



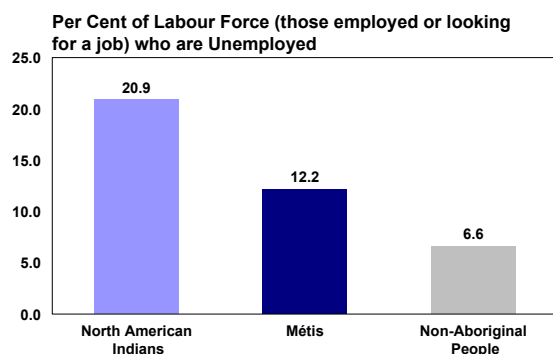
Highlights: Labour Market Characteristics of the Off-Reserve Aboriginal Population in British Columbia

For the 12 month period April 2004 to March 2005

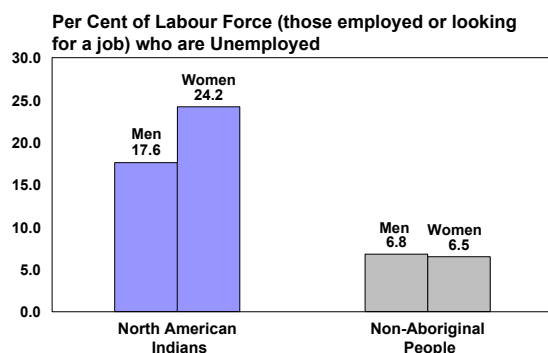
Since April 2004, Statistics Canada has been collecting data through the monthly Labour Force Survey on the labour market status of Aboriginal peoples living off-reserve in the four western provinces. In order to get more reliable information on the labour market outcomes of off-reserve Aboriginal peoples in BC, the province of British Columbia sponsored an expansion of the survey. The increased sample has enabled Statistics Canada to produce reasonably reliable estimates of labour market characteristics of the off-reserve North American Indian and Métis populations living in BC for the 12-month period from April 2004 to March 2005. Data will continue to be released on a quarterly basis up to the 1st quarter of 2006. At that point, BC STATS will produce a second Highlights report covering the April 2005 to March 2006 period.

The expanded sample of Aboriginal peoples in the Labour Force Survey has made it possible to provide estimates of their labour market characteristics at 3 sub-provincial areas of the province; 1) the Large Metropolitan Areas of Vancouver, Victoria, Abbotsford and Kelowna; 2) the South, excluding the large metropolitan areas; and 3) the North. There are also tabulations of where the First Nations, who live off-reserve, reside in the province by Band Grouping and by Band.

The unemployment rate for Aboriginal people is significantly higher than for non-Aboriginal people. One in five North American Indians who want to work are unable to find a job. This compares to one in fifteen of non-Aboriginal people.



North American Indian men have a substantially easier time finding work than the women. This is in contrast to non-Aboriginal men and women, where the men find it marginally more difficult to find work.



In a time period when the British Columbia labour market has been performing well, with an average unemployment rate of 6.9 per cent, North American Indians still show high incidences of unemployment. Among the working age population (15 and over), the unemployment rate of 21 per cent is more than three times that of the non-Aboriginal population.

The Métis population are finding work more readily than North American Indians, but their unemployment rate, at 12 per cent, is close to double that of the non-Aboriginal population.

While the unemployment rates for non-Aboriginal men and women have been very similar in the last year or so, Aboriginal women appear to have significantly more difficulty in finding work, particularly female North American Indians.

In terms of the relative number of people in the three populations who have jobs, the differences are not nearly so dramatic. Among the Métis population, the per cent of their population who do have a job is very similar to that of the non-Aboriginal population.

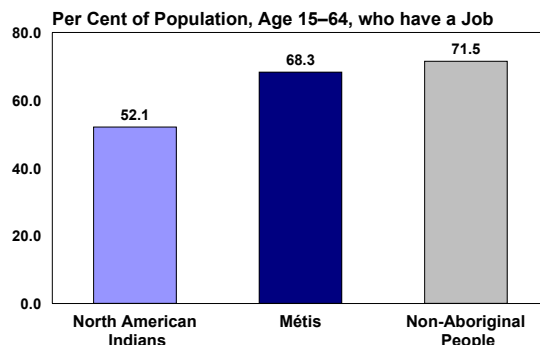
Among Aboriginal and non-Aboriginal peoples who do have work, their hours spent on the job are fairly similar at 36.5 verses 36.9 average hours per week, respectively.

