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**Rural-Urban Differences in Labour Force  
Characteristics within and between  
Geographic Labour Market Areas**

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# **Rural-Urban Differences in Labour Force Characteristics within and between Geographic Labour Market Areas**

## **Introduction**

Rural-urban differences in labour force characteristics, must be understood in the context of the spatial labour market areas formed around centres of economic activity. Commuting from (apparently) rural areas to urban centres often effectively makes relatively distant geographic areas an integrated part of the urban labour market. To infer “rural” labour market characteristics from such geographies is misleading. The rural fringes of metropolitan centres have very different labour force characteristics than do rural areas too remote to have commuting ties with any urban centre. Further, large metropolitan areas have labour force characteristics different from smaller urban centres, and also have a different type and magnitude of influence on rural areas within their commuting sheds than do smaller urban centres.

Based on empirically defined Labour Market Areas (LMAs) in Saskatchewan this paper compares labour force characteristics among areas with varying degrees of access to urban centres of economic activity. The six types of areas that are identified represent points along a continuum from the most urban to the most rural.

Labour force characteristics examined include industry and occupation distributions, educational attainment, labour force participation and unemployment rates, employment income, total income, age distribution, and class of worker.

## **Geographic Distribution of Economic Activity**

Industrial restructuring of the Prairie economy, like the rest of the developed world, has favoured the service sectors over goods-producing sectors for at least the past 30 years, as shown

in Table 1 for Saskatchewan. Labour-saving technological change and economies of size and scale in primary production and routine manufacturing have reduced the labour requirements per unit of output. In addition, low income elasticities of demand for products of these sectors have meant that they command a decreasing share of the consumer dollar. The lengthening of the supply chain for most goods has consisted almost entirely of added services in the production of the final product. In combination, these factors, and an increasingly competitive trade environment, have resulted in a labour force that is highly concentrated in the services sectors.

**Table 1: Industrial Structure of the Saskatchewan Labour Force, 1971 and 1996**

Industry	1971		1996	
	#	%	#	%
<b>Goods-producing:</b>				
Agriculture	100,675	29.00	77,765	15.76
Other Primary	8,570	2.47	14,830	3.01
Manufacturing	19,895	5.73	31,240	6.33
Construction	19,930	5.74	24,465	4.96
<b>Sub-total</b>	<b>149,070</b>	<b>42.94</b>	<b>148,300</b>	<b>30.06</b>
<b>Services Producing:</b>				
Transportation	27,735	7.99	36,695	7.44
Trade	51,695	14.89	80,045	16.22
FIRE	10,595	3.05	22,725	4.61
Services	81,675	23.52	174,915	35.45
Public Admin.	26,430	7.61	30,740	6.23
<b>Sub-total</b>	<b>198,130</b>	<b>57.07</b>	<b>345,120</b>	<b>69.94</b>
<b>TOTAL</b>	<b>347,200</b>	<b>100.00</b>	<b>493,420</b>	<b>100.00</b>

Source: Statistics Canada. Census of Population

Impacts of industrial restructuring are distributed unevenly over rural and urban areas.

Primary production, which has been characterized by a general decline in employment, is

concentrated in rural areas and some rural parts of the Prairies remain highly dependent on primary industries. Although employment *growth* in rural areas is concentrated in the services sector, as is the case for urban centres, the services sector continues to concentrate in the largest urban centres (Olfert and Stabler 1994). Agglomeration economies, the market-oriented nature of both business and personal services, access to amenities, and the existence of the required labour pool all contribute to the attraction of urban centres for the services sector. Although, technically, rapid improvements in communications and information storage and retrieval, have made rural locations possible for some relatively footloose business services, only limited cases of rural areas benefiting from this possibility exist.

Population responds to the geographic re-distribution of employment opportunities through migration and commuting, and population concentrations, in turn, reinforce the attraction of existing population centres. The cities of Saskatoon and Regina, the only two metro centres in Saskatchewan, accounted for 28.5 percent of the provincial population in 1971 and 38.1 in 1998. Viewed in terms of the province's largest 10 centres, their share of the provincial population increased from 43.4 percent in 1971 to 53.9 in 1998. As shown in Table 2, rural towns increased slightly in absolute size but remained a more or less constant share of the population. Rural population (everything other than the largest 39 places) declined steadily in both absolute and relative terms.

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Table 2: The Rural-Urban Distribution of the Provincial Population<sup>1</sup>, 10 Urban Centres<sup>2</sup>, 29 Rural Towns<sup>3</sup>, and Rural Areas<sup>4</sup>, 1971, 1981, 1991, 1998

Year	10 Urban Centres		29 Towns		Rural Areas	
	#	%	#	%	#	%
1971	382,814	43.40	70,160	8.00	428,991	48.60
1981	452,036	48.94	80,908	8.76	390,738	42.30
1991	494,478	53.09	79,210	8.50	357,696	38.40
1998	500,654	53.92	82,053	8.84	345,812	37.24

Source: Saskatchewan Health. Covered Population, various years.

<sup>1</sup>Excluded are Registered Indians and Census Division 18. Registered Indian population is not available on a geographic basis prior to 1998.

<sup>2</sup>The Urban centres include the top two tiers of the (six-tier) trade centre hierarchy (see Stabler and Olfert 1996).

<sup>3</sup>Rural Towns refer to the next two tiers of the (six-tier) trade centre hierarchy.

<sup>4</sup>Rural Areas include the unorganized portions of the rural municipalities plus all centres below the top four tiers of the (six-tier) trade centre hierarchy.

Varying rates of economic growth and decline over rural and urban areas, different industrial and occupational structures, differing sets of alternatives facing labour force members, and different degrees of mobility are likely to result in significant differences in labour force characteristics. A labour force with access to areas attracting the rapidly-growing high-end services sector would be expected to be relatively concentrated in the 25-44 age groups, have lower unemployment rates, higher participation rates, higher employment income, higher levels of education, and higher incomes. For each of the above characteristics, the opposite would be expected in declining areas dependent on primary production, especially when this dependence generates immobilities. The more mobile the labour force, and the greater the access to areas of economic growth through commuting, the smaller will be the observed differences among geographic areas.

The presence of a rural-urban pattern in labour force characteristics depends on the

distribution of growing (and declining) sectors over rural-urban space and the response of labour to consequent differentials. Theoretically, occupational and geographic mobility will reduce spatial income differentials to no more than differences in living costs plus amenities. An ongoing process of decline in primary production and concentration of economic activity will result in a continuous disequilibrium, however. Consequently, “rural” and “urban” characteristics are likely to exist along a continuum from the most rural to the most urban rather than describing two distinct areas in a dichotomous way. These expectations are addressed below.

### **Labour Market Areas**

The framework used in this paper to examine the spatial variations in labour force characteristics is that of empirically estimated Labour Market Areas (LMAs). Place-of-work and place-of residence data were used to delineate commuting sheds centred on the province’s 62 largest places of employment in 1981 and 1991 (Stabler, Olfert and Greuel 1996). The 62 centres were chosen because they constitute the top four levels of the trade centre hierarchy (Stabler and Olfert 1996).

Bi-directional commuting between the 62 centres and 298 rural municipalities (RMs) was calculated as a rate in 1981 and in 1991. The total number of commutes associated with each centre-RM pair was divided by the smaller labour force of the two geographies. The resulting commuting rate was the basis of assigning RMs to employment centres. As commuting patterns were too complex to imply unequivocal assignment of each RM to a unique employment centre, a factor analysis program was used to “pair” urban centres that shared commuters in a substantial way. This process resulted in the LMA focal points being reduced from the 62 centres to 38 focal points in 1981 and 37 in 1991. A cluster program assigned RMs to the 37 (38) employment

centres based on the strength of the commuting association between.<sup>1</sup> The process resulted in the formation of 37 LMAs in 1981 and 38 in 1991. A distinction was made between degrees of association with the highest level of association representing 30 percent commuting in Core RMs and the lowest 5 percent (Peripheral RMs). Areas of the province with very minimal commuting to or from any employment centre or very diffuse commuting, were left unattached to any employment centre and referred to as Residual. Figure 1 shows the 1991 LMAs with the degrees of association shown.

The largest LMAs formed around the largest centres in the province with the smallest of the 62 centres often having an LMA consisting of only the RM in which it was located. The unattached or Residual areas were the most rural or remote RMs where there was little opportunity for commuting to centres of employment (less than 5 percent). Clearly the range of employment opportunities for the rural labour force varies considerably within the province.

While there were minor differences in detail, there was relative stability in the structure of the 1981 and 1991 LMAs. The relative stability is expected to have continued to 1996, thus permitting the presentation of 1996 labour force characteristics in the 1991 LMA framework. In this paper, the 1991 LMAs framework is used to identify the following areas: the two metro centres (Saskatoon and Regina) referred to as Metro, the 8 secondary cities as Urban, the LMAs surrounding Saskatoon and Regina as Metro Adjacent, the LMAs formed around the 8 secondary cities as Urban Adjacent, and the Residual areas as Remote Rural. In addition, a category of

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<sup>1</sup>Details are found in Jack C. Stabler, M. Rose Olfert and Jonathan B. Greuel, 1996. Evolution of Spatial Labor Markets in the Northern Great Plains. Growth and Change, 27: 2, 206-230.

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Figure 1: Labour Market Areas in Saskatchewan, 1991

Rural Towns was added, consisting of all LMAs (including their employment centres) other than those already included in one of the definitions above. Most of these latter LMAs consist primarily of the towns on which they are centred and the immediately surrounding rural space. Figure 2 shows each of the geographic areas described above. Clearly Metro is the most urban category and Remote Rural the most rural. In between, the data were used to classify the geographies along a continuum between these two end points.

### **Labour Force Characteristics**

Labour force characteristics observed in particular labour market areas will reflect the structure of the economy as well as the responses of labour to prevailing conditions. Generally, the location decisions of individual businesses determine the type and number of employment opportunities in a particular area. Public sector service provision responds to population concentrations, reinforcing these employment opportunities. The mobility of labour in response to excess labour or job vacancies, or to income differentials, will be reflected in measures such as unemployment rates, participation rates, age structure, and income. If there are rural-urban differences in labour market characteristics, they will reflect differences in the underlying structure of the economy, its rate of growth, and labour mobility in response to economic incentives.

### ***Industrial Distribution***

The industrial distribution of the labour force reflects the structure of the economy which, in turn, will influence a number of other labour force characteristics. As shown above in Table 1, at the provincial level, goods-producing sectors have declined as sources of employment while services-producing sectors have grown over the past 30 years. Variations in the industrial

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Figure 2: Rural-Urban Categories in the 1991 LMA Framework, Saskatchewan

distribution of the 6 geographies selected here—Metro, Urban, Metro-Adjacent, Urban Adjacent, Rural Towns and Remote Rural—from that of the province are an indication of the degree of differentiation in the underlying economies of these areas.

Figure 3 shows the industrial distribution of each type of area for the total labour force, indexed to the provincial industrial distribution. The ordering of the types of areas was selected based on the relative importance of both the primary and the private services in their labour forces. Primary industries include (primarily) agriculture, but also fishing, logging, and mining; the industries grouped as private services includes finance, insurance, real estate, business services, accommodation, food and beverage, and other services. These activities are grouped to distinguish them from public sector services which include health, education, and public administration. The rank ordering of area types was based on primary and private services because of the changing role of these two sectors in the provincial economy. The primary sector, although perhaps growing in GDP terms, is declining in terms of employment, while the private services sector is the most rapidly growing source of employment<sup>2</sup>.

