



The Employment Impact of Covid-19 on Canada's Equity Seeking Workforce

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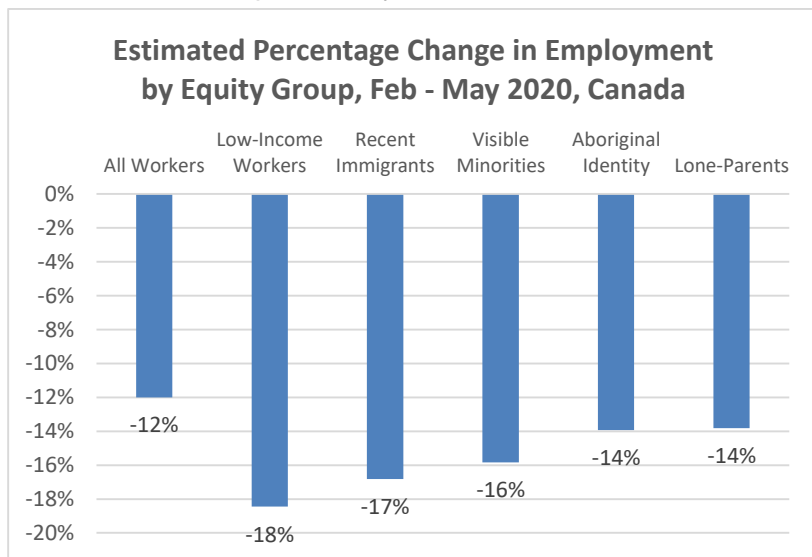


The onset of the Covid-19 pandemic and associated shutdown of businesses in many sectors has had a significant impact on the Canadian economy. The Conference Board of Canada predicts that GDP will remain stagnant during 2020, growing by just 0.3% annually after a deep contraction in the second quarter. This has resulted in a significant loss of employment across the country, with current job losses nationally exceeding 2.2m jobs, a 12% decrease between February and May 2020. While this is having important effects on many workers, it is disproportionately impacting workers from vulnerable populations. This brief examines the estimated impact of the economic shutdown on workers from Canada's vulnerable or equity-seeking groups. For the purposes of this brief, vulnerable workers and those from equity-seeking groups include low-income workers, recent immigrants, visible minority workers, indigenous workers and lone-parent families.

Estimated Employment Loss Among Equity Seeking Groups

The effects of the economic shutdown are exacerbating pre-existing labour market inequalities where workers from vulnerable population groups were already disproportionately employed in low wage precarious work. The industries in which such work is more typically found were also the ones most impacted by the economic shutdown, particularly Wholesale and Retail Trade, and Accommodation and Food Services. As a result job losses among vulnerable workers and equity seeking communities are expected to be higher and the impact of such job loss greater on both the individual, their families and their communities.

Based on the distribution of the labour force in each of these population groups, the following estimates of job losses were derived. As a percentage of the labour force

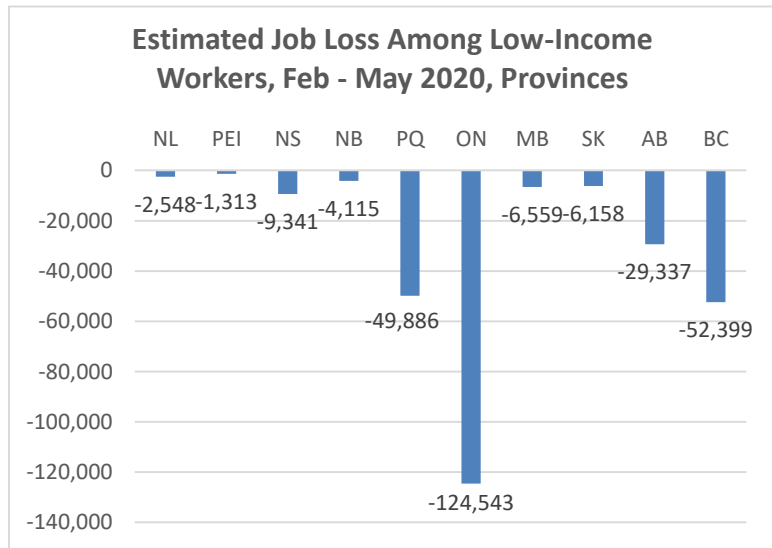


impacted, low-income workers suffered the most with employment falling by 18%, followed by recent immigrants who saw a 17% employment decline. However, in terms of absolute numbers of jobs lost, the visible minority workforce was most significantly impacted losing almost 300,000 jobs between February and May.

| Estimated Job Loss by Equity Seeking Group, Feb – May (2020), Canada | | |
|---|---------------|----------------|
| | Number | Percent |
| Low-Income Workers | -142,291 | -18% |
| Recent Immigrant Workers | -50,595 | -17% |
| Visible Minority Workers | -297,394 | -16% |
| Indigenous Workers | -51,051 | -14% |
| Lone-Parent Workers | -110,003 | -14% |

