



PERSPECTIVES

ON LABOUR AND INCOME

Fact-sheet on unionization

Since 1997, the Labour Force Survey (LFS) has been the major source of data on unionization. The first detailed socio-demographic and economic profile of union members from the LFS was released in *Perspectives* on the eve of Labour Day 1997. The profile has since been updated and expanded annually (Akyeampong 1997, 1998, 1999, 2000, 2001). This year's update extends the profile to the first half of 2002. As in past releases, data on earnings, wage settlements, inflation, and strikes and lockouts are also provided.

Table 1: Union rates in first half of 2001 and 2002

At 12.8 million, average paid employment (employees) during the first half of 2002 was 216,000 higher than during the same period a year earlier. Union membership also grew, from 3.8 million to 3.9 million. The increase in union membership, however, was proportionately larger than that for employees, so the union rate (density) rose from 30.0% to 30.3%.

Women accounted for almost all the increase in union membership. Their rate rose to 30.2%, for the first time virtually matching that of men (30.3%).

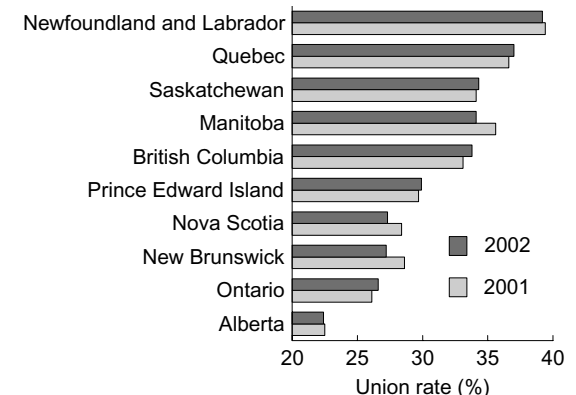
Most of the increase in membership occurred in the public sector, with the rate rising from 71.0% to 72.5%. The private sector rate remained almost unchanged at 18.0%.

Five provinces (Prince Edward Island, Quebec, Ontario, Saskatchewan and British Columbia) recorded rate increases, the rest saw declines (Chart A).

The rate among full-time employees rose from 31.5% to 31.9%, but among part-time workers, it remained virtually unchanged (23.3%).

Increases were recorded for both permanent and non-permanent employees. The rate rose in the largest firms (those with over 500 employees) and in those with between 20 and 99 employees; it fell in firms with under 20 employees and in those with between 100 and 500 employees.

Chart A: Newfoundland and Labrador remains the most unionized province; Alberta, the least.



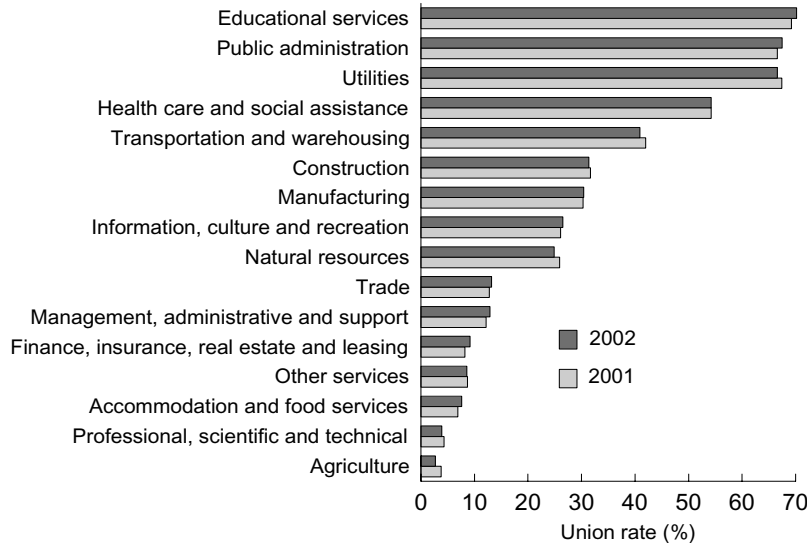
Source: Labour Force Survey, January-to-June averages

Unionization rose in 8 of the 16 major industry groups: manufacturing; trade; finance, insurance, real estate and leasing; management services; educational services; information, culture and recreation; accommodation and food; and public administration. It remained unchanged in health care and social assistance services and fell in the rest of the industry groups (Chart B).

