Century Initiative | Initiative du Siècle

National Scorecard on Canada's Growth and Prosperity

1st Edition
2021

Century Initiative | Initiative du Siècle

About Century Initiative

Century Initiative is a national, non-partisan charity with a mission to enhance Canada's long-term prosperity, resiliency and global influence by responsibly growing the population of Canada to 100 million by the year 2100.

Century Initiative delivers its mission by leading, enabling, and partnering on initiatives that support long-term thinking and planning across five domains: immigration, urban development and infrastructure, employment and entrepreneurship, early childhood supports, and education. This includes creating a suite of products in support of these goals and activities—convening and participating in events, commissioning deep-dive reports, producing key insight documents and case studies and, starting in 2021, measuring Canada's progress on growth and prosperity through a *National Scorecard*. Century Initiative believes a bigger, bolder Canada benefits us all.

Century Initiative was founded in 2015 by Dominic Barton, Mark Wiseman, Goldy Hyder, Andrew Pickersgill, and Willa Black. They were united by a shared belief that, with the right approach to growth, Canada can enhance our economic strength and resilience at home and our influence abroad. Century Initiative has since grown into a larger network, prioritizing inclusion of diverse perspectives to inform and advance our work. Century Initiative's focus on establishing the right conditions for growth and long-term prosperity is unique in Canada.

www.centuryinitiative.ca | info@centuryinitiative.ca

2 St Clair Ave E #300, Toronto, ON M4T 2T5 Canada
Canadian charitable number: BN 843519638 RR0001

Century Initiative gratefully acknowledges the support of The Globe and Mail as the Exclusive Media Partner for the *National Scorecard*.

The research and analysis for the *National Scorecard* is provided by Sara Ditta and Jon Medow (Medow Consulting).

The print and digital design and development of the *National Scorecard* is provided by Sandbox Inc.

Acknowledgements

Century Initiative would also like to thank the following individuals who generously provided feedback, knowledge, and perspectives:

- Naomi Alboim, Senior Policy Fellow at the Canada Excellence Research Chair in Migration and Integration at Ryerson University, Distinguished Fellow at the School of Policy Studies at Queen's University
- Craig Alexander, Chief Economist, Deloitte Canada
- Sam Andrey, Director of Policy & Research at the Ryerson Leadership Lab
- Stephen Atkinson, Senior Vice President at Marsh Canada Ltd.
- Sara Austin, Founder and CEO, Children First Canada
- Pedro Barata, Executive Director, Future Skills Centre
- Susan Black, CEO of the Conference Board of Canada
- Dr. Marie Delorme, CEO of The Imagination Group of Companies
- Andrea Doucet, Canada Research Chair in Gender, Work & Care, Professor of Sociology and Women's & Gender Studies at Brock University, Adjunct Research Professor in Sociology at Carleton University
- Howard Duncan, Chair Emeritus, International Metropolis Project, Former Editor of *International Migration*, Carleton University
- Kareem El-Assal, Directory of Policy & Digital Strategy, CanadaVisa.com
- Martha Friendly, Founder and Executive Director of the Childcare Resource and Research Unit
- Jack Jedwab, President of the Canadian Institute for Identities and Migration and the Association for Canadian Studies
- Jaxson Khan, Senior Growth Manager at Fable
- Matthew Mendelsohn, Senior Advisor, Boston Consulting Group/ Visiting Professor, Ryerson University
- Matthias Oschinski, Director of Innovation Economics at MaRS Discovery District
- Andrew S. Nevin, Partner, West Africa Financial Services Leader and Chief Economist, PwC Nigeria
- Andrew Parkin, Executive Director of the Environics Institute for Survey Research
- Iain Reeve, Associate Director, Immigration Research of the Conference Board of Canada
- Jennifer Robson, Associate Professor of Political Management at Carleton University
- Mary W. Rowe, President and CEO, The Canadian Urban Institute
- Maximillian Seunik, CEO of Young Diplomats of Canada
- Anna Triandayllidou, Canada Excellence Research Chair in Migration and Integration at Ryerson University
- Viet Vu, Economist at the Brookfield Institute for Innovation + Entrepreneurship
- Statistics Canada Staff
- McKinsey & Company Volunteers

Contents

Background

Canada is at a crossroads. Our population is aging, our workforce is not growing fast enough, and our fertility rates are below replacement levels. Projections indicate that birth rates could decline even more substantially due to Covid-19.[1] If these trends continue and the number of working-age people declines relative to the number of people depending on them, our economy will suffer. This will mean fewer tax dollars to support essential and high-quality programs and services—including health care, income security programs, and necessary infrastructure. It will mean that key industries will grow more slowly, be less dynamic, and be less competitive. Without a growing population, we will not have the resources—whether we're talking about human resources or economic means—to advance the country's social, economic, or environmental goals.

Trends in Canada's population

As of October 2020, Canada's population was approximately 38 million.[2] Ontario has the highest proportion of the country's population (39%), followed by Quebec (23%), British Columbia (14%), and Alberta (12%). The rest of the provinces each hold less than 5%.[3] In 2020, 27.3 million Canadians (more than 70% of Canada's population) lived in cities, with the largest urban areas continuing to grow at a faster rate compared to other parts of Canada, despite recent slowed growth attributed to Covid-19.[4] The average age in Canada is slowly rising (41.4 years as of July 2020) and Canada's share of seniors continues to grow (18% as of July 2020).[5] Rural and remote parts of Canada are more likely to experience advanced population aging compared to the rest of Canada and cities are more likely to have younger populations.[6]

Indigenous peoples and future growth

Trends in population aging and slow growth do not hold true for all population groups in Canada. Indigenous peoples make up around 5% of the population in Canada.[7] The Indigenous population is younger on average than the rest of Canada's population by almost a decade and is growing at a faster rate.[8] Around 40% of the Indigenous population in Canada live in rural parts of Canada while 20% live in small population centres.[9] In these locations and in the country overall, Indigenous communities form an increasingly critical component of working-age population growth. As is highlighted across multiple indicators in this *Scorecard*, increasing educational and employment opportunities and addressing socioeconomic gaps for Indigenous communities is vital to Canada's success.

To enhance our economic strength, diversity at home, and our influence abroad, we must prioritize population growth. Century Initiative has set an aspirational goal of 100 million people by 2100. But population growth alone is not enough. We must *grow well* into the future. Broadly, this means we must ensure that the benefits of growth are shared among all Canadians. Growth must also be pursued in collaboration with Canada's provinces, territories, cities, towns, and Indigenous communities, and with a commitment to environmental sustainability.

In this time of crisis brought on by Covid-19, Canada has an opportunity to make foundational changes, planning for the future we want and preparing for the challenges we can expect over the course of this century and beyond.

The National Scorecard

Century Initiative is introducing its first annual *National Scorecard on Canada's Growth and Prosperity*. The *Scorecard* is designed to assess Canada's progress in key areas that are essential to supporting population growth (and the shared prosperity that comes with it), as well as to highlight successes and gaps that will need more attention to achieve smart growth in the years ahead.

The *Scorecard* has the following objectives:

- To start a conversation about what measures will contribute to building a bigger, bolder Canada, and how we are performing as a country when it comes to implementing or addressing these measures.
- To help policy- and decision-makers identify priorities in building a big, bold, and prosperous nation in 2100, and to encourage a discussion about what we need to do, collectively, to address gaps and leverage opportunities to achieve that vision.
- Century Initiative will use the findings in the *Scorecard* to help direct its research, education, advocacy, and convening efforts in its five key domains: immigration, urban development and infrastructure, employment and entrepreneurship, early childhood supports, and education. As our work progresses, the *Scorecard* will be our annual pulse check on the work that has been achieved and the steps ahead.

The structure of the Scorecard

The *Scorecard* tracks a total of 40 indicators providing insights into Canada's progress in achieving smart growth toward the objective of 100 million people by 2100. The indicators are grouped into seven sections: one section on essential factors for growing Canada's population to 100 million, five sections aligned to Century Initiative's domains, and one section tracking the degree to which we are positioned to *grow well* into the future:

- **On growing to 100 million** (3 indicators): Indicators in this section address factors that are directly connected to CI's mission of achieving a population of 100 million Canadians in 2100.
- **Immigration** (6 indicators): Immigration is one of the most important ways in which Canada will grow its population in the decades ahead. Indicators in this section assess factors that attract immigrants to Canada and the experience and well-being of immigrants once they arrive in Canada.
- **Economy, employment, and entrepreneurship** (8 indicators): Canada's future growth as a country is closely connected to the state of its economy, labour force, and business growth. Indicators in this section assess key elements of success in these three areas.
- **Education and training** (5 indicators): A strong system for education and training provides a solid foundation for future generations of Canadians and attracts people from around the world to settle in Canada. Indicators in this section assess the state of Canada's system for education and training, including investments and supports.
- **Support for children and families** (5 indicators): A robust system for early childhood development will support Canada's population growth in the future, increase labour force participation, and strengthen the well-being of children and families. Indicators in this section assess the state of supports for children and families in Canada, as well as the well-being of children in Canada.
- **Infrastructure and urban development** (7 indicators): Canada's long-term prosperity will require robust infrastructure and urban development to meet the needs of a growing population. Indicators in this section assess investment in and quality of Canada's infrastructure and urban landscape.
- **On growing well** (6 indicators): Population growth is key to Canada's long-term economic prosperity. But to be successful, population growth must be environmentally sustainable; and the benefits of growth must be broadly shared by all Canadians. This section assesses Canada's capacity to *grow well* into the future, linking to other indicators in the *Scorecard* both as outcomes and as enabling factors.

Within each category we look ahead to the year 2050 to imagine how progress may be measured in the future as a result of emerging trends. Each category also includes a snapshot of the impact of Covid-19.

Scoring approach: Direction Canada is trending

Leading

Canada is a leader on this indicator, either ranking/rating among the best internationally or performing well against national goals.

On track

Canada has either met the target identified for the indicator or is expected to meet the target in the near-term.

Needs attention

Canada has not met the target identified for the indicator but is within a range where it could meet the target in future years with intervention and support.

Falling behind

Canada is lagging compared to similar countries, or failing to meet the target identified for the indicator, and significant work is needed to meet the target in future years.

Methods

Indicator assessment

For each indicator, a target is identified based on where Canada should be in comparison to similar countries or to goals and objectives set nationally on the path to build a bigger, bolder, and more prosperous Canada in 2100. Canada's progress on each indicator is assessed against these specific indicator targets. This assessment follows the criteria outlined to the left. Each indicator is accompanied by additional context and analysis.

Indicator selection and target setting

Specific targets for indicators included in the *Scorecard* are derived from a blend of direct data points drawn from public sources, such as Statistics Canada or the Organisation for Economic Co-operation and Development (OECD), as well as indices and public sentiment data from private sources. The assumptions and methodologies behind some indicators are public and auditable to a greater degree than others. In this first iteration of the *Scorecard*, we have chosen to engage with a broad range of sources in the interest of activating discussion across a wide range of themes. In some cases, our selected indicators serve as proxies for a wider range of issues covering complex topics. In these instances, a more fulsome picture of the issue is presented in the analysis, beyond what can be assessed through a high-level indicator. In the years ahead, we will continue to refine this approach. Appendix A contains further information and sourcing for each indicator.

In most cases, we have selected indicators based on their ability to facilitate international comparisons as well as to track over time. Our general target for Canada is to rank in the top 10 of the OECD or a relevant internationally comparative group. In some cases, we have chosen the top 5 of the OECD for indicators in which it is particularly important for Canada to lead. There are also instances where the OECD average was determined to be most appropriate. We have diverged from this internationally comparative approach when engaging with indicators for which Canada has either national approaches to measuring progress, has set national targets, or for which there is lacking comparative data. For all indicators, we use data from the latest year publicly available, which at times dates back to 2015. (Note: Data was accessed in Fall 2020 and Winter 2021. In some cases, data may have been updated or adjusted since it was retrieved.)

For indicators in the "On Growing to 100 million" section on population growth, immigrant admissions and fertility rate targets are based on demographic modeling conducted by the Conference Board of Canada in Fall 2020, commissioned by Century Initiative. The modelling takes into consideration recent declines in immigration due to Covid-19, as well as projected increases in immigration resulting from the federal government's announced increases to three-year immigration level targets. Given the long-term nature of these projections, which are useful for goal-setting, our assumptions will continue to be reviewed and revised as required to reflect current circumstances or unforeseen events.

Covid-19 impacts

Covid-19 impacts are not evident in most of the indicators in this year's *Scorecard* because available data for most indicators is from years prior to 2020. However, the population modelling noted previously incorporates 2020 data, which includes Covid-19 impacts on immigration levels. Considerations related to the impact of Covid-19 are primarily incorporated in a snapshot within each section. Where relevant, Covid-19 impacts are also discussed in the indicator analysis. Covid-19 has had a dramatic impact across many of the indicators in 2020, such as on GDP per capita and the percentage of youth not in education, employment, or training (NEET).

Future indicators

In each of the five domains, we also include one future indicator concept which responds to the question, "How might we measure success in 2050?" These speculative indicator concepts reflect that the ways we measure progress must adapt to changing circumstances.

Equity dimensions

In most cases, the indicators in the *Scorecard* provide a summary-level picture of the status or trend of issues in Canada at an overall population level. Differential experiences and outcomes on the basis of race, gender, Indigenous status, income, disability status, and/or immigration arrival class are often significant and frequently highlight the core issues to address and gaps to close for Canada to progress overall. Equity implications are considered in the analysis of relevant indicators presented in each section. Considerations related to the experience of Indigenous peoples in Canada are highlighted for certain indicators.

Next steps

The *Scorecard* engages with complex and dynamic issues. To support development of the first edition of the *Scorecard*, we have leveraged our internal resources, worked with external research partners, and engaged with Century Initiative's Board of Directors and National Expert Panel. In the years ahead, our goal is to continue developing how we measure Canada's progress through broad engagement with partners and other experts.

On growing to 100 million

Overview

The two most crucial determinants in achieving our goal for population growth are immigration and fertility rates. Canada must sustain its commitment to increasing immigration in a well-planned, responsible manner, while supporting policies that could help families who want to have more children. This section includes the following key indicators:

- Population growth
- Immigrant admissions
- Fertility rate

Indicators

Indicator	Target	Where Canada is at	Direction Canada is trending	Why it matters
Population growth	Canada's population needs to grow at an average annual rate of **1.25% over the next 10 years** in order to reach 100 million in 2100.[10]	Canada's average annual population growth rate was **1.09% over the last 10 years.**	**Needs attention** Canada's annual population growth has been increasing in recent years but not fast enough to meet the goal of achieving 100 million Canadians by 2100.	Responsibly achieving a population of 100 million Canadians by 2100, while building the physical, digital and social infrastructure needed to support that growth, will help to determine Canada's long-term prosperity.
Immigrant admissions	Assuming Canada meets the targets in its current Immigration Levels Plan for 2021 to 2023, and assuming moderate increases from 2024 to 2026, immigration should be held at a rate of **1.14% of Canada's population** starting in 2026/27 to reach 100 million by 2100.[11]	There were **313,601 immigrants** admitted to Canada in 2018/19. Annual immigration represented an average **0.8% of Canada's population** between 2013/14 and 2018/19.	**On track** Canada's immigration levels have grown in recent years. Immigration is set to increase with the federal government's ambitious Immigration Levels Plan for 2021 to 2023. As a result, Canada is potentially on track to reach 100 million, contingent on future decisions for incremental expansion of immigration target levels.	While 2021 immigration targets may not be met due to Covid-19, committing to a long-term plan for more ambitious immigration targets is essential to growing Canada's population and our prosperity.
Fertility rate	A fertility rate of **1.6 children per woman** (the OECD average) by 2030 could help support reaching 100 million population by 2100.[12]	**1.47 children** per woman in 2019. **Ranked 24th** (tied with four other countries) out of 37 OECD countries in 2018.	**Falling behind** Canada's fertility rate has generally been on the decline and is currently at a record low.	Improved policies to support families and children could have a moderate impact on fertility, while fostering significant social and economic benefits. If fertility rates do not rise, additional increased immigration growth equivalent to roughly 0.1% of population per year could be pursued to achieve the 100 million population target.

[Sources]

Population growth: Statistics Canada. Table 17-10-0008-01 Estimates of the components of demographic growth, annual. Available at: https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1710000801; Conference Board of Canada population projections

Immigrant admissions: Statistics Canada. Table 17-10-0008-01 Estimates of the components of demographic growth, annual. Available at: https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1710000801; Conference Board of Canada population projections

Fertility rate: Statistics Canada (2020), The Daily – Births, 2019. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/200929/dq200929e-eng.htm; OECD (2020), Fertility rates (indicator). doi: 10.1787/8272fb01-en

Analysis

In Fall 2020, Century Initiative engaged the Conference Board of Canada to update demographic modelling first released in 2016.[13] Indicators and targets in this section are based on this modelling, which projects scenarios for how Canada can achieve a population of 100 million by the year 2100. The modelling considers a variety of factors, including immigration, in/out migration, fertility, birth rates, and death rates. The updated modelling considers recent declines in immigration due to Covid-19, as well as projected increases in immigration resulting from the federal government's announced increases to three-year immigration level targets. These long-term projections will be updated regularly to account for changing circumstances or as new information emerges.

Population growth

Based on Conference Board of Canada's modelling, Canada's population must grow by an average of 1.25% annually throughout the 2020s (and by an average of 1.21% across all decades until 2100) to reach 100 million people by the year 2100. Over the last 10 years, Canada has fallen short of that target, with population growth of 1.09% between 2010 and 2019.

Significant increases in population growth in future years are needed to reach 100 million by 2100, but this can be achieved with ambitious policy decisions to grow immigration and potentially through increases to fertility. Overall, Canada does well in terms of its population growth compared to other OECD countries, ranking 7th out of 37 OECD countries in 2018, but we are well-positioned to do much more to build the future we want.[14]

The Indigenous population in Canada has grown in recent years at a faster rate compared to the rest of the population. According to the 2016 Census, over a 10-year period (2006 to 2016), the Indigenous population had a growth rate that was four times higher than the non-Indigenous population.[15]

Immigrant admissions

Canada's immigration levels have generally increased in recent years. In 2018/19, there were 313,601 immigrants admitted to Canada. Prior to Covid-19, Canada's immigration level target for 2020 was 341,000. However, as a result of the pandemic, the target was not met. In 2020, Canada only admitted 184,370 new permanent residents.[16] New temporary resident permits (such as for international students) also fell by 35% in 2020 (as of August 2020).[17]

In October 2020, the federal government announced immigration level targets for the next three years of 401,000 new permanent residents in 2021, 411,000 in 2022, and 421,000 in 2023.[18] This represents an increase of 50,000 per year over previous targets.[19] These ambitious increases, intended to compensate for lost immigration due to Covid-19, are an important step toward achieving a population of 100 million by 2100.

As Covid-19 persists, 2021 targets may not be met. According to one projection, there may only be 275,000 new permanent residents admitted in 2021, significantly less than the 401,000 target.[20] However, the federal government has taken important steps to work towards meeting the target, including a significant focus on supporting individuals already living in Canada to transition to permanent residence.[21] All of this underpins the importance of a long-term commitment to more ambitious targets, starting from the new base set by the current plan.

Based on the growth scenario developed by Conference Board of Canada, and assuming that new immigration level targets are met, reaching 100 million people by 2100 would require immigration of an additional 15,000 new permanent residents in 2024 (436,000), in 2025 (451,000) and in 2026 (466,000). After 2026, immigration should remain at 1.14% of population.[22]
In general, there are three admission categories for immigrants arriving in Canada: economic class, family class, and refugee class. In its new targets, Canada has committed to ensuring 60% of admissions come from the economic class, with a focus on meeting local labour market needs, while also meeting our humanitarian commitments.[23] This represents a balanced approach from which Canada can continue building.

Fertility rate

In addition to immigration, fertility is a key element of population growth. There has been a significant decline in fertility rates among many OECD countries due to a range of factors, including people delaying starting families. Statistics Canada reports that Canada's fertility rate hit a record low in 2019 of 1.47 births per woman.[24] While Canada's fertility rate overall is on a steady decline, it is higher within Indigenous communities.[25]

There have been some successes in implementing policies to boost fertility rates in countries comparable to Canada, though their impact is not guaranteed.[26] Based on the growth scenario developed by Conference Board of Canada, Canada would need to increase its birth rate by roughly 0.1 children per woman over the next decade to reach a target of 100 million Canadians in 2100.[27] This would mean an overall increase to 1.6 (which is the 2018 OECD average fertility rate).

