

# *An Analysis of Aboriginal Employment: 2009–2013*

---

Robert J. Oppenheimer, PhD

JOHN MOLSON SCHOOL OF BUSINESS, CONCORDIA UNIVERSITY  
MONTREAL, QUEBEC

## **ABSTRACT**

The employment, unemployment and participation rates are examined for Aboriginals living off-reserve in Canada from 2009 to 2013 as well as for non-Aboriginals. Employment is analyzed by educational level, gender and age, province and territory and by industry and sector. The rates of employment and unemployment for Aboriginals have continued to improve, lessening the differences with non-Aboriginals. Those in the 15 to 24 age group and women had the largest improvements in their employment and unemployment rates in 2013. The level of education obtained is directly related to the rate of employment for Aboriginals and non-Aboriginals and explains most of the difference in their rate of employment, but does not explain the differences in unemployment rates. The highest rate of employment for Aboriginals and non-Aboriginals is in Alberta. The areas in which the highest percent of those employed are in health care and social assistance followed by retail trade.

## Introduction

One way to obtain a sense of how the economy is going is to take a look at the rates of employment, unemployment and participation, which are examined in this article. The data is based upon Aboriginals living off-reserve and who are 15 years and older. All references are to this population. Comparison data is also provided for non-Aboriginals in Canada. The article contains five years of data, from 2009 to 2013, to provide a clearer understanding of the changes that have been occurring.

## Unemployment, Employment and Participation Rates

The Aboriginal unemployment rate has continued to decline, which it has done since 2009 except for 2010. Historically, the unemployment rate for Aboriginals has been considerably higher than for non-Aboriginals; however, the gap has narrowed. In 2009 the unemployment rate was 13.8 for Aboriginals and 8.1 for non-Aboriginals. In 2013 these rates declined to 11.6 and 6.9 respectively. This has resulted in the difference in the unemployment rate narrowing from 5.7 in 2009 to 4.7 in 2013.

The employment rate is the percent of the population that is employed. In general, the higher the rate the better off the society would be. In 2010 the employment rate for Aboriginals was 53.7 and has increased each year since then to 57.2 in 2013. In contrast, the non-Aboriginal employment rate was 61.8 in 2010 and has increased to only 62.0 in 2013. The difference in the employment rate has therefore narrowed from 8.1 in 2010 to 4.8 in 2013.

The participation rate is the percent of the population working and seeking to work. The higher the rate, the greater the percent of the working age population who are either working or seeking to work. The more people working and seeking to work, the greater the number of people who may be employed. Larger numbers of people employed implies greater income and the economic benefits associated with it. The Aboriginal participation rate decreased in 2013 to 64.7, in contrast to it increasing from 2010 to 2012. The non-Aboriginal participation rate has decreased each year since 2009 and was 66.6 in 2013. Please see Table 1.

## Employment by Age and Gender

The improvement in the employment rate for Aboriginals in 2013 may be attributed to women, whose employment rate increased to 54.1 from 52.5 in 2012. The men's employment rate declined from 61.6 to 60.5. The age group that most contributed to this improvement was the 15- to 24-year-olds. Their employment rate increased to 49.2 from 45.9. The employment rate for the women in this 15- to 24-year-old age group increased to 48.3 from 43.4, while for the men it increased to 50.1 from 48.3. Although this increase in the employment rate to 49.2 for the 15- to 24-year-olds is encouraging, it compares unfavourably with the rate of 55.3 for non-Aboriginals.

The greatest change in the rate of employment occurred with the Aboriginal men 55 years and over, which decreased from 41.9 in 2012 to 35.8 in 2013. In contrast, the employment rate for women in this group increased from 29.3 to 32.4. Please see Table 2.

TABLE 1  
Labour Force Estimates for Canada  
2009 through 2013 Annual Averages, in Thousands (Except the Rates)

	Non-Aboriginal				
	2009	2010	2011	2012	2013
Population	26646.7	26997.5	27316.6	27635.1	27985.7
Labour Force	17899.1	18110.3	18268.7	18436.0	18644.0
Employment	16441.1	16684.5	16931.9	17124.9	17349.8
Full-time Employment*	13277.8	13452.0	13696.2	13906.0	14072.3
Part-time Employment	3163.4	3232.5	3235.7	3218.9	3277.5
Unemployment	1458.0	1425.8	1336.8	1311.1	1294.2
Not in Labour Force	8747.6	8887.2	9047.9	9199.1	9341.7
Employment Rate	61.7	<b>61.8</b>	62.0	62.0	<b>62.0</b>
Unemployment Rate	<b>8.1</b>	<b>7.9</b>	<b>7.3</b>	<b>7.1</b>	<b>6.9</b>
Participation Rate	<b>67.2</b>	67.1	66.9	66.7	<b>66.6</b>
	Aboriginal				
	2009	2010	2011	2012	2013
Population	650.6	660.6	670.5	679.4	<b>687.5</b>
Labour Force	427.7	413.8	430.1	443.0	<b>444.8</b>
Employment	368.5	354.8	374.5	386.4	<b>393.1</b>
Full-time Employment*	299.2	283.8	297.6	310.1	<b>317.3</b>
Part-time Employment	69.3	71.0	76.9	76.3	<b>75.8</b>
Unemployment	59.1	59.0	55.7	56.6	<b>51.7</b>
Not in Labour Force	222.9	246.8	240.4	236.4	<b>242.7</b>
Employment Rate	<b>56.6</b>	<b>53.7</b>	<b>55.8</b>	<b>56.9</b>	<b>57.2</b>
Unemployment Rate	<b>13.8</b>	<b>14.3</b>	<b>12.9</b>	<b>12.8</b>	<b>11.6</b>
Participation Rate	<b>65.7</b>	<b>62.6</b>	<b>64.1</b>	<b>65.2</b>	<b>64.7</b>

Note: \* Data based on 10 provinces, 15 years and older, and living-off reserve.

