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PERSPECTIVES

ON LABOUR AND INCOME

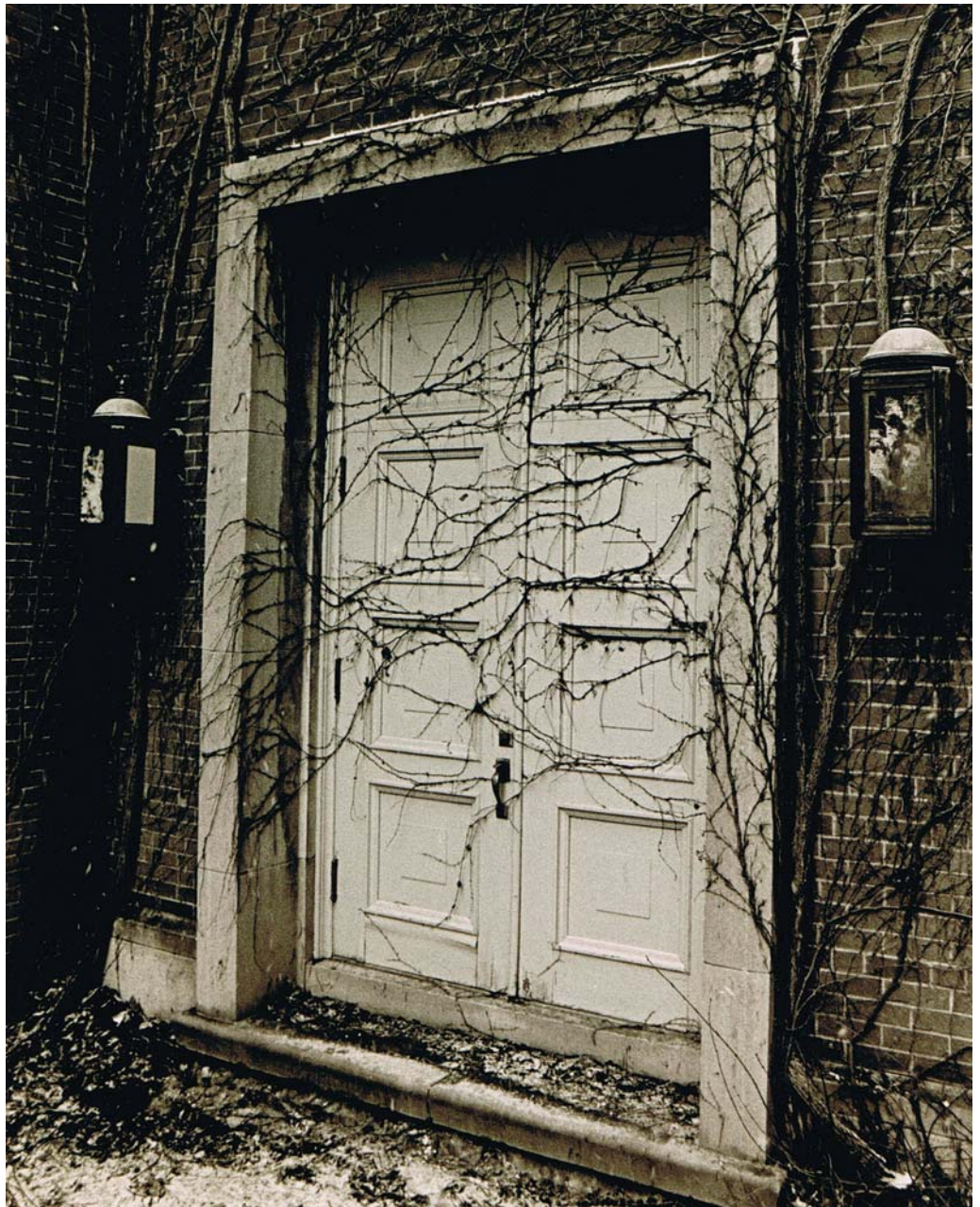
AUGUST 2006

Vol. 7, No. 8

■ INCREASED WORK
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■ WIVES AS PRIMARY
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Perspectives on Labour and Income

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...	not applicable
p	preliminary
r	revised
x	confidential
E	use with caution
F	too unreliable to be published

Highlights

In this issue

■ Increased work stoppages

- Work stoppages due to strikes and lockouts fell from an annual average of 754 in the 1980s, to 394 in the 1990s, to 319 in the 2000s. The time-loss ratio, which controls for the rise in employee numbers, also reveals an overall declining trend: from an annual average of 541 workdays lost per 1,000 employees in the 1980s, to 233 in the 1990s, to 203 in the 2000s.
- More recently, however, work stoppages have increased. In 2005 they totalled 261 compared with 221 in 2003. The 2005 stoppages involved 429,000 workers (a five-fold jump from 2003) and cost 4.1 million workdays (almost two and a half times the 2003 figure). Similarly, the time-loss ratio of 301 in 2005 was more than twice the 2003 level.
- Between 2003 and 2005, unions initiated about 84% of the 743 work stoppages (strikes) and 87% of the 9.1 million resulting lost workdays; the rest were initiated by employers (lockouts).
- Provincially, Quebec posted the largest share of strikes and lockouts (336 or 45%). At the industry level, approximately 29% of the strikes and lockouts occurred in manufacturing, followed by education, health and social services (21%).

■ Wives as primary breadwinners

- In 2003, women were primary breadwinners in 1.4 million dual-earner couples—29% of all such couples. These women tended to be older and more educated than their secondary-earner counterparts.
- In line with their age and education, primary-earner wives were found more frequently in managerial and professional occupations. They were also more likely to have a full-time job, work more paid hours per week, and have more years of experience.
- Although most primary-earner wives earned more than twice as much as their husbands, their earnings did not match those of primary-earner husbands. Similarly, their average family income lagged behind.

Perspectives

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Increased work stoppages

Ernest B. Akyeampong

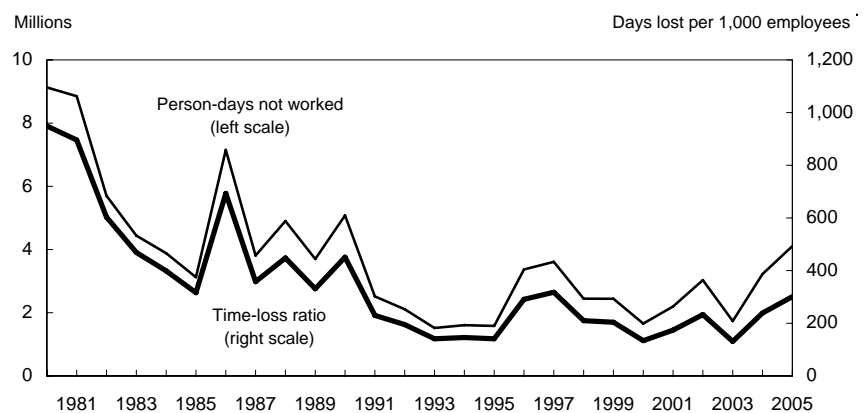
Time lost to strikes and lockouts has always attracted widespread attention because of the economic and social upheavals that often accompany industrial disputes. Given increasing economic globalization and trade liberalization, the interest appears to be gaining strength since international differences can influence corporate decisions on plant or office location (see *Differing collection methods*). Available statistics demonstrate considerable improvement in Canadian industrial relations over the years. However, a surge in strikes and lockouts and the resulting time lost in the past couple of years may be a source of concern.

Using Statistics Canada's Labour Force Survey and information compiled by Human Resources and Social Development Canada, this study briefly examines trends in work stoppages over the past 25 years. Particular attention is focused on the most recent years (2003 to 2005) in an examination of their incidence by industry and jurisdiction (provincial or federal), the main areas of dispute, and how the stoppages ended.

Downward trend in days lost

Analysis of year-over-year changes and trends in labour-dispute statistics is always problematic. The annual data are affected by many factors, among them collective bargaining timetables (in particular, the

Chart Person-days not worked due to labour disputes and the time-loss ratio both trended down over most of the 1980s and 1990s, but appear to be edging up in the 2000s



Sources: Human Resources and Social Development Canada, Workplace Information Directorate; Statistics Canada, Labour Force Survey

number and duration of agreements), size of the parties involved, duration of the stoppages, state of the economy and labour market, changes in industrial relations legislation, and labour-management relations. Other contributing factors include changes in union density (the proportion of employees unionized), and union tactics. Isolating the effects of each of these numerous factors is a statistically daunting task, not attempted in this paper.

Nevertheless, the overall downward trends observed in both the number of industrial disputes and the resulting days lost during the 1980s and 1990s appear to have stalled somewhat in recent years (Chart).¹ Work stoppages due to strikes and lockouts fell from an annual average of 754 in the 1980s, to 394 in the 1990s, to 319 in the 2000s. Workdays lost averaged 5.5 million annually in the 1980s, 2.6 million in the 1990s, but 2.7 million in the 2000s (Table 1).

Ernest B. Akyeampong is with the Labour and Household Surveys Analysis Division. He can be reached at (613) 951-4624 or perspectives@statcan.ca.

Using a time-loss ratio of the number of workdays lost per 1,000 employees enables more meaningful comparisons of annual work-stoppage statistics. After thus controlling for the rise in employee numbers, the time-loss ratio reveals an overall declining trend: from an annual average of 541 workdays lost per 1,000 employees in the 1980s, to 233 in the 1990s, to 203 in the 2000s.

Time lost surges in 2004 and 2005

Despite the progress achieved in Canada's labour-relations statistics over the past few decades, the slight increase in the number of strikes and lockouts and the proportionately larger increases in the resulting workdays lost and time-loss ratios, especially in the last two years (2004 and 2005), raise concerns.

The number of strikes and lockouts beginning in each of 2004 and 2005 stalled at 261, but this was still slightly more than in the two preceding years. However, the number of workers involved in the disputes, the workdays lost, and the time-loss ratios all witnessed consecutive large increases. For example, workers involved in the 2005 stoppages totalled 429,000 (a five-fold jump from 2003), while the workdays lost, at 4.1 million, was almost 2.5 times the 2003 figure. Similarly, the time-loss ratio in 2005, at 301, was more than twice the level in 2003.

Some of the increase in workdays lost in the past two years can undoubtedly be apportioned to a rise in the number of workers involved (that is, relatively large unions were involved in the recent disputes) and also partly to the long duration of some of the stoppages.

Whatever the reasons, the timing of the latest increases raises questions. Could continuing declines in the unemployment rate and the emergence of pockets of labour shortage have played a part in the resurgence? Could these developments have spurred organized labour to flex its muscle?

Whether this is the beginning of a new trend is uncertain. What can be done now, however, is to look most closely at the nature of the

stoppages in recent years. In which jurisdictions did they occur? What were the major issues? And, how were they resolved? The answers could provide clues for minimizing future labour disputes.

Most disputes in 2003 to 2005 union initiated

According to Human Resources and Social Development Canada, bargaining timetables vary from union to union, but the average life

Table 1 Strikes and lockouts and person-days not worked

	Work stoppages					
	Started	Total ¹	Workers involved	Person-days not worked	Employees	Time-loss ratio ²
			'000	'000	'000	
1980	952	1,028	452	9,130	9,621	949
1981	943	1,049	342	8,850	9,880	896
1982	611	679	464	5,702	9,461	603
1983	576	645	330	4,441	9,479	469
1984	653	716	187	3,883	9,732	399
1985	762	829	164	3,126	9,901	316
1986	657	748	486	7,151	10,313	693
1987	579	668	582	3,810	10,634	358
1988	483	548	207	4,901	10,936	448
1989	568	627	445	3,701	11,195	331
1990	519	579	271	5,079	11,250	451
1991	399	463	254	2,516	10,962	230
1992	353	404	152	2,110	10,803	195
1993	323	381	102	1,517	10,782	141
1994	312	374	81	1,607	11,030	146
1995	282	328	149	1,583	11,212	141
1996	297	330	276	3,269	11,250	291
1997	229	284	258	3,608	11,357	318
1998	341	381	244	2,444	11,641	210
1999	358	413	160	2,443	11,974	204
2000	321	379	144	1,657	12,391	134
2001	324	381	221	2,199	12,670	174
2002	246	294	168	3,033	12,996	233
2003	221	266	81	1,736	13,271	131
2004	261	298	260	3,225	13,494	239
2005	261	293	429	4,107	13,658	301

1 Total includes number beginning in year plus those continuing from previous year.

2 The number of workdays lost due to strikes and lockouts per 1,000 employees (*Person-days not worked* divided by *Employees*).

Sources: Human Resources and Social Development Canada, Workplace Information Directorate; Statistics Canada, Labour Force Survey

Differing collection methods

Because of differences in definitions and statistical coverage, international comparisons of labour dispute statistics must be made with caution.

Many countries rely on voluntary notification of a dispute to a national or local government department. In Canada, the data reflect all work stoppages that come to the notice of Human Resources and Social Development Canada's Workplace Information Directorate. Also, many countries, including Canada, do not measure work time lost at establishments whose employees are not involved in a dispute but who are unable to work because of a shortage of materials supplied by establishments on strike.

In addition, significant differences exist in the threshold used by countries to determine whether a particular stoppage should be entered in the official records. Most countries exclude small stoppages (judged by the number of workers involved, the length of the dispute, or the number of days lost) from the statistics. In particular, the threshold for inclusion is very high in the United States (1,000 workers) and in Denmark (100 workdays lost). In Canada, the threshold is 10 or more person-days lost.

Some countries also exclude disputes in certain industrial sectors. For example, Portugal excludes public-sector strikes. Several others exclude certain types of disputes: Portugal excludes general strikes, Japan excludes days lost in unofficial disputes, and the United Kingdom excludes so-called political work stoppages. No such exclusions exist in Canada.

Finally, the inclusion of workers indirectly involved in a stoppage, namely those who are unable to work because others at their workplace are on strike, varies among countries. Many countries, including the United States, the United Kingdom, France and Australia, attempt to include these workers while others, including Canada, Germany and Italy, exclude them. A complete description of international coverage and methodology differences is contained in a technical note in the journal *Labour Market Trends* (vol. 109, no. 4, p. 201), published by the U.K. Office for National Statistics.

of a collective bargaining contract is roughly three years. To obtain a better appreciation of industrial strife statistics in recent years, one needs to examine a dataset that more fully accommodates the different timetables. For this study, data covering 2003 to 2005 were pooled. Not only is this dataset more statistically robust, but also the chosen period captures information encompassing two different faces of the labour strife cycle: The year 2003 was relatively peaceful, while 2004 and 2005 were less so.