The differences in employment rates between North American Indians living off-reserve and non-Aboriginal peoples in Northern BC is particularly daunting. In a part of the province where three out of four prime-aged non-Aboriginal persons are able to find work, only 43 per cent of North American Indians are able to do so. The Métis in the North also seem to be having problems relative to the Métis in other parts of BC as well as to the non-Aboriginal population in the region.

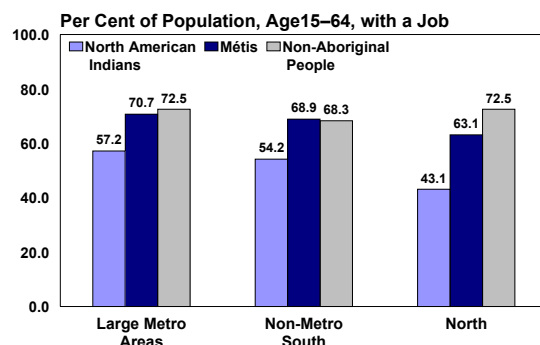
One of the positive pieces of information that shows up in the data is that when the employment rates are compared between Aboriginal and non-Aboriginal peoples who have the same levels of education, many of the differences in labour market outcomes disappear.

Approximately 78 per cent of North American Indians who have a completed high school diploma plus a post secondary certificate or diploma have a job compared to 81 per cent among non-Aboriginal peoples.

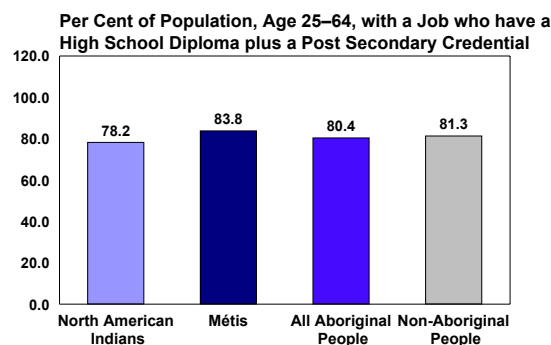
Once more, the differential between North American Indians' employment rate and that of the non-Aboriginal population is substantial. However, the proportion of Métis with a job is not far behind that of the non-Aboriginal population.



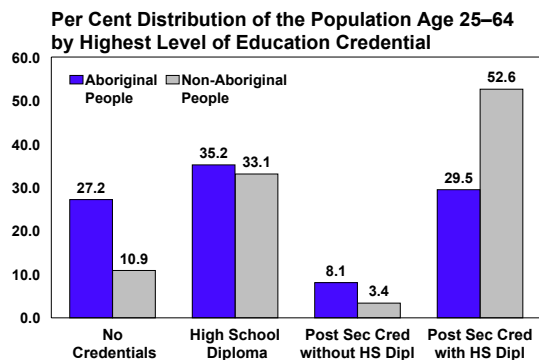
In the southern parts of BC, the work profiles of Métis and non-Aboriginal people are virtually the same. However, the employment rates of North American Indians indicate they are an extremely disadvantaged group across the province, particularly in the North.



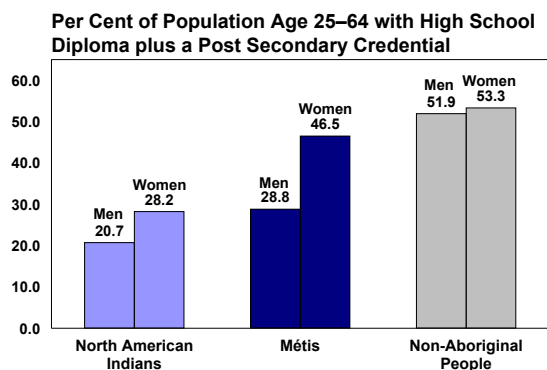
Among the well-educated segment of the population, the differences in participation in the job market between Aboriginal and non-Aboriginal groups all but disappear.



