010 Winter Olympics.

In central Canada, both Toronto and Montréal experienced slower employment growth between 2001 and 2006, compared with the previous five years. In fact, their growth lagged behind that of both Calgary and Vancouver. On the upside, Toronto, like the rest of the country, was in the midst of a housing boom, and the financial capital of the country got a big boost for workers in finance and business.

Like Toronto, manufacturing troubles dogged Montréal, which shed textile jobs. But some of these losses were offset by gains in employment in a number of industries, including financial services and in child day-care services.

In Ontario, Windsor faced the worst of the declines in auto parts manufacturing. Windsor's unemployment rate rose from 6.3% in 2001 to 8.3% by 2006, the third highest in the country after Saguenay and St. John's. However, unemployment rates in both Saguenay and St. John's declined during this five-year period.

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9. In 2006, Barrie also had the fastest population growth and the youngest population of all CMAs. Martel, Laurent and Éric Caron Malenfant. 2007. 'Portrait of the Canadian population in 2006, by age and sex.' 2006 Census: Analysis series. p. 32.

Although Windsor's unemployment rate increased, its employment rate in 2006 was still higher at 59.0% than St. John's (58.7%) or Saguenay (54.8%).

In contrast, unemployment rates improved in several Quebec CMAs. Québec City had an unemployment rate of only 4.6%, one of the lowest in the country. This was a big improvement from the rate of 6.9% five years earlier.

### **Toronto: Gains in health care and social assistance and financial services offset manufacturing losses**

Employment in Toronto grew 8.9% between 2001 and 2006 to 2,627,400. However, this was about half the pace of the 17.0% growth from 1996 to 2001. In 2006, 63.7% of Toronto's working-age population was employed, down from 64.7% in 2001. During this time, Toronto's unemployment rate rose from 5.9% to 6.7%.

Employment growth in Toronto was hampered by the faltering manufacturing sector, most notably textiles and, to a lesser extent, computer manufacturing. However, these losses were offset by employment gains in health care and social assistance and financial services.

The number of people in Toronto who worked in cut and sew clothing manufacturing fell by 5,000 between 2001 and 2006, an average annual decline of 7.1%. At the same time, employment in computer and peripheral equipment manufacturing fell by just over 4,400, or 13.4% a year.

Despite these manufacturing losses, employment in Toronto increased in several key areas, mostly in services.

In Toronto, the largest employment gains over the 5-year period were in the health care and social assistance (30,800 or +3.1% per year), bringing employment to 215,000 in 2006. Gains were concentrated in hospitals (+9,000) and nursing and residential care facilities (+6,300).

Employment in educational services got a boost in Toronto between 2001 and 2006, growing by an average of 3.6% per year. More elementary and secondary teachers were added to the payroll as these teachers increased their ranks by 12,200. Hiring at universities (+7,500) also contributed to the industry's gains.

As the nation's financial centre, Toronto accounted for 29% of workers in the banking industry, including credit unions. Employment in the deposit-accepting intermediary field (establishments primarily engaged in accepting deposits and lending funds) increased by 9,300, an average gain of 2.5% a year.

The number of food wholesaler–distributors workers rose by 5,700, or 7.1% each year on average. Toronto accounted for one-fifth of all such workers in Canada. In addition, the number of workers in wholesalers–distributors of pharmaceuticals, toiletries, cosmetics and sundries rose by about 2,500, or 5.2% a year. Toronto accounted for 31% of all employees in this industry.

The offices of real estate agents and brokers in Toronto added 5,400 workers, or 5.3% each year on average. Although growth in this field was faster in Calgary and Vancouver, Toronto added more workers in the industry between 2001 and 2006 and accounted for one-quarter of all the workers in this industry.

Mirroring the national trend, Toronto also experienced growth in its construction industry. Between 2001 and 2006, 21,900 workers were added to the industry, an annual average growth rate of 3.4%.

## Montréal's growth hampered by losses in manufacturing

Employment in the census metropolitan area of Montréal grew to 1,835,800 in 2006, an 8.6% increase from 2001. However, this was a deceleration from the 11.8% pace of growth Montréal experienced from 1996 to 2001. Its unemployment rate declined from 7.5% to 6.9% by 2006.

In 2006, 61.9% of Montréal's working-age population was employed, up from 60.8% in 2001. Gains in several service areas helped offset losses in the textile and aerospace industries.

The largest decline in employment occurred among workers in cut and sew clothing manufacturing. This industry shed 10,200 jobs, an annual average decline of 8.2%. Montréal accounted for well over one-third (36.8%) of Canada's workers in cut and sew manufacturing in 2006.

Montréal is an important centre for the aerospace industry, accounting for 47% of all of Canada's aerospace product and parts manufacturing workers in 2006. Employment in this industry was 23,400 in 2006, down by 3,000, or 2.4% on average each year.

On the other hand, employment rose in several key areas from 2001. The number of banking and credit union employees in Montréal increased by 7,300, an average of 4.0% a year, faster than the rate in Toronto.

Montréal accounts for one-quarter (25%) of all wholesaler–distributors of pharmaceuticals, toiletries, cosmetics and sundries. This industry gained nearly 2,700 jobs, or 7.5% on average each year.

Quebec's universal day care was announced in 1997 and since then daycare service workers have seen rapid employment growth. Since 2001, the number of child daycare service workers in Montréal increased by 8,800 to 29,300 by 2006, an average of 7.5% each year.

