

# Jobs! Jobs! Jobs!

*Henry Pold*

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**E**mployment. Jobs. What's the difference? Well over half a million in 1993. Between 1975 and 1993, the number of workers in Canada climbed from 9.3 million to 12.4 million. Over the same period, the number of jobs went from 9.5 million to 13.0 million. Typically, one worker represents one job, but the number of workers with more than one job has grown rapidly over the last two decades - by 1993 moonlighters totalled 628,000 ([Cohen](#), in this issue).

Equating employment with jobs distorts estimates of job creation (or job loss). A second job taken by someone who is already working does not increase employment, as conventionally measured by the Labour Force Survey (LFS) which counts workers rather than jobs. Similarly, the loss of one job by a moonlighter does not decrease the number of workers. A more serious statistical presentation problem, however, occurs in the count of part-time jobs. In regular LFS publications, individuals who usually work 30 hours or more per week at two jobs (for example, 24 hours and 8 hours) are counted as fulltime workers. In 1993, 17% of workers were part-timers, but 23% of jobs were part time. Given the current interest in hours worked ([Sunter and Morissette](#), in this issue) and the growth in part-time work ([Logan, Noreau](#), in this issue), this note provides a brief overview of part-time jobs from 1975 to 1993.

## Part-time jobs expanding more rapidly

Since 1975, the number of part-time jobs has increased every year (at an average annual rate of 4.5%), reaching 2.9 million in 1993, for a total growth of more than 120% ([Chart A](#)). The number of full-time jobs, while also generally increasing over the two decades (1.2% annually), fell sharply during each of the last two recessions. By 1993, the number of full-time jobs was only 23% higher than in 1975. As a result of the different growth rates, part-time jobs accounted for 23% of all jobs in 1993, compared with only 14% in 1975.

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## Chart A **Part-time jobs have more than doubled since 1975.**

Source: *Labour Force Survey*

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Every province shared in the part-time job expansion, with the most rapid growth occurring in Alberta (5.3% annually) and the slowest in Prince Edward Island (3.0%) ([Table 1](#)). Alberta also had the highest yearly growth rate for full-time jobs, tied with British Columbia at 2.2%. Manitoba and Saskatchewan had the lowest (0.4%). Consequently, by 1993, the highest proportions of part-time jobs were in Saskatchewan and Manitoba, 29% and 27% respectively. The lowest rate, 17%, was in Newfoundland ([Chart B](#)).

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## Table 1 **Compound annual growth rates: 1975-93**

Source: *Labour Force Survey*

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## Chart B **Part-time jobs are most prevalent in the western provinces.**

Source: *Labour Force Survey*

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## Entrepreneurs thriving

Although paid jobs (that is, where an **employee** receives a wage or salary from an **employer**) continue to predominate, their share of all part-time jobs has declined steadily. By 1993, almost 20% of part-time jobs (581,000) belonged to self-employed individuals, compared with less than 12% in 1975 ([Table 2](#)). Over 80% of these jobs were one-person operations.

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## Table 2 **Part-time jobs by type**

Source: *Labour Force Survey*

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More than half the part-time entrepreneurs were women - indeed, more than a third were women aged 25 to 54, whereas men in this age group accounted for only 28%. And almost half of all enterprising part-timers were found in just three industry groups - other services [\(1\)](#) (25%); retail trade (13%); and agriculture (10%) - and just two occupational groups -managerial and professional (28%), and service (22%).

## Middle-age spread

By 1993, the majority (56%) of part-time jobs were filled by 25 to 54 year-olds, up from 48% in 1975. In contrast, the share held by youths (15 to 24 years) fell from 40% to only 34%. Nonetheless, young people have by far the highest **rates** of part-time jobs - 43% for men and 54% for women in 1993, compared with just 9% and 27% respectively for 25 to 54 year-olds. For workers aged 55 or older, the gap between the sexes was even wider, with part-time job rates of 16% for men versus 38% for women in this group.

While the rates increased in each age group for both sexes between 1975 and 1993, the changes were most dramatic for youths, as the rates more than doubled for both men and women ([Chart C](#)).



### Chart C **Regardless of age, women are more likely to hold part-time jobs.**

*Source: Labour Force Survey, 1993*

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## Consumer services driving part-time jobs

Where are part-time jobs most likely to be found? In 1975, the service sector had higher rates of part-time jobs than the goods-producing sector; by 1993, the disparity between them had widened even more. Agriculture, in fact, is the only goods-producing industry with an above-average rate of part-time jobs. By 1993, some 87% of part-time jobs were in the service sector, compared with 71% of full-time jobs.

The three industries with the highest proportions of part-time jobs - accommodation, food and beverage services; other services; and retail trade - all deal directly with individual consumers ([Chart D](#)).

Businesses in these industries must respond to fluctuating and often highly concentrated levels of activity. They need peak staff levels for only short periods, hence the high rates of part-time jobs. On the other hand, consumers have little immediate impact on job levels in manufacturing and other primary industries. In these industries, because demand is set primarily by other businesses, time horizons are longer and staff levels can be more constant, so part-time jobs are less useful.



