



# Social Determinants of Health

## Employment

March 2024

Quality of Care NL is proud to partner  
with **Choosing Wisely Canada**



# Who We Are



Quality of Care NL is an applied health and social systems research and evaluation program aimed at improving social and health outcomes in Newfoundland and Labrador.



Proud partner of Choosing Wisely Canada  Choosing Wisely NL

# Employment



Stable employment, with an adequate income, and safe working conditions leads to better mental and physical health and overall well-being.

Unemployment frequently leads to material and social deprivation, psychological stress, and the adoption of health-threatening coping behaviours.

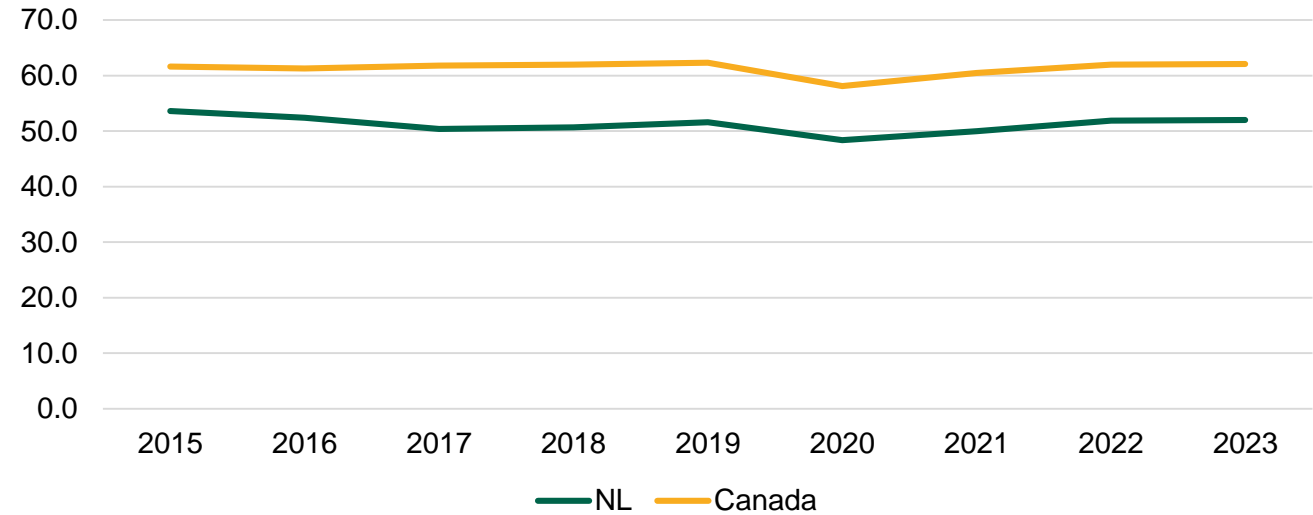


# Labour Force Status: Employment Rate

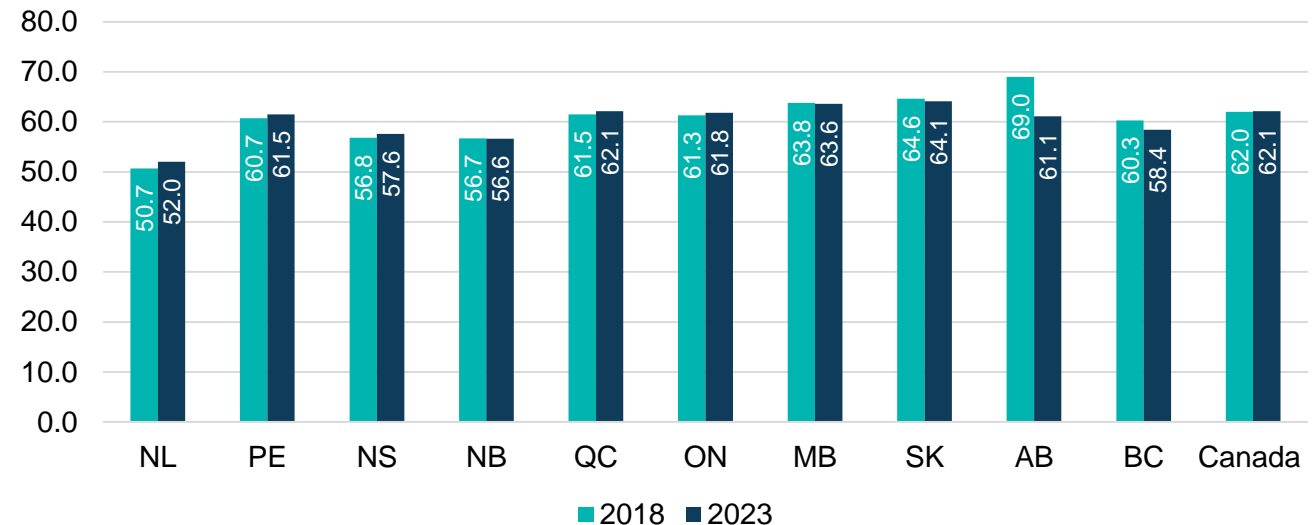