Employment rate is Employment/Population  
 Labour force (age 15 plus) is Employment + Unemployment  
 Unemployment rate is Unemployment/Labour Force  
 Participation rate is Labour Force/Population

Source: Statistics Canada, Labour Force Survey.

TABLE 2  
Labour Force Estimates for Canada  
Employment Rates by Age and Gender

	Percent Employed				
	Non-Aboriginal				
	2009	2010	2011	2012	2013
<b>Both Sexes</b>					
15 Years and Over	61.7	61.8	62.0	62.0	62.0
15–24 Years	55.8	55.3	55.8	54.8	<b>55.3</b>
25–54 Years	80.6	80.9	81.3	81.7	81.9
55 Years and Over	32.8	33.7	34.1	34.7	35.1
<b>Men</b>					
15 Years and Over	65.3	65.6	66.0	66.0	65.9
15–24 Years	54.0	53.7	54.7	53.6	54.3
25–54 Years	83.7	84.3	85.1	85.0	85.5
55 Years and Over	38.3	39.5	39.7	40.2	40.6
<b>Women</b>					
15 Years and Over	58.2	58.1	58.0	58.1	58.2
15–24 Years	57.7	57.0	56.9	56.1	56.4
25–54 Years	77.5	77.4	77.6	78.0	78.3
55 Years and Over	27.9	28.6	29.1	29.8	30.2
<hr/>					
	Percent Employed				
	Aboriginal				
	2009	2010	2011	2012	2013
<b>Both Sexes</b>					
15 Years and Over	56.6	53.7	55.8	56.9	57.2
15–24 Years	46.0	45.0	47.3	<b>45.9</b>	<b>49.2</b>
25–54 Years	68.5	65.8	67.8	69.5	69.3
55 Years and Over	34.5	30.3	33.3	35.2	34.0
<b>Men</b>					
15 Years and Over	59.9	56.0	59.1	<b>61.6</b>	<b>60.5</b>
15–24 Years	48.0	45.3	48.4	48.3	50.1
25–54 Years	72.7	69.8	71.7	74.6	73.9
55 Years and Over	37.2	30.4	37.7	<b>41.9</b>	<b>35.8</b>
<b>Women</b>					
15 Years and Over	53.6	51.6	52.8	<b>52.5</b>	<b>54.1</b>
15–24 Years	44.0	44.7	46.3	43.4	48.3
25–54 Years	64.8	62.1	64.2	64.7	64.9
55 Years and Over	31.9	30.3	29.3	<b>29.3</b>	<b>32.4</b>

Source: Statistics Canada, Labour Force Survey.

### **Unemployment by Age and Gender**

The level of Aboriginal unemployment decreased to 11.6 in 2013 from 12.8 in 2012. Most of the decrease in 2013 was achieved by the women whose unemployment rate went from 12.7 in 2012 to 10.7 in 2013. For the men the rate declined from 12.8 to 12.5. The women in the 15 to 24 age group had the largest decrease in their unemployment rate, going from 21.9 to 16.7. The unemployment rate for the men in this age group declined from 20.0 to 19.1. While this is an improvement and is considerably better than their rate of 23.8 in 2009 and 2010, it is an unacceptably high level of unemployment. Women in the 25 to 54 age group also experienced a meaningful decrease in their unemployment rate, moving from 10.6 in 2012 to 9.2 in 2013.

The unemployment rate for non-Aboriginals declined from 7.1 to 6.9 from 2012 to 2013. This is considerably less of a decrease (.2) than achieved by Aboriginals in 2013 (1.2). The gap between the unemployment rates between Aboriginals and non-Aboriginals has been declining since 2010, when the rates were 14.3 versus 7.9 respectively (a 6.4 gap) and the 2013 rates of 11.6 versus 6.9 (a 4.7 gap). However, even though the gap is narrowing, the difference is still large. Please see Table 3.

### **Employment by Level of Education**

The higher the level of education completed the higher is the rate of employment and the rate of participation. This is true for both Aboriginals and non-Aboriginals. This relationship has been consistently shown to be the case in each of the five years reported in this article. It should be noted however, that for those who have some secondary education, but did not complete it, their employment rate is lower than for those who only graduated from high school. This is the case for both Aboriginals and non-Aboriginals.

When we analyze employment rates by the level of education obtained, there is no meaningful difference between Aboriginals and non-Aboriginals. The one exception is for those obtaining a University degree. In this case Aboriginals with Bachelor degrees and above had a much higher employment rate of 81.3 in 2013, compared to the rate of 74.7 for non-Aboriginals.

This data suggests that a major explanation for the difference in the rate of employment between Aboriginals and non-Aboriginals is the level of education achieved. For those with less than a high school education the employment rate for Aboriginals was 35.2 compared to 33.2 for non-Aboriginals in 2013. This group represents 29.9% of the Aboriginal population, but only 18% of the non-Aboriginal population. Given their low employment rates and the significantly larger proportion of the Aboriginal population that did not complete high school, this group brings down the overall employment rate for Aboriginals, when compared with non-Aboriginals.

The direct relationship between education and employment may also be seen by examining the rates for high school graduates and for those with high school and above. The employment rate for Aboriginal high school graduates was 62.1 and 60.5 for non-Aboriginals in 2013. This group comprises similar proportions of their populations with 22.4% and 20.4% of their populations respectively. The employment rate for those who graduated high school and have obtained more than a high school education was 66.6 for Aboriginals in 2013 and for non-Aboriginals it was 68.3. This group comprises 70.1% of the Aboriginal population and 82% of the non-Aboriginal population.

