

2007



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The Canadian Labour Market at a Glance

2007

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Symbols

The following standard symbols are used in Statistics Canada publications:

- . not available for any reference period
- .. not available for a specific reference period
- ... not applicable
- 0 true zero or a value rounded to zero
- 0^s value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded
- ^p preliminary
- ^r revised
- x suppressed to meet the confidentiality requirements of the *Statistics Act*
- E use with caution
- F too unreliable to be published

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Objective and data sources

Objective

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

The publication contains 101 charts with historical and current data from surveys conducted mainly by Statistics Canada. Each graph is accompanied by two to six highlights explaining the key trends associated with the topic. The charts contain annual average data. The length of the time series depends on the availability of data. The oldest data are from 1976, and the most recent from 2007. Unless otherwise indicated, the graphs present national data.

International data

The **Labour Force Survey (LFS)** provides monthly estimates of employment and unemployment that are among the most timely and important measures of performance of the Canadian economy. The main objective of the LFS is to divide the working-age population into three mutually exclusive groups—the employed, the unemployed, and those not in the labour force—and to provide descriptive and explanatory data on each of these.

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

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

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

The **Census of Population** provides population and dwelling counts, by province and territory and by smaller geographic units such as cities and districts within cities. The census also provides information about Canadians' demographic, social and economic characteristics. These data are used by governments, businesses, labour unions and others to analyse labour market conditions throughout the country. The census is also useful in allowing comparisons of labour market structure and performance among small areas. Similarly, for small population groups, such as visible minorities, immigrants and language groups, the census allows the assessment of the occupational structure and labour market status and integration of these groups, compared with the population as a whole.

The census is also the only source of data covering the entire labour market, including Indian reserves, overseas households, and all provinces and territories. Given the size of the census sample, industry and occupation data are reliable at very detailed levels of geography.

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

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

The **Small Area and Administrative Data Division** produces a wealth of income and demographic information on Canadians and their families. These data, taken from personal income tax returns submitted by Canadians, represent an important analysis tool for businesses and other institutions in both the private and public sectors.

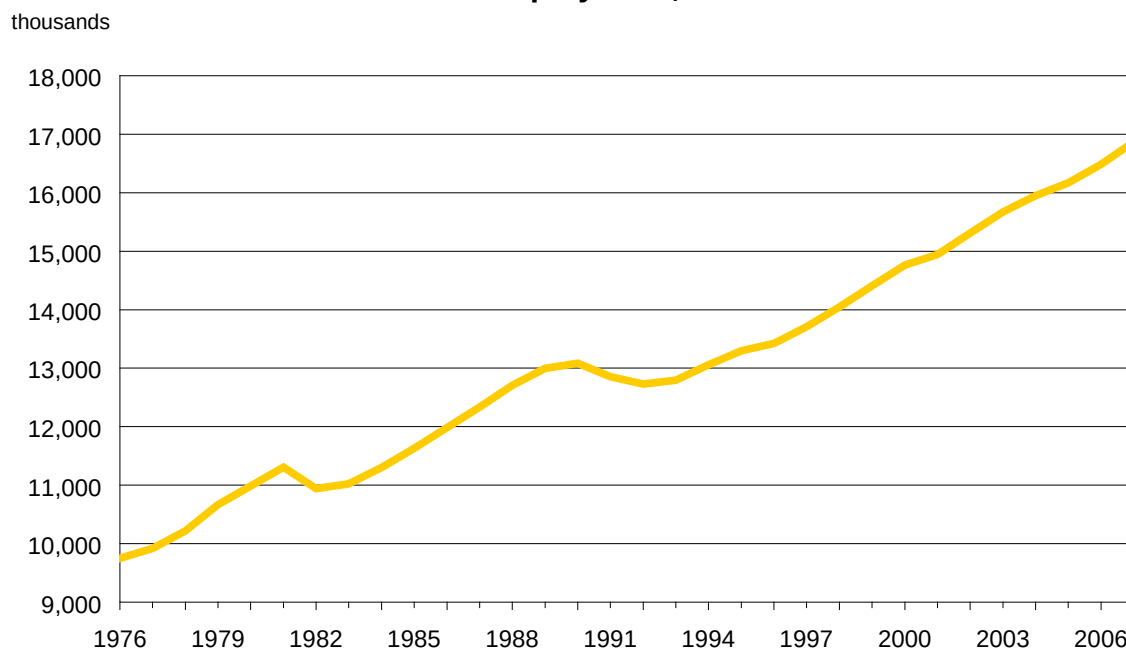
International data are obtained from different sources, including websites and publications from the U.S. Bureau of Labor Statistics and the Organisation for Economic Co-operation and Development. Concerning international comparisons, most industrialized countries, including Canada and the United States,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

Section A – Labour market overview

The sharp increase in service sector employment in 2007 offset the decline in manufacturing

- Employment grew significantly in 2007, rising 2.3% (+382,000). Three-quarters of the employment gains in the year were in full-time employment. The increase in employment pushed the unemployment rate down to a 32-year low of 5.8% in October. Since 1993, employment has risen by an average of 2.0% a year, the longest run of consecutive annual employment gains in the last three decades.
- During 2007, the Canadian dollar continued to rise against the U.S. dollar, reaching parity in the fall, while prices for energy and other raw materials increased dramatically and foreign competition intensified. Employment losses in manufacturing totalled 73,000 (-3.4%) for the year. However, the decline in manufacturing and some other goods-producing industries was offset by strong gains in construction and services.
- There have been two periods of sustained declines in employment in Canada over the last three decades: the 1981/1982 and 1990/1991 recessions. The decline was major but shorter-lived during the recession of the early 1980s, whereas the 1990/1991 drop was initially less severe but its effects lingered in the labour market for a longer period. It wasn't until 1994 that employment returned to its pre-recession level.

Chart A.1 Employment, 1976 to 2007

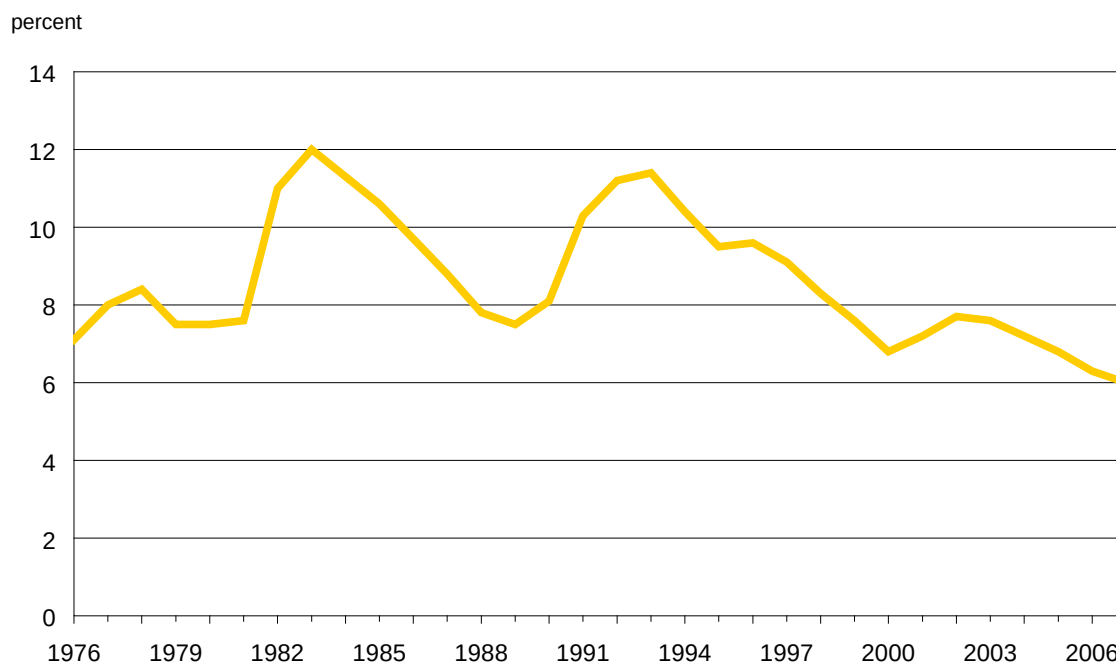


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Employment gains outpaced rising participation in 2007, pushing the unemployment rate down to a 32-year low

- Because of substantial gains in employment, the monthly unemployment rate fell to 5.8% in the fall of 2007, its lowest level in 32 years, before rebounding slightly to end the year at 6.0%. For the year, the unemployment rate averaged 6.0%, down 0.3 percentage points from 6.3% in 2006.
- In 2007, an average of 1.1 million people were unemployed each month. Nearly 9 out of 10 unemployed people were looking for work, while the remainder were not because they were waiting for a recall (7.3%) or a new job to start (5.2%).
- During the recession of the early 1980s, the unemployment rate jumped, increasing from 7.6% in 1981 to 12.0% in 1983. This is the highest rate registered over the last three decades. The peak in the unemployment rate in the recession of the early 1990s was slightly lower, 11.4%, in 1993.
- Because employment recovered at a snail's pace after the recession of the early 1990s, the decline in the unemployment rate was delayed until 1994. However, strong employment growth from 1997 to 2000 did much to drive down the unemployment rate. By January 2000, it was at 6.7%. It then edged back up, climbing to 8.0% by December 2001, before resuming its decline in September 2003, a trend that continued into 2007.

Chart A.2 Unemployment rates, 1976 to 2007

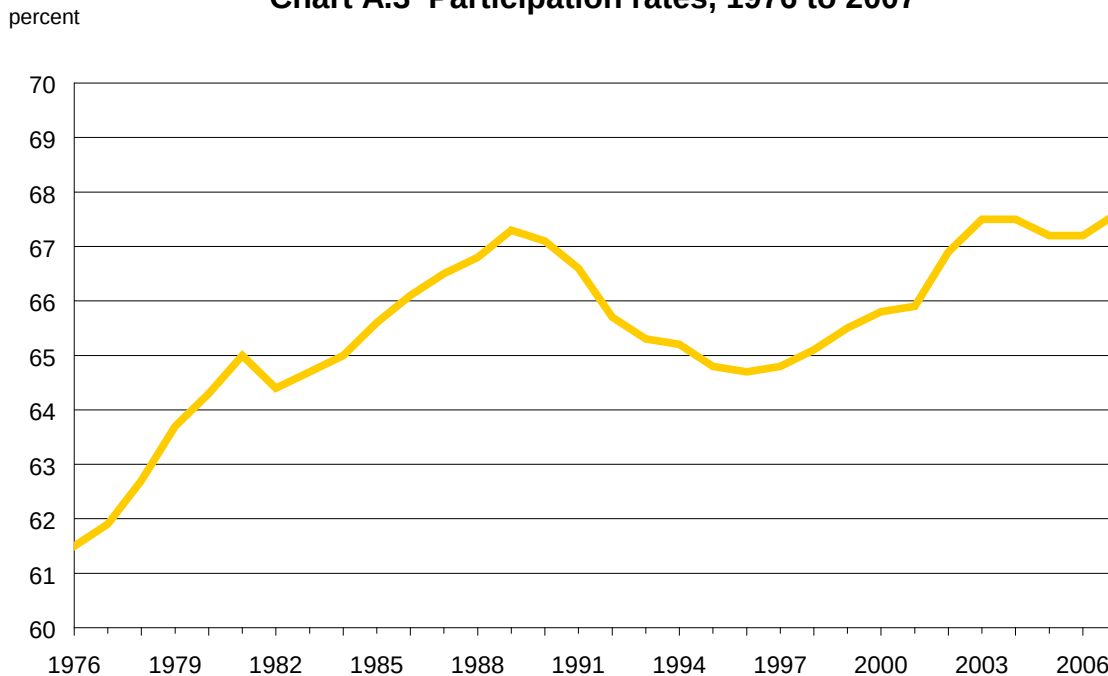


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

The participation rate rose to record levels in 2007

- The participation rate measures the total labour force (comprised of those who are employed and unemployed, combined) relative to the size of the working-age population. In other words, it is the share of the working-age population that is working or looking for work.
- In 2007, about 17.9 million people were in the labour market, a participation rate of 67.6%. Because more people were working and more people were looking for work, the participation rate was up 0.4 percentage points from 2006. This was the first increase after a three-year slump, and it sent the participation rate to its highest level in 32 years.
- From 1976 to 1989, the participation rate followed an upward trend, peaking at 67.3% in 1989. As a result of labour market weakness in the first half of the 1990s, the participation rate fell for seven consecutive years. This was a long decline compared with the single-year dip during the recession of the 1980s. In contrast, the participation rate decreased in 2005, the first time it has done so during a non-recessionary period, before recovering and climbing to a record high of 67.6% in 2007.
- Over the next two decades, the participation rate will inevitably decline because of the aging of the baby boom generation and the low fertility rate of recent years. Various scenarios, such as increasing immigration and keeping older workers in the labour force longer, may moderate the downward trend but will not reverse it.

Chart A.3 Participation rates, 1976 to 2007

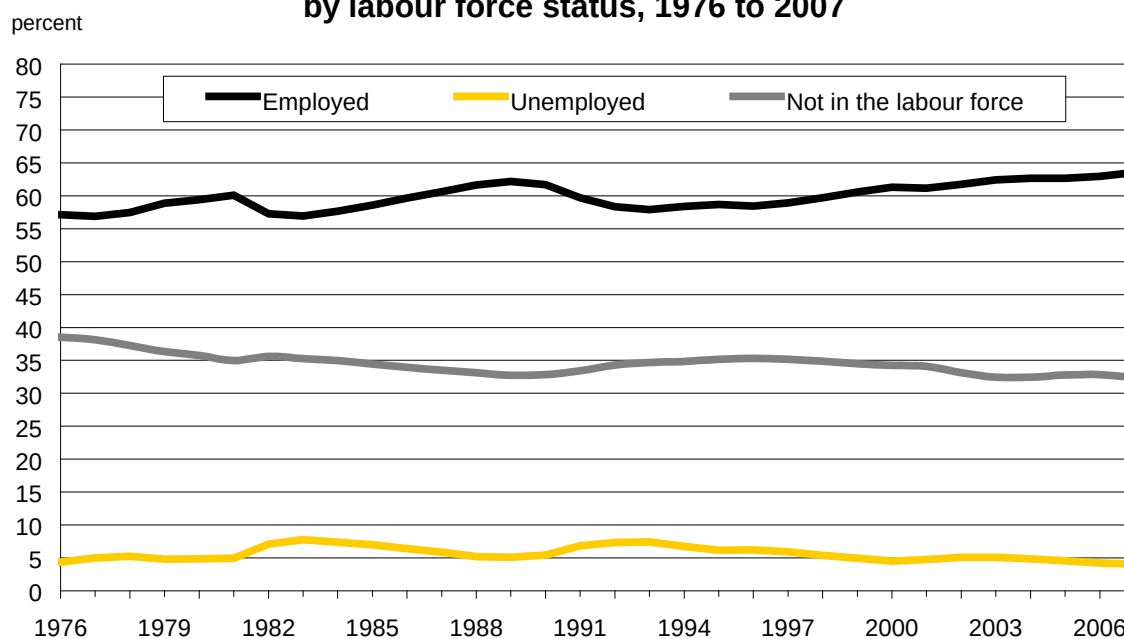


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

One in three people are not in the labour force

- The working-age population is divided into three mutually exclusive groups: employed, unemployed and those not in the labour force. People in the first two groups are considered 'active in the labour market.' The third group—those not in the labour force—is not often examined despite its large size. In 2007, it comprised 8.6 million people, nearly eight times higher than the number of unemployed.
- Individuals who are out of the labour force are a heterogeneous group. In 2007, the 'not in the labour force' group mainly included people aged 65 and over (45.5%), students not wishing to work (13.0%), and women who had children under 18 years of age and did not want a job (7.3%). That year, discouraged searchers (people who wanted work but did not look because they thought none was available) accounted for a mere 0.3% of the population who were not in the labour force.
- The 'not in the labour force' group has declined steadily as a proportion of the working-age population, dropping from about 38.5% in 1976 to 32.4% in 2007. While the strong labour market pushed the rate to a record low in 2007, this trend is likely to reverse itself in the future, owing to an aging population and an anticipated surge in the number of retirees.

Chart A.4 Distribution of the population 15 years and over, by labour force status, 1976 to 2007



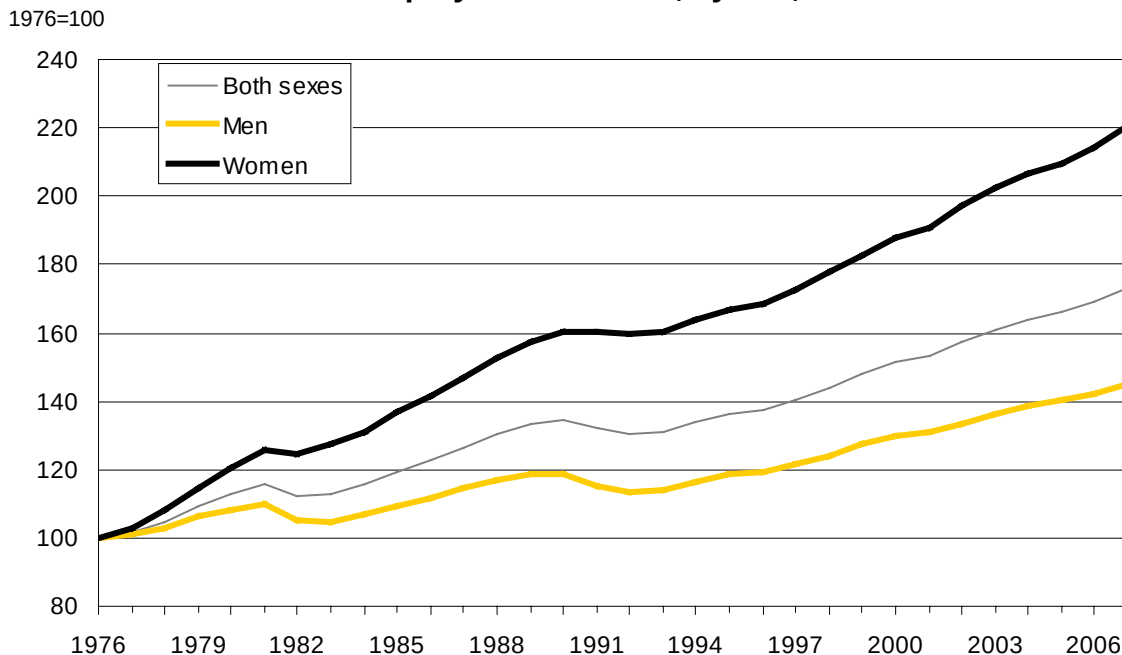
Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Section B – Employment indexes, by sex

Women continue to increase their presence in the labour market

- Employment has grown much more rapidly among women than among men during the past three decades. From 1976 to 2007, the number of working women rose by 120.5%, compared with a 45.0% gain for men, resulting in an increase in the share of workers who are female. In 2007, almost half of all workers were women (47.3%), compared with just over a third (37.1%) in 1976.
- From 1976 to 2007, employment increased in all industry sectors except agriculture, and employment grew at a faster pace for women than for men. Over the last five years, the largest employment gains were in the services sector, which benefited women since they are proportionally more numerous in that sector. The industries that enjoyed the most substantial growth in employment for women were finance, insurance, real estate, and rental and leasing; business services, building services and other support services; public administration; and educational services.
- During the recessions of the 1980s and 1990s, men experienced steeper and more prolonged employment declines than women did. Manufacturing and construction, two sectors in which a large majority of jobs are held by men, were especially hard hit in both recessions.

Chart B.1 Employment indexes, by sex, 1976 to 2007



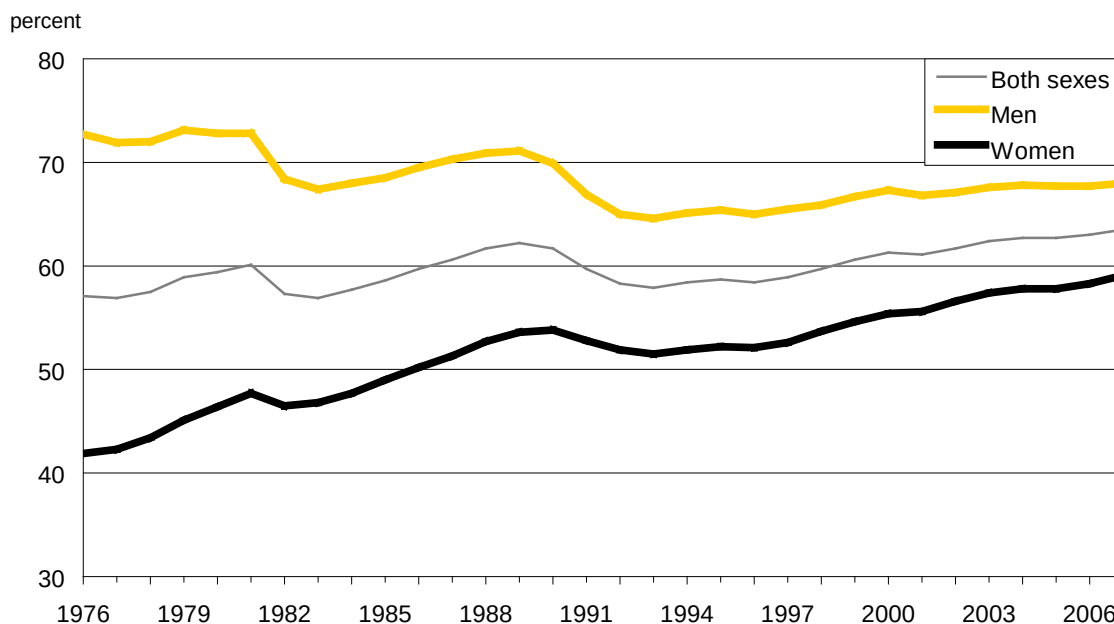
Note: For a definition of an index, please refer to the glossary.

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

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

- In 2007, the proportion of the working-age population holding a job climbed to an all-time high of 63.5%, 6.4 percentage points higher than in 1976. Employment increased for both men and women in 2007, with women enjoying stronger employment growth. In 2007, the employment rate for men was up for the first time since 2004, at 68.0%, while the rate for women continued to advance and reached a record high of 59.1%.
- In the past three decades, the employment rate for women has risen substantially while the rate for men has dropped well below that of the late 1970s. During this period, many changes occurred in Canadian society that facilitated women's increased presence in the work force. These changes include enhanced parental leave benefits and higher levels of representation in many university degree programs.
- Despite the steadily increasing presence of women in the labour market, men remained more likely than women to be employed. The average employment rate among women, 59.1% in 2007, was still appreciably lower than the rate for men (68.0%). Even so, the male–female employment rate gap was the smallest on record.

Chart B.2 Employment rates, by sex, 1976 to 2007

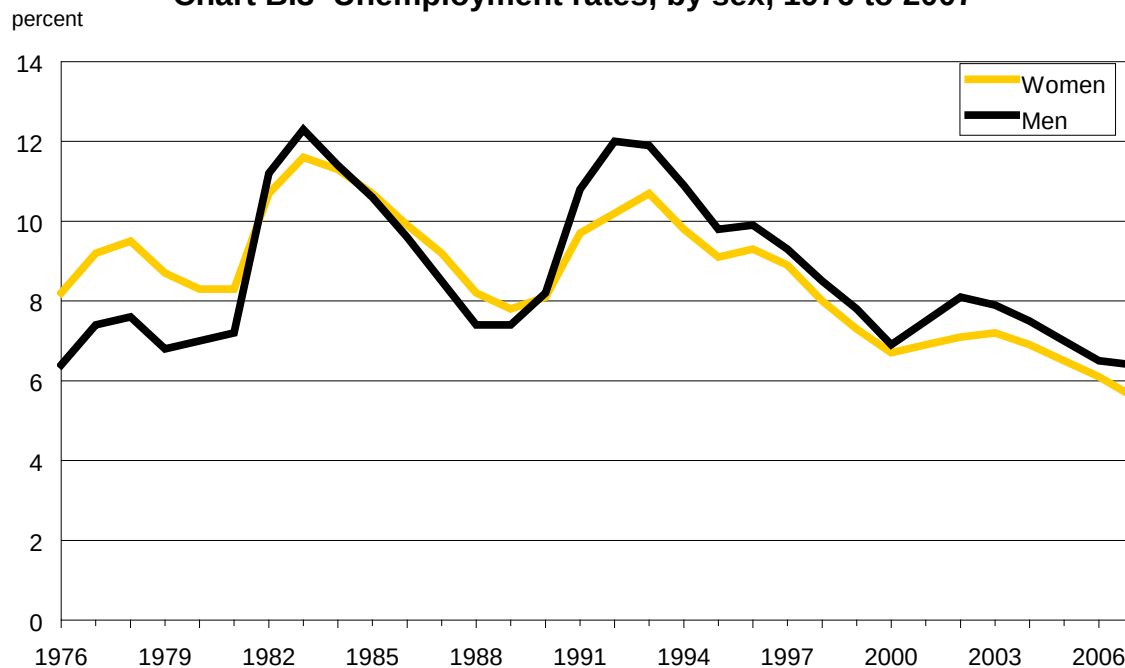


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Women have a lower unemployment rate than men

- Since 1990, the unemployment rate for women has been consistently lower than that for men. On average in 2007, the unemployment rate for women was 5.6%, while the rate for men was 6.4%. In contrast, from the mid 1970s to the late 1980s, the unemployment rate for men was usually below that for women. The only exception to this trend was in the early 1980s, when the recession affected considerably more men than women.
- The explanation for the lower unemployment rate for women lies in part in the growth of service industries in Canada, where the unemployment rate is lower than in the goods-producing sector. In 2007, 88.4% of employed women worked in service industries, such as health care and social assistance, and retail trade, compared with 65.5% of employed men. As well, greater proportions of women had work experience and higher levels of education, resulting in longer periods of work.
- While participation in the labour market among women has increased over the past three decades, the rate for men has decreased slightly throughout much of the same period. In 2007, the participation rate among women was 62.7%, 17.0 percentage points higher than in 1976. In contrast, the participation rate among men in 2007 (72.7%) remained below the peak reached in 1981 (78.4%).

Chart B.3 Unemployment rates, by sex, 1976 to 2007

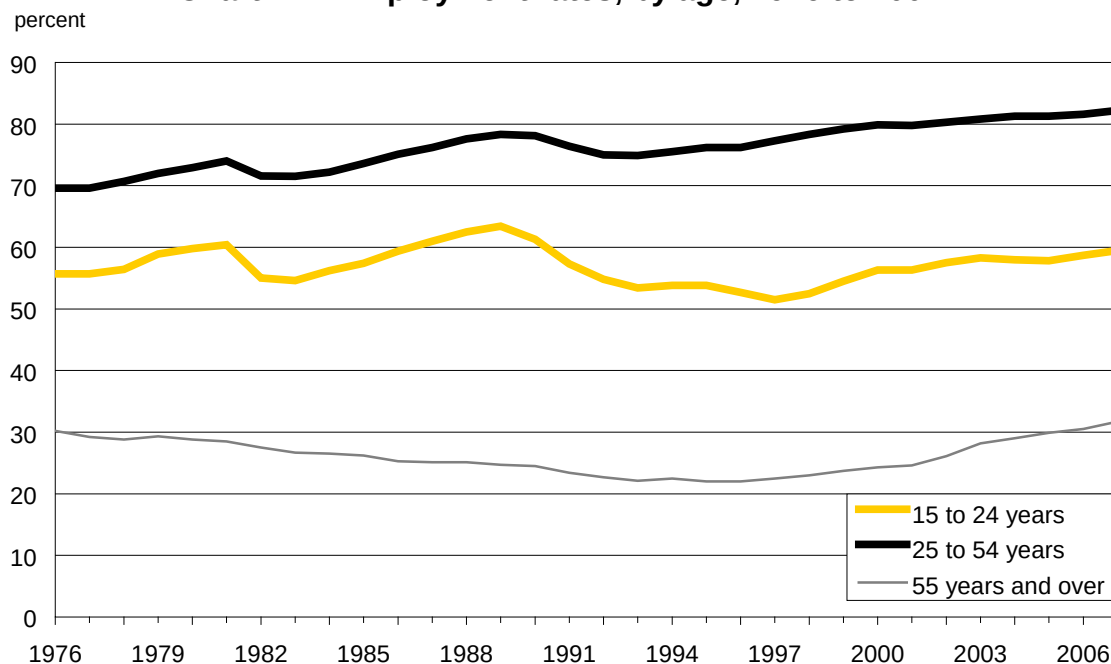


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Employment rates for older workers are on the rise

- As a result of early retirement trends, the employment rates of people aged 55 and over were on a downward course, hitting a low of 22.0% in 1995. The trend has reversed, however, and in 2007, 31.7% of the population aged 55 and over were employed, the highest rate in more than three decades. This peak is largely due to the influx of baby boomers into this group of older workers.
- Of those who were employed in 2007, 69.9% of workers were adults aged 25 to 54, 15.4% were youth aged 15 to 24, and 14.8% were older workers aged 55 and over. Three decades ago, when the baby boomers were teenagers and young adults, youth held a greater share of all employment. In 1976, more than a quarter of all workers were youth and nearly two-thirds of all workers were adults aged 25 to 54.
- The employment rate for men is generally higher than for women. However, young women aged 15 to 24 have completely eliminated the employment rate gap between themselves and young men and, in fact, are more likely to be employed. In 2005, the proportion of young women who were employed averaged 59.8% versus 59.1% for young men.

Chart B.4 Employment rates, by age, 1976 to 2007

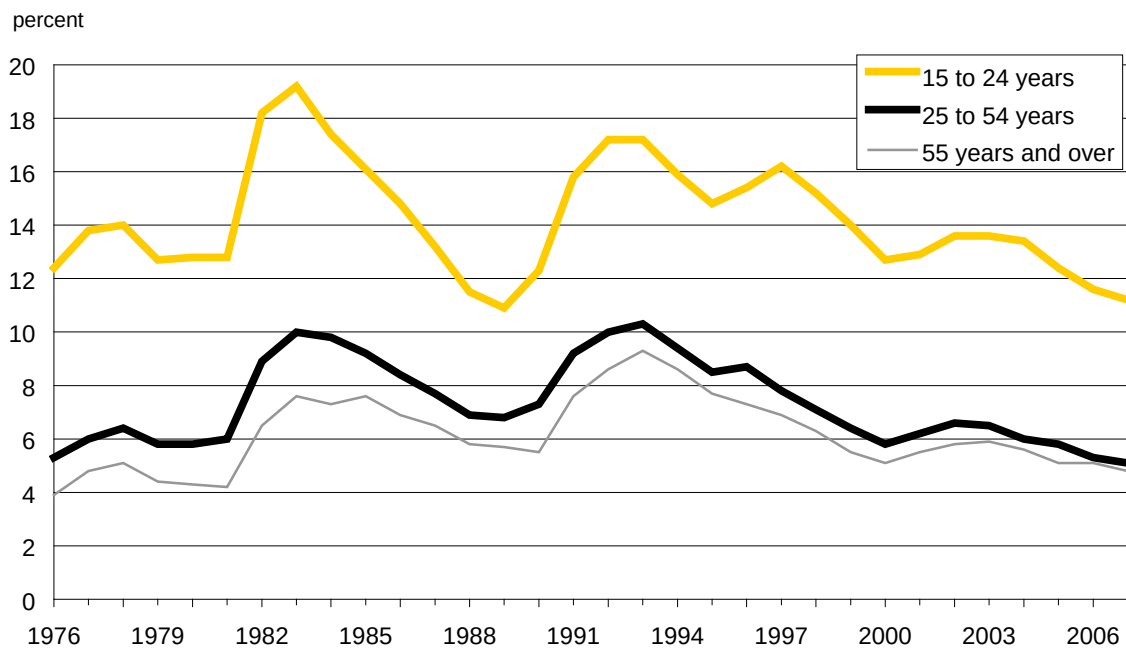


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Unemployment tends to decline with age

- In 2007, adults aged 25 to 54 had the lowest unemployment rate in over 30 years, at 5.1%. After levelling off in 2006, the unemployment rate for the 55-and-over age group, which continued to have a lower rate than the other two age groups, resumed its decline, falling to 4.8% in 2007. The unemployment rate for youth, despite dropping to its lowest level since 1989, remained the highest of all age groups at 11.2%.
- On average, each month, 326,000 young people aged 15 to 24 looked for work in 2007. Just over half were teenagers (aged 15 to 19), a group with unemployment rates consistently higher than those of 20- to 24-year-olds: in 2007, the unemployment rate for teenaged youth was 14.8%, well above the 8.7% rate for people aged 20 to 24.
- Although young people have always had higher unemployment rates than adults, they now account for a smaller proportion of unemployed people than they did three decades ago. The aging of the population in recent decades has altered the face of unemployment. Almost half of all unemployed people were 15 to 24 years old in 1976, compared with approximately one-third in 2007.

Chart B.5 Unemployment rates, by age, 1976 to 2007

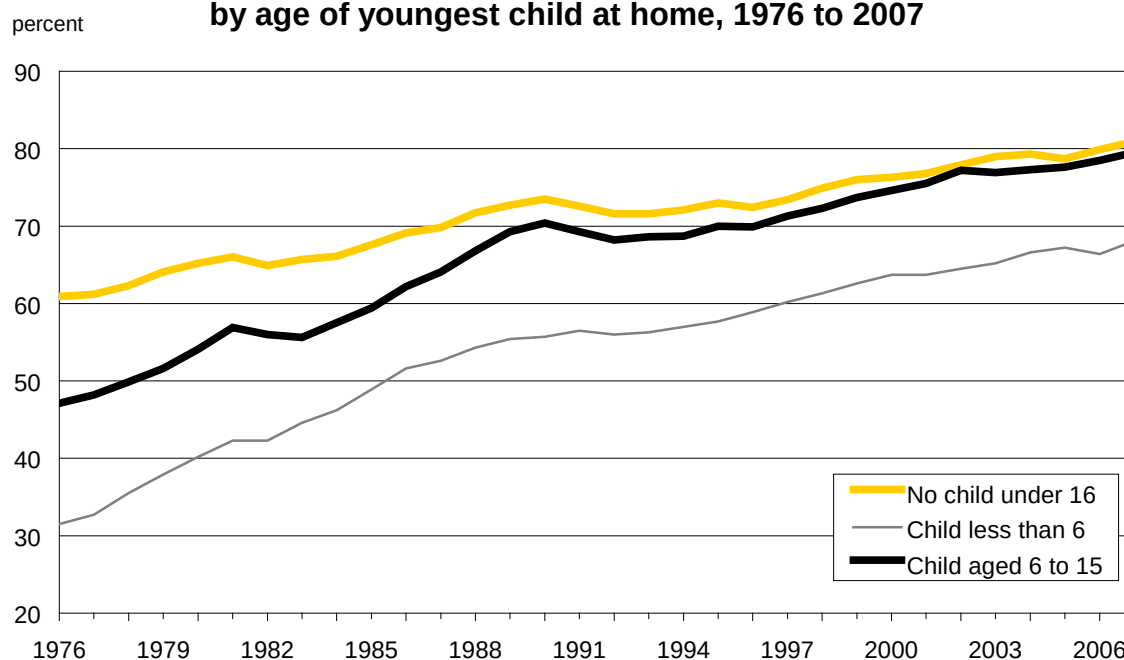


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

More mothers entered the labour market over the years

- Employment rates among mothers aged 15 to 54 with young children are lower than the rates for mothers of the same age with school-aged children. Over the past three decades, there were strong increases in the employment rates among these two groups of mothers, especially in the late 1970s and in the 1980s. Mothers with children under the age of 6 have seen their employment rate more than double since 1976, from 31.5% to 68.1% in 2007.
- In 2007, mothers of school-age children were about as likely to be working as women with no children in the home. The employment rate of mothers with children aged 6 to 15 increased from 47.1% in 1976 to 79.5% in 2007, approaching the rate for women without children at home (80.9%).
- In the late 1970s, single mothers had the highest employment rates among mothers with children under 16, but by 1983, the pattern had reversed, and mothers with employed husbands had the highest employment rate. For single mothers, the employment rate rose by 21.9 percentage points since 1976 to 70.8% in 2007, while for mothers with employed husbands, it increased by 39.3 percentage points to 76.6%.

**Chart B.6 Employment rates of mothers aged 15 to 54,
by age of youngest child at home, 1976 to 2007**



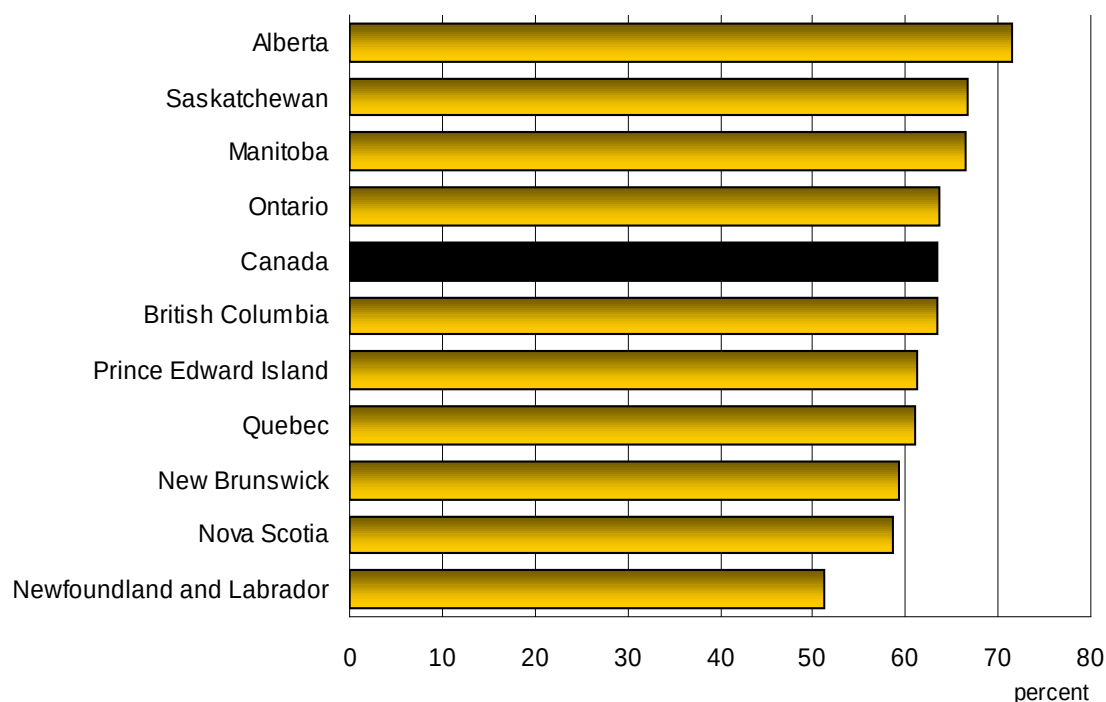
Source: Statistics Canada, Labour Force Survey.

Section C – Provincial and territorial perspective

Albertans continue to enjoy the strongest labour market

- The highest employment rates in the country can be found in the three Prairie provinces and Ontario. Alberta, in particular, has consistently had high rates. In 2007, the employment rate in Alberta was at a record high of 71.5%, reflecting an upward trend in job growth that began in the early 1990s and intensified in 2006 and 2007.
- Newfoundland and Labrador has consistently ranked as the province with the lowest proportion of its working-age population holding a job. In 2007, its employment rate was 51.2%, 12.3 percentage points below the national average of 63.5%. However, the employment rate in Newfoundland and Labrador has increased by 8.9 percentage points since 1996, mainly as a result of employment growth during this period, which has pushed the rate to its highest level in more than 30 years.
- Over the past three decades, the employment rate gap among the provinces has narrowed. Most noteworthy is New Brunswick, where the difference between the provincial employment rate and the national average has decreased more than any other province. In 1976, the provincial employment rate was 9.1 percentage points below the national average and by 2007, the gap had decreased to 4.3 percentage points. Nevertheless, if we compare the employment rates of Canadian provinces and American states, we find that Canada had both the highest rate (Alberta) and the lowest rate (Newfoundland and Labrador).

Chart C.1 Employment rates, by province, 2007

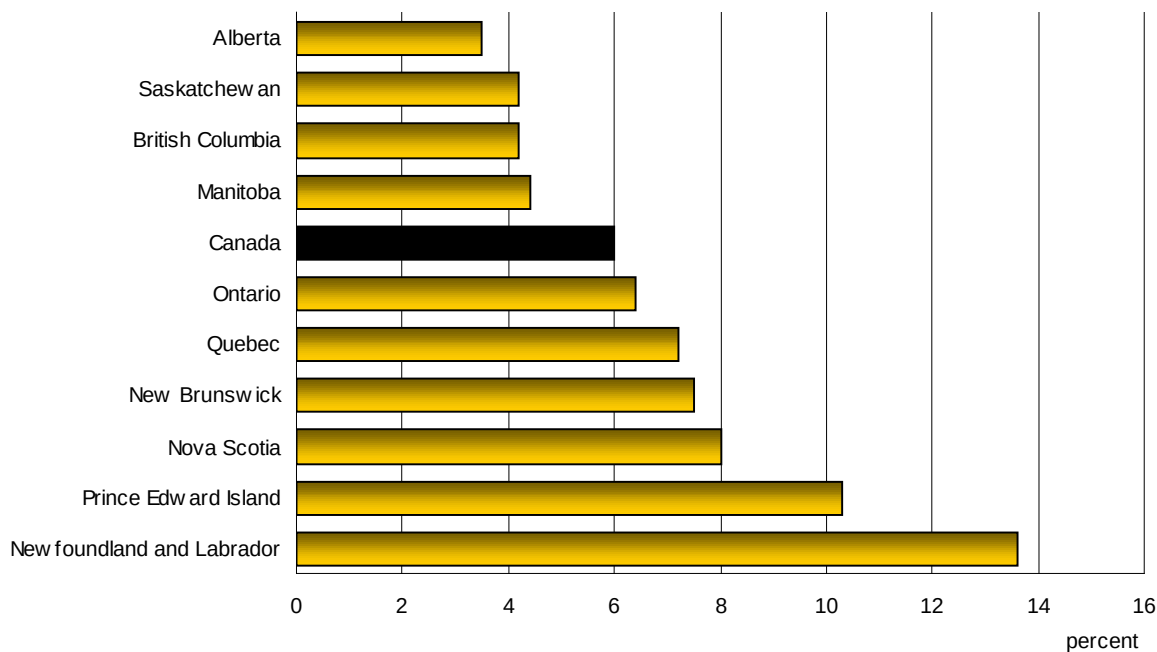


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

The unemployment rates of provinces in Western Canada are below the national average

- A Prairie province has had the lowest unemployment rate in the country every year in the past three decades except for a six-year period (1985 to 1990), when the rate was lower in Ontario. Alberta has enjoyed the lowest unemployment rates in the country for last four years. In 2007, it had an unemployment rate of 3.5%, followed by Saskatchewan (4.2%) and British Columbia (4.2%).
- Over the past three decades, Newfoundland and Labrador has had the highest unemployment rates in the country, and 2007 was no exception at 13.6%, 7.6 percentage points above the national average of 6.0%. Even so, it was the lowest rate since 1981. The province with the next-highest rate was Prince Edward Island, at 10.3%.
- Since the early 1990s, women have had a lower unemployment rate than men in most provinces. However, the trend is much less pronounced in the west than in the east.

