

## Personal Care and Home Support Occupations

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## **Occupational Overview**

The NOC-S 2001 personal care/home support occupations group includes only one occupational category at the three-digit level of detail.

G811 Visiting Homemakers, Housekeepers and Related Occupations

When using the SOC91 aggregate categories, there is one occupational category:

G8 Child Care and Home Support Workers

### **G811 Visiting Homemakers, Housekeepers and Related Occupations**

Visiting homemakers provide ongoing or short-term home support services for individuals and families during periods of incapacitation, convalescence or family disruption. They are employed by government, non-profit and home care agencies, or are self-employed. Housekeepers perform housekeeping and other home management duties in private households, embassies and other residential establishments. Companions provide elderly and convalescent clients with companionship and personal care in residential or institutional settings. They are employed by home care agencies or may be self-employed. Foster parents care for children or family members in their homes under the direction of a foster parent agency.

## **Industry**

Where are these occupations found, both within health care and across all industries more broadly? Table 1 below shows the top ten NAICS 1997 industries for personal care and home support occupations. The vast majority, 82%, are found in health care and social assistance industries, and roughly evenly divided between the three top industries: social assistance, ambulatory health care, and nursing and residential care. Only a very few of these occupations are found in the hospital industry, which is logical given the home-based nature of this type of work.

**Table 1 Proportion of Workers in Personal Care and Home Support Occupations in Health Care and Other Industries, 2000<sup>1</sup>**

<b>Top 10 (NAICS 1997) Industries</b>	<b>G811</b>
<b>All industries</b>	<b>100.0%</b>
624 Social assistance	29.1%
621 Ambulatory health care services	28.8%
623 Nursing and residential care facilities	22.3%
814 Private households	7.0%
561 Administrative and support services	2.9%
813 Religious, grant-making, civic, and professional and similar organizations	2.6%
622 Hospitals	2.1%
721 Accommodation services	1.4%
912 Provincial and territorial public administration	0.9%
914 Aboriginal public administration	0.6%
<b>Total in health care and social assistance industries</b>	<b>82.3%</b>

## Worker Characteristics

### Gender

Personal care and home support occupations are overwhelmingly female-dominated occupations. As Table 2 indicates, roughly 90% of workers in visiting homemakers, housekeepers, and related occupations are female. When the G8 category is used, as in Table 3, the numbers are even higher, hovering around 95%.

**Table 2 Personal Care and Home Support Occupations in Health Care and Social Assistance Industries by Sex, All Workers, 2000<sup>2</sup>**

Occupation (NOC-S 2001)	% men	% women	Total
<b>G811 Visiting Homemakers, Housekeepers and Related Occupations</b>			
All industries	8.5%	91.5%	100.0%
62 Health and Social Assistance subtotal	8.5%	91.5%	100.0%
621 Ambulatory Health Care Services	6.1%	93.9%	100.0%
622 Hospitals	11.6%	88.4%	100.0%
623 Nursing and Residential Care Facilities	11.1%	88.9%	100.0%
624 Social Assistance	8.5%	91.5%	100.0%

