Inter-jurisdictional Employment in Canada 2002-2016

Acknowledgements

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Executive Summary

Statistics Canada reports data on inter-jurisdictional employment (IJE) in the Canadian Employer-Employee Dynamics Database using T1 tax returns and T4 Statement of Remunerations. This report provides a summary description of Statistics Canada data for IJE between Canadian provinces and territories for the period 2002 to 2016. The number of inter-jurisdictional workers (IJW) expanded during this period, peaking in 2008 and 2014, followed by substantial drops in 2009 and 2015. In 2002, 325,590 inter-jurisdictional workers (IJW) earned a minimum of $1,000 outside of their province of residence. This number fell slightly in 2003 and steadily rose again until 2008 when it peaked at 418,875. In 2009 the number of outgoing workers fell 10.7% to 378,430, rose again to a peak of 451,405 in 2014 and then fell to 408,755 in 2016. IJWs comprised 2.2% of the Canadian labour force based on the 2016 Census [Statistics Canada, n.d.].

IJE in Canada is dominated by male workers. During this period, an average of 62.3% of outgoing IJWs were male with percentages fluctuating between 59.5% and 65.6%; female IJW employment was relatively stable over the time period at 37.7%. IJWs were employed in multiple sectors with the dominant sector varying by province and region. Construction was the top employer of outgoing IJWs from 2012 to 2015 and was the number one employer of outgoing IJWs in 8 provinces/territories in 2016. Fluctuations in IJE in this male-dominated sector largely drove fluctuations in male and in overall IJE. Public administration, which employs more women, comprised an average of 14.4% of IJE and was the largest sector between 2002 and 2010 and in 2016. It was the top employer of outgoing IJE in Quebec and Ontario in 2016.
The share of IJWs’ incomes from work in provinces/territories outside of their place of residence generally ranged between 70% and 80% during this period. Aggregate earnings from IJE fluctuated between a peak of $21.13 billion in 2014 and a low of $9.83 billion in 2003, but rose overall between 2002 and 2016.

The percentage of workers who pursue IJE in a neighbouring province is generally high but varies across provinces and territories with Quebec at the top at between 82.5% to 87.0% of incoming workers travelling from a neighbouring province, primarily Ontario. In Ontario, approximately 66.8% of incoming IJWs travel from a neighbouring province, primarily Quebec. In New Brunswick, had the second highest of incoming IJWs from a neighbouring province where, on average, 68.1% of IJWs were from Quebec and Nova Scotia. The lowest proportion of IJWs came from a neighbouring province/territory to work in Nunavut (average 9.3%) and in the Northwest Territories (average 35.8%), while other provinces received about 43.3% to 66.8% of IJWs from a neighbouring province. In Alberta, a significant proportion of incoming workers came from British Columbia, Ontario, Saskatchewan, and Newfoundland and Labrador. In British Columbia, most IJWs were from Alberta, Ontario, and Quebec between 2002 and 2016.

Atlantic Canada tends to have more outgoing workers than incoming workers, and the trend in the number of outgoing workers was similar to the trend in the Canadian average, generally rising from 2002 to 2016 with peaks in 2008 and 2014. The exception was Prince Edward Island, which had a fairly stable number of outgoing workers. In 2002, outgoing IJWs from Atlantic Canada tended to travel to Ontario but Alberta had become the top destination by 2016 when Nova Scotia had the highest number of outgoing workers from the Atlantic region but Newfoundland and Labrador had the highest number travelling to Alberta. The proportion of the resident labour force in Atlantic Canada that engages in IJE ranged between X and Y for the region; it was highest in XXX and most volatile in ... or something like that.

In 2002, most outgoing workers from the Atlantic Provinces worked in “other services” and the construction industry but, by 2016, construction had become the top industry of employment for outgoing workers for all Atlantic Provinces. Average earnings of outgoing workers in Atlantic Canada earned outside their province of residence trended upwards from 2002 to 2016, peaking in 2014. Outgoing workers from Newfoundland and Labrador tended to have the highest average earnings from IJE, while outgoing workers from Prince Edward Island had the lowest. Outgoing workers tended to be between the age of 25 and 44, followed by younger workers, but this changed over time with older workers making up a greater proportion of outgoing workers. These findings are consistent with Lionais et al. (2020), who found that Atlantic Canada became become increasingly dependent on IJE particularly in the oil industry in Northern Alberta.