Low Income Workers

Across Canada, poverty and work are closely connected. In 2016, roughly half of those aged 15 and over with incomes below the poverty line¹ were also working. Of those who worked, one quarter worked full time for the full year, a total of 409,000 Canadians. Men were more likely than women to be working full-time for the full year, with 29% of males so working compared to 21% of females. At the same time, the unemployment rate among low-income Canadians was 17.9%, ranging from a high of 24.6% in Newfoundland and Labrador to a low of 13.8% in British Columbia.² Low-income workers were predominantly employed in Accommodation and Food Services (15%) and Wholesale and Retail Trade (14%), industries which saw the greatest loss of employment during the Feb – May 2020 period. As a result, this workforce was significantly exposed to the economic shutdown that accompanied the Covid-19 pandemic. It is estimated that employment among low-income workers fell by 18%, a loss of 286,198 jobs, ranging from a low of 12% in New Brunswick to 20% in British Columbia.



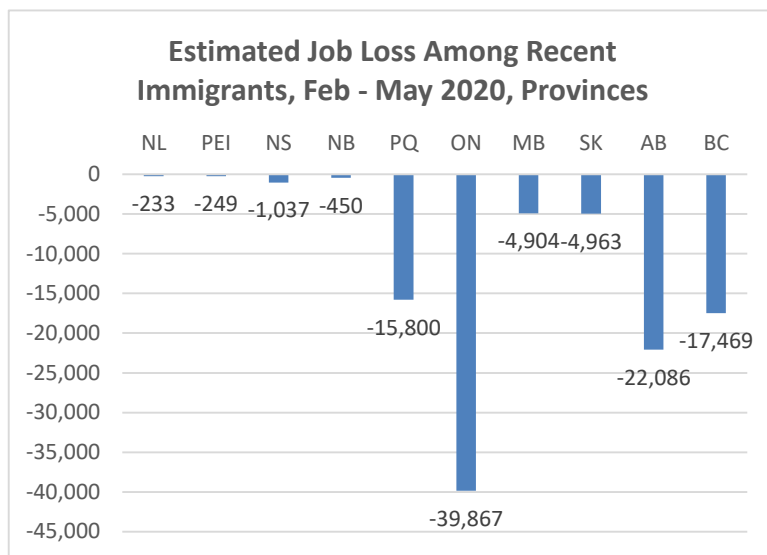
Recent Immigrants

Recent immigrants often struggle financially for the first few years of life in Canada. In 2016, 24% of recent immigrants who were of working age (18-64) were living below the poverty line, ranging from a low of 12% in Alberta to 41% in PEI. Of this population, two-thirds were in the labour force, with an unemployment rate of 12% nationally. Of those who worked, just over one-third (36%) worked full time for the full year, with the remainder working either part-time or part-year. Median employment income for this group of workers was just \$23,371, 57% of the national median of \$41,046.

¹ Below the Market Basket Measure (MBM) threshold.

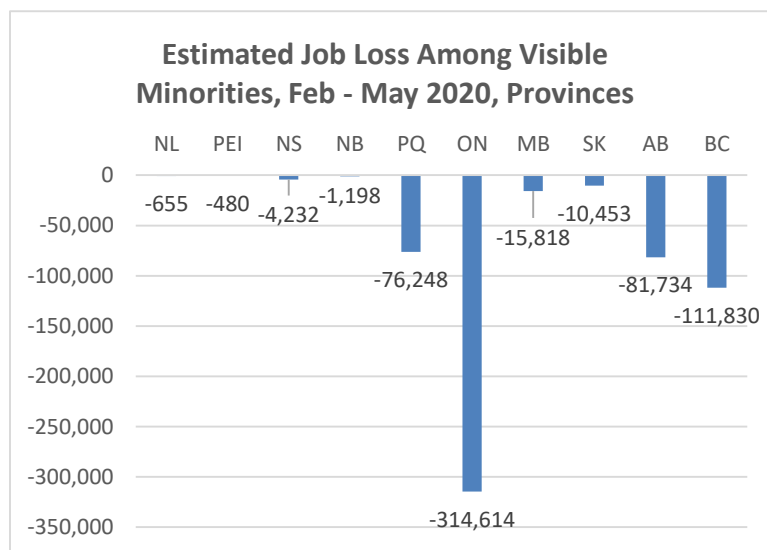
² Statistics Canada. Census 2016. Custom tabulations prepared for the Community Data Program.

Recent immigrant workers were predominantly employed in Wholesale and Retail (15%), followed by Accommodation and Food Services (12%), Healthcare and Social Assistance (10%) and Manufacturing (10%).³ Due to the impact of Covid19 on the industries in which the recent immigrant population is employed, it is estimated that employment among this population fell by 17% nationwide, a loss of 107,000 jobs. Rates of job loss ranged from a low of 11% in New Brunswick to 17% in Saskatchewan, Alberta and British Columbia.