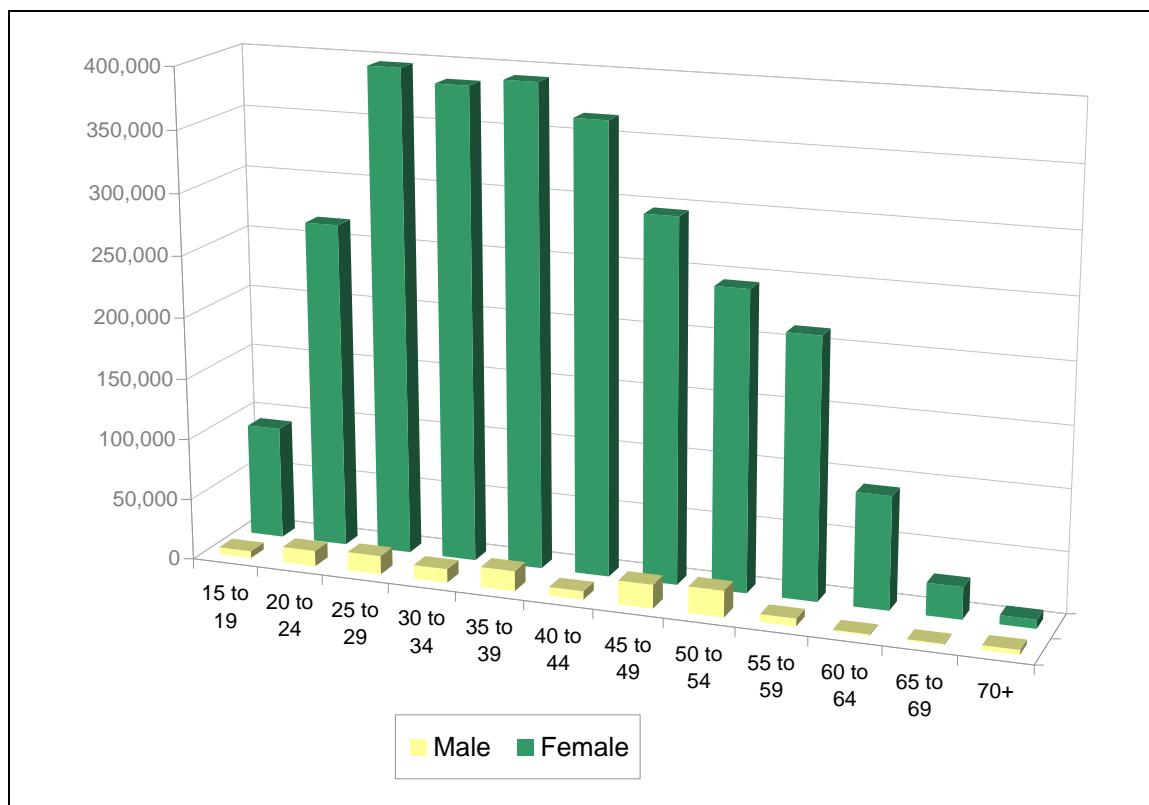
**Table 3 Personal Care and Home Support Occupations in Health Care and Social Assistance Industries by Sex, All Workers, 2003<sup>3</sup>**

Occupation (SOC91)	% men	% women	Total
<b>G8 Child Care and Home Support Workers</b>			
All industries	5.5%	94.5%	100.0%
62 Health and Social Assistance subtotal	4.2%	95.8%	100.0%

## Age

As Figure 1 below indicates, there is a noticeably youthful skew in the age of personal care and home support workers. Although the average age for the few men in these occupations is 39.4, while the average age for women is 43, the bulk of female personal care and home support workers are clustered in a somewhat younger group, and there is a small group of middle-aged male workers.

**Figure 1 G8 Personal Care and Home Support Occupations (SOC91) in Health Care and Social Assistance Industry by 5-Year Age Categories and Sex, 2003<sup>4</sup>**



