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PERSPECTIVES

ON LABOUR AND INCOME

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.	not available for any reference period
-	not available for a specific reference period
...	not applicable
p	preliminary
r	revised
x	confidential
E	use with caution
F	too unreliable to be published

Highlights

In this issue

■ Collective bargaining priorities

- In 2001, the most common bargaining provisions (appearing in over 80% of settlements) were job security and occupational health and safety. Cost-of-living adjustment (COLA) clauses, less popular than in the high-inflation days of the early 1980s, were least common (43%).
- Other popular provisions, appearing in more than 6 in 10 settlements, centred on pay equity and employment equity, as well as on education and training—the latter driven by rapidly evolving technology and heightened business competitiveness.
- Changes in business practices also appear to be increasing the popularity of provisions dealing with contracting out, workplace reorganization, and employee participation in decision making.

Perspectives

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Collective bargaining priorities

Ernest B. Akyeampong

Collective agreements are negotiated by unions and employers to establish the terms and conditions of work as well as the rights and obligations of the two parties. The terms of agreement, known as provisions, are the result of the bargaining process, and may be proposed by employers or unions. The final agreement takes into account the prevailing socio-economic climate, and balances employee demands against the employer's ability to satisfy them. Some provisions such as pay, leave, and medical, dental and pension coverage are integral to virtually all collective agreements. These perennial provisions are well-reported and have been extensively analyzed in past studies (Akyeampong 2002, 2003; Marshall 2003).¹

Other provisions are not as well-known, mainly because their relevance, and hence their inclusion in settlements, reflects socio-economic climate. A good example is the cost-of-living adjustment (COLA) clause. This allows for pay increases at specified intervals during the life of the contract, reflecting changes in the consumer price index. In the early 1980s, when inflation was in the double digits, COLA clauses were a common feature of most collective agreements. In recent years, with annual inflation hovering around 2%, demands for COLA clauses have taken a back seat to more pressing demands.

Using the Workplace and Employee Survey (WES), this article examines some recent popular but perhaps less publicized provisions (see *Data source and definitions* and *Collective bargaining provisions in WES*). Are certain provisions more common in some industries than in others, and if so, why? How many employees are affected by the various provisions? Does the presence of such provisions in a settlement significantly affect labour-management harmony?

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Data source and definitions

The **Workplace and Employee Survey (WES)** is a joint program of Statistics Canada and Human Resources and Skills Development Canada. The goal of WES is to examine the way employers and their employees respond to the changing competitive and technological environment. Survey results provide insight into the relationship between a firm's employment practices and its performance, as well as in-depth information on the effects of technology, training, and human resources practices. The survey is unique in that employers and employees are linked at the microdata level—employees are selected from the sampled workplaces. Thus, information from both employers and employees is available in a single framework. The longitudinal aspect of WES allows researchers to study both employers and employees over time.

The 1999 sample consisted of 6,300 establishments and 23,500 employees. The 2001 sample consisted of 6,200 establishments and 20,400 employees. Public administration, agriculture, fishing and trapping, and private households are excluded from WES.

Provision inclusion rate is the percentage of bargaining settlements containing a given provision. It is the likelihood of a given provision appearing in a bargaining settlement. Thus, if a provision appears in 9 of 10 settlements, the inclusion rate for that provision is 90%. The higher the rate, the more popular or common that provision is deemed to be, and vice versa.

Settlement provision density is the proportion of provisions in WES that are included in a bargaining settlement. Thus, if a settlement contained 8 of the 10 provisions, the settlement provision density would be 80%.

Socio-political and economic context

The priorities of organized labour and the outcomes of the bargaining process are determined by the socio-political and economic climate of the time as well as evolving business practices. Although this study looks at agreements signed in 1999 and 2001, the settlement provisions reflect events and priorities over a much longer period, both preceding and following the date of signing. And, because collective agreements usually last about three years (HRSDC 2004, 7), the 1999 and 2001 results cover a span of approximately five to six years.

Undoubtedly, the performance of the economy has a major influence on settlements. In this regard, economic indicators at the end of the 1990s and the start of the new century were generally favourable. Canada's GDP experienced sustained annual growth beginning in 1992, only to gather more steam (to over 5%) in both 1999 and 2000, partly because of the Y2K boom (Table 1). A minor bust followed in 2001, mostly as a result of the information technology meltdown. Labour market performance mirrored the GDP, with the unemployment rate recording continuous annual declines starting in 1994 (10.4%), bottoming out (at 6.8%) in 2000, and then climbing (to 7.2%) in 2001. The annual inflation rate as measured by the consumer price index remained under 2% for most of the 1990s, edging up to over 2.5% in 2000 and 2001. These rates pale in comparison with the 10% to 12% experienced in the early 1980s. All in all, the low inflation environment did not prompt demands for COLA clauses, allowing labour and management to pay closer attention to other issues.

Table 1 Selected economic indicators

	Gross domestic product	Consumer price index	Base wage rate ¹	Unemployment rate
		% change		%
1980	2.2	10.1	11.1	7.5
1981	3.5	12.4	13.0	7.6
1982	-2.9	10.9	10.2	11.0
1983	2.7	5.8	4.8	12.0
1984	5.8	4.3	3.6	11.3
1985	4.8	4.0	3.7	10.6
1986	2.4	4.1	3.4	9.7
1987	4.3	4.4	4.0	8.8
1988	5.0	4.0	4.4	7.8
1989	2.6	5.0	5.2	7.6
1990	0.2	4.8	5.6	8.2
1991	-2.1	5.6	3.6	10.3
1992	0.9	1.5	2.1	11.2
1993	2.3	1.8	0.7	11.4
1994	4.8	0.2	0.3	10.4
1995	2.8	2.2	0.9	9.6
1996	1.6	1.6	0.9	9.7
1997	4.2	1.6	1.5	9.2
1998	4.1	0.9	1.7	8.4
1999	5.5	1.7	2.2	7.6
2000	5.2	2.7	2.3	6.8
2001	1.8	2.6	3.2	7.2

Sources: Statistics Canada; HRSDC Workplace and Employment Directorate

¹ In collective agreements.

Growing demands for fairness and equity, both in the workplace and elsewhere, have also been a driving factor in collective bargaining. The post World War II era saw a large influx of immigrants, the mass entry of women into the workforce, a rise in feminism, and greater calls for equality and human rights. These trends pushed the federal government to introduce *The Human Rights Act* (1976-77), the *Employment Equity Act* (1985), and *Equal Wages Guidelines* (1986). Over time, the provinces enacted similar laws. Although application of the *Employment Equity Act* may be limited to public and selected private entities, many private businesses adhere to its principles by including appropriate provisions in their collective agreements.

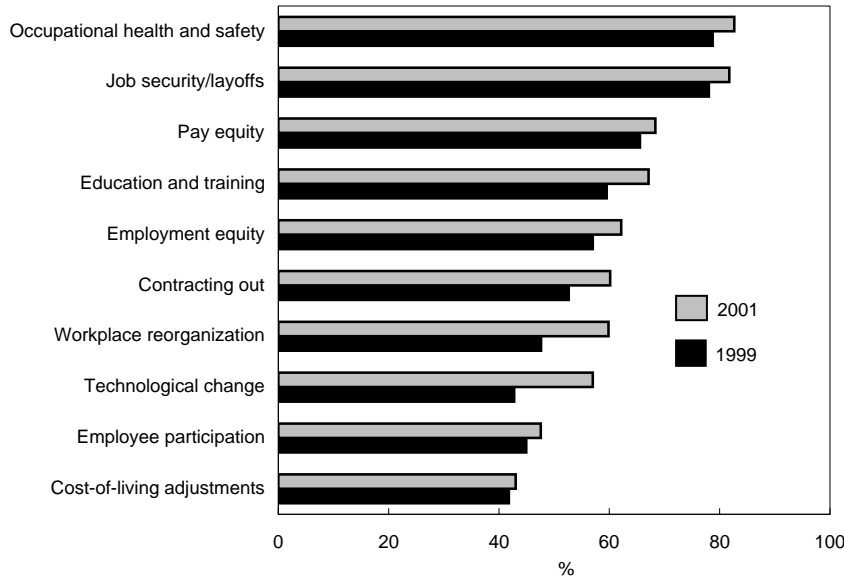
Another social issue driving settlement provisions in recent years has been occupational health and safety. In 1972, Saskatchewan pioneered occupational health and safety legislation in Canada. The Saskatchewan act made health and safety a joint responsibility by requiring worker-management committees to identify and resolve health and safety concerns. It also protected workers' rights to know about hazards in the workplace, to protect themselves against them, and to refuse unusually dangerous work. All jurisdictions have followed Saskatchewan in this regard. In line with technological advances and growing awareness of environmental hazards, concerns about occupational health and safety have grown over the years. The result has been a proliferation of workplace environmental awareness committees involving labour and management, and the entrenchment of health, safety and ergonomic provisions in many settlements.

Other important concerns affecting settlements in recent years can be traced to changes in business practices. Among the most notable are increased adoption of new technology, a rise in corporate mergers and takeovers, growth in contracting out or outsourcing practices, downsizing, restructuring, and ever-increasing demand for a better-educated and more skilled workforce. To cope with these challenges, employers and unions have been forced to devise approaches that are mutually beneficial. Usually, the solutions are spelled out in collective agreements.

Most common provisions in 2001

Based on the provision inclusion rate (see *Data source and definitions*), the two most likely of the 10 provisions in WES to appear in settlements signed in 2001 related

Chart A All provision inclusion rates increased between 1999 and 2001.



Source: Workplace and Employee Survey

The inclusion rate for every provision rose between 1999 and 2001 (Chart A). The biggest increases occurred on issues dealing with technological change (14 percentage points) and workplace reorganization (12 points)—probably reflecting the effects of the period’s high-tech boom and bust. The smallest change was the cost-of-living adjustment (up 1 point).

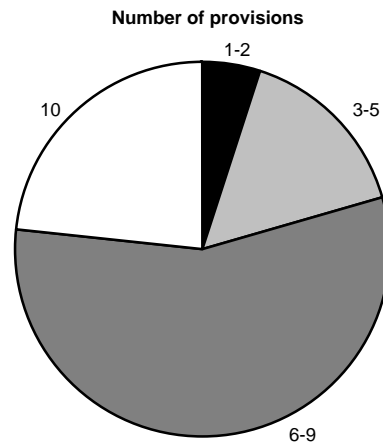
The likelihood of a settlement containing all or most of the WES provisions was very high in 2001, suggesting that most of them commanded the attention of both labour and employers. In 2001, close to one-quarter (23%) of all settlements contained all 10 provisions (Chart B). A little over half (56%) of settlements contained 6 to 9 provisions, and another 15% included 3 to 5. Just 5% of settlements contained clauses dealing with only 1 or 2.

to issues of occupational health and safety, and job security. Over 80% of the 72,000 settlements (representing roughly 10% of all workplaces) that year contained provisions addressing these two concerns (Chart A). The high rate for the former is not surprising, given growing public awareness of the need to minimize work-related diseases, injuries, stress and other hazards. The high rate for job security is also understandable, especially in light of the high-tech meltdown immediately following the Y2K boom, and the associated rise in the unemployment rate in 2001.

At the other end of the scale, issues dealing with employee participation in decision making, and cost-of-living adjustments had the lowest inclusion rates—less than 50% each. Employee participation in decision making is a relatively recent but growing practice; however, its use is not yet widespread. Inflation has not been an issue over the past decade or so, and COLA clauses not surprisingly ranked last. Inclusion rates for the remaining six provisions ranged from 57% for technological change to 68% for pay equity.

Firm size had no significant effect on any of these results.

Chart B Almost 80% of settlements included more than half of the 10 provisions.



Source: Workplace and Employee Survey, 2001

Industry differences

For all the major industry groups, the two most common issues were occupational health and safety, and job security (Table 2). COLA clauses featured least often in most industries.

But some notable differences were evident, driven mainly by varying unionization rates. The likelihood of any of the 10 provisions being included in settlements in education and health services, and transportation, communications and utilities—both heavily unionized—was generally much higher. At the other end of the scale, the likelihood was generally lowest in the construction industry.

Employment equity and pay equity provisions were more likely than average to appear in settlements reached in the heavily unionized transportation, communications and utilities industry group, as well as in education and health. Education and training provisions were also very common in education and health settlements, where retraining for new methods and procedures is essential.

As expected, provisions dealing with technological change, workplace re-organization, and contracting out appeared least often in construction industry settlements. The need for such provisions in this rela-

tively labour-intensive industry appeared to be low compared with the capital-intensive transportation, communications and utilities industries.

Numbers affected by provisions varied

An estimated 11.6 million employees worked for the employers surveyed in WES in 2001. Slightly more than 72,000 (10%) of the employers indicated that the settlement with their largest bargaining unit that year contained at least one of the 10 WES provisions. If it is assumed that agreement provisions eventually trickle down to other workers at the same workplace (unionized or not), then the 72,000 settlements in reality affected, directly or indirectly, most or all of the 4.8 million workers in these workplaces. This amounts to roughly 41% of the employees (Chart C). Using the proportion of total employees affected by the inclusion of a given provision, one can say that job security had the greatest impact, affecting 4.4 million or 38% of all employees. This was closely followed by occupational health and safety, and education and training. At the other end of the scale, provisions dealing with cost of living, employee participation, and employment equity affected the fewest workers—about 20%. The remaining five provisions each affected roughly 30% of workers.

Labour-management relations

WES asked employers to rate how they perceived their labour-management relations—good, fair or poor. This question was asked only of employers with bargaining agents (unions) who also had some grievance or conflict resolution system in place, thus levelling the playing field for the 46,000 respondents.