Of the 743 labour stoppages that commenced between 2003 and 2005, 622 (84%) were initiated by unions (strikes), and the rest by employers (lockouts). Approximately 7.9 million of the 9.1 million workdays lost (87%) were attributable to strikes (Table 2).

Large share of stoppages in Quebec, in manufacturing, and in education and health

Only 41 (6%) of the strikes and lockouts over the period occurred in areas under federal jurisdiction (workers under the Public Service and Staff Relations Act such as the federal public service, and those under the Canada Labour Code such as in banks and other financial institutions, and telecommunications). The rest occurred in areas under provincial jurisdiction. Quebec, the province with the highest union density, posted the largest share of strikes and lockouts (336 or 45%), followed by Ontario (230 or 31%). (For

Table 2 Strikes and lockouts and person-days not worked by jurisdiction, 2003 to 2005

	Strikes and lockouts		Days not worked	
		%	'000	%
Canada	743	100	9,068	100
Newfoundland and Labrador	22	3.0	523	5.8
Prince Edward Island ¹	1	...
Nova Scotia	10	1.4	80	0.9
New Brunswick	19	2.6	177	2.0
Quebec	336	45.2	2,684	29.6
Ontario	230	31.0	1,385	15.3
Manitoba	20	2.7	47	0.5
Saskatchewan	19	2.6	104	1.1
Alberta	8	1.1	113	1.2
British Columbia	38	5.1	1,007	11.1
Total provincial	702	94.5	6,121	67.5
Total federal	41	5.5	2,947	32.5

¹ No new work stoppages were reported in Prince Edward Island for 2003 to 2005. The days not worked are from a stoppage that started in 2002.

Note: Data may not add to total due to rounding.
Sources: Human Resources and Social Development Canada, Workplace Information Directorate; Statistics Canada, Labour Force Survey

union densities by province, sector, and industry, see the update on unionization, also appearing in this issue of *Perspectives*.)

Despite the small number of stoppages registered, workers under federal jurisdiction recorded the largest share of days lost (33%), followed by Quebec (30%) and Ontario (15%). Areas under federal jurisdiction contain several large unions, and relatively long strikes involving workers in some large bargaining units in 2005 contributed to the high number of workdays lost. Workers in British Columbia witnessed just 5% of strikes and lockouts, but 11% of the total workdays lost during the period.

More than a quarter (29%) of the strikes and lockouts took place in manufacturing, followed by education, health and social services (21%) (Table 3). Information and cultural industries saw only 2%, but accounted for almost a quarter of all workdays lost. A long strike involving a few large unions contributed to the large number of workdays lost in this industry. Manufacturing (17%); education, health and social services (16%); and public administration (17%) also registered relatively large shares of workdays lost.

Most work stoppages centre on wages

A strike or lockout may be precipitated by more than one factor, but for those that commenced between 2003 and 2005, wages were the main bone of contention. Of respondents reporting a reason for the work stoppage, approximately one-half (51%) gave wages or non-wage benefits as the major one.² Another 35% cited delays in the bargaining process or lack of trust in the bargaining sincerity of the opponent. Another 9% saw job security and subcontracting as the major issues, while 5% mentioned poor working conditions, poor labour-management relations, and disrespect of union rights.

Most stoppages ended by agreement

The resolution of a work stoppage can take many forms. The most common is agreement between the opposing parties. Such agreements are often reached without a third party, but sometimes the services of an arbitrator or adjudicator are called upon. Of the strikes and lockouts resolved between 2003 and 2005, about 77% ended after agreement was reached between the opposing parties. Approximately 18% of stoppages ended by employees voluntarily returning to work, while in 2% of the disputes, special legislation was

Table 3 Strikes and lockouts and person-days not worked by major industry, 2003 to 2005

	Strikes and lockouts		Days not worked	
		%	'000	%
All industries	743	100	9,068	100
Primary	19	2.6	454	5.0
Utilities	6	0.8	81	0.9
Construction	13	1.7	102	1.1
Manufacturing	212	28.5	1,572	17.3
Wholesale and retail trade	76	10.2	706	7.8
Transportation and warehousing	51	6.9	275	3.0
Information and cultural industries	12	1.6	2,202	24.3
Finance	48	6.5	82	0.9
Education, health and social services	159	21.4	1,454	16.0
Entertainment and hospitality	103	13.9	567	6.3
Public administration	44	5.9	1,573	17.3

Note: Data may not add to total due to rounding.
Sources: Human Resources and Social Development Canada, Workplace Information Directorate; Statistics Canada, Labour Force Survey

passed or an order from the Labour Relations Board was issued. Only a small proportion of work stoppages end with the closure of a plant or firm. For the 2003-to-2005 period, only 6 suffered this fate. About 13 stoppages were still continuing at the end of 2005.

Conclusion

The improvements recorded during the 1980s and 1990s in Canada's strike and lockout statistics appear to have stalled somewhat in recent years. Improvements recorded at the beginning of the decade were offset by a deterioration in 2004 and 2005.

Approximately 84% of the 743 work stoppages and 87% of the 9.1 million resulting workdays lost from 2003 to 2005 were initiated by unions, the rest by employers. Areas witnessing disproportionately large shares of stoppages and resulting time lost included Quebec; workers under federal jurisdiction; manufacturing; and education, health and social services. Wage disputes constituted the main reason for about one-half of work stoppages between 2003 and

2005, and lack of faith in the bargaining sincerity of the adversary accounted for about a third. Most of the stoppages (77%) ended through agreements reached between the adversaries (with or without third-party assistance). Only a handful ended through a forced court order or legislation, or plant closure.

At this point it is not possible to determine whether the recent surge in time lost is due to a general change in the labour relations environment or a confluence of workplace-specific factors. Continuing to monitor the situation is important, since a deteriorating labour climate can have broader economic consequences.

Perspectives

■ Notes

1 On the surface, it appears that business cycle effects on strikes and lockouts over the period have been minimal or inconsequential. For example, contrary to expectation, the numbers appear to be generally high during recession years as in the early 1980s, and low during the growth period preceding Y2K. Similarly, union density has been fairly flat, just over 30% for most of the period, even though both the strike statistics and time lost data fluctuated, suggesting that union density has had no perceptible influence on the series. Alternatively, any effects emanating from the business cycle or union density may have been offset by other factors.

2 Answers for the main reason(s) for the dispute were supplied in approximately one-third of the work stoppages observed.

Wives as primary breadwinners

Deborah Sussman and Stephanie Bonnell

One of the most dramatic transformations in the labour market in recent decades has been the tremendous growth in the labour force participation of married women. As a result, dual-earner, husband-and-wife families are quickly becoming the norm, shattering the image of the 'traditional' family in which the husband is the only breadwinner (Winkler 1998).

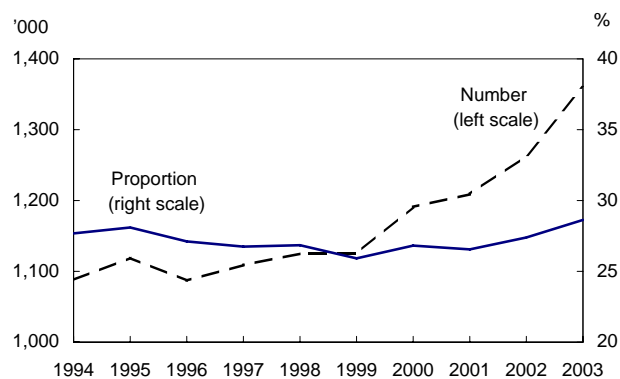
Reasons for the sustained increase in dual-earner couples are many, including the rise in women's educational attainment, the increase in their full-time employment rate, and expanded occupational opportunities. Other reasons, particularly for couples with children, involve increased acceptance of alternative work arrangements (flexible work hours, compressed work schedules, telework), expanded childcare options, and changes to parental leave. Together these factors have improved women's access to better-paying jobs and their ability to rise in the ranks. While for some couples the rising cost of living may have made two incomes a financial necessity, for others it may be a matter of both spouses pursuing their own interests or aspirations.

One notable corollary has been an increase in wives earning more than their husbands. Between 1967 and 1982, the proportion of wives who were primary breadwinners rose from 11% to 18% and hovered around 19% throughout most of the 1980s. The steady rise was likely the joint effect of women's long-term movement into higher-paying managerial and professional occupations (Hughes 1995), more women working full time, and better maternity benefits, combined with the much slower rise in men's average earnings over the period. During the recession of the early 1990s, the proportion of women who were primary

earners jumped to 25%,¹ mainly because men in high-wage and manufacturing jobs experienced periods of unemployment (Crompton and Geran 1995).

The proportion continued at approximately 1 in 4 dual-earner couples for the rest of the decade even as employment levels improved, hitting a high of 29% in 2003, or about 1.4 million couples (Chart A). The continued rise suggests that women in the role of primary breadwinner is not likely a temporary phenomenon resulting from a recessionary period.²

Chart A The number of dual-earner couples with primary-earner wives has continued to grow, while the proportion has remained stable



Source: Statistics Canada, Survey of Labour and Income Dynamics

Challenges facing less traditional couples

This reversal of traditional earnings patterns may come at a price, however. The distribution of household earnings between spouses has been found to affect gender roles, spending patterns, and household decision making. Although findings have been mixed,

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women's share of household income can be an important determinant in the decision to purchase home services such as cleaning or child care (Palameta 2003). This is an example of the persistence of traditional roles, since the income of these women is being used to buy services that reflect women's traditional role. Another study found that among couples in which the wife outearned the husband by more than 50%, the husbands did more housework, although their wives still did the lion's share (Tichenor 1999). Moreover, wives, regardless of earnings, maintained the responsibility for organizing the household and making sure things got done. This uneven division of labour may become a source of tension, which can lead to dissatisfaction with the relationship (Tichenor 1999) and perhaps a higher incidence of divorce (Heckert, Nowak and Snyder 1998).

In the same vein, another study found that when women were the chief wage earners (by at least \$10,000 more a year), complicated systems of shifting money into various spending pools were used to maintain the traditional role of the man as provider (Commuri and Gentry 2005). Also, full-time employed men in dual-earner couples who endorsed traditional gender roles were more likely to experience lower 'marital-role quality'³ when their wives' market-based success threatened their need to be the primary provider (Brennan, Barnett and Gareis 2001). In contrast, among their full-time employed wives, a higher marital-role quality was associated with greater participation by their husbands in child care.

On the positive side, some men may welcome the sharing of the financial burden, and the family as a whole can become a stronger economic unit as a result. A working wife may also allow a man to be financially supported while he switches careers or starts his own business (Fix 1994), or if he becomes unemployed.

Primary-earner wives: older and more educated

Primary-earner wives differ from other working wives in many ways. For one, they are slightly older. In 1994, the difference was only marginal: a median age of 39 versus 38.⁴ In 2003, the median age was 43 versus 41, and the gap appears to be growing. Their husbands were also slightly older, with a median age of 45 in 2003, compared with 43 for primary-earner husbands (Table 1).

Primary-earner wives are also generally more educated than secondary-earner wives and primary-earner husbands. In 2003, 30% had a university degree, compared with 21% of secondary-earner wives and 25% of primary-earner husbands. Only 35% had a high school diploma or less, compared with 42% of secondary-earner wives and 40% of primary-earner husbands. Moreover, more than one-third of primary-earner wives had more education than their husbands (data not shown). This educational pattern is similar to that of a decade earlier, only less pronounced.

Managerial and professional occupations more frequent

With their higher education levels, primary-earner wives have increased their presence in higher-paying occupations.⁵ In 2003, these

Table 1 Selected characteristics of dual-earner spouses

	Primary earner				Secondary earner			
	Wife		Husband		Wife		Husband	
	1994	2003	1994	2003	1994	2003	1994	2003
Median age	39	43	41	43	38	41	42	45
	Years							
Education	%							
Less than high school	13.7	10.1	18.7	14.0	15.8	11.5	24.6	17.8
High school graduate	22.8	24.8	25.5	26.4	31.5	30.4	25.2	27.6
Postsecondary certificate or diploma	38.5	35.0	33.3	34.6	35.8	36.9	30.3	31.9
University degree	24.9	30.0	22.4	25.0	17.0	21.2	19.8	22.7
Work pattern								
Full-time	84.6	88.2	98.1	97.9	66.4	71.9	92.5	90.8
Part-time	15.4	11.8	1.9	2.1	33.6	28.1	7.5	9.2
Average paid weekly hours	31.2	29.5	38.4	35.2	23.9	23.4	29.4	26.7
	Years							
Average work experience	9.9	11.9	15.4	14.7	8.4	9.5	14.4	15.3

Source: Statistics Canada, Survey of Labour and Income Dynamics

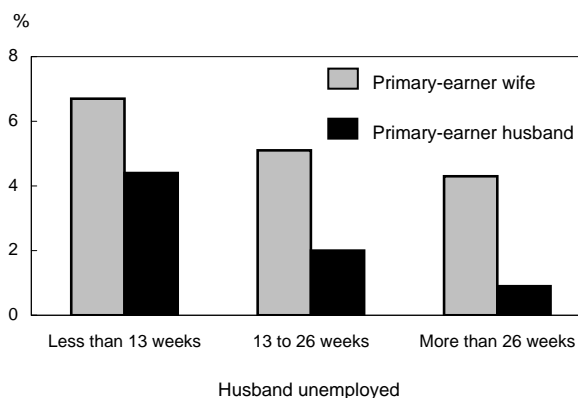
women were more likely than secondary-earner wives to be employed in managerial and professional occupations (40% versus 26%). Nevertheless, even though these positions were typically high-paying, primary-earner wives still could not match the earning power of primary-earner husbands in the same occupational group. Primary-earner wives in managerial and professional occupations earned on average \$68,000 annually while their male counterparts earned \$83,000. In general, primary-earner wives earned less than primary-earner husbands in each of the occupational groups examined.

Primary-earner husbands had a somewhat different occupational pattern, with 40% working in occupations related to construction, manufacturing and processing. Primary-earner husbands in this group had average earnings of \$48,000. Another 37% were employed in managerial and professional occupations (with average earnings of \$83,000). Secondary-earner husbands were found mostly in these same occupational categories, but their average earnings were less than half those of primary-earner husbands (Table 2).

