

# She-cession and She-covery

*Insights from Ontario & Québec for the Post-Pandemic Economy*

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**A** | **ATKINSON FELLOW**  
on the **Future of Workers**

Association des économistes québécois  
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# Overview

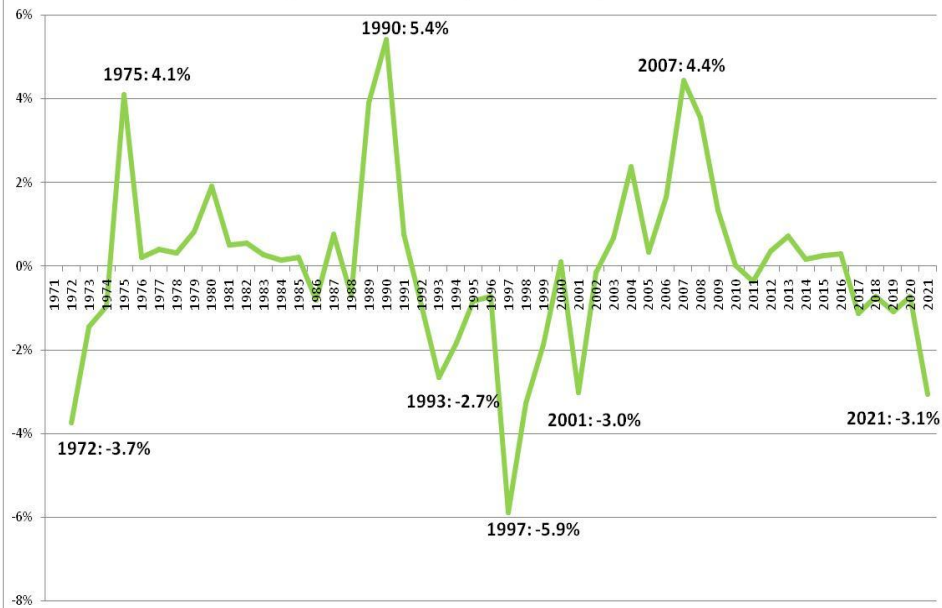
How Ontario and Québec compare

- Pre-Covid Trends
- She-cession
- She-covery
- What's Next?



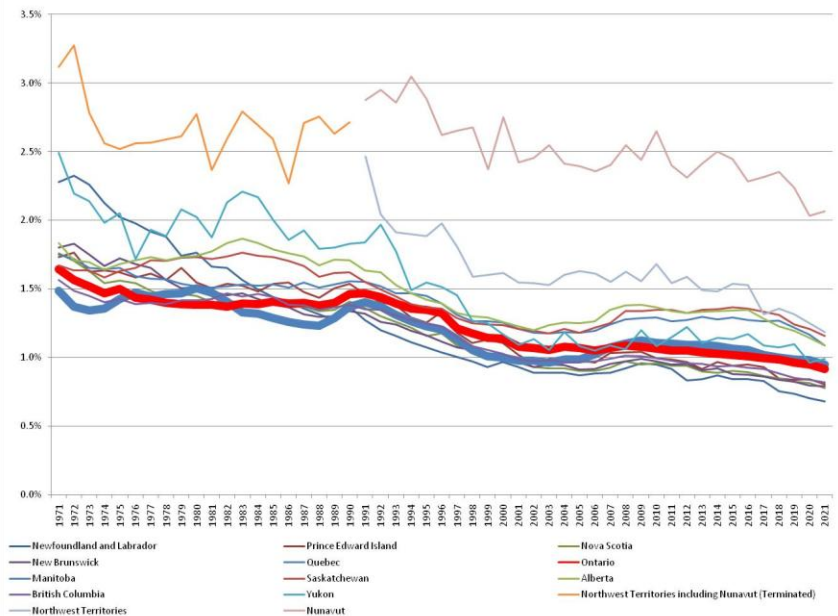
# Trends – Baby Booms and Busts

**Baby Booms and Busts Track Labour Market Trends**  
Annual % Change in # of Babies (0-1 year olds), Canada, 1971-2021



Source: @ArmineYalnizyan from Statistics Canada Table 17-10-0005-01

**Where Babies Are The Biggest Driver Of Growth**  
Share of Population Growth by 0-1 year olds, Provinces and Territories, 1971-2021

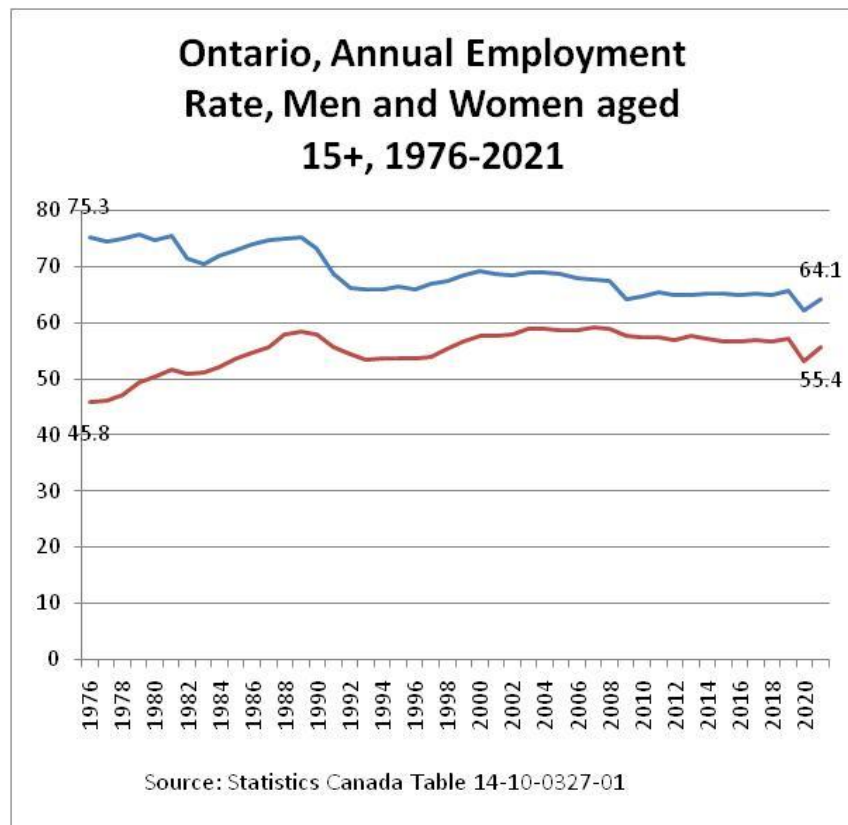


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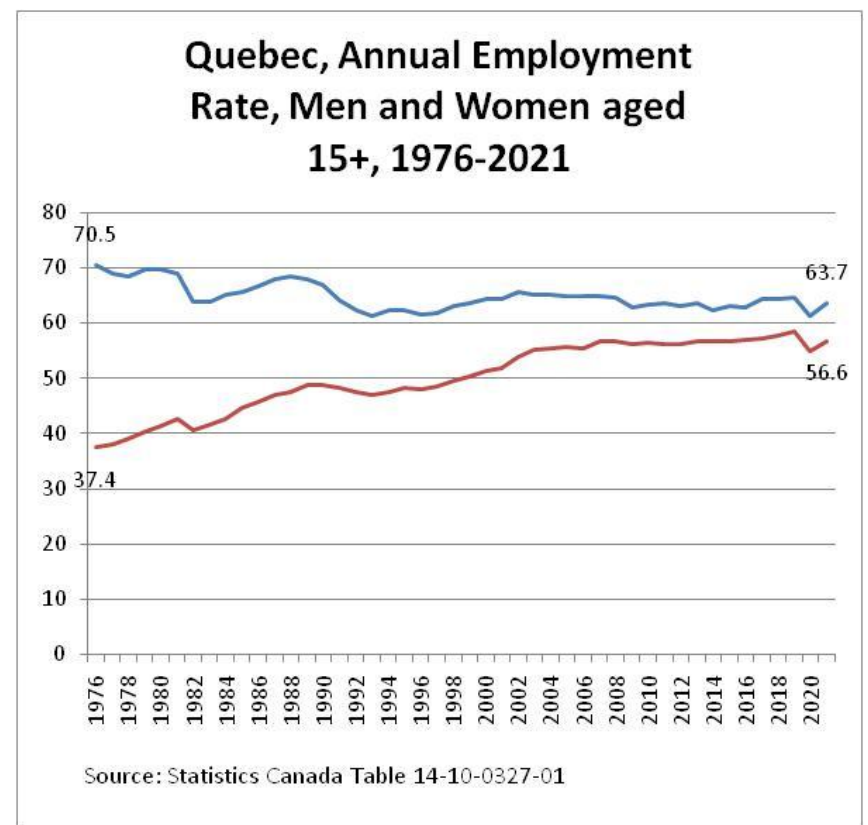
# Trends –Employment Rates