Irrespective of the number of provisions contained in a settlement, approximately 80% of respondents rated their labour-management relations as good, 20% as fair, and virtually none as poor (Table 3). All things being equal, one would expect the number of provisions contained in a settlement and the

Table 2 Provision inclusion rates by major industry, 2001

	All industries	A	B	C	D	E
		%				
Occupational health and safety	83	85	63	93	84	87
Job security/layoffs	82	86	58	96	80	92
Pay equity	68	53	56	66	74	82
Education and training	67	65	53	69	67	83
Employment equity	62	51	51	66	63	78
Contracting out	60	58	43	62	65	64
Workplace reorganization	60	51	30	70	63	79
Technological change	57	54	32	68	62	57
Employee participation	48	41	46	55	39	75
Cost-of-living adjustments (COLA)	43	45	47	50	39	41

Source: Workplace and Employee Survey

A Manufacturing, forestry, mining, oil and gas extraction

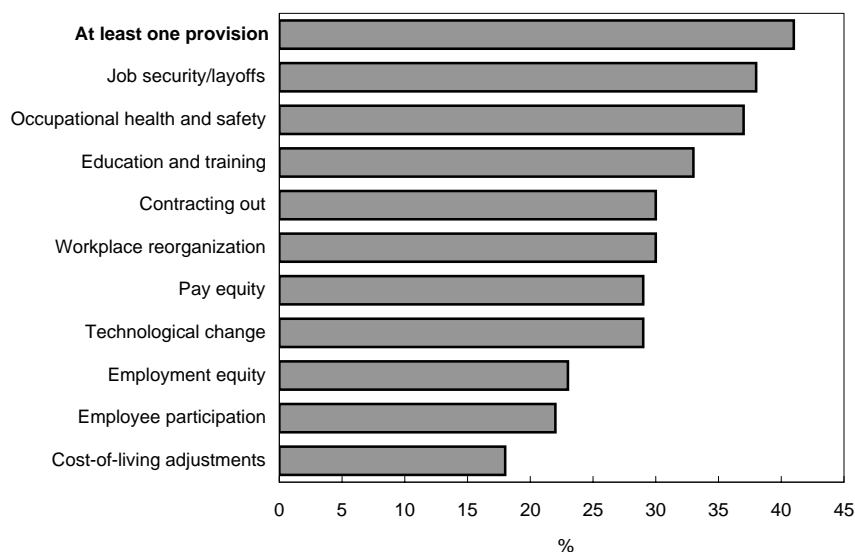
B Construction

C Transportation, communications and utilities

D Other services

E Education and health

Chart C Job and personal security provisions affected the most workers.



Source: Workplace and Employee Survey, 2001

Conclusion

As socio-economic climate and business practices change, so do the provisions of bargaining settlements. For example, COLA clauses have been much less popular in the low inflation climate of recent years than in the early 1980s when inflation was in the double digits. Similarly, growing demand for healthy, hazard-free workplaces as well as for equity and fairness has raised the profile of provisions dealing with such issues in bargaining settlements.

After consultations with employers, unions and labour-market practitioners, a list of 10 collective bargaining provisions was compiled by WES. The results show that along with job security, the most common provision (appearing in over 80% of settlements) is

state of labour-management relations to be positively related. In other words, the higher the number of provisions in an agreement, the higher the expectation of harmonious relations, and vice versa. However, the results were inconclusive.

As expected, employers whose settlements contained the least number (1 or 2) of provisions rated their labour-management relations as good less often: 73% compared with the overall 80% average. Thereafter, the results showed no discernable pattern. For example, contrary to expectation, 88% of employers who had only 3 to 5 provisions in their settlements rated labour-management relations as good, a ratio that exceeded even that for those whose settlements contained 6 to 9 provisions (77%) or all 10 provisions (83%). These results suggest that factors other than those listed in WES may be stronger determinants of labour-management harmony, such as supervisor-subordinate relationships or promotion prospects. In addition, it is possible that the more provisions in a bargaining settlement, the greater the strain in maintaining good labour-management relations.

Table 3 Labour-management relations by settlement provision density

Employer rating	Total	Provisions in settlements			
		1-2	3-5	6-9	10
Good	80	73	88	77	83
Fair	20	27	11	23	16
Poor	0	0	1	0	0

Source: Workplace and Employee Survey, 2001

occupational health and safety. Other common provisions, appearing in more than 6 in 10 bargaining settlements, centred on pay and employment equity issues as well as education and training—the latter driven by rapidly evolving technology and heightened business competitiveness. In addition, changes in business

Collective bargaining provisions in WES

In addition to seeking information on well-known or traditional bargaining provisions such as pay, leave entitlements, non-wage benefits (medical, dental and pension coverage), and grievance procedures, WES asked employers if their settlements (numbering over 72,000 in 2001) contained other provisions. A list of 10 was selected following extensive consultation with employers, union leaders, and human resource practitioners in the early 1990s. It is therefore possible that more recent contract provisions may have been missed.

The question read: *Does the agreement with the largest bargaining unit define how to deal with the following provisions?* These were:

Technological change

Advances in technology and knowledge that increase society's output of goods and services. Technological change may consist of improved products, better manufacturing processes, advances in managerial know-how, new materials, or improved communications and distribution systems. It could result in reallocation of human resources or even layoffs.

Workplace reorganization

Practices affecting the reorganization of the workplace—for example, an employee suggestion program, flexible job design (job rotation or enrichment), information sharing, problem-solving teams, labour-management committees, and self-directed work groups.

Employee participation

Refers to employee participation in decision making in the workplace—for example, decisions concerning technological change, organizational change, health and safety, and so forth.

Occupational health and safety

Policies to reduce risk of accidents, injuries and disease in the workplace. This also includes stress.

Employment equity

Provisions to ensure that no one is denied employment or promotion for reasons unrelated to their ability (for example, sex, race or disability).

Pay equity

Policies ensuring that pay is related to the skills required to do the job regardless of who does it, and also that the pay for jobs with similar skills will be the same.

Job security/layoffs

Various provisions giving workers job protection in the event of automation or new production methods or products.

Contracting out

The hiring of a person or company from outside the business, under contract, to perform a specific task. Contracting out may affect career advancement and may even result in layoff.

Education and training

Policies allowing employees to receive education and training to meet the requirements of their position and, in some cases, to advance their career.

Cost-of-living adjustments

A cost-of-living allowance clause provides pay increases at specified periods during the life of a contract in line with increases in the consumer price index.

practices appear to be increasing the popularity of provisions dealing with contracting out, workplace restructuring, and employee participation in decision making.

Perspectives

Note

1 The contents of many settlements are collected and published by the Workplace Directorate Branch of Human Resources and Skills Development Canada. The Workplace and Employee Survey, however, contains the most comprehensive and uniform list of settlement provisions. Several Statistics Canada surveys such as the Survey of Labour and Income Dynamics, and the Labour Force Survey also contain information on several well-known provisions.

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August 2005

PERSPECTIVES

ON LABOUR AND INCOME

Fact sheet on the residential construction industry

Construction has three broad components: residential; non-residential; and engineering, repair and other activities. Residential consists of buildings intended for private occupancy: detached; semi-detached, duplex or row houses; apartments; cottages; and mobile homes. The focus here is mainly on residential construction over the 1980 to 2004 period.

Developments in the construction industry determine the diversity of the Canadian household stock. Not only does a dwelling provide shelter, but for owners it also becomes a major asset. In acquiring this asset, a household pays the builder's profit, interest on any mortgage, and property taxes. At the same time, homes normally appreciate in value. Homeowners can then borrow against their equity to meet unexpected expenses, diversify into other investments, or generate income during retirement. They can also transfer the dwelling as an asset to their heirs.

In addition, residential construction contributes to the overall economy, both directly and indirectly. It generates employment and demand in financial and other services, other goods-producing industries and utilities.

Definitions

Residential structures are single-family homes (completely detached on all sides); semi-detached, duplex, or row housing; apartments; cottages; and mobile homes.

Residential construction investment can be divided into new housing, alterations and improvements to existing dwellings, and transfer costs (the value of services relating to the sale of dwellings—largely real estate commissions).

The **value of a building permit** covers materials, labour, profit and overhead. Land is not included. Legal fees, surveying fees and accrued interest may sometimes be included. Repairs requiring no permit are excluded.

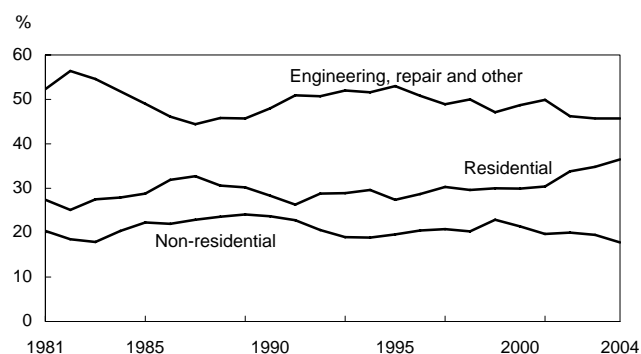
Family income consists of income received during a calendar year by all family members aged 16 or over. It includes wages and salaries, net income from self-employment, investments, government transfers, pensions, alimony, and scholarship. Income in kind is excluded.

A **mortgage** is any debt that uses the home as collateral.

Disposable income is personal income less income tax and deductions for C/QPP and EI.

For further information, contact Raj K. Chawla, Labour and Household Surveys Analysis Division, at (613) 951-6901 or perspectives@statcan.ca.

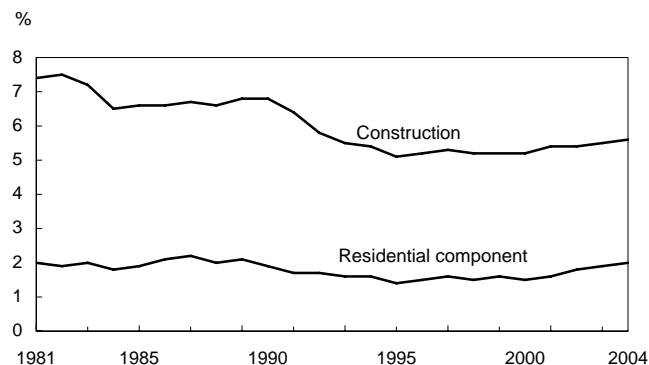
Construction industry components



The residential share of the construction industry grew from 27.4% to 36.5% between 1981 and 2004. These gains were at the expense of non-residential construction as well as engineering, repair and other construction activities. The latter category accounted for nearly half of the total industry.

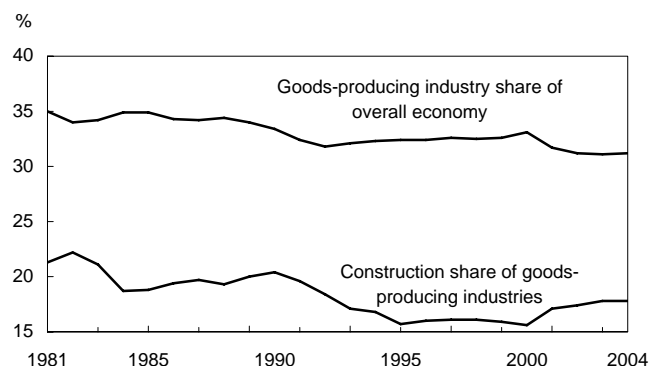
Residential construction contracted following the recessions of 1980-81 and 1990-91. Since 2000, its share of the industry has inched steadily upwards in line with falling bank rates and relatively stable inflation and unemployment.

Shares of GDP



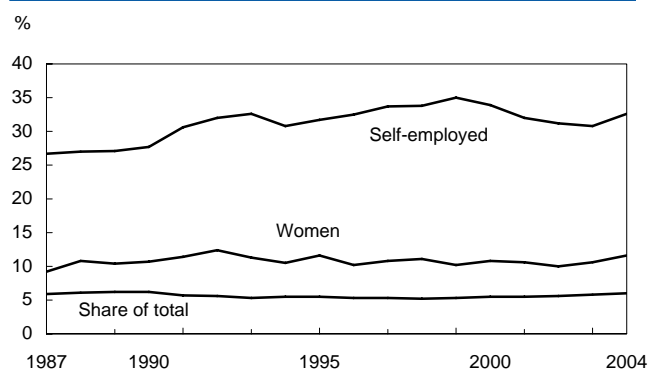
Even though the construction industry grew, its relative share of GDP fell from 7.4% in 1981 to 5.6% in 2004. While GDP rose 88% over this period, the construction industry increased only 41% (1997 dollars). However, the residential component performed better than the overall industry, its share of GDP remaining close to 2% throughout the period. Output in residential construction increased by 87%, from \$11.4 billion to \$21.3 billion, fuelled by greater housing demand, new technology, and rising real estate prices.

Share of construction in goods-producing industries



Construction is a goods-producing industry, along with agriculture, forestry, fishing, mining, oil, gas, utilities, and manufacturing. Overall, these industries accounted for 31.2% of the economy in 2004, compared with 35.0% in 1981. Construction's share among goods-producing industries fell from 21.3% in 1981 to 15.6% in 2000, but climbed to 17.8% by 2004, largely because of gains in the residential component.

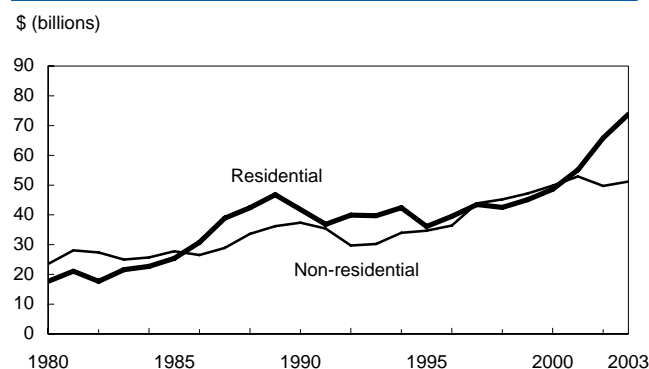
Construction employment



The construction industry employed 953,000 persons in 2004 compared with 729,000 in 1987, representing 6.0% and 5.9% of total employment in each respective year. Men dominated the industry, but women made some gains as their representation inched up from 9.2% in 1987 to 11.6% in 2004. Women's share of total employment rose from 43.0% in 1987 to 46.8% in 2004.