TABLE 3  
Labour Force Estimates for Canada  
Unemployment Rates by Age and Gender

	Percent Unemployed				
	Non-Aboriginal				
	2009	2010	2011	2012	2013
<b>Both Sexes</b>					
15 Years and Over	8.1	<b>7.9</b>	7.3	<b>7.1</b>	<b>6.9</b>
15–24 Years	15	14.6	14.0	14.1	13.5
25–54 Years	7.0	6.8	6.1	5.9	5.8
55 Years and Over	6.5	6.3	6.3	5.9	6.0
<b>Men</b>					
15 Years And Over	9.3	8.6	7.7	7.3	7.4
15--24 Years	17.8	16.9	15.6	15.8	14.9
25–54 Years	7.9	7.2	6.2	6.1	6.0
55 Years and Over	7.3	7.0	6.6	6.2	6.4
<b>Women</b>					
15 Years and Over	6.9	7.1	6.9	6.6	6.5
15–24 Years	12	12.2	12.2	12.3	12.0
25–54 Years	5.9	6.3	5.9	5.6	5.5
55 Years and Over	5.4	5.4	5.8	5.6	5.5
	Percent Unemployed				
	Aboriginal				
	2009	2010	2011	2012	2013
<b>Both Sexes</b>					
15 Years and Over	13.8	<b>14.3</b>	12.9	<b>12.8</b>	<b>11.6</b>
15–24 Years	22.5	21.1	19.2	20.9	17.9
25–54 Years	11.6	12.3	11.0	10.7	10.0
55 Years and Over	10.8	12.4	11.4	9.1	9.3
<b>Men</b>					
15 Years And Over	15.1	15.8	14.7	<b>12.8</b>	<b>12.5</b>
15--24 Years	23.8	23.8	22.2	<b>20.0</b>	<b>19.1</b>
25–54 Years	12.6	13.3	12.5	10.9	10.7
55 Years and Over	13.8	14.9	12.7	10.5	11.0
<b>Women</b>					
15 Years and Over	12.5	12.7	11.0	<b>12.7</b>	<b>10.7</b>
15–24 Years	21.1	18.3	16.1	<b>21.9</b>	<b>16.7</b>
25–54 Years	10.6	11.3	9.5	<b>10.6</b>	<b>9.2</b>
55 Years and Over	7.3	9.9	9.8	7.4	7.6

Source: Statistics Canada, Labour Force Survey.

Another way of saying this is that if the educational level attained by Aboriginals was the same as that achieved by non-Aboriginals, the employment rates would be similar. Please see Table 4.

### **Unemployment by Educational Level**

Although Aboriginals and non-Aboriginals with the same level of educational have similar employment rates, this relationship does not hold with regard to unemployment rates. The unemployment rate for Aboriginals, 11.6 in 2013, is substantially higher than it is for non-Aboriginals, 6.9 in 2013, even when their educational level is the same. For those who did not graduate from high school the unemployment rate in 2013 for Aboriginals was 19.6 compared to 14.3 for non-Aboriginals. For those who graduated from high school the rates are 11.6 versus 7.7 and for those who completed their post-secondary certificate or diploma it was 9.8 versus 5.5. The one exception is for those with a University degree. In this case their unemployment rates are low, with the Aboriginal rate at 3.5 compared to 4.8 for non-Aboriginals.

Unemployment rates consistently decrease for both Aboriginals and non-Aboriginals as the level of education completed increases. The one exception is for those who have only some post-secondary education, but have not earned a certificate or diploma. They have higher unemployment rates than those who graduated from high school, except in 2010 and 2012 when for Aboriginals their unemployment rates were lower than high school graduates. This result is similar to that for employment rates. For Aboriginals and non-Aboriginals those with only some post-secondary education have lower employment rates than high school graduates.

Completing a higher level of education is associated with increased employment rates and lower unemployment rates. The educational level obtained helps to explain the difference in employment rates between Aboriginals and non-Aboriginals. However, it does not explain the difference when comparing Aboriginal and non-Aboriginal unemployment rates. Please see Table 5.

### **Employment by Province and Territory**

The greatest increase in the rate of Aboriginal employment in 2013 occurred in Alberta, 65.9 versus 61.8 in 2012. The provinces with the next largest increases were Quebec, 52 versus 48.5 and Saskatchewan 58.7 versus 55.8. Alberta is the province with the highest employment rate, both for Aboriginals and non-Aboriginals. However, Alberta's non-Aboriginals experienced a marginal decrease in their employment rate in 2013; although, the total number employed increased. Ontario, Canada's largest province experienced the greatest decrease in its Aboriginal employment rate in 2013, dropping to 52.8 from 57.1. This was in marked contrast to 2012 when it had the largest increase, growing from 54.7 in 2011 to the 57.1 rate in 2012.

