



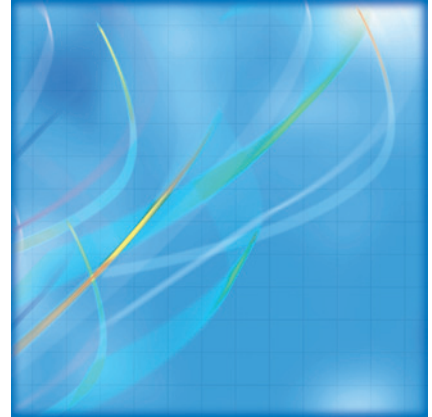
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## **2001 Census: analysis series**

### **Earnings of Canadians: Making a living in the new economy**

This document provides detailed analysis of the 2001 Census of Population data released March 11, 2003.

To access the complete report, including colour maps, charts and tables, please consult Statistics Canada's website ([www.statcan.ca](http://www.statcan.ca)). On the home page, choose Census.





Statistics Canada  
Census Operations Division

## 2001 Census: analysis series

### Earnings of Canadians: Making a living in the new economy

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#### Note of appreciation

*Canada owes the success of its statistical system to a long-standing partnership between Statistics Canada, the citizens of Canada, its businesses, governments and other institutions. Accurate and timely statistical information could not be produced without their continued cooperation and goodwill.*

# Earnings of Canadians: Making a living in the new economy

## Canada

Overview: University education, experience pay off in higher earnings .....5

### Average earnings

Number of earners climbs in the 1990s .....6

Large increases in the number of high earners .....7

Almost 1.5 million work full-time for low pay .....8

Higher education: a gateway to higher earnings .....9

### The gender gap

Women earn 64 cents for every dollar men make, but gender gap is closing .....9

Gender differences not as great for young women .....10

Average earnings fall for the young .....11

### Immigrants

Recent arrivals had significantly lower earnings .....12

Earnings gains associated with immigrant skills in decline .....12

Highly educated immigrants work in both high and low skill jobs .....13

## Provinces and territories

Average earnings: Northwest Territories and Ontario lead .....14

Working full time for low pay: highest in Saskatchewan .....14

Vast majority of low earners had high school education or less .....15

## Sub-provincial

Employment income: Toronto top .....16

Working full-year, full-time: less than half of earners in only six urban areas .....16

Earnings over \$100,000: Calgary leads .....16

Working full-time for low pay: highest in Trois-Rivières .....17

### Highlights of selected census metropolitan areas

St. John's .....18

Saint John .....18

Halifax .....18

Québec City .....19

Montréal .....19

Ottawa-Hull .....19

Oshawa .....20

Toronto .....20

Hamilton .....20

Winnipeg .....21

Regina .....21

Saskatoon .....21

Calgary .....22

Edmonton .....22

Vancouver .....22

Victoria .....23

**Tables** .....24

# Canada

## Overview

### University education, experience pay off in higher earnings

According to new data from the census, average annual earnings surpassed \$30,000 for the first time in 2000, as working Canadians began reaping the benefits of globalization and the knowledge-based economy.

Average earnings among the more than 16.4 million people aged 15 and over who had employment income in 2000 amounted to \$31,757, up from \$29,596 in 1990 and \$29,229 in 1980.

The 7.3% gain in average earnings during the past decade was the result of three factors: the demand for high-skilled workers in the face of advancing technologies and globalization; an aging workforce of baby boomers who experienced substantial gains in earnings during the decade; and more working people with university education.

As a result, the number of earners in higher income brackets – those earning \$80,000 or more a year, and especially those earning \$100,000 or more – soared during the 1990s.

At the same time, the number of individuals making less than \$20,000 a year accounted for four out of every 10 people with employment income in Canada. This is essentially the same proportion as in 1990.

The census clearly showed that higher education is a gateway to higher earnings. More than 60% of people in the lowest earnings category did not have more than a high school education in 2000, while more than 60% of those in the top category had a university degree.

But the census also showed that it is older groups with higher education and more work experience who have made the most significant gains in earnings. A clear generational divide has opened up in the labour market with younger groups on a lower earnings track than older, more experienced groups.

Recent immigrants earn substantially less than their Canadian-born counterparts even after 10 years in the country. This is true for both those immigrants with low levels of education, as well as those with a university degree.

## Analysing earnings

For the purposes of this report, earnings are analysed on a 10-year basis, from one peak of the economic cycle to the next. "Earnings" refers to the total of wages and salaries as well as net income from self-employment. Earners are those 15 years of age and over who have some earnings.

This report examines earnings in 2000 from the 2001 Census in comparison with earnings in 1990 and 1980 from the 1991 and 1981 censuses, respectively. All earnings are expressed in constant 2000 dollars, meaning 1990 and 1980 earnings are expressed in terms of their value, or purchasing power, in 2000.

A later release will report the findings on the income of Canadians. Income includes the money received from various sources including earnings, government transfers (such as child tax benefits, employment insurance, social assistance benefits...), investments and retirement pensions. Income is calculated for individuals, families, and households. Low income is based on family income and it will be discussed in the next release.

## Average earnings

### Number of earners climbs in the 1990s

In 2000, an estimated 16,416,000 people reported employment income, an increase of more than 1.5 million from a decade earlier. During this decade, the overall average employment income of individuals rose 7.3% to \$31,757.

Between 1980 and 1990 average earnings were stagnant, though fluctuating somewhat in association with the business cycle. The recession of the early 1980s resulted in a decline between 1980 and 1985. Earnings subsequently crept up during the following five years, but barely recovered to pre-recession levels at the next business cycle peak in 1990, before falling again in the wake of another recession between 1990 and 1995.

The 7.3% increase in earnings for all Canadian workers between 1990 and 2000 reflects an increase in both the number of hours and weeks they worked per year, and also their hourly wage rates.

Over this period, the number of earners working on a full-time basis for a full year rose by 847,000, or 11%, to 8.6 million. Their average earnings in 2000 were \$43,231, a 5.4% increase over 1990.

Only in Alberta and Ontario did full-time, full-year workers experience gains above the national average, with earnings increasing by 8.7% in Alberta and 7.8% in Ontario over 1990 levels.

Those in Saskatchewan posted gains of 4.0%, while those in British Columbia rose 4.2%. But in all other provinces the increases were less than 2%. Earnings for full-time, full-year workers actually declined in Prince Edward Island, New Brunswick and the Yukon.

## Large increases in the number of high earners

Average earnings rose between 1990 and 2000 as a result of large increases in the number of high earners.

In 2000, just under 447,000 people earned \$100,000 or more, up 68.8% from 264,500 a decade earlier. Nationally, the number of all earners increased by only 10.1%. These high-earning individuals represented 2.7% of all earners in 2000, compared with 1.8% in 1990.

Similarly, an estimated 386,200 people had average annual earnings of between \$80,000 and \$100,000, up 47.5%. They accounted for 2.4% of all earners compared with 1.8% a decade earlier.

The number of people making \$60,000 to \$80,000 a year on average increased a significant 25%.

On the other hand, an estimated 6,659,000 people had average annual earnings of less than \$20,000 in 2000, about 316,000 more than there were in 1990, a 5% increase. In 2000, they accounted for almost 41% of all earners, a proportion that is not much changed since 1980.

## Most high earners are university educated men, but women make big gains

The majority of the close to half a million people who were making \$100,000 or more in 2000 were university-educated men in their prime working years. While men accounted for about 84%, or 373,000, of the 447,000 people in this earnings bracket, this figure was lower than in 1990 when men accounted for 89% of this same group.

About 80% of the people who made \$100,000 or more were working on a full-year, full-time basis. About 71% were aged between 35 and 54.

Alberta had the highest growth in earners of \$100,000 or more, their number more than doubling between 1990 and 2000. However, Ontario, the most populous province, accounted for just over one-half (51%) of high earners.

Among the group of high earners, 61% had a university degree. People who had university degrees accounted for 121,000, or two-thirds, of the total growth of about 182,000 in this earnings bracket during the decade.

At the opposite end of the education scale, 85,200 of these high earners had only a high school education or less, compared with almost 65,800 a decade earlier. They accounted for about one-fifth (19%) of the total in 2000, down from one-third (33%) in 1990.

The number of women making \$100,000 or more increased 2.5 fold. Women accounted for more than one-fifth (22%) of the total growth in this bracket between 1990 and 2000, their numbers rising from 28,800 to 73,600.

Men who worked on a full-year, full-time basis and who earned \$100,000 or more were highly concentrated in a small number of occupations. One-half of these male high earners were in only 26 of 507 classified occupations. The most common occupational category among male high earners was sales, marketing and advertising manager, accounting for 5.1% of the total.

The number of men who worked in computer and information systems occupations and earned \$100,000 or more increased more than eightfold. In 2000, they accounted for 4.8% of the total, up from just 0.9% in 1990. There was also a big increase among information systems and data

processing managers, and a proportionally large increase for technical sales specialists and financial officers.

The majority of female high earners working full-year, full-time were in only 15 occupational categories. The top two categories for women were lawyers and general practitioners-family physicians. Combined, they accounted for more than 10% of high-earning women.

### **Almost 1.5 million work full-time for low pay**

The census enumerated about 6,659,000 individuals who were making less than \$20,000 in 2000.

More than one-fifth (22%) of this total, or 1,482,000, were working on a full-year, full-time basis, and making less than \$20,000. Of these 1,482,000 people, about 54% or 795,000 were women.