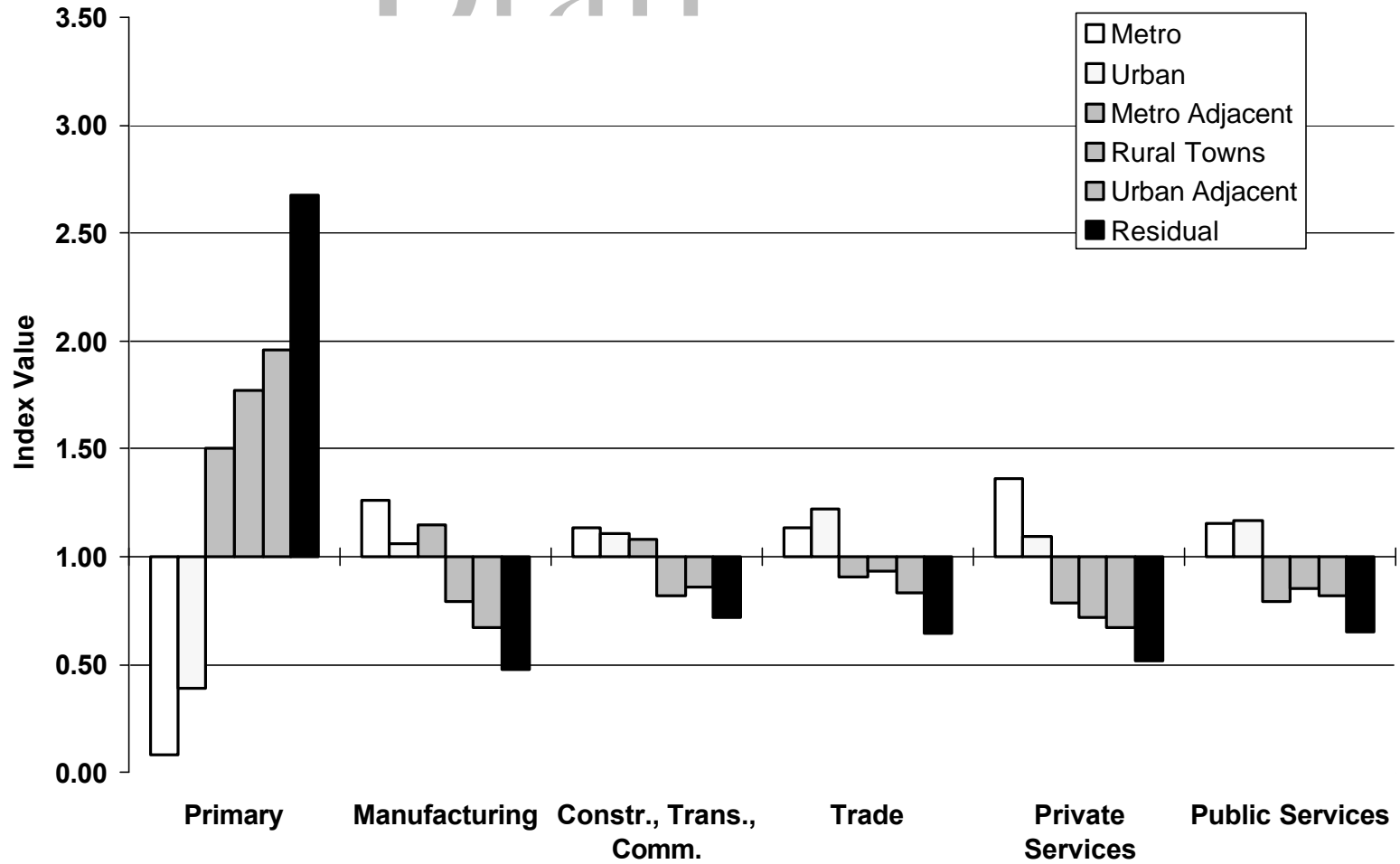
The ordering of area types that is monotonically increasing for primary sector and monotonically decreasing for private services is Metro, Urban, Metro Adjacent, Rural Towns, Urban Adjacent, and Remote Rural. The ordering applies reasonably well to most other industry groupings as well. The relative position of Rural Towns and Urban Adjacent is perhaps somewhat surprising. However, Rural Towns consists mostly of towns between 500 and 5000 in population and relatively little of their surrounding rural areas. Many of these towns have

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<sup>2</sup>Public sector services employment has also experienced rapid growth but this growth is dependent on the size of the treasury and sensitive to existing population concentrations.

Figure 3: Industry Distribution by Rural-Urban Categories, Indexed to Sask., Total Labour Force 1996

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retained a core of services and manufacturing businesses. Urban Adjacent are geographic areas that are largely rural, though with commuting possibilities to the 8 secondary urban centres, and therefore have an industrial structure more like that of Rural Remote. The ordering of the area types, as a measure of 'ruralness,' suggested by the industry distribution is retained for presentation of other labour force characteristics as well.

Figure 3 shows that the relative size of the primary sector in Rural Remote is about 2.7 times that in the province; in Metro it is .08 times as large. The relative size of private sector services in Metro centres is about 1.36 times that in the province, and in Rural Remote it is but .52 times. Metro centres and Urban centres fall below the provincial percentage for Primary employment and above the provincial level in Private Services. All other area types have above provincial proportions in the primary sector and below the provincial proportion in private services.

The provincial industry distribution is thus not a very good indication of the industry distribution of either Metro centres, nor Rural Remote. Further, neither of the end points describe all of urban or all of rural. There is a continuum of decreasing similarity through the ordering of area types.

Considerable differences persist between the industry distribution of males and females, as shown in Figures 4 and 5. However, in general the rank ordering of the area types applies to both the male and female labour force. The index for the male labour force, relative to the province, for the primary sector ranges from 0.17 in Metro to 2.47 in Rural Remote; for private services it ranges from 1.36 in Metro to .52 in Rural Remote. The female labour force index for primary ranges from 0.16 in metro to 3.07 in Remote. For all other industry groups, however, there is less

Figure 4: Industry Distribution by Rural-Urban Categories, Indexed to Saskatchewan, Male Labour Force, 1996

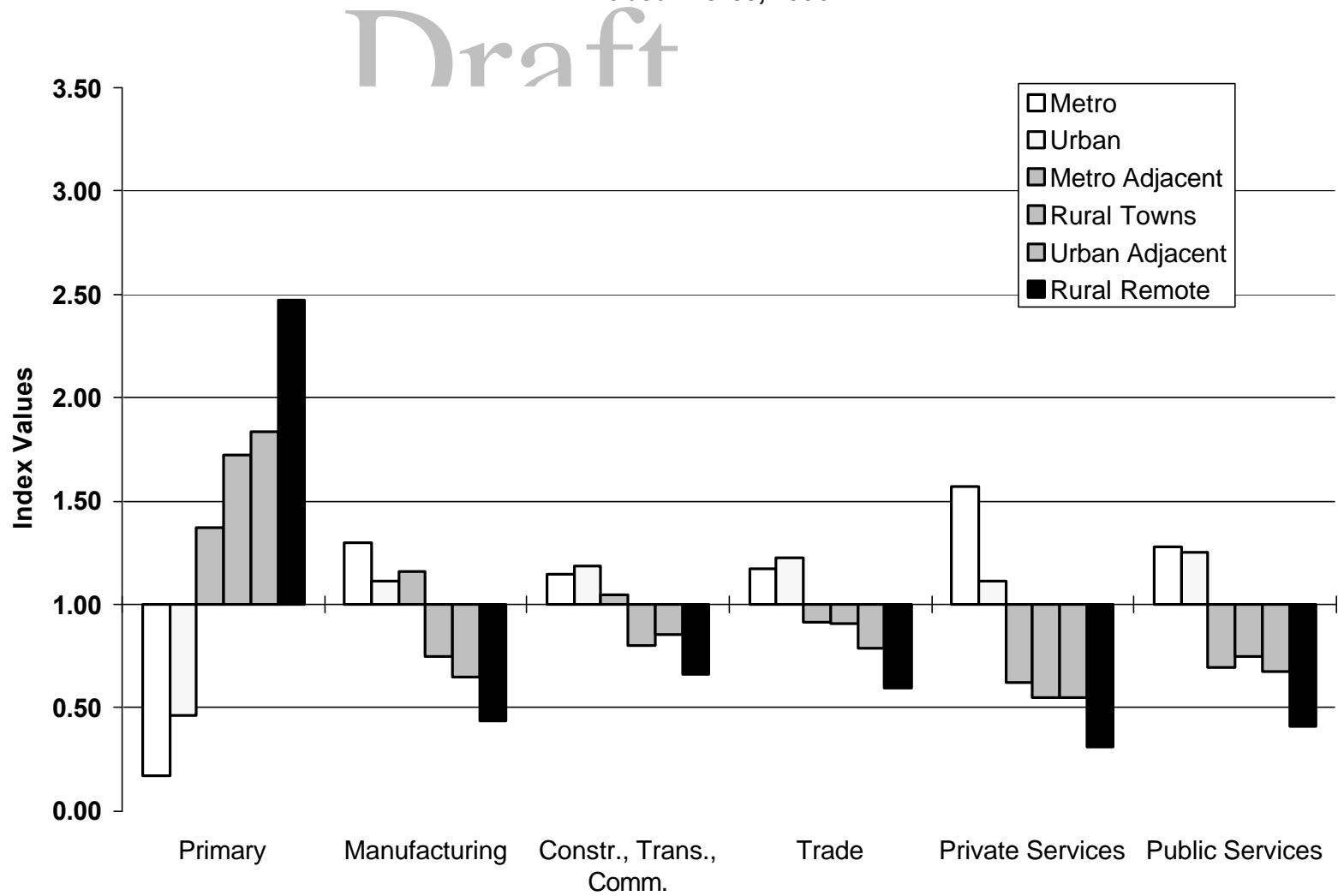
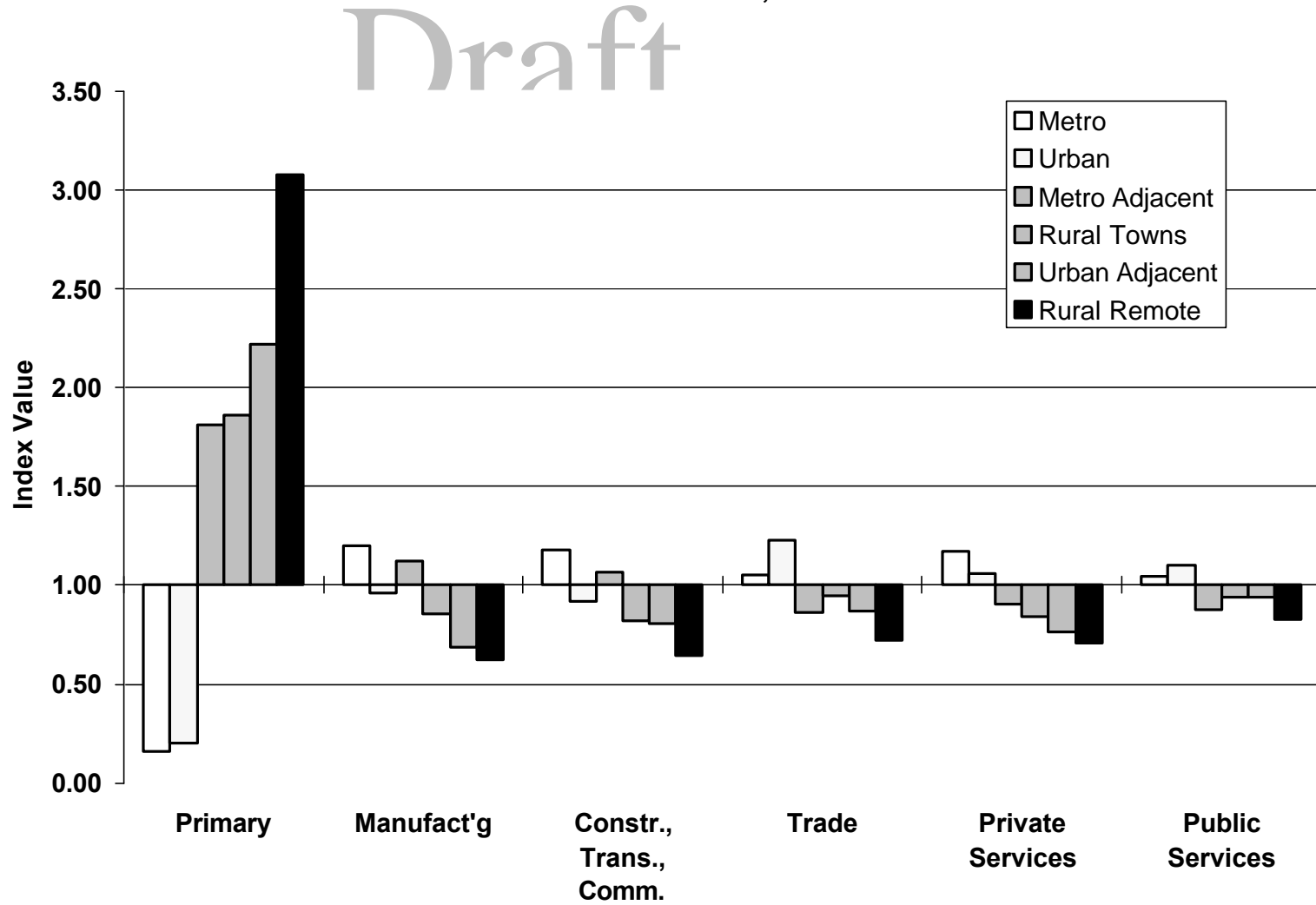


Figure 5: Industry Distribution by Rural-Urban Categories, Indexed to Saskatchewan, Female Labour Force, 1996



