



# Rural and Small Town Canada ANALYSIS BULLETIN



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## THE GENDER BALANCE OF EMPLOYMENT IN RURAL AND SMALL TOWN CANADA

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### HIGHLIGHTS

- ◆ Rural females were less active in the labour market compared to rural males and compared to urban females.
- ◆ Rural females had lower employment rates and if employed, a lower share of rural females worked full-time.
- ◆ Economic and business conditions were one of the major reasons why rural females undertook part-time work—this was not the case for rural males who worked part-time.
- ◆ Rural females worked less paid and unpaid overtime than urban females.

### Introduction

The revitalisation of rural areas in Canada remains a priority amongst policy-makers. Associated with this is an increase in interest in the financial circumstances of females residing in rural areas. Employment is an important indicator of economic circumstance. This bulletin analyses rural-urban differences in the patterns of employment of males and females. Gender employment discrepancies that are either enhanced or reduced by rurality are revealed. The following employment indicators are examined:

1. overall employment levels and rates;
2. full-time and part-time employment rates;
3. reasons for undertaking part-time employment; and
4. paid and unpaid overtime.



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**Note of appreciation**

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**Social and economic context**

The past four decades in Canada have been marked by substantial growth in the number of employed females in general and, in particular, employed married females with children. This is attributable to a combination of changing aspects in Canada's occupational structure (particularly the expansion of the service sector, inflationary pressures which necessitated higher family incomes and changing gender expectations and beliefs affecting female's motivations vis-à-vis employment, marriage, parenthood and parenting) (Nelson and Robinson, 1999).

From the late 1970s onwards, the world economy became increasingly globalized. The intensified business competition resulting from this chiefly affected Canada's manufacturing sector. Individual firms sought to reduce costs by moving operations to lower wage economies and/or by replacing workers with automated processing. These manufacturing firms had traditionally employed more males and, as a result, this had a particularly negative impact on male employment. A related result was the rise in the share of service sector jobs. This was caused not only by the relative effect of the loss of manufacturing jobs but also by an absolute increase in demand for consumer and business services, itself necessitated by increased competitive pressures associated with globalization (Tilly, 1991). Again, there was a gender aspect to this change. The service sector had traditionally employed a larger proportion of females than the manufacturing sector and thus female employment was particularly encouraged.

In addition to the overarching context of increasing globalization, Canada passed through several different phases of the economic cycle during the course of the study period. The late 1980s were a period of economic expansion. In contrast, the 1990 to 1992 period saw an economic recession. Permanent lay-offs in this recession were concentrated in the manufacturing and construction sectors (Rutherford, 1996). The recession, then, acted to accelerate the ongoing loss of manufacturing employment caused by globalization and further reduced employment among males.

The middle years of the 1990s were a period of recovery, but, as is typical in the early period of a recovery, the improvement in economic activity was not fully matched by an increase in employment. Employers tended to raise production by increasing the working hours of existing employees rather than adding to their workforce. By the late 1990s, the economy had entered a more mature phase of economic expansion and was generating jobs at a faster pace. As might be expected, the prime beneficiaries of this expansion were those sectors most affected by the recession, namely manufacturing and construction.

## **Definitions and data**

This paper uses Statistics Canada Labour Force Survey (LFS) data from 1987 to 1999<sup>1</sup>. It is important to note that the LFS polls the number of individuals employed rather than the number of jobs. An individual may have more than one job but only the 'main' job is identified. The LFS does not include data from the Yukon, Northwest Territories or Nunavut.

Throughout most of this work only individuals from 25 and 64 years of age were selected in order to exclude the majority of students and semi-retired individuals. The exception to this was the section examining metro and non-metro employment rates that used data

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<sup>1</sup> For more details on the definitions and survey methodology used by the LFS refer to: Statistics Canada. (2000) Guide to the Labour Force Survey. Ottawa: Statistics Canada. Catalogue no. 71-543-GIE.

on individuals 25 years and over. The rural and small town (RST) definition outlined in Box 1 is used. It must be noted that the 1994 to 1995 changes are excluded from rate and trend calculations because of a change in LFS geography that was initiated in 1995 and remained in effect through to the end of the study period (Box 2).

## **Box 1**

### **Definitions:**

**Rural and small town (RST) areas** refer to the population residing outside Census Metropolitan Areas (CMAs) and Census Agglomerations (CAs). A CMA has an urban core of 100,000 or more and a CA has an urban core of 10,000 to 99,999. CMAs and CAs include all neighboring municipalities where 50 percent or more of the workforce commutes into the urban core. Thus, RST areas represent the non-CMA and non-CA population.

**Larger urban centres (LUCs)** refer to the population residing in CMAs and CAs.

**Non-metro** refers to the population residing outside of CMAs, i.e. outside of urban centres of 100,000 and over population.

**Metro** refers to the population residing within CMAs.

**Employed** refers to those who, during the reference week of the survey, worked for pay or profit, or performed unpaid family work or who had a job but were not at work due to own illness or disability, personal or family responsibilities, labour dispute, vacation, or other reason. Those on layoff and those without work but who had a job to start in the future are not considered employed.

**Employment rate** is the number of employed persons within the relevant age group and geography expressed as a percent of the total population (excluding any institutionalized individuals) within that age group and geography.

Note: The data in this bulletin is based on the location of the individual's residence, not on the location of the individual's place of employment.