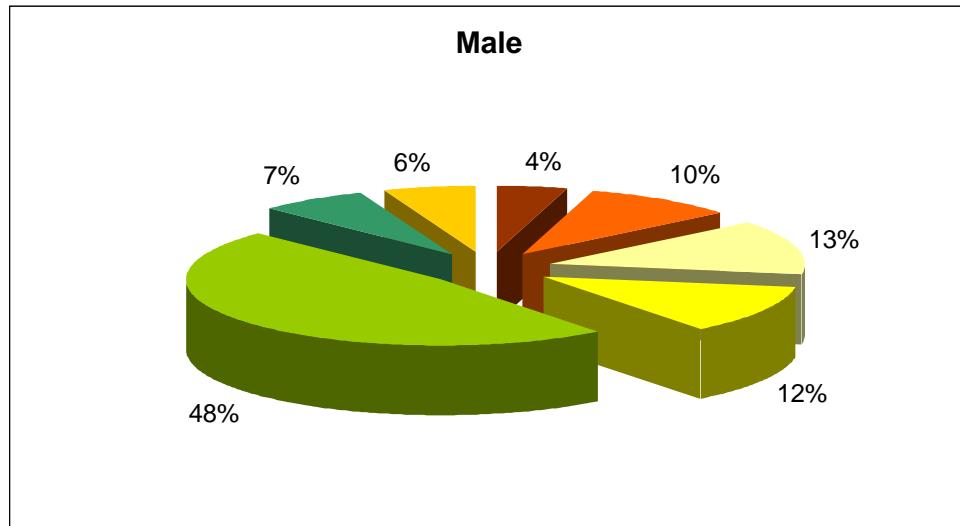
## Education

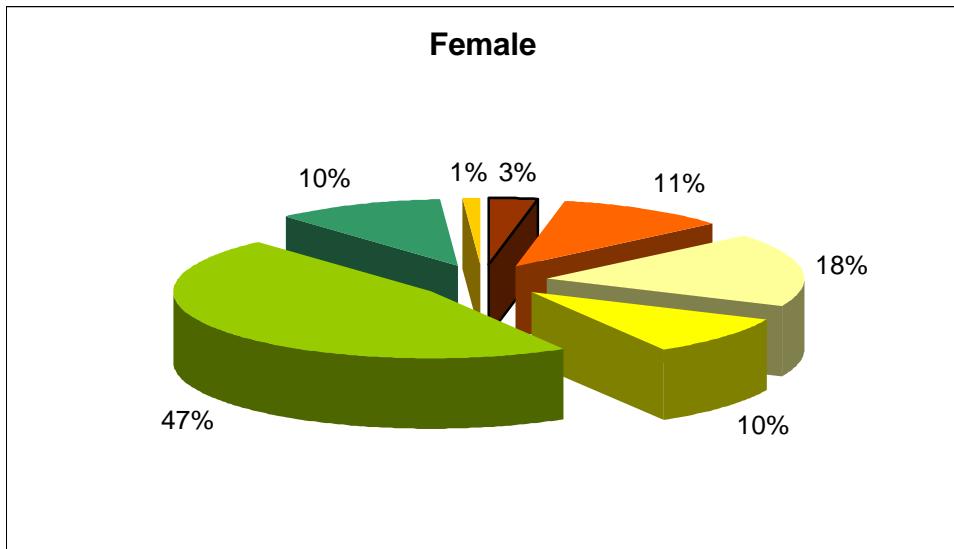
Workers in personal care and home support occupations tend to have relatively lower levels of formal accreditation than some other professions in health care. As Figure 2 below indicates, only about 13% of male and 11% of female workers in these occupations have university or postgraduate training. Additionally, 35% of men and 39% of women working in home support occupations have no postsecondary certification. A trades or community college certificate or diploma is the most common educational achievement, and men and women are approximately equivalent in their rates of college diplomas.

**Figure 2 G8 Personal Care and Home Support Occupations (SOC91) in Health Care and Social Assistance Industry by Highest Educational Attainment and Sex, 2003<sup>5</sup>**

### Legend for Education Pie Charts:

<span style="background-color: #8B4513; border: 1px solid black; display: inline-block; width: 15px; height: 15px;"></span>	0-8 years	<span style="background-color: #3CB371; border: 1px solid black; display: inline-block; width: 15px; height: 15px;"></span>	Trades or college certificate/diploma
<span style="background-color: #FF8C00; border: 1px solid black; display: inline-block; width: 15px; height: 15px;"></span>	Some secondary or less	<span style="background-color: #008080; border: 1px solid black; display: inline-block; width: 15px; height: 15px;"></span>	University degree or certificate
<span style="background-color: #FFFF00; border: 1px solid black; display: inline-block; width: 15px; height: 15px;"></span>	High school graduate	<span style="background-color: #FFDAB9; border: 1px solid black; display: inline-block; width: 15px; height: 15px;"></span>	Postgraduate or professional
<span style="background-color: #FFFF00; border: 1px solid black; display: inline-block; width: 15px; height: 15px;"></span>	Some postsecondary education		