The self-employed represented 32.6% of the construction industry in 2004, compared with 26.7% in 1987. Construction probably offers better opportunities for self-employment than most industries and is comparable to business, building and other support services.

Capital expenditure in construction

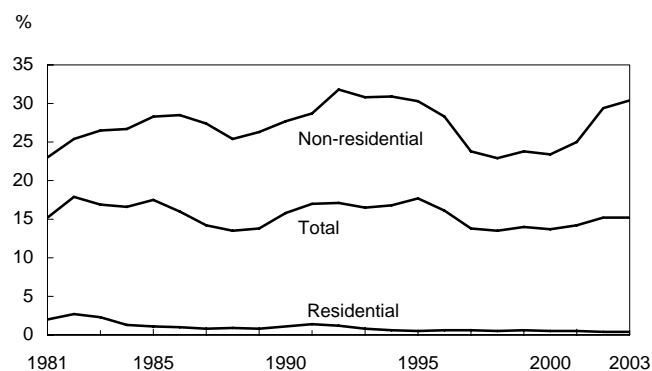


Between 1980 and 2004, capital expenditure in residential and non-residential construction (excluding machinery and equipment) rose from \$41.1 billion to \$138.7 billion. However, the relative proportions changed quite dramatically, residential accounting for 43.1% of total capital in 1980 compared with 60.9% in 2004.

Not surprisingly, capital expenditure in construction drops during recessionary periods as investors become concerned that a slump in the housing market will not provide the desired return on investment. Expenditure fell by \$4.0 billion in 1982-83 and \$9.6 billion in 1990-92. On the other hand, when the economy is performing well, housing demand may accelerate, spurring an injection of capital. After 1998, expenditure in residential construction rose steadily, reaching \$42.0 billion in 2004.

Some of the growth in capital expenditure may be attributed to the rising demand for housing resulting from an increase in the number of households over time (from 8.8 million in 1980 to 13.2 million in 2004). Residential capital expenditure (in current dollars) per household rose from \$2,000 in 1980 to \$6,400 in 2004. Corresponding values for the non-residential sector were \$2,700 and \$4,100.

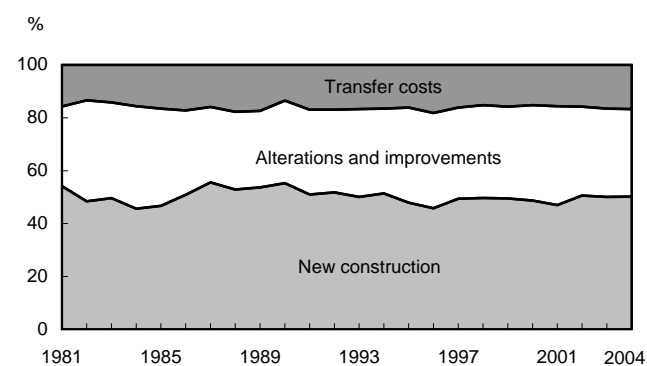
Public expenditure in construction



Almost all capital expenditure in residential construction is financed by the private sector, the public sector contributing just 2.0% in 1980 and 0.4% in 2003. The residential market is controlled by market forces, which determine house prices, builder profit margins, quantity and location.

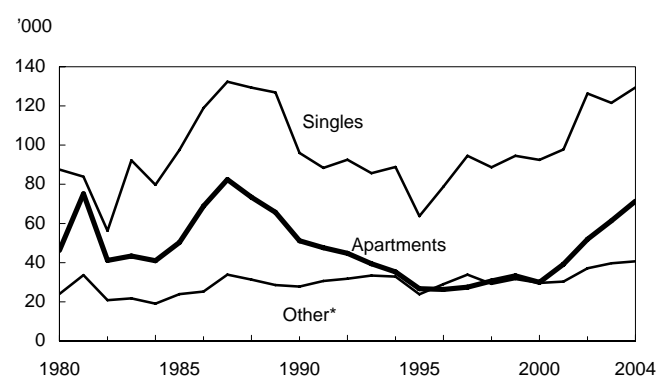
On the other hand, governments provide much of the capital for non-residential construction, which includes schools, hospitals and nursing homes. The public sector was responsible for 30.4% of capital expenditure in this area in 2003 compared with 23.0% in 1980. Public-sector investment in non-residential construction played an important role during the recessionary periods of the early 1980s and the 1990s, when its share of capital expenditure rose.

Capital expenditure in residential construction



New dwellings, alterations and improvements to existing dwellings, as well as transfer costs make up capital expenditure in residential construction. Between 1981 and 2004, new dwellings alone accounted for 46% to 56% of expenditure. Alterations and improvements accounted for 28% to 39%, and transfer costs the rest. In other words, most capital expenditure went to new housing.

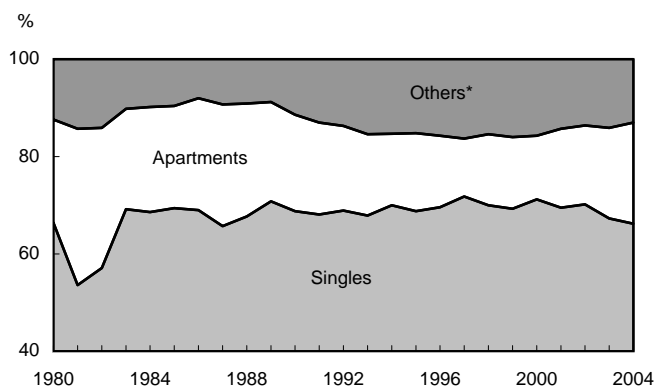
Residential building permits



* Includes doubles, rows, terraces, cottages and conversions.

The number of building permits issued rose from 157,800 in 1980 to 241,500 in 2004, equivalent to one permit per 56 households in 1980 and one per 55 households in 2004. Building activity has therefore kept pace with the increased number of households. A little over half of permits issued during these years were for single-family dwellings.

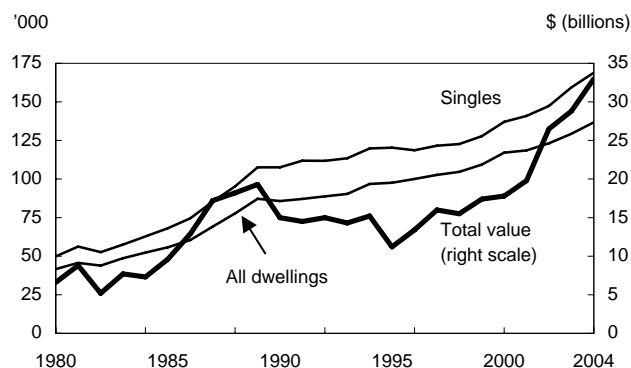
Residential building permits by type of dwelling



* Includes doubles, rows, cottages and conversions.

Except in 1981 and 1982, single-family dwellings accounted for 66% to 72% of the value of yearly building permits. Apartment units, on the other hand, showed considerable variability; their highest share was 32.1% in 1981 and lowest 11.9% in 1997. Since 2000 apartment construction has rebounded; the number of permits as well as its share of total permit value has been climbing.

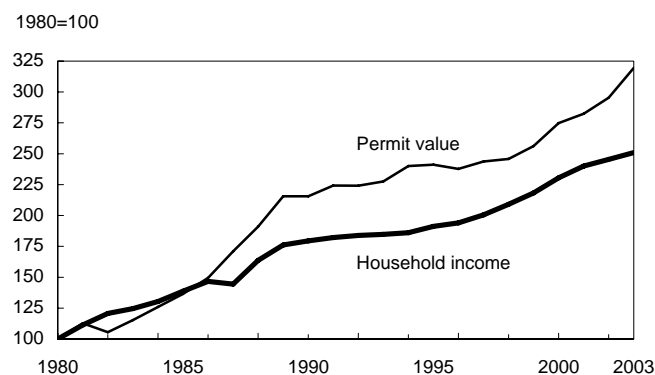
Average value of residential building permits



With a few exceptions, new home values have risen yearly. The average value of a permit issued for a detached dwelling more than tripled between 1980 and 2004, from \$49,900 to \$168,900. The average value of all permits increased from \$41,700 to \$136,800.

In current dollars, total permits grew from \$6.6 billion in 1980 to \$33.0 billion in 2004 (from \$15.7 billion to \$33.0 billion in constant dollars). Permit values may be affected by factors other than inflation, such as housing demand and supply, location, labour, builder profit margins, and issues peculiar to the local market. Inflation had a great impact on building permits between 1980 and 1994, but much less thereafter.

Average permit value for a single-family dwelling and household income

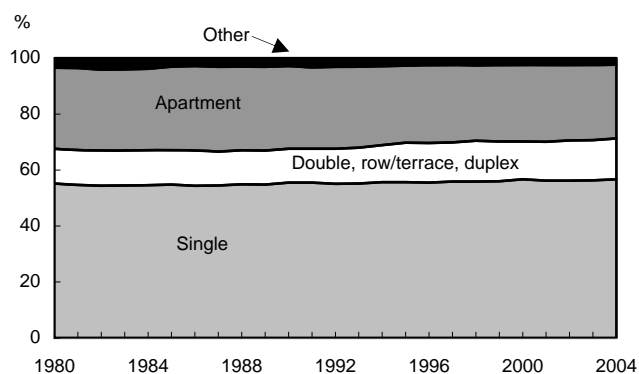


Note: Households include families and unattached individuals.

Household income did not keep pace with the rise in home values. The mean value of a permit for a single-family dwelling rose from \$49,900 in 1980 to \$159,400 in 2003 (a 3.2-fold increase), while mean family income rose from \$23,400 to \$58,700 (2.5 times). The mean value of a single family dwelling rose from 2.1 times the annual income of a household in 1980 to 2.7 times in 2003.

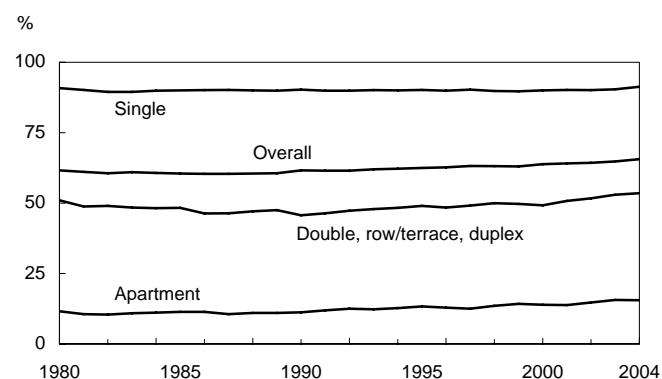
The gap in rates of increase between single-family home values and household income has widened since 1985. In the early 1980s, incomes rose faster than house values, mostly because of higher inflation. When price rises outpace growth in income, affordability becomes an issue, not only with respect to paying the mortgage, but also maintaining the home. Nevertheless, from 1980 to 2004, the overall rate of homeownership rose steadily, from 61.6% to 65.6%.

Distribution of households by dwelling type



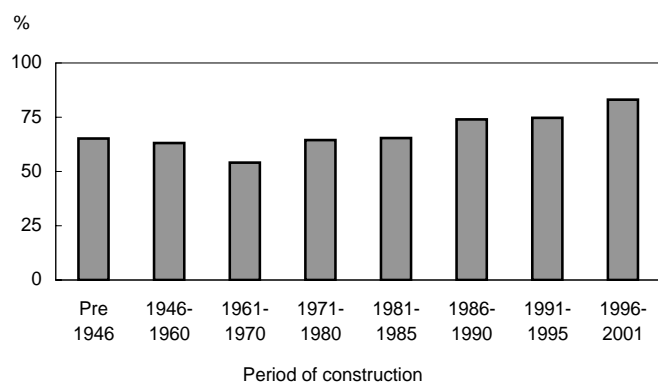
The distribution of households by type of dwelling changed little over the last 25 years. Just over half of households (55% to 57%) lived in single detached dwellings, 26% to 30% in apartment units, and the remainder in doubles, duplexes, row or terrace houses, or others such as mobile homes.

Rates of ownership by type of home



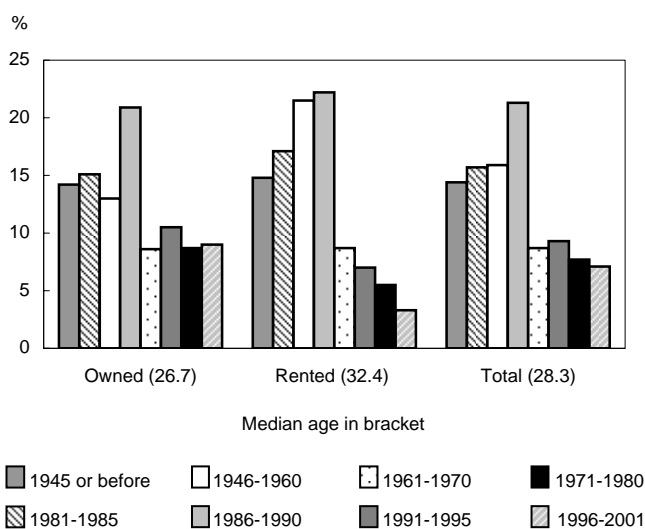
Of households in single detached dwellings, 90% were owners. This rate remained steady between 1980 and 2004. However, among those occupying apartment units, the ownership rate rose from 11.6% to 15.5%, representing an increase in condominium units. The rate for those owning semi-detached, duplex or row houses rose from 51.0% to 53.5%.