Chart C.2 Unemployment rates, by province, 2007

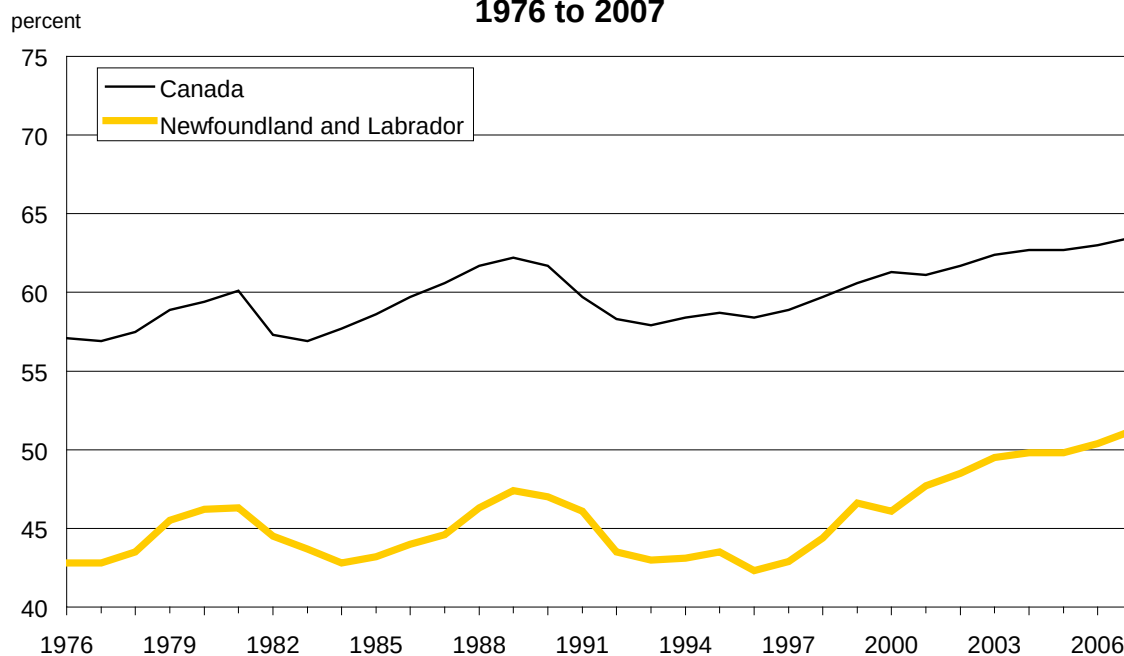


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Newfoundland and Labrador's labour market continues to improve

- Despite breaking the 50.0% barrier in 2006 and hitting a new record high in 2007, Newfoundland and Labrador's annual employment rate was still lower than that of the other provinces. From 1996 to 2007, the employment rate increased by 8.9 percentage points to 51.2%. The current gap between Newfoundland and Labrador's employment rate and the national average (12.3 percentage points) is the narrowest it has been in over 30 years.
- While exports of oil and metallic minerals were responsible for a hike in the province's gross domestic product in 2007, the mining, oil and gas extraction industry was not a major source of job growth. Rather, employment increased more in a number of other industries, including professional and scientific services, health care and social assistance, and accommodation and food services. Overall, employment in 2007 in Newfoundland and Labrador was up slightly from 2006.
- After remaining stable for a number of years, the unemployment rate in Newfoundland and Labrador has been falling for the last few years, dropping to 13.6% in 2007, still the highest rate in the country. However, the trend in labour force participation is encouraging. In 2007, participation in the economy was at 59.2%, just one-tenth of a percentage point below its 2003 peak.

Chart C.3 Employment rates in Newfoundland and Labrador, 1976 to 2007

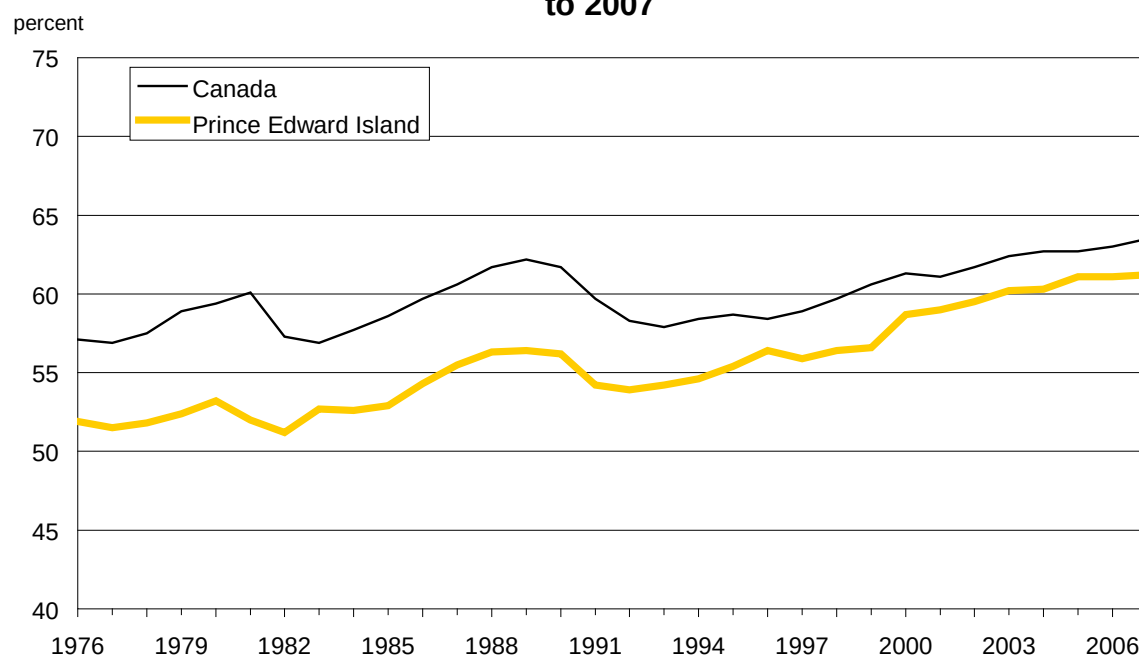


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

The employment rate in Prince Edward Island reaches another high

- Since 1992, the employment rate in Prince Edward Island has been on an upward trend (from 53.9% in 1992 to 61.2% in 2007), reflecting healthy job growth during this period. Moreover, 2007 was the ninth record-breaking year in a row for the island's employment rate. The rate was the highest among the Atlantic provinces, particularly in the 15-to-19 and 55-to-69 age groups.
- The employment rate gap between Prince Edward Island and the national average (63.5%) has narrowed in recent years, from 4.4 percentage points in 1992 to 1.6 percentage points in 2005. This conforms to a trend in which most provincial employment rates are converging towards the national average. The gap for Prince Edward Island increased slightly, however, to 2.3 percentage points in 2007, since the province's employment rate has been virtually stagnant over the last two years (+0.1 percentage points) and the national average has continued to climb.
- In 2007, employment in Prince Edward Island was up by about 1.0% (+700) from the previous year, well below the increase in the national average (+2.3%). The growth was entirely in the services-producing industries, primarily trade; and finance, insurance, real estate, rental and leasing.
- The unemployment rate in Prince Edward Island dropped 0.7 percentage points in 2007 (from 11.0% in 2006 to 10.3% in 2007) to its lowest level since 1978. Meanwhile, the participation rate edged down 0.5 percentage points to 68.2%, just below the previous year's record high.

Chart C.4 Employment rates in Prince Edward Island, 1976 to 2007

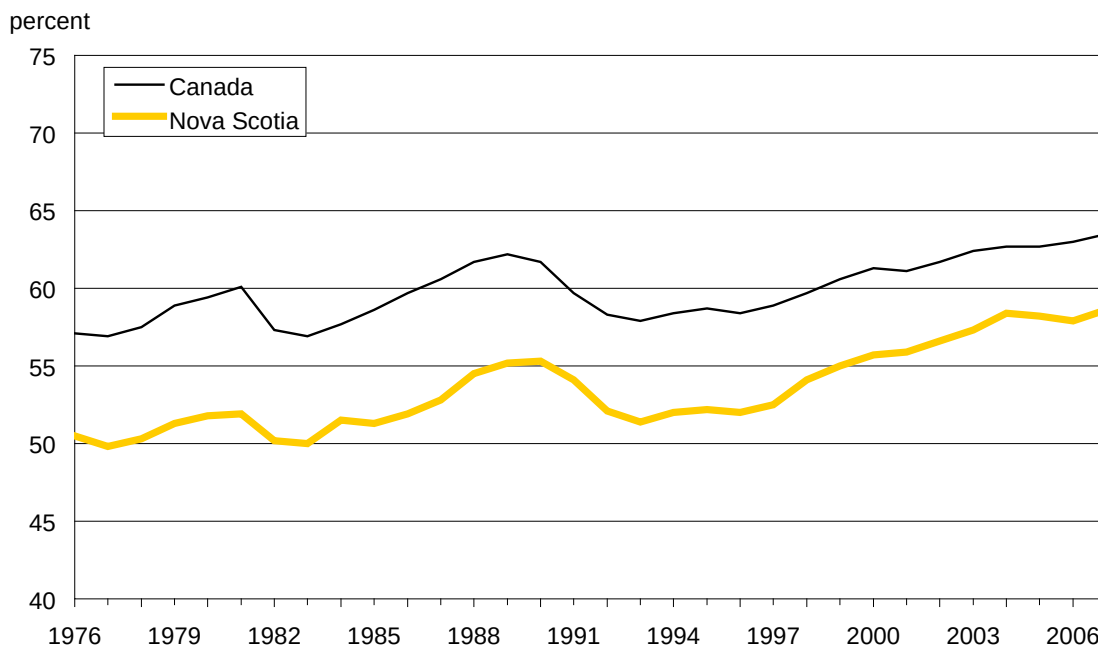


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Employment growth slows in Nova Scotia

- Although the employment rate in Nova Scotia has been below the national average for the past three decades, the gap has narrowed. In 2007, the province's employment rate reached a 32-year high of 58.6%, 4.9 percentage points less than the national average.
- After employment decline by 1,300 in 2006, Nova Scotia more than offset the loss with an employment gain of 5,800 in 2007. The advance was observed in both the goods-producing sector, mainly in manufacturing, and the services-producing sector, with employment growth mainly in information, culture and recreation and in health care and social assistance.
- Employment has grown an average of 1.4% a year since 1993, when the most recent upward trend in employment began. Since then, the province has enjoyed a total employment increase of 81,000.
- Despite an increase in employment, the province's unemployment rate edged up to 8.0% in 2007, 0.1 percentage points above the 32-year low recorded in 2006, as more people were looking for work.

Chart C.5 Employment rates in Nova Scotia, 1976 to 2007

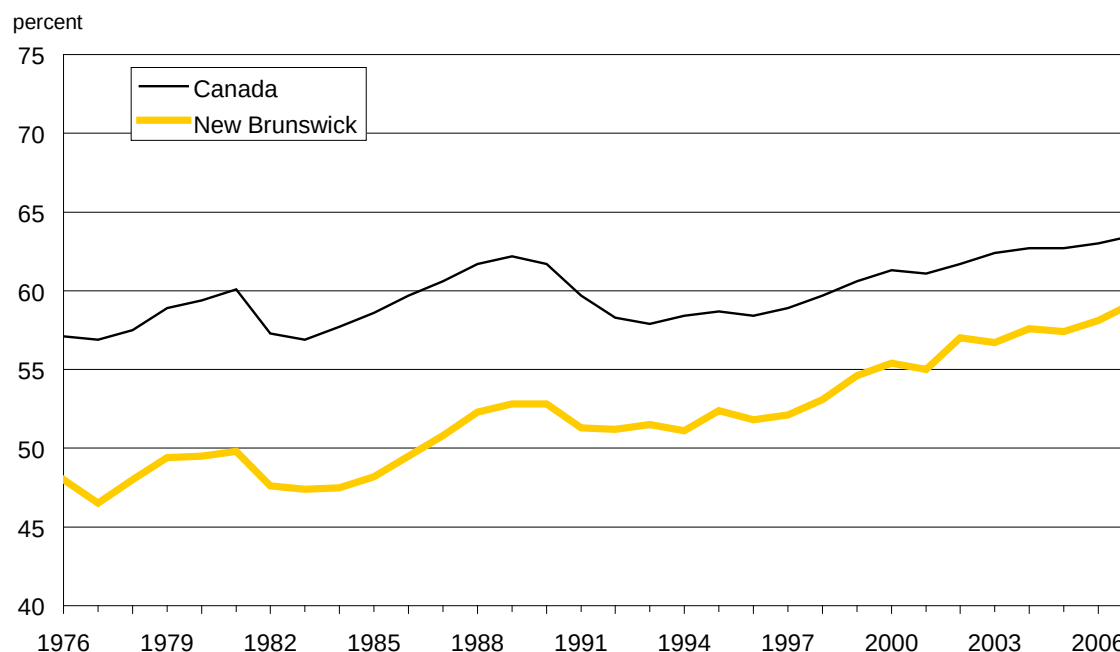


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Employment hits a new high in New Brunswick

- New Brunswick's employment rate rose to 59.2% in 2007, closing the gap with the national average to just 4.3 percentage points, the smallest difference in three decades. Employment in the province grew by 7,400 (+2.1%) in 2007, pushing the unemployment rate down 1.3 percentage points to 7.5%.
- The province's largest employment increases in 2007 were in the goods-producing sector, almost half of them in construction. In the services-producing sector, gains in health care and social assistance and information, culture and recreation were partially offset by losses in business, building and other support services.
- Since 1976, New Brunswick has had the largest increase in employment rates among women. In 2007, over half (56.2%) of women were working, compared with slightly more than a third (34.0%) in 1976. In spite of this, the employment rate among New Brunswick women is still 2.9 percentage points below the national average for women.
- The unemployment rate in New Brunswick declined sharply in 2007 (-1.3 percentage points) to 7.5%, the lowest rate for the province in three decades. The participation rate was 64.0% in 2007, up 0.3 percentage points from the previous year, its highest level in more than 30 years.

Chart C.6 Employment rates in New Brunswick, 1976 to 2007

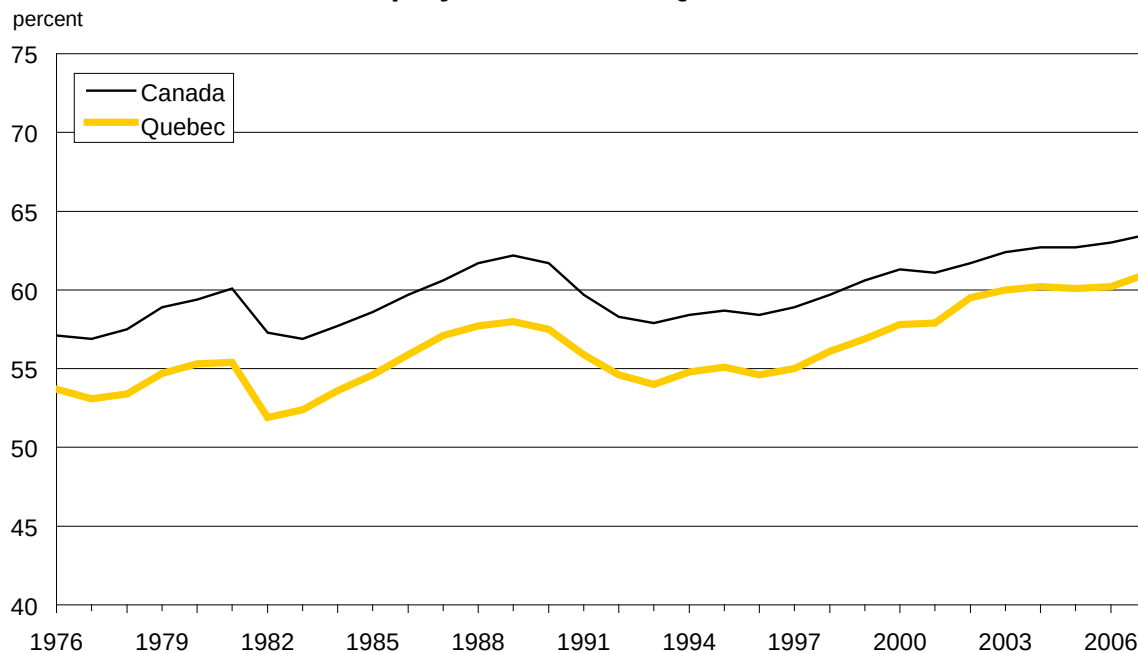


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

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

- The province's unemployment rate fell to 7.2% in 2007, its lowest level in more than 30 years. Historically, Quebec's unemployment rate has been much higher than Ontario's, but it has been declining appreciably since 2003, and the gap between the two provinces' unemployment rates was just 0.8 percentage points in 2007.
- In 2007, employment in the province grew by 86,000 (+2.3%), its largest gains coming in accommodation and food services, wholesale trade and other services. However, these gains were partially offset by the loss of 38,000 in manufacturing.
- Over the past three decades, Quebec's employment rate has been lower than the national average. However, in 2007, it climbed to 61.0%, its highest level in 32 years. Employment growth in Quebec has been strong since 1996, averaging 1.9% per year.

Chart C.7 Employment rates in Quebec, 1976 to 2007

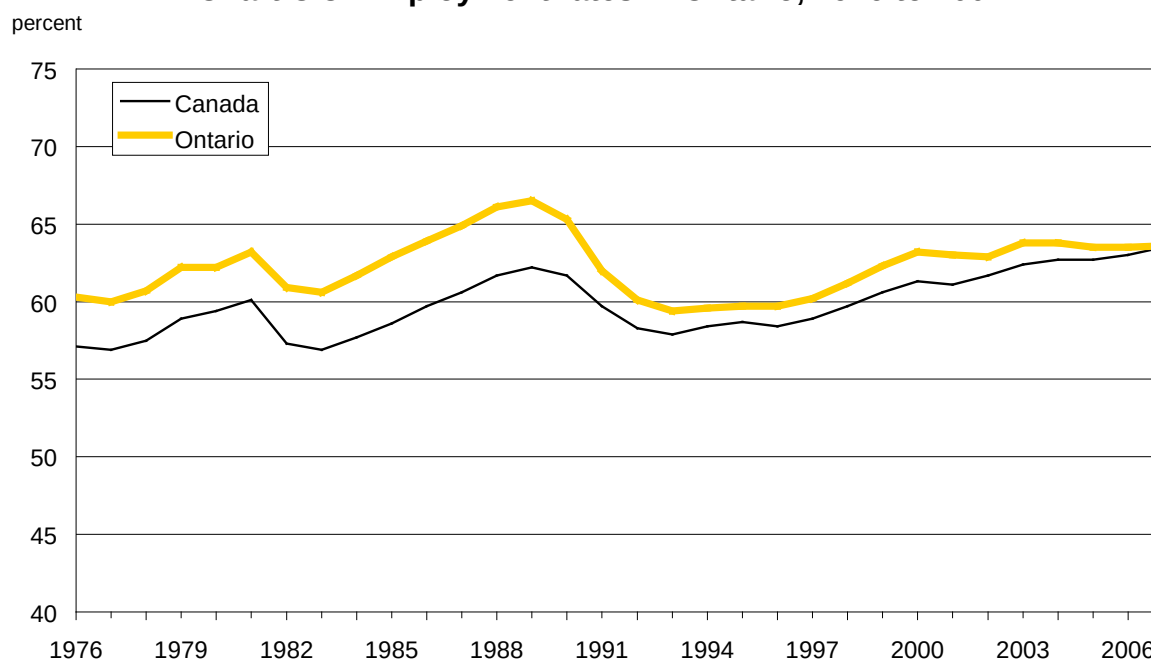


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Modest employment growth in Ontario, despite weakness in manufacturing

- Employment in Ontario rose by 101,000 (+1.6%) in 2007. In spite of this, the employment rate edged up only a tenth of a percentage point to 63.6%. The province remains one of Canada's main economic engines, providing employment for 39.1% of the 16.9 million people working in Canada in 2007.
- In 2007, the largest employment gains in Ontario were in health care and social assistance. Accommodation and food services, retail trade and educational services also contributed to job growth. Employment was down in manufacturing, however, which brought the industry's total losses in Ontario since 2002 to 143,000. The decline in the province's manufacturing industry, however, was far more profound in the recession of the early 1990s, with employment losses of 231,600 from 1988 to 1993, including 89,000 in 1991 alone.
- The unemployment rate in Ontario rose 0.1 percentage point, from 6.3% in 2006 to 6.4% in 2007. The province's participation rate was 68.0% in 2007, up 0.3 percentage points from the previous year.

Chart C.8 Employment rates in Ontario, 1976 to 2007

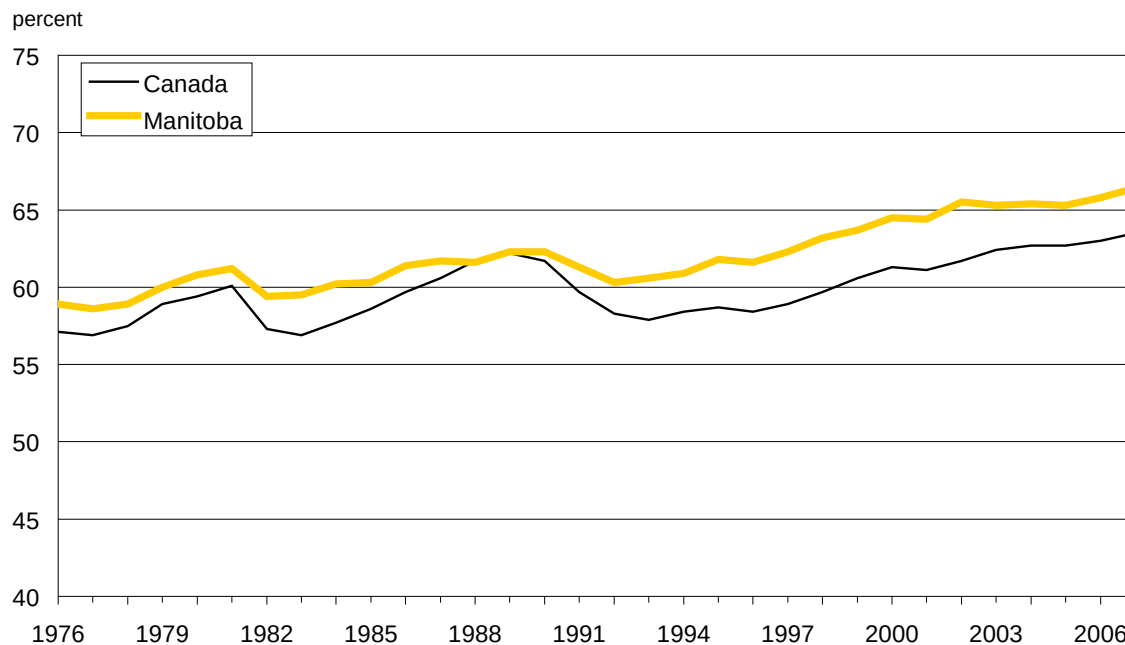


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Employment rate rises in Manitoba in 2007

- After being stable in recent years, Manitoba's employment rate climbed more rapidly in the last two years to reach 66.4% in 2007, its highest level in 32 years. Since the most recent upward trend began in 1997, employment has grown by an average of 1.3% per year.
- Employment in the province was up 1.6% (+9,500) in 2007. The goods-producing sector enjoyed the biggest increase, with gains in manufacturing and construction. In the services-producing sector, gains in public administration were partially offset by losses in retail trade.
- Manitoba's unemployment rate has consistently been at or below the national rate. In 2007, it edged up 0.1 percentage points to 4.4%. The participation rate climbed 0.6 percentage points in 2007 to 69.4%, its highest level in more than three decades.

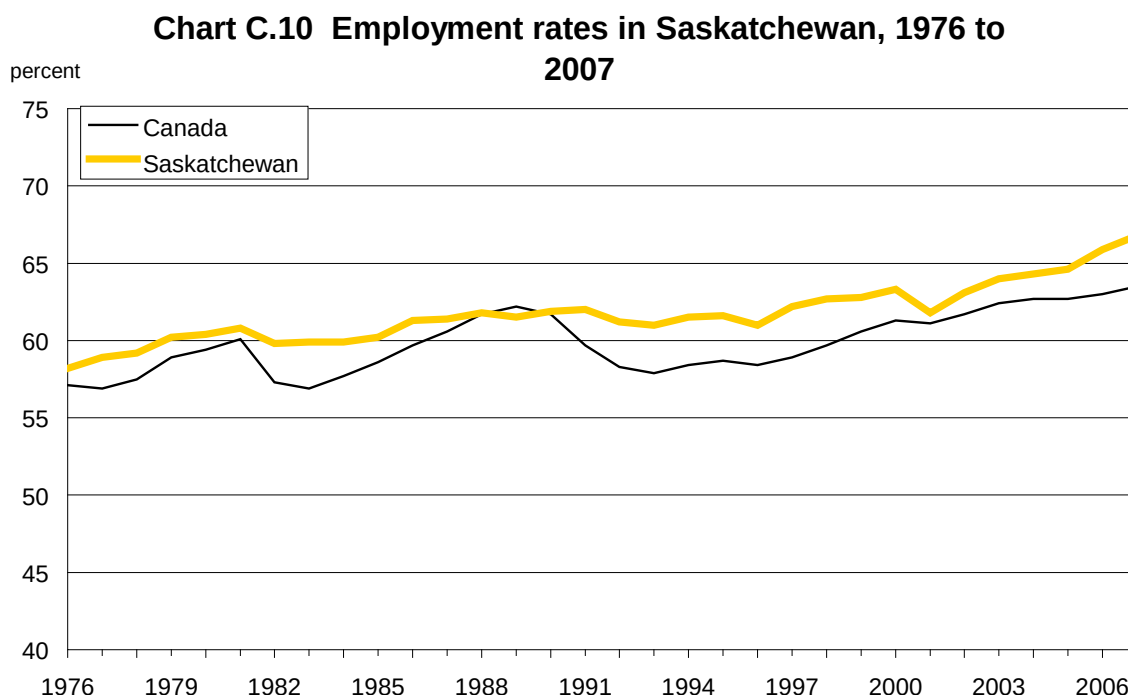
Chart C.9 Employment rates in Manitoba, 1976 to 2007



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

Saskatchewan's employment rate at an all-time high for the fifth straight year

- In 2007, employment increased by 2.1% in Saskatchewan, pushing the employment rate up to 66.8%, the highest level in three decades. The employment rate rose 8.6 percentage points from 1976 to 2007 and is now the second-highest in Canada. From 2002 to 2007, the average hourly wage climbed by an average of 3.7% a year, the second-fastest growth rate in the country after Alberta (+4.5%).
- Employment in Saskatchewan continued to rise, a trend that began in 2002. From 2002 to 2007, job growth was concentrated in construction, trade, mining, oil and gas extraction; health care and social assistance; and professional, scientific and technical services.
- Employment in agriculture has been declining since the early 1980s in Saskatchewan. Agriculture accounted for 25.3% of the province's employment in 1976, compared with just 8.7% in 2007. The job losses in the industry are partly due to higher agricultural productivity and better opportunities in other lines of work.
- The unemployment rate in Saskatchewan averaged 4.2% in 2007, its lowest level since 1979. It was down 0.5 percentage points from 2006. The province has consistently had a lower unemployment rate than the national average and one of the lowest provincial rates.

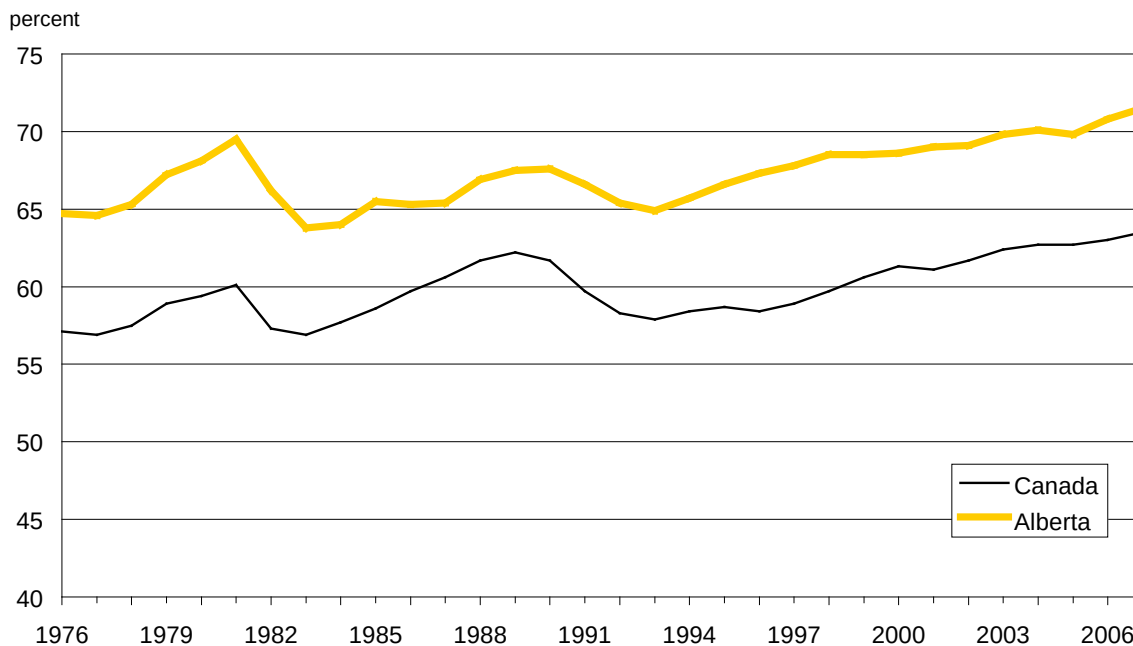


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Remarkable employment growth in Alberta

- Alberta has consistently enjoyed the highest employment rates in Canada over the past three decades. In 2007, the employment rate climbed 0.7 percentage points to 71.5%, a 32-year high. Employment growth remained strong in 2007, with a remarkable 4.7% increase (+89,000) since 2006. Employment growth in the province has averaged a healthy 3.0% per year since 1993, when the most recent upward trend in employment started. This is well above the national growth rate of 2.0% for the same period.
- In 2007, employment grew by 4.7% in Alberta, the highest rate of growth of any province. Increases were observed in both the goods-producing sector and the services-producing sector. The largest employment gains in 2007 were in the construction industry, followed by mining, oil and gas extraction; business, building and other support services; and health care and social assistance.
- The participation rate in Alberta rose by 0.7 percentage points in 2007 to 74.1%, its highest level in 32 years and a higher rate than in any other province. The unemployment rate edged up one tenth of a percentage point to 3.5% in 2007.
- Alberta's average hourly wage grew by 6.1% in 2007, well above the 3.5% growth at the Canada level. The rapid increase in average hourly wages and the record-high employment and participation rates in 2007 indicate that Alberta is experiencing labour shortages.

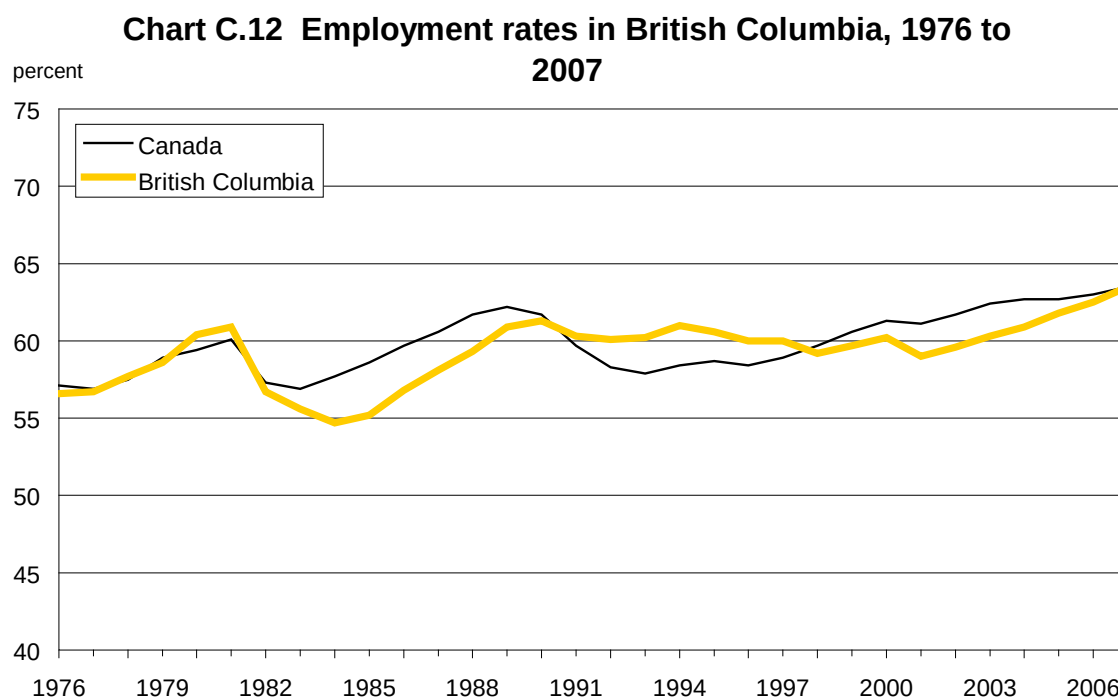
Chart C.11 Employment rates in Alberta, 1976 to 2007



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

Strong employment growth pushes British Columbia's employment rate to 32-year high

- The employment rate in British Columbia reached a record high of 63.5% in 2007 as a result of 3.2% employment growth (+71,000), the second-fastest rate behind Alberta's. In 2007, British Columbia's employment rate was at its highest level in 32 years.
- Employment growth in 2007 was largely driven by gains in construction, retail trade, and finance and insurance. In contrast to Ontario and Quebec, British Columbia's manufacturing industry enjoyed small gains; they were the industry's largest employment gains in the country.
- From 2002 to 2007, British Columbia's unemployment rate fell by 4.3 percentage points to 4.2%, its lowest level in 32 years. It was tied with Saskatchewan for the second-lowest unemployment rate in Canada after Alberta's (3.5%).

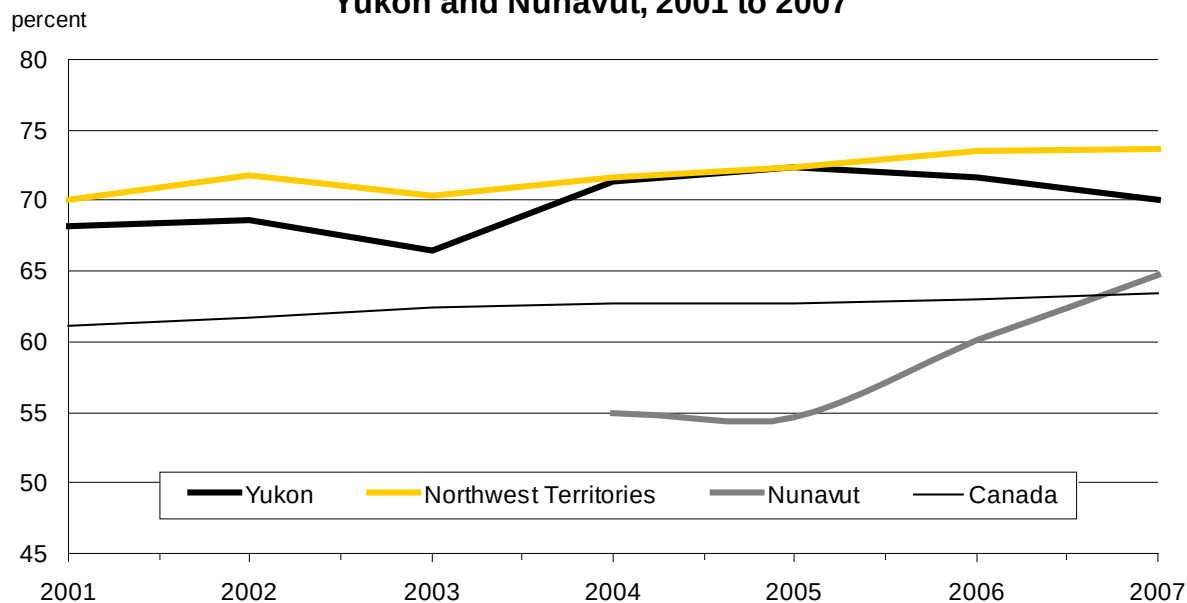


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Employment rate in the territories above the national average

- The Northwest Territories and Yukon have two of the highest employment rates in Canada. The employment rate in Nunavut, though lower than the rate in the other two territories, is above the national average.
- The Northwest Territories has the highest employment rate in the country. At 10.1 percentage points above the national average, it reached a record high of 73.6% in 2007. The unemployment rate declined from 8.6% in 2001 to 5.4% in 2007 (-3.2 percentage points).
- Although Yukon had a small employment decline from 2006 to 2007, the employment rate remained very high, as 70.1% of the people aged 15 and over were working in 2007. The unemployment rate declined from 8.6% in 2001 to 5.4% in 2007 (-3.2 percentage points).
- In Nunavut's 10 largest communities, employment growth has remained above 10% in the last two years, and as a result, the employment rate in 2007 climbed to 64.7%, which is higher than the Canadian average. The large employment gains in Nunavut pushed the unemployment rate down from 12.5% in 2005 to 8.7% in 2007 (-3.8 percentage points).

Chart C.13 Employment rates in the Northwest Territories, Yukon and Nunavut, 2001 to 2007



Note: The estimates for Nunavut represent the 10 largest communities; Nunavut LFS data are available only since 2004.

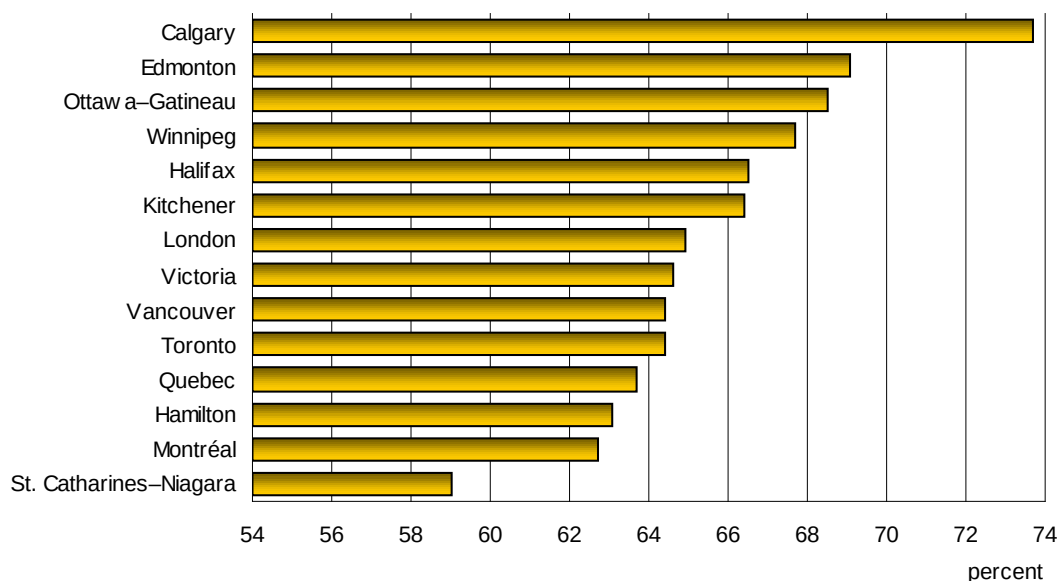
Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0055.

Section D – Local labour markets

The employment rate continues to be highest in Calgary

- Since 1995, Calgary has consistently posted the highest employment rate of any major census metropolitan area (CMA). In 2007, 73.7% of all Calgarians aged 15 years and over were employed. In 2007, employment grew by 3.9%, an increase that was spread across several sectors, while the working-age population increased at a slightly faster rate of 4.1%. The tight Calgary labour market has placed upward pressure on wages. By the end of 2007, Calgary's average hourly wage reached \$24.83, the highest in the country, surpassing even that of Ottawa, which has traditionally posted the highest average hourly wage rate.
- In 2007, employment in Edmonton grew by 6.7%, twice the rate of growth of the working-age population. This pushed the employment rate up from 67.0% in 2006 to 69.1% in 2007, the second-highest in the country among large CMAs. Employment gains were in construction and manufacturing, as well as in a number of service industries with the largest in professional, scientific and technical services; accommodation and food services; and business, building and other support services.
- Employment in Canada's largest city, Toronto, grew by 2.3% during 2007. Notable increases in a number of service industries such as professional, scientific and technical services; educational services; accommodation and food; and health care and social assistance more than offset losses in manufacturing. The working-age population grew at a slightly slower pace (up 1.8%) than employment, and the employment rate increased from 64.1% in 2006 to 64.4% in 2007.
- In 2007, the employment rate in St. Catharines–Niagara continued to be the lowest among the 14 largest CMAs, at 59.0%. This region's population has the largest share of people aged 65 and over when compared to the rest of the CMAs, which is a factor in its low employment rate. In addition, the manufacturing sector employed 25,000 people in 2007, far below its peak attained 20 years earlier.

Chart D.1 Employment rates in the largest census metropolitan areas, 2007

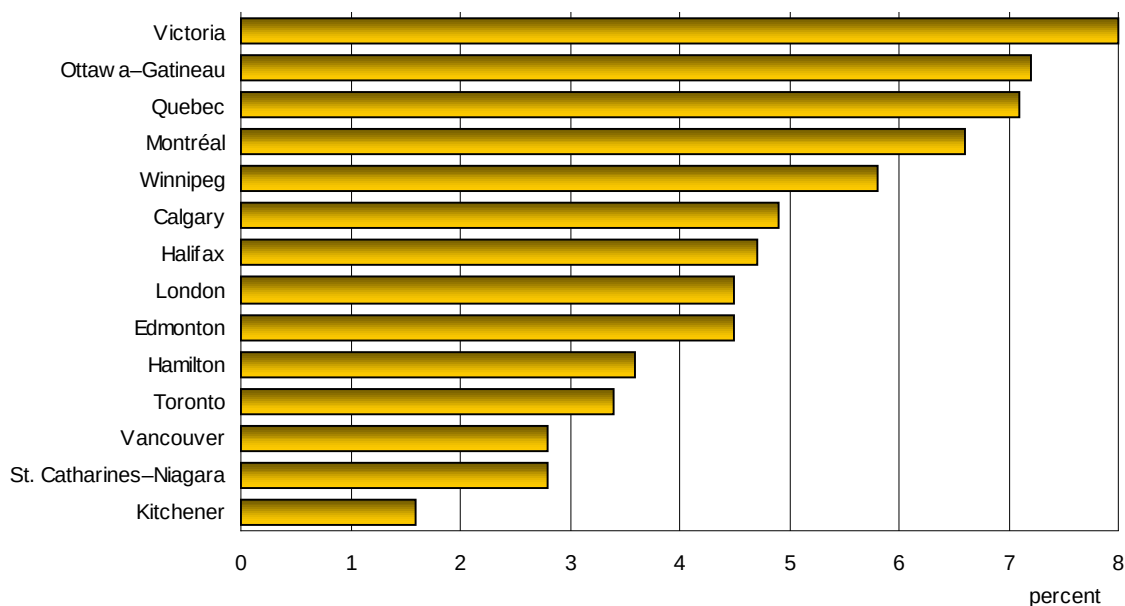


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0053.

Substantial improvement in Victoria's employment rate

- The employment rate for Victoria has increased substantially since 1996, peaking at 64.6% in 2007. Employment gains since 1996 have been widespread, including in those in construction and several other industries.
- The Montréal CMA has made impressive gains in its employment rate since 1996, when the rate increased from 56.1% to a new high of 62.7% in 2007. Employment gains in recent years have been spread across several service industries, which has more than offset declines in manufacturing.
- Employment has increased strongly in Ottawa–Gatineau since 2005, causing the employment rate to rise to a new high of 68.5% in 2007, the third-highest among the largest CMAs behind Calgary and Edmonton. Employment gains have been widespread in a number of industries. However, employment in computer and telecommunications in 2007 remained well below the peak attained in 2000.
- The employment rate in Vancouver did not increase to the same extent since 1996 as it did in Toronto and Montréal. While Vancouver experienced strong growth in employment, growth of the working-age population kept the employment rate from rising more quickly. In recent years, however, employment growth, led by construction, has outpaced population growth.
- Among the 14 largest CMAs, Kitchener's employment rate increased the least from 1996 to 2007, rising by only 1.6 percentage points. Despite this slower rate of growth and declines in manufacturing since its peak in 2000, the employment rate in the CMA was still high at 66.4%.