The employment rate is the number of employed persons expressed as a percentage of the population aged 15 years and over.

- Overall, from 2015 to 2023, the employment rate has been fairly consistent in NL and across Canada as a whole (with a dip in 2020).
- In 2023, the employment rate in NL was 16.3% lower than the Canadian rate.
- In both 2018 and 2023, NL had the lowest rate of employment (rank 10) among the Canadian provinces (1=best and 10=worst).

Annual Employment Rates for those Aged 15 Years and Older in NL and Canada (%), 2015 to 2023



Annual Employment Rates for those Aged 15 Years and Older by Province (%), 2018 and 2023



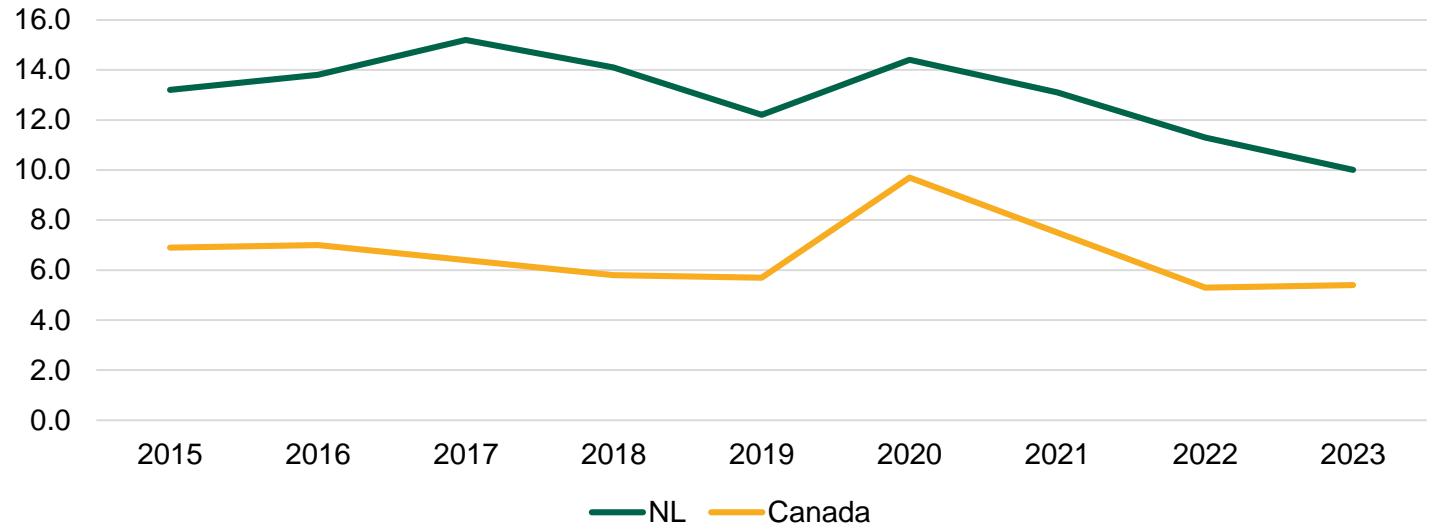
Source: Statistics Canada. Table 14-10-0327-02 Unemployment rate, participation rate and employment rate by sex, annual; Labour Force Survey (LFS), 2015 to 2023