Increases to our fertility rate could be supported by substantial improvements to policies like child care and parental leave, which encourage and support families that want to have more children. These policies also increase the well-being of Canadian families, support economic growth, and, crucially, will help to support economic recovery from Covid-19. Recent research indicates that a robust program for early learning and child care across the country could increase national GDP by an amount between $63 billion and $107 billion annually due to the expansion of the sector and increased female participation in the labour force.[28]

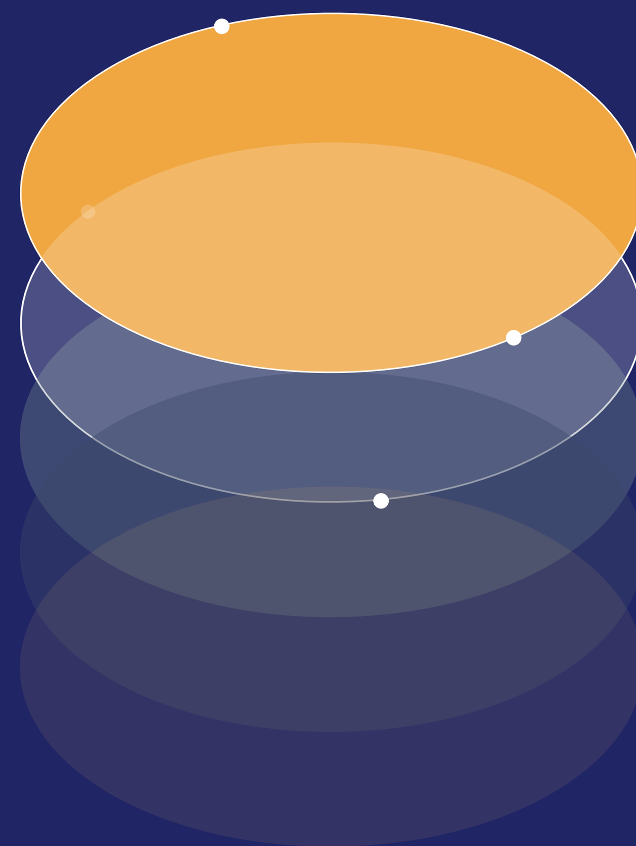
If fertility rates don't increase, a population of 100 million by 2100 could still be achieved with moderately higher immigration target increases of 20,000 in 2024, 2025, and 2026, and immigration levels of 1.22% of population thereafter up to 2100 (based on Conference Board of Canada's modelling).

Immigration

Overview

Ambitious immigration targets will be one of the most important ways for Canada to grow its population in the years ahead. This section reports on key indicators related to immigration, providing insight into how well immigrants are doing in Canada and how likely it will be for Canada to meet its immigration targets. Indicators include:

- Immigrant income gap
- Regional retention of immigrants
- International students transitioning to permanent residence
- Migrant acceptance
- Immigrant life satisfaction
- Global reputation



Immigrants make significant contributions to Canada's social and economic fabric. To attract immigrants, Canada needs a system that is easy to navigate, provides a positive, welcoming experience, and that encourages them to stay. The system must be effective in attracting and selecting immigrants who will meet the country's labour market needs. The system must also meet Canada's family reunification and humanitarian commitments.

Canada has committed to new immigration targets which put the country on a path to achieving a population of 100 million people by 2100, contingent on other necessarily ambitious policy decisions. Canada's future success depends on the achievements and well-being of those it attracts to study, work, and settle here.

Covid-19 impacts: Immigrant communities' contributions and well-being

Imigrants have played a key role in the response to Covid-19. However, they have also been among the hardest hit as a result of the pandemic:

- Immigrants account for approximately one in four workers in Canada's health sector.[29]
- Immigrants have been found to be at higher risk to contract Covid-19 because many are essential workers and are more likely to live in overcrowded housing, making them more likely to be exposed to the virus compared to the overall population.[30]
- Recent immigrants were found to be more likely than workers born in Canada to have lost their employment in March and April 2020, mainly due to higher representations in jobs that had short tenures and/or low wages.[31]

The Covid-19 pandemic has resulted in calls for increased pathways to permanent immigration for essential workers playing a critical role in supporting Canada's health and security.[32]

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Immigrant income gap	**Narrowing the income gap** between immigrants and non-immigrants with comparable educational attainment.	In 2016, there was a **difference of $14,409** between the median employment income of immigrants and non-immigrants who held a university certificate, diploma or degree at a bachelor level or higher.	**Needs attention** The gap between immigrants and non-immigrants with a bachelor's degree or higher grew between 2011 and 2016. The gap has fluctuated over the last two decades.	The immigrant income gap reflects the labour market outcomes of immigrants after they've arrived in Canada. An income gap means that the human capital potential of immigrants is not being effectively leveraged. Persistent over-qualification of immigrants (immigrants holding jobs that require lower levels of education than what they possess) is an issue reflected in the gap. There are wider gaps for racialized immigrants and for women.
Regional retention of immigrants	More even retention across Canada aligning to the overall Canadian retention rate, which was **85.9% of immigrants** who had immigrated 5 years earlier in 2016.	The average retention rate for immigrants who arrived five years earlier was **52.4%** in 2016 in the provinces with the five lowest retention rates (Prince Edward Island, New Brunswick, Newfoundland and Labrador, Nova Scotia, and Manitoba).	**Needs attention** Canada's immigration retention rate is generally high. However, in the five provinces with the lowest retention rates, on average almost half of immigrants depart within five years, frequently to other provinces. While some provinces with low retention rates have improved retention in recent years, more attention is still needed to raise retention to levels comparable to the country overall.	Immigrant retention is an important indicator of Canada's success. However, there are significant regional variations. While national-level retention paints a positive picture, Canada's future prosperity depends on the ability of all provinces to retain immigrants—particularly in parts of the country where need for workforce growth is likely to be higher.
International students transitioning to permanent residence	Trending toward **increasing admissions** of permanent residents who held study permits in the past.	Canada admitted **58,515 permanent residents** in 2019 who had previously held a study permit.	**On track** Canada has seen significant growth in the number of new permanent residents who previously had international student status in Canada. The number of new permanent residents admitted who previously had international student status doubled between 2015 and 2019.	Policy changes over the last 20 years, and particularly in more recent years, have made international student migration to Canada a clearer pathway for potential permanent immigration. Canada's international student numbers have grown substantially since then, and international student migration will be an important contributor to Canada's future growth and prosperity.

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Migrant acceptance	**Top 5** countries on Gallup's Migrant Acceptance Index. Threshold: 5th on the index was Sierra Leone with a **score of 8.14** in 2019.	Canada **ranked 1st** in the 2019 edition of Gallup's Migrant Acceptance Index with a score of 8.46 (out of a possible 9.0).	**Leading** Canada was at the top of Gallup's Migrant Acceptance Index in 2019.	The Migrant Acceptance Index assesses societal acceptance based on three questions: whether people think migrants living in their country, becoming their neighbours, and marrying into their families are positive or negative. Migrant acceptance is closely connected to the well-being of immigrants.
Immigrant life satisfaction	**Top 10** of OECD countries. Threshold: 10th in the OECD as of 2018 was the United States with a mean **score of 7.0.**	Canada **ranked 6th** out of 33 OECD countries in terms of reported life satisfaction among the foreign-born population. Canada's foreign-born population reports a mean **score of 7.3** (on a scale from 0 to 10) in terms of life satisfaction as of 2018.	**Leading** Canada is currently in in the OECD's top 10 based on data analyzed by the OECD between 2008 and 2015.	Life satisfaction is a key measure of whether immigrants are succeeding in their arrival destination, factoring into retention, integration, and overall well-being.
Global reputation	**Top 10** of RepTrak's country rankings.	Canada **ranked 6th** out of 55 countries in 2019.	**On track** Canada has declined in rankings in recent years but remains among the top 10 countries in terms of its reputation.	RepTrak global reputation rankings are based on public opinion data and are published annually in *Forbes Magazine*. Canada's strong reputation can be leveraged for attractiveness as an immigration destination, as well as for investment, exports, and tourism.

[Sources]

Immigrant income gap: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016200; Statistics Canada, 2011 National Household Survey, Statistics Canada Catalogue no. 99-010-X2011039; Statistics Canada, 2006 Census of Population, Statistics Canada Catalogue no. 97-563-XCB2006059.

Retention of immigrants: Statistics Canada. Table 43-10-0012-01 Mobility of immigrant tax filers, Canada and Provinces. Available at: https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=4310001201

International students transitioning to permanent residents: IRCC, CDO Permanent Residents October 31, 2020 Data

Migrant acceptance: Gallup (2020), *Migrant Acceptance Index*. Available at: https://news.gallup.com/poll/229589/migrants-happiness-tied-whether-accepted.aspx

Immigrant life satisfaction: OECD (2018), Indicators of Immigrant Integration 2018: Settling In, Self-reported life satisfaction (indicator). Available at: https://www.oecd.org/els/mig/Main-Indicators-of-Immigrant-Integration.pdf

Global reputation: Valet, V. (2019) World's Most Reputable Countries 2019 Forbes, Available at: https://www.forbes.com/sites/vickyvalet/2019/10/15/the-worlds-most-reputable-countries-2019/?sh=6948a8024cb8

Immigration: How might we measure success in 2050?

***Future indicator**: Percentage of immigrants settling in communities experiencing advanced population aging*

Population aging and the increase in seniors' dependency ratios is not occurring evenly across Canada. Some communities, specifically many rural and northern, are experiencing population aging at a faster pace than others. Canada is beginning to focus more deeply on local sponsorship of immigrants to address local needs. It is vital that future efforts support those communities experiencing advanced working age population decline.

Analysis

Immigrant income gap

A notable income gap exists between immigrants and non-immigrants with the same levels of education. According to 2016 Census data, the gap in median employment income between immigrants and non-immigrants with at least a bachelor's degree was more than $14,000.[33] Although this gap is smaller than it was in 2006, it is higher than what it was in 2001.[34] This means that the human capital potential of immigrants is not being fully or effectively used and the skills of immigrants are not being effectively matched to labour market needs. Immigrants are nearly three times more likely to experience persistent overqualification, holding positions that require lower levels of education compared to non-immigrants in Canada.[35] In 2016, 29% of immigrants aged 25 to 59 with at least a bachelor's degree were overqualified for their jobs compared to 13% of non-immigrants.[36]

Additionally, in an analysis of Statistics Canada data on the median income of immigrants of all education levels five years after their admission to Canada compared to all Canadians, some progress was found in closing the gap over the last decade. However, the size of the gap depended on the type of admission class in which immigrants arrived in Canada – and was generally wider for non-Economic class immigrants. For instance, while the income gap for all immigrants five years after admission in 2016 was $6,800, it was $13,200 for refugees.[37] Across all immigration classes, the income gap is larger for women than men.[38] Additionally, racialized immigrants earn less compared to non-racialized immigrants—and these gaps continue beyond the first generation.[39] Income generally increases the longer immigrants are in Canada.[40] OECD analysis comparing the median income of foreign-born and native-born populations also found that Canada had a larger gap compared to many OECD countries.[41]

Despite significant policy attention, “Canadian Experience” barriers and difficulties with credential recognition in regulated professions are continued challenges in Canada’s labour market. Nonetheless, it should be noted that a recent evaluation of Canada’s Express Entry system for skilled immigrants found high levels of labour market participation among immigrants admitted through the system, including 83% of those working in their primary occupation.[42] Century Initiative has emphasized the importance of allowing foreign credential recognition processes in regulated occupations to begin from abroad, the need to reduce bottlenecks, and the value in shifting employers away from Canadian experience requirements.[43]

Regional retention of immigrants

The retention rate of immigrants is an important indicator to measure the degree to which Canada is successful at creating social and economic conditions that can retain immigrant talent. Regional retention is one way that we can begin to address the labour and skills gaps in certain regions of the country. If we can attract the right people with the right skills to the regions that need them the most, we set them up for social and economic success, benefiting the country as a whole.

The retention rate is generally high in Canada, at 85.9% in 2016 for immigrants admitted five years earlier. While the overall retention rate of immigrants in Canada is important, demographic-driven needs associated with aging populations will not be effectively addressed if retention is uneven across the country.

Within Canada, there are wide disparities in terms of retention depending on the province. In 2016, the five provinces with the lowest retention rates had an average rate of 52.4% five years after immigrants were admitted to Canada. There is a notable gap between the provinces with the highest retention rates—Ontario (91%), Alberta (90%), British Columbia (87%)—compared to other provinces. The provinces with the lowest retention rates were Prince Edward Island (16%), New Brunswick (48%), Newfoundland and Labrador (51%), Nova Scotia (69%), and Manitoba (78%).[44] These disparities highlight the importance of regionally differentiated strategies in retaining immigrants. In 2016, more than half (51%) of Canada’s immigrant population resided in Ontario (with 38% of Canada’s population) while only 1.5% resided in Saskatchewan (with 3% of Canada’s population).[45]

Nonetheless, some provinces with low retention rates have seen improvements in recent years. For instance, Nova Scotia has seen consistent increases in its retention of immigrants five years after admission—from 56% in 2006 to 69% in 2016. However, other provinces have seen decreased retention rates in the same period. PEI’s retention of immigrants five years after admission declined from 41% in 2006 to 16% in 2016. There has been some success in retaining immigrants through the Provincial Nominee Program and Atlantic Immigration Pilot. Canada is also currently increasing its focus on locally driven immigration programs with the new Municipal Nominee Program.

International students transitioning to permanent residence

In the last 20 years, changes in Canadian immigration policy have resulted in a significant rise in “two-step immigration,” through which international students arrive in Canada on student visas, attain work permits after graduating, and later attain permanent residence based on labour market success through programs like the “Canadian Experience Class.”[46] These policy changes have been important to developing an attractive pathway to permanent immigration for international students. An increased focus on attracting international students has been identified as a key factor driving population growth in Canada since 2016.[47] This has resulted in an increase in non-permanent residents, as well as a growing share of international students transitioning to permanent residence.

According to Immigration, Refugees and Citizenship Canada (IRCC) data, there were 58,515 permanent residents admitted in 2019 who had previously held a study permit. The majority (80%) of those admitted in 2019 were Economic class immigrants. The 2019 figure is a significant increase from five years earlier—in 2015, the number of admissions was 29,180. The biggest one-year increase was between 2016 and 2017, with a rise from 31,050 to 45,045.[48] Figures are lower in 2020, likely as a result of Covid-19. Reports indicate that some international students have encountered obstacles to staying in Canada and obtaining permanent residence due to a lack of job prospects because of the pandemic. As a result, some have struggled to meet “Canadian Experience” requirements within the duration of their work permits.[49]

IRCC has also reported that the number of international students permitted to study in Canada more than doubled between 2015 and 2019. In 2019, there were 827,586 international students that held valid study permits in Canada.[50] Canada has consistently increased the number of international students admitted to the country and improved its ranking among OECD countries in terms of inflows of international students.[51] IRCC has indicated that in 2018, international students spent an estimated $21.6 billion on tuition and other expenses.[52] While increasing the number of international students in Canada is an important goal, governments must ensure that post-secondary systems and institutions do not become dependent on international student fees, a challenge that has been highlighted by Covid-19. Further, not all forms of international study in Canada present potential pathways to permanent residency—transparency and clarity for prospective international students is vital.

Migrant acceptance

Gallup's Migrant Acceptance Index provides insight into Canadian attitudes toward immigration, which are a factor in Canada's attractiveness as a destination. Gallup found that migrants that reside in the most-accepting countries have the most positive outlook on their lives.[53] Canada topped the rankings in 2019, moving up from 4th in the previous iteration of the index in 2016 with a score of 8.14. Between 2016 and 2019, Canadians became more accepting of migrants, while overall the world became slightly less accepting.[54] Immigration policies made by Canada's federal government have played a role in this growing acceptance, according to Gallup.[55] In 2020, Century Initiative partnered with the Environics Institute on a survey that found that two-thirds of Canadians disagreed with the view that immigration levels in the country are too high, and more than half of Canadians believe more immigration is needed in the country to increase its population.[56]

While these positive findings position Canada to attract more immigrants, many in Canada still face challenges stemming from discrimination and systemic racism. For instance, Statistics Canada has identified a rise in anti-Asian sentiment and attacks since the rise of Covid-19.[57] Persistent labour market challenges for racialized immigrants similarly reflect this reality. Canada clearly has work to do in order to become a more inclusive society.

Immigrant life satisfaction

Immigrants' self-reported life satisfaction score is an indicator of the degree to which they feel accepted and successful in a new country. The self-reported life satisfaction among immigrants to Canada in 2018 was higher than the OECD average, as well as key comparator countries, such as the United Kingdom and United States. The country that scored the highest in terms of self-reported life satisfaction among immigrants was Finland, with a score of 7.6. Higher life satisfaction is likely to factor into retention. While Canada's foreign-born population reported a high level of life satisfaction in 2018, there was still a gap between foreign-born (7.26) and native-born (7.5) levels of self-reported life satisfaction in Canada.[58]

Life satisfaction may factor into the proportion of immigrants who pursue citizenship. Recent data indicates that while the overall citizenship rate among those who met requirements has increased in Canada (from 81.6% in 1991 to 86.2% in 2016), the rate among recent immigrants has fallen. Nonetheless, Canada has one of the highest citizenship acquisition rates compared to other OECD countries.[59] Additionally, Canada was among the top tier of countries in the 2020 Migrant Integration Policy Index, ranking fourth out of 52 countries. The index noted that Canada's policies for integration have improved in recent years and that it is among the countries in the world most effective in treating immigrants as equal members of society and in providing integration supports.[60]

Global reputation

RepTrak's global reputation rankings sample public opinion data from eight countries (Canada, France, Germany, Italy, Japan, Russia, the United Kingdom and the United States) and are published annually in *Forbes Magazine*. According to RepTrak, strong national reputations are associated with high rates of tourism and exports. Global reputation is also an important factor in driving investment and immigration.

Canada typically ranks in the top 10, but its position has declined in recent years—from ranking 1st in 2017 to 7th in 2018 and 6th in 2019. According to RepTrak, Canada's ranking has declined slightly due to international perceptions of its government and less confidence that Canada can compete at a global scale.[61] Still, Canada's strong global reputation is an asset that can be leveraged for both population and economic growth.

Economy, employment, and entrepreneurship

Overview

A strong economy and labour market are integral to Canada's future growth. Canada needs economic security in a rapidly changing world, where many of our usual assumptions about the global economic system are being challenged. To grow sustainably over the rest of this century, Canada must increase the innovative capacity of our economy and the quality of our jobs. This section explores the following indicators:

- GDP per capita
- Entrepreneurship ecosystem
- Business growth
- Productivity
- Business spending on research and development
- Labour force participation
- Percentage of workers in registered pension plans
- Household debt

Economic growth on its own is not sufficient to ensure Canada's future prosperity—growth must also be inclusive and sustainable. For instance, the Bank of Canada has noted that climate change poses risks to Canada's economy and has projected that inaction to address climate change could result in annual economic costs of between $21 billion and $43 billion by the 2050s.[62]

Canada's prosperity is closely connected with its ability to fully leverage human capital. As a result, Canada must not only support employment and entrepreneurship but do so in a way that is equitable. According to a 2014 survey, a much larger proportion of small- and medium-sized enterprises are owned by men (64.6%) compared to women (15.7%) and those owned jointly by men and women (19.7%).[63] Canada must work to strengthen its labour market, as well as its capacity for productivity and innovation, in a way that enables decent work[64] for all Canadians. This must include a focus on increasing employment rates, which can vary at times significantly between population groups. For example, there is a persistent gap between employment rates for Indigenous and non-Indigenous peoples, which stood at 8.4 percentage points in 2016.[65]

Covid-19 impacts: Significant economic declines

Covid-19 has had a detrimental impact on Canada's economy, employment and entrepreneurship ecosystem:

- The immediate shock was significant. Canada's unemployment rate more than doubled from 5.6% in February 2020 to a record high of 13.7% in May 2020.[66] Hours worked in Canada decreased by 22.7% for the first three months after the outbreak of Covid-19—which is significantly more than most other OECD countries.[67]
- The Conference Board of Canada has projected that many industries will not recover until the second half of 2021, noting that economic recovery will depend on successful vaccine distribution in Canada.[68]
- Globally, the World Economic Forum has projected that 70% of start-ups had to terminate full-time contracts since the start of Covid-19. Nonetheless, it also found that some businesses have successfully pivoted to take advantage of new gaps that emerged as a result of the outbreak.[69]
- Young people, low-wage workers, and women have borne the brunt of economic turmoil associated with Covid-19.[70] The OECD found that 47% of Canadians in the lowest earnings quartile stopped working because of Covid-19 in comparison to 14% in the highest earning quartile, largely because of their ability to work from home.[71] Racialized populations in particular have had much slower recoveries compared to the rest of the population.

Subsequent waves of the pandemic are likely to result in further damage to Canada's economy and labour force. Despite important government relief initiatives, the hardest hit sectors—including arts, entertainment, recreation, accommodation, and food services – could take several years to recover.[72]

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
GDP per capita	**Top 10** OECD countries. Threshold: 10th in 2019 was Germany with **GDP per capita of $55,891.16 USD** in 2019.	Canada **ranked 15th** out of 37 OECD countries in 2019. Canada had a **GDP per capita of $50,666.14 USD** in 2019.	**Needs attention** While Canada is not currently in the top 10 among OECD countries, its GDP per capita has steadily increased in recent years, and Canada was above the OECD average in 2019. Nonetheless, the OECD average GDP per capita has increased at a faster rate than Canada's GDP per capita over the past decade. Canada had previously been closer to the OECD top 10 in 2010 (ranked 11th) but has since moved down in the rankings.	GDP per capita reflects the standard of living as assessed by average income per person. It is an important, high-level measure of Canada's overall prosperity, though not its distribution. Sustaining per capita economic growth is among the UN's Sustainable Development Goals.
Entrepreneurship ecosystem	**Top 5** on the Global Entrepreneurship Index. Threshold: 5th on the 2018 index was Australia with a **score of 75.5.**	Canada **ranked 3rd** out of 137 countries in 2018. Canada **scored 79.2** out of 100 in 2018.	**Leading** Canada has consistently ranked in the top 5 in recent years in terms of its entrepreneurship ecosystem.	Entrepreneurship ecosystem covers the preconditions and health of the environment for business growth in Canada (i.e. attitudes, resources, and infrastructure), though not growth itself. Entrepreneurship is an important factor in economic growth.
Business growth	Meet a federal government target to **double the number of high-growth firms** in Canada between 2015 and 2025.	There were **11,920 high-growth firms** in Canada in 2018.	**Needs attention** Canada has been trending in a positive direction in recent years with the number of high-growth firms increasing from 11,140 in 2016 to 11,920 in 2018. However, this rate of increase is insufficient to meet the goal of doubling the number of high-growth firms in the country.	High-growth firms are defined by Statistics Canada as having average annualized revenue growth greater than 20% per year over a three-year period, having at least 10 employees at the start of the three-year period, and having been in operation for at least four years. The number of high-growth firms in Canada provides insight into Canada's innovation, productivity, and competitiveness.