Secondary-earner husbands more likely to have been unemployed

Earnings disparities can arise not only from differences in age, education and occupation, but also from differences in labour force attachment and work patterns. Indeed, 16% of secondary-earner husbands were unemployed at some point in 2003, compared with only 7% of primary-earner husbands (Chart B). Moreover, the length of the husband's unemployment spell was more likely to be longer when the wife was

Chart B In one in six dual-earner couples with a primary-earner wife, the husband was unemployed at some point in 2003



Source: Statistics Canada, Survey of Labour and Income Dynamics, 2003

the primary earner. More than one-quarter of secondary-earner husbands who had been unemployed spent more than six months looking for work. On the other hand, only 12% of primary-earner husbands were unemployed for that length of time. The same held true in 1994 when 22% of secondary-earner husbands were unemployed at some point during the year, compared with only 10% of primary-earner husbands. In some cases then, the wife's primary breadwinner role may not have been intended, but rather may have occurred by default.

Table 2 Dual-earner spouses by occupation and average earnings

	Primary earner				Secondary earner			
	Wife		Husband		Wife		Husband	
	%	Earnings (\$)	%	Earnings (\$)	%	Earnings (\$)	%	Earnings (\$)
All occupations	100	41,200	100	57,800	100	22,000	100	21,300
Managerial and professional	40	68,200	37	83,200	26	36,300	29	31,300
Financial, clerical, technical, culture and sport	33	38,500	9	50,100	37	26,700	12	28,600
Sales and service	19	32,900	14	51,600	28	16,700	18	23,800
Construction, manufacturing and processing	8	30,200	40	47,900	9	18,900	41	22,100

Source: Statistics Canada, Survey of Labour and Income Dynamics, 2003

Long-term primary-earner wives

With longitudinal data, the duration of earnings patterns can be examined. Of couples with a primary-earner wife in 1999, almost half were still in that situation almost five years later.⁶

In 1999, long-term primary-earner wives had a median age of 42, as did working wives in general. However, primary-earner wives were more likely to have postsecondary education.

In line with their higher education, long-term primary-earner wives were also more likely to be in a managerial or professional occupation than wives in general. Indeed, more than 60% held such a position.

Higher rates of full-time work (90%) and longer workweeks (34 hours) were also characteristic of these primary-earner wives.

Five in six long-term primary-earner wives did not have preschool-aged children at home, so they may have been able to dedicate more energy to their careers, thus allowing them to maintain their primary breadwinner status for a longer period of time.

Long-term primary-earner wives had higher average earnings than other primary-earner wives and secondary-earner wives in 1999. The gap between their earnings and those of their husbands was on average larger as well. Indeed, almost two-thirds had more than twice the earnings of their husbands.

In short, compared with other wives, long-term primary-earner wives were older, more educated, and more likely to hold managerial or professional jobs. They were more likely to be full-time workers and work more paid hours, and less likely than secondary-earner wives to have

preschool children at home. They also had higher average earnings and the largest gap between their earnings and their husband's. Taken together, all these characteristics appear to have provided these women with the conditions not only to attain a primary-earner status, but also to maintain it for a longer period.

1999	Secondary-earner wives	Primary-earner wives	
		All	Long-term ¹
		Years	
Median age	40	42	42
		%	
Education	100.0	100.0	100.0
High school or less	45.3	41.0	37.1 ^E
Postsecondary education ²	54.7	59.0	62.9
Presence of preschool children	25.5	15.6	16.2 ^E
Work pattern			
Full-time	70.1	85.6	90.2
Average paid weekly hours	24.7	29.7	34.2
		\$	
Average earnings	20,000	35,000	39,500

1 Five or more years.

2 Degree, certificate or diploma.

Source: Statistics Canada, Survey of Labour and Income, 1999 to 2003

Full-time schedule associated with primary-earner wives

Another area with marked differences was work patterns. Almost 90% of primary-earner wives worked full time in 2003, compared with less than 75% of those who were secondary earners. The full-time rate for primary-earner husbands was the highest at 98%, while secondary earners had a full-time rate similar to primary-earner wives. Viewed another way, secondary-earner wives were by far the most likely to work part time, with almost 30% doing so in 2003 compared with only 12% of primary-earner wives. For both primary- and secondary-earner husbands, the rates have changed little since 1994. For wives in general, however, full-time rates have increased, thereby reducing differences in work patterns between primary- and secondary-earner wives (Table 1).

Similarly, primary-earner wives also worked more hours per week and had more years of experience than their secondary-earner counterparts.⁷ Specifically, primary-earner wives worked on average 7 hours more a week (30 hours versus 23). As well, primary-earner wives had about 12 years of work experience in 2003, while secondary-earner wives had only 10 years. This is akin to the pattern a decade earlier when primary-earner wives worked 31 hours per week and had 10 years of experience, while secondary-earner wives worked 24 hours and had 8 years experience. Primary-earner husbands had the most paid weekly hours and years of experience in both 2003 (35 hours, 15 years) and 1994 (38 hours, 15 years).

The trends in work patterns associated with primary-earner wives (full-time work, more paid weekly hours, more years of work experience) may also be linked to added stress and the difficulty of maintaining a healthy

balance between paid work and family demands. People with the most demands on their time are under the most stress (Frederick 1995). Moreover, women dissatisfied with their work–life balance spent more time on the job than women who were satisfied (Frederick and Fast 2001). Also, professional and managerial women were less satisfied with their work–life balance and had higher odds of being time-crunched than other workers. Similarly, about two-thirds of full-time employed parents were dissatisfied with their work–life balance (Silver 2000). Both fathers and mothers attributed this dissatisfaction to not having enough time for their family and spending too much time on the job. Moreover, these dual-earner parents were often doing some form of household work (such as shopping, cleaning, or household maintenance) when they were with their children.

Data source and definitions

The **Survey of Labour and Income Dynamics (SLID)** is a longitudinal household survey that began in January 1993. Every three years some 15,000 households are added and surveyed annually for six years. The longitudinal portion of this study focused on people who entered the survey in 1999 (Panel 3) and responded consecutively for the next four years. This was the most recent panel for which three or more years of data were available.

Earnings refers to all wages and salaries or net income from self-employment. Net self-employment earnings can be negative. Employment Insurance benefits (including parental benefits), CPP disability benefits, and workers' compensation are not included, but employer-paid maternity leave and parental leave benefits are.

An **earner** receives a wage or salary as an employee or net income from self-employment during the reference year.

A **husband-wife family** includes all married and common-law couples with or without children or other relatives in the same household. It does not include same-sex couples.

Dual earners are husband-wife families in which both spouses reported employment income in the reference year.

Primary-earner wives earned at least one dollar more than their husband in the reference year.

Primary-earner husbands earned at least one dollar more than their wife in the reference year. They also include husbands who had earnings equal to their wife's (2% of all dual-earner couples).

Family income is the sum of incomes received by all family members: employment earnings, investment income, pensions, and government transfers.

Presence of children

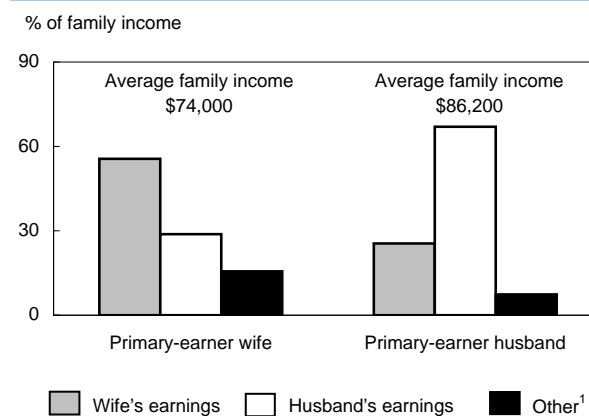
The timing of family formation can affect the earnings of women (Drolet 2002).⁸ A significant portion of opportunities for promotion and earnings growth occur early in one's career, a period that may often coincide with decisions related to marriage and family formation. Women who miss this stage because of child-raising will recover in terms of earnings only as their children grow older, or perhaps not at all.

Primary-earner wives were less likely than secondary-earner wives to have preschool-aged children at home. Indeed, only 15% of primary-earner wives had one or more preschoolers at home, compared with almost one-quarter of secondary-earner wives. This is consistent with primary-earner wives being older and having more work experience.

Income lower in families headed by primary-earner wives

In 2003, primary-earner wives earned about \$41,000, almost 30% less than primary-earner husbands (Table 2).⁹ This pattern was consistent across all occupational groups. Average family incomes also lagged behind—\$74,000 compared with \$86,000 for families in which the husband was the primary earner (Chart C). The tax system narrowed some of this gap, resulting in after-tax incomes of \$61,000 and \$69,000 respectively.

Chart C Primary-earner wives contributed less than primary-earner husbands to total family income



¹ Non-employment income and other family members' earnings
 Source: Statistics Canada, Survey of Labour and Income Dynamics, 2003

Primary-earner wives also contributed less to family income than primary-earner husbands. Employment earnings of primary-earner wives represented just over half of their family's income, while the earnings of primary-earner husbands corresponded to two-thirds. As well, the contribution of other family members' earnings and non-employment income played a greater role when the wife was the primary earner, accounting for 16% of family income, compared with only 7% in families with the husband as the primary earner.

Most primary-earner wives have more than twice the earnings of their husbands

The amount by which a primary-earner wife outearns her husband can range from a little to a lot. If the couple's earnings are very close, the primary-earner status can shift more easily from one to the other than if the earnings are farther apart. In 2003, in nearly two-thirds of couples with a primary-earner wife, the wife earned more than twice as much as her husband.¹⁰ Only about one-quarter of primary-earner wives earned less than 50% more than their husband (data not shown). However, the ratio of wives' earnings to husbands' earnings has remained relatively static (Table 3).

Table 3 Ratio of earnings in dual-earner couples

	1994	1997	2000	2003
Primary-earner husband				
% of dual-earner couples	72.3	73.3	73.2	71.4
Ratio of husband's to wife's earnings	2.6	2.6	2.6	2.6
Primary-earner wife				
% of dual-earner couples	27.7	26.7	26.8	28.6
Ratio of wife's to husband's earnings	1.9	1.9	1.9	1.9

Source: Statistics Canada, Survey of Labour and Income Dynamics

Summary

Over the last four decades, the dramatic increase in dual-earner couples has been accompanied by an increase in wives as primary breadwinners. In nearly 1.4 million (29%) of the 4.7 million dual-earner couples in 2003, the wife was the primary breadwinner. These women tend to be older and more educated

than their secondary-earner counterparts. Many are more educated than their spouses. In line with their age and education, primary-earner wives are more frequently found in managerial and professional occupations. They are also more likely to have a full-time job, work more paid hours per week, and have more years of experience. All these characteristics are associated with higher earnings.

While most primary-earner wives had more than twice the earnings of their husbands in 2003, they did not match the earning power of primary-earner husbands. Moreover, the ratio of their earnings to their husbands' has on average remained relatively static since 1994. Their average family income also lagged behind that of families in which the husband was the primary breadwinner. Also, on average, primary-earner wives contributed less than primary-earner husbands to their family's total income.

Whether through intent or circumstance, primary breadwinner wives are likely to remain a significant part of Canada's labour force, a phenomenon that is likely to bring lasting changes to traditional gender roles, spending patterns, and household decision making.

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■ Notes

1 The United States experienced a similar rise. According to the Current Population Survey, the proportion of dual-earner couples in which the wife earned more than the husband increased from 16% in 1981 to 23% in 1996 (Winkler 1998). The study was restricted to couples in which both spouses were aged 25 to 64; the self-employed were excluded.

2 It has been argued that the stable percentage of primary-earner wives, even during a strong economy, can be linked to structural changes in the labour market. For example, the presence of adult women aged 25 to 54 in the labour force has increased over time. Moreover, during the 1990s, the rapid growth of the information and communication technology sector drove the demand for more highly educated white-collar workers, while the slump in resources (mining and agriculture) and construction depressed growth for the less educated blue-collar workers. Government downsizing was also a factor during this period. However, labour market patterns since 2000 have proven to be the reverse of the 1990s, shifting from high-tech to housing construction (and real estate) and resources (mining), as well as reinvestment in public services, notably hospitals (Cross 2005).

3 Marital-role quality was determined using a list of 26 marital reward and 26 marital concern items. Subjects used a four-point scale (from 'not at all' to 'extremely') to indicate to what extent each of the items were currently rewarding or of concern. The reward items were weighted by 1 and the concern items by -1, and the weighted mean constituted the scale score. See Barnett et al. 1993 for more information and the complete list of role-quality measures.

4 The year 1994 was chosen for comparison since the previous study (Crompton and Geran 1995) looked at 1993.

5 Occupations were grouped. Managerial and professional: management occupations (group A in the Standard Occupational Classification); professional occupations in business and finance (B0); natural and applied sciences and related occupations (C); professional occupations in health, nurse supervisors and registered nurses (D0-D1); and occupations in social science, education, government service and religion (E). Financial, clerical and technical: financial, secretarial and administrative occupations (B1-B3); clerical occupations including supervisors (B4-B5); technical, assisting and related occupations in health (D2-D3); and occupations in art, culture, recreation and sport (F). Sales and service occupations (G). Construction, manufacturing and processing: trades, transport and equipment operators (H); occupations unique to primary industry (I); and occupations unique to processing, manufacturing and utilities (J).

6 To examine the earnings patterns of these couples over time, only couples who remained together for the entire five-year period were selected. In this way, the financial implications of marital dissolution would not be an issue. Moreover, couples had to maintain their dual-earner status for all five years. One million dual-earner couples in 1999 remained dual earners over the study period. In some 300,000 of them, the wife was the primary breadwinner.

7 This refers to years of work experience in full-year, full-time equivalents. Each year worked part time is counted as half a full-time year.

8 Drolet found that in 1998, the average hourly earnings of women who delayed having children were 17% higher than the earnings of those who had children early. Moreover, these women had an average of 1.7 more years of full-time, full-year work experience. Delaying children refers to postponing the birth of the first child at least one full year after the 'predicted' age for having children. Similarly, having children early refers to having children at least one full year before the predicted age for the birth of a first child. Predicted age is the average age for giving birth for the first time, taking into account education level, major field of study, urban size, and birth year of the mother.

9 Interestingly, secondary earners earned almost the same amounts: \$22,000 for wives, and \$21,000 for husbands. This implies that the difference in the average family income of the two family types was principally due to the earnings of the main breadwinner. The same was also true in 1994.

10 This high proportion is in part related to the inclusion of negative earners (the self-employed), and unemployed or retired persons who worked at some point during the year.

