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A PROFILE OF EMPLOYMENT IN THE AGRI-FOOD CHAIN

Cross-Sectoral Policy Development Division
Industry, Performance and Analysis Directorate
Policy Branch

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by

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Publication: 2002/E ISBN: 0-662-27868-2 Catalogue: A22-190/1999E

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«Un profil de l'emploi dans le circuit agroalimentaire».

**A PROFILE OF EMPLOYMENT
IN THE AGRI-FOOD CHAIN**

EXECUTIVE SUMMARY

This Working Paper provides an update of an earlier paper entitled "*A Profile of Employment in the Agri-Food Sector*" (WP No. 1-97). The previous paper covered the period from 1984-1995: in this paper information for 1996 and 1997 has been added. The information provided in this report is derived from a special tabulation of the Labour Force Survey and provides information on employment levels in the agri-food chain as well as the whole economy.

The agri-food chain employs over 1.8 million Canadians and accounts for 13.4% of total employment in Canada, making it an important source of employment for Canadians. The food service industry accounts for over 36% of employment in the agri-food chain. In 1997, employment levels in agri-food industries totalled:

Agri-Food Industries	1997 Employment	% Sector Employment
Food Services	668	36 %
Food Retail	424	23 %
Agriculture	423	23 %
Agri-Food Processing	232	13 %
Food Wholesale	100	5 %

Employment in the agri-food chain has been generally growing since 1984. In 1997, employment levels in agri-food were 279,000 higher than in 1984. The strongest net employment gain was recorded in the food services and food retail industries. Employment in the agri-food processing industry (food, beverage and tobacco processing) remained fairly constant over this period, while in agriculture, employment levels dropped by 68,000 in 1997.

Most of the decline in agriculture occurred between 1984 and 1990, when employment in the industry fell by 50,000. Employment levels in agriculture fluctuated during the 1990's but still registered a net decline of 18,000 between 1990 and 1997.

During the 1990-91 recession, employment in most industries of the agri-food chain registered little change. From 1990 to 1992, the only industry to experience a significant decline in employment was food wholesale. Food services, on the other hand, registered a net gain of 15,000 in employment during this period.

Between 1993 and 1997, employment in food services grew faster than any other industry in the agri-food chain, increasing at a rate of 2.6% per year and registering a net gain of 78,000 jobs.

Part time employment in the agri-food chain grew at a faster rate than full time employment from 1984 to 1997. However, from 1993 to 1997, the growth rates for full timers and part timers were nearly equal in the agri-food chain, with full timers increasing at a slightly slower rate, 1.0% per year, than part timers, which grew at 1.2% per year. In the economy as a whole, on the other hand, full time employment grew at a slightly faster rate than part time employment during the last four years. Part time now makes up 43% of employment in the food services industry, while in food retail, 40% of employment is on a part time basis.

Agri-food accounted for no less than 12% of provincial employment in any of the provinces. In Saskatchewan more than one-quarter of employment was in agri-food industries. In Canada's two most populous provinces, Ontario and Quebec, employment in agri-food accounted for 12% and 13% of total provincial employment, respectively. These factors underscore the importance of the agri-food chain across Canada.

The agri-food chain is also an important source of employment for Canada's youth. In 1997, the chain employed 553,000 young Canadians (age 15-24), accounting for 27% of total youth employment, second only to the service sector (excluding food services). Fifty-four percent of youth employment in agri-food was in food services (mainly as servers and kitchen help). Youth make up about 45% of total employment in food services. In agriculture on the other hand, youth make up only 15% of total employment, including unpaid family labour. Canadians over the age of 55 make up a large proportion of those employed in agriculture, accounting for 25% of employment in the industry. This proportion is greater than the national average, where Canadians age 55 and over make up only 9% of employment.

Women accounted for a majority of employees in food service and food retail, accounting for 58% and 53% of employment in each industry respectively. Men, on the other hand, made up over two-thirds of employment in each of the agriculture, agri-food processing (food, beverage and tobacco processing) and food wholesale trade industries.

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INTRODUCTION

Canada's labour market is rapidly changing as we approach the new millennium. Globalization and the rapidly expanding global marketplace have led to fundamental structural changes in the Canadian economy. In the private sector, industry has been going through a process of restructuring to position itself so it can compete in the global marketplace. In the public sector, many programs were scaled down or eliminated in order to reduce budget deficits and to begin the process of shrinking the debt that had accumulated over the past quarter century. While these developments have clearly had many positive effects on economic fundamentals, they have also, unfortunately, resulted in layoffs, which have slowed the decline in unemployment following the recession.

As we move closer to the next millennium, the federal government and many provincial governments have balanced their budgets, interest rates have dropped and business confidence has rebounded, leading to a surge in investment. These conditions have traditionally led to job growth. However, the employment levels have only recently begun to show signs of growth. Employers are demanding new skill sets and work arrangements from the work force and are increasingly looking outside Canada to find people with the skills they need to compete in the global marketplace. Growing pressures from global competition coupled with the 1990-91 recession, therefore, resulted in an increasingly competitive job market, which has characterized the 1990's.

At the same time, many people are leaving or delaying their entrance into the labour force to enroll in educational institutions in order to acquire the skills/training they need to improve their chances of obtaining a well-paying job. Moreover, the incidence of multiple job holders is on the rise for a variety of social and economic reasons, and this is exacerbating the competitive pressures in job markets.

A better understanding of these patterns is necessary in order to interpret their impacts on the jobs of the future, including employment in the agri-food chain.

PURPOSE OF THE STUDY

In 1995, an inter-branch working group was set up to study employment trends in Canada's agri-food chain, and to resolve issues concerning inconsistent and sometimes contradictory information on employment levels being reported for the agri-food sector. The result was a working paper entitled "A Profile of Employment in the Agri-Food Sector" (Working Paper 1-97). The present working paper updates

that earlier paper, providing baseline information on employment in the agri-food chain and its industries, with updated figures for 1996 and 1997.

Employment patterns are identified across regions by age, gender, full time/part time employment and compared across different sectors of the economy and industries of the agri-food chain.

The study is organized into seven major sections. The first focuses on general employment patterns in Canada; the second compares employment patterns across sectors; the third describes employment patterns in the agri-food chain; the fourth looks at full time and part time employment patterns; the fifth explores employment patterns by province; the sixth describes employment patterns by age cohort; the seventh examines differences in employment patterns by gender. The report ends with a summary of findings and a final section which looks at issues for further research.

As in the earlier paper, employment patterns are examined over three periods, each defined by the characteristics which describe the Canadian economy during that period. The first period covers 1984-1990 and is characterized by economic growth and expansion. The second period is characterized by recession and minimal economic growth, beginning in 1990 and continuing well into 1992. The third period, the focus of this study, is between 1993 to 1997, and covers the recovery period which began to take hold as the Canadian economy strengthened.

At the end of the study, there is an appendix containing the tables referenced in this study.

THE DATA

The main source of data used in this profile is the Labour Force Survey (LFS). The LFS is a household survey with a sample base of approximately 53,000 Canadian households. It is conducted by Statistics Canada on a monthly basis, and is used regularly by the Department of Human Resources Development and Statistics Canada to report on national trends in the labour force, including employment and unemployment levels.

Within the LFS, employed individuals are defined as those who, during the reference week, did any work at all or had a job but were not at work due to illness or disability, personal or family responsibilities, bad weather, vacation, etc. LFS employment figures refer to paid labour, self-employment and unpaid family labour (important in agriculture), and include both full time and part time employment. In

addition, the LFS provides information on main and secondary occupations. In this study, employment includes only main occupations.

As with all data sources, the LFS does have shortcomings, especially when used to analyze employment in a specific industry. The LFS is designed to provide information on employment in broad sectors of the Canadian economy. Consequently, information derived from the LFS may provide employment patterns in individual agri-food industries that may differ from those obtained from other, more industry-specific data sources.

It is important to acknowledge that there are other sources for much of the information contained in this study and other sources should be considered when exploring employment in detail in the agri-food chain.

DEFINITIONS

i. Employment/Unemployment

Working Age Population: the number of Canadians age 15 and over, or those Canadians considered eligible for employment.

Labour Force: the number of Canadians who are either employed or unemployed but actively searching for a job.

Labour Force Participation Rate: the proportion of the working age population that is part of the labour force.

The Unemployment Rate: the number of Canadians who are not employed but are actively searching for a job, expressed as a percentage of the labour force.

ii. The Agri-Food Chain

For the purposes of this study, the agri-food chain is defined as including:

Agriculture: includes employment in farming, ranching and related agricultural industries and services incidental to agriculture (except in the age cohort analysis where agriculture excludes employment in incidental services).

Agri-Food Processing: includes employment in food processing, beverage processing and tobacco processing industries.

Food Wholesale: includes employment in the grain elevator industry, wholesale farm products (grain, livestock, etc.), food wholesale, beverages wholesale, tobacco products wholesale.

Food Retail: includes employment in food, liquor, wine and beer stores.

Food Services: includes employment in restaurants, taverns, bars and night clubs.

iii. Other Definitions

1984-1990: Expansion period.

1990-1992: Slow economic activity.

1993-Present: Recovery and improved economic growth.

T.C.O.U.: transportation, communication and other utilities.

Other Natural Resources: includes employment in all primary resource sectors including mining, forestry, fishing, etc., excluding employment in the agriculture sector.

Other Manufacturing: includes employment in all manufacturing sectors excluding food processing, beverage processing and tobacco processing.

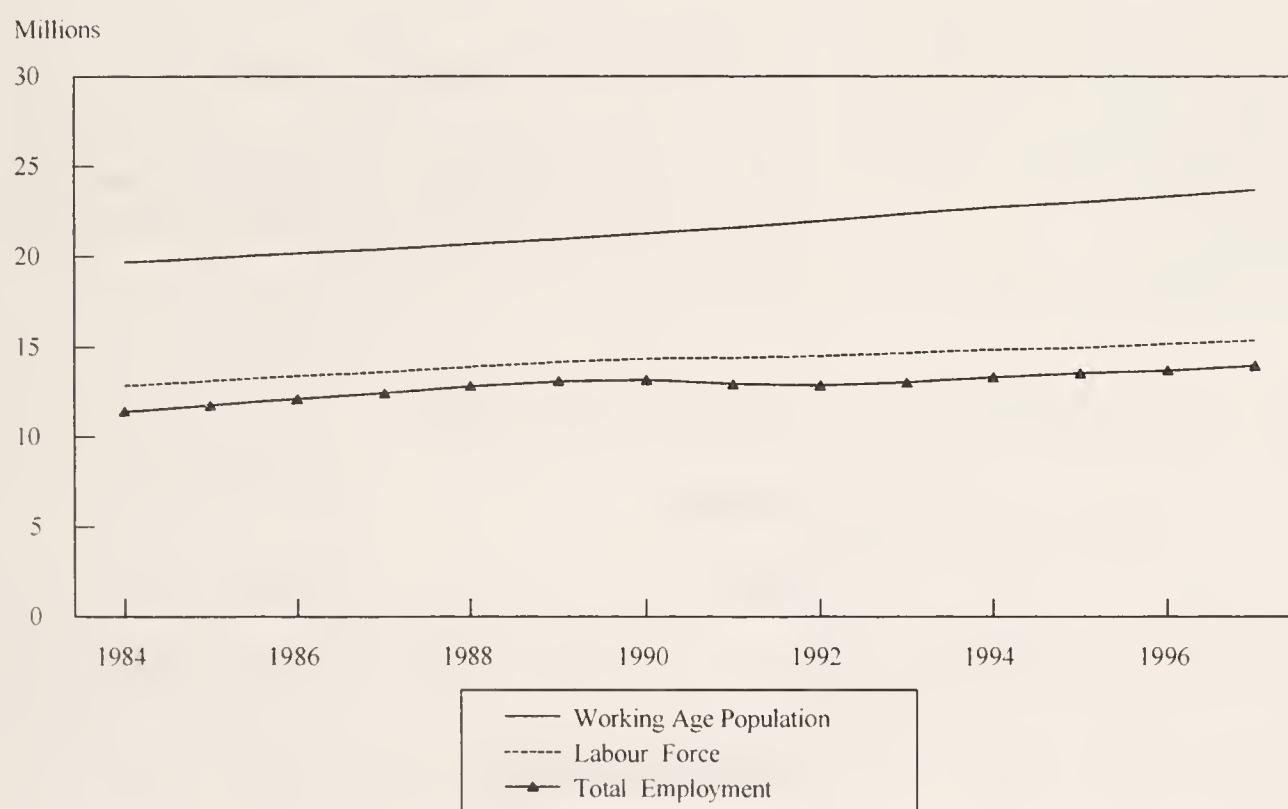
Other Wholesale and Retail Trade: includes employment in all retail and wholesale trade sectors excluding food retail and food wholesale.

Other Services: includes employment in all service sectors excluding food service by restaurants, caterers, and taverns.

I. EMPLOYMENT IN CANADA

The Canadian working age population has increased steadily over the last 13 years at 1.4% per year, growing 20% from 1984 to 1997. In this same period, the labour force increased at a slightly slower rate, growing by 19% over the same period. In 1997, 15.4 million Canadians made up the labour force compared to 12.9 million in 1984 (**Graph 1**).

GRAPH 1: Working Age Population, Labour Force and Total Employment in Canada



Source: Labour Force Survey.

From 1984 to 1990 employment in Canada grew from 11.4 million to 13.2 million. Employment levels peaked in 1990 and then declined during the recession of 1990-1991. By the end of 1992, employment had declined to 12.8 million and the unemployment rate had risen from 8.1% in 1990 to 11.3% (Table 1).

Post-recession improvement in the economy started in 1993. Employment grew at an average annual rate of 1.7% from 1993 to 1997. By the end of 1994, employment had grown to 13.3 million, exceeding pre-recession levels. Since then, employment

has continued to rise, totalling more than 13.9 million by the end of 1997. Though the number of employed Canadians has surpassed pre-recessionary levels, the number of Canadians searching for employment remains 33% higher than in 1989.

The number of Canadians considered unemployed has dropped since 1993, falling 230,000 in just four years, representing an average annual decline of 3.7%. The unemployment rate has declined from 11.2% to just 9.2% in 1997, a decrease of two full percentage points.

Though there has been a decline in the unemployment rate in recent years, not all of it can be attributed to increased employment. Some of it can be traced back to a decline in labour force participation, as many Canadians who were searching for a job, stopped looking for work and therefore were no longer considered part of the labour force. Many left the labour force discouraged by poor job prospects while others delayed their entry into the labour force to acquire training and/or education in the hope of improving their employment opportunities when they returned to the labour market. As a result, the labour force participation rate has declined steadily since its peak in 1989 of 67.5%, falling to only 64.8% in 1997.