## **Box 2**

### **Census Agglomeration Reclassification**

In 1995, the Labour Force Survey reclassified some census sub-divisions as census agglomerations due to the extension of commuting zones surrounding Census Agglomerations (CAs). Also, some towns reached the population threshold of 10,000 required to be considered a CA.

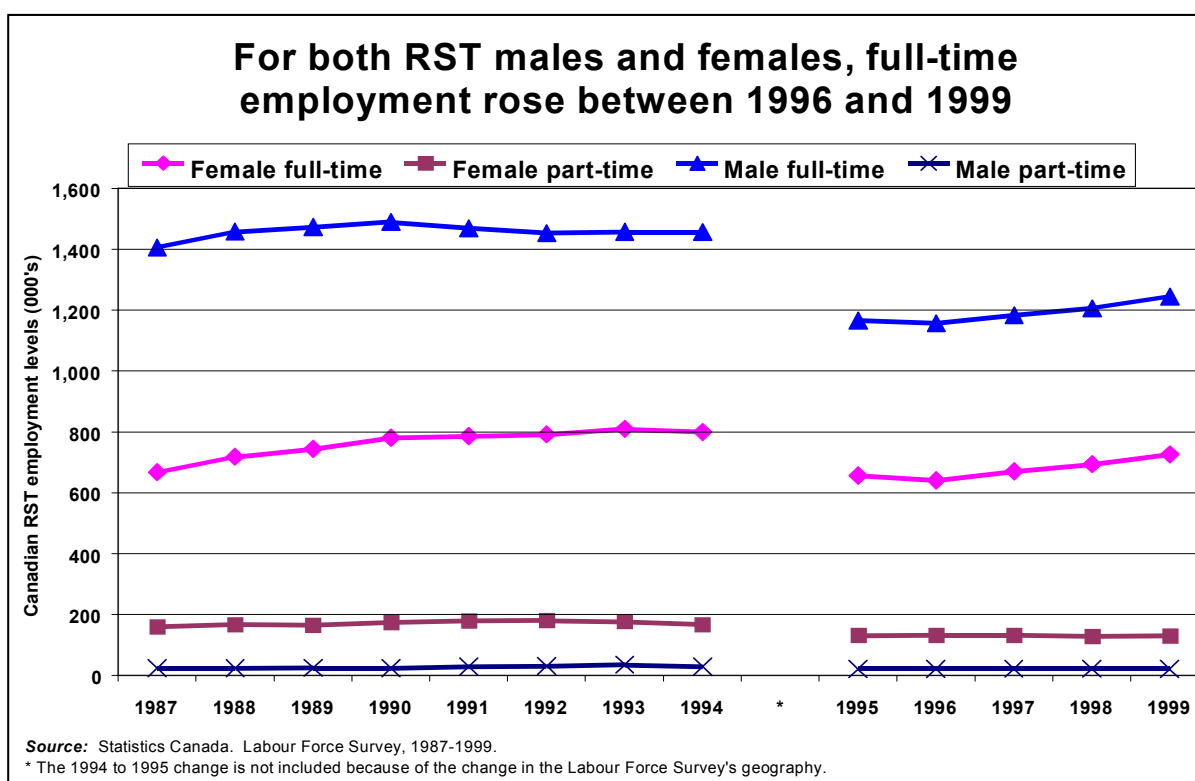
The reclassification increased population and subsequent employment levels in LUCs and reduced population and employment levels within RST areas.

## Employment levels

The level of both male and female full-time employment showed a rising trend during the economic expansion of 1987 to 1990 (Figure 1). The levels were essentially flat during the recession of 1990 to 1992 and the subsequent “jobless recovery” from 1992 to 1996. The 1996 to 1999 period – a period of economic expansion – showed another period of rising full-time employment for females and males.

The level of part-time employment remained essentially flat for both males and females between 1987 and 1999.