1 Other services include: Administrative and support; Waste management and remediation services; Entertainment and recreation; Other services etc.
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Introduction

Methodology
The data in this report is sourced from the Canadian Employer-Employee Dynamics Database (Statistics Canada, n.d.). Inter-jurisdictional employees are defined as individuals who resided in one province or territory during the year as indicated on their T1 tax return, but received T4 earnings from a different province or territory during the year as indicated on a T4 Statement of Remuneration. Only employees aged 18 or older who earned more than $1,000 (in 2016 constant dollars) are included. These estimates are derived from the T1 and T4 tax files and do not include late and re-assessed taxfilers from the T1 Historical personal master file.

Inter-jurisdictional employees incoming to a province (ex: to Newfoundland and Labrador) are defined as individuals who received T4 earnings from Newfoundland and Labrador but reported a different province or territory of residence on their T1 tax returns. Inter-jurisdictional employees outgoing from a province (ex: from Newfoundland and Labrador) are defined as individuals who identified as residing in Newfoundland and Labrador but received T4 earnings from other provinces/territories. Resident employees both resided in a province (ex: Newfoundland and Labrador) and received all T4 earnings from that province during the reference year.

Commented [MOU9]: Above in the executive summary we use interjurisdictional employment and IJW and related acronyms – can you use those throughout and standardize? I recommend IFW worker because not all will be employees-some may be self-employed. For outgoing/incoming use outgoing IWs or IJE and incoming IW or IJE.

Commented [MOU10]: Standardize spelling of inter-jurisdictional throughout and in the Working paper.
Industry categories are derived from the North American Industry Classification System (NAICS). When an IJW has T4 earnings in more than one industry, he/she is counted in the industry of the job in which the incoming employee has the highest T4 earnings. Other services are defined as: Administrative and support; Waste management and remediation services; Entertainment and recreation; Other services etc. Earnings are given in 2016 constant dollars. Percent of earnings from outside a home province is defined as total earnings earned outside province of residence divided by total earnings of outgoing workers.

**Canada**

*Inter-jurisdictional Employment in Canada*

![Inter-jurisdictional Employment in Canada, 2002-2016](image)

*Figure 1: Inter-jurisdictional Employment in Canada, 2002-2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.*

As shown in Figure 1, there is a gap between the number of workers classified as “incoming” and “outgoing” to and from provinces and territories in Canada. These figures follow a parallel pattern, however. In 2002 there were 335,550 incoming workers. This number fell slightly in
2003 and steadily rose until 2008 when it peaked at 435,700. In 2009 the number of incoming workers fell 11.5% to 390,930 and again in 2009 before steadily rising to a peak of 467,940 in 2014 and began to fall again thereafter to 422,010 in 2016. The number of outgoing workers follows a similar pattern. In 2002 there were 325,590 outgoing workers. This number fell slightly in 2003 and steadily rose until 2008 when it peaked at 418,875. In 2009 the number of outgoing workers fell 10.7% to 378,430 and again in 2009 before steadily rising to a peak of 451,405 in 2014 and fell to 408,755 in 2016.

Outgoing Workers
By Gender

As shown in Figure 2, there are more men who leave their home province for work than women in Canada. In 2002, 193,680 men were outgoing workers compared to 131,910 women, or about 30% less. While the number of men and women employed inter-jurisdictionally increased in the 2000s, this increase was greater for men. By 2008, 261,375 men were outgoing workers, about 40% greater than the 157,505 women who left
their home province for work. In the 2010s, men again saw a greater increase in the number of outgoing workers, peaking at 296,135 in 2014. This was almost double the 155,275 women who were outgoing workers. Over the 2010s, women saw a small increase in inter-jurisdictional employment but it was much steadier across the two decades than the number of men employed in another jurisdiction.

Figure 3: Proportion of female inter-jurisdictional outgoing workers, by province/territory, 2002-2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
As shown in Figure 3, the proportion of female inter-jurisdictional outgoing workers from each province/territory generally ranges between 35 and 45%. The proportion tended to decline from 2002 to 2014 and began to increase in 2015 and 2016. The Atlantic Provinces tend to have the lowest proportion of female inter-jurisdictional outgoing workers, ranging from approximately 25% to 35%. Newfoundland and Labrador has consistently had the lowest proportion of women travelling for work, ranging from approximately 30% in 2002 to 20% in 2016. Ontario and Quebec tend to have the highest proportion of female inter-jurisdictional outgoing workers, averaging approximately 40%. Nunavut holds the record for being the only region where women made up 50% or more of outgoing workers, peaking at 62.4% in 2010, but the total numbers of outgoing workers were low and fluctuated significantly year to year.