### Racialization, Ethnicity, and Immigrant Status

As I indicated in the introductory chapter, dimensions of social location such as immigrant status and place of birth are troublesome dimensions when using publicly available data. At present, there is no public data available that crosses health care industry with these occupations for “visible minorities” or immigrants in a detailed fashion. While it is essential to interrogate whiteness/Canadian citizenship as a category of racialization, I will focus here on immigrants and so-called “visible minorities”, as the literature suggests that the proportion of immigrant workers and racialized groups in many occupational categories tends to be positively correlated with a relatively poorer quality of employment, including lower pay, lower access to benefits and job security, and often less desirable working conditions (Galabuzzi, in Vosko/Stanford).

What we might expect is that given the working conditions and relatively lower status accorded to many home care occupations, the proportions of immigrant and racialized workers would be higher. However, this does not appear to be the case: both immigrant status and “visible minority” status appear to be congruent with general distributions in the population.

Highly aggregated Census data, shown in Table 4 below, suggests that the proportion of immigrant workers in personal care and home support occupations in the health care industry is similar to the proportion of immigrants in the general population (approximately 19%). Although these numbers from the PUMF correlate well with other data sources that consider the labour force as a whole, they are small with many missing values, and should thus be regarded with some caution. However, Table 5 below uses the more detailed three-digit occupational category (all industries), and corroborates the proportion of immigrants in home care occupations at hovering somewhere around 20%.

**Table 4 Proportion of Immigrants and Non-Immigrants in Health Care and Social Assistance Industry, All Occupations and Personal Care and Home Support Aggregate Occupational Categories (NOC-S), 2000<sup>6</sup>**

<b>All Occupations</b>	
Permanent residents: Non-immigrants	80.5%
Permanent residents: Immigrants	19.0%
Non-permanent residents	0.5%
<b>G8 Childcare and home support workers</b>	
Permanent residents: Non-immigrants	79.1%
Permanent residents: Immigrants	19.8%
Non-permanent residents	1.1%

**Table 5 Place of Birth in Personal Care and Home Support Occupations (NOC-S), All Industries, by Sex, 2000<sup>7</sup>**

**Legend:**

- Significant overrepresentation of non Canadian born workers relative to all occupations
- Significant underrepresentation of non Canadian born workers relative to all occupations

<b>Occupation</b>	<b>Born in Canada</b>		<b>Born outside Canada</b>		<b>Total</b>
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	
All Occupations	41.9%	37.9%	10.8%	9.5%	100.0%
Visiting Homemakers, Housekeepers and Related Occupations	6.7%	71.0%	1.7%	20.6%	100.0%

Reliable data on racialized groups (or what Statistics Canada calls “visible minorities”) in ancillary occupations is difficult to obtain using publicly available data. One of the main reasons for this, as I have already indicated regarding immigrant status, is that the proportion of racialized groups in management occupations is relatively small (see Table 7 below). This is particularly true when occupation is crossed with health care industry, or even when data is disaggregated by sex. The data available is thus too unreliable for broader estimates when disaggregated. Any data on racialized populations would have to be obtained from custom Census runs. Table 7 indicates the proportion of “visible minorities” in home support occupations by sex, calculated as the proportion of each column (e.g. out of all of female workers in G811, 86.1% are counted as non “visible minorities”).