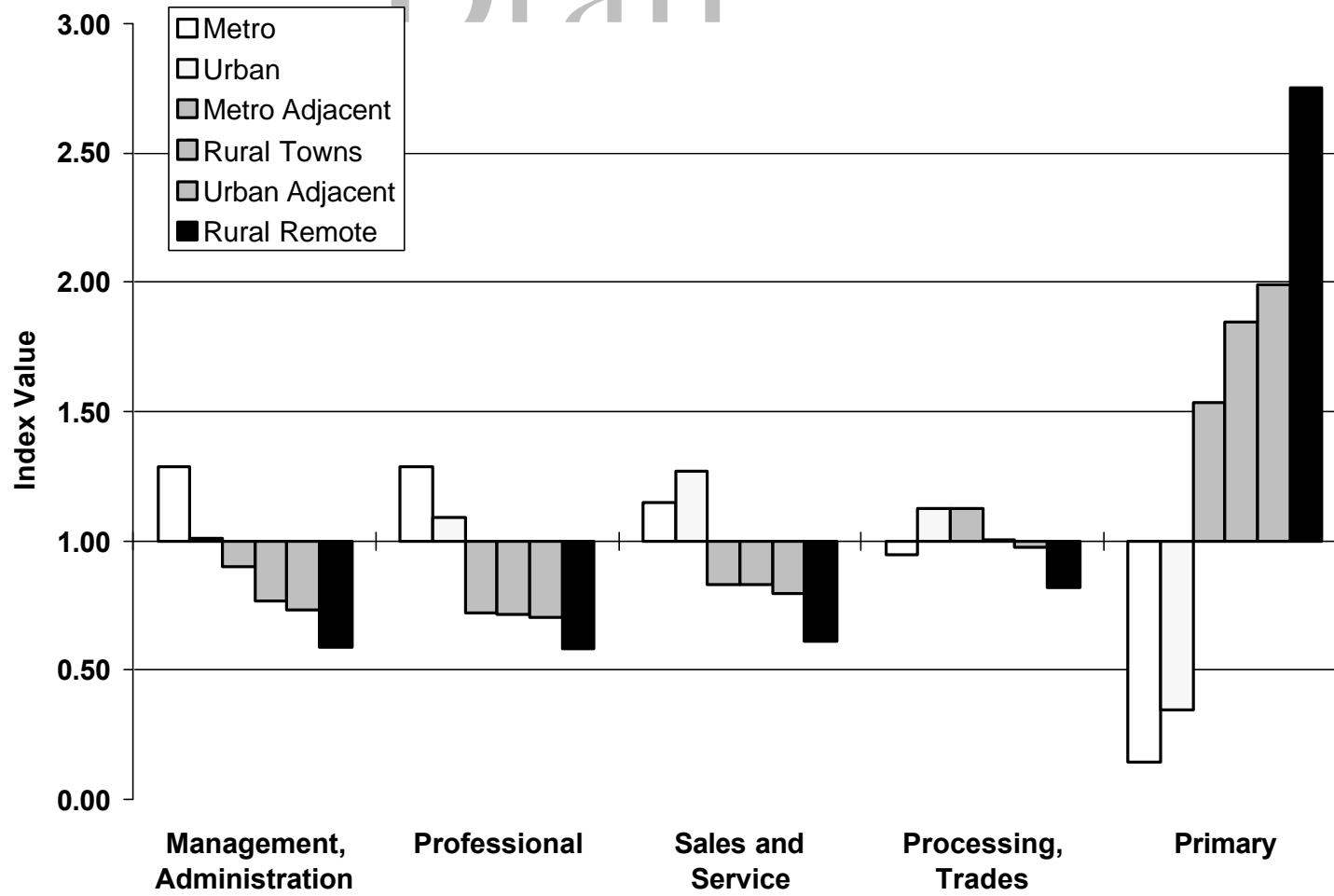
variation from the provincial distribution for females than for males, and less variation among area types. The female labour force, in all area types, has an industry distribution more like that of the provincial female labour force than is the case for males. This is especially true for the public services sector where the female index ranges from 0.83 in Rural Remote to 1.10 in Urban. While there is greater departure from the provincial proportion in the primary sector for females than for males, this sector accounts for a smaller part of the labour force in all area types for females. For example, in Rural Remote, primary accounts for 32.5 percent of the female labour force, and 63.2 percent of the male labour force.

### ***Occupational Distribution***

The occupational distribution of the labour force reflects both the industry distribution and the skill requirements within each industry. Figures 6, 7, and 8 show the indexed occupational distribution for the total, male and female labour force, respectively. The close correspondence of the primary occupation of farming with the primary industry of agriculture is evident from the index values. Most other occupations will be found to some degree in most other industries. For the total labour force, the rank ordering of the area types seems valid for most occupational groupings. For the Metro labour force, management/ administration, and professional have an index of 1.29 while for the Remote labour force, these occupations have an index of .59.

The indexed occupational distributions for males and females are shown in Figures 7 and 8 respectively. Again, as for industry, there is greater divergence from the provincial distribution in the male labour force than the female. For example, for Metro areas the index value for professional occupations for the male labour force is 1.56, for Remote Rural it is 0.35. For the

**Figure 6: Occupational Distribution, by Rural-Urban Categories, Indexed to Saskatchewan, Total Labour Force, 1996**



**Figure 7: Occupational Distribution, by Rural-Urban Categories, Indexed to Saskatchewan, Male Labour Force, 1996**

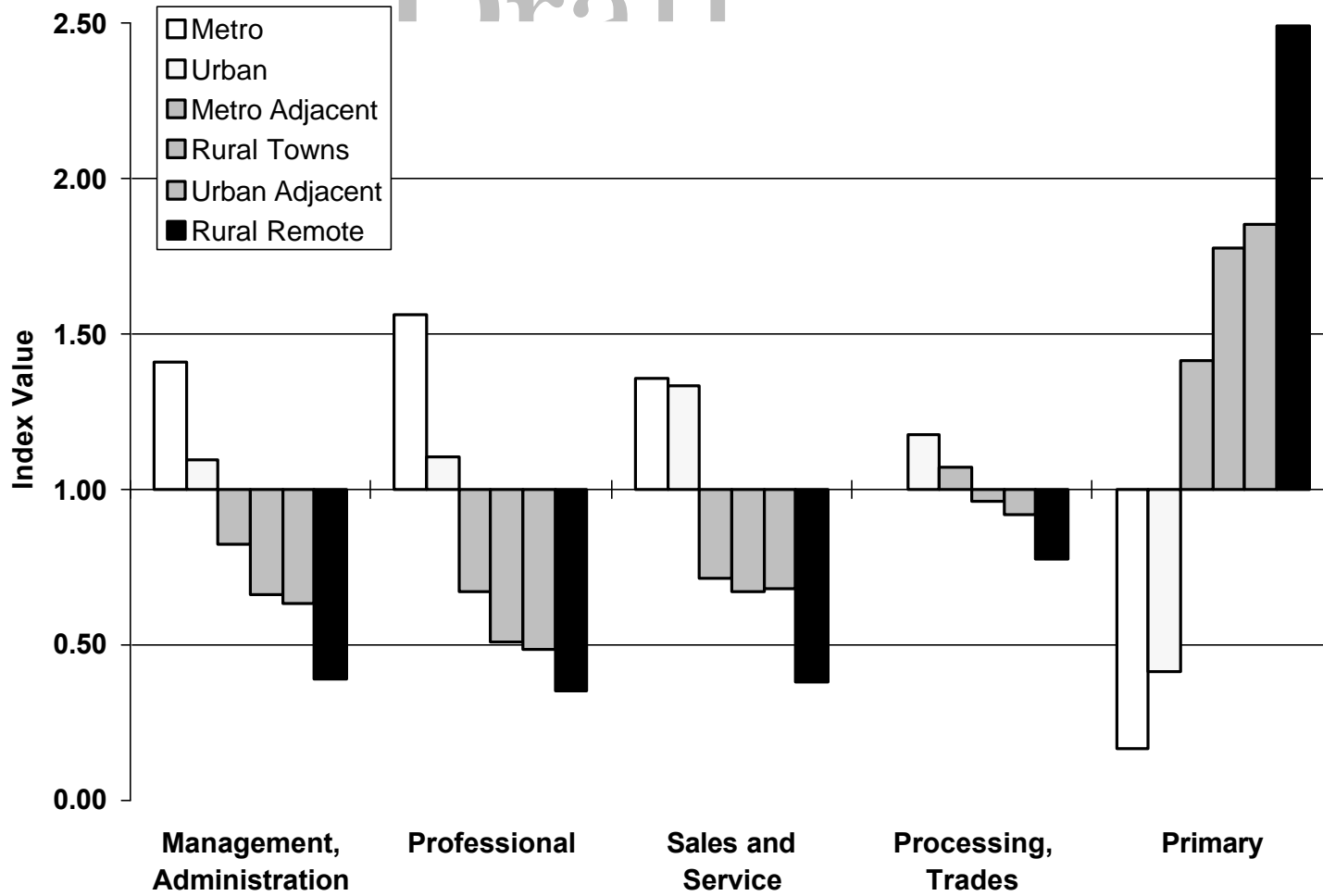
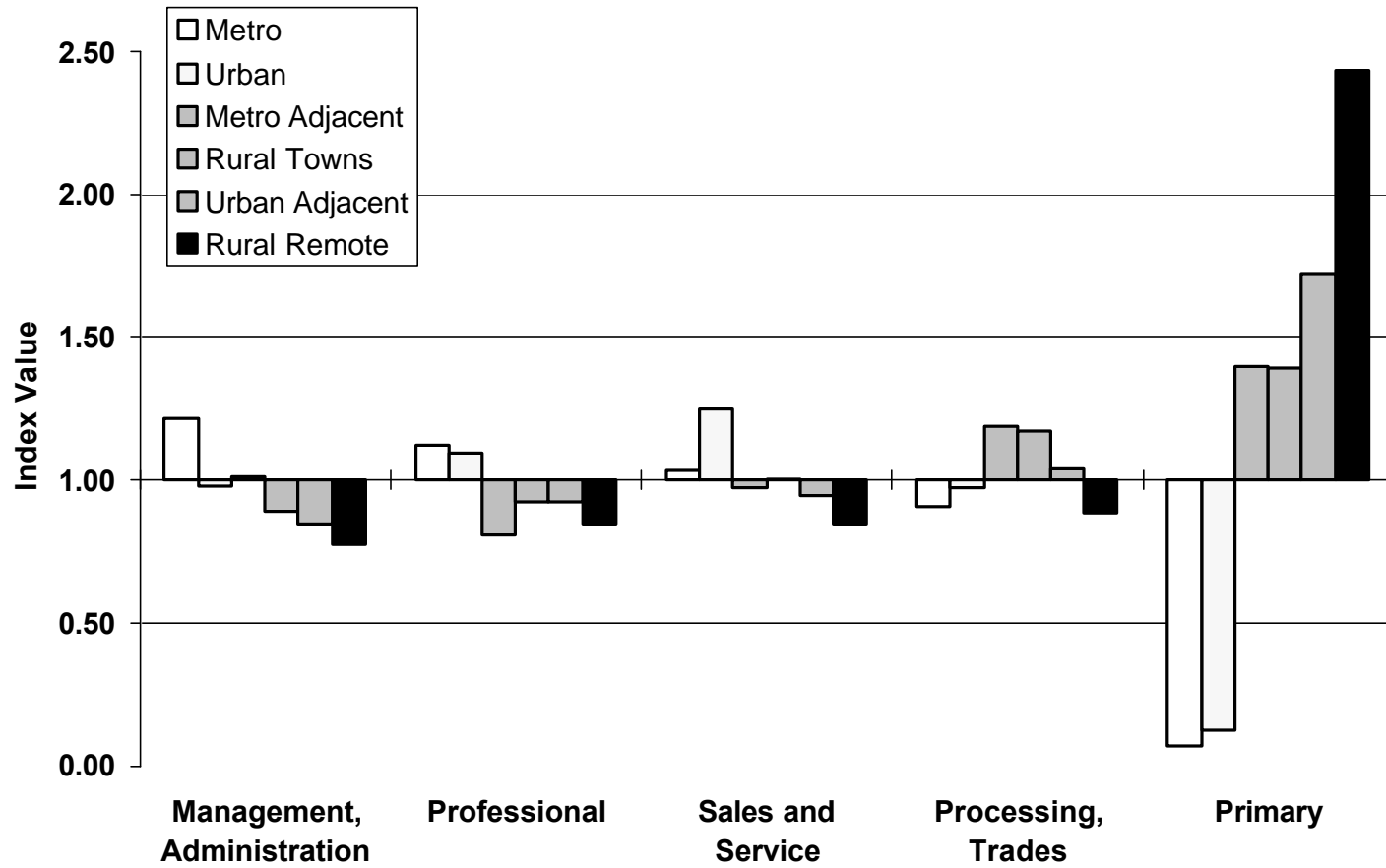


Figure 8: Occupational Distribution, by Rural-Urban Categories, Indexed to Saskatchewan, Female Labour Force, 1996

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female labour force, the index value for professional occupations in Metro areas is 1.12 and in Rural Remote, 0.85. Rural vs. urban location has less influence on industry and occupation of the female than the male labour force.