## Chart D **Part-time jobs are most common in consumer-oriented industries.**

*Source: Labour Force Survey*

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By and large, the occupational distribution of part-time jobs reflects that by industry - the highest incidence being in service and sales occupations; the lowest in processing, machining and fabricating. Nonetheless, all occupations had increases in the proportion of part-time jobs over the 1975 to 1993 period.

## Summary

Employment increases have been relatively modest in the last few years. But if the continual increase in multiple jobholding is taken into account, job creation has been better than generally perceived. However, almost half (46%) the increase of 3.5 million jobs between 1975 and 1993 came from part-time jobs, so that by 1993 nearly one-quarter of all jobs provided less than 30 hours of work per week.

The trend to part-time jobs has been especially pronounced in the service sector. And higher growth rates among the self-employed have decreased the proportion of paid jobs. Whether the increase in part-time jobs is "good" or "bad" can be debated, but any discussion of job creation should distinguish between the number of people working and the number of jobs that are occupied.

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## Jobs and employment

Counting workers with two jobs twice provides a more accurate estimate of the total number of occupied jobs in the Canadian economy. (Even this is a slight underestimate, because a small number of individuals work at more than two jobs in the same week.) Each job can be classified as full- or part-time based on its usual weekly hours: full-time being 30 or more; part-time, less than 30.

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# Note

## Note 1

Other services comprises amusement and recreational services, personal and household services, and miscellaneous services. Amusement and recreation is by far the largest component.

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# References

- Cohen, G. L. "[Ever more moonlighters.](#)" *Perspectives on Labour and Income* (Statistics Canada, Catalogue 75-001E) 6, no. 3 (Autumn 1994): 31-38.
- Logan, R. "[Voluntary part-time workers.](#)" *Perspectives on Labour and Income* (Statistics Canada, Catalogue 75-001E) 6, no. 3 (Autumn 1994): 18-24.
- Noreau, N. "[Involuntary part-timers.](#)" *Perspectives on Labour and Income* (Statistics Canada, Catalogue 75-001E) 6, no. 3 (Autumn 1994): 25-30.
- Sunter, D. and R. Morissette. "[The hours people work.](#)" *Perspectives on Labour and Income* (Statistics Canada, Catalogue 75-001E) 6, no. 3 (Autumn 1994): 8-13.

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# Author

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# Source

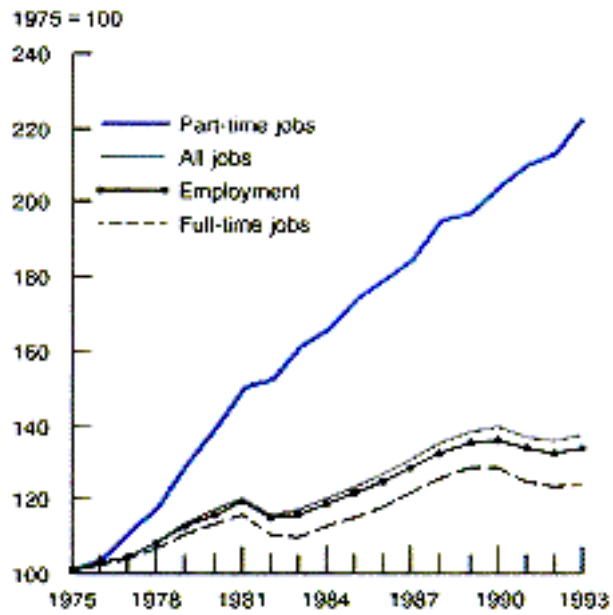
*Perspectives on Labour and Income*, Autumn 1994, Vol. 6, No. 3 (Statistics Canada, Catalogue 75-001E). This is the second of five articles in the issue.