Table 7 also compares the representation of "visible minorities" relative to their proportion in the general population (see Table 6 for reference). In this case, for both sexes, "visible minority" workers make up about the same proportion relative to their proportion in the general population (approximately 13%). However, when looking at ethnic background, Filipino/a and Black workers appear in slightly higher concentration in this occupation relative to their distribution in the total population. Actual numbers in these occupations are small, with only about 1,000 male and approximately 11,385 female "visible minorities" in G811<sup>8</sup>, so percentages may not necessarily reflect large deviations in real numbers of workers. These indications are merely flags for future research and data collection, rather than definitive descriptions.

**Table 6 Proportion of All "Visible Minority" Workers and Top Four Groups in the Labour Force (All Workers), 2000<sup>9</sup>**

Percent of total Canadian population	
Total "visible minority"	13.4%
Chinese	3.5%
South Asian	3.1%
Black	2.2%
Filipino	1.0%
Latin American	0.4%
Southeast Asian	0.4%
Arab	0.3%
West Asian	0.2%
Korean	0.2%
Japanese	0.1%
Visible minority, n.i.e.	0.2%
Multiple visible minorities	0.1%

**Table 7 Proportion of "Visible Minority" Workers in Personal Care and Home Support Occupations (NOC-S), All Industries, by Sex, 2000<sup>10</sup>**

**Legend:**

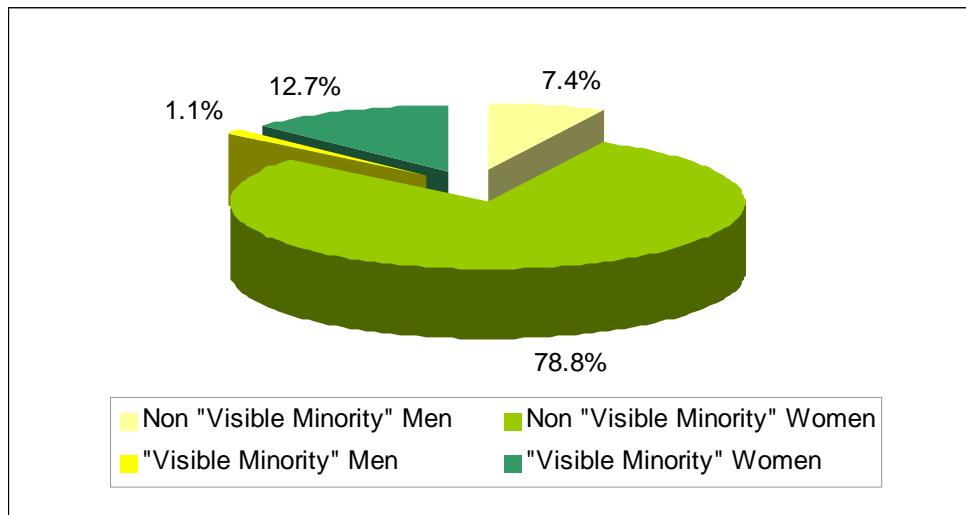
- Slight overrepresentation of "visible minority" workers relative to all occupations
- Slight underrepresentation of "visible minority" workers relative to all occupations

Note: Totals may not add up to exactly 100% due to rounding.

"Visible Minority" Status	G811	
	Male	Female
Total non visible minority population	86.9%	86.1%
Total visible minority population	13.1%	13.9%
Chinese	1.6%	1.2%
South Asian	1.6%	1.3%
Black	3.6%	4.1%
Filipino	3.6%	5.1%
Latin American	1.4%	1.0%
Southeast Asian	0.2%	0.2%
Arab	0.3%	0.1%
West Asian	0.3%	0.1%
Korean	0.1%	0.1%
Japanese	0.0%	0.1%
Visible minority, n.i.e.	0.0%	0.3%
Multiple visible minorities	0.2%	0.2%

Figure 3 below divides the category of home care occupations by visible minority and sex. The largest group of workers in home care occupations is non "visible minority" women (78.8%), followed by "visible minority" women (12.7%).