To put this in perspective, \$20,000 represents less than one-half of the average earnings of all Canadians working full-year, full-time (\$43,231). Or, to put it another way, \$20,000 in earnings is the equivalent of a wage of \$10 an hour for an earner working 50 weeks a year and 40 hours each week.

In 2000, about 59% of earners with less than \$20,000 who were working full year, full time had a high school education or less, down from 68% a decade earlier. At the same time, 11% had completed a university education and just over 16% had accreditation from a college.

Women who had a high school diploma accounted for 17% of the total number of low earners working full-year, full-time in 2000, while 10% had a college-level education. In contrast, men with a high school diploma accounted for only 14%, and men with a college-level education represented less than 6%.

Of the 795,000 female low earners who worked full-year, full-time in 2000, the majority worked in just 17 occupational categories. More than 50,000 of these women worked as retail salespersons and sales clerks, and a further 33,000 were retail trade managers.

Among female low earners, the fastest growth among occupational categories during the decade occurred in early childhood educators and assistants. Their numbers more than doubled over the 1990s. In 2000, they accounted for 3.5% of the total number of full-year, full-time low earning women.

Among male low earners, the most common occupational category was farmer and farm manager. This reflects the fact that many farmers are self-employed and may experience large revenue fluctuations from year to year. However, the number of low earning farmers fell during the decade.

There are very large differences in earnings among farmers. Farmers and general farm workers also rank relatively high – 26th out of 507 categories – as an occupation for men making \$100,000 or more.

At the same time, the number of low earning men working full-year, full-time who were truck drivers has increased, as has the number of computer and information systems workers.

Among truck drivers, the proportion of men who worked full-time, full year and earned less than \$20,000 stayed relatively the same. But there was large growth in the number of earners in that occupation.

In the computer and information systems occupations, the number of full-time, full-year earners more than doubled, and as a result, the proportion of people earning less than \$20,000 rose from 3.7% to 5.2%. This occupation also recorded a large increase in numbers at the opposite end of the scale, among high earners.

## **Higher education: a gateway to higher earnings**

The census showed clearly that the chances of making it to the top earnings levels are most directly associated with educational attainment, and particularly with a university degree.

In 2000, more than 60% of earners in the lowest earnings category (less than \$20,000) had no more than a high school education. However, more than 60% of earners in the top category (\$100,000 or more) had a university degree.

Among men who were working on a full-year, full-time basis in 2000, those without a university degree had average earnings of less than \$50,000. In contrast, earnings for men with a university degree have been above this level in each census since 1980, and surpassed \$70,000 on average for the first time in 2000. Their earnings rose 7.7% to almost \$72,000.

University degree holders were the only group of men to earn significantly more than they did two decades earlier. Earnings for college graduates rose only 2.0% to \$49,231. Those with a college diploma were making only \$342 more on average than in 1980.

Annual earnings for those with less than a high school education declined 1.8% during the decade to \$36,193 a year.

In contrast, women experienced increases in earnings across all educational levels. Changes were most notable for university-educated women who were the only women during the past two decades to have earnings higher than \$40,000 on average.

Female university graduates who worked full-time for a full year earned \$48,260 in 2000, up 9.3% from 1980. This was the largest increase in earnings recorded for all education groups for both genders. Earnings for women with less than a high school education rose 4.1% between 1980 and 2000 to \$36,193.

## **The gender gap**

### **Women earn 64 cents for every dollar men make, but gender gap is closing**

Despite substantial gains in earnings during the past two decades, women still earn less than men.

In 1980, women earners aged 15 and over made 52 cents for every \$1 earned by their male counterparts. By 2000, this gap had closed to almost 64 cents.

The gap reflects differences in hours of work, job and work experience, and occupations and wage rates. The earnings differential resulting from differences in hours of work was about seven cents on the dollar in 2000. Women working on a full-year, full-time basis made just over 70 cents for every \$1 earned by their male counterparts.

Previous Statistics Canada research has shown that differences in work history and job tenure between the sexes play an important role in explaining the 30-percentage point gap. Historically, women have faced different labour market circumstances than men. These have implied either



employment in lower-paying occupations, or less job experience and lower wage rates, or both.

Earnings have in fact evolved very differently by gender over the last two decades. They have been stagnant for men, increasing in 2000 for the first time since 1980. In contrast, earnings have increased steadily in each decade for women.

Among men, earnings fell by roughly \$200 between 1980 and 1990, then increased by \$2,000 or 5.6% over the next decade. Among women, earnings rose 13.9 % between 1980 and 1990, and a further 12.9% between 1990 and 2000. A similar pattern occurred for men and women who worked full-time, full-year.

## **Why women made gains**

Women made these gains in employment income because they have increased their hours and weeks of work, and because they have invested heavily in higher education leading to jobs in higher paying occupations.

More women are working. The number of female earners has soared 48% during the last two decades. In 1980, there were just over 5 million women earners in the labour market. By 2000, this had increased 48% to more than 7.5 million. In contrast, the number of male earners rose only 18% from 7.2 million to 8.5 million.

More women are working longer hours. About 40% of women worked on a full-time, full-year basis in 1980. By 2000, this proportion had increased to nearly 47%. In contrast, the proportion of men working full-time, full-year, has remained essentially unchanged at just under 60%.

Not only are women working more, they are more qualified. The number of women earners with a university degree has almost tripled since 1980. As a result, the proportion of women earners with a university degree is greater than the proportion of men.

Consequently, women are more likely to be in occupations paying above the average. In 2000, almost one-third of women (31.7%) worked in occupations paying more than the national average; in 1980 only about a quarter (23.4%) did so.

## **Gender differences not as great for young women**

Women aged 25 to 29 working full-year, full-time made slightly more than 81 cents for every dollar earned by men in the same age group. This was 11 cents more than women overall, that is, working the same number of hours and weeks.

This group of young women had higher relative earnings than women overall because they were less likely to have experienced career interruptions due to family responsibilities. In addition, they had a wider breadth of occupations to choose from than women historically have had.

For this group, the earnings differential relative to men was not heavily influenced by educational attainment. In 2000, young university-educated women who worked full-time, full-year earned 81 cents for every \$1 earned by their male counterparts. Women with high school education working full-year, full-time earned 77 cents on the dollar.

The continued difference in earnings relative to men reflects in part different occupational choices, routed in different fields of study.

Young women earn over 90% of what men do, and in some cases as much as 98% or more, in seven of the 10 occupations they are most likely to hold.

But overall, the most common occupations held by young women are lower paying than those men most commonly work in. The 10 most common occupations held by university-educated women aged 25 to 29 paid \$37,185 on average. The 10 occupations most common to men of the same age group and level of education paid women an average of \$41,509.

University-educated women aged 25 to 29 who worked in the 10 most common occupations chosen by men of the same age group and qualifications earned about 89 cents for every dollar their male counterparts made. In four out of these 10 occupations, women made at least 90% of what men earned.

## **Average earnings fall for the young**

Higher education may be a gateway to higher earnings, but it is no guarantee. The young have not experienced increases in average earnings over the last two decades. In some cases, they have even lost ground, and are on a lower earnings track than older more experienced groups.

There is a clear generational divide in the labour market. For men, this fault line occurs right at the peak of the baby-boom, with those younger than 40 experiencing earnings losses, and those over 40, particularly over 50, experiencing gains.

For men aged 35 to 39 working full-year, full-time, average earnings fell 6.6% between 1980 and 1990, but rose only 1.5% during the 1990s. Their earnings in 2000 stood at \$50,390, about \$1,740 less than in 1980. The pattern was worse for all younger groups, with those in their 20s actually experiencing back-to-back declines in earnings in each of the last two decades.

These results are consistent with earlier Statistics Canada research showing that the earnings path of young men has veered downward. The generation of men who came of age during the late 1980s and 1990s started their careers making less than their counterparts who came of age during the 1970s, and made much slower progress for at least the first 10 years of their working lives.

This decline in earnings for young men is one of the major explanations for their increasing tendency to return or continue to live with their parents for extended periods and to delay having a family. An analysis from the 2001 Census released on October 22nd, 2002 showed that 41% of people aged 20 to 29 lived with their parents in 2001, up from 27% in 1981. At the same time there were also notable declines in the proportion of the young living in unions, either marriage or common-law.

The dividing line between gainers and losers was at the age of 30 for women. Women aged 30 to 34 witnessed a 1.4% earnings decline between 1980 and 1990, but a 5.9% gain in the next decade. Their earnings in 2000 stood at \$34,310, about \$1,395 higher than in 1980. All younger groups made less in 2000 than in 1980, and all older groups experienced back-to-back gains in earnings in each decade.

A university education offers the young only a partial buffer to this tendency. For men, earnings rose between 1990 and 2000 for all those with a university education regardless of age, but fell or at best remained constant for all others. Only those university-educated and aged 55 to 59 experienced earnings gains in both of the last two decades.

For women, those under the age of 30 regardless of education lost ground during the 1990s, while those 40 and older experienced gains.

# Immigrants

## Recent arrivals had significantly lower earnings

In 2000, slightly more than 805,000 earners were recent immigrants in their prime working years between the ages of 25 and 54.

Recent immigrants, those arriving in Canada between 1990 and 1999, were particularly hard hit by the economic downturn of the early 1990s, with one out of every two earning less than \$20,000 in 1995. In 2000, the situation rebounded to 1990 proportions, with four out of 10 earning below this threshold. This was the same as the overall Canadian population.