By Industry

Figure 4: Count of Inter-jurisdictional Outgoing Workers in Canada, by Top 5 Industries of Employment, 2002-2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
As shown in Figure 4, the top 5 industries of employment for outgoing workers were construction; education services, health care and social assistance; public administration; wholesale and retail trade; and other services. In 2002, most Canadian outgoing workers were employed in public administration (50,925) and this increased steadily over the next 15 years, with 58,090 outgoing workers employed in 2016. Construction has been the most volatile industry for outgoing workers. The industry employed 29,710 workers in 2002, almost doubled to 54,570 by 2008, and peaked at 78,335 in 2014, before falling to 54,655 in 2016. In 2002, 44,005 outgoing workers were employed in other services. This rose to 52,570 in 2006, dipped to 26,005 in 2009, before rising to 56,070 in 2016 and falling to 49,185 in 2016. Employment for outgoing workers in education services, health care and social assistance steadily increased over the time period from 36,655 outgoing workers in 2002 to 47,705 in 2016. In 2002, 36,940 outgoing workers were employed in wholesale and retail trade. This increased to 44,510 in 2007, fell to 38,435 in 2010, rose to 44,115 in 2014, and fell to 42,650 in 2016.

Other services include: Administrative and support; Waste management and remediation services; Entertainment and recreation; Other services etc.
Most workers who travel to Alberta for work are employed in the construction industry (Figure 5). This number peaked at 32,000 in 2008, before falling for 2 years and rising again in 2012, peaking again at 49,410 in 2014. In 2002, oil and gas extraction and support activities employed just 6,275 workers, but this number has consistently risen, making it the second largest employer of incoming workers, peaking at 19,980 in 2014.
Inter-jurisdictional incoming workers to British Columbia have tended to be employed in other services (Figure 6). Employment in this industry increased from 5,145 in 2002 to 7,520 in 2006 before falling to 5,605 in 2012 and increasing 45.6% to 8,160 in 2013 and rising to 8,370 by 2016. Employment in the accommodation and food services industry has stayed fairly steady from 5,045 in 2002 to 6,215 in 2016 with a peak of 7,015 incoming workers in 2008. From 2002 to 2016, employment in the construction industry nearly doubled from 2,790 incoming workers in 2002 to 5,510 in 2016, peaking at 6,945 incoming workers in 2014.

Figure 6: Inter-jurisdictional Incoming Workers to British Columbia, by Top 5 Industries of Employment, 2002 to 2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
Aggregate earnings of outgoing workers earned outside their province of residence have generally increased from 2002 to 2016 (Figure 7). In 2002 aggregate earnings of outgoing workers was equal to $9.96 billion and dropped slightly in 2003 before rising steadily to $15.53 billion in 2008. In 2009 there was a small drop in earnings before rising again year over year to a peak of $21.13 billion in 2014. By 2016 total earnings had fallen 18.1% to $17.89 billion.

Commented [MOU11]: Share of these aggregate earnings across provinces/Atlantic region versus On, Que, Alberta, BC? Can you show that? Some kind of measure of IIE dependency in terms of revenue coming back?
From 2002 to 2016, the percent of earnings outgoing workers earned outside their province of residence ranged from about 70% to 80% (Figure 8). In 2002, 72.5% of earnings were earned outside the province. This rose to 73.3% in 2003 before falling to 70.0% in 2006. Afterwards it steadily increased to 76.4% in 2009, fell slightly to 76.1% in 2010 and steadily increased to 79.1% in 2016.

Commented [MOU12]: You should be using past tense throughout.

Commented [MOU13]: Does this vary by province? It would be interesting to talk about that.
Incoming Workers
By Province

Percent of Inter-jurisdictional Incoming Workers from a Neighbouring/Bordering Province/Territory, 2002-2016

Figure 9: Percent of Inter-jurisdictional Incoming Workers from a Neighbouring/Bordering Province/Territory, 2002-2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
Table 1: Percent of Inter-jurisdictional Incoming Workers from a Neighbouring / Bordering Province/Territory, Both Sexes. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.