There were minimal changes in the employment rates for Aboriginals in British Columbia, Manitoba, the Atlantic Provinces when combined and the three Territories when combined. Given the relatively small populations of the Atlantic Provinces and the Territories it is more meaningful statistically to consider them together. However, if we examine each individually, Newfoundland, Yukon and Nunavut had large increases in their First Nations Peoples' employment rate while Prince Edward Island, New Brunswick the Northwest Terri-

TABLE 4  
Labour Force Estimates for Canada  
Employment and Participation Rates by Educational Level  
Population in Thousands

	Non-Aboriginal				
	2009	2010	2011	2012	2013
<b>Total, All Education Levels</b>					
Employment Rate	61.7	61.8	62.0	62.0	62.0
Participation Rate	67.2	67.1	66.9	66.7	66.6
Population	26647	26997.5	27316.6	27635.1	27986
Percent of Total Population	100.0	100.0	100.0	100.0	100.0
<b>0-8 Years</b>					
Employment Rate	20.1	19.8	19.7	<b>20.0</b>	19.9
Participation Rate	23.8	23.3	23.3	<b>23.1</b>	23.1
Population	1845.8	1763.9	1715.2	1641.1	1628.4
Percent of Total Population	6.9	6.5	6.3	5.9	5.8
<b>9 to 10 Years</b>					
Employment Rate	36.7	35.7	35.8	34.8	<b>34.9</b>
Participation Rate	44.0	43.0	42.6	41.1	41.0
Population	2292	2219.6	2161.7	2184.5	2116
Percent of Total Population	8.6	8.2	7.9	7.9	7.6
<b>11 to 13 Years Non-graduate</b>					
Employment Rate	48.6	48.1	47.4	47.2	<b>47.0</b>
Participation Rate	56.9	56.2	55.2	54.7	54.4
Population	1396.5	1379.7	1359.3	1351.1	1304.2
Percent of Total Population	5.2	5.1	5.0	4.9	4.7
<b>High School Graduate</b>					
Employment Rate	61.7	61.7	61.7	61.1	<b>60.5</b>
Participation Rate	67.8	67.4	66.9	66.1	65.6
Population	5316.3	5321	5412.3	5505.8	5703.8
Percent of Total Population	20.0	19.7	19.8	19.9	<b>20.4</b>
<b>Some Post-secondary</b>					
Employment Rate	61.0	60.8	60.5	60.7	59.9
Participation Rate	67.5	67.5	66.9	66.9	66.0
Population	2200.9	2222.6	2166.3	2042.4	2022.6
Percent of Total Population	8.3	8.2	7.9	7.4	7.2
<b>Post-secondary Certificate</b>					
Employment Rate	71.2	70.9	71.0	70.6	<b>70.7</b>
Participation Rate	76.3	75.5	75.4	74.9	74.9
Population	8160.2	8350.7	8541.3	8684.6	8749.8
Percent of Total Population	30.6	30.9	31.3	31.4	31.3
<b>University Degree Bachelor and Above</b>					
Employment Rate	75.8	75.3	74.8	75.0	<b>74.7</b>
Participation Rate	79.8	79.7	78.6	78.9	78.4
Population	5434.9	5739.9	5960.4	6225.2	6461.0
Percent of Total Population	20.4	21.3	21.8	22.5	<b>23.1</b>
<b>Less than High School</b>					
Employment Rate	34.2	33.7	33.6	33.3	<b>33.2</b>
Participation Rate	40.5	39.9	39.5	38.9	38.7
Population	5534.4	5363.2	5236.3	5177	5048.5
Percent of Total Population	20.8	19.9	19.2	18.7	<b>18.0</b>
<b>High School and Above</b>					
Employment Rate	68.9	68.8	68.7	68.6	<b>68.3</b>
Participation Rate	74.2	73.8	73.4	73.1	72.8
Population	21112.3	21634.3	22080.3	22458.1	22937.2
Percent of Total Population	79.2	80.1	80.8	81.3	<b>82.0</b>

continued on next page.

TABLE 4 continued.

	Aboriginal				
	2009	2010	2011	2012	2013
<b>Total, All Education Levels</b>					
Employment Rate	56.6	53.7	55.8	56.9	<b>57.2</b>
Participation Rate	65.7	62.6	64.1	65.2	<b>64.7</b>
Population	650.6	660.6	670.5	679.4	<b>687.5</b>
Percent of Total Population	100.0	100.0	100.0	100.0	<b>100.0</b>
<b>0–8 Years</b>					
Employment Rate	18.5	17.5	15.9	20.2	19.0
Participation Rate	25.0	24.8	21.3	26.7	23.9
Population	49.8	46.1	46.6	46.3	45.9
Percent of Total Population	7.7	7.0	7.0	6.8	6.7
<b>9 to 10 Years</b>					
Employment Rate	35.1	31.5	34.2	34.6	35.8
Participation Rate	46.5	41.9	44.7	45.1	44.8
Population	101.4	103	103.5	100.5	94.5
Percent of Total Population	15.6	15.6	15.4	14.8	13.7
<b>11 to 13 Years Non-graduate</b>					
Employment Rate	46.7	42.8	44.7	46.6	45.7
Participation Rate	59.7	54.7	56.1	58.2	56.2
Population	62.4	70.4	63.1	68.6	65.2
Percent of Total Population	9.6	10.7	9.4	10.1	9.5
<b>High School Graduate</b>					
Employment Rate	62.1	59.9	62.7	61.8	62.1
Participation Rate	72.0	70.0	72.2	71.1	70.2
Population	130.8	126.1	132.6	138.5	154.1
Percent of Total Population	20.1	19.1	19.8	20.4	22.4
<b>Some Post-secondary</b>					
Employment Rate	57.4	58.4	54.9	56.2	60.2
Participation Rate	66.9	66.9	64.3	65.6	67.9
Population	65.9	69.9	71.0	60.1	57.6
Percent of Total Population	10.1	10.6	10.6	8.8	8.4
<b>Post-secondary Certificate</b>					
Employment Rate	70.5	66.2	69.1	70.3	67.2
Participation Rate	78.7	74.3	76.0	76.8	74.6
Population	188.6	195.2	200.4	205.3	209.0
Percent of Total Population	29.0	29.5	29.9	30.2	30.4
<b>University Degree Bachelor and Above</b>					
Employment Rate	82.3	77.0	80.3	77.8	81.3
Participation Rate	85.5	81.3	84.0	82.8	84.3
Population	51.6	49.9	53.3	60	61.3
Percent of Total Population	7.9	7.6	7.9	8.8	8.9
<b>Less than High School</b>					
Employment Rate	34.6	32.2	33.3	35.3	35.2
Participation Rate	45.3	42.4	42.9	45.3	43.7
Population	213.6	219.5	213.3	215.4	205.6
Percent of Total Population	32.8	33.2	31.8	31.7	29.9
<b>High School and Above</b>					
Employment Rate	67.4	64.4	66.4	66.9	66.6
Participation Rate	75.7	72.7	74.0	74.4	73.6
Population	437.0	441.1	457.2	464	481.9
Percent of Total Population	67.2	66.8	68.2	68.3	70.1