## Men working less, women working more

### Ontario

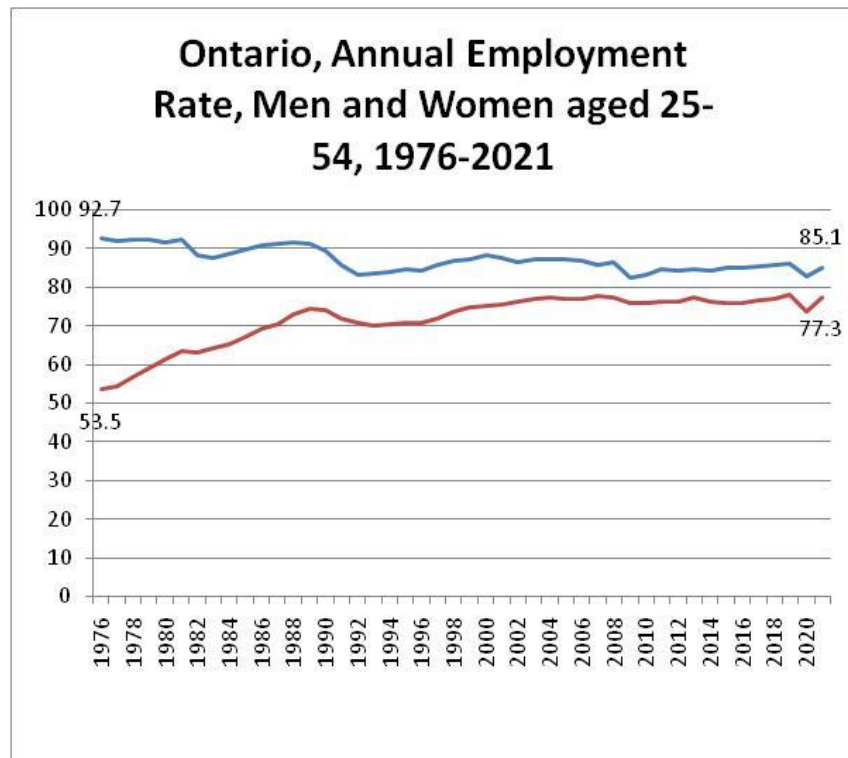


### Quebec

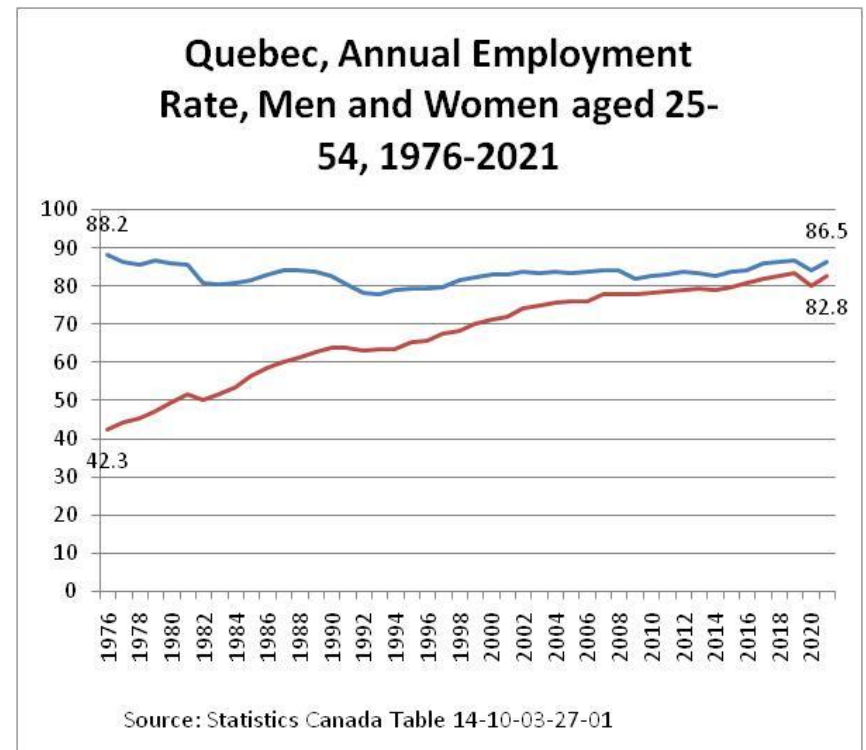


# Prime Age Women Are Driving Trends. Nowhere more than in Québec

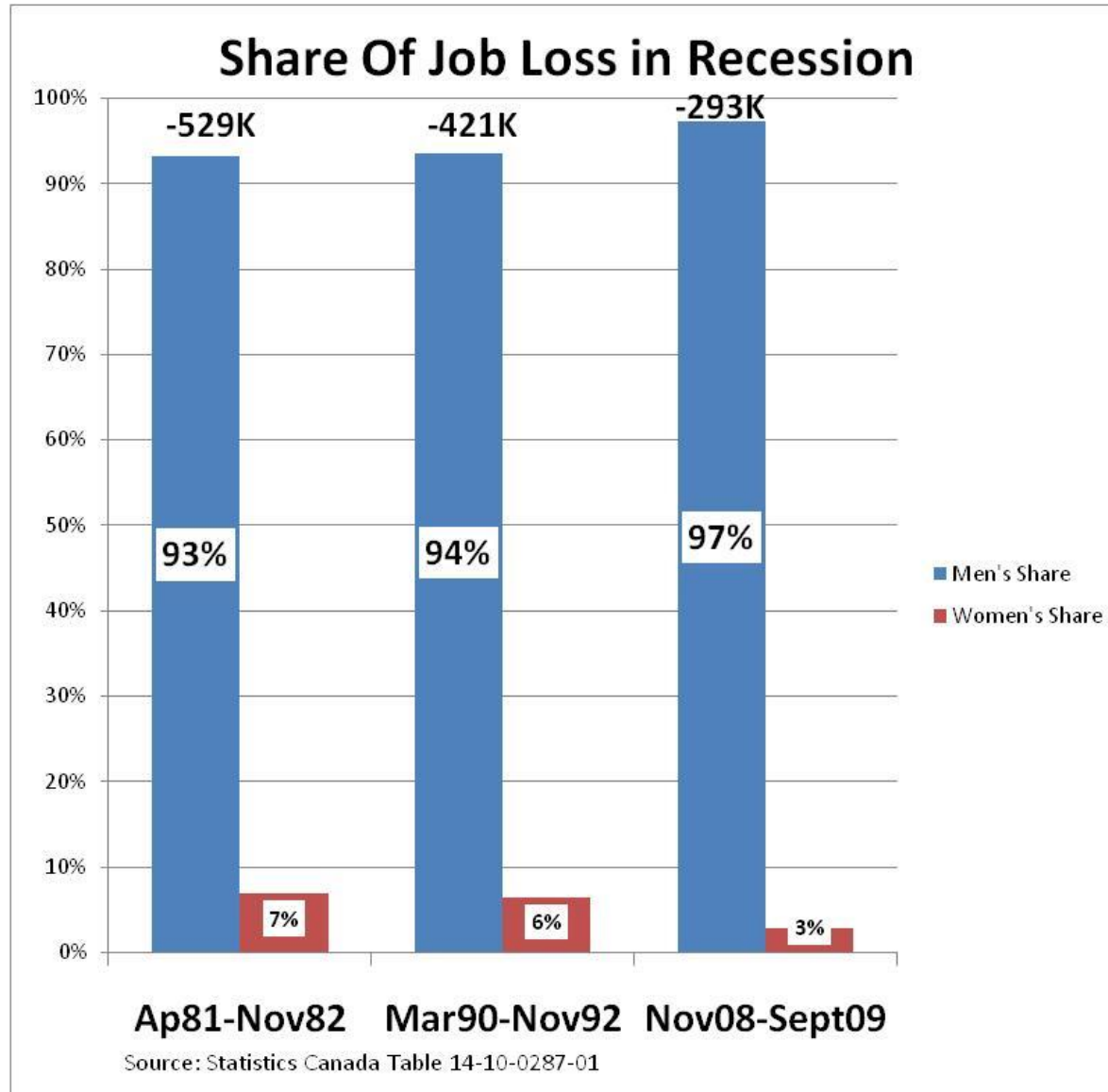
## Ontario



## Quebec

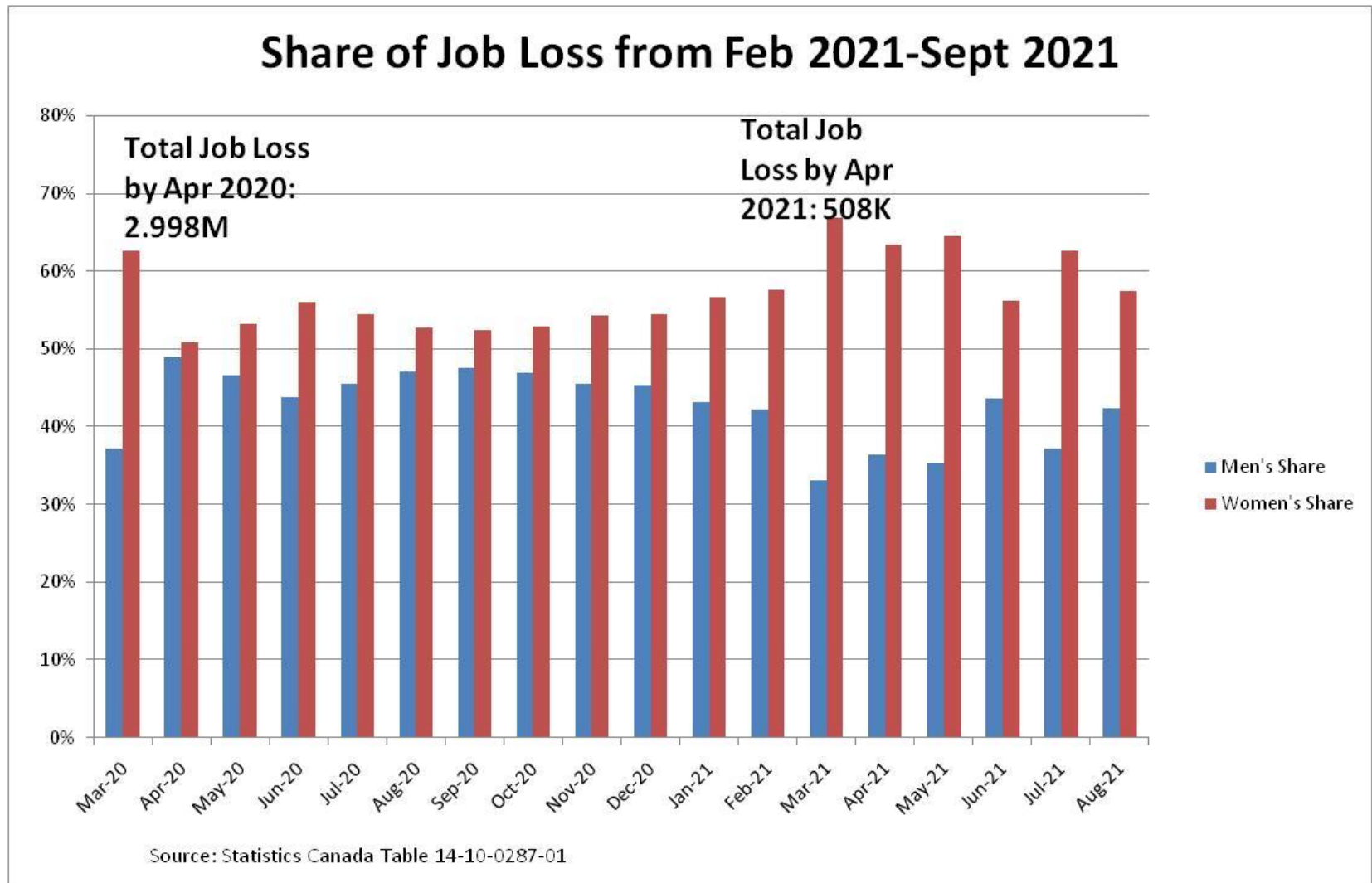


# Trend: Most Recessions Are He-cessions



# This was a She-cession

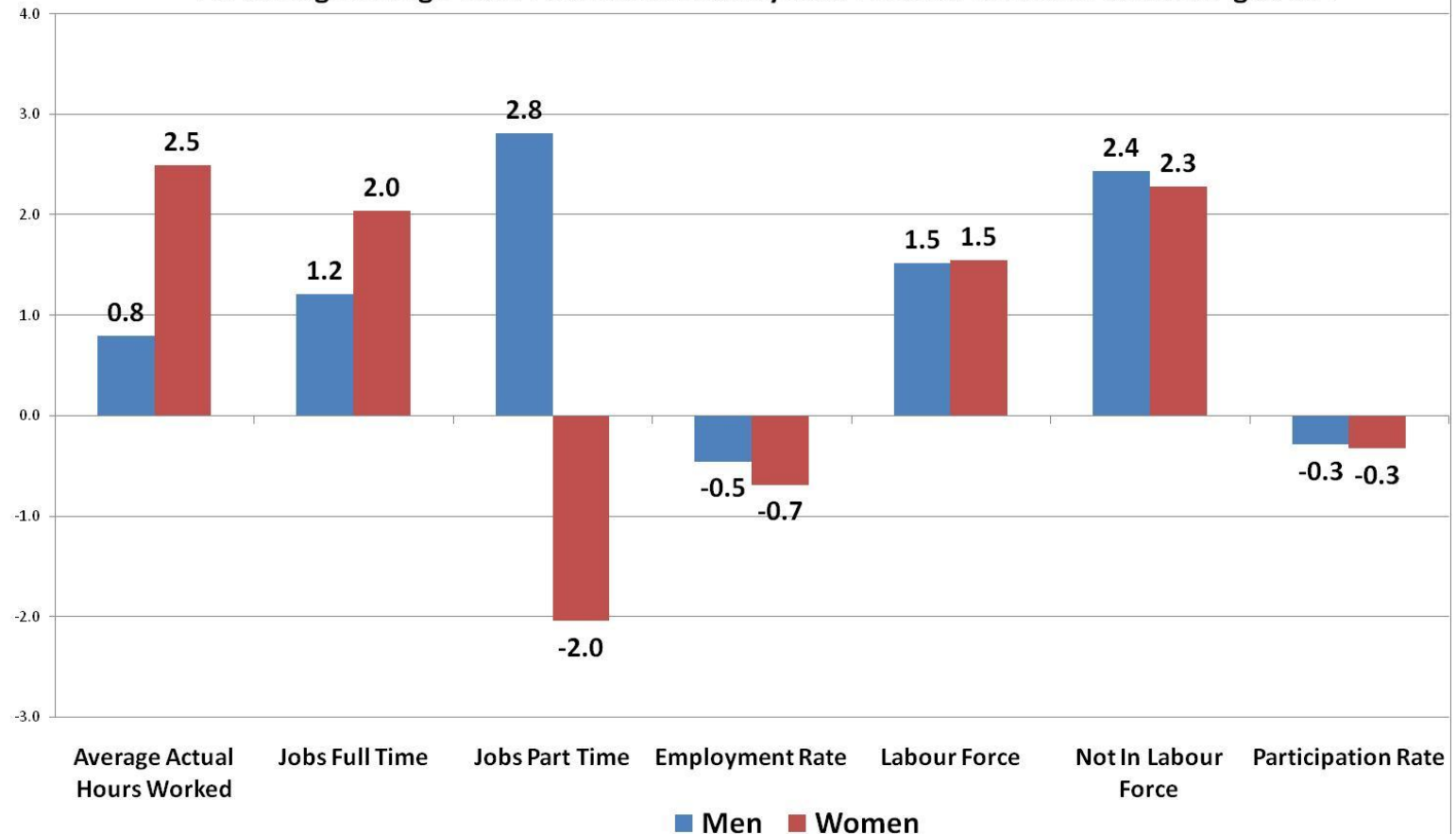
## *(Job Head Count Fully Recovered by Oct 21)*