**Figure 3 Proportion of "Visible Minority" Population in G811 Home Support Occupations (NOC-S), All Industries, by Sex, 2000<sup>11</sup>**



## Job Characteristics

### Form of Employment

#### *Full time/part time*

As Table 8 and Table 9 indicate, rates of part time work in personal care and home support occupations are relatively higher for both men and women. In the three-digit category of Table 8, rates of part time work for male workers are three times higher than the occupational average, while rates of part time work for women are one and a half times higher. When considered in the aggregate and only the health care industry, however, in Table 9 women's part time rate is consistent with their rate of part time work overall. Nevertheless, men's rate of part time work remains high, and equivalent to women's. Here again we see the potential loss of sensitivity when we are unable to combine detailed occupational data with industry in public use files: there is a substantial difference between women's rate of 41.3% part time as shown in Table 8, and 27.4% as shown in Table 9! Whether this discrepancy between the two tables is due to the effects of occupational aggregation or the crosstabulation with industry is difficult to say without more detailed data runs from the Census. This, again, points to an area for future investigation.

**Table 8 Proportion of Workers in Full Time/Part Time Employment in Personal Care and Home Support Occupations, All Industries, by Sex, 2000<sup>12</sup>**

Note: totals may not add exactly to 100% due to rounding.

Occupation	Full time/Part time	Proportion of workers in each form, by sex	
		Male	Female
All occupations <sup>1</sup>	Full time	90.1%	74.0%
	Part time	9.9%	26.0%
G811 Personal Care and Home Support Occupations <sup>2</sup>	Full time	68.7%	58.7%
	Part time	31.3%	41.3%

**Table 9 Proportion of Workers in Full Time/Part Time Employment in Personal Care and Home Support Occupations, Health Care and Social Assistance Industry, by Sex, 2003<sup>13</sup>**

Occupation (SOC91)	Full time/Part time	Proportion of workers in each form, by sex	
		Male	Female
G8 Child Care and Home Support Workers	Full time	72.3%	72.6%
	Part time	27.7%	27.4%

*Permanent/temporary*

Table 11 shows the proportion of permanent and temporary workers in G8 (child care and home support) in the health care industry by sex. Table 10 shows the proportion of permanent and temporary work across all occupations and industries for comparison. Relative to the general population, there is a slightly higher rate of temporary work, particularly casual and contract work, for both men and women in these occupations. Contract and casual work makes up nearly 19% of men's work in child care and home support occupations, and over 15% of women's.

<sup>1</sup> This data row is from Labour Force Survey 2000, custom tabulation on the Gender and Work Database, Form of employment, 1997-2001 (PE LFS P-11).

<sup>2</sup> This data row and those beneath it are from 2001 Census as noted in endnotes.

**Table 10 Proportion of Workers in Permanent/Temporary Employment, All Occupations and Industries, 2001<sup>14</sup>**

Occupation (SOC91)	Permanent/temporary	Proportion of workers in each form, by sex	
		Male	Female
All occupations, All Industries	Permanent	85.8%	88.9%
	Temporary	14.2%	11.1%

**Table 11 Proportion of Workers in Permanent/Temporary Employment in Personal Care and Home Support Occupations, Health Care and Social Assistance Industry, by Sex, 2003<sup>15</sup>**

Occupation (SOC91)	Permanent/temporary	Proportion of workers in each form, by sex	
		Male	Female
G8 Child Care and Home Support Workers	Permanent	81.2%	82.2%
	Temporary: seasonal	0.0%	2.4%
	Temporary: contract	13.5%	8.3%
	Temporary: casual/other	5.3%	7.1%
	Total	100.0%	100.0%

