

# *Examining Aboriginal Employment: 2007–2014*

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## **ABSTRACT**

The employment, unemployment and participation rates are examined for Aboriginals living off-reserve in Canada from 2007 to 2014 as well as for non-Aboriginals for those 15 years and older. Employment is analyzed by educational level, gender and age, province and by industrial sector. The rates of employment and unemployment for Aboriginals have continued to improve in 2014, lessening the differences with non-Aboriginals. These improvements occurred in each age category for both men and women, except for the unemployment rate of Aboriginal women in the 25 to 54 year old group. The Metis employment, participation and unemployment rates have been more favourable than the First Nations for each year from 2007 to 2014.

The level of education obtained continued to show a strong positive relationship with the rate of employment for Aboriginals and non-Aboriginals. When employment rates are examined by educational level, there is very little difference between Aboriginals and non-Aboriginals. However educational level does not explain the differences in unemployment rates. The highest rate of employment for Aboriginals and non-Aboriginals in 2014 continued to be in Alberta. Employment continued to increase in the services-producing sector, but decreased in the goods-producing sector for Aboriginals and non-Aboriginals in 2014.

## **Introduction**

The state of an economy is often measured by its gross domestic product or GDP. An alternative way of assessing an economy, particularly from the perspective of the population, is by examining the rates of employment, unemployment and participation. In this article these are examined for Aboriginals living off-reserve and who are 15 years and older. All references are to this population. Comparison data is provided for non-Aboriginals in Canada. The article contains eight years of data, from 2007 to 2014, to provide a clearer understanding of the changes that have been occurring.

## **Employment and Unemployment Rates: Aboriginals and non-Aboriginals**

The Aboriginal employment and unemployment rates have improved each year since 2010. The Aboriginal employment rate has increased since 2010 from 53.5 to 57.0 in 2014, while for non-Aboriginals the rate had been slowly increasing from 61.6 in 2009 to 61.9 in 2013, but decreased to 61.5 in 2014. Historically, the employment rate for Aboriginals has been considerably lower than for non-Aboriginals; however, the gap which was 8.2 in 2010 (61.7 vs. 53.5) has narrowed each year until 2014, when it was 4.5 (61.5 vs. 57). However, the rates of employment and the gap in employment rates have not recovered from their 2008 pre-recession levels for Aboriginals of 59.6 and 63.5 for non-Aboriginals, with a gap of 3.9.

The unemployment rates for Aboriginals have declined each year since 2010, from a rate of 14.1 to 11.2 in 2014. Non-Aboriginals unemployment rates started dropping a year earlier in 2009, and have declined every year since then. Their unemployment rates in 2009 were 8.2 and 6.8 in 2014. The difference in the unemployment rates narrowed from 6.2 in 2009 (14.1 versus 7.9) to 4.2 in 2014 (11.2 versus 6.8).

## **Participation Rates: Aboriginals and non-Aboriginals**

The participation rate is the labour force (which consists of those employed and those unemployed) divided by the population. The higher the participation 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 has fluctuated since 2007, when it was 65.0, increasing in some years and decreasing in others, with it being 64.2 in 2014. In contrast the non-Aboriginal participation rate has mainly decreased since 2007 when it was 67.5 to 66.0 in 2014. (See Table 1.)

## **Employment, Participation and Unemployment Rates: First Nations, Metis, Inuits and Others**

The employment, participation and unemployment rates have been more favourable for the Metis than for First Nations, for each year since 2007. The employment rate for First Nations has been improving since 2010, when it was at 48.3 to 53.8 in 2014. However, this compares poorly to the employment rates for Metis, which was 58.7 in 2010 and 60.6 in

**TABLE 1**  
**Employment, Participation and Unemployment Rates:**  
**Aboriginals and non-Aboriginals**  
**Living off Reserves in Canada, 15 years and older**  
**(In thousands, except for rates)**

	<b>Aboriginal</b>							
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Population	638.3	672.5	706.5	740.5	772.8	798.2	824.3	850.3
Labour Force	415.1	446.0	464.3	460.8	489.8	516.7	528.7	545.8
Employment	370.7	400.6	400.7	395.9	425.7	449.9	466.8	484.8
Full-time Employment	299.6	325.2	324.7	314.3	337.2	359.8	374.0	384.1
Part-time Employment	71.1	75.4	76.1	81.6	88.6	90.1	92.8	100.7
Unemployment	44.4	45.4	63.6	64.8	64.1	66.9	61.9	60.9
Not in Labour Force	223.2	226.5	242.2	279.7	283.0	281.5	295.6	304.5
Unemployment Rate	<b>10.7</b>	<b>10.2</b>	<b>13.7</b>	<b>14.1</b>	<b>13.1</b>	<b>12.9</b>	<b>11.7</b>	<b>11.2</b>
Participation Rate	65.0	66.3	65.7	62.2	63.4	64.7	64.1	<b>64.2</b>
Employment Rate	<b>58.1</b>	<b>59.6</b>	<b>56.7</b>	<b>53.5</b>	<b>55.1</b>	<b>56.4</b>	<b>56.6</b>	<b>57.0</b>
	<b>Non-Aboriginal</b>							
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Unemployment Rate	<b>5.9</b>	<b>6.0</b>	<b>56.6</b>	<b>7.9</b>	<b>7.4</b>	<b>7.2</b>	<b>6.9</b>	<b>6.8</b>
Participation Rate	<b>67.5</b>	67.6	13.8	67.0	66.8	66.5	66.5	<b>66.0</b>
Employment Rate	<b>63.5</b>	<b>63.5</b>	<b>65.7</b>	<b>61.7</b>	<b>61.8</b>	<b>61.8</b>	<b>61.9</b>	<b>61.5</b>
Population	is Labour Force and Not in the Labour Force							
Labour force (age 15 plus)	is Employment + Unemployment							
Not in the Labour Force	is Population less those Employed and Unemployment							
Unemployment	is Not employed and seeking employment							
Unemployment rate	is Unemployment/Labour force							
Participation rate	is Labour Force/Population							
Employment rate	is Employment/Population							

Source: Statistics Canada, Labour Force Survey.