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### ***Education Levels***

Highest level of education attained will reflect the nature of the existing labour demand as well as the potential for future economic development. Figure 9 shows the distribution of education levels of the population 15+, indexed to the provincial distribution for each of the rural-urban categories. The greatest divergence among rural-urban categories is in the highest and lowest levels represented in the graph. In Metro, the index for university degree is 1.59 compared with 0.49 in Remote Rural. At the other extreme, the index for less than grade 9 education is 0.6 in Metro areas and 1.37 in Remote Rural. While the indexes for most education levels generally decline monotonically over the rural to urban categories, Rural Towns has a high index for the less than Grade 9 category. This is probably due to the age distribution of the population in these areas, as will be shown in the next section.

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### ***Age Distribution***

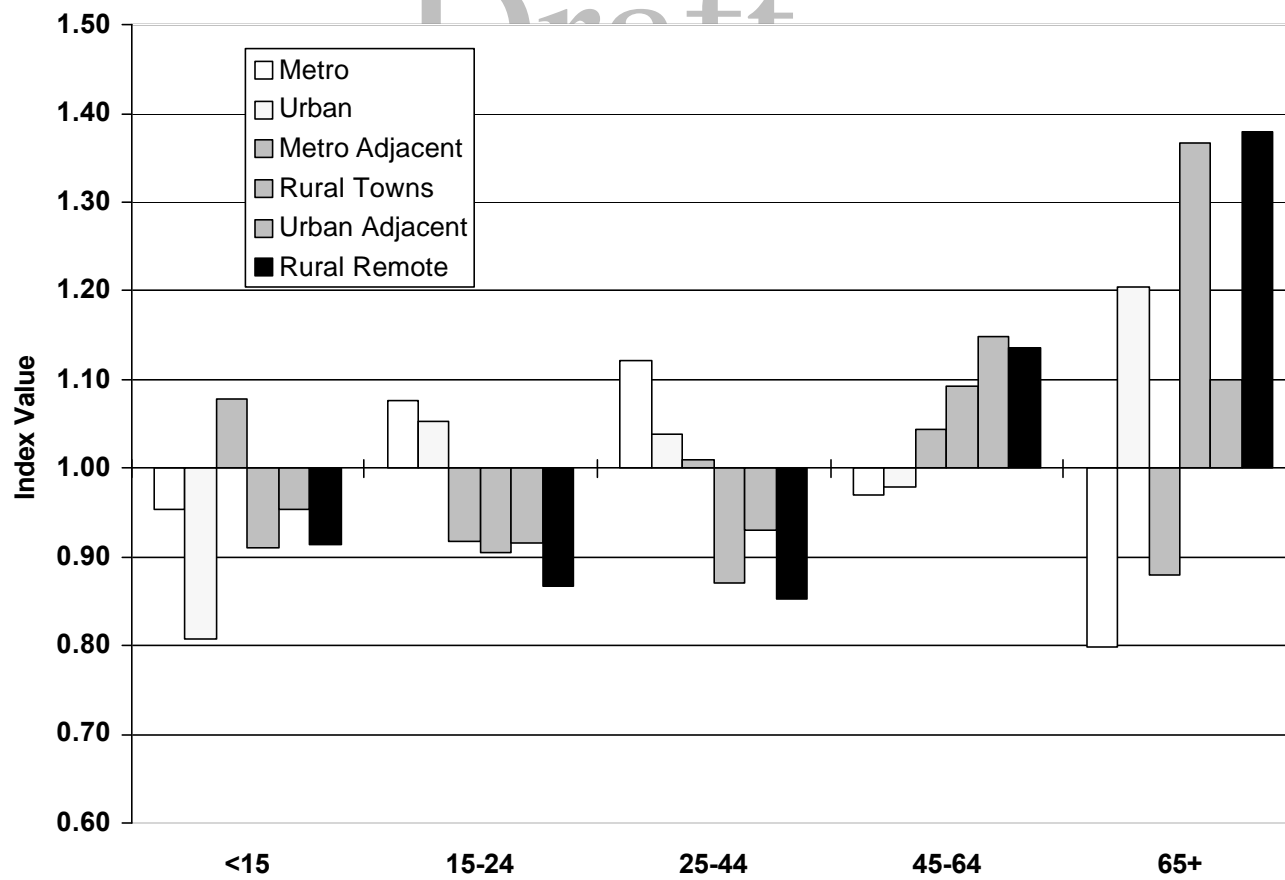
The age distribution of the population in an area indicates the ability of the area to attract/retain labour force members. The relative size of the 25-44 age group may be considered an indication of the region's economic performance. Another indication of the viability of the region is the dependency ratio, especially the proportion of the population over the age of 65 which is a reflection of that geography's attraction as a place for retirement.

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Figure 10 shows the population age distributions for each of the rural-urban categories indexed to the provincial distribution, for the total population. The relative size of the 25-44 age group, as expected, is the greatest for Metro areas with an index of 1.12 and the smallest for Rural Remote with an index of 0.85. The value of the index for Rural towns would place it next to Rural Remote rather than before Urban Adjacent. The pattern is similar for the 15-24 age group. The greatest divergence among areas is the proportion in the 65+ age group. The index for this age group in metro areas is 0.8 and in Rural Remote, 1.38, with Rural Towns following closely at 1.37. The high index for Rural Towns reflects the presence of enough services remaining in these small centres to attract a retirement population from the surrounding rural areas, as well as a relative absence of 15-64 population. In the case of Rural Remote, the high index may indicate the retention of 65+ population to some degree, but the predominant influence is the relative absence of 15-64 population. Urban centres have a much higher index than either Metro or Metro Adjacent, probably reflecting a strong attraction of these centres as retirement destinations.

Age distribution patterns for males (Figure 11) are not unlike those for females (Figure 12) for most age groups. A couple of notable differences are apparent. Females in the 15-24 age group are more concentrated in the more urban areas than are males. That is, the Metro index for females is 1.10 while that for males is 1.06 and index values for all areas more rural than Urban are less than one for both males and females but the values are lower for females. For example, Remote Rural males have an index value of 0.92 for the 15-24 age group, while females have an index value of 0.81. Metro Adjacent females have an index value of 1.04 for the 25-44 age group, while that of Metro Adjacent males is 0.98, showing a somewhat more urban female

**Figure 10: Age Distribution of Total Population, by Rural-Urban Categories, Indexed to Saskatchewan, 1996**



**Figure 11: Age Distribution of the Male Labour Force, by Rural-Urban Category, Indexed to Saskatchewan, 1996**

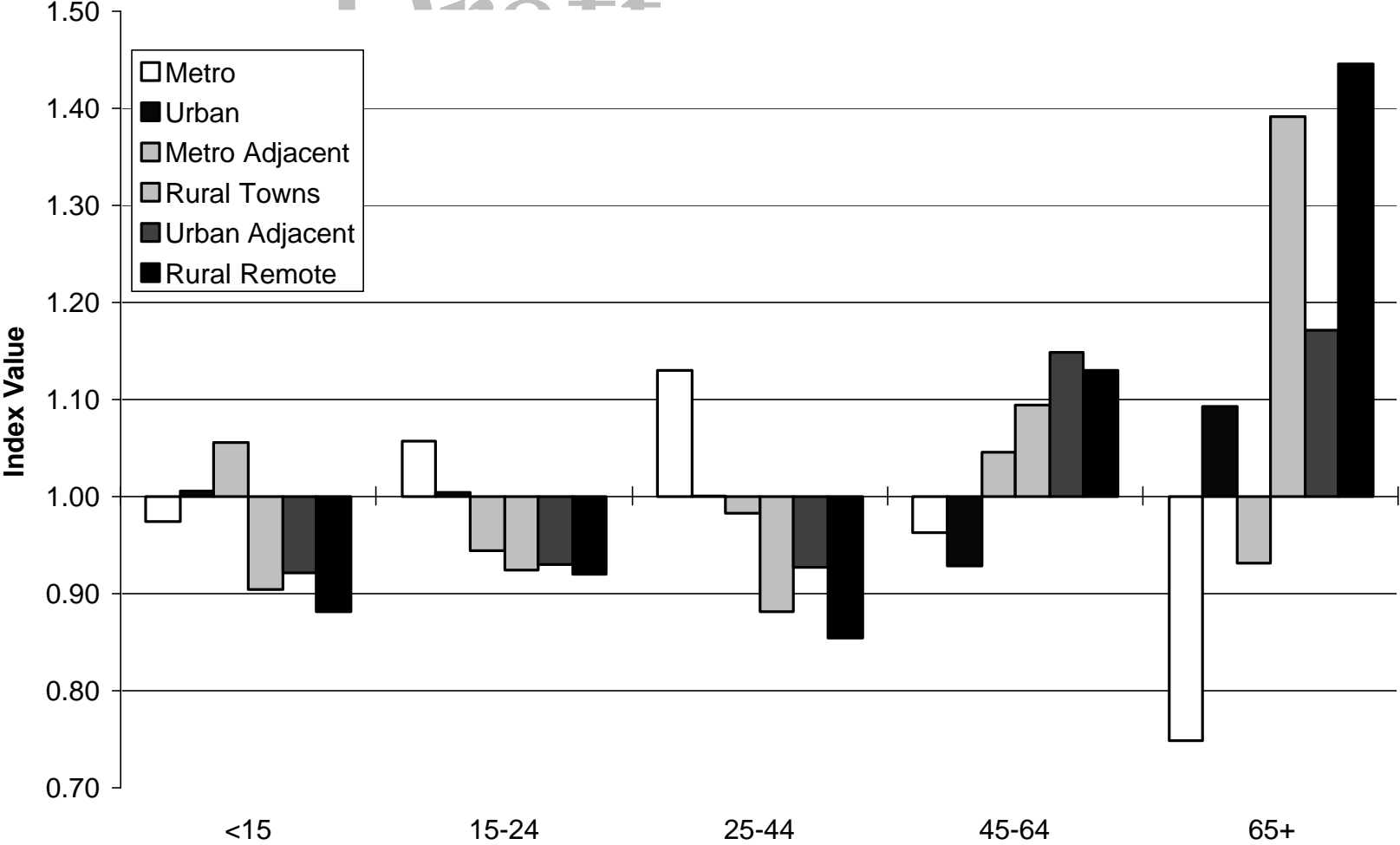
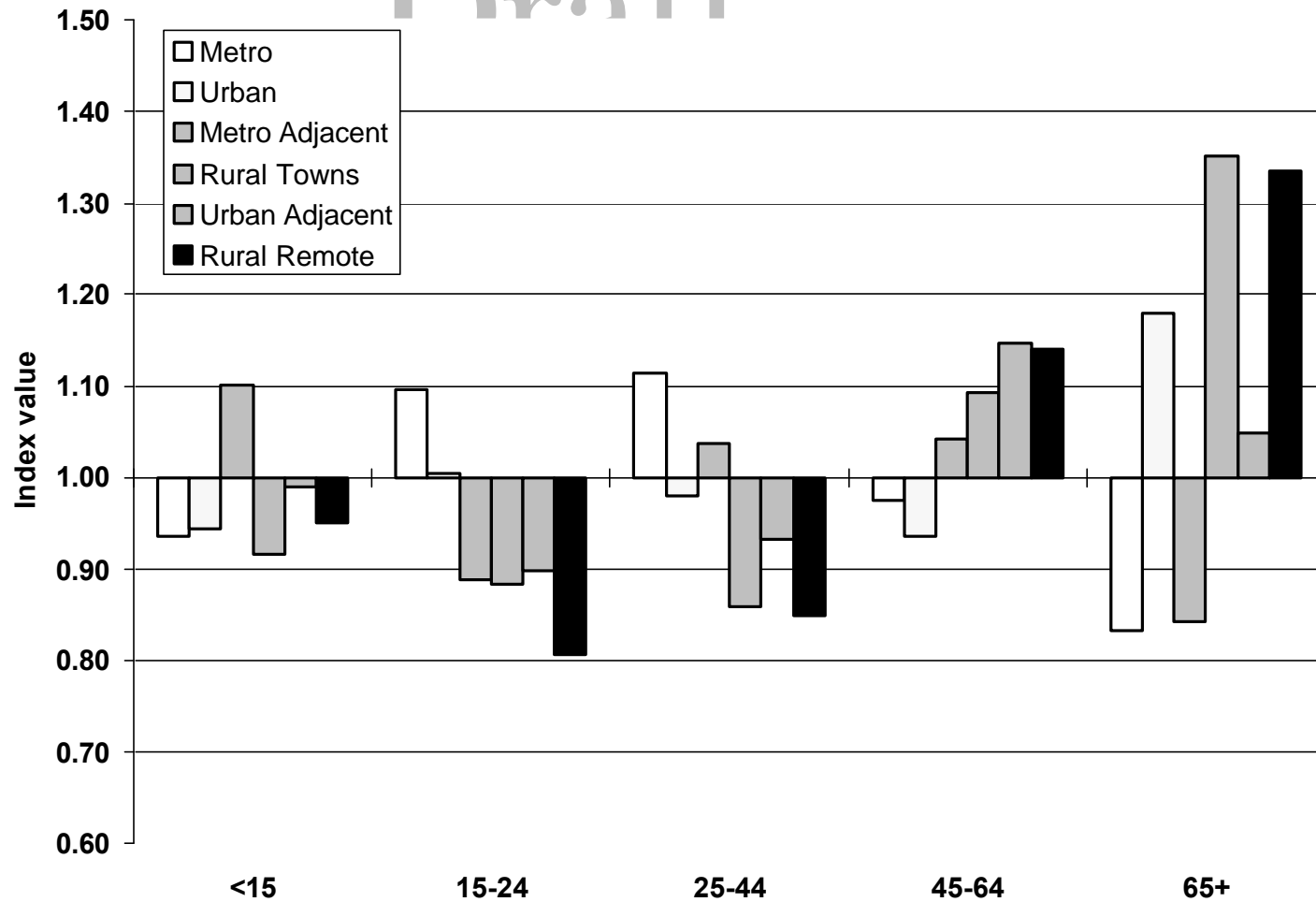