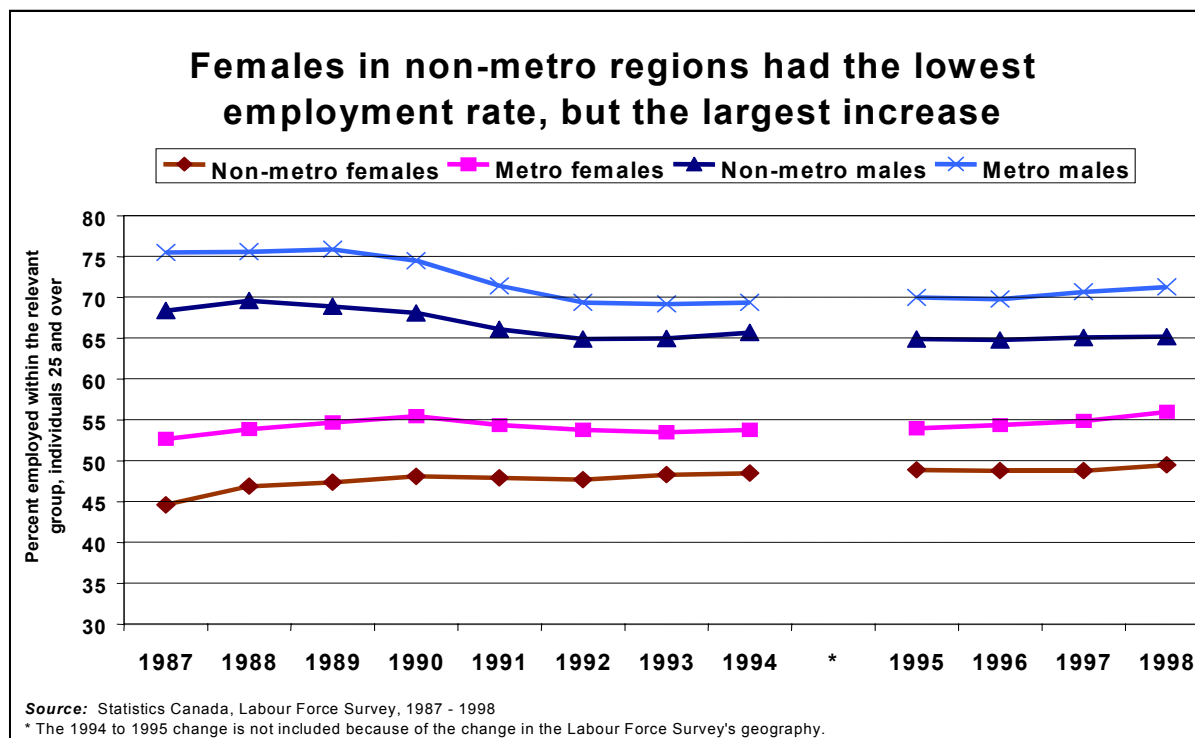
Figure 1



## Employment rates

Figure 2 shows the male and female employment rates by metro and non-metro areas (Box 1). This geography was used instead of the RST/LUC split, used elsewhere in this paper, to better reveal the possible impact that employment swings of manufacturing operations located in Canada’s largest metropolitan areas has on the data.

Figure 2



Over the study period, a distinct trend towards an increasing female employment rate and a decreasing male rate was observed in both non-metro and metro regions. Between 1987 and 1998 in non-metro areas, the employment rate amongst females increased by 5 percentage points, while the male rate decreased by 3 percentage points. Metro areas had similar trends — the female employment rate increased by 3 percentage points and the male rate decreased by 4 percentage points over this time period.

While both metro and non-metro males had higher employment rates than the two female groups throughout the study period, the trend in the rates is interesting. During the economic expansion of the late 1980s there was a large spread between the rates. During the early 1990s, with the onset of an economic recession, the gap between the rates closed. This was mainly due to a lowering of the two male rates. This was particularly apparent amongst metro males which seems to support the view that the recession of the early 1990s mainly affected urban-based manufacturing with its traditionally high proportion of male employees. It is also interesting to note that during the early 1990s there was a decline in the female metro employment rate (while non-metro females remained essentially constant).

### Full-time and part-time employment

Amongst employed individuals, females had a much lower rate of full-time employment (Box 3). Moreover, while the share of male full-time employees was essentially equal in RST areas and LUCs, there was a large discrepancy between the female rates in these areas (Figure 3). RST females averaged approximately 15 percentage points less than their LUC counterparts.

### Box 3

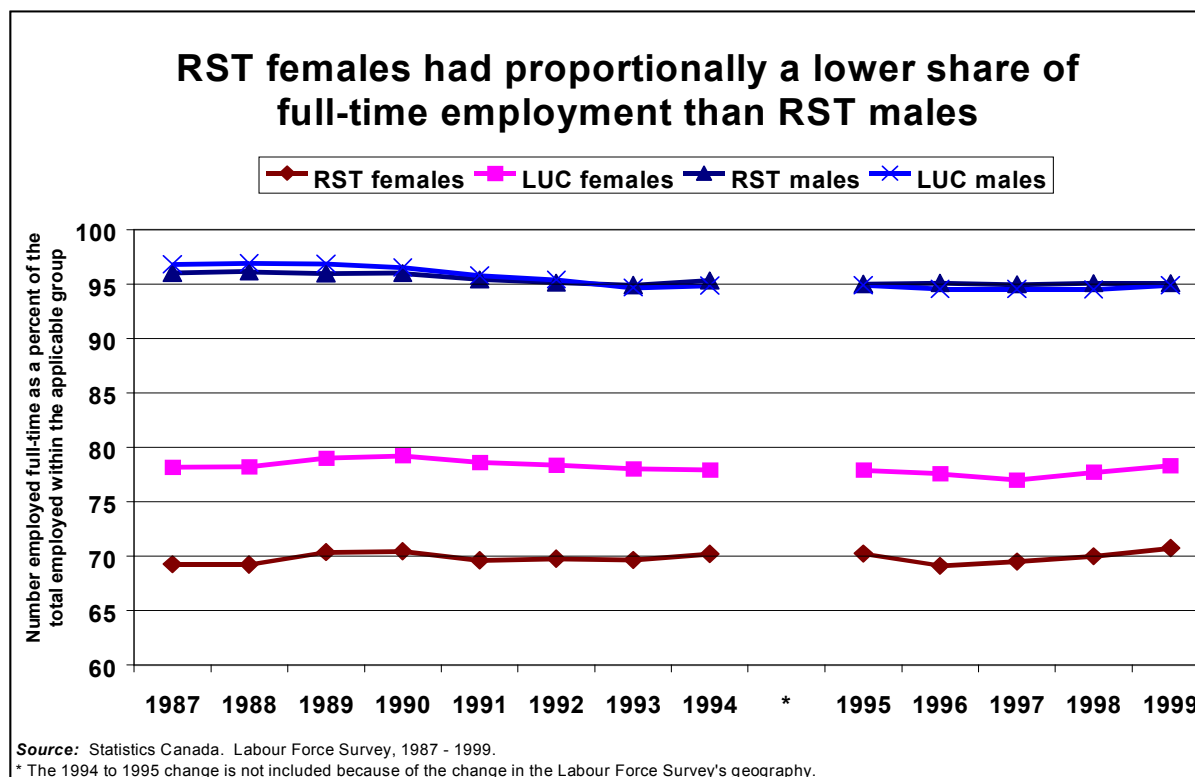
#### Full-time and part-time employment

**Full-time employment:** consists of persons who usually work 30 hours or more per week at their main or only job.

**Part-time employment:** consists of persons who usually work less than 30 hours per week at their main or only job.

**Full-time and part-time employment rates** are the number employed full-time or part-time expressed as a percentage of the total employed within the relevant age group and geography.