2014. Despite these improvements, the employment rates have not recovered from their highest levels in 2008, when they were 55.5 for First Nations and 63.5 for both Metis and non-Aboriginals. The differences in the employment rates between the First Nations and Metis have decreased from 10.4 in 2010 (58.7 versus 48.3) to 6.8 in 2014 (60.6 versus 53.8). The gap in the employment rates also decreased between the Metis and non-Aboriginals from 3.0 in 2010 (61.7 versus 58.7) to 0.9 in 2014 (61.5 versus 60.6). The employment rates for Inuits and for Others, which are those who are part First Nations, Metis and/or Inuit, decreased from 2008 to 2010 and increased each year from 2010 to 2013, but dramatically decreased in 2014. The size of the decreases from 2013 to 2014, including the decreases in

the reported populations, raises the question as to whether there may be an error with regard to the figures reported for 2014.

The unemployment rates for First Nations are significantly higher than they are for Metis. However, the difference decreased from a high of 5.7 in 2010 (11.4 versus 17.1) to 1.9 in 2014 (12.1 versus 10.2). However, the 2014 unemployment rates of 12.1 for First Nations and 10.2 for Metis should be unacceptable when compared with the rate of unemployment of 6.8 for non-Aboriginals. The unemployment rates for Inuits and Others are not reported because of the small numbers in that category.

The Metis participation rates have been higher than non-Aboriginals for each year since 2009. The participation rates for the Metis have also been higher than for the Inuits since 2011. The Inuits participation rates have been higher than Others from 2007 to 2014. The participation rate for Others had been higher than the First Nations from 2007 to 2013. (See Table 2.)

### **Employment Rates by Age and Gender**

Employment rates for Aboriginal men and women increased for all age categories in 2014 and have increased each year since 2010, with two exceptions for both men and women. In 2013 employment rates declined for men in the 25–54 year old and 55 years and older categories and declined for women in 2011 for those 55 years and older and in 2012 for 15 to 24 years old.

The employment rate for Aboriginal men in 2014 increased to 59.7 from 59.2 in 2013. This compares to rates for non-Aboriginal men in 2014 of 65.5 and 65.7 in 2013. The rate of 59.7 for Aboriginal men in 2014 is considerably below its highest rate of 65.4. The difference between the employment rate for Aboriginals and non-Aboriginal men in the important 25 to 54 age category is significant. In 2014 the gap was 12.5 (85.4 for non-Aboriginals versus 72.9 for Aboriginals).

The employment rate of 54.6 for women in 2014 is the highest it has been from 2007 to 2014, somewhat higher than its previous highest rate of 54.3. This 2014 employment of 54.6 compares to a rate of 57.7 in 2014 for non-Aboriginal women. The gap between the employment rates for Aboriginal and non-Aboriginal women in 2014 was 3.1 (57.7 versus 54.6). This is smaller than the gap of 5.8 for men (65.5 versus 59.7). The employment rates have been consistently higher for men than for women for both Aboriginals and non-Aboriginals. (See Table 3.)

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

The unemployment rate for Aboriginal men has declined each year since its high in 2010 of 15.7 to 11.9 in 2014. Each of the three age categories of Aboriginal men experienced lower unemployment rates in 2014 than in 2013. Although there has been significant improvement, the unemployment rates for Aboriginal men are still higher than its low of 10.3 in 2008 and far worse than the non-Aboriginal unemployment rate of 7.3 in 2014. The unemployment rate for Aboriginal men is 4.6 higher than for non-Aboriginal men (11.9 versus 7.3).

For Aboriginal women the 2014 unemployment rate of 10.4 decreased from its high in 2012 of 12.6. The 10.4 rate of 2014 is close to its lowest level of 10.0 in 2008. The decrease in their unemployment rate in 2014 is attributable to Aboriginal women in the 15–24 year

**TABLE 2**  
**Employment, Participation and Unemployment Rates:**  
**First Nations, Métis, Inuits and Others**

	2007	2008	2009	2010	2011	2012	2013	2014
<b>Non-Aboriginal</b>								
Population	25823	26152	26498	26834	27141	27486	27823	28131
Unemployment rate	5.9	6.0	8.2	7.9	7.4	7.2	6.9	<b>6.8</b>
Participation rate	67.5	67.6	67.1	67.0	66.8	66.5	66.5	66.0
Employment rate	<b>63.5</b>	<b>63.5</b>	61.6	<b>61.7</b>	61.8	61.8	61.9	<b>61.5</b>
<b>Aboriginal</b>								
Population	638.3	672.5	706.5	740.5	772.8	798.2	824.3	850.3
Unemployment rate	10.7	10.2	13.7	14.1	13.1	12.9	11.7	11.2
Participation rate	65.0	66.3	65.7	62.2	63.4	64.7	64.1	64.2
Employment rate	58.1	59.6	56.7	53.5	55.1	56.4	56.6	57.0
<b>First Nations</b>								
Population	303.8	324.2	344.5	364.8	383.2	394.3	405.5	417.3
Unemployment rate	12.5	12.5	15.9	<b>17.1</b>	16.8	15.7	13.5	<b>12.1</b>
Participation rate	62.4	63.5	62.5	58.3	59.7	62.5	60.9	61.2
Employment rate	<b>54.6</b>	<b>55.5</b>	52.5	<b>48.3</b>	49.6	52.7	52.6	<b>53.8</b>
<b>Métis</b>								
Population	320.7	334.7	349.8	361.6	373.2	387.3	402.3	417.5
Unemployment rate	9.2	8.0	11.6	<b>11.4</b>	9.8	10.5	10.1	<b>10.2</b>
Participation rate	67.3	69.0	68.9	66.2	67.4	67.1	67.3	67.5
Employment rate	<b>61.2</b>	<b>63.5</b>	60.9	<b>58.7</b>	60.8	60.0	60.5	<b>60.6</b>
<b>Other</b>								
Population	13.8	13.6	12.2	14.1	16.4	16.6	16.6	15.5
Unemployment rate	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participation rate	69.8	67.6	66.3	61.4	59.2	64.0	68.0	54.6
Employment rate	63.5	59.4	55.8	52.8	53.1	58.8	60.8	47.5
<b>Inuits</b>								
Population	12.0	10.5	10.4	12.1	14.0	13.7	13.9	11.7
Unemployment rate	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participation rate	71.0	69.5	67.6	64.6	61.0	64.5	69.6	56.7
Employment rate	65.1	62.3	56.7	54.9	55.6	59.3	64.0	48.6

