

GREEN WORKFORCE DIVERSITY WITHIN THE AGRICULTURE, FORESTRY, FISHING AND HUNTING SECTOR

SECTOR OVERVIEW

ECO Canada conducts an annual survey to identify trends shaping the environmental sector and its workforce in Canada. Agriculture, forestry, fishing and hunting establishments¹ are engaged in growing, raising and harvesting animals and plants. Supporting activities include agricultural research and veterinary services.² The demand for skilled workers across the environmental sector will increase as industries adopt sustainable practices to generate long-term social and environmental benefits for Canadians.

INDUSTRY STATISTICS

Agriculture, forestry, fishing and hunting accounts for 224,280 establishments across Canada with 99.3% being classified as small and micro level establishments (1-99 employees). More specifically, micro establishments (1-4 employees) account for 70.1% of all employers and small ones (5-99 employees) hold the remaining 29.2%.³ Establishments within the sector reported an average annual revenue of \$688,600, and approximately 53.1% of these have been identified as being profitable.⁴



224,000+
establishments



99.3% are
small-scale
(0-99 employees)



**Average total
revenue of:**
**Bottom quartile
\$58,800**
**Top quartile
\$1,921,200**



53.1% are
profitable

FOOTNOTES & REFERENCES

[1] The "establishment" is third of four hierarchical statistical entity subtypes (enterprise, company, establishment and location). It is a statistical unit and it generally corresponds to a plant, mill or factory. More detailed information available at: www.ic.gc.ca/eic/site/cis-sic.nsf/eng/h_00005.html

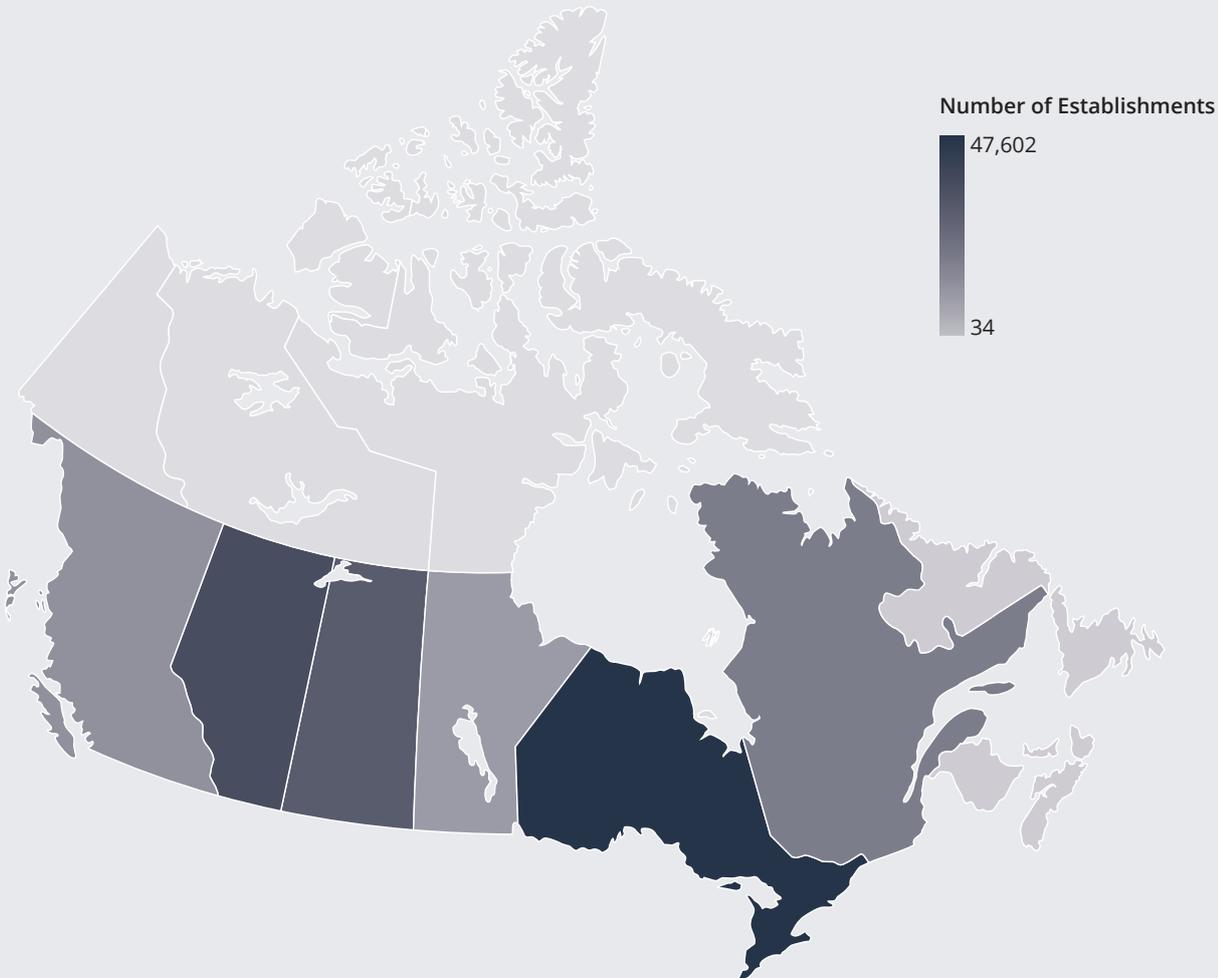
[2] Government of Canada, S. C. (2018). *North American Industry Classification System (NAICS) - Agriculture, forestry, fishing and hunting*. Retrieved from www23.statcan.gc.ca/imdb/p3VDpl?CLV=1&CPV=11&CST=01012012&CVD=118465&Function=getVD&MLV=5&TVD=118464