II. CANADIAN EMPLOYMENT BY SECTOR

i. Trends between 1984 and 1990

Employment generally grew in all sectors of the economy from 1984 to 1990, with the exception of agriculture (Table 2). The service sector provided Canadians with the most jobs in 1990, followed by the wholesale and retail sector and the manufacturing sector. Construction and other natural resource industries (excluding agriculture) employed the fewest people in 1990.

ii. Trends between 1990 and 1992

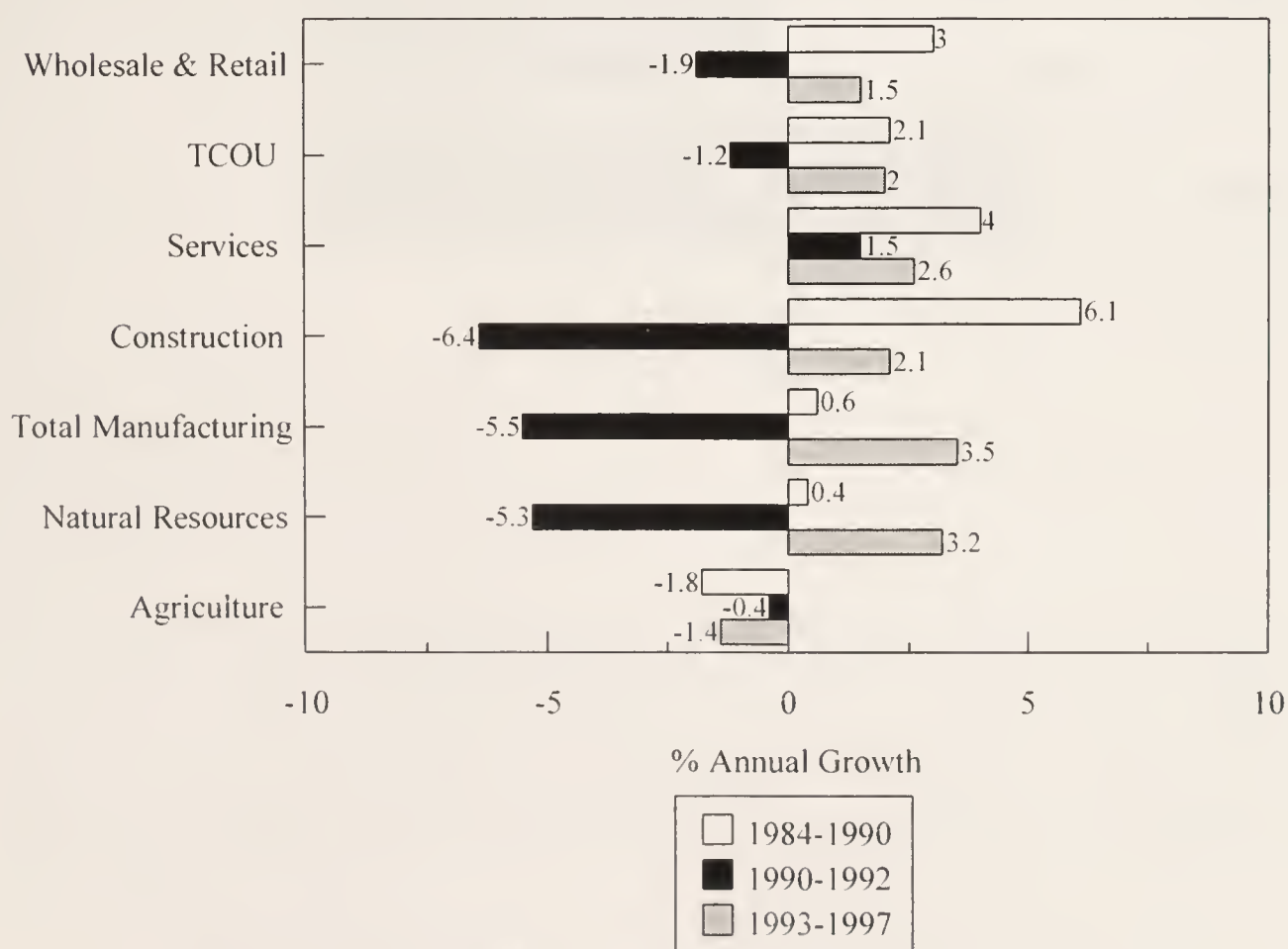
During the recession, employment in all sectors declined with the exception of the service sector, where employment grew by 134,000. By 1992, the service sector provided 4.6 million Canadians with employment and accounted for 36% of all jobs. Employment levels in the manufacturing sector, on the other hand, fell by more than 220,000 between 1990 and 1992, declining more than any other sector during this period.

iii. Trends between 1993 and 1997

Employment increased in most sectors of the Canadian economy from 1993 to 1997. Total employment grew at an average rate of 1.7% per year. The fastest growing sector was manufacturing, growing at 3.5% per year, followed by other natural resources, which grew at 3.2% per year. The slowest growth sector during this period was the wholesale and retail sector at 1.5% per year. Employment in most sectors of the economy remained below their pre-recessionary levels in 1997. The exceptions were the transportation, communications and other utilities sector, the wholesale and retail sector and the services sector, where employment levels have surpassed their pre-recessionary levels.

The service sector continued to provide the most jobs for Canadians, employing 5.3 million in 1997 (**Graph 2**) or over 38% of total employment. The wholesale and retail sectors followed, providing jobs for 2.4 million people, while the manufacturing sector employed nearly 2.2 million. Construction and other natural resources provided Canadians with the fewest jobs.

GRAPH 2: Average Annual Employment Growth by Sector



Source: Labour Force Survey.

iv. Overall Trends between 1984 and 1997

Though there were annual fluctuations in most sectors, employment levels were generally higher in 1997 than in 1984 across all sectors. The service sector showed the most consistent growth in employment between 1984 and 1997. Only agriculture posted negative growth during this period, with employment levels in this sector declining by 68,000 between 1984 and 1997. This decline is consistent with the decline in the number of farms which, according to the Census of Agriculture, fell by 18,134 from 1986 to 1996.

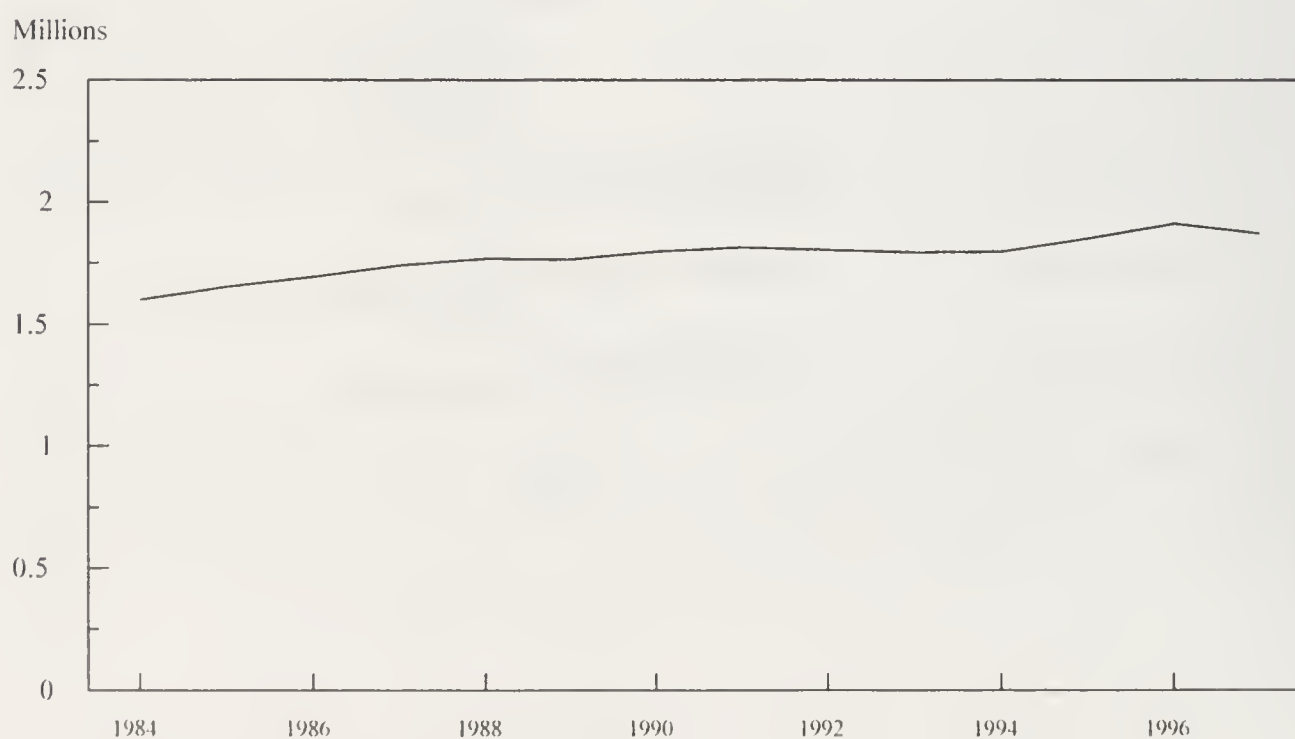
III. EMPLOYMENT IN THE AGRI-FOOD CHAIN

i. Agri-Food Chain Employment

The agri-food chain is composed of five industries: agriculture, agri-food processing (food, beverage and tobacco processing), food wholesale, food retail, and food services (Table 3).

Employment in the agri-food chain as an aggregate has grown by nearly 270,000 since 1984, totalling more than 1.8 million and accounting for 13.4% of total employment in 1997 (**Graph 3**). Food services is the largest employer in the agri-

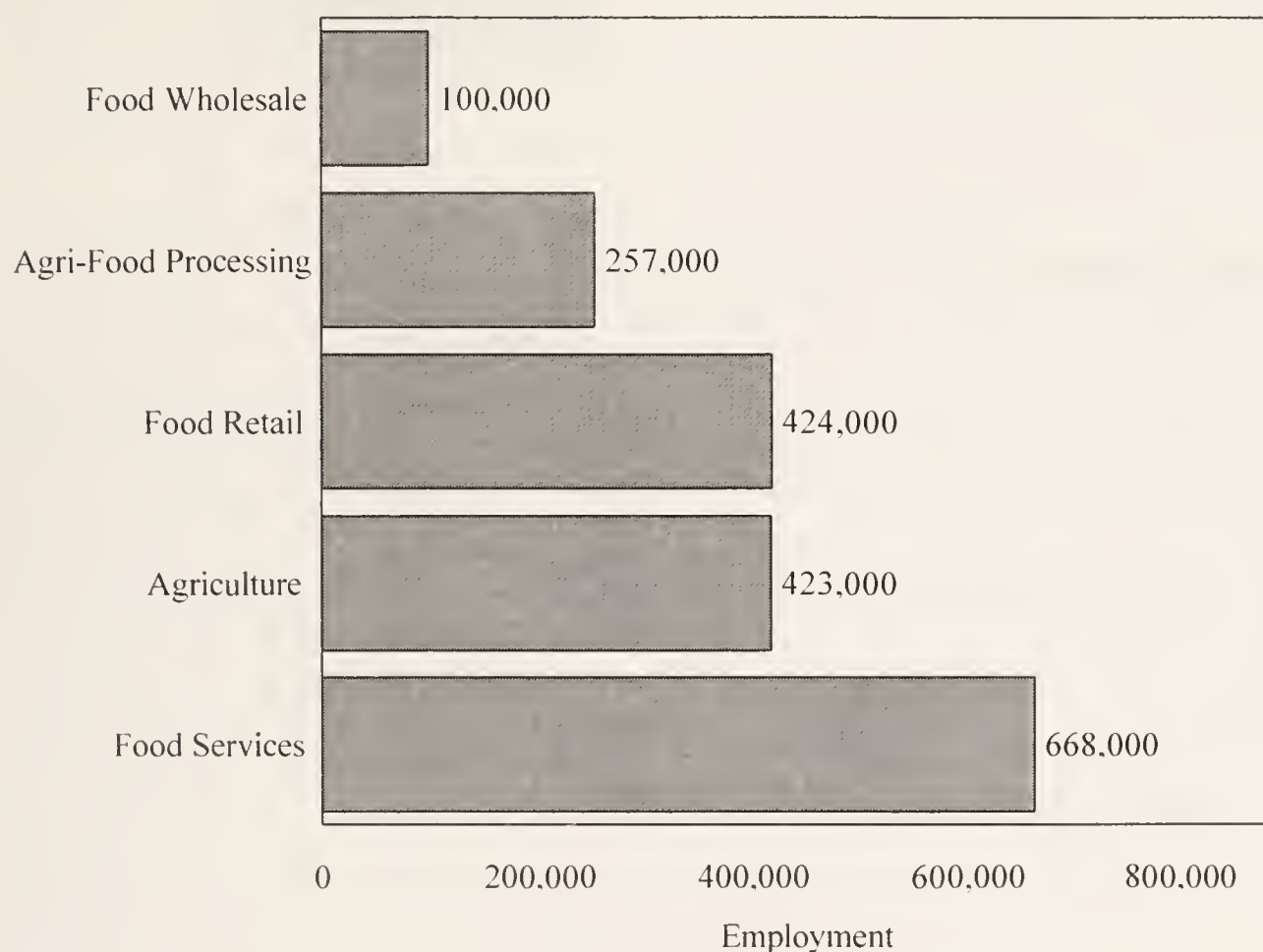
GRAPH 3: Total Employment in the Agri-Food Chain



Source: Labour Force Survey

food chain, accounting for 36% of total chain employment in 1997 (**Graph 4**). Food retail and agriculture supply roughly the same number of jobs, each accounting for 23% of total agri-food employment. Agri-food processing accounted for 14% of total agri-food employment. Food wholesale provided the least employment in the agri-food chain in 1997, accounting for 5% of agri-food employment.

GRAPH 4: Employment Levels in Agri-Food Sub-Sectors, 1997



Source: Labour Force Survey.

From 1984 to 1990, employment in the agri-food chain grew at an average annual rate of 2%, slightly slower than the 2.4% rate for total employment in Canada (**Graph 5**). While employment growth in agri-food exceeded growth in other natural resource sectors and the non-food manufacturing sector, it lagged behind employment growth in the non-food service and non-food retail and wholesale sectors during this period.

GRAPH 5: Average Annual Employment Growth in the Agri-Food Chain Vs. the Total Economy



Source: Labour Force Survey.

Employment levels in the agri-food chain remained relatively constant from 1990 to 1992, while employment in the rest of the economy fell by 323,000. Fuelled mainly by a growth in employment in food services, the share of total employment accounted for by agri-food increased from 13% to 14% by 1992. The only other sector to experience a growth in employment during this period was the service sector (excluding food services) which grew by 119,000.

