

Impact of changing demographics

Demographic changes in Canada have set some basic parameters. The demographic composition of the labour force is the only way for Canada to project in the future, demographers can accurately predict life expectancy, population growth, birth rate, age distribution and other related trends. Age, education attainment and cultural diversity are trends that require attention. Canada's economic and social changes are influenced by demographic trends. Particularly, population aging has a significant implications for job opportunities, organization structure, work values and pensions. The aging of the baby boom in Canada has significantly altered the demographic

shape and social structure due to the rapid decline in birth rate. Career opportunities of Canadian workers have been affected as a result of huge and slowly aging bulge in the work force. The competition for few top jobs, especially in the bank has intensified as the number of older workers is growing. Young workers find it difficult to get entry-level jobs. Work organizations in Canada have not adjusted to the changes in demographic pressure, maintaining pyramidal structures and policies that are not appropriate.

The nature of employment is evolving as it is evident in Canada. Early retirement is a marked trend as the labour market is restructuring and downsizing. The proportion of 55 to 64 years old in the workforce has increased as growing boomers reach the retirement age in the 1990s and 2000s. Aging population accelerated in 2000 with 13 percent of Canadians being senior citizens. Statistics predicts that by 2026, senior citizens will account 21.4 percent of the total population. Consequently, the size of the working age will shrink the working age population that fund government old age program through taxation. Pensions have become a notable public concern as it is similar to the issue of mandatory retirement and expected shortage of skills. It is therefore expected that labour force aging will open opportunities for younger workers who are outnumbered by middle-aged baby boomer.

Immigration is another determinant of Canada's population as it has been a country of immigration for centuries.

The government attempted to make immigration policy to the labour market trend by keeping the immigration level low

when the unemployment is high, and raise when the economic expansion require extra workers. Despite claims that immigrants are taking away jobs from the native Canadians, research conducted showed that often they create their own jobs or are willing to take jobs that other despise. The anticipated labour shortage the national and provisional governments are ensuring the skills and abilities of the immigrants are properly utilized recognize.

For better understanding of the workforce examining key labour market and employment trend that define how, where,

and for whom the Canadians work. Labour force participation is an indicator of economic activity of the population.

Calculation of labour force size is based on the number of individuals 15 years of age or older who are working for pay and those who are looking for jobs. Using the LFP definition to determine the work pattern at the beginning of the last century, only 53 percent of the Canadians were participating in the labour market in 1991. In 2008 the LFP rate was at 67.8 percent labour force participants. Notably the number of female labour force participants quadrupled

2008 as compared to the 1990 female LFP rate. The LFP rate in teen has been considerably being lower than that of the

young adult, since the latter has left the education system.

Arguably, Canadian Human right to support the multi-dimensional approach to effectively build and protect the vulnerable

workers which include; substantive workplace response to vulnerable workers, effective and accessible mechanism for

enforcing rights and an active government oversight. Also implementation of a provisional strategy which focus on the

reduction of low skilled jobs.