Chart D.2 Changes in employment rates in the largest census metropolitan areas, from 1996 to 2007

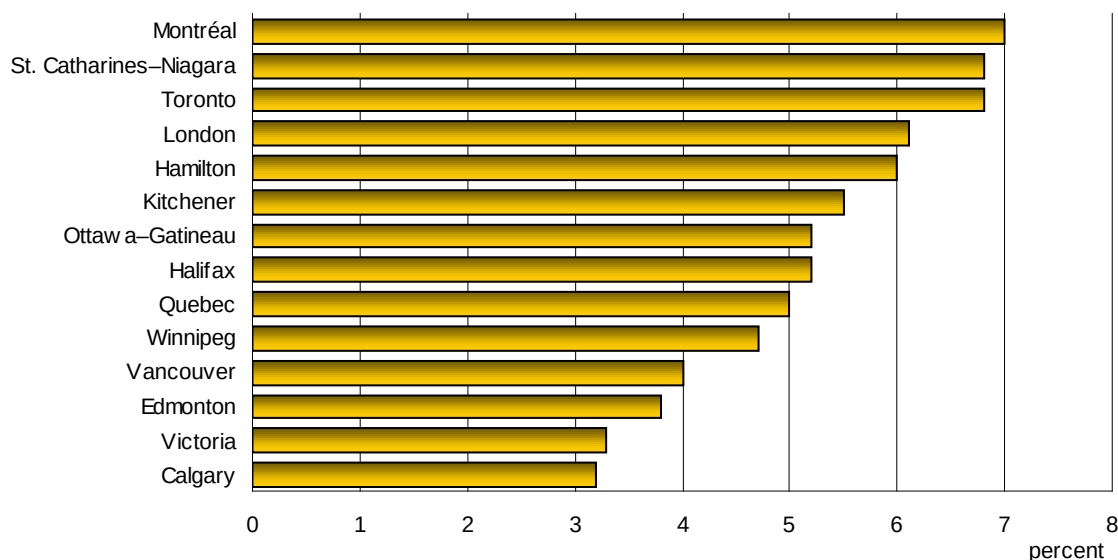


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0053.

Unemployment rate is still highest in Montréal

- In 2007, unemployment in Montréal remained higher than in Canada's other large CMAs. However, it was significantly below the double-digit levels posted during much of the 1990s. The unemployment rate in 2007 was 7.0%, down substantially from the 1993 peak of 13.9%. The long-term decline in the Montréal unemployment rate, coupled with an increase in the rate in Toronto earlier this decade, has resulted in the smallest gap between Toronto and Montréal in twenty years. In 2007, Montréal's unemployment rate was only 0.2 percentage points above that of Toronto.
- Employment in Toronto has followed an upward trend since 1994, with an average annual growth rate of 3.0% over the thirteen-year period, while growth of the working-age population averaged 2.0% over the same period. In 2007, the unemployment rate edged up to 6.8% compared with 6.6% in the previous year, as labour force participation (+2.5%) grew slightly faster than employment (+2.3%).
- Consistently robust employment growth over the past several years has pushed Calgary's unemployment rate below that of other large CMAs. The unemployment rate in this CMA was 3.2% in 2007 (and the lowest among the 14 largest CMAs), unchanged from the year before as both employment and labour force participation grew by 3.9%.

Chart D.3 Unemployment rates in the largest census metropolitan areas, 2007

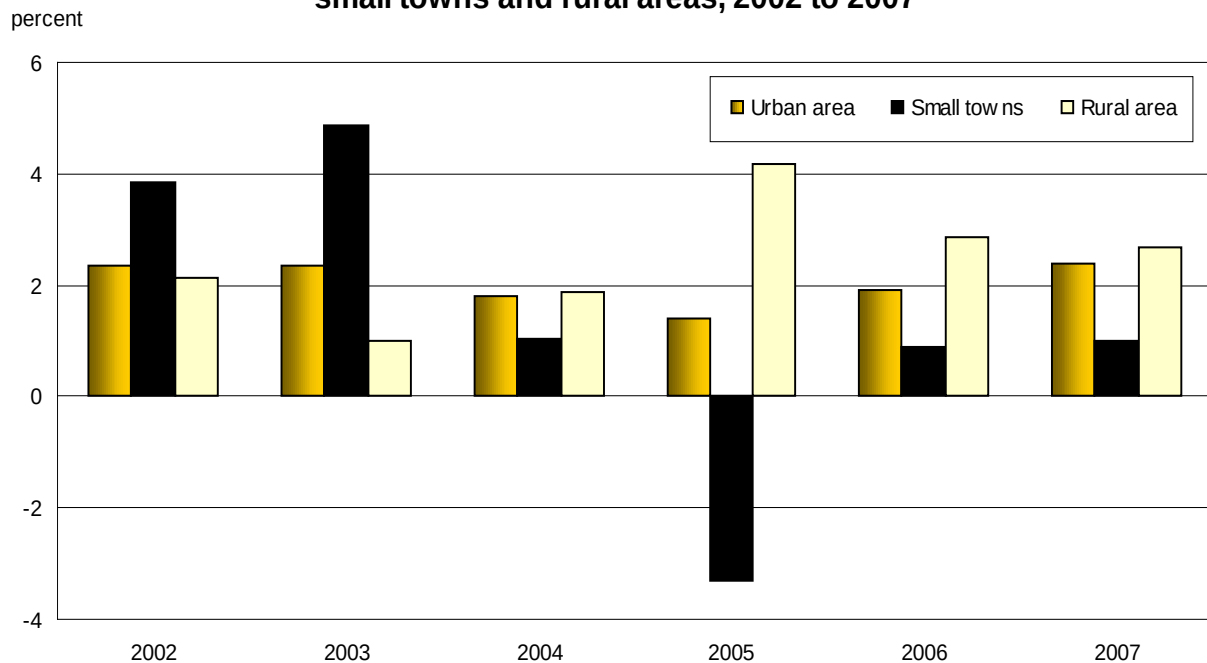


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0053.

Rural areas outperform urban areas

- The number of people employed in urban areas in Canada rose by 2.4% in 2007, slightly higher than the rate of growth experienced outside of Canada's largest communities. However, there was a marked difference in the rate of employment growth in small towns (+1.0% increase in employment) and rural areas (+2.7%).
- The shift towards growth in rural areas is a trend that began in 2004. Also since 2004, employment has been weak in small towns.
- The recent decline in employment in small towns may have been the result of the closing of forestry mills, while rural areas were helped by the recovery in mining and farming. Manufacturing employment losses affected urban areas, small towns and rural areas. Construction grew faster in urban areas, while the boom in international commodity exports boosted rural employment in the primary industries and transportation.

Chart D.4 Average employment growth, by urban areas, small towns and rural areas, 2002 to 2007



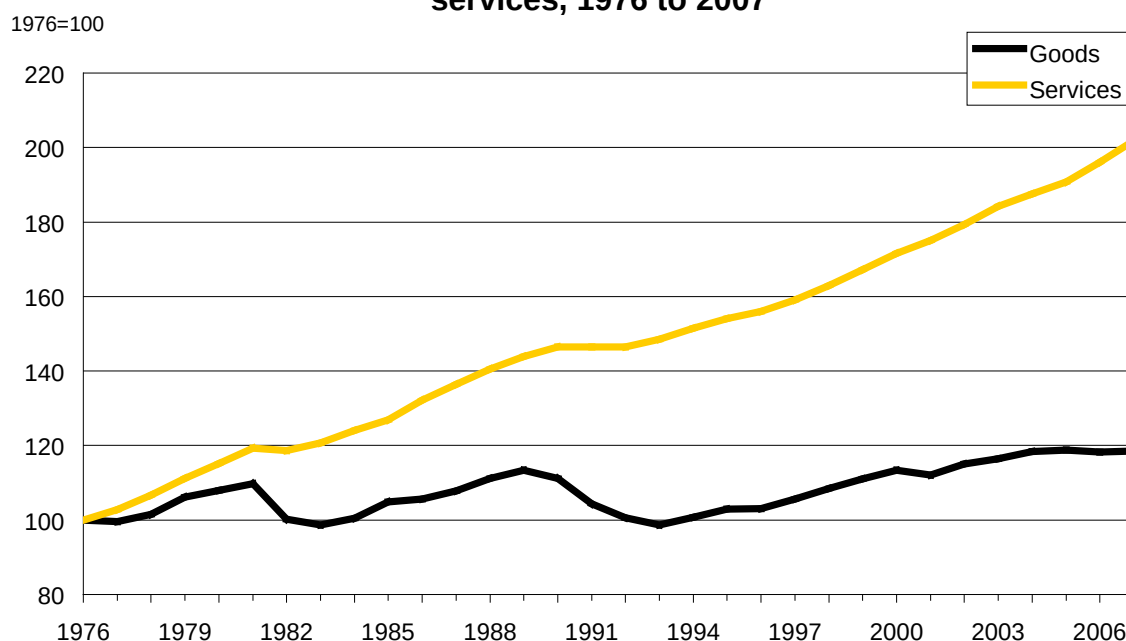
Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0099.

Section E – Industry, class of worker and occupation

Services continue to grow

- There has been a long-term shift in employment away from goods-producing industries to services. The share of employment in goods-producing industries, which includes natural resources, manufacturing, construction, utilities and agriculture, has followed a downward trend. Meanwhile, the share of employment in services, which includes retail and wholesale trade, health care, and public administration, has continued to grow, employing 76.3% of all workers in 2007, compared with 65.4% in 1976.
- Employment in goods-producing industries such as manufacturing and construction tends to be sensitive to economic conditions. In contrast, service employment is much less sensitive. Within the goods-producing sector, construction employment has soared in recent years, while there have been pronounced losses in manufacturing employment. Parts of the natural resource industry, such as mining, oil and gas, have added workers, whereas there have been declines in numbers of forestry workers. Recently, there has also been a marked increase in employment in utilities.
- Overall, annual average employment grew by 2.3% in 2007. Employment growth in goods-producing industries was stagnant in 2007, up only 0.2% as manufacturers continued to be confronted with an appreciating dollar and rising costs of raw material inputs such as crude oil. Manufacturers cut the number of factory workers by 3.4% in 2007. Construction employment, however, continued to show strong growth, going up 6.0%. Employment in natural resources rose by 2.8%, a slower rate of growth than in the previous two years. In services, employment increased by 3.0% in 2007, with strong gains in accommodation and food services; information, culture and recreation; professional, scientific and technical services; and health care and social assistance.

Chart E.1 Employment indexes in goods and services, 1976 to 2007



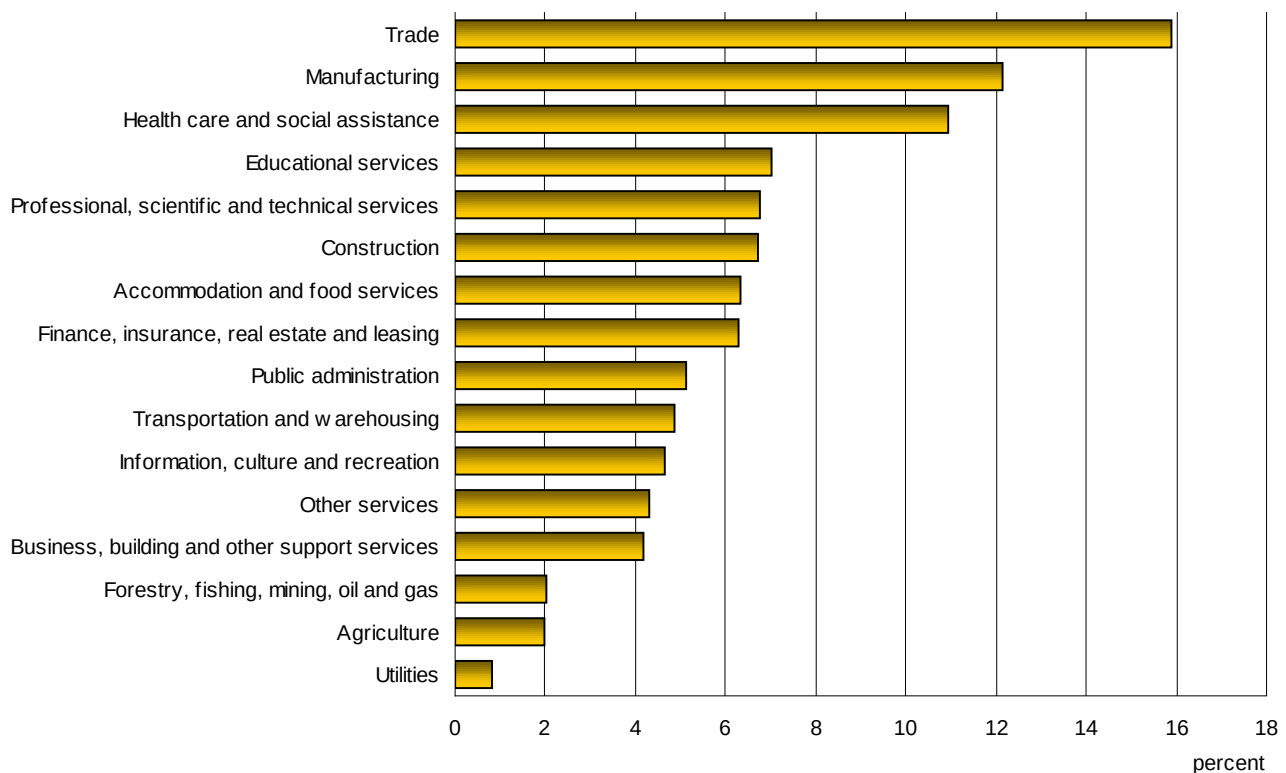
Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0008.

Note: For a definition of an index, please refer to the glossary.

Nearly 3 in 10 workers are employed in trade or manufacturing

- Retail and wholesale trade continues to be the largest sector in the country, employing approximately 2.7 million people in 2007. Among these workers, approximately three-quarters work in retail trade. With the surge in consumer spending in recent years, both retail sales and wholesale trade employment have boomed.
- Since 1990, trade has been Canada's largest employer, followed by manufacturing. With recent employment losses, manufacturing now also ranks behind trade in terms of average number of hours worked; 76 million hours were worked in manufacturing in 2007, while 85 million hours were worked in trade. However, workers in manufacturing put in an average of 37.0 hours per week, whereas in trade, they put in 31.8. Wages were also significantly higher in manufacturing: the average hourly wage for factory work was \$21.11, compared with \$15.39 in trade.
- Employment in health care and social assistance jumped by 3.4% in 2007, and the industry retained its long-term ranking as the third-largest employer. The share of total employment for this sector was 10.9% in 2007, compared with about 8.1% in 1976. Health care spending in Canada has increased considerably in the last few years, and along with the added spending, so, too, has the number of workers increased. In 2007, 1.8 million people worked in health care and social assistance.

Chart E.2 Distribution of employment, by industry, 2007

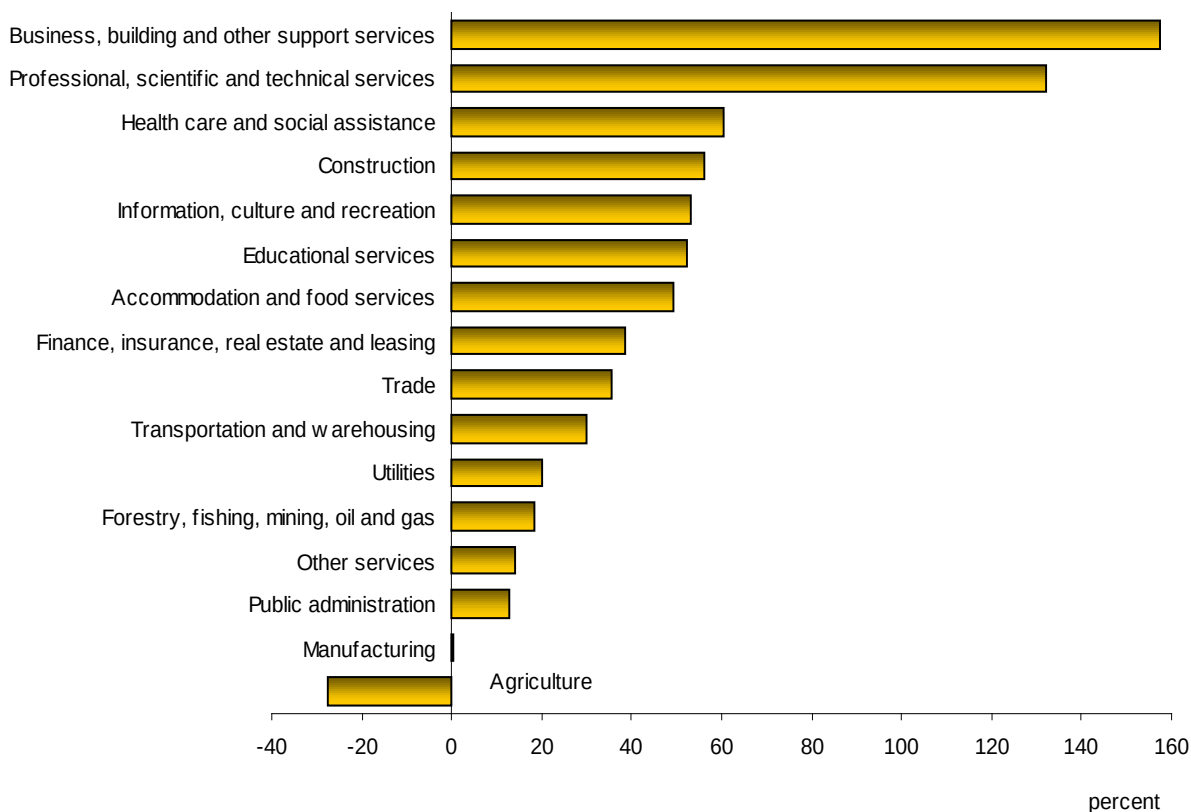


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0008.

Employment increases in most industry sectors

- Farming as a main job has declined steadily over the long term, while other sectors have attracted more workers. Agriculture is the only sector with lower employment today than in 1987. Until 2003, mining also had lower employment than in 1987. Recently, the oil and gas extraction sector has grown, and this has more than offset employment declines in other parts of natural resources, most notably in forestry. In 2007, 339,000 people were employed in natural resources, up 18.2% from 1987. Employment in manufacturing has declined steeply in recent years, leaving the number of factory workers in 2007 at 2.45 million, about the same level as in 1987.
- Employment has more than doubled in two sectors since 1987. In business, building and other support services, it jumped from 273,000 in 1987 to 702,000 in 2007. This sector includes industries such as employment placement agencies, telephone call centres, office administrative services, and landscaping and janitorial services. Employment also doubled in professional, scientific and technical services, jumping from 490,000 in 1987 to 1.1 million in 2007, and was related to increases in computer system design services.
- Employment in construction has increased strongly in recent years, and the industry now ranks among the top five performers in terms of employment growth. During the recession of the early 1990s, construction employment fell. However, employment in this sector has shown a strong upward trend since 1996, and employment growth has accelerated in recent years. The last few years have also been characterized by lower interest rates and an increase in the number of housing starts.

**Chart E.3 Changes in employment, by industry,
1987 to 2007**

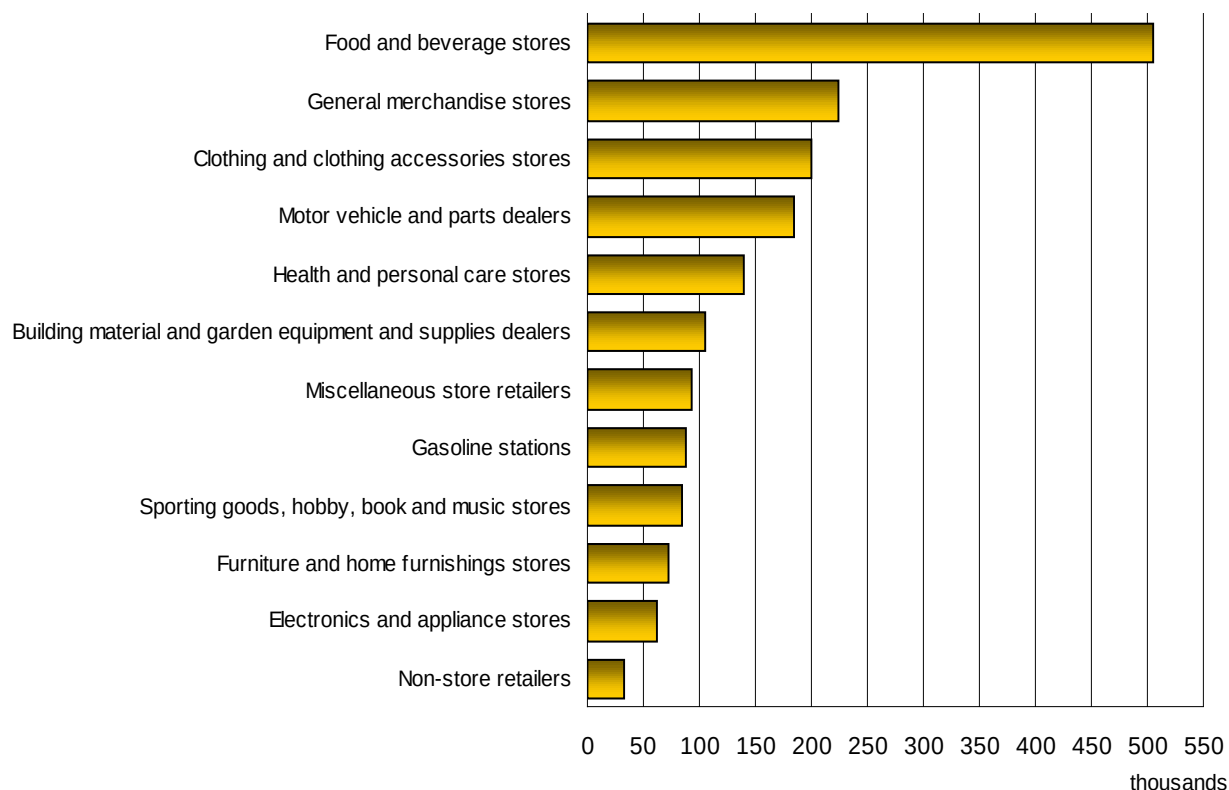


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0008.

Retail trade is dominated by employment in food and beverage stores

- Since 1991, about one in four retail employees were in food and beverage stores. About 84% of those employees were in grocery stores, whereas the remainder were in specialty food stores or in beer, wine and liquor stores. In 2007, the number of workers in food and beverage stores increased 7.0% from the previous year, bringing employment to 504,400. This continued the upward trend that began in 1997, bringing the total increase since that time to 147,600 employees.
- General merchandise stores continue to have the second-largest number of workers within retail trade. In 2007, employment remained almost unchanged at 224,000. However, that was 10.8% less than in 1991.
- Clothing and clothing accessories stores had the third-largest number of retail trade employees in 2007, at 200,400. The 3.9% increase from 2006 was the third consecutive annual increase in employment.

Chart E.4 Employees in retail trade, 2007

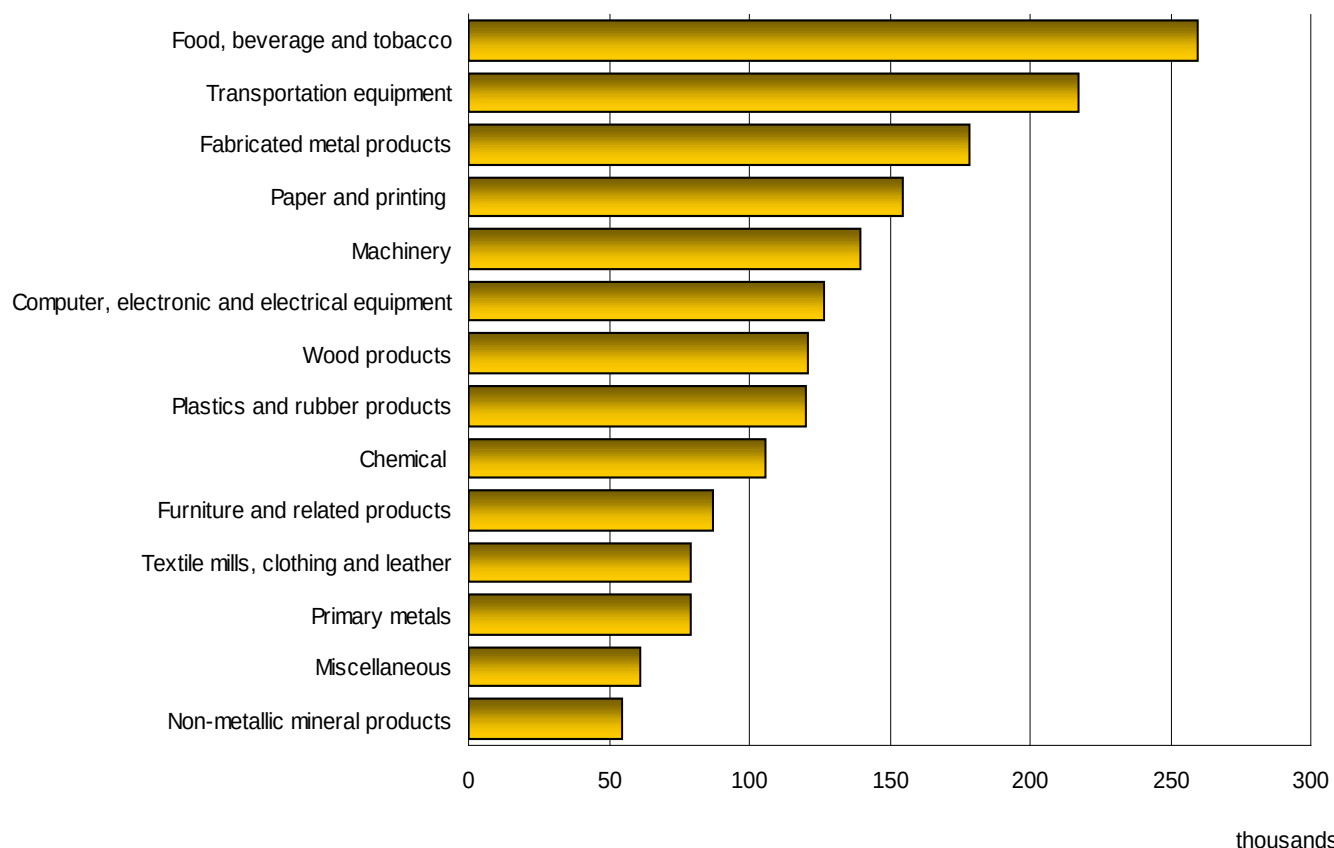


Source: Statistics Canada, Survey of Employment, Payroll and Hours, CANSIM table 281-0024.

The largest employer in manufacturing is the food and beverage industry

- About 259,500 employees, or 15% of all manufacturing workers—more than in any other part of manufacturing—were in the food, beverage and tobacco industry in 2007. Transportation equipment factories had the second-largest number of workers in manufacturing. Nearly two-thirds of transportation equipment employees (some 143,200 of 217,300 employees in 2007) were in Ontario, and 45,500 were in Quebec.
- However, the manufacturing sector has suffered employment declines in recent years, losing 211,500 jobs from 2001 to 2007. The textile mills, clothing and leather industry was particularly hard hit, accounting for 32.4% of total job losses in manufacturing.
- Employment in non-metallic mineral product manufacturing and miscellaneous manufacturing remained almost unchanged since 2001, while there was a modest increase in the number of jobs in machinery manufacturing (3.6%). However, the three industries had only 14.3% of all manufacturing jobs in 2007.

Chart E.5 Employees in manufacturing, 2007



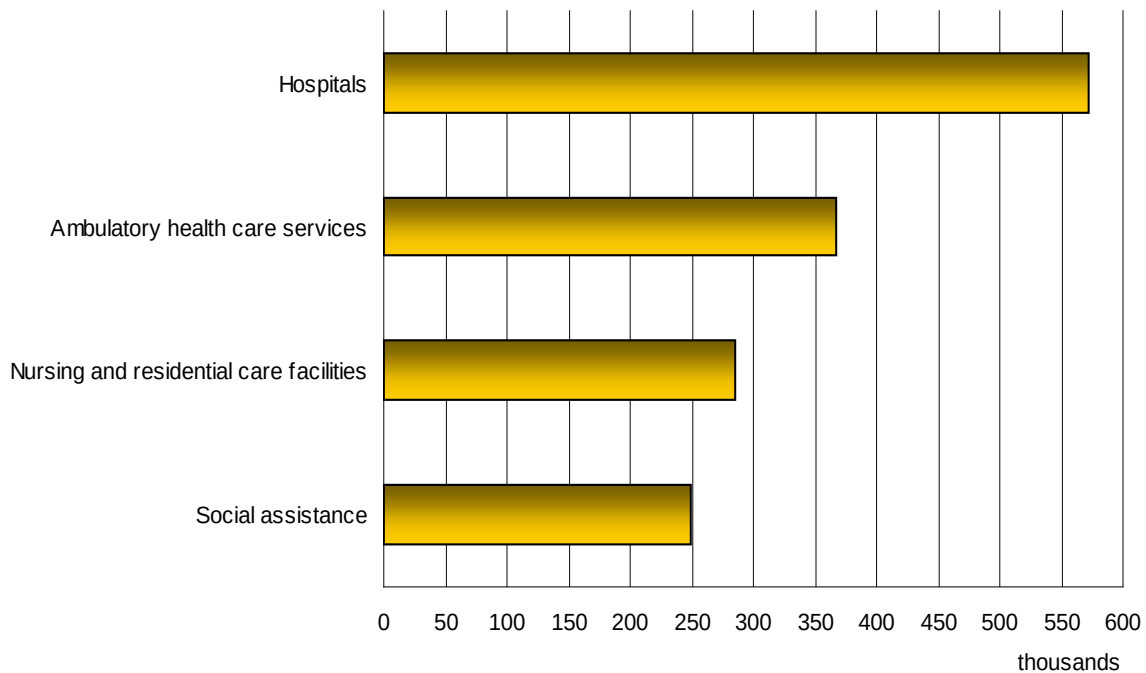
Source: Statistics Canada, Survey of Employment, Payroll and Hours, CANSIM table 281-0024.

thousands

Health care and social assistance employment continues to increase

- Hospitals account for 39% of the employees in health care and social assistance and remain the largest employer in this sector. Following job losses in the 1990s, employment in the sector grew every year from 2000 to 2007, including a 2.2% gain in 2007, which brought employment to 572,400, approximately the same level as in 1990.
- Ambulatory health care services, which includes services such as those provided in the offices of physicians, dentists and other health practitioners, remains the second-largest employer in health care and social assistance. In 2007, one in four health care and social assistance employees were in ambulatory health care services, up from one in five in 1991.
- The upward trend in employment accelerated in nursing and residential care facilities, where increases of hundreds of jobs in 2004 and 2005 paled in comparison with gains of thousands of jobs, that is, 9,300 and 9,800 jobs in 2006 and 2007, respectively.
- The employment level in social assistance rose 2.2% in 2007. Although social assistance remains the smallest component, it enjoyed the largest increase from 1991 to 2007 (96.9%). In particular, the number of employees in child daycare services more than doubled since 1991, reaching 92,900.

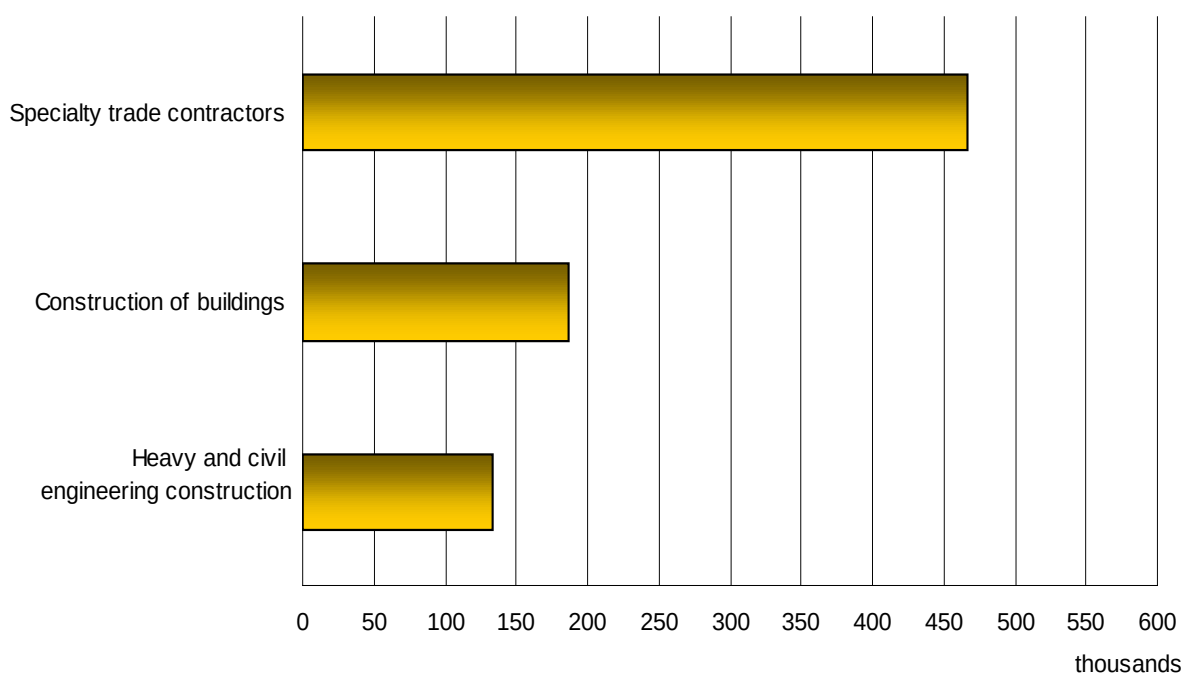
Chart E.6 Employees in health care and social assistance, 2007



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

Employment in construction has been growing since 1997

- After declining in the early 1990s, employment in the construction sector remained steady in the middle part of the decade and embarked on an upward trend in 1997. From 1996 to 2007, the sector gained 337,800 employees (+75.4%), the second-largest increase after the trade sector. Construction employment totalled 785,800 in 2007.
- The two subsectors with the biggest job gains from 1996 to 2007 were specialty trade contractors, which accounted for about three out of five construction employees in 2007, and building construction. Employment in the two subsectors increased by nearly 85% in those 11 years. In 2007, almost two-thirds of the building construction jobs were in residential construction, where employment grew by 104.1% from 1996 to 2007.
- Civil engineering construction, which employed 17.0% of the construction workforce in 2007, experienced job gains of 42.7% from 1996 to 2007, the slowest growth rate in the construction sector.

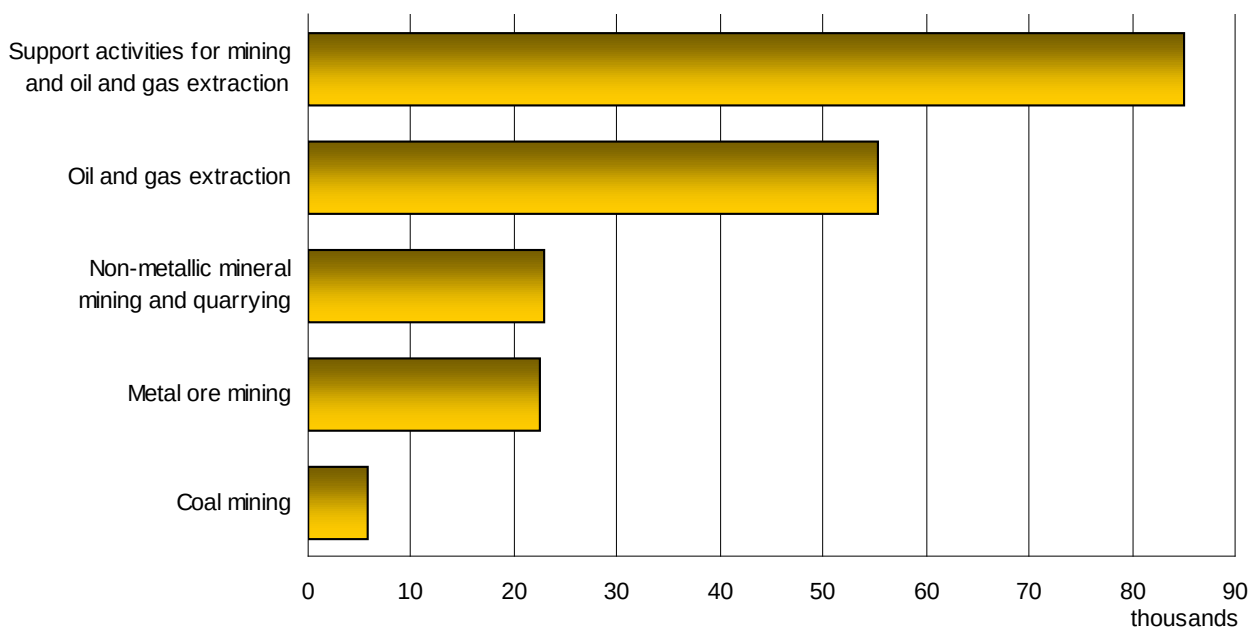
Chart E.7 Employees in construction, 2007

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

Jobs related to oil activities are on the rise

- In 2007, buoyed by the expansion of oil and gas extraction, employment in the mining, quarrying and oil and gas extraction sector was up 6.3% from the previous year, bringing the number of jobs to 191,500. This sector has grown steadily since 2000.
- Employment in oil and gas extraction and in support activities for mining and oil and gas extraction grew by 5.5% in 2007. Since 2000, the two industries have enjoyed a 76% increase (18,900 and 41,700 jobs, respectively). The steady rise in employment in oil and gas extraction from 2000 to 2007 partly offset the job losses experienced by other mining and quarrying industries during the same period.
- Following seven years of employment declines, the mining and quarrying subsector, excluding oil and gas extraction, rebounded in 2005 and enjoyed three consecutive years of gains.

Chart E.8 Employees in mining, quarrying and oil and gas extraction, 2007

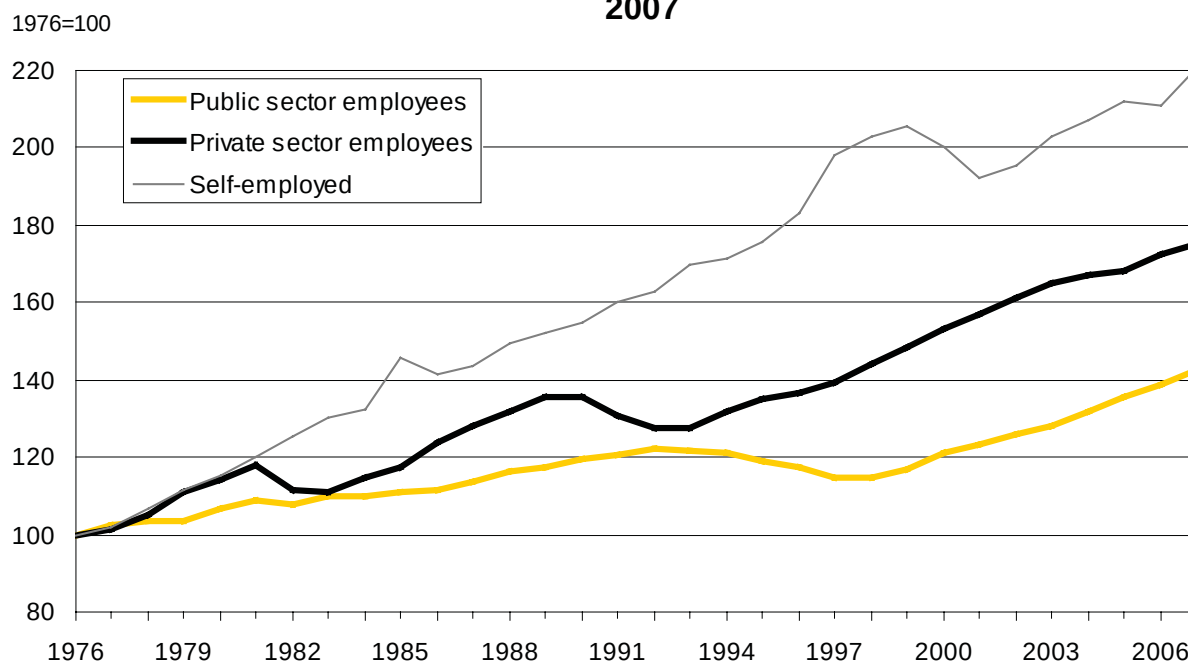


Source: Statistics Canada, Survey of Employment, Payroll and Hours, CANSIM table 281-0024.

The self-employed and private sector employees power employment growth

- The 2.6 million self-employed people in Canada in 2007 represented 15.5% of all workers. From the mid-1970s to the end of the 1990s, self-employment growth was strong and consistent, even during economic downturns. In fact, in the long term, the pace of self-employment growth has surpassed that of private and public sector employees. However, mostly because of a drop in farm employment as a main job, self-employment levels fell in 2000 and 2001. Recent strength in construction and in real estate, sectors with a heavy self-employment presence, rekindled the growth in self-employment since 2001. In 2007, the number of self-employed jumped by 4.7%, a much stronger growth rate than private or public sector employees.
- In 2007, almost two in three employed Canadians worked for a private business or firm, accounting for just under 11 million employees. Private sector employees are affected more severely by economic cycles. After falling significantly during the 1990/1991 recession, hiring in the private sector resumed with vigour in 1994, averaging annual gains of 2.3% in the years that followed.
- Approximately one in five were employed in the public sector in 2007, a decrease from almost one in four in 1976. The size of the public sector shrank from 1993 to 1998. Since 1998, the largest increases in public sector employment have been in education and health care and social assistance. In 2007, 3.3 million people were employed in the public sector, an increase of 2.7% from the year before.

Chart E.9 Employment indexes, by class of worker, 1976 to 2007



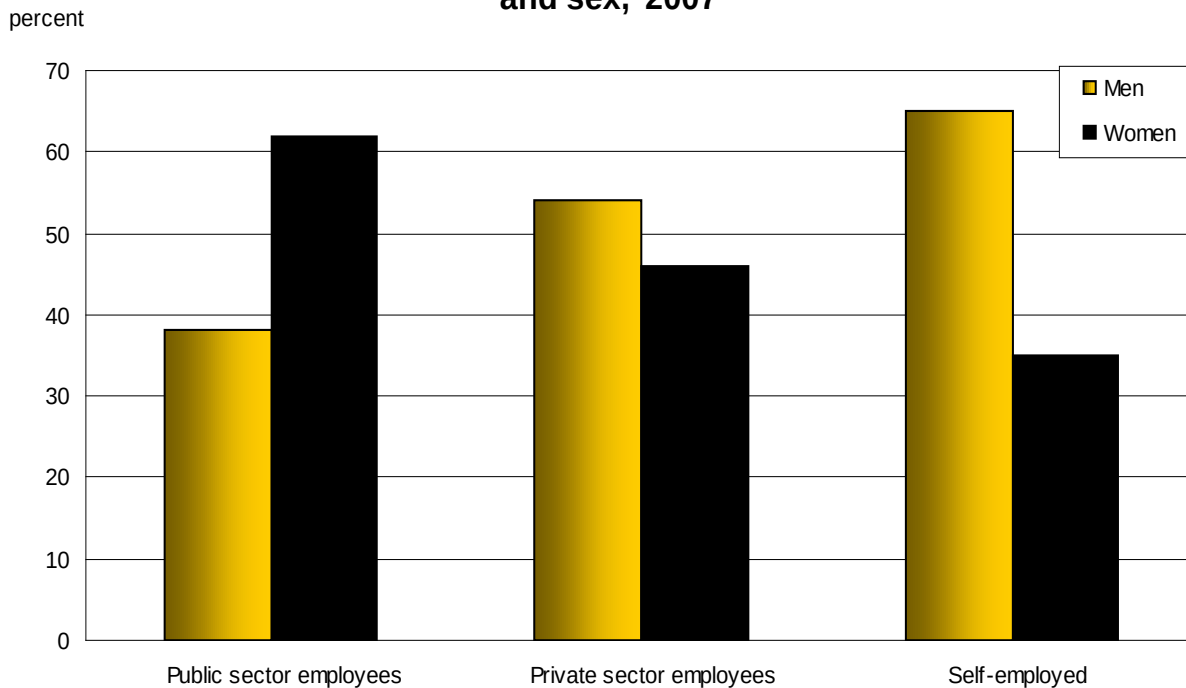
Note: For a definition of an index, please refer to the glossary.

Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0012.

A majority of public sector employees are women

- The vast majority of public sector workers in 2007 were employed in educational services (31.4%), health care and social assistance (26.7%) and public administration (26.3%). Educational services and health care and social assistance are industries with a higher-than-average proportion of women, and they account for just over two-thirds of the overall gains in the public sector since 1998. In 2007, 61.8% of public sector employees were women, a significant increase from 44.9% in 1976.
- Although the number of self-employed women tripled from 1976 to 2007, they only represented about one-third of all self-employed people. From 1990 to 2007, growth in self-employment was mainly among business owners without employees.
- Self-employed workers and public sector employees tend to be older than private sector employees. In 2007, the average age was 46.5 for the self-employed, 42.1 for public sector employees and 37.7 for private sector employees.

