

WOMEN IN THE WORKFORCE IN NORTHERN ONTARIO



2001 Census Research Paper Series: Report #8

April 3, 2003

A report prepared for:



*Northern Ontario
Local Training and
Adjustment Boards*

- Muskoka, Nipissing, Parry Sound
- Sudbury and Manitoulin
- Far Northeast
- North Superior
- Northwest

The Training Boards of Northern Ontario

Women in the Workforce in Northern Ontario

2001 Census Research Paper Series: Report #8

Prepared for the Training Boards of Northern Ontario by Chris Southcott, Ph.D., Lakehead University

Executive Summary

Background to the Report:

This study has been prepared for the 5 existing Local Training and Adjustment Boards in Northern Ontario. 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 eighth research report in a series that examines the current trends in Northern Ontario using data from the 2001 Census. Based on concerns expressed in Environmental Scans, this report attempts to examine the current situation of women in the workforce in Northern Ontario. It focuses on comparisons with the workforce situation of women in Ontario as a whole, and internal regional differences.

Methodology:

This report is based on newly released data from the 2001 Census as prepared by Statistics Canada. Data is also used from other Census years as compiled by Statistics Canada.

Findings:

The analysis of the 2001 Census data has shown us several important facts about women in the workforce in Northern Ontario. They are as follows:

Women in Northern Ontario have lower labour force participation rates than men.

Women in Northern Ontario have lower self-employment rates than 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.
- 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 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.

Section 1: Introduction

1.1 Background to the Report

This study has been prepared for the 5 existing Local Training and Adjustment Boards in Northern Ontario. The Muskoka, Nipissing, Parry Sound Local Training and Adjustment Board (Board #20), the Sudbury and Manitoulin Training and Adjustment Board (Board #21), the Far Northeast Training Board (Board #23), the North Superior Training Board (Board #24) and the Northwest Training and Adjustment Board (Board #25) are among the 25 Local Training and Adjustment Boards established in Ontario in 1994.¹ These Boards were created to assist in assessing the training needs and issues of each area. Each Board is made up of representatives of the key labour market partner groups including primarily business and labour but also including educators and trainers, women, persons with disabilities, Aboriginals, francophones, and racial minorities. The Boards also have non-voting representatives from the municipal, provincial, and federal governments. The Boards are sponsored by Human Resources and Development Canada and the Ontario Ministry of Training, Colleges and Universities.

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. Economic growth in Northern Ontario has been significantly less than the provincial average since the 1970s. Since training is seen as an important development tool by most people in the region, regional Boards are therefore necessarily involved in economic development discussions. Many of the Environmental Scans done by the Northern Ontario boards have noted concerns about the situation of women in the workforce of the region. Understanding the workforce situation of Northern Ontario women is essential to a proper understanding of economic development in the region.

This is the eighth research report in a series that examines the current trends in Northern Ontario using data from the 2001 Census. The first report analyzed the general population trends following release of that data in March, 2002. The second report looked at trends in youth out-migration using the 2001 Census data released in July, 2002. The third report looked at the extent to which the population of Northern Ontario is aging. The fourth report examined trends in migration patterns. The fifth report examined labour force participation in the region and the sixth report analyzed the industrial structure. The seventh report studied the occupational structure of the region.

Section 2: Background to the Issue in Northern Ontario

2.1 Introduction to Northern Ontario

Northern Ontario comprises almost 89% of the landmass of Ontario but represents only 7.4% of the total population of the province (2001 Census). As the region has no legislated boundaries, the definition of the region varies, especially as concerns its southern border. Currently, for the purpose of statistical analysis, the federal government has defined Northern Ontario as comprising the Greater Sudbury Division and the following districts: Kenora, Rainy River, Thunder Bay, Algoma, Cochrane, Manitoulin, Sudbury, Timiskaming, Nipissing, and Parry Sound. Prior to 2000, this definition of Northern Ontario was also used by the provincial government for program delivery. In 2000, however, the Ontario government decided to also include the Muskoka District Municipality in its definition of Northern Ontario. This inclusion is somewhat problematic in that the socio-economic characteristics of the Muskoka District Municipality differ from that of the other districts in Northern Ontario. Despite this, this study will use the provincial definition of Northern Ontario since one of the Northern Ontario Training Boards (LTAB #20) also includes the Muskoka District Municipality.

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

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Northern Railway and the Grand Trunk and National Transcontinental Railways. Most non-Native 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. For the most part, communities were developed 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 such as:²

1) 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.³

2) A high degree of dependency on external forces - The fact that most communities were developed by outside forces 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.⁴

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 (155,219), Thunder Bay (109,016), Sault Ste. Marie (74,566), North Bay (52,771), and Timmins (43,686).⁵ While these centers are heavily dependent on resource industries they are also relatively diversified in that they tend to be important centers for health, education, and other services for the outlying regions.

Resource Dependent Communities - The vast majority of the remaining non-Native communities in the region are resource dependent communities, or single industry towns, which share many distinct characteristics.⁶ These communities are smaller and less diversified economically than the small and medium-sized cities. They are much more directly dependent on resource industries.

First Nations Communities - The region of Northern Ontario is unique in terms of its large number of Aboriginal communities. As of 2001, the Aboriginal population makes up between 10 and 11.5% of the population of the region.⁷ The population in the area of the region north of the 50th parallel is almost entirely made up of these communities. First Nations communities face the greatest number of social and economic challenges of all the communities in the region.

2.2 The Historical Situation of Women in the Workforce in Northern Ontario

As was pointed out in the Northern Ontario Training Boards' Regional Outlook of 2000, jobs in "blue collar" industries had been the largest single group of jobs in the regional economy since the arrival of the railways and the origins of the forest industries and mining industries.⁸ Historically this has been a factor which differentiated the region from many other regions in Ontario. Northern Ontario still has a substantially higher percentage of these types of jobs than for the province as a whole. The structure of these types of jobs differ from the province as a whole in that the percentage of manufacturing jobs in the North is less than for the province. This is countered however by a higher percentage of jobs in logging and forestry, mining, construction, and transportation.

Historically, this situation has led to a gender imbalance in the labour force. To a greater extent than with many other industries, resource industries have been dominated by male workers. This also resulted in a gender imbalance in the population as a whole with the region having a lower ratio of females to males

than for the province or the nation. This has especially been the case in the resource dependent communities which have often been labeled “no place for a woman”.⁹

Research done on these communities in the 1970s indicated that the job market was characterized by a rigid sexual division of labour.¹⁰ The inability of women to get jobs in the resource industries and the underdevelopment of secondary industry and services meant there were few job opportunities for women. In addition, little attention was paid to the needs of women in these communities.

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.¹¹ 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.¹² Indeed, according to the 1996 census, women in these communities occupied 44.5% of jobs.¹³ 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 over represented 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 1941.¹⁴ 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 resource industries and were instead concentrated in service sector jobs, especially in the health and social services and hospitality sectors.¹⁵

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 2001 Census as prepared by Statistics Canada. The description is done through a comparison of participation rates, class of worker percentages, industrial structures, and occupational structures. 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 2001 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”.¹⁶

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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.¹⁷ 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 1996 with that of 2001. It does not affect the historical comparisons based on CMA and CA data.

Section 4: Women in the Workforce in Northern Ontario

4.1 Women in Northern Ontario have Lower Participation Rates than Males

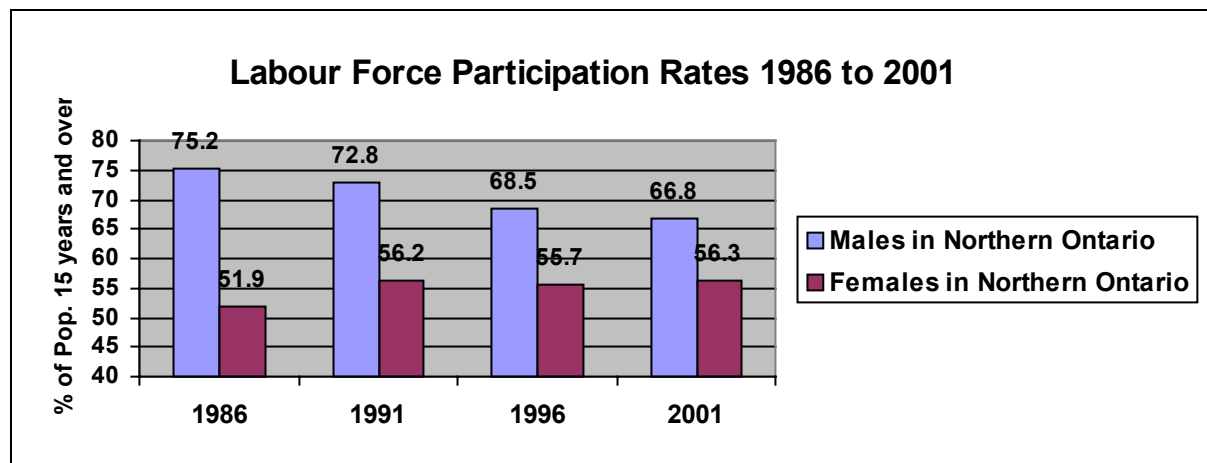


Figure 1: Source Statistics Canada, Census of Canada, 1986, 1991, 1996, and 2001.