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As shown in Figure 9 and Table 1, a majority of inter-jurisdictional incoming workers tend to arrive from a neighbouring/bordering province/territory. Quebec had the highest proportion of incoming workers from a neighbouring/bordering province/territory, ranging from 82.5% to 87.0%. A majority of these workers arrived from Ontario (75.9% to 80.9%), while only a small proportion came from New Brunswick (4.5% to 6.1%). Similarly, in Ontario, a majority of incoming workers were from Quebec (60.8% to 65.6%) with only a small portion from neighbouring Manitoba (3.0% to 4.1%). Saskatchewan had a fairly high proportion of workers arriving from neighbouring Alberta (64% to 72.4%) while only 9.1% to 12.5% arrived from Manitoba.

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3 Detailed figures for incoming workers from each neighbouring/bordering province/territory can be found in Appendix 1.
In the territories and some Atlantic Provinces, in some years incoming workers from a neighbouring/bordering province/territory made up less than 50% of all incoming workers. These tend to be large regions where people are less likely to live near the border. PEI had the highest proportion of incoming workers from a neighbouring province. In 2002, 67.1% of incoming workers to PEI came from the Atlantic Region but this proportion steadily decreased to 54.1% in 2016. While the proportion of incoming workers from New Brunswick (14.5% to 19.9%) and Nova Scotia (22.3% to 26.6%) stayed fairly steady over this period, the proportion of incoming workers from Newfoundland and Labrador fell 27.6% to 9.7% from 2002 to 2016. In Newfoundland and Labrador, most workers from a neighbouring province arrived from Nova Scotia (20.4% to 27.3%) with an increasing proportion arriving from Quebec from 6.3% in 2002 to 13.6% in 2016. In New Brunswick, there was a more balanced proportion of incoming workers from neighbouring provinces, with 29.5% to 35.6% from Nova Scotia and 16.5% to 22.8% from Quebec. Nunavut had the lowest proportion of incoming workers from a neighbouring/bordering province/territory and the proportion steadily decreased from 15.2% in 2002 to 5.0% in 2016.

While the Atlantic Provinces do not all border, they are a relatively small region that were grouped together. Quebec was included in figures for New Brunswick and Newfoundland and Labrador as they share a border.
As shown in Figure 11, the number of incoming workers to Alberta was fairly volatile from 2002 to 2016, but generally increased over the time period. In 2002, there were 61,395 incoming workers. This number doubled by 2008 to 123,185 before falling to 92,520 in 2010, steadily rising to 146,530 in 2014 and falling again to 34.3% by 2016. Most workers who travelled to Alberta for work between 2002 and 2016 came from British Columbia (average 32,096/year), Ontario (average 17,243/year), Saskatchewan (average 18,237), and Newfoundland and Labrador (average 8,638/year).

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The number of incoming workers to British Columbia rose steadily from 35,385 in 2002 to 47,725 in 2016. Most workers who travel to BC for work come from Alberta (average 18,159/year), Ontario (average 11,482/year), and Quebec (average 4,402/year).
From 2002 to 2016, the number of inter-jurisdictional incoming workers to Yukon rose from 1,790 to 2,155, peaking at 3,235 in 2011 (Figure 13). Most workers travel from British Columbia (average 994/year), Ontario (average 362/year), and Alberta (average 340/year).
From 2002 to 2016, the number of inter-jurisdictional incoming workers to Northwest Territories fell from 8,480 to 6,160 (Figure 14). Most workers travelled from Alberta (average 1,774/year), British Columbia (average 1,375/year), and Ontario (average 764/year).
From 2002 to 2016, the number of inter-jurisdictional incoming workers to Nunavut increased from 2,275 to 5,050 (Figure 15). Most workers travelled from Quebec (average 820/year), Ontario (average 815/year), and Newfoundland and Labrador (average 484/year).
As shown in Figure 10, a majority of incoming workers to Alberta were men and the ratio of men to women increased from 2.17 in 2002 to 2.82 in 2016. Over the time period the number of female incoming workers stayed fairly steady, starting at 19,345 in 2002, peaking at 32,965 in 2008 before falling to 23,900 in 2010 and rising to 31,425 in 2014 and falling to 25,210 in 2016. Meanwhile, the number of men incoming to Alberta was more volatile over the time period starting at 42,050 in 2002 and rising 114.6% to 90,220 by 2008 before falling to 68,630 in 2010 rising to 115,105 in 2014 and falling to 71,005 in 2016.
Atlantic Provinces
Figures include movement between Atlantic Provinces.