# Is the She-cession Over?

## Measuring She-cession in Canada

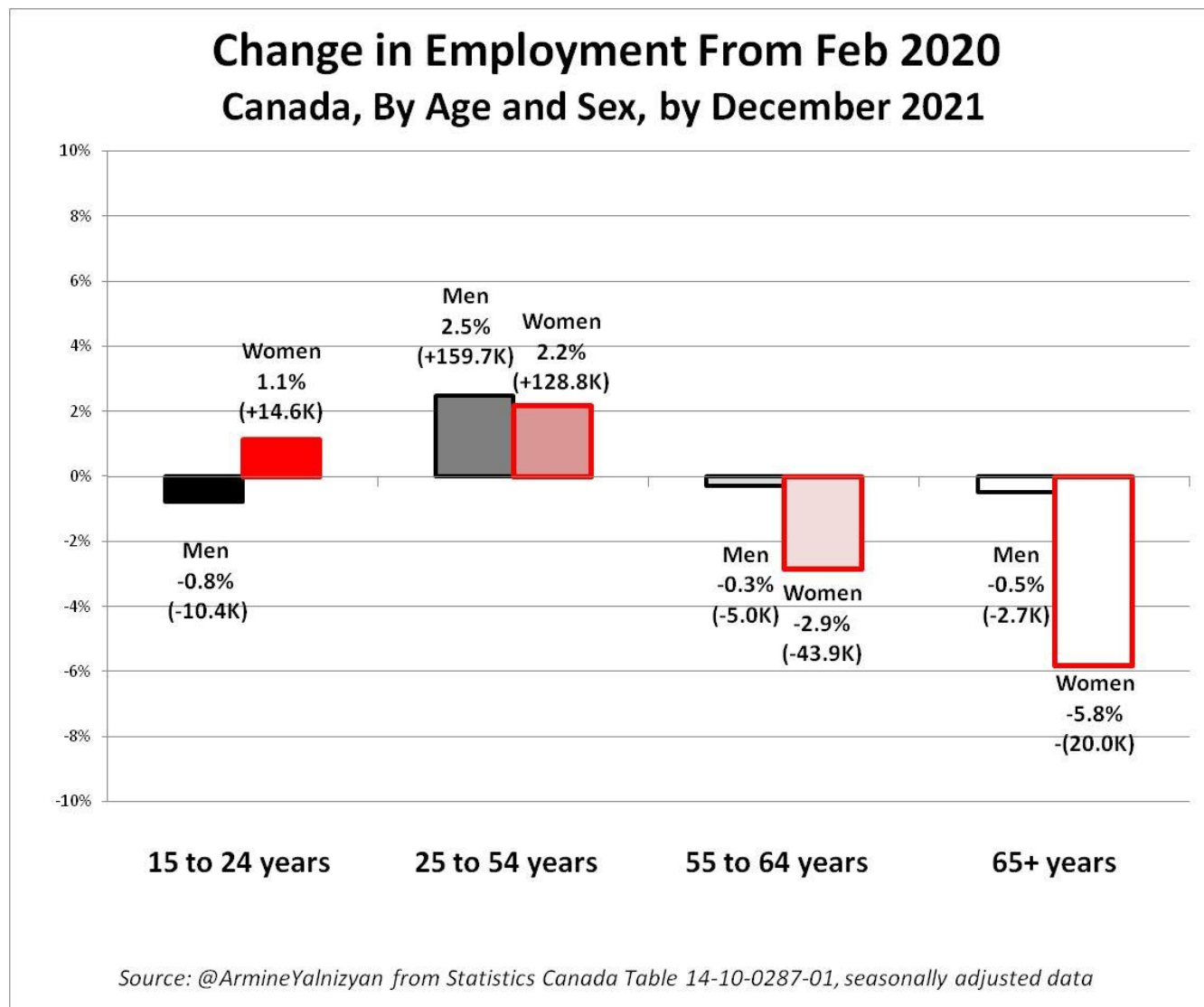
Percentage Change from Feb. 2020 levels by Dec. 2021 for Men and Women Aged 15+



Source: Armine Yalnizyan based on seasonally adjusted data from Statistics Canada Table 14-10-0287-01 and Table 14-10-0036-01 (unadjusted series)

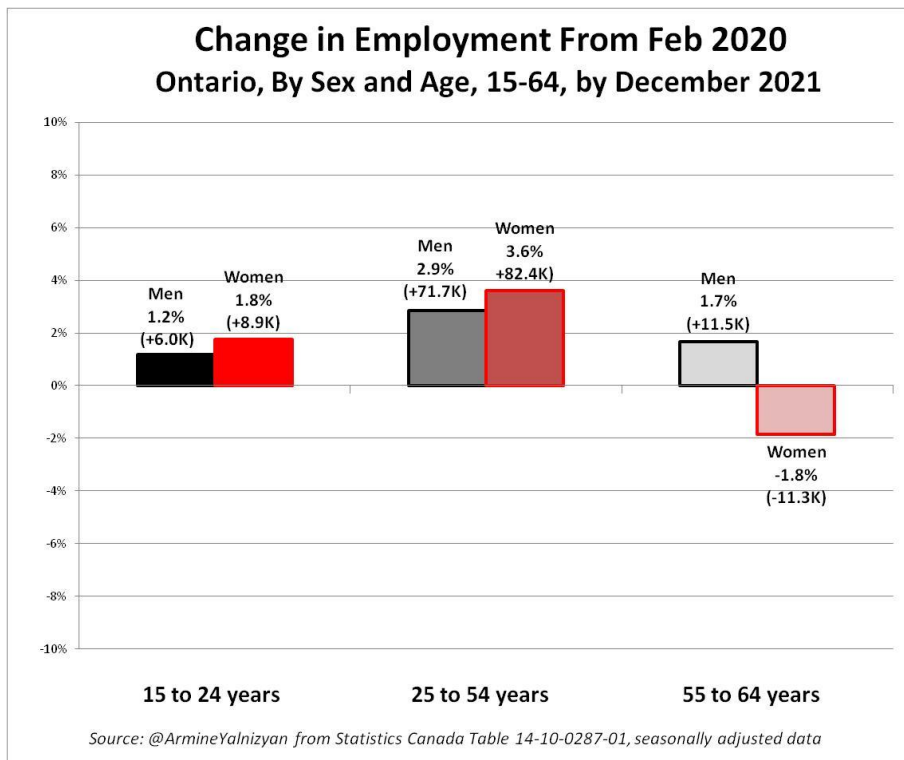


# Who's Still Missing In Action?

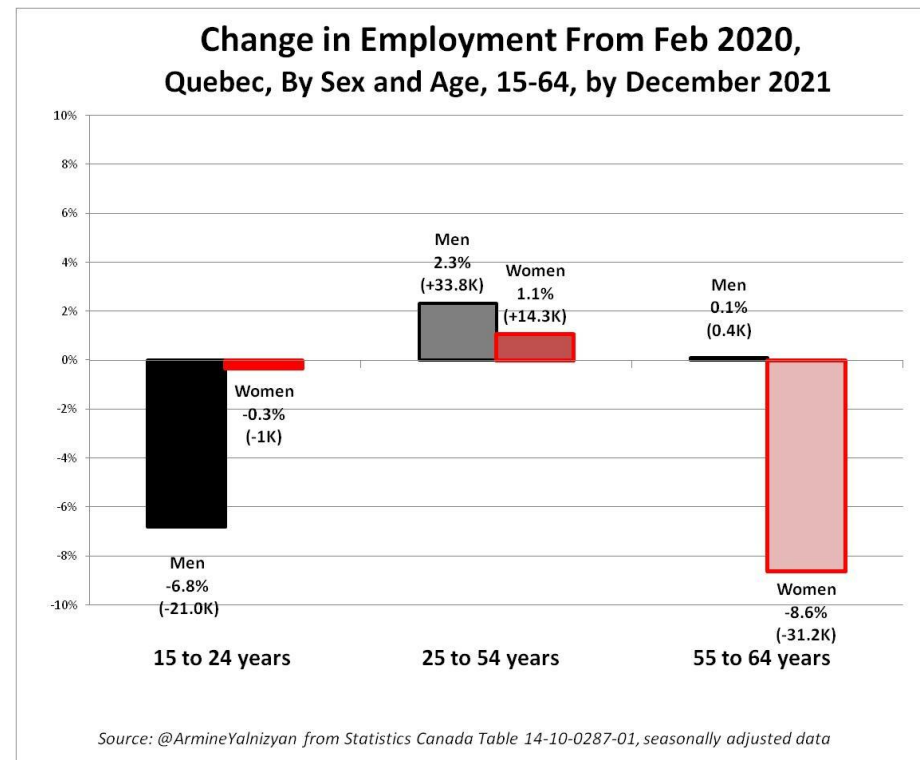


# Is it different in Ontario and Québec?

## Ontario



## Québec



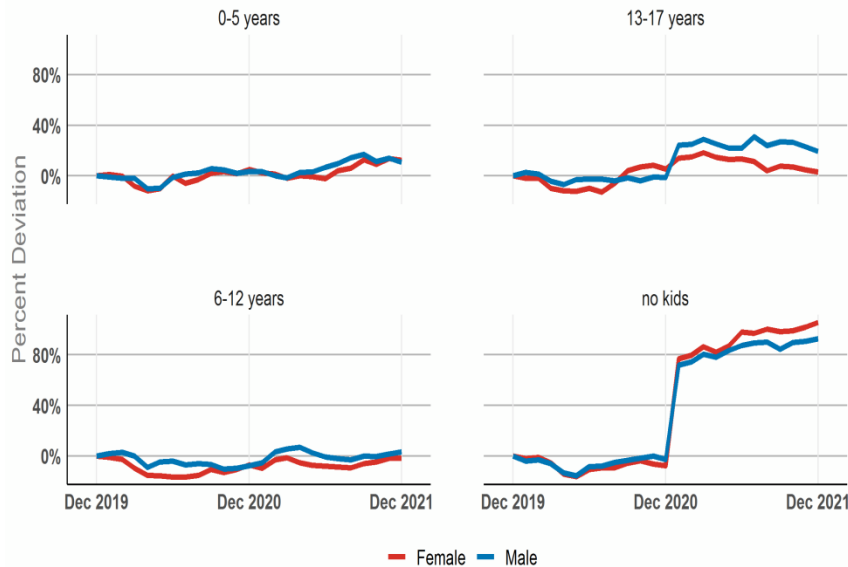
# No recovery without she-covery

# No she-covery without childcare?

## Ontario

### Employment changes in Ontario

Cumulative percent deviation from Dec 2019, by gender and youngest child age. Core age adults (25-54)