NOTE: Table cells showing 0.0 refer to estimates that are suppressed (cannot be published) because they are below the confidentiality threshold. The LFS estimates are based on a sample and are therefore subject to sampling variability. As a result, monthly estimates will show more variability than trends observed over longer time periods. Estimates for smaller geographic areas or industries also have more variability. For an explanation of sampling variability of estimates and how to use standard errors to assess this variability, consult the 'Estimates quality' section of the publication Labour Force Information

The confidentiality threshold is 200 for Canada.

Source: Statistics Canada, Labour Force Survey.

TABLE 3  
Employment Rates by Age and Gender  
Aboriginals and non-Aboriginals

	Aboriginal							
	2007	2008	2009	2010	2011	2012	2013	2014
<b>Both Sexes</b>								
15 Years and Over	58.1	<b>59.6</b>	56.7	53.5	55.1	56.4	<b>56.6</b>	<b>57.0</b>
15–24 Years	49.8	52.8	46.4	45.2	47.1	45.7	<b>49.2</b>	<b>50.4</b>
25–54 Years	69.9	70.8	68.8	65.8	67.3	69.3	<b>69.2</b>	<b>69.3</b>
55 Years and Over	32.5	33.4	34.3	29.8	32.4	<b>34.5</b>	<b>33.2</b>	<b>34.8</b>
<b>Men</b>								
15 Years And Over	62.9	<b>65.4</b>	59.7	55.4	58.0	<b>60.5</b>	<b>59.2</b>	<b>59.7</b>
15–24 Years	50.9	55.3	47.8	44.6	47.1	47.5	<b>49.5</b>	<b>51.8</b>
25–54 Years	75.5	77.0	72.8	69.5	70.9	<b>73.8</b>	<b>72.8</b>	<b>72.9</b>
55 Years and Over	38.7	38.5	36.9	29.7	37.0	<b>41.2</b>	<b>34.8</b>	<b>37.0</b>
<b>Women</b>								
15 Years and Over	53.7	<b>54.3</b>	54.0	51.7	52.4	52.6	<b>54.3</b>	<b>54.6</b>
15–24 Years	48.7	50.8	45.1	45.8	<b>47.1</b>	<b>43.9</b>	<b>49.0</b>	<b>49.1</b>
25–54 Years	64.6	64.7	65.2	62.4	64.1	65.2	<b>65.8</b>	<b>66.1</b>
55 Years and Over	27.3	29.4	31.8	<b>29.9</b>	<b>28.3</b>	28.6	<b>31.7</b>	<b>32.8</b>
	Non-Aboriginal							
	2007	2008	2009	2010	2011	2012	2013	2014
<b>Both Sexes</b>								
15 Years and Over	63.5	63.5	61.6	61.7	61.8	61.8	61.9	61.5
15–24 Years	59.8	59.8	55.6	55.2	55.6	54.7	55.3	55.8
25–54 Years	82.5	82.6	80.6	80.9	81.3	81.7	82.0	81.6
55 Years and Over	31.7	32.4	32.7	33.6	33.9	34.4	35.0	35.1
<b>Men</b>								
15 Years And Over	68.0	68.0	65.1	65.5	65.9	65.6	65.7	<b>65.5</b>
15–24 Years	59.4	59.1	53.6	53.4	54.4	53.4	54.3	54.3
25–54 Years	86.5	86.8	83.7	84.2	85.1	85.4	85.5	<b>85.4</b>
55 Years and Over	38.1	38.5	38.3	39.4	39.6	39.9	40.4	40.6
<b>Women</b>								
15 Years and Over	59.1	59.1	58.1	58.0	57.9	58.0	58.2	<b>57.7</b>
15–24 Years	60.2	60.4	57.7	57.1	56.9	56.1	56.4	57.3
25–54 Years	78.5	78.3	77.4	77.5	77.6	78.1	78.5	77.8
55 Years and Over	26.0	27.1	27.7	28.4	28.8	29.5	30.1	30.1

Source: Statistics Canada, Labour Force Survey.

age group and those 55 years and older who had lower unemployment rates in 2014 compared to 2013. Women in the 25–54 age group had a higher unemployment rate. Non-Aboriginal women had an unemployment rate of 6.3 in 2014. The difference in the unemployment rate for Aboriginal women and non-Aboriginal women was 4.1 (10.4 versus 6.3) in 2014. (See Table 4.)

### **Employment Rates by Educational Level**

A strong positive relationship exists between the level of education completed and higher rates of employment for both Aboriginals and non-Aboriginals. However, those who had some post-secondary education, but did not complete their certificate or diploma program, had a lower employment rate than those who graduated high school.