Figure 12: Age Distribution of Female Population, by Rural-Urban Categories, Indexed to Saskatchewan, 1996



population in this age group as well. Females in Rural Towns have an index value for age 65+ greater than females in Rural Remote while the opposite holds for males. Urban centres also have a higher index for females in the 65+ group than for males, also suggesting a more urban female population than male.

A direct comparison of the ratio of males to females by age group, shown in Table 3, reveals that females outnumber males overall in Metro (.93) and Urban (.92) centres even though the number of males is greater than or equal to the number of females in all other areas. In absolute numbers, the number of females exceeds the number of males by 11,635 in these two areas combined. By age group, the differences are even more marked. Males outnumber females in all areas other than Metro and Urban in all age groups except 65+, as well as in the <15 age group in Metro and Urban centres. The highest ratios are in the 15-24 age groups with the ratio reaching 1.28 in Remote Rural in this age group—28 percent more males than females. The 65+ age group is dominated by females in all areas, and to the greatest extent in Metro (.66) and

Table 3: Males/Females Ratio by Rural-Urban Category, by Age Group, Saskatchewan, 1996

Age Group	Metro	Urban	Metro Adjacent	Rural Towns	Urban Adjacent	Rural Remote	Sask.
<15	1.04	1.05	1.07	1.06	1.05	1.05	1.05
15-24	0.96	0.97	1.17	1.11	1.16	1.28	1.04
25-44	0.96	0.95	1.00	1.04	1.06	1.08	0.99
45-64	0.94	0.93	1.07	1.03	1.08	1.07	1.00
65+	0.66	0.67	0.91	0.82	0.93	0.90	0.77
Total	0.93	0.92	1.04	1.00	1.05	1.05	0.98

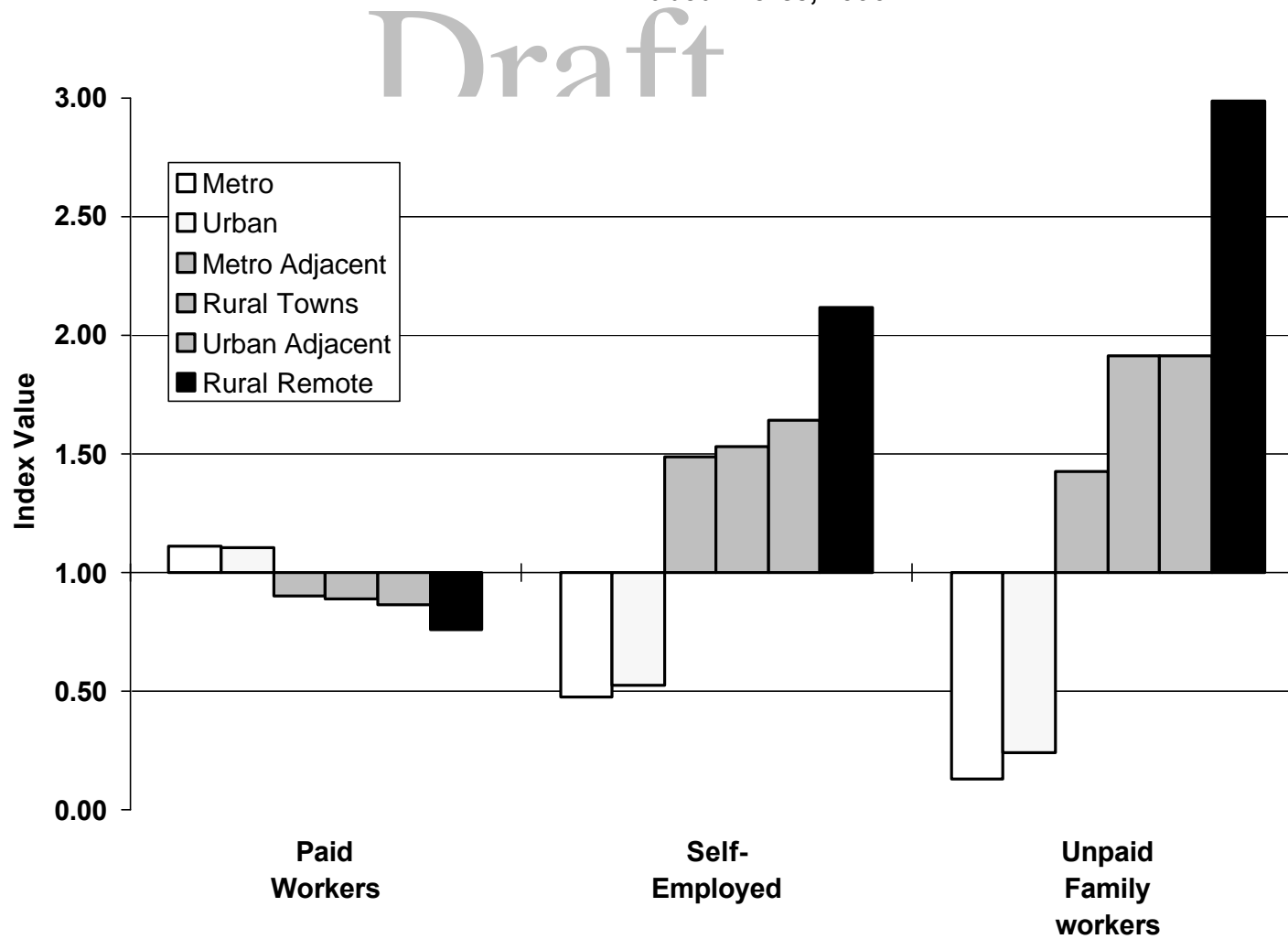
Urban (.67) areas. Females significantly outnumber males in the 15-24, 25-44, 45-64 age groups in Metro and Urban centres with the greatest difference being 45-64 in Urban centres—7 percent more females than males. A higher rural-urban migration rate for females than males would account for the some of the observed differences. A more rapid migration rate for females is consistent with the occupational segregation of males and females, with females concentrated in the services sectors that are expanding most rapidly in urban centres. In the 65+ age group, the longer life expectancy of females has a primary influence on the ratios.

### *Class of Worker*

Class of worker refers to whether workers are paid workers, self-employed or unpaid family workers. Paid workers may be either employees or paid as self employed, incorporated. The self-employed shown here are unincorporated self-employed. Figures 13 shows the distribution of the labour force over these categories for each of the rural-urban categories, indexed to the province.

The highest proportion of workers in all areas are paid workers, portraying the expected rural-urban pattern (Figure 13), with Metro areas having the highest index value relative to the province (1.11) and Rural Remote the lowest (0.76). Self-employed unincorporated are more prominent in rural than urban areas with an index of 0.47 for Metro, increasing monotonically to 2.11 for Rural Remote. The disparity among areas is even more pronounced among unpaid family workers, with an index of 0.13 for Metro areas, increasing through more rural areas to 2.98 in Rural Remote.

Figure 13: Class of Worker by Rural-Urban Categories, Indexed to Saskatchewan, Total Labour Force, 1996



Class of worker for males and females are shown in Figures 14 and 15 respectively. There is less variability in the proportion of the labour force in the paid workers category over rural-urban areas for females than for males. Both genders exhibit the same pattern over rural-urban categories as the total labour force. Metro adjacent have the second highest proportion of self-employed females with an index value of 1.56; only Rural Remote has a higher index value (1.75). For males the index values over rural-urban in the self-employed category increase steadily from metro (0.40) to Rural Remote (2.16). The proportion of the labour force classified as unpaid family workers shows the greatest disparity among rural-urban categories for both males and females, although the differences are greater for females where the index value varies from 0.11 for Metro areas to 3.33 for Rural Remote. In absolute numbers, unpaid family workers are dominated by women—75 percent of all workers in this category in Remote Rural areas are women; in Saskatchewan, 74 percent of all unpaid family workers are women.

### ***Participation and Unemployment Rates***

Most measures of labour force characteristics presented so far portray a similar, and expected, rank ordering among the categories of rural and urban areas. Metro centres, the most urban category, have the highest proportion of the labour force in private services for both males and females, the highest proportion in the management/administration and professional occupations, the highest proportion of the labour force with University degrees, the highest proportion of the population in the 25-44 age groups (prime age labour force), and the highest proportion classified as paid workers and the lowest unpaid family workers. These characteristics are all evidence of a economic growth concentrating in the most urban areas and the most rural being

Figure 14: Class of Worker by Rural-Urban Categories, Indexed to Saskatchewan, Male Labour Force, 1996

