

Issues Concerning the Role of Native Women in the Winnipeg Labour Market

**by Stewart J. Clatworthy
1981**

The Institute of Urban Studies





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Stewart J. Clatworthy

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1.0 INTRODUCTION

In three earlier reports, the author investigated several dimensions of the demographic structure, employment patterns and labour force activity of Winnipeg's native population (see Clatworthy 1980, 1981a, 1981b). These reports noted major structural differences in demographic composition between the native and general populations of the city and outlined the nature and severity of difficulties experienced by native peoples in the urban labour market. Among other things, this prior research found employment problems to be most acute among native women suggesting that this sub-group in particular, be singled out as a priority special need group for the purpose of employment programming development.

The present study seeks to provide some additional information related to the development of employment strategies for native women by:

- i) reviewing and synthesizing the results of our earlier research as they relate to the present and potential role of native women in the labour market;
- and ii) outlining briefly some of the major constraints or barriers which presently retard the participation and performance of native women in the labour market.

The remainder of the report is structured into four sections. Section 2 discusses briefly the nature of previous work carried out by the author on this issue and describes the data base employed in generating the statistical indicators reported in this study. A detailed review of research findings concerning

the demography and current labour market activity of native women is contained in Section 3. A fourth section outlines major issues related to improving the employment opportunities of native women in the city and discusses the nature of constraints which currently impede the participation of native women in the urban labour force. A brief summary and implications of the study's findings for policy and program development conclude the report.

2.0 THE DATA BASE AND PREVIOUS RESEARCH

The majority of statistical information reported in this study are population estimates generated from survey data contained in the Institute of Urban Studies (I.U.S.) Native Data Base . The data base was constructed through interviewer contacts with more than 20,000 households residing in the Winnipeg census metropolitan area, during the June 1979 - September 1980 period. The survey was designed to contact households residing at every fifth (tenth) inner city (outer city) residential address. Information was recorded only for those households indicating the presence of at least one household member of native ancestry.¹

Research reported in this study is based on observations contained in the data base as of September 1, 1980. At that time information on 614 households and 2303 native individuals were available for analysis.²

1. A detailed description of the data base is contained in Clatworthy 1981c.

2. An additional 37 household and 150 individual level observations have subsequently been added to the data base. Survey work is now complete and the data base contains 651 household and 2453 individual level observations.

To date, our research has addressed several aspects of urban native demography, migration patterns, economic conditions, and employment and labour force activity patterns. The results are presented in the following reports:

- 1) The Demographic Composition and Economic Circumstances of Winnipeg's Native Population (Clatworthy, 1980)
- 2) Patterns of Native Employment in the Winnipeg Labour Market (Clatworthy, 1981a)
- and 3) The Effects of Education on Native Behaviour in the Urban Labour Market (Clatworthy, 1981b)

Most of the statistics presented in this study have been extracted from the above reports. The results of some additional data analysis are also reported.³

3.0 SUMMARY OF RESEARCH FINDINGS

Although our previous studies did not concentrate specifically on native females several of the analyses did differentiate between native sub-groups (i.e. Status Indians versus Métis and Non-Status Indians) and sex groups. The following summary highlights major findings pertaining to Winnipeg's native female population which have emerged from our earlier investigations of native demography and patterns of labour force activity.

3. The additional data analyses reported in this study utilize data for the full survey sample. For this reason the frequency counts and totals of some of the tables presented may differ.

3.1 Population Size and Demographic Structure

- a) Winnipeg's total native population is estimated to be approximately 23,000 including about 7900 Status Indians and 15,100 Métis/Non-Status Indians (MNSI). Females comprise the largest segment of both native sub-groups (66.2 percent of Status Indians and 57.3 percent of MNSI). (See Table 1)

- b) Recent net migration to the city is estimated to be approximately 1150 per annum, including about 475 Status Indians and 675 MNSI. Females also comprise the largest segment (about 63 percent) of recent native migrants to the city. (See Table 2)

- c) Most native women indicated that they moved to the city for reasons other than to take advantage of urban employment opportunities. The most commonly cited reasons for migration among native women were to escape problems and living conditions on the reserve (or in their home community) and to be with family and friends in the city. (See Table 3)

- d) The present urban native population (both male and female) is characterized by a very young population structure. Approximately 90 percent of the city's native female population is less than 45 years of age. (See Table 1)

- e) Household structures among the native population differ markedly from those among the general urban population. Mother led single parent families comprise approximately 43 percent of native households and more than 53 percent of native family households. (See Table 4)

- f) Excluding the elderly population (i.e. 65+ years, the headship rate among native females is more than twice that of the general female population of the city. (See Table 5 and Figure 1)

3.2 Labour Force Characteristics and Employment Patterns

- g) Very rapid growth in the native labour force is expected to occur during this decade. Nearly one quarter of the increase in the city's labour force age group (i.e. 15+ years) to 1985 is expected to be of native ancestry. Females are expected to account for more than 55 percent of the growth in the native labour force age group. (See Table 6)
- h) The education level of the native female labour force age group lags substantially behind that of the general urban population. Less than 27 percent of the city's native women have completed 11 or more grades of schooling. (See Table 7)
- i) In addition to lower education and skill levels a significant proportion of the working age group of native females has very limited or no prior employment experience. Approximately 40 percent of all native women aged 15 - 64 indicated that they had no employment experience. (See Table 8)
- j) The present level of labour force participation among native women is very low relative to women in the general urban population. The current participation rate of native women is approximately 30 percent or roughly two thirds that of the general female population of the city. (See Table 9)

- k) The unemployment rate among native women is presently about 40 percent, roughly four times that of city's female population. Unemployment is most severe among younger women (15 - 24 years) and Status Indian women. (See Table 10)
- l) Employment among the majority of native females is irregular or periodic in nature. Only 30 percent of the native female labour force was employed on a regular basis (either full or part time) during the entire 12 month period preceding the I.U.S. survey. (See Table 11)
- m) Native women experience quite long periods of unemployment. More than 70 percent of currently unemployed native women did not work during the previous 6 month period. (See Table 12)
- n) Employment among native women is heavily concentrated in low skill/low entry level occupations within the service and manufacturing/processing industries. In addition to experiencing labour surpluses these occupations also tend to have low wage levels. (See Tables 8 and 13)
- o) The majority of native women do not experience significant upward mobility in the urban labour market. (See Table 14)
- p) Higher levels of education are associated with higher rates of labour force participation among native women. Participation rates among native women who have completed eleven or more years of schooling are about 1.75 times higher than those with less than eleven grades completed. (See Figure 2)

- q) Higher levels of education are also associated with lower rates of unemployment, but only among MNSI women. The unemployment rate of better educated Status Indian women was sharply higher than that of the lower educated sub-groups. (See Figure 3)
- r) Occupational levels (as measured by the Blishen/McRoberts occupational index) of native women are positively correlated with level of education, although the effect is large only among individuals completing eleven or more grades of schooling. (See Clatworthy 1981b, p.22)

3.3 Incomes and Sources of Income

- s) Problems experienced by native people in the urban labour force are reflected in substantially lower household incomes compared to the city's general population. On average, native household income is approximately one-half that of the general city population and in excess of 70 percent of native households experience income levels below the Statistics Canada poverty line. (See Tables 15 and 16)
- t) The majority of native households are dependent on some form of transfer payment income, most commonly social assistance. Transfer payment dependency is most common, as expected, among native single parent families. (See Tables 17 and 18)

4.0 FACTORS AFFECTING THE ROLE OF NATIVE WOMEN IN THE URBAN LABOUR FORCE

The research findings outlined above document in some detail the enormous disparities in economic well being, patterns of employment and labour force performance which exist between the

native and general population of the city. Although native males experience great difficulties in the urban labour market, our findings suggest that problems are more acute among native women. Our research also indicates that because of the demographic structure of the city's native population much of the potential for improving native living conditions and levels of economic self sufficiency in the city resides with native women. Women not only comprise of the majority of the urban native population but also assume the role of household head (and provider) in more than one half of all urban native families. As such the issue of native women in the labour force warrants special attention in the development of labour market and employment policy.