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Productivity	**Top 10** of OECD countries. Threshold: 10th in the OECD was the Netherlands with GDP per hour worked of **$67.63 USD** in 2019.	Canada **ranked 18th** out of 36 OECD countries. Canada's GDP per hour worked was **$52.68 USD** in 2019.	**Falling behind** While Canada's productivity has seen mild improvement over the past 20 years, it is still well below the target. Canada has a notable productivity gap compared to similar countries.	Productivity is a measure of GDP per hour worked. Productivity is an important driver of growth and ultimately well-being. Factors such as a firm's investment in technology and human capital development can increase productivity.
Business spending on research and development	Meet a federal government target to keep pace with the **OECD average**. Threshold: OECD average was **1.68%** in 2018.	Canada **ranked 21st** out of 34 OECD countries in 2018. Canada's business spending on research and development was **0.79% of GDP** in 2019.	**Falling behind** Business spending on research and development as a percentage of GDP has been on the decline in recent years, while it has risen among other OECD countries. Canada is well below the target of the OECD average.	Business spending on research and development is an indicator of the private sector's support for innovation, which is a key driver of growth.
Labour force participation rate	**Top 10** of OECD countries. Threshold: 10th in the OECD was Estonia with a rate of **78.83%** in 2019.	Canada **ranked 9th** out of 37 OECD countries in 2019. Canada's labour force participation rate among 15 to 64 year-olds was **78.97%** in 2019.	**On track** Canada's percentage of the working-age population participating in the labour market has been increasing in recent years. Canada is now in the top 10 of OECD countries, despite recent declines in its ranking compared to other countries. Covid-19 has had a significant detrimental impact on Canada's labour force participation rate. Work will be required to stay on track.	The labour force participation rate serves as an indicator of the strength of Canada's labour force and the degree to which Canadians are working or looking for jobs. Broad participation in the labour force is needed to support Canada's prosperity.

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Percentage of workers in registered pension plans	Trending toward an **increasing rate** of workers covered by a registered pension plan.	The percentage of paid workers in Canada covered by a registered pension plan was **37.5%** in 2018.	**Needs attention** The proportion of paid workers covered by a registered pension plan in Canada has declined over the past two decades—from 40.6% in 1998 to 37.5% in 2018. The declines are more significant in relation to defined benefit plans, from 34.7% to 25.2%. While there have been some recent small increases in the proportion of workers in registered pension plans, rates are still much lower than in past decades.	The percentage of workers in a registered pension plans serves as one way of assessing the quality of jobs. Workers in non-standard forms of work are less likely to have access to pension arrangements compared to full-time employees.
Household debt	**Top 10** of OECD countries. Threshold: 10th in the OECD was Estonia with **79.1%.**	Canada **ranked 26th** out of 33 OECD countries in 2018. Canada's level of household debt was **185.76%** of net household disposable income in 2018.	**Falling behind** Canada has high levels of household debt compared to other OECD countries. The percentage of net household disposable income has steadily grown over the past two decades from 117% in 2000 to 186% in 2019.	Household debt typically reflects the economic vulnerability of the financial and housing sectors. It is an indicator of future well-being and a measure of the degree to which household incomes (generally from employment) are covering consumption.

[Sources]

GDP per capita: OECD (2020), Gross domestic product (GDP) (indicator). doi: 10.1787/dc2f7aec-en (Accessed on 30 November 2020)

Entrepreneurship ecosystem: Global Entrepreneurship and Development Institute (2020), Global Entrepreneurship Index. Available at: https://thegedi.org/global-entrepreneurship-and-development-index/

Business growth: Statistics Canada (2020), Centre for Special Business Projects, Entrepreneurship Indicators Database.

Productivity: OECD (2020), GDP per hour worked (indicator). doi: 10.1787/1439e590-en (Accessed on 30 November 2020)

Business spending on research and development: OECD (2020), Main Science and Technology Indicators, BERD as a percentage of GDP. Available at: https://stats.oecd.org/Index.aspx?DataSetCode=MSTI_PUB

Labour force participation rate: OECD (2020), Labour force participation rate (indicator). doi: 10.1787/8a801325-en (Accessed on 30 November 2020)

Percentage of workers in registered pension plans: Statistics Canada (2020). Percentage of paid workers covered by a registered pension plan. https://www150.statcan.gc.ca/n1/daily-quotidien/200813/t002b-eng.htm

Household debt: OECD (2020), Household debt (indicator). https://data.oecd.org/hha/household-debt.htm

Economy, employment, and entrepreneurship: How might we measure success in 2050?

Future indicator: Percentage of independent workers participating in pension and benefit groups

As the number of independent workers grows, so will the importance of alternatives to employer-based delivery of retirement and extended health benefits. Pension and benefit groups, supported by government investment and/or industry regulation, could become an important vehicle to maintaining living standards and job quality as traditional employment relationships change.

Analysis

GDP per capita

GDP per capita reflects the standard of living as assessed by average income per person. Canada has generally had a steady increase in GDP per capita. While Canada's level of GDP per capita ($50,666 USD) is not currently in the top 10 among OECD countries, Canada's level was higher than OECD average of ($46,483 USD) in 2019. Nonetheless, the OECD average of GDP per capita has increased at a faster rate than Canada's over the past decade. The OECD country with the highest GDP per capita in 2019 was Luxembourg with GDP per capita of $120,671 USD.

While Canada has observed steady increases in GDP per capita, its overall growth in real GDP is projected to decrease in the years ahead. A key factor in this decline is slow growth in the working-age population. Even before the outbreak of Covid-19, overall growth in real GDP was expected to average 1.7% per year between 2024 and 2055.[73]

Beyond the immediate shock, Covid-19 will have a further negative impact on Canada's GDP in coming years. As businesses closed due to the pandemic, Canada's GDP contracted significantly (by a record 11% in April 2020) though it has since seen some growth.[74] Looking beyond the immediate crisis and its potential multi-year impacts, Canada's growth trajectory will be influenced in large measure by the quality of its human capital, innovation capacity, ability to attract investment, and success in growing the workforce, including through immigration.

Entrepreneurship ecosystem

Entrepreneurship supports job creation and innovation, all of which contribute to widespread economic gains. In 2018, Canada scored 3rd in the Global Entrepreneurship Index (GEI), which measures a country's ecosystem for entrepreneurship. The United States was at the top of the GEI in 2018, followed by Switzerland.

Canada is an increasingly attractive place to work and live for many in the technology and innovation sectors – there is significant opportunity associated with growing these sectors, and Canada's stability, public services, and quality of life play a major role. For instance, political turmoil in recent years in the United States has made that country less welcoming than Canada. In a recent poll conducted by Environics Institute in partnership with Century Initiative, more than 70% of Canadians felt that Canada should actively encourage skilled immigrants who are denied entry to the United States to choose Canada.[75]

There are opportunities to strengthen the ecosystem for entrepreneurship in targeted areas for growth. A 2021 report by the Canadian Black Chamber of Commerce found that Black entrepreneurs in Canada faced particular challenges in accessing capital and noted that institutional racism can be a barrier to business creation.[76] Additionally, a recent OECD report provided recommendations on supporting Indigenous entrepreneurship, such as providing access to capital, broadband connectivity, improving procurement opportunities for Indigenous businesses, and enhancing the support of Indigenous entrepreneurship through Canada's Regional Development Agencies.[77] According to the Canadian Council for Aboriginal Business, Indigenous peoples are creating new businesses at nine times the Canadian average.[78]

The Conference Board of Canada has also found that Canada ranks well in terms of supporting entrepreneurship, but more could be done to reduce barriers to competition.[79] The potential of Canada's strong ecosystem for entrepreneurship is not always realized (which is further illustrated in other indicators in this domain, such as business spending on research and development, business growth, and productivity). Canada also scores poorly on innovation overall compared to similar countries.[80]

Business growth

The federal government has highlighted the number of high-growth firms as a key indicator of Canada's competitiveness.[81] High-growth companies make up a small proportion of firms, but a more significant proportion of new jobs. The OECD has noted that while there is support for entrepreneurship in Canada, the country is not a high performer in terms of creating high-growth firms.[82]

The federal government set a target to double the number of high-growth firms in Canada over a 10-year period.[83] However, it is currently in the process of adopting a new definition of high-growth firms and has not used the Statistics Canada figures reported here, instead having last published figures calculated in a different way in 2015. While there has been an increase in the number of high-growth firms—from 11,140 in 2016 to 11,920 in 2018—the rate of growth is insufficient to meet the target of doubling the number of firms. Based on the 2016 figure, that would require growth to 22,000 by 2026.

Productivity

Low levels of productivity will have a detrimental impact on future growth and prosperity. Canada has consistently scored lower than the OECD average for GDP per hour worked and only had marginal increases in productivity over the past 20 years. Canada slightly improved its ranking in 2019 compared to previous years. In 2019, Canada ranked 18th out of 36 OECD countries with GDP per hour worked of $52.68 USD. Canada ranked 19th in both 2017 and 2018. The OECD country that ranked the highest on productivity in 2019 was Ireland at $102.69 USD per hour worked.

Canada has a notable productivity gap compared to similar countries. The OECD has noted a significant lag between productivity of firms in Canada compared to the United States. It has also highlighted that small business productivity in particular needs to be strengthened in Canada.[84] According to a recent report by Canadian Manufacturers & Exporters, low levels of investment in new technologies have had a detrimental impact on Canada's productivity.[85] In practice, this means that our relatively healthy innovation ecosystem is not being complemented by sufficient productivity-enhancing investments that would lead to the growth of globally competitive firms.

Business spending on research and development

The federal government has identified the need to increase business spending on research and development. It has noted that increasing spending to levels comparable to similar countries would support innovation in Canada.[86] Spending on research and development has generally risen among other OECD countries, but has declined in Canada. Since 2016, Canada has seen a continued decline in business spending on research and development as a percentage of GDP from 0.92% in 2016 to 0.79% in 2019.

In terms of university-industry collaboration on research and development, Canada ranks slightly better compared to other OECD countries, landing above the OECD average in recent years based on World Economic Forum survey data.[87] Canada also has low performance in total expenditure on research and development—including spending by companies, research institutions, universities and government laboratories—with a rate well below the OECD average.[88] By any of the most commonly-used measures to assess research and development investment, Canada has been a laggard and there are few signs of improvement.

Labour force participation rate

Canada's labour force participation rate has remained consistent over the last two decades - ranging between 76% and 79%. Since 2014, the rate has grown, although Canada's overall ranking among OECD countries has fallen from 6th in 2016, to 9th in 2018 and 2019. The OECD country with the highest labour force participation rate among those aged 15 to 64 was Iceland at 87%. The spread of Covid-19 in 2020 has resulted in significant declines in labour force participation globally.

While there have been increases to labour force participation in Canada, participation is not evenly distributed across the population. There are barriers to labour force participation based on race, gender, and Indigenous status. Labour force participation for Indigenous peoples stands at 70%, below the national average,[89] with self-reported barriers to employment including a shortage of available jobs, not having required work experience, and barriers to attaining educational credentials.[90] A 2020 report by the Future Skills Centre notes that 350,000 Indigenous youth will join Canada's working-age population between 2016 and 2026, highlighting the value in addressing underemployment among skilled Indigenous workers.[91] According to the National Indigenous Economic Development Board, closing gaps for Indigenous peoples in access to high quality education, training, and economic opportunity could boost Canada's economy by a projected $27.7 billion per year.[92] Canada's prosperity depends on addressing barriers and supporting broader participation in the labour force.

Percentage of workers in registered pension plans

Canada's employment landscape has changed in important ways over the past several decades. For instance, there are declining rates of full-time, permanent, unionized work that offers a registered pension plan.[93] This reflects the changing nature of work. Between 1981 and 2018, the percentage of workers in registered pension plans fell from 45% to 37.5%. The declines were particularly significant among male workers. The percentage of workers covered by defined benefit plans had steeper declines – from 34.7% in 1998 to 25.2% in 2018. Despite overall declines in workers covered by registered pension plans over the past few decades, the percentage of workers in pension plans has seen some increases in more recent years.[94] Participation in Canada in funded pensions is also much lower than most other OECD countries. This is largely because Canada lacks mandatory pension systems, which typically yield higher participation rates compared to voluntary systems, in contrast to some other OECD countries.[95] There are many factors that impact job quality in Canada and no single indicator can account for all of them. However, pension arrangements provide important insight into changes in Canada's employment landscape.

Statistics Canada has noted changes in work arrangements including new forms of employment through gig work, typically done by independent contractors who do not have a relationship with an employer and who are hired on a short-term basis, in many cases through online platforms.[96] There has been an increase in gig workers—from 5.5% of workers in 2005 to 8.2% of workers in 2016.[97] Covid-19 is likely to accelerate these trends. Part-time and temporary workers are less likely to participate in pensions compared to full-time and permanent employees. There is a need to ensure that growth in Canada leads to higher quality employment that is productive and provides a fair income, as well as security and social protection.

Household debt

The OECD has identified that Canada is "bottom-performing" in terms of its levels of household debt.[98] Canada ranked 26th out of 33 OECD countries in 2018. Canada's debt as a percentage of net household disposable income has steadily grown over the past two decades, increasing from 117% in 2000 to 186% in 2019. While many advanced economies have high levels of household debt, a 2017 study by the OECD identified Canada as having the highest level of debt relative to GDP among OECD countries—with consumer debt equal to more than 100% of Canada's GDP.[99] High housing prices were identified as a major driver. Statistics Canada data indicates that household debt relative to GDP has since continued to grow, with a sharp rise in 2020.[100]

Household debt has clear economic implications, but also impacts well-being. A recent study found that seniors with high levels of household debt are more at risk for mental health challenges and lower levels of well-being.[101]

Education and training

Overview

Canada's education system is one of the best performing in the world. Our system attracts people from around the world, supports our dynamism, and allows people of all backgrounds a chance to succeed. High quality and accessible education and training in Canada are essential to support our future growth. This section explores the following indicators:

- Public spending on education
- Public spending on training
- Proportion of population with tertiary education
- Performance in reading, science, and math among 15-year-olds
- Youth not in employment, education or training (NEET)

While Canada's education system has many strengths, inequalities persist. Many First Nations children, children with disabilities, racialized children, and children in care fall behind in the education system.[102] There are also gaps in children's readiness for school (developmental, social, and learning behaviours) based on socioeconomic status.[103] Canada needs to do a better job in meeting the needs of those who struggle in our education system. In addition, Canada's training system is not supported as well as in similar countries. Life-long learning and ongoing training are important to a strong economy and higher levels of population growth.

Covid-19 impacts: New barriers and sustainability threats

Covid-19 has had major disruptive impacts on the education system at elementary, secondary, and post-secondary levels across the country:

- The United Nations has indicated that students are currently facing a "generational catastrophe" due to Covid-19 and its resulting disruption of their educational experiences.[104] Recent research indicates that school shutdowns in 2020 put young students behind in reading by up to eight months, and even longer for children who were already struggling.[105]
- It is estimated that at least 200,000 children in Canada have exited the school system during the pandemic.[106]
- Disruptions to education associated with Covid-19 in Canada have particularly concerned parents of children with disabilities and parents with lower levels of education who may have insufficient resources to support their children's academic success.[107] Among households with children at the bottom of the income distribution scale, 4.2% do not have internet access at home.[108]
- Statistics Canada found that in March and April 2020, the level of young Canadians who were not in employment, education or training (NEET) increased to unprecedented levels as a result of Covid-19.[109]
- Statistics Canada has projected that Canadian universities could face losses between $377 million and $3.4 billion during the 2020/21 academic year.[110] This poses a significant risk to Canada's strong, publicly supported university sector.

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Public spending on education (primary and secondary levels)[111]	**Top 10** of countries tracked by OECD. Threshold: 10th in the OECD was France with **3.4% of GDP** spent in 2015.	Canada **ranked 18th** out of 36 OECD countries in 2015. Canada spent **3.2% of GDP** in 2015.	**Needs attention** There have been some small increases in spending in the latest year's data, but overall the trend is down from a spending high in 2009. When post-secondary spending is incorporated, Canada's ranking improves in comparison to other OECD countries.	Public spending on education reflects the degree to which Canada has prioritized investments in education compared to other expenditure areas. Canada generally has a strong education system, but greater investment in education will help to further support Canada's well-being and future human capital development. Unequal levels of spending across Canada's education system must also be addressed, such as funding gaps for First Nations schools.
Public spending on training	**Top 10** of OECD countries. Threshold: 10th in the OECD was Ireland with **0.12% of public spending** directed toward training in 2018.	Canada **ranked 18th** of 32 OECD countries in 2018. Canada directed **0.06% of public spending** toward training.	**Falling behind** Canada has declined in terms of its percentage of spending on training over the past few decades. Spending in 2018 reached an all-time low since the OECD started tracking in 1985.	Training is an important factor in ensuring Canada's workforce has the essential skills required to meet labour market needs and to boost human capital potential, especially as technology changes. Canada's system for training could benefit from greater levels of investment from both public and private sources.
Proportion of population with tertiary (post-secondary) education	**Top 5** of OECD countries. Threshold: 5th in the OECD was Lithuania with **55.2%** in 2019.	Canada **ranked 2nd** out of 36 OECD countries in 2019. **63%** of Canadian 25 to 34 year-olds had a tertiary education in 2019.	**Leading** The proportion of Canadians with a tertiary education has steadily increased over the past three decades. Canada increased its rank from 3rd to 2nd in the OECD in 2016, and has since remained ranked 2nd on this indicator.	The proportion of Canada's population with tertiary education is one measure of Canadians' skill level, and of their ability to contribute to Canada's labour market. Post-secondary education is a requirement for many of the highest quality, most resilient, and highest growth jobs.

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Performance in reading, science, and math among 15-year-olds	**Top 10** of OECD countries. Threshold: New Zealand was 10th, with an average **score of 502.7** in 2018.	Canada **ranked 4th** out of 36 OECD countries in 2018. Canada had an average **score of 516.7** in 2018 across reading, science and math scores.	**Leading** Canada is among the top performing OECD countries in terms of its performance in reading, mathematics and science for 15-year-olds, as assessed through the OECD's Programme for International Student Assessment (PISA).	Performance among secondary school students reflects the quality of education in Canada. A strong education system will attract people to Canada, and forms a solid foundation to support Canada's future human capital needs.
Youth not in employment, education or training (NEET)	**Top 10** of OECD countries. Threshold: 10th was Austria with a youth **NEET rate of 10.9%** in 2019.	Canada **ranked 13th** out of 33 OECD countries in 2019. Canada's youth **NEET rate was 12.6%** of the population of 20 to 24 year-olds in 2019.	**On track** The proportion of Canada's youth who are NEET has become smaller over the past two decades despite some increases in the early 2010s. Though Canada has not reached the top 10 of OECD countries, it has seen some improvements and is close to the target. Covid-19 increased the NEET rate to unprecedented levels in 2020. Work will be required for Canada to stay on track.	The youth NEET rate provides insight into issues such as unemployment, education and training completion, and labour market discouragement. It is a metric of the degree to which young people are on track to fully participating in our society and economy. A substantial reduction in the youth NEET rate is one of the UN's Sustainable Development Goals.

[Sources]

Public spending on education: OECD (2020), Public spending on education (indicator). doi: 10.1787/f99b45d0-en

Public spending on training: OECD (2020), Public spending on labour markets (indicator). doi: 10.1787/911b8753-en

Proportion of population with tertiary education: OECD (2020), Population with tertiary education (indicator). doi: 10.1787/0b8f90e9-en

Performance in reading, science and math among 15-year olds: OECD (2020), Mathematics performance (PISA) (indicator). doi: 10.1787/04711c74-en

Youth not in employment, education or training: OECD (2020), Youth not in employment, education or training (NEET) (indicator). doi: 10.1787/72d1033a-en

Education and training: How might we measure success in 2050?

Future indicator: Percentage of working-age population with an industry-recognized micro-credential

Micro-credentials provide certification of specific skills or competencies. These rapidly attainable credentials can augment traditional post-secondary education and training.[112] In Canada and internationally, focus on the role that micro-credentials can play in better preparing the workforce to meet evolving industry needs, often driven by technological change, is growing. In the future, micro-credentials may play an established role in building opportunity and effectively upskilling the workforce.

Analysis

Public spending on education

This indicator provides insight into the priority governments give to education, relative to other areas of expenditure. Canada lags behind other OECD countries in terms of its spending on education as a percentage of GDP. However, Canada increased its ranking in the latest years of data availability, moving from 21st out of 37 OECD countries in 2014 to 18th in 2015—spending 3.17% of GDP on primary and secondary levels of education. At 4.6%, Norway spent the most on these levels of education as a percentage of GDP in 2015. While Canada's ranking improves when incorporating spending on post-secondary education, it is still outside of the OECD top 10.[113] However, despite ranking low compared to other OECD countries, Canada's performance on other education indicators is high.