Source: Statistics Canada, Labour Force Survey.

TABLE 5  
Labour Force Estimates for Canada  
Unemployment and Employment Rates by Educational Level

	Non-Aboriginal				
	2009	2010	2011	2012	2013
<b>Total, All Education Levels</b>					
Unemployment Rate	8.1	7.9	7.3	7.1	6.9
Employment Rate	61.7	61.8	62.0	62.0	62.0
<b>Less than High School</b>					
Unemployment Rate	15.6	15.5	15.1	14.4	14.3
Employment Rate	34.2	33.7	33.6	33.3	33.2
<b>High School Graduate</b>					
Employment Rate	9.0	8.5	7.7	7.6	7.7
Unemployment Rate	61.7	61.7	61.7	61.1	60.5
<b>Some Post-secondary</b>					
Employment Rate	9.7	9.9	9.5	9.2	9.2
Unemployment Rate	61.0	60.8	60.5	60.7	59.9
<b>Post-secondary Certificate or Diploma</b>					
Unemployment Rate	6.8	6.4	5.9	5.8	5.5
Employment Rate	71.2	70.9	71.0	70.6	70.7
<b>University Degree Bachelor and Above</b>					
Unemployment Rate	5.0	5.2	4.9	5.0	4.8
Employment Rate	75.8	75.3	74.8	75.0	74.7
	Aboriginal				
	2009	2010	2011	2012	2013
<b>Total, All Education Levels</b>					
Unemployment Rate	13.8	14.3	12.9	12.8	11.6
Employment Rate	56.6	53.7	55.8	56.9	57.2
<b>Less than High School</b>					
Unemployment Rate	23.6	24.1	22.5	22.1	19.6
Employment Rate	34.6	32.2	33.3	35.3	35.2
<b>High School Graduate</b>					
Employment Rate	13.7	14.4	13.1	13.1	11.6
Unemployment Rate	62.1	59.9	62.7	61.8	62.1
<b>Some Post-secondary</b>					
Employment Rate	14.3	12.7	14.6	11.3	14.3
Unemployment Rate	56.2	58.4	54.9	60.2	57.4
<b>Post-secondary Certificate or Diploma</b>					
Unemployment Rate	10.4	10.8	9.1	8.5	9.8
Employment Rate	70.5	66.2	69.1	70.3	67.2
<b>University Degree Bachelor and Above</b>					
Unemployment Rate	3.7	5.5	4.4	6.1	3.5
Employment Rate	82.3	77.0	80.3	77.8	81.3

Source: Statistics Canada, Labour Force Survey.

tories had decreases. The Inuit in Nunavut has the lowest employment rate in Canada just less than the Aboriginals in New Brunswick in 2013.

Alberta has had the highest rate of employment for Aboriginals as well as non-Aboriginals in all the provinces in each year since 2009. The only minor exceptions were for Prince Edward Island and New Brunswick, which had higher rates for Aboriginals in 2009. Given this pattern the prospect for employment would seem to be the greatest in Alberta. Please see Table 6.

TABLE 6  
Employment Rate for Canada by Province and Territory  
Population and Employed in Thousand

	Non-Aboriginal				
	2009	2010	2011	2012	2013
<b>Canada (Ten Provinces)</b>					
Employment Rate	61.7	61.8	62.0	62.0	62.0
Population	26646.7	26997.5	27316.6	27635.1	27985.7
Employed	16441.1	16684.5	16931.9	17124.9	17349.8
<b>Newfoundland and Labrador</b>					
Employment Rate	50.1	51.8	52.8	54.4	54.6
Population	407.3	408.9	409.1	407.6	409.0
Employed	204.0	211.8	216.1	221.6	223.1
<b>Prince Edward Island</b>					
Employment Rate	59.3	60.4	60.5	60.4	61.5
Population	114.7	116.1	118.3	119.5	119.7
Employed	68.0	70.1	71.5	72.1	73.6
<b>Nova Scotia</b>					
Employment Rate	58.6	58.3	58.2	58.4	58.2
Population	759.5	762.9	764.7	765.6	766.5
Employed	444.7	444.9	444.9	447.3	445.9
<b>New Brunswick</b>					
Employment Rate	58.6	57.8	56.9	56.7	56.8
Population	605.0	607.8	610.3	611.3	610.8
Employed	354.3	351.5	347.2	346.4	346.7
<b>Four Atlantic Provinces</b>					
Employment Rate	56.8	56.9	56.8	57.1	57.2
Population	1886.5	1895.7	1902.4	1904.0	1906.0
Employed	1071.0	1078.3	1079.7	1087.3	1089.4
<b>Quebec</b>					
Employment Rate	59.8	60.3	60.2	60.1	60.3
Population	6374.1	6449.5	6515.1	6576.5	6630.5
Employed	3813.6	3884.1	3921.7	3952.5	4000.0
<b>Ontario</b>					
Employment Rate	61.2	61.4	61.7	61.4	61.6
Population	10484.1	10627.4	10761.4	10903.4	11036.2
Employed	6413.6	6530.3	6642.0	6692.0	6795.1
<b>Manitoba</b>					
Employment Rate	66.1	66.6	66.2	66.2	66.0
Population	837.9	848.4	858.6	866.5	875.0
Employed	553.6	564.9	568.7	573.8	577.8

*continued on next page.*

TABLE 6 continued.