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August 2006

PERSPECTIVES

ON LABOUR AND INCOME

Unionization

Table 1 Unionization rates in first half of 2005 and 2006

At 13.8 million, average paid employment (employees) during the first half of 2006 was 312,000 higher than during the same period a year earlier. On the other hand, union membership increased by only 62,000 to 4.1 million. As a result, the unionization rate (density) fell from 30.0% to 29.7%.

Both men and women registered decreases in unionization rates, with the decline for men being larger. At 30.1%, the women's rate in 2006 continued to exceed the rate for men (29.4%).

Unionization rose slightly in the public sector (to 71.4%) and fell in the private sector (to 17.0%).

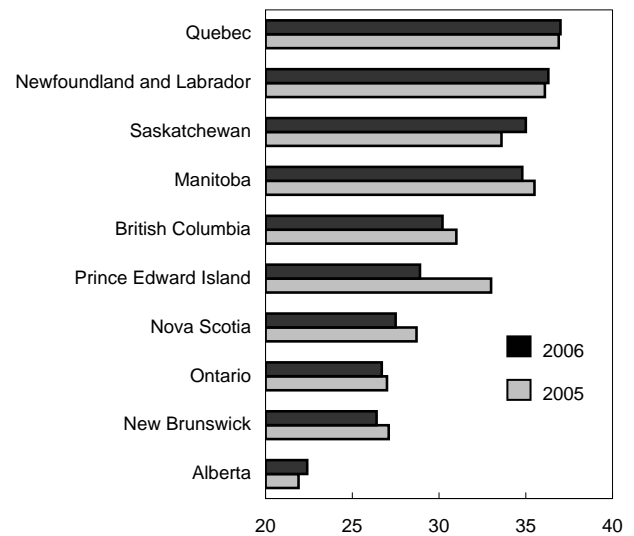
Newfoundland and Labrador, Quebec, Saskatchewan and Alberta recorded rate increases, with the other six provinces showing declines (Chart A).

The rate fell from 31.5% to 31.2% for full-time workers and remained virtually unchanged for part-time workers (23.2%).

The unionization rate for permanent employees fell to 30.2%, but rose to 26.3% for those in non-permanent jobs. The rate fell in workplaces with 20 to 99 employees, and in those with over 500; it remained unchanged in those with 100 to 500 employees, but rose in those with less than 20.

Unionization rose in 7 of the 16 major industry groups: natural resources, utilities, construction, transportation and warehousing, education, health care and social assistance, and other services. All other industry groups registered declines (Chart B).

Chart A Quebec, Newfoundland and Labrador remain the most unionized provinces; Alberta, the least



Source: Statistics Canada, Labour Force Survey, January-to-June averages

Among the 10 major occupational groups, unionization rose in 4: health, social and public service; culture and recreation; and trades, transport and equipment operation. The rest showed declines (Chart C).

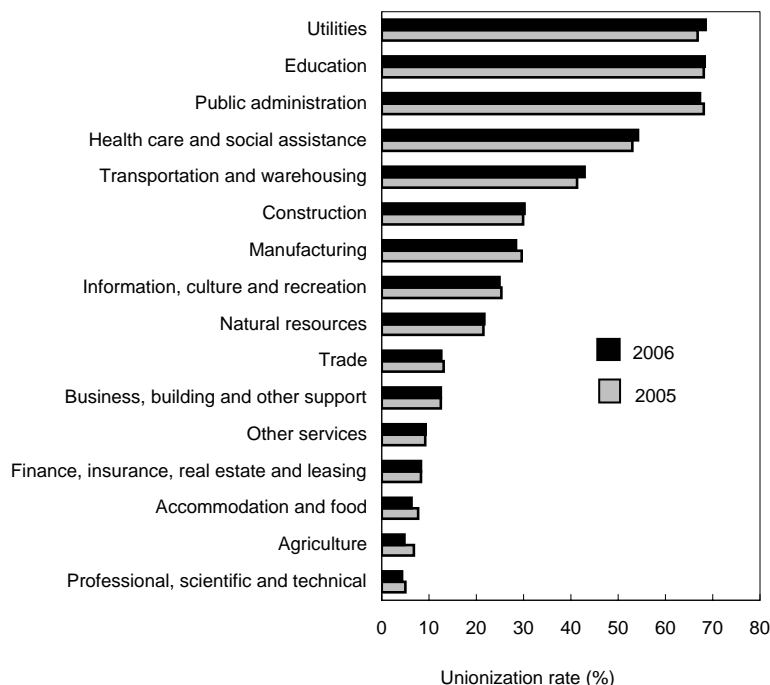
The number of employees who were not union members but covered by a collective agreement averaged 316,000, up slightly from 306,000 a year earlier (see Akyeampong 2000 for a description of this group).



Statistics Canada / Statistique Canada

Canada

Chart B The highest unionization rates were in public-sector industries



Source: Statistics Canada, Labour Force Survey, January-to-June averages

High unionization rates were found among employees aged 45 to 54 (39.4%); among those with a university degree (34.2%), or a postsecondary certificate or diploma (33.6%); in Quebec (36.7%), and Newfoundland and Labrador (35.7%); in public administration (67.7%), educational services (67.6%), and utilities (66.8%); and in health care occupations (53.6%).

Low unionization rates were recorded among 15 to 24 year-olds (13.8%); in Alberta (21.6%); in agriculture (5.0%) and professional, scientific and technical services (5.3%); and in management occupations (8.5%).

Differences between the sexes

For the second year in a row, the unionization rate for women in 2005 surpassed that of men (29.9% versus 29.7%).

Among men, part-time employees had a much lower rate than full-time (18.3% versus 31.0%). Among women, the gap was narrower (25.1% versus 31.5%).

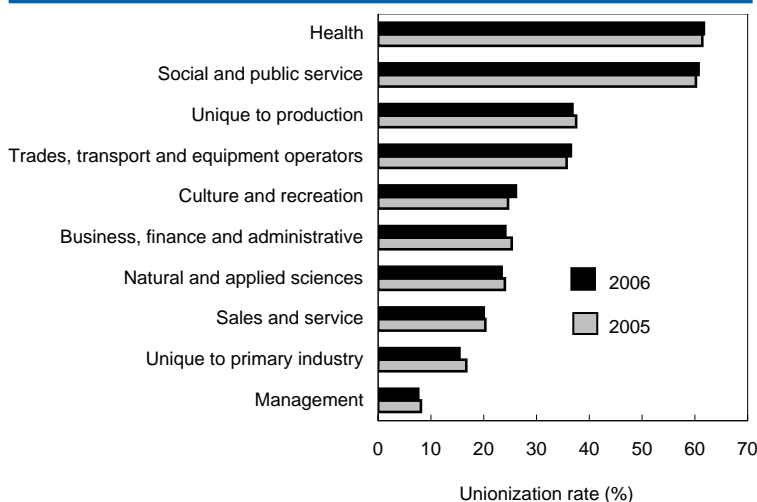
Table 2 2005 annual averages

Approximately 4.1 million (29.8%) employees belonged to a union in 2005. An additional 310,000 (2.2%) were covered by a collective agreement.

Those in the public sector—government, Crown corporations, and publicly funded schools or hospitals—were four times as likely as their private-sector counterparts to belong to a union (71.0% versus 17.5%).

Almost 1 in 3 full-time employees belonged to a union, compared with about 1 in 4 part-time. Also, almost 1 in 3 permanent employees was a union member, compared with 1 in 4 non-permanent.

Chart C Unionization in community service occupations far outpaced that in others



Source: Statistics Canada, Labour Force Survey, January-to-June averages

The unionization rate of women in the public sector (72.5%) exceeded that of men (68.7%), reflecting women's presence in public administration, and in teaching and health positions. However, in the private sector, only 12.8% were unionized, compared with 21.4% of men. The lower rate among women reflected their predominance in sales and several service occupations.

A higher-than-average rate was recorded among men with a postsecondary certificate or diploma (33.7%). For women, the highest rate was among those with a university degree (39.7%), reflecting unionization in occupations such as health care and teaching.

Among those in permanent positions, the rate for men was identical to that for women (30.6%). Among those in non-permanent positions, women were more unionized than men (25.6% versus 23.0%).

Table 3 Average earnings and usual hours

Unionized jobs generally provide higher earnings than non-unionized ones. However, factors other than collective bargaining provisions play a role as well. These include varying distributions of unionized employees by age, sex, job tenure, industry, occupation, firm size, and geographical location.

Although these factors have not been examined, it is clear that unionized workers and jobs tend to have certain characteristics that are associated with higher earnings. For example, union density is higher among older workers, those with higher education, those with long tenure, and those in larger workplaces. Although differences in earnings and non-wage benefits cannot be attributed solely to union status (Akyeampong 2002), the union wage premium (after adjusting for employee and workplace characteristics) has been estimated at 7.7% (Fang and Verma 2002).

In 2005, the average hourly earnings of unionized workers were higher than those of non-unionized workers. This held true for both full-time (\$22.66 versus \$19.13) and part-time (\$19.10 versus \$11.62) employees.

In addition to having higher hourly earnings, unionized part-time employees generally worked more hours per week than their non-unionized counterparts (19.3 hours versus 16.9). As a result, their average weekly earnings were nearly double (\$375.99 versus \$200.46).

On average, unionized women working full time received 93% as much in hourly earnings as their male counterparts. In contrast, women working part time earned 12% more.

Table 4 Wage settlements, inflation and labour disputes

Wage gains in 2005 (2.3%) almost matched the rate of inflation (2.2%), as was the case in the previous year. During the first four months of 2006, wage gains averaged 2.4%, also virtually matching the rate of inflation (2.5%).

Wage gains in the public sector in 2005 (2.2%) fell slightly short of those in the private sector (2.4%). The corresponding figures in the first four months of 2006 were 2.4% and 2.6%.

Annual statistics on strikes, lockouts and person-days lost are affected by several factors, including collective bargaining timetables, size of the unions involved, strike or lockout duration, and state of the economy. The number of collective agreements up for renewal in a year determines the potential for industrial disputes. Union size and strike or lockout duration determine the number of person-days lost. The state of the economy influences the likelihood of an industrial dispute, given that one is legally possible.

The estimated number of person-days lost through strikes and lockouts almost doubled from 1.7 million in 2003 to roughly 3.2 million in 2004, and rose again to 4.1 million in 2005.

Perspectives

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Table 1 Union membership and coverage by selected characteristics

	2005			2006		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage ¹		Members	Coverage ¹
	'000	%	%	'000	%	%
Both sexes	13,492	30.0	32.2	13,804	29.7	32.0
Men	6,828	29.7	32.1	6,979	29.4	31.9
Women	6,664	30.2	32.3	6,825	30.1	32.1
Sector²						
Public	3,131	71.3	75.2	3,229	71.4	75.1
Private	10,361	17.5	19.2	10,575	17.0	18.9
Age						
15 to 24	2,287	14.1	15.8	2,369	13.3	15.5
25 to 54	9,655	32.9	35.3	9,798	32.7	35.1
25 to 44	6,530	29.7	31.9	6,559	29.5	31.9
45 to 54	3,125	39.7	42.3	3,238	39.3	41.6
55 and over	1,550	35.2	37.6	1,638	35.5	37.7
Education						
Less than Grade 9	345	26.4	28.1	333	27.6	30.1
Some high school	1,441	22.5	23.9	1,497	21.9	23.5
High school graduation	2,831	26.8	28.7	2,848	27.1	28.8
Some postsecondary	1,255	22.3	24.1	1,214	21.6	23.7
Postsecondary certificate or diploma	4,714	33.7	36.1	4,799	33.4	35.9
University degree	2,906	34.5	37.5	3,113	33.7	36.7
Province						
Atlantic	915	29.9	31.4	931	28.9	30.5
Newfoundland and Labrador	182	36.1	37.8	180	36.3	38.1
Prince Edward Island	56	33.0	34.6	56	28.9	30.2
Nova Scotia	377	28.7	30.3	384	27.5	28.9
New Brunswick	301	27.1	28.4	311	26.4	28.1
Quebec	3,161	36.9	40.4	3,219	37.0	40.9
Ontario	5,420	27.0	29.0	5,494	26.7	28.4
Prairies	2,303	26.7	28.7	2,394	27.0	29.1
Manitoba	488	35.5	37.8	496	34.8	37.5
Saskatchewan	386	33.6	35.1	387	35.0	36.9
Alberta	1,429	21.9	23.8	1,510	22.4	24.4
British Columbia	1,693	31.0	32.7	1,766	30.2	32.0
Work status						
Full-time	10,999	31.5	33.8	11,275	31.2	33.6
Part-time	2,493	23.3	25.1	2,528	23.2	25.2
Industry						
Goods-producing	3,251	29.6	32.0	3,214	28.8	31.0
Agriculture	119	6.8	7.5	129	4.8	5.4
Natural resources	248	21.5	23.2	261	21.7	23.7
Utilities	125	66.8	69.2	119	68.5	72.5
Construction	642	29.9	32.0	685	30.2	32.2
Manufacturing	2,117	29.6	32.2	2,020	28.4	30.7
Service-producing	10,241	30.1	32.3	10,590	30.0	32.3
Trade	2,232	13.1	14.2	2,313	12.6	14.2
Transportation and warehousing	645	41.3	42.8	661	42.9	44.4
Finance, insurance, real estate and leasing	826	8.3	9.6	853	8.3	10.3
Professional, scientific and technical	679	5.0	6.8	717	4.3	5.4
Business, building and other support	481	12.5	14.4	517	12.5	14.8
Education	1,073	68.1	72.6	1,145	68.3	72.7
Health care and social assistance	1,507	53.0	55.5	1,546	54.2	56.5
Information, culture and recreation	600	25.3	27.6	626	24.9	26.9
Accommodation and food	898	7.7	8.5	895	6.3	7.4
Other	470	9.2	11.3	485	9.3	11.1
Public administration	830	68.1	73.5	833	67.3	72.5

Unionization

Table 1 Union membership and coverage by selected characteristics (concluded)