Canada is generally seen as having a strong education system, but a greater proportion of public spending could be directed toward education to ensure Canada is a leader across all indicators of educational performance. For instance, while Canadian universities typically rank well, none were in the top 10 in the latest edition of the Times Higher Education's University World Rankings. The highest ranked Canadian university in 2020 was the University of Toronto, which ranked 18th.[114] Additionally, there are unequal levels of spending across Canada's education system. One report found a funding gap of 30% between First Nations schools compared to other schools across Canada.[115]

Public spending on training

Labour market-relevant training is important to ensuring Canada's workforce has the skills needed, as the workforce ages and as labour market needs shift due to technological change. Covid-19 and its associated job dislocation is creating a significant need for reskilling. Public spending on training in Canada is middling compared to other OECD countries. Over the last 30 years, Canada has seen a decline in the percentage of its public spending on training, dropping from a high of 0.35% in 1991 to 0.06% in 2018. At 0.43%, Austria spent the most on training as a percentage of GDP in 2018.

Canada's system for training could benefit from greater levels of support from private sources as well. The International Institute for Management Development found that companies in Canada did not place the same level of importance on employee training compared to many other countries, ranking 20th out of 63 countries in 2019.[116] The Conference Board of Canada found that Canadian employers spent an average of $889 per employee on learning and development in 2016/17, representing an increase over previous years and indicating some progress. While the gap has been closing, Canadian employers spend an average of 81 cents per dollar compared to their American counterparts on employee training.[117]

Proportion of population with tertiary (post-secondary) education

Post-secondary education is an important asset as a high and increasing proportion of jobs in Canada require advanced education. Canada is a leading country: it increased its rank from 3rd to 2nd in the OECD in 2016, and has since remained ranked 2nd on this indicator with 63% of its population aged 25 to 34 having a tertiary education. South Korea had the highest proportion of population with a tertiary education in 2019 at 70%.

The demand for individuals with specialized and transferable skills attained through post-secondary education will continue to rise. Technological change is resulting in a demand for new skill profiles in many industries including analytical thinking and innovation, active listening, digital literacy, critical thinking and analysis, complex problem-solving, and leadership.[118] These skills are needed to advance Canada's economic growth and competitiveness and are often attained through post-secondary education. However, there are barriers to attaining post-secondary education for many Canadians. Family income, coupled with parents' education levels, are closely associated with whether young people pursue post-secondary education.

There is also a notable gap between university completion rates for Indigenous and non-Indigenous Canadians. In 2016, completion rates for the Indigenous population were 18.8 percentage points lower than for non-Indigenous Canadians. This is an increase of 1.7 percentage points compared to 2006—from 17.1 percentage points lower than the rate for non-Indigenous Canadians in 2006 to 18.8 percentage points lower in 2016.[119]

Performance in reading, science, and math among 15-year-olds

The OECD's Programme for International Student Assessment (PISA) provides insight on the performance of high school students, providing an international comparative indicator on the quality and effectiveness of education systems. High scores also reflect future labour market success. For instance, students with high performance in reading were found to be more likely to be working in a skilled job by age 25.[120] Canada typically ranks well in terms of its educational performance. While Canada's average PISA scores have declined slightly in more recent years—from an average of 529.3 in 2006 to an average of 516.7 in 2018—it is still among the top performers in the OECD.

The OECD notes that Canada was among the countries that scored high in reading performance and did not have notable performance differences based on the socioeconomic status of students.[121] The OECD noted that there were some differences in science performance based on socioeconomic status in Canada, but it appears to have less of an effect than other OECD countries.[122] This relatively even distribution of positive educational outcomes is a notable asset for Canada. While Canada ranked 4th among OECD countries in PISA outcomes (only ranking lower in 2018 than Estonia, Japan, and Korea), it ranked 8th out of the 77 total countries tracked by PISA in 2018. In the OECD, Canada had the second-highest score on reading performance.

Youth not in employment, education or training (NEET)

The youth NEET rate measures the degree to which young people are neither in the labour force or education and training. Canada's youth NEET rate among 20-to-24 year-olds improved over the past five years, decreasing from 14.8% in 2014 to 12.6% in 2019. However, Canada's ranking among OECD countries generally remained the same within that period. Canada slightly improved its ranking from 14th in 2018 to 13th in 2019. Canada's rate was better than the OECD average in 2019 (14.9%). The country in the OECD with the lowest youth NEET rate in 2019 (least amount of youth not in employment, education or training) was Iceland with a rate of 6.1%. The UN's Sustainable Development Goals includes a goal for a substantial decrease in the youth NEET rate.[123]

Groups at higher risk for being NEET include young women with children, immigrants, and Indigenous youth.[124] NEET youth are at risk of being in poverty and having long-term negative economic and social outcomes. Statistics Canada has found that Canadians that were NEET as youth were more likely to report poor physical and mental health.[125] As a result of Covid-19, between February and April 2020, the NEET rate for Canadian youth aged 15 to 29 increased from 12% to 24%, following a rapid decline in employment, education and training participation. This unprecedented growth was also experienced by off-reserve Indigenous youth, with the NEET rate increasing from 22% in February 2020 to 31% in April 2020.[126] Work will be required for Canada to stay on track in light of these deep current challenges for youth caused by the pandemic.

Support for children and families

Overview

An accessible, reliable system to support children and families is critical to encouraging child well-being and women's labour force participation. Ambitious improvements to policies supporting children and families could also support increased fertility rates, creating improved conditions for population growth. This section explores the following indicators:

- Child poverty
- Child care
- Parental leave
- Child and youth well-being
- Public spending related to children and families

A robust system of support for children and families—including affordable early childhood education and care, and accessible parental leave—can make the choice to have more children easier. Such policies yield substantial economic returns. Access to high quality early education also provides significant benefits to young children. Strong supports for children can help to protect against poverty and promote child development. High levels of childhood well-being generally improve life outcomes, while lack of a safe upbringing can have both personal and economic costs.[127]

Covid-19 impacts: Gaps in Canada's systems to support children and families

Covid-19 shined a light on the need for child-care supports, as well as on the many gaps within Canada's systems to support children and families:

- Parents were significantly impacted by lockdowns that closed schools and shuttered many existing options for child care. Women were particularly impacted by Covid-19, with women's participation in the labour force dipping to 55% for the first time since the mid-1980s.[128]
- Covid-19 has had a detrimental impact on child well-being due to school closures, cancellation of recreational activities, and losses to family income security, among other issues, resulting in negative physical and mental health effects.[129] Nearly three-quarters of Canadian parents reported concerns about their children's social engagement and development during the pandemic.[130]
- Child care capacity (spaces) has significantly declined as a result of the pandemic. For instance, as of September 2020, it was estimated that 54% of child care centres in Ontario were open and fewer than 25% of spaces were in operation.[131] Challenges prevail in reopening child care facilities due to new health and safety practices, low enrolment, and difficulty hiring staff.[132]

As Canada recovers from the impacts of Covid-19, a robust system that supports children and families will be critical to rebuilding the economy.

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Child poverty	**Continued decrease** in child poverty in Canada, with a goal to eliminate it.	Canada had **10.8%** of children in low income in 2018.	**On track** According to the Market Basket Measure, Canada's official poverty line, there has been a decline in Canada's child poverty rate in recent years (from 16.4% in 2015 to 10.8% in 2018). Another key approach to measuring poverty, the Low Income Measure, shows more modest progress. While declines in child poverty rates are a good step, there is still more work needed to reach the ultimate goal of elimination. The economic effects of Covid-19 have the potential to upend recent progress.	Children who live in poverty are more likely to experience adverse impacts to their physical and mental health, and to stay in poverty throughout their lives. Government investments in direct transfers to families with children have helped move this indicator in the right direction, toward lower levels of poverty for Canadian children. One of the UN Sustainable Development Goals is to reduce poverty around the world.
Child care	**Top 10** of OECD countries. Threshold: 10th in the OECD was New Zealand with a **72.3%** enrolment rate for 0 to 5 year-olds in 2017. The way in which the OECD tracks early learning and child care enrolment is not directly comparable to available Canadian data. While Canada does not appear in OECD data on this measure, OECD data provides a general benchmark to which Canada can be compared.	Canada had **59.9% of children** aged 0 to 5 in some form of child care outside of the immediate family (not including kindergarten) in 2019.	**Falling behind** Participation in child care in Canada, according to available data (which does not cover all forms of early learning and child care), is currently below the OECD average. Due to a lack of internationally comparable data, the degree to which Canada is falling behind in participation is not fully known. Canada's lack of a national policy on child care also puts it behind many comparable countries, though this could change with new federal commitments to developing a national child care system.	Early learning and child care provide an important foundation for child skills development and well-being. A robust child care system can enable greater participation in the labour force by parents, particularly mothers, which is essential to our economic recovery from Covid-19, and to longer-term prosperity. A strong child care system could also potentially impact decisions on whether to have children. There are disparities in participation in child care across Canada. A UN Sustainable Development Goal is for all children to have access to quality early childhood learning.

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Parental leave	**Top 10** of OECD countries. Threshold: 10th was Germany with **48.3 weeks** in 2018.	Canada ranked **20th** out of 35 OECD countries in 2018. Canada had **26.6 weeks of parental leave** available in full-rate equivalent support (defined as the length of paid leave if benefits were paid at 100% of previous earnings) in 2018.	**Needs attention** Canada's parental leave system provides value to many new parents, but more could be done to strengthen it. While the duration of leave is comparable to many countries, the pay level is low and many new parents are not eligible to receive benefits. Canada's parental leave policies also offer limited benefits to partners and spouses of recent mothers (even with changes to parental leave policies in this direction in 2019).	Paid parental leave supports new parents and particularly mothers in temporarily exiting employment with job security and income support to care for infants. There are several challenges with Canada's current system including eligibility and level of pay. Quebec's more generous parental leave program (QPIP) is distinct from the rest of Canada. Parental leave policies can impact decisions on whether to have children.
Child and youth well-being	**Top 10** ranking in future UNICEF report cards on the well-being of children and youth.	Canada **ranked 30th** among 38 rich countries in the well-being of children and youth under age 18 in UNICEF's 2020 report card.	**Falling behind** Canada has declined significantly in its ranking on the report card over the last decade and is well behind many other rich countries in its ranking in the most recent UNICEF report card.	The 2020 UNICEF report card includes 22 indicators, covering categories including environment, skills, economy, relationships, society, education, health, economy, budget, mental well-being and physical health—all important factors to the development of children. Higher levels of well-being will help to encourage people to raise their families in Canada. The report card includes targets that align with the UN's Sustainable Development Goals.

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Public spending related to children and families	**OECD average.** Threshold: The OECD average was **2.4% of GDP** in 2015.	Canada **ranked 29th** out of 37 OECD countries in 2015. Canada spent **1.68% of GDP** on children and families in 2015.	**Falling behind** Despite general increases in the percentage of GDP spent on children and families, Canada is well behind comparator countries.	This indicator reflects the degree to which governments prioritize investing in children and families. It includes child-related cash transfers to families with children, public spending on services for families with children, and financial support for families provided through the tax system.

[Sources]

Child poverty: Statistics Canada. Table 11-10-0135-01 Low income statistics by age, sex and economic family type. Available at: https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1110013501

Child care: Statistics Canada. Table 42-10-0004-01 Use of early learning and child care arrangements, household population aged 0 to 5 years. Available at: https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=4210000401; OECD (2020), Enrolment rate in child care and pre-school, OECD Family Database. http://www.oecd.org/els/family/database.htm

Parental leave: OECD (2019). Family Database: PF2.1. *Parental leave systems.* Available at: https://www.oecd.org/els/soc/PF2_1_Parental_leave_systems.pdf

Child and youth well-being: UNICEF (2020), ***Worlds Apart: Canadian Companion to Report Card 16.*** Available at: https://www.unicef.ca/sites/default/files/2020-09/UNICEF%20RC16%20Canadian%20Companion%20EN_Web.pdf

Public spending related to children and families: OECD (2019). *Family Database: PF1.1. Public spending on family benefits.* Available at: http://www.oecd.org/els/soc/PF1_1_Public_spending_on_family_benefits.pdf

Support for children and families: How might we measure success in 2050?

Future indicator: Percentage of non-birthing parents taking maximum parental leave entitlements

In 2019, Canada introduced a “use it or lose it” five-to-eight week parental benefit entitlement for non-birthing parents, with the intention of promoting greater gender equity in parental leave-taking, and to support early-stage parenting and increased leave-taking (primarily) among fathers.[133] This builds on Quebec’s pre-existing dedicated paternity leave. Such benefits are likely to expand in the future and the scale of uptake will be a key metric of their success.

Analysis

Child poverty

Children who live in poverty are more likely to stay in poverty as they get older. In recent years, there have been general declines in poverty for Canadians under 18 years old—from 16.4% in 2015 to 10.8% in 2018, according to Canada’s official poverty measure, which is called the Market Basket Measure (MBM). Poverty rates can also be measured through the Low Income Measure (LIM), a different approach referenced by key advocates which shows more modest progress in reducing poverty.[134] OECD data on child poverty (which is tracked in a different way) finds that Canada ranked 15th out of 29 OECD countries in 2017.[135] While Canada has made some progress in reducing child poverty, continued work will be needed to remain on track, especially given the economic effects of Covid-19 which have the potential to upend progress. The federal government has a target to reduce the poverty rate in general by 50% by 2030 (compared to 2015 levels), consistent with the UN Sustainable Development Goals.[136]

The federal Canada Child Benefit (CCB), introduced in 2016, has had a significant impact in reducing child poverty.[137] However, according to a recent report from Campaign 2000, rates of child poverty remain particularly high among Indigenous children, both those living on-reserve (53%) and off-reserve (41%). Racialized Canadians and recent immigrants are among those with high rates of child poverty as well. Children of permanent residents also experienced a high poverty rate at 35%.[138] According to 2016 Census data, there is a notable gap between prevalence of low income between immigrants (32.2%) and non-immigrants (15.4%) aged 0 to 17 years in Canada.[139]

Child care

Robust systems for quality early childhood education and care can improve children's future skills development, well-being and learning.[140] It is a UN Sustainable Development Goal for all children to have access to quality early childhood development, care and pre-primary education.

Canada has limited data on the availability and accessibility of child care and does not collect internationally comparable information, making it challenging to compare to similar countries. Still, based on recent survey data, Canada is behind. The country's participation rate in child care outside of immediate family care for children up to five years old was 59.9%, according to 2019 data. However, this does not include children in kindergarten, but does include unregulated child care arrangements which are not categorized by the OECD as early childhood education and care. Canada's lack of a national policy on child care also puts it behind many other countries, although recent federal commitments to a national child care system have the potential to move the needle in Canada.[141]

Weaknesses in Canada's child care system have a significant impact on women's participation in the workforce, with recent developments exacerbating this challenge. The recession spurred by Covid-19 has been called a "she-cession" because most job losses have been within service occupations commonly held by women.[142] Child care capacity in Canada has declined substantially as a result of Covid-19, posing a deep macro-economic problem.[143] Increased capacity and access to safe child care are needed to support women in returning to the workforce, which is essential to economic recovery. The growth of women's labour force participation over the last 40 years represents about one-third of Canada's real per capita GDP growth—more than $9,000 per person.[144]

Prior to Covid-19, participation rates in child care outside family arrangements were higher in Quebec, with its public system (78.2%), and Prince Edward Island (65.6%), and lower in provinces like Manitoba (50.5%), Saskatchewan (53%), and Ontario (53.6%).[145] More than one-third of Canadian parents reported difficulties in finding child care. The top reasons cited were availability and affordability.[146] Across Canada there were only enough regulated child care spaces for 26.9% of children between the ages of 0 and 5 in 2019, and distribution of these spaces varied by province and territory.[147] There is significant variation in cost across the country, as well. In 2019, median monthly child care fees for infants ranged from $179 in cities across Quebec, to $1774 in Toronto.[148] Fees for child care in Canada are among the highest in the OECD.[149]

Parental leave

Paid parental leave protects maternal and infant health, allows for important early care for children, and supports gender equity in employment. Canada ranks below the OECD median in weeks for which benefits are available to parents at full-rate equivalent support. With more weeks, higher benefit rates, and more flexible eligibility criteria, the Quebec Parental Insurance Plan (QPIP) has more generous parental leave benefits compared to the Employment Insurance (EI) system available in the rest of Canada.[150] This results in greater uptake in Quebec. In many cases, parental leave benefits are not accessible to all who need them in Canada because of their connection with Canada's EI system, which has relatively high qualification requirements based on recent employment. This can make benefits difficult to access, particularly for those in precarious employment and self-employment. In 2018, around two-thirds of Canadian mothers with a child aged 12 months or less received maternity and/or parental benefits.[151] Low benefit rates also make it difficult for low-income parents to take parental leave. Recent research assessing parental leave in four provinces found that parental benefit uptake was less likely among mothers with household income less than $60,000 compared to households above that threshold.[152] In addition to supporting child well-being and employment equity, better parental leave policies and better child care policies are among the instruments that can support families in having the number of children they choose, which could help to increase Canada's fertility rate and, ultimately, population growth.

Child and youth well-being

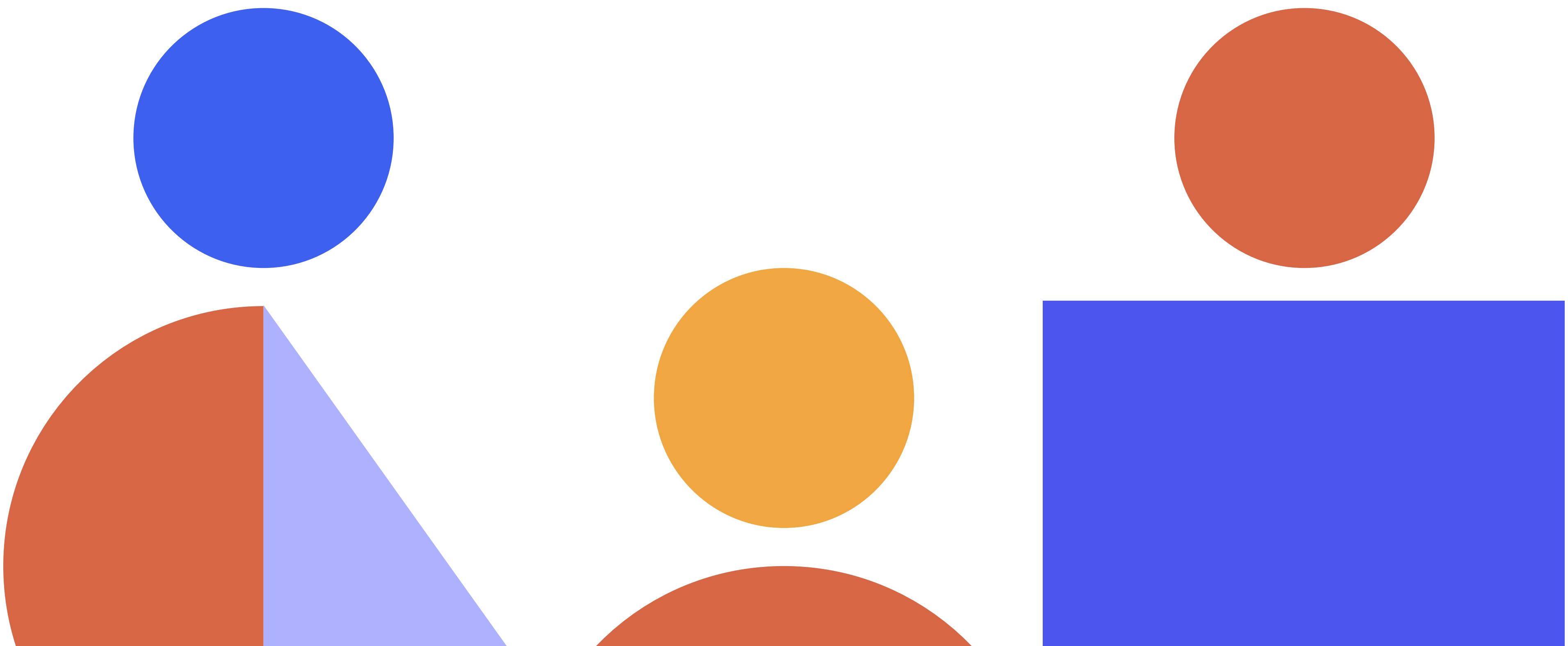
UNICEF has noted that Canada has not improved its child and youth well-being ranking in more than a decade while nearly one-third of similar countries have seen improvement. Canada fell from 10th to 30th between 2010 and 2020, according to UNICEF's report card on child well-being.[153] In 2020, Canada was below average in more than half of the measures used by UNICEF to track child well-being.[154] UNICEF noted that low rankings in terms of physical health and supportive relationships affected well-being for children in Canada. Canada also had one of the highest rates of adolescent suicide. On a more positive note, Canada ranked in the top third on two measures: academic achievement and low air pollution exposure. Norway topped UNICEF's report card in 2020.

Children First Canada has found that one-third of children experience a lack of safety and health during their childhoods. Among the top threats to childhood in Canada identified by the organization are poor mental health, child abuse, physical inactivity, food insecurity, and systemic racism and discrimination.[155] These challenges are expected to worsen as a result of Covid-19. For instance, recent reports indicate that Covid-19 has exacerbated existing mental health issues among Canada's youth, reportedly increasing depression levels among young Canadians by 35%.[156]

Public spending related to children and families

A robust system to support children and families is critical to encouraging well-being, economic growth, and sustainable population growth in Canada. Canada has seen some small increases in the percentage of GDP spent on children and families, but it is near the bottom compared to other OECD countries. Canada ranked 29th out of all 37 OECD countries in 2015, spending 1.68% of GDP on children and families. France ranked the highest of OECD countries at 3.68% of GDP. Canada's announced plans for a national child care strategy could raise public expenditure in the future.