[3] *Agriculture, forestry, fishing and hunting (2020) - Businesses - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/11

[4] *Agriculture, forestry, fishing and hunting (2020) - Summary - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/summary-sommaire/11

Agriculture, forestry, fishing and hunting establishments are primarily situated in Ontario (47,602), followed by Alberta, Saskatchewan, and Quebec. Atlantic Canada and the Territories display a very small number of establishments which operate within this sector in comparison.⁵

Agriculture, forestry, fishing and hunting Establishments by Province



ECO Canada's latest Labour Market Outlook found that in 2020, the sector employed 354,000 people, of which 18,400 held environmental positions. Through 2025, the agriculture, forestry, fishing and hunting industry is expecting a decrease of approximately 600 positions.

FOOTNOTES & REFERENCES

[5] *Agriculture, forestry, fishing and hunting (2020) - Businesses - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/11

Of the 1,250 environmental workers employed by the 43 agriculture, forestry, fishing and hunting firms⁶ who responded to our survey:⁷



28% were core workers, or those requiring environmental-specific competencies.

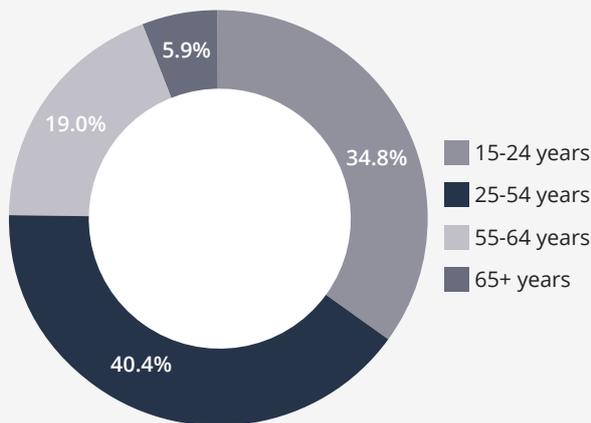


79% were in full-time roles within the sector.

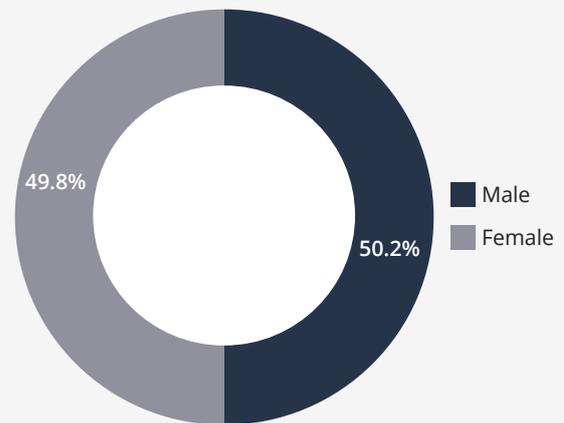


81% were in permanent positions and **10%** in contract-term positions, with the remaining workforce in co-op placement and internships.

Age Distribution



Gender Distribution⁸



3.9% were Indigenous Persons



3.2% were Persons with Disabilities



10.4% were Visible Minorities

A comparative analysis of diversity across the environmental workforce and specific industries is available at ECO Canada's Workforce Diversity Series.⁹

FOOTNOTES & REFERENCES

[6] A firm is defined as: a corporation, limited liability company (LLC), or partnership—that provides professional services. Most firms have just one location.

[7] 2021 HR Survey of Environmental Employers, Scope Methodology and Respondent Profile available at: info.eco.ca/acton/attachment/42902/f-76841385-3995-4fd6-b0ac-14620a0b87e6/1/-/-/Div/2022/29/2022/Methodology_%20scope_.pdf

[8] Due to small sample size, counts of the Gender diverse workforce (i.e., neither male nor female) have been suppressed from our published results.

[9] Workforce Diversity Series available at: eco.ca/research-and-resources/environmental-workforce-diversity-2021/