Visible Minority Workers

Visible minority persons are at greater risk of financial insecurity, with lower median earnings and increased rates of poverty. In 2016, 16% of visible minority persons of working age (18-64) were living in low-income households. Poverty rates among this population ranged from a low of 10% in Alberta to 35% in PEI. Median employment earnings of visible minority workers in 2016 was \$28,504, 69% of the national median of \$41,046. Of this population, two-thirds (67%) were in the labour force, with an unemployment rate of 9% nationally. Of those who were employed, 44% worked full-time for the full year. The unemployment rate among these workers in 2016 was 9%, ranging from a low of 7% in Manitoba, Saskatchewan and British Columbia to 13% in New Brunswick. Visible Minority workers were predominantly employed in Wholesale and Retail Trade (15%), Health Care and Social Assistance (12%) and Accommodation and Food Services (10%).⁴ Due to the impact of Covid19 on the industries in which visible minority workers are employed, it is estimated that employment among this population fell by 16% nationwide, a loss



³ Statistics Canada. Census 2016. Custom tabulations prepared for the Community Data Program.

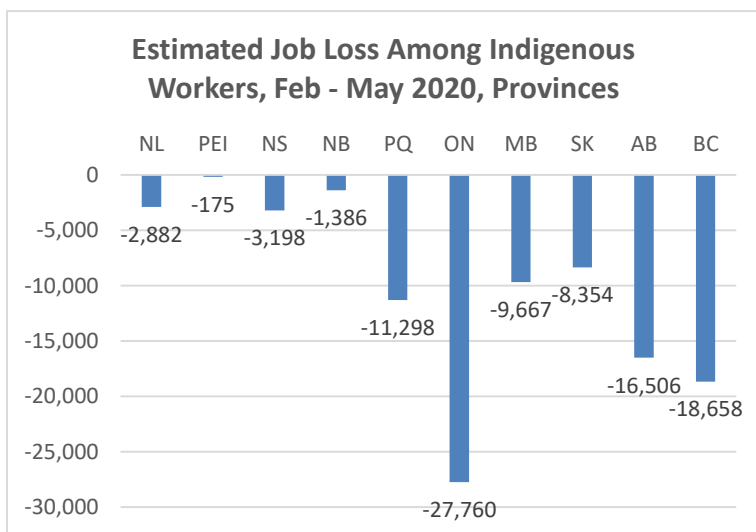
⁴ Statistics Canada. Census 2016. Custom tabulations prepared for the Community Data Program.

of almost 320,000 jobs. Rates of job loss ranged from a low of 10% in New Brunswick to 16% in Ontario and Saskatchewan.

Indigenous Workers

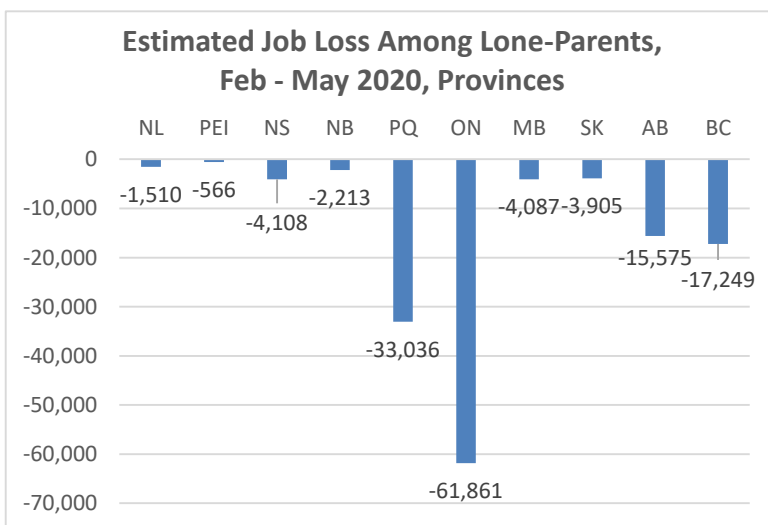
Indigenous (Aboriginal Identity) persons have historically faced above average rates of low income and unemployment which has challenged their financial security. In 2016, 14% of indigenous persons of working age (18-64) were living in low-income households, ranging from a low of 6% in Newfoundland and Labrador to 18% in Manitoba. Of this population, roughly two-thirds (65%) were in the labour force with 45% employed full-time for the full year. Unemployment among indigenous workers stood at 15% nationally in 2016. Median employment earnings of this population were \$26,385, 64% of the national median of \$41,046.⁵

Indigenous workers were employed predominantly in Wholesale and Retail Trade (13%) and Health Care and Social Assistance (13%) followed by Construction (9%). Due to the impact of Covid19 on the industries in which indigenous workers are employed, it is estimated that employment among this population fell by 14% nationwide, a loss of over 51,000 jobs. Rates of job loss ranged from a low of 10% in New Brunswick to 15% in British Columbia.