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 the labour force that is ready for employment. Figure 1 shows that women in Northern Ontario have lower labour force participations rates than men. The participation rate for men is 66.8%. This is significantly lower than the 73.4% participation rate for men in Ontario as a whole. Still, it is significantly higher than the participation rate for women which, at 56.3%, are 10.5 percentage points lower than that of men.

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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, there is only a slight difference in participation rates between men and women. 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.¹⁸

4.1.1 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 16.6 percentage points. The 1996 Census saw this difference fall again to 12.8 percentage points. In Figure 1 we can see that the main reason why the rate in 2001 is down to 10.5 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.

4.1.2 Women in Northern Ontario have lower participation rates than women in Ontario as a whole

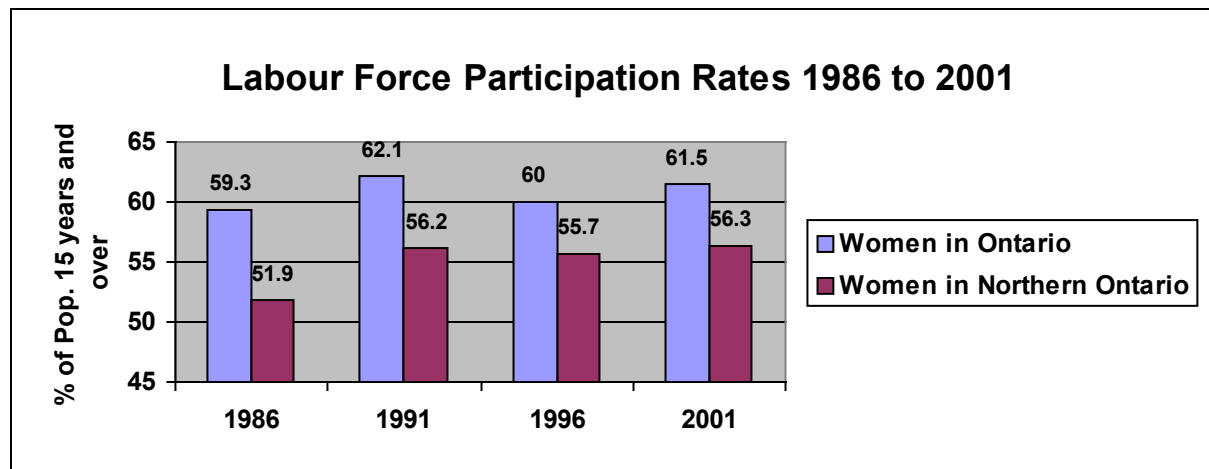


Figure 2: Source Statistics Canada, Census of Canada, 1986, 1991, 1996, and 2001.

Figure 2 shows that the labour force participation rates for women in Northern Ontario is less than that of women in Ontario as a whole. It should be noted that while the participation rate for women in Northern Ontario is 8.4% less than that of women in Ontario, the participation rate of men in Northern Ontario is 9% less than that of men in Ontario as a whole. In other words, the difference in participation rates between Northern Ontario and Ontario is slightly less for women than for men. It is also interesting to note that the participation rates for women 15 to 24 years of age are only slightly less in Northern Ontario than in Ontario as a whole.¹⁹

4.1.3 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 12.5% 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 8.4% less than that of the province, is actually higher than that for 1996. Still, it is significantly less than that of 1986 and 1991.

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4.1.4 The districts with the highest female participation rates are Kenora and Thunder Bay

Table 1: Females in the Labour Force by District: 2001 Census

	Females 15 years and over	In the labour force	Employed	Unemployed	Participation rate	Unemploy- ment rate
Ontario	4665890	2871825	2686285	185540	61.5	6.5
Northern Ontario	342505	192705	176715	16000	56.3	8.3
Muskoka District Municipality	21825	12425	11875	560	56.9	4.5
Nipissing District	34420	18820	17225	1595	54.7	8.5
Parry Sound District	16540	8900	8245	655	53.8	7.4
Manitoulin District	5005	2835	2560	275	56.6	9.7
Sudbury District	9195	4570	4065	505	49.7	11.1
Greater Sudbury Division	64750	37400	34270	3130	57.8	8.4
Timiskaming District	14185	7530	6855	675	53.1	9
Cochrane District	33525	18695	16980	1715	55.8	9.2
Algoma District	49770	26355	23810	2545	53	9.7
Thunder Bay District	61395	36185	33575	2615	58.9	7.2
Rainy River District	8710	5045	4605	440	57.9	8.7
Kenora District	23185	13945	12650	1290	60.1	9.3

Source: Statistics Canada: Census of Canada, 2001.

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

4.1.5 The districts with the lowest female participation rates are Sudbury and Algoma

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

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 22.5% less than that of men. Sudbury was followed by the District of Cochrane whose participation rate for women was 19% 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 7.1% lower than that for men.

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4.2 Women in Northern Ontario have lower Self-employment Rates than Men

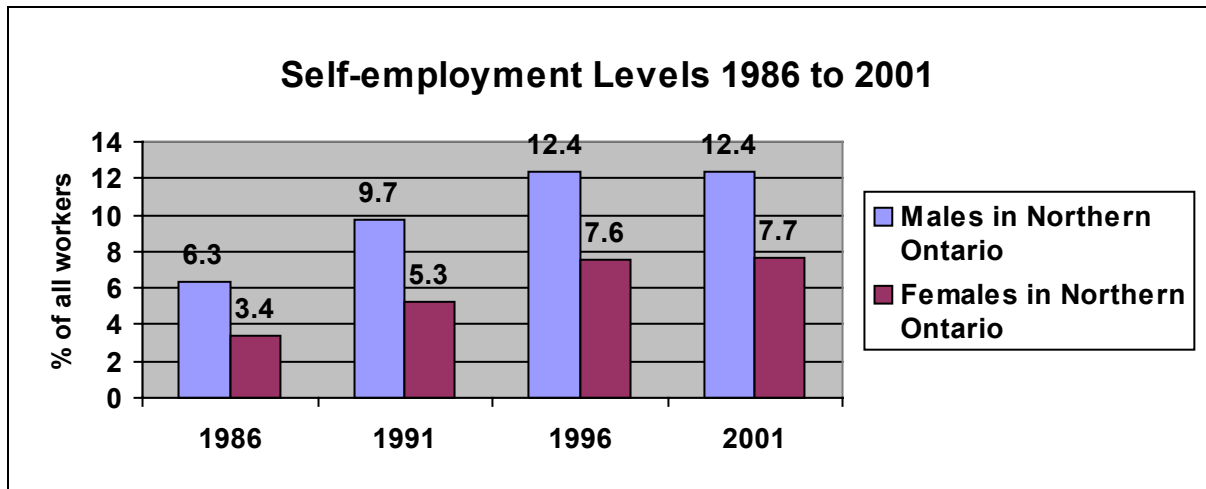


Figure 3 Source: Statistics Canada, Census of Canada, 1986, 1991, 1996, and 2001.

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 1996.²⁰ 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 38% below that of men. We can also see in Figure 1, that while rates of self employment rose from 1986 to 1996, the difference between males and females changed very little.