The average earnings in 2000 of male immigrants aged 25 to 54 who arrived in Canada between 1990 and 1999 was \$33,900, almost 25% lower than that of the Canadian-born. This level was well below the average of \$40,100 among male recent immigrants who arrived in Canada two decades earlier.

Among female immigrants of the same age, average earnings for those who arrived during the decade amounted to \$21,959, 24% lower than those of Canadian-born. This amount was marginally higher than the average earnings of \$20,560 among recent female immigrants who arrived in Canada during the 1970s.

The earnings of recent immigrants compared to those of the Canadian-born have deteriorated sharply. In 2000, male immigrants who had been in the country one full year made 63 cents for every dollar made by those born in Canada. Immigrants who had been in the country 10 years made 80 cents for each dollar earned by Canadian born workers.

In 1990, recent male immigrants also started out making about 63 cents for every dollar earned by the Canadian-born, but reached over 90 cents for those who had been in the country for ten years.

In 1980, male immigrants who had been in the country for only a year made about 72 cents for every dollar made by the Canadian-born. Those who had been in Canada three or more years made about 90 cents or more. Once they had been in the country nine or 10 years, they made as much as Canadian-born men of the same age.

The patterns are similar for women.

## Earnings gains associated with immigrant skills in decline

The earnings gain associated with immigrant skills, among them language and university education, has fallen.

Knowledge of an official language is associated with much higher earnings for recent immigrants, but not to the same degree as a decade ago.

In 2000, recent male immigrants aged 25 to 54 who had knowledge of either English or French earned at least \$10,000 more, after one year in the country, than their counterparts with language skills that weren't as strong.

Those without knowledge of an official language experienced no earnings growth with time spent in the country. Even with knowledge of an official language, earnings did not rise much after about three or four years in the country. Male immigrants who had knowledge of one of the official languages, and who had been in the country four years, earned on average \$35,385.

Those in the country 10 years made \$36,305. This was about \$10,000 short of the average for the Canadian-born.

In 1990, those knowing either French or English or both experienced progressively higher earnings, reaching the Canadian-born average after seven years in the country.

The census also showed that the premium in earnings resulting from university education for immigrants was not as large for those coming to the country during the 1990s as it was for those arriving during the 1980s.

In 2000, university-educated male immigrants aged 25 to 54 earned \$31,460 on average after one year in Canada. Those who had been in the country for five years made \$44,054. In 2000, those university-educated immigrants who had been in Canada 10 years made \$47,522. Those long term immigrants earned about \$1.05 cents for every dollar earned by the average Canadian-born of the same age, regardless of their education. However they earned only 71 cents for every dollar earned by their Canadian-born university-educated male counterparts.

In the case of immigrants who had been in Canada for one to five years, the earnings of male immigrants who arrived during the 1980s were not much different than they were among those who arrived during the 1990s.

In contrast, average earnings were higher for those who had spent more time in the country. In 1990, those who had been in Canada for five years made \$45,873, while those who had been here for 10 years made \$52,060. These long-term immigrants earned \$1.24 for every \$1 earned by the average Canadian-born man of the same age, regardless of their education. And they earned 86 cents for every dollar earned by their Canadian-born university graduates males counterpart.

### **Highly educated immigrants work in both high and low skill jobs**

The 2001 Census enumerated 805,000 immigrants aged 25 to 54 who came to Canada during the 1990s, 40% of whom had a university degree. About 23% of the Canadian-born of the same age had a university degree.

Many university-educated recent immigrants work in occupations for which there is a high demand. For men, the most common occupational category in 2000 was computer and information systems. A total of 31,900 male university-educated recent immigrants, or 18% of the 176,495 in this group, worked in this category.

At the same time many degree-holders who came to Canada in the 1990s worked in lower skilled jobs. Only 29 occupations employed the majority of these men. The list includes: restaurant and food service managers, taxi and limousine drivers and chauffeur, truck drivers, security guards and related occupations and janitors, caretakers and building superintendents.

Whether they worked in a high-skilled or a low-skilled occupation, recent immigrants earned less than their Canadian-born counterparts. The difference was particularly marked for those in management. In these fields men aged 25 to 54 who immigrated during the 1990s, and held a university degree, earned between 50 and 60 cents for every dollar earned by their Canadian-born counterparts.

# Provinces and territories

## Average earnings: Northwest Territories and Ontario lead

Average annual earnings in 2000 were highest in the Northwest Territories, followed by two provinces, Ontario and Alberta.

On average, the 22,000 people in the Northwest Territories who reported employment income on the census earned \$36,645, compared with the national average of \$31,757 for all earners.

The more than 6.3 million people in Ontario who reported employment income earned \$35,185 on average, up 9.3% from 1990. Just over 2.1 million people in Alberta reported employment income. They had average earnings of \$32,603, an 11.5% increase, which was the highest growth rate in the country.

Average earnings were lowest in Prince Edward Island and Newfoundland and Labrador. In Prince Edward Island, the nearly 77,800 men and women with employment income had average earnings of \$22,303, up 3.5% from 1990.

In Newfoundland and Labrador, 251,500 people reporting employment income had average earnings of \$24,165, a 9.8% increase during the 1990s.

## Full-year full-time earnings also highest in Northwest Territories

The Northwest Territories also led the nation with respect to earnings among men and women who worked on a full-time basis for the full year during 2000.

About 52% of all men and women reporting employment income in the Northwest Territories worked full-year, full-time in 2000. They had average earnings of \$51,823, well above the national average of \$43,231.

In second place were people working full-year, full-time in Nunavut who had average earnings of \$48,017. In Ontario, about 55% of all people reporting employment income worked full-year, full-time. Their average earnings amounted to \$47,247.

Average earnings among individuals working on a full-time basis for the full year declined in two provinces and one territory during the 1990s: Prince Edward Island, New Brunswick and the Yukon.

In Prince Edward Island, only 43% of all people reporting employment income worked full-year, full-time. Their average earnings fell 4.1% to \$33,381.

Average earnings among these individuals in New Brunswick declined 2.3% to \$35,982, while in the Yukon they dropped 1.7% to \$44,605.

## Working full time for low pay: highest in Saskatchewan

Saskatchewan had the highest proportion of people who were working on a full-year, full-time basis in 2000 and making only \$20,000 or less.

Of the 271,000 individuals in Saskatchewan who worked full-year, full-time in 2000, 27% or about 73,400, earned \$20,000 or less, well above the Canadian average of 17%. Saskatchewan's proportion was down from 29% in 1990.

Prince Edward Island had the second highest proportion. Of the 33,500 people there who worked full-year, full-time in 2000, about 25%, or 8,500, earned \$20,000 or less, up marginally from a decade earlier.

On the whole, the proportion of these full-year, full-time low earners increased in Atlantic Canada during the 1990s, stayed roughly the same in Quebec and Ontario, and declined in the west.

Among the provinces, Ontario had the lowest proportion. Of the nearly 3.5 million people in Ontario who worked full-year, full-time, only 14%, or 496,600, earned \$20,000 or less.

### **More women than men working full time for low pay**

Women working full time for low pay outnumbered their male counterparts in every province and territory in 2000, except Nunavut and Saskatchewan.

In Saskatchewan, about 34,600 women were working full-year, full-time for \$20,000 or less in 2000, compared with almost 38,900 men. Similarly, in Nunavut, 350 women worked full time for low pay, compared with 405 men.

In the majority of the provinces, the proportion of women working full time for low pay was substantially higher than the proportion of men. However, the proportion of women with low earnings increased during the 1990s in only two provinces and one territory: Prince Edward Island, New Brunswick and the Yukon.

In Prince Edward Island, almost 33% of women worked on a full-time basis for a full year in 2000 and earned \$20,000 or less, up from 31% a decade earlier. In New Brunswick, the proportion rose from 31% to 32%, and in the Yukon it went from 16% to 17%.

Among the provinces, the lowest proportions for both men and women were in Ontario. Only about 17% of women and 11% of men who were working full-year, full-time in 2000 earned \$20,000 or less.

### **Vast majority of low earners had high school education or less**

People with a high school education or less represented the vast majority of individuals working full-year, full-time for \$20,000 or less in 2000.

However, the proportion of university graduates in this group of low earners increased in all 10 provinces during the past decade.

In British Columbia, for example, out of 161,900 low earners, about 15% had a university degree in 2000. This was the highest proportion among the provinces, and well above the national average of 11%. In contrast, a decade ago, this proportion in British Columbia was less than 10%.

Similarly, out of 496,600 full-year, full-time low earners in Ontario, 13% had a university degree compared with only 9% a decade earlier, as did 11% of 49,900 people in Nova Scotia, also up from 9%.

On the opposite end of the scale, individuals with a high school education or less accounted for almost two-thirds (66%) of the 75,700 low earners in Manitoba. This was the highest such proportion among the provinces and well above the national average of 59%.

## Sub-provincial

### Employment income: Toronto top

Workers in three Ontario census metropolitan areas – Toronto, Ottawa-Hull and Windsor – had the highest levels of employment income among Canada's 27 largest urban areas, according to the census.

Almost 2.7 million men and women in Toronto reported receiving employment income during 2000. On average, these individuals earned \$38,598 each, the highest level.

Workers in Ottawa-Hull, now known as Ottawa-Gatineau, followed with average earnings of \$38,011, while those in Windsor had \$37,655.