Chart E.10 Distribution of employment, by class of worker and sex, 2007

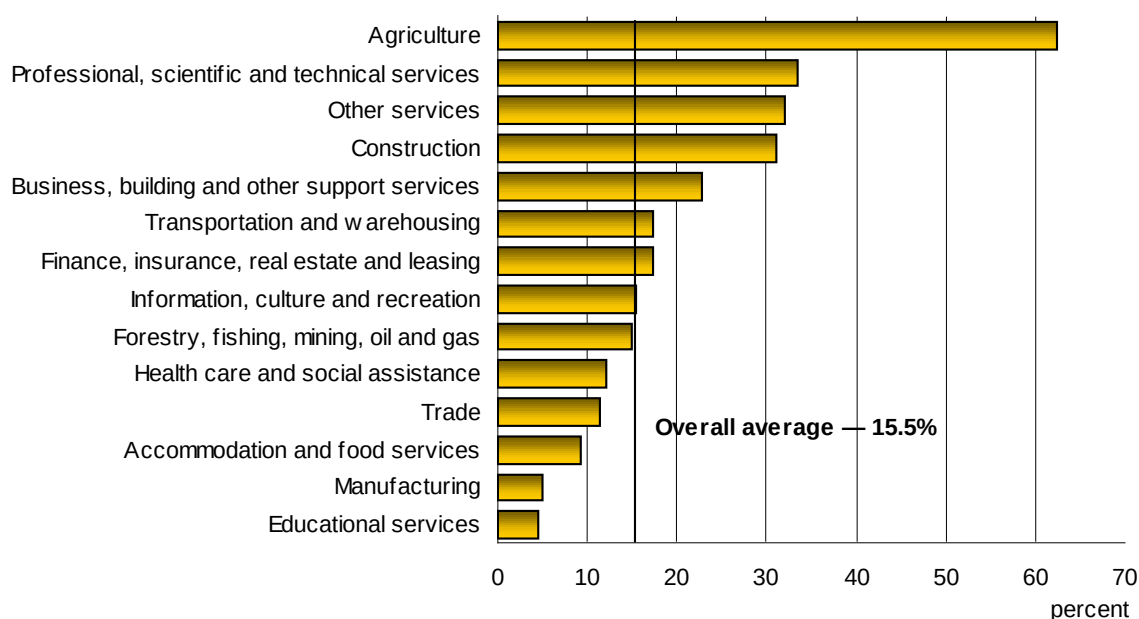


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0012.

Most workers in agriculture are self-employed

- Agriculture has the highest rate of self-employment in the main job. However, that rate has declined sharply in the last few years, from a peak of 71.1% in 1997 to 62.4% in 2007. Farm self-employment has followed a long-term downward trend for a combination of reasons, including fewer but larger farms, rising farm productivity and growing non-farm employment opportunities.
- The professional, scientific and technical services sector, which includes legal, engineering and management consultant firms, accounting businesses, and computer system design companies, had the second-highest self-employment rate in 2007 (33.4%). This sector accounted for 27.7% of total self-employment growth from 1989 to 2007. It also included the highest number of business owners, at 380,000.
- The 'Other services' sector—which includes automotive, electronic and machinery repair and maintenance services, and personal care and laundry services—had the third-highest rate of self-employment in 2007 (32.0%), closely followed by the construction sector (31.1%).

Chart E.11 Rate of self-employment, by industry, 2007

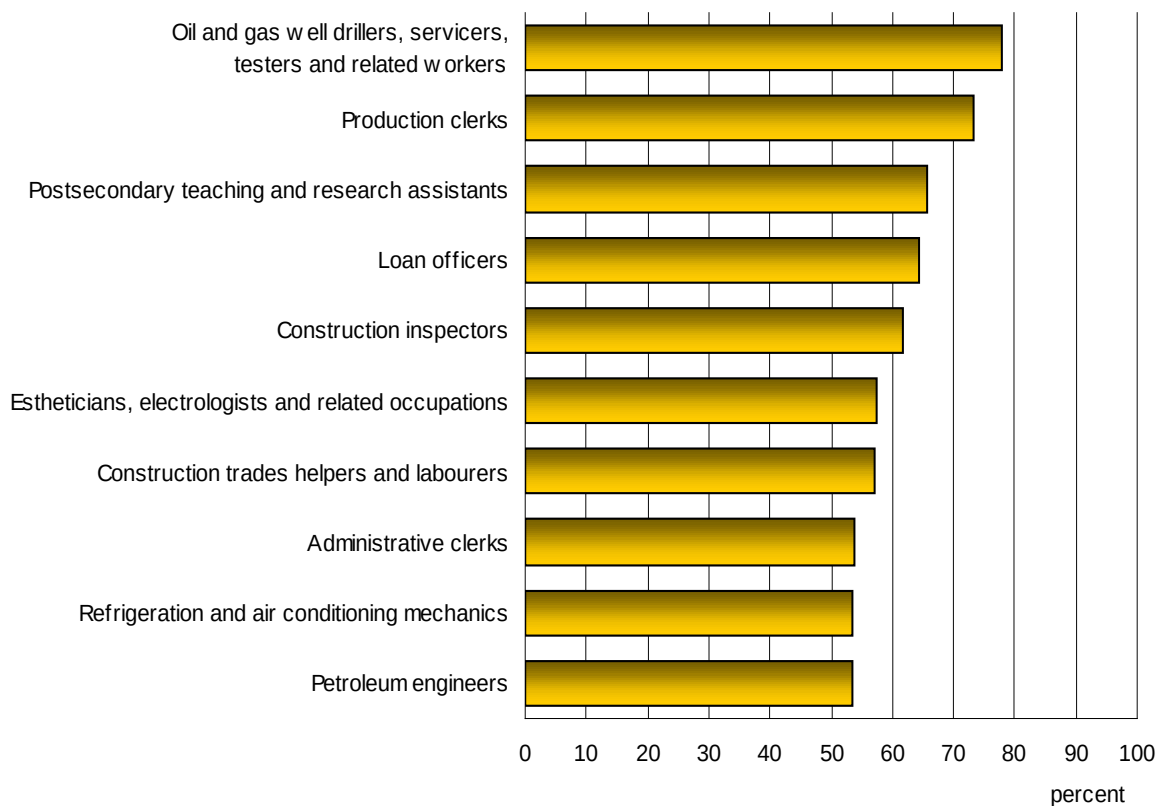


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0012.

Oil, gas and construction workers experienced rapid growth in their numbers

- The oil and gas industry was a relatively small employer compared with other industries in 2006. It experienced very fast growth, however, in a number of occupations.
- The number of oil and gas well drillers, servicers, testers and related workers almost doubled from 2001 to 2006 (+77.8%) to 11,500, making it the fastest-growing occupation over the period. The number of supervisors in oil and gas drilling and services rose 47.2% to about 9,400 by 2006.
- The housing boom, especially in the western region, ignited a round of hiring. Production clerks, many of whom were 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% to nearly 143,900 in 2006. From 2001 to 2006, their ranks expanded by 52,300, making them the seventh fastest-growing occupations.

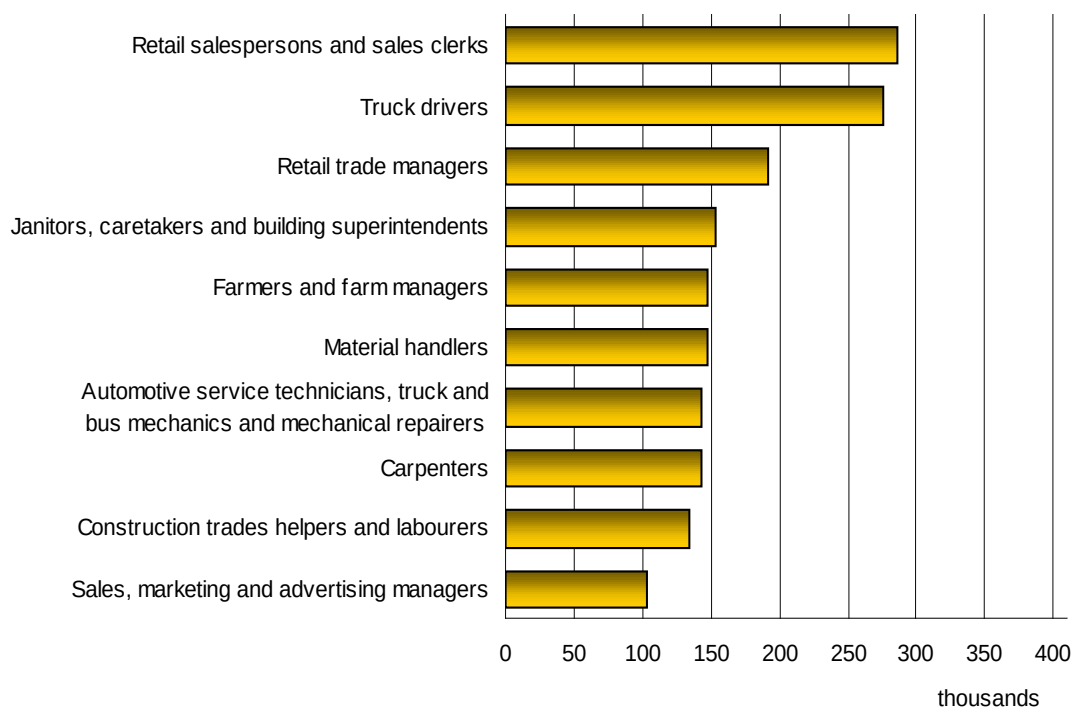
Chart E.12 Employment growth, by occupation, 2001 and 2006



Source: Statistics Canada, Census 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 from 2001 to 2006, truck drivers were 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 drivers, 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% from 2001 to 2006, while the number of male truck drivers rose by 17.4%.
- Among women, the most prevalent occupation reported in 2006 was also retail sales people and clerks, at just over 400,000. Cashiers were second, at 255,500. With added hiring in health care and social assistance, nursing became the third-most common occupation, moving up a couple of ranks since 2001.

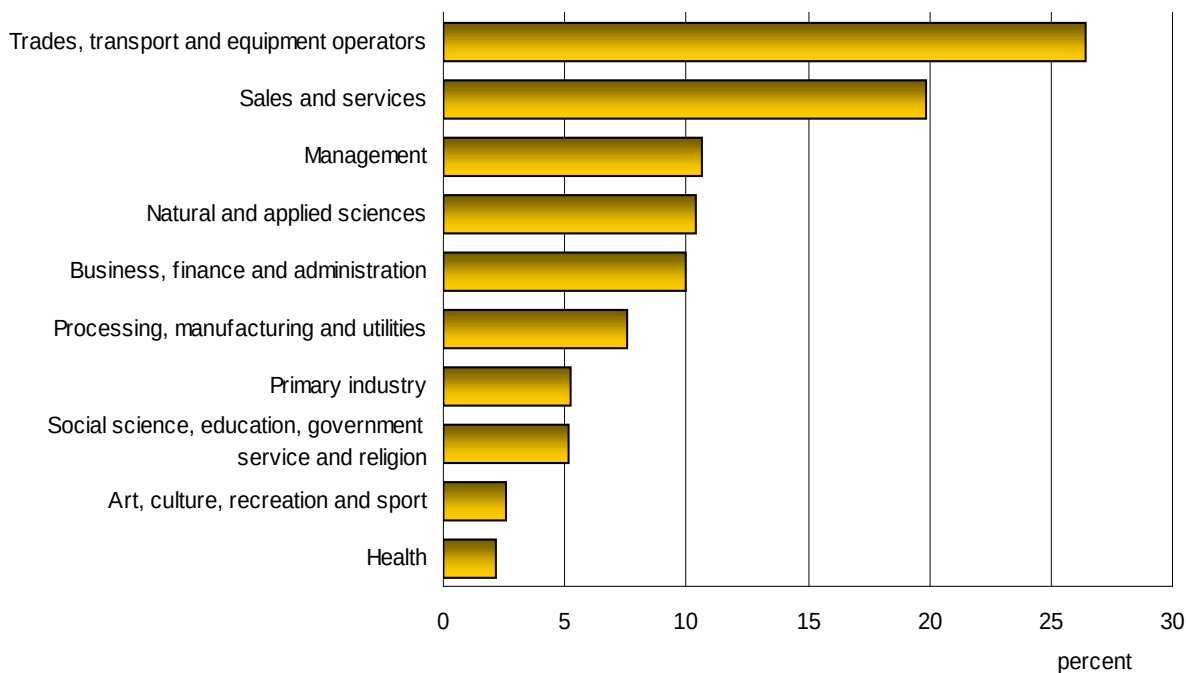
Chart E.13 Most prevalent jobs held by men, 2006

Source: Statistics Canada, Census of Population, 2006.

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

- About 2.3 million men were engaged in construction trades, transport or equipment operation occupations in 2007, accounting for just over one-quarter of all men employed that year. An additional 1.8 million (one in five) worked in sales and services. Men were least likely to be found in health occupations (193,000), or art, culture, recreation and sport (231,000).
- The greatest employment growth for men has taken place in natural and applied sciences, with an average annual growth rate of about 4.3% from 1996 to 2007. The occupation group construction trades, transport and equipment operators only increased by an annual average of 1.8% over the same period. However, there was strong growth for the subgroup construction trades (+3.8%). In recent years, there has also been a strong push in employment in health occupations. This contrasts with weak employment growth observed in processing, manufacturing and utilities, where pronounced declines have been observed from 2005 to 2007, leaving the average annual employment growth rate in these occupations at only 0.5% from 1996 to 2007.

**Chart E.14 Distribution of male employment,
by occupation, 2007**

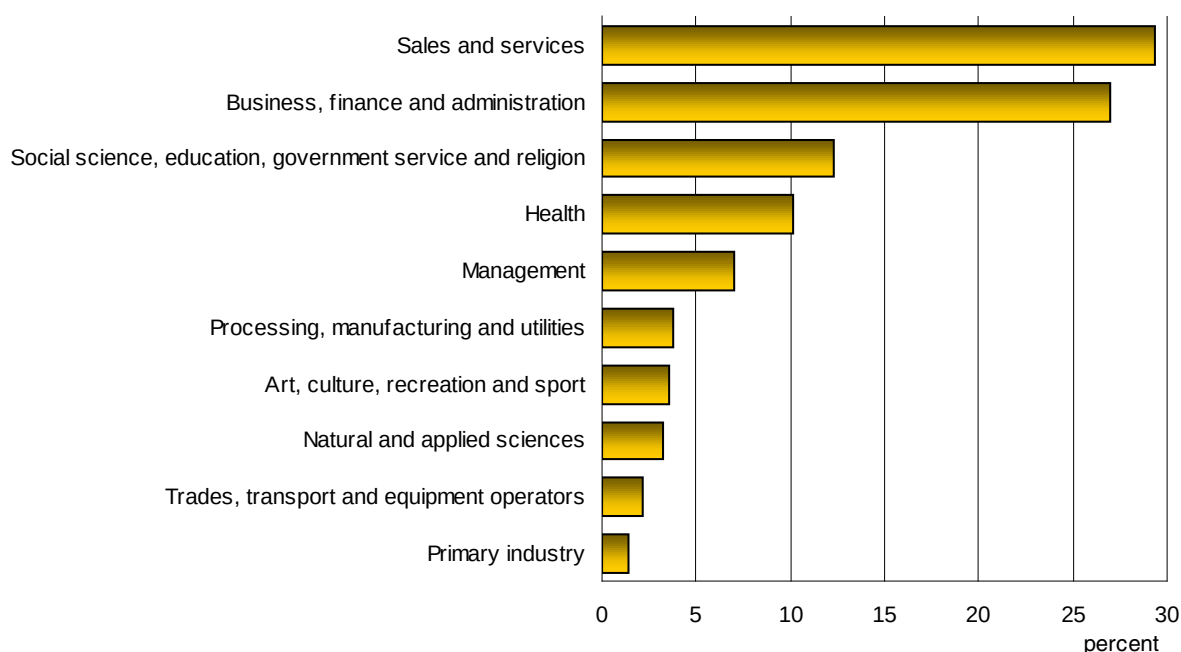


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0010.

Nearly one in three women work in sales and service occupations

- Fifty-six percent of women work in two occupational categories. Just over 2.3 million women were employed in sales and service occupations in 2007, accounting for 29.3% of all working women over the age of 15. About one-third of these women worked as retail salespeople, sales clerks, cashiers or retail supervisors. An additional 2.2 million women (27.0%) worked in business, finance and administrative occupations. A smaller but still significant number of women also worked in occupations related to social science, education, government service and religion (985,000 or 12.3% of women) and there were also 813,000 (10.2%) employed in health occupations.
- Overall, relatively few women were found in occupations in a primary industry (only 115,000 in farming, forestry, mining or fishing) or in trades, transport and equipment operation (173,000) in 2007.
- From 1996 to 2007, the largest employment increase among women was in sales and service occupations; the second-largest was in business, finance and administration. There were also significant gains in occupations in social science, education, government service and religion.

Chart E.15 Distribution of female employment, by occupation, 2007

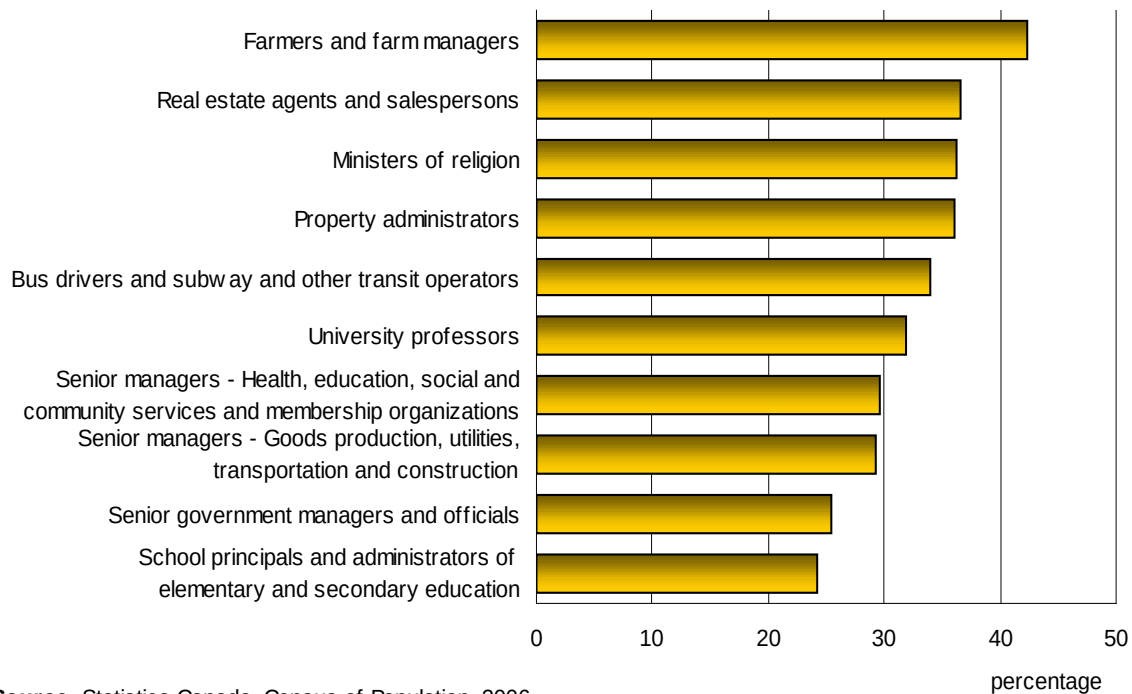


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0010.

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, 51 years, in 2006. About 36% of real estate agents, property administrators and ministers of religion were aged 55 or older. 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%).

Chart E.16 Share of workers 55 years and older, 2006



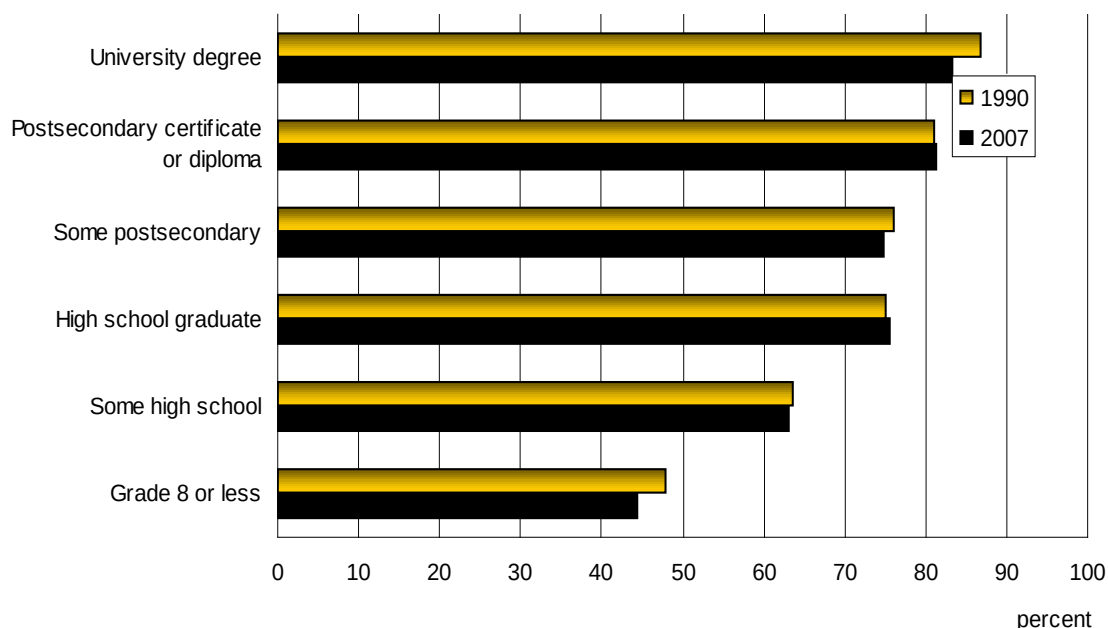
Source: Statistics Canada, Census of Population, 2006.

Section F – Educational attainment and training

The employment rate increases with higher education

- The greater one's education, the better the chances of finding work. In 2007, among people aged 25 to 64 years, the employment rate for high school graduates was 75.5%, compared with 83.2% for university graduates. Among university graduates, employment rates for people with advanced degrees, such as a master's or PhD, were slightly higher than those with a bachelor's degree. However, having some postsecondary education without having completed a program leading to a degree, certificate or diploma provided little advantage over high school graduation.
- Similarly, higher levels of education are correlated with lower unemployment rates. In 2007, the unemployment rate was 9.5% among people aged 25 to 64 years reporting less than a high school diploma, compared with 3.5% for those with a university degree.
- Despite the employment advantages associated with higher education, the employment rate for university graduates aged 25 to 64 years has dropped from 86.8% in 1990 to 83.2% in 2007. Employment increased for both postsecondary and university graduates during this period. However, the increase in the university graduate population outweighed their gains in employment, explaining the drop in their employment rate.

Chart F.1 Employment rates of 25- to 64-year-olds, by educational attainment, 1990 and 2007

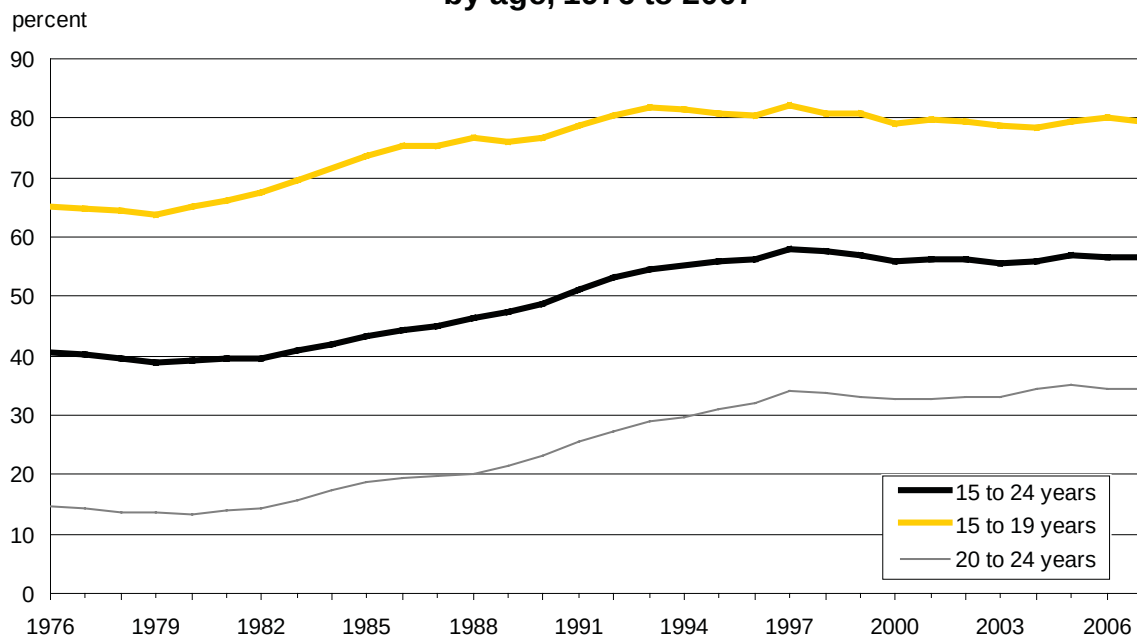


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0004.

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

- After significant increases throughout the 1980s and most of the 1990s, the proportion of youth aged 15 to 24 years attending school full time reached a peak of 58.1% in 1997, much higher than the 40.6% in 1976. For the last 10 years, the proportion of youth attending school full time has remained steady, from 56.0% to 57.6%. In 2007, 2.5 million youths were attending school full time, 56.6% of all 15- to 24-year-olds.
- For the last decade, more young women have been attending school than young men. By 2007, 59.0% of 15- to 24-year-old women were attending school full time, compared with 54.4% of young men. Young women aged 20 to 24 were the only group to have an increase in their school attendance rate during the period from 1997 to 2007, from 35.3% to 37.8%, respectively.

Chart F.2 Proportion of youth attending school full time, by age, 1976 to 2007



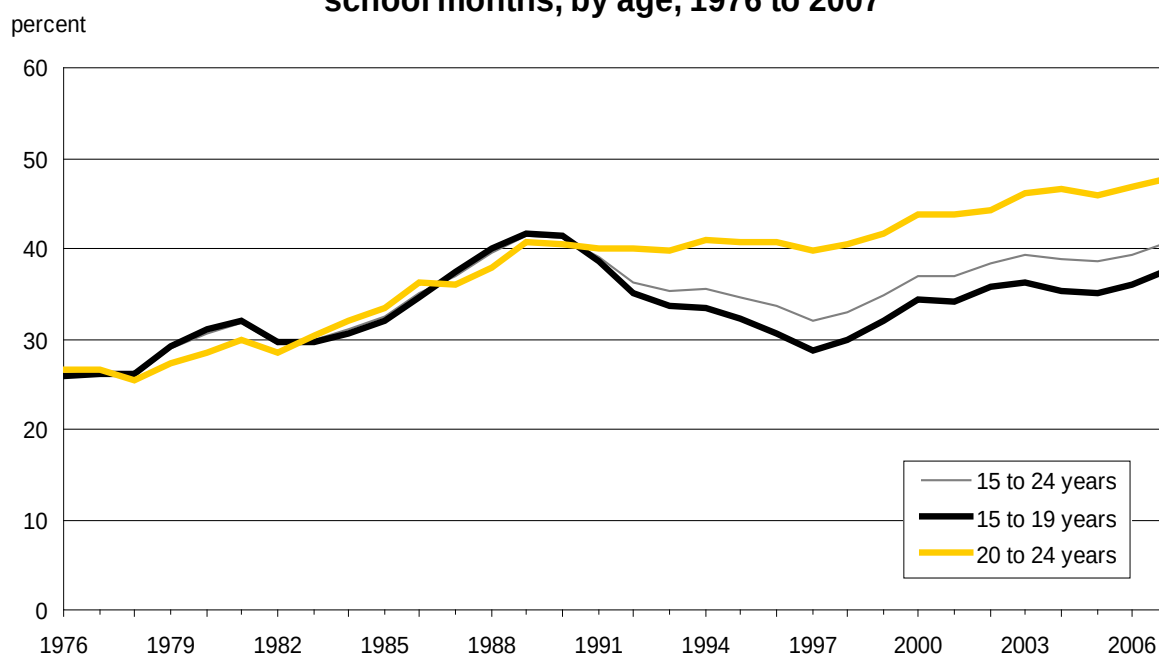
Note: School months are an average of January to April and September to December.

Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0005.

More students combine school and work

- Whether by necessity, by desire to make more money, or to gain work experience, a significant number of youths have a job while they are full-time students. In 2007, two in five full-time students aged 15 to 24 were in this situation (40.8%).
- Over the 1980s, the proportion of youth who juggled work and full-time school increased dramatically, reaching a peak of 41.4% in 1989. Spurred by the recession at the start of the decade, the rate fell for most of the 1990s. It was not until 1998 that the proportion of employed full-time students began to increase. From a low of 32.0% in 1997, it hit 40.8% in 2007.
- The increase in the employment rate among full-time students during the 1980s was shared equally among those aged 15 to 19 and 20 to 24, but during the decline in the 1990s, it fell only for 15- to 19-year-olds. Since that time, older students have remained more likely to have a job than teenage students.
- In 2007, nearly three in five full-time students (61.0%) who were working were employed as retail salespeople, cashiers, clerks, cooks, food counter and kitchen helpers, food and beverage servers or grocery shelf stockers.

Chart F.3 Employment rates of full-time students during school months, by age, 1976 to 2007



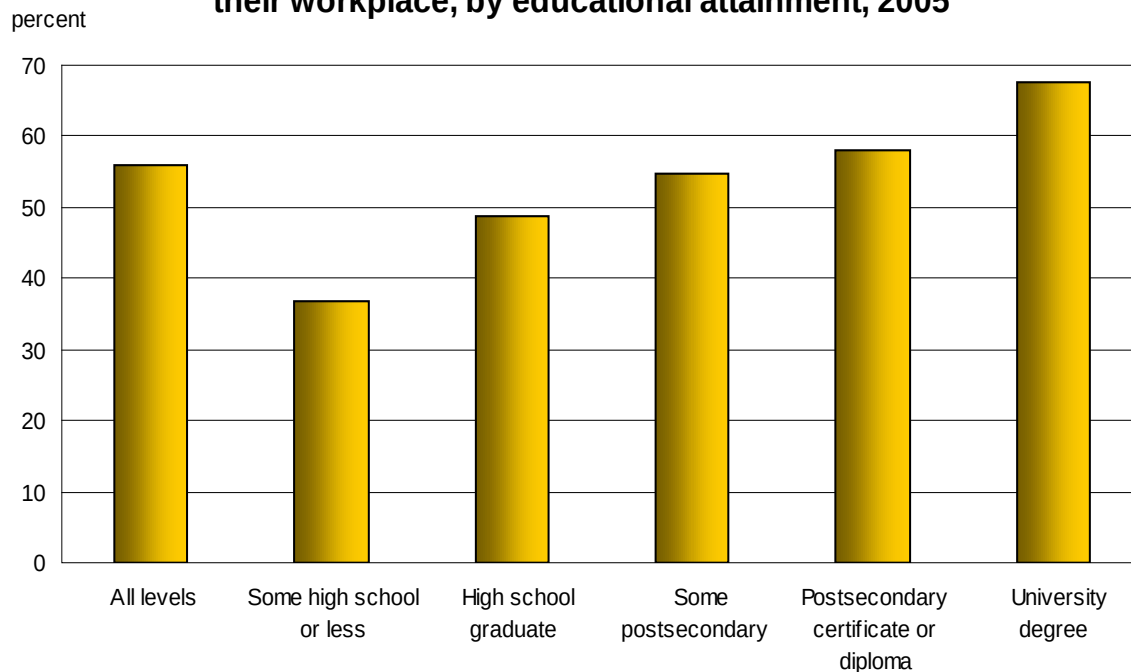
Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0005.

Note: School months are an average of January to April and September to December.

University graduates are the most likely to receive training

- More than half of all employees received some form of training in 2005. The more highly educated received more training, particularly classroom training—67.5% of university-educated employees received training in 2005, well above the overall average. Likewise, 70.9% of professionals received training, the highest rate of any occupational group in 2005.
- Although the overall training rate was virtually the same for youth and workers aged 25 to 44, the former tended to receive more on-the-job training, while the latter received more classroom training.
- Those employed in finance and insurance, as well as in the communications and other utilities industries (e.g., postal and delivery services), had the highest rate of training, particularly classroom training. Industries with high classroom training rates also tended to be those that had previously reported high concentrations of computer users, the highest incidences of innovation and higher performance levels, as measured by indicators such as labour productivity, sales growth and profitability. Also, the larger the workplace, the more likely one was to receive training. Specifically, 45.0% of employees received some form of training in smaller workplaces, compared to 68.4% in larger ones.

Chart F.4 Percentage of employees receiving training in their workplace, by educational attainment, 2005



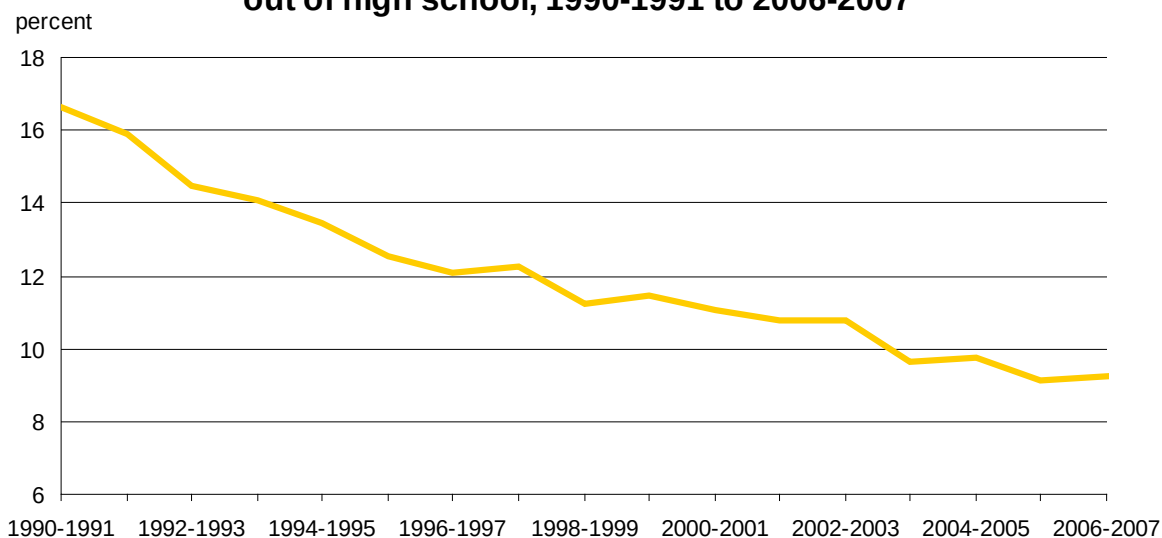
Source: Statistics Canada, 2005 Workplace and Employee Survey.

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

High school drop-out rate falls to less than ten percent

- Drop-out rates have declined significantly in Canada. During the 1990/1991 school year, the first year for which drop-out rates can be calculated using the Labour Force Survey, the rate was 16.6% for 20- to 24-year-olds. By 2006/2007, the drop-out rate had fallen to 9.3%, representing 205,000 people aged 20 to 24 without a high school diploma, and who were no longer attending school.
- Dropping out is becoming less common in all parts of Canada, but the decline has been most apparent in Eastern Canada. In Newfoundland and Labrador, as well as in Prince Edward Island, the drop-out rate over the most recent three school years averaged 9%, among the lowest in Canada, while it used to be among the highest in the early 1990s, at around 20%. Drop-out rates also fell sharply in Nova Scotia and New Brunswick.
- Although drop-out rates have declined in recent years, there are still pockets where rates remain relatively high. Rural areas, for example, tend to have higher drop-out rates than urban parts of Canada. Boys are still more likely than girls to drop out.

Chart F.5 Percentage of 20 to 24 year-olds who dropped out of high school, 1990-1991 to 2006-2007



Source: Statistics Canada, Labour Force Survey.

Note: The drop-out rate is the proportion of 20-24-year-olds without a high school diploma and not in school.

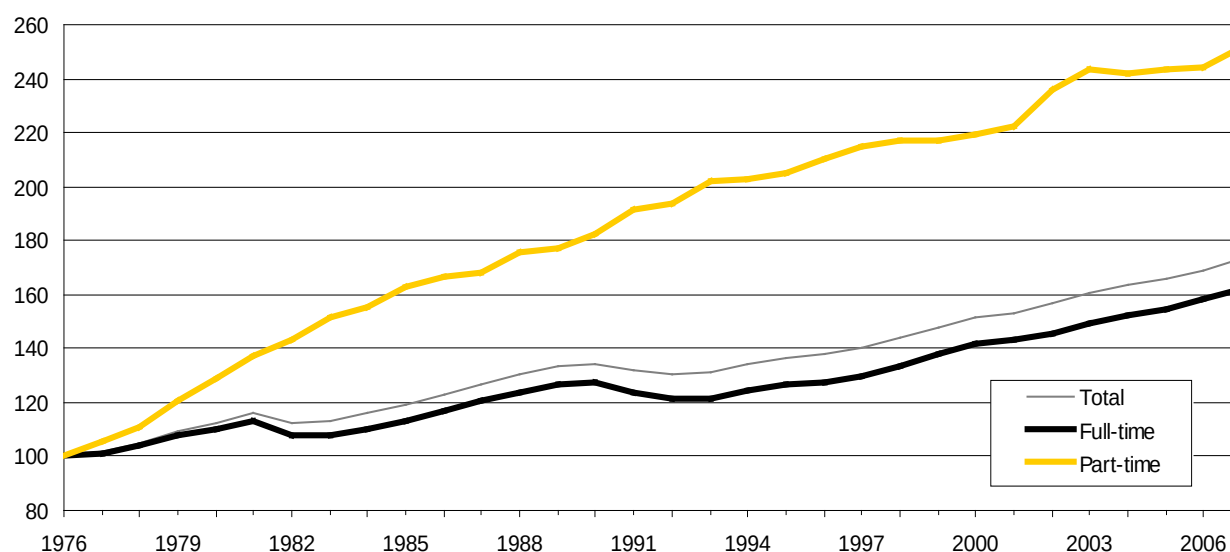
Section G – Full time, part time

Full-time employment growth continued to outpace that for part-time from 2005 to 2007

- In the last three decades prior to 2005, the number of people working part time increased sharply. The index shows that the number of part-time workers has more than doubled over thirty years, while full-time workers saw just over a 60% increase. In 2007, over three million workers, or nearly one in five worked part time compared with only one in eight in 1976.
- Following a slow pace of growth in part-time employment from 2003 to 2006, the pace quickened in 2007. However, compared to four years earlier, full-time employment rose by 8.6% in 2007, while part-time increased by 3.2%.
- Internationally, the Netherlands, Australia, the United Kingdom and Germany all had larger shares of part-time employment in 2007 than Canada. All these countries, with the exception of the United Kingdom, had a higher share of part-time workers in 2007 compared to 2000 (see section P.7).

Chart G.1 Employment indexes, by type of work, 1976 to 2007

1976=100



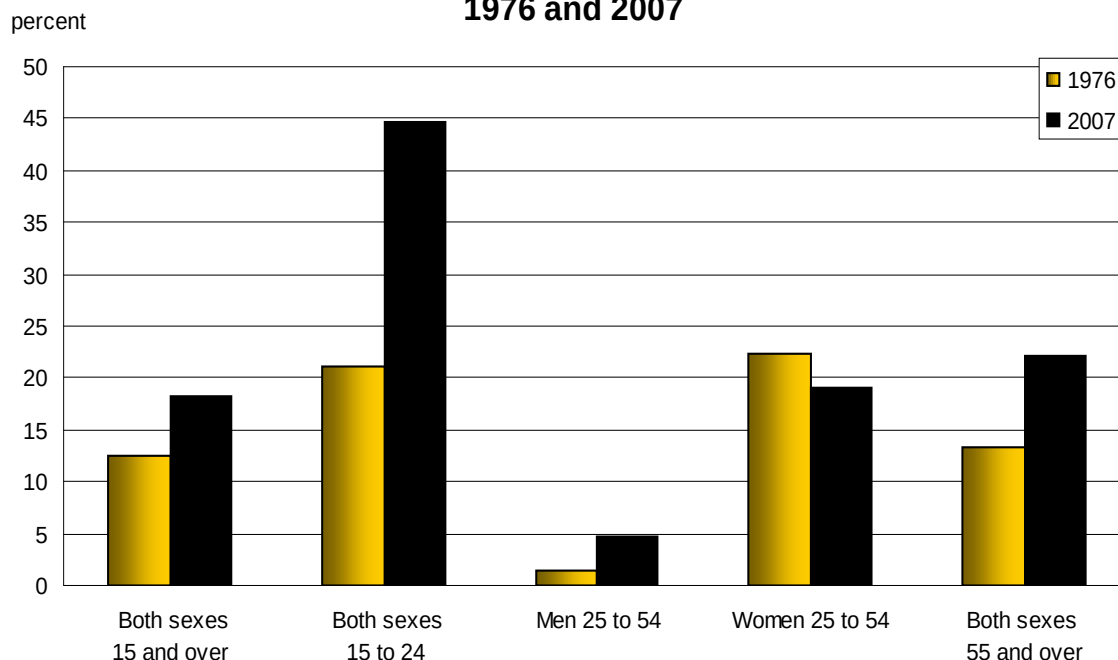
Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Note: For a definition of an index, please refer to the glossary.

Part-time rates highest among youth

- A number of factors are thought to be behind the long-term increase in part-time work: the switch to a service-based economy, extended operating and production schedules, and increased fluctuations in business activities. Also, both employers and employees have more widely accepted flexible hours—as a cost-saving measure for employers and as a means of balancing home and work lives for employees.
- Part-time employment rates have increased most notably among youth: more than two in five 15- to-24-year-olds worked part time in 2007, compared with only one in five in 1976. With more young people attending school, working part time may be the most feasible option for those who want to earn money and gain work experience.
- Part-time work was also common among women aged 25 to 54 and workers 55 and over. About one in five workers in these two groups worked part time in 2007, while few adult men (4.6%) did so. The part-time rate has grown for older workers and 25- to-54-year-old men since 1976, while it has dropped slightly for women of the same age. Youth were more likely to work part time in retail trade, food services, and information, culture and recreation. Women aged 25 to 54 and older workers were more likely to work part time in health care and social assistance, retail trade or educational services.

Chart G.2 Part-time employment rates, by sex and age, 1976 and 2007

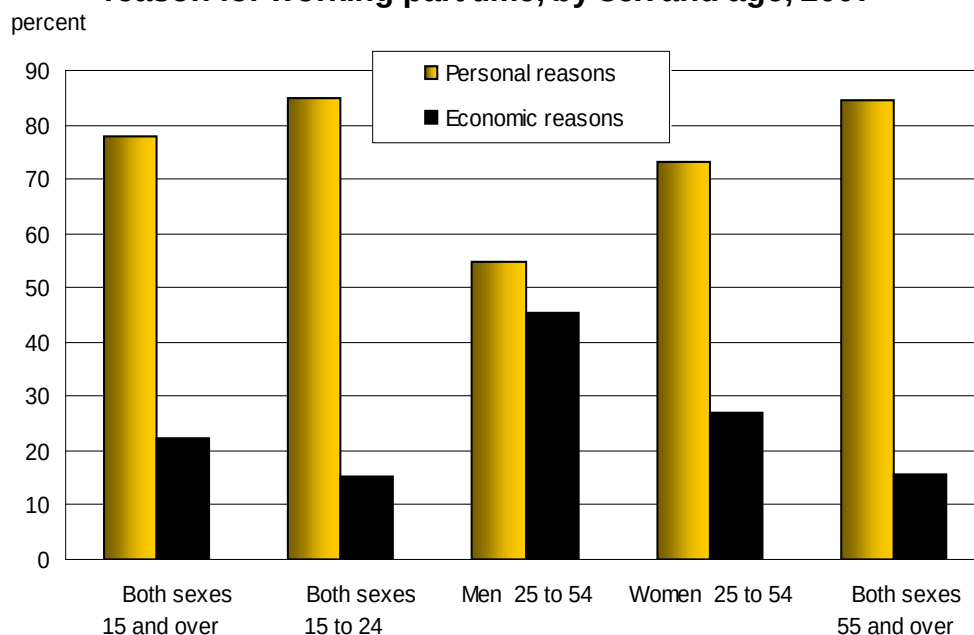


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0002.