	2005			2006		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage ¹		Members	Coverage ¹
	'000	%	%	'000	%	%
Occupation						
Management	914	8.1	11.2	1,013	7.6	10.4
Business, finance and administrative	2,638	25.3	27.5	2,698	24.1	26.3
Professional	337	18.1	21.5	352	14.6	17.3
Financial and administrative	728	22.9	25.0	700	22.5	24.5
Clerical	1,574	28.0	30.0	1,645	26.7	28.9
Natural and applied sciences	953	24.0	26.1	981	23.4	26.1
Health	824	61.4	63.8	854	61.7	64.1
Professional	88	40.5	47.5	94	35.6	41.3
Nursing	265	78.0	80.2	264	81.4	83.2
Technical	199	59.0	61.1	211	59.3	60.9
Support staff	272	53.6	54.9	285	53.8	56.4
Social and public service	1,077	60.2	64.3	1,142	60.7	64.2
Legal, social and religious workers	432	37.3	41.3	452	38.2	40.9
Teachers and professors	645	75.5	79.8	690	75.4	79.5
Secondary and elementary	443	85.9	88.8	472	87.1	89.8
Other	202	52.8	59.9	219	50.2	57.2
Culture and recreation	316	24.6	27.3	331	26.1	28.4
Sales and service	3,454	20.3	21.9	3,444	20.0	21.7
Wholesale	353	7.2	7.9	359	6.1	7.4
Retail	1,034	12.8	13.9	1,013	11.8	12.9
Food and beverage	487	10.6	11.7	497	9.2	9.9
Protective services	218	56.4	62.6	215	54.6	60.7
Child care and home support	258	37.1	39.1	277	39.5	42.3
Travel and accommodation	1,205	24.5	26.2	1,195	25.5	27.3
Trades, transport and equipment operators	1,915	35.7	37.9	1,987	36.5	38.6
Contractors and supervisors	117	28.4	31.1	114	27.1	29.6
Construction trades	232	37.3	40.1	254	37.9	40.1
Other trades	788	37.7	40.0	781	38.4	40.4
Transportation equipment operators	470	35.1	36.7	504	38.1	39.9
Helpers and labourers	310	33.2	35.2	334	31.8	34.5
Unique to primary industry	262	16.7	17.7	273	15.4	17.0
Unique to production	1,036	37.5	39.8	969	36.8	39.4
Machine operators and assemblers	832	37.3	39.5	772	36.5	39.0
Labourers	204	38.3	40.6	198	38.0	41.1
Workplace size						
Under 20 employees	4,396	12.9	14.5	4,473	13.4	15.0
20 to 99 employees	4,433	30.2	32.6	4,548	29.7	32.2
100 to 500 employees	2,873	41.4	44.0	2,946	41.4	44.0
Over 500 employees	1,790	53.1	56.1	1,837	50.9	53.8
Job tenure						
1 to 12 months	3,037	14.8	17.1	3,147	14.6	17.2
Over 1 year to 5 years	4,349	23.3	25.5	4,361	23.0	25.2
Over 5 years to 9 years	2,002	30.9	32.9	2,194	32.1	34.1
Over 9 years to 14 years	1,244	36.5	38.3	1,278	36.7	38.7
Over 14 years	2,860	52.7	55.3	2,823	52.0	54.5
Job status						
Permanent	11,790	30.6	32.8	12,069	30.2	32.4
Non-permanent	1,702	25.4	28.2	1,735	26.3	29.4

1 Union members and persons who are not union members but covered by collective agreements (for example, some religious group members).

2 Public-sector employees are those working for government departments or agencies; Crown corporations; or publicly funded schools, hospitals or other institutions. Private-sector employees are all other wage and salary earners.

Source: Labour Force Survey, January-to-June averages

Table 2A Union membership and coverage by sex and selected characteristics, 2005

	Both sexes					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	13,658	4,064	29.8	4,374	32.0	9,284
Sector³						
Public	3,123	2,218	71.0	2,342	75.0	781
Private	10,535	1,846	17.5	2,032	19.3	8,503
Age						
15 to 24	2,373	327	13.8	376	15.8	1,998
25 to 54	9,708	3,180	32.8	3,407	35.1	6,302
25 to 44	6,557	1,939	29.6	2,088	31.8	4,468
45 to 54	3,152	1,242	39.4	1,318	41.8	1,833
55 and over	1,576	557	35.4	592	37.6	984
Education						
Less than Grade 9	353	92	26.0	99	28.0	254
Some high school	1,476	327	22.2	350	23.7	1,126
High school graduation	2,869	759	26.5	810	28.2	2,059
Some postsecondary	1,233	274	22.2	298	24.2	935
Postsecondary certificate or diploma	4,752	1,596	33.6	1,712	36.0	3,040
University degree	2,975	1,016	34.2	1,106	37.2	1,870
Province						
Atlantic	937	274	29.3	288	30.7	649
Newfoundland and Labrador	187	67	35.7	70	37.3	117
Prince Edward Island	58	18	30.6	18	32.0	39
Nova Scotia	383	107	28.0	112	29.4	270
New Brunswick	309	82	26.6	87	28.2	222
Quebec	3,214	1,179	36.7	1,293	40.2	1,920
Ontario	5,470	1,470	26.9	1,573	28.8	3,897
Prairies	2,323	613	26.4	661	28.4	1,663
Manitoba	491	169	34.5	182	37.1	309
Saskatchewan	385	131	34.0	137	35.5	249
Alberta	1,447	313	21.6	342	23.6	1,105
British Columbia	1,715	528	30.8	560	32.7	1,155
Work status						
Full-time	11,225	3,503	31.2	3,766	33.6	7,459
Part-time	2,434	561	23.1	608	25.0	1,825
Industry						
Goods-producing	3,316	980	29.5	1,056	31.8	2,261
Agriculture	127	6	5.0	7	5.6	120
Natural resources	256	58	22.6	63	24.5	193
Utilities	125	83	66.8	87	69.5	38
Construction	699	212	30.3	226	32.4	472
Manufacturing	2,110	620	29.4	673	31.9	1,437
Service-producing	10,342	3,085	29.8	3,318	32.1	7,023
Trade	2,262	290	12.8	320	14.1	1,943
Transportation and warehousing	662	272	41.0	281	42.5	380
Finance, insurance, real estate and leasing	822	65	7.9	77	9.3	745
Professional, scientific and technical	683	36	5.3	46	6.8	637
Business, building and other support	504	63	12.6	73	14.5	431
Education	1,051	710	67.6	756	72.0	295
Health care and social assistance	1,521	815	53.6	855	56.2	667
Information, culture and recreation	619	156	25.3	170	27.5	449
Accommodation and food	912	70	7.7	78	8.5	834
Other	474	43	9.1	53	11.1	421
Public administration	833	564	67.7	611	73.3	223

Unionization

Table 2A Union membership and coverage by sex and selected characteristics, 2005 (continued)

	Men					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	6,949	2,060	29.7	2,231	32.1	4,719
Sector³						
Public	1,208	830	68.7	887	73.4	321
Private	5,741	1,230	21.4	1,343	23.4	4,398
Age						
15 to 24	1,183	174	14.7	203	17.1	980
25 to 54	4,935	1,586	32.1	1,707	34.6	3,228
25 to 44	3,380	965	28.5	1,047	31.0	2,332
45 to 54	1,556	621	39.9	659	42.4	896
55 and over	831	301	36.2	321	38.6	510
Education						
Less than Grade 9	216	64	29.7	69	32.1	147
Some high school	860	215	25.0	230	26.7	631
High school graduation	1,456	430	29.5	460	31.6	996
Some postsecondary	617	150	24.3	163	26.5	453
Postsecondary certificate or diploma	2,374	800	33.7	862	36.3	1,512
University degree	1,426	401	28.1	446	31.3	980
Province						
Atlantic	465	132	28.4	139	29.9	326
Newfoundland and Labrador	94	35	37.8	37	39.3	57
Prince Edward Island	27	7	26.5	7	28.0	19
Nova Scotia	190	51	27.0	54	28.2	136
New Brunswick	155	38	24.7	41	26.4	114
Quebec	1,642	622	37.9	685	41.7	957
Ontario	2,780	759	27.3	816	29.3	1,964
Prairies	1,200	283	23.6	308	25.7	891
Manitoba	247	81	32.7	88	35.6	159
Saskatchewan	192	57	29.9	60	31.4	132
Alberta	761	145	19.0	160	21.1	601
British Columbia	863	265	30.7	283	32.8	580
Work status						
Full-time	6,226	1,928	31.0	2,084	33.5	4,142
Part-time	724	133	18.3	147	20.3	577
Industry						
Goods-producing	2,514	831	33.1	892	35.5	1,622
Agriculture	80	4	4.9	4	5.6	76
Natural resources	214	54	25.2	58	27.1	156
Utilities	93	64	68.9	67	71.6	26
Construction	621	207	33.4	221	35.6	400
Manufacturing	1,506	502	33.3	542	36.0	964
Service-producing	4,435	1,229	27.7	1,338	30.2	3,097
Trade	1,108	155	13.9	172	15.5	937
Transportation and warehousing	485	199	41.1	207	42.7	278
Finance, insurance, real estate and leasing	297	24	8.2	28	9.6	268
Professional, scientific and technical	350	19	5.4	24	6.9	326
Business, building and other support	270	43	16.0	49	18.0	222
Education	360	236	65.5	254	70.7	106
Health care and social assistance	240	130	54.0	138	57.5	102
Information, culture and recreation	315	81	25.7	88	28.0	227
Accommodation and food	349	30	8.6	34	9.6	316
Other	232	23	10.0	28	12.1	204
Public administration	427	289	67.7	315	73.9	112

Table 2A Union membership and coverage by sex and selected characteristics, 2005 (continued)

	Women					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	6,709	2,004	29.9	2,144	32.0	4,565
Sector³						
Public	1,915	1,388	72.5	1,455	76.0	460
Private	4,794	616	12.8	689	14.4	4,105
Age						
15 to 24	1,191	153	12.8	173	14.5	1,018
25 to 54	4,773	1,595	33.4	1,700	35.6	3,073
25 to 44	3,177	974	30.7	1,041	32.8	2,136
45 to 54	1,596	620	38.9	659	41.3	937
55 and over	745	257	34.4	271	36.3	474
Education						
Less than Grade 9	137	28	20.2	29	21.4	107
Some high school	616	112	18.2	120	19.5	496
High school graduation	1,413	329	23.3	350	24.8	1,063
Some postsecondary	616	124	20.2	135	21.8	482
Postsecondary certificate or diploma	2,378	796	33.5	850	35.7	1,528
University degree	1,549	615	39.7	660	42.6	889
Province						
Atlantic	472	142	30.1	149	31.6	323
Newfoundland and Labrador	94	32	33.7	33	35.2	61
Prince Edward Island	31	11	34.2	11	35.4	20
Nova Scotia	193	56	29.0	59	30.4	134
New Brunswick	155	44	28.5	46	30.0	108
Quebec	1,571	558	35.5	608	38.7	963
Ontario	2,690	710	26.4	757	28.1	1,933
Prairies	1,124	331	29.4	352	31.3	771
Manitoba	244	89	36.3	94	38.5	150
Saskatchewan	194	74	38.1	76	39.5	117
Alberta	686	168	24.5	182	26.5	504
British Columbia	852	263	30.9	277	32.5	575
Work status						
Full-time	4,999	1,575	31.5	1,682	33.7	3,317
Part-time	1,710	429	25.1	461	27.0	1,249
Industry						
Goods-producing	802	148	18.5	164	20.4	639
Agriculture	47	2	5.2	3	5.6	44
Natural resources	42	4	9.5	5	11.1	37
Utilities	32	19	60.8	20	63.4	12
Construction	78	4	5.6	5	6.6	73
Manufacturing	604	118	19.6	131	21.7	473
Service-producing	5,907	1,856	31.4	1,980	33.5	3,926
Trade	1,154	135	11.7	148	12.8	1,006
Transportation and warehousing	176	72	40.9	74	42.0	102
Finance, insurance, real estate and leasing	525	41	7.7	48	9.2	477
Professional, scientific and technical	332	17	5.2	22	6.6	310
Business, building and other support	233	20	8.7	25	10.5	209
Education	691	474	68.7	502	72.6	189
Health care and social assistance	1,281	685	53.5	716	55.9	565
Information, culture and recreation	303	75	24.8	82	26.9	222
Accommodation and food	563	40	7.1	44	7.8	519
Other	242	20	8.3	25	10.2	217
Public administration	406	275	67.7	295	72.7	111

Unionization

Table 2A Union membership and coverage by sex and selected characteristics, 2005 (continued)

	Both sexes					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	947	81	8.5	108	11.4	839
Business, finance and administrative	2,649	656	24.8	713	26.9	1,936
Professional	349	61	17.6	71	20.3	278
Financial and administrative	709	160	22.6	176	24.9	533
Clerical	1,592	434	27.3	466	29.3	1,126
Natural and applied sciences	959	230	24.0	252	26.3	707
Health	841	515	61.2	535	63.7	305
Professional	92	36	39.0	42	45.4	50
Nursing	268	212	78.9	218	81.2	50
Technical	204	119	58.4	123	60.3	81
Support staff	277	148	53.6	153	55.3	124
Social and public service	1,081	644	59.6	686	63.5	395
Legal, social and religious workers	446	169	37.9	185	41.4	261
Teachers and professors	636	475	74.7	502	78.9	134
Secondary and elementary	432	369	85.4	381	88.2	51
Other	204	107	52.2	121	59.3	83
Culture and recreation	323	85	26.3	94	29.0	229
Sales and service	3,453	687	19.9	743	21.5	2,710
Wholesale	362	23	6.3	26	7.2	336
Retail	1,021	123	12.0	132	12.9	889
Food and beverage	501	54	10.8	59	11.8	442
Protective services	221	123	55.6	136	61.4	85
Child care and home support	248	93	37.6	100	40.1	148
Travel and accommodation	1,202	299	24.8	321	26.7	882
Trades, transport and equipment operators	1,983	710	35.8	754	38.1	1,228
Contractors and supervisors	114	32	28.4	35	30.9	79
Construction trades	257	94	36.7	102	39.5	156
Other trades	794	302	38.0	321	40.4	473
Transportation equipment operators	489	174	35.6	183	37.4	306
Helpers and labourers	328	107	32.7	114	34.7	214
Unique to primary industries	283	46	16.1	49	17.5	233
Unique to production	1,037	384	37.0	409	39.5	628
Machine operators and assemblers	828	307	37.1	326	39.4	502
Labourers	209	77	36.9	83	39.8	126
Workplace size						
Under 20 employees	4,455	582	13.1	652	14.6	3,803
20 to 99 employees	4,490	1,338	29.8	1,446	32.2	3,044
100 to 500 employees	2,915	1,194	40.9	1,271	43.6	1,644
Over 500 employees	1,799	952	52.9	1,005	55.9	793
Job tenure						
1 to 12 months	3,135	464	14.8	543	17.3	2,592
Over 1 year to 5 years	4,374	1,017	23.3	1,110	25.4	3,264
Over 5 years to 9 years	2,051	642	31.3	683	33.3	1,368
Over 9 years to 14 years	1,251	452	36.1	476	38.0	775
Over 14 years	2,847	1,490	52.3	1,563	54.9	1,284
Job status						
Permanent	11,861	3,626	30.6	3,882	32.7	7,979
Non-permanent	1,798	438	24.4	493	27.4	1,305