These census metropolitan areas were also in the same order with respect to earnings among men and women who worked on a full-time basis for the full year during 2000. A full year is defined as 49 weeks or more, and full time is defined as 30 hours or more per week.

In Toronto, 56% of all earners worked on a full-time basis for the full year. On average, their earnings amounted to \$51,111. In Ottawa-Hull, the 58% of individuals who worked full-year, full-time had average earnings of \$50,341. In Windsor, 56% worked full-year, full-time and had average earnings of \$49,463.

Workers in Sherbrooke had the lowest average earnings at \$26,866. This increased to \$35,946 among full-year, full-time workers, and was also the lowest average.

### Working full-year, full-time: less than half of earners in only six urban areas

Only six census metropolitan areas reported having less than 50% of earners who worked on a full-time basis for the full year, according to the census.

These were Greater Sudbury, where only 47.3% of men and women with employment income worked full-year, full time, the lowest proportion.

It was followed by Abbotsford (47.5%), Trois-Rivières (48.9%), Thunder Bay (48.9%), Chicoutimi-Jonquière (49.4%) and Victoria (49.7%).

At the opposite end of the scale, Kitchener had the highest proportion of earners working full-year full-time (58.0%) followed by Oshawa (57.8%).

### Earnings over \$100,000: Calgary leads

The proportion of men and women who reported earnings of \$100,000 or more in 2000 exceeded 4% in only four census metropolitan areas.

In Calgary, 4.9% of the 218,400 people reporting employment income had earnings of \$100,000 or more, the highest share among all urban areas. The proportion in Calgary was well above the national average of 2.7%.

It was followed by Toronto (4.8%), Ottawa-Hull (4.3%) and Windsor (4.2%).

## **Working full time for low pay: highest in Trois-Rivières**

Two census metropolitan areas in Quebec had the highest proportions of earners who worked full-time for low pay in 2000.

More than one-fifth (20.9%) of those who worked full time for the whole year in 2000 in the census metropolitan area of Trois-Rivières, or almost 7,000 people, earned less than \$20,000, according to the census.

This was the highest proportion among all 27 census metropolitan areas. A close second was Sherbrooke, where 20.8% or 8,600, worked full-year, full-time for less than \$20,000, as did 20.7% or 13,600 in Saskatoon, in third place.

At the other end of the spectrum, only 11.3% of earners in Oshawa, about 10,800, worked full-year, full-time for less than \$20,000, the lowest share among all urban regions. It was followed by Ottawa-Hull, where almost 42,500, or 12.0%, did so.



## Highlights of selected census metropolitan areas

### St. John's

Almost 93,800 men and women in the census metropolitan area of St. John's, Newfoundland and Labrador, reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$28,872, below the national average of \$31,757 for all earners.

In St. John's, 54% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$40,158, compared with the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in St. John's, 17.7% or just under 9,000, had earnings of less than \$20,000 in 2000.

About 2.2% of the 93,800 people reporting employment income had earnings of \$100,000 or more, compared with the national average of 2.7%.

### Saint John

Almost 64,400 men and women in the census metropolitan area of Saint John, New Brunswick, reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$28,817, below the national average of \$31,757 for all earners.

In Saint John, 52.5% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$39,902, compared with the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Saint John, 19.6%, or 6,600, had earnings of less than \$20,000 in 2000.

About 1.9% of the 64,400 people reporting employment income had earnings of \$100,000 or more, compared with the national average of 2.7%.

### Halifax

Just over 204,700 men and women in the census metropolitan area of Halifax reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$30,614, just below the national average of \$31,757 for all earners.

In Halifax, almost 56% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$41,481, compared with the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Halifax, 17.6%, or just under 20,100, had earnings of less than \$20,000 in 2000.

About 2.5% of the 204,700 people reporting employment income had earnings of \$100,000 or more, compared with the national average of 2.7%.

## **Québec City**

Almost 377,600 men and women in the census metropolitan area of Québec City reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$29,789, less than the national average of \$31,757 for all earners.

In Québec City, just over 53% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$39,482, compared with the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Québec City, 16.2%, or just over 32,600, had earnings of less than \$20,000 in 2000.

Only 1.7% of the 377,600 people reporting employment income had earnings of \$100,000 or more, compared with the national average of 2.7%.

## **Montréal**

Just over 1.8 million men and women in the census metropolitan area of Montréal reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$31,730, virtually on par with the national average of \$31,757 for all earners.

In Montréal, almost 54% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$41,774, compared with the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Montréal, 17.3%, or just under 170,600, had earnings of less than \$20,000 in 2000.

About 2.7% of the 1.8 million people reporting employment income had earnings of \$100,000 or more, identical with the national average.

## **Ottawa-Hull**

Almost 614,100 men and women in the census metropolitan area of Ottawa-Hull reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$38,011, second highest among the 27 census metropolitan areas, and well above the national average of \$31,757 for all earners.

In Ottawa-Hull, almost 58% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$50,341, also second highest, and also well above the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Ottawa-Hull, 12.0%, or 42,500, had earnings of less than \$20,000 in 2000.

About 4.3% of the 614,100 people reporting employment income had earnings of \$100,000 or more, well above the national average of 2.7%.

## **Oshawa**

A total of 165,750 men and women in the census metropolitan area of Oshawa reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$36,290, well above the national average of \$31,757 for all earners.

In Oshawa, just under 58% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$47,835, compared with the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Oshawa, 11.3%, or just under 10,800, had earnings of less than \$20,000 in 2000.

Almost 3.0% of the 165,750 people reporting employment income had earnings of \$100,000 or more, compared with the national average of 2.7%.

## **Toronto**

Almost 2.7 million men and women in the census metropolitan area of Toronto reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$38,598, highest among the 27 census metropolitan areas, and well above the national average of \$31,757 for all earners.

In Toronto, 56% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$51,111, also highest among the largest urban areas, and well above the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Toronto, 12.6%, or just under 187,300, had earnings of less than \$20,000 in 2000.

About 4.8% of the 2.7 million people reporting employment income had earnings of \$100,000 or more, compared with the national average of 2.7%.

## **Hamilton**

Just over 358,200 men and women in the census metropolitan area of Hamilton reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$35,360, well above the national average of \$31,757 for all earners.

In Hamilton, just under 56% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$47,112, compared with the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Hamilton, 13.2%, or just under 26,300, had earnings of less than \$20,000 in 2000.

About 3.3% of the 358,200 people reporting employment income had earnings of \$100,000 or more, compared with the national average of 2.7%.

## **Winnipeg**

Almost 383,100 men and women in the census metropolitan area of Winnipeg reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$29,359, well below the national average of \$31,757 for all earners.

In Winnipeg, just over 56% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$39,075, compared with the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Winnipeg, 19.2%, or just under 41,500, had earnings of less than \$20,000 in 2000.

Almost 2.0% of the 383,100 people reporting employment income had earnings of \$100,000 or more, compared with the national average of 2.7%.

## **Regina**

Just over 111,500 men and women in the census metropolitan area of Regina reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$30,127, just below the national average of \$31,757 for all earners.

In Regina, just over 54% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$41,097, compared with the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Regina, 16.7%, or just under 10,300, had earnings of less than \$20,000 in 2000.

About 1.9% of the 111,500 people reporting employment income had earnings of \$100,000 or more, compared with the national average of 2.7%.

## **Saskatoon**

Just over 128,900 men and women in the census metropolitan area of Saskatoon reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$28,174, below the national average of \$31,757 for all earners.

In Saskatoon, just over 51% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$39,315, compared with the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Saskatoon, more than one-fifth (20.7%), or 13,600, had earnings of less than \$20,000 in 2000.

About 1.9% of the 128,900 people reporting employment income had earnings of \$100,000 or more, compared with the national average of 2.7%.

## **Calgary**

Just over 594,000 men and women in the census metropolitan area of Calgary reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$36,851, fourth highest among the 27 census metropolitan areas, and well above the national average of \$31,757 for all earners.

In Calgary, just under 55% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$49,326, also well above the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Calgary, 14.8%, or more than 47,800, had earnings of less than \$20,000 in 2000.

On the other hand, about 4.9% of the 594,000 people reporting employment income had earnings of \$100,000 or more. This was the highest proportion among the census metropolitan areas and well above the national average of 2.7%.

## **Edmonton**

Just over 556,100 men and women in the census metropolitan area of Edmonton reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$31,999, just over the national average of \$31,757 for all earners.

In Edmonton, just over 52% of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$43,399, compared with the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Edmonton, 17.0%, or almost 49,100, had earnings of less than \$20,000 in 2000.

About 2.7% of the 556,100 people reporting employment income had earnings of \$100,000 or more, on par with the national average of 2.7%.

## **Vancouver**

Just over 1.1 million men and women in the census metropolitan area of Vancouver reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$34,007, higher than the national average of \$31,757 for all earners.

In Vancouver, one-half (50%) of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$46,786, compared with the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Vancouver, 14.5%, or just over 80,200, had earnings of less than \$20,000 in 2000.

About 3.2% of the 1.1 million people reporting employment income had earnings of \$100,000 or more, higher than the national average of 2.7%.

## **Victoria**

Just under 173,700 men and women in the census metropolitan area of Victoria reported receiving employment income during 2000, according to the census.

On average, these individuals earned \$30,529, just under the national average of \$31,757 for all earners.

