

HR Data Miner

Canadian Mining Labour Market Information

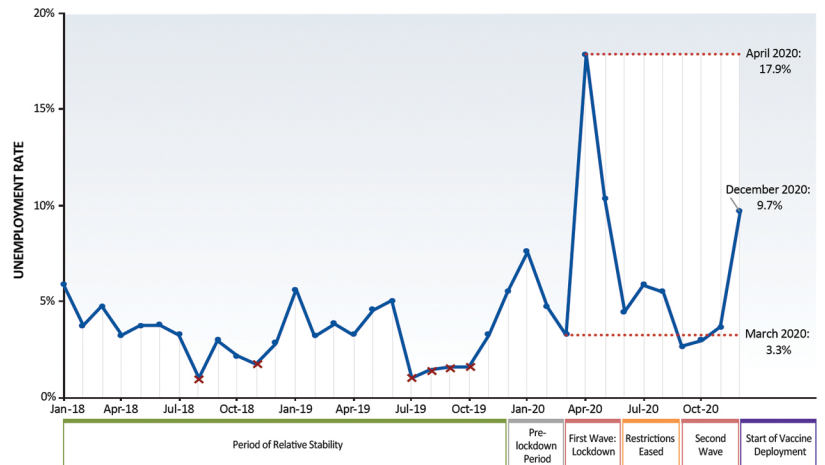
Issue 7: May 2021

COVID-19 AND LABOUR MARKET VOLATILITY IN CANADA'S MINING INDUSTRY

Unprecedented Disruption During the First Months of the Pandemic

Unemployment Rate in Mining and quarrying (NAICS 212) (Jan 2017 to Dec 2020)

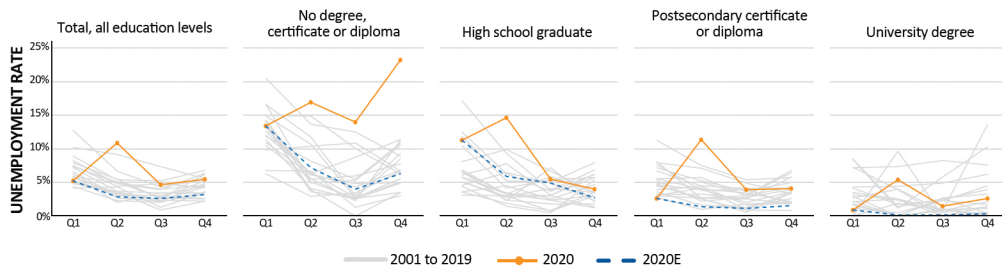
- The April 2020 spike in unemployment (to 17.9%) marked the highest unemployment rate for the mining industry in Labour Force Survey records dating back to 1987.
- Nevertheless, Mining and quarrying (NAICS 212) showed better stability than many other sectors of the economy. For instance, as of December 2020 the unemployment rate in Air transportation (NAICS 481) and in Accommodation services (NAICS 721) remained at 26% and 27% respectively.



Source: Mining Industry Human Resources Council (2021); Statistics Canada, Labour Force Survey Custom Table, monthly, unadjusted for seasonality (2020).
*Note that certain data points were derived due to data suppression. A red x denotes an estimate.

Workers with Lower Educational Attainment Fared Worse

Unemployment Rate by Educational Attainment, Mining and Quarrying (NAICS 212), Based on Quarterly Averages (2001 to 2020)



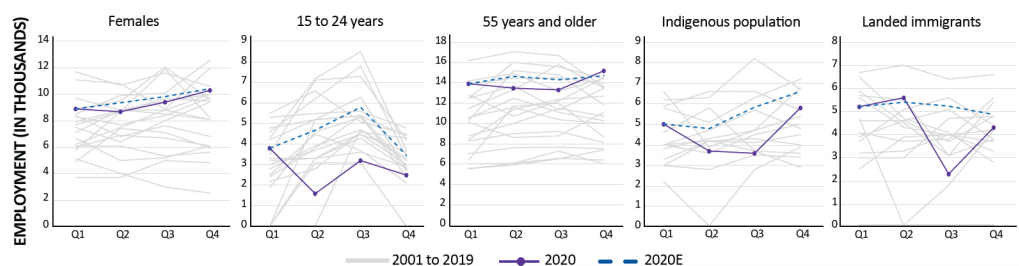
Source: Mining Industry Human Resources Council (2021); Statistics Canada, Labour Force Survey Custom Table, monthly, unadjusted for seasonality (2020).
*Note that certain data points were estimated due to data suppression.