The employment problems confronting native women appear to arise from an interlocking set of factors or constraints which culminate in markedly lower levels of participation and in the secondary status of women in the labour market.⁴ Although these constraints tend to impact negatively on women in general, their effects tend to be magnified among native women. For purposes of our discussion these constraints can be grouped into the following categories:

- i) labour market segmentation based on sex and ethnic status
- ii) levels of native education and skill development and opportunities for occupational training

4. For a more thorough discussion of these constraints see Lloyd and Niemi 1979 and Smith 1979.

- iii) family responsibilities and other demographic constraints

4.1 Labour Market Segmentation

Labour market segmentation theory has received increased attention recently as an explanation of the problems encountered in the labour market by women. Generally, the theory postulates that the present structure of educational, labour market and other societal institutions leads to the crowding of women (and other population sub-groups) into a small array of occupations which are characterized by low wage levels, high levels of unemployment and few opportunities for advancement.

The results of our descriptive analysis of employment and labour force activity patterns among Winnipeg's native women are consistent with the outcomes postulated by the segmentation thesis. More than 75 percent of working native women were found to be employed in the lowest level occupations within the service or manufacturing/processing sectors. Within these sectors the range of occupations filled by native women is further segregated to a small group of jobs which have traditionally been dominated by the city's recent immigrant and ethnic minority populations. Manufacturing/processing occupations of native women are most heavily concentrated in the fish, poultry and meat processing and packaging industries and to a lesser extent the city's needle trades (garment industries). Service sector occupations of native women tend to be constrained to the hotel and restaurant industries (e.g. waitress, chambermaid, bartenders, etc.). The possibility for native women to substantially improve employment earnings and employment stability within this set of occupations appears to be minimal.

4.2 Education and Skill Deficiencies

The secondary status of native women in the urban labour market (and the associated conditions of low wages, unstable employment and high unemployment rates) appears to be linked directly with low levels of education and occupational skills which restrict the entry of native women into all but the city's lowest level occupations. Although our data do not permit an accurate estimate of the current occupational skill levels of native women, present patterns of education and employment imply that substantial occupational training will be required to expand the employment opportunities available to the population. Our employment indicators suggest that the occupational skill deficiency (or gap) among many native women is very large and cannot be reduced significantly in the relatively short time frame (28 - 36 weeks) within which most current training and skill development programs operate. If this is the case, then the effects or consequences of many existing training and skill development programs could be to reinforce and perpetuate the present occupational patterns and employment conditions identified in our analyses. On the surface, the potential of such programs to alter the current economic conditions of the native population appears to be quite limited.

4.3 Family Structures and Demographic Factors

The results of our analyses also suggest that the majority of native women face additional barriers to employment and labour force participation as a consequence of family structures and related demographic circumstances. In general, the native female population is characterized by very high fertility rates and long child-bearing periods. These fertility characteristics imply that participation and employment among many native women are subject to interruptions over a considerable period of time and result not only in the periodic loss of employment earnings, but also reduced opportunities for occupational advancement.

These same fertility characteristics also translate into a family composition pattern among the population which includes high concentrations of large, young families. As a result, the child care supports which are likely to be required in order to expand the opportunities for native women to participate in the labour force are substantial. Presently, approximately 42 percent of native family households include preschool age children. Assuming a goal of full labour force participation the approximate annual costs of child care associated with these households is \$2.5 million or \$3760 per household (see Table 19)

For more than 32 percent of the city's native female working age population, opportunities to participate in the labour force are further constrained by their status as single parents. Among this sub-group there exists a more serious conflict between family and employment responsibilities. Given the highly constrained set of employment opportunities available to native women, the majority of native single parents appear to have resolved this conflict by opting out of the labour market in favour of provincial social assistance benefits. Such benefits serve to stabilize the household's income stream, and (because of large family sizes) provide a level of income for the majority of single parent families which exceeds possible employment earnings at the minimum wage rate. In Winnipeg, more than 52 percent of native single parent families are currently receiving benefits equivalent to or greater than potential earnings at the minimum wage level. As such, entry into the labour market at occupation and wage levels which currently characterize the native female population would appear to be economically unsound for most native single parents. (See Tables 20 and 21)

With respect to native single parents, employment policy and programs must not only recognize the need to relax traditional family related barriers to labour force participation but

also the need to create opportunities for employment at wage levels which are markedly higher than those associated with occupations presently being performed by Winnipeg's native women.

5.0 SUMMARY

The report has attempted to consolidate and interpret the results of existing research into the employment circumstances and labour force activity patterns of Winnipeg's native female population. The results indicate clearly that native women in the city experience great difficulties in the urban labour market. These difficulties appear to be linked directly to low education and training levels, the segregation of native women into the city's lowest level occupations, and to restrictions to labour market entry and employment advancement which arise from the population's demographic characteristics, especially family composition patterns. These factors and constraints combine to relegate the majority of native women to secondary status in the labour market.

This study suggests that major issues to be addressed in the process of employment policy and program development include:

- i) the need for more substantial and longer term occupational training programs for native women;
- ii) the need to eliminate the extreme levels of occupational segmentation experienced by the native female labour force and the barriers to earnings, advancement and employment stability which confront native women because of their dependence on low level service and manufacturing/processing occupations;

- iii) the need to relax the barriers to labour force entry among native women with families, particularly the large group of native women who assume the responsibilities of single parents.

Being largely descriptive, our analyses do not yield many answers to questions concerning how these issues might be resolved and it appears that a substantial amount of more detailed information is required. Based on the results of our investigations to date, additional research appears to be required along the following lines:

- i) a formal analysis of the institutional sources of occupational segmentation among native women and the impact or effects of government policies and programs on occupational segmentation patterns;
- ii) an investigation into the preferences, attitudes and motivations of native women concerning employment and family life;
- iii) a thorough review and systematic evaluation of existing training and skill development programs and other occupational training systems available to native women. Such research should be designed to determine the range and level of occupational skills which such programs are attempting to deliver and what is actually transferred to native women via participation in these programs.
- iv) an investigation into the breadth of coverage of of current employment support systems particularly child care and maternity leave arrangements as they relate to the needs and circumstances of native women.

In concluding it should be emphasized that the employment and labour force indicators reported in this study may be interpreted as reflecting the accomplishments of past and present education, training, income security, and employment programs among native women. When viewed from this perspective, our research findings raise serious questions about the efficacy and appropriateness of present programming efforts. Since the economic well-being of more than one half of the city's native population is dependent upon the level of success achieved by native women in the labour market, we urge the Task Force to pursue a course of action leading to the development and fuller utilization of the manpower potential of urban native women.