Most part-time workers voluntarily work fewer hours

- Over three-quarters of part-timers or 3.1 million people chose to work less than 30 hours a week in 2007. Young people, women aged 25 to 54 and older workers were most likely to prefer the shorter hours they worked. Most youth choose part-time work because they are attending school. Older workers choose shorter hours as a personal preference; for many, it is a transition phase on the way to retirement or after retirement.
- Adult women often work part time because of personal or family responsibilities. Although both spouses are working in most families today, data on time use from the 2006 Census showed that adult women are still more likely to put in longer unpaid hours around the home.
- In contrast, of the 287,000 men aged 25 to 54 who worked part time in 2007, a large proportion (45.2%) said they could not find full-time work because of poor economic or business conditions. Of the other men who worked part time by choice that year, most did so as a personal preference or because they were going to school.

Chart G.3 Proportion of part-time workers, by reason for working part time, by sex and age, 2007

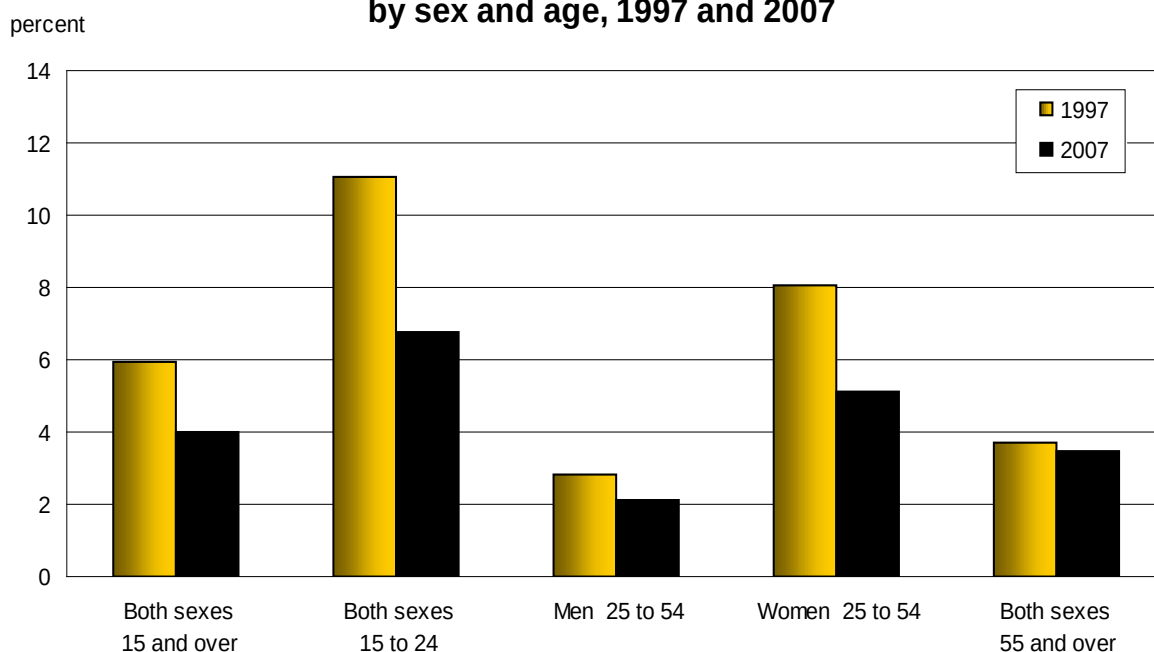


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0014.

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

- In 2007, 679,000 or 4.0% of employed workers reported a preference for full-time work, but were working part time. These involuntary part-time workers made up almost a quarter of all part-timers. Less than a third of the involuntary part-timers looked for full-time work.
- The vast majority of involuntary part-timers were youths and women aged 25 to 54. Both of these groups display seasonal patterns: the number of young involuntary part-timers increases during the summer months when full-time hours are preferred, while the number of adult female involuntary part-time workers peaks in the fall, when children return to school.
- Involuntary part-time work rises and falls with the unemployment rate, an indication that people are forced into part-time work when economic conditions worsen. Since 1997, the share of involuntary part-timers has shrunk as the unemployment rate declined over the decade. In 2007, the unemployment rate attained a record low, as did the share of involuntary part-time workers. Involuntary part-time work is more common in the Atlantic provinces, where unemployment rates are above the national average.

**Chart G.4 Rate of involuntary part-time work,
by sex and age, 1997 and 2007**



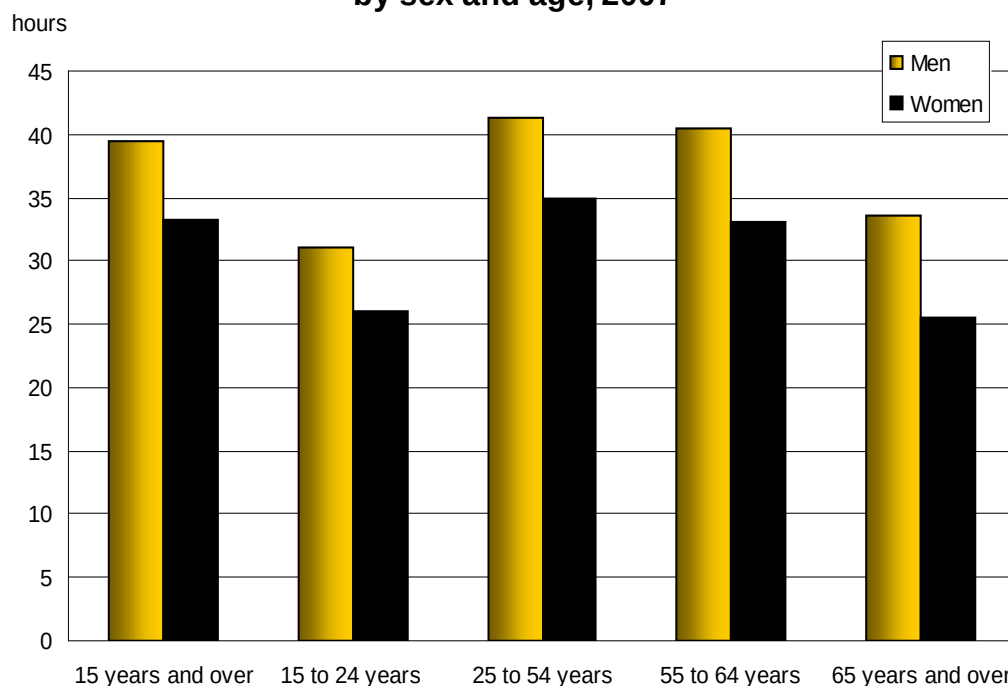
Source: Statistics Canada, Labour Force Survey, CANSIM tables 282-0002 and 282-0014.

Section H – Hours of work and work absences

Men usually work longer hours than women

- On average, women usually worked fewer weekly hours than men at their main job (33.2 versus 39.5 hours in 2007). Although all age groups follow this trend, the gap between men's and women's hours was higher for older people.
- For example, in 2007, young men aged 15 to 24 worked five hours longer at their main job each week, on average, than their female counterparts (31.1 versus 26.0 hours). There was an 8-hour gap in the usual weekly hours of men and women aged 65 and over (33.6 and 25.5 hours, respectively, in 2007). Among adult workers (aged 25 to 54), the gap was slightly more than six hours.
- Usual weekly hours have declined for all age groups over the past three decades, but the drop has been most pronounced among youth aged 15 to 24. In 1976, youth worked, on average, 35.0 hours in a usual work week. By 2007, their hours were down to 28.5. This decline may be associated with rising secondary and postsecondary enrolment in the 1980s and 1990s, resulting in more youth working part time while attending school, as opposed to leaving school and immediately starting full-time work.

Chart H.1 Average hours usually worked per week, by sex and age, 2007

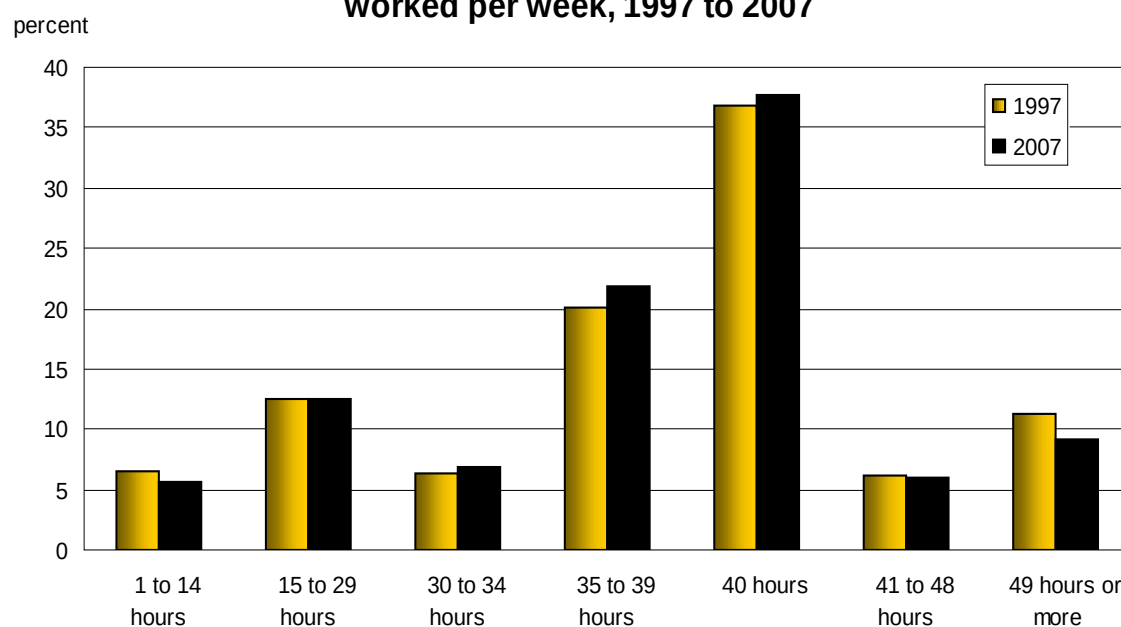


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0028.

Usual hours up for women; they are down for men and older workers

- The average number of usual hours of work continued to fall from 1997 to 2007, even though more full-time workers entered the labour market. The decline was the result of shifts in the distribution of hours in the work week. More people were putting in a work week of 30 to 40 hours, as fewer people were working very long hours (49 or more) or very short hours (under 15).
- Not only were women more likely to be employed, but their work week increased. In 2007, women worked an average of 33.2 hours a week, up 0.7 hours from 1997. During this period, women shifted from working short- or part-time hours to working 30 to 40 hours a week.
- In contrast, the work week for men declined 0.7 hours, to an average of 39.5 hours. Instead of working extremely long or extremely short work weeks, they had been working 15 to 40 hours. In 1997, about 16.7% of men of all ages worked 49 hours or more; by 2007, this proportion had declined to 13.8%.
- Older workers also moved away from working very long hours, and had the largest growth in those working 15 to 39 hours. This brought their standard work week down 0.7 hours to 36.1 hours in 2007.

Chart H.2 Distribution of employment by hours usually worked per week, 1997 to 2007

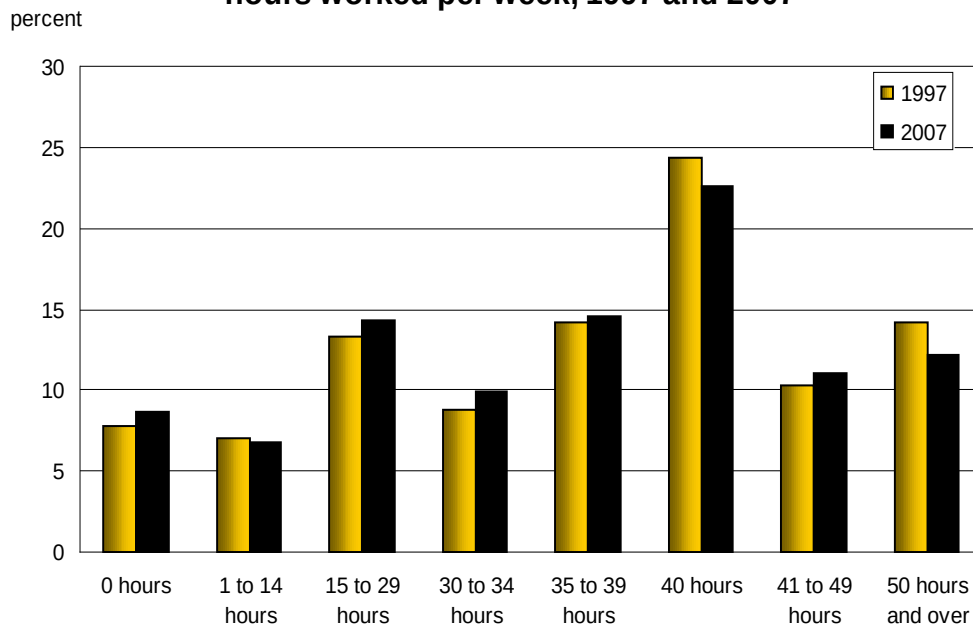


Source: Statistics Canada, Labour Force Survey.

On average, Canadians are working fewer actual hours a week

- Over the long term, the average number of actual hours that Canadians work has been trending down. In 2007, when factoring in overtime and hours lost into the usual work week, the average Canadian worked 33.3 hours per week, down 0.9 hours from 1997. Men worked an average of 36.9 hours per week (down 1.2 hours from 1997), while women worked 29.3 hours (down 0.2 hours). While the long-term tendency has been toward shorter hours, in the last five years, actual hours have hovered around the 33-hour mark.
- Although the 40-hour work week was the most common kind of work week among employed Canadians, a smaller proportion worked it in 2007 compared to 1997 (22.6% versus 24.4%). Since 1997, fewer workers were working very long (50 or more) and very short (1 to 14) hours.
- A larger share of workers are also clocking in zero hours during their work week in 2007 than in 1997 (8.7% versus 7.8%). Growth in these full-week absences is mostly due to more people taking time off for vacations, own illness or disability and personal or family responsibilities (including maternity or parental leave). More women than men take full-week absences from work, as women take time off for maternity or parental leave or both.

Chart H.3 Distribution of employment, by actual hours worked per week, 1997 and 2007

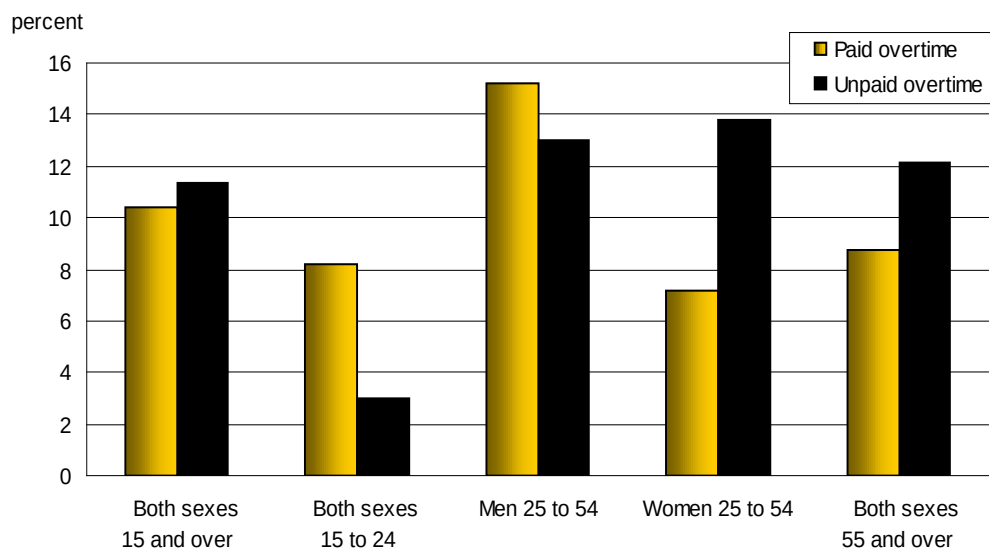


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0018.

More employees are working overtime

- Over one in five employees (22.6%), about 2.9 million, worked paid or unpaid overtime in a given week in 2007. This is an increase from 1997, when 18.6% of all employees worked overtime. In 2007, these employees worked an average 8.6 hours per week in excess of their usual hours, somewhat less than the average 9.3 hours in 1997. Employees were slightly more likely to work unpaid (11.4%) than paid overtime (10.4%) in 2007.
- Men are more likely to work overtime than women, and when they do, they are usually paid for it, unlike women, whose overtime is normally unpaid. Overall, 25.9% of male employees worked overtime in 2007, 53.8% of whom were paid for the extra hours. A total of 19.1% of female employees worked overtime, almost two-thirds of whom worked the overtime without pay. A higher proportion of adult men work in natural resources, utilities, manufacturing and construction sectors where paid overtime is more common. Adult women are more likely to be working in education and health care and social assistance, sectors most likely to report unpaid overtime.
- Youth are less likely to work overtime than adult workers, and youth who do work overtime are more likely to be paid to do so. In 2007, 11.6% of employees aged 15 to 24 worked overtime, and of those who did, almost three in four were paid for their overtime hours. Some of the reasons why youth are more likely to be paid for their overtime hours include: youth tend to work fewer hours than adults since many combine school and work; youth are generally paid by the hour versus a salary; they are less attached to their jobs than adults and therefore less willing to work unpaid hours; and they are more likely to work in industries that pay for overtime hours, like retail trade and accommodation and food services.

Chart H.4 Proportion of employees working paid or unpaid overtime, by sex and age, 2007

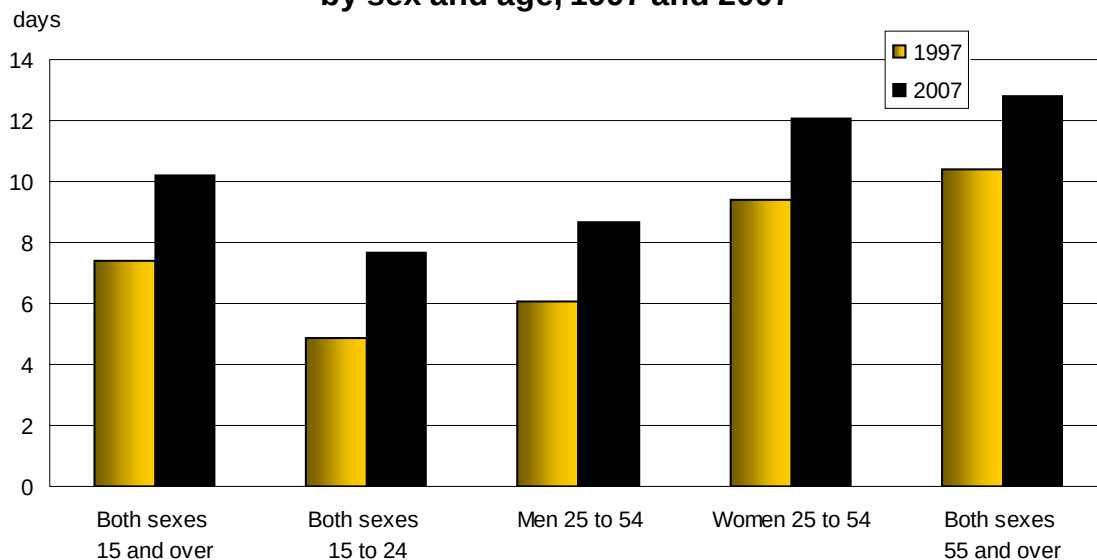


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0084.

Days lost from work are increasing

- Absences from work because of personal reasons (which include own illness or disability and other personal or family demands) have increased in recent years. In 2007, full-time employees holding one job missed 10.2 days of work versus 7.4 in 1997. Several factors account for the rising trend, notably, the aging of the work force and the growing share of women in the work force, especially mothers with young children.
- Women were absent from work more days than men (12.0 versus 8.8 days in 2007). The presence of preschool-aged children exerts a strong influence on work absences, especially for women. In 2007, the average days lost for mothers with preschoolers at home was 14.7 days as opposed to 11.7 days for fathers with preschoolers at home. Workdays missed because of illness or disability increased with age, from an average of 6.0 days for those aged 15 to 24 to 11.2 days for full-time employees aged 55 and over.
- The number of days lost differs by public or private sector, with almost all of the difference a result of illness and disability absences. In 2007, full-time employees in the public sector lost more days (12.8 days) than those in the private sector (9.5 days).

**Chart H.5 Days lost per worker for personal reasons,
by sex and age, 1997 and 2007**



Note: Days lost exclude maternity leave.

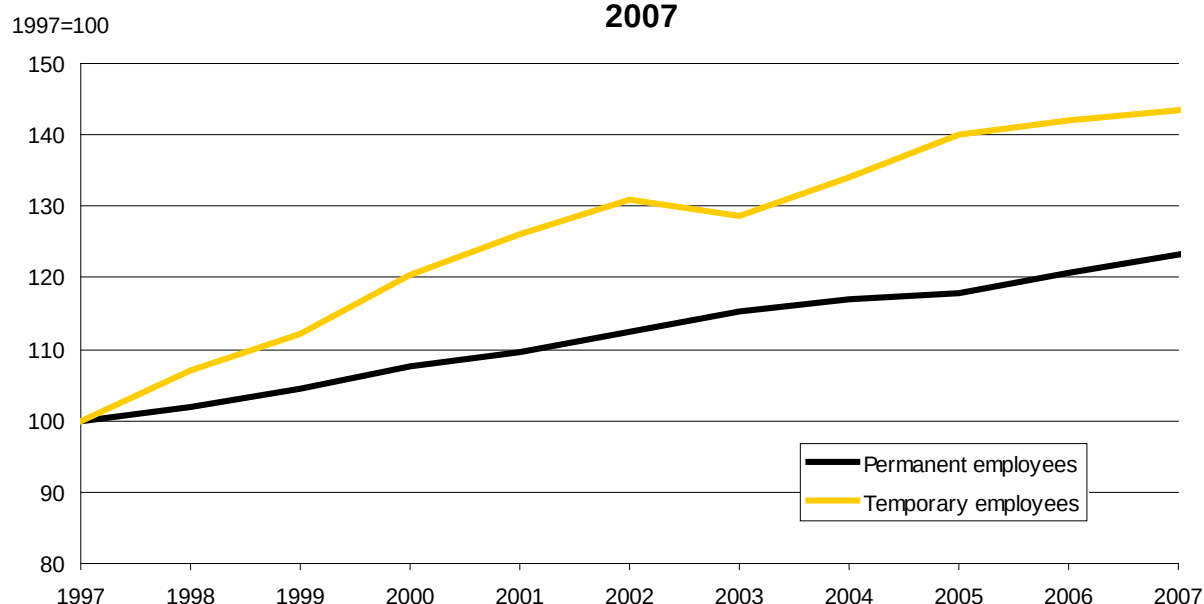
Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0029. [

Section I – Temporary employment

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

- Job permanency—whether or not a job has a predetermined end date—can be used alongside other indicators as a measure of job quality. A permanent job generally tends to be more stable and has higher wages than a temporary job. For example, in 2007, the average hourly wage of permanent employees was \$21.07, compared with \$15.99 for temporary employees.
- In 2007, the vast majority of Canadian employees (87.1%) had permanent jobs—with no predetermined end date. Employees with temporary jobs, which include term or contract, casual or seasonal-type jobs, numbered 1.8 million in 2007.
- The industries with the largest shares of temporary workers in 2007 were agriculture; educational services; information, culture and recreation; business, building and other support services; and construction.
- Temporary jobs increased at a faster pace than permanent ones from 1997 to 2007 (43.5% versus 23.2%), but in terms of sheer numbers, there were far more permanent jobs added (2.3 million) than temporary ones (559,000). Nevertheless, the share of all employees in temporary jobs has increased to 12.9% in 2007 from 11.3% in 1997.

Chart I.1 Employment indexes, by job permanency, 1997 to 2007



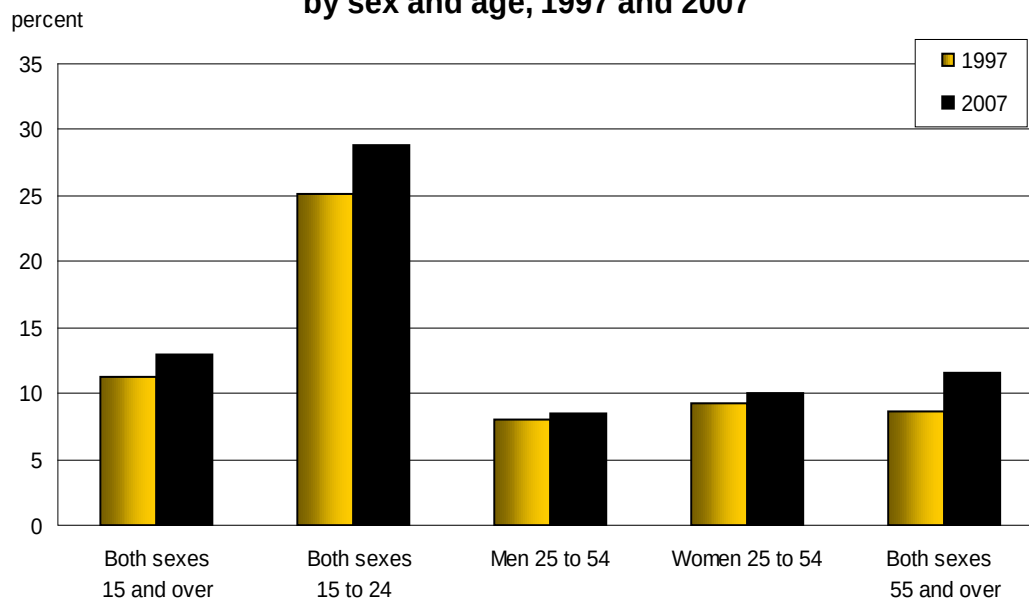
Note: For a definition of an index, please refer to the glossary.

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

Three in 10 temporary employees are young people

- Temporary employment continues to be predominant among youths aged 15 to 24. In 2007, 28.8% of young employees had temporary jobs, compared with 9.2% of core-aged employees (those aged 25 to 54). Most of the growth in temporary jobs during the 1997 to 2007 period (67.6%) was driven by youths and older workers (those 55 years and over).
- Over 1 in 10 (11.5%) employees aged 55 years and over had temporary jobs in 2007. This rate has remained stable since 2000, but is up slightly from 1997 (8.6%). Because older workers were staying in the workforce longer (Ferraro and Marshall 2007), the number of older workers with a temporary job has more than doubled from 1997 to 2007 to 207,000.
- A somewhat higher proportion of core-aged women (10.0%) had temporary jobs than core-aged men (8.4%) in 2007, a pattern consistent throughout the 1997 to 2007 period.

**Chart I.2 Rate of temporary employees,
by sex and age, 1997 and 2007**

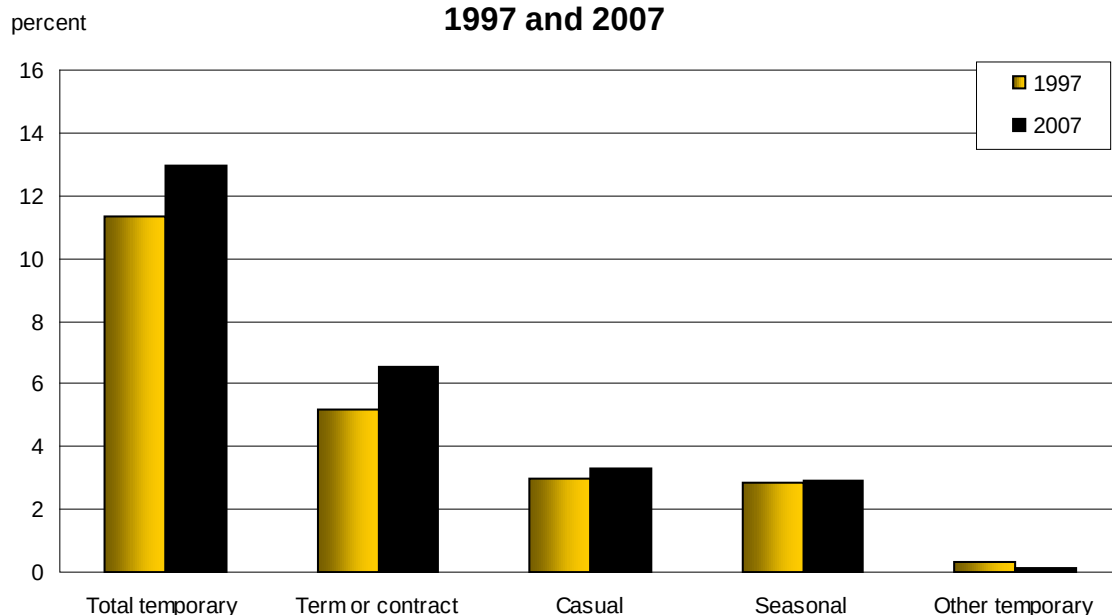


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0080.

The majority of temporary employees are in term or contract jobs

- Term or contract employment, including employment of workers through a temporary help agency, constituted the lion's share of temporary employment in 2007 and represented 6.6% of all employees (935,000). They were followed by casual workers (475,000) and seasonal employees (417,000), each accounting for approximately 3.0% of all employees.
- While overall temporary employment grew 43.5% from 1997 to 2007, the greatest change was in term or contract employment (up 59.0% or 347,000), with growth noted among all age groups.
- More men than women were represented in seasonal employment in 2007, while more women were in casual and term or contract employment. Agriculture and construction were industries with a large share of seasonal workers, with men making up the majority. Workers aged 25 to 54 were more likely to have term or contract employment, while youth were found in all types of temporary jobs.

**Chart I.3 Rate of temporary employees, by type,
1997 and 2007**

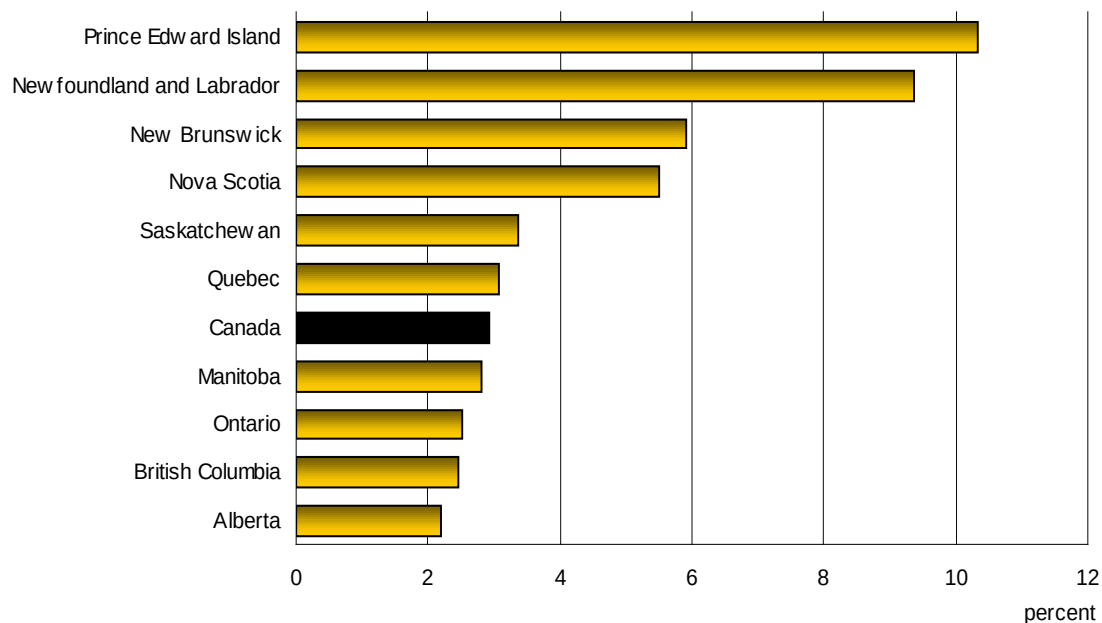


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0080.

The Atlantic provinces have the highest rates of seasonal workers

- About 1 in 10 employees in Prince Edward Island (10.3%) and Newfoundland and Labrador (9.4%) were seasonal workers in 2007, the highest rate of all provinces. New Brunswick and Nova Scotia followed at 5.9% and 5.5%, respectively.
- All provinces saw a decrease in their rate of seasonal employment from 2005 to 2007, except for Quebec and Nova Scotia, which experienced no change. Men made up the large majority of seasonal workers in all provinces in 2007. Only in British Columbia did men represent just over half of all seasonal workers in the province (56.0%) in 2007.
- Industries that have a higher than average representation of seasonal workers include agriculture, construction, information, culture and recreational services, forestry, fishing, mining, oil and gas, business, building and other support services, accommodation and food services and transportation and warehousing.

Chart I.4 Rate of seasonal workers, by province, 2007



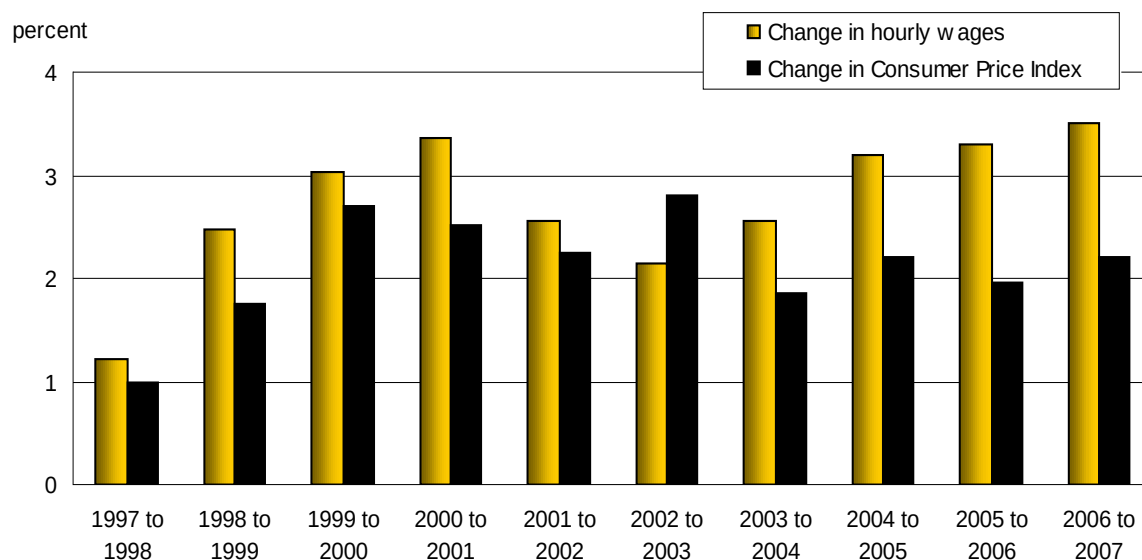
Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0080.

Section J – Wages and income

Wages adjusted for inflation rose for the fourth consecutive year

- In 2007, Canadian employees earned an average of \$20.41 per hour before taxes and other deductions, 3.5% more than the year before. During that period, the Consumer Price Index (CPI) increased 2.2%, so the real average hourly wage, adjusted for inflation, was 1.3% higher than in 2006. After the real average hourly wage, adjusted for inflation, declined 0.6% from 2002 to 2003, the average hourly wage (in current dollars) rose faster than the CPI.
- Men's hourly wages have traditionally been higher than women's. In 2007, women earned an average of 84 cents for every dollar earned by men. This wage gap remained fairly stable from 2005 to 2007, with the exception of the youth aged 15 to 24, where average hourly wage did not rise as fast for women as it did for men. Despite everything, that age group had the smallest difference in wages between the sexes. Also, the greater the age, the wider the gap in average hourly wages became.
- Alberta's strong economy has had a positive impact on its average hourly wages, which rose 6.1% in 2007, or 3.8%, if adjusted for inflation. Since 2006, Alberta has had the highest hourly wage in Canada, higher than Ontario. However, the gain was eroded by the soaring cost of living, as the province's CPI increased, the largest increase in the country. Nova Scotia and Newfoundland and Labrador also fared particularly well, with increases of 3.0% and 2.9% in real hourly wages, respectively. Their average hourly wages, \$17.35 and \$17.46, nevertheless remained below the national average. In Newfoundland and Labrador, which enjoyed the third-largest gain in average hourly wages and the smallest rise in the cost of living (+1.5%), the net result was an increase in purchasing power.

Chart J.1 Annual percentage change in average hourly wages (current dollars) and in the Consumer Price Index

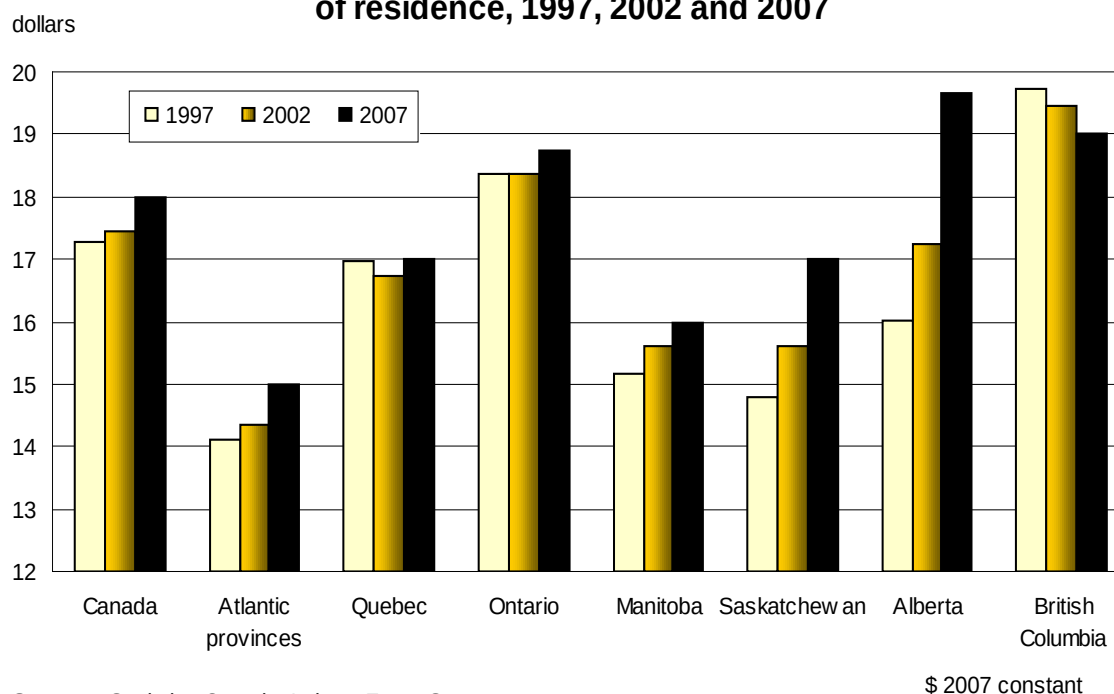


Sources: Statistics Canada, Labour Force Survey and Consumer Price Index, CANSIM tables 282-0070 and 326-0021.

Alberta's booming labour market associated with the highest median wage

- In 2007, the minimum hourly wage was above \$8 in every province of Canada except Prince Edward Island, New Brunswick and Nova Scotia. About 2.4% of employees in the ten provinces earned wages lower than the provincial legal minimum because of the type of job they had and existing legislation.
- The proportion of employees paid less than \$8 an hour in 2007 constant dollars has been shrinking since 1997. Despite a jump of 4 percentage points in the early 2000s, particularly in Quebec and Ontario, the proportion fell by 1.6 percentage points from 1997 to 2007.
- In contrast, proportionally fewer employees earned from \$20 to \$29.99 an hour in 2007 than in 1997, while the proportion of employees earning \$30 or more climbed 4.7 percentage points to 17.8%. The increase, which was larger than for any other wage group, was mainly due to more employees earning from \$30 to \$39.99.
- The median wage in Canada has been on an upward trend since 2003. In 2007, one out of two employees was earning less than \$18.00 an hour. Alberta and British Columbia had the highest median hourly wages, at \$19.67 and \$19.00, respectively.
- Alberta enjoyed a much larger increase in the median wage in 2007 constant dollars than any other Canadian province from 1997 to 2007. As a result, Alberta caught up to British Columbia, the only province whose median hourly wage declined from 1997 to 2007 (from \$19.73 to \$19.00). While British Columbia's median hourly wage increased by \$0.60 from 2006 to 2007, it is too early to say that it is a trend reversal. In Quebec, the median hourly wage remained fairly steady during the period, hovering between \$16.72 and \$17.00.

Chart J.2 Median hourly wages of employees, by province of residence, 1997, 2002 and 2007

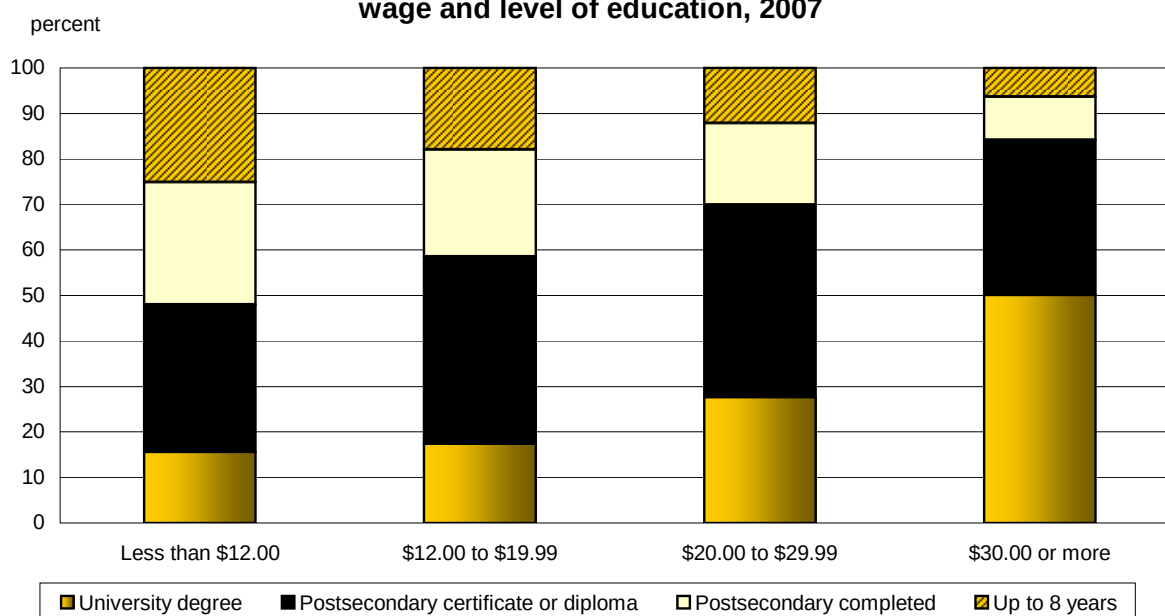


Source : Statistics Canada, Labour Force Survey.

People aged 30 to 39 have the highest median hourly wages

- More men than women have high hourly wages. In 2007, men had a median wage of \$20.00 an hour, \$3.63 more than women. The median hourly wage gap between men and women shrank from 2000 to 2004. Since then, it has been fairly stable.
- In 2007, Canadian employees aged 30 to 59—two-thirds of employees—had the highest median hourly wage (\$20.51). In contrast, people aged 15 to 24 and those aged 65 and over had the lowest median wages, at \$10.00 and \$14.00, respectively.
- To reduce the impact that age has on the observed differences in hourly wages, we use the group of people aged 25 to 54, the core-age for the labour force, as a benchmark. For that group, wages increase with the number of years of education completed. Despite a median wage of about \$26, nearly one in seven employees with a university degree earned less than \$12 an hour in 2007. However, that proportion has been declining since 2005.
- Partly because of the rising minimum wage, employees with the lowest median wage (\$14.00)—that is, employees with a Grade 8 education or less—had the largest increases in median hourly wages in 2007.
- From 1997 to 2007, employees with an education above the bachelor's level experienced a 1.8% decline in their median wage in 2007 constant dollars, though they still had a higher median wage than any other education group, at \$29.12. This decrease was accompanied by a drop in the employment rate; in other words, employment growth did not keep pace with population growth.