Lone Parent Families

Families headed by a lone-parent may be financially vulnerable due to the increased effort and costs associated with child rearing as well as the reduced earning potential of the family. As a result, lone-parent families, especially those headed by a female, have higher rates of poverty and lower levels of income. In 2016, 17% of lone-parent families, and 21% of children living in lone-parent families, were in low-income households. Poverty rates for this



⁵ Statistics Canada. Census 2016. Custom tabulations prepared for the Community Data Program.

population ranged from 11% in PEI to 21% in Manitoba and British Columbia. Median employment earnings of lone-parent families were \$35,354, 86% of the national median of \$41,046. Of this population, two-thirds (67%) were in the labour force, with over half (53%) working full-time for the full year. Unemployment rates among this group of workers were 9%, ranging from 7% in Quebec to 16% in Newfoundland and Labrador. Workers from this population were predominantly employed in Health Care and Social Assistance (19%) and Wholesale and Retail Trade (13%).⁶ Due to the impact of Covid19 on the industries in which lone-parent workers are employed, it is estimated that employment among this population fell by 14% nationwide, a loss of over 144,000 jobs. Rates of job loss ranged from a low of 10% in New Brunswick to 15% in Ontario.

Socio-Economic Impact of Employment Shutdown on Vulnerable Workers

Prior to the pandemic, financial security for many households had already been compromised by stagnant wages, low savings and rising levels of debt. As a result, many households may be unable to withstand the financial impacts of the current crisis. In 2018 average household expenditures in Canada equaled 103% of household disposable income, meaning that for many households there is little room in their budget for savings or extraordinary expenses.⁷ Average household savings in 2018 was only \$852. As a percentage of income, household expenditures varied from 218% for households in the lowest income quintile to 79% among the highest. In effect, all but the highest income quintile were merely breaking even or spending in excess of their income. As a result, net household savings were negative for the bottom 60% of the population, with those in the bottom income quintile reporting net savings of \$-27,935.

| Median Household Income, Consumption and Savings, by Income Quintile, Canada, 2018 | | | | | | |
|---|-----------------------|-------------------------------|-------------------------------|------------------------------|-------------------------------|--------------------------------|
| | All households | Lowest income quintile | Second income quintile | Third income quintile | Fourth income quintile | Highest income quintile |
| Household disposable income | 79,329 | 23,537 | 49,137 | 69,943 | 91,798 | 162,231 |
| Household final consumption expenditure | 81,487 | 51,264 | 62,229 | 75,080 | 90,898 | 127,963 |
| Expenditures as % of Income | 103% | 218% | 127% | 107% | 99% | 79% |
| Household net saving | 852 | -27,935 | -12,683 | -3,533 | 7,016 | 41,393 |
| <u>Source:</u> Statistics Canada. Table 36-10-0587-01 Distributions of household economic accounts, income, consumption and saving, by characteristic | | | | | | |

This resulted in low levels of net worth, particularly for the bottom of the income spectrum. In 2016, the bottom 20% of households in Canada had a median net worth of only \$2,500 with a median debt load of \$12,300. For the bottom 20%, financial assets primarily consisted of deposits with financial institutions plus vehicles, while debt primarily consisted of credit card and

⁶ Statistics Canada. Census 2016. Custom tabulations prepared for the Community Data Program.
⁷ Statistics Canada. Table 36-10-0587-01 Distributions of household economic accounts, income, consumption and saving, by characteristic

installment debt. Single people (not in families) are the most vulnerable with substantially lower net worth than those in families.⁸

As a result of ongoing financial insecurity, a significant number of Canadians were living below the poverty line at the start of the crisis. In 2018, there were 3.2 million Canadians living below the poverty line (MBM), roughly 8.7% of the population. Those living below the poverty line may have less access to appropriate financial products and services that can mitigate financial risk. According to the Financial Health Index Study (2018) 8% of low-income households in Canada are unbanked with no accounts with any financial institution (vs. 3% of non low-income households); while 36% of low-income households are under-banked and utilizing alternate financial services (vs 31% of non-low-income households). Alternative financial services include payday lenders who charge high rates of interest that can lead to long-term indebtedness.⁹

Due to their financial insecurity, many households are at risk of not being able to meet their basic needs, particularly food and shelter. In 2017/18, 12.7% of Canadian households reported some level of food insecurity, with 5.7% reporting moderate and 3% severe food insecurity. Food insecurity was highest among female lone parent households (33.1%), followed by male lone parents (21.6%) and males living alone (16.7%).¹⁰ One indicator of food insecurity is food bank usage. In 2019, 1,084,386 Canadians received emergency food assistance from a local food bank. Those most likely to access emergency food assistance were those in receipt of Social Assistance (57%) as well as the working poor (12.5%).¹¹ Given that a significant portion of those with wages were already struggling to provide food, sudden unemployment will likely severely impact their ability to meet their basic needs, including food.

The ability to maintain appropriate housing has also been an important struggle. Given the importance of housing to health, particularly during a pandemic, housing insecurity has important impacts for public health. In 2016, 12.7% of Canadian households were reported to be in core housing need due to cost, condition or adequacy of housing.¹² In 2018, approximately 19,536 people were homeless on any given night in Canada. The effect of Covid19 on financial security as well as the elevated risks to shelter users will certainly have an important effect on the ability of many Canadians to meet their housing needs.