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STATISTICAL
APPENDIX

Table 1

AGE AND SEX COMPOSITION OF NATIVE
POPULATION, BY NATIVE SUB-GROUP, WINNIPEG, 1980

<u>Group</u>	Age Cohort (Years)				<u>Total</u>	
	<u>00-14</u>	<u>15-19</u>	<u>20-44</u>	<u>45+</u>		
<u>Status Indians</u>						
Male	1,327	248	769	330	2,674	(33.8)
Female	2,765	424	1,556	502	5,247	(66.2)
TOTAL	4,092	672	2,325	832	7,921	(100.0)

<u>Metis/Non-Status Indian</u>						
Male	2,628	802	2,109	910	6,449	(42.7)
Female	3,420	1,488	2,895	850	8,653	(57.3)
TOTAL	6,048	2,290	5,004	1,760	15,102	(100.0)

<u>Total Native</u>						
Male	3,955 (43.4)	1,050 (11.5)	2,878 (31.5)	1,240 (13.6)	9,123 (100.0)	(39.6)
Female	6,185 (44.5)	1,912 (13.8)	4,451 (32.0)	1,352 (9.7)	13,900 (100.0)	(60.4)
TOTAL	10,140 (44.0)	2,962 (12.9)	7,329 (31.8)	2,592 (11.3)	23,023 (100.0)	(100.0)

Table 2

ESTIMATED ANNUAL NET MIGRATION TO WINNIPEG BY AGE GROUP, SEX
AND NATIVE GROUP, WINNIPEG 1980*

<u>Group</u>	<u>Age Group (Years)</u>									<u>Total</u>
	<u>0-4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-39</u>	<u>40-44</u>	<u>45-64</u>	<u>65+</u>	
<u>Status Indians</u>										
Males	22	31	21	15	29	23	1	7	3	152
Females	<u>94</u>	<u>53</u>	<u>18</u>	<u>39</u>	<u>15</u>	<u>67</u>	<u>2</u>	<u>11</u>	<u>23</u>	<u>322</u>
TOTAL	116	84	39	54	44	90	3	18	26	474
<u>Métis/Non-Status Indians</u>										
Males	17	14	33	38	22	117	0	33	1	275
Females	<u>73</u>	<u>55</u>	<u>69</u>	<u>23</u>	<u>58</u>	<u>74</u>	<u>24</u>	<u>23</u>	<u>2</u>	<u>401</u>
TOTAL	90	69	102	61	80	191	24	56	3	676

* Population living in city for >12 months and ≤60 months/4

Table 3

REASONS FOR MIGRATING TO WINNIPEG BY MIGRANT STATUS
SEX AND NATIVE GROUP, NATIVE HOUSEHOLD HEADS
WINNIPEG, 1980

		Percent of Total Subgroup Responses							
<u>Population Subgroup</u>		<u>Employment</u>	<u>Education</u>	<u>Medical</u>	<u>Housing</u>	<u>Family</u>	<u>Problems at Old Home</u>	<u>Other</u>	<u>Total Responses</u>
A.	<u>Recent Migrants</u>								
	i) <u>Status Indians</u>								
	Males	45.2	14.2	8.9	7.8	7.4	13.8	2.6	372
	Females	<u>13.2</u>	<u>16.2</u>	<u>10.9</u>	<u>11.9</u>	<u>20.7</u>	<u>20.4</u>	<u>6.5</u>	<u>246</u>
	Total	32.7	15.0	9.7	9.4	12.6	16.3	4.2	618
	ii) <u>Métis/Non-Status Indians</u>								
	Males	54.8	14.6	1.5	14.7	7.9	5.1	1.5	208
	Females	<u>15.5</u>	<u>12.5</u>	<u>6.0</u>	<u>3.5</u>	<u>19.6</u>	<u>41.1</u>	<u>1.8</u>	<u>168</u>
	Total	37.2	13.6	3.5	9.8	13.0	21.3	1.6	376
B.	<u>Residual Households</u>								
	i) <u>Status Indians</u>								
	Males	42.3	11.7	9.7	8.2	15.2	3.0	9.8	398
	Females	<u>15.1</u>	<u>10.9</u>	<u>5.1</u>	<u>5.3</u>	<u>24.7</u>	<u>31.8</u>	<u>7.0</u>	<u>547</u>
	Total	26.6	11.3	7.1	6.5	20.7	19.6	8.1	945
	ii) <u>Métis/Non-Status Indians</u>								
	Males	52.1	10.6	8.9	6.3	13.8	4.8	3.6	763
	Females	<u>16.8</u>	<u>9.2</u>	<u>6.9</u>	<u>4.4</u>	<u>38.6</u>	<u>19.6</u>	<u>4.6</u>	<u>804</u>
	Total	34.0	9.9	7.8	5.4	26.4	12.4	4.1	1,567

Table 4

ESTIMATED HOUSEHOLD COMPOSITION OF NATIVE AND TOTAL POPULATION
WINNIPEG, 1980

Humeric Code	Description	Status	(%)	Metis/ Non-Status	(%)	Total Native	(%)	Total City	(%)
<u>NON-FAMILY HOUSEHOLDS</u>									
1	Single Males <65 yr.	21	(1.7)	55	(2.7)	76	(2.3)	10,933	(5.6)
2	Single Females <65 yr.	30	(2.5)	53	(2.6)	86	(2.5)	14,509	(7.5)
3	Elderly Singles ≥65 yr.	8	(0.7)	21	(1.0)	29	(0.9)	16,779	(8.6)
4	Other Non-Families	31	(2.5)	26	(1.3)	57	(1.7)	16,211	(8.3)
(1-4)	All Non-Families	90	(7.4)	155	(7.5)	245	(7.5)	58,432	(30.0)
<u>FAMILY HOUSEHOLDS</u>									
<u>(i) Childless-Married Couples</u>									
5	Married Couples	88	(7.2)	256	(12.4)	344	(10.5)	-	-
6	Married Couples (extended)	8	(0.6)	12	(0.6)	20	(0.6)	-	-
7	Married Couples (with lodgers)	0	(-)	0	(-)	0	(-)	-	-
(5-7)	All Married Couples	96	(7.8)	268	(13.0)	364	(11.1)	46,223	(23.8)
<u>(ii) Two Parent Families</u>									
8	Young (oldest child <5 yr.)	171	(14.0)	137	(6.6)	308	(9.4)	-	-
9	Young (extended or multi-generation)	18	(1.5)	24	(1.2)	42	(1.3)	-	-
10	Young (with lodgers)	8	(0.7)	0	(-)	8	(0.2)	-	-
(8-10)	All Young Two Parent Families	197	(16.1)	161	(7.8)	358	(10.9)	12,618	(6.5)
11	Mature (oldest child 5-16 yr.)	170	(14.0)	411	(19.9)	581	(17.7)	-	-
12	Mature (extended or multi-generation)	46	(3.7)	13	(0.6)	59	(1.8)	-	-
13	Mature (with lodgers)	0	(-)	6	(0.3)	6	(0.2)	-	-
(11-13)	All Mature Two Parent Families	216	(17.7)	430	(20.8)	646	(19.7)	30,158	(15.5)
14	Older (oldest child ≥17 yr.)	46	(3.8)	178	(8.6)	224	(6.8)	-	-
15	Older (extended or multi-generation)	11	(0.9)	14	(0.7)	25	(0.8)	-	-
16	Older (with lodgers)	0	(-)	3	(0.1)	3	(0.1)	-	-
(14-16)	All Older Two Parent Families	57	(4.7)	195	(9.4)	252	(7.8)	30,634	(15.8)
(8-16)	All Two Parent Families	470	(38.4)	786	(38.1)	1,256	(38.2)	73,410	(37.8)
<u>(iii) Single Parent Families</u>									
17	Young (oldest child <5 yr.)	78	(6.4)	130	(6.3)	208	(6.3)	-	-
18	Young (extended or multi-generation)	11	(0.9)	19	(0.9)	30	(0.9)	-	-
19	Young (with lodgers)	6	(0.5)	0	(-)	6	(0.2)	-	-
(17-19)	All Young Single Parent Families	95	(7.8)	149	(7.2)	244	(7.4)	2,387	(1.2)
20	Mature (oldest child 5-16 yr.)	256	(20.9)	396	(19.2)	652	(19.8)	-	-
21	Mature (extended or multi-generation)	46	(3.8)	31	(1.5)	77	(2.3)	-	-
22	Mature (with lodgers)	0	(-)	14	(0.7)	14	(0.4)	-	-
(20-22)	All Mature Single Parent Families	302	(24.7)	441	(21.4)	743	(22.6)	4,955	(2.6)
23	Older (oldest child ≥17 yr.)	98	(8.0)	225	(10.9)	323	(9.8)	-	-
24	Older (extended or multi-generation)	72	(5.9)	36	(1.7)	108	(3.3)	-	-
25	Older (with lodgers)	0	(-)	4	(0.2)	4	(0.1)	-	-
(23-25)	All Older Single Parent Families	170	(13.9)	265	(12.8)	435	(13.2)	8,768	(4.5)
(17-25)	All Single Parent Families	567	(46.4)	855	(41.4)	1,422	(43.3)	16,110	(8.3)
(1-25)	All Households	1,223	(100.0)	2,064	(100.0)	3,287	(100.1)	194,175	(99.9)