Chart J.3 Distribution of the population aged 25 to 54, by hourly wage and level of education, 2007

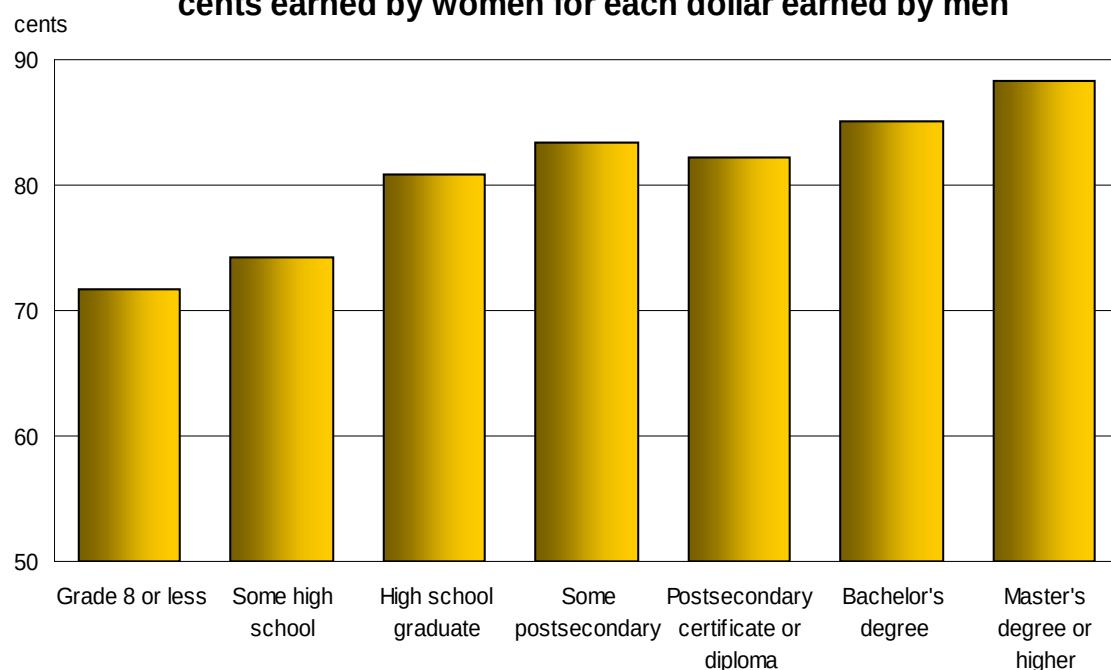


Source: Statistics Canada, Labour Force Survey.

Wage gap between men and women narrows as education level rises

- Higher levels of education are generally associated with higher wages. The supply of workers with very high levels of education is fairly limited, driving up their earnings. Sometimes education is also used as a screening criterion that indicates a capacity to learn new abilities or to apply critical thinking in new ways. In 2007, employees with master's and doctoral degrees earned an average of \$30.44 per hour, 75% more than employees with just a high school diploma (\$17.37 an hour).
- The higher the level of education, the narrower the wage gap between the sexes as a proportion of earnings, except for people with some postsecondary education. However, women's hourly wages remain below men's for all levels of education. For example, in 2007, women with a bachelor's degree earned 85 cents for every dollar earned by men, while women with an educational level of Grade 8 or less earned 72 cents for every dollar earned by men.
- Since 1997, the hourly wage in 2007 constant dollars has declined for both men and women who do not have a high school diploma (Grade 8 or less, or some high school). In contrast, workers with a postsecondary certificate or diploma enjoyed the largest increase in wages (+5.0%). While employees with master's or doctoral degrees had the highest wages in 2007, their earnings in 2007 constant dollars were at about the same level as in 1997.

**Chart J.4 Wage gap by educational attainment, 2007:
cents earned by women for each dollar earned by men**

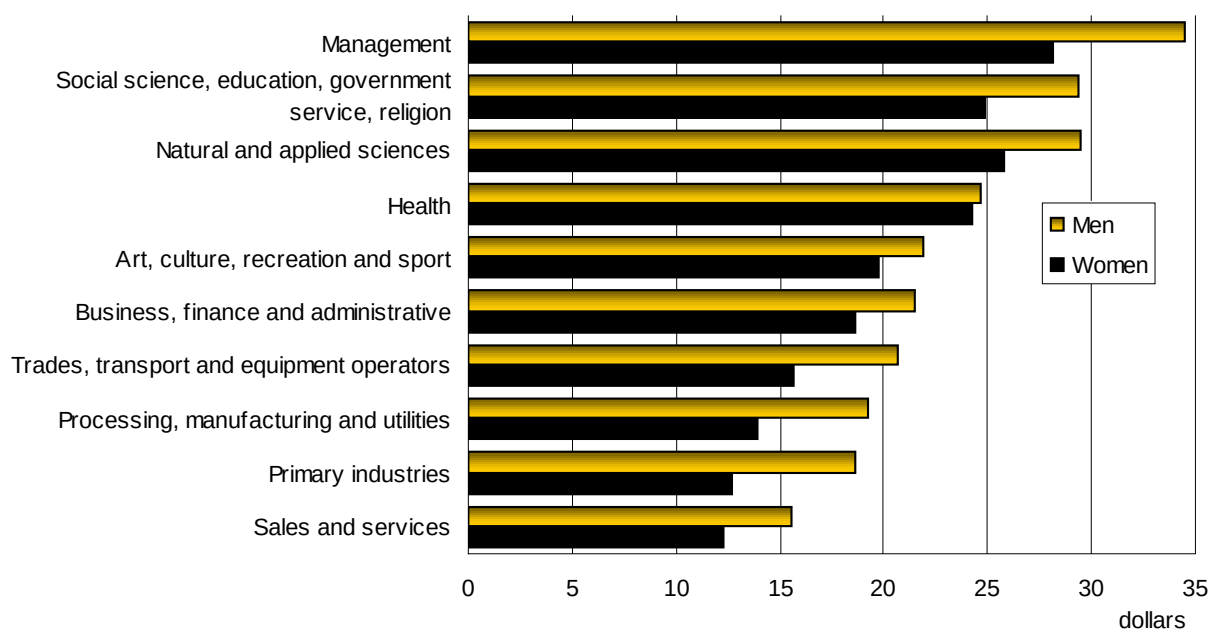


Source: Statistics Canada, Labour Force Survey.

The male–female wage differential differs by occupation

- About one in four Canadian employees work in sales and service occupations—the highest concentration of employees in the occupational groupings. The wages in these jobs are the lowest, averaging only \$13.65 per hour in 2007. The highest wages that year (\$31.93) were earned by employees in management occupations, who accounted for nearly 7% of all employees.
- Prince Edward Island was the province with the smallest male–female wage differential in 2007, as women earned nearly 97 cents for every dollar earned by men. Despite favourable economic conditions in Alberta, it had the largest wage gap, with women earning just under 79 cents for every dollar earned by men. The hourly wage gap between men and women has been shrinking over the last 10 years, particularly in Prince Edward Island, New Brunswick and Manitoba. The provinces that are slowest at closing the gap are Ontario and Newfoundland and Labrador.
- While average wages have always been lower for women than for men, the wage gap in 2007 constant dollars has narrowed in the majority of occupations in the last 10 years. It has shrunk fastest for employees in finance, secretarial and administrative jobs. Meanwhile, the hourly wage gap between men and women in primary industry occupations has remained unchanged. In 2007, the largest male–female wage gap was in blue-collar occupations in the following areas: primary industries; processing, manufacturing and utilities; and trades and transport and equipment operators. In contrast, women in health occupations earned almost the same hourly wage as men.

Chart J.5 Average hourly wages, by occupation and sex, 2007

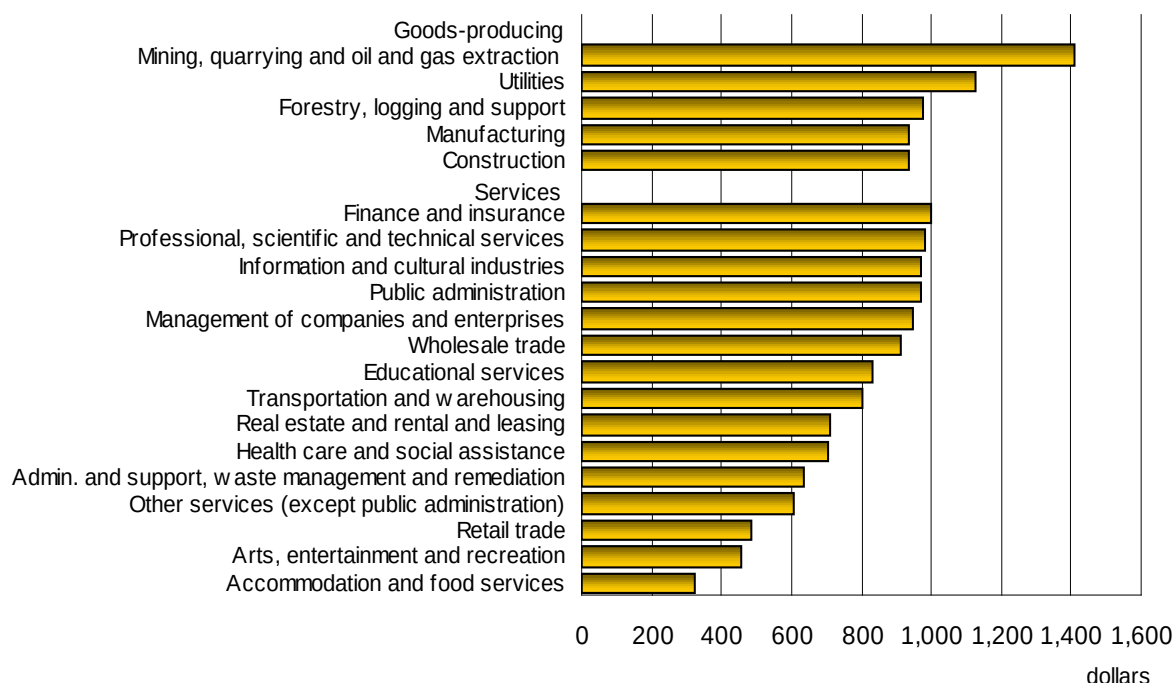


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0070.

Oil and gas extraction the highest-paid activity

- Dividing the economy into two broad industry classes—goods-producing and services—reveals that the average weekly earnings of workers tend to be much higher in the goods-producing industry than in the services industry. In 2007, for example, average weekly earnings stood at \$977 for employees in the goods-producing industry as a whole, compared with only \$716 in services. The lower wages found in the services industry is due, in part, to the high incidence of part-time work associated with these jobs.
- Among goods-producing sectors, two sectors had average earnings in excess of \$1,000 per week in 2007, indicating an annual wage or salary above \$52,000 (including overtime). The first sector was mining, quarrying, and oil and gas extraction, where average weekly earnings were \$1,409; oil and gas extraction workers, who are part of the sector, received \$1,697. The second sector was utilities, which includes electric power generation, natural gas distribution, and water supply and sewage treatment industries, where workers made \$1,127 weekly. In the manufacturing sector, wages varied, ranging from \$1405 for motor vehicle manufacturing to \$577 for the leather and allied product manufacturing.
- In 2007, among service-producing sectors, the two highest-paying sectors were finance and insurance (weekly average of \$998) and professional, scientific and technical services (\$984). At the other end of the wage range, three service sectors had average weekly earnings under \$500: accommodation and food services (\$324); arts, entertainment and recreation (\$454); and retail trade (\$486). The low weekly wage in these sectors is a reflection of a high percentage of part-time work and, in some of the sectors, it is also a reflection of low hourly wages.

Chart J.6 Average weekly earnings, by industry, 2007

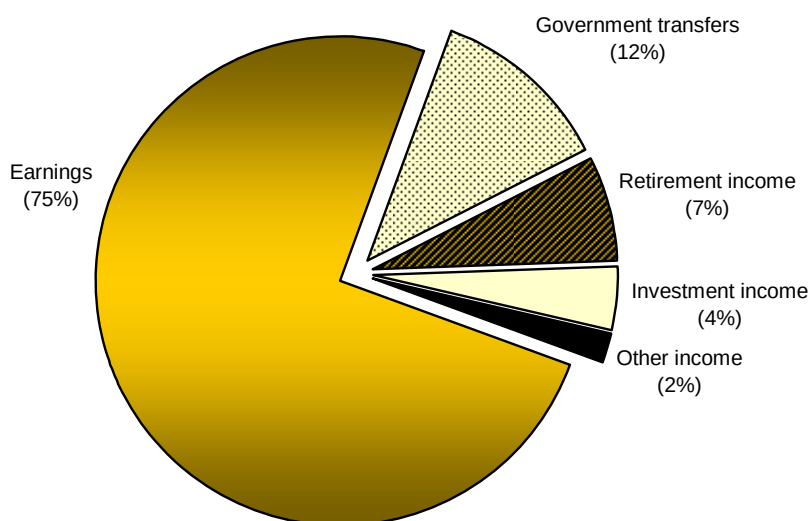


Source: Statistics Canada, Survey of Employment, Payroll and Hours, CANSIM table 281-0027.

Earnings make up the lion's share of total income

- Total income consists primarily of earnings, retirement income, investment income and government transfers. The proportion each component contributes to total income depends on a number of factors, including a person's labour force status (employed, unemployed or not in the labour force) and stage in the life cycle (e.g., a student working part time, a full-time worker at the peak of her career, a retiree). For Canadians generally, earnings made up the highest proportion of total income (75% in 2006), distantly followed by government transfers (12%), retirement income (7%) and investment income (4%).
- Significant differences in the distribution of total income by its components are observed among various age groups and family types. For example, the earnings proportion of total income was only 14% in 2006 for elderly families with a main earner aged 65 and over, compared with 72% for lone-parent families, and 85% for all other families.
- The importance played by earnings in total income has been decreasing over time but has rebounded in recent years. For example, in the early 1980s, the earnings of Canadians accounted for 80% of total income, on average, falling to 73% by 1996, when government transfers were particularly high. By 2006, it had returned to 75%.

Chart J.7 Distribution of total income, 2006

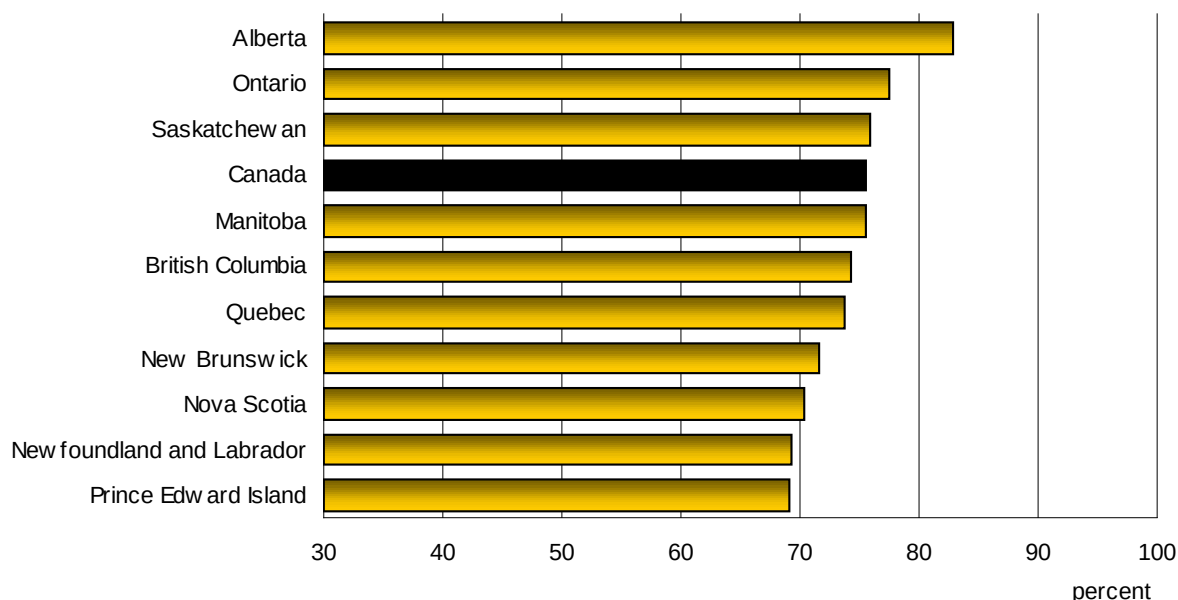


Source: Statistics Canada, Survey of Labour and Income Dynamics, CANSIM table 202-0404.

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

- The proportion of total income accounted for by earnings varies from province to province. In 2006, for example, earnings represented 83% of the total income of Albertans but only 69% of the income of residents of Newfoundland and Labrador and Prince Edward Island. Meanwhile, there was a higher proportion of government transfers in Newfoundland and Labrador and Prince Edward Island (20% and 18%, respectively, versus 8% in Alberta).
- There are also provincial differences in the proportion of total income accounted for by retirement and investment income. The national average for total income made up of retirement income was 7% in 2006. Nova Scotia had the highest proportion (10%), while Alberta had the lowest (3%). With respect to the proportion of total income coming from investment income, the average for all Canadians was 4%. Alberta and Ontario were at levels similar to the Canadian average, and British Columbia (5%) had the highest level. Prince Edward Island, Nova Scotia, Quebec, Manitoba and Saskatchewan (each at 3%) were at slightly lower levels, followed by New Brunswick (2%) and Newfoundland and Labrador (1%).

Chart J.8 Earnings as a proportion of total income, by province, 2006

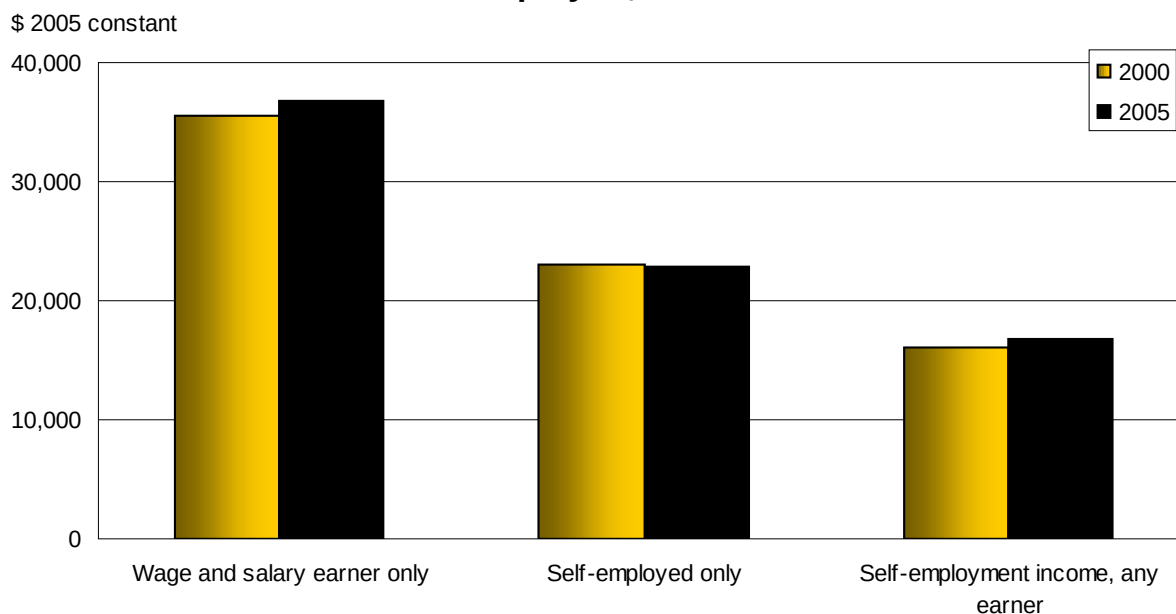


Source: Statistics Canada, Survey of Labour and Income Dynamics, CANSIM table 202-0404.

Almost half of self-employed also earned wages or salaries

- In 2005, Canadian employees who only earned wages or salaries earned, on average, \$36,703 annually. Two out of 5 (40%) of these employees earned less than \$20,000, while just under 1 in 20 (4%) had incomes over \$100,000.
- On average, Canadians who only had income from self-employment in 2005 earned \$22,866. Almost half (46%) of the self-employed, however, also had earnings or wages from either another employer or from paying themselves an additional salary or wage.
- The average self-employment income in 2005 for Canadians who reported any such income, regardless of whether they were completely self-employed or they also had a wage, was \$16,767.
- In 2005, 79% of the self-employed had incomes less than \$20,000. However, 3% of the self-employed had incomes over \$100,000.
- Self-employment income for men was higher than that for women. In 2005, men with self-employment income earned an average of \$20,080 from self-employment earnings, compared with \$12,000 for women with self-employment income.
- The two main sources of income for the self-employed were business (46%) or professional (44%) income. Other sources of income included commissions (7%), farming (3%) and fishing (1%).

Chart J.9 Average net earnings of employees and the self-employed, 2000 and 2005



Source: Statistics Canada, Small Area and Administrative Data Division, special request.

Section K – Benefits, employment insurance and union coverage

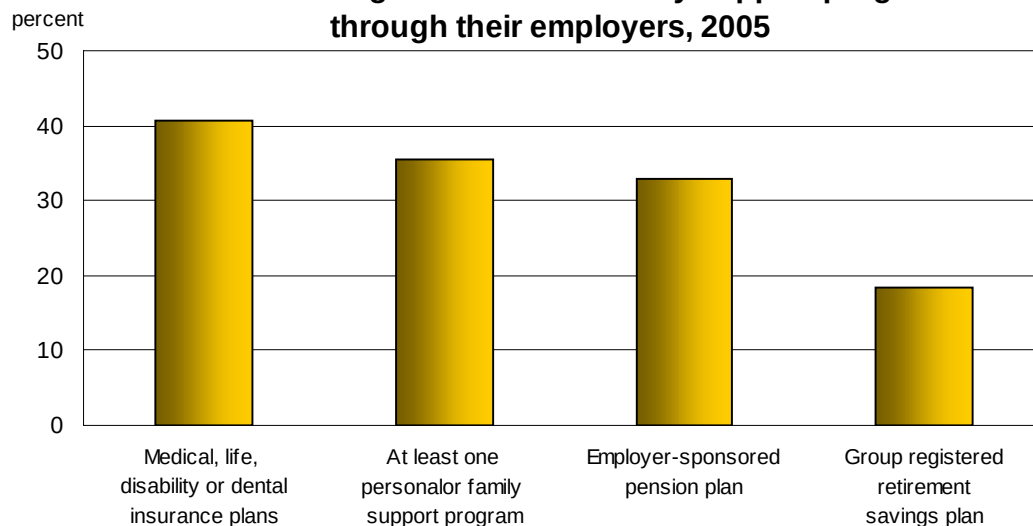
Almost 75% of employees had access to at least one non-wage benefit in 2005

- Non-wage benefits in the form of supplemental medical insurance, life insurance or disability insurance, dental insurance plans, retirement plans, and personal or family support programs, such as child care, employee assistance, and fitness and recreation services, were prevalent in the workplace in 2005. Almost three out of four employees had access to at least one such benefit, and almost one in three had access to at least one personal or family support program through their employers.
- Health-related benefits, such as medical and dental plans, and life or disability insurance plans remained the most common types of non-wage benefit plans (40.6% of employees had access to at least one), while group registered retirement savings plans (RRSPs) and stock purchase plans were not as widespread (18.4% and 5.8%, respectively).

Access to non-wage benefit plans varied widely across occupational groups. People employed in marketing or sales had the lowest rate of access to them (43.4%), while those in professional and managerial positions had the highest rate of access (89.1% and 79.4%, respectively). Men were somewhat more likely than women to have access to non-wage benefits (76.9% versus 71.3%), while those under 25 years of age had a lower rate of access (46.8%).

- The rate of access to non-wage benefits was higher among workers who were unionized (88.5% versus 68.6% for the non-unionized) or employed full time (78.9% versus 47.4% for part time). The likelihood of having access to these benefits also rose with earnings—39.6% of those with an hourly wage under \$12 had access to them, compared with 74.4% for those earning from \$12 to \$20 and 89.4% for those earning more than \$20 per hour.

Chart K.1 Percentage of employees participating in selected non-wage benefits and family support programs through their employers, 2005



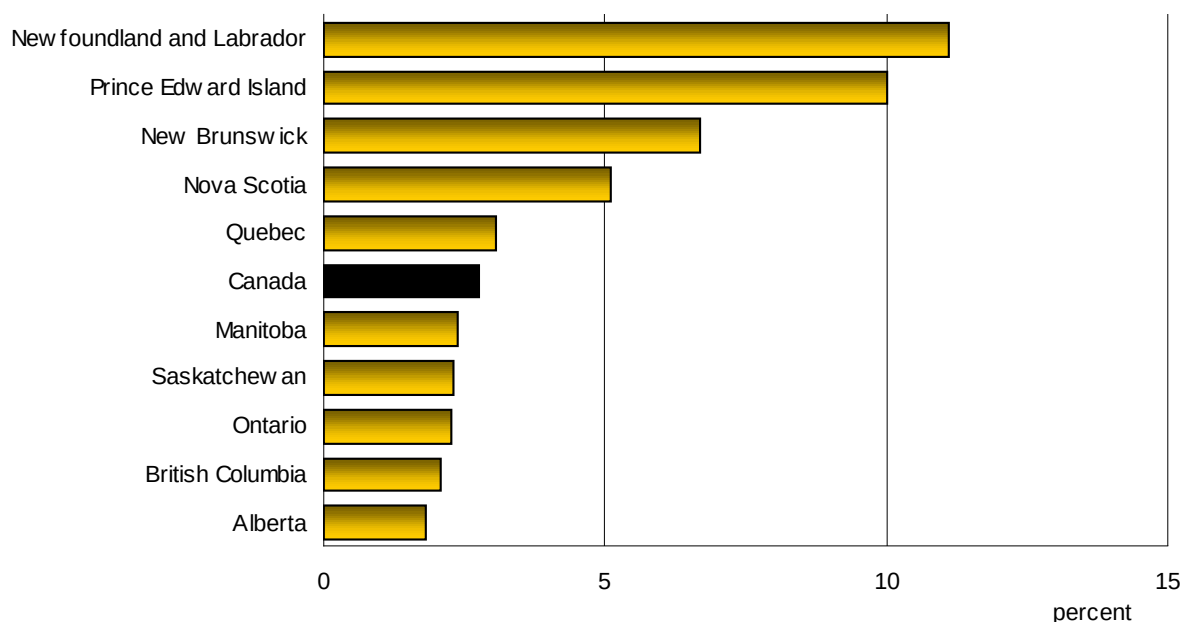
Note: Some industries are excluded from the survey, such as public administration.

Source: Statistics Canada, 2005 Workplace and Employee Survey.

Number of employment insurance beneficiaries has decreased in recent years

- In 2007, the average number of Canadians who received employment insurance (EI) benefits each month was 734,000, or 2.8% of the working-age population.
- The number of EI beneficiaries has declined by 12.8% since 2003, after increasing during the previous three years. This decrease reflects the improvement in labour market conditions from 2003 to 2007.
- In 2007, Ontario had the largest number of EI beneficiaries and 32% of all beneficiaries. Nevertheless, Ontarians who received EI benefits made up only 2.3% of the province's working-age population.
- The highest concentrations of beneficiaries were in Atlantic Canada and Quebec. In 2007, the Atlantic provinces had 19% of all EI beneficiaries even though they accounted for only 7% of Canada's working-age population.

Chart K.2 Share of working-age population receiving employment insurance benefits, by province, 2007

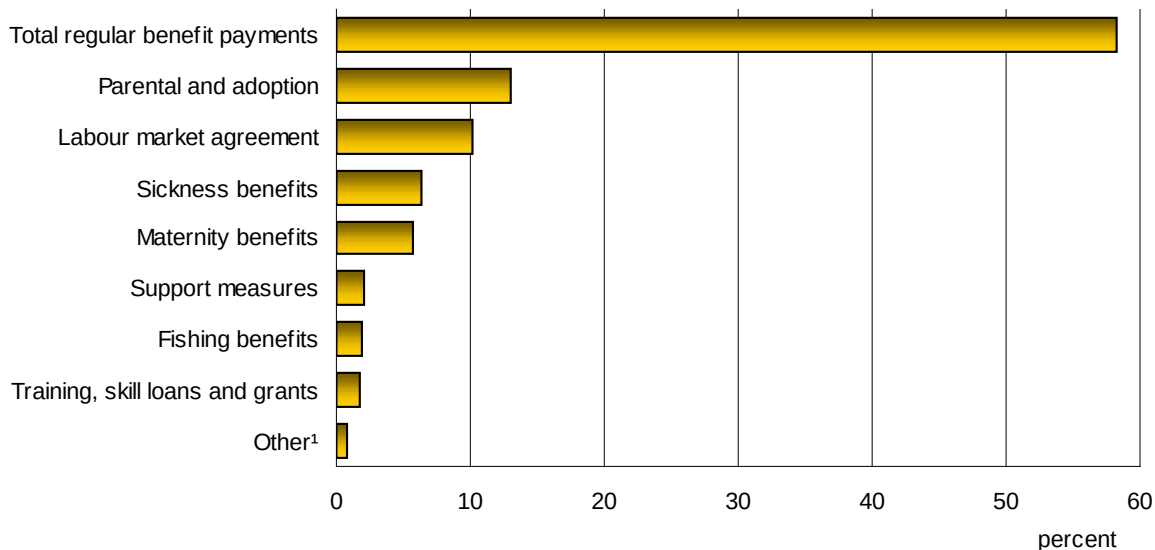


Source: Statistics Canada, Employment Insurance Program and Labour Force Survey, CANSIM tables 276-0001 and 282-0002.

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

- The funds the employment insurance (EI) plan disburses to offset job loss, known as regular benefits, far outweigh those disbursed for all other benefit categories. In 2007, regular benefit payments averaged \$707 million each month and accounted for 58% of all EI benefits received by Canadians.
- Just under one-fifth of EI benefits took the form of maternity, parental or adoption benefits in 2007, compared with slightly more than one-tenth in 2000. This change was the result of amendments to the federal EI plan in 2000 and 2002, including a significant increase in the maximum number of weeks of parental and adoption benefits.
- The number of parental leave beneficiaries has grown greatly since changes to the parental benefits program took effect on January 1, 2001. Women's claims went from about 30,000 in 2000 to 99,000 in 2007 (a 230% increase), while men's claims increased from about 1,600 in 2000 to 7,800 in 2007 (a 382% increase).

Chart K.3 Distribution of employment insurance payments, by type of benefit, 2007



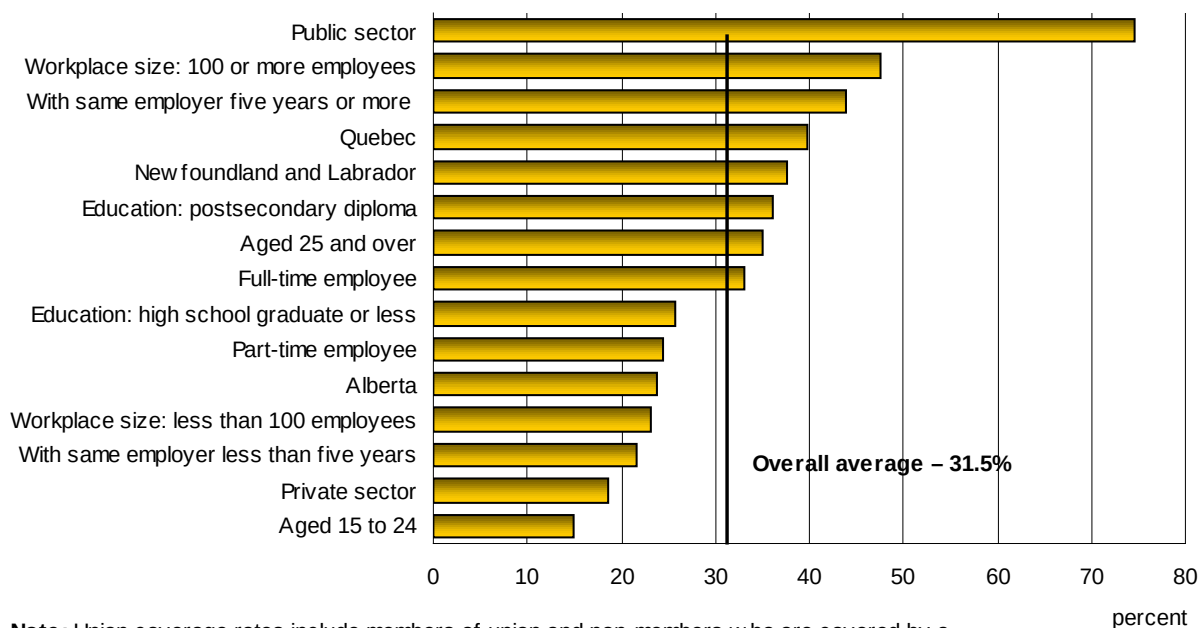
1. Other refers to self-employment, Job Creation Partnerships, Targeted Wage Subsidies, work-sharing benefits and compassionate care benefits.

Source: Statistics Canada, Employment Insurance Program, CANSIM table 276-0005.

Growth in union coverage has not kept up with employee growth

- In 2007, 4.5 million employees were covered by a collective agreement, a 17.3% increase from 3.8 million in 1997. However, growth in union coverage has not kept up with growth in the number of employees (25.5%) over the period. In 2007, 31.5% of all employees in Canada were covered by a union contract, down from 33.7 % in 1997. Declines in these rates have occurred among men, people aged 25 to 54 and those working in the private sector.
- Union coverage rates are higher in the public sector—particularly in educational services, utilities, public administration, and health care and social assistance—as well as in full-time jobs and among employees in larger workplaces. Rates are also higher among those aged 25 or older, employees with higher education and those with longer job tenure. These job and worker characteristics are associated with higher earnings, which may partly explain the higher pay reported by unionized employees. (Collective bargaining on behalf of unionized employees may also partly explain their higher pay.) In 2007, the average hourly wage of unionized workers was \$23.51, compared with \$18.98 for non-unionized workers.
- Union coverage rates were above average in Quebec and Newfoundland and Labrador and lowest in Alberta.

Chart K.4 Union coverage rates for selected job and employee characteristics, 2007



Note: Union coverage rates include members of union and non-members who are covered by a union contract.

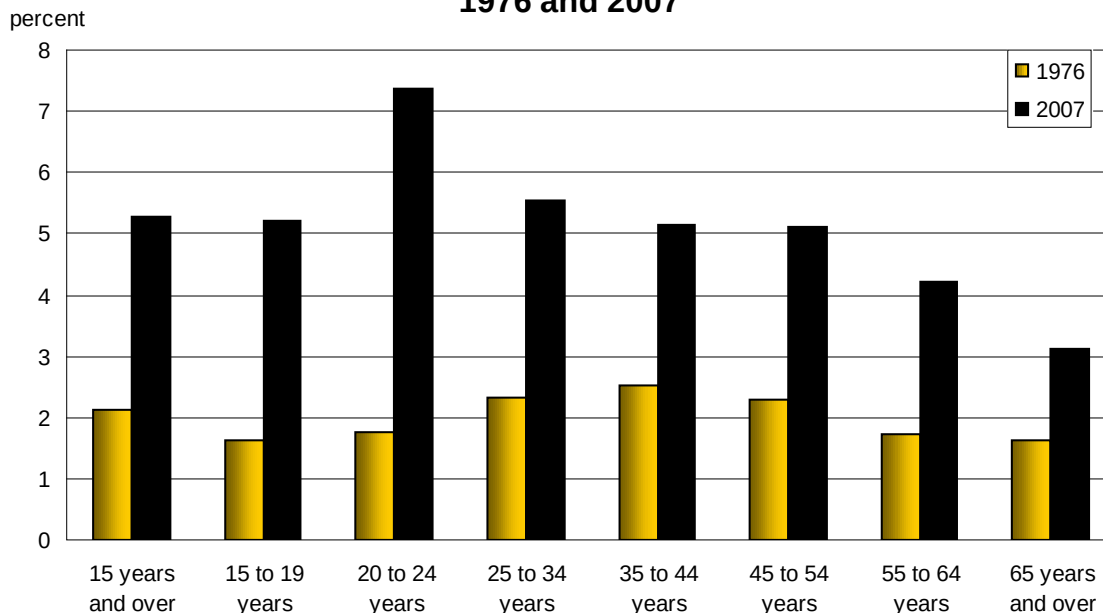
Source: Statistics Canada, Labour Force Survey.

Section L – Multiple jobholding and work arrangements

Moonlighting is now more common among women than men

- From 1976 to 2007, the number of Canadians working at two or more jobs or businesses has more than quadrupled (from 207,000 to 891,000). In contrast, overall employment has grown only 71.0%. Multiple-job holders accounted for 5.3% of all workers in 2007. This proportion changed appreciably from 1976 to 1990, climbing from 2.1% to nearly 5% in 1993 and then leveling off. Multiple-job holding is a way of life for a rising number of Canadians. Nevertheless, most people continue to hold only one job.
- Men have traditionally accounted for the majority of multiple-job holders—they made up 75.3% of the total in 1976. However, since then the number of women working at two or more jobs increased at a much faster pace than that of men, and by 1995 as many women were moonlighting as men. This upward trend for women continued into 2007, when 6.2% of employed women were moonlighting, compared with 4.5% of men.
- In 2007, workers aged 20 to 24 were more likely to moonlight (7.4% of the workers in that age group) than workers in other age groups.
- Since 1976, the growth in multiple-job holding has been strongest among people working part time in their main job. In 2007, 10.0% of part-time workers had more than one job, compared with 4.2% of full-time workers.

Chart L.1 Incidence of multiple jobholding, by age, 1976 and 2007

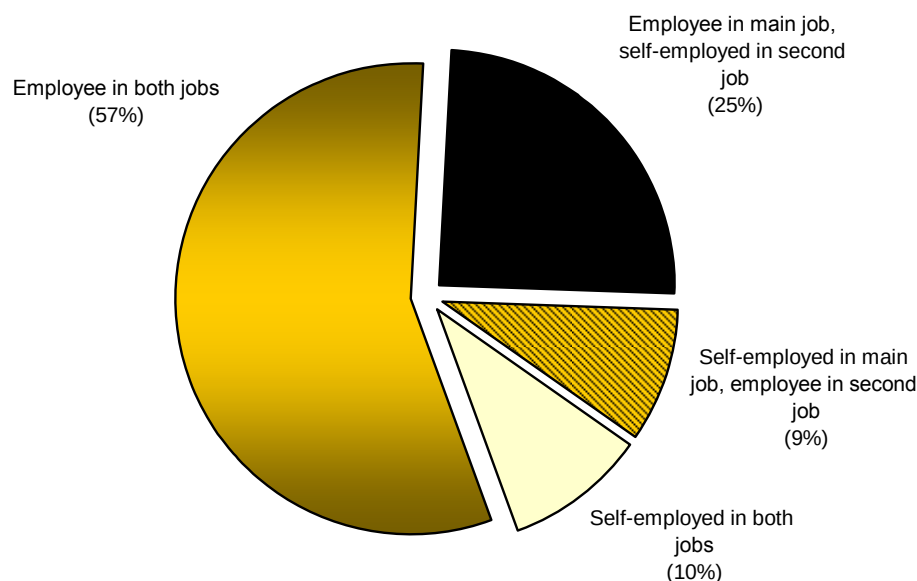


Source: Statistics Canada, Labour Force Survey.

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

- People are drawn to moonlighting for a number of financial and non-financial reasons, including the need or desire to supplement regular income, the enjoyment derived from a second job, and market demand.
- People living in Manitoba, Saskatchewan or Alberta were more likely to moonlight. In 2007, 6.7% of workers in those provinces had at least two jobs, compared with the national average of 5.3%.
- At the national level, the proportion of multiple-job holders was higher in many service industries, such as health care and social assistance (8.4%), educational services (7.9%) and information, culture and recreation (7.5%). In the goods-producing industries, the moonlighting rate was below average, at about 3.4% in most industries, with the exception of agriculture, where 7.5% of workers were multiple-job holders in 2007.
- According to the 2006 Survey of Labour and Income Dynamics, workers' second jobs tended to be in agriculture; information, culture and recreation; and accommodation and food services.
- In 2007, multiple-job holders were twice as likely as single-job holders to have a part-time job as their main job. A multiple-job holder who works part time is more likely to do so out of personal preference than a single-job holder. However, a multiple-job holder is also more likely to cite economic conditions or not being able to find full-time work as the reason for having a part-time job.

Chart L.2 Distribution of multiple jobholders, by class of worker in both jobs, 2007

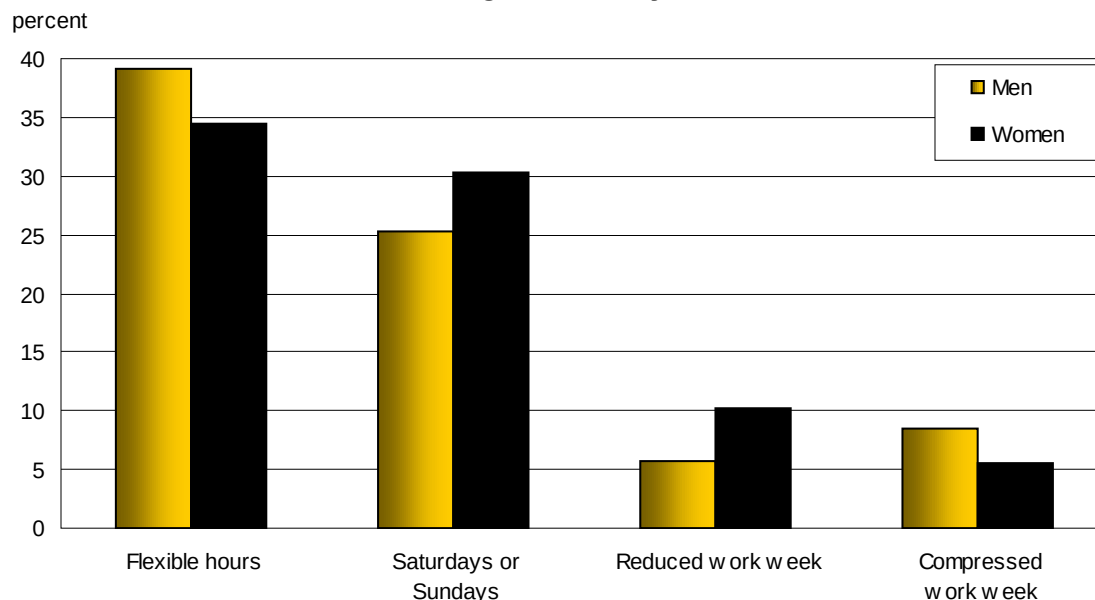


Source: Statistics Canada, Labour Force Survey.

Men are more likely than women to report working flexible hours

- The most common form of alternative work arrangement in 2005 was flexible hours (36.6% of all employees), followed by weekend work (27.9%). Men were more likely to work flexible hours (39.1% versus 34.4%), while more women tended to work Saturdays or Sundays.
- The incidence of flexible hours was more common among workers in the retail trade and consumer services industries (44.6%). About 6 in 10 employees in the retail trade and consumer services industries usually worked weekends.
- The incidence of various work arrangements was also related to the educational attainment of the workers. For example, university-educated workers reported the greatest incidence of flexible hours (43.5%), but seldom had regularly scheduled weekend work (17%).
- Reduced work weeks (e.g. job-sharing, work-sharing) and compressed work weeks were not widespread, with each being reported by fewer than 1 in 10 workers. The age, occupation and industry groups with the highest incidence of reduced work weeks were youth (19.5%), marketing/sales (15.5%) and retail trade and consumer services (13.7%).

Chart L.3 Percentage of employees working alternative work arrangements, by sex, 2005



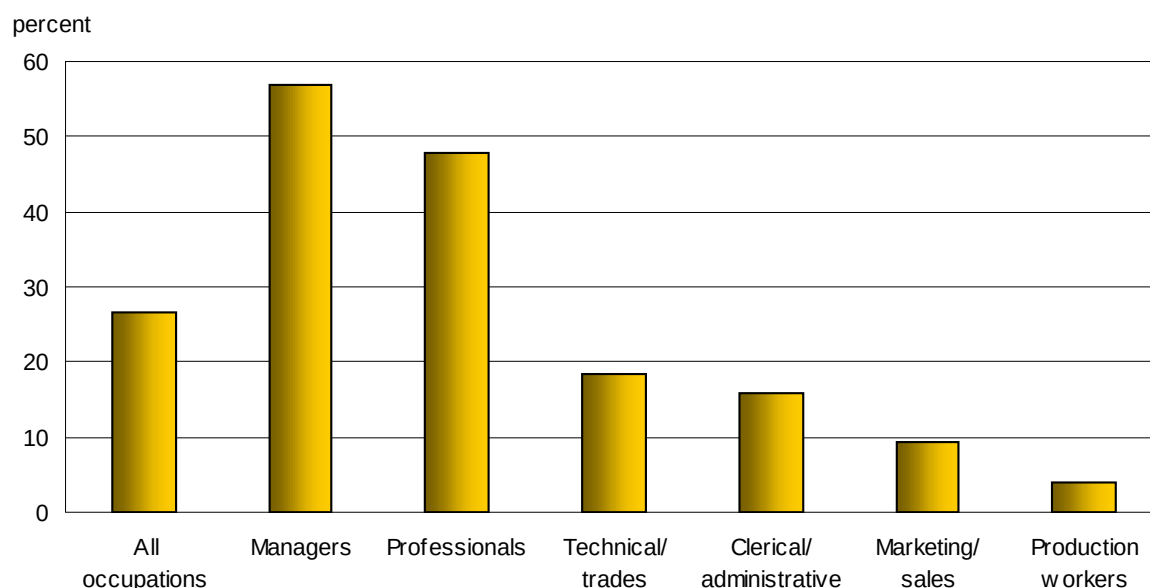
Note: Some industries are excluded from the survey, such as public administration.