	Non-Aboriginal				
	2009	2010	2011	2012	2013
<b>Saskatchewan</b>					
Employment Rate	67.4	67.2	66.5	67.2	68.0
Population	712.3	722.5	730.2	739.8	753.6
Employed	480.1	485.6	485.9	497.0	512.8
<b>Alberta</b>					
Employment Rate	<b>69.8</b>	<b>68.4</b>	<b>70.0</b>	<b>70.4</b>	<b>69.9</b>
Population	2799.9	2839.9	2882.6	2943.1	3042.8
Employed	1953.2	1942.9	2018.7	2070.7	2125.9
<b>British Columbia</b>					
Employment Rate	60.7	60.8	60.4	60.8	60.1
Population	3551.8	3617.2	3666.3	3701.7	3741.4
Employed	2156.1	2198.5	2215.3	2251.6	2248.8
<b>Yukon</b>					
Employment Rate	76.4	72.9	76.6	<b>75.0</b>	73.6
Population	19.1	20.7	21.8	20.8	21.6
Employed	14.6	15.1	16.7	15.6	15.9
<b>Northwest</b>					
Employment Rate	84.2	83.1	84.1	<b>83.6</b>	83.6
Population	17.1	16.0	17.6	17.7	17.7
Employed	14.4	13.3	14.8	14.8	14.8
<b>Nunavut</b>					
<b>Non-Inuit</b>					
Employment Rate	88.5	89.5	89.2	89.7	89.3
Population	4.5	4.6	4.7	4.7	4.8
Employed	4.0	4.2	4.2	4.2	4.3
<b>Yukon, Northwest, Nunavut</b>					
<b>Non-First Nations Peoples</b>					
Employment Rate	81.1	78.9	81.0	80.1	79.4
Population	40.7	41.31	44.1	43.2	44.1
Employed	33.0	32.6	35.7	34.6	35.0
<b>Aboriginal</b>					
<b>2009 2010 2011 2012 2013</b>					
<b>Canada (Ten Provinces)</b>					
Employment Rate	56.6	53.7	55.8	56.9	57.2
Population	650.6	660.6	670.5	679.4	687.5
Employed	368.5	354.8	374.5	386.4	393.1
<b>Newfoundland and Labrador</b>					
Employment Rate	49.9	46.6	53.1	<b>52.4</b>	<b>55.1</b>
Population	18.8	19.2	19.9	20.1	20.4
Employed	9.4	9.0	10.4	10.5	11.3
<b>Prince Edward Island</b>					
Employment Rate	<b>65.6</b>	49.7	48.3	<b>61.7</b>	<b>50.0</b>
Population	0.9	0.9	0.9	1.0	1.0
Employed	0.6	0.5	0.5	0.6	0.5
<b>Nova Scotia</b>					
Employment Rate	51.4	56.5	58.0	58.4	58.7
Population	13.9	14.1	14.4	14.7	14.9
Employed	7.1	8.0	8.4	8.6	8.7

continued on next page.

TABLE 6 continued.

	Aboriginal				
	2009	2010	2011	2012	2013
<b>New Brunswick</b>					
Employment Rate	<b>60.3</b>	49.2	52.6	<b>54.1</b>	<b>49.1</b>
Population	8.9	9.0	9.1	9.1	9.1
Employed	5.4	4.4	4.8	4.9	4.5
<b>Four Atlantic Provinces</b>					
Employment Rate	52.9	50.7	54.4	<b>54.9</b>	<b>54.9</b>
Population	42.5	43.2	44.3	44.8	45.5
Employed	22.5	21.9	24.1	24.6	25.0
<b>Quebec</b>					
Employment Rate	55.6	45.0	48.7	<b>48.5</b>	<b>52.0</b>
Population	60.6	60.8	60.8	61.0	61.0
Employed	33.7	27.4	29.7	29.6	31.7
<b>Ontario</b>					
Employment Rate	55.3	49.9	<b>54.7</b>	<b>57.1</b>	<b>52.8</b>
Population	160.6	162.8	164.7	166.2	167.4
Employed	88.8	81.3	90.1	94.8	88.4
<b>Manitoba</b>					
Employment Rate	61.1	58.5	58.9	<b>58.0</b>	<b>57.9</b>
Population	90.6	92.6	94.7	96.5	98.5
Employed	55.4	55.4	55.8	56.0	57.1
<b>Saskatchewan</b>					
Employment Rate	54.3	53.6	56.2	<b>55.8</b>	<b>58.7</b>
Population	67.0	68.4	69.8	71.2	72.5
Employed	36.4	36.6	39.2	39.7	42.5
<b>Alberta</b>					
Employment Rate	<b>59.3</b>	<b>60.9</b>	<b>60.2</b>	<b>61.8</b>	<b>65.9</b>
Population	118.0	120.9	124.0	126.8	129.5
Employed	70.0	73.6	74.6	78.4	85.3
<b>British Columbia</b>					
Employment Rate	55.5	53.6	54.3	<b>56.1</b>	<b>55.8</b>
Population	111.2	111.9	112.4	112.9	113.1
Employed	61.8	60.0	61.0	63.6	63.1
<b>Yukon</b>					
Employment Rate	43.5	46.2	51.1	<b>54.1</b>	<b>57.6</b>
Population	6.2	5.2	4.7	6.1	5.9
Employed	2.7	2.4	2.4	3.3	3.4
<b>Northwest</b>					
Employment Rate	46.7	50.6	54.1	54.5	53.8
Population	15.0	16.2	14.6	14.3	14.3
Employed	7.0	8.2	7.9	7.8	7.7
<b>Nunavut</b>					
	<b>Inuit</b>				
Employment Rate	43.6	46.0	46.2	<b>46.2</b>	<b>48.5</b>
Population	15.7	16.3	16.4	16.4	16.9
Employed	6.8	7.5	7.6	7.6	8.2
<b>Yukon, Northwest, Nunavut</b>					
	<b>First Nations Peoples</b>				
Employment Rate	44.7	48.0	50.1	<b>50.8</b>	<b>52.0</b>
Population	36.9	37.7	35.7	36.8	37.1
Employed	16.5	18.1	17.9	18.7	19.3