Inter-jurisdictional Employment

As shown in Figure 16, more workers travelled out of Atlantic Canadian provinces to work (including to other Atlantic Canadian provinces) than travelled into the region\(^5\). From 2002 to 2016, the number of incoming workers to provinces in the region stayed fairly steady, ranging from 35,480 to 40,610 and averaging 37,550 per year. In contrast, the number of outgoing workers from these provinces was more volatile. In 2002 there were 50,670 outgoing workers from Atlantic Canada. This stayed fairly stable until 2004 when it rose to 55,325 and steadily increased to 72,555 in 2008. In 2009 the number of outgoing workers fell 17.5% to 61,755 in 2009 and again stayed fairly stable until 2012 when it rose to 72,905 in 2014 before it dropped 26.7% to 57,535 by 2016.

\(^5\) Includes movement between provinces in Atlantic Canada

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Commented [MOU15]: This is pretty messy. I think it might be better to just include workers outgoing from the Atlantic region to other provinces excluding those going to other parts of the region and those incoming to the region. Looks like you do that in the next figure so maybe drop this or separate mobility within the region from mobility between the region and other parts of Canada.
Outgoing workers from Atlantic Provinces to Other Provinces

By Province

As shown in Figure 17, approximately 15,000 to 25,000 workers from each of the Atlantic Provinces travelled to a province/territory for work each year outside the Atlantic region (????) UNCLEAR except for Prince Edward Island which had about 5,000 outgoing workers each year. From 2002 to 2010, Newfoundland and Labrador had the highest number of outgoing workers rising from 17,505 in 2002 to 25,645 in 2008 and steadily decreasing to 14,320 in 2016. In 2011, Nova Scotia surpassed Newfoundland and Labrador with the highest number of outgoing workers, with 15,435 in 2002 and peaking to 24,895 in 2014 before falling to 20,435 in 2016. New Brunswick has followed a similar trajectory to Nova Scotia, but with slightly fewer outgoing workers.

Figure 17: Inter-jurisdictional Outgoing Workers from Atlantic Provinces, 2002-2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database. Figures include movement between Atlantic Provinces.

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By Province, 2002

Figure 18: Inter-jurisdictional Outgoing Workers from Atlantic Provinces, by Province/Territory of Employment, 2002. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
As shown in Figures 18 and 19, there were significant changes in where mobile workers from the Atlantic Provinces migrated for work during the study period. In 2002, most workers headed to Ontario for work, but by 2016 Alberta became the top destination for outgoing workers. This change began in 2005, but most provinces saw a peak of outgoing workers to Alberta in 2008 and 2014. NL had the most workers heading to Alberta, peaking at 14,025 workers in 2008 and steadily declining thereafter, with a small rise in 2014. Ontario and Nova Scotia were also popular destinations for outgoing workers from PEI, while workers from Nova Scotia tended towards nearby New Brunswick. Thousands of workers in NB migrated to QC for work as well, while workers in PEI were equally likely to work in ON, NS, and NB with about 500 workers steadily heading to each province every year.
From 2002 to about 2009, there was a significantly greater proportion of outgoing workers among resident members of the NL labour force from NL than other provinces (Figure 20). Since 2008 this proportion has steadily declined from a high of 12.2%, while the proportion of outgoing workers from the other Atlantic provinces has steadily increased. In 2016, the proportion of outgoing workers from each province was fairly similar, with PEI having the highest proportion at 6.8%.
As shown in Figure 21, most outgoing workers from the Atlantic Provinces tend to be men. While the number of women leaving the Atlantic Provinces for work stayed steady from 2002 to 2016, ranging from 16,515 to 20,345, the number of men leaving for work has been more volatile. In 2002, 33,860 men left for work, roughly double the 16,800 women who left for work. This number rose to 52,265 in 2008 and coincided with an increase of 20,295 women leaving the province. In 2009 the number of men leaving for work dropped 19.9% to 43,595 and steadily increased thereafter, peaking at 55,200 in 2014, roughly three times the number of female outgoing workers, before falling to 41,015 in 2016. In 2009 the number of women leaving for work dropped as well, but only by 11.8% to 18,160 and again by 6% to 17,080 in 2010 before steadily rising to 18,025 in 2013 and declining to 16,515 in 2016.
Figure 22: Inter-jurisdictional Outgoing Workers from Newfoundland and Labrador, By Gender, 2002 - 2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
Figure 23: Inter-jurisdictional Outgoing Workers from Nova Scotia, By Gender, 2002 to 2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
Figure 24: Inter-jurisdictional Outgoing Workers from New Brunswick, By Gender, 2002 - 2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
As shown in Figures 21-25, there were more men than women who were outgoing workers. Generally from 2002 to 2016, the number of women employed in another province or territory tended to remain fairly stable, rising slightly in NS (20.3%), NB (7.9%), and PEI (10.5%), and falling by 1,915 or 37.5% in NL over the time period. The number of men employed in another province or territory tended to be more volatile in the Maritimes and followed a similar pattern; middling from 2002-2003, rising steadily to a peak in 2008 before falling in 2009 and 2010, and increasing in 2011 to a higher peak in 2016 before a steep fall in 2015 and 2016. In some ways Newfoundland and Labrador followed a similar pattern over the time period but it was more subdued. The number of outgoing male workers increased from 12,400 in 2002 to 19,840 in 2008 but continued to decrease year over year to 14,920 in 2013. There was a slight bump to 15,265 in 2014 before falling 37.1% to 11,125 in 2016.