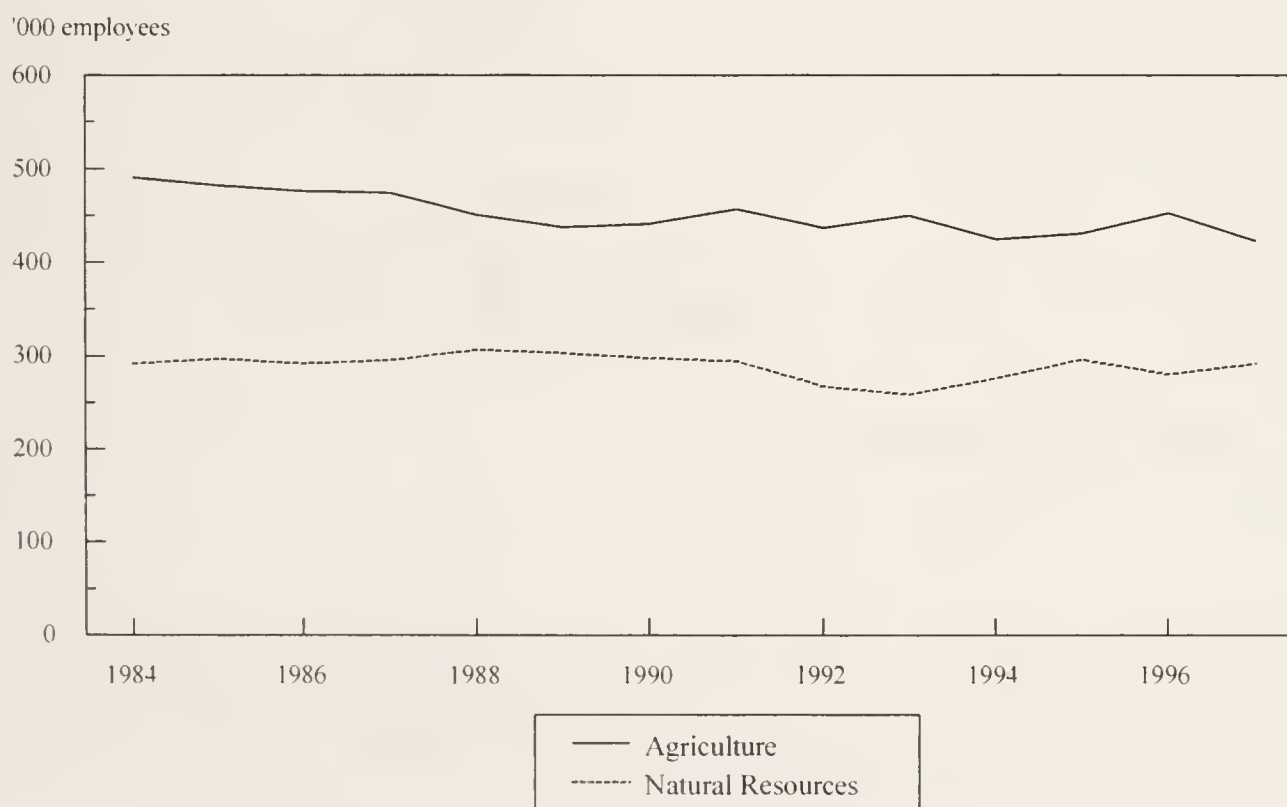
The recovery from the recession took hold in 1993 and the economy as a whole improved. From 1993 to 1997, employment in the agri-food chain grew by 76,000. However, the rate of employment growth in the chain did not quite match that of the overall economy during this period. As a result, the agri-food share of total employment fell from 14% in 1993 to 13.4% in 1997.

Overall, employment in agri-food generally grew between 1984 and 1997. Any declines during this period were slight, even during the 1990-91 recession. Employment in the chain generally grew at a slower pace in good economic times which is partially a function of the fact that employment levels declined at a slower pace during hard economic times. Thus the sector is comparatively recession proof.

ii. Agriculture

In 1997, employment in agriculture accounted for 3% of total employment, providing 423,000 Canadians with jobs. Other natural resource sectors, on the other hand, accounted for 2.1% of employment, providing 292,000 jobs in 1997 (**Graph 6**).

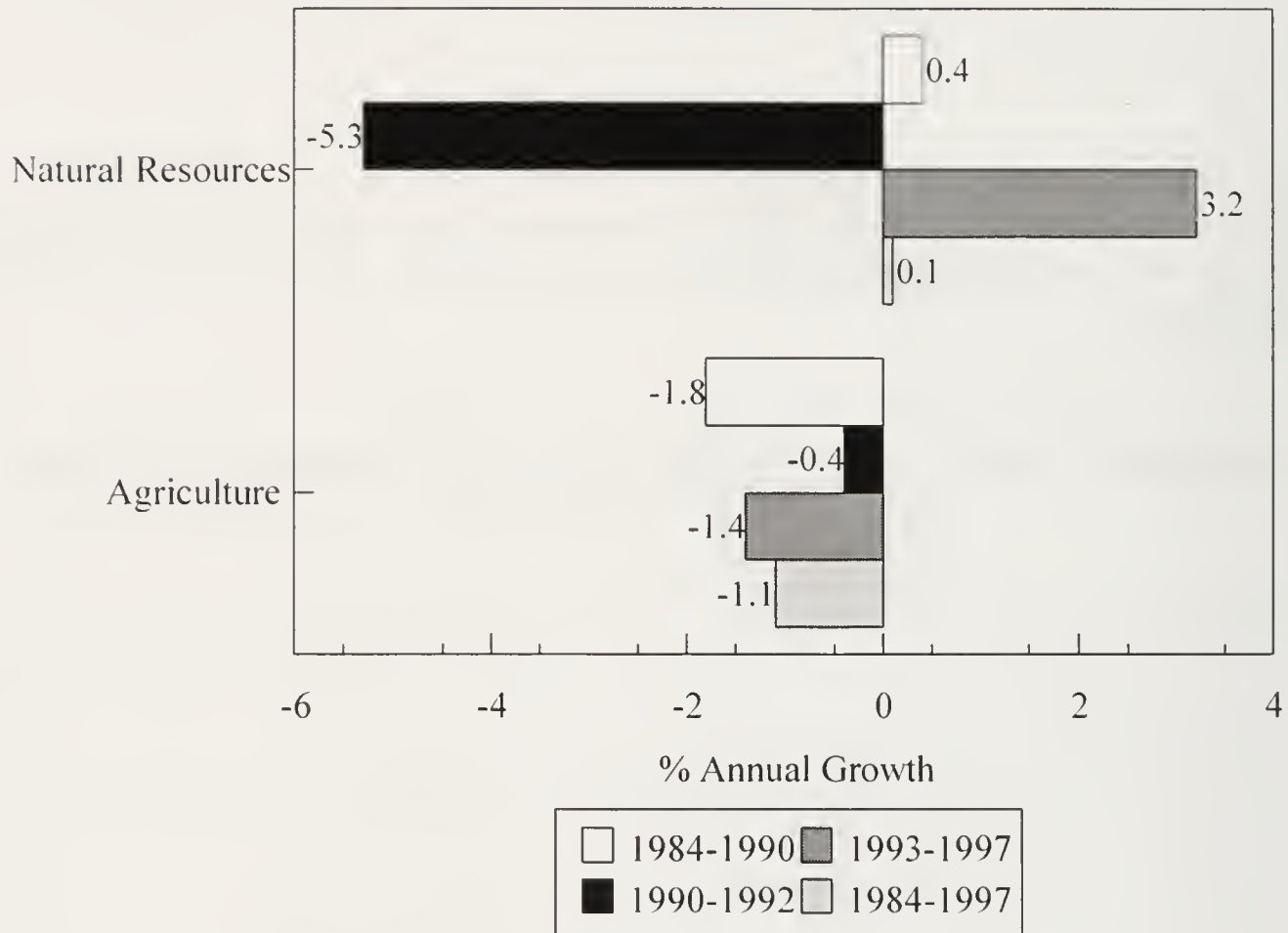
GRAPH 6: Employment in Agriculture Vs. Other Natural Resource Sectors (Excluding Agriculture)



Source: Labour Force Survey

Employment in agriculture generally declined between 1984 and 1990, registering a net loss of 50,000 employees (**Graph 7**). Employment in other natural resource sectors grew from 292,000 in 1984 to 307,000 in 1988 but declined to 298,000 by 1990 (Table 4).

**GRAPH 7: Average Annual Employment Growth,
Agriculture Vs. Natural Resource Sectors (Excluding Agriculture)**



Source: Labour Force Survey.

Between 1993 and 1997, employment in agriculture fluctuated. Agriculture lost 25,000 jobs from 1993 to 1994 but gained these back by 1996, when it employed 453,000 Canadians. The increase, however, did not last. In 1997 the number dropped to 423,000, below the 1994 level.

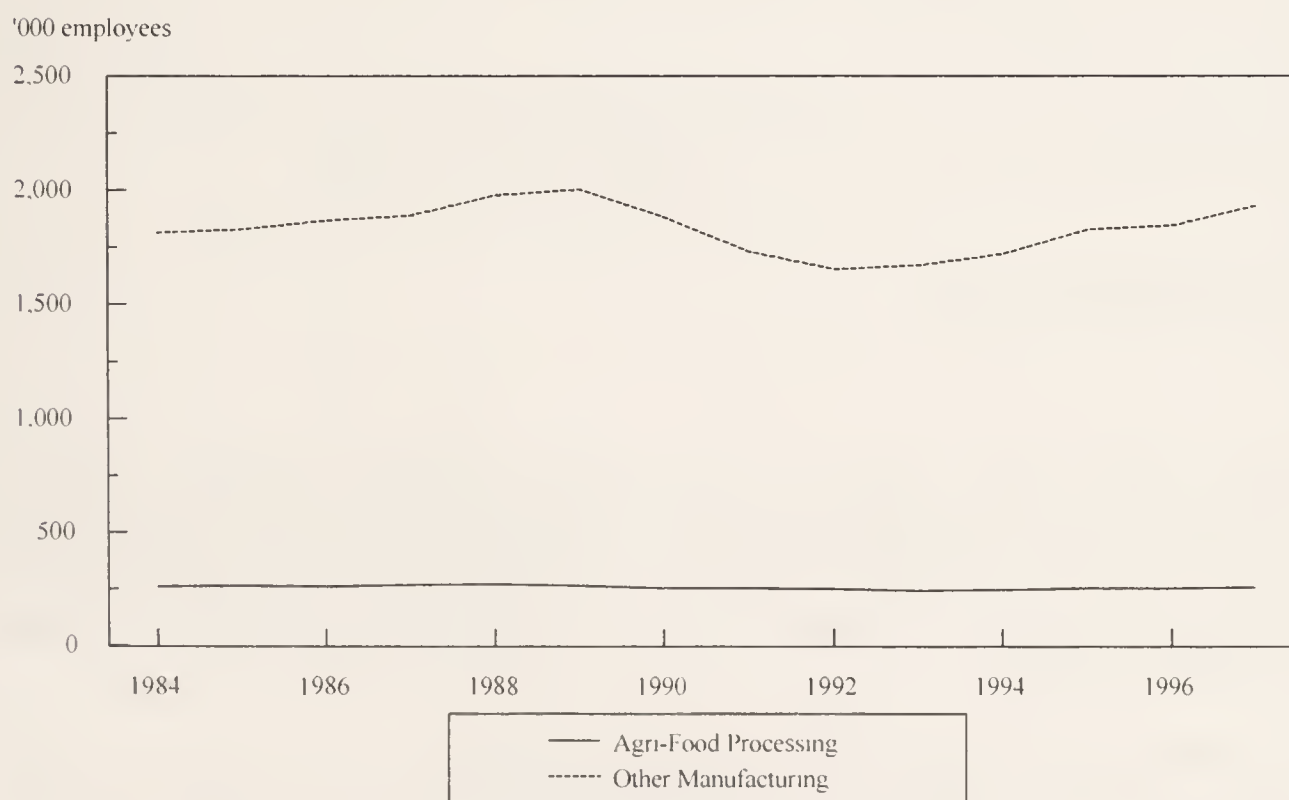
A large part of the decline in agriculture employment between 1984 to 1997 can be attributed to a decline in the level of unpaid family labour in the industry during this period. In 1984, unpaid family labour accounted for 16% for agriculture employment or 77,600 people. Since then, there has been a dramatic decline in unpaid family labour, falling by more than 48,000 to 28,800 in 1997. Unpaid family labour now accounts for 7% of employment in the industry. By contrast, paid labour

in agriculture has remained relatively unchanged from 1984 to 1997. The decline in the level of unpaid family labour, therefore, accounted for more than 70% of the decrease in agriculture employment during this period. The remaining 30% can be partially attributed to the decline in the number of farms, and thus farm operators, over this period.

iii. Agri-Food Processing

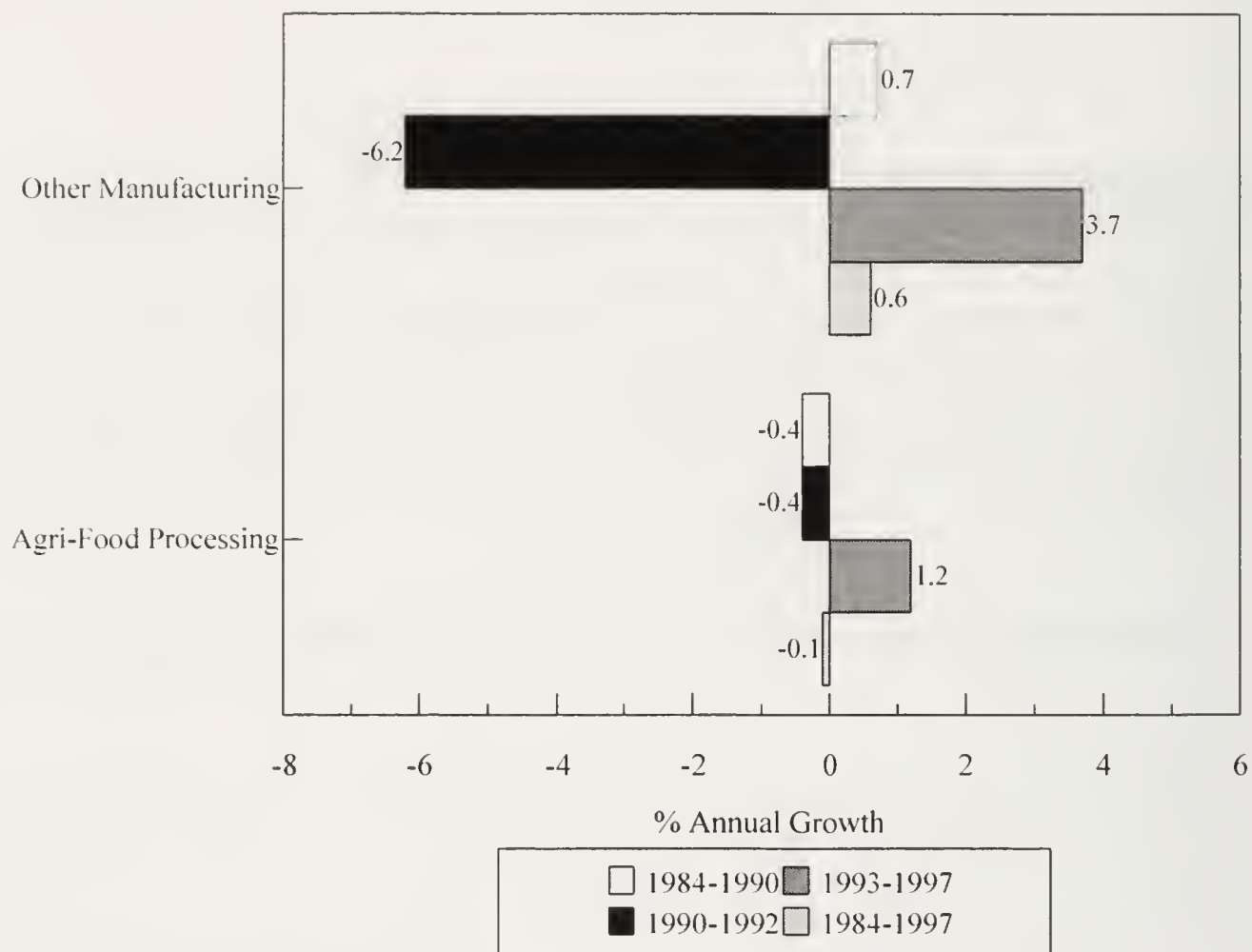
In 1997, agri-food processing (food, beverage and tobacco processing) employed 257,000 Canadians and accounted for 1.8% of total employment. Employment in agri-food processing has fluctuated slightly from year to year but has remained relatively unchanged over the last 13 years (**Graph 8**). From 1984 to 1988, employment in agri-food processing grew from 260,000 to 273,000 but then declined to 254,000 by 1990. This compares to other manufacturing sectors that grew 189,000 from 1984 to 1989 and then fell 121,000 to less than 1.9 million by 1990 (**Graph 9**).