Source: Statistics Canada, Labour Force Survey.

## Employment by Sector and Industry

The sectors in which people are employed may be defined as goods-producing and service-producing sectors. Aboriginal employment in the goods-producing sector had been increasing every year since 2009; however, in 2013 this trend reversed and it declined to 24.7% from 25.4% in 2012. These occurred mainly in construction, dropping from 10.8% in 2012 to 10.2% in 2013 and in manufacturing from 7.7% to 7.0%. The decline in employment in manufacturing also occurred for non-Aboriginals in 2013 from 10.3% to 9.8%, but not in construction, which increased from 7.2% to 7.4%. The area in which employment increased the most in the goods-producing sector for Aboriginals in 2013 was in forestry, fishing, mining, oil and gas, which went from 4.8% in 2012 to 5.4% in 2013.

The vast majority of the working population, approximately three-quarters are employed in the service-producing sector. The increases in Aboriginal employment in the service-producing sector were in professional, scientific and technical services, growing from 3.2% in 2012 to 4.0% in 2013 and in other services, rising from 3.5% to 4.4%. The largest declines were in information, culture and recreation, from 4.7% to 3.7%, in public administration from 7.8% to 7.1% and in health care and social assistance from 13.7% to 13.1%, which is the largest area of employment for Aboriginals as well as non-Aboriginals. The next largest source of employment for Aboriginals in 2013 was the retail trade at 11.7% followed by construction at 10.2%.

The percentages of employment in each area has increased and decreased over the years since 2009. One exception is the decline in employment for Aboriginals in public administration, which has occurred in 2011, 2012 and 2013. Please see Tables 7 and 8.

## Conclusion

The employment and unemployment rates for Aboriginals in Canada have continued to improve in 2013 as they have since 2010. These rates have been significantly better for non-Aboriginals than for Aboriginals; however the gap between them has declined each year since 2010.

The increase in the rate of employment for Aboriginals in 2013 is attributable to the growth in employment by those in the 15 to 24 age group and by women, while it declined for men. However the unemployment rate declined for both Aboriginal men and women in 2013.

The gap in employment rates between Aboriginals and non-Aboriginals may be mainly explained by the higher educational levels achieved by non-Aboriginals. The higher the completed level of education, the higher is the employment level and the lower is the unemployment rate. This applies for both Aboriginals and non-Aboriginals. However, educational level does not explain the differences in their unemployment rates.

The province with the highest employment rates for Aboriginals and non-Aboriginals is Alberta. This has been the case each year since 2009, with only two exceptions in 2009.

The goods producing sector, which employs approximately one quarter of the Aboriginal population experienced its first decline in employment since 2009, while the percent of employment in the service producing sector increased for the first time since 2009 for Aboriginals. The areas that had the greatest increases in the percent of Aboriginals employed in 2013 were forestry, fishing, mining, oil and gas, professional, scientific and technical services and other services. The areas Aboriginals experienced the greatest percent decreases in employment were construction, manufacturing, information, culture and recreation, health

