

MB Check-Up 2005

WORK Section

Embargoed until October 17, 2005

Indicators

WORK

Educational attainment is expressed as the percentage of the labour force between ages 25-64 with post-secondary accreditation.¹

Employment opportunity is reflected in the employment rate and expressed as the number of employed persons as a percentage of the population aged 15 and older.

Real average hourly wage captures labour force earnings, net of inflation.

Wage equality is represented by the female/male wage ratio for full-time workers in the labour force.

Job creation is represented by the annual change in the number of employed workers.

¹ Post-secondary accreditation is a post-secondary certificate, diploma, or higher. It includes diploma programs at colleges as well as trades and technical certification programs.

Work

Overview

In 2004, Manitoba showed improvements in all indicators except for educational attainment. Manitoba led the pack in wage equity (0.89) and had the second highest employment rate (65.4%). Real wage rates had strong growth in 2004 but because Manitoba's rates were low to begin with the province remained in fifth position (\$16.51) among the six regions reviewed. The province also had the second lowest job creation (5,400) and lowest educational attainment (54.3%).

Comparing 2004 to 2003, educational attainment in Manitoba decreased (-0.5 %). Saskatchewan was the only other region to also see a drop in this indicator. The employment rate increased (0.1%), as did the female/male wage ratio (4.8%). Real wages increased (2.8%) but remained well behind the other regions, excepting Saskatchewan. Job creation was up 0.9%, but this was the lowest rate of job growth across the six regions.

Table 2.1: Summary of WORK Key Indicators

WORK Indicator	British Columbia	Alberta	Saskatchewan	Manitoba	Ontario	Canada	
Educational Attainment	59.3%	58.9%	56.0%	54.3%	62.6%	61.6%	2004 Value
Employment Rate	60.8%	70.2%	64.4%	65.4%	63.8%	62.7%	
Real Wage Rate	\$18.48	\$17.75	\$16.33	\$16.51	\$18.40	\$17.70	
Female/Male Wage Ratio	0.867	0.789	0.862	0.890	0.843	0.850	
Job Creation	45,500	40,000	4,500	5,400	108,000	284,600	
Educational Attainment	0.4%	0.0%	-0.5%	-0.5%	0.7%	0.6%	2003-04 % Change
Employment Rate	0.5%	0.4%	0.5%	0.1%	0.1%	0.3%	
Real Wage Rate	1.9%	3.4%	2.6%	2.8%	0.7%	1.3%	
Female/Male Wage Ratio	0.9%	-0.1%	2.9%	4.8%	0.0%	1.0%	
Job Creation	2.3%	2.3%	0.9%	0.9%	1.7%	1.8%	

FOCUS INDICATOR: Job Creation

Manitoba added 5,400 jobs to its economy in 2004, a growth rate of only 0.9%, tying the province with Saskatchewan for lowest rate of job growth across the six regions. The service sector has driven job growth, adding 40,700 jobs since 1999, while goods-producing sectors pulled down the province's overall employment growth rate, losing 3,700 workers over the same period.⁸

Over the five-years, Manitoba was one of two regions to suffer a net loss of goods sector jobs, due to job losses in agriculture and the associated manufacturing of food products. While the beef industry looks poised to put its BSE troubles behind it, this year's flooding problems may extend the troubled times for agriculture into 2005.

On the services side, Manitoba has experienced very strong job growth in health care and social assistance services. However, unlike other regions, Manitoba also experienced double digit employment growth in the other public sector industries of education and public administration over the past five years.

Last year in Manitoba public sector employment increased by 7,000 jobs (5%) while the size of the private sector decreased by 1,400 workers (-0.4%).⁹ Since 1999, public sector employment has increased by 25,700 workers, representing almost three quarters (71%) of the 36,000 jobs created in the entire provincial economy during this five year period.

Public sector employment is comprised of four main areas:

- 35% general government
 - 11% Federal
 - 13% Provincial
 - 11% local government agencies
- 27% health and social service institutions;
- 26% education (primary, secondary, and post-secondary institutions)
- 12% government business enterprises, i.e. Manitoba Public Insurance, Lotteries Corporation, Workers Compensation Board

Since 1999, health and social service employment has increased by 17%, general government has seen no growth and primary & secondary education had a 5% decrease in employment. The largest gains in public sector employment were in post-secondary education, which increased by 38%. Health and social services employment has increased by 17% over the same time frame.