Chart A

**Part-time jobs have more than doubled since 1975.**



Source: Labour Force Survey

Table 1

**Compound annual growth rates: 1975-93**

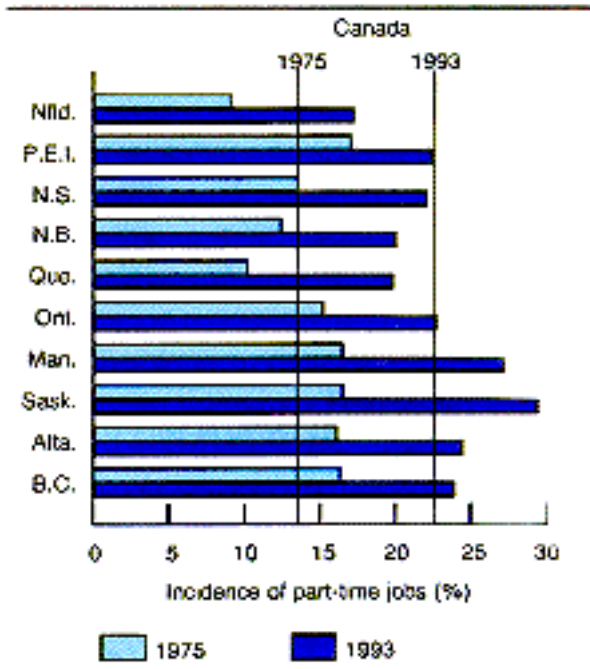
|                      | Employment | All jobs   | Full-time jobs | Part-time jobs |
|----------------------|------------|------------|----------------|----------------|
|                      | %          |            |                |                |
| <b>Canada</b>        | <b>1.6</b> | <b>1.8</b> | <b>1.2</b>     | <b>4.5</b>     |
| Newfoundland         | 1.2        | 1.2        | 0.7            | 4.9            |
| Prince Edward Island | 1.4        | 1.4        | 1.0            | 3.0            |
| Nova Scotia          | 1.1        | 1.2        | 0.6            | 4.0            |
| New Brunswick        | 1.5        | 1.6        | 1.1            | 4.3            |
| Quebec               | 1.1        | 1.2        | 0.5            | 4.9            |
| Ontario              | 1.6        | 1.8        | 1.2            | 4.1            |
| Manitoba             | 0.9        | 1.2        | 0.4            | 4.1            |
| Saskatchewan         | 1.0        | 1.4        | 0.4            | 4.6            |
| Alberta              | 2.6        | 2.8        | 2.2            | 5.3            |
| British Columbia     | 2.5        | 2.7        | 2.2            | 5.0            |

*Source: Labour Force Survey*



Chart B

**Part-time jobs are most prevalent in the western provinces.**



Source: Labour Force Survey

Table 2

**Part-time jobs by type**

|                             | 1975         |            | 1993         |            |
|-----------------------------|--------------|------------|--------------|------------|
|                             | '000         | %          | '000         | %          |
| <b>Total part-time jobs</b> | <b>1,325</b> | <b>100</b> | <b>2,949</b> | <b>100</b> |
| Paid                        | 1,116        | 84         | 2,310        | 78         |
| Self-employed               | 153          | 12         | 581          | 20         |
| Without employees           | 126          | 9          | 479          | 16         |
| With employees              | 27           | 2          | 102          | 3          |
| Unpaid family work          | 57           | 4          | 59           | 2          |

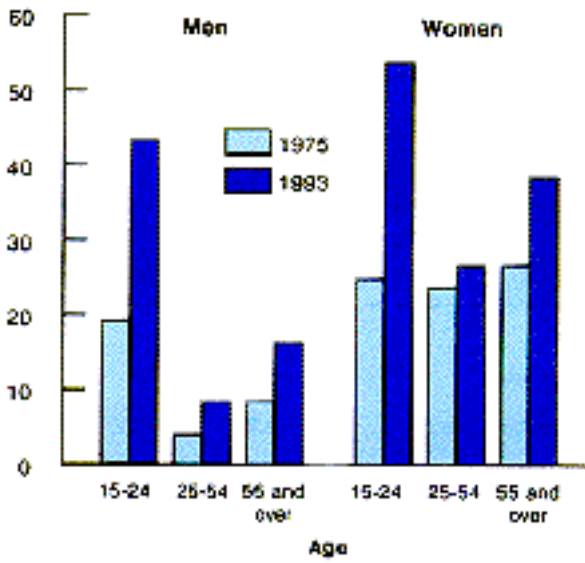
*Source: Labour Force Survey*

### Chart C

**Regardless of age, women are more likely to hold part-time jobs.**

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Incidence of part-time jobs (%)

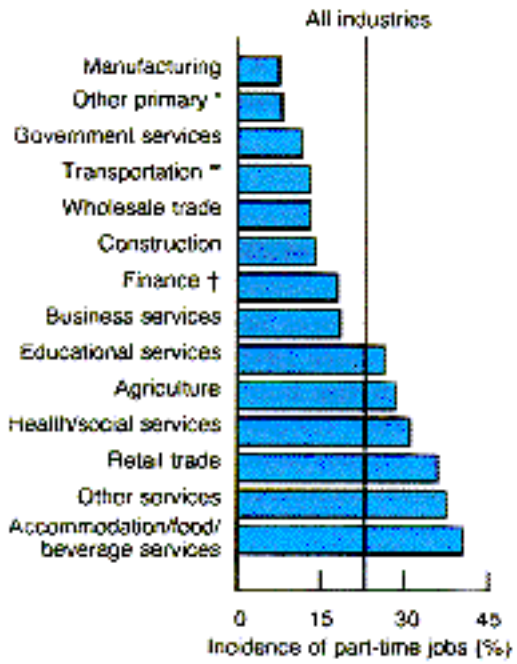


Source: Labour Force Survey

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Chart D

**Part-time jobs are most common in consumer-oriented industries.**



Source: Labour Force Survey, 1993

\* Fishing and trapping, logging and forestry, and mining, quarrying and oil wells

\*\* Transportation and storage, and communication and other utilities

† Finance and insurance, and real estate operators and insurance agents