Unionization

Table 2A Union membership and coverage by sex and selected characteristics, 2005 (continued)

	Men					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	574	45	7.9	61	10.7	512
Business, finance and administrative	710	188	26.5	204	28.8	506
Professional	142	26	18.0	30	21.0	112
Financial and administrative	115	29	25.0	31	27.3	83
Clerical	453	134	29.6	143	31.6	310
Natural and applied sciences	750	182	24.3	198	26.5	551
Health	112	62	55.7	67	59.4	46
Professional	25	7	27.4	10	40.6	15
Nursing	17	14	80.5	14	81.2	3
Technical	38	22	57.9	22	58.6	16
Support staff	32	20	61.9	20	63.3	12
Social and public service	370	208	56.3	226	61.2	144
Legal, social and religious workers	149	52	35.0	59	39.4	90
Teachers and professors	221	156	70.7	168	75.9	53
Secondary and elementary	115	100	86.6	103	89.3	12
Other	105	56	53.2	64	61.2	41
Culture and recreation	140	34	24.0	38	26.9	103
Sales and service	1,483	331	22.3	362	24.4	1,121
Wholesale	220	12	5.3	13	6.1	206
Retail	320	34	10.7	38	11.8	282
Food and beverage	190	23	12.1	25	13.1	165
Protective services	176	100	56.6	110	62.4	66
Child care and home support	17	7	41.9	8	46.9	9
Travel and accommodation	564	157	27.7	169	30.0	395
Trades, transport and equipment operators	1,857	680	36.6	723	38.9	1,135
Contractors and supervisors	108	32	29.3	35	32.0	74
Construction trades	250	94	37.5	101	40.3	149
Other trades	757	293	38.7	311	41.2	445
Transportation equipment operators	452	161	35.6	169	37.4	283
Helpers and labourers	290	100	34.5	107	36.7	184
Unique to primary industries	231	40	17.5	44	18.9	187
Unique to production	717	288	40.1	306	42.7	411
Machine operators and assemblers	588	237	40.2	252	42.8	337
Labourers	129	51	39.8	55	42.6	74
Workplace size						
Under 20 employees	2,132	312	14.6	350	16.4	1,782
20 to 99 employees	2,313	633	27.4	690	29.8	1,623
100 to 500 employees	1,574	632	40.1	678	43.1	895
Over 500 employees	930	483	51.9	512	55.1	418
Job tenure						
1 to 12 months	1,622	251	15.5	295	18.2	1,326
Over 1 year to 5 years	2,147	486	22.6	534	24.9	1,614
Over 5 years to 9 years	1,041	309	29.6	331	31.8	711
Over 9 years to 14 years	625	219	35.0	231	37.0	394
Over 14 years	1,513	796	52.6	839	55.5	674
Job status						
Permanent	6,082	1,861	30.6	2,006	33.0	4,076
Non-permanent	868	200	23.0	225	25.9	643

Unionization

Table 2A Union membership and coverage by sex and selected characteristics, 2005 (concluded)

	Women					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	373	35	9.4	46	12.4	327
Business, finance and administrative	1,940	468	24.1	509	26.2	1,431
Professional	207	36	17.2	41	19.9	166
Financial and administrative	594	132	22.2	145	24.4	449
Clerical	1,139	301	26.4	323	28.3	816
Natural and applied sciences	209	48	23.0	54	25.5	156
Health	728	452	62.1	469	64.4	260
Professional	67	29	43.3	32	47.1	36
Nursing	251	198	78.8	204	81.2	47
Technical	165	97	58.6	100	60.6	65
Support staff	245	129	52.5	133	54.3	112
Social and public service	712	436	61.3	460	64.6	252
Legal, social and religious workers	297	117	39.4	126	42.4	171
Teachers and professors	415	319	76.9	334	80.5	81
Secondary and elementary	316	268	85.0	277	87.8	39
Other	99	51	51.1	57	57.3	42
Culture and recreation	182	51	28.1	56	30.6	127
Sales and service	1,971	356	18.1	381	19.4	1,589
Wholesale	142	11	7.9	13	8.9	129
Retail	701	88	12.6	95	13.5	607
Food and beverage	311	31	9.9	34	11.0	277
Protective services	45	23	51.7	26	57.5	19
Child care and home support	231	86	37.3	92	39.6	139
Travel and accommodation	638	142	22.3	151	23.7	486
Trades, transport and equipment operators	125	30	24.2	32	25.5	93
Contractors and supervisors	6	1	10.9	1	12.6	5
Construction trades	8	1	9.2	1	11.9	7
Other trades	38	9	24.3	10	25.9	28
Transportation equipment operators	37	13	35.3	13	36.6	23
Helpers and labourers	37	7	18.4	7	19.1	30
Unique to primary industries	52	5	10.1	6	11.0	46
Unique to production	320	96	30.1	103	32.1	217
Machine operators and assemblers	239	70	29.3	74	31.1	165
Labourers	80	26	32.3	28	35.3	52
Workplace size						
Under 20 employees	2,323	269	11.6	302	13.0	2,020
20 to 99 employees	2,177	704	32.4	756	34.7	1,421
100 to 500 employees	1,341	562	41.9	592	44.2	749
Over 500 employees	868	468	54.0	493	56.8	375
Job tenure						
1 to 12 months	1,513	213	14.1	248	16.4	1,266
Over 1 year to 5 years	2,227	531	23.8	576	25.9	1,651
Over 5 years to 9 years	1,010	333	33.0	352	34.9	658
Over 9 years to 14 years	626	232	37.1	244	39.1	381
Over 14 years	1,333	694	52.0	724	54.3	610
Job status						
Permanent	5,779	1,766	30.6	1,876	32.5	3,903
Non-permanent	930	238	25.6	268	28.8	662

1 Union members and persons who are not union members but covered by collective agreements (for example, some religious group members).

2 Workers who are neither union members nor covered by collective agreements.

3 Public-sector employees are those working for government departments or agencies; Crown corporations; or publicly funded schools, hospitals or other institutions. Private-sector employees are all other wage and salary earners.

Source: Labour Force Survey

Unionization

Table 2B Union membership and coverage by province and selected characteristics, 2005

	Atlantic					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	937	274	29.3	288	30.7	649
Sector³						
Public	263	185	70.2	192	72.9	71
Private	673	89	13.3	96	14.2	578
Sex						
Men	465	132	28.4	139	29.9	326
Women	472	142	30.1	149	31.6	323
Age						
15 to 24	156	11	7.3	13	8.4	142
25 to 54	674	226	33.5	235	34.9	439
25 to 44	442	131	29.6	137	31.0	305
45 to 54	232	95	40.7	98	42.3	134
55 and over	107	37	34.6	39	36.8	68
Education						
Less than Grade 9	28	6	21.7	6	23.2	21
Some high school	110	19	17.7	21	18.8	89
High school graduation	192	42	21.7	43	22.3	149
Some postsecondary	74	13	17.0	13	18.2	60
Postsecondary certificate or diploma	363	122	33.7	128	35.2	235
University degree	170	72	42.3	77	44.9	94
Work status						
Full-time	783	247	31.5	258	33.0	525
Part-time	153	27	17.7	30	19.3	124
Industry						
Goods-producing	192	50	25.8	53	27.4	139
Agriculture	12	1	6.2	1	6.8	11
Natural resources	28	7	25.6	8	28.0	20
Utilities	9	5	58.6	5	60.1	3
Construction	48	10	21.7	11	23.4	37
Manufacturing	95	26	27.4	28	29.0	68
Service-producing	745	225	30.2	235	31.6	510
Trade	166	11	6.5	12	6.9	155
Transportation and warehousing	49	19	39.5	20	40.5	29
Finance, insurance, real estate and leasing	37	2	6.4	3	7.1	35
Professional, scientific and technical	32	1	4.5	2	5.6	30
Business, building and other support	48	3	6.2	3	6.8	45
Education	81	57	69.6	59	72.4	23
Health care and social assistance	127	73	57.6	76	59.7	51
Information, culture and recreation	34	8	23.1	8	24.3	26
Accommodation and food	66	4	5.5	4	6.0	62
Other	33	2	6.2	2	7.3	30
Public administration	70	44	63.5	47	67.0	23

Unionization

Table 2B Union membership and coverage by province and selected characteristics, 2005 (continued)

	Quebec					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	3,214	1,179	36.7	1,293	40.2	1,920
Sector³						
Public	785	607	77.3	636	81.0	149
Private	2,428	572	23.6	657	27.1	1,771
Sex						
Men	1,642	622	37.9	685	41.7	957
Women	1,571	558	35.5	608	38.7	963
Age						
15 to 24	529	108	20.5	127	24.1	401
25 to 54	2,320	925	39.9	1,010	43.5	1,310
25 to 44	1,529	561	36.7	618	40.4	911
45 to 54	791	364	46.0	392	49.6	399
55 and over	365	146	40.0	156	42.7	209
Education						
Less than Grade 9	136	41	29.9	45	32.8	91
Some high school	332	103	31.1	113	34.0	219
High school graduation	525	190	36.2	207	39.5	318
Some postsecondary	255	70	27.2	78	30.4	178
Postsecondary certificate or diploma	1,294	505	39.0	555	42.9	738
University degree	672	272	40.5	295	44.0	376
Work status						
Full-time	2,634	1,024	38.9	1,121	42.6	1,513
Part-time	580	156	26.9	172	29.7	407
Industry						
Goods-producing	818	322	39.3	358	43.7	460
Agriculture	28	2	5.9	2	7.3	26
Natural resources	34	14	39.8	15	43.7	19
Utilities	32	24	76.4	25	79.7	6
Construction	134	69	51.1	75	56.0	59
Manufacturing	590	213	36.1	240	40.7	349
Service-producing	2,395	858	35.8	935	39.0	1,460
Trade	546	85	15.5	99	18.1	447
Transportation and warehousing	137	65	47.3	68	49.4	69
Finance, insurance, real estate and leasing	168	25	14.9	32	18.7	137
Professional, scientific and technical	152	9	6.2	14	9.0	138
Business, building and other support	100	21	20.6	26	26.0	74
Education	237	171	72.3	178	75.2	59
Health care and social assistance	393	244	62.1	260	66.0	134
Information, culture and recreation	141	43	30.5	49	34.5	93
Accommodation and food	199	24	11.8	26	12.8	174
Other	106	15	14.1	19	18.1	87
Public administration	216	157	72.7	167	77.3	49

Unionization

Table 2B Union membership and coverage by province and selected characteristics, 2005 (continued)

	Ontario					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	5,470	1,470	26.9	1,573	28.8	3,897
Sector³						
Public	1,140	767	67.3	817	71.7	323
Private	4,330	702	16.2	756	17.5	3,574
Sex						
Men	2,780	759	27.3	816	29.3	1,964
Women	2,690	710	26.4	757	28.1	1,933
Age						
15 to 24	901	108	12.0	124	13.8	777
25 to 54	3,926	1,150	29.3	1,226	31.2	2,700
25 to 44	2,704	717	26.5	766	28.3	1,938
45 to 54	1,222	433	35.4	459	37.6	763
55 and over	643	211	32.9	223	34.7	420
Education						
Less than Grade 9	124	33	26.9	35	28.1	89
Some high school	573	125	21.9	132	23.1	440
High school graduation	1,192	289	24.2	307	25.7	885
Some postsecondary	468	93	20.0	102	21.8	366
Postsecondary certificate or diploma	1,803	541	30.0	577	32.0	1,226
University degree	1,309	387	29.6	419	32.0	890
Work status						
Full-time	4,511	1,272	28.2	1,359	30.1	3,152
Part-time	959	198	20.7	214	22.4	745
Industry						
Goods-producing	1,416	400	28.2	421	29.7	996
Agriculture	40	1	2.6	1	2.6	39
Natural resources	31	12	37.5	12	39.4	19
Utilities	50	33	66.7	34	68.2	16
Construction	267	82	30.9	86	32.0	181
Manufacturing	1,028	271	26.4	288	28.0	740
Service-producing	4,054	1,070	26.4	1,152	28.4	2,902
Trade	871	104	11.9	111	12.8	760
Transportation and warehousing	244	86	35.3	89	36.7	154
Finance, insurance, real estate and leasing	384	14	3.6	17	4.3	367
Professional, scientific and technical	290	14	4.9	18	6.2	271
Business, building and other support	222	24	10.6	25	11.5	196
Education	405	276	68.2	293	72.2	113
Health care and social assistance	547	244	44.6	257	46.9	291
Information, culture and recreation	255	57	22.2	61	24.1	193
Accommodation and food	328	23	7.0	26	8.0	302
Other	186	14	7.8	17	9.1	169
Public administration	322	213	66.1	237	73.6	85

Unionization

Table 2B Union membership and coverage by province and selected characteristics, 2005 (continued)

	Prairies					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	2,323	613	26.4	661	28.4	1,663
Sector³						
Public	565	381	67.4	405	71.7	160
Private	1,758	232	13.2	255	14.5	1,503
Sex						
Men	1,200	283	23.6	308	25.7	891
Women	1,124	331	29.4	352	31.3	771
Age						
15 to 24	472	58	12.2	65	13.7	408
25 to 54	1,590	474	29.8	509	32.0	1,081
25 to 44	1,076	287	26.7	309	28.7	767
45 to 54	513	187	36.4	199	38.8	314
55 and over	261	81	31.2	87	33.5	174
Education						
Less than Grade 9	39	7	17.9	7	18.9	31
Some high school	290	45	15.6	49	16.9	241
High school graduation	552	127	23.1	135	24.5	417
Some postsecondary	231	46	19.9	49	21.3	181
Postsecondary certificate or diploma	756	230	30.5	245	32.4	511
University degree	457	157	34.4	176	38.4	281
Work status						
Full-time	1,914	520	27.1	561	29.3	1,354
Part-time	409	93	22.8	100	24.5	309
Industry						
Goods-producing	544	111	20.4	121	22.2	424
Agriculture	26	1	2.2	1	2.6	26
Natural resources	132	16	12.4	18	13.6	114
Utilities	24	14	55.9	15	61.8	9
Construction	146	27	18.5	30	20.3	116
Manufacturing	216	54	24.8	57	26.6	159
Service-producing	1,779	502	28.2	540	30.4	1,239
Trade	391	44	11.4	48	12.3	343
Transportation and warehousing	135	51	37.8	53	39.2	82
Finance, insurance, real estate and leasing	126	10	7.6	11	8.5	115
Professional, scientific and technical	110	5	4.3	6	5.5	104
Business, building and other support	71	6	8.7	7	10.5	64
Education	195	118	60.6	132	67.6	63
Health care and social assistance	270	148	54.6	153	56.7	117
Information, culture and recreation	101	26	26.1	28	27.7	73
Accommodation and food	160	6	3.5	6	4.0	153
Other	90	6	6.3	7	7.7	83
Public administration	130	83	63.5	88	67.5	42