# Labour Force Status: Unemployment Rate

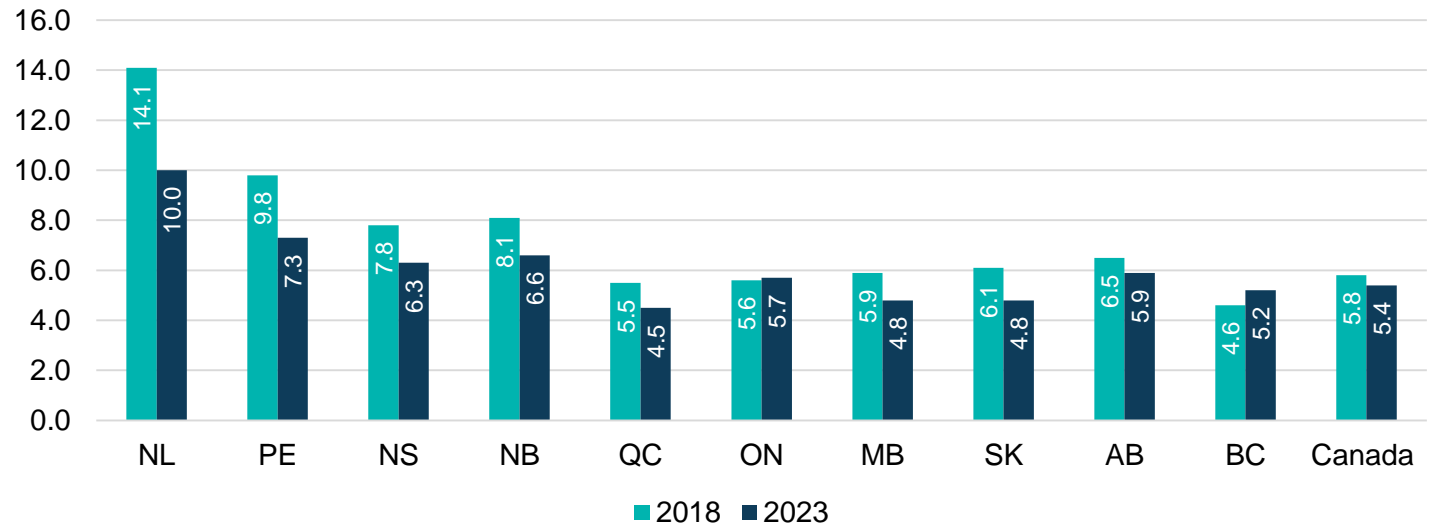
The unemployment rate is the number of unemployed persons expressed as percentage of the labour force.

- Overall, from 2015 to 2023, the unemployment rate has decreased in NL and across Canada as a whole (with an increase in 2020).
- In 2023, the unemployment rate in NL was 85.2% higher than the Canadian rate.
- In both 2018 and 2023, NL had the highest rate of unemployment (rank 10) among the Canadian provinces (1=best and 10=worst).