The number of employees in personal care services also rose a strong 4,700, or averaging 5.4% annually. These include workers in spas and beauty salons.

Montréalers demonstrated their commitment to the arts and recreation between 2001 and 2006, as shown by the 4.5% annual average employment growth in its arts, entertainment and recreation industry. Gains were concentrated in amusement and recreation industries (+3,400), and among independent artists, writers and performers (+1,500), and performing arts workers (+1,500).

## Vancouver: Employment growth outstrips gains in Montréal, Toronto

Employment in Vancouver reached 1,104,800, a gain of 11.0% from 2001. This was faster than the 9.6% growth rate from 1996 to 2001 and the fastest employment growth of the three largest census metropolitan areas.

In 2006, 63.0% of Vancouver's working-age population was employed, up from 61.4% in 2001. The CMA's unemployment rate fell from 7.2% to 5.6%.

Despite this growth, employment in computer and periphery equipment manufacturing fell by an average of 16.6% annually from 2001 to 2006—the sharpest decline for this industry of the big three CMAs.

On the plus side, the building boom in Vancouver more than offset declines. The construction industry added 21,000 workers during this five-year period, an average annual increase of 7.3%, the fastest gain among all metropolitan areas. This took Vancouver's construction workforce to 70,500.

The number of real estate lessors—those who rent out or lease residential dwellings or non-residential property—increased by 2,000, or 6.7% on average each year, the strongest growth of the three big CMAs.

### **Ottawa–Gatineau: Declines in telecommunications offset by boost in federal public service employment**

Employment in Ottawa–Gatineau increased 6.7% to 601,500 between 2001 and 2006, much slower than the 13.3% pace of growth experienced from 1996 to 2001.

In 2006, 65.8% of its working-age population was employed, lower than the 66.5% in 2001. Similarly the unemployment rate edged up from 5.6% to 5.7%.

This slowdown in employment growth came from a large decline in employment in the high tech sector. Other electrical and component manufacturing lost a total of 6,300 workers between 2001 and 2006. Communications equipment as well as semiconductor manufacturing also saw large declines in employment. Over the five-year period, these three industries saw a loss of 11,700 workers.

As the major employer in Ottawa, the federal public service, excluding defence employees, increased their workforce by 15,600, an annual average gain of 3.5%. Hospital employment also increased by 3,200, or 3.4% a year on average.

### **Calgary: Lowest unemployment rate of all census metropolitan areas**

Fuelled by Alberta's wealth in natural resources, Calgary had the nation's third fastest employment growth, preceded by only Barrie and Kelowna.

Calgary's employed population reached 632,000 in 2006, an increase of 91,600, as many workers from other parts of Canada headed west to earn a living.

Even so, Calgary's rate of growth of 17.0% was still slower than the 22.3% pace it experienced from 1996 to 2001.

In 2006, nearly 72.5% of Calgary's working-age population was employed, up from 71.5% in 2001, the highest of all census metropolitan areas (CMAs). Its unemployment rate fell from 4.9% to 4.0%, the lowest of all metropolitan areas.

Two industries accounted for about 30% of the 91,600 new jobs in Calgary: construction and oil and gas extraction. Employment in construction increased by 13,300 from 2001 to 2006, or an average increase of 6.1% annually. About 14,300 workers joined the mining and oil and gas extraction industry, an average annual growth of 8.9%.

On the downside, communications equipment manufacturing in Calgary saw a loss of about 1,300 workers, or an average annual decline of 12.4%.

## Ontario: Manufacturing losses in industrial census metropolitan areas

Despite growth in the service sector, declines in manufacturing dampened overall employment growth in the province of Ontario between 2001 and 2006. Many of Ontario's industrial CMAs, in particular, felt the pinch of manufacturing losses.

For instance, Windsor's employment increased only 2.1% to 153,000 workers between 2001 and 2006, the slowest growth rate of all census metropolitan areas. Its unemployment rate increased from 6.3% in 2001 to 8.3% by 2006, one of the highest in the country. This was due in part to the importance of manufacturing to local employment.

Windsor had a 14% share of all workers in motor vehicle manufacturing and 10% of the nation's workers in motor vehicle parts manufacturing in 2006. It was home to 16% of the country's workers in metalworking machinery manufacturing.

Windsor experienced a decline of 2,800 jobs in auto parts manufacturing, an average of 4.8% a year from 2001 to 2006. The number of motor vehicle workers fell 5.7%, while the number of labourers in metalworking machinery manufacturing declined 2.2% each year on average.

In St. Catharines–Niagara, employment grew 6.6% to 192,400 in 2006. This city employed 5,300 or 5.3% of all auto parts workers in the country. Their numbers declined by 2,300, an average loss of 7.0% a year.

Bolstered by hiring in the service industries, employment in Oshawa grew by 12.8% between 2001 and 2006, bringing total employment to 170,000. However, Oshawa's largest employer, the manufacturing industry, suffered losses, declining by an average of 2.1% per year. Like Windsor, Oshawa is an important city for motor vehicle manufacturing. While the number of motor vehicle assembly workers increased by 1.8% per year over the 5-year period to 7,200 in 2006, employment in the motor vehicle parts industry saw an average decline of 3.8% per year, to stand at 3,500 in 2006.