In Victoria, one-half (50%) of all earners worked on a full-time basis for the full year. On average, the earnings of these individuals amounted to \$42,010, compared with the national average of \$43,231.

Many people had low pay even though they worked full-time. Of all individuals who worked full-year, full-time in Victoria, 15.2%, or almost 13,200, had earnings of less than \$20,000 in 2000.

About 1.8% of the 173,700 people reporting employment income had earnings of \$100,000 or more, well below the national average of 2.7%.

**Average earnings for all earners and those working full-year, full-time<sup>1</sup>, Canada, provinces and territories, 1980, 1990 and 2000**

	All earners				Earners working full-year, full-time <sup>1</sup>			
	1980	1990	2000	Percent change 1990-2000	1980	1990	2000	Percent change 1990-2000
	\$				\$			
Canada	29,229	29,596	31,757	7.3	40,943	41,013	43,231	5.4
Newfoundland and Labrador	23,530	22,017	24,165	9.8	37,082	37,703	37,806	0.3
Prince Edward Island	20,210	21,546	22,303	3.5	32,575	34,812	33,381	-4.1
Nova Scotia	24,422	25,587	26,632	4.1	35,892	37,518	37,800	0.8
New Brunswick	23,501	24,173	24,971	3.3	35,705	36,828	35,982	-2.3
Quebec	29,285	28,516	29,385	3.0	39,726	38,569	39,150	1.5
Ontario	29,360	32,181	35,185	9.3	41,103	43,831	47,247	7.8
Manitoba	25,988	25,859	27,178	5.1	36,888	36,017	36,549	1.5
Saskatchewan	27,460	24,159	25,691	6.3	38,901	33,901	35,252	4.0
Alberta	31,857	29,241	32,603	11.5	44,659	40,540	44,080	8.7
British Columbia	31,950	30,170	31,544	4.6	45,389	42,439	44,231	4.2
Yukon	33,554	31,402	31,526	0.4	48,672	45,359	44,605	-1.7
Northwest Territories	..	..	36,645	...	..	..	51,823	...
Nunavut	.	.	28,215	...	.	.	48,017	...

<sup>1</sup> Full-year, full-time earners are those who worked 49 to 52 weeks during the year for 30 or more hours per week.  
 . not available for any reference period  
 .. not available for a specific reference period  
 ... not applicable

**Distribution of earners, by earnings categories, Canada, 1990 and 2000<sup>1</sup>**

Earnings groups	1990	2000	Change 1990-2000	
	Number	Number	Number	Percent
Less than \$20,000	6,343,120	6,659,395	316,275	5.0
\$20,000 to less than \$40,000	4,608,145	4,925,080	316,935	6.9
\$40,000 to less than \$60,000	2,472,085	2,803,395	331,310	13.4
\$60,000 to less than \$80,000	955,740	1,195,085	239,345	25.0
\$80,000 to less than \$100,000	261,780	386,220	124,440	47.5
\$100,000 or more	264,530	446,615	182,085	68.8
Total number of earners	14,905,400	16,415,790	1,510,390	10.1

<sup>1</sup> Annual earnings are expressed in 2000 dollars.

**Most common occupations of men earning \$100,000 or more who were working full-year, full-time, Canada, 1990 and 2000**

Occupation	2000		1990	
	Number	Percent	Number	Percent
1. Sales, marketing, and advertising managers	15,570	5.1	7,860	4.1
2. Senior managers - Goods production, utilities, transportation, construction	15,105	5.0	11,900	6.2
3. Senior managers - Financial, communications carriers, and other business services	14,695	4.9	7,205	3.7
4. Computer and information systems occupations	14,575	4.8	1,725	0.9
5. Lawyers and Quebec notaries	12,635	4.2	11,065	5.7
6. Senior managers – Trade, broadcasting and other services	9,770	3.2	6,920	3.6
7. Manufacturing managers	9,730	3.2	5,295	2.7
8. General practitioners and family physicians	9,435	3.1	9,660	5.0
9. Retail trade managers	9,225	3.1	6,945	3.6
10. Financial auditors and accountants	8,240	2.7	4,485	2.3
11. Information systems and data processing managers	6,300	2.1	1,740	0.9
12. Financial managers	5,740	1.9	4,685	2.4
13. Specialist physicians	5,570	1.8	5,175	2.7
14. Sales representatives, wholesale trade (non-technical)	5,485	1.8	3,295	1.7
15. Technical sales specialists, wholesale trade	4,680	1.6	2,060	1.1
16. Other financial officers	4,590	1.5	1,360	0.7
Men earning \$100,000 or more who were working full-year, full-time in most common occupations	151,345	50.0	91,375	47.3
Men earning \$100,000 or more who were working full-year, full-time in any occupation	302,645	100.0	193,255	100.0



**Most common occupations of women earning \$100,000 or more who were working full-year, full-time, Canada, 1990 and 2000**

Occupations	2000		1990	
	Number	Percent	Number	Percent
1. Lawyers and Quebec notaries	3,030	5.6	1,195	6.0
2. General practitioners and family physicians	2,825	5.2	1,565	7.9
3. Sales, marketing and advertising managers	2,745	5.1	565	2.9
4. Senior managers - Financial, communications carriers and other business services	2,600	4.8	400	2.0
5. Computer and information systems occupations	1,885	3.5	135	0.7
6. Financial managers	1,730	3.2	450	2.3
7. Financial auditors and accountants	1,540	2.8	270	1.4
8. Specialist physicians	1,520	2.8	1,085	5.5
9. Retail trade managers	1,500	2.8	765	3.9
10. Real estate agents and salespersons	1,355	2.5	1,280	6.5
11. Information systems and data processing managers	1,325	2.5	90	0.5
12. Human resources managers	1,210	2.2	200	1.0
13. Senior managers - Trade, broadcasting and other services	1,205	2.2	270	1.4
14. Banking, credit and other investment managers	1,110	2.0	120	0.6
15. Senior managers - Goods production, utilities, transportation and construction	1,075	2.0	340	1.7
Women earning \$100,000 or more who were working full-year, full-time in most common occupations	26,655	49.2	8,730	44.2
Women earning \$100,000 or more who were working full-year, full-time in any occupation	54,185	100.0	19,755	100.0

### Low earners who worked full-year, full-time,<sup>1</sup> by sex, Canada, provinces and territories, 2000

	All earners <sup>2</sup>	Low earners <sup>1</sup>	Percentage of men	Percentage of women	Percentage of all earners
	Number	Number			
Canada	8,565,385	1,481,975	46.4	53.6	17.3
Newfoundland and Labrador	102,685	22,365	36.8	63.2	21.8
Prince Edward Island	33,470	8,515	43.4	56.6	25.4
Nova Scotia	232,540	49,850	43.7	56.3	21.4
New Brunswick	184,430	42,030	40.0	60.0	22.8
Quebec	1,970,175	375,195	45.6	54.4	19.0
Ontario	3,480,670	496,590	46.4	53.6	14.3
Manitoba	331,655	75,690	48.5	51.5	22.8
Saskatchewan	270,995	73,410	52.9	47.1	27.1
Alberta	924,920	173,365	45.8	54.2	18.7
British Columbia	1,008,840	161,895	48.6	51.4	16.0
Yukon Territory	8,620	1,220	41.6	58.4	14.2
Northwest Territories	11,415	1,085	47.0	53.0	9.5
Nunavut	4,975	750	53.6	46.4	15.1

<sup>1</sup> Those who worked 49 to 52 weeks during the year for 30 or more hours per week and earned less than \$20,000.

<sup>2</sup> All earners who worked full-year, full-time (i.e., 49 to 52 weeks during the year for 30 or more hours per week).

### Low earners who worked full-year, full-time,<sup>1</sup> by highest level of educational attainment, Canada, provinces and territories, 2000

	Number of low earners	Highest level of educational attainment		
		High school or less	Trades or college certificate	University degree
	%	%	%	
Canada	1,481,975	59.5	29.2	11.4
Newfoundland and Labrador	22,365	52.3	41.0	6.7
Prince Edward Island	8,515	55.1	35.2	9.6
Nova Scotia	49,850	51.8	36.8	11.5
New Brunswick	42,030	60.9	31.4	7.8
Quebec	375,195	60.5	29.7	9.7
Ontario	496,590	58.6	28.3	13.1
Manitoba	75,690	65.8	24.9	9.3
Saskatchewan	73,410	64.4	26.9	8.8
Alberta	173,365	61.2	28.9	9.9
British Columbia	161,895	55.7	29.3	15.1
Yukon Territory	1,220	51.6	34.4	13.9
Northwest Territories	1,085	63.1	28.1	8.8
Nunavut	750	73.3	23.3	3.3

<sup>1</sup> Those who worked 49 to 52 weeks during the year for 30 or more hours per week and earned less than \$20,000.