4.2.1 Women in Northern Ontario have similar self-employment rates to women in Ontario as a whole

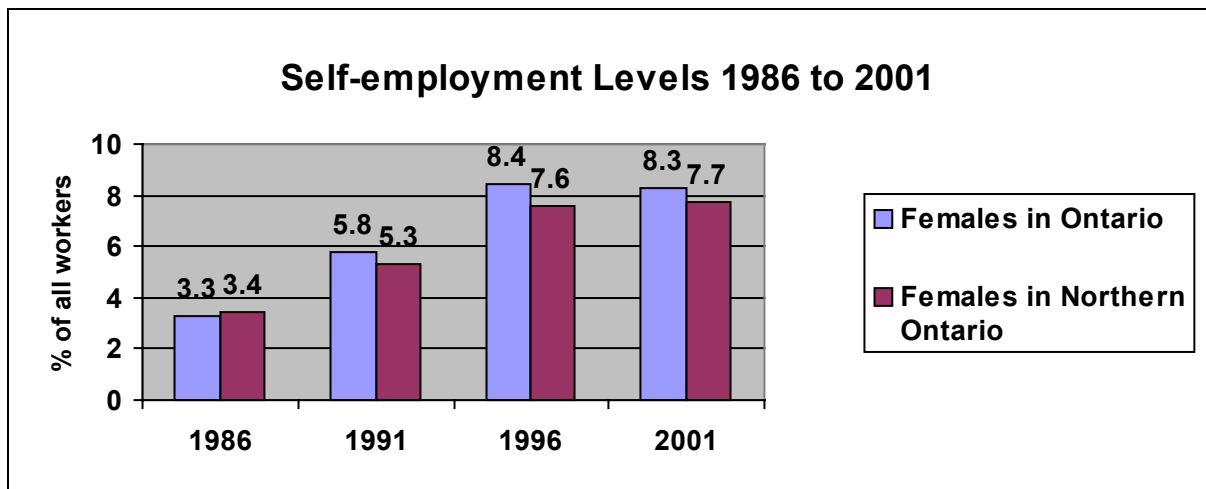


Figure 4 Source: Statistics Canada, Census of Canada, 1986, 1991, 1996, and 2001.

In Figure 4, one can see that women in Northern Ontario have similar self-employment rates to women in Ontario as a whole. In 2001 the rate of self-employment for Northern Ontario females was only 7% less than the rate for Ontario as a whole. This is somewhat different from the situation of males in Northern Ontario. Their rate of self-employment is a little over 12% less than the self-employment rate for Ontario males. We can also see in Figure 4 that from 1986 to 2001, the percentage of self-employed women in Northern Ontario increased by 126%, from 3.3% to 7.7%. For women in Ontario as a whole, self-employment increased by just over 150% from 1986 to 2001. 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.

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4.2.2 The highest percentages of self-employed females are found in the District of Parry Sound and the Muskoka District Municipality while the lowest percentages are found in the District of Algoma and the District of Thunder Bay

Table 2: Self-employment Rates by District 2001 Census: Percentage of All Classes of Workers

	% of Self-Employed Males	% of Self-Employed Females	% Difference between Males and Females
Ontario	14.2	8.3	41.3
Northern Ontario	12.4	7.7	38.3
Muskoka District Municipality	22.7	12.3	45.6
Nipissing District	13.9	8.7	37.2
Parry Sound District	23.2	14.9	35.7
Manitoulin District	18.9	11.4	39.6
Sudbury District	14.0	7.0	49.6
Greater Sudbury Division	9.8	6.1	37.8
Timiskaming District	17.1	9.3	45.5
Cochrane District	10.0	6.2	38.1
Algoma District	10.2	6.0	40.6
Thunder Bay District	9.5	6.0	36.7
Rainy River District	14.6	8.7	40.7
Kenora District	11.3	9.1	19.0

Source: Statistics Canada, Census of Canada, 2001.

As is the case for men, the percentages of women who are self-employed are highest in the District of Parry Sound and the Muskoka District Municipality. The percentage for Parry Sound is 14.9% while the percentage for Muskoka is 12.3%. The districts with the lowest percentage of self-employed females are the District of Algoma and the District of Thunder Bay. Both have female self-employment rates of 6%.

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 Kenora. In this district the female self-employment rate is only 19% less than those of males. The area with the largest difference is the District of Sudbury. In this district, the self-employment rates for women are 49.6% less than those of males.

4.3 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.²¹ The differences are seen visually in Figure 5.

4.3.1 More women in Northern Ontario work in the health and social assistance service industries, and accommodation and food 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 20.9% of all female employment in Northern Ontario compared to only 3.5% for men. Accommodation and food service industries account for 12.1% of all female workers compared to 5.5% of all male workers. Another category where there is a substantially larger female presence is in educational services. These industries account for 10.8% of female employment in Northern Ontario. For males, these industries represent only 4.4% of regional employment.

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4.3.2 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 17.1% of all male employment in Northern Ontario but only 3.5% of female employment. Construction industries account for 11.4% of male employment but only 1.6% of female employment. Mining industries represent 5.4% of all jobs for men but only 0.4% of jobs for women. Transportation and warehousing industries account for 8.4% of male employment in the region but only 2.9% of female employment. Finally, in the category of agriculture, forestry, fishing, and hunting industries, 4.5% of males in the region are employed in these industries compared to only 1.6% of all working females.

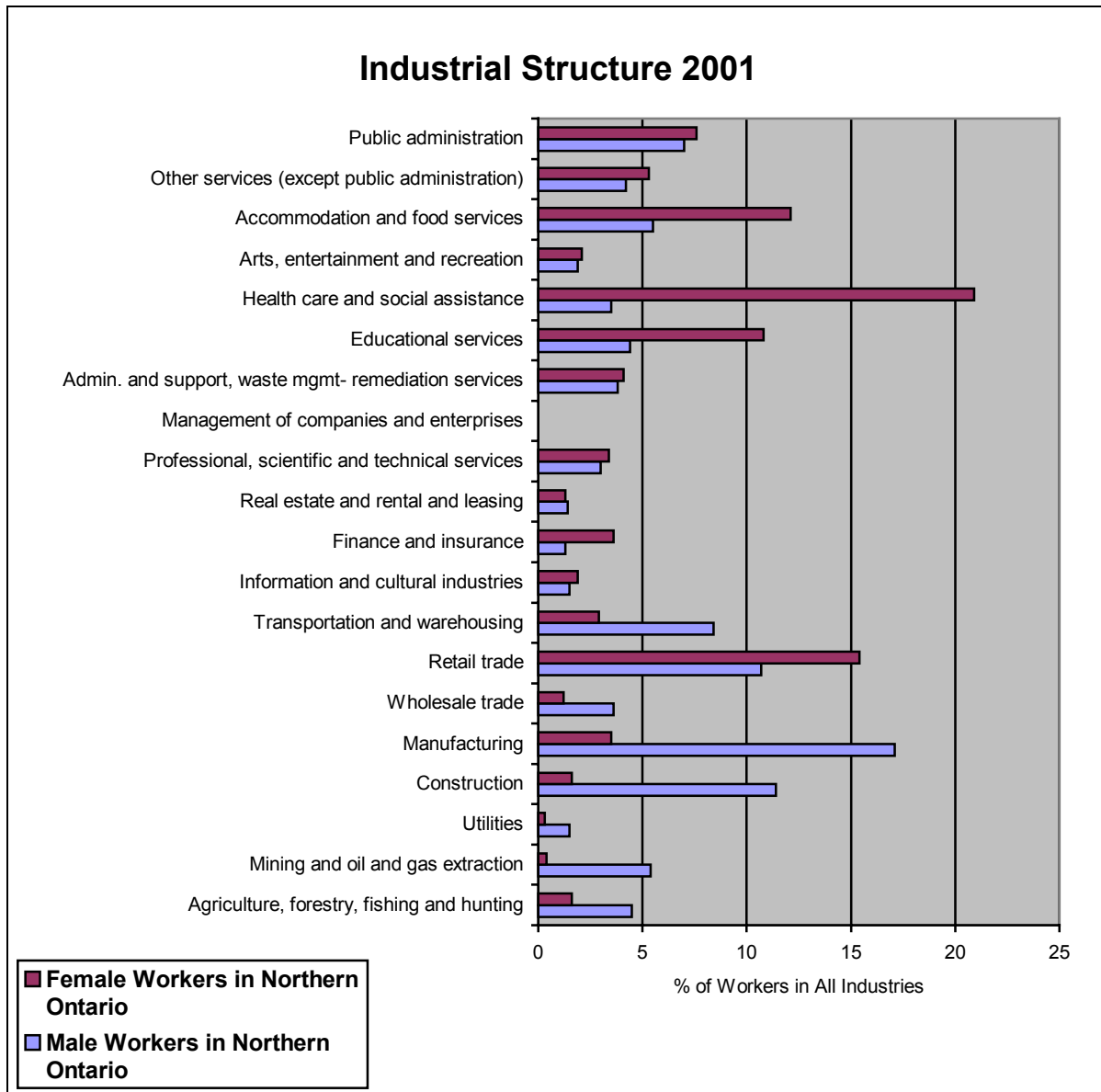


Figure 5 Source: Statistics Canada, Census of Canada, 2001.