Table 5

HEADSHIP RATES BY SEX AND AGE GROUP
NATIVE AND TOTAL CITY POPULATIONS, WINNIPEG, 1980

<u>Sub-Group</u>	Headship Rates (%) Age Group (Years)				<u>Total</u>
	<u>16-24</u>	<u>25-44</u>	<u>45-64</u>	<u>65+</u>	
<u>Status Indian</u>					
Males	23.8	80.2	59.3	48.3	57.4
Females	<u>24.0</u>	<u>59.7</u>	<u>56.0</u>	<u>18.2</u>	<u>43.9</u>
Total	23.9	68.2	57.6	25.6	49.3

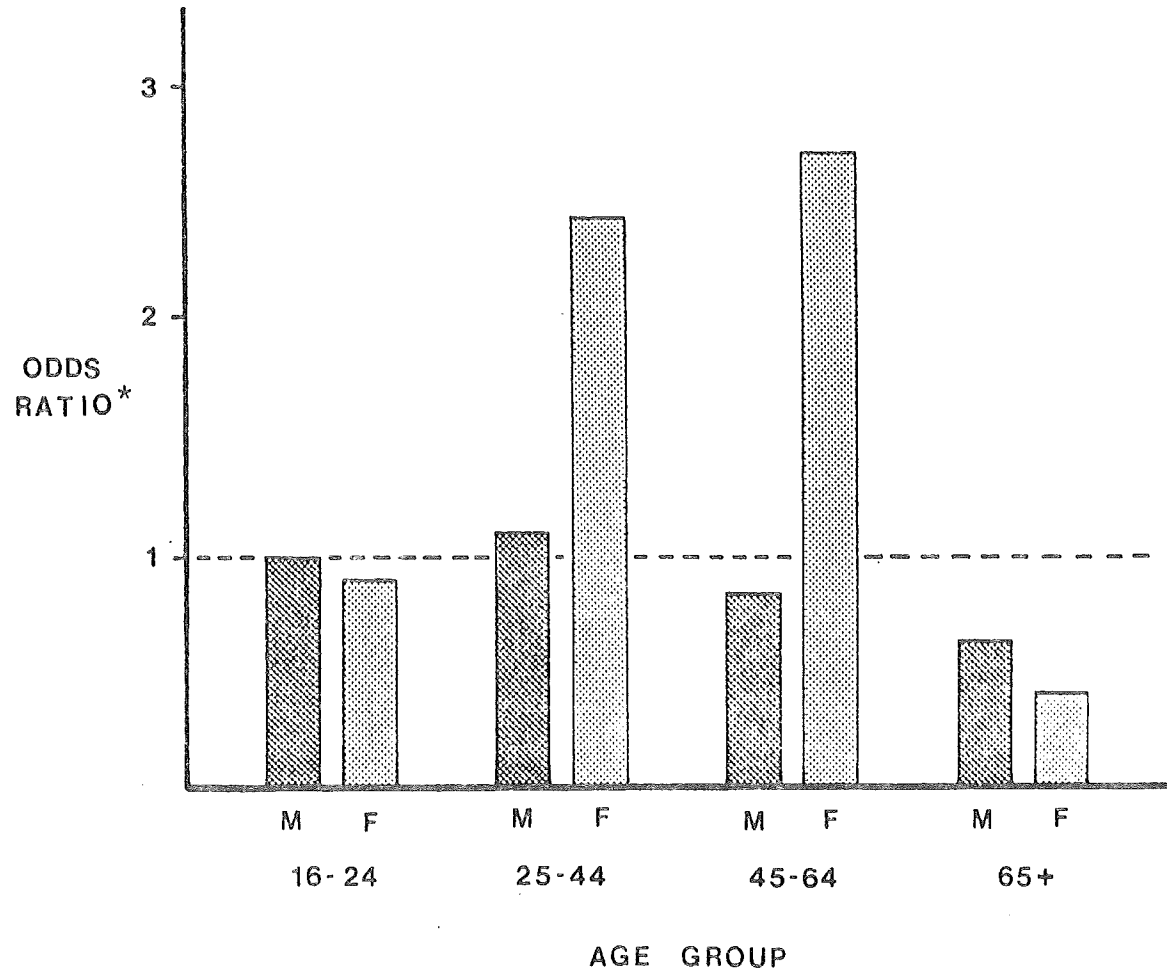
<u>Métis/Non-Status Indian</u>					
Males	21.2	80.9	86.9	69.4	61.7
Females	<u>15.3</u>	<u>40.1</u>	<u>44.9</u>	<u>31.5</u>	<u>29.9</u>
Total	17.5	59.1	65.1	54.4	43.7

<u>Total Native</u>					
Males	21.9	80.7	80.2	64.0	60.5
Females	<u>17.7</u>	<u>47.0</u>	<u>47.6</u>	<u>23.2</u>	<u>34.3</u>
Total	19.3	62.1	63.3	41.1	45.4

<u>Total City Population</u>					
Males	22.0	73.2	92.0	99.2	68.1
Females	<u>18.8</u>	<u>18.9</u>	<u>17.7</u>	<u>50.9</u>	<u>23.4</u>
Total	19.9	50.4	55.4	56.8	44.7

Figure 1

HEADSHIP RATE DIFFERENTIALS BETWEEN NATIVE AND TOTAL
CITY POPULATIONS, BY SEX; WINNIPEG, 1980



* The odds ratio relates the probability of being a household head among the native population to the probability of being a household head among the same age and sex sub-group of the general population. An odds ratio greater than one indicates a higher relative probability of heading a household among the native population.