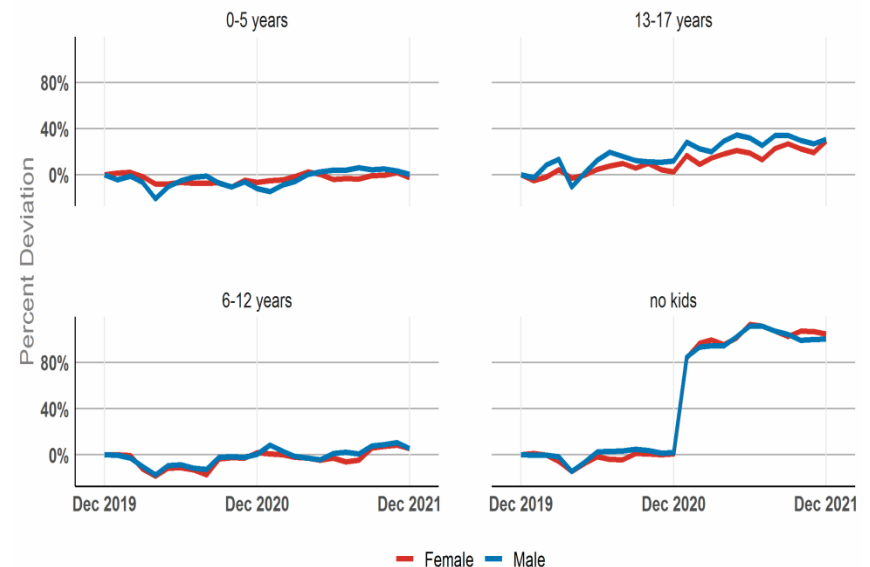


LMIC; Labour Force Survey.  
LFS data from RTRA. Data are not adjusted for seasonality

## Québec

### Employment changes in Quebec

Cumulative percent deviation from Dec 2019, by gender and youngest child age. Core age adults (25-54)



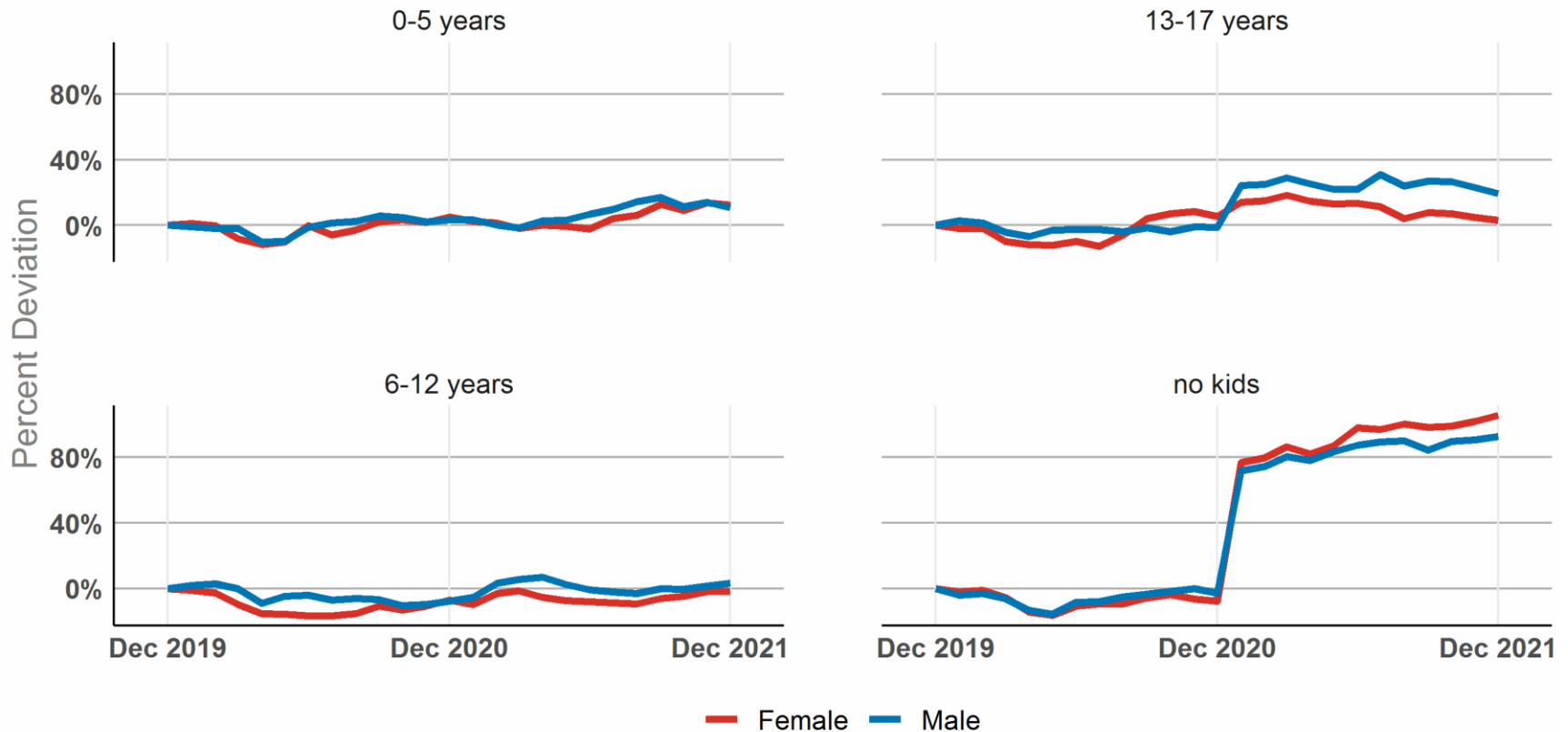
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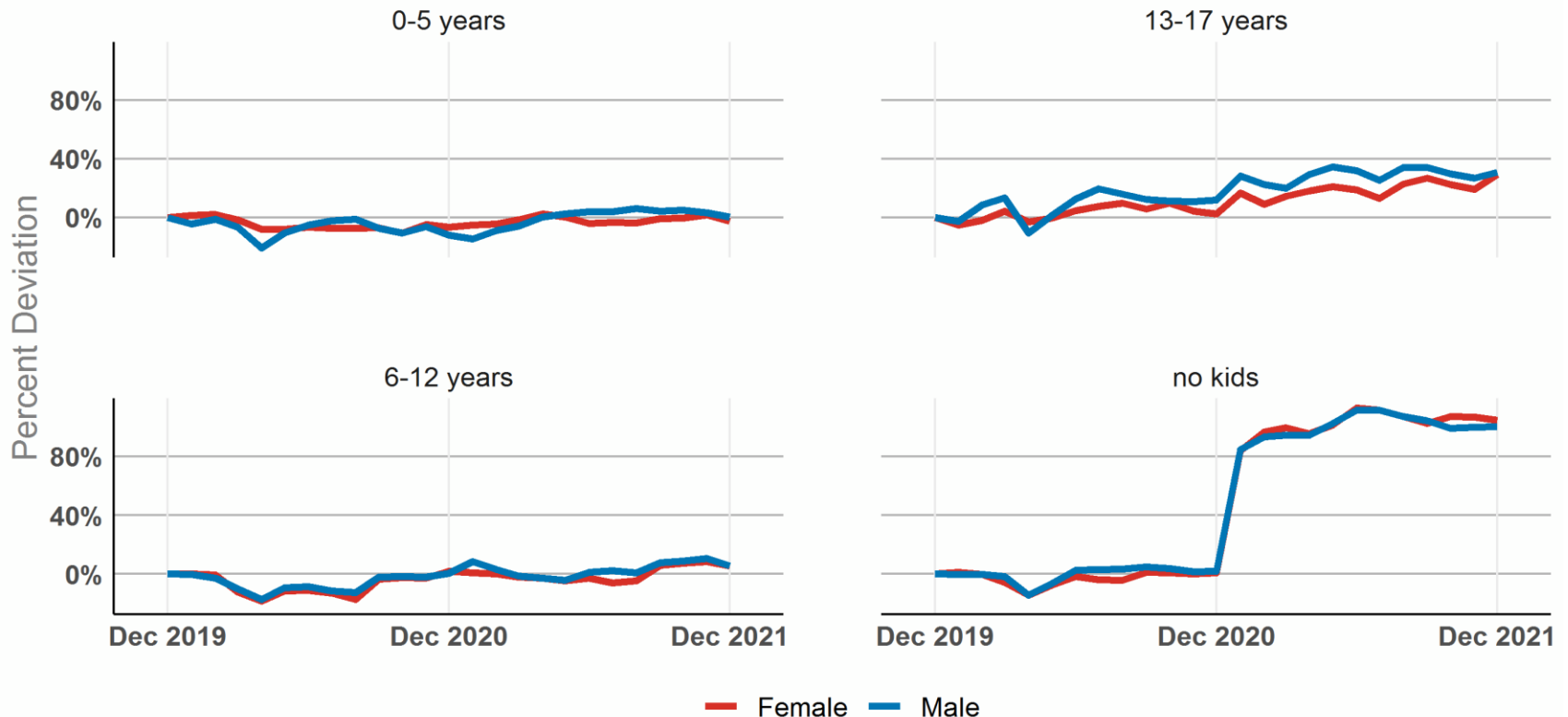
LMIC; Labour Force Survey.  
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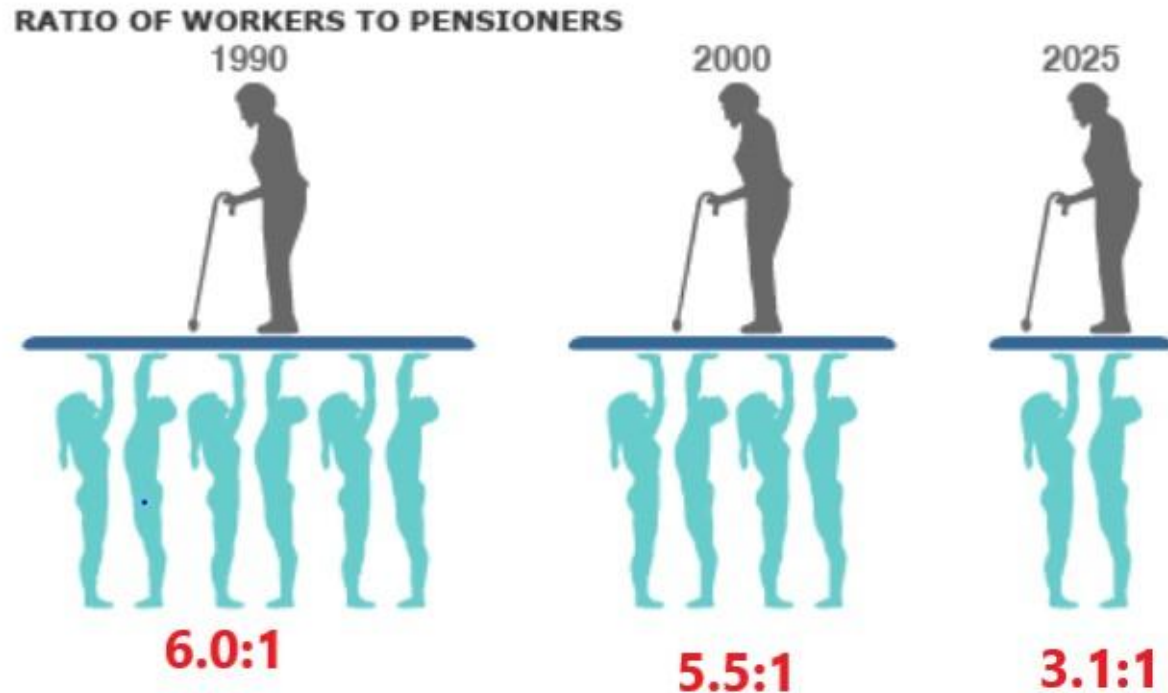