Homeownership and major economic indicators

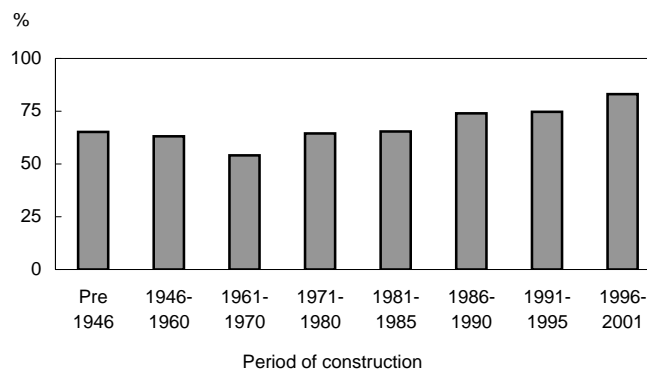


Most of the increase in homeownership rates has occurred in the last five years—up 2.5 percentage points compared with 1.4 points between 1980 and 1999. Contributing factors include consistent economic growth, the ability to buy a house with little or no down payment, a declining bank rate with correspondingly low mortgage rates, initiation of the Home Buyer’s Plan allowing first-time owners to borrow from RRSPs for a down payment, and the overall easy access to mortgage credit. As a result, the ratio of mortgage debt to disposable income for households has jumped nearly 10 percentage points in the last four years compared with a 23 percentage-point increase between 1980 and 2001.

Age of housing stock, 2001



Rate of ownership by age of dwelling, 2001



In the 2001 Census, the median age of dwellings occupied by homeowners was 26.7 years. Nearly 10% of these owners had bought their houses in 1996 or after. On the other hand, the median age of dwellings lived in by renters was 32.4 years. A plurality (a little over one-fifth) of owners as well as renters were living in 21 to 30 year-old structures. Of all households, both owning and renting, 14.4% lived in dwellings built in 1945 or before, and just 7.1% in ones built in 1996 or later. The median age of all occupied dwellings was 28.3 years.

Dwellings built more recently are much more likely to be owned than rented. Of those built from 1996 to 2001, 83.1% were owned, compared with 74.7% from 1991 to 1995. Nearly half of dwellings built in the 1960s were owned.



August 2005

PERSPECTIVES

ON LABOUR AND INCOME

Fact sheet on unionization

Table 1 Unionization rates in first half of 2004 and 2005

At 13.5 million, average paid employment (employees) during the first half of 2005 was 173,000 higher than during the same period a year earlier. On the other hand, union membership hardly changed, rising only 8,000 to 4.1 million. As a result, the unionization rate (density) fell from 30.3% to 30.0%.

Both men and women registered decreases in unionization rates, with the decline for men being larger. At 30.2%, the women's rate in 2005 continued to exceed the rate for men (29.7%).

Unionization fell in both the public sector (to 71.3%) and the private sector (to 17.5%).

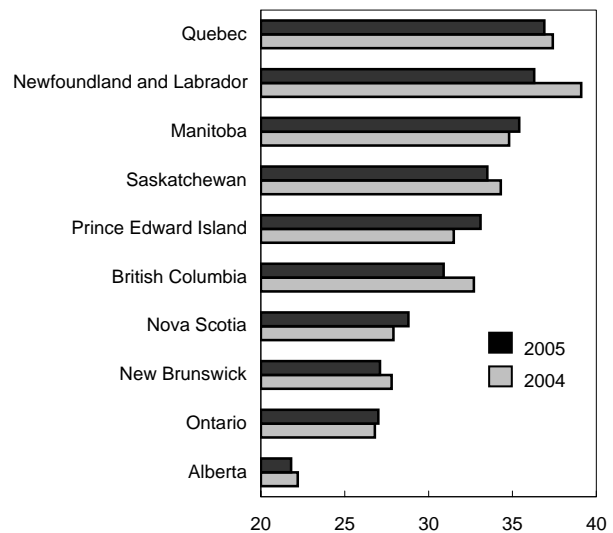
Prince Edward Island, Nova Scotia, Ontario and Manitoba recorded rate increases, with the other six provinces showing declines (Chart A).

The rate fell from 31.9% to 31.5% for full-time workers and remained virtually unchanged for part-time workers (23.3%).

The unionization rate for permanent employees fell to 30.6%, but remained unchanged at 25.4% for those in non-permanent jobs. The rate fell in workplaces with 20 or more employees and rose in those with less than 20 employees.

Unionization rose in 7 of the 16 major industry groups: agriculture; trade; transportation and warehousing; professional, scientific and technical; business, building and other support; health care and social assistance; and accommodation and food. All other industry groups registered declines (Chart B).

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

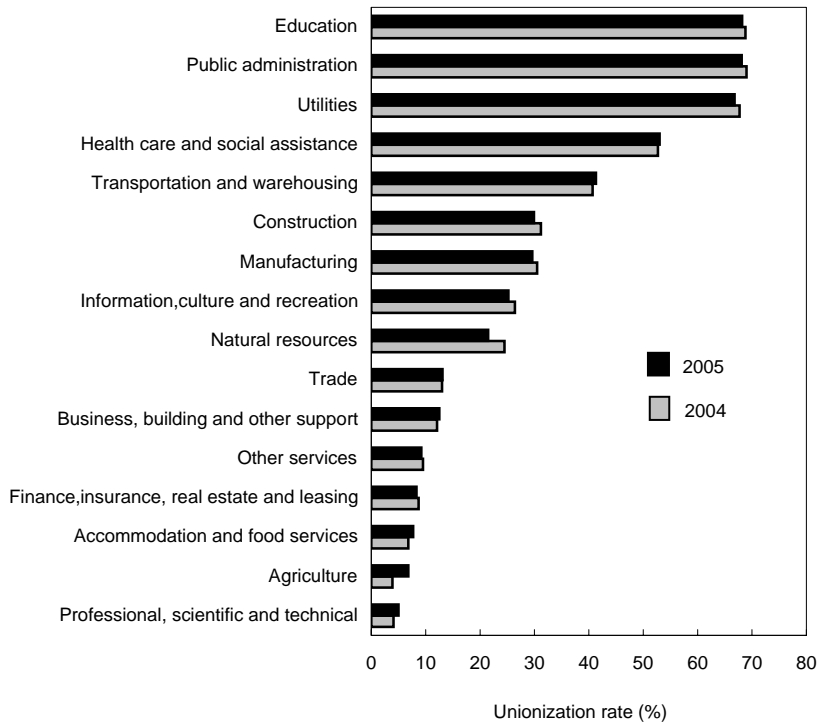


Source: Labour Force Survey, January-to-June averages

Among the 10 major occupational groups, unionization rose in only 2: sales and service, and occupations unique to primary industry. The rest showed declines (Chart C).

The number of employees who were not union members but covered by a collective agreement averaged 305,000, up from 258,000 a year earlier (see Akyeampong 2000 for a description of this group).

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



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

High unionization rates were found among employees aged 45 to 54 (40.1%); among those with a post-secondary certificate or diploma or a university degree (33.9%); in Newfoundland and Labrador (37.6%) and Quebec (36.8%); in educational services (68.9%), public administration (68.5%), and utilities (68.0%); and in health care occupations (52.9%).

Low unionization rates were recorded among 15 to 24 year-olds (13.3%); in Alberta (21.8%); in agriculture (3.5%); in professional, scientific and technical services (4.6%); and in management occupations (8.5%).

Differences between the sexes

In 2004, the unionization rate for women surpassed that of men for the first time (29.9% versus 29.7%).

Among men, part-time employees had a much lower rate than full-time (17.8% versus 31.0%). Among women the gap was narrower (25.4% versus 31.5%).

The unionization rate of women in the public sector (73.9%) exceeded that of men (69.0%), reflecting women’s

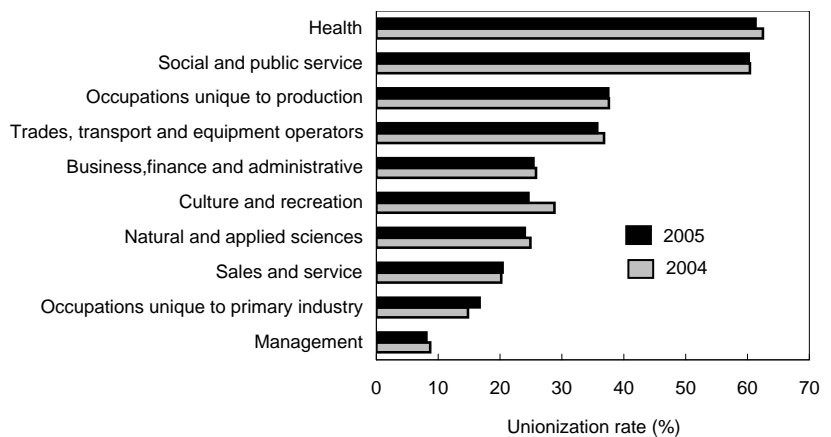
Table 2 2004 annual averages

Approximately 4.0 million (29.8%) employees belonged to a union in 2004. An additional 268,000 (2.0%) 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 (72.0% versus 17.4%).

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: Labour Force Survey, January-to-June averages

presence in public administration, and in teaching and health positions. However, in the private sector, only 12.7% 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 (34.1%), as well as among those with less than grade 8 education (30.1%). For women, the highest rate was among those with a university degree (40.0%), reflecting unionization in occupations such as health care and teaching.

Among those in permanent positions, the rate for men was almost identical to that for women (30.6% versus 30.5%). Among those in non-permanent positions, women were more unionized than men (26.4% versus 22.5%).

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 men, 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 2004, the average hourly earnings of unionized workers were higher than those of non-unionized workers. This held true for those working both full time (\$22.05 versus \$18.50) and part time (\$18.51 versus \$11.33).

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 (\$364.32 versus \$196.23).

On average, unionized women working full time received 92% as much in hourly earnings as their male counterparts. In contrast, women working part time earned 17% more.

Table 4 Wage settlements, inflation and labour disputes

Wage gains in 2004 (1.7%) exceeded the rate of inflation (1.3%), reversing the picture of the previous year. During the first five months of 2005, wage gains averaged 2.5%, also slightly higher than the rate of inflation (2.1%).

Wage gains in the public sector in 2004 (1.3%) fell short of those in the private sector (2.2%). However, in the first five months of 2005, the gains in both sectors were almost identical, around 2.5%.

Annual statistics on strikes, lockouts and person-days lost are affected by several factors, including collective bargaining timetables, size of the unions involved, strike 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 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 3.3 million in 2004.

Perspectives

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Table 1 Union membership and coverage by selected characteristics

	2004			2005		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage ¹		Members	Coverage ¹
	'000	%	%	'000	%	%
Both sexes	13,336	30.3	32.2	13,509	30.0	32.2
Men	6,742	30.2	32.3	6,841	29.7	32.1
Women	6,594	30.4	32.2	6,669	30.2	32.3
Sector²						
Public	3,055	72.1	75.8	3,128	71.3	75.2
Private	10,282	17.9	19.3	10,381	17.5	19.3
Age						
15 to 24	2,272	13.5	15.0	2,291	14.1	15.8
25 to 54	9,631	33.5	35.5	9,664	32.9	35.3
25 to 44	6,554	29.8	31.8	6,535	29.7	31.9
45 to 54	3,077	41.2	43.4	3,129	39.7	42.3
55 and over	1,434	35.6	37.4	1,555	35.1	37.5
Education						
Less than Grade 9	378	28.7	29.7	345	26.4	28.1
Some high school	1,481	22.5	23.7	1,444	22.5	23.9
High school graduation	2,726	27.8	29.3	2,838	26.9	28.7
Some postsecondary	1,423	23.1	24.7	1,257	22.3	24.1
Postsecondary certificate or diploma	4,560	34.3	36.3	4,720	33.7	36.1
University degree	2,768	34.3	37.1	2,904	34.4	37.5
Province						
Atlantic	911	30.3	31.6	916	30.0	31.5
Newfoundland and Labrador	182	39.1	40.3	181	36.3	38.0
Prince Edward Island	54	31.5	33.4	56	33.1	34.8
Nova Scotia	377	27.9	29.0	377	28.8	30.4
New Brunswick	298	27.8	29.2	302	27.1	28.4
Quebec	3,166	37.4	40.5	3,167	36.9	40.4
Ontario	5,327	26.8	28.2	5,428	27.0	29.0
Prairies	2,283	26.9	29.0	2,306	26.6	28.5
Manitoba	485	34.8	37.8	488	35.4	37.6
Saskatchewan	378	34.3	35.7	386	33.5	35.1
Alberta	1,421	22.2	24.2	1,431	21.8	23.7
British Columbia	1,649	32.7	34.1	1,693	30.9	32.6
Work status						
Full-time	10,852	31.9	33.9	11,017	31.5	33.8
Part-time	2,484	23.4	24.9	2,493	23.3	25.1
Industry						
Goods-producing	3,243	30.8	32.8	3,263	29.6	32.0
Agriculture	113	3.9	4.9	120	6.8	7.5
Natural resources	223	24.5	26.5	248	21.5	23.2
Utilities	134	67.7	70.8	124	66.8	69.1
Construction	591	31.2	33.5	645	29.9	31.9
Manufacturing	2,182	30.5	32.3	2,126	29.6	32.2
Service-producing	10,093	30.1	32.0	10,246	30.1	32.3
Trade	2,175	13.0	14.2	2,227	13.1	14.2
Transportation and warehousing	670	40.7	42.3	655	41.3	42.8
Finance, insurance, real estate and leasing	785	8.7	10.2	831	8.3	9.6
Professional, scientific and technical	648	4.1	5.3	678	5.0	6.8
Business, building and other support	476	12.1	13.5	481	12.5	14.4
Education	1,031	68.8	72.3	1,069	68.2	72.6
Health care and social assistance	1,509	52.7	54.6	1,504	53.0	55.5
Information, culture and recreation	592	26.4	28.1	597	25.2	27.6
Accommodation and food	917	6.8	7.4	894	7.7	8.4
Other	471	9.5	10.8	475	9.2	11.3
Public administration	819	69.0	74.3	833	68.1	73.6