## Earnings

Table 12 shows the average annual earnings for full time, full year workers in personal care and home support occupations. As the first left-hand data column indicates, the average annual salary for these occupations is generally low. Given the high rate of part time work in these occupations (see above), including only full time, full year workers in the published Census data set effectively excludes a large group of workers. The second column indicates the average salary for full time, full year home care workers in all industries. Hospitals appear to be a mixed blessing for women workers: they increase the overall salary but also provide a larger wage gap (largely as a result of a much more significant increase in men's wages), while ambulatory health care does the opposite: women's salary remains the same but the wage gap relative to men improves. Given, as we have seen, that few home support occupations are situated in hospitals, and that over one quarter of home support occupations are in ambulatory health care, it is the latter point that may be most relevant.

**Table 12 Average Annual Earnings for Full-time, Full-year Workers, Personal Care and Home Support Occupations, by Sex, 2001<sup>16</sup>**

Note: gray shaded cells indicate suppression or zeroes in the published data.

**Legend:**

- Wage gap significantly greater than average for full time full year workers in all industries
- Wage gap significantly smaller than average for full time full year workers in all industries

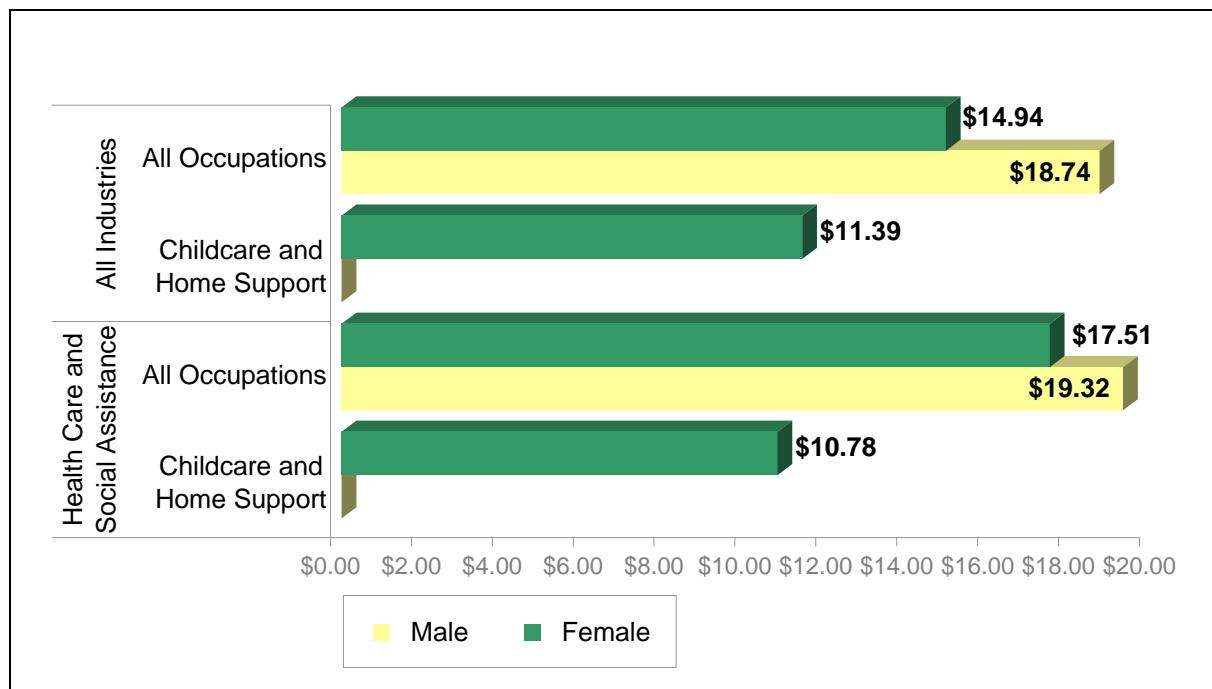
	All Workers, All Industries	Full time full year workers				
		All Industries	62 Health Care & Social Assistance	621 Ambulatory Health Care	622 Hospitals	623 Nursing & Residential Care
G811 Visiting Homemakers, Housekeepers and Related Occupations						
Male	\$19,909	\$27,905	\$28,276	\$24,713	\$37,883	\$30,839
Female	\$16,008	\$22,829	\$23,218	\$22,892	\$27,706	\$25,046
Wage gap	80.4%	81.8%	82.1%	92.6%	73.1%	81.2%

