

# 2006 Census Research Paper Series



## #10 – Women and the Economy of Northern Ontario

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*Prepared for the Local Boards of Northern Ontario*



# EXECUTIVE SUMMARY

## Background to the Report:

This study has been prepared for the 5 Local Boards in Northern Ontario and the Algoma Workforce Investment Committee. Due to the particular economic conditions in Northern Ontario, it is very important for the Northern Boards to properly understand the demographic and economic trends occurring in their region. This is the tenth research report in a series that examines the current trends in Northern Ontario using data from the 2006 Census. Based on concerns expressed in the Trends, Opportunities, and Priorities (TOP) Reports, this report attempts to examine the situation of women in the economy of Northern Ontario.

## Methodology:

This report is based on newly released data from the 2006 Census as prepared by Statistics Canada. Data is also used from other Census years as compiled by Statistics Canada.

## Findings:

- Women in Northern Ontario have lower participation rates than men
- The difference in participation rates between women and men in Northern Ontario is decreasing
- Women in Northern Ontario have lower participation rates than women in Ontario as a whole
- The difference in participation rates between women in Northern Ontario and women in Ontario as a whole is decreasing
- The districts with the highest female participation rates are all in Northwestern Ontario
- The districts with the lowest female participation rates are Sudbury and Manitoulin
- Women in Northern Ontario have lower self-employment rates than males
- Women in Northern Ontario have lower self-employment rates than women in Ontario as a whole
- The highest percentages of self-employed females are found in the Districts of Parry Sound and Manitoulin while the lowest percentages are found in Greater Sudbury and the District of Cochrane
- The industrial structure of women in Northern Ontario differs from that of men
- More women in Northern Ontario work in the health and social assistance service industries, and educational service industries.
- Less women in Northern Ontario work in manufacturing, construction, mining and transportation industries.
- The industrial structure of women in Northern Ontario differs from the industrial structure of women in Ontario as a whole
- Women in Northern Ontario are overrepresented in health and social assistance services and accommodation and food services

- Women in Northern Ontario are underrepresented in manufacturing and professional, scientific and technical services
- Health and social assistance service industries and educational service industries are the most increasingly important employment sources for women in Northern Ontario
- The occupational structure of women in Northern Ontario differs considerably from that of men
- Women in Northern Ontario are underrepresented in trades and other “blue collar” occupations and natural and applied science and related occupations
- Women in Northern Ontario are overrepresented in business, sales and service, and health occupations
- The occupational structure of women in Northern Ontario differs from that of women in Ontario as a whole
- All districts in Northern Ontario show the same key differences in female and male occupational structures
- Lower skilled service industry occupations show the fastest growth since 2001
- Low skill occupations also show the greatest declines from 2001 to 2006
- Women in Northern Ontario work part-time more often than men and more often than women in Ontario
- There has been a steady decline in the percentage of women working part-time in Northern Ontario.
- Full-time female workers in Northern Ontario earn 30% less than males
- Women in Northern Ontario earn less than the averages for women in Ontario

# **Section One: Introduction**

This study has been prepared for the 5 Local Boards in Northern Ontario and the Algoma Workforce Investment Committee. The Muskoka, Nipissing, Parry Sound Local Training and Adjustment Board (Local Board #20), the Sudbury and Manitoulin Workforce Partnerships Board (Local Board #21), the Far Northeast Training Board (Local Board #23), the North Superior Training Board (Local Board #24) and the Northwest Training and Adjustment Board (Local Board #25) are among the 21 Local Boards established in Ontario in 1994.<sup>1</sup> These Boards were created to assist in assessing the workforce development needs and issues of each area. Each Local Board Area is made up of representatives of the key labour market partner groups; primarily business and labour, but also including educators and trainers, Aboriginal groups, women, persons with disabilities, francophones, racial minorities and youth. The Boards are sponsored by the Ontario Ministry of Training, Colleges and Universities.

The 2001 Census Research Series produced by the Northern Boards from 2002 to 2004 showed that Northern Ontario is a region undergoing important transformations. Economic growth in Northern Ontario has been significantly less than the provincial average since the 1970s. Since workforce development is seen as crucial to economic development by most people in the region, regional Boards are therefore necessarily involved in economic development discussions. The changing roles of women in the region have an important impact on economic development. These trends will therefore also have an important impact on future development decisions. It, therefore, becomes very important for the Local Boards of Northern Ontario to understand the trends surrounding the participation of women in the economy of Northern Ontario.

This is the tenth research report in a series that examines the current trends in Northern Ontario using data from the 2006 Census. The first report analyzed the general population trends following release of that data in March, 2007. The second report looked at trends in youth out-migration. The third report looked at the extent to which the population of Northern Ontario is aging. The fourth report examined migration trends. The fifth looked at changes in labour force participation. The sixth and seventh looked at changes in industrial structure and occupational structure while the eighth report discussed trends in education levels. The ninth examined income trends in the region.

## **Section Two: Background to the Issue in Northern Ontario**

### **2.1 Introduction to Northern Ontario**

Northern Ontario comprises more than 88% of the land mass of Ontario but represents only 6.5% of the total population of the province (2006 Census). This percentage represents a decrease from 6.9% in 2001. As the region has no legislated boundaries, the definition of the region

varies, especially as concerns its southern border. Currently, for the purpose of programming and statistical analysis, the provincial government has defined Northern Ontario as comprising the City of Greater Sudbury and the following districts: Kenora, Rainy River, Thunder Bay, Algoma, Cochrane, Manitoulin, Sudbury, Timiskaming, Nipissing, and Parry Sound. In 2000, the Ontario government decided to also include the Muskoka District Municipality in its definition of Northern Ontario. This inclusion was somewhat problematic in that the socio-economic characteristics of the Muskoka District Municipality differ from that of the other districts in Northern Ontario. In 2004 the government changed the definition to once again to exclude the Muskoka District Municipality. For the purposes of FedNor programming, the federal government continues to include the Muskoka District Municipality in its operational definition of Northern Ontario. In the 2001 Census Research Series, the Muskoka District Municipality was included in statistics relating to Northern Ontario. Due to the recent change in definition by the provincial government, 2006-based reports will exclude the area from statistics relating to Northern Ontario.<sup>2</sup> Comparisons between the data presented in the previous report need to take this change in definition into account. The Muskoka district will however be included in statistics related to the Muskoka, Nipissing, Parry Sound Local Training and Adjustment Board (Board #20).

The history of continuous settlement by non-Natives in Northern Ontario is relatively recent when compared to the rest of Ontario. Settlement in earnest started with the construction of the Canadian Pacific Railway in the late 1870s and 1880s. This was soon followed by the construction of the Canadian Northern Railway and the Grand Trunk and National Transcontinental Railways. Most non-Aboriginal communities in the region were initially railway towns.

Following the building of the railways, the region's growth has been driven primarily by the forest industry and by mining. The development of communities was, for the most part, undertaken by large resource extraction corporations based outside the region rather than by local entrepreneurs. This fact has meant that the social and economic structure of this region exhibits several unique characteristics.<sup>3</sup>

The first of these characteristics relates to an overdependence on natural resource exploitation. This has meant a high degree of vulnerability to resource depletion, world commodity prices, corporate policy changes, the boom and bust cycles of the resource industries, changes in the Canadian exchange rate, and changes in government policies regarding Northern Ontario.<sup>4</sup>

The second characteristic is a high degree of dependency on external forces. The fact that most communities were developed by outside interests means that local entrepreneurship has been more limited than in other areas. This has served as a barrier to the cultivation of an entrepreneurial culture in these communities. This dependence is also seen in the area of political decision-making. Unlike most areas of Ontario, Northern Ontario is made up of Districts instead of Counties. Unlike Counties, Districts do not have regional governments. Northern Ontario is unique in Ontario in that unlike the Counties of Southern Ontario there is no regional government serving as an intermediary between the provincial government and municipalities.<sup>5</sup>

While all communities in the region share some common characteristics, Northern Ontario can be divided internally into three different types of communities:

**Small and Medium-sized cities** - Northern Ontario includes 5 cities with over 40,000 inhabitants. They are, in order of size, Sudbury (157,857), Thunder Bay (109,140), Sault Ste. Marie (74,948), North Bay (53,966), and Timmins (42,997).<sup>6</sup> While these centres are heavily dependent on resource industries they are also relatively diversified in that they tend to be important centres for health, education, and other services for the outlying regions.

**Resource Dependent Communities** - The vast majority of the remaining non-Aboriginal communities in the region are resource dependent communities, or single industry towns, which share many distinct characteristics.<sup>7</sup> These communities are smaller and less diversified economically than the small and medium-sized cities. They are much more directly dependent on resource industries.

**Aboriginal Communities** - The region of Northern Ontario is unique in terms of its large number of Aboriginal communities. The Aboriginal population makes up almost 12.6 percent of the population of the region.<sup>8</sup> The population in the area of the region north of the 50<sup>th</sup> parallel is almost entirely made up of these communities. Of all the communities in the region, Aboriginal communities face the greatest number of social and economic challenges.

## **2.2 The Historical Situation of Women in the Economy of Northern Ontario**

Research done on resource dependent communities in the 1970s indicated that the job market was characterized by a rigid sexual division of labour.<sup>9</sup> The inability of women to get jobs in the resource industries and the underdevelopment of secondary industry and services meant there were few employment opportunities for women. In addition to the lack of jobs, the situation was made worse by the fact that little attention was paid to the needs of women in these communities.

More recent studies have indicated some change in these conditions. Research by Gill has indicated an increasing presence of women in the workforce in Canada's resource dependent communities.<sup>10</sup> Randall and Ironside found that the non-resource economic sectors of these towns were now more significant than had been indicated in the earlier work and that women were benefiting from increased employment opportunities in these sectors.<sup>11</sup> Indeed, according to the 1996 census, women in these communities occupied 44.5% of jobs in these types of communities.<sup>12</sup> The job market is still gender segmented however in that women are still absent from the standard industrial jobs but overrepresented in public sector employment and in the hospitality services. In comparison with the national female employment structures, women in resource dependent communities are underrepresented in professional and blue collar industrial jobs and overrepresented in sales and service jobs.

The large number of resource dependent communities in Northern Ontario means that similar patterns can be expected in the region. As of the 1996 Census, the workforce gender imbalance still existed but, as reported in several Environmental Scans, it had been decreasing steadily since 1941.<sup>13</sup> The increasing presence of women has been seen in the paid workforce where the

regional increases have been substantially greater than for the province as a whole. In Northwestern Ontario, since 1961, the number of women in the paid workforce has increased 90% compared to an increase for the province as a whole of 58%.

Despite this increase, the occupational structures for women in the region continued to differ quite substantially from that of men. This was especially seen in the resource dependent communities of the region. Women still tended to be excluded from the resource industries and were instead concentrated in service sector jobs, in particular in the health and social services and hospitality sectors.<sup>14</sup>

## **Section 3: Methodology**

This report attempts to describe the situation of women in the workforce in Northern Ontario based on newly released data from the 2006 Census as prepared by Statistics Canada. The description is done through a comparison of participation rates, class of worker percentages, industrial structures, occupational structures, and income. The situation of men and women are compared as are the situations of women in Northern Ontario and Ontario as a whole. Internal regional differences are also analyzed. Data for the 2006 Census is from special profiles ordered from Statistics Canada by the researcher.

### **3.1 Potential problems with our method**

Our method has three potential problems which must be mentioned: sampling error, the “random rounding” technique used by Statistics Canada, and problems with data for Aboriginal communities in Northern Ontario.

Unlike the first three reports in this series, the data used in this report is not from 100% of the population. Statistics Canada has two census forms; a short one that goes to all residences, and a long one, Form 2B, which goes to 20% of residences. The data analyzed here is from Form 2B. This data is therefore a “sample” of total possible responses. It is meant to represent 100% of the population but, being a sample, it often does not. When the responses from the sample differ from what the responses would be from the entire population, we say there is “sampling error”.<sup>15</sup>

Using statistical analyses, we can calculate what the likelihood of sampling error is for a given number of responses. Generally speaking, the larger the number of respondents, the less sampling error is a problem. In our study, the data from smaller communities has a higher possibility of sampling error.