TABLE 7  
Employment for Canada by Industry  
In Thousands

	Non-Aboriginal				
	2009	2010	2011	2012	2013
TOTAL EMPLOYED	16441.1	16684.5	16931.9	17124.9	17349.8
<i>Goods-producing Sector</i>	3642.9	3657.2	3713.7	3774.4	3788.4
• Agriculture	312.3	296.9	300.8	305.2	311.2
• Forestry, fishing, mining, oil and gas	303.4	312.0	319.0	350.8	346.4
• Utilities	144.9	144.8	135.6	137.1	138.9
• Construction	1125.6	1183.1	1225.6	1225.3	1283.9
• Manufacturing	1756.8	1720.5	1732.7	1756.0	1708.0
<i>Services-producing Sector</i>	12798.3	13027.4	13218.2	13350.5	13561.4
• Educational services	1164.8	1196.8	1197.5	1264.2	1265.3
• Health care and social assistance	1900.9	1983.4	2043.6	2075.7	2126.6
• Public administration	901.7	925.9	942.3	925.8	917.1
• Wholesale trade	621.1	618.7	623.8	601.3	603.0
• Retail trade	1973.6	2007.3	1988.8	1988.2	2047.5
• Transportation and warehousing	796.1	786.6	823.9	830.3	843.3
• Finance, insurance, real estate and leasing	1074.8	1080.2	1070.2	1078.7	1107.4
• Professional, scientific and technical services	1179.4	1255.3	1297.0	1287.2	1333.9
• Management of companies and other support services	639.1	655.8	660.5	672.5	695.7
• Information, culture and recreation	751.8	752.2	769.2	773.1	768.6
• Accommodation and food services	1025.6	1028.1	1060.7	1071.7	1099.9
• Other services	769.3	737.3	740.7	781.8	753.1
	Aboriginal				
	2009	2010	2011	2011	2012
TOTAL EMPLOYED	368.5	354.8	374.5	386.4	393.1
<i>Goods-producing Sector</i>	79.7	82.6	90.3	98.0	97.1
• Agriculture	3.1	3.4	4.4	4.1	3.8
• Forestry, fishing, mining, oil and gas	14.4	17.6	18.5	18.5	21.2
• Utilities	2.6	3.6	4.2	3.6	4.5
• Construction	35.9	34.7	36.4	41.8	40.0
• Manufacturing	23.8	23.2	26.8	29.9	27.5
<i>Services-producing Sector</i>	288.8	272.1	284.1	288.5	295.9
• Educational services	23.6	21.7	22.0	23.8	25.4
• Health care and social assistance	48.6	46.6	48.1	53.0	51.4
• Public administration	29.0	31.1	29.5	30.3	28.0
• Wholesale trade	10.5	9.8	8.7	10.9	10.8
• Retail trade	46.9	41.0	48.6	43.9	45.8
• Transportation and warehousing	19.9	18.9	19.3	19.0	20.5
• Finance, insurance, real estate and leasing	17.2	15.3	13.4	14.9	16.5
• Professional, scientific and technical services	11.4	11.2	12.3	12.5	15.6
• Management of companies and other support services	15.6	16.5	16.8	17.9	17.8
• Information, culture and recreation	17.9	13.6	15.6	18.0	14.7
• Accommodation and food services	31.0	30.4	32.2	30.7	32.2
• Other services	17.3	16.1	17.6	13.6	17.2

Source: Statistics Canada, Labour Force Survey.

TABLE 8  
Percent of Employment for Canada by Industry

	Non-Aboriginal				
	2009	2010	2011	2012	2013
TOTAL EMPLOYED	100.0	100.0	100.0	100.0	100.0
<i>Goods-producing Sector</i>	22.2	21.9	21.9	22.0	21.8
• Agriculture	1.9	1.8	1.8	1.8	1.8
• Forestry, fishing, mining, oil and gas	1.8	1.9	1.9	2.0	2.0
• Utilities	0.9	0.9	0.8	0.8	0.8
• Construction	6.8	7.1	7.2	7.2	7.4
• Manufacturing	10.7	10.3	10.2	10.3	9.8
<i>Services-producing Sector</i>	77.8	78.1	78.1	78.0	78.2
• Educational services	7.1	7.2	7.1	7.4	7.3
• Health care and social assistance	11.6	11.9	12.1	12.1	12.3
• Public administration	5.5	5.5	5.6	5.4	5.3
• Wholesale trade	3.8	3.7	3.7	3.5	3.5
• Retail trade	12.0	12.0	11.7	11.6	11.8
• Transportation and warehousing	4.8	4.7	4.9	4.8	4.9
• Finance, insurance, real estate and leasing	6.5	6.5	6.3	6.3	6.4
• Professional, scientific and technical services	7.2	7.5	7.7	7.5	7.7
• Management of companies and other support services	3.9	3.9	3.9	3.9	4.0
• Information, culture and recreation	4.6	4.5	4.5	4.5	4.4
• Accommodation and food services	6.2	6.2	6.3	6.3	6.3
• Other services	4.7	4.4	4.4	4.6	4.3
	Aboriginal				
	2009	2010	2011	2012	2013
TOTAL EMPLOYED	100.0	100.0	100.0	100.0	100.0
<i>Goods-producing Sector</i>	21.6	22.4	24.1	25.4	24.7
• Agriculture	0.8	1.0	1.2	1.1	1.0
• Forestry, fishing, mining, oil and gas	3.9	5.0	4.9	4.8	5.4
• Utilities	0.7	1.0	1.1	0.9	1.1
• Construction	9.7	9.8	9.7	10.8	10.2
• Manufacturing	6.5	6.5	7.2	7.7	7.0
<i>Services-producing Sector</i>	78.4	76.7	75.9	74.6	75.3
• Educational services	6.4	6.1	5.9	6.2	6.5
• Health care and social assistance	13.2	13.1	12.8	13.7	13.1
• Public administration	7.9	8.8	7.9	7.8	7.1
• Wholesale trade	2.8	2.8	2.3	2.8	2.7
• Retail trade	12.7	11.6	13.0	11.4	11.7
• Transportation and warehousing	5.4	5.3	5.2	4.9	5.2
• Finance, insurance, real estate and leasing	4.7	4.3	3.6	3.9	4.2
• Professional, scientific and technical services	3.1	3.2	3.3	3.2	4.0
• Management of companies and other support services	4.2	4.7	4.5	4.6	4.5
• Information, culture and recreation	4.9	3.8	4.2	4.7	3.7
• Accommodation and food services	8.4	8.6	8.6	7.9	8.2
• Other services	4.7	4.5	4.7	3.5	4.4

Source: Statistics Canada, Labour Force Survey.

care and social assistance, other services and public administration. The only area to decline each year since 2010 was public administration.

Based upon the data reported here it is reasonable to conclude that if one wants to increase one's probability of being employed then one should obtain as high a level of education as possible and should consider living where there is the highest rate of employment, which in Canada is in Alberta. From a societal perspective more should be done to ensure our youth complete high school and to enable as many as possible to obtain higher levels of education.

#### **REFERENCE**

Statistics Canada, Labour Force Survey, 2014, personal correspondence