Employment rates for Aboriginals and non-Aboriginals are very similar when comparing the educational level each obtained. This is highly significant. In 2014 the employment rate for non-Aboriginals was 61.5 and it was 57 for Aboriginals, a difference of 4.5. However, when the same level of education is compared, the employment rate for non-Aboriginals is slightly higher for some levels of education, and somewhat lower for other levels of education. Specifically, in 2014 for High School and University graduates, employment rates were higher for Aboriginals than for non-Aboriginals by 2.7 (62.6 versus 59.9) and 4.3 (78.2 versus 73.9), respectively. For those with less than a High School graduation, those with some post-secondary education and those with a post-secondary certificate or diploma, the non-Aboriginal employment rate was higher by 0.4 (32.8 versus 32.4) and by 1.6 (58.9 versus 57.3) and by 1.2 (70.2 versus 69), respectively. Thus in 2014 employment rates were higher for Aboriginals by 2.7 and 4.3 for certain levels of education and lower by 0.4, 1.2 and 1.6 for other levels of education.

An explanation as to why the overall employment rates are lower for Aboriginals (61.5 versus 57) is that a much larger proportion of Aboriginals have not completed high school. In 2014, 17.6 percent of the non-Aboriginal population had less than a high school education, while 28.5 percent of Aboriginals had less than a high school graduation. Fortunately, the percent of those without having graduated from high school for Aboriginals and non-Aboriginals has been decreasing every year since 2007, with the exception of 2010 for Aboriginals.

### **Full-time Employment by Educational Level**

The percent of employees working full time declined in 2014 for all educational levels, with one exception. It remained the same for non-Aboriginals with a post-secondary certificate or diploma. The largest drop in 2014 in the percent employed full-time occurred for Aboriginals with less than a high school education. This was a decline of 3.1 (68.7 versus 65.6). Those who did not complete high school and those who had only some post-secondary education had the lowest percentages of full-time employment.

### **Unemployment rates by Education Level**

The unemployment rates for Aboriginals are significantly higher than they are for non-Aboriginals (11.2 versus 6.8 in 2014). This holds true even when comparing unemployment levels by educational level, with the exception of those who obtained a University degree.

TABLE 4  
Unemployment Rates by Age and Gender  
Aboriginals and non-Aboriginals

	Aboriginal							
	2007	2008	2009	2010	2011	2012	2013	2014
<b>Both Sexes</b>								
15 Years and Over	10.7	10.2	13.7	14.1	13.1	12.9	<b>11.7</b>	<b>11.2</b>
15–24 Years	16.9	15.1	22.5	21.1	19.7	21.3	<b>17.8</b>	<b>16.7</b>
25–54 Years	8.9	9.1	11.5	12.1	11.1	10.8	<b>10.1</b>	<b>9.8</b>
55 Years and Over	8.4	6.3	10.4	11.7	11.3	9.3	<b>9.3</b>	<b>8.3</b>
<b>Men</b>								
15 Years And Over	11.2	<b>10.3</b>	15.2	<b>15.7</b>	<b>14.9</b>	<b>13.2</b>	<b>12.8</b>	<b>11.9</b>
15–24 Years	18.5	16.5	24.3	24.5	23.1	21.0	<b>19.3</b>	<b>17.6</b>
25–54 Years	9.1	9.1	12.6	13.0	12.5	11.1	<b>11.1</b>	<b>10.3</b>
55 Years and Over	9.6	0.0	13.3	14.5	12.5	10.5	<b>11.0</b>	<b>9.6</b>
<b>Women</b>								
15 Years and Over	10.1	<b>10.0</b>	12.1	12.4	11.1	<b>12.6</b>	<b>10.6</b>	<b>10.4</b>
15–24 Years	15.3	13.9	20.6	17.8	16.1	21.7	<b>16.4</b>	<b>15.7</b>
25–54 Years	8.7	9.2	10.3	11.1	9.6	10.5	<b>9.1</b>	<b>9.4</b>
55 Years and Over	0.0	0.0	7.0	9.2	9.8	7.7	<b>7.6</b>	<b>6.8</b>
	Non-Aboriginal							
	2007	2008	2009	2010	2011	2012	2013	2014
<b>Both Sexes</b>								
15 Years and Over	5.9	6.0	8.2	7.9	7.4	7.2	6.9	6.8
15–24 Years	11.0	11.5	15.1	14.7	14.1	14.2	13.6	13.4
25–54 Years	5.0	5.0	7.0	6.8	6.2	5.9	5.8	5.7
55 Years and Over	4.8	5.0	6.5	6.2	6.2	5.9	5.9	5.7
<b>Men</b>								
15 Years And Over	6.3	6.5	9.4	8.7	7.8	7.6	7.4	<b>7.3</b>
15–24 Years	12.1	12.9	18.2	17.1	15.8	15.9	15.0	14.9
25–54 Years	5.3	5.3	8.0	7.3	6.3	6.2	6.0	5.9
55 Years and Over	4.9	5.2	7.4	6.9	6.7	6.2	6.3	6.3
<b>Women</b>								
15 Years and Over	5.6	5.6	6.9	7.1	6.9	6.7	6.5	<b>6.3</b>
15–24 Years	9.9	10.0	12.0	12.4	12.2	12.4	12.0	11.8
25–54 Years	4.7	4.7	6.0	6.3	5.9	5.6	5.5	5.4
55 Years and Over	4.7	4.6	5.4	5.4	5.7	5.5	5.4	5.0

NOTE: Table cells showing 0.0 refer to estimates that are suppressed (cannot be published) because they are below the confidentiality threshold. The LFS estimates are based on a sample and are therefore subject to sampling variability. As a result, monthly estimates will show more variability than trends observed over longer time periods. Estimates for smaller geographic areas or industries also have more variability. For an explanation of sampling variability of estimates and how to use standard errors to assess this variability, consult the 'Estimates quality' section of the publication Labour Force Information (Catalogue number 71-001-X).