Another potential problem is the use of random rounding by Statistics Canada in its census data.<sup>16</sup> In order to ensure confidentiality, census data is round up or down to the nearest 5 count. This has an insignificant effect on large numbers. On very small numbers however this process can introduce a significant degree of error. This does not have a significant effect on numbers for the districts of Northern Ontario. This limits our ability to be confident about numbers for very

small communities in Northern Ontario.

The third problem was mentioned in the first report in this series dealing with population change. The population figures for the census divisions in Northern Ontario are not as reliable as the census divisions in most of Ontario. This is due to the large number of Aboriginal communities which, for various reasons, are improperly counted. If Statistics Canada can not properly count a community, the population of that community is not included in the population totals for that census division. As a result, the population figures for almost all the census divisions in Northern Ontario are incomplete. Comparison from census year to census year becomes difficult when a particular community was not counted in one year but counted in another year.

In the report on population change, the statistics were “adjusted” to try and deal with this problem. This was not done for this report. This means that there is a certain degree of error in the statistics used in the report. This type of error only applies to the section of the report that compares data from 2001 with that of 2006. It does not affect the historical comparisons based on CMA and CA data.

## Section 4: Women in the Workforce in Northern Ontario

### 4.1 Participation Rates

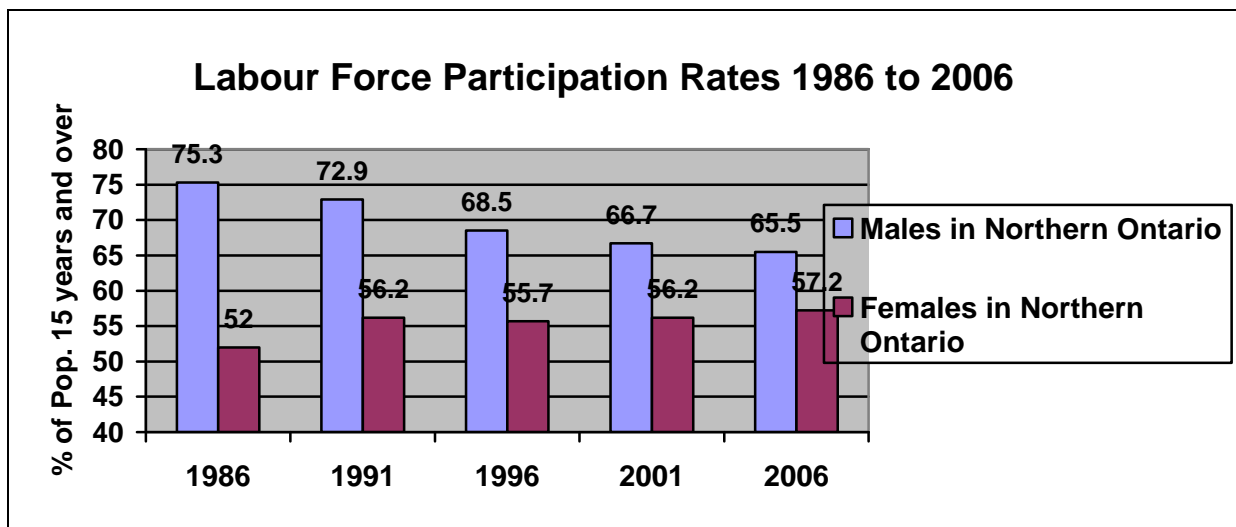


Figure 1: Source Statistics Canada, Census of Canada, 1986, 1991, 1996, 2001, and 2006.

#### 4.1.1 Women in Northern Ontario have lower participation rates than men

The participation rate is the percentage of a population, 15 years and over, that are either

employed or unemployed, and actively looking for employment. This is an important indicator of a labour force in that it is less subject to seasonal variations in employment than other indicators and it indicates the size of a the labour force that is ready for employment. Figure 1 shows that women in Northern Ontario have lower labour force participations rates than men. In 2006 the participation rate for men was 65.5%. This is significantly lower than the 72.5% participation rate for men in Ontario as a whole. Still, it is significantly higher than the participation rate for women which at 57.2% is 8.3 percentage points, or 12.7%, lower than that of men.

Analysis of participation rates by age and family structure show some interesting differences among women in Northern Ontario. For the age group 15 to 24 years of age, the participation rate for men and women was identical in 2006. Previous analysis had shown that the largest difference in participation rates between women and men are found in the group of individuals who are 15 years of age and over and who have no children at home.<sup>17</sup>

#### **4.1.2 The difference in participation rates between women and men in Northern Ontario is decreasing**

While there is still a significant difference between the participation rates of men and women in Northern Ontario, Figure 1 also indicates these differences are slowly decreasing. In 1986, the difference in participation rates between men and women was 23.3 percentage points. In 1991 this fell to 16.7 percentage points. The 1996 Census saw this difference fall again to 12.8 percentage points and in 2001 it fell to 10.5%. In 2006 the difference fell again to 8.3%. In Figure 1 we can see that the main reason why the rate in 2006 is down to 8.3 percentage points is not because of a continuous increase in the participation rates of women, but instead due to a continuous decrease in the participation rates of men.

#### **4.1.3 Women in Northern Ontario have lower participation rates than women in Ontario as a whole**

Figure 2 shows that the labour force participation rates for women in Northern Ontario are less than that of women in Ontario as a whole. It should be noted that the while the participation rate for women in Northern Ontario is 7.9% less than that of women in Ontario, the participation rate of men in Northern Ontario is 9.6% less than that of men in Ontario as a whole. In other words, the difference in participation rates between Northern Ontario and Ontario is less for women than for men. It is also interesting to note that the participation rate for women 15 to 24 years of age is slightly higher in Northern Ontario than in Ontario as a whole.<sup>18</sup>

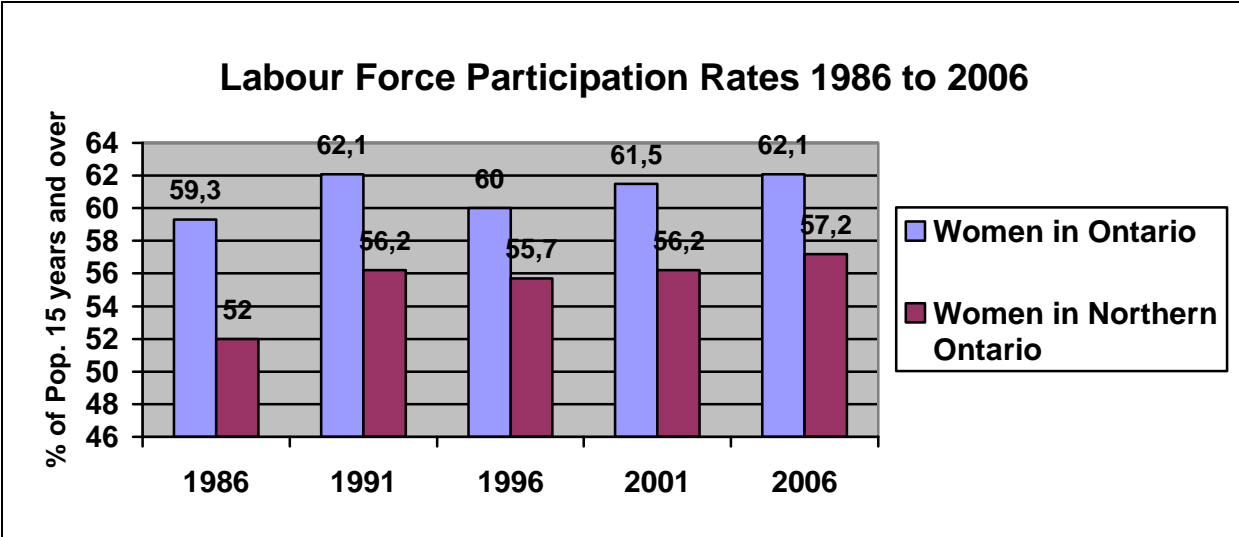


Figure 2: Source Statistics Canada, Census of Canada, 1986, 1991, 1996, 2001, and 2006.

**4.1.4 The difference in participation rates between women in Northern Ontario and women in Ontario as a whole is decreasing**

Figure 2 also shows that the difference in participation rates between women in Northern Ontario and women in Ontario as a whole is decreasing. In 1986 the participation rate for women in Northern Ontario was 12.3% less than that of women in Ontario. By 1991 Northern Ontario’s female participation rates were only 9.5% less than those for Ontario. In 1996 this difference had shrunk to 7.2% less than the provincial average. The figure for 2001, at 8.6% less than that of the province, was actually higher than that for 1996. Still, it was significantly less than that of 1986 and 1991. In 2006 the difference was reduced to 7.9% less than the average of women in Ontario as a whole.

**4.1.5 The districts with the highest female participation rates are all in Northwestern Ontario**

Table 1: Females in the Labour Force by District: 2006 Census

	Females 15 years and over	In the labour force	Employed	Unemployed	Participation rate	Unemployment rate
Ontario	5074710	3149905	2934195	215710	62,1	6,8
Northern Ontario	328715	187895	173255	14650	57,2	7,8
Nipissing District	36080	20295	18595	1695	56,2	8,4
Parry Sound District	17410	9455	8795	665	54,3	7
Manitoulin District	5355	2825	2510	315	52,8	11,2
Sudbury District	8805	4505	3965	535	51,2	11,9

<b>Greater Sudbury</b>	67095	39470	36425	3050	58,8	7,7
<b>Timiskaming District</b>	14060	7690	7130	560	54,7	7,3
<b>Cochrane District</b>	33515	18925	17370	1555	56,5	8,2
<b>Algoma District</b>	50755	27390	25130	2260	54	8,3
<b>Thunder Bay District</b>	62555	37400	34895	2505	59,8	6,7
<b>Rainy River District</b>	8610	5120	4760	365	59,5	7,1
<b>Kenora District</b>	24475	14820	13680	1145	60,6	7,7

Source: Statistics Canada: Census of Canada, 2006.

Table 1 lists the labour force statistics for women in Northern Ontario by district. As was the case in 2001, the districts with the highest female participation rates are all in Northwestern Ontario. In 2001 the rate for the District of Kenora was highest at 60.1%. This was very close to the provincial average of 61.5%. The District of Kenora was followed by the District of Thunder Bay at 58.9%, and the District of Rainy River at 57.9%.

In 2006 the District of Kenora, at 60.6% once again had the highest participation rates for women in Northern Ontario. It was once again followed by the District of Thunder Bay, at 59.8%, and the District of Rainy River, at 59.5%. Apart from Greater Sudbury, all other districts had participation rates significantly below the average for Northern Ontario.