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

	2004			2005		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage ¹		Members	Coverage ¹
	'000	%	%	'000	%	%
Occupation						
Management	949	8.7	11.6	914	8.1	11.2
Business, finance and administrative	2,656	25.8	27.8	2,647	25.4	27.5
Professional	331	16.7	19.7	337	18.2	21.6
Financial and administrative	698	24.2	26.4	731	22.9	25.0
Clerical	1,627	28.3	30.1	1,579	28.0	30.0
Natural and applied sciences	884	24.9	27.1	954	24.0	26.2
Health	802	62.5	64.3	822	61.3	63.7
Professional	95	41.0	46.3	87	40.4	47.4
Nursing	255	79.7	81.0	264	77.9	80.2
Technical	177	58.7	60.0	199	59.0	61.1
Support staff	274	56.3	57.7	272	53.6	54.9
Social and public service	1,017	60.4	63.3	1,075	60.2	64.3
Legal, social and religious workers	406	38.8	41.0	432	37.3	41.3
Teachers and professors	612	74.7	78.1	644	75.5	79.8
Secondary and elementary	418	87.3	89.3	442	85.9	88.8
Other	193	47.4	53.9	202	52.9	59.9
Culture and recreation	275	28.8	30.4	316	24.6	27.3
Sales and service	3,421	20.2	21.5	3,451	20.4	21.9
Wholesale	321	5.1	6.2	353	7.2	7.9
Retail	1,008	11.8	12.7	1,033	12.8	13.9
Food and beverage	532	10.0	10.3	485	10.6	11.7
Protective services	220	56.1	61.0	218	56.3	62.6
Child care and home support	268	37.1	38.4	257	37.0	39.1
Travel and accommodation	1,167	25.6	27.1	1,205	24.5	26.2
Trades, transport and equipment operators	1,898	36.8	38.9	1,925	35.7	37.9
Contractors and supervisors	109	27.9	31.5	117	28.3	31.1
Construction trades	212	37.9	39.6	233	37.3	40.0
Other trades	781	39.2	41.6	791	37.6	40.0
Transportation equipment operators	491	36.7	38.4	473	35.1	36.7
Helpers and labourers	306	33.0	35.0	310	33.2	35.2
Unique to primary industry	243	14.8	15.9	263	16.7	17.7
Unique to production	1,096	37.6	39.5	1,040	37.5	39.7
Machine operators and assemblers	905	38.1	40.0	836	37.3	39.5
Labourers	191	34.9	37.3	205	38.3	40.6
Workplace size						
Under 20 employees	4,375	12.6	13.9	4,401	12.9	14.5
20 to 99 employees	4,431	31.1	33.1	4,438	30.2	32.6
100 to 500 employees	2,842	42.3	44.7	2,878	41.4	44.0
Over 500 employees	1,687	53.7	56.4	1,792	53.1	56.0
Job tenure						
1 to 12 months	2,957	14.8	16.7	3,039	14.8	17.1
Over 1 year to 5 years	4,420	23.3	25.1	4,354	23.3	25.5
Over 5 years to 9 years	1,849	30.2	31.9	2,005	30.8	32.9
Over 9 years to 14 years	1,320	39.6	41.6	1,246	36.5	38.3
Over 14 years	2,791	53.4	55.8	2,865	52.7	55.3
Job status						
Permanent	11,727	31.0	32.8	11,808	30.6	32.8
Non-permanent	1,610	25.4	28.0	1,702	25.4	28.2

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

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.

Table 2A Union membership and coverage by sex and selected characteristics, 2004

	Both sexes					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	13,498	4,019	29.8	4,287	31.8	9,211
Sector³						
Public	3,053	2,198	72.0	2,306	75.5	747
Private	10,444	1,821	17.4	1,981	19.0	8,464
Age						
15 to 24	2,359	314	13.3	351	14.9	2,008
25 to 54	9,666	3,184	32.9	3,388	35.0	6,278
25 to 44	6,566	1,942	29.6	2,076	31.6	4,490
45 to 54	3,100	1,242	40.1	1,312	42.3	1,788
55 and over	1,473	521	35.4	548	37.2	925
Education						
Less than Grade 9	380	103	27.2	107	28.2	273
Some high school	1,518	337	22.2	356	23.5	1,161
High school graduation	2,783	747	26.8	789	28.3	1,994
Some postsecondary	1,404	318	22.6	341	24.3	1,064
Postsecondary certificate or diploma	4,623	1,569	33.9	1,667	36.1	2,956
University degree	2,790	945	33.9	1,027	36.8	1,763
Province						
Atlantic	937	277	29.6	289	30.9	648
Newfoundland and Labrador	188	71	37.6	73	38.9	115
Prince Edward Island	57	17	30.7	18	32.3	38
Nova Scotia	383	106	27.6	110	28.7	273
New Brunswick	309	83	27.1	88	28.5	221
Quebec	3,202	1,179	36.8	1,281	40.0	1,921
Ontario	5,382	1,414	26.3	1,496	27.8	3,886
Prairies	2,306	612	26.6	659	28.6	1,647
Manitoba	490	171	34.9	184	37.5	306
Saskatchewan	383	129	33.8	135	35.3	248
Alberta	1,433	312	21.8	340	23.7	1,093
British Columbia	1,672	536	32.1	562	33.6	1,110
Work status						
Full-time	11,053	3,454	31.2	3,684	33.3	7,369
Part-time	2,444	566	23.1	602	24.6	1,842
Industry						
Goods-producing	3,331	992	29.8	1,058	31.7	2,274
Agriculture	117	5	4.6	6	5.3	111
Natural resources	237	55	23.4	60	25.2	177
Utilities	133	90	68.0	95	71.7	38
Construction	642	194	30.2	207	32.3	435
Manufacturing	2,203	647	29.4	689	31.3	1,514
Service-producing	10,166	3,028	29.8	3,229	31.8	6,938
Trade	2,201	283	12.9	312	14.2	1,890
Transportation and warehousing	668	274	41.1	286	42.8	382
Finance, insurance, real estate and leasing	808	68	8.4	81	10.0	727
Professional, scientific and technical	651	28	4.3	36	5.6	615
Business, building and other support	484	58	11.9	65	13.5	419
Education	991	683	68.9	721	72.8	270
Health care and social assistance	1,521	804	52.9	835	54.9	686
Information, culture and recreation	614	156	25.5	167	27.2	447
Accommodation and food	921	62	6.7	67	7.3	854
Other	477	43	9.0	50	10.4	428
Public administration	829	568	68.5	609	73.5	220

Table 2A Union membership and coverage by sex and selected characteristics, 2004 (continued)

	Men					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	6,867	2,036	29.7	2,182	31.8	4,686
Sector³						
Public	1,187	819	69.0	867	73.0	320
Private	5,680	1,217	21.4	1,315	23.1	4,365
Age						
15 to 24	1,191	167	14.0	188	15.8	1,003
25 to 54	4,893	1,593	32.6	1,700	34.8	3,192
25 to 44	3,360	967	28.8	1,038	30.9	2,322
45 to 54	1,533	626	40.8	662	43.2	871
55 and over	783	276	35.3	293	37.4	490
Education						
Less than Grade 9	221	67	30.1	70	31.5	152
Some high school	875	222	25.4	235	26.8	641
High school graduation	1,409	418	29.7	441	31.3	968
Some postsecondary	700	171	24.4	183	26.2	517
Postsecondary certificate or diploma	2,303	787	34.1	839	36.4	1,465
University degree	1,357	371	27.4	414	30.5	943
Province						
Atlantic	468	135	28.8	141	30.1	327
Newfoundland and Labrador	95	36	38.2	38	39.6	58
Prince Edward Island	27	7	27.2	8	28.5	19
Nova Scotia	192	50	25.9	52	27.1	140
New Brunswick	153	41	26.9	43	28.3	110
Quebec	1,640	621	37.9	680	41.5	960
Ontario	2,736	729	26.7	774	28.3	1,961
Prairies	1,186	282	23.8	305	25.8	880
Manitoba	246	79	31.9	85	34.5	161
Saskatchewan	191	56	29.4	59	30.9	132
Alberta	749	147	19.6	161	21.6	587
British Columbia	838	270	32.2	281	33.5	557
Work status						
Full-time	6,142	1,907	31.0	2,041	33.2	4,101
Part-time	725	129	17.8	140	19.4	585
Industry						
Goods-producing	2,501	829	33.2	881	35.2	1,620
Agriculture	75	4	4.7	4	5.7	70
Natural resources	197	52	26.2	55	28.0	142
Utilities	97	67	68.7	71	72.7	27
Construction	561	189	33.6	200	35.7	361
Manufacturing	1,571	519	33.0	551	35.1	1,020
Service-producing	4,366	1,207	27.6	1,301	29.8	3,066
Trade	1,100	154	14.0	170	15.5	930
Transportation and warehousing	485	200	41.3	209	43.1	276
Finance, insurance, real estate and leasing	299	23	7.9	29	9.8	270
Professional, scientific and technical	334	16	4.9	21	6.3	313
Business, building and other support	256	39	15.1	42	16.4	214
Education	338	219	64.8	233	69.0	105
Health care and social assistance	246	132	53.5	140	56.8	106
Information, culture and recreation	304	87	28.5	92	30.3	212
Accommodation and food	352	25	7.2	27	7.7	325
Other	226	23	10.1	27	11.8	199
Public administration	427	289	67.6	311	72.7	116

Table 2A Union membership and coverage by sex and selected characteristics, 2004 (continued)

	Women					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	6,631	1,983	29.9	2,105	31.7	4,526
Sector³						
Public	1,867	1,379	73.9	1,439	77.1	427
Private	4,764	604	12.7	666	14.0	4,098
Age						
15 to 24	1,168	147	12.6	163	13.9	1,005
25 to 54	4,773	1,591	33.3	1,687	35.3	3,086
25 to 44	3,206	975	30.4	1,037	32.4	2,168
45 to 54	1,567	616	39.3	650	41.5	918
55 and over	690	244	35.4	255	37.0	435
Education						
Less than Grade 9	158	37	23.1	37	23.6	121
Some high school	642	115	17.9	122	18.9	521
High school graduation	1,373	329	23.9	348	25.3	1,026
Some postsecondary	704	146	20.8	157	22.3	547
Postsecondary certificate or diploma	2,320	783	33.7	828	35.7	1,492
University degree	1,433	573	40.0	613	42.7	820
Province						
Atlantic	469	143	30.4	149	31.7	321
Newfoundland and Labrador	93	34	36.9	36	38.2	58
Prince Edward Island	30	10	34.0	11	35.8	19
Nova Scotia	191	56	29.3	58	30.3	133
New Brunswick	155	42	27.2	44	28.6	111
Quebec	1,562	558	35.7	601	38.5	961
Ontario	2,646	685	25.9	721	27.3	1,925
Prairies	1,120	331	29.5	354	31.6	766
Manitoba	244	93	37.9	99	40.6	145
Saskatchewan	192	73	38.1	76	39.6	116
Alberta	684	165	24.1	179	26.1	505
British Columbia	833	267	32.0	280	33.7	553
Work status						
Full-time	4,911	1,547	31.5	1,643	33.5	3,268
Part-time	1,719	436	25.4	462	26.9	1,257
Industry						
Goods-producing	831	163	19.6	177	21.3	654
Agriculture	42	2	4.5	2	4.7	40
Natural resources	40	4	9.5	4	11.1	35
Utilities	36	24	66.3	24	68.9	11
Construction	81	5	6.5	7	9.1	74
Manufacturing	632	128	20.3	139	21.9	494
Service-producing	5,800	1,821	31.4	1,928	33.2	3,872
Trade	1,102	130	11.8	142	12.9	960
Transportation and warehousing	183	74	40.5	77	41.9	106
Finance, insurance, real estate and leasing	509	45	8.7	52	10.2	457
Professional, scientific and technical	318	12	3.8	15	4.8	302
Business, building and other support	228	19	8.3	23	10.2	205
Education	653	464	71.1	488	74.7	165
Health care and social assistance	1,275	673	52.8	696	54.6	579
Information, culture and recreation	310	70	22.4	75	24.1	235
Accommodation and food	569	36	6.4	40	7.0	529
Other	252	20	8.0	23	9.2	229
Public administration	402	279	69.3	298	74.2	104