GRAPH 8: Employment in Agri-Food Processing Vs. Other Manufacturing



Source: Labour Force Survey

**GRAPH 9: Average Annual Employment Growth,
Agri-Food Processing Vs. Other Manufacturing**



Source: Labour Force Survey.

From 1990 to 1992, agri-food processing employment remained relatively unchanged. In fact, during the recessionary period, agri-food processing declined by only 0.8%, from 254,000 in 1990 to 252,000 in 1992. On the other hand employment in other manufacturing sectors fell by more than 200,000 to less than 1.7 million in 1992.

From 1993 to 1997, employment in agri-food processing grew at a rate of 1.2% per annum, compared to other manufacturing sectors which grew at a rate of 3.7% per annum. By 1997, agri-food processing employed 257,000 people, an increase of 12,000 over employment levels in 1993. Employment levels in this industry have changed very little over the last three years.

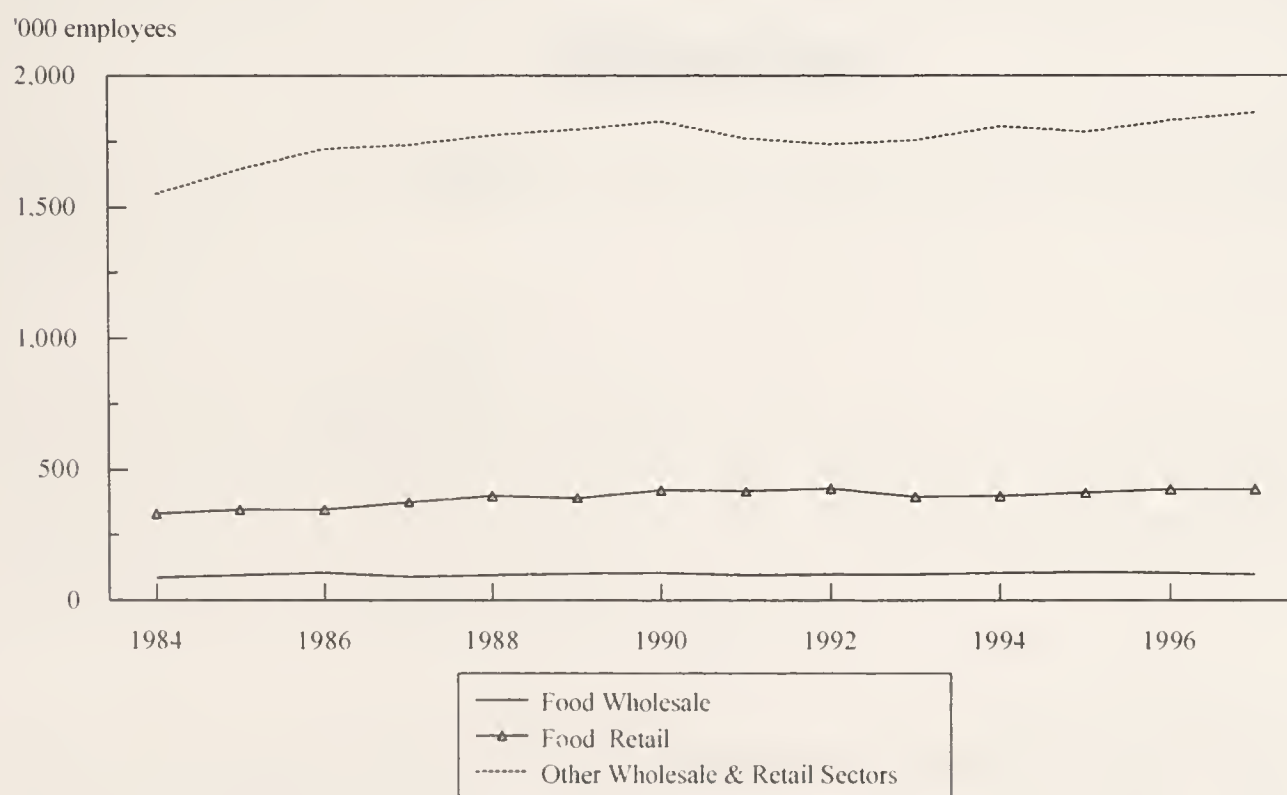
Over the entire period from 1984 to 1997, the agri-food processing industry registered a small net employment loss of 3,000, despite yearly fluctuations. In other manufacturing sectors, employment reached its highest level in 1989, and dropped sharply afterward, through to 1992. After 1992, there was a slow recovery and by the end of 1997, employment levels were almost as high as in 1989.

Though employment levels in agri-food processing have changed little since 1984, production levels in the industry have grown, suggesting improved labour productivity in the industry. It is, however, uncertain what changes in the industry are driving this increase in productivity (new management systems, new technology, etc.).

iv. Food Wholesale

The food wholesale sector employed 100,000 Canadians in 1997 and accounted for slightly less than 1% of total employment in Canada (**Graph 10**).

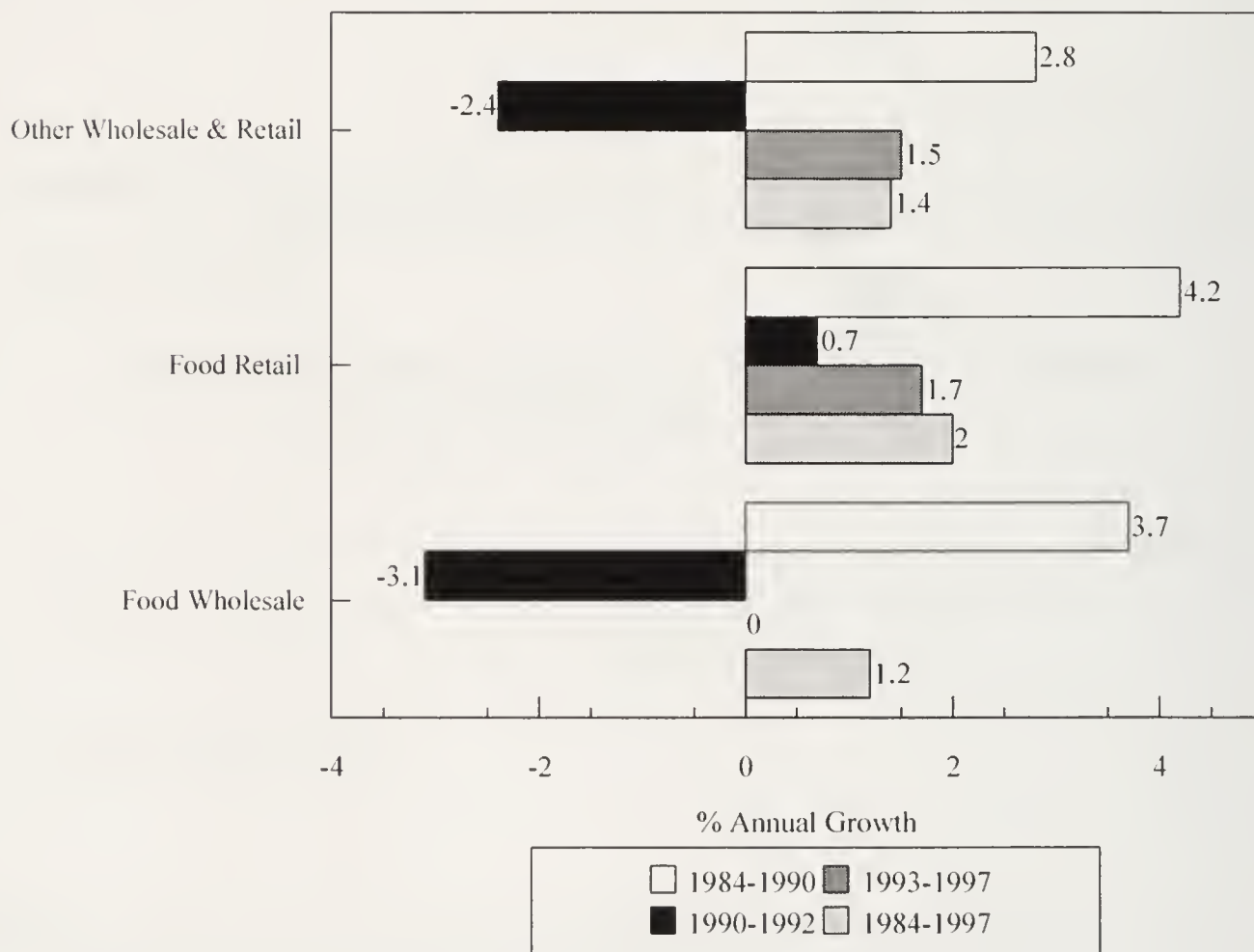
GRAPH 10: Employment in Food Retail, Food Wholesale and Other Wholesale and Retail Sectors



Source: Labour Force Survey

From 1984 to 1990, employment fluctuated slightly but grew at an average annual rate of 3.7% , totalling 107,000 by 1990 (**Graph 11**). This growth rate was greater than the 2.8% annual growth rate that characterized other wholesale and retail sectors in Canada during this period.

GRAPH 11: Average Annual Employment Growth in Food Retail, Food Wholesale and Other Wholesale and Retail Sectors



Source: Labour Force Survey.

From 1990 to 1991, employment fell 11,000 to 96,000, but then grew to 100,000 by 1992. Employment in other wholesale and retail sector experienced a similar decline as employment fell by 88,000 from 1990 to 1992, mostly due to the 1990-1991 recession.

Since 1993, employment levels in food wholesale have increased from 100,000 in 1993 to 109,000 by 1995. This increase was offset by a decline in 1996 and 1997, bringing total employment in food wholesale down to 100,000 (the same as it was in 1993).

Overall, the employment level in food wholesale fluctuated from year to year but still managed a net gain of 12,000 jobs from 1984 to 1997.

v. Food Retail

Employment in food retail totalled 424,000 in 1997, accounting for 3.0% of total employment. Between 1984 and 1990, employment in the industry grew steadily from 331,000 to 421,000. This represents an average growth rate of 4.2% per year, a growth of 90,000 jobs over the period.

From 1990 to 1992, employment in food retail fluctuated due to the recession of 1990-91. The employment level declined by 4,000 to 417,000 in 1991 but increased to 427,000 in 1992. During this same period, employment in other wholesale and retail sectors fell nearly 88,000.

Employment in the food retail industry declined 30,000 from 1992 to 1993, but rebounded over the next four years. The total growth from 1993 to 1997 was 27,000, almost offsetting losses in 1993.

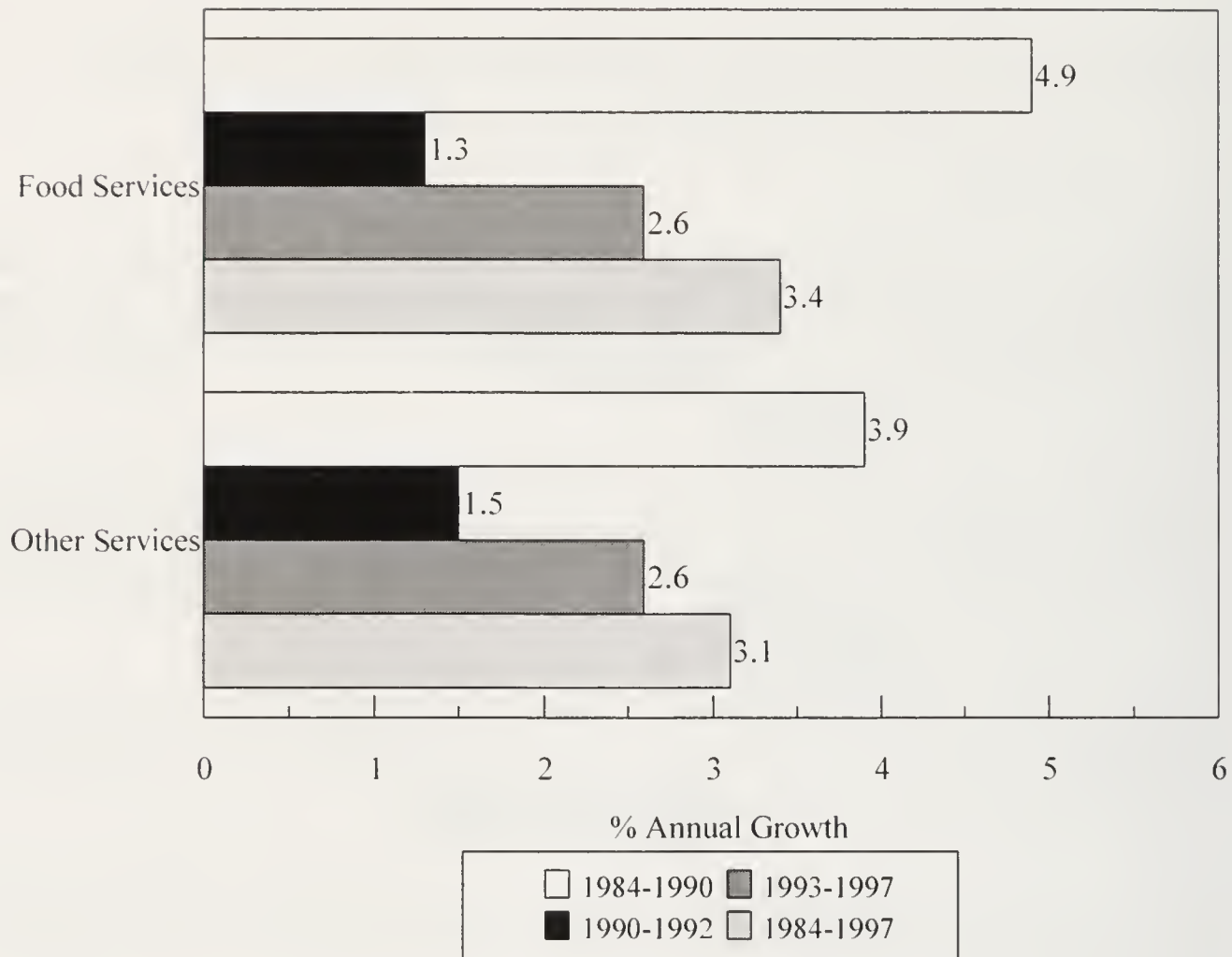
Overall, the food retail industry recorded a net gain of 77,000 from 1984 to 1997. The only other sector in agri-food to register a greater net gain during this period was food services.

vi. Food Services

The food service industry employed 668,000 Canadians in 1997, accounting for 4.8% of total employment. From 1984 to 1990, employment in the food service industry grew at an average annual rate of 4.9% from 432,000 to 575,000. Employment in other service sectors also grew, at an average rate of 3.9% per year, from 3.1 million to 3.9 million by 1990 (**Graph 12**).