In many occupations that this report examines, women's wages improve in the health care industry relative to other industries. While Table 12, which appears to suggest that this occurs for some full time full year workers, Figure 4 suggests that for the child care and home support aggregate category, this is not the case: women appear to fare slightly worse in the health care industry than other industries when hourly wages are taken into account. Women in these occupations earn an average of \$11.39 per hour across all industries, whereas in the health care field, their average hourly wage is \$10.78. This may, to some degree, reflect the characteristics of the aggregated occupations rather than an effect of the health care industry per se.

Nevertheless, such a discrepancy bears further investigation. More detailed data would be of use here.

**Figure 4 Average Hourly Wages in Child Care and Home Support Occupations (G8), All Industries and Health Care and Social Assistance Industry, by Sex, 2000<sup>17</sup>**

Note: Missing bars reflect data suppression on the SLID.



## Notes

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<sup>1</sup> Census 2001. Table 97F0012XCB2001050: "Occupation - 2001 National Occupational Classification for Statistics (720A), Selected Labour Force, Demographic, Cultural, Educational and Income Characteristics (258) and Sex (3) for Population 15 Years and Over, for Canada, Provinces, Territories, Census Metropolitan Areas 1 and Census Agglomerations, 2001 Census - 20% Sample Data."

<sup>2</sup> Census 2001. Table 97F0012XCB2001050.

<sup>3</sup> Labour Force Survey 2003, custom tabulation from public use microdata files.

<sup>4</sup> Labour Force Survey 2003, custom tabulation from public use microdata files.

<sup>5</sup> Labour Force Survey 2003, custom tabulation from public use microdata files.

<sup>6</sup> 2001 Census, custom tabulation from public use microdata files.

<sup>7</sup> Detailed occupation by migration and demographics (MIG CNS P-1), Gender and Work Database, York University. <http://www.genderwork.ca>, accessed September 30, 2005. Data from Census, 2001. Please note that "foreign born" does not always refer to immigrants; a very small percentage of Canadian citizens are born abroad to Canadian parents.

<sup>8</sup> Census 2001.

<sup>9</sup> Form of employment by demographic and work variables (MIG CNS T-2), GWD.

<sup>10</sup> Form of employment by demographic and work variables (MIG CNS T-2), GWD.

<sup>11</sup> Census 2001. Table 97F0012XCB2001050.

<sup>12</sup> Census 2001. Table 97F0012XCB2001050.

<sup>13</sup> Labour Force Survey 2003, custom tabulation from public use microdata files.

<sup>14</sup> Form of Employment, 1997-2001 (PE LFS P-11). Gender and Work Database, York University. <http://www.genderwork.ca>, accessed September 30, 2005. Data from Labour Force Survey, 2000.

<sup>15</sup> Labour Force Survey 2003, custom tabulation from public use microdata files.

<sup>16</sup> Census 2001, Table 97F0012XCB2001049: "Occupation - 2001 National Occupational Classification for Statistics (718), Industry - 1997 North American Industry Classification System (120), Class of Worker (5), Sex (3) and 2000 Employment Income (2) for Population 15 Years and Over With Employment Income Who Worked Full Time, Full Year, for Canada, Provinces and Territories, 2001 Census - 20% Sample Data."

<sup>17</sup> Hourly wages by work and demographic variables (PE SLID-G1). Gender and Work Database, York University. <http://www.genderwork.ca>, accessed September 30, 2005. Data from Survey of Labour and Income Dynamics, 2001.