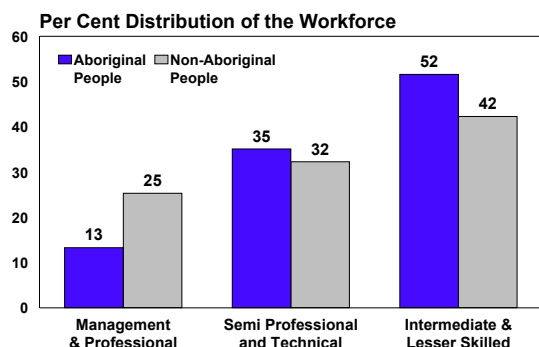
The differing levels of education attainment between the Aboriginal and non-Aboriginal groups goes a long way in explaining their inequality in the workplace.



Among the Aboriginal populations, the women are significantly better educated than the men.



As one would expect, given their differing levels of education attainment, Aboriginal people are under-represented in the higher skilled occupations and over-represented in the lower skilled occupations.



As so much of the differences between the Aboriginal and non-Aboriginal groups can be explained by the differences in their education levels, it is critical to understand how very disadvantaged North American Indians are when it comes to their education attainment. More than one in four (28%) of the prime working-aged population have neither a high school diploma nor post secondary credentials. Only 5 per cent have a university degree, compared to 11 per cent for the Métis and 22 per cent for the non-Aboriginal population.

The gender differences in educational attainment are also of interest. Women in off-reserve Aboriginal communities far surpass men in their education levels. Close to 50 per cent of Métis women have completed high school plus post secondary, well ahead of the men where only 29 per cent have achieved the same level.

The disparity in educational attainment means the skill levels of the jobs that are available to Aboriginal peoples are considerably lower than those available to non-Aboriginal peoples. Few Aboriginal peoples have university degrees, so most of the professions are not accessible. Aboriginal peoples are more than equally represented in the Technical group of occupations, particularly in the trades. Four out of 10 of the Métis workforce are in this occupational group.

The relative wage rates between the Aboriginal groups reflect the relative skill levels of their populations. The wages shown by level of education are particularly enlightening. Those with a high school diploma are working in

jobs that on average pay the same wage regardless of ethnicity.

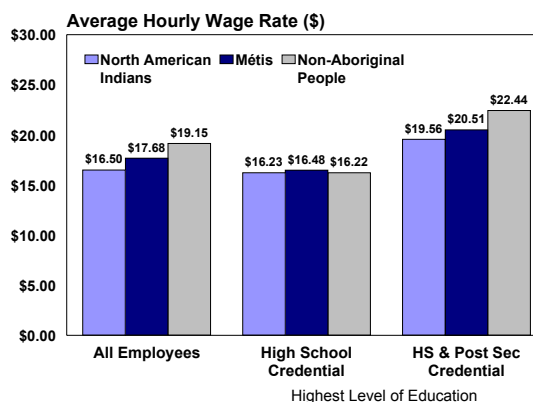
There does remain a differential in wages for those who have completed high school plus post secondary but that is explainable. All post secondary credentials are not of equal value and as was already shown, relatively more of the non-Aboriginal population have university degrees.

There is virtually no difference between the male and female wage rates among North American Indians (men earn only \$.80 more per hour) while among the non-Aboriginal community, men earn \$3.33 more than women.

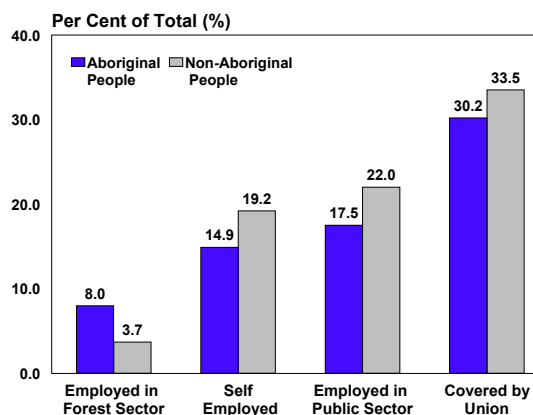
Other interesting information gleaned from the data is that Aboriginal peoples are twice as likely as non-Aboriginal peoples to work in the forest sector. On the other hand, Aboriginal peoples are less likely to work in the health and education sectors. As these sectors consist primarily of unionized, public sector jobs, Aboriginal peoples tend to be under-represented in the public sector and have lower levels of unionization. Relatively fewer Aboriginal peoples are self-employed due in part to lower representation in professional occupations such as doctors, lawyers and accountants.

Aboriginal peoples are observed to be returning to school in their adult years. The percentages appear fairly small at six per cent. However, if six per cent of all Aboriginal adults complete a post secondary credential each year, their education attainment levels could improve very quickly.