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Inter-jurisdictional Outgoing Workers from Atlantic Provinces, by Top Three Industries of Employment, 2002

Figure 26: Inter-jurisdictional Outgoing Workers from Atlantic Provinces, by Top Three Industries of Employment, 2002. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database. Figures include movement between Atlantic Provinces.
Figure 27: Inter-jurisdictional Outgoing Workers from Atlantic Provinces, by Top Three Industries of Employment, 2008. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database. Figures include movement between Atlantic Provinces.
Figure 28: Inter-jurisdictional Outgoing Workers from Atlantic Provinces, by Top Three Industries of Employment, 2014. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database. Figures include movement between Atlantic Provinces.
In 2002 (Figure 26), most outgoing workers from the Atlantic Provinces worked in “other services” and the construction industry. In Nova Scotia and New Brunswick more than 1,000 outgoing workers were employed in wholesale and retail trade, while this was a top industry for PEI as well. Another top industry for outmigration from PEI was education, health care and social assistance, while more outgoing workers from NL worked in manufacturing.

By 2008 (Figure 27), a peak year for outgoing workers, most outgoing workers from the Atlantic Provinces worked in the construction industry, ranging from 795 in PEI to 8,625 in NL. This was followed by other services, which hired 600 workers in PEI and 2,735 workers in NL. In NL and

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6 Other services include: Administrative and support; Waste management and remediation services; Entertainment and recreation; Other services etc
PEI oil and gas extraction and support activities was the third top employer for outgoing workers (2,605 and 540, respectively), while in NS wholesale and retail trade employed 2,335, and in NB, education services, health care and social assistance employed 2,100 workers.

2014 was another peak year for outgoing workers and as shown in Figure 28 this was again fueled by employment in the construction industry, which employed from 990 workers in PEI to 6,855 workers in NB. This was again followed by other services, which employed from 650 workers in PEI to 2,995 workers in NS. Similar trends for top third employer can be seen in 2008 and 2014 as workers in NL and PEI were primarily employed in oil and gas extraction and support activities, while NS outgoing workers were found in wholesale and retail trade, and in NB outgoing workers tended to be employed in education services, health care and social assistance.

In 2016, construction became the top industry of employment for outgoing workers for all Atlantic Provinces (Figure 29). For the Maritime Provinces, this was followed by education services, health care and social assistance, and other services. In Newfoundland and Labrador, most outgoing workers were employed in oil and gas extraction and support activities and transportation and warehousing.
By Industries Related to Oil