From 1990 to 1992, as the Canadian economy was in a recession, both the food service industry and other service industries continued to grow, but at reduced annual rates of 1.3% and 1.5%, respectively.

**GRAPH 12: Average Annual Employment Growth,
Food Services Vs. Other Services**



Source: Labour Force Survey.

From 1993 to 1997, the food service industry gained 65,000 jobs, at an annual average growth rate of 2.6%. This is the highest growth rate within the agri-food chain. The largest increases year to year were from 1994 to 1995 and from 1995 to 1996. For 1997, there was a slight decline in the employment level, the largest in the 13 year period covered by this study.

From 1984 to 1997, the food service sector has increased from 432,000 jobs to 668,000 (an increase of 55%) reflecting social and demographic factors which have led to a great increase in meals eaten outside the home. The net gain in employment was 236,000 at an annual growth rate of 3.4% over the 13 year period.

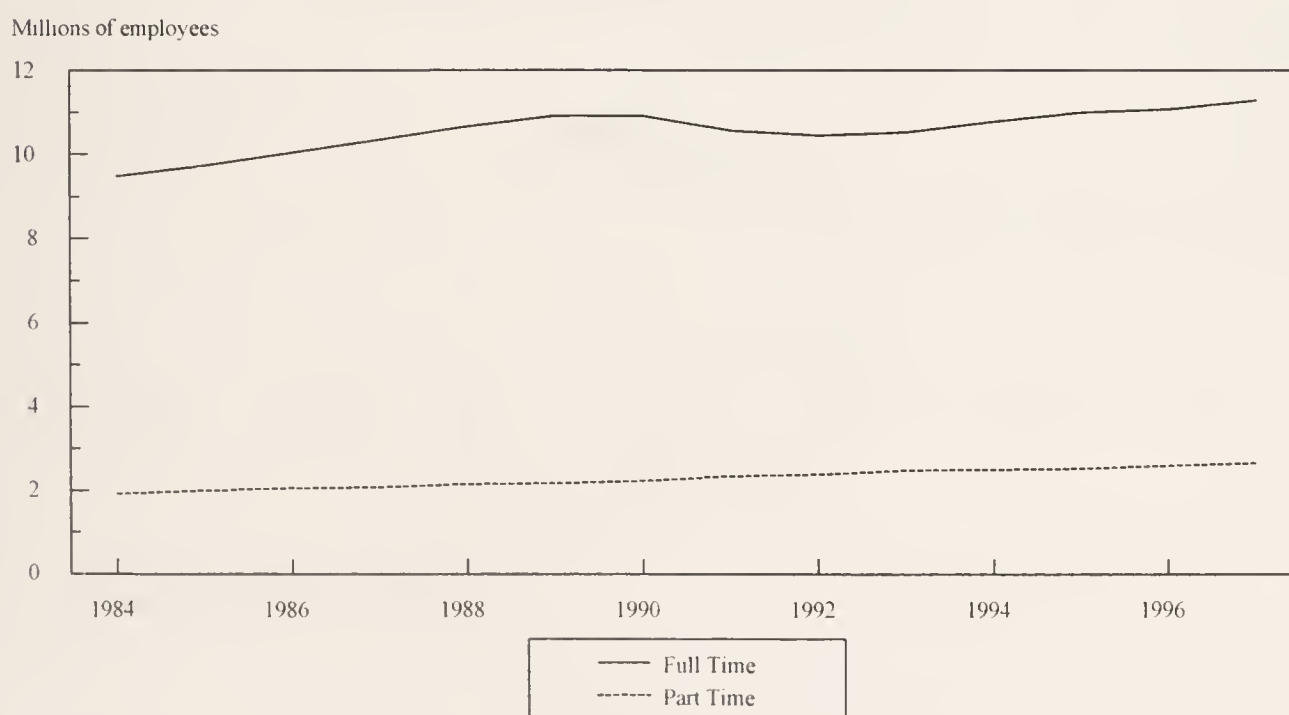
The conventional view is that most of these food services jobs are low wage, part time and low skill. That view is at best only partially true, and it can equally well be argued that this type of employment often provides valuable first job experience and plays an important role in the transition between school and full time, permanent participation in the labour force for many young Canadians.

IV. FULL TIME / PART TIME EMPLOYMENT

i. Canada

Since 1984, an increasing number of Canadians are working part time, growing from 1.9 million in 1984 to over 2.6 million in 1997. Part time employment accounted for 19% of total employment in Canada, in 1997 (Table 5). Full time employment also grew during this period, totalling over 11 million in 1997, 1.8 million more than in 1984 (**Graph 13**).

GRAPH 13: Full Time / Part Time Employment in Canada, 1984 to 1997



Source: Labour Force Survey

The service sector is the largest employer of both full time and part time labour, accounting for 34% of total full time employment and 55% of total part time employment. In 1997, the service sector provided over 3.8 million Canadians with

full time positions and almost 1.5 million with part time positions (Table 6). Twenty-eight percent of employment in the service sector is part time, the largest among the various sectors of the economy. By contrast, the manufacturing sector provides few part time jobs: only 5% percent of employment in this sector is part time.

ii. The Agri-Food Chain

As in the rest of the economy, full time and part time employment in the agri-food chain grew since 1984. More than 132,000 full time jobs and 147,000 part time jobs created in agri-food chain between 1984 and 1997 (**Graph 14**).

GRAPH 14: Full Time / Part Time Employment in the Agri-Food Chain, 1984 to 1997

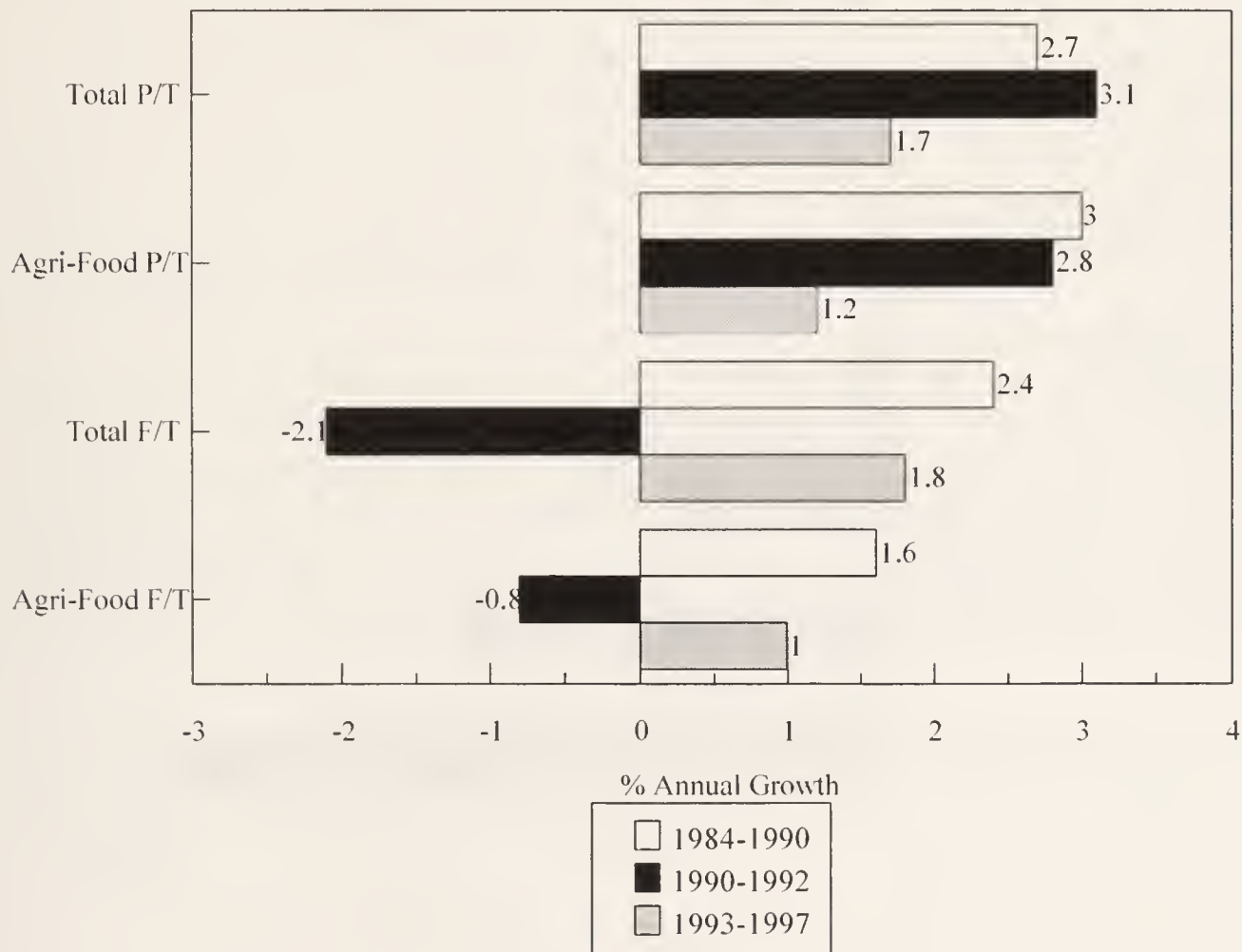


Source: Labour Force Survey

From 1984 to 1990, full time employment in the agri-food chain grew at a slower pace than full time employment in the total Canadian economy. Part time employment, on the other hand, grew at a faster pace in agri-food than in the rest of the Canadian economy (**Graph 15**). In 1997, 31% of employment in agri-food was part time compared to 27% in 1984.

Between 1990 and 1992, full time employment declined at an annual rate of 0.8%, while part time employment grew. The decline in full time employment was slower in agri-food than in the rest of the Canadian economy, as was the increase in part time jobs in the chain.

GRAPH 15: Average Annual Full Time and Part Time Employment Growth in the Agri-Food Chain Vs. The Total Economy



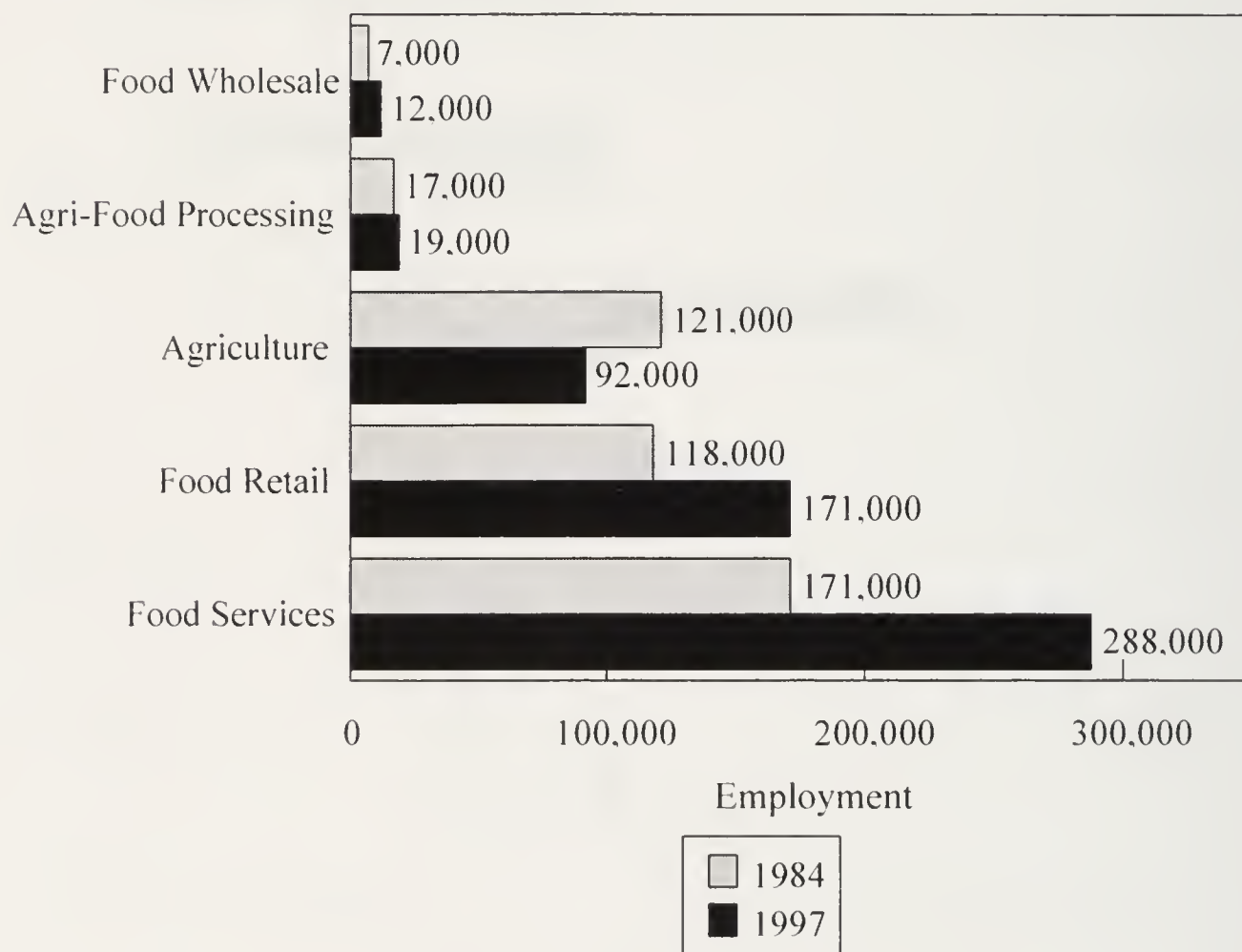
Source: Labour Force Survey.