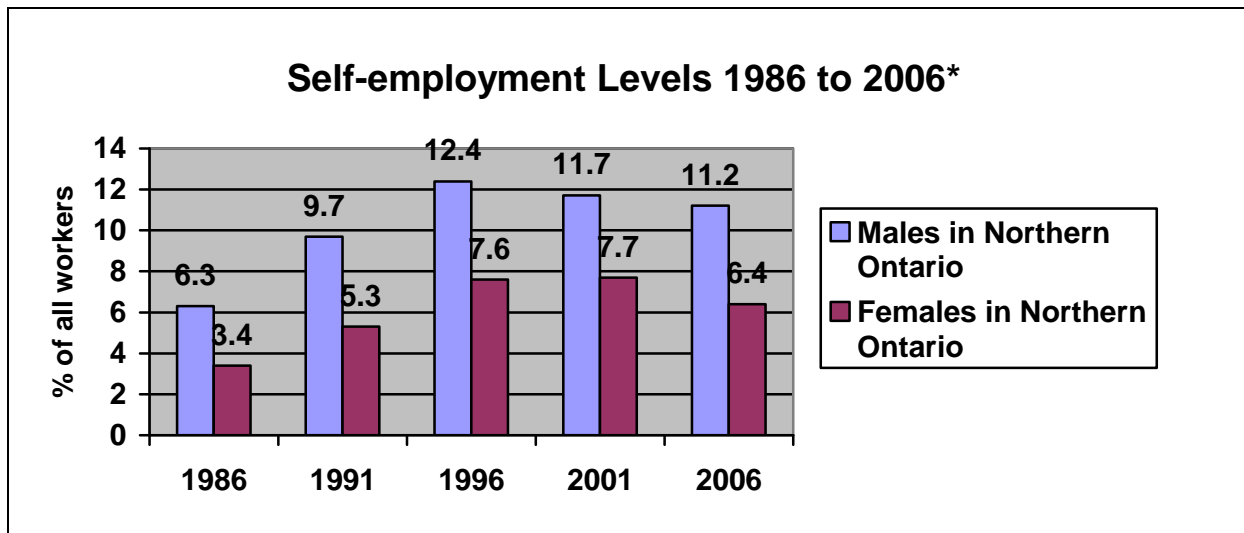
#### **4.1.6 The districts with the lowest female participation rates are Sudbury and Manitoulin**

Table 1 also shows us that the districts with the lowest female participation rates in 2006 were Sudbury and Manitoulin. In 2001 the lowest participation rates for women were found in the District of Sudbury and the District of Algoma. In that year only 49.7% of all women, 15 years of age or older, were either working or actively looking for work in the District of Sudbury. In the District of Algoma this figure was 53% followed by 53.1% in the District of Timiskaming.

In 2006 the District of Sudbury once again had the lowest participation rate at 51.2%. The District of Manitoulin, at 52.8%, had the second lowest rate followed by the District of Algoma at 54%.

The differences between the participation rates of men and women were also compared for each district. The district with the greatest difference between men and women was the District of Sudbury where the participation rate for women was 17.4% less than that of men. Sudbury was followed by the District of Cochrane whose participation rate for women was 17% lower than that for men. The district with the smallest difference between the participation rates for males and females was the District of Manitoulin. Women in this district have participation rates 10.2% lower than that for men.

## 4.2 Self-employment Rates



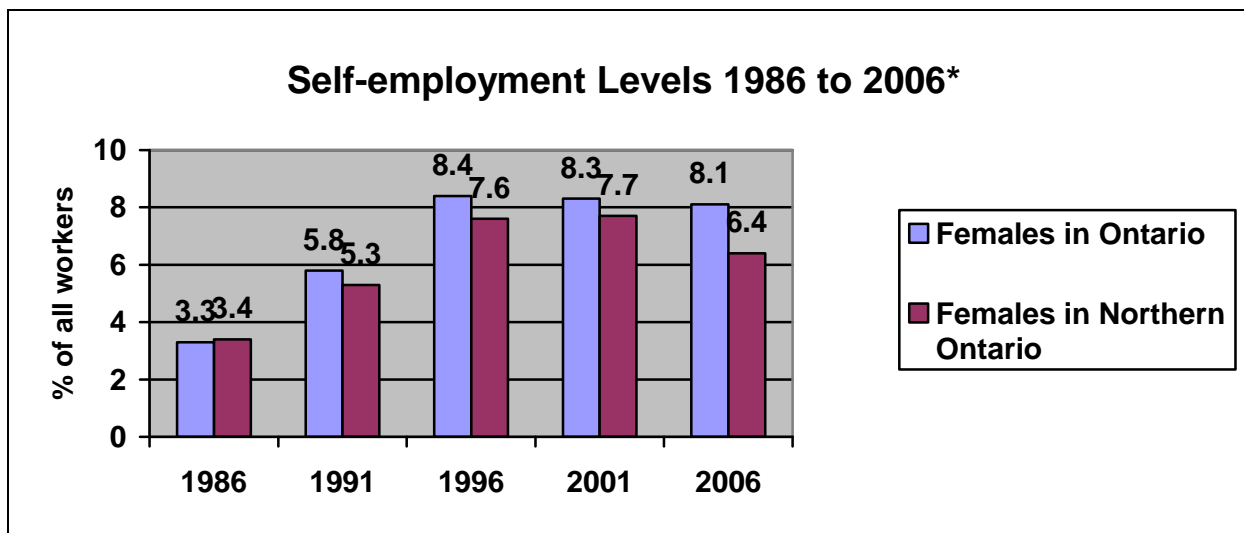
**Figure 3** Source: Statistics Canada, Census of Canada, 1986, 1991, 1996, 2001, and 2006. \* Note – figures for 1986, 1991, and 1996 include the District Municipality of Muskoka

### 4.2.1 Women in Northern Ontario have lower self-employment rates than males

In the Northern Ontario Training Boards' Regional Outlook for 2000 it was noted that there has been a general increase in the level of self-employment in Northern Ontario since 1986. While this increase was substantial, it was also pointed out that the averages for Ontario as a whole increased even more - from 5.7% in 1986 to 12% in 1996.<sup>19</sup> Figure 3 shows that the rate of self-employment for women remains substantially below that of men in Northern Ontario. In 2001, the female rate of self-employment was 34.5% below that of men. We can also see in Figure 3, that while rates of self employment rose from 1986 to 1996, the difference between males and females changed very little. Indeed, between 2001 and 2006 we can see that, not only did self-employment rates continue the fall started in 1996, but that the differences in the self-employment rates of males and females increased during this period. In 2006 the self-employment rates of females was now 43.1% less than that of males.

### 4.2.2 Women in Northern Ontario have lower self-employment rates than women in Ontario as a whole

In Figure 4, one can see that women in Northern Ontario had similar self-employment rates to women in Ontario as a whole until recently. In 2001 the rate of self-employment for Northern Ontario females was only 7% less than the rate for Ontario as a whole. By 2006 the self-employment rate for females in Northern Ontario was 21.6% less than the rate for females in Ontario. This is similar to the situation of males in Northern Ontario. Their rate of self-employment is a little over 21.3% less than the self-employment rate for Ontario males.



**Figure 4** Source: Statistics Canada, Census of Canada, 1986, 1991, 1996, 2001, and 2006. \* Note - figures for 1986, 1991, and 1996 include the District Municipality of Muskoka

We can also see in Figure 4 that from 1986 to 1996, the percentage of self-employed women in Northern Ontario increased by 124%, from 3.4% to 7.6%. For women in Ontario as a whole, self-employment increased by just over 155% from 1986 to 1996. There was virtually no increase from 1996 to 2001 in the percentage of self-employed for women in Northern Ontario and in Ontario as a whole. From 2001 to 2006 the self-employment rate for women in Northern Ontario decreased by 17%. In Ontario as a whole the rate decreased by 1.8%.

#### 4.2.3 The highest percentages of self-employed females are found in the Districts of Parry Sound and Manitoulin while the lowest percentages are found in Greater Sudbury and the District of Cochrane

**Table 2: Self-employment Rates by District 2006 Census: Percentage of All Classes of Workers**

	% of Self-Employed Males	% of Self-Employed Females	% Difference between Males and Females
Ontario	14.3	8.2	42.9
Northern Ontario	11.2	6.4	43.1
Nipissing District	12.1	6.6	45.8
Parry Sound District	22.4	11.3	49.5
Manitoulin District	20.6	11.3	45.3
Sudbury District	13.3	9.8	26.1
Greater Sudbury Division	9.7	5.2	46.2
Timiskaming District	15.8	8.0	49.2
Cochrane District	9.2	5.6	38.7
Algoma District	9.7	5.8	40.4
Thunder Bay District	9.5	6.0	37.0
Rainy River District	16.8	6.2	62.9

<b>Kenora District</b>	9.6	6.4	33.8
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Source: Statistics Canada, Census of Canada, 2006.

As is the case for men, the percentages of women who are self-employed are highest in the Districts of Parry Sound and Manitoulin. The percentages for both are 11.3. The districts with the lowest percentage of self-employed females are the urban area of Greater Sudbury, with a 5.2% female self-employment rate, and the District of Cochrane, with a 5.6% rate.

Table 2 also shows us the percentage difference between male and female self-employment rates for each district. The smallest difference is found in the District of Sudbury. In this district the female self-employment rate is 26.1% less than those of males. It is interesting that in 2001 this district had the largest difference between men and women. In that year the self-employment rates for women were 49.6% less than those of males in the Sudbury District.

The District of Rainy River had the biggest difference between male and female self-employment rates in 2006.

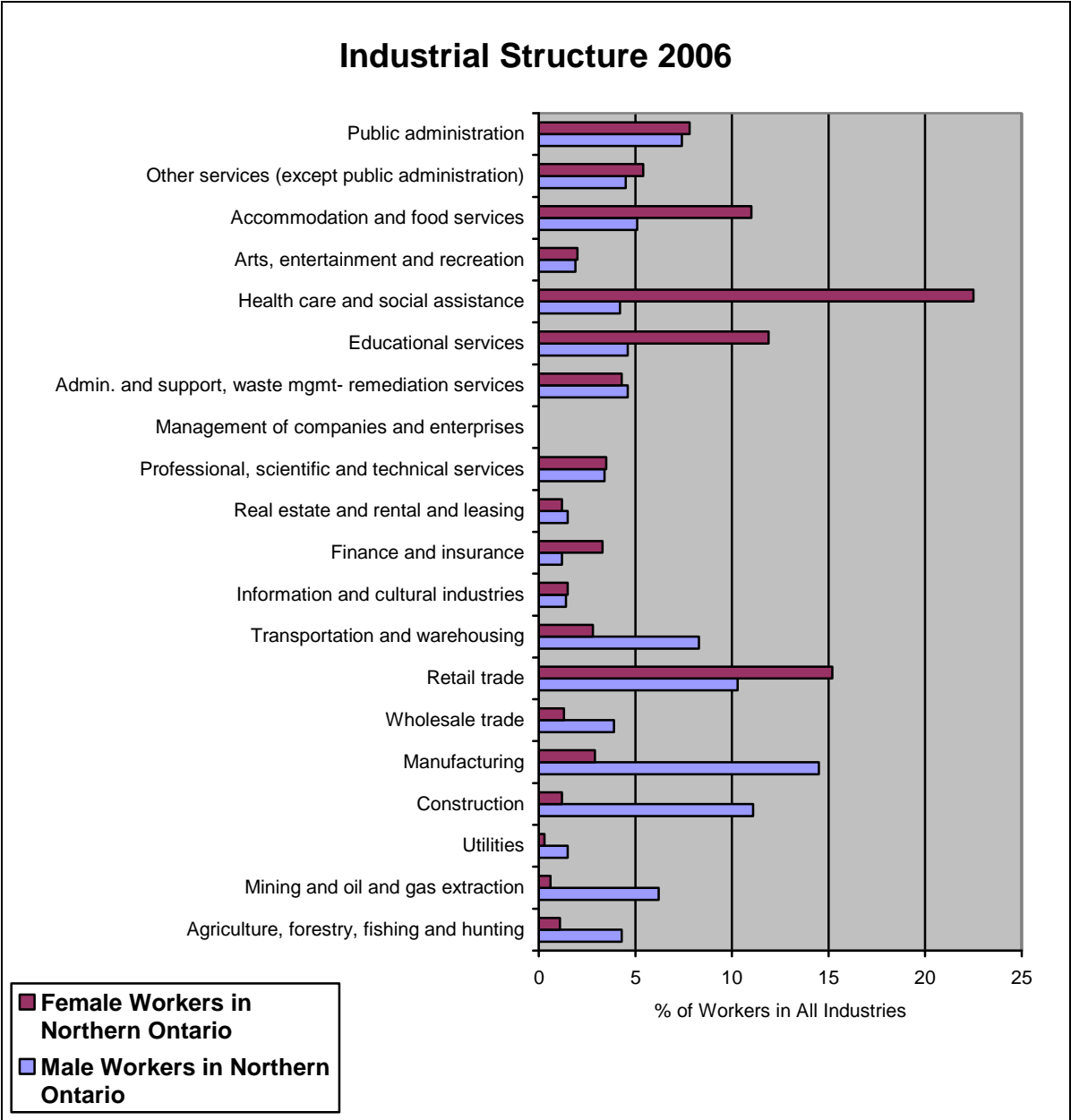
## **4.3 The Industrial Structure**

### **4.3.1 The industrial structure of women in Northern Ontario differs from that of men**

The industrial structure of women in Northern Ontario differs substantially from that of men. The differences between the two structures are significantly greater than the differences between the industrial structures of men and women in Ontario as a whole.<sup>20</sup> The differences are seen visually in Figure 5.