Table 6

SEX AND NATIVE GROUP COMPOSITION OF PROJECTED
GROWTH (TO 1985) IN LABOUR FORCE AGE
GROUP*, WINNIPEG, MANITOBA

<u>Native Group</u>	<u>Females</u>	<u>Sex</u>		<u>Total</u>
		<u>Males</u>		
Status Indians	1291 (63.4)	744 (13.5)		2035 (99.9)
Métis/Non-Status Indians	1749 (50.3)	1727 (49.7)		3476 (100.0)
TOTAL	3040 (55.2)	2471 (44.8)		5511 (100.0)

* Labour force age group defined as 15+ years of age.

Table 7
 LEVELS OF FORMAL EDUCATION BY SEX AND NATIVE GROUP, NATIVE AND
 TOTAL CITY POPULATION, WINNIPEG, 1980

<u>Subgroup</u>	Level of Education								
	<u>≤ 5</u>		<u>Grades Completed 6 - 10</u>		<u>11 - 13</u>		<u>Post Secondary*</u>		<u>Total</u>
<u>Status Indians</u>									
Males	117	(13.0)	592	(65.6)	118	(13.1)	75	(8.3)	902
Females	<u>296</u>	<u>(18.7)</u>	<u>980</u>	<u>(61.8)</u>	<u>213</u>	<u>(13.4)</u>	<u>96</u>	<u>(6.1)</u>	<u>1,585</u>
Total	413	(16.6)	1,572	(63.2)	331	(13.3)	171	(6.9)	2,487
<u>Métis/Non-Status Indians</u>									
Males	202	(10.1)	1,141	(57.3)	466	(23.4)	182	(9.1)	1,991
Females	<u>333</u>	<u>(12.1)</u>	<u>1,571</u>	<u>(56.9)</u>	<u>678</u>	<u>(24.6)</u>	<u>179</u>	<u>(6.5)</u>	<u>2,761</u>
Total	535	(11.3)	2,712	(57.1)	1,144	(24.1)	361	(7.6)	4,752
<u>Total Native</u>									
Males	319	(11.0)	1,733	(59.9)	584	(20.2)	257	(8.9)	2,893
Females	<u>629</u>	<u>(14.5)</u>	<u>2,551</u>	<u>(58.7)</u>	<u>891</u>	<u>(20.5)</u>	<u>275</u>	<u>(6.3)</u>	<u>4,346</u>
Total	948	(13.1)	4,284	(59.2)	1,475	(20.4)	532	(7.3)	7,239
<u>Total City**</u>									
Males	8,375	(4.4)	67,830	(36.0)	46,230	(24.5)	66,210	(35.1)	188,645
Females	<u>10,805</u>	<u>(5.1)</u>	<u>78,105</u>	<u>(36.9)</u>	<u>58,735</u>	<u>(27.8)</u>	<u>63,790</u>	<u>(30.2)</u>	<u>211,435</u>
Total	19,180	(4.8)	145,935	(36.5)	104,965	(26.2)	130,000	(32.5)	400,080

* Includes post secondary, university and non-university education.

** Source: 1976 Census, Cat. No. 95-831, p. 3.

Table 8.

NATIVE EMPLOYMENT BY OCCUPATIONAL GROUP, SEX AND NATIVE GROUP
WINNIPEG, 1980

Employment Group	SUBGROUP					
	Status		Métis/Non-Status		Total	
	Males	Females	Males	Females	Males	Females
1. Managerial, Administrative	0 (-)	0 (-)	5 (0.5)	8 (0.8)	5 (0.3)	8 (0.6)
2. Occupations in Natural or Biological Sciences	3 (0.7)	23 (5.0)	3 (0.3)	156 (16.3)	6 (0.4)	179 (12.6)
3. Occupations in Social Sciences	15 (3.7)	12 (2.6)	44 (4.0)	55 (5.8)	59 (3.9)	67 (4.7)
4. Occupations in Arts, Sports or other fields of entertainment	0 (-)	6 (1.3)	51 (4.6)	6 (0.6)	51 (3.4)	12 (0.8)
5. Sales, Services and Clerical Occupations	79 (19.4)	270 (58.3)	149 (13.4)	439 (46.0)	228 (15.0)	709 (50.0)
6. Occupations in Primary Economic Activities	26 (6.4)	5 (1.1)	42 (3.8)	7 (0.7)	68 (4.5)	12 (0.8)
7. Occupations in Manufacturing and Processing	124 (30.4)	123 (26.6)	283 (25.5)	242 (25.3)	407 (26.8)	365 (25.7)
8. Construction Occupations	123 (30.1)	0 (-)	417 (37.6)	0 (-)	540 (35.6)	0 (-)
9. Transportation, Communications, and Materials Handling Occupations	38 (9.3)	24 (5.2)	114 (10.3)	42 (4.4)	152 (10.0)	66 (4.7)
TOTAL CLASSIFIED (1-9)	408 (100.0) (45.4)	463 (100.1) (29.7)	1,108 (100.0) (55.5)	955 (99.9) (34.6)	1,516 (99.9) (52.4)	1,418 (99.9) (32.8)
10. Not Classifiable	335 (37.3)	388 (24.9)	720 (36.1)	808 (29.2)	1,055 (36.5)	1,196 (27.7)
11. Never Employed	155 (17.3)	709 (45.4)	167 (8.4)	1,001 (36.2)	322 (11.1)	1,710 (39.5)
TOTAL (1-11)	898 (100.0)	1,560 (100.0)	1,995 (100.0)	2,764 (100.0)	2,893 (100.0)	4,324 (100.0)

Table 9

ESTIMATED LABOUR FORCE PARTICIPATION RATES
 BY AGE GROUP, NATIVE AND TOTAL CITY
 FEMALES, WINNIPEG, MANITOBA

<u>Population Group</u>	<u>Age Group</u>		<u>Total</u>
	<u>15 - 24</u>	<u>25+</u>	
Status Indian	22.8	24.9	24.1
Métis/Non-Status Indian	<u>34.1</u>	<u>33.9</u>	<u>34.0</u>
Total Native	30.4	30.4	30.4
TOTAL CITY	62.0	42.9	47.7

Table 10

UNEMPLOYMENT AND LABOUR FORCE PARTICIPATION RATES AMONG NATIVE
FEMALES, BY NATIVE GROUP AND AGE GROUP, WINNIPEG, 1980

<u>Sub-Group</u>	<u>Age Group</u>					
	<u>UR*</u>	<u>15-24</u> <u>LFPR**</u>	<u>UR</u>	<u>25+</u> <u>LFPR</u>	<u>UR</u>	<u>Total</u> <u>LFPR</u>
Status Indian Females	52.6 ± 20.0	22.8 ± 8.0	35.7 ± 14.5	24.9 ± 6.5	42.2 ± 12.1	24.0 ± 5.1
Métis/Non-Status Indian Females	46.7 ± 11.4	34.1 ± 6.3	30.5 ± 9.4	33.9 ± 5.6	37.9 ± 7.4	34.0 ± 4.2
All Native Females	48.2 ± 9.8	30.4 ± 5.0	32.1 ± 8.1	30.4 ± 4.4	39.1 ± 6.3	30.4 ± 3.3