In Hamilton, employment grew an average of 1.3% per year to 347,500 in 2006. Hamilton had just over 8,600 iron and steel workers.<sup>10</sup> This was 2,600 fewer than in 2001, which amounted to an average decline of 5.1% per year over the 5-year period. In addition, the number of Hamilton workers who make steel products from purchased steel also declined by an average of 8.7% each year, to a total of 1,200 workers in 2006.

## Unemployment

### Highest unemployment rates in Atlantic Canada and the North, but rates falling

Canada's labour market is really comprised of a number of diverse, regional labour markets. In the Atlantic region and Nunavut, for example, unemployment is higher than anywhere else in Canada or the United States. Parts of western Canada, on the other hand, have very tight labour markets.

Unemployment rates in the Atlantic provinces and parts of the North were the highest in Canada in 2006, well above the national rate of 6.6%. In Newfoundland and Labrador, the rate was 18.6%, nearly three times the national average. Unemployment rates in the other Atlantic

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10. Workers employed in NAICS 3311 Iron and Steel Mills and Ferro-Alloy Manufacturing.

provinces also exceeded the national average: Prince Edward Island had a rate of 11.1%, New Brunswick, 10.0% and Nova Scotia, 9.1%.

Rates in the larger urban centres in Atlantic Canada tended to be lower than for their provinces as a whole in 2006. In St. John's, the unemployment rate (10.0%) was much lower than the provincial rate. In Halifax (6.3%) and Moncton (6.2%), unemployment rates were lower than both their provincial average and the national average.

In the North, Nunavut had an unemployment rate of 15.6%, the highest unemployment rate in the territories. The Northwest Territories were next with a rate of 10.4%, while the Yukon Territory had a rate of 9.4%.

Unemployment was also more prevalent in parts of the province of Quebec, with rates above the national average in 2006. This was the case for the census metropolitan areas of Saguenay, Trois-Rivières, Sherbrooke and Montréal. This was not true for all cities in the province, as some had unemployment rates that were well below the national average. These included Québec (4.6%), Saint-Jean-sur-Richelieu (4.9%) and Granby (5.0%).

In Ontario, a number of cities experienced unemployment rates above the national average in 2006. A number of these had incurred losses in manufacturing. These included Windsor, Sudbury, Thunder Bay, North Bay, Peterborough, Sarnia and Toronto.

### Unemployment rates low across much of the West

Pockets of low unemployment continued to be found across Canada's West. Alberta boasted the lowest unemployment rate, at 4.3%, of all Canadian provinces and territories. In Calgary and Medicine Hat, unemployment rates were lower still at 4.0%.

Unemployment also fell across much of British Columbia, where the provincial rate dropped from 8.5% in 2001 to 6.0% in 2006. In Kamloops, the decline was even more dramatic, as the rate tumbled from 10.5% to 6.2%; in Kelowna, it dropped from 8.8% to 5.1%. Vancouver also saw a large drop in its unemployment rate from 7.2% to 5.6%. The unemployment rate in Victoria was a particularly low 4.3%.

While some cities in British Columbia were still lagging behind the national average, there was also notable improvement. In Prince George, the unemployment rate fell from 11.4% to 7.6% and in Nanaimo, from 11.6% to 7.0%.

Many Ontario cities had strong local labour markets in 2006, with unemployment rates below the national average. In Guelph, the unemployment rate was 5.1% in 2006, while in nearby Kitchener, it was 5.6%. The unemployment rate in the census metropolitan area of Ottawa-Gatineau (5.7%) was also below the national average.

## Mobility in the workforce

### Labour mobility highest in North and Alberta

According to data on labour mobility, 562,800 (3.4%) of the total labour force<sup>11</sup> moved to a different province or territory between 2001 and 2006.

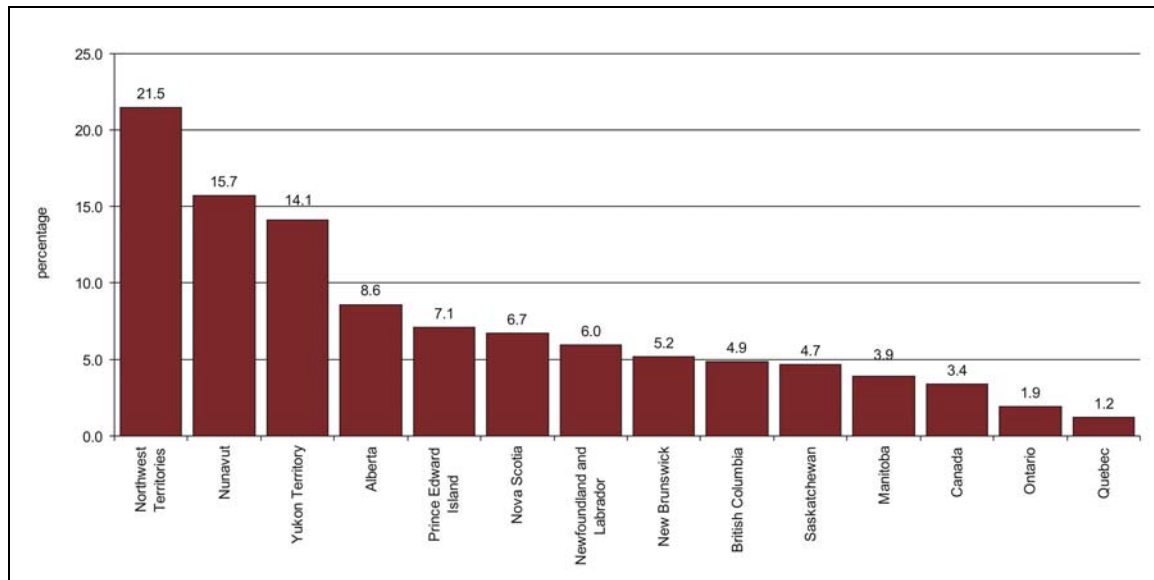
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11. Percentage of labour force who lived in a different province five years ago (interprovincial movers only, excludes recent immigrants).