Support for children and families brings substantial social and economic benefits. This is an area in which significant gaps persist within Canada, particularly for Indigenous children and families.[157] Closing these gaps in support will be essential to Canada achieving a society in which all children are supported to grow up to become thriving adults.



Infrastructure and urban development

Overview

Sustainable population growth will require renewed investments in infrastructure and cities. Investments in all kinds of infrastructure, including affordable housing, digital infrastructure, and urban infrastructure like public transit, will need to keep pace with and anticipate population growth. This section explores the following indicators:

- Investment in infrastructure
- State of infrastructure
- Housing affordability
- Access to broadband internet
- Quality of broadband internet
- Population density in metropolitan areas
- Income inequality in metropolitan areas

It is important to note that infrastructure needs are not the same across the country. For example, a recent comprehensive report on infrastructure in Nunavut found that the territory falls substantially behind the country overall.[158] Access to critical infrastructure is particularly lacking for Indigenous populations, including infrastructure required to ensure water potability on reserves.

Additionally, changing weather patterns require infrastructure that can adapt to more extreme weather. Resilience infrastructure will play a growing role in protecting life, property, and economic vitality in future years.

Covid-19 impacts: Pandemic highlights critical infrastructure needs

Critical infrastructure needs have been highlighted by the outbreak of Covid-19:

- The Federation of Canadian Municipalities has found that Covid-19 exacerbated an existing affordable housing crisis in Canada.[159] In the recovery from Covid-19, there will be a need to expand affordable housing supply across the country.
- Covid-19 has increased the urgency of addressing homelessness. Many homeless shelters and other facilities around the country closed or limited their capacity as it became difficult to enforce distancing protocols.[160]
- Public transit was immediately hit hard by Covid-19, as fewer people commuted to school and work. There have been significant financial losses and recovery is projected to be slow. Ridership in Canada was estimated to have decreased by 70% to 90% in the first few months of the pandemic.[161]
- The pandemic has highlighted the need for strong digital infrastructure and access to broadband for all as more people engage in remote work and schooling. The pandemic has widened the digital divide, as low-income families and those in remote regions of the country have faced challenges connecting to needed resources.
- The federal government has indicated that Covid-19 will delay efforts to end long-term boil water advisories on-reserve.[162]

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Investment in infrastructure	Increase the **rate of infrastructure investment** to close infrastructure gap.	Investment in infrastructure represented **3.9% of GDP** in 2019.	**Needs attention** Infrastructure investment levels have stagnated at around 4% of GDP in recent years. Higher levels of investment are needed in future years. Experts have projected that more than 5% of GDP should be spent on infrastructure to make up for the infrastructure deficit. More recent federal investments and planning, including on transit, could help put this indicator on track in the future.	Investment in infrastructure is closely tied to competitiveness and productivity. High levels of investment are needed in Canada to make up for many decades of underinvestment that have resulted in an infrastructure deficit. Infrastructure investment is essential to supporting long-term population growth.
State of infrastructure	**Top 10** in overall infrastructure score in the Global Competitiveness Index.	Canada **ranked 26th** out of 141 countries in the Global Competitiveness Index Infrastructure pillar in 2019.	**Needs attention** Canada has declined in its ranking in recent years in the World Economic Forum's Global Competitiveness Index infrastructure pillar. While it is below the target compared to other countries, Canada still ranks among the top quartile of countries assessed in this indicator.	This pillar in the index focuses on the state of utilities and transportation systems in comparison to other countries. The state of Canada's infrastructure impacts our current quality of life, resiliency and economic well-being. Canada is making progress in assessing infrastructure needs, but more predictable, sustainable and strategic investments in physical as well as social, economic and digital infrastructure are still needed. Canada now has important new data to inform planning through the recent introduction of the Core Public Infrastructure Survey.

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Housing affordability	Meet CMHC target of **affordable housing for everyone** by 2030.	Incidence of core housing need in urban areas in Canada was **12.4%** in 2018	**Needs attention** Significant progress is needed to ensure all households in Canada have access to adequate, affordable housing—particularly in urban parts of Canada. There has been minimal improvement in the availability of affordable housing in Canada's urban areas since 2012. Recent housing investments through the National Housing Strategy could have an impact, as can the new Rapid Housing Initiative and federal commitment to end chronic homelessness.	Housing affordability is a critical component of well-being. The core housing need metric assesses whether housing is below standards of adequacy, suitability, and affordability based on household income and composition. Canada's affordable housing shortage deeply impacts all areas of the country, particularly the social and economic health of cities. Increased stock is essential to our growth. One of the UN Sustainable Development Goals calls for access for all to adequate, safe, and affordable housing.
Access to broadband internet	Meet the federal government objective of **98% of Canadian households** by 2026 and 100% by 2030.[163]	**85.7% of Canadian households** had access to 50/10 Mbps speeds in 2018.	**On track** There has been a general increase in broadband availability with 50/10 Mbps speeds, though there are disparities in access across the country. Nonetheless, recent funding announcements put the country potentially on track to achieve 98% of households by 2026.	Internet access is essential to all parts of Canadian society. As a result of Covid-19, unequal access has negatively impacted many Canadians. One of the UN Sustainable Development Goals calls for a significant increase in access to and affordability of information and communications technology.
Quality of broadband internet	**OECD average.** Threshold: OECD average was **28.03%** in 2019.	Canada **ranked 27th** out of 37 OECD countries in 2019. **17.18%** of Canada's fixed broadband infrastructure was classified as Fibre to the Home (FTTH) in 2019.	**Falling behind** Canada is significantly behind other comparable countries and falls well below the OECD average.	This indicator reflects the quality of broadband and the speed of service. Fibre connections can reach speeds of one Gigabit per second, which is significantly faster than 50/10 speeds. Higher speeds are important as more critical services move online and will be needed to enhance social connections, education, and economic growth. Currently, only a small percentage of fixed broadband in Canada meets this standard for high-speed internet.

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Population density in metropolitan areas	**OECD average.** Threshold: The OECD average for population density in core areas was **1,374 inhabitants per square kilometre** in 2018.	The average population density of the core areas of Canadian cities with population of more than 250,000 (16 cities) was **1,196 inhabitants per square-kilometre** in 2018.	**Needs attention** The population density in the core parts of Canada's metropolitan areas has increased at a faster rate than in the OECD overall, though it remains below the OECD average. Overall, Canadian cities have become denser over the past two decades. In 2018, density in Canadian cities ranged from 72 inhabitants per square-kilometre in Halifax to 2,097 inhabitants per square-kilometre in Montreal.	Population density provides insight on the intensity of settlement in specific areas. Urban areas in Canada are typically among the least dense in OECD countries and there is a wide range in density levels. Sustainably increasing density will be essential for Canada to grow its population.
Income inequality in metropolitan areas	**Close the inequality gap** between Canada's cities and the country overall.	The average Gini coefficient among Canada's three most populous metropolitan areas was **0.39** in 2015.	**Needs attention** There are higher levels of income inequality in Canada's most populous cities compared to the rest of Canada, as measured by the Gini coefficient. In 2015, Canada's overall Gini coefficient was 0.32. Inequality was higher in Toronto (0.41), Montreal (0.35), and Vancouver (0.41).	High levels of income inequality have a detrimental impact on sustainable growth in Canadian cities, and on the degree to which Canadian cities are equipped to sustain the broad, diverse workforces that urban economies and societies require.

[Sources]

Investment in infrastructure: Statistics Canada (2020), Table 36-10-0608-01 Infrastructure Economic Accounts, investment and net stock by asset, industry, and asset function (x 1,000,000), Available at: https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3610060801; Statistics Canada. Table 36-10-0103-01 Gross domestic product, income-based, quarterly (x 1,000,000), Available at: https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3610010301

State of infrastructure: World Economic Forum (2019), *Global Competitiveness Report: Infrastructure Pillar*, Available at: http://www3.weforum.org/docs/WEF_TheGlobalCompetitivenessReport2019.pdf

Housing affordability: CMHC (2020), *Incidence of Urban Households in Core Housing Need (%) 2012 – 2018: Canada, Provinces, Census Metropolitan Areas (CMAs) and Census Agglomerations (Cas)*, Available at: https://www.cmhc-schl.gc.ca/en/data-and-research/data-tables/incidence-urban-households-core-housing-need

Access to broadband internet: Canadian Radio-television and Telecommunications Commission (2019), *Communications Monitoring Report 2019*, Available at: https://crtc.gc.ca/pubs/cmr2019-en.pdf

Quality of broadband internet: OECD (2020), Broadband Portal, *Percentage of fibre connections in total fixed broadband (Dec. 2019)*. Available at: https://www.oecd.org/sti/broadband/broadband-statistics/

Population density in metropolitan areas: OECD (2020). Metropolitan areas, Population, population density of the core area. Available at: https://stats.oecd.org/Index.aspx?DataSetCode=CITIES

Income inequality in metropolitan areas: OECD (2020). Metropolitan areas, Income distribution, Gini (at disposable income, after taxes and transfers). Available at: https://stats.oecd.org/Index.aspx?DataSetCode=CITIES

Infrastructure and urban development: How might we measure success in 2050?

Future indicator: Infrastructure investment north of the 55th parallel

Infrastructure investment in the north is key to Canada's future prosperity. Transportation infrastructure to better connect northern regions to the rest of Canada as well as to world markets will be critical, as are investments promoting quality of life and well-being for northern populations. Northern research capacity and academic infrastructure is essential to better understand how the north is changing as a result of climate change, with implications for Canada and the world at large.

Analysis

Investment in infrastructure

Infrastructure investment is essential to grow Canada's economy, competitiveness, productivity, and population growth. There has been limited growth in Canada's rate of infrastructure investment in recent years, which generally held steady at a rate of 4% of GDP between 2015 to 2018. In 2019, Canada had a slight decline to 3.9% in infrastructure investment. However, the federal government has more recently made commitments in infrastructure funding and planning that could help make progress on this indicator. For instance, in February 2021, the federal government announced $14.9 billion for public transit projects over an eight-year period, including permanent funding of $3 billion per year starting in 2026-27.[164] This is considered a landmark investment by municipal advocates who have long called for permanent federal funding to support transit.

Higher levels of investment are needed to make up for decades of underinvestment in Canada. Canada's infrastructure deficit has been estimated at between $110 billion and $270 billion.[165] McKinsey has projected that worldwide, between 2016 and 2030, an average investment of 3.8% of GDP is needed to support economic growth projections, but notes that because of underinvestment, that level will increase—and if the objective is to meet UN Sustainable Development Goals, even greater investment will be required.[166] The Residential and Civil Construction Alliance of Ontario recently projected that the level of infrastructure investment needed in Ontario to maximize long-term growth is 5.4% of GDP.[167]

State of infrastructure

The quality of Canada's infrastructure is key to sustainable population growth and the country's future prosperity. Canada's infrastructure quality rankings have declined in recent years. In the infrastructure pillar of the World Economic Forum's Global Competitiveness Report, Canada was ranked 26th out of 141 countries in 2019. The World Economic Forum's Global Competitiveness Report evaluates the state of utilities (i.e. indicators on access and quality) and transportation systems (i.e. indicators on connectivity, quality, density, efficiency).

Canada will need to address aging infrastructure in the years ahead. An annual report card developed by a number of stakeholder organizations that monitors the state of Canada's infrastructure found that in 2019 a concerning level of municipal infrastructure was either in "poor" or "very poor" condition.[168] It also noted that the majority of municipal infrastructure in Canada is more than 20 years old. With a significantly higher population, Canada will require more predictable, sustainable and strategic investments in social, economic and digital infrastructure.

Housing affordability

Affordable housing is needed to support the well-being of Canadians and to accommodate a growing population. Overall, there has been minimal improvement in the availability of affordable housing in Canada's urban areas since 2012. Core housing need in urban Canada was 12.4% in 2018, compared to 12.8% in 2012. Urban areas in some provinces recorded particularly high rates in 2018, with British Columbia at 15.4%, followed by Ontario (14.7%), Saskatchewan (13.7%), and Nova Scotia (13.2%). Investments through the National Housing Strategy are likely having some impact, though not keeping up with current need.

The OECD has found that housing prices and debt related to housing are high in Canada, particularly in Toronto and Vancouver. This has a detrimental impact on affordability and poses broader economic risks.[169] Between 2005 and 2018, Canada recorded one of the largest increases in housing prices in the OECD.[170] As a result, people with low and moderate incomes, newcomers to Canada, and students have found it particularly difficult to find suitable, affordable housing.[171] A lack of affordable housing compounds the effects of income inequality.

Canada also has low levels of rental availability.[172] In response to deepening homelessness challenges resulting from Covid-19, the federal government has invested in permanent supportive housing through the Rapid Housing Initiative, including the creation of up to 3,000 new permanent affordable housing units.[173]

Access to broadband

Access to broadband internet has become critical as more services, work and learning opportunities move online. Covid-19 has highlighted the need for reliable, affordable access to the internet for professional and educational purposes, as well as to maintain social and family connections. There has been a steady increase in broadband coverage of 50/10 speeds in Canada, with 85.7% of Canadian households having access to speeds of 50 Mbps to download, and 10 Mbps to upload in 2018. This is up from 84.1% in 2017.

While broadband was available to 84.1% of households in Canada in 2017, access is more limited in rural and First Nations communities. It is important to note here that “access” means “available to purchase.” Therefore, while many households are in regions where there is “access,” they are unable to connect due to affordability or other reasons. In 2018, 80.9% of Canadian internet users over the age of 15 in households in the lowest household income quartile had access to Internet at home, compared to 99.6% in the highest household income quartile.[174] In November 2020, the federal government announced that it is on track to connect 98% of Canadians to high-speed internet by 2026.[175] However, an ongoing focus on affordability and quality remains critical.

Quality of broadband

High-speed fibre broadband provides high quality access to broadband and high speeds of service. A high-quality connection is important to support businesses and provide critical online services such as education and access to public services. Canada’s percentage of fibre connections has grown considerably over the past four years, and nearly doubled within that timeframe (from 9.97% in 2016 to 17.18% in 2019), but its rank has remained among the lowest in the OECD. It is important to note that according to CRTC data, more households could access existing fibre infrastructure. This means that fibre is available to purchase, though there can be affordability and other barriers to connecting.

The federal government has made recent commitments to improve accessibility of high-speed internet in the years ahead (defined as 50Mbps download and 10 Mbps upload), but this does not fully incorporate the quality possible with Fibre to The Home (FTTH) which enables speeds that can reach in excess of one Gigabit per second (Gbps). The federal government has acknowledged that such speeds are necessary to ensure quality of services in health and educational contexts and has indicated it will consider investments to enable faster speeds.[176] When investing in long-term internet infrastructure solutions, it is crucial that Canada consider not only what is needed today, but what will allow for growth in the future based on rapidly evolving technology. There is a need for greater ambition in terms of speed to boost Canada’s economy, support productivity, enhance social connections, and improve educational access.

Population density in metropolitan areas

Responsibly increasing urban density will be critical to Canada achieving a population of 100 million by 2100. When planned well, density can support Canada’s objective of a more sustainable economy, by contributing to reduced emissions, shorter commute times, and vibrant communities. According to the United Nations, 68% of the world population is expected to live in urban areas by 2050, up from 55% in 2018.[177] Canada already has a particularly high level of urbanization, with 71.8% of the population living in a census metropolitan area in 2020.[178] Well-planned density, designed for sustainability and quality-of-life, is essential to Canada’s future. The alternative is a growing Canada characterized by gridlock, sprawl, and detrimental environmental impacts.

Despite recent increases in density, urban areas in Canada with over 250,000 population are less dense on average (1,196 inhabitants per square kilometer) than in the OECD overall (1,374 per square kilometer). In 2018, density in Canadian cities ranged from 72 inhabitants per square-kilometre in Halifax, to 2,097 inhabitants per square-kilometre in Montreal.[179] Increased density in small and medium-sized cities will also be important to growth that produces economic and quality-of-life improvements across the country.

The ability of Canadian cities to effectively manage growth and the range of services required by increased density is also impacted by their fiscal capacity. As Canadian municipal responsibilities have increased, municipal governments have not seen proportional levels of revenue growth—relying primarily on property taxes, development charges and user fees outside of federal and provincial transfers. Research has indicated that for every household tax dollar paid in Ontario, municipalities collect only nine cents.[180]

Income inequality in metropolitan areas

Income inequality is higher in urban areas than it is in the rest of the country. It challenges the sustainable and healthy growth of our largest cities and contributes to negative outcomes such as social fragmentation, longer commute times, and environmental degradation.

OECD data indicates a notable gap between income inequality in Canada's most populous cities and the rest of the country. The average Gini coefficient for Canada's most populous cities (Toronto, Montreal and Vancouver) was 0.39 in 2015, compared to Canada's overall Gini coefficient of 0.32. Calgary also reported a particularly high level of income inequality with a Gini coefficient of 0.45. These four metropolitan areas account for about 40% of Canada's population.[181] Income inequality in Canadian cities has grown significantly over the past few decades. For instance, between 1980 and 2005, income inequality grew in Toronto by 31%, in Calgary by 28%, in Vancouver by 17%, and in Montreal by 15%.[182]

While Canada needs to attract and retain more people in rural, small and medium-sized communities, healthy population growth in our largest cities will be necessary in order to achieve our population growth targets. Addressing growing inequality in major centres needs to be a priority.

There are other important equity issues in Canadian cities that impact development and growth. For instance, transit equity—the degree to which transit is effectively serving all parts of the population including low-income or racialized populations—is a growing issue and could be compounded by Covid-19 as transit revenues decline.[183]

On growing well

Overview

Growing Canada's population to 100 million by 2100 will take work, but it is achievable. However, population growth alone is not enough; we must also *grow well*. Mismanaged growth in the years ahead could undermine Canada's future prosperity, resulting in strained public services, an unhealthy environment, and social tensions.

This section explores the following indicators:

- Global competitiveness
- Income inequality
- Life expectancy
- Environmental sustainability
- Freedom
- Social progress

These indicators connect to many others in the *Scorecard,* both as outcomes and as enabling factors.

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Global competitiveness	**Top 10** in the Global Competitiveness Index.	Canada **ranked 14th** out of 141 countries in the 2019 edition of the World Economic Forum's Global Competitiveness Index.	**Needs attention** While Canada remains a highly competitive economy and ranks well compared to many other similar countries, it could do better in terms of its competitiveness. Canada's global competitiveness has declined in recent years. It fell two places in its ranking in the index between 2018 and 2019, from 12th to 14th. Canada had previously ranked among the top 10 countries in 2010.	The index provides insight into economic growth potential and productivity. Indicators in the 2019 index were categorized into 12 pillars: institutions, infrastructure, ICT adoption, macroeconomic stability, health, skills, product market, labour market, financial system, market size, business dynamism, and innovation capability.
Income inequality	**Top 10** most equal OECD countries. Threshold: 10th in the OECD was Sweden with a **Gini coefficient of 0.28** in 2017.	Canada **ranked 17th** out of 29 OECD countries in 2017. Canada's level of income inequality using the **Gini coefficient was 0.31** in 2017 (0 represents perfect equality and 1 represents perfect inequality).	**Needs attention** Canada is well below the top 10 most equal OECD countries. Canada's level of income inequality has increased in the past two decades, from 0.289 in 1990 to 0.31 in 2017.	The Gini coefficient measures the evenness of income distribution across the population. Income inequality poses an economic and political risk to OECD countries, including Canada. To meet its full potential, Canada must focus on inclusive growth. Reducing income inequality is one of the UN's Sustainable Development Goals.
Life expectancy	**Top 10** of OECD countries. Threshold: 10th in the OECD in 2018 was Sweden with a life expectancy of **82.6 years old.**	Canada **ranked 13th** out of 36 OECD countries in 2018. Canada's life expectancy was **82 years old** in 2018.	**Needs attention** Canada's life expectancy has increased in recent years, but not at the same rate as other OECD countries. While Canada is close to the target, it has slowly fallen in rank in recent years compared to other countries and is currently outside of the OECD top 10.	Life expectancy is an indicator of underlying living standards, lifestyle, education systems, and health services. Canada should turn its attention to underlying causes of its lagging growth in life expectancy, particularly for lower-income and marginalized populations.

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Environmental sustainability	Meet Canada's 2030 GHG emissions target **511Mt CO2 equivalent.**	**729 Mt CO2 equivalent** in 2018. Canada **ranked 29th** out of 32 OECD countries.	**Falling behind** Canada's GHG emissions have increased in recent years, moving away from the target. Canada needs to do much more to address climate change, as our emission levels remain among the world's highest.	Decreasing GHG emissions and transitioning to a low carbon economy are vital to Canada and the world's future. Canada has significant work to do to strike a new path. Recent legislation committing to climate targets could help to support a new direction. Action on climate change is a UN Sustainable Development Goal.
Freedom	**Ranked among top 5 countries** in Freedom House's Freedom in the World Index.	Canada **ranked 4th** (tied with two other countries) with a score of 98 out of 100 in global freedom in the 2020 Freedom in the World Index.	**Leading** Canada has remained a top scorer in terms of its level of freedom. In 2020, Canada received a score of 40/40 for political rights and 58/60 for civil liberties toward a total score of 98 out of 100.	High levels of freedom, including a strong democratic system that respects rule of law and people's rights, make Canada an attractive place to live. Freedom House's Freedom in the World Index has tracked civil and political rights across the world since 1973; 210 countries are evaluated. Canada is a top performer, but we must continuously focus on protecting and strengthening our democratic institutions in the face of global challenges to democracy.