LMIC; Labour Force Survey.  
LFS data from RTRA. Data are not adjusted for seasonality

# What's Next?



# 1. Population Aging



*Ratio of Workers to Pensioners in Canada*

From decades of labour surpluses to decades of labour shortages

**Dependency ratio: almost same as in 1960s, but for longer and with half the background pace of GDP growth. Fewer kids mean fewer labour market entrants.**

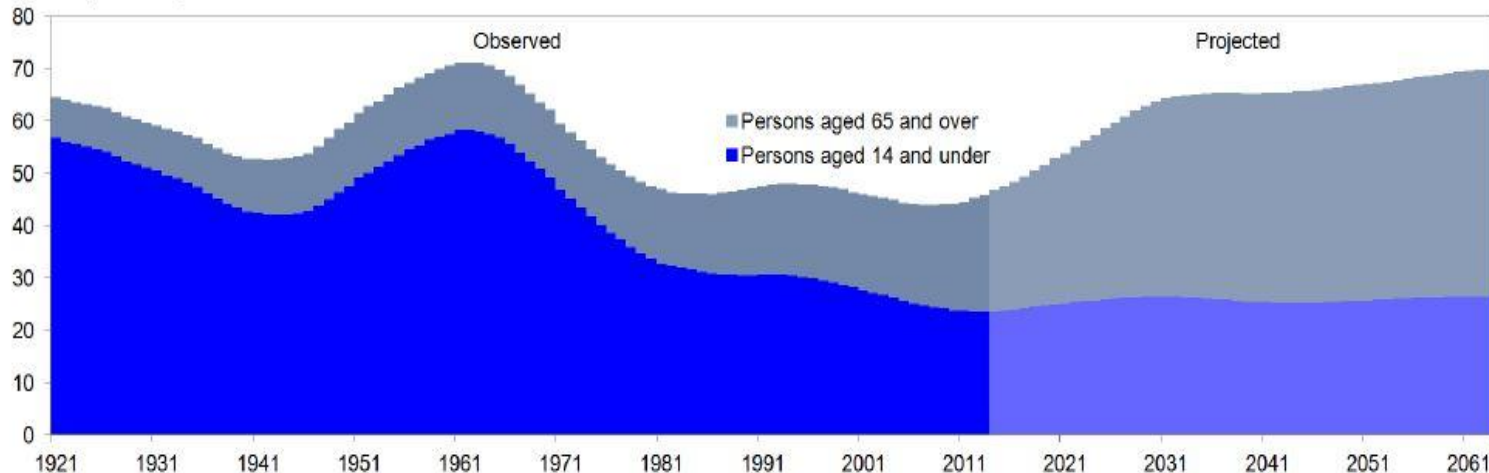
**1.7 working age adults per person too young or old to work by 2025.**

Population Projections for Canada (2013 to 2063), Provinces and Territories (2013 to 2038)

Figure 2.7

Demographic dependency ratio, observed (1921 to 2013) and projected (2014 to 2063) according to the medium-growth (M1) scenario, Canada

per 100 persons aged 15 to 64



Note: The demographic dependency ratio is the number of persons aged 14 and under or 65 and over per 100 persons aged 15 to 64 years.

Source: Statistics Canada, Demography Division.