### **4.3.2 More women in Northern Ontario work in the health and social assistance service industries, and educational service industries.**

The biggest difference in the industrial structures of males and females in Northern Ontario is the greater number of females that work in the health and social assistance service industries. These industries account for 22.5% of all female employment in Northern Ontario compared to only 4.2% for men. Educational service industries account for 11.9% of all female workers compared to 4.6% of all male workers. Another category where there is a substantially larger female presence is in accommodation and food services. These industries account for 11% of female employment in Northern Ontario. For males, these industries represent only 5.1% of regional employment.



**Figure 5** Source: Statistics Canada, Census of Canada, 2006.

**4.3.3 Less women in Northern Ontario work in manufacturing, construction, mining and transportation industries.**

Women in Northern Ontario are underrepresented in all the traditional “blue collar” industries. The second biggest difference in the industrial structures of men and women in the region are in manufacturing industries. This category of industry accounts for 14.5% of all male employment in Northern Ontario but only 2.9% of female employment. Construction industries account for 11.1% of male employment but only 1.2% of female employment. Mining industries represent 6.2% of all jobs for men but only 0.6% of jobs for women. Transportation and warehousing

industries account for 8.3% of male employment in the region but only 2.8% of female employment. Finally, in the category of agriculture, forestry, fishing, and hunting industries, 4.3% of males in the region are employed in these industries compared to only 1.1% of all working females.

#### **4.3.4 The industrial structure of women in Northern Ontario differs from the industrial structure of women in Ontario as a whole**

Although the differences in industrial structure between women in Northern Ontario and women in Ontario as whole are not as extreme as the differences between the industrial structures of women in men in Northern Ontario, they are significant.<sup>21</sup> Below are the most significant differences.

#### **4.3.5 Women in Northern Ontario are overrepresented in health and social assistance services and accommodation and food services**

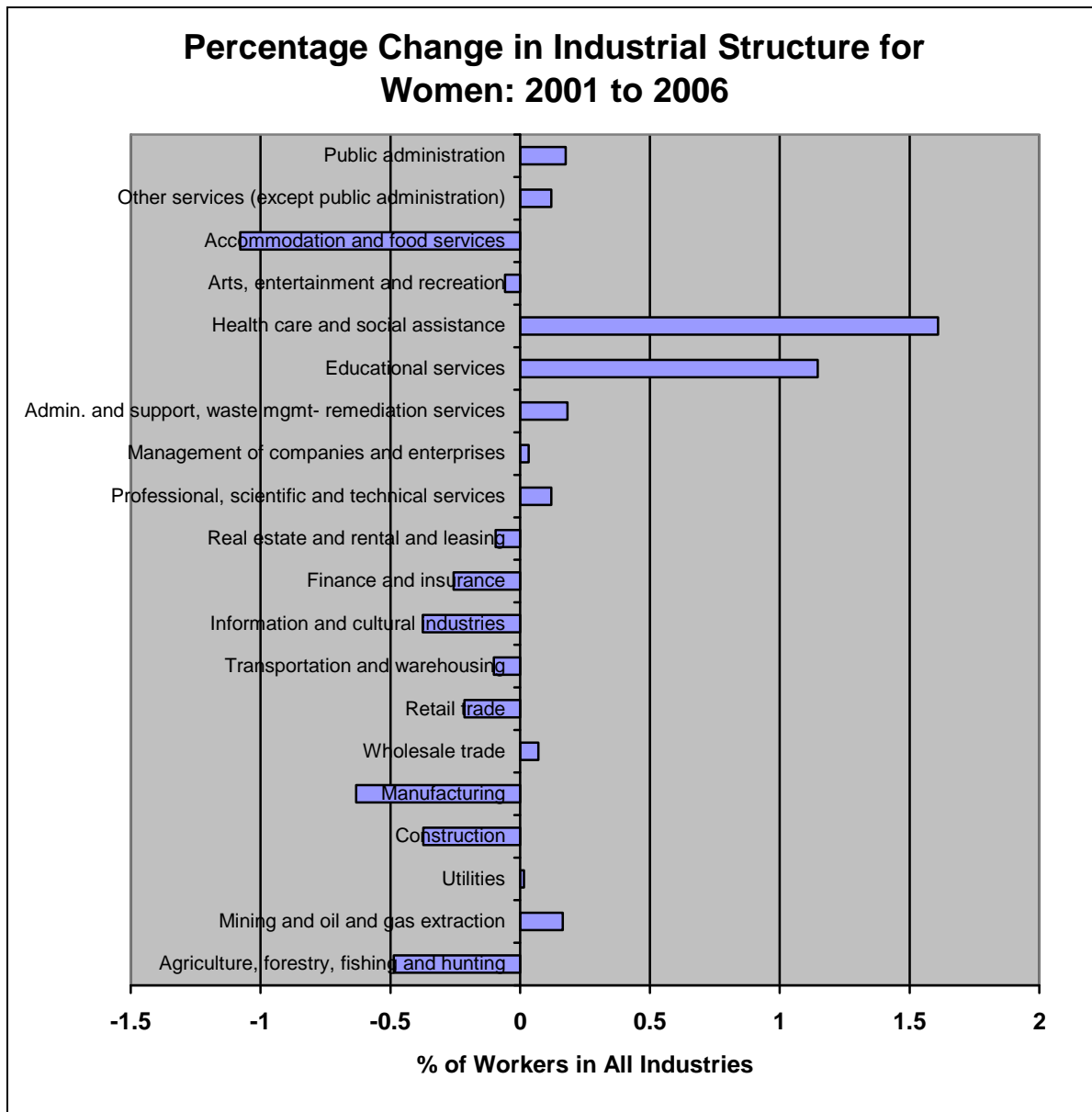
In 2001 the biggest difference in the industrial structures of women in Northern Ontario and Ontario were found in manufacturing industries. In 2006 the biggest difference is found in health and social assistance service industries. These industries represent 16.4% of all female employment in Ontario. In Northern Ontario these industries represent 22.5% of all females in the labour force. In Northern Ontario, accommodation and food services account for 11% of female jobs. The figure for Ontario's women is only 7.9%.

#### **4.3.6 Women in Northern Ontario are underrepresented in manufacturing and professional, scientific and technical services**

In 2006, the second biggest difference in the industrial structure of women in Ontario and Northern Ontario is found in the manufacturing industries. In the industrial structure of women in Ontario, manufacturing industries represent 8.8% of all employment. In Northern Ontario, manufacturing industries represent only 2.9% of all female employment. Employment in professional, scientific and technical service industries, account for 6.8% of all female jobs in Ontario. In Northern Ontario this figure is 3.5%.

#### **4.3.7 Health and social assistance service industries and educational service industries are the most increasingly important employment sources for women in Northern Ontario**

A comparison of the industrial structures of women in Northern Ontario in 2001 and 2006 can tell us where employment is increasing or decreasing for women in terms of a percentage of total industrial employment. Figure 6 shows us the change in employment as a percentage of total industrial employment for women for each industrial category. We can clearly see that the two sectors that had the greatest increase in importance were the health and social assistance service industries and educational service industries. Those that had the greatest decrease in importance were accommodation and food services and manufacturing.

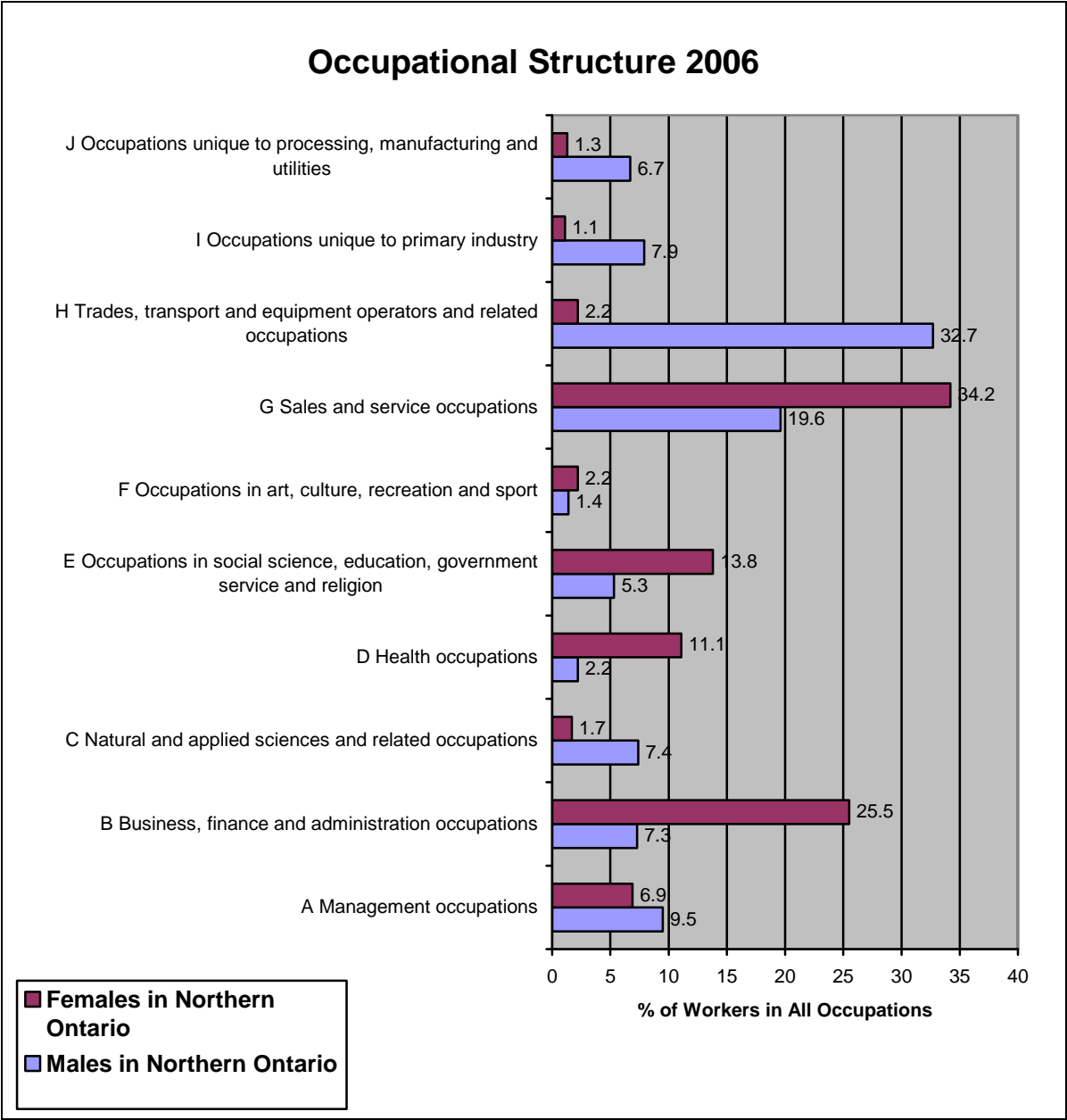


**Figure 6** Source: Statistics Canada, Census of Canada, 2006.

## 4.4 The Occupational Structure

### 4.4.1 The occupational structure of women in Northern Ontario differs considerably from that of men

Figure 7 compares the occupational structure of female workers in Northern Ontario with that of male workers in the region. As was the situation in 2001 it is apparent that the occupational structure of women is considerably different from that of men. While there are differences in the occupational structures of males and females in Ontario as a whole, these differences are not as great as the differences between males and females in the North.<sup>22</sup>



**Figure 7** Source: Statistics Canada, Census of Canada, 2006.

**4.4.2 Women in Northern Ontario are underrepresented in trades and other “blue collar” occupations and natural and applied science and related occupations**

Figure 7 shows a considerable difference in the percentage of women and men employed in those occupations that are traditionally considered as “blue collar” occupations. Employment in trades, transport and equipment operators and related occupations represent 32.7% of all male employment in Northern Ontario. These occupations represent only 2.2% of female employment. Employment in occupations unique to processing, manufacturing, and utilities account for 6.7%

of all male occupations but only 1.3% of female occupations. Employment in occupations unique to primary industry represent 7.9% of all male employment but only 1.1% of female employment.