4.4 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 a whole are not as extreme as the differences between the industrial structures of women and men in Northern Ontario, they are significant.²² Below are the most significant differences.

4.4.1 Women in Northern Ontario are underrepresented in manufacturing and professional, scientific and technical services

The biggest difference in the industrial structures of women in Northern Ontario and Ontario are in the manufacturing industries. In the industrial structure of women in Ontario, manufacturing industries represent 10.5% of all employment. In Northern Ontario, manufacturing industries represent only 3.5% of all female employment. Employment in professional, scientific and technical service industries, account for 6.7% of all female jobs in Ontario. In Northern Ontario this figure is 3.4%.

4.4.2 Women in Northern Ontario are overrepresented in health and social assistance services and accommodation and food services

In the industrial structure of women in Ontario, the health and social assistance service industries represent 15.7% of all employment. In Northern Ontario these industries represent 20.9% of all females in the labour force. In Northern Ontario, accommodation and food services account for 12.1% of female jobs. The figure for Ontario's women is only 7.9%.

4.5 All Districts in Northern Ontario Show the Same Key Differences in Female Industrial Structure from that of Ontario

Table 3 lists the industrial structure for selected categories for all the districts in Northern Ontario. It is apparent that all the districts in Northern Ontario have the same key differences in the industrial structure of women when compared to Ontario as a whole: they are underrepresented in manufacturing and professional service jobs and overrepresented in public sector service jobs.

At the same time, analysis of variance between the industrial structure of the districts and the industrial structure of Northern Ontario showed that the District of Manitoulin and the Muskoka District Municipality have the greatest differences from the averages for Northern Ontario. The District of Nipissing and the District of Thunder Bay have female industrial structures closest to that of Northern Ontario as a whole.²³

Table 3: Districts by Industrial Structure (Selected Categories): Percentage of Female Workers 2001

	Primary Resource 1	Manufacturing	Public Sector Service 2	Professional Service 3
Ontario	1.6	10.5	29.7	22.2
Northern Ontario	2.0	3.5	39.3	14.2
Muskoka District Municipality	0.9	7.4	30.3	13.2
Nipissing District	1.3	3.6	40.2	14.3
Parry Sound District	2.4	5.3	35.3	11.1
Manitoulin District	2.1	1.3	45.7	9.1
Sudbury District	2.9	3.0	34.2	10.5
Greater Sudbury Division	1.2	2.0	41.0	18.1
Timiskaming District	4.6	2.8	39.4	14.0
Cochrane District	2.8	3.4	38.7	13.0
Algoma District	1.6	3.7	37.5	14.4
Thunder Bay District	2.1	3.3	41.4	14.8
Rainy River District	3.1	5.0	39.3	12.8
Kenora District	2.8	2.9	44.2	9.7

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Source: Statistics Canada, Census of Canada, 2001. 1. Primary Resource industries are those contained in the categories: Agriculture, forestry, fishing and hunting and Mining and oil and gas extraction. 2. Public Sector Service industries are those contained in the categories: Educational services, Health care and social assistance, and Public administration. 3. Professional Service industries are those contained in the categories: : information and cultural industries, finance and insurance industries, real estate and rental and leasing industries, professional, scientific and technical services industries, industries involved in the management of companies and enterprises, and finally, administrative and support and waste management and remediation services.

4.6 The Occupational Structure of Women in Northern Ontario Differs Considerably from that of Men

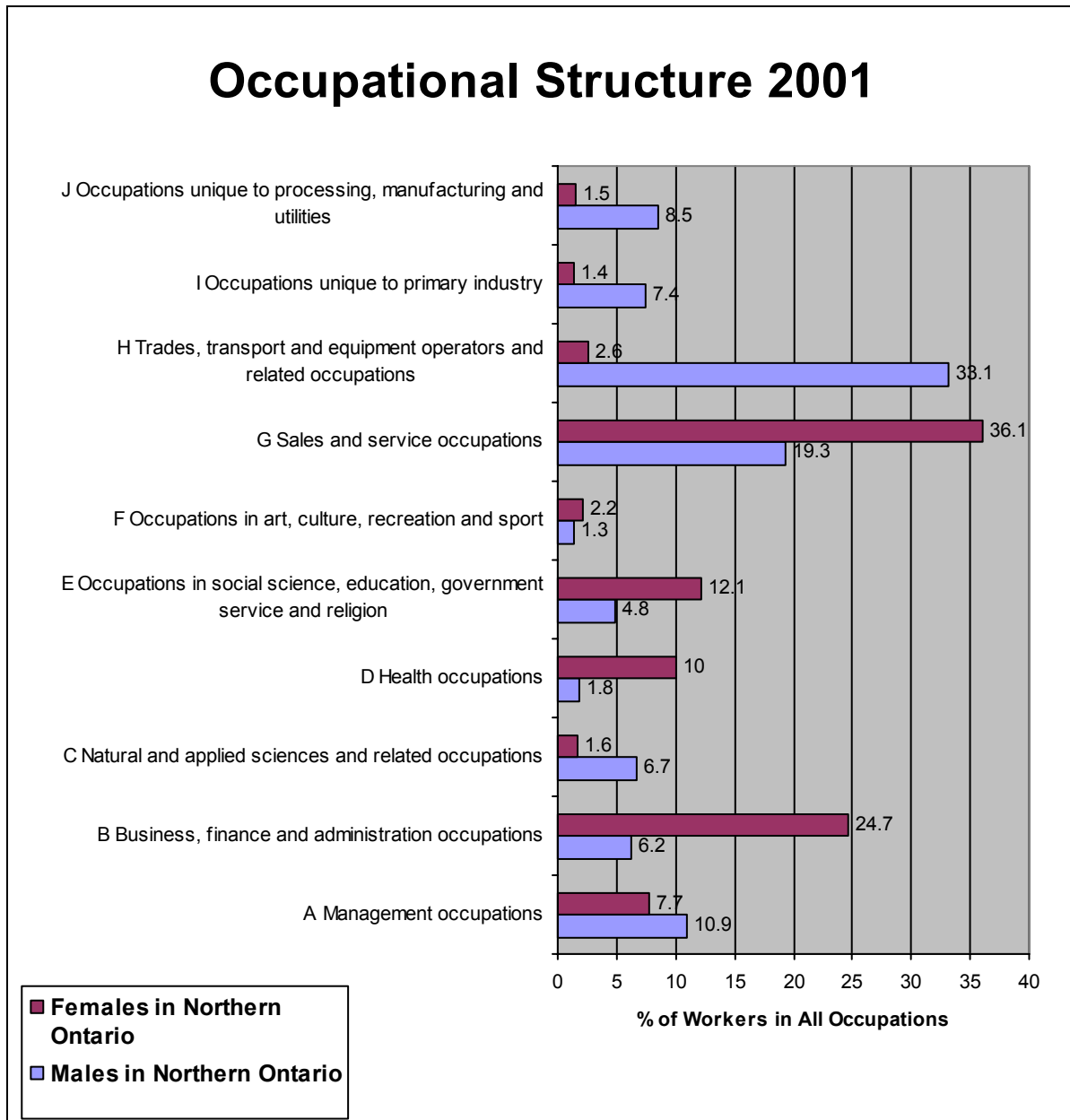


Figure 6 Source: Statistics Canada, Census of Canada, 2001.