Annual Unemployment Rates for those Aged 15 Years and Older in NL and Canada (%), 2015 to 2023

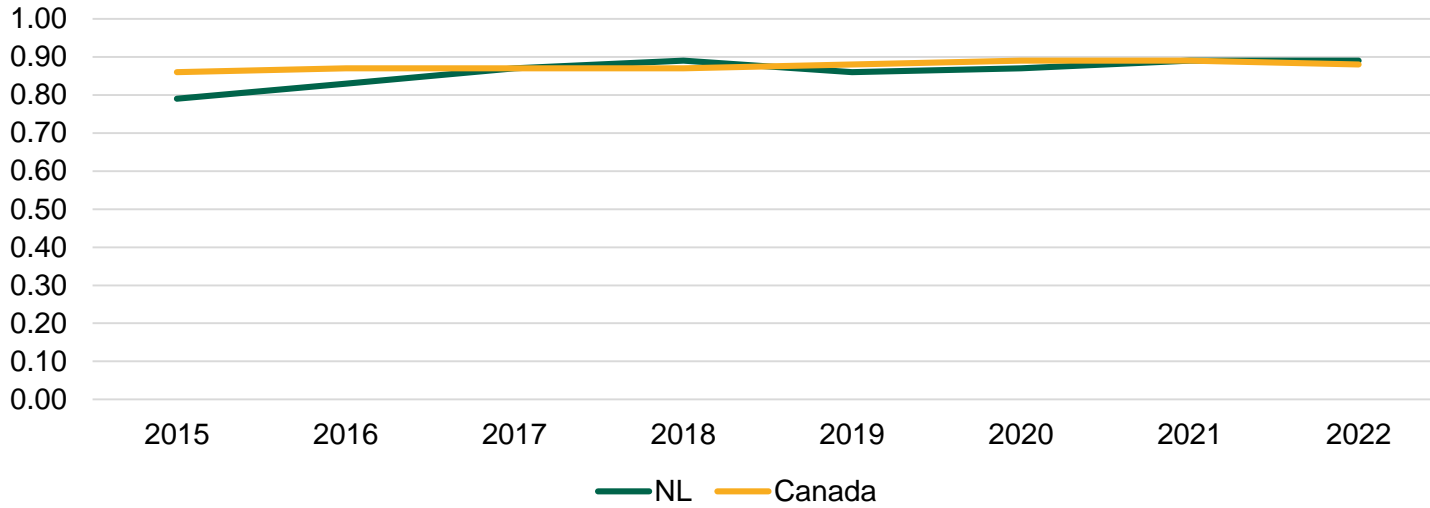


Annual Unemployment Rates for those Aged 15 Years and Older by Province (%), 2018 and 2023