The North had the highest share of its labour force who had lived in another province or territory five years prior to the census. The most mobile area was the Northwest Territories,<sup>12</sup> where more than one-fifth (21.5%) of its labour force lived elsewhere in Canada in 2001.

Among the provinces, Alberta had the labour force with the highest share (8.6%) having lived in another province or territory five years earlier. An estimated 160,500 people in Alberta's labour force had moved to the province from other parts of Canada since 2001.

**Figure 3 Percentage of total labour force in 2006 that lived in a different province or territory five years ago, 2001 to 2006**



Sources: Statistics Canada, censuses of population, 2001 and 2006.

Mobility was highest in two industries: mining, oil and gas extraction, and public administration. In the mining, oil and gas industry, a full 8.1% of those employed in the industry, about 17,700 workers, lived in another province or territory five years earlier.

An estimated 51,400 people who also moved were working in a public administration job, 5.5% of its workers.

## The aging workforce

### Baby boomers edging closer to retirement

Census data showed that the aging of Canada's labour force continued between 2001 and 2006. In 2006, workers aged 55 and older accounted for 15.3% of the total labour force, up from 11.7% five years earlier.

This was the result of the baby boom generation approaching retirement age, and the increased tendency for older workers to participate in the labour force.

12. Care should be exercised in comparing estimates in the Northwest Territories from the 2006 Census counts with counts from the 2001 Census. In 2001, the net undercount for the Northwest Territories was estimated at 8.11%, substantially higher than the national level of 2.99%, and almost doubled its 1996 level. The increase in the population between 2001 and 2006 is likely overstated due to improvements in coverage of the Northwest Territories in 2006.



As a result, the median age of the labour force surpassed the 40-year mark for the first time; it rose from 39.5 years in 2001 to 41.2 years in 2006. The median is the point where half are above and half below.

According to the census, just over 2 million individuals aged 55 to 64 were employed in 2006, 43.0% more than in 2001. At the same time, the overall labour force participation rate for this group increased from 54.0% to 59.7%.

**Farmers, real estate agents and bus drivers were among occupations with the oldest workers**

Similar to 2001, farmers had the highest median age of all occupations in the country in 2006; the median age for this group was 52 in 2006, up from 51 five years earlier. About 84,000 farmers and farm managers were aged 55 or older in 2006, 42% of the total in the occupation.

Real estate agents and property administrators had the next highest median age of 51 in 2006. About 37% of all the workers in these two occupations were aged 55 or older, as were 36% of ministers of religion. The median age among ministers was 50 years.

Other occupations with a high proportion in this age group were bus drivers and other transit operators (34%); senior managers in health, education, social and community services (30%); and senior government managers (26%). The median ages for these three occupations were two years younger in 2001.

All of the occupations with the highest median age in 2006 were also characterized by a heavy share of older workers in 2001.

**Table 5 Occupations with highest median age, 2006**

<b>Occupation</b>	<b>Median age in 2001</b>	<b>Median age in 2006</b>	<b>2006 employment level</b>	<b>Percentage of aged 55 years and older in 2006</b>
Farmers and farm managers	51.1	51.9	197,800	42.3
Real estate agents and salespersons	49.9	50.7	61,100	36.5
Property administrators	48.9	50.2	42,900	36.1
Ministers of religion	48.8	50.1	29,400	36.3
Bus drivers and subway and other transit operators	47.7	50.1	76,700	33.9
Senior managers – Health, education, social and community services and membership organizations	47.8	50.0	21,500	29.7
Senior government managers and officials	48.1	49.7	20,900	25.5
School principals and administrators of elementary and secondary education	49.8	49.4	28,700	24.3
Senior managers – Goods production, utilities, transportation and construction	47.0	48.8	59,800	29.2
University professors	48.5	48.7	54,400	31.8

**Source:** Statistics Canada, censuses of population, 2001 and 2006.

## Aboriginal peoples in the workforce

### Defining the Aboriginal population

There are various ways to define the Aboriginal population based on the four related questions asked in the census (Aboriginal identity; member of an Indian Band/First Nation; Registered or Treaty Indian; and ethnic origin, including Aboriginal ancestries) depending on the focus and the requirements of the data user.

For the purposes of this report, two concepts are used: Aboriginal identity and Registered or Treaty Indian (See *Definitions* section of this report).

The labour market characteristics of the overall Aboriginal population are described using the Aboriginal identity concept. Separate data are presented for each of the three Aboriginal identity groups: Inuit, Métis and First Nations people. Data are also presented for the First Nations identity population living on and off reserve.