Women in Northern Ontario are also underrepresented in natural and applied science and related occupations. This category represents 7.4 of all male employment in the region but only 1.7% of female employment.

#### **4.4.3 Women in Northern Ontario are overrepresented in business, sales and service, and health occupations**

Figure 7 also shows that women in Northern Ontario are overrepresented in business, sales and service, and health occupations. Business, finance and administration occupations represent 25.5% of all female employment. This category represents only 7.2.% of all male employment in the region. Analysis of two digit categories shows even greater differences within this category.<sup>23</sup> For women, 72.8%, or 34,225, of those employed in business occupations are in secretarial or clerical occupations. The corresponding figure for men is 61.2% or 8,955.

As was the case in 2001, sales and service represent the largest single category of occupations for women in Northern Ontario. This category accounted for 34.2% of all female employment in the region in 2006. Only 19.6% of men are employed in these occupations. Health occupations represent 11.1% of all female employment in the region compared to 2.2% of male employment.

#### **4.4.4 The occupational structure of women in Northern Ontario differs from that of women in Ontario as a whole**

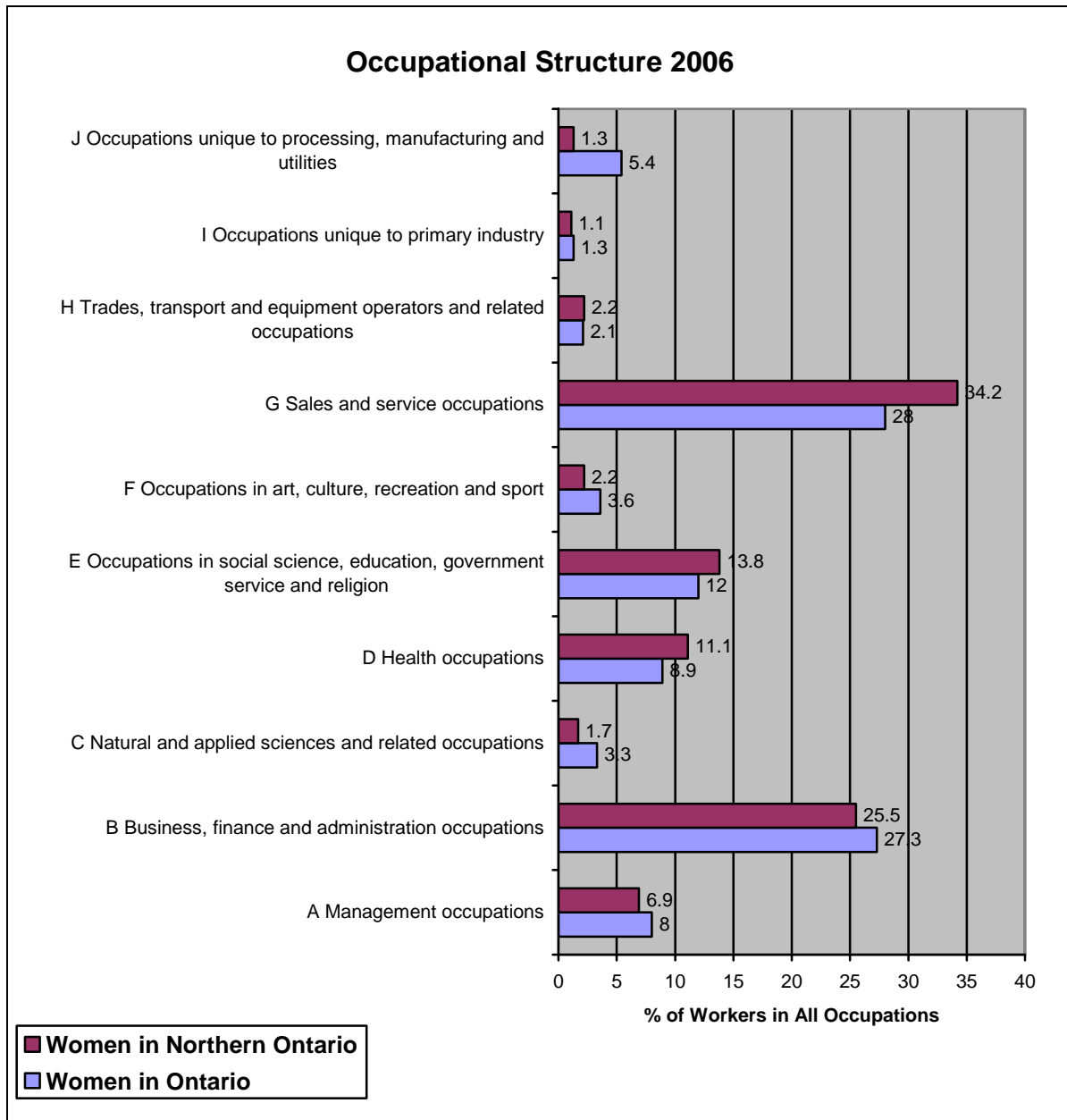
Figure 8 compares the occupational structure of women in Northern Ontario with that of women in Ontario as a whole. Similar to the situation in 2001, while the differences between the two structures are not nearly as great as the differences between the occupational structures of women and men in Northern Ontario, there are some significant differences. The most notable is that there is a greater percentage of women in Northern Ontario employed in sales and service occupations than in Ontario as a whole. Employment in this category is 21.9% higher in the North than in the whole province.

There are significantly less women in Northern Ontario employed in manufacturing than in Ontario. For the province, 5.4% of all female occupations are in manufacturing. In Northern Ontario, only 1.3% of all female occupations are in manufacturing. Another important difference is found in health occupations. For all women in Ontario these occupations represent 8.9% of employment. For women in Northern Ontario these jobs represent 11.1% of employment.

#### **4.4.5 All districts in Northern Ontario show the same key differences in female and male occupational structures**

Table 3 lists the occupational structure for women in all the districts of Northern Ontario. It is apparent that all the districts in Northern Ontario have the same key differences when compared

to both the occupational structure of men in Northern Ontario and the occupational structure of women in Ontario as a whole. Compared to men in Northern Ontario, women in all districts are underrepresented in blue collar occupations and overrepresented in sales and service occupations. Compared to women in Ontario as a whole, females in all districts of Northern Ontario are, once again, underrepresented in blue collar occupations and overrepresented in sales and service occupations.



**Figure 8** Source: Statistics Canada, Census of Canada, 2006.

At the same time, analysis of variance between the occupational structures of the districts and the occupational structure of Northern Ontario showed that the District of Manitoulin and the

District of Kenora have the greatest differences from the averages for Northern Ontario. As was the case in 2001, the District of Nipissing and the District of Thunder Bay have female occupational structures closest to that of Northern Ontario as a whole.<sup>24</sup>

**Table 3: Districts by Occupational Structure: Percentage of Female Workers 2006**

	<b>Management and Business<sup>1</sup></b>	<b>Professional Service<sup>2</sup></b>	<b>Sales and Service<sup>3</sup></b>	<b>Blue Collar<sup>4</sup></b>
<b>Males in Ontario</b>	23.0	20.1	19.4	37.5
<b>Males in Northern Ontario</b>	16.8	16.3	19.6	47.3
<b>Females in Ontario</b>	35.4	27.8	28.0	8.8
<b>Females in Northern Ontario</b>	32.4	28.8	34.2	4.6
<b>Nipissing District</b>	33.3	27.8	34.1	4.8
<b>Parry Sound District</b>	31.8	26.4	33.9	7.8
<b>Manitoulin District</b>	30.2	32.0	32.0	5.5
<b>Sudbury District</b>	33.2	23.9	36.9	6.2
<b>Greater Sudbury Division</b>	36.2	28.3	32.4	3.1
<b>Timiskaming District</b>	32.0	25.8	34.8	7.5
<b>Cochrane District</b>	32.4	27.4	34.8	5.5
<b>Algoma District</b>	29.7	30.6	36.1	3.7
<b>Thunder Bay District</b>	31.9	30.4	33.4	4.3
<b>Rainy River District</b>	28.4	31.2	34.9	5.4
<b>Kenora District</b>	30.0	28.9	35.6	5.5

Source: Statistics Canada, Census of Canada, 2001. 1. Management and Business Occupations are those contained in A Management occupations and B Business, finance and administration occupations. 2. Professional Service Occupations are those contained in C Natural and applied sciences and related occupations, D Health occupations, E Occupations in social science, education, government service and religion, and F Occupations in art, culture, recreation and sport. 3. Sales and service occupations are those contained in G Sales and service occupations. 4. Blue Collar Occupations are those contained in H Trades, transport and equipment operators and related occupations, I Occupations unique to primary industry, and J Occupations unique to processing, manufacturing and utilities.

#### 4.4.6 Lower skilled service industry occupations show the fastest growth since 2001

Table 4 lists the fastest growing two digit occupational categories from 2001 to 2006. We note that the fastest growing occupations for women are paralegals, social services workers, and occupations in education followed by assisting occupations in support of health services. The general trend shows that university dependent occupations are not prominent in job growth. Lower skilled service industry occupations now predominate. The occupational category that showed the largest growth in jobs for women was that of clerical occupations which saw 4,290 additional positions for women added between 2001 and 2006.

At the same time there are a few university dependent occupations that showed growth during this period including teachers and professors and professional occupations in health.

**Table 4: Fastest Growing Occupations in Northern Ontario by Percentage Increase: Two Digit Level Occupational Categories\***

	2001	2006	Increase	Pct. Increase
E2 Paralegals, social services workers and occupations in education and religion, n.e.c.	6280	8690	2410	31.0
D3 Assisting occupations in support of health services	4170	6115	1945	29.5
G0 Sales and service supervisors	1700	2085	385	18.5
B3 Administrative and regulatory occupations	4100	5285	1185	18.3
G3 Cashiers	6675	7905	1230	18.3
F1 Technical occupations in art, culture, recreation and sport	2355	2670	315	13.4
E1 Teachers and professors	10330	11550	1220	11.5
D0 Professional occupations in health	1665	1870	205	11.4
B5 Clerical occupations	22385	26675	4290	10.8
E2 Paralegals, social services workers and occupations in education and religion, n.e.c.	6280	8690	2410	31.0

Source: Statistics Canada, Census of Canada, 2001 and 2006. \* Note – this includes only those categories where employment changed by at least 150 positions.

#### 4.4.7 Low skill occupations also show the greatest declines from 2001 to 2006

Analysis of data from the 2006 Census shows that service and blue collar types of occupations are those that dominated the fastest declining occupations for women. Of the nine listed in Table 5 the two with the highest percentage declines can be categorized as blue collar occupations. The occupation that saw the largest decline in total numbers of jobs for women was secretaries. This category lost 1,955 jobs from 2001 to 2006.