In the context of a pandemic, the pre-existing mental and physical health of the population is a critical resilience factor, and access to health care is important for health status. In 2015/2016, 26.6% of the population of Canada (aged 12+) reported not having a dedicated health care professional, with the lowest reported rates among those age 18-34 where only 36.2% so reported. That same year, 11% of Canadians (aged 12+) considered their mental health to be fair or poor, with the highest rates of self-reported fair or poor mental health among those 18-34, the same age group that is least likely to have a dedicated health professional. Poor mental health can present as conditions such as depression, suicidal ideation, anxiety and

⁸ Statistics Canada. Table 11-10-0016-01 Survey of Financial Security (SFS), assets and debts held by economic family type, by age group, Canada, provinces and selected census metropolitan areas (CMAs)

⁹ Seymour Consulting (2018). *Financial Health Index Study*. Vancouver.

¹⁰ Statistics Canada. Table 13-10-0385-01 Household food security by living arrangement

¹¹ Food Banks Canada. (2020). *Hunger Count 2019*. Toronto.

¹² Statistics Canada (2016). *Census of Canada 2016*.

psychological distress. This may be a particular risk factor for vulnerable workers who lost employment due to the economic shutdown as unemployment is often associated with compromised mental health and increased rates of depression, substance abuse and suicidal ideation.¹³ Of note is the fact that many of those who are precariously employed or unemployed will lack extended health benefits, most importantly, for prescription medications but also for mental health support.¹⁴

Conclusion

The economic shutdown associated with Covid19 is disproportionately impacting vulnerable workers and those from equity seeking communities. Such workers have borne the brunt of job losses over the past three months. Over the long-term, this may have significant consequences for the financial and psycho-social well-being of these populations. Planning for recovery needs to have an equity focus, taking into account the specific needs of these communities. This includes ensuring that all workers are covered by replacement income schemes, that basic needs for adequate food and housing are being met and that access to appropriate mental and physical health resources is maintained or enhanced.

Methodology

Job loss estimates were derived by applying the provincial rate of employment change by industry to the 2016 labour force distribution of each population group. As the labour force distribution is based on the 2016 census, the estimates likely under-represent the actual magnitude of the change.

¹³ Statistics Canada. Table 13-10-0805-01 Health characteristics, two-year period estimates, census metropolitan areas and population centres

¹⁴ Statistics Canada. Table 13-10-0805-01 Health characteristics, two-year period estimates, census metropolitan areas and population centres

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Estimated Job Loss by Equity Seeking Group, Canada and Provinces, February to May 2020

All Workers

| | CAN | NL | PEI | NS | NB | PQ | ON | MB | SK | AB | BC |
|---------------------|------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Low-Income Workers | -286,198 | -2,548 | -1,313 | -9,341 | -4,115 | -49,886 | -124,543 | -6,559 | -6,158 | -29,337 | -52,399 |
| Recent Immigrants | -107,057 | -233 | -249 | -1,037 | -450 | -15,800 | -39,867 | -4,904 | -4,963 | -22,086 | -17,469 |
| Visible Minorities | -617,263 | -655 | -480 | -4,232 | -1,198 | -76,248 | -314,614 | -15,818 | -10,453 | -81,734 | -111,830 |
| Aboriginal Identity | -99,883 | -2,882 | -175 | -3,198 | -1,386 | -11,298 | -27,760 | -9,667 | -8,354 | -16,506 | -18,658 |
| Lone-Parents | -144,110 | -1,510 | -566 | -4,108 | -2,213 | -33,036 | -61,861 | -4,087 | -3,905 | -15,575 | -17,249 |

Males

| | CAN | NL | PEI | NS | NB | PQ | ON | MB | SK | AB | BC |
|---------------------|------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Low-Income Workers | -143,894 | -1,364 | -559 | -4,078 | -2,026 | -26,494 | -63,508 | -3,219 | -2,950 | -14,120 | -25,576 |
| Recent Immigrants | -56,485 | -138 | -153 | -554 | -231 | -9,105 | -21,308 | -2,440 | -2,542 | -11,175 | -8,839 |
| Visible Minorities | -319,866 | -368 | -263 | -2,172 | -620 | -42,944 | -162,725 | -7,843 | -5,423 | -41,247 | -56,262 |
| Aboriginal Identity | -48,833 | -1,826 | -86 | -1,431 | -801 | -5,993 | -13,389 | -4,555 | -4,109 | -7,813 | -8,830 |
| Lone-Parents | -34,097 | -512 | -99 | -705 | -557 | -9,637 | -13,206 | -916 | -905 | -3,623 | -3,937 |