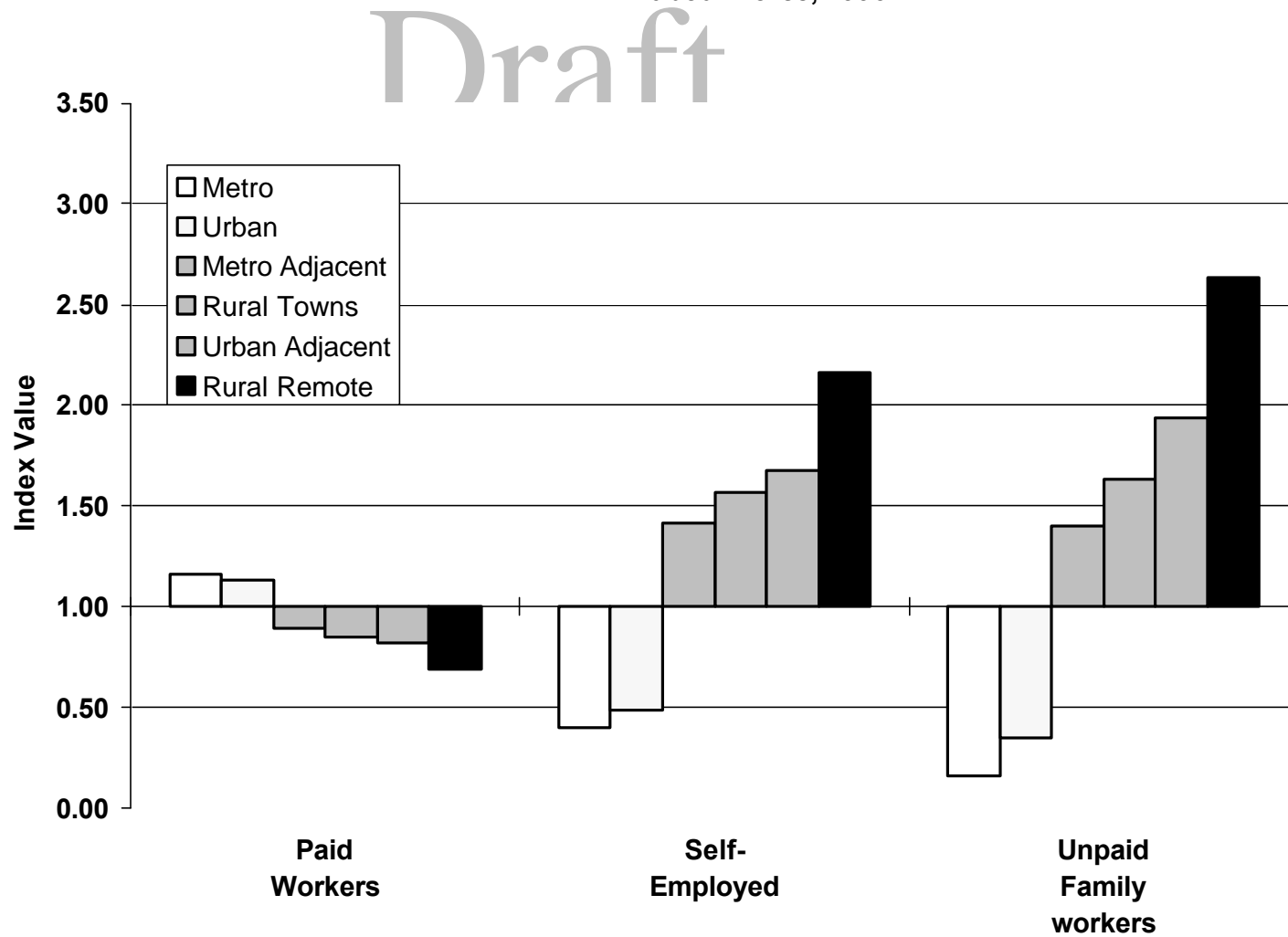
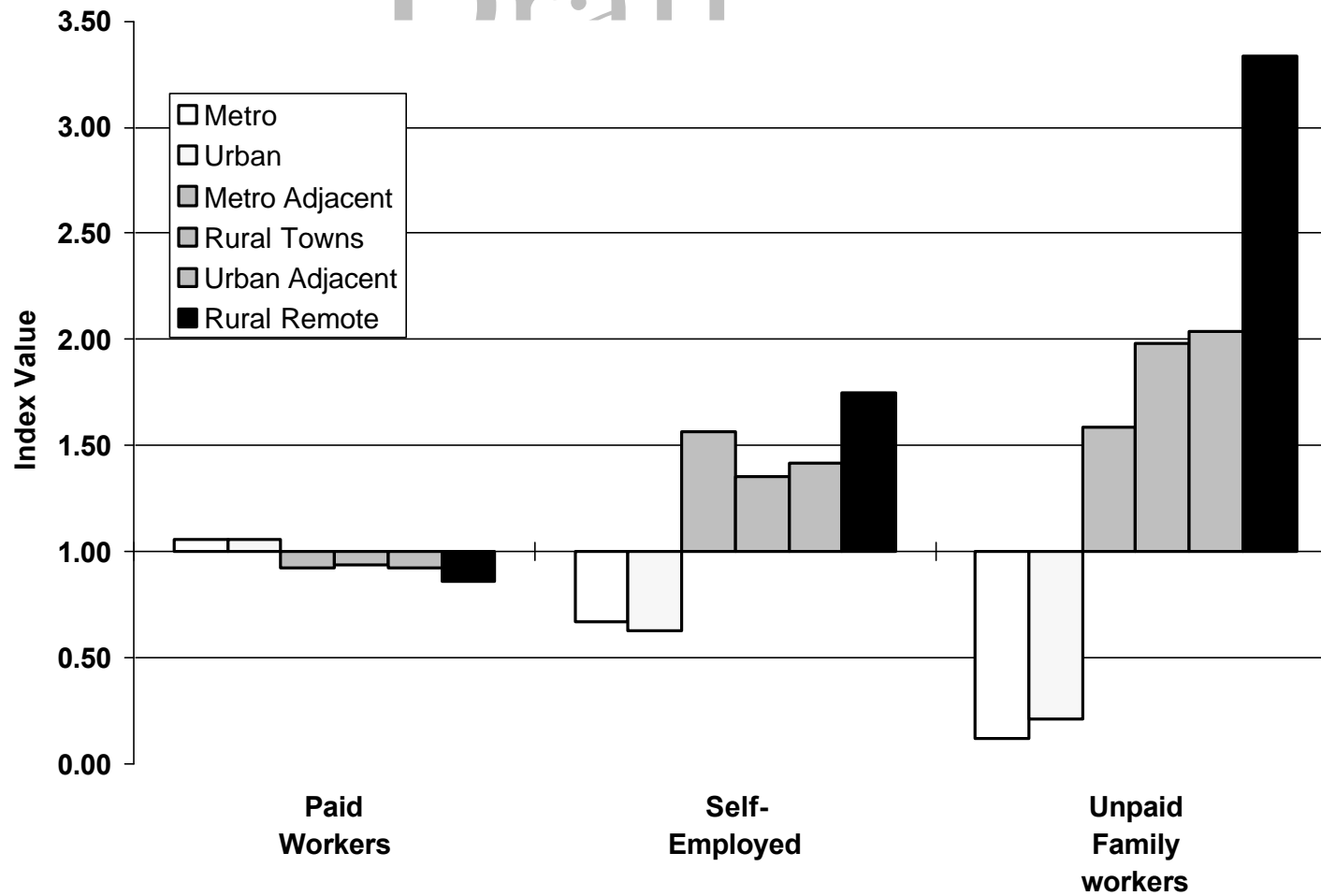


Figure 15: Class of Worker by Rural-Urban Categories, Indexed to Saskatchewan. Female Labour Force, 1996



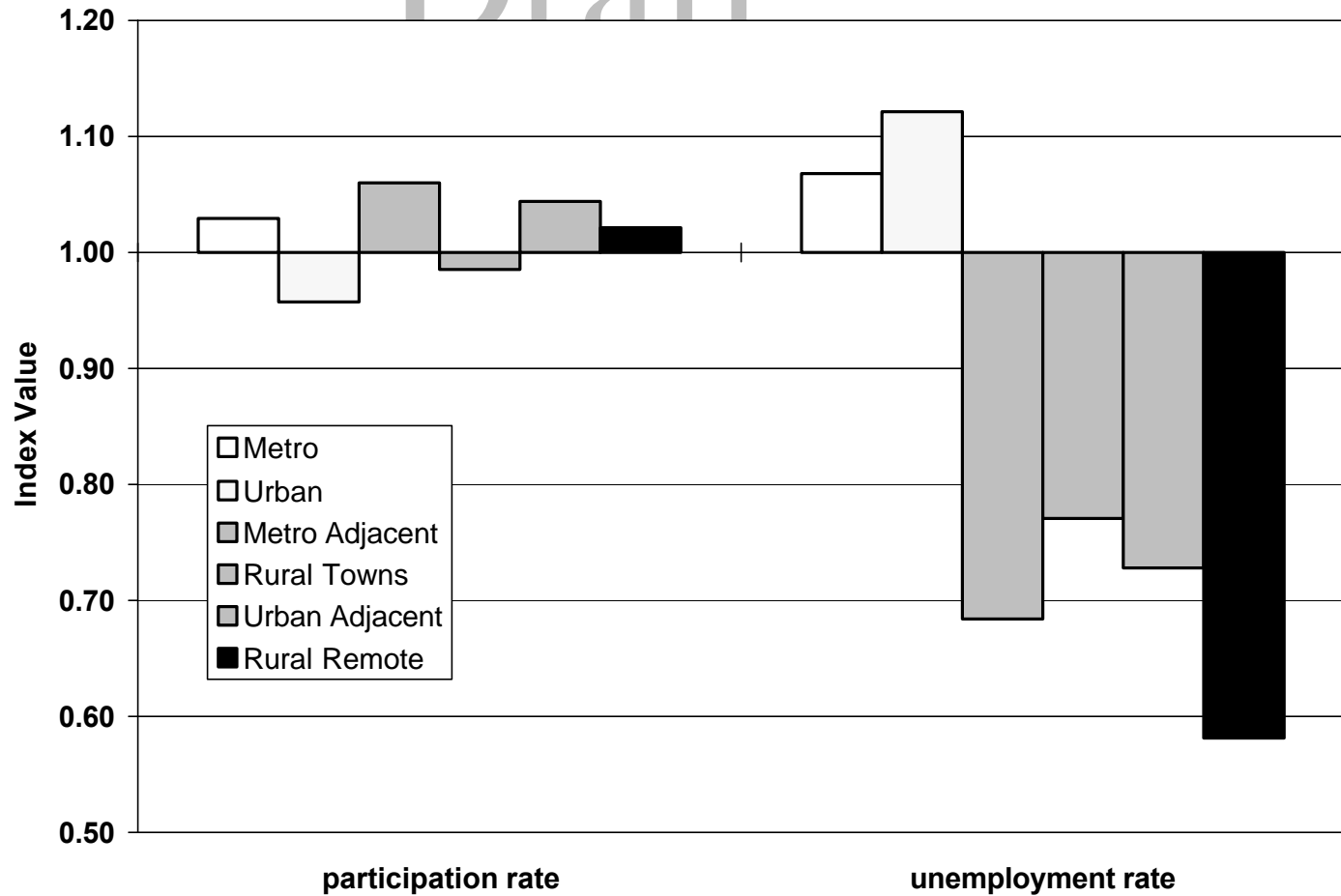
disadvantaged by their reliance on a declining sector.

However, participation and unemployment measures are anomalies, as shown in Figures 16, 17, and 18 for the total, male and female labour force respectively. Unemployment rates are highest in Metro and Urban areas, lowest in Rural Remote. Labour force participation rates reveal no pattern over rural-urban categories. For the total labour force the highest participation rate is found in Metro Adjacent, followed by Urban Adjacent; the lowest participation rate is in Urban centres.

Reasons for the anomalous patterns in unemployment and participation rates are found in an understanding of these measures. In the case of unemployment rates, rural areas, with a high proportion self-employed (in agriculture), few in the labour force would regard themselves as unemployed. *Underemployment* may be very high but reported unemployment very low. The conventional measure of unemployment is not very informative about the state of the economy in rural areas with these characteristics. It comes much closer to measuring real unemployment in the labour force in a wage economy, and therefore means something quite different in urban areas.

The interpretation of the participation rate must also include consideration of the above qualification. Individuals may consider and report themselves as part of the labour force even though they are very minimally involved, in helping with the family farm, for example. This would account for some of the unexpectedly high participation rates in Urban Adjacent and Rural Remote areas. Also where the labour force is defined to include 65+, the age distribution of the various areas, and that of females compared with males, must also be considered. For females, the relatively low participation rates in Rural Towns and Remote Rural will also be a reflection of the high proportion of 65+ in these areas. Metro Adjacent and Urban Adjacent, on the other

**Figure 16: Participation and Unemployment Rates by Rural-Urban Category, Indexed to Saskatchewan, Total Labour Force, 1996**



**Figure 17: Participation and Unemployment Rates by Rural-Urban Category, Indexed to Saskatchewan, Male Labour Force, 1996**