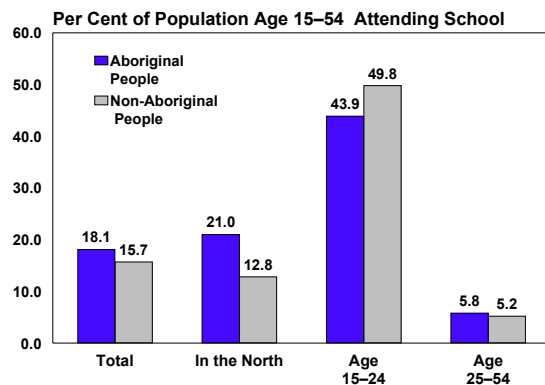
Indicators of Wage Rate Differentials



Other Job Characteristics



Aboriginal population over the age of 25 are more inclined to attend school than the non-Aboriginal population.





Aboriginal Peoples Labour Force Survey

12 Month Average -- April 2004 to March 2005

Population Living Off Reserve

	North American Indian	Metis	All Aboriginal Peoples	Non- Aboriginal Peoples	Gap Between Non-Aboriginal Peoples and Aboriginal Peoples <small>(Value for Non- Aboriginal Peoples minus value for Aboriginal Peoples¹)</small>
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Who Has a Job?

% of the Population With a Job

<i>Among the 15-64 Population (number)</i>	53,800	32,400	86,700	2,778,200	
Total	52.1	68.3	58.0	71.5	13.5
<i>By Age</i>					
Age 15-24	35.5	53.8	41.9	55.8	13.9
Age 25-64	59.0	74.0	64.6	75.3	10.7
<i>By Gender</i>					
Male	58.2	73.8	64.3	75.6	11.3
Female	46.7	62.7	52.2	67.5	15.3
<i>By Region</i>					
In the Large Metropolitan Areas	57.2	70.7	62.5	72.5	10.0
In the South Outside the Metropolitan Areas	54.2	68.9	59.7	68.3	8.6
In the North	43.1	63.1	49.4	72.5	23.1
<i>By Highest Level of Education</i>					
<i>Among Non-students, age 25-64</i>					
With No Completed Credentials	46.7	69.6	54.4	58.5	4.1
With High School Diploma	57.3	70.6	61.8	74.6	12.8
With Post Secondary Credential	76.2	79.9	77.9	80.6	2.7
- Without High School	*	*	68.4	71.1	2.7
- With High School	78.2	83.8	80.4	81.3	0.9

Who Is Unemployed?

% of the Labour Force who are Unemployed

<i>Among the 15+ Labour Force</i>					
Total	20.9	12.2	17.3	6.6	-10.7
<i>By Age</i>					
Age 15-24	27.2	18.8	23.6	12.5	-11.1
Age 25-64	19.5	10.3	15.7	5.6	-10.1
<i>By Gender</i>					
Male	17.6	*	14.6	6.8	-7.8
Female	24.2	*	20.2	6.5	-13.7
<i>By Region</i>					
Large Metropolitan Areas	18.3	*	15.8	6.2	-9.6
Southern Region (Outside the Metropolitan Areas)	*	*	14.8	7.7	-7.1
Northern Region	28.2	*	23.0	7.3	-15.7