**Table 5: Fastest Declining Occupations in Northern Ontario by Percentage Decrease: Two Digit Level Occupational Categories\***

	2001	2006	Increase	Pct. Increase
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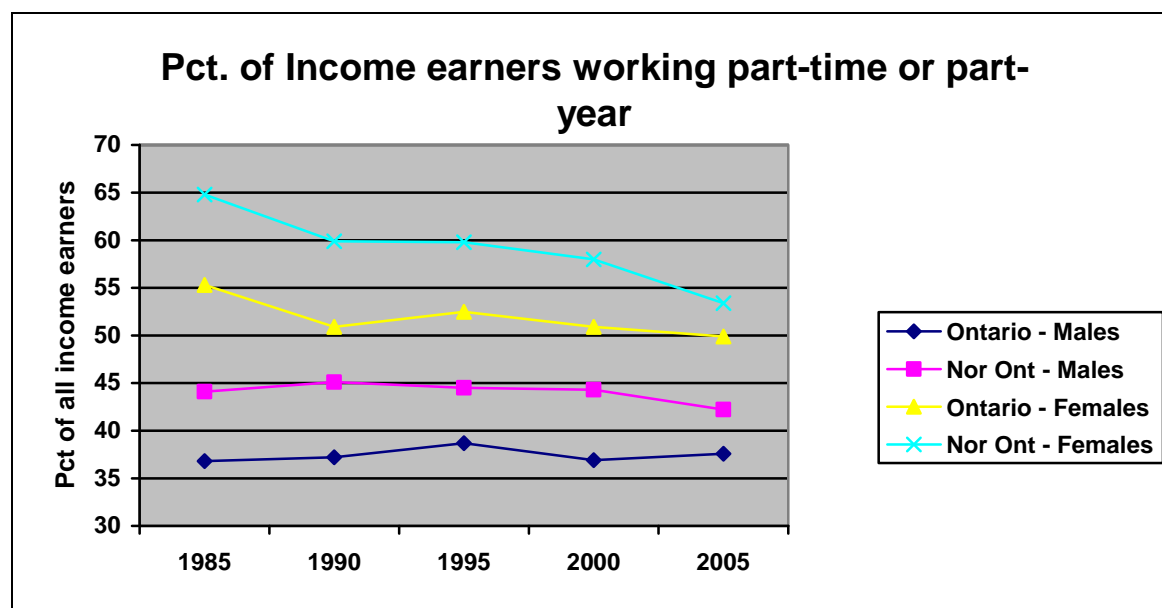
J3 Labourers in processing, manufacturing and utilities	990	725	-265	-54.0
I0 Occupations unique to agriculture, excluding labourers	1555	1000	-555	-36.7
G5 Occupations in food and beverage service	6535	5570	-965	-29.9
B2 Secretaries	9505	7550	-1955	-20.6
G4 Chefs and cooks	3800	3155	-645	-19.7
A2 Managers in retail trade, food and accommodation services	6885	6000	-885	-14.0
B1 Finance and insurance administration occupations	4370	3835	-535	-12.7
G8 Child care and home support workers	7895	7145	-750	-11.2
G9 Sales and service occupations, n.e.c.	21895	21325	-570	-2.9

Source: Statistics Canada, Census of Canada, 2001 and 2006. \* Note – this includes only those categories where employment changed by at least 150 positions.

## 4.5 Part-time and Full-time employment

### 4.5.1 Women in Northern Ontario work part-time more often than men and more often than women in Ontario

In the previous report in this series we noted that income was impacted by whether one worked full-time or part-time and that this varies by gender.<sup>25</sup> Figure 9 compares the percentage of full time and part time employment income earners in Ontario and Northern Ontario from 1985 to 2005 for males and females.<sup>26</sup> It shows that for both, Northern Ontario has a higher percentage of part year, part time workers but that the rate for females was considerably above that of males and above that of females in Ontario.



**Figure 9** Source: Statistics Canada, Census of Canada, 1986 to 2006. Note that percentages from 1985 to 2000 include the District Municipality of Muskoka.

#### 4.5.2 There has been a steady decline in the percentage of women working part-time in Northern Ontario.

The relative differences in percentage of full time and part time work between Ontario and Northern Ontario was stable from 1985 to 2000 but from 2000 to 2005 there was a significant convergence. While the percentage of part-time work is relatively stable from 1985 to 2005, in the North one can see a gradual but continual decline in the percentage of part-time work. This decline is primarily due to the decline in part-time employment for women. In other words, since 1985 there has been a constant increase in the percentage of female income earners who work full-time for the full-year. The percentage of part time, part year work among men has been relatively stable.

### 4.6 Employment Income

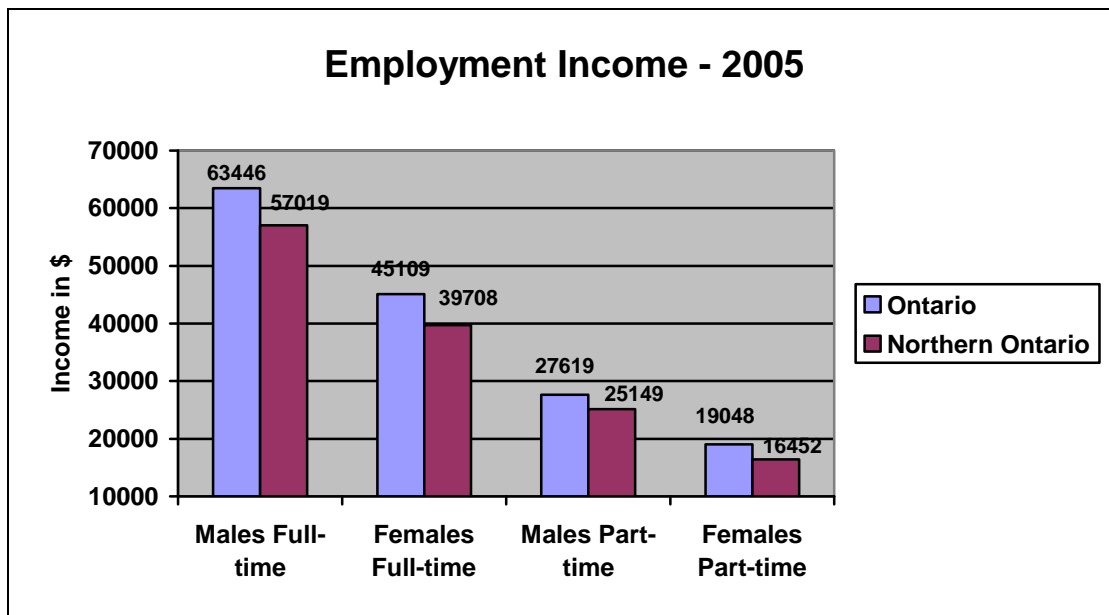


Figure 10 Source: Statistics Canada, Census of Canada, 2006

#### 4.6.1 Full-time female workers in Northern Ontario earn 30% less than males

Figure 10 shows the differences in employment income between males and females in Northern Ontario and between Ontario and Northern Ontario for both genders. We can see that female full-time workers in both Ontario and Northern Ontario make about 30 percent less than the equivalent averages for males. Female part-time workers in Ontario earn 31% less than their male counterparts while female part-time workers in Northern Ontario earn 35% less than their male counterparts.

#### 4.6.2 Women in Northern Ontario earn less than the averages for Ontario

Both women and men in Northern Ontario make less than the equivalent average for the province but the difference for women is greater than that for men. Male full-time workers earn 10% less than the provincial averages for male full-time workers while male part-time workers earn 9% less than Ontario male part-time workers. Female full-time workers in Northern Ontario earn 13% less than the Ontario average for female full-time workers. Female part-time workers in Northern Ontario earn 14% less than the Ontario average for female part-time workers.

## Section 5: Comparing the Training Board Areas of Northern Ontario

**Table 6: Local Boards by Female Occupational Structure: Percentage of Female Workers 2001**

	All occupations	Management and Business Occupations <sup>1</sup>	Professional Service Occupations <sup>2</sup>	Sales and service occupations <sup>3</sup>	Blue Collar Occupations <sup>4</sup>
Ontario	3087845	35.4	27.8	28.0	8.8
Northern Ontario	184225	32.4	28.8	34.2	4.6
Lab 20	43595	32.1	26.2	35.1	6.6
Lab 21	45125	35.7	28.0	32.8	3.5
AWICA	26485	29.8	30.5	36.1	3.6
Lab 23	27050	32.0	27.3	34.7	6.2
Lab 24	36940	31.9	30.3	33.5	4.3
Lab 25	19420	29.6	29.5	35.4	5.5

Source: Statistics Canada, Census of Canada, 2001. 1. Management and Business Occupations are those contained in A Management occupations and B Business, finance and administration occupations. 2. Professional Service Occupations are those contained in C Natural and applied sciences and related occupations, D Health occupations, E Occupations in social science, education, government service and religion, and F Occupations in art, culture, recreation and sport. 3. Sales and service occupations are those contained in G Sales and service occupations. 4. Blue Collar Occupations are those contained in H Trades, transport and equipment operators and related occupations, I Occupations unique to primary industry, and J Occupations unique to processing, manufacturing and utilities.

### 5.1 The Muskoka, Nipissing, Parry Sound Local Training and Adjustment Board (Board #20)

Table 6 shows the 2006 female occupational structure for each of the Local Boards in Northern Ontario. Local Board #20 includes the District Municipality of Muskoka and the Districts of Parry Sound and Nipissing. As was the case in 2001, this area has the highest percentage of blue collar occupations and the lowest percentage of professional service jobs.

**Table 7: The Female Occupational Structure of Communities in Local Board #20: Percentage of Female Workers 2006**

Type of	All	Management	Professional	Sales and	Blue Collar
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	Community		and Business	Service	service	
<b>LAB #20</b>		42870	32.1	26.2	35.1	6.6
<b>Gravenhurst</b>	T	2505	32.5	21.0	38.7	7.8
<b>Bracebridge</b>	T	4120	29.4	26.2	36.5	7.9
<b>Lake of Bays</b>	TP	920	36.4	25.5	32.1	6.5
<b>Huntsville</b>	T	4705	27.4	23.0	41.1	8.5
<b>Muskoka Lakes</b>	TP	1645	35.3	26.7	28.3	9.4
<b>Georgian Bay</b>	TP	440	34.1	9.1	38.6	17.0
<b>South Algonquin</b>	TP	240	33.3	18.8	43.8	6.3
<b>Papineau-Cameron</b>	TP	230	41.3	26.1	19.6	15.2
<b>Mattawa</b>	T	385	20.8	16.9	54.5	5.2
<b>Bonfield</b>	TP	535	36.4	23.4	22.4	18.7
<b>Chisholm</b>	TP	285	21.1	35.1	31.6	10.5
<b>East Ferris</b>	TP	1000	35.0	30.0	29.5	5.5
<b>North Bay</b>	CY	13180	33.1	28.3	34.9	3.6
<b>West Nipissing</b>	M	2820	31.6	29.3	34.8	4.1
<b>Temagami</b>	MU	195	30.8	5.1	41.0	15.4
<b>Nipissing 10</b>	R	305	37.7	24.6	29.5	3.3
<b>Nipissing, Unorganized, North Part</b>	UNO	375	33.3	32.0	29.3	2.7
<b>Seguin</b>	TP	1025	35.6	30.7	29.3	3.4
<b>The Archipelago</b>	TP	110	59.1	27.3	9.1	18.2
<b>McMurrich/Monteith</b>	TP	190	31.6	15.8	34.2	26.3
<b>Perry</b>	TP	525	21.9	14.3	47.6	14.3
<b>Kearney</b>	T	165	42.4	12.1	39.4	0.0
<b>Armour</b>	TP	260	30.8	13.5	38.5	13.5
<b>Burk's Falls</b>	VL	165	18.2	18.2	39.4	15.2
<b>Ryerson</b>	TP	165	42.4	15.2	36.4	15.2
<b>McKellar</b>	TP	230	43.5	19.6	30.4	8.7
<b>McDougall</b>	MU	685	40.9	19.0	36.5	2.2
<b>Parry Sound</b>	T	1365	28.9	28.2	38.5	4.0
<b>Carling</b>	TP	270	35.2	29.6	27.8	0.0
<b>Whitestone</b>	MU	200	45.0	15.0	27.5	5.0
<b>Magnetawan</b>	MU	295	30.5	22.0	37.3	10.2
<b>Strong</b>	TP	295	18.6	23.7	40.7	15.3
<b>Sundridge</b>	VL	215	11.6	41.9	44.2	0.0
<b>Machar</b>	TP	225	40.0	35.6	8.9	4.4
<b>South River</b>	VL	220	18.2	31.8	36.4	9.1

<b>Powassan</b>	MU	725	23.4	38.6	31.0	6.9
<b>Callander</b>	MU	850	24.7	37.1	28.8	8.2
<b>Nipissing</b>	TP	400	46.3	20.0	28.7	6.3
<b>Parry Sound, Unorganized, Centre Part</b>	UNO	405	35.8	13.6	39.5	13.6

Source: Statistics Canada, Census of Canada, 2006. For a description of the occupational categories see the notes under Table 6. Note that only those communities with a female workforce of at least 100 are included.