Source: Statistics Canada, Labour Force Survey.



That is, unlike employment rates, which are similar for Aboriginals and non-Aboriginals when controlling for education, unemployment rates are consistently higher for Aboriginals, even when comparing similar levels of education. For example, Aboriginals who graduated high school had an unemployment rate of 11.2 in 2014, compared with non-Aboriginal high school graduates who had a 7.5 unemployment rate. For those who did not complete high school the unemployment rates were 20.7 for Aboriginals and 13.6 for non-Aboriginals.

Unemployment rates decreased as the level of education completed increased for both Aboriginals and non-Aboriginals. Overall, the unemployment rate has decreased since 2010; however, there has not been a consistent pattern of decreases when examined by educational level. Further, the unemployment levels were higher in 2014 than they were at their low points since 2007, regardless of the educational level achieved. (See Table 5.)

TABLE 5  
Employment and Unemployment by Educational Level  
Aboriginals and Non-Aboriginals

	Aboriginal							
	2007	2008	2009	2010	2011	2012	2013	2014
<b>Total, All Education Levels</b>								
Percent of population	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Percent Employed Full-time	80.8	81.2	81.0	79.4	79.2	80.0	<b>80.1</b>	<b>79.2</b>
Unemployment rate	10.7	<b>10.2</b>	13.7	<b>14.1</b>	13.1	12.9	11.7	<b>11.2</b>
Employment rate	58.1	<b>59.6</b>	56.7	<b>53.5</b>	55.1	56.4	56.6	<b>57.0</b>
<b>Less than high school</b>								
Employment Rate	<b>36.5</b>	<b>35.2</b>	<b>33.0</b>	<b>33.5</b>	<b>32.4</b>	<b>32.1</b>	<b>30.1</b>	<b>28.5</b>
Participation Rate	70.5	71.8	68.4	68.3	67.8	68.7	<b>68.7</b>	<b>65.6</b>
Population	<b>17.0</b>	16.2	23.2	<b>24.0</b>	22.7	21.7	19.6	<b>20.7</b>
Percent of Total Population	37.5	<b>39.8</b>	34.7	<b>31.8</b>	32.6	35.4	34.6	<b>32.4</b>
<b>High School Graduate</b>								
Percent of population	18.8	18.8	19.9	19.0	19.5	20.3	22.2	22.8
Percent Employed Full-time	83.2	83.4	81.7	81.3	78.5	80.7	80.0	78.9
Unemployment rate	9.0	<b>8.8</b>	13.3	<b>14.1</b>	13.0	13.3	<b>11.4</b>	<b>11.2</b>
Employment rate	<b>69.1</b>	67.2	62.5	<b>59.9</b>	62.3	61.1	62.2	<b>62.6</b>
<b>Some Post-secondary</b>								
Percent of population	10.2	10.6	10.1	10.6	10.5	9.0	8.5	8.4
Percent Employed Full-time	75.9	75.5	76.3	72.0	70.9	73.6	71.0	<b>68.7</b>
Unemployment rate	<b>10.6</b>	10.8	14.2	12.7	<b>14.7</b>	14.1	<b>12.2</b>	<b>12.1</b>
Employment rate	58.7	<b>62.3</b>	58.0	58.3	<b>54.3</b>	55.9	59.3	<b>57.3</b>
<b>Post-secondary Certificate or Diploma</b>								
Percent of population	28.3	28.1	29.2	29.5	29.8	30.0	30.4	30.9
Percent Employed Full-time	86.2	86.9	87.3	84.9	85.3	85.2	<b>86.4</b>	<b>85.8</b>
Unemployment rate	8.5	7.5	10.5	<b>10.6</b>	9.2	9.0	9.8	<b>8.1</b>
Employment rate	72.4	<b>72.9</b>	70.3	<b>66.1</b>	68.7	69.8	66.7	<b>69.0</b>
<b>University Degree Bachelor and Above</b>								
Percent of population	6.2	7.3	7.8	7.4	7.7	8.6	8.8	9.5
Percent Employed Full-time	86.4	85.4	86.5	85.7	87.4	86.3	<b>85.9</b>	<b>84.6</b>
Unemployment rate	5.0	5.9	<b>3.6</b>	5.3	4.7	<b>6.2</b>	3.9	<b>5.2</b>
Employment rate	79.6	79.7	<b>82.6</b>	77.6	80.0	<b>77.3</b>	80.6	<b>78.2</b>

continued on next page.

TABLE 5 continued.