As shown in Figures 26-29, the construction industry was a top employer for outgoing workers in Atlantic Canada. Employing 7,875 workers in 2002, this number rose to 18,035 in 2008, before dropping to 13,685 in 2011 and peaking again at 21,310 in 2013 before falling to 11,900 in 2016 (Figure 12). Direct employment in oil and gas extraction and support activities was lower and while it followed a similar pattern to construction, the year to year was less volatile. Employment rose from 1,090 in 2002 to a peak of 5,790 in 2008 and declined to 4,205 in 2009 before peaking at 5,995 in 2012 and steadily declining to 4,545 in 2016. Employment in transportation and warehousing rose from 3,265 in 2002 to 4,710 in 2007 and steadily declined to 4,120 in 2010 before rising to 5,175 in 2014 and falling to 4,310 in 2016.
Figure 31: Inter-jurisdictional Outgoing Workers from Newfoundland and Labrador, by Industry of Employment, 2002 to 2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
Figure 32: Inter-jurisdictional Outgoing Workers from Nova Scotia, by Industry of Employment, 2002 to 2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
Figure 33: Inter-jurisdictional Outgoing Workers from New Brunswick, by Industry of Employment, 2002 to 2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
As shown in Figures 31-34, most outgoing workers were employed in an industry related to oil extraction work and the construction industry. In the Maritime Provinces this tended to follow the pattern of falling from 2002 to 2004, rising to a peak in 2008, falling again in 2009 and staying within a small range for a few years before rising to a higher peak in 2014 and steeply declining in 2015 and 2016 (Figures 31-34). The pattern of employment in the construction industry was very different in Newfoundland and Labrador, when the number of outgoing workers fell 6.2% from 3,575 in 2002 to 3,365 in 2004, then rose 156.3% to its highest peak of 8,625 in 2008. Thereafter, it fell fairly consistently year over year back to 3,830 in 2016 (Figure 31). For all provinces the number of outgoing workers employed in transportation and warehousing tended to steadily increase over the 2002 to 2016 time period. Again, employment for outgoing workers from the Maritime Provinces tended to follow a similar pattern, peaking in 2008 and 2014, while employment for outgoing workers from Newfoundland and Labrador peaked in 2008 and steadily declined thereafter. Direct employment in oil and gas extraction and support activities tended to be similar for outgoing workers from all of the Atlantic Provinces. In 2002 employment ranged from 60 workers in PEI to 540 in NL and slowly increased a few years before ramping up from 2006 and peaking in 2008 where it ranged from 540 in PEI to 2,605 in NL. Afterwards it declined about 25% in all provinces except in New Brunswick where it dropped 43.6% from 1,125 in 2008 to 635 in 2009. In the Maritime Provinces employment steadily increased from 2010.
and peaked in 2014 before dropping in 2015 and 2016. In Newfoundland and Labrador, employment in the industry rose from 1,950 in 2009 to 2,270 in 2012 and steadily declined to 1,590 in 2015 before rising to 1,700 in 2016.

As shown in Figure 35, most incoming workers to Alberta employed in an industry related to oil extraction work in the construction industry. Employment in this industry fell 31.0% from 11,695 in 2002 to 8,070 in 2003 and then steadily rose year over year to a peak of 32,830 in 2008. In 2009 employment fell 22.3% to 25,510 and stayed within a small range until 2011. From 2012 to 2014 employment rose 42.1% to a new peak of 49,410 and then significantly decreased 47.4% to 26,005 by 2016. The number of incoming workers employed in oil and gas extraction and support activities was less volatile but followed a similar pattern. Employment grew steadily from 4,935 in 2002 to a peak of 16,810 in 2008 before falling 23.5% to 12,865 in 2009. Thereafter employment steadily increased to 19,980 in 2014 and fell 36.7% to 12,645 by 2016. The number of incoming workers employed in transportation and warehousing followed a similar pattern to this, falling slightly from 2002 to 2003 and then rising year over year to 2008 when it began to fall in 2009 and 2010 before rising to a smaller peak in 2014 and falling in 2015 and 2016.
Average Earnings of Individual Outgoing Workers Earned Outside Province of Residence, Atlantic Canada, 2002-2016

Figure 36: Average Earnings of Individual Outgoing Workers Earned Outside Province of Residence, Atlantic Canada, 2002-2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
Figure 37: Proportion of Total Earnings of Outgoing Workers Earned Outside Province of Residence, Atlantic Canada, 2002-2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
Average earnings\(^7\) of outgoing workers earned outside their province of residence as shown in Figure 36 steadily increased from 2002 to 2014 and fell thereafter to 2016. This steady increase in average earnings was associated with an increase in the average proportion of earnings that outgoing workers earned outside their province of residence, which also similarly declined in 2015 and 2016, but to a smaller degree than did average earnings. NL has tended to have the highest average earnings and highest proportion of earnings from outside the province among outgoing workers, but this latter measure has significantly increased for outgoing workers from other provinces. In 2014 outgoing workers from all four Atlantic Provinces earned on average 80 to 85% of their earnings outside the province (Figure 37). Over the 15 year time-span, earnings from outside the province made up 64% to 81% of total earnings for PEI outgoing workers, 65% to 83% for NB outgoing workers, 76% to 84% for NL outgoing workers, and 70% to 84% for NS outgoing workers.\(^8\)

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\(^7\) Equal to aggregate T4 earnings in 2016 constant dollars earned outside the province divided by number of employees who work outside the province, both sexes.