Figure 6 compares the occupational structure of female workers in Northern Ontario with that of male workers in the region. It is apparent that the occupational structure of women is considerably different from

that of men. While there are differences in the industrial 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.²⁴

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

Figure 6 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 33.1% of all male employment in Northern Ontario. These occupations represent only 2.6% of female employment. Employment in occupations unique to processing, manufacturing and utilities, account for 8.5% of all male occupations but only 1.5% of female occupations. Employment in occupations unique to primary industry represent 7.4% of all male employment but only 1.4% of female employment.

Women in Northern Ontario are also underrepresented in natural and applied science and related occupations. This category represents 6.7 of all male employment in the region but only 1.6% of female employment.

4.6.2 Women in Northern Ontario are overrepresented in business, sales and service, and health occupations

Figure 6 also shows that women in Northern Ontario are overrepresented in business, sales and service, and health occupations. Business, finance and administration occupations represent 24.7% of all female employment. This category represents only 6.2% of all male employment in the region. Analysis of two digit categories shows even greater differences within this category.²⁵ For women, 72.5%, or 33,725, of those employed in business occupations are in secretarial or clerical occupations. The corresponding figure for men is 57.4% or 7,640.

Sales and service represent the largest single category of occupations for women in Northern Ontario. This category accounts for 36.1% of all female employment in the region. Only 19.3% of men are employed in these occupations. Health occupations represent 10% of all female employment in the region compared to 1.8% of male employment.

4.7 The Occupational Structure of Women in Northern Ontario Differs from that of Women in Ontario as a Whole

Figure 7 compares the occupational structure of women in Northern Ontario with that of women in Ontario as a whole. 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 30.5% 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, 6.2% of all female occupations are in manufacturing. In Northern Ontario, only 1.5% of all female occupations are in manufacturing. Another important difference is found in natural and applied science and related occupations. For all women in Ontario these occupations represent 3.4% of employment. For women in Northern Ontario these jobs represent only 1.8% of employment.

Occupational Structure 2001

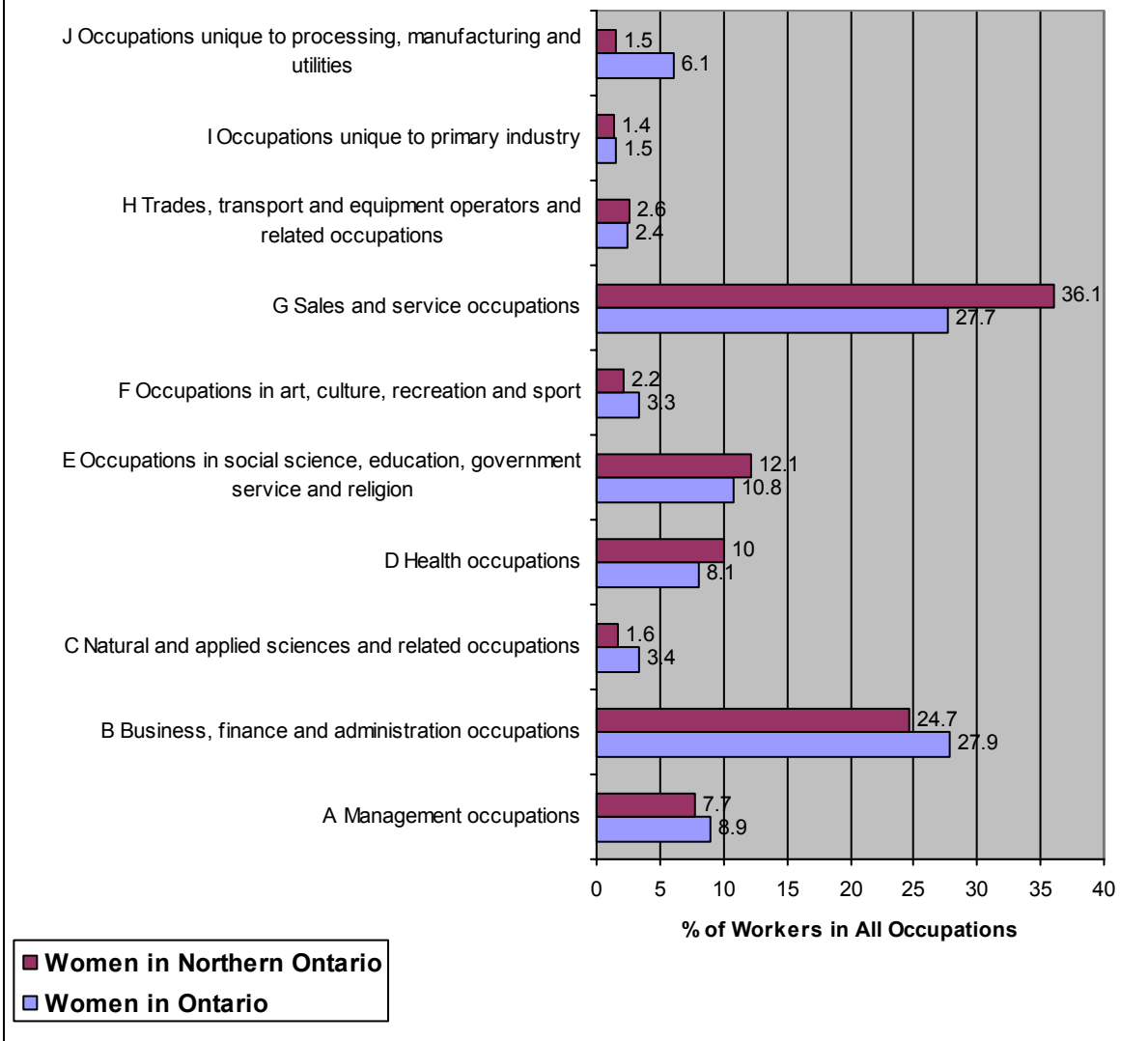


Figure 7 Source: Statistics Canada, Census of Canada, 2001.

4.8 All Districts in Northern Ontario Show the Same Key Differences in Female and Male Occupational Structures

Table 4 lists the occupational structure for women for all the districts in 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.

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 Muskoka District Municipality have the greatest differences from the averages for Northern Ontario. The District of Nipissing

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and the District of Thunder Bay have female occupational structures closest to that of Northern Ontario as a whole.²⁶

Table 4: Districts by Occupational Structure: Percentage of Female Workers 2001

	Management and Business ¹	Professional Service ²	Sales and Service ³	Blue Collar ⁴
Males in Northern Ontario	17.1	14.6	19.3	49.0
Ontario	36.8	25.6	27.7	10.0
Northern Ontario	32.4	26.0	36.1	5.5
Muskoka District Municipality	30.5	23.3	37.6	8.7
Nipissing District	33.6	26.0	35.3	5.1
Parry Sound District	30.4	24.4	36.2	8.8
Manitoulin District	34.8	27.5	31.8	5.9
Sudbury District	32.2	20.9	41.5	5.5
Greater Sudbury Division	36.1	25.7	34.8	3.3
Timiskaming District	33.8	25.3	33.3	7.4
Cochrane District	30.6	25.4	37.8	6.2
Algoma District	29.7	27.2	37.8	5.2
Thunder Bay District	31.3	28.2	35.6	4.9
Rainy River District	31.6	26.5	33.7	8.3
Kenora District	32.8	25.0	36.9	5.3

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.

Section 5: Comparing the Training Board Areas of Northern Ontario

Table 5: Local Boards by Female Occupational Structure: Percentage of Female Workers 2001

	All occupations	Management and Business Occupations ¹	Professional Service Occupations ²	Sales and service occupations ³	Blue Collar Occupations ⁴
LAB #20	39460	31.9	24.8	36.2	7.1
LAB# 21	43070	35.7	25.3	35.3	3.7
LAB #22	25345	29.8	27.2	37.8	5.2
LAB #23	26610	31.3	25.4	36.5	6.7
LAB #24	35700	31.3	28.2	35.6	4.9
LAB #25	18150	32.5	25.4	36.0	6.1

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.

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

Table 5 shows the 2001 female occupational structure for each of the Local Boards in Northern Ontario. Local Board #20, which includes the District Municipality of Muskoka and the Districts of Parry Sound and Nipissing, has the highest percentage of blue collar occupations and the lowest percentage of professional service jobs.