Figure 3

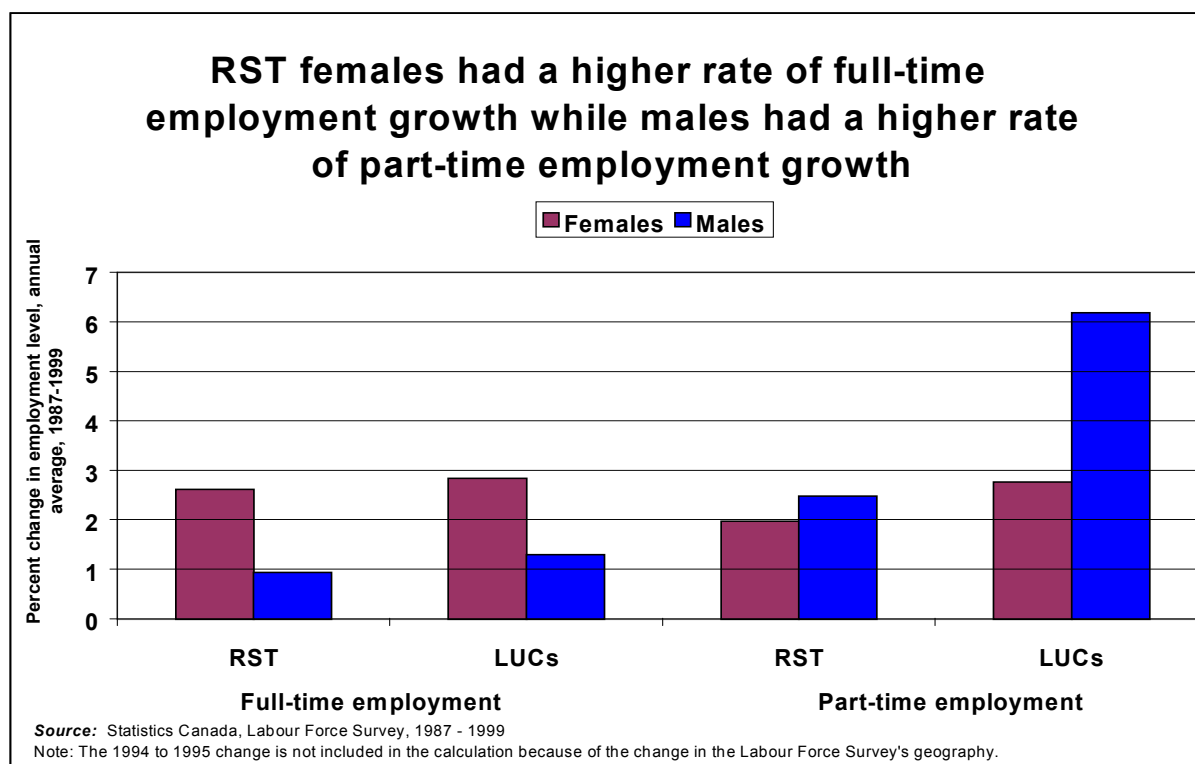


Part-time employment rates for men were low in both RST areas and LUCs (approximately 5 percent). Females had a higher rate overall, and a large difference between RST areas and LUCs (approximately 30 percent in RST areas and 22 percent in LUCs).

From 1987 to 1999, there was some evidence that the differential rates of full-time and part-time employment of females and males were eroding. In RST areas, male part-time employment increased at an average of 2.5 percent annually (admittedly, the number of male part-time workers is small) and female part-time employment increased at an annual average rate of 2.0 percent (Figure 4). There was a much larger differential in LUCs, where

part-time employment increased at an annual average of 6.2 percent for males and only 2.8 percent for females. Males residing in LUCs experienced an average annual increase in part-time employment that was almost three times greater than males living in RST areas. Females had greater full-time job growth, whereas males experienced a greater part-time growth from 1987 to 1999.

**Figure 4**



The “traditional” pattern of full- and part-time employment of females and males appears, therefore, to be changing. The rates of both female part-time work and male full-time work were decreasing. Furthermore, this trend was more pronounced in LUCs.

