

- Demographic considerations must also be taken into account.⁷³ During the 1960s, 1970s, and tapering off in the 1980s, the baby boom generation entered the work force, and labour force participation rates, particularly for women, increased. The Canadian labour market in the 1990s will face challenges arising from slower labour force growth and the aging of the labour force. Re-education and retraining of older workers will become increasingly important, as firms have been traditionally hesitant to retrain older workers.
- Globalization implies that, in addition to reviewing the equity and efficiency criteria of its domestic labour policies, Canada will need to review its immigration and refugee policies. To the extent that new immigrants are low-skilled labour, they may have greater difficulty than in the past finding employment in Canada. New low-skilled entrants to the labour market will also increase competition for the existing low-skill jobs in Canada.

⁷³ See David K. Foot and Kevin J. Gibson, "Population Aging in the Canadian Labour Force: Changes and Challenges," Journal of Canadian Studies, Vol.28, No. 1, Spring 1993.