	Non-Aboriginal							
	2007	2008	2009	2010	2011	2012	2013	2014
<b>Total, All Education Levels</b>								
Percent of population	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Percent Employed Full-time	81.7	81.5	80.7	80.5	80.8	81.1	<b>80.9</b>	<b>80.8</b>
Unemployment rate	5.9	6.0	8.2	7.9	7.4	7.2	6.9	<b>6.8</b>
Employment rate	63.5	63.5	61.6	61.7	61.8	61.8	61.9	<b>61.5</b>
<b>Less than high school</b>								
Employment Rate	<b>22.1</b>	<b>21.5</b>	<b>20.9</b>	<b>20.1</b>	<b>19.4</b>	<b>19.0</b>	<b>18.2</b>	<b>17.6</b>
Participation Rate	68.0	67.9	66.6	66.8	67.3	68.3	<b>68.0</b>	<b>67.5</b>
Population	11.9	11.8	15.6	15.6	15.0	14.5	14.3	<b>13.6</b>
Percent of Total Population	36.9	37.1	34.2	33.7	33.6	33.3	33.2	<b>32.8</b>
<b>High School Graduate</b>								
Percent of population	19.7	19.6	20.0	19.7	19.8	20.0	20.4	20.8
Percent Employed Full-time	82.5	82.6	81.1	80.4	80.4	80.7	<b>80.0</b>	<b>79.7</b>
Unemployment rate	6.0	6.3	9.1	8.6	7.8	7.7	7.7	<b>7.5</b>
Employment rate	65.3	64.6	61.7	61.7	61.6	61.0	60.6	<b>59.9</b>
<b>Some Post-secondary</b>								
Percent of population	8.1	8.4	8.2	8.2	7.9	7.4	7.2	7.0
Percent Employed Full-time	71.2	70.3	68.0	66.9	67.7	66.6	<b>66.0</b>	<b>65.1</b>
Unemployment rate	7.0	6.9	9.8	9.9	9.6	9.2	9.2	<b>9.5</b>
Employment rate	64.3	64.5	60.9	60.9	60.6	60.6	59.9	<b>58.9</b>
<b>Post-secondary Certificate or Diploma</b>								
Percent of population	30.5	30.5	30.7	31.0	31.3	31.4	31.3	31.4
Percent Employed Full-time	85.5	85.2	84.8	84.3	84.5	84.3	<b>84.4</b>	<b>84.4</b>
Unemployment rate	4.8	4.8	6.8	6.4	5.9	5.7.0	5.5	<b>5.4</b>
Employment rate	72.8	72.7	71.1	70.9	70.9	70.5	70.7	<b>70.2</b>
<b>University Degree Bachelor and Above</b>								
Percent of population	19.6	20.1	20.2	21.0	21.6	22.3	22.8	23.3
Percent Employed Full-time	86.7	86.1	85.4	85.3	85.2	85.8	<b>85.6</b>	<b>85.1</b>
Unemployment rate	3.7	4.1	5.1	5.3	4.9	5.0	4.7	<b>4.9</b>
Employment rate	76.7	76.2	75.6	75.2	74.6	74.7	74.5	<b>73.9</b>

Source: Statistics Canada, Labour Force Survey.

## Employment Rates and Population by Province/Region

Employment rates declined in 2014 in each province and the Atlantic region for non-Aboriginals. In contrast the overall employment rate increased for Aboriginals because of the increases that occurred in Ontario and Alberta; however, employment rates declined everywhere else. The employment rate was the highest in 2014 for Aboriginals in Alberta at 66.4 and elsewhere it ranged from 51.9 in Quebec to 56.9 in Saskatchewan. Employment rates were higher for non-Aboriginals than Aboriginals in every province and region for each year from 2007 to 2014.

The four Atlantic Provinces have been combined because of their small populations, which combined is smaller than any province. Manitoba's Aboriginal employment rate of 56.5 was the third highest in Canada in 2014, but it was also the lowest for Manitoba for the 2007 to 2014 period. Employment rates were at their lowest levels in 2014 for non-Aboriginals in Canada, the Atlantic Region, Quebec, Manitoba and British Columbia for the 2007 to 2014 period.

The Aboriginal and non-Aboriginal populations have increased each year since 2007 in each province and region, with the exception in 2014 of the Atlantic Region for non-Aboriginals. The combination of the increasing populations and decreasing employment rates may be an issue of concern in the future. (See Table 6.)

**TABLE 6**  
Employment Rates and Population by Province/Region  
Aboriginals and Non-Aboriginals

	<b>Aboriginal</b>							
	2007	2008	2009	2010	2011	2012	2013	2014
<b>Canada</b>								
Population	638	673	707	741	773	798	824	850
Employment rate	58.1	59.6	56.7	53.5	55.1	56.4	<b>56.6</b>	<b>57.0</b>
<b>Atlantic Region</b>								
Population	40.0	44.5	49.0	53.5	57.5	59.8	61.8	63.6
Employment rate	51.5	54.1	53.1	50.1	54.1	54.7	54.8	52.8
<b>Quebec</b>								
Population	62.8	67.6	72.5	77.3	81.7	84.3	87.0	89.8
Employment rate	46.3	54.2	55.7	45.2	47.8	48.4	<b>52.1</b>	<b>51.9</b>
<b>Ontario</b>								
Population	159.8	169.3	178.7	188.2	197.1	204.0	211.0	217.8
Employment rate	57.8	57.7	55.0	49.7	54.1	56.0	<b>52.4</b>	<b>55.9</b>
<b>Manitoba</b>								
Population	87.0	89.7	92.4	95.1	98.0	100.8	103.8	106.9
Employment rate	59.6	61.5	61.5	58.6	58.8	57.9	<b>57.8</b>	<b>56.5</b>
<b>Saskatchewan</b>								
Population	64.7	66.6	68.6	70.6	72.4	73.4	74.7	76.0
Employment rate	56.3	56.6	54.8	53.9	55.9	55.9	<b>59.0</b>	<b>56.9</b>
<b>Alberta</b>								
Population	111.8	116.3	120.8	125.3	129.9	134.9	140.4	145.9
Employment rate	66.9	65.5	59.9	61.0	59.9	62.9	<b>65.6</b>	<b>66.4</b>
<b>British Columbia</b>								
Population	112.2	118.4	124.4	130.5	136.3	140.9	145.6	150.3
Employment rate	58.4	61.7	55.6	54.0	53.7	55.2	<b>55.5</b>	<b>54.8</b>

*continued on next page.*

TABLE 6 continued.