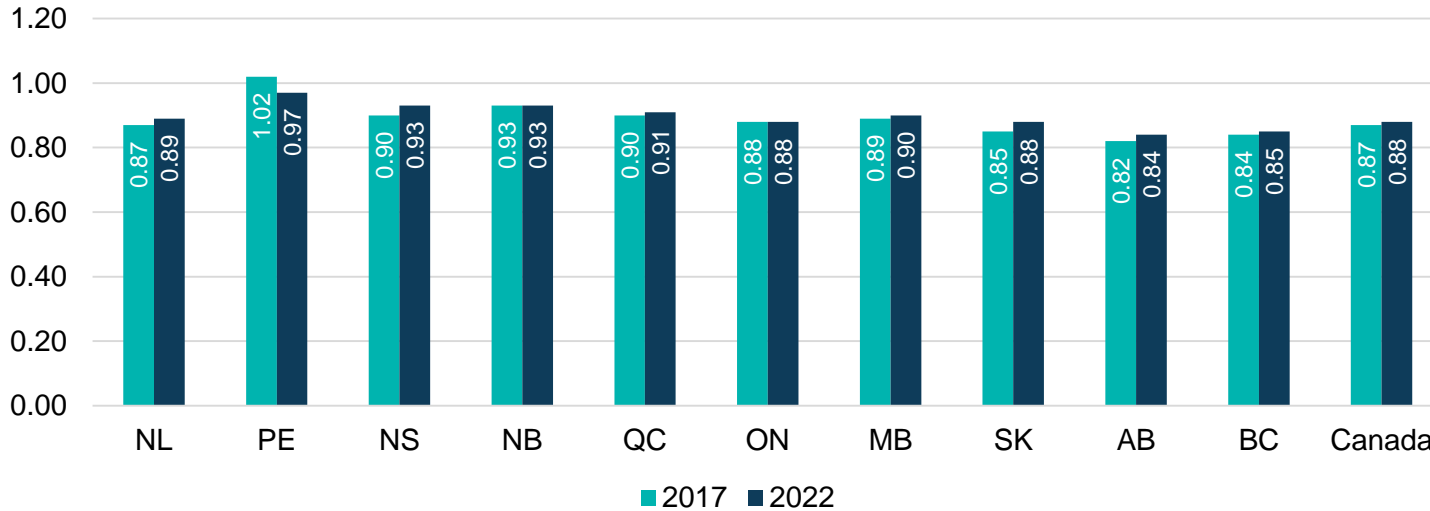


Source: Statistics Canada. Table 14-10-0327-02 Unemployment rate, participation rate and employment rate by sex, annual; Labour Force Survey (LFS), 2015 to 2023

**Median Hourly Gender Wage Ratio in NL and Canada (Aged ≥15 Years) (%), 2015 to 2022**



**Median Hourly Gender Wage Ratio by Province (Aged ≥15 Years) (%), 2017 and 2022**

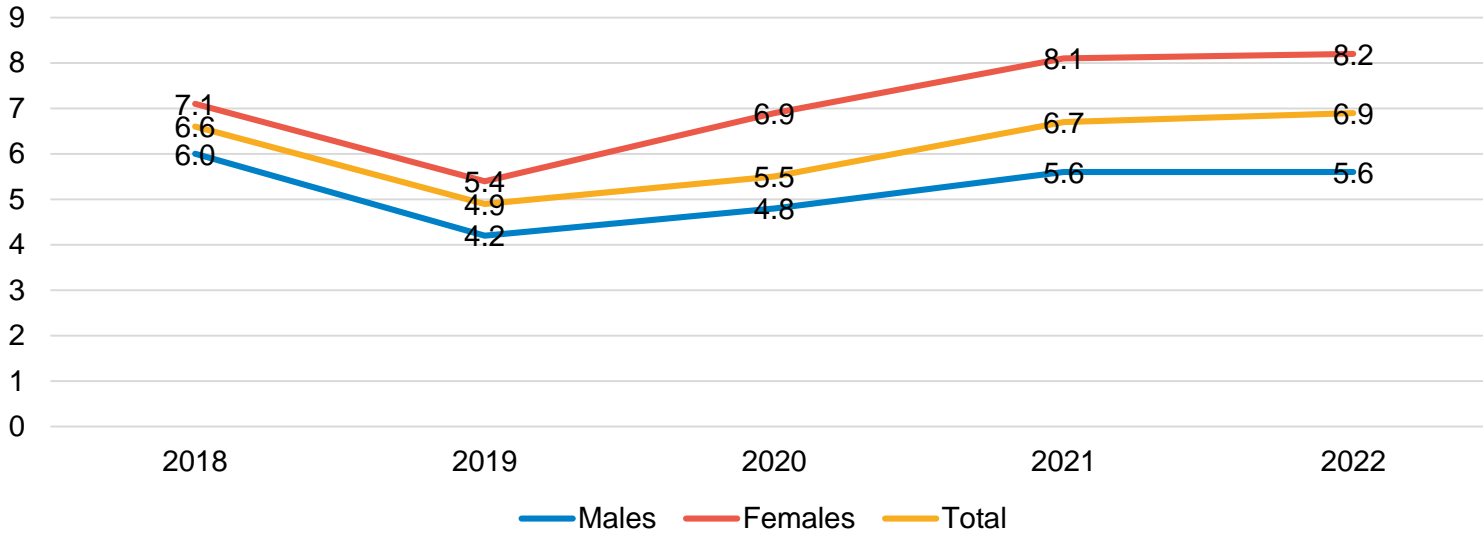


## Wages: Gender Wage Ratio

The gender wage ratio is the wage for women divided by the wage for men. The gender wage ratio can be interpreted as the proportion of a dollar that women earn for every dollar earned by men.