Table 6: The Female Occupational Structure of Communities in Local Board #20: Percentage of Female Workers 2001

	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
LAB #20		39460	31.9	24.8	36.2	7.1
Gravenhurst	T	2225	29.9	23.8	38.2	8.3
Bracebridge	T	3515	30.9	23.8	33.9	11.1
Lake of Bays	TP	590	37.3	22.9	37.3	2.5
Huntsville	T	4270	30.1	24.6	38.1	7.1
Muskoka Lakes	TP	1440	31.6	18.8	41.7	8.0
Georgian Bay	TP	305	24.6	9.8	49.2	13.1
Moose Point 79	R	35	0.0	28.6	57.1	57.1
South Algonquin	TP	265	34.0	11.3	52.8	3.8
Papineau-Cameron	TP	185	13.5	56.8	24.3	16.2
Mattawan	TP	30	33.3	33.3	33.3	0.0
Mattawa	T	385	29.9	24.7	26.0	19.5
Calvin	TP	145	31.0	31.0	27.6	17.2
Bonfield	TP	430	37.2	19.8	27.9	16.3
Chisholm	TP	225	33.3	22.2	37.8	4.4
East Ferris	TP	1070	35.0	34.6	26.2	3.3
North Bay	C	12265	34.2	25.7	36.6	3.5
West Nipissing	T	2485	31.6	27.2	34.0	7.0
Temagami	T	250	42.0	6.0	42.0	8.0
Nipissing 10	R	265	34.0	37.7	26.4	3.8
Nipissing, Unorganized, South Part	UNO	10	0.0	0.0	0.0	0.0
Nipissing, Unorganized, North Part	UNO	340	23.5	19.1	44.1	11.8
Seguin	TP	890	32.6	23.0	34.8	9.6
The Archipelago	TP	95	52.6	10.5	36.8	0.0
McMurrich/Monteith	TP	135	29.6	25.9	25.9	25.9
Perry	TP	545	28.4	15.6	40.4	14.7
Kearney	T	145	20.7	27.6	41.4	10.3
Armour	TP	270	31.5	24.1	27.8	11.1
Burk's Falls	VL	210	21.4	19.0	35.7	21.4
Ryerson	TP	110	45.5	0.0	45.5	18.2
McKellar	TP	235	21.3	29.8	40.4	6.4
McDougall	TP	580	33.6	24.1	40.5	1.7
Parry Sound	T	1445	23.9	29.1	43.6	3.5

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	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
Carling	TP	220	25.0	22.7	43.2	9.1
Whitestone	TP	170	64.7	17.6	17.6	0.0
Magnetawan	TP	265	32.1	15.1	37.7	15.1
Strong	TP	275	36.4	27.3	20.0	18.2
Sundridge	VL	210	23.8	38.1	35.7	0.0
Joly	TP	70	0.0	14.3	50.0	28.6
Machar	TP	150	50.0	26.7	13.3	13.3
South River	VL	135	33.3	22.2	29.6	18.5
Powassan	T	735	27.2	23.8	39.5	11.6
North Himsworth	TP	840	35.7	30.4	27.4	7.1
Nipissing	TP	410	37.8	23.2	29.3	7.3
Shawanaga 17	R	35	57.1	28.6	28.6	28.6
Parry Island First Nation	R	80	37.5	43.8	25.0	0.0
French River 13	R	15	0.0	0.0	66.7	0.0
Dokis 9	R	35	57.1	28.6	28.6	0.0
Magnetawan 1	R	15	0.0	66.7	66.7	0.0
Parry Sound, Unorganized, North East Part	UNO	30	0.0	83.3	0.0	0.0
Parry Sound, Unorganized, Centre Part	UNO	365	20.5	16.4	50.7	12.3

Source: Statistics Canada, Census of Canada, 2001. For a description of the occupational categories see the notes under Table 5.

5.2 Sudbury and Manitoulin Training and Adjustment Board (Board #21)

Local Board #21, also known as the Sudbury and Manitoulin Training and Adjustment Board, includes the District of Manitoulin, the Greater Sudbury Division, and most of the District of Sudbury. 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 7: The Female Occupational Structure of Communities in Local Board #21: Percentage of Female Workers 2001

	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
LB# 21		43070	35.7	25.3	35.3	3.7
Tehkummah	TP	120	37.5	16.7	33.3	12.5
Central Manitoulin	TP	400	36.3	33.8	26.3	2.5
Assiginack	TP	205	43.9	17.1	26.8	14.6
Northeastern Manitoulin and the Islands	T	605	32.2	27.3	37.2	2.5
Billings	TP	145	41.4	20.7	34.5	6.9
Gordon	TP	145	55.2	13.8	27.6	6.9
Gore Bay	T	210	35.7	31.0	35.7	4.8
Burpee and Mills	TP	95	52.6	15.8	42.1	0.0

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	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
Killarney	T	90	33.3	0.0	50.0	22.2
Whitefish River	R	50	0.0	40.0	30.0	20.0
Sucker Creek 23	R	55	36.4	45.5	36.4	18.2
Sheguiandah 24	R	25	0.0	40.0	40.0	0.0
Sheshegwaning 20	R	20	0.0	0.0	50.0	0.0
M'Chigeeng 22 (West Bay 22)	R	170	35.3	32.4	29.4	0.0
Manitoulin, Unorganized, West Part	UNO	25	40.0	80.0	0.0	0.0
French River	T	560	41.1	10.7	45.5	5.4
St.-Charles	T	230	39.1	17.4	32.6	6.5
Markstay-Warren	T	435	31.0	23.0	42.5	5.7
Sables-Spanish Rivers	TP	610	23.0	21.3	45.9	9.0
Espanola	T	1155	31.6	22.9	43.3	2.2
Baldwin	TP	115	30.4	13.0	47.8	8.7
Nairn and Hyman	TP	95	26.3	0.0	68.4	0.0
Whitefish Lake 6	R	75	53.3	20.0	26.7	0.0
Mattagami 71	R	30	33.3	33.3	33.3	0.0
Sudbury, Unorganized, North Part	UNO	495	33.3	25.3	36.4	9.1
Greater Sudbury	C	36455	36.1	25.7	34.8	3.3
Wahnapitei 11	R	10	0.0	0.0	0.0	0.0

Source: Statistics Canada, Census of Canada, 2001. For a description of the occupational categories see the notes under Table 5.

5.3 Local Board #22 ²⁷

Local Board #22 comprises 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 sales and service occupations and the least management and business occupations.

Table 8: The Female Occupational Structure of Communities in Local Board #22: Percentage of Female Workers 2001

	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
LAB #22		25345	29.8	27.2	37.8	5.2
Jocelyn	TP	55	0.0	18.2	45.5	27.3
Hilton	TP	55	18.2	27.3	63.6	0.0
Hilton Beach	VL	55	18.2	0.0	45.5	36.4
St. Joseph	TP	290	44.8	22.4	25.9	5.2
Laird	TP	195	41.0	17.9	41.0	5.1
Tarbutt and Tarbutt Additional	TP	110	45.5	22.7	31.8	0.0
Johnson	TP	90	44.4	22.2	33.3	0.0
Plummer Additional	TP	140	28.6	7.1	32.1	32.1
Bruce Mines	T	155	32.3	19.4	45.2	0.0
Thessalon 12	R	30	33.3	66.7	0.0	66.7

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	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
Thessalon	T	265	20.8	24.5	39.6	17.0
Huron Shores	TP	365	27.4	19.2	43.8	6.8
Blind River	T	955	34.0	23.6	40.3	2.1
Shedden	TP	100	25.0	10.0	55.0	10.0
North Shore	TP	105	38.1	52.4	14.3	0.0
Elliot Lake	C	1955	31.7	25.8	36.8	5.1
Macdonald, Meredith and Aberdeen Additional	TP	315	20.6	44.4	31.7	9.5
Sault Ste. Marie	C	16740	29.6	29.1	37.8	3.5
Prince	TP	260	32.7	32.7	25.0	3.8
Sagamok	R	140	28.6	53.6	21.4	10.7
Serpent River 7	R	70	28.6	35.7	28.6	14.3
Mississagi River 8	R	80	37.5	31.3	18.8	12.5
Garden River 14	R	180	27.8	30.6	36.1	11.1
Michipicoten	TP	940	30.3	23.4	41.0	4.8
Gros Cap 49	R	15	66.7	0.0	0.0	0.0
Dubreuilville	TP	225	17.8	6.7	33.3	44.4
White River	TP	230	28.3	4.3	47.8	13.0
Algoma, Unorganized, North Part	UNO	1235	27.1	19.8	42.5	11.3

Source: Statistics Canada, Census of Canada, 2001. For a description of the occupational categories see the notes under Table 5.