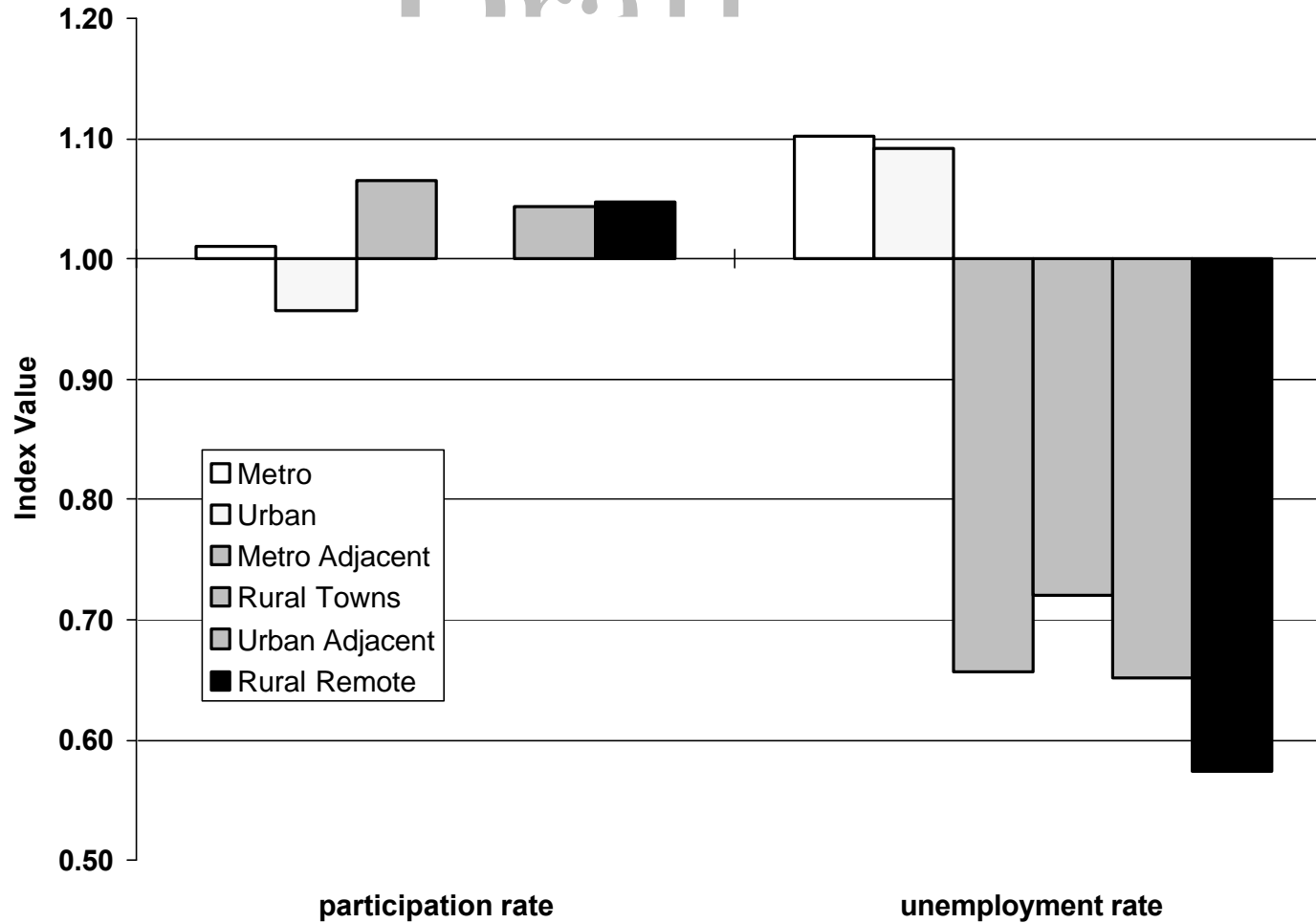
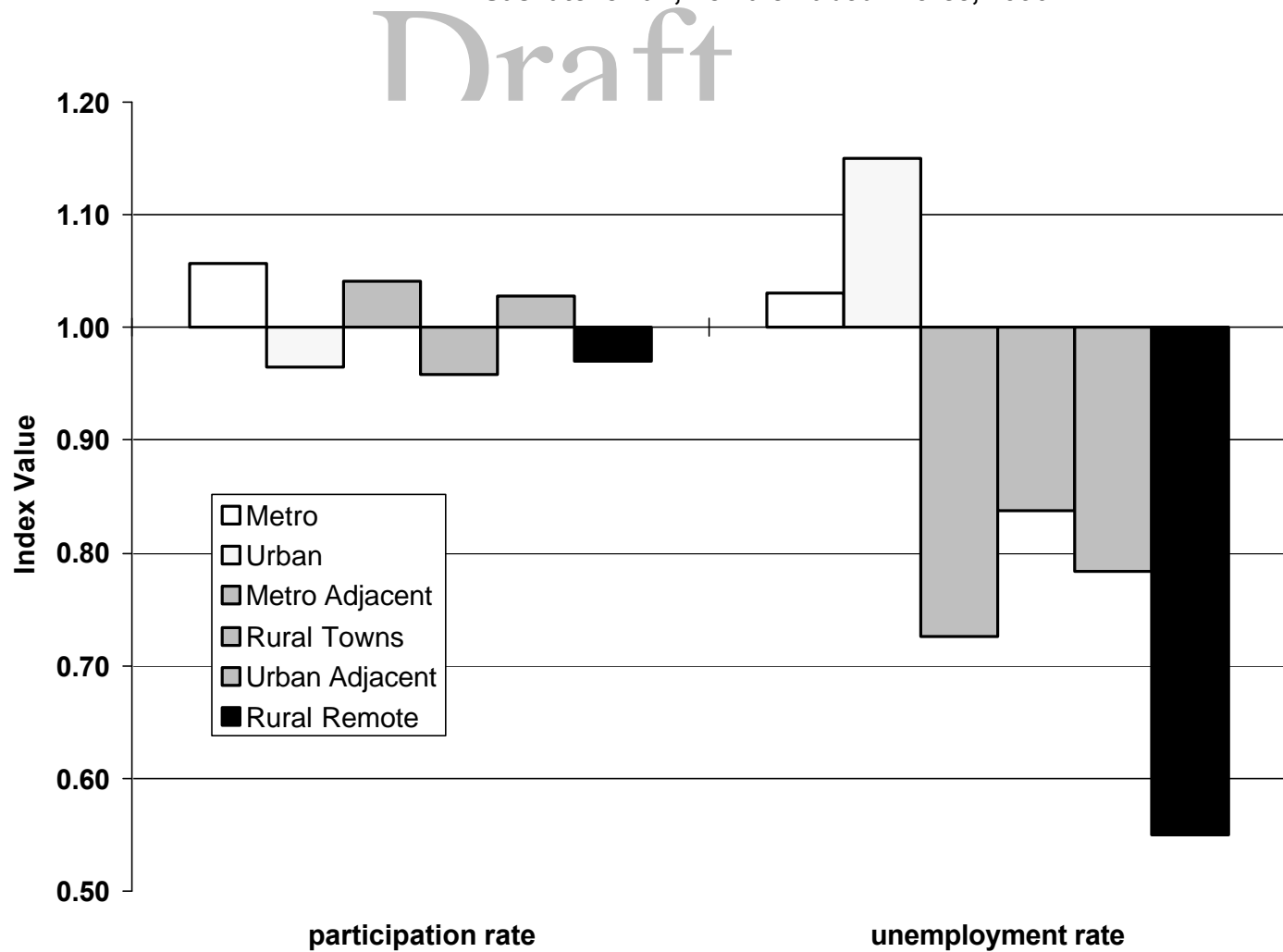


Figure 18: Participation and unemployment Rates by Rural-Urban Category, Indexed to Saskatchewan, Female Labour Force, 1996



hand, had relatively low proportions of females in the 65+ category, contributing to their index values of 1.04 and 1.03.

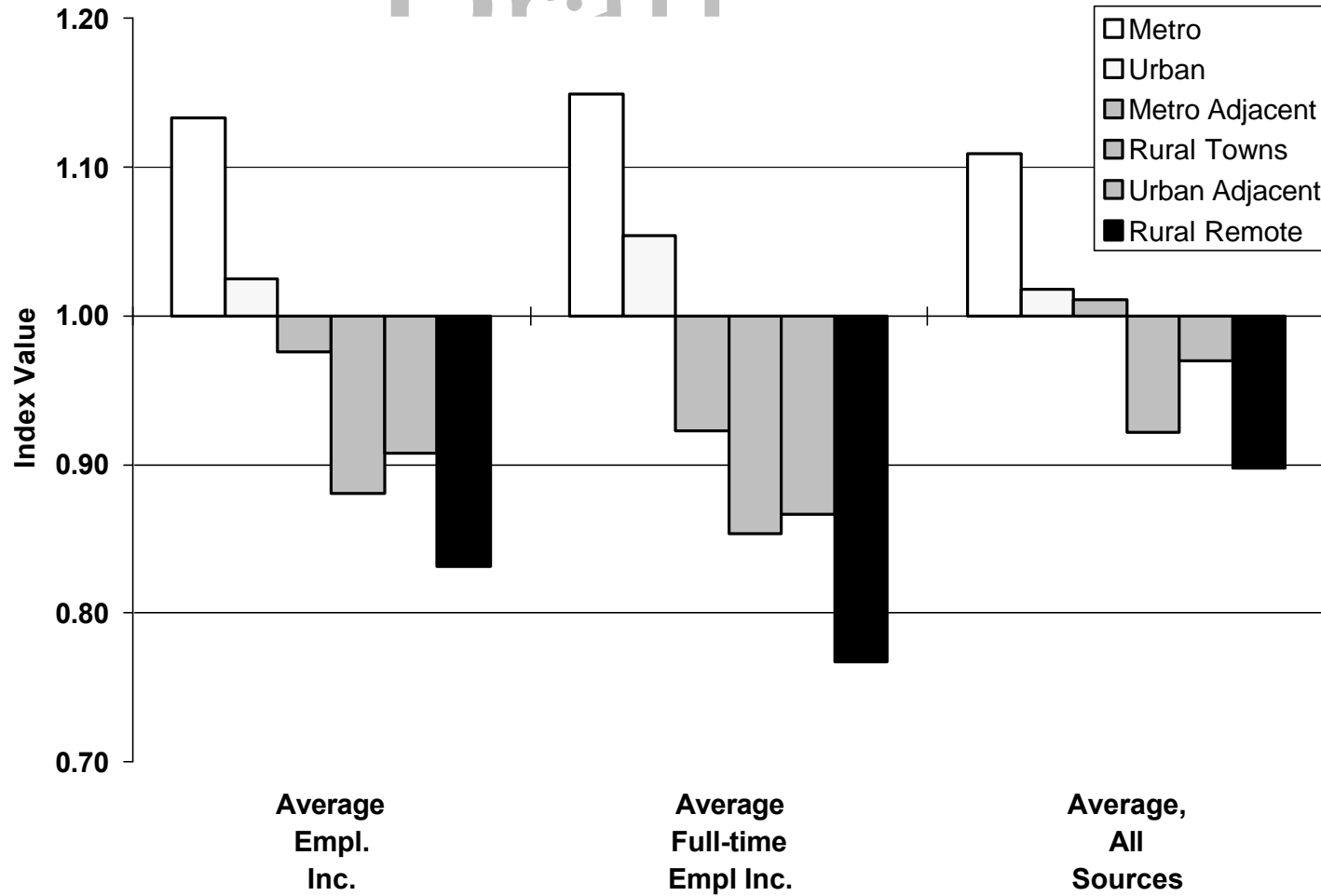
Participation and unemployment rates in rural, agriculture-based, declining areas must be interpreted with caution and do not always reflect the state of the economy. Their meaning is certainly different between rural and urban areas.

### *Income Levels*

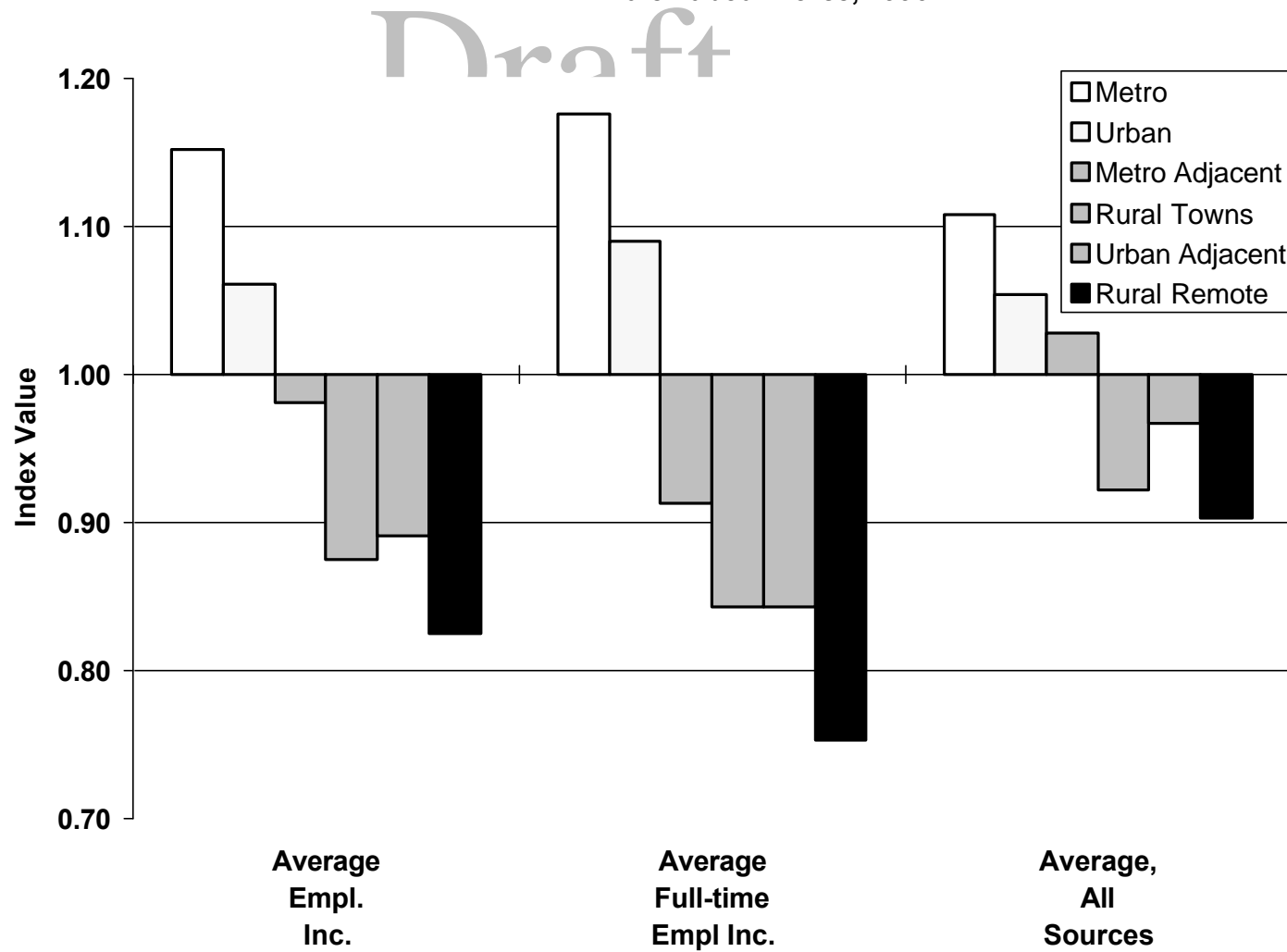
The net result of differences in labour force characteristics and opportunities may be seen in the income levels over rural-urban categories. Three types of income are portrayed here—all employment, full-time employment, and all sources. Figure 19, 20 and 21 compare average income by source for rural-urban categories for the total, male, and female labour force respectively. In all cases income is averaged over those receiving that type of income. As expected, Metro areas have the highest average income and Remote Rural the lowest, with index values of 1.13 (Metro) and 0.83 (Remote Rural) respectively for average employment income, 1.15 and 0.77 for average full time employment income, and 1.11 and 0.90 for all sources. The rank ordering of rural-urban areas does not completely match the expected order. Urban Adjacent fare somewhat better than Rural Towns in terms of average incomes, although this was not the case in most other labour force characteristics. The difference may be partially offset by a lower cost of living in Rural Towns, which would make the income measure an understatement of the real income. There is little difference in the rural-urban pattern between males and females.