## 5.2 The Sudbury and Manitoulin Workforce Partnerships Board Area (Board #21)

Local Board #21, also known as the Sudbury and Manitoulin Workforce Partnerships Board (Board #21), includes the District of Manitoulin, the Greater Sudbury Division, and most of the District of Sudbury. Once again this Board area has the highest percentage of management and business occupations among females and the lowest percentage of sales and service and blue collar occupations.

**Table 8: The Female Occupational Structure of Communities in Local Board #21: Percentage of Female Workers 2006**

	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
<b>LAB # 21</b>		45125	35.7	28.0	32.8	3.5
<b>Central Manitoulin</b>	TP	420	31.0	33.3	33.3	0.0
<b>Assiginack</b>	TP	190	23.7	42.1	23.7	5.3
<b>Northeastern Manitoulin and the Islands</b>	T	630	27.0	31.0	35.7	7.1
<b>Billings</b>	TP	125	32.0	32.0	32.0	8.0
<b>Gore Bay</b>	T	210	45.2	31.0	23.8	4.8
<b>Wikwemikong Unceded</b>	R	430	26.7	41.9	30.2	2.3
<b>M'Chigeeng 22 (West Bay 22)</b>	R	170	26.5	35.3	32.4	0.0
<b>French River</b>	MU	500	46.0	12.0	38.0	4.0
<b>St.-Charles</b>	MU	255	37.3	17.6	35.3	9.8
<b>Markstay-Warren</b>	MU	495	42.4	13.1	26.3	14.1
<b>Sables-Spanish Rivers</b>	TP	620	35.5	25.8	33.9	6.5
<b>Espanola</b>	T	1155	25.5	25.5	45.9	3.5
<b>Baldwin</b>	TP	110	18.2	18.2	54.5	0.0
<b>Nairn and</b>	TP	100	30.0	30.0	45.0	0.0

Hyman						
Sudbury, Unorganized, North Part	UNO	475	34.7	26.3	36.8	2.1
Greater Sudbury	CY	38585	36.2	28.3	32.4	3.1

Source: Statistics Canada, Census of Canada, 2006. For a description of the occupational categories see the notes under Table 6. Note that only those communities with a female workforce of at least 100 are included.

### 5.3 The Algoma Workforce Investment Committee Area

The Algoma Workforce Investment Committee Area is comprised of most of the District of Algoma. The most unique aspects of the female occupational structure of this Board area is the fact that it has the highest percentage of female workers in sales and service occupations and management and business occupations.

**Table 9: The Female Occupational Structure of Communities in the AWIC area: Percentage of Female Workers 2006**

	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
<b>AWICA</b>		26485	29.8	30.5	36.1	3.6
<b>St. Joseph</b>	TP	265	26.4	22.6	41.5	5.7
<b>Laird</b>	TP	270	25.9	25.9	38.9	5.6
<b>Johnson</b>	TP	100	30.0	10.0	35.0	20.0
<b>Plummer Additional</b>	TP	140	35.7	17.9	32.1	17.9
<b>Bruce Mines</b>	T	140	28.6	28.6	32.1	7.1
<b>Thessalon</b>	T	255	29.4	35.3	31.4	3.9
<b>Huron Shores</b>	MU	350	25.7	25.7	42.9	8.6
<b>Blind River</b>	T	875	25.1	34.9	35.4	2.9
<b>Spanish</b>	T	110	31.8	9.1	40.9	0.0
<b>North Shore</b>	TP	120	50.0	20.8	20.8	0.0
<b>Elliot Lake</b>	CY	1915	26.6	32.6	37.3	3.1
<b>Macdonald, Meredith and Aberdeen Additional</b>	TP	360	30.6	25.0	37.5	8.3
<b>Sault Ste. Marie</b>	CY	18080	30.0	31.1	36.7	2.2
<b>Prince</b>	TP	280	25.0	48.2	21.4	5.4
<b>Sagamok</b>	R	155	29.0	51.6	19.4	6.5
<b>Mississagi River 8</b>	R	105	33.3	33.3	23.8	9.5
<b>Garden River 14</b>	R	225	24.4	33.3	35.6	4.4
<b>Rankin Location 15D</b>	R	135	22.2	18.5	48.1	7.4

<b>Michipicoten</b>	TP	745	28.2	34.2	32.2	4.7
<b>Dubreuilville</b>	TP	185	27.0	8.1	40.5	21.6
<b>White River</b>	TP	225	35.6	13.3	26.7	17.8
<b>Algoma, Unorg, North Part</b>	UNO	1135	36.1	20.3	35.7	6.6

Source: Statistics Canada, Census of Canada, 2006. For a description of the occupational categories see the notes under Table 6. Note that only those communities with a female workforce of at least 100 are included.

#### 5.4 The Far Northeast Training Board Area (Board #23)

Local Board #23 is also known as the Far Northeast Training Board and is comprised of the Districts of Cochrane and Timiskaming and small parts of several neighbouring districts. The female occupational structure of this area is quite close to the norms for Northern Ontario. As was the case in 2001 it has the second highest percentage of female blue collar occupations of all the Boards in Northern Ontario.

**Table 10: The Female Occupational Structure of Communities in Local Board #23: Percentage of Female Workers 2006**

	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
<b>LAB # 23</b>		27050	32.0	27.3	34.7	6.2
<b>Chapleau</b>	TP	585	25.6	34.2	29.9	8.5
<b>Cobalt</b>	T	225	20.0	17.8	60.0	0.0
<b>Harris</b>	TP	180	41.7	36.1	19.4	5.6
<b>Temiskaming Shores</b>	CY	2660	32.5	26.1	37.6	3.6
<b>Harley</b>	TP	145	37.9	6.9	27.6	24.1
<b>Armstrong</b>	TP	265	24.5	26.4	34.0	15.1
<b>Charlton and Dack</b>	MU	125	32.0	16.0	36.0	16.0
<b>Englehart</b>	T	315	30.2	28.6	34.9	4.8
<b>Larder Lake</b>	TP	125	44.0	36.0	20.0	0.0
<b>Kirkland Lake</b>	T	1780	30.9	30.6	35.7	2.8
<b>Timiskaming, Unorganized, West Part</b>	UNO	715	34.3	18.2	23.8	22.4
<b>Black River-Matheson</b>	TP	525	26.7	32.4	33.3	9.5
<b>Timmins</b>	CY	10420	35.3	26.3	33.6	4.7
<b>Iroquois Falls</b>	T	900	28.3	30.6	35.6	3.3
<b>Cochrane</b>	T	1250	35.6	23.2	35.2	6.4
<b>Smooth Rock Falls</b>	T	280	19.6	32.1	42.9	3.6
<b>Fauquier-Strickland</b>	TP	140	0.0	17.9	64.3	7.1

<b>Moonbeam</b>	TP	275	38.2	21.8	27.3	14.5
<b>Kapuskasing</b>	T	1825	27.7	29.0	39.7	3.6
<b>Val Rita-Harty</b>	TP	195	28.2	28.2	25.6	15.4
<b>Hearst</b>	T	1305	27.6	27.2	38.3	6.5
<b>Mattice-Val Côté</b>	TP	150	30.0	33.3	26.7	10.0
<b>Cochrane, Unorganized, North Part</b>	UNO	540	27.8	23.1	36.1	13.0
<b>Hornepayne</b>	TP	325	21.5	33.8	33.8	12.3

Source: Statistics Canada, Census of Canada, 2006. For a description of the occupational categories see the notes under Table 6. Note that only those communities with a female workforce of at least 100 are included.

## 5.5 North Superior Training Board (Board #24)

Local Board #24 is also known as the North Superior Training Board. It comprises the District of Thunder Bay and several Aboriginal communities just north of the boundaries of the District of Thunder Bay. As was the case with Board # 23, the female occupational structure of this area is quite close to the norms for Northern Ontario. Its unique female occupational structure characteristic is that it has the second highest percentage of female professional service occupations.

**Table 11: The Female Occupational Structure of Communities in Local Board #24: Percentage of Female Workers 2006**

	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
<b>LAB # 24</b>		36940	31.9	30.3	33.5	4.3
<b>Neebing</b>	MU	505	37.6	24.8	29.7	10.9
<b>Fort William 52</b>	R	180	25.0	30.6	36.1	8.3
<b>Thunder Bay</b>	CY	27155	32.7	31.7	32.8	2.7
<b>Oliver Paipoungé</b>	MU	1565	30.0	27.2	32.6	9.9
<b>Gillies</b>	TP	130	26.9	26.9	38.5	7.7
<b>O'Connor</b>	TP	195	23.1	35.9	33.3	7.7
<b>Conmee</b>	TP	135	14.8	40.7	33.3	18.5
<b>Shuniah</b>	TP	670	40.3	29.9	28.4	3.0
<b>Dorion</b>	TP	120	37.5	33.3	16.7	8.3
<b>Red Rock</b>	TP	210	19.0	28.6	47.6	0.0
<b>Nipigon</b>	TP	390	23.1	24.4	29.5	21.8
<b>Schreiber</b>	TP	185	29.7	29.7	29.7	5.4
<b>Terrace Bay</b>	TP	395	24.1	22.8	45.6	7.6
<b>Marathon</b>	T	1055	24.2	26.1	40.3	8.1
<b>Manitouwadge</b>	TP	525	25.7	23.8	42.9	5.7
<b>Greenstone</b>	MU	1245	32.5	22.1	36.9	6.8
<b>Thunder Bay, Unorganized</b>	UNO	1610	33.2	24.5	33.5	8.4

Source: Statistics Canada, Census of Canada, 2006. For a description of the occupational categories see the notes under Table 6. Note that only those communities with a female workforce of at least 100 are included.

## 5.6 The Northwest Training and Adjustment Board (Board #25)

Local Board #25 is also known as the Northwest Training and Adjustment Board. It is comprised of the District of Rainy River and most of the District of Kenora. It has the lowest percentage of female management and business occupations of all the Boards in Northern Ontario.

**Table 12: The Female Occupational Structure of Communities in Local Board #25: Percentage of Female Workers 2006**

	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
<b>LAB # 25</b>		19420	29.6	29.5	35.4	5.5
<b>Atikokan</b>	TP	775	19.4	34.2	33.5	11.0
<b>Alberton</b>	TP	285	26.3	26.3	42.1	5.3
<b>Fort Frances</b>	T	2010	30.3	32.8	34.6	1.7
<b>La Vallee</b>	TP	305	27.9	29.5	42.6	3.3
<b>Emo</b>	TP	285	31.6	29.8	35.1	0.0
<b>Chapple</b>	TP	190	23.7	28.9	23.7	26.3
<b>Morley</b>	TP	105	28.6	23.8	33.3	0.0
<b>Dawson</b>	TP	105	23.8	28.6	42.9	0.0
<b>Rainy River</b>	T	210	38.1	28.6	31.0	4.8
<b>Couchiching 16A</b>	R	155	22.6	41.9	32.3	0.0
<b>Rainy River, Unorganized</b>	UNO	305	36.1	21.3	34.4	6.6
<b>Ignace</b>	TP	330	28.8	9.1	53.0	6.1
<b>Whitefish Bay 32A</b>	R	110	9.1	40.9	36.4	9.1
<b>Sioux Narrows - Nestor Falls</b>	TP	210	35.7	19.0	47.6	4.8
<b>Kenora</b>	CY	4050	26.5	29.3	39.0	5.1
<b>Machin</b>	TP	240	25.0	18.8	47.9	12.5
<b>Dryden</b>	CY	2140	32.7	24.5	37.9	4.2
<b>Ear Falls</b>	TP	355	38.0	21.1	32.4	12.7
<b>Sioux Lookout</b>	MU	1580	34.5	38.0	25.3	2.5
<b>Red Lake</b>	MU	1205	32.8	30.3	33.6	4.1
<b>Pickle Lake</b>	TP	110	40.9	18.2	31.8	0.0
<b>Lac Seul 28</b>	R	155	35.5	25.8	32.3	0.0
<b>Weagamow Lake 87</b>	R	145	31.0	20.7	37.9	6.9
<b>Wabaseemoong</b>	R	110	22.7	59.1	27.3	9.1
<b>Sandy Lake 88</b>	R	205	22.0	31.7	36.6	4.9
<b>Kitchenuhmaykoosib Aaki 84 (Big Trout Lake)</b>	R	120	29.2	25.0	37.5	8.3
<b>Kenora, Unorganized</b>	UNO	1790	34.4	26.8	30.4	8.4

Source: Statistics Canada, Census of Canada, 2006. For a description of the occupational categories see the notes under Table 6. Note that only those communities with a female workforce of at least 100 are included.