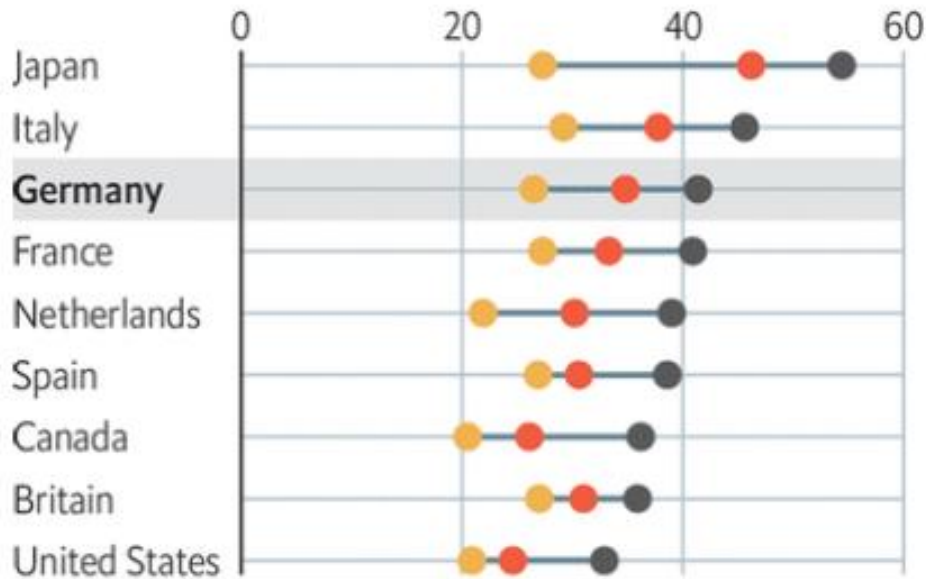
# Happening through out the Global North

Working age population is a shrinking cohort

## Demographic difficulties

Old-age dependency ratio, population aged 65 and over per 100 working age\* population