**Earners working full-year, full-time making less than \$20,000,<sup>1</sup> by sex, educational attainment, and age, Canada, 1990 and 2000**

	1990			2000		
	Both sexes	Men	Women	Both sexes	Men	Women
	Number			Number		
All earners working full-year, full-time with low earnings	1,343,805	602,285	741,520	1,481,975	687,160	794,815
	Percent			Percent		
<b>Highest level of schooling</b>						
Less than high school	37.4	17.5	19.8	28.3	14.2	14.1
High school	30.3	12.4	17.9	31.1	13.8	17.4
Trades	13.1	6.6	6.5	13.6	7.1	6.5
College	11.1	3.9	7.2	15.6	5.6	10.0
University	8.2	4.4	3.8	11.4	5.7	5.7
Total	100.0	44.8	55.2	100.0	46.4	53.6
<b>Age</b>						
15-19	3.1	1.7	1.4	2.9	1.6	1.2
20-24	15.4	7.0	8.4	13.9	6.8	7.1
25-29	14.8	6.5	8.4	11.2	5.0	6.2
30-34	12.9	5.7	7.2	10.5	4.6	5.9
35-39	11.9	4.9	6.9	12.6	5.4	7.2
40-44	11.3	4.5	6.9	13.1	5.4	7.7
45-49	9.4	3.7	5.6	11.7	5.0	6.7
50-54	7.5	3.2	4.3	10.0	4.5	5.5
55-59	6.2	3.0	3.2	7.0	3.5	3.6
60-64	4.2	2.4	1.8	3.9	2.3	1.7
65-69	1.9	1.3	0.6	1.7	1.2	0.5
70 and older	1.4	1.0	0.4	1.4	1.1	0.4
All age groups	100.0	44.8	55.2	100.0	46.4	53.6

<sup>1</sup> Full year, full-time earners are those who worked 49 to 52 weeks during the year for 30 or more hours per week.

**Most common occupations of women earning less than \$20,000 who were working full-year, full-time,<sup>1</sup> Canada, 1990 and 2000**

Occupation	2000		1990	
	Number	Percent	Number	Percent
1. Retail salespersons and sales clerks	50,400	6.3	56,695	7.7
2. Retail trade managers	32,730	4.1	32,040	4.3
3. Cashiers	30,830	3.9	29,435	4.0
4. Food and beverage servers	29,345	3.7	32,820	4.4
5. Early childhood educators and assistants	27,635	3.5	13,470	1.8
6. Secretaries (except legal and medical)	25,925	3.3	39,885	5.4
7. Food counter attendants, kitchen helpers and related occupations	23,245	2.9	18,185	2.5
8. Farmers and farm managers	21,820	2.7	22,145	3.0
9. Hairstylists and barbers	21,600	2.7	20,235	2.7
10. Light duty cleaners	20,645	2.6	18,125	2.4
11. Babysitters, nannies and parents' helpers	18,640	2.3	19,945	2.7
12. General office clerks	18,305	2.3	19,770	2.7
13. Cooks	18,040	2.3	17,740	2.4
14. Sewing machine operators	15,845	2.0	18,665	2.5
15. Restaurant and food service managers	15,645	2.0	11,395	1.5
16. Accounting and related clerks	13,895	1.7	21,140	2.9
17. Visiting homemakers, housekeepers and related occupations	13,225	1.7	10,960	1.5
Women earning less than \$20,000 who were working full-year, full-time in most common occupations	397,770	50.1	402,650	54.3
Women earning less than \$20,000 who were working full-year, full-time in any occupation	794,815	100.0	741,520	100.0

<sup>1</sup> Full year, full-time earners are those who worked 49 to 52 weeks during the year for 30 or more hours per week.

**Most common occupations of men earning less than \$20,000 who were working full-year, full-time,<sup>1</sup> Canada, 1990 and 2000**

Occupation	2000		1990	
	Number	Percent	Number	Percent
1. Farmers and farm managers	63,100	9.2	77,885	12.9
2. Retail trade managers	27,530	4.0	28,610	4.8
3. Retail salespersons and sales clerks	25,520	3.7	23,170	3.8
4. Truck drivers	20,980	3.1	13,350	2.2
5. Cooks	17,495	2.5	13,885	2.3
6. Janitors, caretakers and building superintendents	15,770	2.3	15,760	2.6
7. Motor vehicle mechanics, technicians and mechanical repairers	14,830	2.2	12,470	2.1
8. Material handlers	13,370	1.9	7,970	1.3
9. Restaurant and food service managers	13,145	1.9	9,990	1.7
10. Delivery drivers	12,455	1.8	10,005	1.7
11. General farm workers	11,750	1.7	16,815	2.8
12. Computer and information systems occupations	10,620	1.5	3,300	0.5
13. Carpenters	9,550	1.4	6,085	1.0
14. Shippers and receivers	9,335	1.4	7,775	1.3
15. Grocery clerks and shelf stockers	8,630	1.3	5,925	1.0
16. Food counter attendants, kitchen helpers and related occupations	8,525	1.2	7,430	1.2
17. Security guards and related occupations	8,470	1.2	8,815	1.5
18. Taxi and limousine drivers and chauffeurs	7,965	1.2	6,045	1.0
19. Sales representatives, wholesale trade (non-technical)	6,840	1.0	6,245	1.0
20. Welders and soldering machine operators	6,505	0.9	4,435	0.7
21. Light duty cleaners	6,465	0.9	5,640	0.9
22. Construction trades helpers and labourers	6,310	0.9	6,685	1.1
23. Food and beverage servers	5,790	0.8	6,670	1.1
24. Other labourers in processing, manufacturing and utilities	5,090	0.7	3,550	0.6
25. Sales, marketing and advertising managers	4,665	0.7	3,305	0.5
26. Motor vehicle body repairers	4,650	0.7	3,945	0.7
Men earning less than \$20,000 who were working full-year, full-time in most common occupations	345,355	50.3	315,760	52.4
Men earning less than \$20,000 who were working full-year, full-time in any occupation	687,160	100.0	602,285	100.0

<sup>1</sup> Full year, full-time earners are those who worked 49 to 52 weeks during the year for 30 or more hours per week.

**Earners, by level of work activity and sex, Canada, 1980, 1990 and 2000**

	Women			Men		
	1980	1990	2000	1980	1990	2000
	Number					
All earners	5,065,640	6,564,140	7,516,040	7,207,615	7,906,905	8,470,485
	Percentage of all earners					
1 to 13 weeks' work						
Part-time <sup>1</sup>	6.9	5.1	4.9	2.8	2.9	3.3
Full-time <sup>2</sup>	6.2	4.2	3.0	4.8	4.1	3.1
14 to 26 weeks' work						
Part-time <sup>1</sup>	6.1	5.7	5.4	2.5	2.8	3.2
Full-time <sup>2</sup>	7.9	7.2	5.3	7.4	7.9	5.7
27 to 39 weeks' work						
Part-time <sup>1</sup>	3.8	3.4	3.4	1.4	1.5	1.7
Full-time <sup>2</sup>	6.0	5.1	4.1	6.6	6.2	5.2
40 to 48 weeks' work						
Part-time <sup>1</sup>	4.7	4.1	4.7	1.4	1.4	1.8
Full-time <sup>2</sup>	9.2	8.3	10.5	12.5	10.6	12.1
49 to 52 weeks' work						
Part-time <sup>1</sup>	9.0	10.9	11.9	2.6	3.2	4.3
Full-time <sup>2</sup>	40.1	46.0	46.7	58.0	59.4	59.7
All earners	100.0	100.0	100.0	100.0	100.0	100.0

<sup>1</sup> Part-time work is less than 30 hours' work per week.

<sup>2</sup> Full-time work is 30 or more hours' work per week.

**Average earnings in the ten occupations most commonly held by those aged 25 to 29 with a university degree working full-year, full-time,<sup>1</sup> by sex, Canada, 2000**

	Number		Average earnings		Women's earnings as a percentage of men's earnings
	Men	Women	Men	Women	
			\$		%
<b>Ten occupations most commonly held by young men</b>					
Computer and information systems	17,710	6,450	54,052	45,915	84.9
Financial auditors and accountants	4,155	5,280	42,913	39,990	93.2
Sales marketing and advertising managers	3,125	3,320	56,440	46,047	81.6
Retail trade managers	2,645	2,380	38,122	31,596	82.9
Secondary school teachers	2,425	4,120	36,201	35,546	98.2
Financial and investment analysts	2,400	1,715	52,208	44,864	85.9
Retail sales persons and sales clerks	2,175	1,780	33,167	26,211	79.0
Mechanical engineers	2,155	260	51,341	50,668	98.7
Sales representatives, wholesale trade (non-technical)	2,000	1,425	44,528	41,055	92.2
Electrical and electronics engineers	1,925	325	59,469	53,196	89.5
<b>Ten occupations most commonly held by young women</b>					
Elementary school and kindergarten teachers	1,625	9,255	36,243	35,535	98.0
Computer and information systems	17,710	6,450	54,052	45,915	84.9
Financial auditors and accountants	4,155	5,280	42,913	39,990	93.2
Registered nurses	360	4,820	44,688	41,088	91.9
Secondary school teachers	2,425	4,120	36,201	35,546	98.2
Sales, marketing and advertising managers	3,125	3,320	56,440	46,047	81.6
General office clerks	405	2,525	30,339	28,348	93.4
Retail trade managers	2,645	2,380	38,122	31,596	82.9
Social workers	430	2,285	35,011	36,555	104.4
Customer service information and related clerks	1,015	2,260	32,664	31,226	95.6

<sup>1</sup> Earners who worked 49 to 52 weeks during the year for 30 or more hours per week.