### **Reasons for undertaking part-time work**

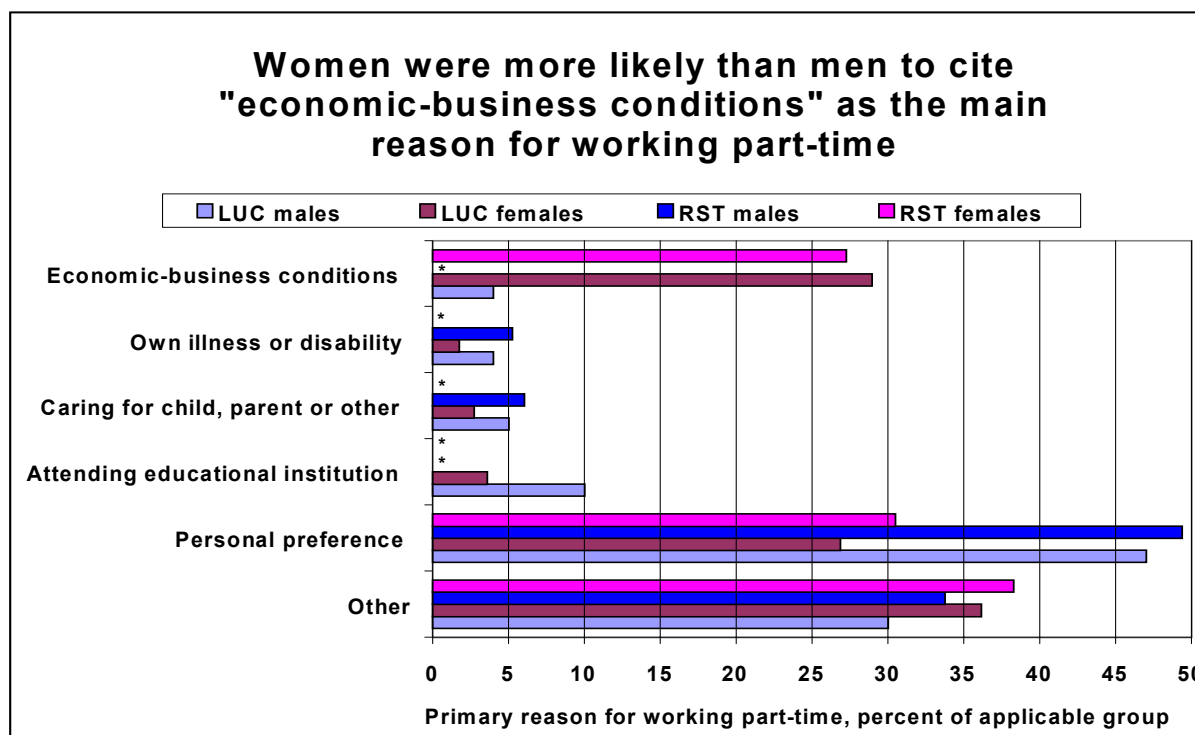
The preceding sections show the levels and rates of employment amongst RST and LUC females and males but provides no information on the desire amongst the participants for these working arrangements. To probe whether these employment patterns were adopted voluntarily or involuntarily, the primary reason individuals undertook part-time employment was examined.



In RST areas, the primary reason males worked part-time was cited as “personal preference”, selected by almost 50 percent of males in 1999 (Figure 5). Recall, however, that only 5 percent of RST males worked part-time, accounting for only 18 percent of total part-time employment in RST areas. Only 30 percent of RST females cited this as their primary reason for undertaking part-time employment. Twenty-seven percent of RST females working part-time stated “economic-business conditions” as the reason, compared to less than 5 percent of males. Sixty-seven percent of RST females responded that working part-time was voluntary on their part (i.e. they did not desire full-time work).

In LUCs, males were more likely to state “personal preference” as a major reason for part-time employment whereas females stated “economic and business conditions”. Ten percent of urban males responded they were working part-time as they attended an educational institution compared to less than five percent for all other respondent groups. Seventy percent of urban females responded that working part-time was voluntary and they were not wanting full-time employment.

**Figure 5**



*Source:* Statistics Canada, Labour Force Survey, 1999

\* Less than 5 %. Figures not quoted due to the small number of respondents.

## Overtime work

The differing pattern of overtime work between females and males is also informative. This section divides overtime work into paid and unpaid.

### Paid overtime

Paid overtime refers to any hours worked over and above standard or scheduled paid hours, for overtime pay or compensation. In RST areas, nearly 7 percent of employed males reported performing five or more hours of paid overtime per week, compared to just over 2 percent of females (Figure 6). In each category of overtime hours, the share of males working paid overtime was at least twice as high as the female share in RST areas in 1999 (Table 1).

### Unpaid overtime

Unpaid overtime refers to the time spent directly on work or work related activities over and above scheduled paid hours for which the respondent received no additional compensation. The share of males that reported 5 hours or more of unpaid overtime in RST areas was lower than that of females (3.9 percent versus 4.3 percent).

Unpaid overtime work patterns were different in LUCs. In LUCs, males were slightly more likely to work greater than 5 hours of unpaid overtime compared to females, 7 percent and 6 percent, respectively (Appendix: Table A5).