- After Q1 of 2020, unemployment rates climbed to unparalleled levels for workers with no degree, certificate or diploma.
- On the other hand, the drop in overall employment levels was most severe for high school graduates – employment numbers for this group in Q3 and Q4 were roughly 50% of 2019 levels.

Better Employment Outcomes for Women in Mining than for Women in Other Industries

Employment by Demographic Group of Interest, Mining and quarrying (NAICS 212), Based on Quarterly Averages (2001 to 2020)

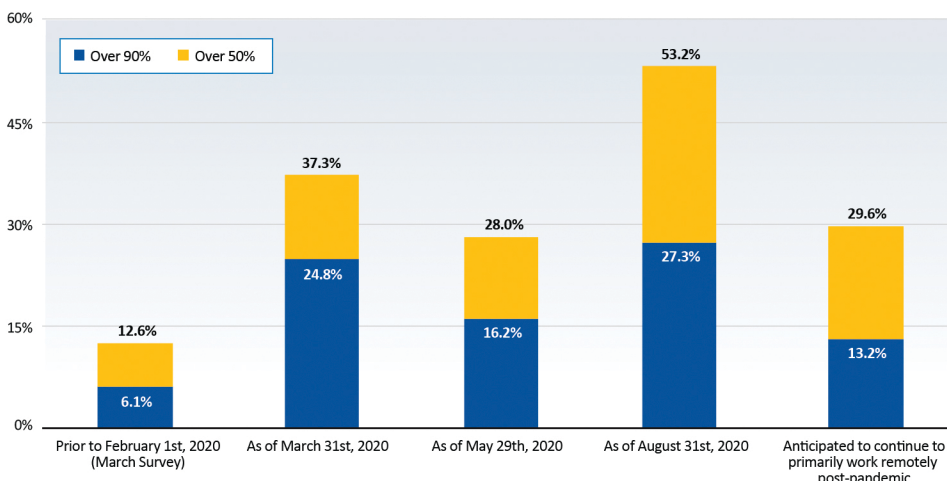
- Women have shown more employment resiliency, close to expectations and in line with previous years.
- Women in the industry are more likely to have higher levels of education, which may have contributed to the strong numbers in 2020.
- The average unemployment rate for women in mining was 3.8% from April to December 2020, compared to 10.5% (on average) for women in all industries across Canada.



Source: Mining Industry Human Resources Council (2021); Statistics Canada, Labour Force Survey Custom Table, monthly, unadjusted for seasonality (2020).

Remote Work Is Here to Stay

Percentage of Workforce Teleworking or Working Remotely, Mining, quarrying, and oil and gas extraction (NAICS 21) (Various reference dates in 2020)



Source: Mining Industry Human Resources Council (2021); Statistics Canada, Tables 33-10-0228-01, 33-10-0247-01, 33-10-0274-01 Percentage of workforce teleworking or working remotely, and percentage of workforce expected to continue teleworking or working remotely after the pandemic, by business characteristics (2020).

- According to the Canadian Survey on Business Conditions (CSBC), before COVID-19 only 13% of respondents in Mining, quarrying and oil and gas extraction (NAICS 21) said at least half of their workforce was working remotely.
- By the end of March, this rate had risen to 37% as the pandemic fueled an urgent need to implement new remote working arrangements.
- By August 2020, roughly 30% of survey respondents indicated that over half of their workforce would continue to work remotely post-pandemic.

Visit mihrc.ca to read the full report.