Table 2A Union membership and coverage by sex and selected characteristics, 2004 (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	943	80	8.5	106	11.2	837
Business, finance and administrative	2,655	665	25.0	718	27.0	1,937
Professional	342	58	17.0	68	19.9	273
Financial and administrative	707	168	23.8	182	25.8	524
Clerical	1,607	439	27.3	467	29.1	1,139
Natural and applied sciences	908	221	24.3	241	26.6	666
Health	808	504	62.4	521	64.5	287
Professional	94	39	41.7	45	48.1	49
Nursing	255	205	80.1	209	81.7	47
Technical	181	105	57.9	108	59.4	74
Support staff	278	156	56.1	160	57.5	118
Social and public service	999	604	60.5	637	63.7	362
Legal, social and religious workers	409	160	39.0	170	41.6	239
Teachers and professors	590	445	75.4	466	79.0	124
Secondary and elementary	397	347	87.5	356	89.8	41
Other	194	98	50.5	110	57.0	83
Culture and recreation	290	81	27.9	87	29.8	204
Sales and service	3,471	696	20.1	743	21.4	2,728
Wholesale	341	18	5.3	21	6.3	319
Retail	1,017	123	12.1	133	13.1	884
Food and beverage	530	49	9.3	52	9.8	478
Protective services	232	132	56.7	142	61.3	90
Child care and home support	260	97	37.1	101	38.7	159
Travel and accommodation	1,190	299	25.2	317	26.6	874
Trades, transport and equipment operators	1,949	702	36.0	742	38.1	1,207
Contractors and supervisors	110	31	28.2	35	32.2	75
Construction trades	230	87	37.7	91	39.4	139
Other trades	784	303	38.6	318	40.6	465
Transportation equipment operators	498	182	36.6	192	38.5	306
Helpers and labourers	327	100	30.4	106	32.5	221
Unique to primary industries	272	40	14.8	44	16.0	228
Unique to production	1,104	403	36.5	425	38.5	679
Machine operators and assemblers	901	333	37.0	351	38.9	550
Labourers	203	70	34.6	74	36.6	129
Workplace size						
Under 20 employees	4,469	561	12.6	622	13.9	3,847
20 to 99 employees	4,443	1,346	30.3	1,436	32.3	3,007
100 to 500 employees	2,881	1,208	41.9	1,276	44.3	1,606
Over 500 employees	1,705	905	53.1	952	55.9	752
Job tenure						
1 to 12 months	3,046	443	14.5	506	16.6	2,540
Over 1 year to 5 years	4,438	1,020	23.0	1,099	24.8	3,339
Over 5 years to 9 years	1,896	565	29.8	601	31.7	1,295
Over 9 years to 14 years	1,293	496	38.3	519	40.1	774
Over 14 years	2,825	1,496	53.0	1,562	55.3	1,263
Job status						
Permanent	11,775	3,597	30.5	3,819	32.4	7,956
Non-permanent	1,723	423	24.5	468	27.1	1,255

Table 2A Union membership and coverage by sex and selected characteristics, 2004 (continued)

	Men					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	572	43	7.6	56	9.9	516
Business, finance and administrative	721	187	25.9	201	27.9	519
Professional	142	23	16.3	28	19.6	114
Financial and administrative	118	26	21.9	28	24.0	89
Clerical	462	138	29.9	145	31.5	316
Natural and applied sciences	704	170	24.1	186	26.4	518
Health	114	68	59.4	72	62.9	42
Professional	27	7	25.4	9	34.7	18
Nursing	18	15	82.1	15	84.8	3
Technical	35	21	60.2	22	62.0	13
Support staff	34	25	73.9	26	74.9	9
Social and public service	344	193	56.2	207	60.2	137
Legal, social and religious workers	136	47	34.4	51	37.9	84
Teachers and professors	208	146	70.3	156	74.7	53
Secondary and elementary	106	94	88.8	96	90.6	10
Other	102	52	51.1	60	58.3	43
Culture and recreation	127	37	29.1	40	31.5	87
Sales and service	1,491	334	22.4	359	24.1	1,132
Wholesale	210	9	4.2	11	5.4	199
Retail	324	35	10.9	39	12.1	285
Food and beverage	201	20	9.7	20	10.0	181
Protective services	186	107	57.2	115	61.8	71
Child care and home support	12	5	41.9	5	43.4	7
Travel and accommodation	559	160	28.5	169	30.2	390
Trades, transport and equipment operators	1,812	668	36.9	706	38.9	1,106
Contractors and supervisors	103	30	28.8	34	32.7	70
Construction trades	225	86	38.3	90	40.0	135
Other trades	745	293	39.4	308	41.4	436
Transportation equipment operators	453	168	37.0	176	38.8	278
Helpers and labourers	285	92	32.1	98	34.2	188
Unique to primary industries	225	36	16.0	39	17.3	186
Unique to production	756	299	39.6	315	41.7	441
Machine operators and assemblers	628	250	39.8	263	41.8	365
Labourers	128	50	38.8	52	40.9	75
Workplace size						
Under 20 employees	2,121	298	14.0	331	15.6	1,790
20 to 99 employees	2,313	644	27.9	692	29.9	1,621
100 to 500 employees	1,542	639	41.4	677	43.9	865
Over 500 employees	891	455	51.1	482	54.0	409
Job tenure						
1 to 12 months	1,569	234	14.9	272	17.3	1,298
Over 1 year to 5 years	2,172	484	22.3	523	24.1	1,649
Over 5 years to 9 years	960	278	29.0	299	31.2	661
Over 9 years to 14 years	634	236	37.2	248	39.1	386
Over 14 years	1,532	803	52.4	840	54.8	692
Job status						
Permanent	6,041	1,850	30.6	1,973	32.7	4,069
Non-permanent	826	186	22.5	209	25.3	617

Table 2A Union membership and coverage by sex and selected characteristics, 2004 (concluded)

	Women					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	371	37	10.0	50	13.4	321
Business, finance and administrative	1,934	478	24.7	516	26.7	1,418
Professional	200	35	17.6	40	20.2	160
Financial and administrative	589	142	24.1	154	26.2	435
Clerical	1,145	301	26.3	322	28.1	823
Natural and applied sciences	204	51	25.1	56	27.4	148
Health	694	437	63.0	449	64.7	245
Professional	66	32	48.4	35	53.6	31
Nursing	238	190	80.0	194	81.5	44
Technical	146	84	57.3	86	58.8	60
Support staff	243	131	53.6	134	55.0	109
Social and public service	655	411	62.8	429	65.6	226
Legal, social and religious workers	273	113	41.3	119	43.5	154
Teachers and professors	382	298	78.1	311	81.4	71
Secondary and elementary	291	253	87.0	260	89.5	31
Other	91	46	49.8	51	55.5	41
Culture and recreation	164	44	27.0	47	28.6	117
Sales and service	1,980	362	18.3	384	19.4	1,596
Wholesale	131	9	7.0	10	7.7	121
Retail	693	88	12.6	94	13.6	599
Food and beverage	329	30	9.1	32	9.6	297
Protective services	46	25	54.8	27	58.9	19
Child care and home support	248	91	36.9	95	38.5	153
Travel and accommodation	631	140	22.1	148	23.4	483
Trades, transport and equipment operators	137	34	24.9	37	26.9	100
Contractors and supervisors	7	F	F	2	23.8	5
Construction trades	5	F	F	F	F	4
Other trades	39	10	24.5	10	25.3	29
Transportation equipment operators	45	15	32.8	16	35.7	29
Helpers and labourers	42	8	19.2	9	21.0	33
Unique to primary industries	48	4	9.3	5	10.2	43
Unique to production	348	104	29.8	110	31.6	238
Machine operators and assemblers	272	83	30.5	88	32.2	185
Labourers	76	21	27.5	22	29.5	53
Workplace size						
Under 20 employees	2,348	263	11.2	291	12.4	2,057
20 to 99 employees	2,130	701	32.9	744	34.9	1,386
100 to 500 employees	1,339	569	42.5	599	44.7	740
Over 500 employees	814	450	55.3	471	57.9	343
Job tenure						
1 to 12 months	1,477	208	14.1	235	15.9	1,242
Over 1 year to 5 years	2,266	536	23.7	576	25.4	1,691
Over 5 years to 9 years	936	287	30.6	302	32.2	635
Over 9 years to 14 years	659	259	39.4	271	41.1	388
Over 14 years	1,293	693	53.6	723	55.9	571
Job status						
Permanent	5,734	1,746	30.5	1,846	32.2	3,887
Non-permanent	897	237	26.4	259	28.8	638

Source: Labour Force Survey

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.

Table 2B Union membership and coverage by province and selected characteristics, 2004

	Atlantic					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	937	277	29.6	289	30.9	648
Sector³						
Public	261	187	71.5	193	74.0	68
Private	676	91	13.4	96	14.3	580
Sex						
Men	468	135	28.8	141	30.1	327
Women	469	143	30.4	149	31.7	321
Age						
15 to 24	158	11	7.0	12	7.9	145
25 to 54	678	231	34.1	240	35.4	438
25 to 44	447	132	29.5	138	30.9	309
45 to 54	231	99	42.9	102	44.2	129
55 and over	101	35	34.7	37	36.2	64
Education						
Less than Grade 9	29	8	26.6	8	27.6	21
Some high school	114	21	18.6	22	19.1	93
High school graduation	178	37	21.0	39	21.8	140
Some postsecondary	81	15	18.2	16	19.6	65
Postsecondary certificate or diploma	369	124	33.8	130	35.3	239
University degree	165	72	43.4	75	45.3	90
Work status						
Full-time	784	249	31.8	260	33.1	524
Part-time	153	28	18.4	30	19.5	123
Industry						
Goods-producing	200	56	28.0	59	29.3	141
Agriculture	11	F	F	F	F	10
Natural resources	28	8	28.6	9	30.6	20
Utilities	8	5	60.9	5	62.0	3
Construction	48	11	22.9	12	24.2	36
Manufacturing	104	31	30.0	33	31.3	72
Service-producing	737	221	30.0	231	31.3	506
Trade	161	10	6.5	11	6.9	149
Transportation and warehousing	48	19	38.8	19	39.8	29
Finance, insurance, real estate and leasing	39	2	5.2	2	6.3	36
Professional, scientific and technical	32	1	2.8	1	3.5	31
Business, building and other support	51	2	4.6	3	5.2	48
Education	80	58	72.0	60	74.3	21
Health care and social assistance	126	73	58.0	75	59.6	51
Information, culture and recreation	34	8	24.1	9	25.0	26
Accommodation and food	65	3	4.9	4	5.4	62
Other	32	1	3.5	1	4.6	31
Public administration	69	44	63.4	46	66.9	23

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

	Quebec					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	3,202	1,179	36.8	1,281	40.0	1,921
Sector ³						
Public	771	603	78.2	632	82.0	139
Private	2,431	576	23.7	649	26.7	1,782
Sex						
Men	1,640	621	37.9	680	41.5	960
Women	1,562	558	35.7	601	38.5	961
Age						
15 to 24	537	112	20.8	127	23.6	410
25 to 54	2,322	927	39.9	1,005	43.3	1,317
25 to 44	1,545	569	36.8	622	40.2	924
45 to 54	776	358	46.1	384	49.4	393
55 and over	343	141	41.1	149	43.4	194
Education						
Less than Grade 9	151	48	31.4	49	32.5	102
Some high school	351	112	31.9	120	34.2	231
High school graduation	514	191	37.2	204	39.7	310
Some postsecondary	283	81	28.6	89	31.3	195
Postsecondary certificate or diploma	1,263	496	39.3	538	42.6	725
University degree	638	251	39.4	280	43.9	358
Work status						
Full-time	2,618	1,012	38.7	1,102	42.1	1,516
Part-time	584	167	28.6	179	30.6	405
Industry						
Goods-producing	811	322	39.7	349	43.1	461
Agriculture	22	F	F	F	F	21
Natural resources	30	11	35.1	12	39.8	18
Utilities	32	26	81.3	27	83.5	5
Construction	118	59	50.3	65	54.8	53
Manufacturing	609	225	37.0	245	40.2	364
Service-producing	2,391	858	35.9	931	39.0	1,459
Trade	544	89	16.4	104	19.1	440
Transportation and warehousing	151	69	45.5	72	47.8	79
Finance, insurance, real estate and leasing	174	27	15.3	34	19.6	140
Professional, scientific and technical	152	9	6.1	14	9.3	138
Business, building and other support	91	19	21.5	23	25.7	67
Education	234	174	74.2	182	77.9	52
Health care and social assistance	383	232	60.5	244	63.5	140
Information, culture and recreation	138	44	31.8	48	34.9	90
Accommodation and food	190	20	10.6	21	11.3	169
Other	116	13	11.3	16	13.6	100
Public administration	219	162	74.0	173	78.9	46

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

	Ontario					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	5,382	1,414	26.3	1,496	27.8	3,886
Sector ³						
Public	1,106	743	67.2	782	70.7	324
Private	4,276	671	15.7	714	16.7	3,562
Sex						
Men	2,736	729	26.7	774	28.3	1,961
Women	2,646	685	25.9	721	27.3	1,925
Age						
15 to 24	906	100	11.0	110	12.2	796
25 to 54	3,875	1,126	29.1	1,188	30.6	2,688
25 to 44	2,680	702	26.2	742	27.7	1,938
45 to 54	1,195	424	35.4	446	37.3	750
55 and over	600	189	31.4	198	32.9	403
Education						
Less than Grade 9	131	36	27.8	38	29.0	93
Some high school	588	119	20.3	125	21.2	463
High school graduation	1,159	284	24.5	299	25.8	860
Some postsecondary	568	114	20.1	121	21.4	447
Postsecondary certificate or diploma	1,699	511	30.1	537	31.6	1,162
University degree	1,236	349	28.3	375	30.4	861
Work status						
Full-time	4,429	1,232	27.8	1,301	29.4	3,128
Part-time	953	182	19.1	195	20.4	758
Industry						
Goods-producing	1,431	401	28.0	420	29.4	1,011
Agriculture	34	2	4.5	2	4.6	33
Natural resources	31	13	41.9	13	43.4	17
Utilities	58	39	66.2	40	68.5	18
Construction	240	71	29.7	75	31.3	165
Manufacturing	1,068	276	25.9	291	27.2	777
Service-producing	3,951	1,013	25.6	1,075	27.2	2,876
Trade	844	95	11.3	101	12.0	743
Transportation and warehousing	246	91	37.2	95	38.8	150
Finance, insurance, real estate and leasing	368	16	4.4	19	5.2	349
Professional, scientific and technical	280	12	4.3	13	4.7	267
Business, building and other support	216	22	10.4	25	11.4	191
Education	368	249	67.8	260	70.7	108
Health care and social assistance	552	235	42.6	245	44.3	307
Information, culture and recreation	254	51	19.9	54	21.2	200
Accommodation and food	331	18	5.6	20	6.1	311
Other	181	17	9.5	19	10.4	162
Public administration	310	205	66.1	224	72.1	87