- The gender wage ratio has increased from 2015 to 2022 in NL and from 2017 onwards has been comparable to the Canadian rate.
- In 2017, NL ranked sixth among the Canadian provinces for its gender wage ratio; in 2022 NL ranked fifth (1=best and 10=worst).
- In 2022, women in NL earned \$0.89 for every dollar earned by men.

### Incidence of Employees Earning Minimum Wage or Less by Gender in NL (%), 2018 to 2022



### Minimum Wage Rates in NL, 2019 to 2024

	2019	2020	2021	2022	2023	2024
Minimum Wage Rates on 1 April	\$11.40	\$11.65	\$12.50	\$13.20	\$14.50 (\$15.00 on 1 October)	\$15.60

### Living Wages by Region in NL, 2023

	Central	Eastern	Western	Lab-North Peninsula
Hourly Living Wage	\$23.95	\$24.20	\$23.80	\$26.80

Source(s): Statistics Canada, Labour Force Survey(s) (LFS); Newfoundland & Labrador Statistics Agency, Special Tabulations, 2018 to 2022 (see <https://stats.gov.nl.ca/Statistics/>); AND Government of Newfoundland and Labrador, Labour Relations Agency, 2019 to 2024 (data compiled by the NLSA; see <https://stats.gov.nl.ca/Statistics/>); AND Canadian Centre for Policy Alternatives (CCPA). (2023). Newfoundland and Labrador's 2023 Living Wages: Seeking a Better Deal for Low-Wage Workers (see <https://policyalternatives.ca/>)

## Wages: Minimum Wage & Living Wage in NL

The minimum wage is the lowest wage rate an employer is legally allowed to pay its employees. The minimum wage is dictated by labour laws under each provincial jurisdiction in Canada and is periodically adjusted for inflation. The minimum wage for each province is the same across the entire province but it is not the same as the living wage. The living wage reflects what people need to earn to cover the actual costs of living in their community.

- The incidence of employees earning minimum wage has increased each year from 2019.
- Close to 15,000 employees earned minimum wage or less in 2022 (~8,900 were female).
- Based on a 2023 report by the Canadian Centre for Policy Alternatives (CCPA), individuals in NL would need to make between \$9 and \$11 more an hour just to cover the cost of living in their community.