* Unemployment Rate

** Labour Force Participation Rate

*** confidence interval at $\alpha = .05$

Table 11

NATURE OF EMPLOYMENT BY SEX AND NATIVE GROUP
 NATIVES IN THE LABOUR FORCE, WINNIPEG, 1980

<u>Employment Category</u>	Percent of Labour Force					
	Status Indians			Métis/Non-Status Indians		
	<u>Males</u>	<u>Females</u>	<u>Total</u>	<u>Males</u>	<u>Females</u>	<u>Total</u>
1 Regular Full-Time	21.4	31.9	25.7	62.1	27.6	48.7
2 Regular Part-Time	*	*	*	0.6	3.9	1.9
3 Irregular Full-Time	54.6	28.1	43.8	30.0	16.6	24.2
4 Irregular Part-Time	7.1	9.1	7.9	4.1	16.6	9.0
5 Did Not Work Last Year	16.9	30.8	22.6	4.2	35.3	16.3
N	(379)	(263)	(642)	(928)	(590)	(1518)

Definitions

- Group 1 worked more than 44 weeks and more than 34 hours/week
 Group 2 worked more than 44 weeks but less than 35 hours/week
 Group 3 worked less than 45 weeks and more than 34 hours/week
 Group 4 worked less than 45 weeks and less than 35 hours/week

Table 12

DURATION OF UNEMPLOYMENT BY SEX AND NATIVE GROUP,
NATIVES AGED 15+ YEARS AND SEEKING WORK,
WINNIPEG, 1980

Duration of Unemployment (weeks)	Subgroup					
	Status Indians		Total	Métis/Non-Status Indians		Total
Males	Females	Males		Females		
< 5	15 (7.4)*	3 (1.2)	18 (3.9)	33 (11.0)	10 (2.0)	43 (5.3)
5 - 14	38 (18.7)	26 (10.2)	64 (14.0)	61 (20.3)	44 (8.7)	105 (13.0)
15 - 29	67 (33.0)	40 (15.7)	107 (23.4)	89 (29.6)	92 (18.1)	181 (22.4)
≥ 30	83 (41.0)	185 (72.8)	268 (58.6)	118 (39.2)	361 (71.2)	479 (59.3)
TOTAL	203 (100.1)	254 (99.9)	457 (99.9)	301 (100.1)	507 (100.0)	808 (100.0)

* Numbers in parenthesis refer to percentages of subgroup totals.

Table 13

DISTRIBUTION OF LABOUR FORCE BY OCCUPATIONAL
RANK, BY SEX AND NATIVE GROUP,
WINNIPEG, 1980

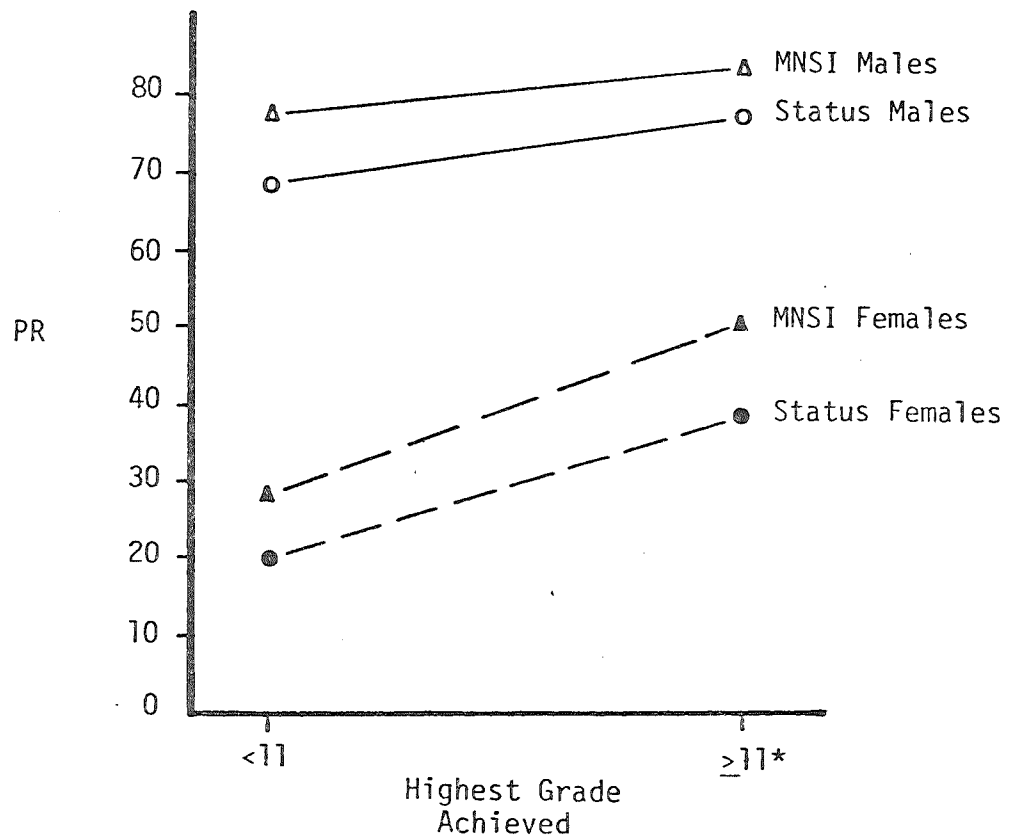
<u>Subgroup</u>	Quintile of Occupational Rank Scale (%)					
	<u>1</u> <u>1-99</u>	<u>2</u> <u>100-199</u>	<u>3</u> <u>200-299</u>	<u>4</u> <u>300-399</u>	<u>5</u> <u>400-500</u>	
<u>Status</u>						
Males	0.8	5.1	6.4	33.0	54.7	(100.0)
Females	0.8	10.5	11.7	9.9	67.1	(100.0)
Total	0.8	7.9	9.1	21.3	60.9	(100.0)
<u>Métis/Non-Status Indians</u>						
Males	2.5	5.7	22.2	18.5	51.1	(100.0)
Females	5.2	5.3	14.0	21.5	54.0	(100.0)
Total	3.7	5.5	18.6	19.8	52.4	(100.0)
TOTAL NATIVE	2.8	6.2	15.7	20.3	55.0	(100.0)