Indicators	Target	Where Canada is at	Direction Canada is trending	Why it matters
Social progress	**Tier 1** of Social Progress Imperative's Social Progress Index. Countries are grouped in tiers according to their social progress. Threshold: **13th** in the ranking (bottom of tier 1) was Japan at a **score of 90.14.**	Canada was in **Tier 1** of the index in 2020. Canada **ranked 7th** out of 163 countries in the 2020 Social Progress Index with a **score of 91.4.**	**Leading** Canada has increased its social progress scores in recent years.	The Social Progress Index complements traditional measures of prosperity such as GDP. High levels of social progress produce better outcomes for well-being, inclusivity and tolerance. These factors provide a solid foundation of resilience which helps with effective management in times of crisis, supporting future prosperity. Canada's strong performance is a strategic asset, though inequalities are significant, with too many Canadians not benefitting from our national advantages.

[Sources]

Global competitiveness: World Economic Forum (2019), *Global Competitiveness Report:* Available at: http://www3.weforum.org/docs/WEF_TheGlobalCompetitivenessReport2019.pdf

Income inequality: OECD (2020), Income inequality (indicator). doi: 10.1787/459aa7f1-en

Life expectancy: OECD (2020), Life expectancy at birth (indicator). doi: 10.1787/27e0fc9d-en

Environmental sustainability: OECD (2020), Greenhouse gas emissions. Available at: https://stats.oecd.org/Index.aspx?DataSetCode=AIR_GHG

Freedom: Freedom House (2020), *Freedom in the World 2020*. Available at: https://freedomhouse.org/report/freedom-world/2020/leaderless-struggle-democracy

Social progress: Social Progress Imperative (2020), 2020 Social Progress Index. Available at: https://www.socialprogress.org/

Analysis

Global competitiveness

Competitiveness reflects our ability to attract investment, foster innovation, and spur economic growth and prosperity. Canada has been identified by the World Economic Forum as having a competitive economy and strong stability. It ranks well in comparison to the rest of the world—14th out of 141 countries in 2019. Nonetheless, Canada has declined in its ranking in recent years. According to the World Economic Forum, a number of factors have contributed to a more negative view of Canada's economic environment. For instance, assessments of Canada's labour market declined in 2019—on internal labour mobility, Canada fell 25 places in its ranking compared to 2018. The World Economic Forum has identified that G7 countries including Canada have generally become less competitive in recent decades.[184] A recent report by Deloitte found that Canada particularly has challenges with competitiveness related to innovation, taxation, and regulation.[185]

Income inequality

Income inequality is difficult to measure, but the simplest and most widely used measure is the Gini coefficient. The Gini coefficient does not, however, fully capture all elements of inequality. For instance, it does not consider wealth inequality or changes at the top and bottom of the income distribution scale. But it still provides important insight on the degree to which inequality exists in Canada, and how Canada compares to other countries.

Inequality in OECD countries is at its highest level in the last 30 years and continues to grow. Covid-19 will likely contribute to that growth. Canada's level of income inequality is generally higher (more unequal) than the OECD average.[186] Canada is also well below the top 10 most equal OECD countries. The OECD country with the lowest level of income inequality (most equal) in 2017 was the Slovak Republic with a Gini coefficient of 0.22.[187] Canada's Gini coefficient in 2017 was 0.31. Increases in income inequality have social and political implications, as well as economic ones: increased inequality drags down GDP growth and impacts Canada's long-term prosperity.

Based on Statistics Canada data on adjusted after-tax income, Canadians in the top 10% received 23% of total income in Canada, compared to Canadians in the bottom 40% who received only 20.8% of total income in 2018.[188] Income inequality in Canada is experienced particularly by Indigenous populations, racialized populations, recent immigrants and people with disabilities, reflecting barriers in the labour market and underutilization of human capital. For instance, in 2015, the total income of Indigenous peoples in Canada was 75% that of non-Indigenous people.[189] Reducing income inequality is one of the UN's Sustainable Development Goals, aiming to achieve and sustain income growth among the lowest earning 40% of population at a rate that is higher than the national average.[190]

Canada also ranks poorly compared to other OECD countries in relation to its poverty rate (the ratio of the number of people with income that is below the poverty line, defined by OECD as the median household income of the total population). In 2017, Canada ranked 18th out of 29 OECD countries.[191] In recent years, OECD has found that around 12% of Canada's population lives in relative income poverty and 33% would be at risk of falling into poverty if they had no income for three months.[192] The OECD country with the lowest poverty rate in 2017 was Iceland.

Life expectancy

According to the OECD, life expectancy is related to living standards, lifestyle, educational systems, and access to quality health services. Canada's life expectancy at birth has steadily increased over the past 20 years (from 78.5 years in 1998 to 82 years in 2018). However, Canada hasn't ranked in the top 10 of OECD countries in more than 15 years. The OECD country with the highest level of life expectancy in 2018 was Switzerland (83.8 years).[193]

Life expectancy is not equal across Canada's population. According to Statistics Canada, Canadians with higher levels of education and income are more likely to live longer—and to live those years in better health—than Canadians with less education and lower incomes.[194] There are significant gaps in life expectancy for Indigenous peoples compared to the non-Indigenous population, reflecting underlying gaps in the social determinants of health.[195] Increases in life expectancy in Canada have also been slowed by premature deaths caused by the opioid crisis, reflecting the urgency of addressing this crisis as a national priority.[196] Covid-19 may similarly impact life expectancy metrics in 2020 and beyond.

Living longer can also contribute to an increase in the number of years lived in poor health, according to a recent report.[197] Therefore, healthy life expectancy is also an important consideration. In 2019, Canada ranked 13th out of 141 countries, according to the World Economic Forum's Global Competitiveness Index – with a healthy life expectancy of 70.5 years.[198] Covid-19, which has laid bare the critical importance of quality housing and care for seniors, could further impact Canada's global standing. As Canada's population continues to age, more innovative, cost-effective systems of living and care that help seniors maintain their health and independence will be required.

Environmental sustainability

In 2015, Canada signed onto the Paris Agreement with 194 other countries outlining specific greenhouse gas emission (GHG) reduction targets to fight climate change and support environmental sustainability. Climate change poses an existential risk to Canada's and the rest of the world's prosperity. Canada needs to do more to address climate change: our emission levels remain amongst the world's highest. The OECD has also noted that Canada has challenges associated with high energy and resource consumption, as well as pressures in relation to biodiversity, and water resources.[199] The 2021 Climate Change Performance Index similarly finds Canada compares poorly to other countries, ranking 58th out of 61 countries with "very low" ratings in terms of GHGs, renewable energy and energy use.[200]

Beyond climate change, Canada's overall environmental performance is low compared to other OECD countries. According to the 2020 Environmental Performance Index, which looks at environmental health and ecosystem vitality, Canada ranked 20th out of 36 OECD countries—slightly higher than the OECD average.[201]

Canada is not on track to meet the federal government's climate targets. Despite a decrease in emissions in 2008 and 2009, there has since been a steady increase. In November 2020, the federal government tabled new legislation to set binding climate targets designed to get Canada to net-zero carbon emissions by 2050.[202] However, significant work needs to be done to get there. Action on climate change is also one of the UN's Sustainable Development Goals.

Freedom

High levels of freedom within a nation — including a strong democratic system that respects rule of law and people's rights—make it an attractive place to work and live, and a destination for immigrants to relocate. Canada has a strong history of respecting political rights and civil liberties. It generally ranks in the highest percentile of the annual Freedom in the World Index. Despite a drop by one point in 2020 in its civil liberties score, Canada is a leader, with only four other countries out of 210 included in the index scoring higher.

A healthy democracy with strong civil liberties and political rights is essential to our future. Democratic stability cannot be taken for granted in the current global context. The United States has typically ranked well in the Freedom in the Word Index, but it has seen declines in its scoring in recent years. Canada must remain focused on maintaining and improving its democratic traditions and institutions, including a free and independent media. Furthermore, freedom is experienced in different ways in Canada. Freedom House has highlighted that vulnerable populations, particularly Indigenous people, face discrimination and other challenges such as food insecurity and unequal access to education, health care, and employment.[203]

Social progress

Social progress provides an indicator on societal well-being. Social Progress Imperative's Social Progress Index measures societal success, complementing traditional measures of prosperity such as GDP. The index assesses access to basic human needs (e.g. medical care), foundations of well-being (e.g. environmental quality), and opportunity (e.g. access to advanced education). High levels of social progress produce better outcomes for well-being, inclusivity, and tolerance. These factors provide a solid foundation of resilience which helps with effective management in times of crisis, and support for future prosperity.

Canada typically scores in the highest tier of countries in terms of its social progress. It has moved from the bottom of Tier 1 to the middle in recent years. Prior to that, Canada ranked closer to the top (2nd in 2016). Canada ranks well in the index's assessment of basic human needs (nutrition and basic medical care, water and sanitation, shelter, personal safety) and opportunity (personal rights, personal freedom and choice, inclusiveness, access to advanced education). Canada ranked 6th in both categories in the 2020 edition of the index. However, it ranked lower, at 14th, on the index's assessment of foundations of well-being (access to basic knowledge, access to information and communications, health and wellness, and environmental quality).[204]

Despite a generally high ranking, Canada continues to experience inequality in access to core determinants of social progress. Access to clean drinking water, adequate housing and medical care remain pressing issues for many First Nations communities. Inequalities for Indigenous peoples are well documented and have been the subject of numerous reports and commissions over the years. This is a task for reconciliation—to improve the socioeconomic outcomes and quality of life for Indigenous peoples across Canada. With a growing population, it is all the more urgent that Indigenous young people are supported to fulfill their potential, succeed and lead.

Gaps in socio-economic outcomes are also exacerbated by Covid-19. The pandemic has highlighted overarching health and economic inequalities. For example, Black Canadians have experienced deeper health and economic impacts of the pandemic than other populations in Canada.[205]

Conclusion

Major benefits to Canada's future prosperity will flow from the steady and strategic growth of Canada's population in the decades ahead. These benefits include significantly growing Canada's GDP, addressing demographic challenges with an aging population, spurring innovation and dynamism in Canada's economy, and maintaining a prosperous and diverse society with relevance on the international stage.

The Century Initiative's *National Scorecard* is an important tool for tracking Canada's progress against the key social and economic indicators that contribute to our ability, as a country, to reach 100 million people by the year 2100 in a way that promotes smart and sustainable growth. Based on the *Scorecard's* findings, it is clear Canada has made some progress, while falling behind in important ways that will require increased attention in the years ahead. For example, Canada is leading on multiple indicators related to immigration and education, while we are falling behind in important areas like productivity and child care. These areas will need significant work in order to meet Century Initiative's vision for Canada in 2100. Even in areas where we are leading, we will need to maintain these high standards and to ensure that all Canadians are benefitting from this prosperity.

A bigger, bolder Canada with high levels of prosperity, resiliency and global influence is achievable. This first *National Scorecard* provides some clarity and direction regarding the areas that need more focus on the part of stakeholders, policymakers and other decision-makers. We must continue to think deeply and invest broadly to build the country we want—a Canada that can accommodate 100 million citizens in a prosperous and sustainable way by the year 2100.

Appendix A: Indicators and sources

Section	Indicator	Description of data source
On growing to 100 million	Population growth	Statistics Canada -- The population growth rate represents the annual changes in population resulting from births, deaths and net migration during the year. Using Statistics Canada demographic data, the Conference Board of Canada conducted modelling commissioned by Century Initiative that included suggested benchmarks on the rates of population growth needed for Canada to reach 100 million by 2100 based on assumptions such as Canada's fertility rate.
On growing to 100 million	Immigrant admissions	Statistics Canada -- The number of immigrants admitted to Canada on an annual basis. Using Statistics Canada demographic data, the Conference Board of Canada conducted modelling commissioned by Century Initiative that projected the levels of immigration needed to reach 100 million by 2100, incorporating recent federal announcements for target immigration levels in coming years and based on assumptions on Canada's fertility rate.
On growing to 100 million	Fertility rate	OECD data on fertility -- OECD measures the fertility rate as the total number of children that would be born to each woman if she lived to the end of her child-bearing years and gave birth to children in alignment with the prevailing age-specific fertility rates. The Conference Board of Canada conducted modelling commissioned by Century Initiative regarding how Canada could reach a population of 100 million by 2100. This modelling included an assumption that the fertility rate would increase to 1.6 by 2030.
Immigration	Immigrant income gap	Statistics Canada – Through Census data, Statistics Canada tracks the income levels of immigrants and non-immigrants based on education levels, among other indicators. Median employment income was assessed for immigrants and non-immigrants with a university certificate, diploma or degree and a bachelor level or above.
Immigration	Regional retention of immigrants	Statistics Canada -- Statistics Canada measure of the retention rate of immigrants 5 years after they arrived in Canada on a national and provincial level. Retention rate represents the percentage of immigrant taxfilers continuing their residence in Canada.
Immigration	International students transitioning to permanent residence	IRCC – Data provided by IRCC on Admissions of Permanent Residents Who Ever Had a Study Permit by Immigration Category, 2015-October 31 2020
Immigration	Migrant acceptance	Gallup's migrant acceptance index assesses acceptance of migrants based on three questions: whether people think migrants living in their country, becoming their neighbors and marrying into their families are good things or bad things.

Section	Indicator	Description of data source
Immigration	Immigrant life satisfaction	OECD analysis of data on self-reported life satisfaction -- Based on mean score on a scale from 0 to 10 on self-reported life satisfaction for foreign born population aged 16 and older between 2008 and 2015. OECD pulled the data from Gallup between 2008 and 2015.
Immigration	Global reputation	RepTrak's ranking of the world's most reputable countries -- The RepTrak rankings are published annually by Forbes magazine. RepTrak's analysis of country reputations is based on a survey of citizens in G8 nations and the organization's model of reputation benchmarking.
Economy, employment and entrepreneurship	GDP per capita	OECD data on GDP per capita -- GDP is a measure of the value added created through the production of goods and services in a country during a certain period - based on US dollars per capita (current PPPs).
Economy, employment, and entrepreneurship	Entrepreneurship ecosystem	Global Entrepreneurship Index -- An annual index that measures the health of the entrepreneurship ecosystems in 137 countries. Developed by the Global Entrepreneurship and Development Institute, the index assesses data on entrepreneurial attitudes, abilities and aspirations of the population and then weights these against the prevailing social and economic infrastructure, such as broadband connectivity and transport links to external markets. Overall, 14 measures are used to measure the health of the entrepreneurship ecosystem.
Economy, employment, and entrepreneurship	Business growth	Statistics Canada -- The number of high-growth enterprises in Canada measured by revenue. Statistics Canada defines high-growth enterprises as those with average annualized growth greater than 20% per annum over a three-year period.
Economy, employment, and entrepreneurship	Productivity	OECD data on GDP per hour worked -- GDP per hour worked is a measure of labour productivity. It measures how efficiently labour input is combined with other factors of production and used in the production process.
Economy, employment, and entrepreneurship	Business spending on research and development	OECD data on BERD -- Business enterprise expenditure on research and development as a percentage of GDP.
Economy, employment, and entrepreneurship	Labour force participation rate	OECD data on labour force participate rate -- The labour force participation rate is calculated as the labour force divided by the total working-age population (aged 15 to 64).
Economy, employment, and entrepreneurship	Percentage of workers in registered pension plans	Statistics Canada – Data on active membership in registered pension plans as of January 2019, based on the percentage of paid workers covered by a registered pension plan between 1998 and 2018.
Economy, employment, and entrepreneurship	Household debt	OECD data on household debt – Household debt is the liabilities of households requiring payments of interest or principle to creditors. Debt is calculated as the sum of loans (e.g. mortgage loans and consumer credit) and other accounts payable. It is measured as a percentage of net household disposable income.

Section	Indicator	Description of data source
Education and training	Public spending on education	OECD data on education spending -- Public spending on education includes direct expenditure on educational institutions as well as educational-related public subsidies given to households and administered by educational institutions. Measure incorporates primary to post-secondary non-tertiary levels of education and is presented as percentage of GDP.
Education and training	Public spending on training	OECD data on public spending on labour markets -- Measures public spending on training based on a percentage of GDP, with training including institutional, workplace and alternate/integrated training, as well as special support for apprenticeship.
Education and training	Proportion of population with tertiary education	OECD data on educational attainment -- The percentage of the population with tertiary education measured against the same-age population (aged 25-34).
Education and training	Performance in reading, science, and math among 15-year-olds	OECD's Programme for International Student Assessment (PISA) -- Measures average test scores on science, math and literacy for 15-year-olds. The indicator averages these scores.
Education and training	Youth not in employment, education or training	OECD data on youth not in employment, education or training (NEET) -- Presents the share of young people who are not in employment, education or training (NEET), as a percentage of the total number of young people ages 20-24.
Support for children and families	Child poverty	Statistics Canada -- Measure of low income using Canada's official poverty measure (market basket measure) for persons under the age of 18.
Support for children and families	Child care	Statistics Canada -- Data on participation in early learning and child care for children aged 0 to 5 years based on a 2019 Statistics Canada survey on early learning and child care arrangements. These arrangements include any form of care for children, formal or informal, by someone other than their parent or guardian - examples include the use of daycare facilities, in-home care by a relative or non-relative, and before and after school programs. It is based on a survey in 2019 (Survey on Early Learning and Child Care Arrangements). Note: Statistics Canada data is compared with OECD data on enrolment in child care and early learning.
Support for children and families	Parental leave	OECD data on key characteristics of parental leave systems -- Measures the length of parental leave available by number of weeks based on the sum of maternity, paternity, and parental leave paid in weeks of full-rate equivalent support.
Support for children and families	Child and youth well-being	UNICEF report card on child and youth well-being -- UNICEF's report cards measure child and youth well-being in wealthy countries based on a range of indicators that reflect well-being for people under the age of 18 years-old. Indicators are not consistent across every report card. There are 22 indicators in the 2020 report card that fall under the following categories: Environment, Skills, Economy, Relationships, Society, Education, Health Economy, Budget, Mental Well-being, Physical Health.

Section	Indicator	Description of data source
Support for children and families	Public spending related to children and families	OECD data on spending on family benefits -- Measure is designed to provide insight on public expenditure for children and families as a percentage of GDP. Public spending on family benefits includes financial support that is exclusively for families and children. The OECD categorizes it into three types: Child-related cash transfers to families with children; Public spending on services for families with children; and Financial support for families provided through the tax system.
Infrastructure and urban development	Investment in infrastructure	Statistics Canada -- Investment in infrastructure is based on Statistics Canada data on infrastructure spending divided by per capita GDP.
Infrastructure and urban development	State of infrastructure	World Economic Forum Global Competitiveness Index's Infrastructure pillar -- The measure is broken down into two types of infrastructure—transport infrastructure and utility infrastructure. Transport infrastructure includes: road connectivity, quality of road infrastructure, railroad density, efficiency of train services, airport connectivity, efficiency of air transport services, liner shipping connectivity and efficiency of seaport services. Utility infrastructure includes: electricity access, electricity supply quality, exposure to unsafe drinking water and reliability of water supply.
Infrastructure and urban development	Housing affordability	Statistics Canada -- Measure of housing affordability in urban households in Canada based on incidence of core housing need. A household that is considered to be in core housing need is one that has housing identified as unsuitable, inadequate or unaffordable (equal to 30% or more of total before-tax household income).
Infrastructure and urban development	Access to broadband internet	CRTC Communications Monitoring Report -- Broadband service availability at 50/10 Mbps unlimited in the provinces and territories.
Infrastructure and urban development	Quality of broadband internet	OECD broadband statistics -- Percentage of fibre connections in total fixed broadband (Fibre subscriptions data includes FTTH (fibre to the house), FTTP (fibre to the premises) and FTTB (fibre to the basement) and excludes FTTC (fibre to the curb) and FTTN (fibre to the node)).
Infrastructure and urban development	Population density of metropolitan areas	OECD data on metropolitan areas – Population density of the core area measured as inhabitants per square-kilometre. 16 Canadian cities are in the OECD database with populations of more than 200,000. The core area is defined as the city's urban centre with considerable cross-commuting flow.
Infrastructure and urban development	Income inequality in metropolitan areas	OECD data on metropolitan areas – Data on income distribution as measured through the Gini coefficient. The Gini coefficient of the top three most-populous cities in Canada are assessed.
On growing well	Global competitiveness	World Economic Forum – World Economic Forum releases an annual Global Competitiveness report. The latest version of the report, released in 2019, assesses 141 countries across 12 pillars: institutions, infrastructure, ICT adoption, macroeconomic stability, health, skills, product market, labour market, financial system, market size, business dynamism and innovation capability.

Section	Indicator	Description of data source
On growing well	Income inequality	OECD data on income inequality -- Income inequality is assessed using the Gini coefficient, which measures income distribution and compares the proportion of income received with the proportion of the population. It ranges between 0 in the case of perfect equality and 1 in the case of perfect inequality.
On growing well	Life expectancy	OECD data on life expectancy at birth -- Life expectancy defined as at the point of birth how long on average a newborn can expect to live if current death rates remain unchanged.
On growing well	Environmental sustainability	OECD data on greenhouse gas emissions -- OECD's greenhouse gas emissions dataset presents trends in man-made emissions of major greenhouse gases and emissions by gas. It is measured in Mt CO2 equivalent, as submitted to the National Inventory as part of the UN Framework Convention on Climate Change.
On growing well	Freedom	Freedom of the World Index -- Published annually by Freedom House, the Freedom in the World Index assesses the condition of political rights and civil liberties around the world. It is composed of ratings for 195 countries and 15 territories. Ratings are based on a combination of on-the-ground research and consultations with local contacts, as well as information from news articles, nongovernmental organizations, governments and other sources.
On growing well	Social progress	Social Progress Index -- Developed by the Social Progress Imperative, the index assesses social progress and provides scores on three broad dimensions: Basic Human Needs (includes nutrition and basic medical care, water and sanitation, shelter and personal safety); Foundations of Wellbeing (includes access to basic knowledge, access to information and communications, health and wellness, and environmental quality); and Opportunity (includes personal rights, personal freedom and choice, inclusiveness and access to advanced education). It combines 50 social and environmental outcome indicators to calculate an overall score based on tiered levels of scoring that include measures in health, safety, education, technology, rights, among others.