● 2000 ● 2015 ● 2025 forecast



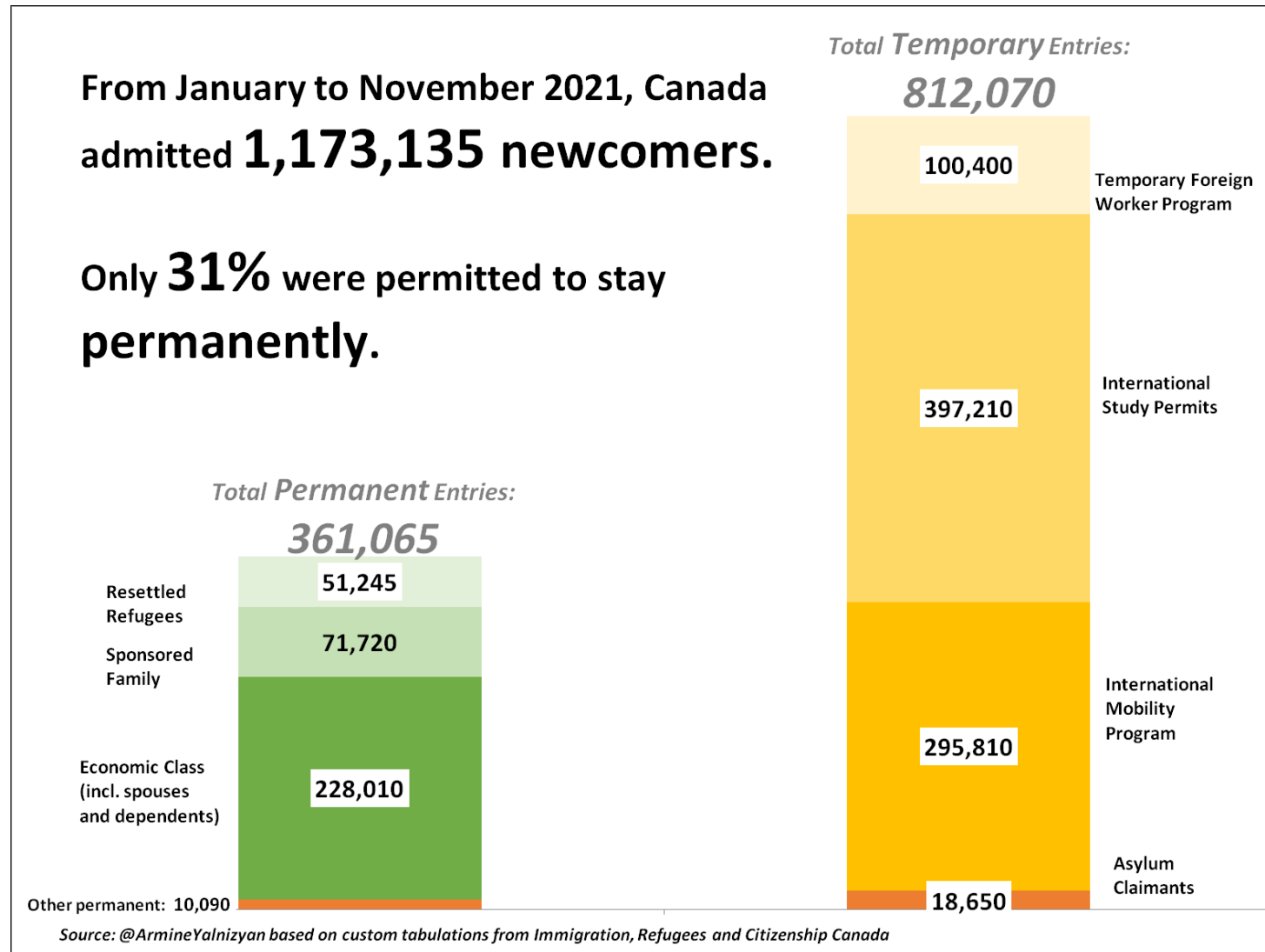
Source: OECD

The Economist

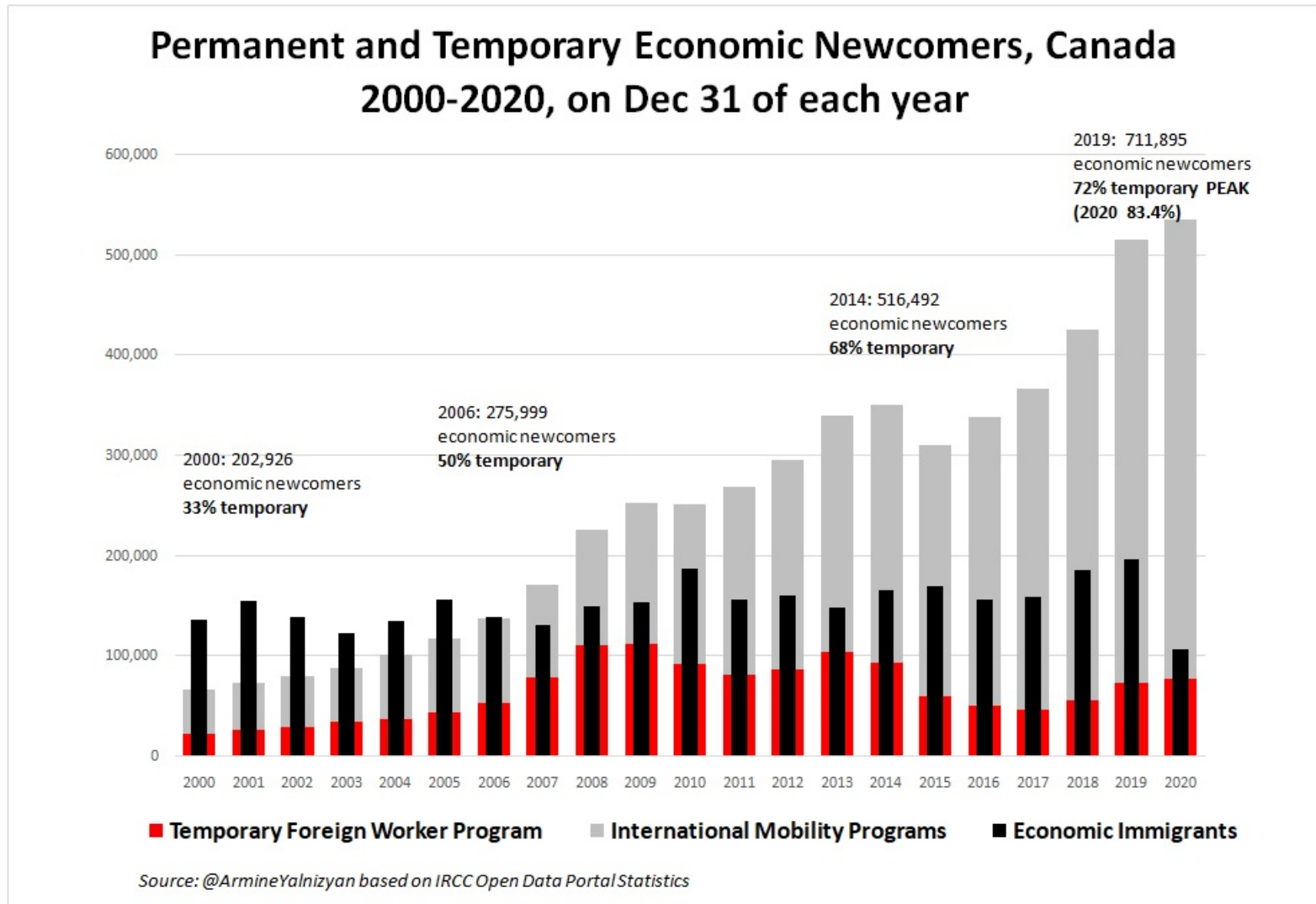
\*Aged 20-64

# Canada (and everyone else) will be competing for newcomers.

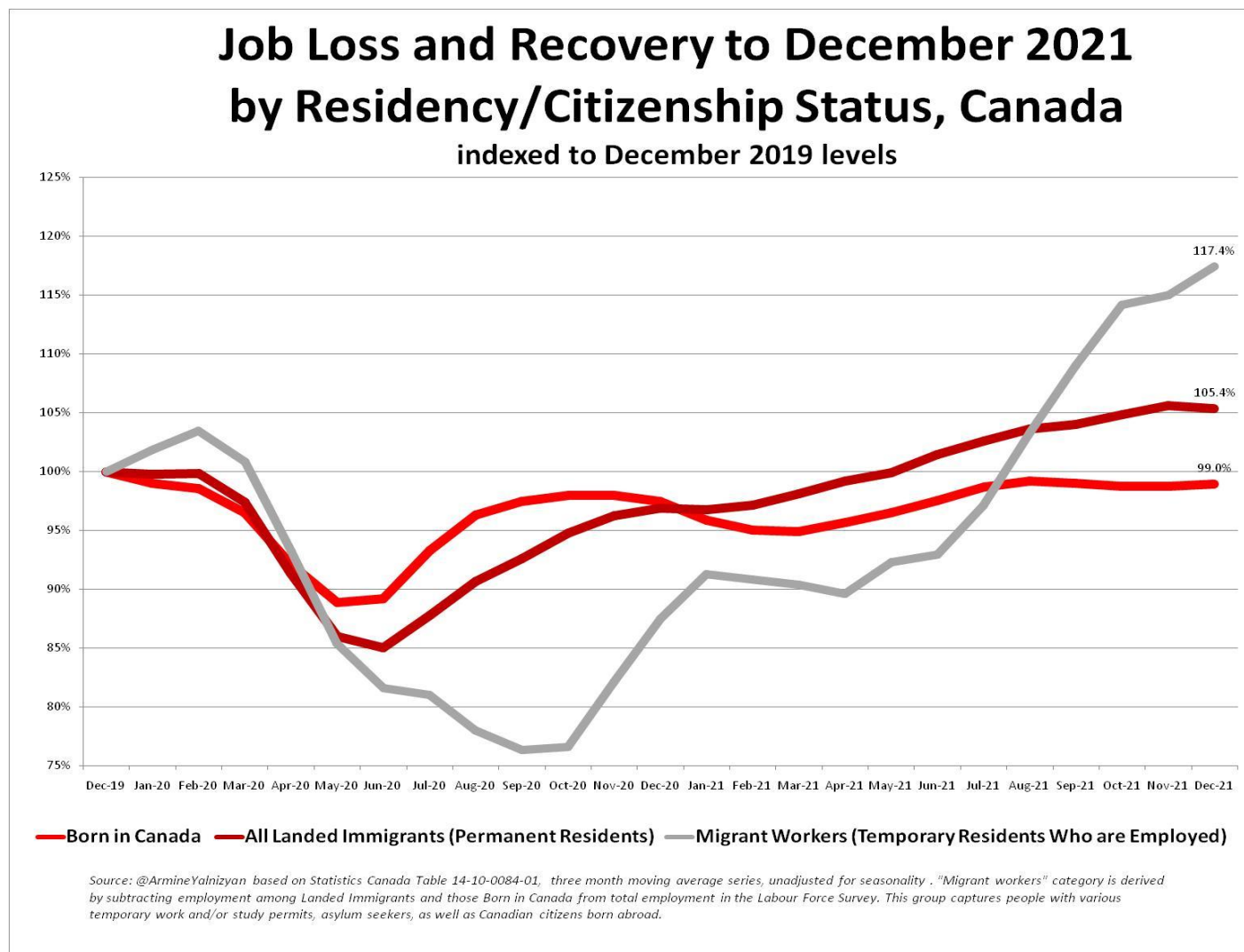
## What Share Should be Permanently Temporary?



**By 2025 all net labour market growth will come from newcomers.  
Is trend to more temporary foreign workers the right one?**



# More migrant workers are working than pre-pandemic.



# Chronic Labour Shortages?

## Here's what's predictable

### Care Economy

**4 million workers in 2021**

- 12.3% of GDP
- 21.2% of all jobs
- Aging workforce
- Growing demand
- 100K unfilled job vacancies by Q2 2021 (up 53% in hospitals, 49% in residential care facilities from Q1 2021)

Digital  
Economy  
Impact:  
Plus or  
Minus?

### [Re]Construction Economy

**2.4 million workers in 2021**

- 11% of GDP
- 12.8% of all jobs
- Aging workforce
- Growing demand
- 62K job vacancies by Q2 2021 (up 58%)
- 307K shortfall by 2029

**Made in Canada or Imported Solutions?**  
**Economic Immigrants (permanent residents)?**  
**Or migrant workers (temporary residents)?**  
**Let's not let a historic opportunity pass us by**

# Will We Snatch Defeat From the Jaws of Victory?

- The Care Economy is a powerhouse, guaranteed to grow.
- The foundation for the middle class of early 21<sup>st</sup> century (like manufacturing in 1950s-1970s)?
- 70% of workers in education, 80% of workers in health are women (91% of nurses, 96% of caregivers and early childhood educators)
- The pandemic shone light on the essential nature of this often devalued work
- Make every job a good job? Or get the labour for cheapest price possible?



**Thank you for your time!**

Follow up via twitter [@ArmineYalnizyan](https://twitter.com/ArmineYalnizyan)

# Sources

- **Slide 3: Baby Boom and Baby Bust**, data from <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1710000501>
- **Slides 4 and 5: Long Term Trends in Male and Female Employment Rates, Ontario and Québec**, data from <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410032701>
- **Slides 6 – 10: Shares of Job Loss during recessions, for men and women; Is the recession over; Who's still MIA; Québec and Ontario differences**, data from <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410028701>
- **Slides 11-13, No recovery without she-recovery, no she-recovery without childcare? Differences between Ontario and Québec for parents' employment during COVID-19**, custom tabulations from the Labour Market Information Council