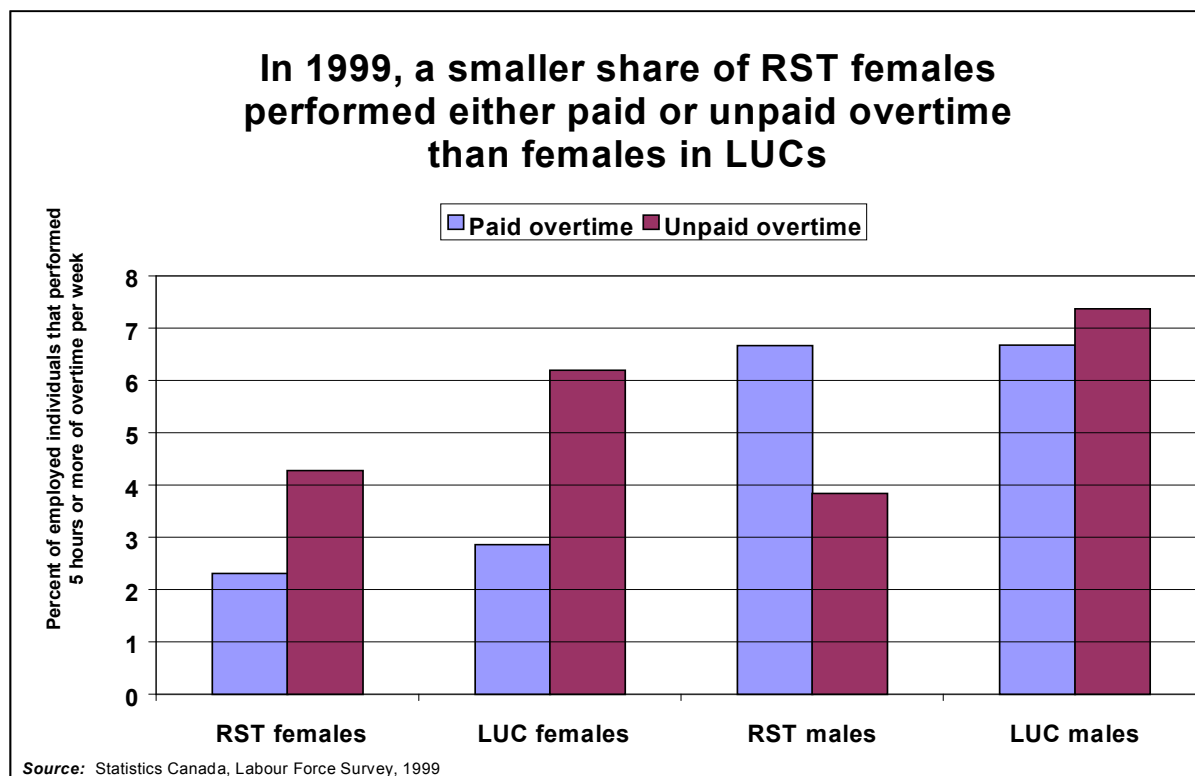
To summarise, three-quarters of paid overtime in RST areas was performed by males whereas a little over one-half of unpaid overtime work was by females.

**Table 1. Overtime Work of individuals, aged 25 to 64 years, living in RST Areas**

Overtime	Hours	Employed females	Employed males	Female share	Male share
Paid	5 to 9	1.3	3.0	31.0	69.0
	10 to 14	0.5	1.9	23.0	77.0
	15 to 19	0.2	0.7	22.0	78.0
	20+	0.3	1.2	18.0	82.0
	<b>Total</b>	<b>2.3</b>	<b>6.8</b>	<b>26.0</b>	<b>74.0</b>
Unpaid	5 to 9	1.6	1.4	53.0	47.0
	10 to 14	1.3	1.3	51.0	49.0
	15 to 19	0.6	0.5	56.0	44.0
	20+	0.8	0.7	52.0	48.0
	<b>Total</b>	<b>4.3</b>	<b>3.9</b>	<b>53.0</b>	<b>47.0</b>

**Source:** Statistics Canada, Labour Force Survey, 1999

Figure 6



It is also instructive to examine the differences between RST areas and LUCs within the same sex. Employed RST females performed relatively less paid and less unpaid overtime than LUC females. This may, again, suggest a lower attachment to the labour force amongst RST females. Amongst RST and LUC males, the rate of paid overtime was similar but unpaid overtime was more prevalent in LUCs. The higher rate of unpaid overtime of both LUC females and LUC males compared to their RST counterparts may reflect the concentration of employment in the “new” economy in LUCs where overtime without remuneration is increasingly demanded.

## Conclusion

This paper has highlighted the differences in employment that exist between females and males in both rural and urban areas of Canada. It has also examined the way same-sex employment patterns vary between rural and urban areas.

Females in both metro and non-metro areas of Canada had a lower employment rate than males. Females in RST areas appear to be less connected to the labour market compared to men in RST areas and compared to women in larger urban centres. RST females have a lower employment rate and, if employed, a lower share of full-time employment. However, over the study period these differentials declined. The female full-time employment rate

increased faster than the male rate and the female part-time employment rate rose more slowly than the male rate. This apparent lower attachment to the labour force finds support in the reasons cited for working part-time. “Economic-business conditions” were a major factor cited by RST and LUC females for working part-time. This was not the case for their male counterparts as “personal preference” was given as the main reason for working part-time. Finally, regarding overtime work in RST areas, females were less likely to have paid overtime work and (slightly) more likely to have unpaid overtime work.

Taken together, these results suggest that gender is still a differentiating factor with regard to employment in Canada. Moreover, this differentiation remains more clearly defined in rural areas.

Care should be taken in interpreting the results of this study. While patterns of employment have been examined, no account has been taken of the differences in remuneration commanded by different jobs. Nor is there any information on the larger socioeconomic circumstances of the individuals involved.

This bulletin suggests several avenues for future research. It would be instructive to break RST areas down to investigate how these employment patterns change with increasing distance from urban centres. Similarly, it would be interesting to examine provincial differences in this regard. Lastly, it would be instructive to break employment down into industry groups and contrast the employment patterns in each group. This would, for example, reveal gender differences in manufacturing and service industries and determine how much of the change was attributable to changes in the relative numbers employed in these sectors.