Table 14

AVERAGE CHANGE PER ANNUM IN OCCUPATIONAL STATUS
 BY SEX, NATIVE GROUP AND TIME IN LABOUR
 FORCE, WINNIPEG 1980

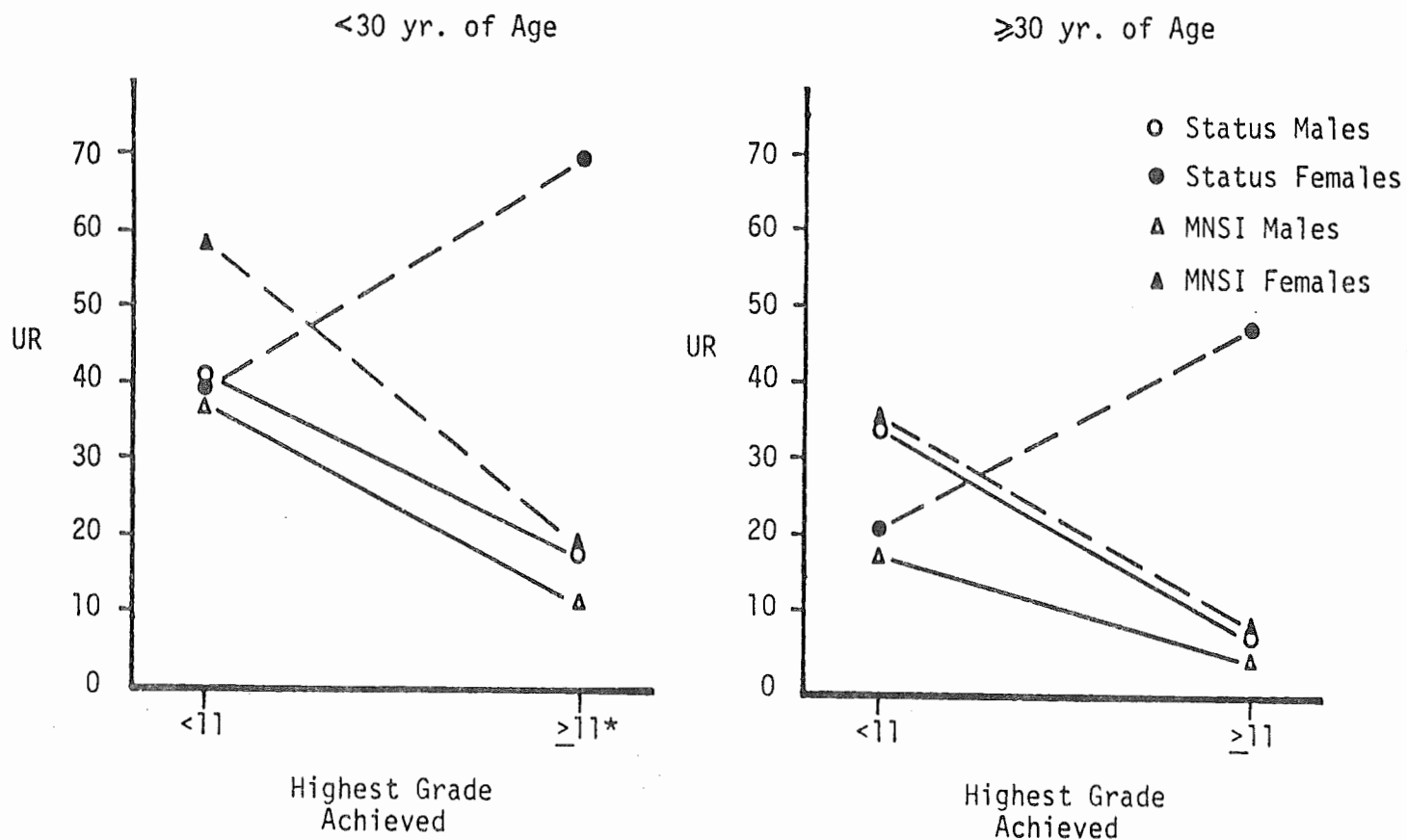
<u>Subgroup</u>	Average		
	Change Per Annum In Blisshen-McRoberts S.E.S.		
	Time in Labour Force (Years)		
	<u><5</u>	<u>≥5</u>	<u>Total</u>
<u>Status Indians</u>			
Males	-1.32	-3.29	-1.99
Females	-2.17	+0.14	-0.99
Total	-1.68	-1.22	-1.48
<u>Métis/Non-Status Indians</u>			
Males	-0.24	+1.22	+0.79
Females	+1.48	+0.11	+0.66
Total	+0.68	+0.77	+0.74
<u>Total Native</u>			
Males	-0.65	+0.72	+0.22
Females	+0.46	+0.12	+0.26
Males	-0.10	+0.45	+0.24

FIGURE 2
 ESTIMATED LABOUR FORCE PARTICIPATION RATES BY
 SEX, NATIVE GROUP, AND EDUCATION LEVEL
 WINNIPEG, 1980



* Includes graduates of Trade or Technical Schools and high school, university and skill upgrading programs.

FIGURE 3
 ESTIMATED RATES OF UNEMPLOYMENT, BY AGE, SEX, NATIVE AND
 EDUCATION GROUP, WINNIPEG, 1980



* Includes graduates of Trade or Technical School, and high school upgrading programs

Table 15

INCOMES AND SOURCE OF INCOMES, NATIVE HOUSEHOLDS BY TYPE AND NATIVE GROUP
WINNIPEG, 1980

Numeric Code	Description	Status Indians Average Household Income (\$/annum)				Métis/Non-Status Indians Average Household Income (\$/annum)			
		Earned	Transfer	Total	Per Capita	Earned	Transfer	Total	Per Capita
(1-4)	All Non-Family Households	1,650	3,076	4,726	3,645	3,503	2,592	6,455	5,140
(5-7)	All Childless Couples	6,615	2,538	9,153	4,401	6,557	2,951	9,508	4,622
<u>TWO PARENT FAMILIES</u>									
(8-10)	Young (oldest child <5 yr.)	6,160	3,335	9,495	2,652	7,302	2,491	9,793	2,797
(11-13)	Mature (oldest child 5-16 yr.)	7,057	3,125	10,182	2,086	9,292	2,845	12,137	2,797
(14-16)	Older (oldest child ≥17 yr.)	<u>6,450</u>	<u>5,111</u>	<u>11,561</u>	<u>2,023</u>	<u>13,242</u>	<u>3,808</u>	<u>17,050</u>	<u>3,560</u>
(8-16)	All Two Parent Families	6,604	3,454	10,058	2,317	9,850	3,008	12,858	2,913
<u>SINGLE PARENT FAMILIES</u>									
(17-19)	Young (oldest child <5 yr.)	161	5,468	5,629	2,244	1,049	4,709	5,758	2,355
(20-22)	Mature (oldest child 5-16 yr.)	1,157	5,794	6,951	1,998	1,965	6,120	8,085	2,983
(23-25)	Older (oldest child ≥17 yr.)	<u>736</u>	<u>7,671</u>	<u>8,407</u>	<u>1,976</u>	<u>1,979</u>	<u>6,813</u>	<u>8,792</u>	<u>2,032</u>
(17-25)	All Single Parent Families	866	6,285	7,151	2,033	1,810	6,087	7,897	2,581
(1-25)	All Households	<u>3,578</u>	<u>4,665</u>	<u>8,243</u>	<u>2,448</u>	<u>5,600</u>	<u>4,275</u>	<u>9,875</u>	<u>3,167</u>

Table 16

DIFFERENCES IN EARNED, TOTAL AND PER CAPITA INCOME, NATIVE AND TOTAL CITY HOUSEHOLDS
BY TYPE, WINNIPEG, 1980

<u>Numeric Code</u>	<u>Description</u>	<u>Earned as a Proportion to Total Household Income</u>		<u>Ratio of Native to Total City Households Per Capita Income</u>	
		<u>Native</u>	<u>Total City</u>	<u>Incomes</u>	<u>Income</u>
(1-4)	All Non-Family Households	48.5	84.6	.53	.58
(5-7)	All Childless Couples	69.8	78.3	.57	.55
<u>Two Parent Families</u>					
(8-10)	Young (oldest child 5 yr.)	69.3	92.4	.47	.44
(11-13)	Mature (oldest child 5-16 yr.)	77.4	92.2	.58	.43
(14-16)	Older (oldest child 17 yr.)	<u>74.0</u>	<u>92.6</u>	<u>.58</u>	<u>.46</u>
(8-16)	All Two Parent Families	74.8	92.4	.52	.42
<u>Single Parent Families</u>					
(17-19)	Young (oldest child 5 yr.)	12.3	45.5	.85	.78
(20-22)	Mature (oldest child 5-16 yr.)	21.5	60.2	.80	.70
(23-25)	Older (oldest child 17 yr.)	<u>17.4</u>	<u>75.8</u>	<u>.51</u>	<u>.51</u>
(17-25)	All Single Parent Families	18.9	64.7	.70	.67
(1-25)	All Households	<u>53.8</u>	<u>86.5</u>	<u>.51</u>	<u>.37</u>