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

	Prairies					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	2,306	612	26.6	659	28.6	1,647
Sector ³						
Public	547	378	69.0	399	73.0	148
Private	1,758	235	13.4	260	14.8	1,499
Sex						
Men	1,186	282	23.8	305	25.8	880
Women	1,120	331	29.5	354	31.6	766
Age						
15 to 24	468	53	11.3	58	12.5	409
25 to 54	1,591	480	30.2	515	32.4	1,076
25 to 44	1,081	291	26.9	313	29.0	768
45 to 54	510	189	37.0	202	39.7	308
55 and over	247	80	32.3	85	34.5	161
Education						
Less than Grade 9	43	7	16.3	7	17.2	35
Some high school	305	48	15.7	51	16.8	254
High school graduation	541	124	22.8	132	24.4	409
Some postsecondary	255	53	20.7	57	22.3	198
Postsecondary certificate or diploma	754	233	30.9	250	33.1	505
University degree	407	148	36.4	162	39.7	246
Work status						
Full-time	1,890	516	27.3	556	29.4	1,334
Part-time	416	96	23.2	103	24.7	313
Industry						
Goods-producing	549	112	20.4	122	22.3	427
Agriculture	28	F	F	F	F	27
Natural resources	121	16	13.3	17	14.3	103
Utilities	25	14	54.8	16	64.3	9
Construction	147	29	19.8	32	21.8	115
Manufacturing	229	52	22.9	56	24.6	172
Service-producing	1,757	500	28.5	537	30.5	1,220
Trade	380	46	12.2	51	13.3	329
Transportation and warehousing	127	45	35.1	47	37.0	80
Finance, insurance, real estate and leasing	123	11	8.6	12	9.7	111
Professional, scientific and technical	100	3	3.0	4	4.0	96
Business, building and other support	73	7	9.1	8	10.6	65
Education	184	118	64.3	129	70.0	55
Health care and social assistance	269	145	54.0	152	56.4	117
Information, culture and recreation	101	27	27.1	29	28.8	72
Accommodation and food	177	6	3.6	7	4.0	170
Other	89	5	5.5	6	6.9	83
Public administration	133	87	65.6	92	69.6	40

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

	British Columbia					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	1,672	536	32.1	562	33.6	1,110
Sector ³						
Public	368	288	78.2	300	81.5	68
Private	1,303	248	19.0	261	20.1	1,042
Sex						
Men	838	270	32.2	281	33.5	557
Women	833	267	32.0	280	33.7	553
Age						
15 to 24	290	39	13.5	43	14.7	247
25 to 54	1,199	420	35.1	439	36.6	760
25 to 44	812	248	30.5	261	32.1	551
45 to 54	387	172	44.5	178	46.0	209
55 and over	183	77	42.0	80	43.8	103
Education						
Less than Grade 9	26	5	17.7	5	18.4	21
Some high school	159	37	23.3	38	24.0	121
High school graduation	389	111	28.4	114	29.3	275
Some postsecondary	216	55	25.5	58	26.6	159
Postsecondary certificate or diploma	538	205	38.1	212	39.5	326
University degree	343	124	36.2	134	39.2	209
Work status						
Full-time	1,333	444	33.3	465	34.9	867
Part-time	339	92	27.1	96	28.4	243
Industry						
Goods-producing	341	101	29.8	107	31.4	234
Agriculture	22	2	9.5	2	9.5	20
Natural resources	27	8	29.2	8	30.9	19
Utilities	9	7	75.5	7	79.9	2
Construction	89	23	25.9	24	27.1	65
Manufacturing	193	62	31.9	65	33.7	128
Service-producing	1,331	435	32.7	455	34.2	876
Trade	272	42	15.5	45	16.4	228
Transportation and warehousing	95	51	53.3	52	54.2	44
Finance, insurance, real estate and leasing	104	12	11.9	14	12.9	91
Professional, scientific and technical	87	3	3.6	4	4.3	83
Business, building and other support	54	7	12.6	7	12.8	47
Education	125	84	67.2	90	72.2	35
Health care and social assistance	191	119	62.2	120	63.0	71
Information, culture and recreation	87	26	30.3	27	31.3	60
Accommodation and food	158	14	8.7	15	9.4	143
Other	59	6	11.1	7	12.4	51
Public administration	98	70	71.3	74	75.5	24

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

	Atlantic					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	50	6	12.4	7	14.0	43
Business, finance and administrative	177	47	26.3	49	27.8	127
Professional	16	4	24.4	4	26.1	12
Financial and administrative	46	10	20.8	10	22.2	36
Clerical	114	33	28.9	35	30.3	80
Natural and applied sciences	55	17	30.6	18	31.9	38
Health	69	46	66.8	47	68.9	21
Professional	7	3	44.0	3	47.6	4
Nursing	22	18	83.8	19	86.4	3
Technical	20	15	74.6	16	76.4	5
Support staff	19	9	47.6	9	48.7	10
Social and public service	77	48	63.3	50	65.3	27
Legal, social and religious workers	28	11	38.1	11	39.6	17
Teachers and professors	49	38	77.8	39	80.1	10
Secondary and elementary	32	29	90.2	29	91.7	3
Other	17	9	53.6	10	57.7	7
Culture and recreation	17	4	24.0	4	25.4	13
Sales and service	258	39	14.9	40	15.7	218
Wholesale	19	1	6.2	1	7.5	17
Retail	82	4	5.4	5	5.6	77
Food and beverage	37	3	8.7	3	9.1	34
Protective services	15	6	37.2	6	40.5	9
Child care and home support	20	6	31.3	6	31.9	13
Travel and accommodation	91	18	19.9	19	20.8	72
Trades, transport and equipment operators	145	48	33.3	50	34.6	95
Contractors and supervisors	10	2	25.6	3	26.9	7
Construction trades	20	6	30.3	6	31.7	14
Other trades	50	20	39.3	20	40.7	29
Transportation equipment operators	41	14	34.2	14	34.9	27
Helpers and labourers	24	6	25.0	7	27.0	18
Unique to primary industries	30	5	15.7	5	16.7	25
Unique to production	55	18	32.0	18	33.3	37
Machine operators and assemblers	41	12	29.8	13	31.0	28
Labourers	14	5	38.4	6	39.9	8
Workplace size						
Under 20 employees	369	51	13.8	55	14.8	315
20 to 99 employees	294	99	33.7	103	34.9	191
100 to 500 employees	181	77	42.6	80	44.0	102
Over 500 employees	92	50	54.4	52	56.6	40
Job tenure						
1 to 12 months	231	29	12.4	33	14.1	199
Over 1 year to 5 years	276	55	19.9	58	21.0	218
Over 5 years to 9 years	123	40	32.1	41	32.9	83
Over 9 years to 14 years	86	34	39.5	35	40.6	51
Over 14 years	220	120	54.7	123	56.1	97
Job status						
Permanent	752	236	31.4	244	32.4	509
Non-permanent	184	41	22.4	46	24.8	139

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

	Quebec					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	193	16	8.1	25	12.9	168
Business, finance and administrative	629	208	33.1	230	36.5	399
Professional	79	15	19.3	20	25.4	59
Financial and administrative	189	66	35.1	72	38.4	116
Clerical	362	127	35.1	138	38.0	224
Natural and applied sciences	231	65	28.0	74	32.3	156
Health	198	135	68.1	140	70.5	58
Professional	27	13	49.5	16	59.3	11
Nursing	54	44	82.6	45	84.8	8
Technical	46	31	68.5	32	69.2	14
Support staff	72	46	63.9	47	64.9	25
Social and public service	248	172	69.1	179	72.3	69
Legal, social and religious workers	91	50	54.3	53	58.2	38
Teachers and professors	157	122	77.7	126	80.4	31
Secondary and elementary	98	87	88.5	88	90.1	10
Other	59	35	59.8	38	64.4	21
Culture and recreation	72	21	29.9	24	33.0	48
Sales and service	812	197	24.2	214	26.4	598
Wholesale	78	6	8.1	8	10.6	70
Retail	248	36	14.3	40	16.1	208
Food and beverage	124	16	12.6	17	13.5	108
Protective services	59	44	75.0	46	77.5	13
Child care and home support	64	27	42.5	29	45.0	35
Travel and accommodation	275	82	29.8	90	32.7	185
Trades, transport and equipment operators	449	204	45.4	220	48.9	230
Contractors and supervisors	19	8	39.9	8	42.3	11
Construction trades	49	32	65.0	33	67.7	16
Other trades	191	84	43.9	92	48.1	99
Transportation equipment operators	116	50	43.0	53	45.5	63
Helpers and labourers	75	31	41.7	34	45.4	41
Unique to primary industries	47	9	18.9	10	21.4	37
Unique to production	285	138	48.6	149	52.4	136
Machine operators and assemblers	231	112	48.4	121	52.3	110
Labourers	53	26	49.6	28	52.5	25
Workplace size						
Under 20 employees	1,025	151	14.7	175	17.1	850
20 to 99 employees	1,032	377	36.6	415	40.2	617
100 to 500 employees	684	364	53.2	388	56.8	296
Over 500 employees	461	287	62.3	303	65.6	159
Job tenure						
1 to 12 months	693	135	19.5	160	23.1	533
Over 1 year to 5 years	1,003	304	30.3	334	33.3	669
Over 5 years to 9 years	428	158	36.8	172	40.1	256
Over 9 years to 14 years	314	138	44.0	146	46.6	168
Over 14 years	764	444	58.2	469	61.4	295
Job status						
Permanent	2,767	1,032	37.3	1,118	40.4	1,649
Non-permanent	435	147	33.8	163	37.4	272

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

	Ontario					
	Total	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	435	34	7.9	43	9.8	392
Business, finance and administrative	1,099	215	19.5	230	20.9	869
Professional	156	20	13.0	23	15.0	133
Financial and administrative	274	52	19.1	55	20.2	219
Clerical	668	142	21.3	152	22.7	517
Natural and applied sciences	378	83	21.9	88	23.2	290
Health	290	149	51.5	155	53.5	135
Professional	31	8	26.5	10	30.6	22
Nursing	101	71	71.1	73	72.4	28
Technical	54	20	36.8	21	39.4	33
Support staff	104	50	47.7	51	49.3	53
Social and public service	384	222	57.8	232	60.5	152
Legal, social and religious workers	169	58	34.2	62	36.6	107
Teachers and professors	215	164	76.2	170	79.1	45
Secondary and elementary	153	135	87.8	137	89.5	16
Other	62	30	47.7	33	53.5	29
Culture and recreation	123	31	25.1	32	26.3	91
Sales and service	1,287	241	18.7	258	20.0	1,029
Wholesale	143	6	3.9	6	4.2	137
Retail	372	43	11.7	47	12.5	326
Food and beverage	173	15	8.5	15	8.7	158
Protective services	91	47	51.3	53	58.8	37
Child care and home support	89	30	34.1	31	35.2	58
Travel and accommodation	451	105	23.2	110	24.3	342
Trades, transport and equipment operators	729	244	33.5	255	35.0	474
Contractors and supervisors	38	10	26.3	11	29.6	27
Construction trades	76	28	36.6	29	37.5	48
Other trades	311	114	36.6	117	37.7	194
Transportation equipment operators	175	58	33.1	62	35.3	114
Helpers and labourers	128	34	26.5	36	27.8	92
Unique to primary industries	71	10	13.9	10	14.6	61
Unique to production	554	181	32.7	188	34.0	365
Machine operators and assemblers	461	157	34.1	163	35.3	298
Labourers	92	24	25.9	25	27.5	67
Workplace size						
Under 20 employees	1,574	168	10.6	183	11.6	1,391
20 to 99 employees	1,729	431	24.9	455	26.3	1,274
100 to 500 employees	1,277	443	34.7	466	36.5	812
Over 500 employees	802	372	46.4	393	49.0	409
Job tenure						
1 to 12 months	1,149	132	11.5	151	13.2	998
Over 1 year to 5 years	1,827	373	20.4	396	21.7	1,431
Over 5 years to 9 years	786	198	25.3	210	26.7	576
Over 9 years to 14 years	511	176	34.5	184	36.0	327
Over 14 years	1,109	534	48.2	554	50.0	555
Job status						
Permanent	4,755	1,308	27.5	1,376	28.9	3,378
Non-permanent	627	106	16.9	119	19.0	508