This report also presents labour market data for the Registered Indian population living on and off reserve (regardless of their Aboriginal identity).

For more information, see *How Statistics Canada Identifies Aboriginal Peoples*, <http://www.statcan.ca/english/freepub/12-592-XIE/12-592-XIE2007001.htm>.

### Despite labour market improvement, Aboriginal peoples still less likely to be employed

While unemployment rates dropped and employment rates rose for people who identified as an Aboriginal person between 2001 and 2006,<sup>13</sup> substantial gaps remained between Aboriginal and non-Aboriginal peoples.

In 2006, the employment rate for Aboriginal people of core working age (aged 25 to 54 years) was 65.8%, up from 61.2% in 2001. This compared to 81.6% for non-Aboriginal people in 2006, up from 80.3% five years earlier.

Employment rates rose for all three Aboriginal groups.<sup>14</sup> In 2006, the employment rate of people aged 25 to 54 who identified as Inuit<sup>15</sup> was 61.1%, up slightly from 60.3% in 2001. An estimated 74.6% of people who identified as Metis<sup>16</sup> were employed in 2006, up from 70.4% in 2001, while

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13. Only the Indian reserves and settlements that participated in both censuses are included when comparing data between 2001 and 2006.

14. The Aboriginal population grew faster than the non-Aboriginal population between 2001 and 2006 and the fastest gain occurred among people who identified as Métis. Several factors may account for this growth, including high birth rates and more individuals identifying as an Aboriginal person. Population growth factors, as well as changes in reporting patterns, should be taken into consideration when analyzing changes in labour market outcomes over time.

15. Although single and multiple responses to the Aboriginal identity question are possible, only the population reporting a single response of 'Inuit' is included. Less than 1% of the Aboriginal identity population reported more than one Aboriginal identity in 2006.

16. Although single and multiple responses to the Aboriginal identity question are possible, only the population reporting a single response of 'Métis' is included. Less than 1% of the Aboriginal identity population reported more than one Aboriginal identity in 2006.

the employment rate was 60.5% for people who identified as North American Indians or First Nations people,<sup>17</sup> up from 56.4% five years earlier.

There was a greater increase in employment rates off reserve than on reserve for both the First Nations identity population and people who reported that they were Registered Indians<sup>18</sup> (see *Definitions* for the geographic areas included as 'on reserve'). Consequently, the gap between employment rates on and off reserve has grown.

In 2006, 51.9% of the First Nations identity population living on reserve were employed, compared with 50.0% in 2001. In contrast, employment rates rose considerably for First Nations people living off reserve. In 2006, 66.3% of the off-reserve First Nations population was employed, up from 60.8% five years earlier.

Similar trends were observed for the Registered Indian population. In 2006, 51.9% of Registered Indians living on reserve were employed, up from 50.2% in 2001. Employment was higher among Registered Indians living off reserve; 64.8% were employed in 2006, up from 59.0% five years earlier.

Although Aboriginal people are still less likely than non-Aboriginal people to be employed, the employment rate gap decreased from 19.1 percentage points in 2001 to 15.8 percentage points in 2006. The gap decreased between the non-Aboriginal and the Métis and First Nations populations. However, the gap between Inuit and non-Aboriginal people was unchanged.

### **Unemployment rates decline more rapidly for Aboriginal peoples**

The unemployment rate among core working-age Aboriginal people in 2006 was 13.2%, down 4.2 percentage points from 17.4% in 2001. At the same time, the unemployment rate among non-Aboriginal people declined by only 0.8 percentage points to 5.2% in 2006. Although their unemployment rate has experienced a larger decline, Aboriginal people remain more than twice as likely as non-Aboriginal people to be unemployed.

Unemployment rates were down from 2001 for all three Aboriginal groups. In 2006, the unemployment rate for Inuit aged 25 to 54 was 19.0%, down from 20.7% in 2001. For the population who identified as Métis, the unemployment rate was 8.4% in 2006, down from 12.5% five years earlier. Among the First Nations, the unemployment rate was 16.3% in 2006, down from 20.3% in 2001.

The rate of unemployment also declined on reserve, but was still higher than the off-reserve unemployment rate, for both the First Nations identity population and the Registered Indian population.

In 2006, among the First Nations identity population living on reserve, the unemployment rate was 23.1%, down from 25.9% in 2001. However, this was still almost twice the rate of unemployment for First Nations people living off reserve. In 2006, the unemployment rate was 12.3% for the off-reserve First Nations population, down from 16.6% in 2001.

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17. Although single and multiple responses to the Aboriginal identity question are possible, only the population reporting a single response of 'North American Indian' is included. Less than 1% of the Aboriginal identity population reported more than one Aboriginal identity in 2006. Respondents identified as 'North American Indians'; however the term 'First Nations people' is used throughout this report.

18. The Registered Indian population includes people who reported they were Registered or Treaty Indians as defined by the *Indian Act* of Canada, regardless of their Aboriginal identity.

Similar trends were observed for the Registered Indian population living on and off reserve. In 2006, among Registered Indians living on reserve, the unemployment rate was 23.0%, down from 25.8% in 2001. The unemployment rate was lower among Registered Indians living off reserve at 13.1% in 2006, down from 17.9% five years earlier.