5.4 The Far Northeast Training and Adjustment Board (Board #23)

Local Board #23, also known as the Far Northeast Training and Adjustment Board, comprises the Districts of Cochrane and Timiskaming and small parts of the Districts of Kenora, Algoma, and Sudbury. The female occupational structure of this area is quite close to the norms for Northern Ontario. It has the second highest percentage of female blue collar occupations of all the Training Boards in Northern Ontario.

Table 9: The Female Occupational Structure of Communities in Local Board #23: Percentage of Female Workers 2001

	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
LAB #23		26610	31.3	25.4	36.5	6.7
Coleman	TP	135	51.9	14.8	22.2	0.0
Latchford	T	65	69.2	0.0	23.1	0.0
Cobalt	T	175	28.6	5.7	48.6	8.6
Haileybury	T	965	35.8	26.9	34.7	1.6
Harris	TP	130	34.6	19.2	34.6	7.7
Dymond	TP	320	21.9	25.0	42.2	14.1
New Liskeard	T	1145	32.3	27.9	38.0	2.6
Hudson	TP	140	39.3	14.3	32.1	17.9
Kerns	TP	85	29.4	35.3	35.3	11.8
Harley	TP	145	31.0	17.2	37.9	24.1
Casey	TP	90	55.6	11.1	27.8	0.0

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	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
Brethour	TP	40	25.0	0.0	25.0	62.5
Hilliard	TP	50	50.0	20.0	30.0	0.0
Armstrong	TP	265	22.6	24.5	32.1	20.8
Thornloe	VL	15	66.7	0.0	66.7	0.0
James	TP	105	38.1	0.0	33.3	9.5
Dack	TP	90	22.2	27.8	11.1	33.3
Charlton	T	45	22.2	0.0	44.4	0.0
Evanturel	TP	150	30.0	43.3	10.0	16.7
Englehart	T	290	34.5	19.0	39.7	8.6
Chamberlain	TP	95	31.6	31.6	26.3	10.5
Matachewan	TP	45	44.4	22.2	44.4	22.2
Matachewan 72	R	10	0.0	100.0	100.0	0.0
McGarry	TP	110	40.9	27.3	22.7	0.0
Larder Lake	TP	140	35.7	25.0	28.6	7.1
Gauthier	TP	10	0.0	0.0	100.0	0.0
Kirkland Lake	T	1850	36.5	29.5	32.4	1.6
Timiskaming, Unorganized, West Part	UNO	615	30.9	23.6	26.0	20.3
Black River-Matheson	TP	515	29.1	26.2	35.9	9.7
Timmins	C	9660	32.5	25.1	37.6	5.1
Iroquois Falls	T	1075	27.9	30.7	37.7	5.1
Cochrane	T	1250	32.8	19.6	40.4	8.4
Smooth Rock Falls	T	375	24.0	29.3	38.7	8.0
Fauquier-Strickland	TP	75	26.7	13.3	33.3	26.7
Moonbeam	TP	200	25.0	25.0	45.0	5.0
Kapusking	T	1975	28.4	28.9	36.7	6.3
Val Rita-Harty	TP	235	27.7	17.0	44.7	10.6
Opasatika	TP	60	16.7	33.3	33.3	25.0
Hearst	T	1445	26.3	22.5	41.2	10.0
Mattice-Val Côté	TP	155	25.8	6.5	54.8	16.1
Cochrane, Unorganized, North Part	UNO	575	30.4	30.4	31.3	7.8
Fort Albany (Part) 67	R	60	25.0	33.3	33.3	0.0
Hornepayne	TP	285	21.1	29.8	40.4	12.3
Duck Lake 76B	R	25	0.0	80.0	0.0	0.0
Chapleau 75	R	620	33.1	22.6	37.1	4.8
Chapleau	TP	25	0.0	40.0	0.0	40.0
Attawapiskat 91A	R	130	19.2	23.1	42.3	7.7
Peawanuck	R	25	40.0	40.0	0.0	40.0

Source: Statistics Canada, Census of Canada, 2001. For a description of the occupational categories see the notes under Table 5.

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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. Its unique female occupational structure characteristic is that it has the highest percentage of female professional service occupations and the second lowest percentage of female blue collar positions.

Table 10: The Female Occupational Structure of Communities in Local Board #24: Percentage of Female Workers 2001

	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
LAB #24		35700	31.3	28.2	35.6	4.9
Neebing	TP	485	25.8	26.8	29.9	16.5
Thunder Bay	C	26045	31.8	29.2	35.6	3.3
Oliver Paipoonge	TP	1450	34.5	27.6	29.7	8.6
Gillies	TP	70	0.0	35.7	42.9	21.4
O'Connor	TP	180	27.8	38.9	30.6	0.0
Conmee	TP	190	26.3	26.3	36.8	10.5
Shuniah	TP	620	34.7	35.5	25.0	5.6
Dorion	TP	90	33.3	33.3	22.2	22.2
Red Rock	TP	235	36.2	25.5	38.3	0.0
Nipigon	TP	435	32.2	13.8	35.6	17.2
Schreiber	TP	335	25.4	17.9	52.2	3.0
Terrace Bay	TP	450	22.2	17.8	47.8	13.3
Marathon	T	1055	27.0	23.7	42.7	6.6
Manitouwadge	TP	605	33.1	25.6	36.4	5.8
Ginoogaming First Nation	R	35	28.6	57.1	28.6	0.0
Greenstone	T	1350	26.3	29.6	36.7	7.8
Aroland 83	R	45	0.0	0.0	44.4	0.0
Osnaburgh 63A	R	15	66.7	66.7	0.0	0.0
Thunder Bay, Unorganized	UNO	1375	34.9	20.0	33.1	11.6
Fort Hope 64	R	115	30.4	21.7	43.5	0.0
Lansdowne House	R	35	28.6	57.1	42.9	0.0
Webeque	R	70	42.9	14.3	50.0	0.0

Source: Statistics Canada, Census of Canada, 2001. For a description of the occupational categories see the notes under Table 5.

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 second highest percentage of female management and business occupations of all the Training Boards in Northern Ontario.

Table 11: The Female Occupational Structure of Communities in Local Board #25: Percentage of Female Workers 2001

	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
LAB #25		18150	32.5	25.4	36.0	6.1
Atikokan	TP	815	30.7	19.6	39.3	10.4