Females

| | CAN | NL | PEI | NS | NB | PQ | ON | MB | SK | AB | BC |
|---------------------|------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Low-Income Workers | -142,291 | -1,188 | -751 | -5,261 | -2,085 | -23,390 | -61,033 | -3,335 | -3,210 | -15,216 | -26,822 |
| Recent Immigrants | -50,595 | -96 | -103 | -487 | -221 | -6,698 | -18,557 | -2,466 | -2,422 | -10,915 | -8,631 |
| Visible Minorities | -297,394 | -285 | -224 | -2,063 | -578 | -33,304 | -151,889 | -7,971 | -5,026 | -40,486 | -55,569 |
| Aboriginal Identity | -51,051 | -1,056 | -88 | -1,768 | -583 | -5,304 | -14,369 | -5,113 | -4,244 | -8,695 | -9,831 |
| Lone-Parents | -110,003 | -995 | -463 | -3,407 | -1,652 | -23,396 | -48,657 | -3,171 | -3,001 | -11,948 | -13,312 |

Change in Employment by Province and Industry, seasonally adjusted, February to May 2020

| | CAN | NL | PEI | NS | NB | PQ | ON | MB | SK | AB | BC |
|---|------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total employed, all industries | -12% | -11% | -11% | -14% | -9% | -13% | -15% | -12% | -13% | -14% | -14% |
| Agriculture | 6% | -56% | -13% | -10% | -25% | -8% | -12% | 0% | -2% | -12% | -1% |
| Natural resources | -4% | -6% | 29% | 0% | 4% | 0% | -1% | -6% | -18% | -5% | -1% |
| Utilities | -1% | -4% | 50% | -5% | -3% | 0% | -10% | -12% | -5% | -6% | 24% |
| Construction | -10% | -36% | -7% | -8% | -12% | -19% | -17% | -10% | -15% | -14% | -17% |
| Manufacturing | -10% | -13% | -23% | -15% | -17% | -12% | -16% | -11% | -11% | -12% | -3% |
| Wholesale and retail trade | -15% | -12% | -10% | -21% | -5% | -12% | -20% | -13% | -10% | -20% | -16% |
| Transportation and warehousing | -15% | -12% | -7% | -16% | -13% | -24% | -14% | -11% | -13% | -10% | -16% |
| Finance, insurance, real estate, rental and leasing | -2% | -4% | -16% | -3% | -3% | -5% | -1% | -6% | -3% | -1% | -5% |
| Professional, scientific and technical services | -4% | 0% | -2% | 1% | 4% | -3% | -7% | -2% | -5% | -9% | 0% |
| Business, building and other support services | -11% | -11% | 5% | -15% | -21% | -16% | -17% | -6% | -6% | 0% | -25% |
| Educational services | -12% | 0% | 0% | -8% | -4% | -6% | -14% | -7% | -11% | -11% | -2% |
| Health care and social assistance | -9% | -2% | -8% | -9% | -8% | -6% | -12% | -13% | -7% | -10% | -6% |
| Information, culture and recreation | -22% | -17% | -21% | -32% | -24% | -21% | -25% | -24% | -38% | -28% | -26% |
| Accommodation and food services | -44% | -25% | -58% | -48% | -20% | -52% | -46% | -35% | -44% | -46% | -51% |
| Other services (except public administration) | -19% | -20% | -3% | -23% | -16% | -26% | -19% | -8% | -13% | -18% | -29% |
| Public administration | -1% | -1% | 0% | 9% | 1% | -5% | -2% | -2% | -4% | -7% | -3% |

Source: Statistics Canada. Labour Force Survey. Table 14-10-0355-02 (formerly CANSIM table 282-0088).

Distribution of the Low-Income (MBM) Labour Force by Province and Industry, 2016

| | CAN | NL | PEI | NS | NB | PQ | ON | MB | SK | AB | BC |
|---|------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total employed, all industries | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Agriculture | 3% | 3% | 9% | 4% | 4% | 3% | 2% | 7% | 14% | 4% | 3% |
| Natural resources | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 2% | 0% |
| Utilities | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Construction | 8% | 7% | 6% | 8% | 7% | 5% | 8% | 9% | 10% | 12% | 9% |
| Manufacturing | 5% | 5% | 7% | 5% | 7% | 7% | 6% | 6% | 3% | 3% | 4% |
| Wholesale and retail trade | 16% | 20% | 17% | 18% | 18% | 17% | 16% | 15% | 16% | 16% | 16% |
| Transportation and warehousing | 5% | 4% | 3% | 4% | 4% | 4% | 6% | 5% | 4% | 6% | 4% |
| Finance, insurance, real estate, rental and leasing | 4% | 2% | 4% | 3% | 3% | 4% | 5% | 3% | 3% | 4% | 5% |
| Professional, scientific and technical services | 7% | 3% | 5% | 5% | 4% | 7% | 8% | 4% | 3% | 6% | 7% |
| Business, building and other support services | 8% | 4% | 6% | 8% | 9% | 8% | 9% | 7% | 5% | 7% | 7% |
| Educational services | 5% | 5% | 4% | 5% | 4% | 6% | 5% | 5% | 5% | 5% | 5% |
| Health care and social assistance | 8% | 14% | 8% | 9% | 12% | 9% | 7% | 11% | 9% | 8% | 8% |
| Information, culture and recreation | 5% | 4% | 4% | 5% | 3% | 6% | 5% | 4% | 4% | 4% | 6% |
| Accommodation and food services | 15% | 19% | 17% | 16% | 15% | 14% | 14% | 14% | 15% | 15% | 16% |
| Other services (except public administration) | 7% | 6% | 6% | 6% | 7% | 7% | 7% | 6% | 6% | 7% | 7% |
| Public administration | 2% | 2% | 4% | 2% | 2% | 2% | 2% | 3% | 3% | 2% | 1% |