Justin Curto is a student at the University of Waterloo and Neil Rothwell is an analyst in the Research and Rural Data Section, Agriculture Division, Statistics Canada. Justin Curto contributed to this paper during a co-op work term at Statistics Canada.

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Appendices

Table A1

Employment patterns: Individuals aged 25 to 64 years, living in RST and LUCs, Canada, 1987 to 1999

Group	Employment	('000)														Average annual % Change *
		1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999		
Both sexes (All areas)	Total	9,579.6	9,976.2	10,279.5	10,491.9	10,424.4	10,430.4	10,583.9	10,809.1	11,053.2	11,192.6	11,524.4	11,820.6	12,111.2	2.0	
	Full-time	8,425.4	8,767.2	9,062.0	9,225.9	9,081.8	9,051.9	9,134.4	9,348.2	9,572.1	9,650.8	9,910.6	10,195.2	10,498.3	1.8	
	Part-time	1,154.2	1,209.0	1,217.5	1,266.0	1,342.6	1,378.5	1,449.5	1,460.9	1,481.1	1,541.8	1,613.8	1,625.4	1,612.9	3.0	
Males (All areas)	Total	5,558.2	5,726.0	5,856.5	5,900.9	5,794.9	5,756.9	5,841.0	5,956.9	6,079.6	6,142.9	6,301.9	6,429.7	6,577.6	1.4	
	Full-time	5,367.5	5,537.1	5,658.8	5,686.1	5,543.9	5,487.6	5,531.9	5,655.5	5,769.2	5,812.6	5,962.2	6,083.0	6,242.9	1.2	
	Part-time	190.7	189.0	197.7	214.8	250.9	269.4	309.1	301.4	310.3	330.3	339.7	346.7	334.6	5.2	
Females (All areas)	Total	4,021.4	4,250.2	4,423.0	4,591.0	4,629.5	4,673.4	4,742.9	4,852.2	4,973.6	5,049.7	5,222.4	5,391.0	5,533.6	2.7	
	Full-time	3,057.8	3,230.1	3,403.3	3,539.8	3,537.8	3,564.3	3,602.5	3,692.7	3,802.8	3,838.2	3,948.4	4,112.2	4,255.4	2.8	
	Part-time	963.6	1,020.1	1,019.8	1,051.2	1,091.7	1,109.1	1,140.4	1,159.5	1,170.8	1,211.5	1,274.1	1,278.8	1,278.2	2.5	
Both sexes (RST)	Total	2,425.3	2,551.7	2,590.2	2,657.2	2,665.5	2,660.3	2,696.0	2,663.7	2,158.8	2,141.4	2,208.1	2,257.7	2,332.1	1.6	
	Full-time	2,070.5	2,173.7	2,214.8	2,267.6	2,252.3	2,242.7	2,264.5	2,253.3	1,819.6	1,795.2	1,851.1	1,897.4	1,967.8	1.5	
	Part-time	354.8	377.9	375.4	389.6	413.2	417.6	431.5	410.4	339.2	346.2	357.0	360.2	364.3	2.0	
Males (RST)	Total	1,462.5	1,515.3	1,533.3	1,550.5	1,538.0	1,526.3	1,534.6	1,527.1	1,226.0	1,215.2	1,244.7	1,267.0	1,307.9	1.0	
	Full-time	1,403.9	1,456.6	1,471.4	1,488.1	1,467.4	1,451.6	1,456.0	1,455.3	1,164.6	1,155.2	1,181.8	1,204.3	1,243.3	0.9	
	Part-time	58.6	58.7	62.0	62.4	70.6	74.7	78.7	71.8	61.4	59.9	62.9	62.7	64.6	2.5	
Females (RST)	Total	962.8	1,036.3	1,056.9	1,106.6	1,127.5	1,134.0	1,161.4	1,136.5	932.7	926.2	963.4	990.6	1,024.2	2.4	
	Full-time	666.6	717.1	743.4	779.5	784.8	791.0	808.5	797.9	655.0	640.0	669.3	693.1	724.4	2.6	
	Part-time	296.2	319.2	313.4	327.1	342.6	342.9	352.8	338.6	277.7	286.3	294.1	297.5	299.7	2.0	
Both sexes (LUCs)	Total	7,154.3	7,424.6	7,689.3	7,834.7	7,758.9	7,770.1	7,887.9	8,145.4	8,894.4	9,051.2	9,316.3	9,563.0	9,779.1	2.1	
	Full-time	6,354.9	6,593.5	6,847.2	6,958.2	6,829.5	6,809.2	6,869.9	7,094.9	7,752.5	7,855.6	8,059.5	8,297.7	8,530.5	1.9	
	Part-time	799.4	831.1	842.1	876.5	929.4	960.8	1,018.0	1,050.5	1,141.9	1,195.7	1,256.7	1,265.2	1,248.6	3.4	
Males (LUCs)	Total	4,095.7	4,210.7	4,323.1	4,350.4	4,256.8	4,230.6	4,306.3	4,429.8	4,853.5	4,927.8	5,057.2	5,162.6	5,269.7	1.5	
	Full-time	3,963.6	4,080.5	4,187.4	4,198.0	4,076.5	4,035.9	4,075.9	4,200.2	4,604.7	4,657.4	4,780.4	4,878.7	4,999.6	1.3	
	Part-time	132.1	130.2	135.7	152.3	180.3	194.6	230.4	229.6	248.9	270.4	276.8	284.0	270.1	6.2	
Females (LUCs)	Total	3,058.6	3,213.9	3,366.2	3,484.4	3,502.1	3,539.5	3,581.6	3,715.6	4,040.9	4,123.5	4,259.0	4,400.3	4,509.4	2.8	
	Full-time	2,391.3	2,513.0	2,669.8	2,760.2	2,753.0	2,773.3	2,794.0	2,894.8	3,147.8	3,198.2	3,279.1	3,419.1	3,530.9	2.8	
	Part-time	667.3	700.9	706.3	724.1	749.1	766.2	787.6	820.9	893.1	925.2	979.9	981.2	978.5	2.8	