Source: Statistics Canada, 2005 Workplace and Employee Survey.

Close to one in four employees reported working at home

- Almost one-quarter of all employees reported working at home on a regular basis in 2005, mostly in the form of unpaid overtime. Almost 6% of employees worked some or all of their regularly scheduled paid hours at home, while only 3% worked paid overtime at home. In contrast, 15.9% of workers took unpaid 'catch-up' work home with them. This unpaid overtime was concentrated among the more highly educated workers, many of whom were employed in managerial and professional occupations.
- Unpaid overtime at home was most prevalent among employees in the education, health services and non-profit organizations (23.8%), followed by information and cultural industries (22.9%) and finance and insurance industries (18.6%).
- The incidence of unpaid overtime at home performed in addition to regular hours was slightly higher for male than for female workers (17.6 % versus 14.3%).
- Workers aged 25 years and over were more likely than young people to work at home. Across occupations, workers in managerial positions were the most likely to report working at home. And across industries, the most likely to do so were found in information and cultural industries, followed by education and health services, non-profit groups, business services, and finance and insurance.

Chart L.4 Percentage of employees doing some work at home, by occupation, 2005



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

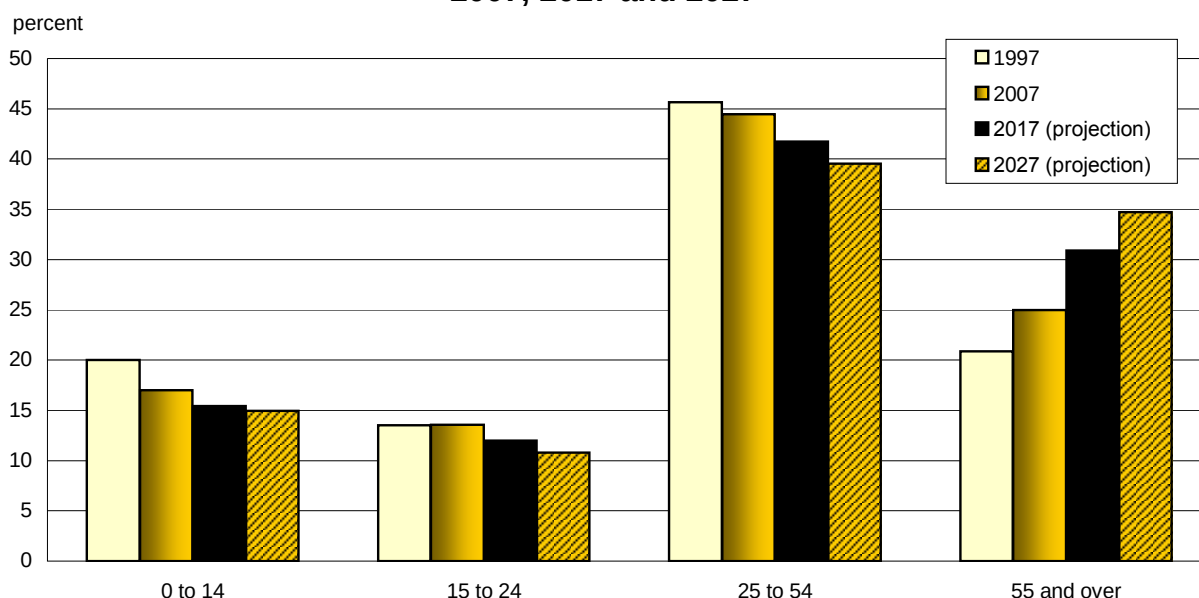
Source: Statistics Canada, 2005 Workplace and Employee Survey.

Section M – The aging population and retirement

The Canadian population is aging

- The aging of the Canadian population is due to a number of factors. A major one is the relatively large baby boom generation (born from 1946 to 1966), which is fast approaching retirement age. Another contributing factor is the long-term decline in the number of children per woman, which has fluctuated around 1.5 since 2000, compared with about 3.9 in the second half of the 1950s. The increase in life expectancy, which is now 82.7 years for women and 78.0 years for men, also plays a role in population aging.
- It is anticipated that more than one in three Canadians will be 55 and over by 2027, compared with almost one in five in 2007. As the proportion of older people increases over the next quarter century, the proportion of children, young adults and middle-aged adults will likely continue to decline. As a result, fewer young people are expected to enter the work force to take the place of retirees. According to the 2006 Census, there were only 1.9 people aged 20 to 34 in the labour force for every participant aged 55 and over, down from 3.7 in 1981.
- The imminent retirement of many baby boomers will have a significant impact on the Canadian labour market. Aside from the aging of the work force, the participation rate is expected to start falling over the next few years. Having peaked at nearly 68% in 2007, it is projected to shrink to about 60% by 2031. However, if age-specific participation rates continue to follow the upward trend that began in recent years, the decline in the overall participation rate, while inevitable, could be delayed slightly.

Chart M.1 Distribution of the Canadian population, by age, 1997, 2007, 2017 and 2027

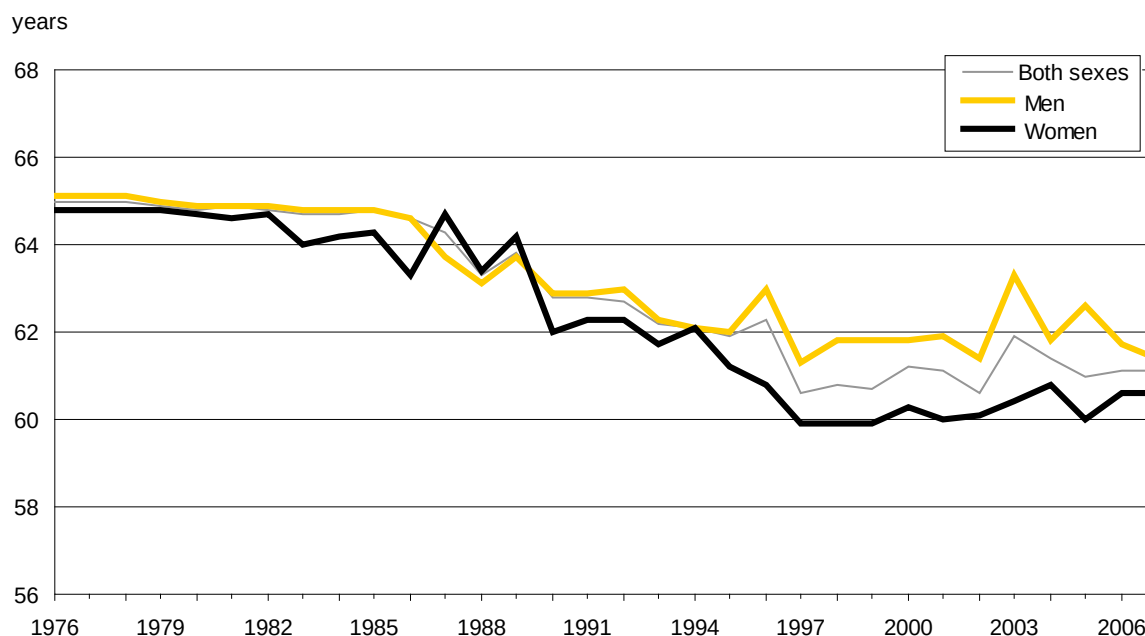


Source: Statistics Canada, Demography Division, CANSIM tables 051-0001 and 052-0004.

The retirement age started dropping in the mid-1980s

- The median age of retirement has fallen dramatically in the past two decades. From the mid-1970s to the mid-1980s, it hovered around age 65. But it started dropping quickly in the late 1980s and continued to do so until it bottomed out at age 60.6 in 1997; it remained at or near that level in subsequent years. This decline most likely originated in 1987, when the minimum age at which one could begin drawing benefits from the Canada Pension Plan was lowered from 65 to 60 (with reduced benefits). The continued drop in the median age at retirement was associated with widespread government cutbacks and corporate downsizing in the 1990s, combined with early retirement incentives. In 2007, the median age of retirement was 61.1.
- The median age at retirement was about the same for both sexes until the mid-1990s. After that, the median age declined more for women than for men. In 2007, the median age of retirement was 61.4 for men and 60.6 for women.

Chart M.2 Median age at retirement, by sex, 1976 to 2007

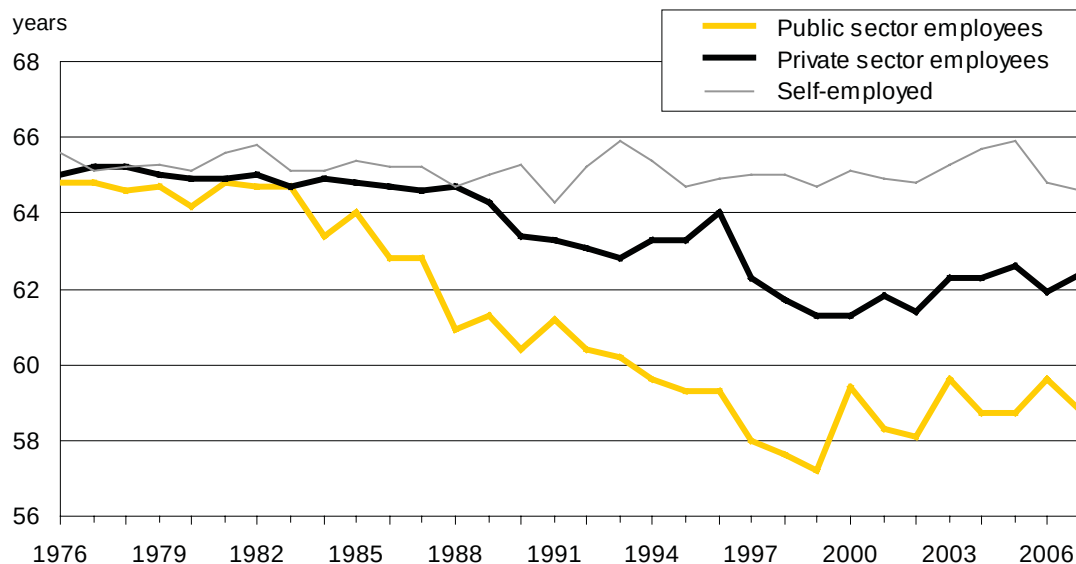


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0051.

Public sector employees retire earlier

- Since 1976, public sector employees have consistently retired at a younger median age than private sector employees or self-employed workers. The difference in retirement age between employees in the private and public sectors began increasing in 1984, when public sector workers began retiring earlier. The median age at retirement for public sector employees declined from 64.8 in 1976 to 57.2 in 1999, by 2007, however, it had edged back up to 58.8.
- The median retirement age of employees in the private sector remained fairly stable from 1976 to 1988. It then went into a long-term decline, reaching 61.3 in 1999 (compared with 65 in the late 1970s). After that, it rebounded slightly, climbing to 62.4 in 2007.
- Among the self-employed, the median retirement age has remained steady since the mid-1970s, fluctuating between 64.3 and 65.9. While the median age of retirement declined during the 1990s for public and private sector employees, partly because of corporate and government downsizing during this period, it remained essentially unchanged for self-employed workers during this decade, partly because of the relatively rapid growth of self-employment among older workers.

Chart M.3 Median age at retirement, by class of worker, 1976 to 2007

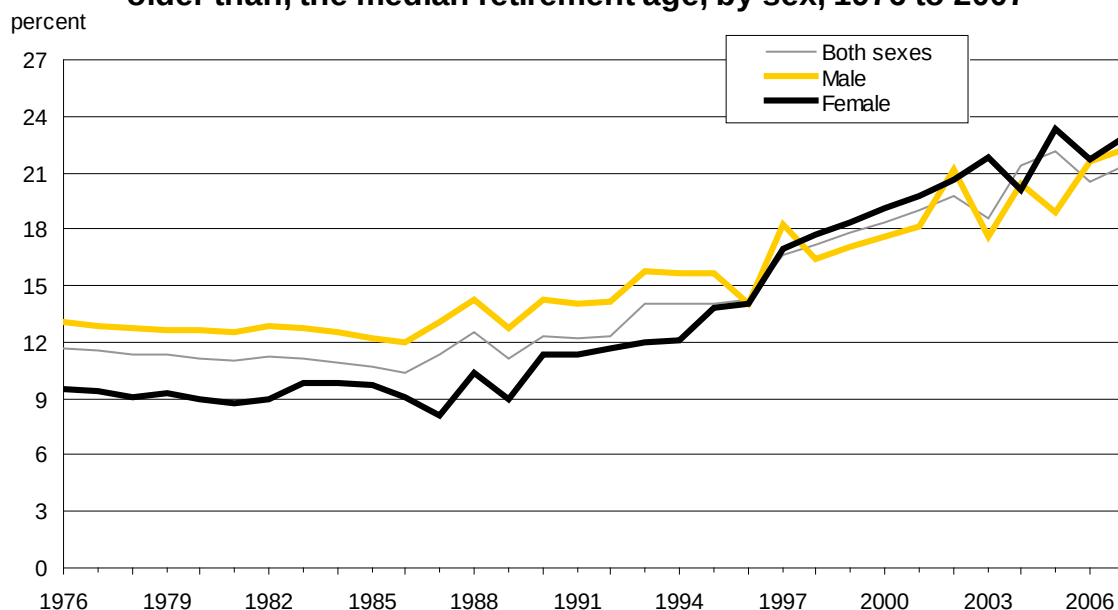


Source: Statistics Canada, Labour Force Survey, CANSIM table 282-0051.

The proportion of workers approaching retirement continues to climb

- From 1976 to 1986, the proportion of workers nearing retirement—those who were within 10 years of the median retirement age or were older than the median retirement age—remained steady at about 11%. During that period, the median age at retirement hovered around 65. Subsequently, however, the retirement age fell from 64.6 in 1986 to 60.6 in 1997. Over the same period, the proportion of workers within 10 years of the median retirement age—the near-retirement rate—increased by 6.3 percentage points to 16.6% in 1997.
- From 1997 to 2007, the proportion of workers nearing retirement was on an upward trend, increasing 4.8 percentage points to 21.4%. During that period, the oldest baby boomers entered the group of workers approaching retirement, which had a greater influence on the rise of the near-retirement rate than the median retirement age at that time (which hovered around 61). In 2007, there were 3.6 million workers nearing retirement.
- Long-term trends for men and women are similar. However, the proportion of employed women within 10 years of their median retirement age has been increasing faster than that of men since 1989. The likely explanation is that the median retirement age declined much more for women than for men during that period. A greater proportion of women than men work in the public sector, where employees retire at a younger age than private sector employees or the self-employed. In 2007, the proportion of workers nearing retirement was 22.3% for men and 22.9% for women.

Chart M.4 Proportion of workers within 10 years of, or older than, the median retirement age, by sex, 1976 to 2007



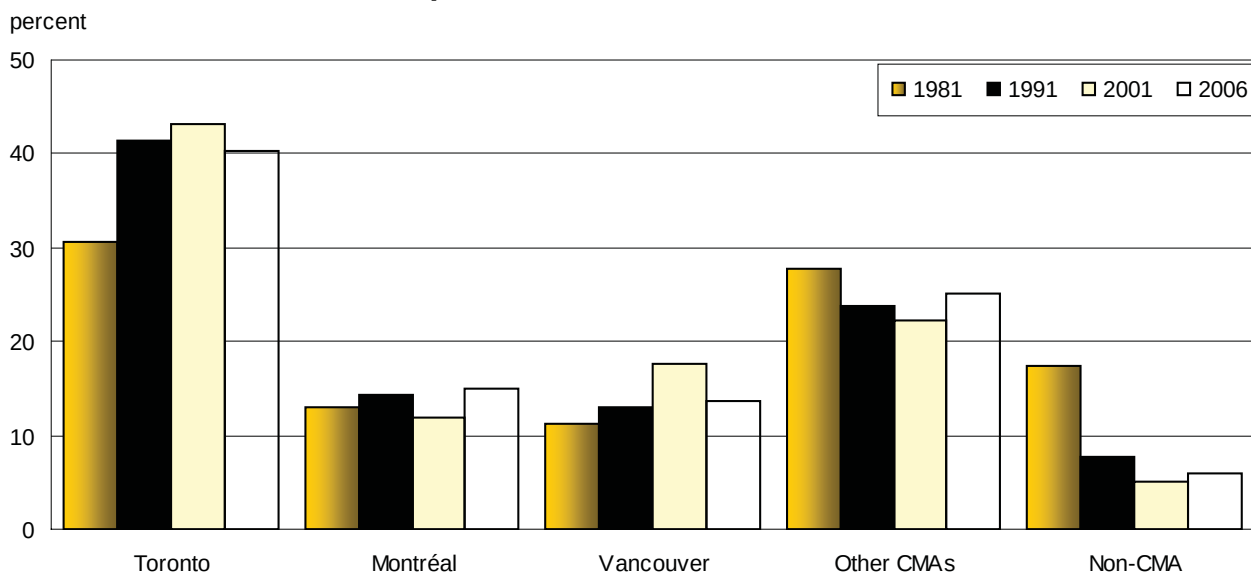
Source: Statistics Canada, Labour Force Survey.

Section N – Immigrants

Canada opens its doors to immigration

- Immigration is playing a vital role in the growth of Canada's labour force. Since the early 1990s, immigration to Canada has averaged more than 225,000 a year. The number and selection of immigrants entering Canada are determined to a large extent by government policies controlling admissions. Since the late 1970s, Canada's immigration policy has been guided by three broad objectives: reunite families, uphold Canada's international obligations and humanitarian tradition with respect to refugees, and foster a strong and viable economy in all regions of Canada.
- For various reasons—such as proximity of family or friends, availability of jobs, climate or language—most newcomers to Canada settle in the country's three largest census metropolitan areas (CMAs). Toronto, Vancouver and Montréal combined received 68.9% of recent immigrants in 2006. For the sake of comparison, just over a third (34.4%) of Canada's total population was living in those three CMAs.
- Some statistics suggest that recent immigrants are deciding to make their homes in smaller CMAs. From 2001 to 2006, there was a slight decline in the proportion of recent immigrants (i.e., those who landed within the previous five years) who settled in Toronto and Vancouver and an increase in the proportion who chose Montréal, other CMAs and non-CMAs.

Chart N.1 Share of recent immigrants who settled in the largest census metropolitan areas, 1981, 1991, 2001 and 2006



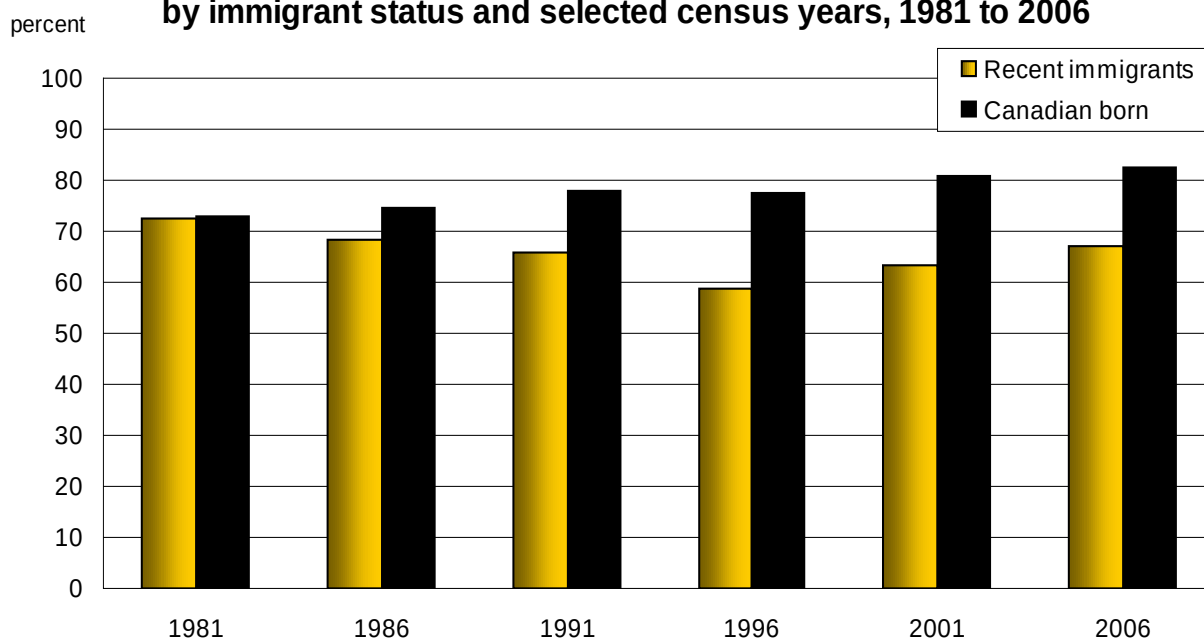
Note: 'Recent immigrants' refers to landed immigrants who arrived in Canada within five years prior to a given census.

Sources: Statistics Canada, censuses of population, 1981 to 2006.

Recent immigrants continue to have lower employment rates than native-born Canadians

- The employment rates of immigrants and native-born Canadians increased from 2001 to 2006, particularly among those in the core working-age group, that is, people aged 25 to 54. In 2006, 67.0% of recent immigrants (people who had come to Canada from 2001 to 2006) in the core working-age group were employed, up 3.6 percentage points from 2001. That was a higher rate of increase than for native-born Canadians, and as a result, the employment rate gap between recent immigrants and non-immigrants shrank from 17.5 percentage points in 2001 to 15.4 percentage points in 2006.
- Recent immigrants continue to have lower employment rates than native-born Canadians. However, the employment rate gap between recent immigrants and non-immigrants has been narrowing since 1996, when it was at its largest (18.9 percentage points). The gap ranged between 0.7 percentage points in 1981 and 11.9 percentage points in 1991.
- However, recent immigrants have lower employment rates than immigrants who have been in Canada longer. For example, in 2006, 67.0% of immigrants aged 25 to 54 who had been in the country for five years or less were employed, compared with 76.1% of immigrants who had been in Canada for 6 to 10 years and 78.3% of those who had been in the country for 11 to 15 years. Those who had been in Canada for 16 years or more had an employment rate comparable to that of native-born Canadians (82.3% versus 82.4%).

**Chart N.2 Employment rates of 25- to 54-year-olds,
by immigrant status and selected census years, 1981 to 2006**

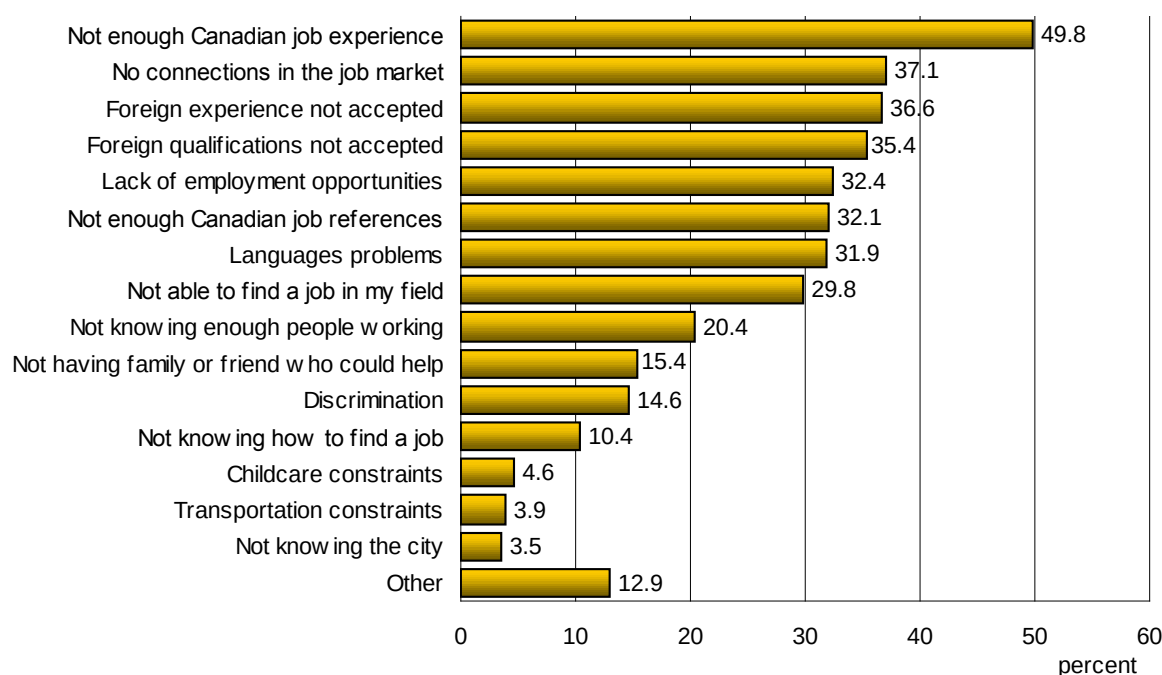


Sources: Statistics Canada, censuses of population, 1981 to 2006.

New immigrants report facing many difficulties in the labour market

- Four years after arriving in Canada, the majority of new immigrants reported encountering many difficulties or problems in finding work. In 2005, the most frequently mentioned difficulty was lack of Canadian work experience (49.8%), followed by lack of contacts in the job market (37.1%), lack of recognition of foreign experience (36.6%), lack of recognition of foreign qualifications (35.4%) and language barriers (31.9%). Some of these difficulties are similar to the ones encountered by young people, since both groups are often newcomers to the Canadian labour market. Other difficulties, however, are unique to immigrants.
- Despite these problems, most new immigrants who remain in Canada for four years say that their decision to come here was the right one. They report that if they had to do it again, they would make the same decision, and the majority have already initiated the process to become Canadian citizens.
- When new immigrants were asked to state the most important reason for settling permanently in Canada, the most prevalent responses were the quality of life here (31.8%), the desire to be close to family and friends (20.2%), the future prospects for their family in Canada (17.5%) and the peaceful nature of the country (8.7%). Less than 5% cited employment-related reasons.

Chart N.3 Types of difficulties encountered



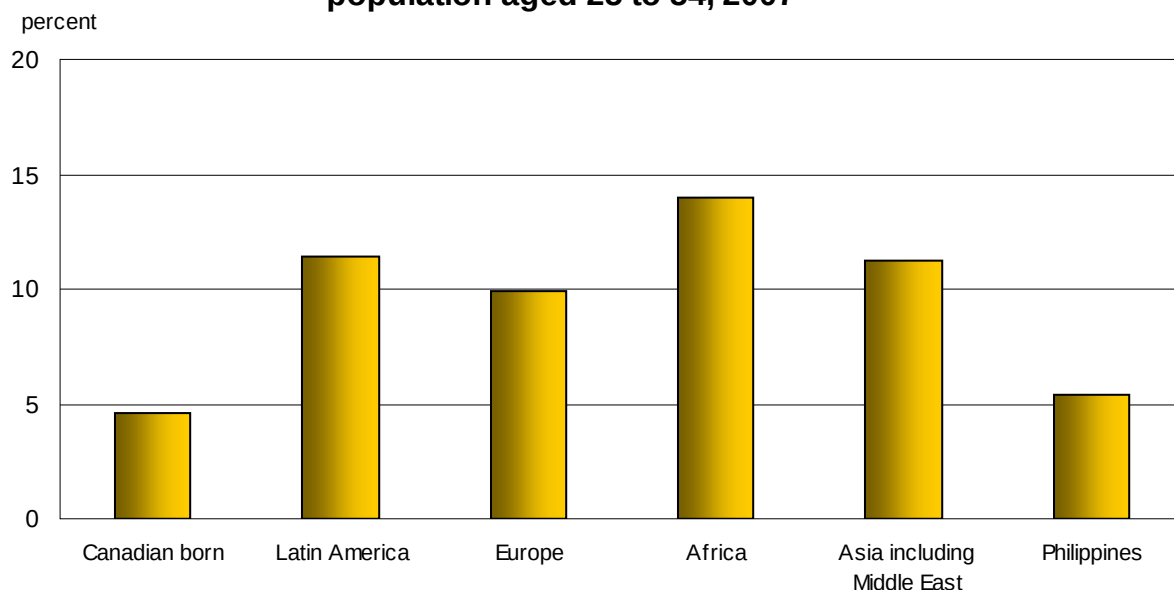
Note: Among respondents aged 25 to 44 w ho encountered difficulties seeking employment. Four years after coming to Canada, respondents w ere asked to cite as many difficulties as applicable.

Source: Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Most recent immigrants, regardless of region or country of birth, had unemployment rates higher than their Canadian-born counterparts

- Countries of birth for immigrants to Canada have changed over the past few decades, shifting most notably in the mid-1980s from mainly European toward Asian countries. In 2007, many immigrants aged 25 to 54 who had landed within the previous five years (i.e., recent immigrants) had experienced more difficulties in the labour market, regardless of their region of birth, than their Canadian-born counterparts.
- Recent immigrants born in Southeast Asia, particularly those born in the Philippines, had comparable unemployment and employment rates to the core working-age Canadian born, while recent immigrants born elsewhere in Asia (including the Middle East), as well as individuals born in Latin America, Europe and Africa, all had higher unemployment rates and lower employment rates in 2007 than their Canadian-born counterparts.
- Among core working-age immigrants who landed in Canada from 1997 to 2002, those born in Europe had an unemployment rate, employment rate and participation rate in 2007 that were similar to that of their Canadian-born counterparts.
- Most immigrants aged 25 to 54 who landed in Canada more than 10 years earlier had unemployment rates that were similar to that of the Canadian born. The two exceptions were those born in Latin America or Africa, whose unemployment rates were higher than that of the Canadian born (7.3% and 7.0% vs. 4.6%, respectively).

**Chart N.4 Unemployment rate by region or country of birth,
Canadian born and recent immigrants,
population aged 25 to 54, 2007**

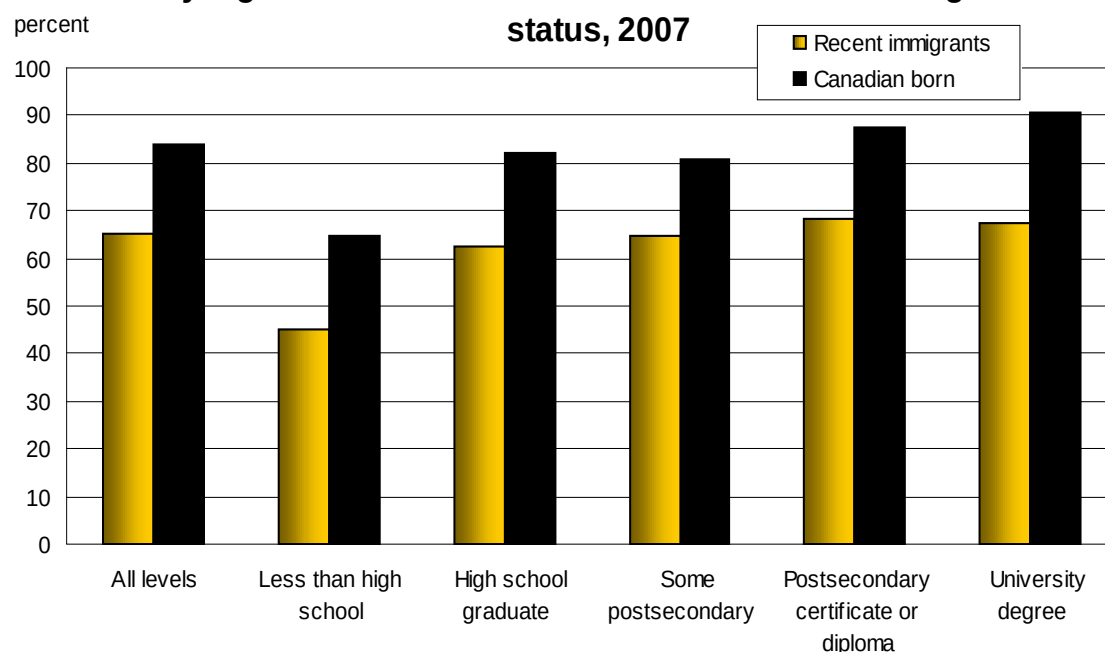


Source: Statistics Canada, Labour Force Survey, 2007.

Recent immigrants were highly educated

- The education level of Canadians has been rising over the past several decades. Immigration policies since the 1990s, which have placed greater emphasis on education, partially explain the even more marked increase in the educational attainment observed among recent arrivals. In 2007, 54% of immigrants aged 25 to 54 who landed from 2002 to 2007 held at least a bachelor's degree, compared with 50% of those who landed from 1997 to 2002, and 28% of those who landed prior to 1997. Among people born in Canada, 22% held at least a bachelor's degree in 2007.
- The employment rate within a group generally rises with educational attainment. This pattern was evident among recent immigrants aged 25 to 54 years who landed in Canada from 2002 to 2007. In 2007, the employment rate was 45.1% among recent immigrants reporting less than a high school diploma, compared with 67.3% for those with a university degree. However, regardless of the highest level of educational attainment, the employment rate gap between recent immigrants and native-born Canadians was sizable, ranging from 19 percentage points for those with a high school diploma (with or without some postsecondary), to 23 points among those with a university degree.
- In 2007, more than half (52.5%) of university-educated immigrants who landed from 2002 to 2007 had received their degree in Asia, followed distantly by Europe (19.2%), then Canada, Africa, Latin America and the United States. The employment rates of recent immigrants educated in any of these regions, especially those educated in Africa, were much lower than that of people born in Canada and holding a degree.

**Chart N.5 Employment rates of 25- to 54-year-olds,
by highest level of educational attainment and immigrant
status, 2007**

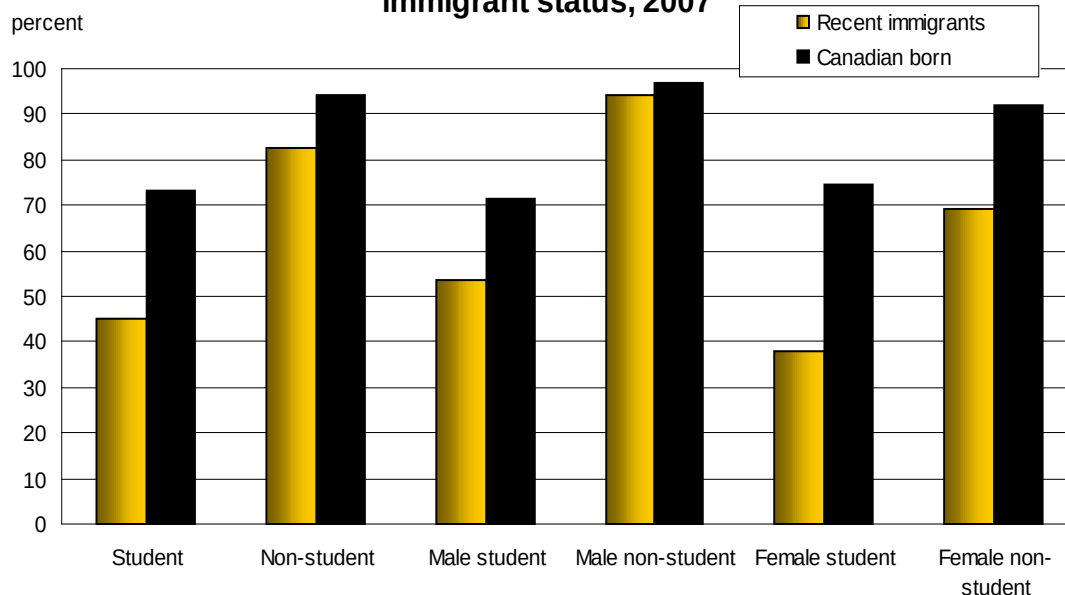


Source: Statistics Canada, Labour Force Survey, 2007.

One out of five recent immigrants with university education were in school; most of these immigrant students were not working or looking for work

- While over half of recent immigrants to Canada (i.e., those who landed from 2002 to 2007) had a university degree, they were more likely to enrol in school than Canadian-born people with degrees. In 2007, nearly 61,000 or one out of every five (19%) recent arrivals aged 25 to 54 who had a university degree were enrolled in school; in comparison, less than one-tenth (7%) of Canadian-born degree-holders were enrolled in school. Degree-holding recent immigrants in school were also not as likely to work or look for work. Less than one-half of them (45%) did so in 2007, whereas three-quarters (73%) of university-educated Canadian-born students were working or looking for work.
- Just under half of these university-educated immigrant students were enrolled in university in 2007. The remainder were enrolled in either college or other educational programs (including language training and accreditation or professional upgrade programs). In contrast, most (77%) university-educated Canadian-born students were enrolled in university in 2007.
- In 2007, the labour force participation rate of university-educated, immigrant, non-student men was similar to that of their Canadian-born counterparts, 94.0% and 96.8%, respectively. There was a large gap, however, between university-educated, immigrant, non-student women and their Canadian-born peers (69.3% vs. 92.1%).

Chart N.6 Participation rate of university-educated Canadians, population aged 25 to 54, by student status and immigrant status, 2007

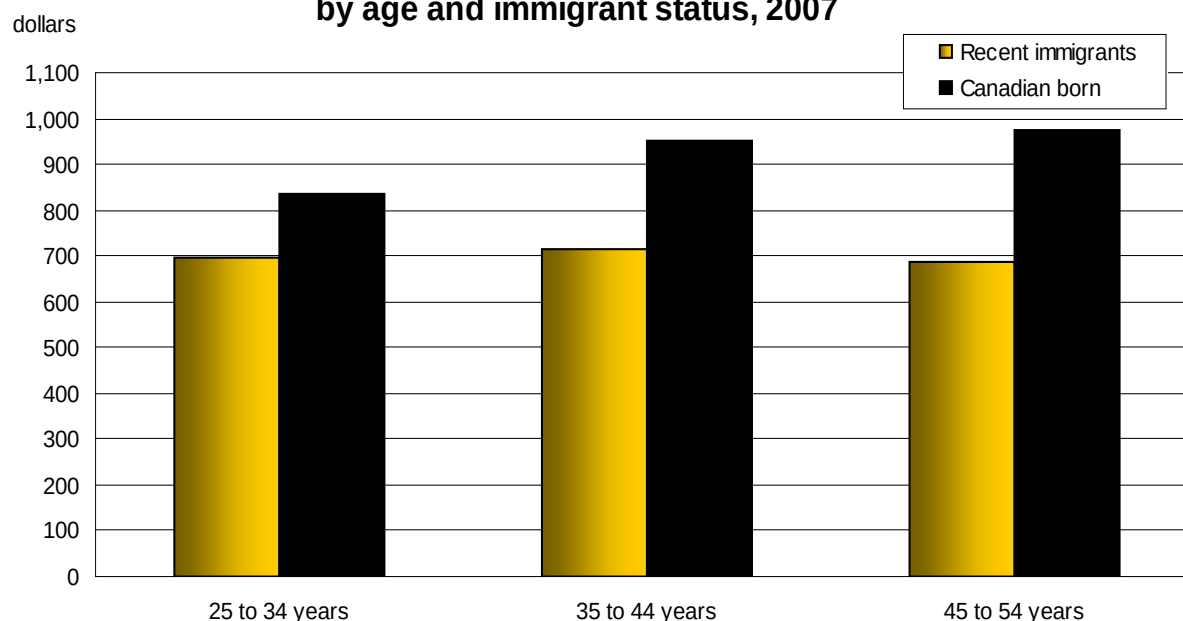


Source: Statistics Canada, Labour Force Survey 2007.

The earnings gap between immigrants and Canadian-born employees widest among both older and more educated Canadians

- Among all employees aged 25 to 54 (i.e., of core working age) who were working mainly full time in 2007, Canadian-born employees had average weekly wages of \$919.81. In comparison, their counterparts who came to Canada as immigrants from 2002 to 2007 (i.e., recent immigrants) earned on average \$701.86 weekly in 2007; that was 24% less than Canadian-born employees.
- The weekly earnings gap between the Canadian-born employees and recent arrivals was more pronounced among women than men. Among employees aged 25 to 54 years who were working mainly full time in 2007, Canadian-born men had average weekly earnings of \$1009.66, whereas recent immigrant men earned 23% less (\$775.07). Women who were recent immigrants, of core working age and who worked mainly full time in 2007 had average weekly wages of \$598.75, 26% less than their Canadian-born counterparts who had average weekly wages of \$812.78.
- The gap in full-time earnings between Canadian-born employees and recent immigrants also applied to different age groups. Among 25- to 34-year-olds, recent immigrants earned an average of 17% less than their Canadian-born counterparts. For those aged 35 to 44, immigrants who landed from 2002 to 2007 earned 25% less each week; for those aged 45 to 54 years, they earned 30% less.
- When compared to Canadian-born workers, higher levels of education for recent immigrants did not narrow the wage gap; in fact, it widened it. In 2007, recent immigrants with no postsecondary education earned, on average, 29% less than similarly educated Canadian-born workers, while immigrants with university degrees earned 31% less than university-educated Canadian-born employees.

Chart N.7 Average weekly wages and salaries of employees aged 25 to 54 who worked mainly full time, by age and immigrant status, 2007



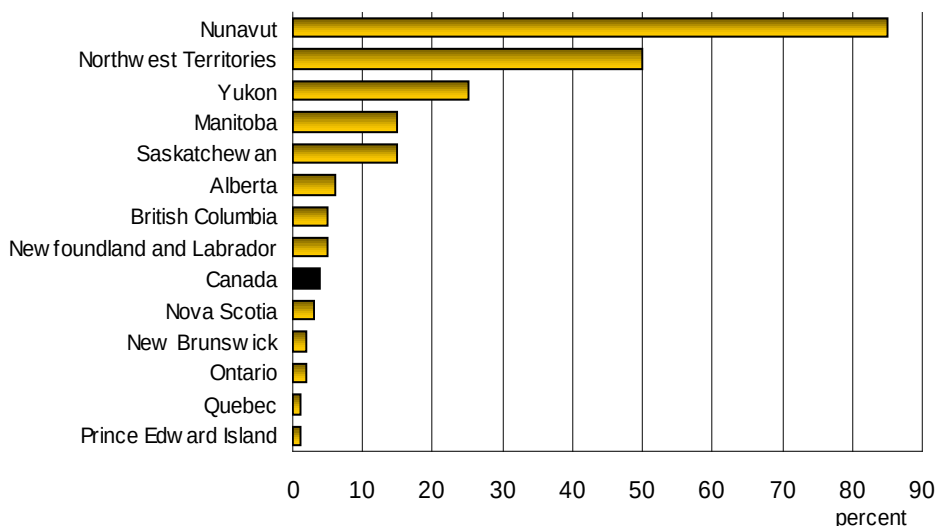
Source: Statistics Canada, Labour Force Survey 2007.

Section O – Aboriginal people

Aboriginal share of total population on the rise

- According to the 2006 Census, 1,172,790 people identified themselves as Aboriginal, that is North American Indian,¹ Métis or Inuit, or were treaty or registered Indians or members of an Indian band or First Nation. This represents 3.8% of the total population in Canada, up from 3.3% in 2001 and 2.8% in 1996.
- Several factors may account for the growth of the Aboriginal population. These include demographic factors such as higher fertility rates and non-demographic factors such as an increasing tendency for Aboriginal people to self-identify.
- The largest increase in population from 1996 to 2006² occurred among the Métis. Their numbers increased 91%, to 389,785, more than three times the 29% increase in the First Nations population, whose numbers reached 698,025. The number of people who identified themselves as Inuit increased 26%, to 50,485 in 2006.
- In 2006, First Nations people accounted for the largest share of the Aboriginal population (60%), Métis represented 33%, and 4% were Inuit.
- According to the 2006 Census, 8 in 10 First Nations people reported that they were treaty or registered Indians as defined by the Indian Act of Canada.
- The Aboriginal population was younger than the non-Aboriginal population in 2006, with a median age of 27, compared to 40 for the non-Aboriginal population. As more and more baby boomers retire, this younger, growing Aboriginal population will be an important source of labour force growth.