**Change in average earnings of those working full-year, full-time,<sup>1</sup> by highest level of educational attainment, sex and selected age groups, Canada, 1980-1990 and 1990-2000**

Age groups and highest level of schooling	Percentage change			
	Men		Women	
	1980-1990	1990-2000	1980-1990	1990-2000
<b>25 to 29 years</b>				
Less than high school	-11.9	-6.5	-7.0	-5.5
High school	-1.6	-14.7	-6.3	-4.6
Trade school	-10.6	-3.2	-7.4	-3.6
College	-6.9	-4.7	-5.0	-7.0
University	-5.7	5.5	-2.4	-0.6
<b>30 to 34 years</b>				
Less than high school	-9.3	-7.1	-2.4	-3.3
High school	-8.0	-5.4	-2.4	-2.2
Trade school	-6.0	-3.2	-4.1	-2.0
College	-4.5	-3.2	-1.8	-3.5
University	-2.6	4.0	-1.7	1.0
<b>35 to 39 years</b>				
Less than high school	-7.1	-5.7	0.9	0.9
High school	-9.1	-6.0	0.6	-0.3
Trade school	-4.3	-1.9	0.2	-0.7
College	-6.0	0.7	2.2	2.1
University	-4.1	6.8	1.5	4.3
<b>40 to 44 years</b>				
Less than high school	-7.1	-2.8	2.0	3.4
High school	-6.9	-4.1	3.0	2.6
Trade school	-2.3	-1.7	-1.5	3.7
College	-2.8	-0.1	3.4	4.3
University	-5.1	9.2	2.7	5.8
<b>45 to 49 years</b>				
Less than high school	-3.0	-3.7	0.8	6.5
High school	-3.8	-7.6	2.2	5.6
Trade school	0.8	-2.9	-1.1	2.7
College	-1.2	-3.3	3.1	6.3
University	-4.4	3.0	2.1	7.3
<b>50 to 54 years</b>				
Less than high school	-1.6	-1.9	0.5	6.8
High school	-5.6	-5.0	2.0	8.0
Trade school	-1.1	-0.7	1.6	2.2
College	-1.5	-0.4	3.0	6.6
University	-3.0	-0.4	-1.8	6.3
<b>55 to 59 years</b>				
Less than high school	0.0	-0.3	-0.2	5.0
High school	-1.9	-3.8	0.5	5.5
Trade school	1.1	0.8	0.1	0.8
College	2.2	-0.4	4.3	5.4
University	1.3	3.0	-3.4	7.3

<sup>1</sup> Earners who worked 49 to 52 weeks during the year for 30 or more hours per week.



**Earnings of recent immigrants<sup>1</sup> relative to earnings of the Canadian-born, by sex, Canada, 1980, 1990 and 2000**

Number of years since arrival	Men			Women		
	1980	1990	2000	1980	1990	2000
	Earnings as a percentage of earnings of the Canadian-born					
1 year	71.6	63.4	63.1	64.7	70.0	60.5
2 years	86.9	73.3	71.4	79.3	79.8	68.4
3 years	93.4	77.0	75.5	84.4	84.4	71.7
4 years	88.8	77.1	77.3	87.8	82.0	74.3
5 years	92.7	78.5	77.1	91.7	83.8	77.4
6 years	93.5	81.5	76.5	94.9	83.3	77.8
7 years	95.1	84.5	76.6	97.9	87.3	76.8
8 years	89.9	97.5	75.2	96.3	94.6	80.2
9 years	97.3	97.2	78.3	103.1	93.7	82.2
10 years	100.4	90.1	79.8	103.1	93.3	87.3

<sup>1</sup> Those who arrived in Canada from 1990 to 1999.

**Average earnings of recent immigrants<sup>1</sup> aged 25 to 54, by knowledge of an official language and number of years in Canada compared with Canadian-born, Canada, 1990 and 2000**

	1990		2000	
	No knowledge of an official language	Knowledge of at least one official language	No knowledge of an official language	Knowledge of at least one official language
	\$			
<b>Male immigrants who had been in Canada for:</b>				
1 year	21,226	27,158	20,946	28,739
2 years	24,645	31,242	19,937	32,640
3 years	24,583	32,782	19,518	34,510
4 years	24,280	32,755	21,079	35,385
5 years	26,942	33,207	22,071	35,301
6 years	23,543	34,590	20,249	35,077
7 years	24,809	35,767	22,025	34,999
8 years	22,942	41,378	22,023	34,308
9 years	23,015	41,599	23,459	35,728
10 years	26,253	38,403	25,754	36,305
Average earnings of men 25 to 54 years old born in Canada		41,964		45,002
<b>Female immigrants who had been in Canada for:</b>				
1 year	13,416	17,914	14,101	17,627
2 years	14,224	20,451	14,554	19,996
3 years	14,956	21,520	14,459	20,970
4 years	15,418	20,829	14,601	21,757
5 years	15,454	21,256	14,369	22,677
6 years	14,506	21,191	15,289	22,779
7 years	17,602	21,986	15,634	22,423
8 years	16,858	23,877	16,261	23,356
9 years	17,349	23,722	16,720	23,925
10 years	17,588	23,608	19,664	25,326
Average earnings of women 25 to 54 years old born in Canada		24,955		28,745

<sup>1</sup> Immigrants who arrived in Canada from 1980 to 1989 and from 1990 to 1999.

**Average earnings of recent immigrants<sup>1</sup> aged 25 to 54, by highest level of educational attainment and number of years in Canada compared with the Canadian-born, Canada, 1990 and 2000**

	1990		2000	
	High school and some post-secondary	University	High school and some post-secondary	University
	\$			
<b>Male immigrants who had been in Canada for:</b>				
1 year	21,581	33,673	21,363	31,460
2 years	24,587	37,895	23,987	37,397
3 years	26,520	42,010	24,069	40,011
4 years	28,077	42,116	26,036	42,627
5 years	26,439	45,873	27,472	44,054
6 years	28,126	48,443	26,313	45,773
7 years	28,144	50,385	27,480	45,795
8 years	32,978	54,439	26,717	44,361
9 years	34,190	54,426	29,020	46,151
10 years	32,428	52,060	28,572	47,522
Average earnings of men aged 25 to 54 born in Canada	38,941	60,375	38,999	66,520
Average earnings of men aged 25 to 54 born in Canada, all levels of schooling	41,964		45,002	
<b>Female immigrants who had been in Canada for:</b>				
1 year	15,607	21,059	13,805	19,829
2 years	17,596	24,356	16,855	23,066
3 years	18,777	27,808	16,357	24,731
4 years	18,345	27,681	16,687	26,348
5 years	18,597	28,724	17,854	28,739
6 years	18,805	28,741	17,839	29,616
7 years	19,394	28,905	18,088	28,387
8 years	20,051	32,193	19,217	30,193
9 years	20,661	32,015	19,926	30,948
10 years	20,703	32,522	20,626	32,473
Average earnings of women aged 25 to 54 born in Canada	22,576	37,235	24,493	41,062
Average earnings of women aged 25 to 54 born in Canada, all levels of schooling	24,955		28,745	

<sup>1</sup> Immigrants who arrived in Canada from 1980 to 1989 and from 1990 to 1999.

**Number and average earnings of men aged 25 to 54 with a university degree in occupations employing the majority of recent immigrants,<sup>1</sup> all earners<sup>2</sup>, Canada, 2000**

Occupation	Men aged 25-54 with a university degree, all earners <sup>2</sup>					
	Recent immigrants <sup>1</sup>			Canadian-born		
	Number	Percent	Average earnings	Number	Percent	Average earnings
1. Computer and information systems occupations	31,865	18.1	52,022	68,005	6.9	59,927
2. Retail trade managers	4,365	2.5	31,462	20,510	2.1	59,899
3. Financial auditors and accountants	3,750	2.1	40,756	33,465	3.4	72,230
4. Electrical and electronics engineers	3,350	1.9	55,755	9,680	1.0	75,000
5. Mechanical engineers	3,170	1.8	51,754	8,515	0.9	67,773
6. Sales, marketing and advertising managers	3,025	1.7	46,475	25,315	2.6	88,979
7. Retail salespersons and sales clerks	3,020	1.7	26,842	13,500	1.4	42,591
8. Post-secondary teaching and research assistants	2,640	1.5	20,365	6,660	0.7	20,074
9. University professors	2,455	1.4	55,003	11,695	1.2	62,807
10. Civil engineers	2,235	1.3	45,436	14,480	1.5	65,078
11. Information systems and data processing managers	2,220	1.3	77,765	11,655	1.2	86,800
12. Restaurant and food service managers	2,090	1.2	25,002	4,745	0.5	41,208
13. Taxi and limousine drivers	1,785	1.0	19,913	775	0.1	22,719
14. Manufacturing managers	1,700	1.0	55,890	11,670	1.2	93,337
15. Electronics assemblers, fabricators, inspectors and testers	1,585	0.9	24,970	405	0.0	39,781
16. Electrical and electronics engineering technologists and technicians	1,560	0.9	39,731	2,000	0.2	53,443
17. Truck drivers	1,555	0.9	31,321	2,245	0.2	33,582
18. Sales representatives, wholesale trade (non-technical)	1,550	0.9	36,283	13,645	1.4	59,939
19. Janitors caretakers and building superintendents	1,430	0.8	25,674	2,430	0.2	29,056
20. General practitioners and family physicians	1,410	0.8	110,025	12,635	1.3	130,732
21. Industrial and manufacturing engineers	1,365	0.8	50,613	4,610	0.5	65,539
22. Shippers and receivers	1,350	0.8	25,353	1,735	0.2	27,130
23. Secondary school teachers	1,325	0.8	37,219	14,670	1.5	49,010
24. College and other vocational instructors	1,325	0.8	36,387	51,070	5.2	49,192
25. Chemists	1,295	0.7	47,477	3,695	0.4	57,107
26. Material handlers	1,290	0.7	25,303	2,135	0.2	29,593
27. Financial and investment analysts	1,285	0.7	77,489	9,140	0.9	84,371
28. Senior managers - Financial, communications carriers and other business services	1,205	0.7	88,832	14,785	1.5	164,075
29. Security guards and related occupations	1,175	0.7	18,139	1,795	0.2	26,087
<b>Total in the occupations employing the majority of recent immigrants<sup>2,3</sup></b>	<b>88,375</b>	<b>50.1</b>	<b>46,250</b>	<b>377,665</b>	<b>38.2</b>	<b>68,350</b>
<b>Total in all occupations</b>	<b>176,495</b>	<b>100.0</b>	<b>41,663</b>	<b>989,825</b>	<b>100.0</b>	<b>66,520</b>

<sup>1</sup> Men who arrived in Canada from 1990 to 1999.