\(^8\) Percent of earnings from outside a home province is defined as total earnings earned outside province of residence divided by total earnings of outgoing workers.
Age of outgoing workers

Outgoing Employees by Age Group, New Brunswick, 2002 to 2016

Figure 39: Outgoing Employees by Age Group, New Brunswick, 2002 to 2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
Figure 40: Outgoing Employees by Age Group, Nova Scotia, 2002 to 2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
Figure 41: Outgoing Employees by Age Group, Prince Edward Island, 2002 to 2016. Source: Statistics Canada, Canadian Employer—Employee Dynamics Database.
Across the Atlantic Provinces, we can see similar trends with respect to age groups among outgoing workers (Figures 39 to 42). The core working group, aged 25 to 44 years, tends to be the highest proportion of outgoing workers, generally followed by younger workers, aged 18 to 24 years, but the proportion of those workers declined from 2002 to 2016 as the proportion of older workers, aged 45 and over, increased. Newfoundland and Labrador saw the biggest change in age of outgoing workers over this period as younger workers made up 30.8% of all outgoing workers in 2002, falling to 14.8% in 2016 and the proportion of older workers steadily increased from 25.3% in 2002 to 45.2% in 2016.

Commented [MOU19]: This is an interesting shift. Do you have a discussion section?
As shown in Figure 42, the Atlantic Provinces receive between 2,000 and 18,000 incoming workers each year, with fairly different patterns for each province. Nova Scotia has consistently had the highest number of incoming workers, ranging from 17,560 to 16,295 from 2002 to 2008 before dropping to 15,580 in 2009 and staying in the range of 15,395 and 15,790 from 2009 to 2016. New Brunswick has the second highest number of incoming workers, starting at 11,335 in 2002, increasing to 14,795 by 2008, falling to 10,600 by 2013 and rising to 11,080 by 2016. Newfoundland and Labrador has had the largest relative increase in incoming workers over the 2002 to 2016 time period, starting at 4,100 in 2002 and doubling to 8,625 by 2013 before falling to 7,625 by 2016. Prince Edward Island has consistently had the lowest number of incoming workers and the number has stayed fairly stable from 2002 to 2016, ranging from 2,785 to 3,575.

Commented [MOU20]: This includes from other Atlantic provinces – correct? Perhaps say that?

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5 Includes migration between Atlantic Provinces
Bibliography


Statistics Canada (n.d.) Industry - North American Industry Classification System (NAICS) 2012 (427A), Class of Worker (5A), Labour Force Status (3), Age (13A) and Sex (3) for the Labour Force Aged 15 Years and Over in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data. Government of Canada.

Appendix

Table 1: Percent of Inter-jurisdictional mobility to a neighbouring / bordering province

<p>|       | QC  | PEI | NS  | NB  | NL  | QC  | NS  | NB  | PEI | NL  | QC  | NS  | NB  | PEI | NL  | QC  | NS  | ON  | NL  | NB  |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2002  | 2.8%| 4.5%| 23.6%| 6.4%| 2.2%| 31.0%| 22.0%| 24.2%| 4.2%| 5.8%| 6.3%| 31.6%| 3.4%| 4.0%| 86.8%| 0.3%| 2.5%|
| 2003  | 2.7%| 5.1%| 22.8%| 7.3%| 2.4%| 28.5%| 21.0%| 26.7%| 4.5%| 5.4%| 6.1%| 33.7%| 3.3%| 3.7%| 87.7%| 0.3%| 2.5%|
| 2004  | 2.8%| 4.5%| 22.0%| 6.8%| 2.9%| 26.4%| 21.8%| 26.3%| 4.5%| 5.3%| 6.1%| 34.1%| 3.7%| 2.6%| 87.6%| 0.2%| 2.5%|
| 2005  | 2.9%| 3.0%| 15.4%| 6.7%| 3.2%| 23.7%| 19.6%| 21.2%| 3.6%| 5.6%| 6.0%| 27.7%| 3.1%| 2.6%| 86.9%| 0.3%| 2.4%|</p>
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