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

	Prairies					
	Total employees	Union member		Union coverage ¹		Not a union member ²
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	154	15	9.9	19	12.3	136
Business, finance and administrative	436	108	24.7	116	26.7	320
Professional	48	10	20.5	11	22.0	37
Financial and administrative	116	22	19.0	25	21.5	91
Clerical	272	76	27.9	81	29.6	192
Natural and applied sciences	149	32	21.2	35	23.6	114
Health	147	98	67.0	102	69.3	45
Professional	16	7	44.8	9	53.3	8
Nursing	46	39	85.6	40	86.7	6
Technical	37	23	62.2	24	63.8	13
Support staff	48	29	60.6	30	62.5	18
Social and public service	170	92	54.3	100	59.1	69
Legal, social and religious workers	72	22	30.5	24	33.1	48
Teachers and professors	98	70	71.8	77	78.3	21
Secondary and elementary	67	57	85.0	60	89.5	7
Other	31	13	42.9	16	53.6	14
Culture and recreation	40	11	27.3	12	28.9	29
Sales and service	621	111	17.9	118	19.0	503
Wholesale	54	3	5.1	3	6.1	51
Retail	175	20	11.3	21	12.0	154
Food and beverage	106	6	5.4	6	5.7	100
Protective services	37	18	49.4	20	53.4	17
Child care and home support	52	17	32.8	18	35.4	34
Travel and accommodation	212	49	23.0	51	24.0	161
Trades, transport and equipment operators	377	104	27.7	112	29.9	264
Contractors and supervisors	27	6	20.1	7	26.9	20
Construction trades	50	11	21.7	12	24.3	38
Other trades	142	47	33.1	49	34.7	92
Transportation equipment operators	99	28	28.6	30	30.3	69
Helpers and labourers	59	13	21.8	14	23.6	45
Unique to primary industries	81	8	9.9	9	11.2	72
Unique to production	117	32	27.4	34	29.3	82
Machine operators and assemblers	95	25	26.8	27	28.8	67
Labourers	22	7	29.7	7	31.7	15
Workplace size						
Under 20 employees	832	93	11.2	104	12.5	728
20 to 99 employees	794	227	28.6	243	30.6	551
100 to 500 employees	442	173	39.2	185	41.9	257
Over 500 employees	238	119	50.1	127	53.3	111
Job tenure						
1 to 12 months	580	82	14.2	92	15.8	489
Over 1 year to 5 years	778	162	20.8	176	22.6	602
Over 5 years to 9 years	318	87	27.4	93	29.3	225
Over 9 years to 14 years	196	66	33.5	70	35.6	126
Over 14 years	433	215	49.6	229	52.8	205
Job status						
Permanent	2,036	545	26.8	585	28.7	1,451
Non-permanent	270	68	25.0	74	27.6	196

Table 2B Union membership and coverage by province and selected characteristics, 2004 (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	111	9	8.1	13	11.3	98
Business, finance and administrative	314	87	27.8	92	29.4	222
Professional	43	9	21.0	10	23.5	33
Financial and administrative	82	18	21.8	20	23.9	62
Clerical	190	61	31.9	63	33.1	127
Natural and applied sciences	94	25	26.3	26	27.8	68
Health	104	76	72.9	77	74.1	27
Professional	12	7	57.9	7	61.3	5
Nursing	34	31	93.5	32	94.9	2
Technical	24	15	64.4	15	64.4	9
Support staff	34	22	63.9	22	64.8	12
Social and public service	121	71	58.4	75	62.0	46
Legal, social and religious workers	49	20	40.2	20	41.5	29
Teachers and professors	72	51	70.8	55	76.0	17
Secondary and elementary	46	40	86.0	41	89.3	5
Other	25	11	43.1	13	51.6	12
Culture and recreation	38	14	35.7	15	38.4	23
Sales and service	493	109	22.1	113	22.9	380
Wholesale	47	2	4.6	2	5.0	45
Retail	140	20	14.1	21	15.3	119
Food and beverage	89	10	11.2	10	11.5	79
Protective services	30	17	55.8	17	56.9	13
Child care and home support	36	16	44.3	16	45.0	20
Travel and accommodation	162	46	28.5	47	29.2	114
Trades, transport and equipment operators	250	102	40.8	106	42.3	144
Contractors and supervisors	16	6	34.2	6	38.4	10
Construction trades	34	10	29.1	10	29.9	24
Other trades	91	39	42.5	40	44.0	51
Transportation equipment operators	67	32	48.2	33	49.1	34
Helpers and labourers	41	16	37.5	16	39.1	25
Unique to primary industries	43	9	20.5	9	21.3	34
Unique to production	94	34	36.4	35	37.4	59
Machine operators and assemblers	72	26	36.1	27	36.8	46
Labourers	21	8	37.3	8	39.4	13
Workplace size						
Under 20 employees	669	98	14.7	105	15.8	563
20 to 99 employees	594	211	35.5	221	37.2	373
100 to 500 employees	298	151	50.8	157	52.8	140
Over 500 employees	111	76	68.3	78	70.1	33
Job tenure						
1 to 12 months	392	64	16.3	71	18.0	322
Over 1 year to 5 years	553	126	22.8	134	24.3	419
Over 5 years to 9 years	241	82	34.2	86	35.4	156
Over 9 years to 14 years	186	81	43.8	84	45.1	102
Over 14 years	300	183	61.0	187	62.6	112
Job status						
Permanent	1,465	475	32.4	496	33.9	969
Non-permanent	206	61	29.7	65	31.7	141

Source: Labour Force Survey

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.

Table 3 Average earnings and usual hours by union and job status, 2004

	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 (\$)	18.50	21.55	21.57	17.07	15.49	19.95	19.88	13.53
Full-time employees	19.70	22.05	22.09	18.50	16.36	20.16	20.11	14.51
Part-time employees	13.07	18.51	18.40	11.33	11.01	18.10	17.91	9.34
Average weekly earnings (\$)	679.74	782.66	784.36	631.05	582.19	745.96	743.56	510.06
Full-time employees	777.73	851.19	853.75	739.73	657.06	788.66	787.43	592.52
Part-time employees	236.60	364.32	360.02	196.23	198.38	366.92	361.59	158.86
Average usual weekly hours, main job	35.5	35.9	36.0	35.3	36.6	37.4	37.4	36.3
Full-time employees	39.5	38.7	38.7	39.9	40.3	39.4	39.4	40.8
Part-time employees	17.5	19.3	19.1	16.9	17.6	20.1	20.0	17.0
Men								
Average hourly earnings (\$)	20.15	22.41	22.44	19.08	16.76	20.63	20.60	15.10
Full-time employees	21.10	22.82	22.86	20.23	17.44	20.74	20.73	15.90
Part-time employees	12.10	16.31	16.38	11.07	10.31	17.84	17.52	9.24
Average weekly earnings (\$)	787.42	866.67	868.60	749.62	673.96	819.43	818.73	611.62
Full-time employees	856.08	904.65	907.43	830.52	727.03	839.49	839.49	674.31
Part-time employees	205.78	306.69	304.36	182.10	172.68	343.84	335.96	148.35
Average usual weekly hours, main job	38.2	38.4	38.4	38.1	39.7	40.0	40.1	39.6
Full-time employees	40.7	39.8	39.8	41.2	42.2	40.9	41.0	42.7
Part-time employees	16.5	18.2	18.1	16.1	16.5	18.9	18.8	16.1
Women								
Average hourly earnings (\$)	16.79	20.67	20.66	14.98	14.23	19.31	19.21	11.92
Full-time employees	17.94	21.10	21.13	16.34	15.11	19.52	19.44	12.82
Part-time employees	13.49	19.16	19.02	11.45	11.30	18.16	18.00	9.39
Average weekly earnings (\$)	568.21	696.41	697.06	508.29	490.76	676.69	672.39	406.57
Full-time employees	679.76	785.29	787.06	625.81	575.14	734.00	731.06	492.99
Part-time employees	249.59	381.40	376.94	202.80	209.01	372.47	367.79	163.72
Average usual weekly hours, main job	32.7	33.4	33.4	32.4	33.5	35.0	34.9	32.9
Full-time employees	37.9	37.3	37.3	38.2	38.2	37.7	37.7	38.4
Part-time employees	17.9	19.6	19.5	17.3	18.0	20.4	20.3	17.3

Table 3 Average earnings and usual hours by union and job status, 2004 (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 (\$)	18.00	20.38	20.37	16.42	19.42	22.67	22.73	18.15
Full-time employees	19.03	20.66	20.68	17.82	20.82	23.37	23.44	19.73
Part-time employees	13.41	18.70	18.48	11.18	12.91	17.93	17.92	11.62
Average weekly earnings (\$)	641.65	721.88	724.09	586.68	720.70	836.85	839.63	674.93
Full-time employees	727.72	776.43	779.30	690.22	826.57	910.80	915.08	789.76
Part-time employees	255.74	391.06	383.50	199.40	228.44	337.20	335.41	200.97
Average usual weekly hours, main job	34.6	35.3	35.3	34.2	35.7	36.4	36.4	35.4
Full-time employees	38.3	37.7	37.8	38.7	39.7	39.0	39.1	40.0
Part-time employees	18.2	20.2	20.0	17.4	17.1	18.6	18.5	16.7
Men								
Average hourly earnings (\$)	19.32	20.91	20.96	18.15	21.31	23.78	23.86	20.29
Full-time employees	20.14	21.21	21.26	19.27	22.40	24.26	24.35	21.57
Part-time employees	12.59	16.81	16.68	11.22	12.10	16.12	16.41	11.26
Average weekly earnings (\$)	730.24	788.81	792.47	686.16	835.18	927.68	931.33	797.21
Full-time employees	792.06	821.21	825.39	766.46	910.18	967.48	972.60	883.76
Part-time employees	223.60	333.47	327.27	188.70	202.14	292.56	294.04	184.30
Average usual weekly hours, main job	37.1	37.6	37.7	36.7	38.2	38.7	38.7	38.0
Full-time employees	39.5	39.0	39.0	39.9	40.8	40.0	40.1	41.1
Part-time employees	17.0	19.0	18.8	16.5	16.2	17.9	17.8	15.9
Women								
Average hourly earnings (\$)	16.63	19.78	19.72	14.69	17.48	21.49	21.50	15.97
Full-time employees	17.63	19.92	19.90	16.08	18.88	22.25	22.30	17.49
Part-time employees	13.77	19.32	19.08	11.16	13.27	18.49	18.41	11.79
Average weekly earnings (\$)	548.66	647.40	646.76	487.29	602.36	740.18	741.18	550.35
Full-time employees	646.42	716.38	716.68	598.76	723.46	839.53	842.15	675.17
Part-time employees	269.87	409.98	402.38	204.66	239.94	350.98	348.62	208.82
Average usual weekly hours, main job	32.1	32.6	32.7	31.7	33.1	33.9	33.9	32.8
Full-time employees	36.7	36.1	36.1	37.1	38.4	37.8	37.8	38.6
Part-time employees	18.7	20.6	20.4	17.9	17.5	18.8	18.7	17.1

Table 3 Average earnings and usual hours by union and job status, 2004 (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 (\$)	17.90	20.98	21.01	16.65	18.99	22.68	22.74	17.09
Full-time employees	19.04	21.52	21.56	17.99	20.17	23.26	23.35	18.46
Part-time employees	12.70	18.07	18.04	10.95	14.34	19.89	19.77	12.18
Average weekly earnings (\$)	671.65	765.84	768.52	632.88	686.61	811.59	814.24	622.05
Full-time employees	769.50	843.08	845.78	737.68	796.34	900.81	905.15	737.99
Part-time employees	227.04	352.69	350.66	186.43	255.49	380.92	375.72	207.72
Average usual weekly hours, main job	36.2	36.0	36.1	36.2	34.9	35.3	35.3	34.7
Full-time employees	40.3	39.1	39.2	40.8	39.4	38.7	38.8	39.8
Part-time employees	17.3	19.2	19.2	16.7	17.2	18.7	18.5	16.7
Men								
Average hourly earnings (\$)	19.72	22.23	22.21	18.86	20.52	23.22	23.29	19.12
Full-time employees	20.68	22.75	22.72	19.93	21.43	23.79	23.86	20.15
Part-time employees	11.12	14.58	14.56	10.45	13.24	16.77	16.97	12.01
Average weekly earnings (\$)	794.34	877.83	877.45	765.50	796.92	893.00	895.26	747.31
Full-time employees	861.89	918.65	918.48	841.17	868.95	945.01	948.85	826.61
Part-time employees	185.77	274.86	272.83	168.72	224.24	300.64	299.44	199.48
Average usual weekly hours, main job	39.3	39.0	39.1	39.3	37.9	38.0	37.9	37.9
Full-time employees	41.8	40.4	40.5	42.3	40.6	39.8	39.8	41.0
Part-time employees	16.4	18.3	18.3	16.0	16.4	17.1	16.9	16.2
Women								
Average hourly earnings (\$)	15.96	19.91	19.98	14.11	17.44	22.13	22.18	15.04
Full-time employees	16.92	20.24	20.32	15.25	18.57	22.59	22.72	16.31
Part-time employees	13.33	18.86	18.85	11.18	14.76	20.86	20.66	12.25
Average weekly earnings (\$)	541.72	670.41	674.39	480.50	575.66	729.32	733.04	495.84
Full-time employees	649.57	763.96	768.80	591.25	704.37	845.06	850.75	624.68
Part-time employees	243.49	370.38	368.77	194.63	267.41	405.78	399.89	211.09
Average usual weekly hours, main job	32.9	33.4	33.5	32.6	31.9	32.6	32.7	31.6
Full-time employees	38.4	37.7	37.8	38.7	37.9	37.4	37.5	38.2
Part-time employees	17.7	19.4	19.4	17.0	17.6	19.1	19.0	17.0

Source: Labour Force Survey

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.

Table 4 Major wage settlements, inflation and labour disputes

Year	Average annual increase in base wage rates ¹			Annual change in consumer price index ¹	Labour disputes and time lost			
	Public sector employees ²	Private sector employees ²	Total employees		Strikes & lockouts	Workers involved	Person-days not worked	Proportion of estimated working time
			%			'000	'000	%
1980	10.9	11.7	11.1	10.1	1,028	453	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	0.08
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	80	1,736	0.05
2004	1.3	2.2	1.7	1.3	300	259	3,256	0.09
2005	2.5	2.4	2.5	2.1				

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

Note: Major wage settlements refer to agreements involving 500 or more employees.

1 2005 data refer to January to May only.

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.

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 Angèle Charbonneau, Workplace Information Directorate, HRSDC at 1 800 567-6866.