	Non-Aboriginal							
	2007	2008	2009	2010	2011	2012	2013	2014
<b>Canada</b>								
Population	25823	26152	26498	26834	27141	27486	27823	28131
Employment rate	63.5	63.5	61.6	61.7	61.8	61.8	<b>61.9</b>	<b>61.5</b>
<b>Atlantic Region</b>								
Population	1871	1875	1883	1894	1902	1907	<b>1908</b>	<b>1906</b>
Employment rate	57.2	57.6	56.7	56.8	56.9	57.3	<b>57.2</b>	<b>56.7</b>
<b>Quebec</b>								
Population	6240	6315	6395	6477	6550	6615	6668	6712
Employment rate	61.0	60.9	59.6	60.2	60.0	59.8	<b>60.2</b>	<b>59.7</b>
<b>Ontario</b>								
Population	10161	10277	10394	10525	10653	10795	10932	11052
Employment rate	63.5	63.4	60.9	61.2	61.5	61.0	<b>61.4</b>	<b>61.1</b>
<b>Manitoba</b>								
Population	812	817	825	833	842	852	861	870
Employment rate	66.4	66.7	66.0	66.3	65.8	66.0	<b>65.9</b>	<b>65.2</b>
<b>Saskatchewan</b>								
Population	694	705	68.6	729	740	753	765	776
Employment rate	67.3	67.7	54.8	67.3	66.9	67.3	<b>68.2</b>	<b>68.0</b>
<b>Alberta</b>								
Population	2666	2734	2800	2843	2888	2960	3050	3136
Employment rate	71.8	72.3	69.8	68.5	69.9	70.5	<b>70.0</b>	<b>69.4</b>
<b>British Columbia</b>								
Population	3380	3430	3484	3533	3567	3604	3641	3679
Employment rate	63.3	63.2	60.9	60.9	60.4	60.6	<b>60.0</b>	<b>59.6</b>

Source: Statistics Canada, Labour Force Survey.

## Employment by Industrial Sector

Employment may also be analyzed by industrial sectors. The two broad categories that are generally used are the goods-producing sector and the services-producing sector. In 2014, the goods-producing sector accounted for 23.6 percent of the Aboriginal employment, while the services-producing sector accounted for 76.4 percent. For non-Aboriginals these were 21.8 percent and 78.2 percent respectively.

Aboriginal employment increased by 5.5 percent in the services-producing sector and declined by 1.0 percent in the goods-producing sector. In comparison non-Aboriginal employment increased 0.8 percent in the services-producing sector and declined by 0.3 percent in the goods-producing sector. The smaller percent changes for non-Aboriginals is influenced by their larger populations. The 5.5 percent increase in Aboriginal employment in the services-producing sector in 2014 over 2013 was 19,200 (370,400 versus 351,200) while the 0.8 percent increase for non-Aboriginals was 104,000 (13,530,000 versus 13,426,000).

Each of these sectors has sub-sectors. The largest percentage increases in employment for Aboriginals in 2014 occurred in the sub sectors of Other services 22.3%; Trade 12.2%; Finance, insurance, real estate and leasing 11.2%; Education, health and social services 8.3% and Accommodation and food services 6.9%. In the goods-producing sector the largest increase was in Construction 7.5%. Most other sub-sectors within the goods-producing sector experienced declines in employment. (See Table 7.)

## **Conclusion**

The employment, participation and unemployment rates have improved each year for Aboriginals since 2010, with the exception of the participation rate, which declined in 2013. Although they have improved, they have not reached their pre-recession levels of 2008. These rates historically have been more favourable for non-Aboriginals than for Aboriginals; however, the gap in these rates has continued to narrow. The difference between the employment and unemployment rates is smaller for Metis and non-Aboriginals, but larger between First Nations and non-Aboriginals. In 2014 these rates improved for both Aboriginal men and women in each of the three age categories, except for women in the 25 to 54 age group. As completed levels of education increased, each of these three rates improved for both Aboriginals and non-Aboriginals. Employment rates for Aboriginals and non-Aboriginals are similar for those with the same level of education; however, unemployment rates are higher for Aboriginals with the same level of education as non-Aboriginals. Employment rates were the highest in Alberta as they have been since 2007. They increased in 2014 for Aboriginals in Alberta and in Ontario, but they decreased in every other province. For non-Aboriginals employment rates decreased in every province. Employment increased in the services-producing sector and decreased in the goods-producing sector for both Aboriginals and non-Aboriginals in 2014. Retail and wholesale trade and other services were the sub-sectors that had the highest percentage increases in employment for Aboriginals in 2014.

The employment picture has continued to improve for Aboriginals. However, much still needs to be done before Aboriginals are on an equal level with non-Aboriginals. One of the things that could be done, based upon the data in this study, is to take the actions needed to ensure that the youth complete high school and that they obtain as much education as would be beneficial to them.

## **REFERENCE**

Statistics Canada, Labour Force Survey, 2014, personal correspondence.