- **Slide 15: Population Aging** Original image was for Japan and came from <https://www.geographyalltheway.com/myp/myp-popn/chg-ageing-popn.htm> Japan's 2025 dependency ratio for working age to seniors is 2.1 Canada's is 3.1, data from <https://www150.statcan.gc.ca/n1/pub/91-520-x/2014001/c-g/desc/desc2.7-eng.htm>
- **Slide 16: Dependency Ratio in Canada, 1921-2061 (young and old)** Statistics Canada <https://www150.statcan.gc.ca/n1/pub/91-520-x/2014001/c-g/c-g2.7-eng.htm>  
From <https://www150.statcan.gc.ca/n1/pub/91-520-x/2014001/section02-eng.htm>
- **Slide 17: Population aging is happening throughout the Global North** graphic is from <https://www.economist.com/special-report/2021/09/20/parts-of-the-country-are-desperate-for-more-people>



# Sources cont'd.

- **Slides 18 and 19: Temporary and permanent newcomers** (trends and latest pre-pandemic levels). From Immigration, Refugee and Citizenship Canada statistics. <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/reports-statistics/statistics-open-data.html>
- **Slide 20: More migrant workers are working than pre-pandemic.** Data from <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410008401> While Statistics Canada doesn't collect data directly on migrant workers, a robust estimate can be calculated by subtracting born in Canada and landed immigrants from the total employed. This methodology has been approved by Statistics Canada. This measure captures workers with various temporary work and/or study permits, asylum seekers, as well as Canadian citizens born abroad. , See also <https://www.thestar.com/business/opinion/2021/12/15/public-policy-on-migrants-contributing-to-low-wage-growth.html>
- **Slide 21: Chronic Labour Shortages?** Sources for current/predictable labour shortages  
<https://thecareconomy.ca/wp-content/uploads/2021/09/The-Care-Economy.-Data-Room-Labour-Day-Sept-2021-.pdf>  
Health care and Social Assistance plus Education industry sectors  
Construction plus Transportation and Warehousing industry sectors  
GDP shares <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3610043402> (to June 2021)  
Employment shares <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410035502> (to August 2021)  
Job vacancies <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410032601> (to Q2 2021)  
Shortfall in construction labour by 2029 <https://www.buildforce.ca/en/blog/canadas-resilient-construction-and-maintenance-industry-will-require-more-300000-new-workers#:~:text=Board%20of%20Directors->