Source: Statistics Canada, Labour Force Survey, 1987-1999

Note: LUCs refers to CMAs and CAs. RST refers to those areas outside of CMA/CAs.

\* The 1994 to 1995 average annual % change has been excluded from these calculations due to a change in LFS geography.

**Table A2**

**Employment rates<sup>1</sup>: Individuals aged 25 years and over, living in metro and non-metro regions, Canada, 1987-1998**

	Non-Metro (non-CMA)		Metro (CMA)	
	Females	Males	Females	Males
	%			
1987	44.6	68.4	52.7	75.5
1988	46.9	69.6	53.9	75.6
1989	47.4	68.9	54.7	75.9
1990	48.1	68.1	55.5	74.5
1991	47.9	66.1	54.4	71.4
1992	47.7	64.9	53.8	69.4
1993	48.3	65.0	53.5	69.2
1994	48.5	65.7	53.8	69.4
*				
1995	48.9	64.9	54.0	70.0
1996	48.8	64.8	54.4	69.8
1997	48.8	65.1	54.9	70.7
1998	49.5	65.2	56.0	71.3

*Source:* Statistics Canada, Labour Force Survey, 1987-1998

Note: \* A 1995 change in LFS geography has impacted the 1994 to 1995 change

<sup>1</sup> See box 1 for definition of Employment rate.

**Table A3**

**Main reason for working part-time: Proportion of individuals aged 25 to 64 years, living in RST and LUCs, Canada, 1999**

	RST	RST	LUC	LUC
	Females	Males	Females	Males
	%			
<b>Economic-business conditions</b>	27	*	29	4
<b>Own illness or disability</b>	*	5	2	4
<b>Personal or family responsibilities</b>	*	6	3	5
<b>Attending educational institution</b>	*	*	4	10
<b>Personal preference</b>	30	49	27	47
<b>Other</b>	38	34	36	30

*Source:* Statistics Canada, Labour Force Survey, 1999

Note: LUCs refers to CMAs and CAs. RST refers to those areas outside of CMA/CAs.

\* Less than 5 percent. Figures not shown due to small number of respondents

**Table A4**  
**Patterns of paid overtime: Individuals aged 25 to 64 years, living in RST and LUCs, Canada, 1999**

Amount of overtime (hours)	RST				LUCs					
	Numbers performing paid overtime ***('000's)***		Proportion %		Numbers performing paid overtime ***('000's)***		Proportion %			
	Females	Males	Total	Females	Males	Females	Males	Total	Females	Males
5-9	13.5	38.7	52.2	1.32	2.96	76.6	167.2	243.8	1.70	3.17
10-14	5.5	23.3	28.8	0.54	1.78	28.8	95.7	124.5	0.64	1.82
15-19	2.1	9.5	11.6	0.21	0.73	10.4	40.5	50.9	0.23	0.77
20+	2.6	15.6	18.2	0.25	1.19	13.1	48.0	61.1	0.29	0.91
<b>Total</b>	<b>23.7</b>	<b>87.1</b>	<b>110.8</b>	<b>2.31</b>	<b>6.66</b>	<b>128.9</b>	<b>351.4</b>	<b>480.3</b>	<b>2.86</b>	<b>6.67</b>

Source: Statistics Canada, Labour Force Survey, 1999

Note: LUCs refers to CMAs and CAs. RST refers to those areas outside of CMA/CAs.

**Table A5**  
**Patterns of unpaid overtime: Individuals aged 25 to 64 years, living in RST and LUCs, Canada, 1999**

Amount of overtime (hours)	RST				LUCs					
	Numbers performing paid overtime ***('000's)***		Proportion %		Numbers performing paid overtime ***('000's)***		Proportion %			
	Females	Males	Total	Females	Males	Females	Males	Total	Females	Males
5-9	16.1	18.4	34.5	1.57	1.41	117.6	133.8	251.4	2.61	2.54
10-14	13.4	16.4	29.8	1.31	1.25	83.0	127.1	210.1	1.84	2.41
15-19	6.1	6.0	12.1	0.60	0.46	35.0	48.9	83.9	0.78	0.93
20+	8.1	9.4	17.5	0.79	0.72	43.7	77.9	121.6	0.97	1.48
<b>Total</b>	<b>43.7</b>	<b>50.2</b>	<b>93.9</b>	<b>4.27</b>	<b>3.84</b>	<b>279.3</b>	<b>387.7</b>	<b>667.0</b>	<b>6.19</b>	<b>7.36</b>

Source: Statistics Canada, Labour Force Survey, 1999

Note: LUCs refers to CMAs and CAs. RST refers to those areas outside of CMA/CAs.



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