While Manitoba has been increasing the capacity of its post-secondary system through initiatives like its college expansion program, the other area of increased activity is post-secondary research in support of the province's establishing Manitoba as a Canadian centre for life sciences research and commercialization. The federal government has expanded a number of its life science research centres (i.e. the Canadian Science Centre for Human and Animal Health, the National

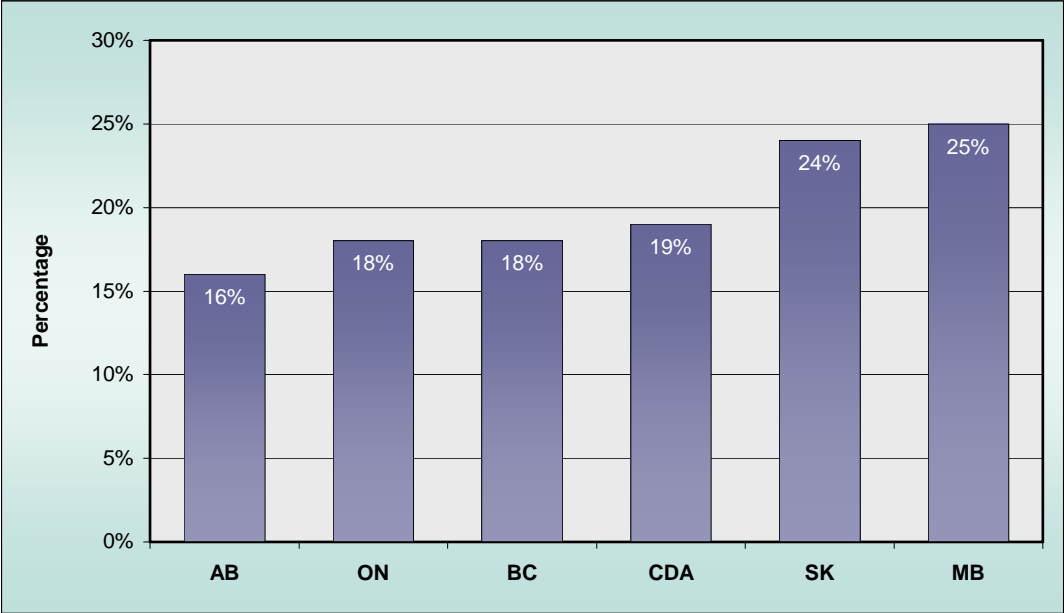
⁸ Statistics Canada – Labour Force Survey

⁹ Ibid

Research Council’s Institute for Biodiagnostics, the National Centre for Agri-Food Research in Medicine) in the province and many of these institutions are classified as federal government business agencies.

While the same rate of public sector growth may not be sustainable for the next five years, the province’s debt to GDP ratio would suggest it has been manageable to this point.

Figure 2-1: Public Sector Employment as a Percentage of Total Employment, 2004



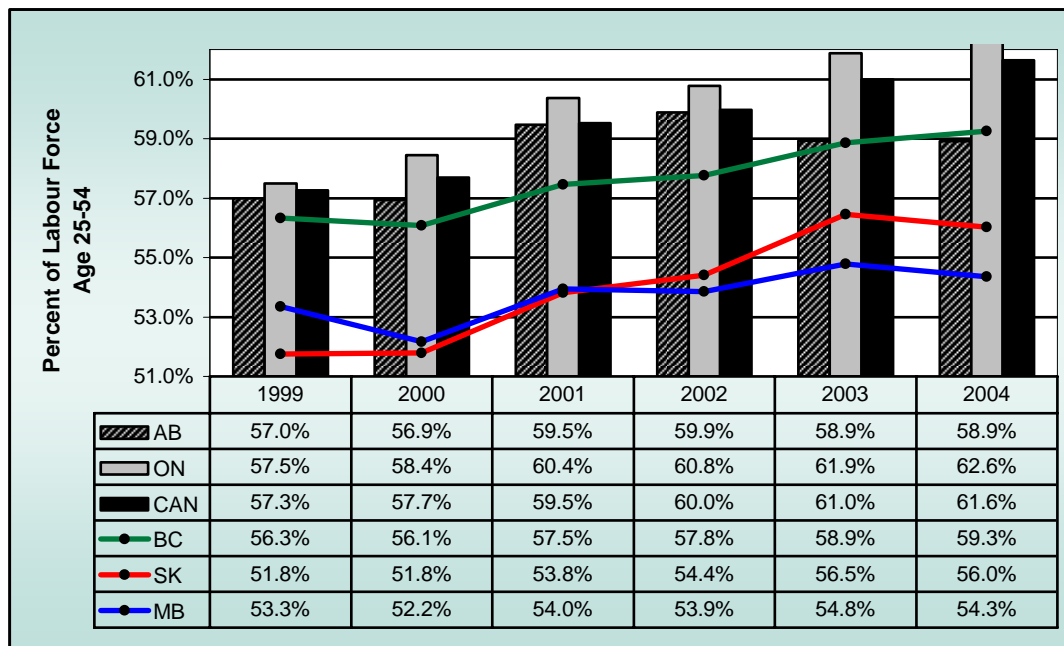
INDICATOR 2: Educational Attainment

Manitoba's educational attainment rate dropped to 54.3% in 2004. While the trend has generally been one of improvement over the past five years, 2004 marks the third year Manitoba has had the lowest rate of educational attainment.