**Table 6 Employment and unemployment rates of people aged 25 to 54, by Aboriginal identity, Canada, 2001 and 2006**

Employment rate (%)	2001 <sup>3</sup>	2006 <sup>3</sup>
Total Aboriginal population <sup>1</sup>	61.2	65.8
First Nations people <sup>2</sup>	56.4	60.5
Metis <sup>2</sup>	70.4	74.6
Inuit <sup>2</sup>	60.3	61.1
Non-Aboriginal population	80.3	81.6
Unemployment rate (%)	2001 <sup>3</sup>	2006 <sup>3</sup>
Total Aboriginal population <sup>1</sup>	17.4	13.2
First Nations people <sup>2</sup>	20.3	16.3
Metis <sup>2</sup>	12.5	8.4
Inuit <sup>2</sup>	20.7	19.0
Non-Aboriginal population	6.0	5.2

**Notes:**

1. Includes persons who reported one or more Aboriginal identity (North American Indian, Métis or Inuit) and those who reported being a Registered Indian and/or band member without reporting an Aboriginal identity.
2. Includes persons who reported a North American Indian, Métis or Inuit identity only.
3. Only the Indian reserves and settlements that participated in both censuses are included when comparing data between 2001 and 2006.

**Sources:** Statistics Canada, censuses of population, 2001 and 2006.

**Table 7 Employment and unemployment rates for the First Nations identity population and the Registered Indian population (aged 25 to 54) living on and off reserve, Canada, 2001 and 2006**

Employment rate (%)	2001 <sup>3</sup>	2006 <sup>3</sup>
First Nations people <sup>1</sup> living on reserve	50.0	51.9
First Nations people <sup>1</sup> living off reserve	60.8	66.3
Registered Indians <sup>2</sup> living on reserve	50.2	51.9
Registered Indians <sup>2</sup> living off reserve	59.0	64.8
Unemployment rate (%)	2001 <sup>3</sup>	2006 <sup>3</sup>
First Nations people <sup>1</sup> living on reserve	25.9	23.1
First Nations people <sup>1</sup> living off reserve	16.6	12.3
Registered Indians <sup>2</sup> living on reserve	25.8	23.0
Registered Indians <sup>2</sup> living off reserve	17.9	13.1

**Notes:**

1. Includes persons who reported a North American Indian, Métis or Inuit identity only.
2. Includes persons who reported being a Registered or Treaty Indian as defined by the *Indian Act* of Canada, regardless of their Aboriginal identity.
3. Only the Indian reserves and settlements that participated in both censuses are included when comparing data between 2001 and 2006.

**Sources:** Statistics Canada, censuses of population, 2001 and 2006.

## Immigrants in the workforce

### Immigrants made up over one-fifth of Canada's labour force in 2006

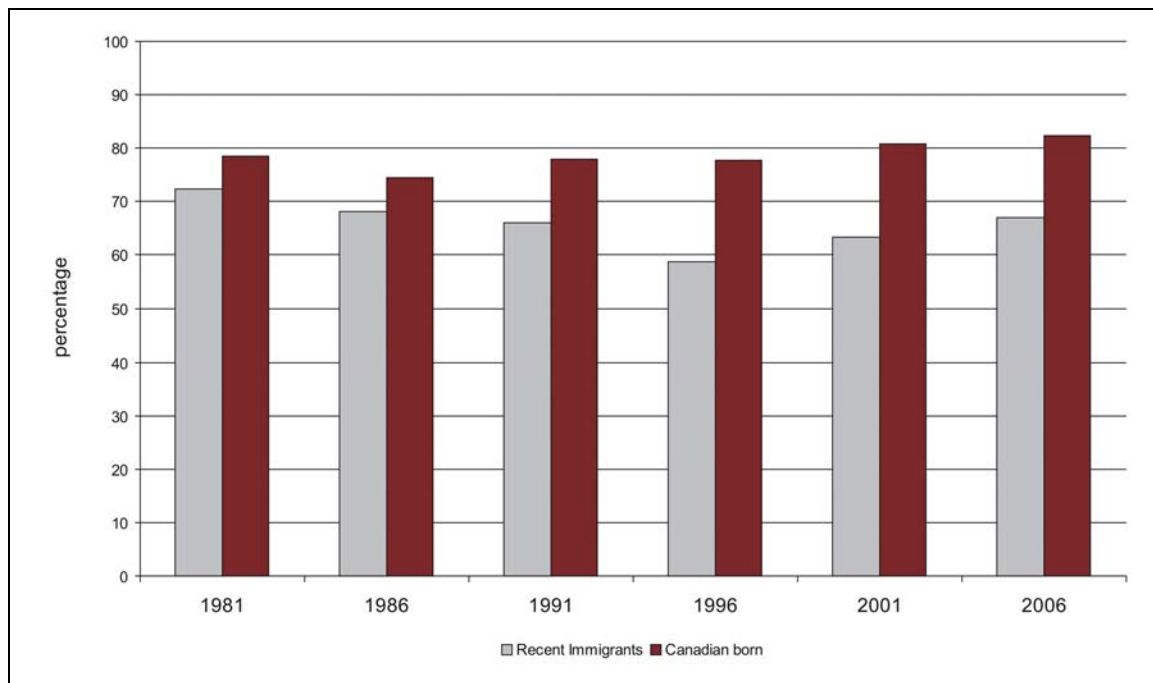
Of the 17,146,100 people in the labour force in 2006, an estimated 3,634,800 were foreign-born individuals. They accounted for slightly over one-fifth (21.2%) of Canada's total labour force in 2006, up from 19.9% five years ago in 2001.