TABLE 7

## Employment by Industrial Sector

	2007	2008	2009	2010	2011	2012	2013	2014	2014/13
<b>Total employed — Figures are in thousand</b>	<b>370.7</b>	<b>400.6</b>	<b>400.7</b>	<b>395.9</b>	<b>425.7</b>	<b>449.9</b>	<b>466.8</b>	<b>484.8</b>	<b>103.9%</b>
<b>Goods-producing sector</b>	<b>97.1</b>	<b>101.4</b>	<b>87.3</b>	<b>92.2</b>	<b>102.1</b>	<b>112.8</b>	<b>115.6</b>	<b>114.4</b>	<b>99.0%</b>
• Natural Resources and Utilities	25.0	24.1	20.4	26.3	30.2	28.6	33.5	28.6	85.4%
Resource sectors	21.6	21.0	18.1	22.9	26.1	24.8	28.8	24.6	85.4%
Agriculture	4.8	4.1	3.4	4.5	5.7	5.4	5.0	5.1	102.0%
Forestry, fishing, mining, oil and gas	16.8	17.0	14.7	18.4	20.5	19.4	23.8	19.5	81.9%
Forestry & fishing	4.8	3.3	3.0	4.3	5.1	4.2	5.6	3.3	58.9%
Mining and oil and gas extraction	12.0	13.6	11.7	14.2	15.3	15.2	18.2	16.2	89.0%
Utilities	3.4	3.1	2.3	3.4	4.1	3.8	4.7	4.0	85.1%
Other goods producing	72.1	77.3	66.9	65.9	71.9	84.2	82.1	85.9	104.6%
Construction	35.7	41.4	41.7	40.2	41.6	49.1	<b>49.3</b>	<b>53.0</b>	<b>107.5%</b>
Manufacturing	36.4	35.8	25.2	25.7	30.3	35.1	32.9	32.9	100.0%
• Special grouping of Forestry and logging, wood, paper and allied	11.6	9.2	6.6	9.7	9.7	9.2	9.8	8.1	82.7%
<b>Services-producing sector</b>	<b>273.6</b>	<b>299.2</b>	<b>313.4</b>	<b>303.7</b>	<b>323.6</b>	<b>337.1</b>	<b>351.2</b>	<b>370.4</b>	<b>105.5%</b>
• Education & Health and Social Services	66.4	68.9	77.6	75.7	79.8	88.0	89.6	97.0	<b>108.3%</b>
Educational services	20.1	23.3	24.6	23.1	23.8	26.1	28.4	30.9	108.8%
Health care and social assistance	46.3	45.6	53.0	52.7	56.1	61.9	61.2	66.1	108.0%
• Public administration	25.3	29.5	30.8	34.0	32.5	36.4	32.1	31.7	98.8%
• Services industries except Education, Health and Social and Public admin.	182.0	200.8	205.1	194.0	211.3	212.7	229.5	241.7	105.3%
Trade	55.6	60.4	63.3	56.9	64.5	63.6	<b>66.3</b>	<b>74.4</b>	<b>112.2%</b>
Wholesale trade	9.6	11.4	12.4	10.3	9.7	11.6	12.6	14.7	116.7%
Retail trade	46.0	49.0	50.9	46.5	54.8	52.0	53.7	59.8	111.4%
Transportation and warehousing	19.5	21.9	22.1	20.6	22.6	21.3	25.2	23.3	92.5%
Finance, insurance, real estate and leasing	12.3	12.6	17.4	16.8	14.6	16.3	<b>18.7</b>	<b>20.8</b>	<b>111.2%</b>
Professional, scientific and technical services	12.0	11.4	11.8	11.7	13.1	15.6	18.1	15.8	87.3%
Management of companies, administrative and other support services	18.3	23.2	18.3	19.3	19.8	22.1	23.2	21.0	90.5%
Information, culture and recreation	14.6	19.4	19.1	15.2	17.4	19.6	16.5	17.4	105.5%
Accommodation and food services	33.1	33.0	34.3	35.2	38.9	38.8	<b>40.3</b>	<b>43.1</b>	<b>106.9%</b>
Other services	16.4	18.9	18.7	18.3	20.5	15.4	<b>21.1</b>	<b>25.8</b>	<b>122.3%</b>

continued on next page.

TABLE 7 continued.

	Non-Aboriginal									
	2007	2008	2009	2010	2011	2012	2013	2014	2014/13	
Total employed — <b>Figures are in thousand</b>	16391	16602	16319	16555	16782	16977	17220	17310	100.5%	
<b>Goods-producing sector</b>	3871	3877	3630	3631	3696	3759	3794	3781	<b>99.7%</b>	
• Natural Resources and Utilities	790	792	763	745	754	776	784	785	100.2%	
Resource sectors	656	649	622	608	621	646	654	653	99.9%	
Agriculture	330	325	322	301	301	300	308	299	97.0%	
Forestry, fishing, mining, oil and gas	326	324	300	306	320	347	345	353	102.4%	
Forestry & fishing	79	72	65	68	63	65	63	62	98.4%	
Mining and oil and gas extraction	247	252	234	238	257	282	283	292	103.3%	
Utilities	134	143	142	138	133	129	130	133	102.0%	
Other goods producing	3082	3085	2867	2885	2942	2984	3010	2995	99.5%	
Construction	1092	1195	1150	1203	1253	1274	1320	1318	99.8%	
Manufacturing	1990	1890	1718	1683	1689	1710	1690	1677	99.3%	
• Special grouping of Forestry and logging, wood, paper and allied	280	260	230	224	222	220	207	225	108.8%	
<b>Services-producing sector</b>	12519	12725	12689	12924	13086	13218	13426	13530	<b>100.8%</b>	
• Education & Health and Social Services	2943	2983	3034	3129	3171	3260	3326	3357	100.9%	
Educational services	1152	1140	1125	1143	1144	1182	1197	1205	100.6%	
Health care and social assistance	1791	1843	1908	1987	2026	2079	2128	2152	101.1%	
• Public administration	840	881	888	888	890	889	887	880	99.2%	
• Services industries except Education, Health and Social and Public admin.	8736	8861	8767	8908	9026	9068	9214	9294	100.9%	
<b>Trade</b>	2608	2617	2581	2622	2611	2594	2642	2654	100.5%	
Wholesale trade	610	615	614	614	618	597	592	608	102.6%	
Retail trade	1997	2002	1968	2008	1993	1997	2050	2046	99.8%	
Transportation and warehousing	801	828	802	793	827	835	858	873	101.8%	
Finance, insurance, real estate and leasing	1033	1047	1049	1056	1060	1045	1061	1063	100.2%	
Professional, scientific and technical services	1111	1160	1136	1202	1249	1253	1292	1316	101.9%	
Management of companies, administrative and other support services	678	682	666	672	675	683	718	714	99.5%	
Information, culture and recreation	759	730	728	747	754	740	740	740	100.0%	
Accommodation and food services	1039	1055	1042	1063	1101	1131	1129	1165	103.1%	
Other services	708	742	763	753	749	788	775	770	99.4%	

Source: Statistics Canada, Labour Force Survey.