Full time and part time employment in agri-food both grew from 1993 to 1996 while full time employment declined in 1997. The overall economy, on the other hand, saw a continual increase in both full time and part time employment over the entire period from 1993 to 1997.

Most of the increase in part time agri-food employment was in food service which employs 288,000 Canadians on a part time basis, making this industry the most

important supplier of part time positions in the agri-food chain (**Graph 16**). Forty-three percent of jobs in food service are part time. Food retail is the second largest part time employer in the agri-food chain (40% of jobs in the industry), while food wholesale (12%) and agri-food processing (8%) provide the least amount of part time jobs in the agri-food chain (Table 7). Part time employment generally increased across agri-food industries between 1984 and 1997, with the exception of agriculture where it fell 29,000.

GRAPH 16: Part Time Employment Levels in Agri-Food Sub-Sectors



Source: Labour Force Survey.

V. EMPLOYMENT BY PROVINCE

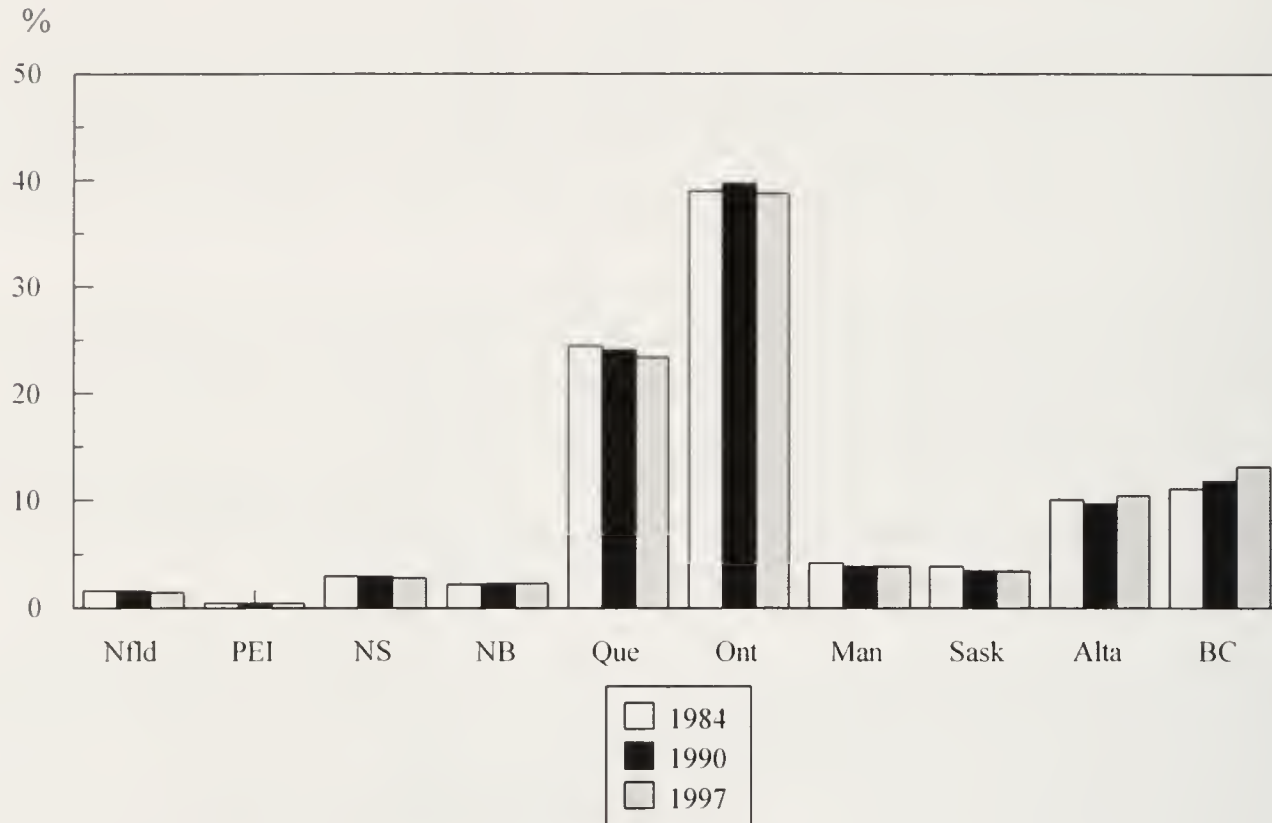
i. Provincial Employment Levels

Employment levels in Canada vary by population levels in each province and region. Ontario and Quebec make up the largest portion of the total population in Canada and account for the greatest portion of employment. Together, employment in Quebec and Ontario comprise more than 60% of total employment in Canada (Table 8).

The Atlantic provinces (Newfoundland, Prince Edward Island, Nova Scotia and New Brunswick) have the lowest proportion of employment. As an aggregate, employment in the Atlantic provinces totalled 961,000 or 7% of total Canadian employment in 1997. Employment in the Prairies (Manitoba, Saskatchewan and Alberta) totalled 2.5 million or 18% of total employment. In British Columbia, employment levels reached 1.8 million or 13% of employment.

From 1984 to 1990, employment grew for all provinces with the greatest increases taking place in British Columbia and New Brunswick. From 1990 to 1992, employment declined in seven of the ten provinces, with New Brunswick, Alberta and British Columbia being the exceptions. Since 1993, employment levels in the four most populated provinces had the greatest growth. The rest of the provinces had relatively small increases or decreases in employment levels during this period (**Graph 17**).

**GRAPH 17: Employment by Province
(Provincial Share of National Employment)**



Source: Labour Force Survey.

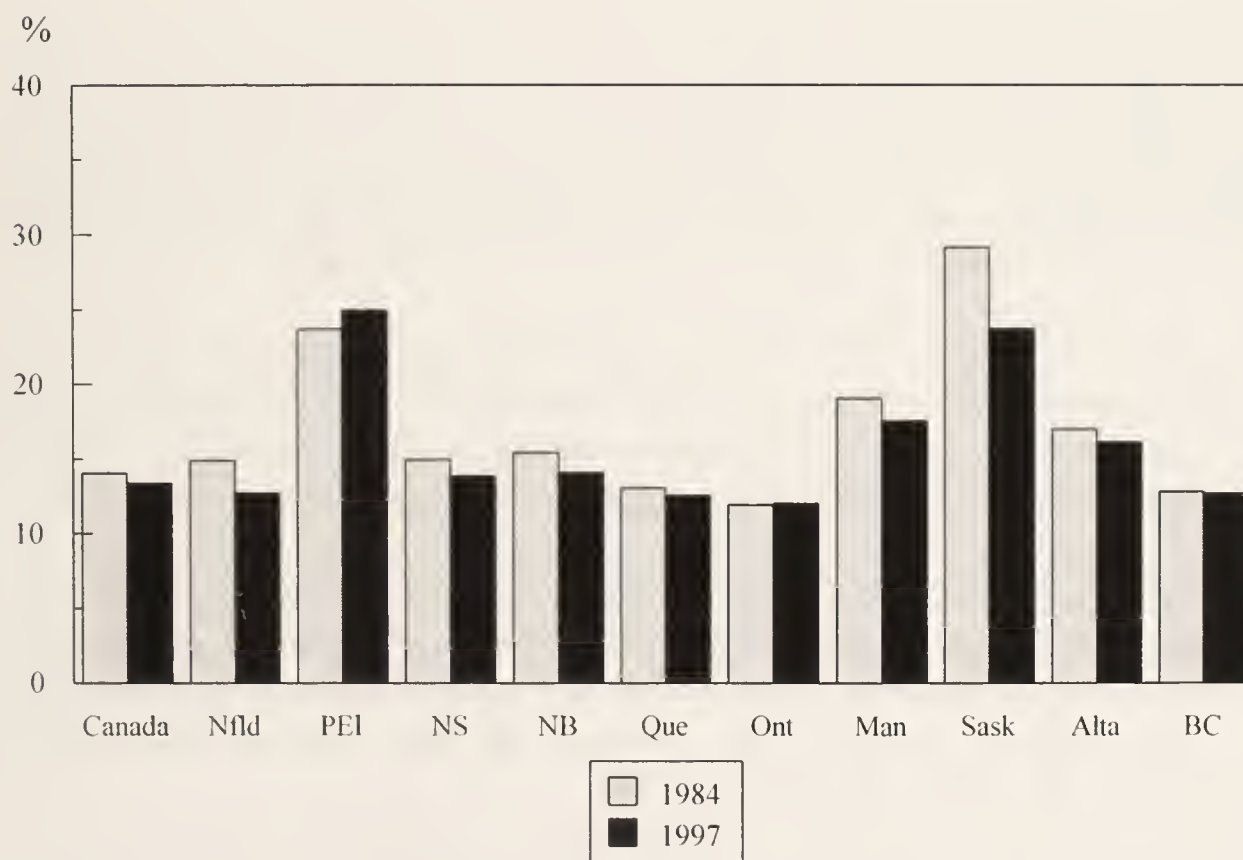
ii. Agri-Food Employment

The agri-food chain is an important employer in all provinces, accounting for at least 12% of employment in each province. In Saskatchewan, the agri-food chain accounts for 122,000 jobs, or 26% of total employment for the province, while in Prince Edward Island and Manitoba, the agri-food chain accounts for 23% and 19% of provincial employment, respectively. In Quebec, British Columbia and Newfoundland the proportion is closer to 13% and in Ontario it is 12%.

Employment levels in the agri-food chain also vary with population levels across provinces and regions. Ontario and Quebec account for the largest proportion of employment in the agri-food chain, reflecting the large populations in these provinces. Ontario accounted for 36% of the agri-food chain employment while 23% of employment in agri-food was in Quebec. Agri-food employment in Manitoba, Saskatchewan and Alberta accounted for 25% of total agri-food employment, while agri-food industries in B.C. made up 13% of total agri-food employment. In the Atlantic provinces, 140,000 were employed in agri-food, making up almost 8% of total agri-food employment.

The relative importance of individual industries within the agri-food chain as employers also varies across provinces. In Ontario, Quebec and British Columbia, food service and food retail were the largest agri-food chain employers, reflecting the large population in these provinces. In Manitoba, Saskatchewan and Alberta, agriculture was the largest agri-food chain employer, reflective of the availability and quality of agricultural land in these provinces. In the Atlantic region, food service and food retail were the largest agri-food employers, reflecting the lack of agricultural land rather than population levels (**Graph 18**).

GRAPH 18: Agri-Food Employment as a Share of Total Provincial Employment



Source: Labour Force Survey.

VI. EMPLOYMENT BY AGE

Age is an important factor in the employment status of all Canadians. The opportunities and obstacles Canada's youth (15-24 years) encounter in today's job market are different from those faced by older Canadians. Those aged 25-54, have unique considerations that affect their employment decisions while those 55 and over are either close to retirement or retired.

i. Youth Employment

Youth (15-24 years) employment in Canada has declined for more than a decade (Table 9). Since 1984, the number of employed youth dropped from over 2.5 million to just 2 million in 1997.

Not only were there fewer youth employed in 1997 than in 1984, but the number of hours per week they worked declined. In 1984, an average work week was 30.6 hours compared to only 27.8 hours in 1997. This decline in average working hours was partially the result of a decline in full time employment among youth, falling 36% over this period, while part time employment for this age group grew from 792,000 to 919,000 by 1997.

At the same time, fewer of Canada's youth are participating in the labour force. Many young Canadians, discouraged by the poor job market, are leaving the labour force to further their education and/or training in hopes of improving their prospects for employment. No longer considered unemployed, these youth are not counted in the labour force numbers. As a result, the unemployment rate reported for youth may, in fact, not reflect the true unemployment situation faced by today's youth.

The agri-food chain is one of the largest employers of youth in Canada (Table 10), providing employment to 553,000 young Canadians or 27% of employed youth. Fifty-four percent of youth employment in the agri-food chain is in food service where many are employed as waiters, waitresses and dishwashers.

Since 1984, youth employment in the agri-food chain has generally grown and agri-food has become an increasingly important supplier of jobs for Canadian youth. Most of this growth is from food service and food retail. In these industries, employment of 15-24 year olds increased while youth employment in the agriculture and agri-food processing industries declined.

Today, youth comprises 44% of total food service employment while accounting for only 16% of employment in agriculture and 14% of employment in agri-food processing.

Within agri-food the proportion of youth employed in the chain is declining. In 1984, youth comprised more than 33% of total employment in the sector but by 1997 this proportion declined to 30%.

“A Profile of Canadian Youth: Focus on the Agri-food Industry” (available from the Cross-Sectoral Policy Development Division of Policy Branch) provides a more detailed analysis of youth employment in the agri-food chain.

ii. Employment for ages 25-44

Of all employed Canadians, 55% are between the ages of 25 and 44, increasing from 51% in 1984 (Table 9). The number of employed Canadians, ages 25-44, has increased from 5.9 million in 1984 to 7.6 million in 1997. Employment declined slightly between 1990 and 1992, but recovered to pre-recessionary levels by 1995. Most of this increase was in the general service sector (excluding food service) which employed 2.5 million in 1997 (up from 1.7 million in 1984) and accounted for 33% of employment for Canadians within this group.

The agri-food chain accounts for 11% of total employment in this age group, employing 835,000 Canadians between the ages of 25 and 44 in 1997 (Table 11).

Employment levels within agri-food have grown by 34% for this age group since 1984. Today, almost 45% of those employed in the agri-food chain are between 25 and 44, up from 39% in 1984.

iii. Employment for ages 45-54

Canadians, 45-54, constitute 21% of total employment in Canada (Table 9). The service sector is again the largest employer, accounting for 37% of employment in this age bracket. From 1984 to 1997, the number employed nearly doubled from 1.7 million to 3 million, making up an increasing proportion of the employed labour force. Employment for this age category grew in all sectors but the biggest increase was in the service sector where employment more than doubled from 491,000 in 1984 to over 1.1 million in 1997.

In 1997, 285,000 Canadians, between the ages of 45 and 54, were employed in the agri-food chain, accounting for more than 9% of all employment for this age group (Table 12). Employees in this age category comprise 14% of total employment in the chain. Agriculture, food service and food retail are the largest suppliers of employment for this age group. Agri-food chain employment grew from 192,000 in 1984 to 279,000 by 1997.

iv. Employment for age 55 and over

Canadians, aged 55 and over account for 10% of total employment in Canada (Table 9). In 1997, more than 1.3 million Canadians in this age group were employed. Since 1984, this number has remained relatively constant. The service sector accounts for 37% of this group's employment, employing 474,000 in 1997. Employment in the service sector for this group grew from 1984 to 1997, whereas employment in manufacturing, retail and wholesale has declined.