<sup>2</sup> Men aged 25 to 54 who held a university degree, all earners.

<sup>3</sup> Calculated on the basis of rounded data.

**Number and average earnings of women aged 25 to 54 with a university degree in occupations employing the majority of recent immigrants,<sup>1</sup> all earners<sup>2</sup>, Canada, 2000**

Occupation	Women aged 25-54 with a university degree, all earners <sup>2</sup>					
	Recent immigrants <sup>1</sup>			Canadian-born		
	Number	Percent	Average earnings	Number	Percent	Average earnings
1. Computer and information systems occupations	12,425	8.3	42,683	25,345	2.3	48,783
2. Financial auditors and accountants	4,615	3.1	31,491	26,910	2.5	45,494
3. General office clerks	4,235	2.8	20,587	18,025	1.7	26,909
4. Retail salespersons and sales clerks	4,065	2.7	14,262	14,085	1.3	20,629
5. Accounting and related clerks	3,485	2.3	23,552	11,800	1.1	30,850
6. Registered nurses	3,455	2.3	36,352	52,420	4.8	41,523
7. Elementary school and kindergarten teachers	3,145	2.1	27,980	147,105	13.5	40,718
8. Secretaries (except legal and medical)	2,680	1.8	20,242	13,055	1.2	26,322
9. Retail trade managers	2,670	1.8	23,745	12,775	1.2	36,180
10. Early childhood educators and assistants	2,670	1.8	15,633	12,350	1.1	19,980
11. Babysitters, nannies and parents' helpers	2,465	1.7	14,098	2,845	0.3	10,369
12. Secondary school teachers	2,350	1.6	29,551	61,985	5.7	41,569
13. Nurse aides and orderlies	2,265	1.5	22,033	3,325	0.3	23,501
14. Cashiers	2,190	1.5	13,444	3,460	0.3	15,665
15. Administrative officers	2,120	1.4	29,612	17,220	1.6	36,730
16. Customer service, information and related clerks	1,850	1.2	21,846	9,750	0.9	28,824
17. Post-secondary teaching and research assistants	1,845	1.2	18,777	8,180	0.8	19,449
18. Food counter attendants, kitchen helpers and related occupations	1,790	1.2	12,522	1,880	0.2	14,179
19. Visiting homemakers, housekeepers and related occupations	1,720	1.2	19,871	2,945	0.3	20,337
20. Sales, marketing and advertising managers	1,685	1.1	39,622	16,095	1.5	60,475
21. Tellers, financial services	1,625	1.1	24,364	4,675	0.4	24,495
22. Light duty cleaners	1,575	1.1	15,921	1,195	0.1	14,111
23. College and other vocational instructors	1,480	1.0	26,201	20,195	1.9	39,458
24. Bookkeepers	1,425	1.0	21,667	7,570	0.7	26,798
25. Electronics assemblers, fabricators, inspectors and testers	1,370	0.9	20,362	230	0.0	24,241
26. Restaurant and food service managers	1,275	0.9	21,792	3,560	0.3	30,658
27. University professors	1,265	0.8	36,915	9,460	0.9	46,061
28. Data entry clerks	1,225	0.8	18,433	2,320	0.2	22,569
<b>Total in the occupations employing the majority of recent immigrants<sup>2,3</sup></b>	<b>74,965</b>	<b>50.3</b>	<b>26,411</b>	<b>510,760</b>	<b>46.9</b>	<b>38,030</b>
<b>Total in all occupations</b>	<b>149,065</b>	<b>100.0</b>	<b>27,079</b>	<b>1,089,455</b>	<b>100.0</b>	<b>41,062</b>

<sup>1</sup> Women who arrived in Canada from 1990 to 1999.

<sup>2</sup> Women aged 25 to 54 who held a university degree, all earners.

<sup>3</sup> Calculated on the basis of rounded data.

**Average earnings of all earners and proportion of low earners,<sup>1</sup> high earners<sup>2</sup> and full-year, full-time earners,<sup>3</sup>  
Canada and census metropolitan areas, 2000**

	All earners				
	Number	Average earnings (\$)	Percentage of low earners <sup>1</sup>	Percentage of high earners <sup>2</sup>	Percentage of full-year, full-time earners <sup>3</sup>
Canada	16,415,790	31,757	40.6	2.7	52.2
St. John's	93,755	28,872	43.1	2.2	54.0
Halifax	204,715	30,614	41.0	2.5	55.7
Saint John	64,355	28,817	44.1	1.9	52.5
Chicoutimi-Jonquière	75,835	29,681	41.1	1.3	49.4
Québec	377,595	29,789	39.4	1.1	53.3
Sherbrooke	82,245	26,866	44.0	1.4	50.0
Trois-Rivieres	68,390	27,950	44.8	1.4	48.9
Montréal	1,840,335	31,730	39.0	2.7	53.6
Ottawa-Hull	614,090	38,011	33.7	4.3	57.7
Kingston	79,895	30,497	43.2	2.4	51.8
Oshawa	165,750	36,290	33.1	3.0	57.8
Toronto	2,659,225	38,598	34.0	4.8	56.0
Hamilton	358,240	35,360	35.8	3.3	55.8
St. Catherines-Niagara	200,310	30,384	41.9	1.9	52.8
Kitchener	241,515	33,985	35.4	3.0	58.0
London	239,330	32,393	39.2	2.6	54.1
Windsor	166,160	37,655	33.7	4.2	56.1
Sudbury	80,740	31,043	42.1	1.7	47.3
Thunder Bay	65,245	31,498	39.4	2.0	48.9
Winnipeg	383,080	29,359	41.4	2.0	56.3
Regina	111,535	30,127	41.1	1.9	54.5
Saskatoon	128,940	28,174	45.4	1.9	51.1
Calgary	594,040	36,851	36.8	4.9	54.6
Edmonton	556,115	31,999	40.1	2.7	52.2
Abbotsford	77,575	28,567	43.8	1.6	47.5
Vancouver	1,108,050	34,007	37.8	3.2	50.1
Victoria	173,680	30,529	39.8	1.8	49.7

<sup>1</sup> Earners making less than \$20,000.

<sup>2</sup> Earners making \$100,000 or more.

<sup>3</sup> Earners who worked 49 to 52 weeks during the year for 30 or more hours per week.

**Average earnings and proportion of low earners<sup>1</sup> and high earners<sup>2</sup> among those working full-year, full-time,<sup>3</sup>  
Canada and census metropolitan areas, 2000**

	Earners working full-year, full-time			
	Number	Average earnings (\$)	Percentage of low earners <sup>2</sup>	Percentage of high earners <sup>3</sup>
Canada	8,565,380	43,231	17.3	4.2
St. John's	50,620	40,158	17.7	3.4
Halifax	114,115	41,481	17.6	3.7
Saint John	33,765	39,902	19.6	3.1
Chicoutimi-Jonquière	37,450	41,067	16.2	1.7
Québec	201,260	39,482	16.2	2.3
Sherbrooke	41,130	35,946	20.9	2.1
Trois-Rivieres	33,425	38,363	20.9	2.2
Montréal	986,060	41,774	17.3	3.9
Ottawa-Hull	354,620	50,341	12.0	6.2
Kingston	41,365	42,806	17.1	3.6
Oshawa	95,770	47,835	11.3	4.4
Toronto	1,489,810	51,111	12.6	7.0
Hamilton	199,725	47,112	13.2	4.9
St. Catherines-Niagara	105,780	41,572	17.7	3.0
Kitchener	140,040	44,883	12.7	4.4
London	129,435	43,811	14.7	3.9
Windsor	93,245	49,463	12.6	6.2
Sudbury	38,155	43,262	17.0	2.5
Thunder Bay	31,920	44,213	14.3	3.1
Winnipeg	215,600	39,075	19.2	3.0
Regina	60,810	41,097	17.0	2.8
Saskatoon	65,910	39,315	20.7	3.0
Calgary	324,120	49,326	14.8	7.4
Edmonton	290,525	43,399	16.9	4.0
Abbotsford	36,860	39,851	18.7	2.5
Vancouver	555,045	46,786	14.5	5.0
Victoria	86,375	42,010	15.2	2.8

<sup>1</sup> Full-year, full-time earners making less than \$20,000.

<sup>2</sup> Full-year, full-time earners making \$100,000 or more.

<sup>3</sup> Earners who worked 49 to 52 weeks during the year for 30 or more hours per week.