1,400 people with post secondary certificates or diplomas left the province in 2004, the largest educational group to decrease in Manitoba.¹⁰ Overall, Manitoba experienced a net out flow of population to Alberta and British Columbia last year and likely many of those who left were trades and other technically certified workers migrating west to work in the burgeoning oil and gas or construction sectors.

Three hundred Manitobans with bachelor degrees also left in 2004. However, the province was the only region to see an increase (9.5%) in people with masters and other higher level degrees. The jump in higher-level university educated residents is partly explained by Manitoba's provincial nominee program, used to attract skilled workers in high demand areas such as health care, engineering and information technology.

Figure 2-2: Percent of Labour Force Age 25-54 with a Post-Secondary Certificate/Diploma or Higher, 1999-2004



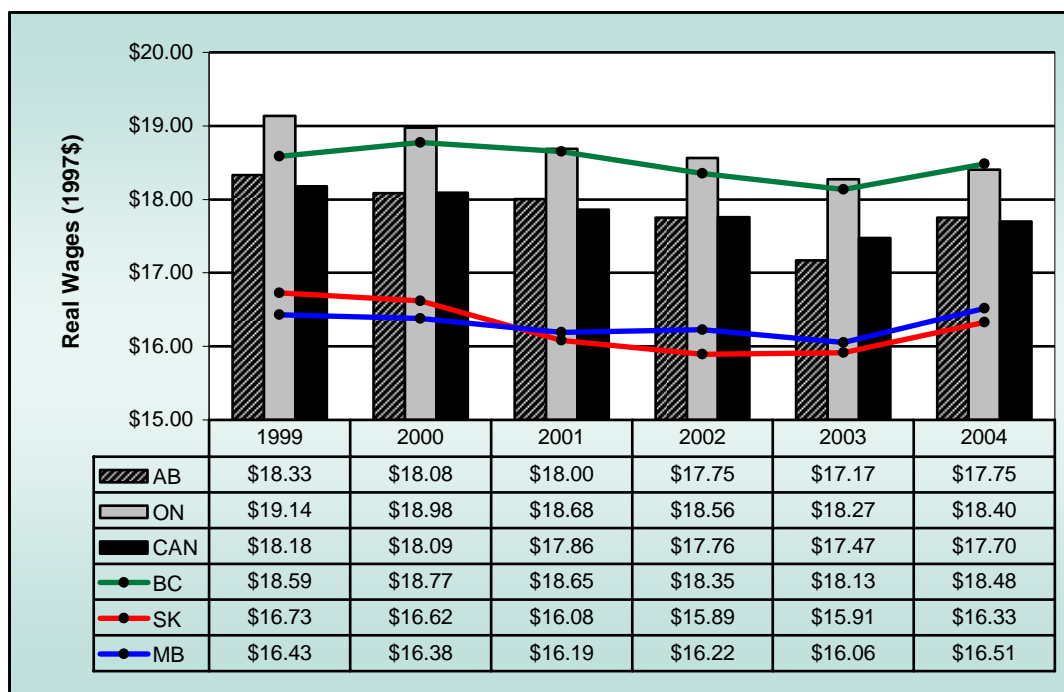
¹⁰ Statistics Canada, Labour Force Survey

INDICATOR 3: Real Wages

In 2004 Manitoba saw its wages (adjusted for inflation) increase faster than all of the other regions reviewed, except for Alberta, growing by 2.8% to \$16.51 per hour. However, Manitoba's wage rates were low to start with and the province's overall real wage position remained second to last.

The gap between Manitoba's real wages and the highest wage region shrank from \$2.71 per hour in 1999 to \$1.89 per hour in 2004 and Manitoba was the only province whose real wages were higher in 2004 than in 1999.

Figure 2-3: Real Average Hourly Wages, 1999 – 2004



FAST FACTS from other indicators

Employment Rate:

Manitoba's employment rate grew by 0.9% in 2004 to 65.4%, the second highest level of employment among the compared regions.

Full-time employment grew for the third year in a row, increasing by 6,800 positions in 2004, while part-time work decreased for the second year, dropping 600 jobs.

Wage Equality:

Manitoba vaulted into first place among all regions in the area of pay equity between men and women in 2004, placing average female wages to within 89 percent of those for men in the province.

Women's wage increases arose from improvements in female dominated occupations such as health care and social assistance, public administration, finance, insurance and real estate.