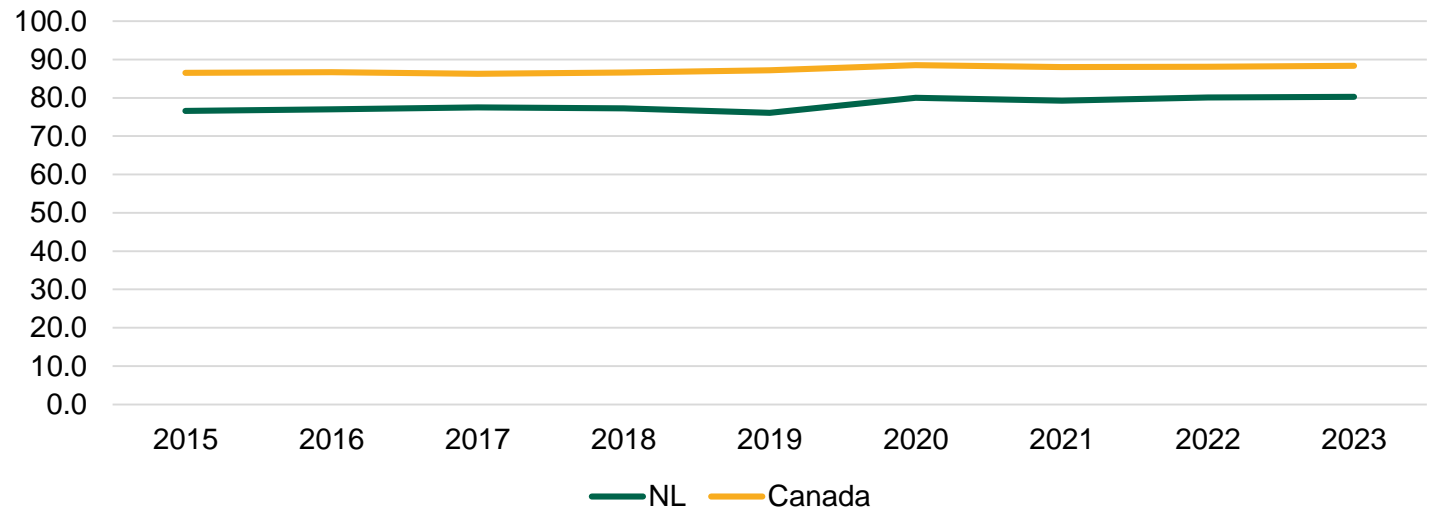
# Job Permanency

Permanent employment brings peace of mind and can lead to better employee life quality and social well-being. In addition to getting a steady paycheck and job security, permanent employees enjoy advantages such as health insurance, retirement savings plans and paid time off.

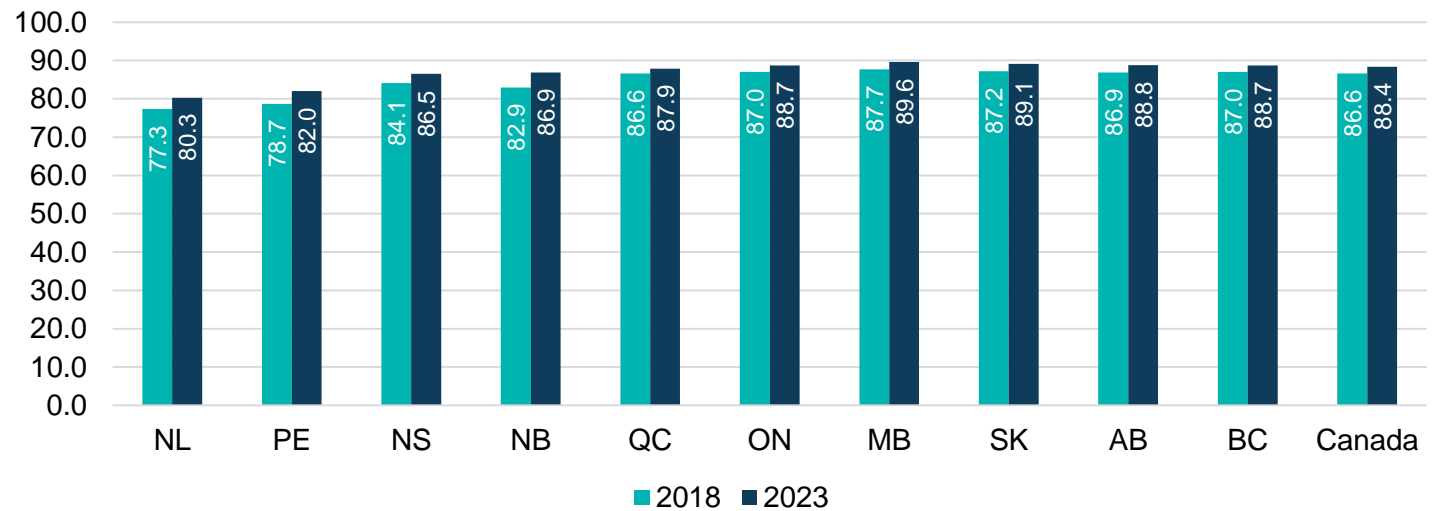
Temporary employment (such as precarious or gig work), however, can lead to stress and anxiety and can take a toll on an individual's psychological well-being due to its lack of benefits and uncertain, unstable, and insecure nature.

- From 2015 to 2023, the proportion of the population employed in a permanent job has remained fairly stable in NL and across Canada.
- NL has consistently had a lower proportion of the population employed in a permanent job compared to Canada. In other words, more people in NL are employed in seasonal or temporary work.
- In 2023, the proportion of individuals who were permanently employed was approximately 10% lower in NL compared Canada.
- In both 2018 and 2023, NL had the lowest proportion (rank 10) of permanent employees among the Canadian provinces (1=best and 10=worst).