Source: Statistics Canada. Census 2016. Custom Tabulations Available from the Community Data Program

Distribution of the Recent Immigrant Labour Force by Province and Industry, 2016

| | CAN | NL | PEI | NS | NB | PQ | ON | MB | SK | AB | BC |
|--|------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total employed, all industries | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Agriculture | 1% | 1% | 2% | 1% | 3% | 1% | 1% | 2% | 2% | 1% | 3% |
| Natural resources | 1% | 3% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 3% | 0% |
| Utilities | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% |
| Construction | 6% | 5% | 3% | 4% | 2% | 2% | 6% | 3% | 5% | 8% | 8% |
| Manufacturing | 11% | 3% | 13% | 7% | 12% | 13% | 11% | 17% | 9% | 8% | 7% |
| Wholesale and retail trade | 16% | 12% | 17% | 11% | 12% | 15% | 15% | 16% | 19% | 17% | 16% |
| Transportation and warehousing | 5% | 3% | 5% | 3% | 8% | 4% | 5% | 7% | 5% | 5% | 4% |
| Finance, insurance, real estate, rental and leasing | 6% | 5% | 4% | 7% | 5% | 6% | 8% | 5% | 4% | 4% | 5% |
| Professional, scientific and technical services | 10% | 9% | 11% | 14% | 8% | 11% | 12% | 4% | 4% | 6% | 10% |
| Business, building and other support services | 7% | 3% | 5% | 6% | 6% | 10% | 8% | 5% | 4% | 6% | 6% |
| Educational services | 5% | 9% | 4% | 6% | 5% | 6% | 5% | 4% | 3% | 4% | 5% |
| Health care and social assistance | 11% | 16% | 12% | 13% | 11% | 11% | 9% | 16% | 14% | 13% | 9% |
| Information, culture and recreation | 3% | 3% | 3% | 5% | 3% | 5% | 3% | 2% | 2% | 2% | 5% |
| Accommodation and food services | 13% | 20% | 16% | 15% | 19% | 9% | 11% | 13% | 22% | 17% | 15% |
| Other services (except public administration) | 5% | 4% | 4% | 3% | 4% | 5% | 6% | 4% | 4% | 5% | 6% |
| Public administration | 1% | 3% | 2% | 2% | 1% | 2% | 1% | 2% | 2% | 2% | 1% |

Source: Statistics Canada. Census 2016. Custom Tabulations Available from the Community Data Program

Distribution of the Visible Minority Labour Force by Province and Industry, 2016

| | CAN | NL | PEI | NS | NB | PQ | ON | MB | SK | AB | BC |
|--|------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total employed, all industries | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Agriculture | 1% | 1% | 4% | 1% | 2% | 1% | 0% | 1% | 2% | 1% | 2% |
| Natural resources | 1% | 3% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 4% | 0% |
| Utilities | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 1% | 1% | 0% |
| Construction | 4% | 3% | 3% | 4% | 2% | 2% | 4% | 3% | 4% | 6% | 5% |
| Manufacturing | 10% | 2% | 10% | 4% | 9% | 11% | 11% | 16% | 8% | 7% | 7% |
| Wholesale and retail trade | 16% | 12% | 15% | 13% | 13% | 16% | 16% | 15% | 17% | 16% | 17% |
| Transportation and warehousing | 6% | 3% | 2% | 4% | 3% | 5% | 6% | 6% | 4% | 6% | 6% |
| Finance, insurance, real estate, rental and leasing | 8% | 4% | 5% | 6% | 4% | 6% | 10% | 5% | 5% | 5% | 8% |
| Professional, scientific and technical services | 8% | 7% | 10% | 8% | 6% | 8% | 9% | 4% | 4% | 8% | 8% |
| Business, building and other support services | 6% | 3% | 4% | 6% | 7% | 7% | 6% | 4% | 4% | 5% | 5% |
| Educational services | 6% | 11% | 7% | 9% | 7% | 6% | 6% | 5% | 5% | 5% | 6% |
| Health care and social assistance | 12% | 20% | 12% | 15% | 14% | 15% | 11% | 18% | 16% | 14% | 11% |
| Information, culture and recreation | 4% | 3% | 2% | 4% | 4% | 4% | 4% | 3% | 3% | 3% | 4% |
| Accommodation and food services | 10% | 22% | 16% | 15% | 17% | 10% | 9% | 12% | 19% | 13% | 12% |
| Other services (except public administration) | 5% | 4% | 4% | 3% | 4% | 5% | 5% | 4% | 4% | 5% | 5% |
| Public administration | 4% | 5% | 7% | 7% | 6% | 4% | 4% | 4% | 4% | 4% | 3% |