## Section Six: Observations

Trends in 2001	Trends in 2006
Women in Northern Ontario have lower labour force participation rates than men	Women in Northern Ontario have lower participation rates than men
The difference in participation rates between women and men in Northern Ontario is decreasing	The difference in participation rates between women and men in Northern Ontario is decreasing
Women in Northern Ontario have lower participation rates than women in Ontario as a whole	Women in Northern Ontario have lower participation rates than women in Ontario as a whole
The difference in participation rates between women in Northern Ontario and women in Ontario as a whole is decreasing	The difference in participation rates between women in Northern Ontario and women in Ontario as a whole is decreasing
Women in Northern Ontario have similar self-employment rates to women in Ontario as a whole	Women in Northern Ontario have lower self-employment rates than women in Ontario as a whole
The industrial structure of women in Northern Ontario differs from that of men	The industrial structure of women in Northern Ontario differs from that of men
More women in Northern Ontario work in the health and social assistance service industries, and accommodation and food service industries	More women in Northern Ontario work in the health and social assistance service industries, and educational service industries
Less women in Northern Ontario work in manufacturing, construction, mining and transportation industries	Less women in Northern Ontario work in manufacturing, construction, mining and transportation industries
The industrial structure of women in Northern Ontario differs from the industrial structure of women in Ontario as a whole	The industrial structure of women in Northern Ontario differs from the industrial structure of women in Ontario as a whole
The occupational structure of women in Northern Ontario differs considerably from that of men.	The occupational structure of women in Northern Ontario differs considerably from that of men
Women in Northern Ontario are underrepresented in trades and other “blue collar” occupations and natural and applied science and related occupations	Women in Northern Ontario are underrepresented in trades and other “blue collar” occupations and natural and applied science and related occupations
Women in Northern Ontario are overrepresented in business, sales and service, and health occupations	Women in Northern Ontario are overrepresented in business, sales and service, and health occupations

The occupational structure of women in Northern Ontario differs from that of women in Ontario as a whole	The occupational structure of women in Northern Ontario differs from that of women in Ontario as a whole
All districts in Northern Ontario show the same key differences in female and male occupational structures	All districts in Northern Ontario show the same key differences in female and male occupational structures
	Women in Northern Ontario work part-time more often than men and more often than women in Ontario
	There has been a steady decline in the percentage of women working part-time in Northern Ontario
	Full-time female workers in Northern Ontario earn 30% less than males
	Women in Northern Ontario earn less than the averages for women in Ontario

Analysis of the 2006 Census data has shown us several important facts about women and their place in the economy of Northern Ontario. They are as follows:

- Women in Northern Ontario have lower participation rates than men
- The difference in participation rates between women and men in Northern Ontario is decreasing
- Women in Northern Ontario have lower participation rates than women in Ontario as a whole
- The difference in participation rates between women in Northern Ontario and women in Ontario as a whole is decreasing
- The districts with the highest female participation rates are all in Northwestern Ontario
- The districts with the lowest female participation rates are Sudbury and Manitoulin
- Women in Northern Ontario have lower self-employment rates than males
- Women in Northern Ontario have lower self-employment rates than women in Ontario as a whole
- The highest percentages of self-employed females are found in the Districts of Parry Sound and Manitoulin while the lowest percentages are found in Greater Sudbury and the District of Cochrane
- The industrial structure of women in Northern Ontario differs from that of men
- More women in Northern Ontario work in the health and social assistance service industries, and educational service industries.
- Less women in Northern Ontario work in manufacturing, construction, mining and transportation industries.
- The industrial structure of women in Northern Ontario differs from the industrial structure of women in Ontario as a whole
- Women in Northern Ontario are overrepresented in health and social assistance services and accommodation and food services

- Women in Northern Ontario are underrepresented in manufacturing and professional, scientific and technical services
- Health and social assistance service industries and educational service industries are the most increasingly important employment sources for women in Northern Ontario
- The occupational structure of women in Northern Ontario differs considerably from that of men
- Women in Northern Ontario are underrepresented in trades and other “blue collar” occupations and natural and applied science and related occupations
- Women in Northern Ontario are overrepresented in business, sales and service, and health occupations
- The occupational structure of women in Northern Ontario differs from that of women in Ontario as a whole
- All districts in Northern Ontario show the same key differences in female and male occupational structures
- Lower skilled service industry occupations show the fastest growth since 2001
- Low skill occupations also show the greatest declines from 2001 to 2006
- Women in Northern Ontario work part-time more often than men and more often than women in Ontario
- There has been a steady decline in the percentage of women working part-time in Northern Ontario.
- Full-time female workers in Northern Ontario earn 30% less than males
- Women in Northern Ontario earn less than the averages for women in Ontario

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## Notes

<sup>1</sup> As this report is being written, the Board #22 area, covering most of the Algoma District, is being represented by the recently established Algoma Workforce Investment Committee.

<sup>2</sup> While most of the statistics will exclude the Muskoka District Municipality, historical data prior to 2006 will sometimes include this region. It should be pointed out that while this inclusion will have a slight effect on the precise calculations, Muskoka’s relative small size as a percentage of Northern Ontario’s population means that it will have little effect on isolating overall trends.

<sup>3</sup> This has been pointed out by several government studies undertaken over the past 30 years including the Royal Commission on the Northern Environment (Fahlgren Commission). Final Report, Toronto, 1985 and the Task Force on Resource Dependent Communities in Northern Ontario, (the Rosehart Report) Final Report, 1986.

<sup>4</sup> For an elaboration on these points see Dadgostar, B., Jankowski, W.B., and Moazzami, B. The Economy of Northwestern Ontario: Structure, Performance and Future Challenges, Thunder Bay: Centre for Northern Studies, Lakehead University, 1992.

<sup>5</sup> For a detailed discussion of this aspect of Northern Ontario see McBride, Stephen, McKay,

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Sharon, and Hill, Mary Ellen. "Unemployment in a Northern Hinterland: The Social Impact of Political Neglect" in Chris Southcott (ed.) A Provincial Hinterland: Social Inequality in Northwestern Ontario, Halifax: Fernwood, 1993.

<sup>6</sup> Canada, 2006 Census.

<sup>7</sup> An elaboration on these unique characteristics can be found in Randall, James and R. G. Ironside "Communities on the Edge: An Economic Geography of Resource-Dependent Communities in Canada" The Canadian Geographer 40(10):17-35, 1996.

<sup>8</sup> There are various indicators of Aboriginal status used in the 2006 census. The figure of 12.6% refers to those who have indicated an Aboriginal identity. If Aboriginal origins is used then the figure increases to 14.8%. If status as a Registered Indian is used then the figure is 8.3%.

<sup>9</sup> Luxton, Meg. More than a Labour of Love, Toronto: The Women's Press, 1980.

<sup>10</sup> Gill, Alison. "Women in Isolated Resource Towns: An Examination of Gender Differences in Cognitive Structures" Geoforum 21(3):347-358, 1990.

<sup>11</sup> Randall, James and R. G. Ironside "Communities on the Edge: An Economic Geography of Resource-Dependent Communities in Canada" The Canadian Geographer 40(10):17-35, 1996.

<sup>12</sup> Southcott, C. "Single Industry Towns in a Post-Industrial Era". Research Reports, Centre for Northern Studies, Lakehead University, 2000.

<sup>13</sup> Southcott, Chris. Socio-Economic Trends and Training Needs in Northwestern Ontario: Environmental Scan 1999, Thunder Bay: North Superior Training Board and Dryden: Northwestern Ontario Training and Adjustment Board, 1999, p.6.

<sup>14</sup> Ibid, p.7.

<sup>15</sup> For an explanation of sampling error see Statistics Canada, 2001 Census Dictionary, Ottawa: Ministry of Industry, 2002, p. 295,296.

<sup>16</sup> For an explanation of random rounding see Statistics Canada, 2001 Census Dictionary, Ottawa: Ministry of Industry, 2002, p. 296.

<sup>17</sup> Elementary regression analysis was done using the variables available in the 2001 census profile data. The participation rates for men 15 and over with no children at home was 56.2%. The corresponding figure for women was 45.4%.

<sup>18</sup> The 2006 participation rates for women 15 to 24 years of age are 65.6% in Ontario and 66% in Northern Ontario.

<sup>19</sup> Southcott, Chris. A Regional Outlook for Northern Boards: A Northern Approach to Regional Labour Force Development, Dryden: Training Boards of Northern Ontario, 2000, p. 7.

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<sup>20</sup> Comparisons of differences in industrial structures were done by calculating the total variance between percentage of male workers and percentage of female workers for each category of the above listed industrial categories. These differences were then squared. The square root of each was then calculated. These answers were then added together to give a figure for total variance. In 2001, total variance between the industrial structure of male workers and the industrial structure of female workers in Northern Ontario is 80.8. The same figure for Ontario as a whole is significantly less at 56.4. In 2006 total variance figures were almost identical at 57.3 for Ontario and 80.4 for Northern Ontario.

<sup>21</sup> In 2006, total variance between the industrial structure of women in Northern Ontario and the industrial structure of women in Ontario as a whole was 34.2. This is compared to 34.7 in 2001. This variance is significantly less than the 80.4 total variance between males and females in Northern Ontario.

<sup>22</sup> The variance of the female occupational structure from the male occupational structure in Northern Ontario is 102. The corresponding figure for Ontario is 79.9. The variance between male and female occupational structure in Northern Ontario is therefore 27.7% higher than Ontario as a whole. In 2001 the difference was 28.9% higher.

<sup>23</sup> The 2006 occupational classification system has several levels of categories. The one digit level is the most general and is composed of 10 categories. The two digit level is more specific and includes 49 additional categories placed within the categories of the one digit level. There are two more levels: the three digit level, with 140 categories and the four digit level, with 520 categories. The four digit level is the most specific level.

<sup>24</sup> The following are the total variance figures using Northern Ontario as the norm: Ontario 20.4, Manitoulin 15.2, Kenora 13.9, Nipissing 2.4, and Thunder Bay 3.2.

<sup>25</sup> Income earners are classified by Statistics Canada as part time, part year workers if they work less than 48 weeks per year (excluding normal vacation time etc) and/or if they regularly work less than 30 hours per week. It should be pointed out that the total numbers of income earners for 1995, 2000, and 2005 are problematic. The figures for 1995, 2000, and 2005 contain a certain percentage of income earners that can not be categorized as either full year, full time workers or part year, part time workers. In the 2001 Census these represented 2.4% of all income earners in Ontario. In the 1996 Census these represented 2.7% of all income earners in Ontario. These income earners are not included in the calculations for this table. The percentages for both Ontario and Northern Ontario for these years were calculated by combining only the full year, full time workers and part year, part time workers.

<sup>26</sup> The income that is reported in any census year is the income for the previous year. In other words, income analyzed in the 2006 Census is income for the year 2005.