Employment rates for immigrants and Canadian born increased between 2001 and 2006, particularly in the core working-age group, those aged 25 to 54. The employment rate for core working-age immigrants increased from 76.4% in 2001 to 77.5%. Meanwhile, the employment rate for the core working-age Canadian born increased from 80.9% in 2001 to 82.4% five years later.

The census enumerated 1,110,000 recent immigrants (those who arrived in the country between 2001 and 2006). Of this group of recent immigrants, 636,500, or 57.3%, were in the core working-age group.

The employment rate of core working-age recent immigrants was 67.0% in 2006, up 3.6 percentage points from 63.4% in 2001. This was faster than the gain among their Canadian-born counterparts, causing the gap between their employment rates to shrink from 17.5 percentage points in 2001 to 15.4 percentage points in 2006.

**Figure 4 Employment rates of 25- to 54-year-olds by immigrant status and selected census years**



Sources: Statistics Canada, 1981, 1986, 1991, 1996, 2001 and 2006 censuses of population.

## Majority of recent immigrants went to Ontario's labour market

Of the 636,500 recent core working-age immigrants who arrived in Canada, the lion's share went to Ontario's labour market (51.1%), followed by Quebec (19.2%) and British Columbia (15.9%).

Among core working-age recent immigrants living in Ontario, an estimated 222,700 were employed in 2006, amounting to an employment rate of 68.5%.

In Quebec, 58.2% or 71,300 of the province's newcomers had employment, while in British Columbia, 67.1% or 67,700 were working in 2006.

## Labour market conditions improved for recent immigrant men and women

Labour market conditions improved for both recent immigrant men and women in the core working-age group in 2006 compared to 2001. Despite this, recent immigrants continued to have lower employment rates and higher unemployment rates than the Canadian born.

Employment rates among recent immigrant men and their Canadian-born counterparts were closer in 2006 than they had been five years earlier. About 78.6% of recent male immigrants aged 25 to 54 were employed in 2006, up 4.1 percentage points from 2001. During the same period, the employment rate of Canadian-born men rose by only 0.6 percentage points, from 85.7% to 86.3% in 2006.

Similarly, the unemployment rate of recent immigrant men declined nearly twice as much as it did for Canadian-born men. The rate for immigrant men fell from 11.4% in 2001 to 9.3% in 2006; the rate among Canadian-born men fell by 1.1 percentage points, from 6.3% to 5.2%.

Recent immigrant women also narrowed the gap with their Canadian-born counterparts. Their employment rate rose 3.6 percentage points from 53.2% to 56.8% between 2001 and 2006. This was greater than the increase experienced by Canadian-born women, whose employment rate rose from 76.3% to 78.5%.

Similarly, recent immigrant women saw a larger decline in their unemployment rate. Theirs slipped from 15.7% in 2001 to 14.3% in 2006, while the rate for Canadian-born women fell from 5.7% to 5.0%.

### More analysis to come

In the future, Statistics Canada will conduct an analysis on how recent immigrants have integrated into the labour force, especially in comparison with their counterparts who arrived in earlier decades, and examine how well their educational attainment and fields of study correspond with their labour force experience.

Look for these analytical documents in various Statistics Canada publications later this year.

## Unpaid work

### Men increased their participation in unpaid work

Men continued to increase their unpaid hours spent in caring for family members or friends, or performing housework or maintenance during the past decade. But they still lagged behind women in the time they allocated to these activities.

Between 1996 and 2006, the share of men participating in unpaid housework activities increased nationally by 3.5 percentage points from 84.4% to 87.9%. The corresponding rate among women held relatively steady at 92.6% in 2006.

However, a smaller proportion of women were devoting long hours to unpaid housework than was the case 10 years earlier. About 19.8% of women spent 30 unpaid hours or more a week performing housework in 2006, down 4.8 percentage points from 24.6% in 1996.

The overall participation of women in unpaid childcare activities fell between 1996 and 2006 from 42.3% to 40.7%, as the share of adults in private households with children fell.

In 2006, 86% of women living in a private household with at least one child under 15 years, reported spending some time in unpaid childcare activities—this share remained relatively constant over 10 years. However, more of these women spent 30 hours or more each week in childcare activities, increasing from 44.7% in 1996 to 47.3% a decade later.

At the same time, the proportion of men who spent any unpaid time caring for children rose from 77.1% to 79.5%. But like their female counterparts, they were putting in more time. Just over one-fifth (21.8%) spent 30 hours or more each week in 2006 caring for children, compared with only 16.9% in 1996.

### More adults spending time looking after seniors

In 2006, more individuals spent unpaid time caring for seniors than 1996. The share of the population that spent time in these activities increased from 16.5% in 1996 to 18.4% in 2006.

About one-fifth (20.9%) of women spent some time looking after seniors in 2006, up slightly from 19.2% in 1996. The share of men providing care increased at a slightly faster pace, from 13.6% in 1996 to 15.7% in 2006.

However, few people spent 10 hours or more a week in these activities: 3.9% of women in 2006, up from 3.1% in 1996, and 2.2% of men in 2006, up from 1.7% in 1996.