Endnotes

1 Fostik, A (2020). "Uncertainty and Postponement: Pandemic Impact on Fertility in Canada." Vanier Institute. https://vanierinstitute.ca/uncertainty-and-postponement-pandemic-impact-on-fertility-in-canada/

2 Statistics Canada (2020). *Canada's population estimates, third quarter 2020*. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/201217/dq201217b-eng.htm?indid=4098-1&indgeo=0

3 Statistics Canada (2020). Table 17-10-0009-01 Population estimates, quarterly. Available at: https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1710000901&cubeTimeFrame.startMonth=10&cubeTimeFrame.startYear=2016&cubeTimeFrame.endMonth=10&cubeTimeFrame.endYear=2016&referencePeriods=20161001%2C20161001

4 Statistics Canada (2021). Canada's population estimates: Subprovincial areas, July 1, 2020. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/210114/dq210114a-eng.htm

5 Statistics Canada (2021). Canada's population estimates: Age and sex, July 1, 2020. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/200929/dq200929b-eng.htm?indid=4236-3&indgeo=0

6 Statistics Canada (2020). Canada's population estimates: Subprovincial areas, July 1, 2019. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/200213/dq200213a-eng.htm

7 Statistics Canada (2017). *Aboriginal peoples in Canada: Key results from the 2016 Census*. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/171025/dq171025a-eng.htm

8 Statistics Canada (2017). *Focus on Geography Series, 2016 Census*. Statistics Canada Catalogue no. 98-404-X2016001. Available at: https://www12.statcan.gc.ca/census-recensement/2016/as-sa/fogs-spg/Facts-CAN-eng.cfm?Lang=Eng&GK=CAN&GC=01&TOPIC=9

9 Statistics Canada (2017). *Focus on Geography Series, 2016 Census*. Statistics Canada Catalogue no. 98-404-X2016001. Available at: https://www12.statcan.gc.ca/census-recensement/2016/as-sa/fogs-spg/Facts-CAN-eng.cfm?Lang=Eng&GK=CAN&GC=01&TOPIC=9

10 This target is based on a demographic model from the Conference Board of Canada.

11 Ibid.

12 Ibid.

13 Ades, J., Fields, D., Macdonald, M. & Steward, M. (2016). *A Long-Term View of Canada's Changing Demographics: Are Higher Immigration Levels an Appropriate Response to Canada's Aging Population?* Conference Board of Canada. Available at: https://www.conferenceboard.ca/e-library/abstract.aspx?did=8282

14 OECD (2020), Population (indicator). doi: 10.1787/d434f82b-en

15 Statistics Canada (2017). *Aboriginal peoples in Canada: Key results from the 2016 Census*. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/171025/dq171025a-eng.htm

16 Hagan, S. and Bolongaro, K. (2021). "Immigration to Canada Falls by Half on Pandemic Disruptions." Bloomberg. Available at: https://www.bloomberg.com/news/articles/2021-02-12/immigration-to-canada-falls-by-half-on-pandemic-disruptions

17 Department of Finance Canada (2020). Fall Economic Statement 2020: Supporting Canadians and Fighting Covid-19. https://budget.gc.ca/fes-eea/2020/report-rapport/toc-tdm-en.html.

18 IRCC (2020). *Notice – Supplementary Information for the 2021 – 2023 Immigration levels Plan.* Available at: https://www.canada.ca/en/immigration-refugees-citizenship/news/notices/supplementary-immigration-levels-2021-2023.html

19 IRCC (2020). *Notice – Supplementary Information 2020 – 2022 Immigration Levels Plan.* Available at: https://www.canada.ca/en/immigration-refugees-citizenship/news/notices/supplementary-immigration-levels-2020.html

20 RBC Economics (2021). *Canadian Immigration Interrupted: A look ahead into 2021.* Available at: https://thoughtleadership.rbc.com/canadian-immigration-interrupted-a-look-ahead-into-2021/?_ga=2.30525183.1341214765.1613585643-1636764111.1613585643.

21 El-Assal, K. (2021). "Why Canada's 401,000 immigration target for 2021 is achievable." *CIC News.* Available at: https://www.cicnews.com/2021/02/why-canadas-401000-immigration-target-for-2021-is-achievable-0217170.html

22 Graphs representing the population modeling done by Conference Board of Canada can be found on Century Initiative's website, available at: https://www.centuryinitiative.ca/why-100m.

23 IRCC (2020) *Government of Canada announces plan to support economic recovery through immigration*. Available at: https://www.canada.ca/en/immigration-refugees-citizenship/news/2020/10/government-of-canada-announces-plan-to-support-economic-recovery-through-immigration.html

24 Statistics Canada (2020). *The Daily – Births, 2019.* Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/200929/dq200929e-eng.htm

25 Statistics Canada (2016) *First Nations, Metis and Inuit Women*. Available at: https://www150.statcan.gc.ca/n1/pub/89-503-x/2015001/article/14313-eng.htm

26 Sobotka, T., Matysiak, A., Brzozowska, Z., (2019) *Policy responses to low fertility: How effective are they?* Available at: https://www.unfpa.org/sites/default/files/pub-pdf/Policy_responses_low_fertility_UNFPA_WP_Final_corrections_7Feb2020_CLEAN.pdf

27 Graphs representing the population modeling done by Conference Board of Canada can be found on Century Initiative's website, available at: https://www.centuryinitiative.ca/why-100m.

28 Stanford, J. (2020). The Role of Early Learning and Child care in Rebuilding Canada's Economy after COVID-19. Centre for Future of Work. https://centreforfuturework.ca/wp-content/uploads/2020/11/ELCC-Report-Formatted-FINAL-FINAL.pdf.

29 IRCC (2020). *Government of Canada announces plan to support economic recovery through immigration*. Available at: https://www.canada.ca/en/immigration-refugees-citizenship/news/2020/10/government-of-canada-announces-plan-to-support-economic-recovery-through-immigration.html

30 Turcotte, M. & Savage, K. (2020). *The contribution of immigrants and population groups designated as visible minorities to nurse aide, orderly and patient service associate occupations*. Available at: https://www150.statcan.gc.ca/n1/pub/45-28-0001/2020001/article/00036-eng.htm

31 Hou, F. Picot, G., & Zhang, J. (2020). *Transition into and out of employment by immigrants during the COVID-19 lockdown and recovery*. Available at: https://www150.statcan.gc.ca/n1/pub/45-28-0001/2020001/article/00070-eng.htm

32 Omidvar, R. (2020). *Canada must make it easier for essential workers to immigrate*. First Policy Response. Available at: https://policyresponse.ca/canada-must-make-it-easier-for-essential-workers-to-immigrate/

33 Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016200.

34 Statistics Canada, 2006 Census of Population, Statistics Canada Catalogue no. 97-563-XCB2006059.

35 Statistics Canada (2020). *The Daily – Immigrants nearly three times more likely to experience persistent overqualification than non-immigrants*. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/200902/dq200902a-eng.htm?CMP=mstatcan

36 Statistics Canada (2020). Persistent overqualification among immigrants and non-immigrants. Available at: https://www150.statcan.gc.ca/n1/en/pub/75-006-x/2020001/article/00004-eng.pdf?st=e1dckcl0

37 Statistics Canada. Table 43-10-0010-01 Immigrant Income by admission year and immigrant admission category, Canada and provinces; Statistics Canada. Table 11-10-0239-01 Income of individuals by age group, sex and income source, Canada, provinces and selected census metropolitan areas

38 Medow, J., & Sheldrick, O. (2020). *Integrating Newcomers into Ontario's Economy: A Strategy for Professionally Skilled Immigrant Success.* Ontario 360. Available at: https://on360.ca/policy-papers/integrating-newcomers-into-ontarios-economy-a-strategy-for-professionally-skilled-immigrant-success/

39 Block, S., Galabuzi, G., & Tranjan, R. (2019). *Canada's Colour Coded Income Inequality*. Canadian Centre for Policy Alternatives. Available at: https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2019/12/Canada%27s%20Colour%20Coded%20Income%20Inequality.pdf

40 Statistics Canada (2018), Income and mobility of immigrants, 2016. https://www150.statcan.gc.ca/n1/daily-quotidien/181210/dq181210a-eng.htm

41 OECD (2018). Settling In: Indicators of Immigrant Integration. https://www.oecd-ilibrary.org/social-issues-migration-health/indicators-of-immigrant-integration-2018_9789264307216-en.

42 IRCC (2020). Evaluation of Express Entry: Early impacts on economic outcomes and system management. Available at: https://www.canada.ca/en/immigration-refugees-citizenship/corporate/reports-statistics/evaluations/eval-express-entry-economic-outcomes-system-management.html

43 Century Initiative (2019). *Achieving better integration outcomes.* Available at: https://uploads-ssl.webflow.com/5f931bff6aee7ca287dbada2/5f9ad44af276dad854c49741_CI-Mini-03-C.pdf

44 Statistics Canada (2018). Retention rate five years after admission for immigrant tax filers admitted in 2011, by province of admission. https://www150.statcan.gc.ca/n1/daily-quotidien/181210/cg-a002-eng.htm.

45 Statistics Canada (2017). *Focus on Geography Series, 2016 Census*. Statistics Canada Catalogue no. 98-404-X2016001. Available at: https://www12.statcan.gc.ca/census-recensement/2016/as-sa/fogs-spg/Facts-can-eng.cfm?Lang=Eng&GK=CAN&GC=01&TOPIC=7

46 Hou, F. (2020). *Two-step Immigration Selection: An Analysis of its Expansion in Canada.* Available at: https://www150.statcan.gc.ca/n1/pub/11-626-x/11-626-x2020010-eng.htm

47 TD Economics (2019), Canada's Population Boom: An international student story. https://www.citynews1130.com/wp-content/blogs.dir/sites/9/2019/06/11/Canadas-Population-Boom_An-International-Student-Story.pdf.

48 IRCC, CDO Permanent Residents October 31, 2020 Data

49 Keung, N. (2020). "They've graduated in Canada but they need work experience to stay here. Thanks to COVID-19, 'no one is hiring.'" Toronto Star. https://www.thestar.com/news/canada/2020/11/24/theyve-graduated-in-canada-but-they-need-work-experience-to-stay-here-thanks-to-covid-19-no-one-is-hiring.html

50 IRCC (2020). 2020 Annual Report to Parliament on Immigration. https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/annual-report-parliament-immigration-2020.html

51 OECD (2020), International student mobility (indicator). https://data.oecd.org/students/international-student-mobility.htm

52 IRCC (2020). 2020 Annual Report to Parliament on Immigration. https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/annual-report-parliament-immigration-2020.html

53 Gallup (2018), *Migrants' Happiness Tied to Whether They Are Accepted*. Available at: https://news.gallup.com/poll/229589/migrants-happiness-tied-whether-accepted.aspx

54 Gallup (2020) *World Grows Less Accepting of Migrants*. Available at: https://news.gallup.com/poll/320678/world-grows-less-accepting-migrants.aspx

55 Gallup (2020). Canada No. 1 for Migrants, U.S. in Sixth Place. Available at: https://news.gallup.com/poll/320669/canada-migrants-sixth-place.aspx

56 The Environics Institute for Survey Research (2020). *Canadian public opinion about immigration and refugee*. Available at: https://www.environicsinstitute.org/docs/default-source/project-documents/fc-fall-2020---immigration/focus-canada-fall-2020---public-opinion-on-immigration-refugees---final-report.pdf?sfvrsn=bd51588f_2

57 Flanagan, R. (2020). StatCan survey shows new evidence of increase in anti-Asian sentiment, attacks. CTV News. Available at: https://www.ctvnews.ca/canada/statcan-survey-shows-new-evidence-of-increase-in-anti-asian-sentiment-attacks-1.5016027

58 OECD (2018), Indicators of Immigrant Integration 2018: Settling In, Self-reported life satisfaction (indicator). Available at: https://www.oecd.org/els/mig/Main-Indicators-of-Immigrant-Integration.pdf

59 Statistics Canada (2019). Trends in the citizenship rate among new immigrants to Canada. https://www150.statcan.gc.ca/n1/pub/11-626-x/11-626-x2019015-eng.htm

60 Migrant Integration Policy Index (2020). Key Findings: Canada. Available at: https://www.mipex.eu/canada

61 Argyle Public Relationships (2018). *Canada Drops From the Top in Country Reputation Survey*. Cision. Available at: https://www.newswire.ca/news-releases/canada-drops-from-the-top-in-country-reputation-survey-686154851.html

62 Lane, T. (2017). Thermometer Rising: Climate change and Canada's economic future. Available at: https://www.bankofcanada.ca/2017/03/thermometer-rising-climate-change-canada-economic-future/

63 Grekou, D., Li, J., & Liu, H. (2018). *Women-owned Enterprises in Canada*. Available at: https://www150.statcan.gc.ca/n1/pub/11-626-x/11-626-x2018083-eng.htm

64 The International Labour Organization defines "decent work" as work that is productive, with a fair income, security in the workplace and social protection for families, prospects for personal development and social integration, freedom for people to express their concerns and participate in decisions affecting their lives, and equality for all men and women. https://www.ilo.org/global/topics/decent-work/lang--en/index.htm

65 National Indigenous Economic Board (2020). The Indigenous Economic Progress Report. http://www.naedb-cndea.com/wp-content/uploads/2019/06/NIEDB-2019-Indigenous-Economic-Progress-Report.pdf

66 Statistics Canada (2020). *The Daily – Labour Force Survey, August, 2020*. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/200904/dq200904a-eng.htm

67 OECD (2020) *Employment Outlook 2020: Worker security and the Covid-19 crisis*. Available at: https://read.oecd-ilibrary.org/view/?ref=134_134956-c74xrn91xc&title=Employment-Outlook-Canada-EN

68 Conference Board of Canada (2021). The Conference Board of Canada Forecasts Economic Growth in 2021 and 2022. Available at: https://www.conferenceboard.ca/press/newsrelease/2021/01/12/the-conference-board-of-canada-forecasts-economic-growth-in-2021-and-2022

69 World Economic Forum (2020). *Discovering the real impact of COVID-19 on entrepreneurship*. Available at: https://www.weforum.org/agenda/2020/06/how-covid-19-will-change-entrepreneurial-business/

70 Johal, S. (2020). *The Future is Now: Creating Decent Work Post-Pandemic*. Public Policy Forum. Available at: https://ppforum.ca/wp-content/uploads/2020/06/CreatingDecentWorkPostPandemic-PPF-June2020-EN.pdf

71 OECD (2020) *Employment Outlook 2020: Worker security and the Covid-19 crisis*. Available at: https://read.oecd-ilibrary.org/view/?ref=134_134956-c74xrn91xc&title=Employment-Outlook-Canada-EN

72 McKinsey (2020). *COVID-19 recovery in hardest-hit sectors could take more than 5 years.* Available at: https://www.mckinsey.com/featured-insights/coronavirus-leading-through-the-crisis/charting-the-path-to-the-next-normal/covid-19-recovery-in-hardest-hit-sectors-could-take-more-than-5-years#

73 Department of Finance Canada (2018). *Update of Long-Term Economic and Fiscal Projections 2018.* Available at: https://www.canada.ca/en/department-finance/services/publications/long-term-projections/2018.html

74 Clarke, S., McCormack, C., & Asghar, W. (2020). *Recent Developments in the Canadian Economy, 2020: COVID-19, third edition*. Statistics Canada. Available at: https://www150.statcan.gc.ca/n1/pub/11-626-x/11-626-x2020013-eng.htm

75 The Environics Institute for Survey Research (2020). *Canadian public opinion about immigration and refugee*. Available at: https://www.environicsinstitute.org/docs/default-source/project-documents/fc-fall-2020---immigration/focus-canada-fall-2020---public-opinion-on-immigration-refugees---final-report.pdf?sfvrsn=bd51588f_2

76 Canadian Black Chamber of Commerce (2021). Building Black Businesses in Canada: Personas, perceptions and experiences. Available at: https://www.blackchamber.ca/wp-content/uploads/2021/03/Building-Black-Businesses-in-Canada-_Feb-27-2021.pdf

77 OECD (2020). Linking Indigenous Communities with Regional Development in Canada. Available at: http://www.oecd.org/publications/linking-indigenous-communities-with-regional-development-in-canada-fa0f60c6-en.htm

78 Canadian Council for Aboriginal Business (2020). Promise and Prosperity: The 2020 Ontario Aboriginal Business Survey. Available at: https://www.ccab.com/wp-content/uploads/2020/10/CCAB_PP_2020_Final.pdf

79 Conference Board of Canada. (2013). *Ease of Entrepreneurship Index*. Available at: https://www.conferenceboard.ca/hcp/Details/Innovation/entrepreneurship.aspx

80 Conference Board of Canada. (2013). *Innovation Provincial and Territorial Ranking*. Available at: https://www.conferenceboard.ca/hcp/provincial/innovation.aspx

81 Innovation, Science and Economic Development Canada (2019). 2019 – 20 Departmental Plan. Available at: https://www.ic.gc.ca/eic/site/017.nsf/vwapj/2019-20-ISEDdp-e.pdf/$file/2019-20-ISEDdp-e.pdf

82 OECD (2017), SME and Entrepreneurship Policy in Canada, OECD Studies on SMEs and Entrepreneurship. Available at: https://www.oecd.org/publications/sme-and-entrepreneurship-policy-in-canada-9789264273467-en.htm

83 Innovation, Science and Economic Development Canada (2019). Helping Canadian firms start-up, scale-up and grow. https://www.ic.gc.ca/eic/site/062.nsf/eng/00092.html

84 OECD (2017), *SME and Entrepreneurship Policy in Canada*, OECD Studies on SMEs and Entrepreneurship. Available at: https://www.oecd.org/publications/sme-and-entrepreneurship-policy-in-canada-9789264273467-en.htm

85 Canadian Manufactures & Exporters (2019). *Low investments in new technology slowing down manufacturers' productivity*. Available at: https://cme-mec.ca/blog/low-investments-in-new-technology-slowing-down-manufacturers-productivity/

86 Innovation, Science and Economic Development Canada. (2019). *Indicators and targets: Growing business investment in research and development*. Available at: https://www.ic.gc.ca/eic/site/062.nsf/eng/00088.html

87 Innovation, Science and Economic Development Canada. (2019). *Indicators and targets: Strong and productive R&D collaborations*. Available at: https://www.ic.gc.ca/eic/site/062.nsf/eng/00089.html

88 OECD (2020), Gross domestic spending on R&D (indicator). Doi: 10.1787/d8b068b4-en

89 Statistics Canada. Table 14-10-0365-01 Labour force characteristics by region and detailed Aboriginal group. Available at: https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410036501

90 Statistics Canada. Table 41-10-0014-01 Reasons for difficulty in finding work by Aboriginal identity, unemployed. Available at: https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=4110001401

91 Future Skills Centre (2020). *Mapping the Landscape: Indigenous Skills Training and Jobs in Canada*. Available at: https://fsc-ccf.ca/research/mapping-the-landscape-indigenous-skills-training-and-jobs-in-canada/

92 National Indigenous Economic Development Board (2016). *Reconciliation: Growing Canada's Economy by $27.7 Billion*. Available at: http://www.naedb-cndea.com/reports/naedb_report_reconciliation_27_7_billion.pdf

93 Statistics Canada (2018). Changing characteristics of Canadian jobs, 1981 to 2018. https://www150.statcan.gc.ca/n1/pub/11-626-x/11-626-x2018086-eng.htm

94 Statistics Canada (2020). Pension plans in Canada, as of January 1, 2019. https://www150.statcan.gc.ca/n1/daily-quotidien/200813/dq200813b-eng.htm

95 OECD (2019), Pensions at a Glance 2019: OECD and G20 Indicators, OECD Publishing, Paris, https://doi.org/10.1787/b6d3dcfc-en.

96 Statistics Canada (2020). The changing job landscape, 1981 to 2019. https://www150.statcan.gc.ca/n1/pub/11-626-x/11-626-x2020005-eng.htm

97 Statistics Canada. (2019). The Daily – Study: Measuring the gig economy in Canada using administrative data. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/191216/dq191216d-eng.htm

98 OECD Better Life Initiative: How's Life in Canada (2020). https://www.oecd.org/canada/Better-Life-Initiative-country-note-Canada.pdf

99 Evans, P. (2017) "Canadian households lead the world in terms of debt: OECD," *CBC News*. https://www.cbc.ca/news/business/oecd-debt-1.4415860

100 Statistics Canada (2020) Financial indicators of households and non-profit institutions serving households, national balance sheet accounts. Available at: https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3810023501.