Unionization

Table 2B Union membership and coverage by province and selected characteristics, 2005 (continued)

	British Columbia					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	1,715	528	30.8	560	32.7	1,155
Sector ³						
Public	370	278	75.3	292	79.1	77
Private	1,345	250	18.6	268	19.9	1,077
Sex						
Men	863	265	30.7	283	32.8	580
Women	852	263	30.9	277	32.5	575
Age						
15 to 24	316	41	12.9	47	14.7	270
25 to 54	1,199	406	33.9	427	35.7	771
25 to 44	806	243	30.2	258	32.0	548
45 to 54	393	163	41.5	169	43.1	223
55 and over	200	81	40.7	86	43.0	114
Education						
Less than Grade 9	26	5	18.5	5	20.4	20
Some high school	172	34	19.6	35	20.6	137
High school graduation	408	111	27.2	118	28.9	290
Some postsecondary	205	53	25.8	56	27.2	149
Postsecondary certificate or diploma	537	198	36.9	207	38.5	330
University degree	367	128	34.8	139	37.8	228
Work status						
Full-time	1,382	441	31.9	468	33.9	914
Part-time	333	87	26.2	92	27.7	240
Industry						
Goods-producing	345	98	28.3	104	30.1	241
Agriculture	21	2	11.2	2	12.0	18
Natural resources	31	9	29.3	10	31.1	21
Utilities	10	7	70.5	7	70.5	3
Construction	103	23	22.5	25	24.1	78
Manufacturing	180	56	31.0	60	33.1	121
Service-producing	1,370	431	31.4	456	33.3	913
Trade	288	46	15.8	50	17.3	238
Transportation and warehousing	96	50	51.8	51	53.2	45
Finance, insurance, real estate and leasing	106	14	13.5	15	14.2	91
Professional, scientific and technical	99	6	6.3	7	6.8	92
Business, building and other support	63	10	16.2	11	17.5	52
Education	132	88	66.2	95	71.6	38
Health care and social assistance	184	106	57.8	109	59.3	75
Information, culture and recreation	88	23	25.7	24	26.8	64
Accommodation and food	159	14	9.1	16	9.8	143
Other	59	6	10.3	7	12.3	52
Public administration	95	67	70.8	72	75.7	23

Unionization

Table 2B Union membership and coverage by province and selected characteristics, 2005 (continued)

	Atlantic					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	51	6	12.0	7	14.4	43
Business, finance and administrative	172	46	26.8	48	28.2	123
Professional	14	3	24.8	4	27.3	10
Financial and administrative	46	11	24.1	12	26.1	34
Clerical	112	31	28.1	33	29.2	79
Natural and applied sciences	58	18	30.6	19	32.4	39
Health	72	48	66.1	49	68.4	23
Professional	7	3	46.0	4	53.2	3
Nursing	23	19	83.5	20	86.2	3
Technical	20	15	76.8	15	78.3	4
Support staff	22	10	45.6	10	46.5	12
Social and public service	78	49	62.7	50	65.0	27
Legal, social and religious workers	30	11	37.7	12	39.7	18
Teachers and professors	47	37	78.6	38	81.2	9
Secondary and elementary	31	27	87.7	28	89.9	3
Other	16	10	61.3	10	64.6	6
Culture and recreation	17	4	24.5	4	25.9	13
Sales and service	264	40	15.0	42	15.8	222
Wholesale	19	1	6.5	1	7.3	18
Retail	86	4	4.8	4	5.1	81
Food and beverage	38	4	9.4	4	10.1	34
Protective services	16	6	38.9	6	41.3	9
Child care and home support	19	5	27.7	6	29.0	14
Travel and accommodation	90	20	21.7	20	22.5	70
Trades, transport and equipment operators	141	44	31.3	46	32.6	95
Contractors and supervisors	9	3	29.8	3	30.1	6
Construction trades	22	6	26.5	6	27.3	16
Other trades	48	18	37.0	19	38.9	29
Transportation equipment operators	41	12	30.4	13	31.6	28
Helpers and labourers	22	6	25.9	6	26.8	16
Unique to primary industries	30	4	14.4	5	16.1	25
Unique to production	50	15	30.8	16	32.2	34
Machine operators and assemblers	38	11	28.9	11	29.9	26
Labourers	13	5	36.3	5	39.2	8
Workplace size						
Under 20 employees	371	52	13.9	55	14.8	316
20 to 99 employees	296	97	32.8	102	34.5	194
100 to 500 employees	178	77	43.3	80	44.8	98
Over 500 employees	91	48	53.4	51	55.9	40
Job tenure						
1 to 12 months	226	29	12.7	33	14.5	193
Over 1 year to 5 years	276	56	20.2	59	21.4	217
Over 5 years to 9 years	134	43	31.8	44	32.9	90
Over 9 years to 14 years	84	31	37.1	32	38.5	52
Over 14 years	217	116	53.5	120	55.2	97
Job status						
Permanent	758	232	30.6	241	31.8	517
Non-permanent	178	42	23.7	46	25.9	132

Unionization

Table 2B Union membership and coverage by province and selected characteristics, 2005 (continued)

	Quebec					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	206	18	8.7	28	13.9	177
Business, finance and administrative	622	202	32.5	226	36.3	396
Professional	82	20	24.4	24	29.0	58
Financial and administrative	194	63	32.6	71	36.6	123
Clerical	346	119	34.4	131	37.9	215
Natural and applied sciences	229	69	30.1	77	33.7	152
Health	216	148	68.3	154	71.1	63
Professional	23	10	46.3	12	55.2	10
Nursing	70	61	86.7	62	88.6	8
Technical	54	35	64.7	36	66.7	18
Support staff	70	42	59.7	43	62.0	26
Social and public service	252	173	68.8	180	71.4	72
Legal, social and religious workers	97	50	51.1	54	55.2	43
Teachers and professors	155	123	79.8	126	81.5	29
Secondary and elementary	107	93	87.4	95	88.7	12
Other	48	30	63.0	31	65.4	17
Culture and recreation	92	25	27.1	29	31.2	63
Sales and service	791	182	23.0	201	25.5	590
Wholesale	88	8	8.7	9	10.3	79
Retail	241	34	14.1	38	15.8	203
Food and beverage	116	15	13.2	18	15.1	99
Protective services	48	32	67.5	35	72.6	13
Child care and home support	60	25	41.8	28	46.7	32
Travel and accommodation	275	84	30.4	92	33.6	183
Trades, transport and equipment operators	451	212	47.0	232	51.5	219
Contractors and supervisors	17	6	32.0	6	36.4	11
Construction trades	56	36	64.1	39	70.5	16
Other trades	191	91	47.4	100	52.1	92
Transportation equipment operators	109	47	43.1	50	45.9	59
Helpers and labourers	78	33	42.8	37	47.6	41
Unique to primary industries	54	12	22.3	13	24.2	41
Unique to production	264	123	46.5	134	50.9	129
Machine operators and assemblers	208	97	46.8	106	50.7	103
Labourers	56	25	45.1	29	51.7	27
Workplace size						
Under 20 employees	996	148	14.9	175	17.6	821
20 to 99 employees	1,024	356	34.8	400	39.0	624
100 to 500 employees	697	359	51.5	386	55.4	311
Over 500 employees	497	316	63.6	332	66.9	165
Job tenure						
1 to 12 months	680	134	19.7	165	24.3	515
Over 1 year to 5 years	995	291	29.2	326	32.8	669
Over 5 years to 9 years	460	176	38.3	191	41.5	269
Over 9 years to 14 years	296	129	43.6	137	46.3	159
Over 14 years	783	450	57.5	474	60.6	309
Job status						
Permanent	2,754	1,028	37.3	1,124	40.8	1,631
Non-permanent	459	151	32.9	170	36.9	290

Unionization

Table 2B Union membership and coverage by province and selected characteristics, 2005 (continued)

	Ontario					
	Total	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	439	34	7.7	43	9.8	396
Business, finance and administrative	1,074	204	19.0	222	20.7	852
Professional	159	20	12.8	23	14.8	135
Financial and administrative	265	46	17.2	50	18.8	215
Clerical	650	138	21.2	149	22.9	502
Natural and applied sciences	404	83	20.4	90	22.2	314
Health	296	153	51.6	160	54.1	136
Professional	28	7	25.4	9	31.1	20
Nursing	94	63	66.4	65	69.2	29
Technical	74	35	47.0	36	49.0	38
Support staff	100	48	48.4	50	50.2	50
Social and public service	441	254	57.7	271	61.5	170
Legal, social and religious workers	191	64	33.8	72	37.6	119
Teachers and professors	250	190	76.0	199	79.8	51
Secondary and elementary	173	150	86.7	154	89.1	19
Other	77	40	52.1	46	58.9	32
Culture and recreation	130	31	24.1	34	26.2	96
Sales and service	1,296	256	19.8	277	21.4	1,019
Wholesale	147	6	4.2	7	4.6	140
Retail	376	46	12.2	49	13.1	327
Food and beverage	161	18	10.9	19	11.7	142
Protective services	93	53	56.8	60	64.4	33
Child care and home support	91	33	36.7	35	38.3	56
Travel and accommodation	467	109	23.2	116	24.9	351
Trades, transport and equipment operators	757	256	33.8	267	35.3	490
Contractors and supervisors	47	13	28.0	14	30.7	32
Construction trades	86	31	35.9	33	37.8	54
Other trades	317	112	35.2	117	36.9	200
Transportation equipment operators	179	58	32.3	60	33.5	119
Helpers and labourers	128	42	33.1	43	34.1	84
Unique to primary industries	75	11	14.6	12	15.8	64
Unique to production	520	180	34.7	188	36.2	332
Machine operators and assemblers	425	149	35.1	156	36.8	268
Labourers	95	31	32.7	32	33.6	63
Workplace size						
Under 20 employees	1,602	191	11.9	212	13.2	1,390
20 to 99 employees	1,750	459	26.2	490	28.0	1,260
100 to 500 employees	1,279	437	34.2	465	36.4	813
Over 500 employees	840	382	45.4	406	48.3	434
Job tenure						
1 to 12 months	1,193	151	12.6	176	14.8	1,016
Over 1 year to 5 years	1,785	384	21.5	414	23.2	1,371
Over 5 years to 9 years	865	241	27.8	255	29.4	611
Over 9 years to 14 years	506	155	30.6	163	32.1	343
Over 14 years	1,120	540	48.2	565	50.4	556
Job status						
Permanent	4,788	1,347	28.1	1,431	29.9	3,356
Non-permanent	682	123	18.0	142	20.8	541

Unionization

Table 2B Union membership and coverage by province and selected characteristics, 2005 (continued)

	Prairies					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	142	14	9.8	18	12.5	125
Business, finance and administrative	446	109	24.4	116	26.0	330
Professional	53	9	17.1	10	19.4	43
Financial and administrative	117	21	18.1	23	19.5	94
Clerical	276	79	28.5	83	30.0	193
Natural and applied sciences	155	31	20.0	34	22.2	121
Health	154	99	64.3	102	66.2	52
Professional	21	9	41.4	10	47.0	11
Nursing	48	41	85.2	42	86.8	6
Technical	34	20	60.4	21	61.4	13
Support staff	51	29	56.5	30	57.7	22
Social and public service	179	97	54.1	108	60.4	71
Legal, social and religious workers	73	23	32.0	26	36.1	46
Teachers and professors	107	74	69.1	82	77.0	25
Secondary and elementary	72	59	81.6	63	88.1	9
Other	35	15	43.2	19	53.9	16
Culture and recreation	47	12	26.1	13	28.4	34
Sales and service	614	108	17.5	116	18.8	498
Wholesale	58	3	5.3	3	6.0	55
Retail	174	20	11.2	20	11.8	154
Food and beverage	98	7	6.8	7	7.6	91
Protective services	35	16	46.3	18	51.6	17
Child care and home support	49	17	33.5	18	36.4	31
Travel and accommodation	211	47	22.2	50	23.4	162
Trades, transport and equipment operators	375	97	26.0	104	27.7	271
Contractors and supervisors	28	7	24.3	7	26.6	20
Construction trades	50	11	22.9	12	24.9	37
Other trades	143	39	27.3	42	29.3	101
Transportation equipment operators	97	27	28.1	29	29.7	68
Helpers and labourers	58	13	22.4	13	23.3	44
Unique to primary industries	81	9	11.3	10	12.2	71
Unique to production	117	36	30.5	38	32.6	79
Machine operators and assemblers	94	28	30.0	30	32.0	64
Labourers	23	8	32.6	8	35.1	15
Workplace size						
Under 20 employees	829	95	11.5	106	12.8	723
20 to 99 employees	796	221	27.7	238	29.9	558
100 to 500 employees	446	170	38.2	183	41.0	263
Over 500 employees	252	127	50.4	134	53.2	118
Job tenure						
1 to 12 months	610	84	13.7	95	15.6	515
Over 1 year to 5 years	767	162	21.1	175	22.8	592
Over 5 years to 9 years	337	97	28.8	104	30.9	233
Over 9 years to 14 years	190	62	32.8	66	34.8	124
Over 14 years	419	208	49.6	221	52.6	199
Job status						
Permanent	2,050	547	26.7	586	28.6	1,464
Non-permanent	273	66	24.1	75	27.3	199

Unionization

Table 2B Union membership and coverage by province and selected characteristics, 2005 (concluded)