Rural-urban areas are not as differentiated by income from all sources as is the case for employment income. Differences in employment income are partially compensated by investment

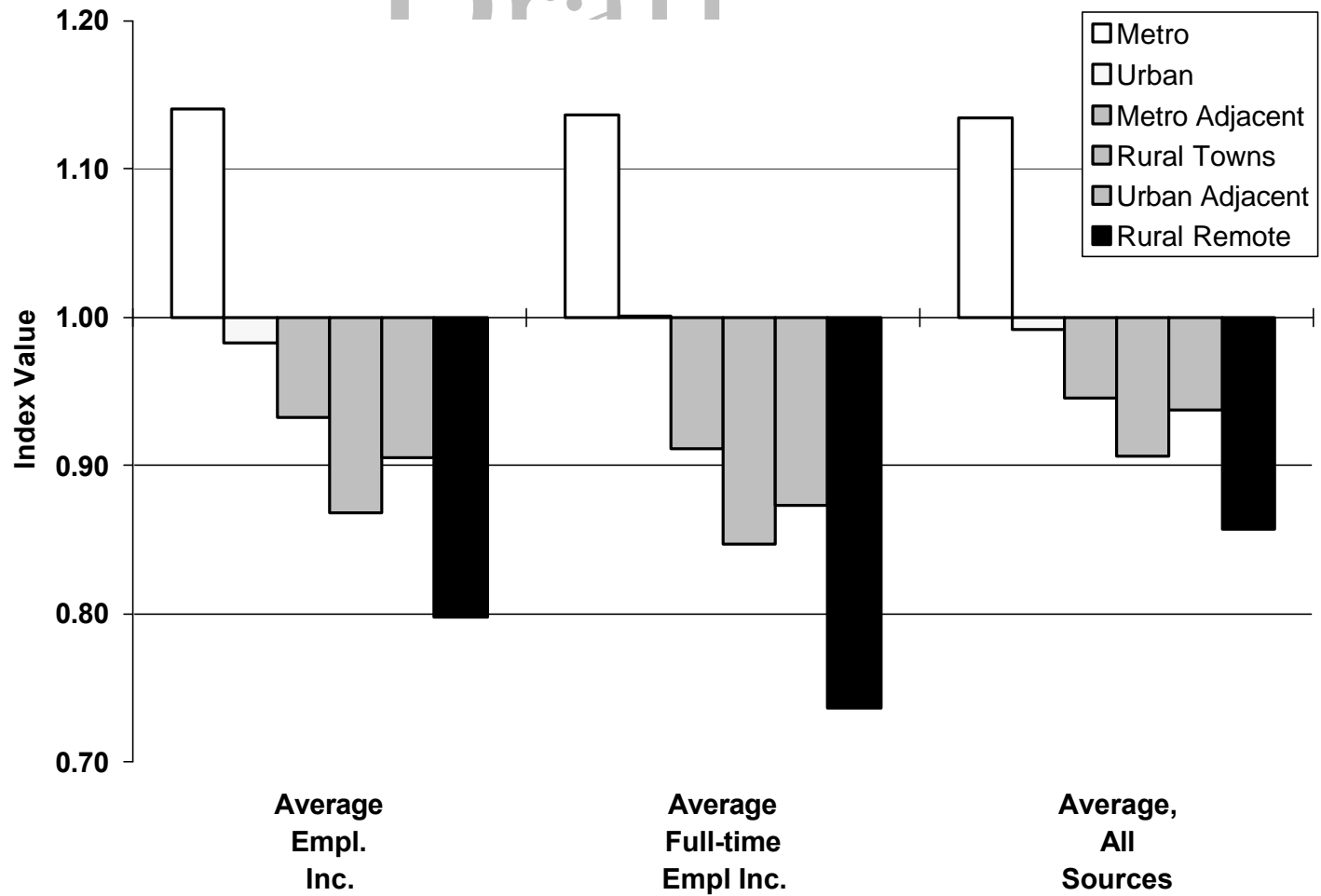
**Figure 19: Average Income, by Rural-Urban Categories, Indexed to Saskatchewan, Total Labour Force, 1996**



**Figure 20: Average Income by Type, by Rural-Urban Categories, Indexed to Saskatchewan, Male Labour Force, 1996**



**Figure 21: Average Income, by Rural-Urban Categories, Indexed to Saskatchewan, Female Labour Force, 1996**



income, pensions, and other transfers. There is a greater disparity among rural-urban categories for females than for males.

## Summary

Selected index values are combined in Tables 4, 5, and 6 for the total, male, and female labour force respectively. The rank ordering chosen on the basis of industry distributions is supported by most of the labour force characteristics discussed in this paper. shown here. Exceptions are the unemployment and participation rates, for reasons discussed above. The areas are clearly differentiated from each other and from the province, in a predictable and systematic way, within the LMA framework based on commuting patterns.

...additional insights and conclusions to follow

# Draft

Table 4: Indexed Values of Selected Labour Force Characteristics by Rural-Urban Categories, Female Labour Force, Saskatchewan 1996

Labour Force Characteristics	Metro	Urban	Metro Adjacent	Rural Towns	Urban Adjacent	Rural Remote
<b>Industry</b>						
Primary	0.16	0.20	0.81	1.98	2.22	3.07
Private Services	1.17	1.06	0.91	0.87	0.77	0.71
<b>Occupation</b>						
Management	1.22	0.98	1.01	0.89	0.85	0.77
Professional	1.12	1.09	0.80	0.92	0.92	0.85
Primary	0.07	0.12	1.40	1.39	1.73	2.43
<b>Age Groups</b>						
25-44	1.11	0.98	1.04	0.86	0.93	0.85
45-64	0.98	0.94	1.04	1.09	1.15	1.14
<b>Class Of Worker</b>						
Paid Workers	1.06	1.06	0.92	0.94	0.93	0.86
Self-Employed	0.67	0.63	1.56	1.35	1.42	1.75
Unpaid Family	0.12	0.21	1.59	1.98	2.04	3.33
<b>Participation Rate</b> (actual rate)	1.05 (63.4)	0.96 (57.9)	1.04 (62.5)	0.96 (57.5)	1.03 (61.7)	0.97 (58.2)
<b>Unemployment Rate</b> (actual rate)	1.03 (7.2)	1.15 (8.0)	0.72 (5.1)	0.84 (5.9)	0.78 (5.5)	0.55 (3.8)
<b>Income</b>						
Avg. Total Inc.*	1.13	0.99	0.95	0.91	0.94	0.86
Avg. Empl. Inc.	1.14	0.98	0.93	0.87	0.90	0.80
Avg. F-T Empl.	1.14	1.00	0.91	0.85	0.87	0.74

Source: Statistics Canada. 1997. Census of Population 1996, Beyond 20/20.

\*Total Income, all sources, is averaged over those with some income.

Table 5: Indexed Values of Selected Labour Force Characteristics by Rural-Urban Categories, Male Labour Force, Saskatchewan 1996

Labour Force Characteristics	Metro	Urban	Metro Adjacent	Rural Towns	Urban Adjacent	Rural Remote
<b>Industry</b>						
Primary	0.17	0.46	1.37	1.79	1.83	2.47
Private Services	1.57	1.12	0.62	0.55	0.55	0.31
<b>Occupation</b>						
Management	1.41	1.09	0.82	0.66	0.63	0.39
Professional	1.56	1.10	0.67	0.51	0.48	0.35
Primary	0.16	0.41	1.41	1.78	1.85	2.49
<b>Age Groups</b>						
25-44	1.13	1.00	0.98	0.93	0.93	0.85
45-64	0.96	0.93	1.05	1.15	1.15	1.13
<b>Class Of Worker</b>						
Paid Workers	1.16	1.14	0.89	0.85	0.82	0.69
Self-Employed	0.40	0.49	1.41	1.56	1.67	2.16
Unpaid Family	0.16	0.35	1.40	1.63	1.94	2.64
<b>Participation Rate Index</b> (actual rate)	1.01 (75.67)	0.96 (71.71)	1.06 (79.75)	1.00 (74.88)	1.04 (78.21)	1.05 (74.89)
<b>Unemployment Rate Index</b> (actual rate)	1.10 (8.11)	1.09 (8.03)	0.66 (4.83)	0.72 (5.30)	0.65 (4.80)	0.57 (4.22)
<b>Income</b>						
Avg. Total Inc.*	1.11	1.05	1.03	0.92	0.97	0.90
Avg. Empl. Inc.	1.15	1.06	0.98	0.88	0.89	0.82
Avg. F-T Empl.	1.14	1.09	0.91	0.84	0.84	0.75

Source: Statistics Canada. 1997. Census of Population 1996, Beyond 20/20.

\*Total Income, all sources, is averaged over those with some income

Table 6: Indexed Values of Selected Labour Force Characteristics by Rural-Urban Categories, Total Labour Force, Saskatchewan 1996

Labour Force Characteristics	Metro	Urban	Metro Adjacent	Rural Towns	Urban Adjacent	Rural Remote
<b>Industry</b>						
Primary	0.08	0.39	1.50	1.85	1.96	2.68
Private Services	1.36	1.09	0.78	0.73	0.67	0.52
<b>Occupation</b>						
Management	1.29	1.01	0.90	0.77	0.74	0.59
Professional	1.29	1.09	0.73	0.72	0.71	0.59
Primary	0.14	0.35	1.53	1.85	1.99	2.75
<b>Age Groups</b>						
25-44	1.12	1.04	1.01	0.87	0.93	0.85
45-64	0.97	0.98	1.04	1.09	1.15	1.14
<b>Class Of Worker</b>						
Paid Workers	1.11	1.10	0.90	0.89	0.87	0.76
Self-Employed	0.47	0.52	1.48	1.53	1.64	2.11
Unpaid Family	0.13	0.24	1.42	1.91	1.92	2.98
<b>Participation Rate</b> (actual rate)	1.03 (69.23)	0.96 (64.37)	1.06 (71.37)	0.99 (66.32)	1.04 (70.26)	1.02 (68.75)
<b>Unemployment Rate</b> (actual rate)	1.07 (7.68)	1.12 (8.06)	0.68 (4.92)	0.77 (5.54)	0.73 (5.23)	0.58 (4.19)
<b>Income</b>						
Avg. Total Inc.*	1.11	1.02	1.01	0.92	0.97	0.90
Avg. Empl. Inc.	1.13	1.02	0.98	0.88	0.91	0.83
Avg. F-T Empl.	1.15	1.05	0.92	0.85	0.87	0.77
<b>Educ. Levels</b>						
< Grade 9	0.60	0.91	1.01	1.36	1.17	1.37
Some High Sch.	0.82	1.04	1.11	1.12	1.13	1.21
Trades Cert.	1.00	1.15	1.02	0.94	1.03	0.88
University Deg.	1.59	0.78	0.72	0.60	0.58	0.49

Source: Statistics Canada. 1997. Census of Population 1996, Beyond 20/20.

\*Total Income, all sources, is averaged over those with some income

1.12 1.04 1.01 0.87 0.93 0.85  
0.97 0.98 1.04 1.09 1.15 1.14

1.12 0.97	1.04 0.98	0.01 1.04	0.93 1.15	0.93 1.15	0.85 1.14
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