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Type of Jobs

Among the Population Who Have a Job (Number)	28,600	22,300	51,000	2,024,600	
<i>Occupation</i>					
% in Management and Professional Occupations *		*	13.3	25.3	12.0
% in Semi Professional/Technical occupation	32.9	38.1	35.1	32.3	-2.8
% in Intermediate and lesser skilled occupations	54.9	47.5	51.6	42.3	-9.3
<i>Industrial Sector</i>					
% In Goods Producing	28.7	26.0	27.6	21.1	-6.5
% in Forest Industry (logging, wood and pulp & paper manufacturing	*	*	8.0	3.7	-4.3
% In Service Sector	71.3	74.4	72.5	78.9	6.4
% in Education, Health & Social Services	*	*	12.9	17.2	4.3
<i>Industrial Sector by Region</i>					
% In Service Sector					
-In the Large Metropolitan Areas	77.2	80.4	78.7	81.7	3.0
-In the Southern Region outside the Large Metropolitan Areas	67.8	69.4	68.1	74.2	6.1
-In the Northern Region	*	*	66.7	66.5	-0.2
<i>Other Attributes of the Job</i>					
% Self Employed	14.7	15.2	14.9	19.2	4.3
% Paid Worker	85.3	84.8	85.1	80.8	-4.3
<i>Among Paid Workers</i>					
% in the Private Sector	80.7	85.2	82.5	78.0	-4.5
% Covered by a Collective Agreement	31.6	28.0	30.2	33.5	3.3
Average Hourly Wage Rate (\$)	16.50	17.68	17.02	19.15	2.13
<i>By Gender</i>					
- Male	16.89	18.92	17.80	20.81	3.01
- Female	16.09	16.26	16.16	17.48	1.32
- Male-Female Wage Gap(\$)	0.80	2.66	1.64	3.33	
<i>By Highest Level of Education</i>					
-With completed High School	16.23	16.48	16.33	16.22	-0.11
-With completed High School and a Post Secondary Credential	19.56	20.51	20.04	22.44	2.40
<i>By Region</i>					
-In the Large Metropolitan Areas	16.25	17.61	16.87	19.31	2.44
-In the Southern Region outside the Large Metropolitan Areas	16.18	19.05	17.44	18.45	1.01
-In the Northern Region	17.35	*	16.76	19.67	2.91
<i>Other Characteristics of the Workforce</i>					
% who work part time	22.4	23.8	22.9	19.3	-3.6
% who work > 40 Hours	*	*	17.8	17.7	-0.1
Average Weekly Hours Worked	36.7	36.2	36.5	36.9	0.4



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Labour Supply

Highest Level of Education

Among the Population Age 25-64

% With No Completed Credentials	28.5	24.6	27.2	10.9	-16.3
% with High School Credential	38.0	31.0	35.2	33.1	-2.1
% with Post Secondary Credential	33.2	44.8	37.6	56.0	18.4
- % with a Credential, either High School or Post Secondary	71.2	75.9	72.8	89.1	16.3
<i>By Gender</i>					
Men	66.9	71.2	68.8	88.4	19.6
Women	75.1	80.7	76.6	89.8	13.2
<i>By Region</i>					
- In the Large Metropolitan Areas	73.7	79.8	76.0	90.9	14.9
- In the Southern Region (outside the Large Metropolitan Areas)	70.2	80.2	75.0	85.9	10.9
- In the Northern Region	68.2	61.4	65.9	81.9	16.0
- % with both a High School Credential and a Post Secondary Credential	24.8	37.5	29.5	52.6	23.1
<i>By Gender</i>					
Men	20.7	28.8	24.0	51.9	27.9
Women	28.2	46.5	34.8	53.3	18.5
<i>By Region</i>					
- In the Large Metropolitan Areas	34.6	46.8	39.6	56.3	16.7
- In the Southern Region (outside the Large Metropolitan Areas)	*	*	22.4	44.9	22.5
- In the Northern Region	*	*	22.8	41.5	18.7
<i>By Level of Post Secondary Credential</i>					
- % With a University Degree	*	10.8	7.0	22.4	15.4

Who's at School?

Among the Population Age 15-54

% Attending School	18.6	17.4	18.1	15.7	-2.4
<i>By Age</i>					
15-24	*	*	43.9	49.8	5.9
25-54	*	*	5.8	5.2	-0.6
<i>By Gender</i>					
Men	*	*	17.7	15.0	-2.7
Women	*	*	18.4	16.4	-2.0
<i>By Region</i>					
- In the Large Metropolitan Areas	*	*	19.1	16.6	-2.5
- In the Southern Region (outside the Large Metropolitan Areas)	*	*	14.6	13.7	-0.9
- In the Northern Region	*	*	21.0	12.8	-8.2

* Estimate too unreliable to release.

1. A positive gap means that Aboriginal Peoples have a higher value for that variable than Non-Aboriginal Peoples and a negative gap means the opposite. For variables where higher values mean better outcomes (for example, the "% of the population with a job"), a positive gap means Aboriginal performance is not as good as Non-Aboriginal performance. For variables where higher values mean worse outcomes (for example, the "% of the labour force who are unemployed"), a positive gap means Aboriginal performance is better than Non-Aboriginal performance. The greater the number, the greater the inequity between the two groups. For variables that measure a societal good such as education achievements or a societal bad such as unemployment rates, the goal is to minimize the gap between the two groups.

Source: Statistics Canada, Labour Force Survey
Produced by: BC STATS