Table 17

SOURCES OF TRANSFER PAYMENTS TO STATUS INDIAN HOUSEHOLDS
BY HOUSEHOLD TYPE, WINNIPEG, 1980

Numeric Code	Description	Number	Percent Receiving Transfer	Source of Transfer (percent)					Percent Multi-Source
				Social Assistance	U.I.C.	Pension	Ed/Training Allowance	Other	
(1-4)	All Non-Families	90	83.3	80.0	9.3	22.7	5.3	*	16.0
(5-7)	All Childless Couples	96	52.1	42.1	34.0	30.0	12.0	*	15.3
<u>TWO PARENT FAMILIES</u>									
(8-10)	Young (oldest child <5 yr.)	197	56.3	52.3	35.1	*	22.5	*	9.0
(11-13)	Mature (oldest child 5-16 yr.)	216	63.0	61.8	47.8	14.7	16.9	5.9	46.3
(14-16)	Older (oldest child ≥17 yr.)	<u>57</u>	<u>70.2</u>	<u>70.5</u>	<u>17.5</u>	<u>17.5</u>	<u>*</u>	<u>*</u>	<u>5.0</u>
(8-16)	All Two Parent Families	470	61.1	59.2	38.7	9.4	16.7	2.8	26.5
<u>SINGLE PARENT FAMILIES</u>									
(17-19)	Young (oldest child <5 yr.)	95	100.0	100.0	*	*	*	*	0.0
(20-22)	Mature (oldest child 5-16 yr.)	302	92.4	91.4	2.9	4.3	12.9	*	8.2
(23-25)	Older (oldest child ≥17 yr.)	<u>170</u>	<u>95.3</u>	<u>90.7</u>	<u>7.4</u>	<u>6.8</u>	<u>4.9</u>	<u>*</u>	<u>4.3</u>
(17-25)	All Single Parent Families	567	94.5	92.7	2.2	4.3	7.8	*	7.3
(1-25)	All Households	<u>1,223</u>	<u>77.5</u>	<u>78.9</u>	<u>15.5</u>	<u>8.6</u>	<u>10.5</u>	<u>0.1</u>	<u>14.3</u>

Table 18

SOURCES OF TRANSFER INCOME TO MÉTIS/NON-STATUS INDIAN HOUSEHOLDS,
WINNIPEG, 1980

Numeric Code	Description	Number	Percent Receiving Transfer	Source of Transfer (percent)					Percent Multi-Source
				Social Assistance	U.I.C.	Pension	Ed/Training Allowance	Other	
(1-4)	All Non-Families	155	69.0	52.3	26.2	22.4	2.8	*	2.7
(5-7)	All Childless Couples	268	62.3	34.7	49.7	22.2	*	*	7.2
<u>TWO PARENT FAMILIES</u>									
(8-10)	Young (oldest child <5 yr.)	161	59.6	51.0	44.8	6.3	8.3	*	10.4
(11-13)	Mature (oldest child 5-16 yr.)	430	48.4	33.2	31.7	19.7	19.7	1.9	7.8
(14-16)	Older (oldest child ≥17 yr.)	<u>195</u>	<u>54.9</u>	<u>43.9</u>	<u>29.0</u>	<u>30.8</u>	<u>19.6</u>	<u>*</u>	<u>23.4</u>
(8-16)	All Two Parent Families	786	52.3	40.1	34.1	19.5	17.0	9.1	11.7
<u>SINGLE PARENT FAMILIES</u>									
(17-19)	Young (oldest child <5 yr.)	149	92.6	100.0	*	*	2.9	*	2.1
(20-22)	Mature (oldest child 5-16 yr.)	441	90.5	90.2	3.8	6.5	1.8	2.0	4.3
(23-25)	Older (oldest child ≥17 yr.)	<u>265</u>	<u>96.6</u>	<u>90.2</u>	<u>6.3</u>	<u>3.8</u>	<u>*</u>	<u>4.7</u>	<u>5.5</u>
(17-25)	All Single Parent Families	855	92.7	91.9	3.9	4.5	1.4	2.5	4.3
(1-25)	All Households	<u>2,064</u>	<u>71.6</u>	<u>68.2</u>	<u>19.1</u>	<u>12.0</u>	<u>5.7</u>	<u>1.6</u>	<u>6.6</u>

Table 19

APPROXIMATE COSTS OF CHILD CARE SUPPORTS
FOR NATIVE FAMILIES WITH PRESCHOOL AGE
CHILDREN, WINNIPEG, 1980

<u>Native Group</u>	<u>Number of Families</u>	<u>Average Number of Preschoolers</u>	<u>Approximate Care Expenses Per Annum*</u>
Status Indians	307	1.49	\$3,874
Métis/Non-Status Indian	366	1.41	\$3,666
TOTAL	673	1.45	\$3,761

* Assumes expense of \$10 per child per day.

Table 20

APPROXIMATE HOURLY WAGE EQUIVALENTS OF CURRENT SOCIAL
 ALLOWANCE BENEFITS AND STATISTICS CANADA POVERTY
 LINES FOR NATIVE SINGLE PARENT FAMILIES
 BY TYPE AND NATIVE SUB-GROUP
 WINNIPEG, 1980

<u>Sub-Group</u>	Average Hourly Wage Equivalent (\$)	
	<u>Social Allowance</u>	<u>Poverty Line</u>
<u>Status Indian</u>		
Young (oldest child < 5 yr.)	2.56	4.30
Mature (oldest child 5-16 yr.)	3.29	5.85
Older (oldest child ≥ 17 yr.)	<u>3.69</u>	<u>6.04</u>
Total	3.27	5.65
<u>Métis/Non-Status Indian</u>		
Young (oldest child < 5 yr.)	2.43	4.48
Mature (oldest child 5-16 yr.)	3.35	5.59
Older (oldest child ≥ 17 yr.)	<u>3.36</u>	<u>6.27</u>
Total	<u>3.20</u>	<u>5.64</u>
All Single Parents	3.23	5.64

Table 21

SINGLE PARENT FAMILIES RECEIVING TRANSFER PAYMENTS
 EXCEEDING POSSIBLE EMPLOYMENT EARNINGS AT MINIMUM
 WAGE RATE (MWR), BY FAMILY TYPE AND NATIVE
 SUBGROUP, WINNIPEG, 1980

<u>Sub-Group</u>	<u>Total Families</u>	<u>Percent Exceeding MWR</u>
<u>Status Indian</u>		
Young (oldest child < 5 yr.)	112	18.0
Mature (oldest child 5-16 yr.)	390	52.1
Older (oldest child ≥ 17 yr.)	<u>140</u>	<u>70.7</u>
Total	642	49.8
<u>Métis/Non-Status Indian</u>		
Young (oldest child < 5 yr.)	160	5.0
Mature (oldest child 5-16 yr.)	470	54.3
Older (oldest child ≥ 17 yr.)	<u>339</u>	<u>54.3</u>
Total	<u>969</u>	<u>53.9</u>
All Single Parent Families	1611	52.3