Chart O.1 Proportion of people reporting Aboriginal identity, by province and territory, 2006



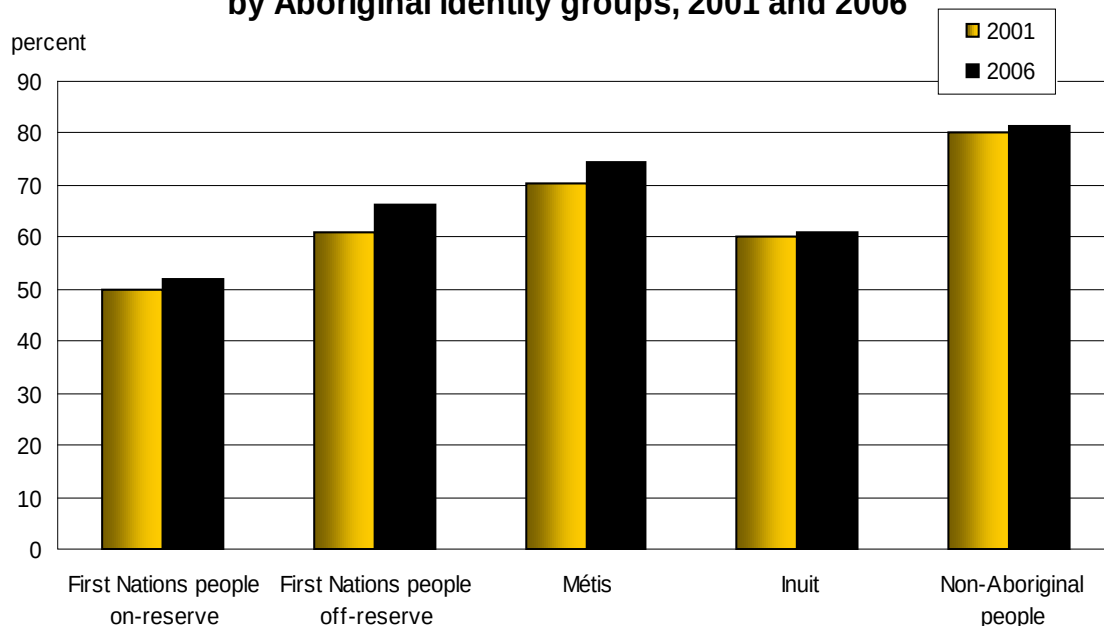
Source: Statistics Canada, 2006 Census of Population.

1. Respondents self-identified as 'North American Indian'; however, the term 'First Nations people' is used throughout this report.
2. Only the Indian reserves and settlements that participated in both censuses are included when comparing 1996 and 2006 data.

Despite some improvement, gaps remain between Aboriginal and non-Aboriginal peoples

- The employment rate for Aboriginal people rose at a faster pace than that for non-Aboriginal people. While the gap has decreased, the employment rate for Aboriginal people was still well below the rate for non-Aboriginal people. In 2006, the employment rate for Aboriginal people aged 25 to 54 years was 65.8%, up from 61.2% in 2001.¹ In contrast, the rate for non-Aboriginal people in 2006 was 81.6%, up from 80.3% in 2001.
- Employment rates rose for all three Aboriginal groups: for the Métis in 2006, it was 74.6%, up 4.2 percentage points from 2001, while the rate for the Inuit was 61.1%, up 0.8 percentage points from 2001. There was a larger increase in employment rates for First Nations people² living off-reserve than on-reserve. In 2006, 51.9% of the First Nations people living on-reserve were employed, which was up 2.0 percentage points from 2001, while it was 66.3% for First Nations people living off-reserve in 2006, up 5.5 percentage points from 2001. While the gap has decreased between the non-Aboriginal and the Métis and First Nations populations, the gap between Inuit and non-Aboriginal people was unchanged.
- Employment rates were up for the First Nations population, regardless of registered Indian status. However, First Nations people who were treaty or registered Indians were less likely to be employed. For example, among the off-reserve population, 64.0% of First Nations people with registered status were employed, compared with 71.4% of their counterparts who were not registered Indians.
- The unemployment rate for Aboriginal people aged 25 to 54 fell from 17.4% in 2001 to 13.2% in 2006; this decline of 4.2 percentage points was larger than the drop of 0.8 percentage points for the non-Aboriginal population, whose rate fell from 6% in 2001 to 5.2% in 2006. Despite this decline, Aboriginal people are still more than twice as likely as non-Aboriginal people to be unemployed.

**Chart O.2 Employment rates of people aged 25 to 54,
by Aboriginal identity groups, 2001 and 2006**

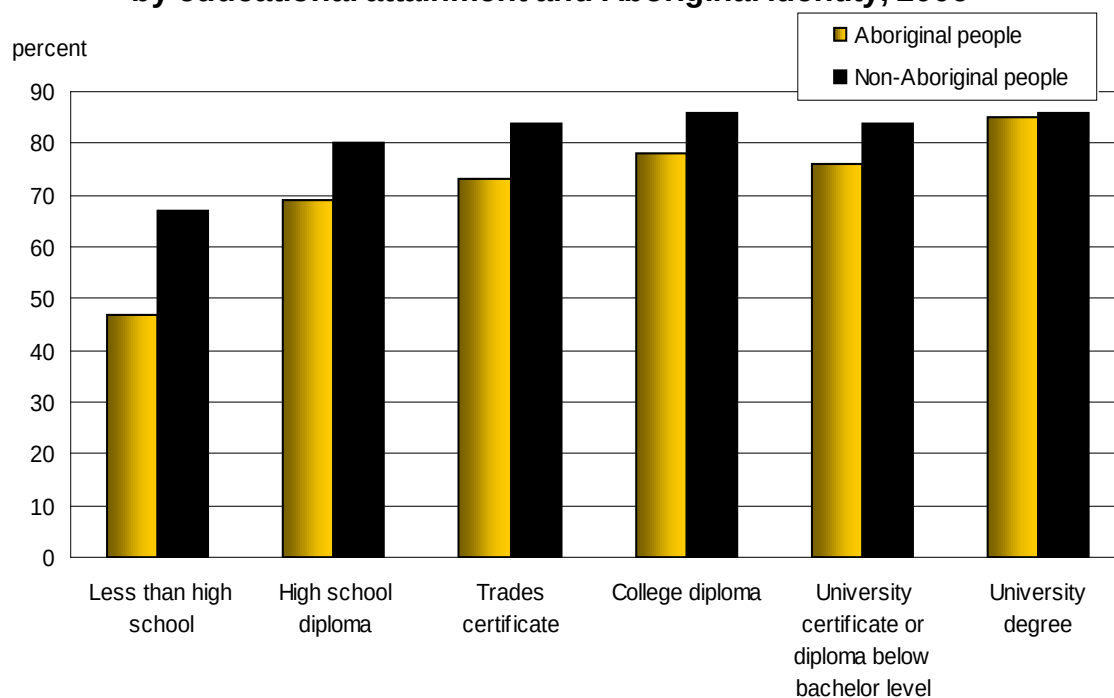


Sources: Statistics Canada, 2001 and 2006 censuses of Population.

Education impacts labour market outcomes

- In 2006, 45% of Aboriginal people aged 25 to 54 years were postsecondary graduates: 14% had a trade credential, 19% had a college diploma and 8% had a university degree. Aboriginal people 25 to 54 years of age were more than twice as likely as their non-Aboriginal counterparts to have not completed high school (33% versus 13%), while non-Aboriginal people were three times more likely to have a university degree (25% versus 8%).
- Employment rates tend to rise with higher educational attainment. In 2006, the employment rate for Aboriginal people aged 25 to 54 years with less than high school education was 47%. In contrast, the employment rate among university-educated Aboriginal people was 38 percentage points higher, at 85%, and was nearly identical to the rate of non-Aboriginal people with a university degree.
- For First Nations people without a high school diploma, employment rates were lower on-reserve and for those with treaty or registered Indian status. In 2006, the employment rate for First Nations people aged 25 to 54 years living on-reserve who had not completed high school was 37%, while it was 49% for their off-reserve First Nations counterparts. Among the off-reserve population, 46% of First Nations people with registered status were employed, compared with 56% of their counterparts who were not registered Indians (56%).
- The employment rate of Inuit who had not completed high school was 49%, while the rate was higher for the Métis, at 59%. In contrast, university-educated Inuit, Métis and First Nations people had similar employment rates to non-Aboriginal people, at around 80%.

Chart O.3 Employment rates of people aged 25 to 54, by educational attainment and Aboriginal identity, 2006

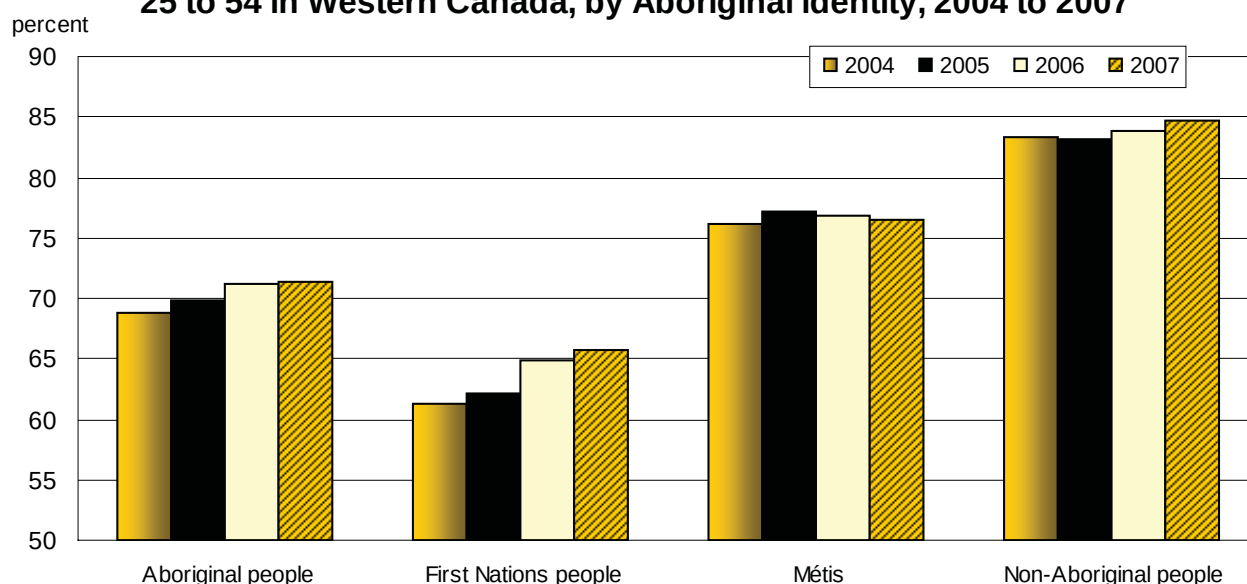


Source: Statistics Canada, 2006 Census of Population.

Lower employment rates among Aboriginal people in Western Canada

- Since 2004, the Labour Force Survey has provided up-to-date data on the labour market activities of Aboriginal people in Western Canada (excluding reserves). In 2007, the employment rate among Aboriginal people continued to lag behind that of non-Aboriginal people. The employment rate for non-Aboriginal people aged 25 to 54 living in the West was 84.7%, while it was 71.4% for Aboriginal people.
- The 2007 Labour Force Survey shows small increases in the employment rates from 2004 to 2007 for the Aboriginal and non-Aboriginal populations in Western Canada.
- Among the Aboriginal population, labour market outcomes for Métis and First Nations¹ people in Western Canada were very different. From 2004 to 2007, First Nations people living off-reserve had lower employment rates than the Métis. However, the off-reserve First Nations population has experienced increases in employment rates (61.3% in 2004 to 65.7% in 2007), while employment rates of Métis people remained unchanged during the same time period.

Chart O.4 Employment rates of people aged 25 to 54 in Western Canada, by Aboriginal identity, 2004 to 2007



Notes: Excludes Indian reserves and settlements.

For 2004 only, the annual average is based on April 2004 to March 2005.

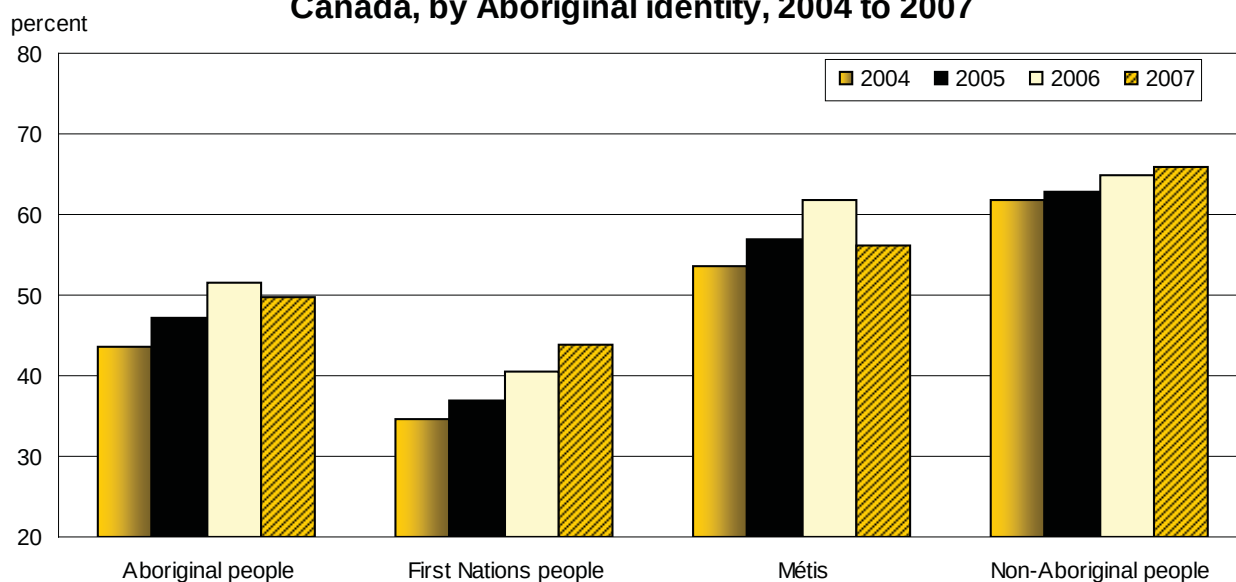
Source: Statistics Canada, Labour Force Survey.

1. Respondents self-identified as 'North American Indian'; however, the term 'First Nations people' is used throughout this report.

Aboriginal youth less likely to be employed in Western Canada

- In 2007, the employment rate among Aboriginal youth living in Western Canada (excludes reserves) was lower than that of non-Aboriginal youth. The employment rate for Aboriginal people aged 15 to 24 was 49.8% compared with 66.0% for their non-Aboriginal counterparts.
- Two distinct trends are evident from 2004 to 2007 in the employment rates of those aged 15 to 24. Employment rates among young First Nations¹ people living off-reserve have been increasing much faster than that of the non-Aboriginal population. From 2004 to 2007, employment rates for non-Aboriginal youth increased from 61.8% to 66.0%, while it jumped from 34.5% to 43.9% for off-reserve First Nations youth.
- The Métis youth experienced rising employment rates from 2004 to 2006 but a decline in 2007. The Métis youth employment rate increased from 53.6% in 2004 to 61.8% in 2006 and fell to 56.2% in 2007. The drop in overall Aboriginal youth employment from 2006 to 2007 was largely due to the decline in employment experienced by Métis youth.

Chart O.5 Employment rates of youth aged 15 to 24 in Western Canada, by Aboriginal identity, 2004 to 2007



Notes: Excludes Indian reserves and settlements.

For 2004 only, the annual average is based on April 2004 to March 2005.

Source: Statistics Canada, Labour Force Survey.

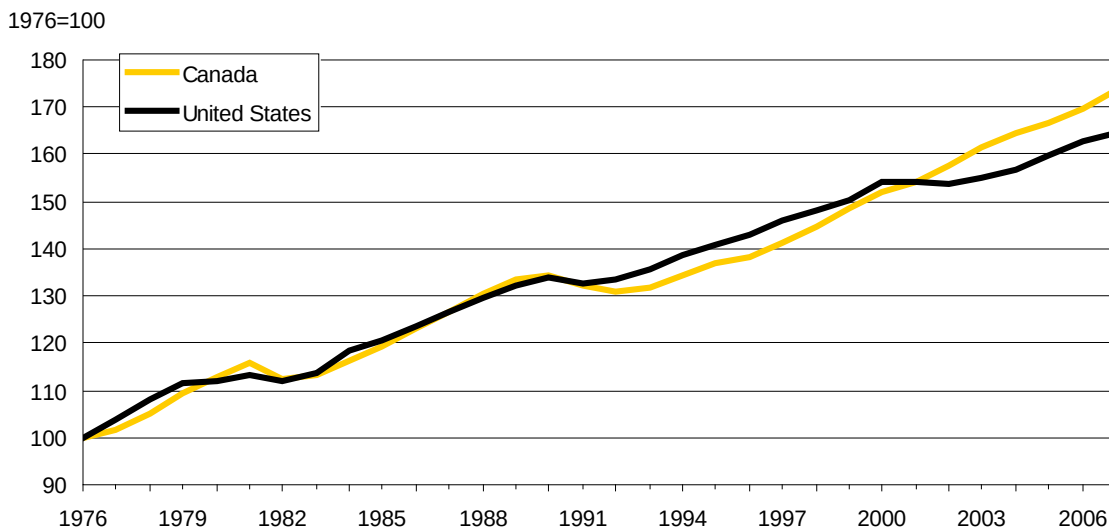
1. Respondents self-identified as 'North American Indian'; however, the term 'First Nations people' is used throughout this report.

Section P – International comparisons

Employment trends diverged between Canada and the United States

- Employment in Canada grew at twice the pace of that of the United States in the 2000s, at an annual growth rate of 2.0% versus 1.0%, respectively. The Canadian economy was also stronger during this period, with annual growth in Gross Domestic Product (GDP) of 2.5% compared with 2.2% for the United States. This trend is opposite to what occurred in the 1990s, when both employment and GDP were stronger in the United States than in Canada.
- Both countries had major job losses in manufacturing, but declines were deeper and longer in the United States than in Canada. U.S. manufacturing employment plummeted by 21% from 1998 to 2007, versus a decline of 12% in Canada from 2000 to 2007. During the 2000 to 2007 period, Canadian employment growth was stronger than in the United States in the following industries: construction; trade; mining, oil and gas; utilities; business services and public administration.
- The year 2007 was good for employment in Canada (up 2.3% from 2006), despite losses in manufacturing and forestry and logging. Employment growth was mostly in full-time work, in the public sector as well as in construction and mining, oil and gas. In contrast, in the United States, employment growth from 2006 to 2007 (+1.1%) was hampered not only by losses in manufacturing, but also by losses in construction and financial activities.

**Chart P.1 Employment indexes of people aged 16 and over,
Canada and the United States, 1976 to 2007**



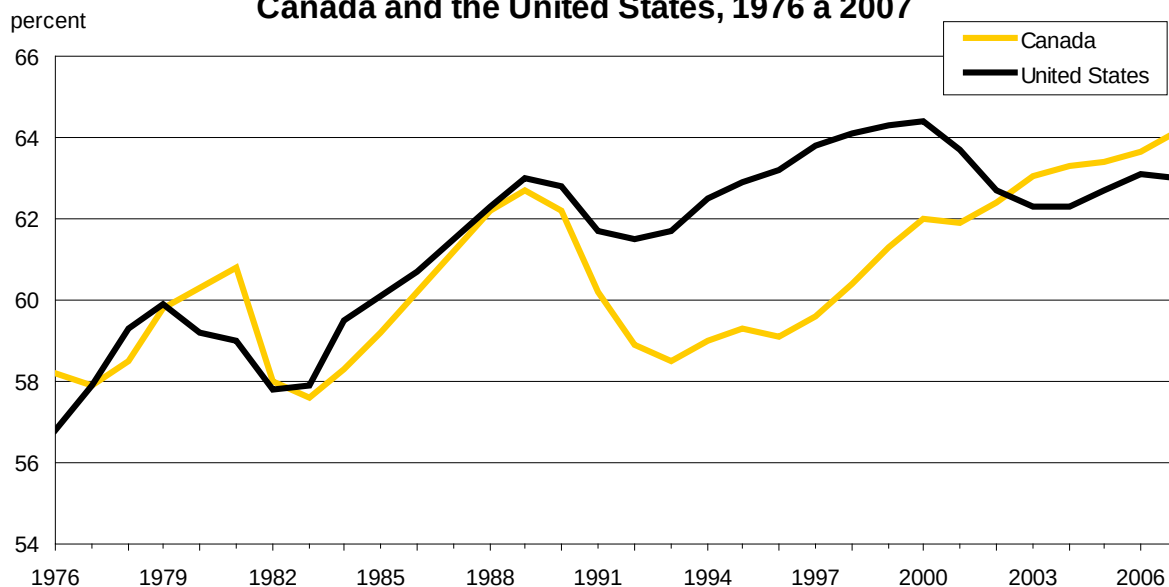
Note: Canadian data have been adjusted to approximate U.S. measurement concepts.

Sources: Statistics Canada, Labour Force Survey, and U.S. Bureau of Labor Statistics, Current Population Survey.

Canada maintains record high employment rate in 2007

- For the last five years, Canada's employment rate has remained at record levels. In 2007, 64.2% of the Canadian population was employed, compared with 63.0% of the American population.
- From 2006 to 2007, the gap in the rates of the two countries increased even more. During this period, Canada's employment rate climbed 0.5 percentage points while it inched down 0.1 percentage points in the United States, as employment growth lagged behind population growth.
- Over the 2000 to 2007 period, there were strong increases in the Canadian employment rates, especially for women aged 25 to 54, older workers and youth. In the United States, employment rates were down over the same eight-year period, especially for youth, but also for men and women aged 25 to 54. Older workers were the only group in the United States to experience an increase in their employment rates.

**Chart P.2 Employment rates of people aged 16 and over,
Canada and the United States, 1976 à 2007**



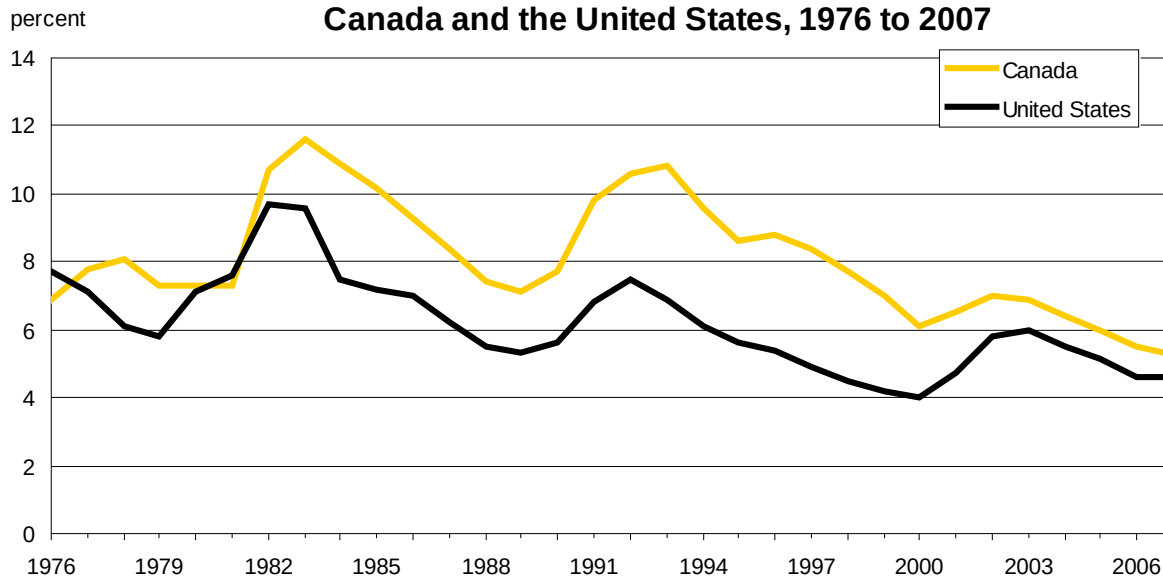
Note: Canadian data have been adjusted to approximate U.S. measurement concepts.

Sources: Statistics Canada, Labour Force Survey, and U.S. Bureau of Labor Statistics, Current Population Survey.

The unemployment rate gap between Canada and the United States continues to narrow

- The Canadian unemployment rate (adjusted to the U.S. definition) has dropped in the last 14 years, from a high of 10.8% in 1993 to reach an all-time low of 5.3% in 2007. The U.S. unemployment rate, having reached a high of 7.5% in 1992, fell to a low of 4.0% in 2000 and then climbed to 6.0% in 2003. By 2007, it was at 4.6%.
- These recent changes in unemployment rates have narrowed the gap between the two countries. The Canadian rate has been less than 1 percentage point above that of the U.S. rate for the last five years. The last time the gap was so small was in 1982.
- The Canadian unemployment rate has been higher than the U.S. rate throughout most of the previous three decades. The gap widened in 1984 and 1985 and again from 1991 to 1999. During these periods, the Canada–U.S. unemployment rate gap ranged from 3 to 4 percentage points.

**Chart P.3 Unemployment rates of people aged 16 and over,
Canada and the United States, 1976 to 2007**



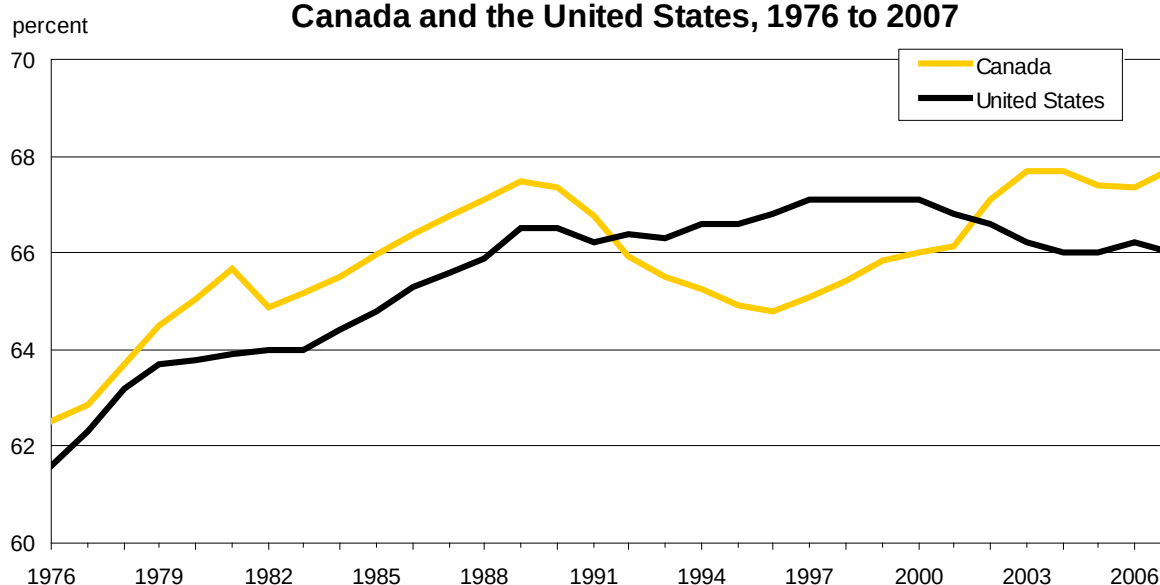
Note: Canadian data have been adjusted to approximate U.S. measurement concepts.

Sources: Statistics Canada, Labour Force Survey, and U.S. Bureau of Labor Statistics, Current Population Survey.

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

- Since 2002, Canadians have been more likely than Americans to be participating in the labour market. By 2007, 67.7% of the Canadian population was either employed or searching for work, compared with 66.0% of the American population.
- While labour market participation trended up in Canada from 1996 to 2003, a declining proportion of Americans have been participating in the labour market since 2001, after peaking at 67.1% from 1997 to 2000.
- American men and women aged 16 to 54 showed declines in their respective participation rates from 2000 to 2007, but youths were hardest hit. In contrast, participation rates of Americans aged 55 and over showed an increase.
- In 2007, Canadian youths were much more likely to be participating in the labour market (70.4%) than American youths (59.4%) and so were Canadian core-age women aged 25 to 54 (81.5%) than their American counterparts (75.4%). The participation rate of Americans aged 55 and over (38.6%), however, was well ahead of the rate of older Canadians (33.0%).

**Chart P.4 Participation rates of people aged 16 and over,
Canada and the United States, 1976 to 2007**



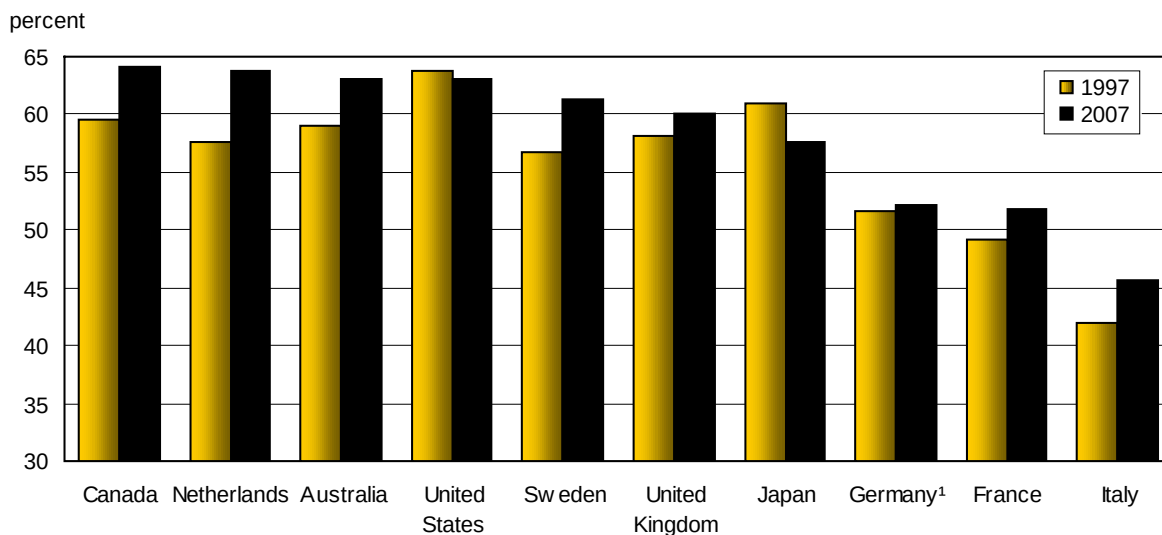
Note: Canadian data have been adjusted to approximate U.S. measurement concepts.

Sources: Statistics Canada, Labour Force Survey, and U.S. Bureau of Labor Statistics, Current Population Survey.

Canada's employment rate continues to top other countries

- In 2007, Canada had the highest employment rate of the 10 countries examined. This is the fourth year in a row that Canada has ranked highest among these countries. From 1997 to 2007, Canada's employment rate increased 4.6 percentage points, similar to increases in Sweden, Australia and Italy. Germany, the United Kingdom and France all saw rises of 1 to 3 percentage points. However, employment rates fell in Japan (–3.4 percentage points) and the United States (–0.8 point) during this period.
- The Netherlands saw the biggest increase in its employment rate from 1997 to 2007, 6.1 percentage points, as employment growth of 17% far outpaced growth in the working-age population of 5.9%. Canada posted healthy employment gains of 23% and substantial population growth of 14.3% during this 10-year period.
- For the past five years, a higher proportion of women were working in Canada than in any of these countries, reaching an employment rate of 59.7% in 2007. Sweden (57.3%), Netherlands (56.8%), the United States (56.6%) and Australia (56.2%) followed. For men, rates were highest in the Netherlands (71.0%), Australia (70.2%) and Japan (70.0%).

Chart P.5 Employment rates, by selected countries, 1997 and 2007



1. The employment rate for Germany is for 2006 versus 2007.

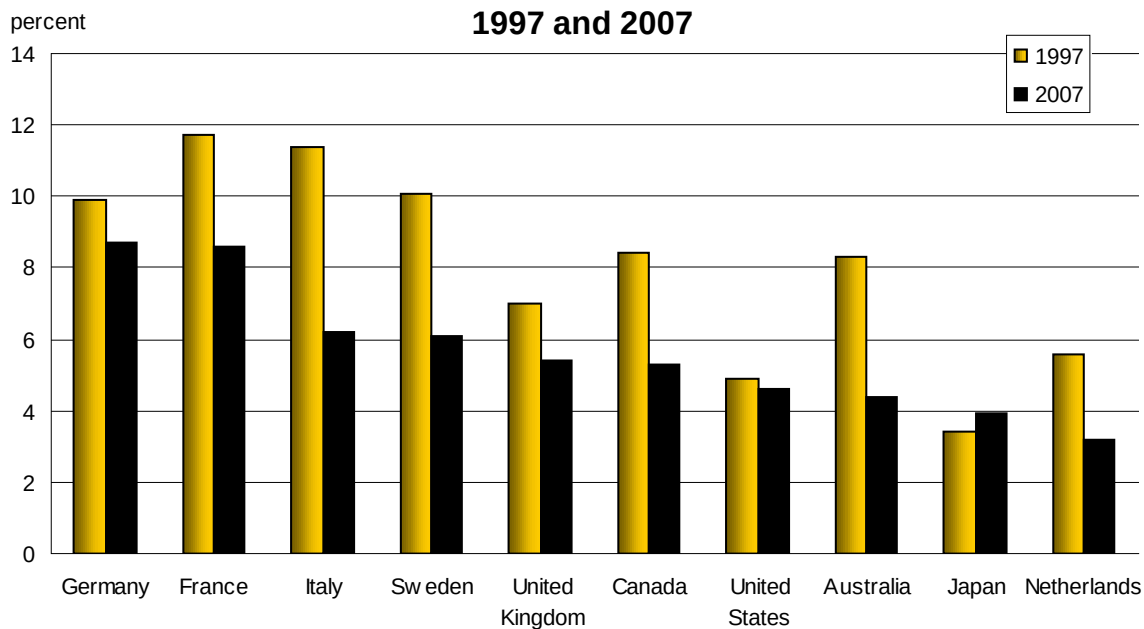
Notes: Data have been adjusted to approximate U.S. measurement concepts.

Source: U.S. Bureau of Labor Statistics.

Canada's unemployment rate ranks in the middle

- Canada's unemployment rate remained in the middle of the pack in 2007: France and Germany had the highest rates while the Netherlands and Japan posted the lowest. From 1997 to 2007, Italy, Sweden, Australia, France and Canada saw the largest decreases in their unemployment rates, from 3 to 5 percentage points. Australia and Canada's unemployment rates in 2007 were the lowest in over 30 years.
- Japan was the only country that had an increase in their unemployment rate from 1997 to 2007. Japan's unemployment rate rose steadily from the early 1990s onward—by 2002, it had reached a record 5.4%. However, the rate has since declined, falling to 3.9% by 2007.
- Unemployment rates among youths (16 to 24 years) are generally higher than other age groups. In 2007, youth unemployment rates in Australia, Canada, and the United States were similar, ranging from 9.4% to 10.5%. The lowest unemployment rates among youth were in the Netherlands (6.0%) and Japan (7.8%) while the highest were in Italy (20.6%), France (20.0%) and Sweden (19.1%).

**Chart P.6 Unemployment rates, by selected countries,
1997 and 2007**



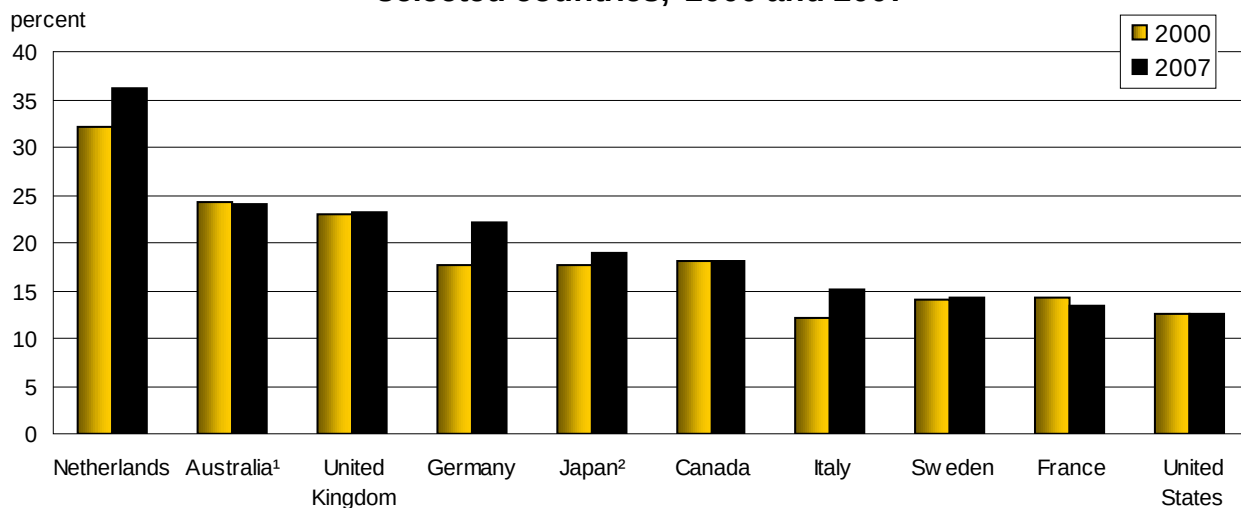
Note: Data have been adjusted to approximate U.S. measurement concepts.

Source: U.S. Bureau of Labor Statistics.

Canada's part-time rate is average

- While a larger share of people work part-time hours in Canada (18.2% in 2007) than in the United States (12.6%), greater shares usually work less than 30 hours a week in other countries. As an example, 36.1% have part-time hours in the Netherlands and 24.1% of Australians worked such hours in 2007. Compared to other wealthy countries, Canada's part-time rate falls in the middle.
- Women, particularly, are more apt to work part time than men. In the Netherlands, 6 in 10 women work less than 30 hours a week versus close to 3 in 10 women in Canada and 2 in 10 in the United States. However, less than 20% of men usually work part-time hours in these countries, with the highest percentages in Netherlands (16.2%) and Australia (12.4%) compared with 11% in Canada and only 5% in France and Italy.
- Young people aged 15 to 24 also have a higher likelihood of working part time, since many of them combine school and work. Among these selected countries, the Netherlands, Canada and Australia had the highest proportion of their youths working part time, ranging from 41% to 62%, while Italy, Germany and France had the lowest proportions (from 15% to 19%).

Chart P.7 Percentage of the employed working part-time, by selected countries, 2000 and 2007



1. Data for Australia are for 2001 versus 2000.

2. Data for Japan are for 2002 versus 2000.

Notes: Part time is defined as usual hours of 29 or less.

Source: Organisation for Economic Co-operation and Development database. |

Glossary

A

Aboriginal (identity)

Refers to those persons who reported identifying with at least one Aboriginal group, i.e. North American Indian, Métis or Inuit.

In charts O.1, O.2 and O.3, the Aboriginal identity population also includes people who reported being a Treaty Indian or a Registered Indian as defined by the Indian Act of Canada or who were members of an Indian Band or First Nation.

Actual hours worked

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

Alternative work arrangements

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

B

Baby boomer

A person born from 1946 to 1966.

Baby boom period

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

C

Casual job

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

Census metropolitan area (CMA)

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

Class of worker

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

Compressed work week

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

Constant dollars

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

Core-aged workers

Age 25 to 54 years. These individuals are more likely to have completed school and be available for full-time work and less likely to have entered retirement than those aged 15 to 24 or 55 and older.

Current dollars

The dollar value in the current time period.

D**Days lost from work**

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

Discouraged searchers

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

E**Earnings (annual)**

In charts J.7 to J.9, annual earnings are from both paid employment (wages and salaries) and self-employment. Wages and salaries for employees include gross earnings from all jobs held as an employee, before payroll deductions such as income taxes, employment insurance contributions or pension plan contributions, etc. Wages and salaries include the earnings of owners of incorporated businesses, although some amounts may instead be reported as investment income. Commission income received by salespersons as well as occasional earnings for babysitting, for delivering papers, for cleaning, etc. are included. Overtime pay is also included.

Economic reason

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

Educational attainment

Highest level of schooling completed.

Employee

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

In charts F.4, K.1, L.3 and L.4, employees are paid individuals receiving a T4 slip and include those that are on paid leave. This definition excludes independent contractors.

In charts E.4 to E.7 and J.6, the employee concept includes full-time employees and part-time employees (those who regularly work fewer hours than the standard work week of the establishment). It also includes working owners, directors, partners and other officers of incorporated businesses.

Employment

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

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

In sections E.12, E.13, E.16, N and O, the reference week refers to the week (Sunday to Saturday) prior to Census Day (e.g., the 2006 Census Day was May 16th).

Employment insurance beneficiary

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

Employment rate

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

In sections E.12, E.13, E.16, N and O, the reference week refers to the week (Sunday to Saturday) prior to Census Day (e.g., the 2006 Census Day was May 16th).

F

Fertility rate (total)

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

Flexible hours

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

Full-time employment

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

Full-time student

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

G

G7 countries

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

Goods-producing industries

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

Gross domestic product (GDP)

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

H

Hourly wages

See wages

I

Immigrant

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

Immigrant status

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

Income (total)

In charts J.7 and J.8, total income refers to income from all sources including earnings from paid employment or self-employment, investment income, retirement pensions, government transfers, and other income, before deduction of federal and provincial income taxes.

Index

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

Industry

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

Inflation

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

Innovation incidence

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

Involuntary part-time workers

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

J**Job creation partnerships**

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

Job permanency

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

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

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

Job tenure

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

L**Labour force**

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

Labour force status

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

Labour market agreement

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

M**Main job**

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

Median age

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

Multiple jobholders (moonlighters)

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

N**Natural resources**

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

Non-immigrant

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

Non-wage benefit

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

Not in the labour force

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

O**Occupation**

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

Other income

In chart J.7, other income includes, among others, support payments received (also called alimony and child support), retirement allowances (severance pay/termination benefits), scholarships, lump-sum payments from pensions and deferred profit-sharing plans received when leaving a plan, the taxable amount of death benefits other than those from CPP or QPP, and supplementary unemployment benefits not included in wages and salaries.

Other services

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

In chart J.6, other services excludes religious organizations and private households.

Overtime

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

P**Paid overtime**

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

Part-time employment

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

Part-time rate

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

Part-time student

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

Participation rate

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

Performance level

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

Permanent job

See job permanency

Personal reason

In chart G.3, personal reasons include own illness, personal or family responsibilities or going to school.

In chart H.5, personal reasons include own illness, or personal or family responsibilities.

Professional jobs

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

Public/private sector employees

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

R**Recent immigrant**

Refers to a person who immigrated to Canada in the five years preceding the census or survey mentioned.

Recession

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

Reduced work week

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

Reference week (Labour Force Survey)

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

Refugee

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

Regular employment insurance benefits

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

Retirement age

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

S**Seasonal workers**

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

Sector

Refers to a group of industries. See industry

Self-employment

Are working owners of an incorporated business, farm or professional practice, or working owners of an unincorporated business, farm or professional practice. The latter group also includes self-employed workers who do not own a business (such as babysitters and newspaper carriers). Self-employed workers are further subdivided by those with or without paid help. Also included among the self-employed are unpaid family workers. They are persons who work without pay on a farm or in a business or professional practice owned and operated by another family member living in the same dwelling. They represented 1% of the self-employed in 2007.

Self-employment benefits

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

Self-employment rate

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

Services-producing industries

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

Support measures

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

T**Targeted wage subsidies**

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

Temporary job

See job permanency

Term or contract job

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

Training

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

Training, skill loans and grants

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

Type of work

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

U**Unemployment**

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

Unemployment rate

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

In sections E.12, E.13, E.16, N and O, the reference week refers to the week (Sunday to Saturday) prior to Census Day (e.g., the 2006 Census Day was May 16th).

Union coverage rate

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

Unpaid overtime

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

Usual hours worked

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

W**Wages**

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

Weekly earnings (average)

In chart J.6, average weekly earnings are derived by dividing total weekly payrolls (including overtime) by the payroll employment (the sum of hourly, salaried and other employees).

In chart N.7, average weekly earnings is the sum of wages and salaries reported for the calendar year preceding the census (excluding any income from self-employment or agricultural work), divided by the number of weeks worked during the year.

Work sharing benefits

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

Working-age population

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

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Other products not specific to a survey

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