	British Columbia					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	110	9	8.2	11	10.2	99
Business, finance and administrative	335	95	28.4	100	29.9	235
Professional	41	8	20.3	9	23.0	32
Financial and administrative	87	19	22.2	20	23.6	66
Clerical	207	68	32.7	70	33.9	137
Natural and applied sciences	114	30	26.7	32	28.1	82
Health	102	68	66.4	70	68.8	32
Professional	13	6	48.4	7	52.5	6
Nursing	33	28	86.1	29	88.5	4
Technical	22	14	61.6	14	64.1	8
Support staff	33	19	57.3	20	59.1	14
Social and public service	133	71	53.8	77	58.1	56
Legal, social and religious workers	55	20	36.9	21	38.5	34
Teachers and professors	77	51	65.8	56	72.2	22
Secondary and elementary	49	40	80.6	41	82.9	8
Other	28	11	40.0	15	53.6	13
Culture and recreation	37	12	33.5	13	35.7	24
Sales and service	489	102	20.8	108	22.0	381
Wholesale	49	5	9.5	5	11.2	44
Retail	145	19	13.2	20	13.9	124
Food and beverage	87	11	12.2	11	13.0	76
Protective services	30	16	52.5	17	56.2	13
Child care and home support	29	13	45.6	13	46.0	16
Travel and accommodation	159	40	25.2	42	26.6	116
Trades, transport and equipment operators	258	100	38.8	105	40.6	153
Contractors and supervisors	14	4	32.2	5	34.3	9
Construction trades	44	11	24.1	12	26.1	33
Other trades	95	43	45.0	44	46.5	51
Transportation equipment operators	63	29	47.0	31	49.1	32
Helpers and labourers	43	13	30.4	14	32.3	29
Unique to primary industries	42	9	21.4	10	22.9	33
Unique to production	86	30	34.9	33	37.6	54
Machine operators and assemblers	64	21	33.5	23	36.0	41
Labourers	23	9	38.8	10	41.9	13
Workplace size						
Under 20 employees	656	95	14.5	105	15.9	552
20 to 99 employees	624	205	32.8	217	34.8	407
100 to 500 employees	315	149	47.4	156	49.5	159
Over 500 employees	119	78	65.9	83	69.3	37
Job tenure						
1 to 12 months	426	67	15.6	73	17.2	352
Over 1 year to 5 years	551	125	22.8	136	24.6	415
Over 5 years to 9 years	255	86	33.6	90	35.1	165
Over 9 years to 14 years	176	74	42.4	78	44.3	98
Over 14 years	308	176	57.3	184	59.7	124
Job status						
Permanent	1,510	473	31.3	500	33.1	1,011
Non-permanent	204	56	27.3	60	29.6	144

1 Union members and persons who are not union members but covered by collective agreements (for example, some religious group members).

2 Workers who are neither union members nor covered by collective agreements.

3 Public-sector employees are those working for government departments or agencies; Crown corporations; or publicly funded schools, hospitals or other institutions. Private-sector employees are all other wage and salary earners.

Source: Labour Force Survey

Unionization

Table 3 Average earnings and usual hours by union and job status, 2005

	Canada				Atlantic			
	Total employees	Union member	Union coverage ¹	Not a union member ²	Total employees	Union member	Union coverage ¹	Not a union member ²
Both sexes								
Average hourly earnings (\$)								
Full-time employees	20.31	22.66	22.66	19.13	16.84	20.80	20.81	14.89
Part-time employees	13.45	19.10	18.95	11.62	11.35	18.69	18.61	9.61
Average weekly earnings (\$)								
Full-time employees	803.11	875.10	876.67	765.97	678.72	815.40	817.29	610.59
Part-time employees	243.21	375.99	371.45	200.46	203.70	372.57	368.99	164.27
Average usual weekly hours, main job								
Full-time employees	39.6	38.7	38.8	40.0	40.5	39.4	39.5	40.9
Part-time employees	17.5	19.3	19.2	16.9	17.4	19.8	19.6	16.9
Men								
Average hourly earnings (\$)								
Full-time employees	21.71	23.35	23.35	20.88	17.92	21.27	21.29	16.37
Part-time employees	12.45	17.52	17.36	11.19	10.61	18.68	19.01	9.31
Average weekly earnings (\$)								
Full-time employees	881.90	926.44	928.04	858.68	750.44	861.69	864.54	697.76
Part-time employees	211.78	328.55	323.47	183.29	178.69	362.76	366.64	149.64
Average usual weekly hours, main job								
Full-time employees	40.8	39.8	39.9	41.3	42.3	40.8	41.0	42.9
Part-time employees	16.5	18.3	18.1	16.1	16.3	19.2	18.9	15.8
Women								
Average hourly earnings (\$)								
Full-time employees	18.58	21.81	21.81	16.94	15.59	20.30	20.30	13.10
Part-time employees	13.87	19.59	19.45	11.81	11.65	18.70	18.51	9.75
Average weekly earnings (\$)								
Full-time employees	705.00	812.26	813.06	650.19	595.57	766.61	767.22	504.96
Part-time employees	256.51	390.68	386.74	208.39	213.82	374.86	369.58	170.81
Average usual weekly hours, main job								
Full-time employees	38.0	37.3	37.3	38.3	38.3	37.9	37.9	38.5
Part-time employees	17.9	19.7	19.6	17.3	17.8	19.9	19.8	17.3

Unionization

Table 3 Average earnings and usual hours by union and job status, 2005 (continued)

	Quebec				Ontario			
	Total employees	Union member	Union coverage ¹	Not a union member ²	Total employees	Union member	Union coverage ¹	Not a union member ²
Both sexes								
Average hourly earnings (\$)								
Full-time employees	18.43	20.89	20.74	16.88	20.06	23.39	23.43	18.69
Part-time employees	19.48	21.16	21.05	18.31	21.50	24.12	24.18	20.35
	13.69	19.16	18.73	11.56	13.26	18.74	18.67	11.70
Average weekly earnings (\$)								
Full-time employees	656.66	742.17	738.18	601.77	744.94	860.36	861.89	697.74
Part-time employees	744.34	793.98	791.57	709.35	853.50	939.72	943.05	814.90
	258.47	401.84	391.17	202.31	234.27	350.76	347.44	201.69
Average usual weekly hours, main job								
Full-time employees	34.7	35.4	35.4	34.2	35.8	36.3	36.3	35.6
Part-time employees	38.3	37.7	37.8	38.7	39.7	39.0	39.1	40.0
	18.1	20.2	20.1	17.2	17.2	18.6	18.5	16.8
Men								
Average hourly earnings (\$)								
Full-time employees	19.79	21.37	21.23	18.75	21.84	24.36	24.39	20.78
Part-time employees	20.64	21.62	21.51	19.96	22.94	24.87	24.92	22.07
	12.85	17.63	17.09	11.48	12.42	17.42	17.34	11.21
Average weekly earnings (\$)								
Full-time employees	745.88	805.79	801.32	706.21	856.73	944.24	945.95	819.67
Part-time employees	810.06	835.54	832.84	792.27	932.47	991.28	994.45	905.31
	225.89	357.83	342.97	188.04	207.20	308.02	304.30	183.31
Average usual weekly hours, main job								
Full-time employees	37.0	37.7	37.7	36.5	38.3	38.5	38.5	38.2
Part-time employees	39.5	38.9	39.0	39.9	40.8	40.0	40.1	41.2
	16.9	19.2	19.0	16.2	16.3	17.7	17.5	16.0
Women								
Average hourly earnings (\$)								
Full-time employees	17.02	20.36	20.20	15.01	18.21	22.37	22.39	16.57
Part-time employees	18.02	20.55	20.44	16.35	19.73	23.18	23.24	18.24
	14.07	19.66	19.30	11.60	13.62	19.21	19.16	11.92
Average weekly earnings (\$)								
Full-time employees	563.45	671.29	667.11	497.97	629.41	770.66	771.32	573.83
Part-time employees	662.38	739.01	736.48	610.99	756.22	875.11	878.08	704.77
	273.19	416.39	407.71	209.49	246.02	366.10	363.20	210.07
Average usual weekly hours, main job								
Full-time employees	32.2	32.8	32.8	31.8	33.2	33.9	33.9	32.9
Part-time employees	36.8	36.1	36.1	37.3	38.4	37.8	37.8	38.6
	18.6	20.6	20.5	17.7	17.6	19.0	18.9	17.2

Unionization

Table 3 Average earnings and usual hours by union and job status, 2005 (concluded)

	Prairies				British Columbia			
	Total employees	Union member	Union coverage ¹	Not a union member ²	Total employees	Union member	Union coverage ¹	Not a union member ²
Both sexes								
Average hourly earnings (\$)								
Full-time employees	18.80	21.67	21.76	17.62	19.36	22.99	23.04	17.58
Part-time employees	19.97	22.25	22.32	19.00	20.48	23.46	23.56	18.91
	13.31	18.45	18.67	11.58	14.71	20.64	20.41	12.53
Average weekly earnings (\$)								
Full-time employees	710.45	797.10	801.60	674.24	704.49	826.67	831.81	642.75
Part-time employees	811.42	875.00	879.33	783.30	809.67	910.59	917.34	754.55
	237.80	363.43	366.28	196.16	267.27	401.65	396.86	217.67
Average usual weekly hours, main job								
Full-time employees	36.5	36.3	36.4	36.5	35.2	35.6	35.6	35.0
Part-time employees	40.6	39.4	39.5	41.0	39.4	38.8	38.9	39.7
	17.3	19.4	19.3	16.7	17.5	19.1	19.1	17.0
Men								
Average hourly earnings (\$)								
Full-time employees	20.62	22.63	22.75	19.88	21.09	24.07	24.14	19.60
Part-time employees	21.58	23.09	23.18	21.00	21.99	24.46	24.56	20.65
	11.82	15.88	16.45	10.88	13.44	18.86	18.45	12.04
Average weekly earnings (\$)								
Full-time employees	836.21	896.02	901.48	813.62	823.48	933.39	939.48	766.90
Part-time employees	905.71	937.33	942.54	892.31	893.07	976.93	984.61	845.76
	198.48	294.88	306.01	176.65	231.73	348.95	340.23	201.45
Average usual weekly hours, main job								
Full-time employees	39.6	39.3	39.4	39.7	38.1	38.5	38.5	37.9
Part-time employees	42.2	40.7	40.9	42.6	40.6	40.0	40.1	40.9
	16.4	18.0	18.0	16.1	16.8	18.1	18.0	16.5
Women								
Average hourly earnings (\$)								
Full-time employees	16.86	20.85	20.90	15.01	17.62	21.91	21.93	15.54
Part-time employees	17.89	21.37	21.40	16.18	18.58	22.19	22.27	16.71
	13.92	19.07	19.22	11.90	15.19	21.12	20.95	12.74
Average weekly earnings (\$)								
Full-time employees	576.20	712.53	714.16	513.21	584.00	719.20	721.93	517.49
Part-time employees	688.93	810.45	812.31	629.05	704.16	826.44	831.00	640.03
	253.73	379.99	381.23	205.23	280.61	415.74	412.40	224.47
Average usual weekly hours, main job								
Full-time employees	33.1	33.8	33.8	32.8	32.2	32.6	32.7	32.0
Part-time employees	38.5	38.0	38.0	38.8	37.9	37.3	37.3	38.2
	17.7	19.7	19.6	17.0	17.8	19.3	19.3	17.2

1 Union members and persons who are not union members but covered by collective agreements (for example, some religious group members).

2 Workers who are neither union members nor covered by collective agreements.

Source: Labour Force Survey

Table 4 Major wage settlements, inflation and labour disputes

Year	Average annual increase in base wage rates ¹			Annual change in consumer price index	Labour disputes and time lost ³			
	Public sector employees ²	Private sector employees ²	Total employees		Strikes & lockouts ⁴	Workers involved	Person-days not worked	Proportion of estimated working time
			%			'000	'000	%
1980	10.9	11.7	11.1	10.1	1,028	452	9,130	0.37
1981	13.1	12.6	13.0	12.4	1,049	342	8,850	0.35
1982	10.4	9.5	10.2	10.9	679	464	5,702	0.23
1983	4.6	5.5	4.8	5.8	645	330	4,441	0.18
1984	3.9	3.2	3.6	4.3	716	187	3,883	0.15
1985	3.8	3.3	3.7	4.0	829	164	3,126	0.12
1986	3.6	3.0	3.4	4.1	748	486	7,151	0.27
1987	4.1	3.8	4.0	4.4	668	582	3,810	0.14
1988	4.0	5.0	4.4	4.0	548	207	4,901	0.17
1989	5.2	5.2	5.2	5.0	627	445	3,701	0.13
1990	5.6	5.7	5.6	4.8	579	271	5,079	0.17
1991	3.4	4.4	3.6	5.6	463	254	2,516	0.09
1992	2.0	2.6	2.1	1.5	404	152	2,110	0.07
1993	0.6	0.8	0.7	1.8	381	102	1,517	0.05
1994	...	1.2	0.3	0.2	374	81	1,607	0.06
1995	0.6	1.4	0.9	2.2	328	149	1,583	0.05
1996	0.5	1.7	0.9	1.6	330	276	3,269	0.11
1997	1.1	1.8	1.5	1.6	284	258	3,608	0.12
1998	1.6	1.8	1.7	0.9	381	244	2,444	0.08
1999	2.0	2.7	2.2	1.7	413	160	2,443	0.08
2000	2.5	2.4	2.5	2.7	379	144	1,657	0.05
2001	3.4	3.0	3.3	2.6	381	221	2,199	0.07
2002	2.9	2.6	2.8	2.2	294	168	3,033	0.09
2003	2.9	1.2	2.5	2.8	266	81	1,736	0.05
2004	1.4	2.2	1.8	1.9	298	260	3,225	0.09
2005	2.2	2.4	2.3	2.2	293	429	4,107	0.11
2006 ⁵	2.4	2.6	2.4	2.5				

1 Involving 500 or more employees.

2 Public-sector employees are those working for government departments or agencies; Crown corporations; or publicly funded schools, hospitals or other institutions. Private-sector employees are all other wage and salary earners.

3 Involving 1 or more workers.

4 Ten person-days not worked.

5 2006 data refer to January to April only.

Sources: Prices Division; Human Resources and Skills Development Canada, Workplace Information Directorate

Data sources

Information on union membership, density and coverage by various socio-demographic characteristics, including earnings, are from the Labour Force Survey. Further details can be obtained from Marc Lévesque, Labour Statistics Division, Statistics Canada at (613) 951-4090.

Data on strikes, lockouts and workdays lost, and those on major wage settlements were supplied by Human Resources and Skills Development Canada (HRSDC). Further information on these statistics may be obtained from Client services, Workplace Information Directorate, HRSDC at 1 800 567-6866.