More than 14% of employed Canadians in this age group are employed in the agri-food chain (Table 13). This age group makes up almost 11% of the total employment in agri-food. More than half work in agriculture. Since 1995, agri-food employment for this group declined from 111,000 to 107,000 in 1997. Those above the age of 55 now make up more than 25% of agriculture employment in Canada.

VII. EMPLOYMENT BY GENDER

i. Total Employment

Women make up 51% of the working age population and 45% of the labour force. The number of women in the labour force has grown since 1984 from 3.9 million to 6.9 million in 1997. Employment has increased for both males and females since 1992.

ii. Agri-Food Employment

In the agri-food chain, males comprise 54% of employment (Table 14). From 1984 to 1997, female employment in the chain grew from 652,000 to 871,000, an increase of 35%, and accounts for a growing proportion of total agri-food employment. Food service provides the most work for women in agri-food, accounting for 45% of female employment in the chain. For men, the largest agri-food employer is agriculture accounting for 29%, with food service a close second at 28% (Table 14). In agriculture, food wholesale and food processing, men account for more than 66% of employment. Women, on the other hand, make up the greatest proportion of employment in food service and food retail where they account for 58% and 53% of employment, respectively.

SUMMARY AND CONCLUSIONS

The agri-food chain provides employment for over 1.8 million Canadians, supplying jobs for 13.4% of Canada's employed work force in 1997. The food service industry provided the most jobs in agri-food, employing 668,000 Canadians and accounting for 36% of employment in the agri-food chain. Agriculture employed 423,000 (23%), food retail 424,000 (23%), agri-food processing 232,000 (13%) and food wholesale 100,000 (5%).

Since 1993, the agri-food chain had employment growth for every year except 1997 when employment levels declined by 43,000. Compared to the rest of the economy, the agri-food chain grew at a slower pace during this period, averaging 1.1% annually, compared to 1.7% for the rest of the economy. However, during the recession, employment levels in agri-food declined only slightly while many industries in the rest of the economy suffered major losses.

Since 1984, net growth in employment in the agri-food chain was 279,000, with most of this growth (236,000 jobs) in the food services industry. Food retail provided an increase of 93,000 jobs while food wholesale contributed with a slight increase of 12,000 jobs. Employment in agri-food processing remained relatively stable, while agriculture was the only agri-food industry to suffer losses in employment levels during this period, declining by 68,000 jobs.

During the 1990-91 recession and the period of minimal economic growth that ensued, the agri-food chain suffered few job losses compared with other sectors of the economy. The only agri-food industries to suffer a decline in employment between 1990 and 1992 were food wholesale and agriculture. Food service, on the other hand, recorded a net employment gain of 15,000 over this period.

Part time employment in the agri-food chain grew faster than full time employment. From 1984 to 1997, part time employment grew by 148,000 while full time employment grew by 131,000. As a result, part time jobs accounted for a greater proportion of total agri-food chain employment in 1997. In 1984, 27% of jobs in agri-food were part time. By 1997, part time employment made up 31% of the employment in the agri-food chain. However, from 1993 to 1997, full time employment levels grew as fast as the part time employment levels. Part time employment is particularly important in three agri-food industries, food services (43%), food retail (40%) and agriculture (22%).

Across Canada, the agri-food chain is an important employer, accounting for at least 12% of employment in each of the provinces in 1997. In Saskatchewan the agri-food chain accounted for more than one quarter of employment in the province, while in Ontario and Quebec the agri-food chain provided jobs for 12% and 13% of employed individuals, respectively. These factors underscore the importance of agri-food industries in all provinces.

The agri-food chain is also an important employer for Canada's youth. In 1997, 553,000 young (ages 15-24) Canadians were employed in the agri-food chain, accounting for 27% of total youth employment, second only to the service sector. Fifty-four percent of youth in the agri-food chain were employed in the food service industry. Youth account for 44% of employment in food service. In agriculture, on the other hand, youth make up only 15%, including unpaid family labour. Canadians over the age of 55 accounted for a large proportion of employment in agriculture, accounting for 28% of the industry.

Women were the majority of those employed in food services and food retail, accounting for 58% and 53% of employment in each industry. Men, on the other hand, accounted for almost 70% of those employed in each of the agriculture, food and beverage processing, and food wholesale trade industries.

ISSUES FOR FURTHER STUDY

The present paper is almost entirely descriptive of the major employment trends in the economy and in the agri-food chain. Much more work is needed in order to get underneath the numbers and understand the social, economic and educational factors that are driving the trends.

The rising average age of the farm population points to an approaching crisis in relation to the intergenerational transfer of farm businesses to the next generation. Important questions arise on issues such as barriers to entry, financial planning for retirement of today's farmers, strategies for transferring assets to a younger generation of farmers, and concerns over pensions.

APPENDIX

TABLES

TABLE 1: LABOUR FORCE AND EMPLOYMENT IN CANADA (Employment in Thousands)

	Employment in Thousands													Average Annual Growth (%)				
	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1984/ 1990	1990/ 1992	1993/ 1997	1984/ 1997
Working Age Population (15 years and over)	19,681	19,929	20,182	20,432	20,690	20,968	21,277	21,613	21,986	22,371	22,717	23,027	23,352	23,687	1.3	1.7	1.4	1.4
Labour Force	12,853	13,123	13,378	13,631	13,901	14,151	14,329	14,408	14,482	14,664	14,832	14,928	15,145	15,354	1.8	0.5	1.2	1.4
Participation Rate	65.3%	65.8%	66.3%	66.7%	67.2%	67.5%	67.3%	66.7%	65.9%	65.5%	65.3%	64.8%	64.9%	64.8%	2.4	-1.2	1.7	1.6
Total Employment	11,402	11,742	12,095	12,422	12,819	13,086	13,165	12,916	12,842	13,015	13,292	13,506	13,676	13,941	-3.4	19.1	-3.7	0.3
Total Unemployment	1,450	1,381	1,283	1,208	1,082	1,065	1,164	1,492	1,640	1,649	1,541	1,422	1,469	1,414				
Unemployment Rate	11.3%	10.5%	9.6%	8.9%	7.8%	7.5%	8.1%	10.4%	11.3%	11.2%	10.4%	9.5%	9.7%	9.2%				

Source: Labour Force Survey, Special Tabulation #P98014 (obtained April 1998)

TABLE 2: EMPLOYMENT BY SECTOR (Employment in Thousands)

	Employment in Thousands													Average Annual Growth (%)				
	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1984/ 1990	1990/ 1992	1993/ 1997	1984/ 1997
Other Natural Resources(1)	292	297	292	295	307	303	298	294	267	259	276	296	280	292	0.4	-5.3	3.2	0.1
Manufacturing	2,040	2,062	2,096	2,124	2,213	2,234	2,104	1,955	1,877	1,892	1,947	2,061	2,083	2,167	0.6	-5.5	3.5	0.5
Construction	575	605	648	708	765	809	820	728	717	691	748	724	719	747	6.1	-6.4	2.1	2.2
Service	3,553	3,795	3,942	4,090	4,245	4,352	4,488	4,572	4,622	4,790	4,933	5,036	5,141	5,303	4.0	1.5	2.6	3.1
T C O U (2)	877	917	934	941	949	1,007	993	960	969	960	978	1,033	1,020	1,037	2.1	-1.2	2.0	1.3
Wholesale and Retail	1,972	2,089	2,177	2,205	2,273	2,293	2,356	2,276	2,267	2,253	2,314	2,307	2,361	2,386	3.0	-1.9	1.5	1.5

(1) other than agriculture

(2) T C O U - Transportation, Communication and Other Utilities

Source: Labour Force Survey, Special Tabulation #P98014 (obtained April 1998)

TABLE 3: EMPLOYMENT IN THE AGRI-FOOD CHAIN (Employment in Thousands)

	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	Average Annual Growth (%)			
																1984/ 1990	1990/ 1992	1993/ 1997
Agriculture	491	482	476	474	451	438	441	457	437	450	425	431	453	423	-1.8	-0.4	-1.4	-1.1
Agri-Food Processing*	260	264	261	269	273	266	254	253	252	245	249	254	256	257	-0.4	-0.4	1.2	-0.1
Food Wholesale	88	98	107	91	97	104	107	96	100	100	107	109	106	100	3.7	-3.1	0.0	1.2
Food Retail	331	347	348	376	399	392	421	417	427	397	399	411	425	424	4.2	0.7	1.7	2.0
Food Services	432	462	502	531	547	565	575	592	590	603	617	646	672	668	4.9	1.3	2.6	3.4
Agri-Food Chain	1,602	1,653	1,694	1,741	1,767	1,765	1,798	1,815	1,806	1,795	1,797	1,851	1,912	1,871	1.9	0.2	1.1	1.2

*. Agri-Food Processing includes Food, Fish, Beverage and Tobacco Processing

Source: Labour Force Survey, Special Tabulation #P98014 (obtained April 1998)

TABLE 4: EMPLOYMENT COMPARISON ACROSS SECTORS (Employment in Thousands)

	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	Average Annual Growth (%)			
																1984/ 1990	1990/ 1992	1993/ 1997
Agri-Food Chain	1,602	1,653	1,694	1,741	1,767	1,765	1,798	1,815	1,806	1,795	1,797	1,851	1,912	1,871	1.9	0.2	1.1	1.2
Other Natural Resources	292	297	292	295	307	303	298	294	267	259	276	296	279	292	0.4	-5.3	3.2	0.1
Other Manufacturing (1)	1,814	1,828	1,869	1,889	1,978	2,003	1,882	1,732	1,654	1,673	1,723	1,829	1,849	1,934	0.7	-6.2	3.7	0.6
Other Services (2)	3,121	3,333	3,440	3,559	3,698	3,787	3,913	3,980	4,032	4,187	4,316	4,390	4,469	4,635	3.8	1.5	2.6	3.1
Other Wholesale & Retail (3)	1,553	1,644	1,721	1,739	1,776	1,797	1,828	1,763	1,740	1,756	1,808	1,786	1,830	1,862	2.8	-2.4	1.5	1.4

(1) excluding food, fish, beverage and tobacco processing

(2) excluding food services

(3) excluding food wholesale and retail

Source: Labour Force Survey, Special Tabulation #P98014 (obtained April 1998)

TABLE 5: FULL TIME AND PART TIME EMPLOYMENT IN CANADA (Employment in Thousands)																		
	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	Average Annual Growth (%)			
															1984/ 1990	1990/ 1992	1993/ 1997	1984/ 1997
Full Time Employment	9,491	9,745	10,045	10,354	10,667	10,918	10,929	10,574	10,467	10,534	10,798	10,997	11,087	11,291	2.4	-2.1	1.8	1.4
% of Total Employment	83.2	83.0	83.1	83.4	83.2	83.4	83.0	81.9	81.5	80.9	81.2	81.4	81.1	81.0				
Part Time Employment	1,912	1,997	2,049	2,068	2,152	2,169	2,236	2,343	2,375	2,480	2,493	2,509	2,589	2,649	2.7	3.1	1.7	2.6
% of Total Employment	16.8	17.0	16.9	16.7	16.8	16.6	17.0	18.1	18.5	19.1	18.8	18.6	18.9	19.0				
Source: Labour Force Survey, Special Tabulation #P98014 (obtained April 1998)																		

TABLE 6: FULL TIME AND PART TIME EMPLOYMENT BY SECTOR (Employment in Thousands)

	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	Average Annual Growth (%)			
															1984/ 1990	1990/ 1992	1984/ 1997	
Full Time Employment by Sector																		
Agri-Food Chain	1,168	1,212	1,236	1,273	1,272	1,276	1,282	1,262	1,262	1,240	1,240	1,289	1,330	1,291	1.6	-0.8	1.0	0.8
Other Natural Resources	283	286	281	286	295	292	287	282	254	247	265	282	267	279	0.3	-5.8	3.2	0.0
Construction	528	552	595	653	711	750	763	660	634	615	672	647	642	671	6.4	-8.7	2.3	2.1
Total Manufacturing	1,966	1,979	2,017	2,045	2,125	2,141	2,026	1,873	1,789	1,807	1,856	1,960	1,979	2,067	0.5	-6.0	3.4	0.5
Other Manufacturing (1)	1,753	1,759	1,803	1,822	1,905	1,923	1,818	1,664	1,581	1,601	1,647	1,745	1,764	1,829	0.7	-6.7	3.4	0.4
Total Service	2,636	2,783	2,904	3,040	3,150	3,247	3,338	3,351	3,385	3,474	3,601	3,687	3,741	3,836	4.0	0.7	2.5	2.9
Other Services (2)	2,375	2,509	2,604	2,712	2,821	2,895	2,990	3,013	3,042	3,127	3,243	3,307	3,343	3,456	3.9	0.9	2.5	2.9
Total Wholesale and Retail	1,475	1,572	1,644	1,666	1,704	1,730	1,775	1,684	1,682	1,656	1,706	1,717	1,747	1,770	3.2	-2.6	1.7	1.4
Other Wholesale and Retail(3)	1,180	1,253	1,316	1,337	1,358	1,388	1,413	1,346	1,327	1,332	1,378	1,371	1,404	1,428	3.1	-3.1	1.8	1.5
T C O U (4)	812	847	863	869	875	923	910	870	874	867	886	936	921	934	1.9	-2.0	1.9	1.1
Part Time Employment by Sector																		
Agri-Food Chain	434	441	459	467	495	488	516	553	545	555	557	563	582	581	2.9	2.8	1.2	2.3
Other Natural Resources	7	8	8	8	9	8	7	9	9	9	9	14	13	13	0.5	14.3	12.1	6.2
Construction	44	50	51	47	47	53	55	64	79	74	73	76	77	77	4.1	19.9	0.9	4.7
Total Manufacturing	72	79	76	77	85	92	76	78	87	84	90	101	104	100	1.4	7.1	4.5	2.9
Other Manufacturing (1)	59	65	63	65	70	80	62	64	72	70	75	84	85	82	1.6	8.5	4.2	3.1
Total Service	917	1,008	1,032	1,049	1,090	1,100	1,142	1,218	1,231	1,314	1,329	1,350	1,400	1,467	3.8	3.9	2.8	3.7
Other Services (2)	746	821	830	846	872	887	914	964	984	1,058	1,070	1,083	1,127	1,179	3.5	3.8	2.7	3.6
Total Wholesale & Retail	497	513	529	536	564	557	576	588	577	593	608	599	614	616	2.5	0.1	1.0	1.7
Other Wholesale & Retail (3)	372	387	401	398	414	403	410	413	405	420	430	415	426	434	1.6	-0.6	0.9	1.2
T C O U (4)	62	64	66	71	73	83	83	89	93	92	90	97	99	103	5.1	5.9	3.0	4.1