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	Type of Community	All	Management and Business	Professional Service	Sales and service	Blue Collar
Alberton	TP	250	38.0	36.0	24.0	4.0
Fort Frances	T	1925	31.7	32.5	32.2	3.6
La Vallee	TP	255	21.6	25.5	37.3	15.7
Emo	TP	290	32.8	17.2	44.8	5.2
Chapple	TP	235	29.8	17.0	25.5	23.4
Morley	TP	75	33.3	33.3	40.0	26.7
Dawson	TP	140	17.9	7.1	46.4	25.0
Rainy River	T	165	24.2	27.3	42.4	6.1
Lake of the Woods	TP	65	15.4	0.0	46.2	0.0
Big Grassy River 35G	R	25	0.0	40.0	0.0	80.0
Rainy Lake 18C	R	15	66.7	0.0	66.7	0.0
Rainy Lake 26A	R	20	50.0	75.0	0.0	0.0
Seine River 23A	R	35	28.6	0.0	28.6	28.6
Rainy River, Unorganized	UNO	380	42.1	18.4	27.6	6.6
Ignace	TP	400	27.5	13.8	50.0	6.3
Whitefish Bay 33A	R	10	0.0	0.0	100.0	0.0
Sioux Narrows Nestor Falls	TP	145	51.7	6.9	41.4	0.0
Kenora	C	3900	30.3	28.7	37.1	3.8
Machin	TP	290	29.3	10.3	46.6	13.8
Dryden	C	2010	34.1	22.4	39.1	4.2
Ear Falls	TP	270	35.2	7.4	46.3	11.1
Sioux Lookout	T	1380	37.0	37.0	24.6	0.0
Red Lake	T	1105	36.7	28.1	32.6	2.3
Slate Falls	R	30	0.0	33.3	33.3	0.0
Pickle Lake	TP	90	27.8	33.3	33.3	11.1
Osnaburgh 63B	R	30	0.0	33.3	50.0	0.0
Lac Seul 28	R	110	36.4	31.8	31.8	0.0
Wabigoon Lake 27	R	25	40.0	40.0	40.0	40.0
English River 21	R	55	18.2	27.3	54.5	0.0
Lake Of The Woods 37	R	15	0.0	0.0	66.7	0.0
Kenora 38B	R	20	50.0	50.0	0.0	0.0
Poplar Hill	R	25	0.0	80.0	40.0	40.0
Shoal Lake (Part) 39A	R	70	28.6	35.7	28.6	0.0
Rat Portage 38A	R	40	25.0	50.0	37.5	0.0
Deer Lake	R	80	25.0	12.5	50.0	0.0
Sandy Lake 88	R	200	22.5	27.5	45.0	0.0
Fort Severn 89	R	65	46.2	15.4	38.5	15.4
Wabauskang 21	R	15	0.0	66.7	66.7	0.0
Wapekeka 2	R	55	45.5	27.3	36.4	0.0
The Dalles 38C	R	25	40.0	0.0	40.0	0.0
Kenora, Unorganized	UNO	1900	35.5	18.9	35.5	10.3
Muskrat Dam Lake	R	10	0.0	0.0	0.0	100.0
Kee-Way-Win	R	30	66.7	33.3	33.3	0.0

Source: Statistics Canada, Census of Canada, 2001. For a description of the occupational categories see the notes under Table 5.

Section 6: Observations

The analysis of the 2001 Census data has shown us several important facts about women in the workforce in Northern Ontario. They are as follows:

Women in Northern Ontario have lower labour force 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 Kenora and Thunder Bay.
- The districts with the lowest female participation rates are Sudbury and Algoma.

Women in Northern Ontario have lower self-employment rates than men.

- Women in Northern Ontario have similar self-employment rates to women in Ontario as a whole.

The highest percentages of self-employed females are found in the District of Parry Sound and the Muskoka District Municipality while the lowest percentages are found in the District of Algoma and the District of Thunder Bay.

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.
- 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 underrepresented in manufacturing and professional, scientific and technical services
- Women in Northern Ontario are overrepresented in health and social assistance services and accommodation and food services
- All districts in Northern Ontario show the same key differences in female industrial structure from that of 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.

Endnotes

¹ As this report is being written, Board #22, covering most of the Algoma District, does not actually exist as a formal training board, having been dissolved in 2001. Despite this, the report includes data for this Board area.

² 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.

³ 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.

⁴ For a detailed discussion of this aspect of Northern Ontario see McBride, Stephen, McKay, 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.

⁵ Canada, 2001 Census.

⁶ 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.

⁷ The percentage varies according to whether the respondents claim Aboriginal identity or Aboriginal origins. In Northern Ontario, 9.9% of the population claim an Aboriginal identity while 11.5% claim Aboriginal origins.

⁸ Southcott, Chris. A Regional Outlook for Northern Boards: A Northern Approach to Regional Labour Force Development, Dryden: Training Boards of Northern Ontario, 2000, p.5,6. Blue collar industrial employment includes the following census categories as contained in the 1980 Standard Industrial Categories: Logging and Forestry, Mining and Quarrying, Manufacturing, Construction, Transportation and Storage, Communication and Utilities. Longitudinal consistency requires that the categories of Agriculture and Trapping and Fishing also be included in this definition as the 1986 public profile categories did not separate these categories from Mining and Primary Forestry employment.

⁹ This was the title of a National Film Board production on resource dependent communities done in 1979.

¹⁰ Luxton, Meg. More than a Labour of Love, Toronto: The Women's Press, 1980.

¹¹ Gill, Alison. "Women in Isolated Resource Towns: An Examination of Gender Differences in Cognitive Structures" Geoforum 21(3):347-358, 1990.

¹² 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.

¹³ Southcott, C. "Single Industry Towns in a Post-Industrial Era". Research Reports, Centre for Northern Studies, Lakehead University, 2000.

¹⁴ 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.

¹⁵ Ibid, p.7.

¹⁶ The following is the explanation of sampling error found in the 2001 Census Dictionary:

Sampling Errors

Estimates obtained by weighting up responses collected on a sample basis are subject to error due to the fact that the distribution of characteristics within the sample will not usually be identical to the distribution of characteristics within the population from which the sample has been selected.

The potential error introduced by sampling will vary according to the relative scarcity of the characteristics in the population. For large cell values, the potential error due to sampling, as a proportion of the cell value, will be relatively small. For small cell values, this potential error, as a proportion of the cell value, will be relatively large.

The potential error due to sampling is usually expressed in terms of the so-called "standard error". This is the square root of the average, taken over all possible samples of the same size and design, of the squared deviation of the sample estimate from the value for the total population.

The following table provides approximate measures of the standard error due to sampling. These measures are intended as a general guide only.

Table: Approximate Standard Error Due to Sampling for 2001 Census Sample Data
Cell Value Approximate Standard Error

50 or less	15
100 -	20
200 -	30
500 -	45
1,000 -	65
2,000 -	90
5,000 -	140
10,000 -	200
20,000 -	280
50,000 -	450
100,000 -	630
500,000 -	1,400

Statistics Canada, 2001 Census Dictionary, Ottawa: Ministry of Industry, 2002, p. 295,296.

¹⁷ The following is the explanation of random rounding found in the 2001 Census Dictionary:

Confidentiality and Random Rounding The figures shown in the tables have been subjected to a confidentiality procedure known as **random rounding** to prevent the possibility of associating statistical data with any identifiable individual. Under this method, all figures, including totals and margins, are randomly rounded either up or down to a multiple of "5", and in some cases "10". While providing strong protection against disclosure, this technique does not add significant error to the census data. The user should be aware that totals and margins are rounded independently of the cell data so that some differences between these and the sum of rounded cell data may exist. Also, minor differences can be expected in corresponding totals and cell values among various census tabulations. Similarly, percentages, which are calculated on rounded figures, do not necessarily add up to 100%. Order statistics (median, quartiles, percentiles, etc.) and measures of dispersion such as the standard error are computed in the usual manner. When a statistic is defined as the quotient of two numbers (which is the case for averages, percentages, and proportions), the two numbers are rounded before the division is performed, except for income, owner's payments, value of dwelling, hours worked, weeks worked and age. For these variables, the two numbers in the quotient are not rounded. The sum is invariably defined as the product of the average and the rounded weighted frequency. It should also be noted that small cell counts may suffer a significant distortion as a result of random rounding. Individual data cells containing small numbers may lose their precision as a result. Statistics Canada, 2001 Census Dictionary, Ottawa: Ministry of Industry, 2002, p. 296.

¹⁸ 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%.

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¹⁹ The 2001 participation rates for women 15 to 24 years of age are 66.2% in Ontario and 63.5% in Northern Ontario.

²⁰ 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.

²¹ 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. 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.

²² Total variance between the industrial structure of women in Northern Ontario and the industrial structure of women in Ontario as a whole is 34.7, significantly less than the 80.8% total variance between males and females in Northern Ontario.

²³ The following are the total variance figures using Northern Ontario as the norm: Ontario 34.7, Manitoulin 25.7, Muskoka 25.2, Nipissing 6.7, and Thunder Bay 7.5.

²⁴ The variance of the female occupational structure from the male occupational structure in Northern Ontario is 103.7. The corresponding figure for Ontario is 80.5. The variance between male and female occupational structure in Northern Ontario is therefore 28.9% higher than Ontario as a whole.

²⁵ The 2001 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.

²⁶ The following are the total variance figures using Northern Ontario as the norm: Ontario 23.9, Manitoulin 15.2, Muskoka 14.8, Nipissing 3.7, and Thunder Bay 4.2.

²⁷ Once again, as this report is being written the Local Board #22 does not actually exist as a formal training board, having been dissolved in 2001.