## Definitions

### Labour force

Refers to persons who were either employed or unemployed during the reference week (Sunday to Saturday) prior to Census Day (May 16, 2006).

Labour force = Employed + Unemployed.

### Employed

Persons who, during the reference week (Sunday to Saturday) prior to Census Day (May 16, 2006):

- (a) did any work at all for pay or in self-employment or without pay in a family farm, business or professional practice
- (b) were absent from their job or business, with or without pay, for the entire week because of a vacation, an illness, a labour dispute at their place of work, or any other reasons.

### Unemployed

Persons who, during the reference week (Sunday to Saturday) prior to Census Day (May 16, 2006), were without paid work or without self-employment work and were available for work and either:

- (a) had actively looked for paid work in the past four weeks; or
- (b) were on temporary lay-off and expected to return to their job; or
- (c) had definite arrangements to start a new job in four weeks or less.

### Participation rate

The labour force participation rate for a particular group (age, sex, marital status, geographic area, etc.) is the total labour force in that group, expressed as a percentage of the total population, in that particular group.

### Employment rate

The employment rate for a particular group (age, sex, marital status, geographic area, etc.) is the number of persons employed in the week (Sunday to Saturday) prior to Census Day (May 16, 2006), expressed as a percentage of the total population, in that particular group.

### Unemployment rate

The unemployment rate for a particular group (age, sex, marital status, geographic area, etc.) is the unemployed in that group, expressed as a percentage of the labour force in that group, in the week (Sunday to Saturday) prior to Census Day (May 16, 2006).

### Industry

Refers to the general nature of the business carried out in the establishment where the person worked. If the person did not have a job during the week (Sunday to Saturday) prior to enumeration (May 16, 2006), the data relate to the job of longest duration since January 1, 2005. Persons with two or more jobs were required to report the information for the job at which they worked the most hours.



**Occupation**

Refers to the kind of work persons were doing during the reference week, as determined by their kind of work and the description of the main activities in their job. If the person did not have a job during the week (Sunday to Saturday) prior to enumeration (May 16, 2006), the data relate to the job of longest duration since January 1, 2005. Persons with two or more jobs were to report the information for the job at which they worked the most hours.

**Aboriginal identity**

Refers to those persons who reported identifying with at least one Aboriginal group, that is, North American Indian, Métis or Inuit, and/or those who reported being a Treaty Indian or a Registered Indian, as defined by the *Indian Act* of Canada, and/or those who reported they were members of an Indian band or First Nation.

**Registered or Treaty Indian**

Refers to those persons who reported they were registered under the *Indian Act* of Canada. Treaty Indians are persons who are registered under the *Indian Act* and can prove descent from a band that signed a treaty.

**On-reserve population**

The 'on-reserve' population is defined according to criteria established by Indian and Northern Affairs Canada (INAC). On reserve population includes all people living in the following census subdivision (CSD) types or communities affiliated with First Nations or Indian bands: Indian reserve / *Réserve Indienne* (IRI), Indian settlement / *Établissement indien* (S-É), Indian Government District (IGD), *Terres réservées aux Cris* (TC), *Terres réservées aux Naskapis* (TK), Nisga'a village (NVL), Nisga'a land (NL) and Teslin land (TL), as well as selected CSDs of various other types that are northern communities in Saskatchewan, the Northwest Territories and the Yukon Territory, which have large concentrations of Registered Indians. All other CSDs are considered to be 'off reserve.'

**Foreign-born population (also known as the immigrant population)**

Defined in the 2006 Census as persons who are, or who have been, landed immigrants in Canada. In this analysis, the foreign-born population does not include non-permanent residents, who are persons in Canada on employment or student authorizations, or are refugee claimants. The foreign-born population also excludes persons born outside Canada who are Canadian citizens by birth. The latter are considered part of the Canadian-born or non-immigrant population.

**Recent immigrants**

Refer to landed immigrants who came to Canada up to five years prior to a given census year. For the 2006 Census, recent immigrants are landed immigrants who arrived in Canada between January 1, 2001 and Census Day, May 16, 2006. Similarly, recent immigrants in the 2001 Census were newcomers at the time of the 2001 Census, i.e., they came to Canada between January 1, 1996 and Census Day, May 15, 2001.

**Major field of study (MFS)**

Refers to the predominant discipline or area of learning or training of a person's highest postsecondary certificate, diploma or degree. The major field of study classification structure consists of 10 broad or major categories: educational, recreational and counselling services; fine and applied arts; humanities and related fields; social sciences and related fields; commerce, management and business administration; agricultural, biological, nutritional, and food sciences; engineering and applied sciences; applied science technologies and trades; health professions and related technologies; and mathematics, computer and physical sciences. This structure is, in turn, subdivided into over 100 'minor' classification categories and about 980 'unit' groups.

**Notes to reader:**

Geographic boundaries: Between 2001 and 2006, some census metropolitan areas (CMAs) and their municipalities were restructured. For analytical purposes, the 2006 geographical boundaries of the CMA and their municipalities were used for the 2001 Census data.

Rounding: Due to the nature of random rounding, counts may vary slightly between different census products, such as the analytical document, highlight tables, and topic-based tabulations.

To obtain a copy of the maps released, refer to the following link:

<http://www12.statcan.ca/english/census06/analysis/labour/tables.cfm#maps>.

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