(1) excluding food, fish, beverage and tobacco processing
(2) excluding food services
(3) excluding food wholesale and retail
(4) T C O U - Transportation, Communication and Other Utilities

Source: Labour Force Survey, Special Tabulation #P98014 (obtained April 1998)

TABLE 7: FULL TIME AND PART TIME EMPLOYMENT IN THE AGRI-FOOD CHAIN (Employment in Thousands)

	Average Annual Growth (%)																	
	1984/1990	1990/1992	1992/1997	1984/1990	1990/1992	1992/1997	1984/1990	1990/1992	1992/1997	1984/1990	1990/1992	1992/1997						
Full Time Employment by Sub-Sector																		
Agriculture	370	372	363	364	344	333	336	352	330	342	324	328	355	331	-1.6	-0.7	-0.6	-0.8
Agri-Food Processing	242	246	245	252	253	249	236	235	234	228	230	235	234	239	-0.4	-0.5	1.2	-0.1
Food Wholesale	81	89	97	83	90	96	99	86	91	88	97	98	97	88	3.7	-3.4	0.1	0.9
Food Retail	213	230	231	245	256	246	263	251	264	235	231	248	246	254	3.7	0.2	2.0	1.5
Food Services	261	274	300	328	329	352	348	338	343	347	358	379	398	380	5.0	-0.7	2.3	3.0
Agri-Food Chain	1,168	1,212	1,236	1,273	1,272	1,276	1,282	1,262	1,262	1,240	1,240	1,289	1,330	1,291	1.6	-0.8	1.0	0.8
(as reported by the LFS Survey)																		
Part Time Employment by Sub-Sector																		
Agriculture	121	110	113	110	107	105	105	105	107	108	101	102	99	92	-2.3	1.0	-4.1	-2.1
Agri-Food Processing	17	18	17	17	19	17	18	18	19	18	19	19	22	19	0.6	3.9	1.9	0.9
Food Wholesale	7	9	10	7	7	8	8	10	9	12	11	11	9	12	4.0	5.9	0.7	5.9
Food Retail	118	117	118	130	143	146	158	166	164	161	168	163	179	171	5.2	1.7	1.6	3.0
Food Services	171	187	202	203	218	213	228	254	247	256	259	267	274	288	4.9	4.4	3.1	4.2
Agri-Food Chain	434	441	459	467	495	488	516	553	545	555	557	563	582	581	2.9	2.8	1.2	2.3
(as reported by the LFS Survey)																		

Note: Numbers for agri-food sub-sectors may not add up to total employment for the overall agri-food chain due to rounding.
 Source: Labour Force Survey Special Tabulation #P98014 (obtained April 1998)

TABLE 8: EMPLOYMENT BY PROVINCE AND PROVINCIAL SHARE OF TOTAL EMPLOYMENT (Employment in Thousands)

Province	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
Canada	11,402	11,742	12,095	12,422	12,819	13,086	13,165	12,916	12,842	13,015	13,292	13,506	13,676	13,941
Newfoundland	178	179	184	188	198	206	206	203	194	193	195	197	190	192
Prince Edward Island	50	51	52	53	54	55	55	53	54	54	56	59	60	61
Nova Scotia	344	344	353	360	377	384	390	382	371	368	380	384	385	392
New Brunswick	255	264	273	282	291	296	302	297	302	305	307	314	313	316
Quebec	2,789	2,879	2,948	3,034	3,121	3,157	3,172	3,099	3,067	3,080	3,156	3,204	3,213	3,260
Ontario	4,444	4,608	4,772	4,951	5,136	5,241	5,226	5,044	5,001	5,089	5,160	5,231	5,311	5,413
Manitoba	484	491	503	508	508	513	518	506	498	509	511	521	526	538
Saskatchewan	449	459	466	468	465	458	459	458	451	455	457	460	461	474
Alberta	1,149	1,170	1,189	1,188	1,224	1,254	1,277	1,290	1,285	1,296	1,337	1,373	1,413	1,457
British Columbia	1,263	1,297	1,354	1,390	1,444	1,524	1,561	1,585	1,619	1,666	1,733	1,762	1,806	1,838

PROVINCIAL SHARE OF TOTAL EMPLOYMENT (%)

Newfoundland	1.6	1.5	1.5	1.5	1.5	1.6	1.6	1.6	1.5	1.5	1.5	1.5	1.4	1.4
Prince Edward Island	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Nova Scotia	3.0	2.9	2.9	2.9	2.9	2.9	3.0	3.0	2.9	2.8	2.9	2.8	2.8	2.8
New Brunswick	2.2	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.3	2.3	2.3	2.3	2.3
Quebec	24.5	24.5	24.4	24.4	24.3	24.1	24.1	24.0	23.9	23.7	23.7	23.7	23.5	23.4
Ontario	39.0	39.2	39.5	39.9	40.1	40.0	39.7	39.0	38.9	39.1	38.8	38.7	38.8	38.8
Manitoba	4.2	4.2	4.2	4.1	4.0	3.9	3.9	3.9	3.9	3.9	3.8	3.9	3.8	3.9
Saskatchewan	3.9	3.9	3.9	3.8	3.6	3.5	3.5	3.5	3.5	3.5	3.4	3.4	3.4	3.4
Alberta	10.1	10.0	9.8	9.6	9.6	9.6	9.7	10.0	10.0	10.0	10.1	10.2	10.3	10.5
British Columbia	11.1	11.0	11.2	11.2	11.3	11.6	11.9	12.3	12.6	12.8	13.0	13.0	13.2	13.2

Source: Labour Force Survey, Special Tabulation #P98014 (obtained April 1998)

TABLE 9: TOTAL CANADIAN EMPLOYMENT BY AGE (Employment in Thousands)

	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	Average Annual Growth (%)			
																1984/ 1990	1990/ 1992	1993/ 1997
15 - 24 years	2,523	2,544	2,576	2,564	2,545	2,517	2,384	2,214	2,107	2,061	2,074	2,072	2,040	2,025	-0.9	-6.0	-0.4	-1.6
Share of Total (15-24)	22%	22%	21%	21%	20%	19%	18%	17%	16%	16%	16%	15%	15%	15%				
25-44 years	5,869	6,131	6,431	6,680	6,974	7,185	7,322	7,226	7,147	7,247	7,342	7,438	7,496	7,600	3.8	-1.2	1.2	2.0
Share of Total (25-44)	51%	52%	53%	54%	54%	55%	56%	56%	56%	56%	55%	55%	55%	55%				
45-54 years	1,739	1,787	1,818	1,895	1,988	2,081	2,141	2,208	2,325	2,451	2,583	2,718	2,820	2,956	3.5	4.2	4.8	4.2
Share of Total (45-54)	15%	15%	15%	15%	16%	16%	16%	17%	18%	19%	19%	20%	21%	21%				
55 and over	1,271	1,279	1,270	1,283	1,312	1,304	1,318	1,268	1,263	1,256	1,293	1,278	1,321	1,359	0.6	-2.1	2.0	0.5
Share of Total (55 & over)	11%	11%	10%	10%	10%	10%	10%	10%	10%	10%	10%	9%	10%	10%				
Total	11,402	11,742	12,095	12,422	12,819	13,086	13,165	12,916	12,842	13,015	13,292	13,506	13,676	13,941	2.4	-1.2	1.7	1.6

Source: Labour Force Survey, Special Tabulation #P98014 (obtained April 1998)

TABLE 10: SECTOR COMPARISONS OF EMPLOYMENT LEVELS, AGES 15-24 (Employment in Thousands)

	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	Average Annual Growth (%)			
																1984/ 1990	1990/ 1992	1993/ 1997
Agri-Food Chain	546	559	574	564	581	560	562	556	545	537	544	571	581	553	0.5	-1.5	0.8	0.1
Other Natural Resources (1)	45	44	40	36	38	36	32	29	24	24	27	34	32	35	-5.4	-13.3	10.7	-1.2
Other Manufacturing (2)	333	323	310	317	312	296	234	176	160	156	171	189	183	191	-5.4	-16.9	5.4	-3.6
Construction	101	106	120	136	137	143	128	102	93	77	82	88	76	86	4.4	-14.6	3.1	-0.6
Other Services (3)	636	658	676	660	645	654	625	609	576	589	578	580	564	554	-0.2	-4.0	-1.5	-1.0
T C O U (4)	117	109	112	101	106	113	102	80	83	74	67	73	73	77	-2.0	-8.9	1.3	-2.7
Other Wholesale & Retail (5)	482	511	534	530	518	503	501	468	444	446	468	436	412	410	0.7	-5.9	-2.0	-1.1

(1) excluding agriculture

(2) excluding food, fish, beverage and tobacco processing

(3) excluding food services

(4) T C O U - Transportation, Communication and Other Utilities

(5) excluding food wholesale and retail

Source: Labour Force Survey, Special Tabulation #P98014 (obtained April 1998)

TABLE 11: SECTOR COMPARISONS OF EMPLOYMENT LEVELS, AGES 25-44 (Employment in Thousands)

	Employment (Thousands)											Average Annual Growth (%)						
	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1984/ 1990	1990/ 1992	1993/ 1997	1984/ 1997
Agri-Food Chain	623	653	701	742	743	749	793	800	811	800	789	851	842	835	4.1	1.1	1.2	2.3
Other Natural Resources	165	170	175	178	185	178	179	179	153	150	159	173	160	166	1.4	-7.3	2.7	0.2
Other Manufacturing (1)	965	1,002	1,056	1,069	1,156	1,189	1,124	1,058	1,004	1,021	1,045	1,106	1,113	1,135	2.7	-5.5	2.7	1.3
Construction	311	327	338	373	425	447	470	426	413	414	446	420	423	431	7.2	-6.2	1.1	2.7
Other Services (2)	1,679	1,808	1,880	1,967	2,069	2,127	2,222	2,268	2,268	2,343	2,383	2,417	2,450	2,528	4.8	1.0	1.9	3.2
T C O U (3)	500	538	569	580	583	619	618	602	606	595	615	635	624	626	3.6	-1.0	1.3	1.8
Other Wholesale & Retail (4)	757	801	870	870	901	939	966	943	934	942	978	977	939	961	4.2	-1.7	0.5	1.9

(1) excluding food, fish, beverage and tobacco processing
(2) excluding food services
(3) T C O U - Transportation, Communication and Other Utilities
(4) excluding food wholesale and retail

Source: Labour Force Survey, Special Tabulation #P98014 (obtained April 1998)

TABLE 12: SECTOR COMPARISONS OF EMPLOYMENT LEVELS, AGES 45-54 (Employment in Thousands)

	Employment (Thousands)											Average Annual Growth (%)						
	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1984/ 1990	1990/ 1992	1993/ 1997	1984/ 1997
Agri-Food Chain	216	229	209	231	228	251	237	245	248	265	257	290	279	285	1.9	2.4	2.0	2.4
Other Natural Resources	39	39	43	45	47	46	47	53	46	44	53	63	63	66	3.2	-0.2	10.9	4.5
Other Manufacturing (1)	295	294	297	295	306	327	322	315	326	342	347	376	391	412	1.5	0.7	4.8	2.7
Construction	101	104	116	118	125	128	130	129	135	121	135	141	142	155	4.4	1.9	6.5	3.5
Other Services (2)	451	499	527	553	596	636	679	736	793	845	927	964	1,013	1,079	7.1	8.1	6.3	7.0
T C O U (3)	158	156	152	162	164	171	173	173	184	200	206	238	237	244	1.6	3.2	5.3	3.5
Other Wholesale & Retail (4)	232	240	246	250	269	264	281	276	287	305	310	309	310	317	3.3	1.1	1.0	2.5

(1) excluding food, fish, beverage and tobacco processing
(2) excluding food services
(3) T C O U - Transportation, Communication and Other Utilities
(4) excluding food wholesale and retail

Source: Labour Force Survey, Special Tabulation #P98014 (obtained April 1998)

TABLE 13: SECTOR COMPARISONS OF EMPLOYMENT LEVELS, AGE 55 AND OVER (Employment in Thousands)

	Employment in Thousands																	Average Annual Growth (%)		
	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1984/ 1990	1990/ 1992	1993/ 1997	1984/ 1997		
Agri.-Food Chain	189	182	195	195	200	189	199	200	197	194	196	212	210	199	1.0	-0.5	0.8	0.5		
Other Natural Resources	24	21	19	19	22	29	20	24	22	24	19	26	24	25	-0.9	5.8	3.3	2.2		
Other Manufacturing (1)	192	182	185	183	186	175	173	165	149	137	150	159	159	175	-1.7	-7.2	6.4	-0.5		
Construction	55	63	72	70	72	84	87	69	67	74	80	75	77	76	8.2	-11.8	0.7	3.0		
Other Services (2)	355	370	358	379	391	379	388	382	400	421	432	428	443	474	1.6	1.6	3.0	2.3		
T.C.O.U. (3)	85	99	84	85	85	91	88	93	85	80	78	86	85	90	1.0	-1.5	3.2	0.8		
Other Wholesale & Retail (4)	184	192	186	186	190	201	190	180	184	167	172	174	169	174	0.6	-1.5	1.1	-0.3		
(1) excluding food, fish, beverage and tobacco processing (2) excluding food services (3) T.C.O.U. - Transportation, Communication and Other Utilities (4) excluding food wholesale and retail																				
Source: Labour Force Survey. Special Tabulation #P98014 (obtained April 1998)																				

TABLE 14: TOTAL EMPLOYMENT IN THE AGRI-FOOD CHAIN BY GENDER, 1984-1997 (Employment in Thousands)

	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	Share of Sub-sector Employment (%)
MALES															
Agriculture	349	341	333	336	313	301	301	309	300	306	285	292	306	285	67
Agri-Food Processing*	180	185	180	180	181	182	172	168	164	165	168	173	168	170	66
Food Wholesale	67	74	78	67	70	75	77	68	73	70	77	74	75	68	68
Food Retail	176	180	183	190	197	193	207	200	201	192	189	196	202	201	47
Food Services	178	193	213	231	238	244	240	247	246	264	268	279	290	278	42
Agri-Food Chain	950	972	987	1,004	999	994	997	993	984	997	989	1,014	1,042	1,001	53.5
FEMALES															
Agriculture	142	140	143	138	138	137	140	148	137	145	140	138	148	138	33
Agri-Food Processing*	80	80	81	88	92	84	82	85	88	80	81	81	87	87	34
Food Wholesale	21	24	29	24	28	29	30	28	27	30	30	35	31	32	32
Food Retail	156	168	166	186	202	199	215	217	226	205	210	216	223	223	53
Food Services	254	269	289	300	309	321	335	345	344	339	349	367	382	390	58
Agri-Food Chain	652	680	708	736	768	770	801	823	823	799	809	837	870	871	46.5

*Agri-Food Processing includes food, fish, beverage and tobacco processing

Source: Labour Force Survey, Special Tabulation #P98014 (obtained April 1998)