Source: Statistics Canada. Census 2016. Custom Tabulations Available from the Community Data Program

Distribution of the Indigenous (Aboriginal Identity) Labour Force by Province and Industry, 2016

| | CAN | NL | PEI | NS | NB | PQ | ON | MB | SK | AB | BC |
|---|------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total employed, all industries | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Agriculture | 3% | 4% | 13% | 7% | 9% | 3% | 1% | 2% | 3% | 2% | 5% |
| Natural resources | 3% | 4% | 1% | 1% | 2% | 1% | 2% | 1% | 4% | 7% | 2% |
| Utilities | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% |
| Construction | 10% | 12% | 5% | 7% | 7% | 8% | 8% | 10% | 10% | 14% | 10% |
| Manufacturing | 6% | 5% | 11% | 8% | 7% | 7% | 8% | 5% | 3% | 4% | 6% |
| Wholesale and retail trade | 14% | 15% | 12% | 15% | 14% | 13% | 14% | 12% | 14% | 13% | 14% |
| Transportation and warehousing | 5% | 4% | 2% | 4% | 3% | 5% | 5% | 5% | 4% | 5% | 5% |
| Finance, insurance, real estate, rental and leasing | 3% | 2% | 2% | 3% | 3% | 3% | 3% | 4% | 3% | 3% | 3% |
| Professional, scientific and technical services | 3% | 3% | 3% | 4% | 3% | 3% | 4% | 2% | 2% | 4% | 4% |
| Business, building and other support services | 5% | 3% | 4% | 5% | 5% | 4% | 6% | 4% | 4% | 5% | 6% |
| Educational services | 7% | 7% | 5% | 7% | 6% | 7% | 7% | 10% | 10% | 6% | 6% |
| Health care and social assistance | 13% | 16% | 12% | 13% | 14% | 15% | 14% | 17% | 15% | 11% | 11% |
| Information, culture and recreation | 4% | 3% | 2% | 4% | 4% | 4% | 4% | 4% | 5% | 3% | 4% |
| Accommodation and food services | 8% | 7% | 10% | 7% | 7% | 7% | 9% | 7% | 8% | 8% | 10% |
| Other services (except public administration) | 4% | 4% | 4% | 4% | 4% | 5% | 4% | 4% | 4% | 5% | 5% |
| Public administration | 10% | 10% | 14% | 11% | 11% | 12% | 10% | 10% | 11% | 8% | 8% |

Source: Statistics Canada. Census 2016. Custom Tabulations Available from the Community Data Program

Distribution of the Lone-Parent Labour Force by Province and Industry, 2016

| | CAN | NL | PEI | NS | NB | PQ | ON | MB | SK | AB | BC |
|--|------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total employed, all industries | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Agriculture | 1% | 2% | 6% | 2% | 3% | 1% | 1% | 2% | 3% | 1% | 2% |
| Natural resources | 1% | 2% | 0% | 1% | 1% | 0% | 0% | 1% | 3% | 5% | 1% |
| Utilities | 1% | 1% | 0% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 0% |
| Construction | 5% | 7% | 3% | 4% | 4% | 4% | 4% | 5% | 6% | 8% | 5% |
| Manufacturing | 8% | 5% | 9% | 6% | 8% | 10% | 9% | 6% | 4% | 5% | 6% |
| Wholesale and retail trade | 13% | 15% | 15% | 15% | 14% | 13% | 14% | 12% | 13% | 14% | 14% |
| Transportation and warehousing | 4% | 3% | 2% | 3% | 4% | 4% | 4% | 4% | 3% | 5% | 4% |
| Finance, insurance, real estate, rental and leasing | 6% | 3% | 4% | 5% | 4% | 6% | 8% | 6% | 5% | 6% | 7% |
| Professional, scientific and technical services | 6% | 3% | 3% | 5% | 4% | 6% | 6% | 4% | 3% | 6% | 6% |
| Business, building and other support services | 5% | 3% | 4% | 5% | 6% | 4% | 6% | 4% | 3% | 5% | 5% |
| Educational services | 8% | 7% | 6% | 8% | 8% | 9% | 8% | 11% | 10% | 7% | 8% |
| Health care and social assistance | 19% | 24% | 19% | 22% | 21% | 20% | 19% | 23% | 21% | 18% | 18% |
| Information, culture and recreation | 3% | 2% | 2% | 3% | 3% | 3% | 3% | 3% | 4% | 3% | 4% |
| Accommodation and food services | 7% | 9% | 10% | 9% | 8% | 5% | 7% | 6% | 8% | 7% | 8% |
| Other services (except public administration) | 5% | 4% | 3% | 4% | 4% | 6% | 5% | 5% | 5% | 5% | 6% |
| Public administration | 7% | 8% | 13% | 9% | 8% | 7% | 6% | 8% | 9% | 6% | 6% |

Source: Statistics Canada. Census 2016. Custom Tabulations Available from the Community Data Program