**Job Permanency for those Aged 15 Years and Older in NL and Canada (%), 2015 to 2023**



**Job Permanency by Province for those Aged 15 Years and Older (%), 2018 and 2023**



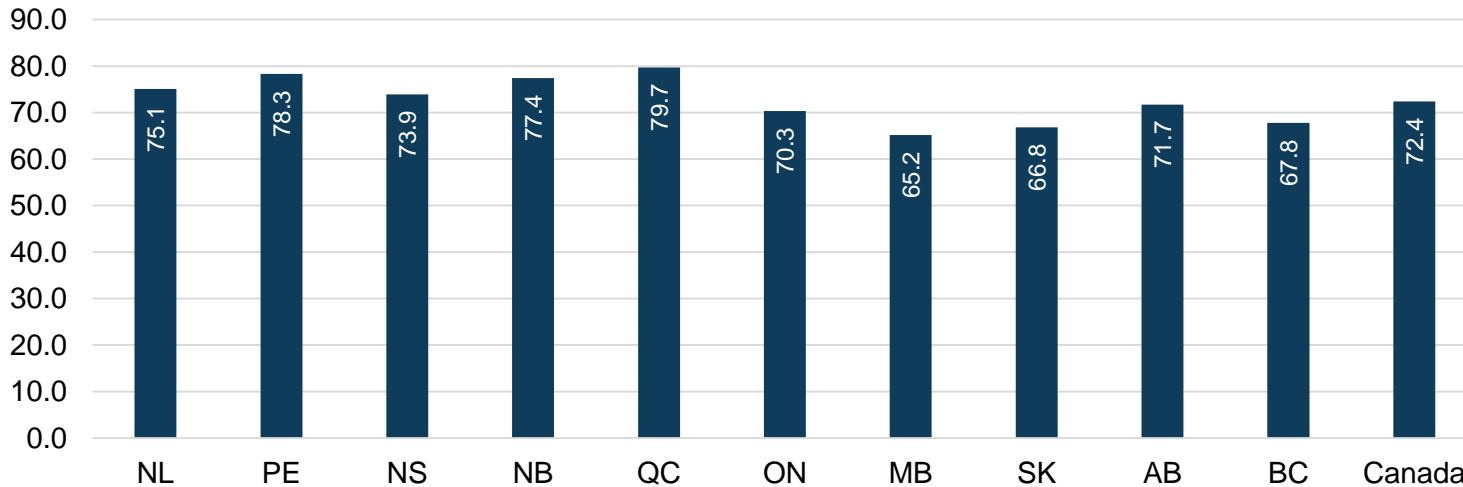
Source: Statistics Canada. Table 14-10-0072-01 Job permanency (permanent and temporary) by industry, annual (x1000); Labour Force Survey (LFS), 2015 to 2023



### Job Satisfaction for those Aged 15 Years and Older in NL and Canada (%), Q3 2022

	Newfoundland and Labrador	Canada
Very Satisfied or Satisfied	75.1	72.4
Neither Satisfied no Dissatisfied	16.3	18.5
Dissatisfied or Very Dissatisfied	8.6	9.2

### Job Satisfaction (Very Satisfied or Satisfied) for those Aged 15 Years and Older by Province (%), Q3 2022



Source: Statistics Canada. Table 45-10-0088-01 Job satisfaction, by gender and province; Canadian Social Survey (CSS), Q3 2022

## Job Satisfaction

Job satisfaction was measured using the following question: “In general, how satisfied are you with your job?”. The possible response categories included: very satisfied, satisfied, neither satisfied nor dissatisfied, dissatisfied and very dissatisfied.

- Compared to Canada, job satisfaction (very satisfied or satisfied) was higher in NL in Q3 2022.
- In Q3 2022, NL ranked fourth in job satisfaction among the Canadian provinces (1=best and 10=worst).



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