101 Hiilamo, Aapo (2020) Debt matters? Mental wellbeing of older adults with household debt in England. SSM – Population Health. https://www.sciencedirect.com/science/article/pii/S2352827320302950

102 Bertrand, J., Cameron, D., Kidder, A., Schandl, C., & Wray, R., (2018). The Equalizer: How education creates fairness for children in Canada. UNICEF. Available at: https://www.unicef.ca/sites/default/files/2018-10/UNICEFReportCard%2015_CanadianCompanionENGLISH.pdf

103 Rogova, A., et. Al. (2016). Inequality Explained: The hidden gaps in Canada's education system. Available at: https://opencanada.org/inequality-explained-hidden-gaps-canadas-education-system/

104 Bogart, N. (2020). *More than 1 billion students face 'generational catastrophe' due to COVID-19, UN warns.* CTV News. Available at: https://www.ctvnews.ca/health/coronavirus/more-than-1-billion-students-face-generational-catastrophe-due-to-covid-19-un-warns-1.5050481

105 Alphonso, C. (2020). "School shutdowns have put children up to eight months behind in reading, research indicates." The Globe and Mail. Available at: https://www.theglobeandmail.com/canada/article-school-shutdowns-have-put-children-up-to-eight-months-behind-in/

106 Institute for 21st Century Questions (2021) *Worldwide Commission to Educate All Kids Post-Pandemic*. Available at: https://www.i21cq.com/publications/worldwide-commission-to-educate-all-kids-post-pandemic/

107 Greenlee, E., & Reid, A. (2020). *Parents supporting learning at home during the COVID-19 pandemic.* Statistics Canada. Available at: https://www150.statcan.gc.ca/n1/pub/45-28-0001/2020001/article/00040-eng.htm

108 Statistics Canada (2020). *COVID-19 Pandemic: School Closures and the Online Preparedness of Children.* Available at: https://www150.statcan.gc.ca/n1/pub/45-28-0001/2020001/article/00001-eng.htm

109 Brunet, S. (2020). *Impact of the COVID-19 pandemic on the NEET (not in employment, education or training) indicator, March and April 2020*. Statistics Canada. Available at: https://www150.statcan.gc.ca/n1/pub/81-599-x/81-599-x2020001-eng.htm

110 Statistics Canada (2020). Financial information of universities for the 2018/2019 school year and projected impact of COVID-19 for 2020/2021. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/201008/dq201008b-eng.htm

111 OECD data provided is "primary to post-secondary non-tertiary" levels of education. Post-secondary non-tertiary education straddles the boundary between upper secondary and post-secondary education. This type of education level may be more prevalent in other countries compared to Canada.

112 eCampusOntario (2020). *eCampusOntario to collaborate with partners on Ontario's Micro-credential Strategy.* Available at: https://www.ecampusontario.ca/ecampusontario-to-collaborate-with-partners-on-ontarios-micro-credential-strategy/

113 Public spending on education: OECD (2020), Public spending on education (indicator). Doi: 10.1787/f99b45d0-en

114 World University Rankings (2020). Available at: https://www.timeshighereducation.com/world-university-rankings/2020/world-ranking#!/page/0/length/25/sort_by/rank/sort_order/asc/cols/stats

115 Dart, C. "First Nations Schools are Chronically Underfunded." *CBC News*. Available at: https://www.cbc.ca/cbcdocspov/features/first-nations-schools-are-chronically-underfunded

116 IMD World Competitiveness Centre (2020). *IMD World Digital Competitiveness Ranking 2020*. Available at: https://www.imd.org/globalassets/wcc/docs/release-2020/digital/digital_2020.pdf

117 Conference Board of Canada (2018). *Learning Cultures Lead the Way: Learning and Development Outlook – 14th Edition*. Available at: https://www.conferenceboard.ca/e-library/abstract.aspx?did=9398

118 World Economic Forum (2020). The Future of Jobs Report 2020. Available at: http://www3.weforum.org/docs/WEF_Future_of_Jobs_2020.pdf

119 National Indigenous Economic Board (2020). The Indigenous Economic Progress Report. http://www.naedb-cndea.com/wp-content/uploads/2019/06/NIEDB-2019-Indigenous-Economic-Progress-Report.pdf

120 OECD (2020). Equity in Education: Breaking down barriers to social mobility – Canada. https://www.oecd.org/pisa/Equity-in-Education-country-note-Canada.pdf

121 OECD (2019) PISA 2018 Results (Volume I) Available at: https://www.oecd.org/pisa/publications/pisa-2018-results-volume-i-5f07c754-en.htm

122 OECD (2020). Equity in Education: Breaking down barriers to social mobility – Canada. https://www.oecd.org/pisa/Equity-in-Education-country-note-Canada.pdf

123 UNDP. *Goal 8: Decent work and economic growth*. Available at: https://www.undp.org/content/undp/en/home/sustainable-development-goals/goal-8-decent-work-and-economic-growth.html#targets

124 Statistics Canada (2020). *Number of young Canadians NEET doubled this spring*. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/200924/dq200924c-eng.htm

125 Davidson, J. & Arim, R. (2019). *A profile of youth not in employment, education or training (NEET) in Canada, 2015 to 2017.* Statistics Canada. Available at: https://www150.statcan.gc.ca/n1/pub/11f0019m/11f0019m2019020-eng.htm

126 Brunet, S. (2020). *Impact of the COVID-19 pandemic on the NEET (not in employment, education or training) indicator, March and April 2020*. Statistics Canada. Available at https://www150.statcan.gc.ca/n1/pub/81-599-x/81-599-x2020001-eng.htm

127 University of Calgary (2018). Ignoring needs of Canadian kids costing the economy billions: Analysis. Available at: https://ucalgary.ca/news/ignoring-needs-canadian-kids-costing-economy-billions-analysis

128 RBC. (2020). *Pandemic threatens decades of women's labour force gains*. Available at: https://thoughtleadership.rbc.com/pandemic-threatens-decades-of-womens-labour-force-gains/

129 Unicef Canada (2020). *The impact of Covid-19 on children in Canada: Short, medium and long-term mitigation strategies*. Available at: https://www.unicef.ca/en/press-release/impact-covid-19-children-canada-short-medium-and-long-term-mitigation-strategies

130 Statistics Canada. (2020). *Daily - Impacts of COVID-19 on Canadian families and children*. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/200709/dq200709a-eng.htm

131 Bezanson, K., Bevan, A., & Lysack, M. (2020). *National childcare system is crucial for recovery and rebuilding.* First Policy Response. Available at: https://policyresponse.ca/national-childcare-system-is-crucial-for-recovery-and-rebuilding/

132 Friendly, M., Ballantyne, M., & Anderson, L. (2020). *Rebuilding childcare in Canada must include a national strategy.* Policy Options. Available at: https://policyoptions.irpp.org/magazines/july-2020/rebuilding-childcare-in-canada-must-include-a-national-strategy/?mc_cid=e378b-d2ed9&mc_eid=c5f8fa63c8

133 Lewis, J.(2019). *Canada's New Parental Sharing Benefit: How Does It Work*? Nelligan Law. Available at: https://nelliganlaw.ca/blog/employment-law/canadas-new-parental-sharing-benefit-how-does-it-work/

134 Campaign 2000 (2020). *Setting the Stage for a Poverty-Free Canada – 2019 Report Card on Child & Family Poverty in Canada*. Available at: https://campaign2000.ca/wp-content/uploads/2020/01/campaign-2000-report-setting-the-stage-for-a-poverty-free-canada-updated-january-24-2020.pdf

135 OECD (2020) Poverty rate (indicator) doi: 10.1787/0fe1315d-en

136 Statistics Canada (2020). Report on the second comprehensive review of the Market Basket Measure. https://www150.statcan.gc.ca/n1/pub/75f0002m/75f0002m2020002-eng.htm

137 Canadian Centre for Economic Analysis (2019). *Economic contribution of the Canada Child Benefit: A Basic Income Guarantee for Canadian Families with Children*. Available at: https://www.cancea.ca/CCB

138 Campaign 2000 (2020). *Setting the Stage for a Poverty-Free Canada – 2019 Report Card on Child & Family Poverty in Canada*. Available at: https://campaign2000.ca/wp-content/uploads/2020/01/campaign-2000-report-setting-the-stage-for-a-poverty-free-canada-updated-january-24-2020.pdf

139 Statistics Canada - 2016 Census. Catalogue Number 98-400-X2016206.

140 OECD (2017), *Starting Strong 2017: Key OECD Indicators on Early Childhood Education and Care*, Starting Strong. Available at: https://www.oecd.org/education/starting-strong-2017-9789264276116-en.htm

141 Employment and Social Development Canada (2020). *The Government of Canada is creating a Canada-wide early learning and childcare system*. Available at: https://www.canada.ca/en/employment-social-development/news/2020/09/minister-hussen-to-make-an-announcement-in-markham-on-early-learning-and-child-care.html

142 RBC (2020). *Canadian Women Continue to Exit the Labour Force*. Available at: https://thoughtleadership.rbc.com/canadian-women-continue-to-exit-the-labour-force/

143 Yalnizyan, A. (2020). *Recovery depends on childcare strategy to get women back to work*. First Policy Response. Available at: https://policyresponse.ca/recovery-depends-on-childcare-strategy-to-get-women-back-to-work/

144 Department of Finance Canada (2020). Fall Economic Statement 2020: Supporting Canadians and Fighting Covid-19. https://budget.gc.ca/fes-eea/2020/report-rapport/toc-tdm-en.html.

145 Survey on Early Learning and Childcare Arrangements (2019). *Table 1. Use of early learning and childcare arrangements, by province and territory, household population aged 0 to 5*. Statistics Canada. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/190410/t001a-eng.htm

146 Survey on Early Learning and Childcare Arrangements (2019). *Table 4. Difficulties for parents/guardians in finding a child ca re arrangement, household population aged 0 to 5, Canada.* Statistics Canada. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/190410/t004a-eng.htm

147 Friendly, M., Feltham, L.E., Mohamed, S., Nguyen, N. T., Vickerson, R., & Forer, B. (2020). *Early childhood education and care in Canada 2019.* Toronto: Childcare Resource and Research Unit.

148 Macdonald, D., & Friendly, Martha. (2020*). In progress: childcare fees in Canada 2019*. Canadian Centre for Policy Alternatives. Available at: https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2020/03/In%20progress_Child%20care%20fees%20in%20Canada%20in%202019_march12.pdf

149 OECD (2020). Is Childcare Affordable? http://www.oecd.org/els/family/OECD-Is-Childcare-Affordable.pdf

150 Friendly, M., Feltham, L.E., Mohamed, S., Nguyen, N. T., Vickerson, R., & Forer, B. (2020). *Early childhood education and care in Canada 2019.* Toronto: Childcare Resource and Research Unit.

151 Employment Insurance Coverage, 2018. *Table 5. Mothers and maternity/parental benefits, Canada*, 2018. Statistics Canada. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/191114/t005a-eng.htm

152 Mathier, S., Doucet, A. and McKay, L. (2020). "Parental Leave Benefits and Inter-Provincial Differences: The case of four Canadian provinces." *Canadian Journal of Sociology.*

153 UNICEF measures of child well-being generally vary in each report card, which impacts direct comparability. However, UNICEF has noted that many indicators remain consistent and overall patterns can be observed. UNICEF Canada (2017). UNICEF report card 14: Canadian Companion, *Oh Canada! Our kids deserve better*. Available at: https://www.unicef.ca/en/unicef-report-card-14-child-well-being-sustainable-world

154 UNICEF (2020), *Worlds Apart: Canadian Companion to Report Card 16*. Available at: https://oneyouth.unicef.ca/sites/default/files/2020-09/UNICEF%20RC16%20Canadian%20Companion%20EN_Web.pdf

155 Children First Canada (2020). Top 10 Threats to Childhood in Canada and the Impact of Covid-19. Available at: https://childrenfirstcanada.org/raising-canada

156 Cribb, R. and Keogh, D. "The kids are in crisis - and COVID-19 is making it worse. In Canada, deteriorating youth mental health is leaving a generation in distress." *Toronto Star*. https://www.thestar.com/news/investigations/2020/11/23/the-kids-are-in-crisis-and-covid-19-is-making-it-worse-in-canada-deteriorating-youth-mental-health-is-leaving-a-generation-in-distress.html

157 In a First Nations context, the First Nations Caring Society has been a leading advocate for ensuring "the safety and well-being of First Nations youth and their families." For more information see: https://fncaringsociety.com/about-us

158 Nunavut Tunngavik Inc. (2020). *Nunavut's infrastructure Gap.* Available at: https://www.tunngavik.com/files/2020/10/2020.10.20-Nunavuts_Infrastructure_Gap_Report_vf.pdf

159 Federation of Canadian Municipalities (2020*). COVID-19 and housing: critical need, urgent opportunity*. Available at: https://data.fcm.ca/documents/resources/covid-19-and-housing.pdf

160 Ferreira, J. (2020). *The toll COVID-19 is taking on Canada's homeless.* CBC News. Available at: https://www.ctvnews.ca/health/coronavirus/the-toll-covid-19-is-taking-on-canada-s-homeless-1.4950722

161 Deloitte. *COVID-19: Tackling public transit's funding gap during the recovery*. Available at: https://www2.deloitte.com/content/dam/Deloitte/ca/Documents/public-sector/ca-tackling-public-transits-funding-gap-en-aoda.pdf

162 Stefanovich, O., (2020). *COVID-19 may delay Liberal pledge to end long-term boil water advisories on First Nations*. CBC News. Available at: https://www.cbc.ca/news/politics/stefanovich-reconciliation-throne-speech-2020-1.5738098

163 Innovation, Science and Economic Development Canada. (2019). *High-speed access for all: Canada's connectivity strategy.* Available at: https://www.ic.gc.ca/eic/site/139.nsf/eng/h_00002.html

164 Government of Canada (2021). New public transit investments to build strong communities, fight climate change, and create new jobs across Canada." Available at: https://pm.gc.ca/en/news/news-releases/2021/02/10/new-public-transit-investments-build-strong-communities-fight-climate.

165 BCG Centre for Canada's Future (2020), *15 things to know about Canadian Infrastructure*, CanInfra Challenge. Available at: https://static1.squarespace.com/static/59c96387268b96752ff-d6100/t/59d3ee32d7bdcef89793aee4/1507061319999/15_things_to_know.pdf

166 McKinsey Global Institute (2016), *Bridging Global Infrastructure Gaps,* Available at: https://www.mckinsey.com/business-functions/operations/our-insights/bridging-global-infrastructure-gaps

167 Canadian Centre for Economic Analysis (2020). Navigating the COVID-19 Socio-economic shock: How infrastructure investments will facilitate future growth in Ontario. https://www.rccao.com/research/files/How-Infrastructure-Investments-Will-Facilitate-Growth-June-2020.pdf

168 Canadian Infrastructure (2019), *Monitoring the State of Canada's Core Public Infrastructure: The Canadian Infrastructure Report Card 2019*, Available at: http://canadianinfrastructure.ca/downloads/canadian-infrastructure-report-card-2019.pdf

169 OECD (2018), OECD Economic Surveys: Canada. Available at: http://www.oecd.org/economy/surveys/Canada-2018-economic-survey-key-policy-insights.pdf

170 OECD (2019), OECD *Affordable Housing Database: HM1.2. House Prices*. Available at: https://www.oecd.org/els/family/HM1-2-Housing-prices.pdf

171 Federation of Canadian Municipalities (2020*). COVID-19 and housing: critical need, urgent opportunity*. Available at: https://data.fcm.ca/documents/resources/covid-19-and-housing.pdf

172 CMHC (2020) Canada Rental Vacancy Rates are Down, cost of Rent Increases. https://www.cmhc-schl.gc.ca/en/housing-observer-online/2020-housing-observer/canada-rental-vacancy-rates-down-while-rent-continues-increase#:~:text=According%20to%20CMHC's%202019%20Rental,built%20rentals%2C%20which%20also%20declined.

173 CMHC, Rapid Housing Initiative. https://www.cmhc-schl.gc.ca/en/nhs/rapid-housing-initiative.

174 Statistics Canada. Table 22-10-0113-01 *Use of Internet services and technologies by age group and household income quartile*. Available at: https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=2210011301&request_locale=en

175 CBC News (2020). *Trudeau promises to connect 98% of Canadians to high-speed internet by 2026*. Available at: https://www.cbc.ca/news/politics/broadband-internet-1.5794901

176 Innovation, Science and Economic Development Canada. (2019). *High-speed access for all: Canada's connectivity strategy.* Available at: https://www.ic.gc.ca/eic/site/139.nsf/eng/h_00002.html

177 United Nations Department of Economic and Social Affairs. (2018). *68% of the world population projected to live in urban areas by 2050, says UN*. Available at: https://www.un.org/development/desa/en/news/population/2018-revision-of-world-urbanization-prospects.html

178 Statistics Canada (2021). Canada's population estimates: Subprovincial areas, July 1, 2020. https://www150.statcan.gc.ca/n1/daily-quotidien/210114/dq210114a-eng.htm

179 OECD (2020). Metropolitan areas, population density of the core area. https://stats.oecd.org/

Index.aspx?DataSetCode=CITIES

180 Johal, S., Alwani, K., Thirgood, J., & Spiro, P. (2019). *Rethinking Municipal Finance for the New Economy*. Mowat Centre. Available at: https://www.peelregion.ca/finance/_media/rethinking-municipal-finance-new-economy.pdf

181 Fong, F. (2017) Income Inequality in Canada: The urban gap. CPA Canada. Available at: https://www.cpacanada.ca/en/the-cpa-profession/about-cpa-canada/key-activities/public-policy-government-relations/economic-policy-research/income-inequality-canada

182 United Way Greater Toronto (2015). The Opportunity Equation: Building opportunity in the face of growing income inequality. https://www.unitedwaygt.org/document.doc?id=285

183 D'Angelo, M. (2020). *Transit is in grave danger of falling into a death spiral.* Policy Options. Available at: https://policyoptions.irpp.org/magazines/september-2020/transit-is-in-grave-danger-of-falling-into-a-death-spiral/

184 World Economic Forum (2019), *Global Competitiveness Report:* Available at: http://www3.weforum.org/docs/WEF_TheGlobalCompetitivenessReport2019.pdf

185 Deloitte (2019). *Making regulation a competitive advantage.* https://www2.deloitte.com/content/dam/Deloitte/ca/Documents/finance/ca-en-making-regulation-comp-advantage-pov-aoda-v2.pdf

186 OECD (2018). *Increasing inclusiveness and enhancing integration of immigrants*. Available at: http://www.oecd.org/economy/surveys/Increasing-inclusiveness-and-enhancing-integration-of-immigrants-Canada-OECD-economic-survey-July-2018.pdf

187 OECD (2020), Income inequality (indicator). Available at: https://data.oecd.org/inequality/income-inequality.htm

188 Statistics Canada. (2020). *The Daily - Canadian Income Survey, 2018*. Available at: https://www150.statcan.gc.ca/n1/daily-quotidien/200224/dq200224a-eng.htm

189 Block, S. (2017). *Canada's population is changing but income inequality remains a problem*. Canadian Centre for Policy Alternatives' The Monitor. Available at: https://monitormag.ca/articles/canadas-population-is-changing-but-income-inequality-remains-a-problem

190 UNDP. *SDG 10: Reduced inequalities*. Available at: https://www.undp.org/content/undp/en/home/sustainable-development-goals/goal-10-reduced-inequalities.html

191 OECD (2020), Poverty rate (indicator). Available at: https://data.oecd.org/inequality/poverty-rate.htm

192 OECD (2020). OECD Better Life Initiative: How's Life in Canada. Available at: https://oecd.org/canada/Better-Life-Initiative-country-note-Canada.pdf

193 OECD (2020), Life expectancy at birth (indicator). doi: 10.1787/27e0fc9d-en

194 Statistics Canada (2020). *Health Report: Life expectancy differs by education and income levels.* Available at: https://www150.statcan.gc.ca/n1/en/daily-quotidien/200115/dq200115c-eng.pdf?st=JsJyugBa

195 Tjepkema, M., Bushnik, T., & Bougie, E. (2019). *Life expectancy of First Nations, Metis and Inuit household populations in Canada.* Statistics Canada. Available at: https://www150.statcan.gc.ca/n1/pub/82-003-x/2019012/article/00001-eng.htm

196 Young, L. (2019). *Canadian life expectancy has stopped rising because of the opioid crisis: Statistics Canada.* Global News Available at: https://globalnews.ca/news/5333946/life-expectancy-stall-opioid-crisis/

197 Kumar, A. (2019). *Policy Implications of Changing Demographics and Increasing Longevity in UK and Canada. Cambridge University*. Available at: https://munkschool.utoronto.ca/publicpolicy/wp-content/uploads/2014/04/Ageing-report-for-print-final-15-June.pdf

198 World Economic Forum (2019), *Global Competitiveness Report:* Available at: http://www3.weforum.org/docs/WEF_TheGlobalCompetitivenessReport2019.pdf

199 OECD (2017), OECD Environmental Performance Reviews: Canada 2017, OECD Environmental Performance Reviews. Available at: https://www.oecd-ilibrary.org/sites/9789264279612-en/index.html?itemId=/content/publication/9789264279612-en

200 Climate Action Network International (2021). The Climate Change Performance Index 2021. Available at: https://ccpi.org/download/the-climate-change-performance-index-2021/.

201 Wendling, Z., Emerson, J., Sherbinin, A., & Esty, D. (2020). *Environmental Performance Index 2020*. Yale Center for Environmental law & Policy. Available at: https://epi.yale.edu/downloads/epi2020report20200911.pdf

202 Tasker, J. (2020). *Trudeau unveils new net-zero emissions plan to meet climate change targets.* CBC News. Available at: https://www.cbc.ca/news/politics/net-zero-emissions-1.5807877

203 Freedom House (2020), Freedom in the World 2020: Canada. Available at: https://freedomhouse.org/country/canada/freedom-world/2020

204 2020 Social Progress Index: Canada (2020). Available at: https://www.socialprogress.org/

205 Huncar, A. "Black Canadians hit hard by COVID-19, new national study shows." CBC News. https://www.cbc.ca/news/canada/edmonton/black-canadians-covid-19-study-1.5708530