Among the 10 major occupational groups, union density rose in 6 and fell in 4—management, health, trade and transport occupations, and production occupations (Chart C).

The number of employees who were not union members but were covered by collective agreements averaged 270,000, down slightly from 276,000 a year earlier (see Akyeampong 2000 for a description of this group).

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



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

tional services (69.5%), utilities (66.4%), and public administration (66.2%) industries; and in health care occupations (63.6%).

Low union rates were recorded by 15 to 24 year-olds (13.3%), in Alberta (22.1%), in agriculture (3.3%) and professional, scientific and technical industries (4.1%), and in management occupations (8.9%).

Differences between the sexes

The union rate for men (30.6%) in 2001 continued to slightly exceed that for women (29.4%).

The rate for male part-time employees (19.0%) was much lower than for full-time (31.9%). Among women however, the gap was narrower (25.3% versus 30.8%).

The unionization of women in the public sector (72.8%) exceeded that of men (69.3%), reflecting women’s

Table 2: 2001 annual averages

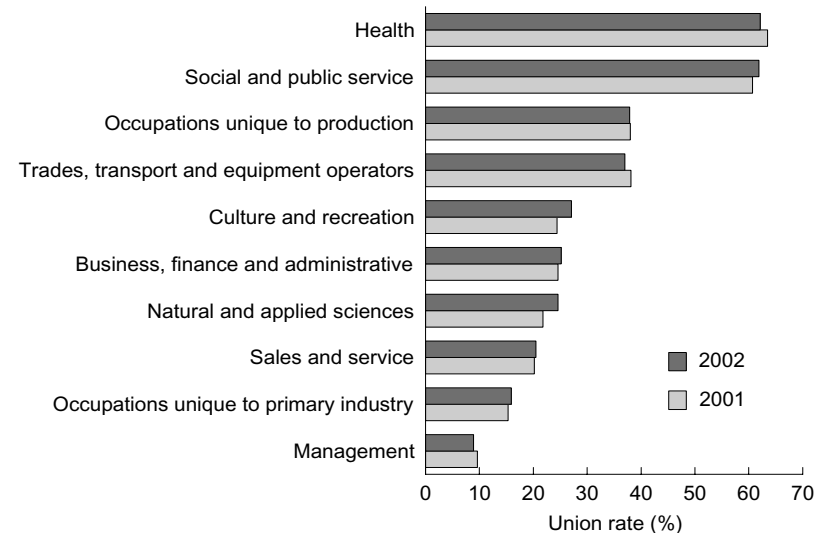
Approximately 3.8 million (30.0%) employees belonged to a union in 2001. An additional 279,000 (2.2%) were covered by a collective agreement.

Employees in the public sector—government, crown corporations, and publicly funded schools or hospitals—were almost four times as likely as their private sector counterparts to belong to a union (71.4% versus 18.3%).

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 roughly 1 in 4 non-permanent.

High union rates were found among employees aged 45 to 54 (41.6%); for those with university degrees (33.8%); in Newfoundland and Labrador (38.8%) and Quebec (36.8%); in educa-

Chart C: Unionization in community service occupations far outpaced that of 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 13.1% were unionized, compared with 22.6% of men. The lower rate reflected women's pre-dominance in sales and several service occupations.

A higher-than-average union rate was recorded among men with a postsecondary certificate or diploma (34.7%), as well as those with less than grade 9 education (34.0%). For women, the highest rate was registered by those with a university degree (40.0%), reflecting unionization in occupations such as health care and teaching.

Men in permanent positions had slightly higher rates (31.6%) than women in similar jobs (30.2%). Among employees in non-permanent positions, women were slightly more unionized (24.4%) than men (23.5%).

Table 3: Average earnings and usual hours

Unionized jobs generally provide higher earnings than non-unionized ones. Of course, the differences reflect many factors in addition to collective bargaining provisions. These include differences in the distribution of unionized and non-unionized employees by age, sex, job tenure, industry, occupation, firm size, or geographical location. The effects of these factors are not examined, but it is clear that unionized workers and jobs tend to have certain characteristics that are associated with higher earnings. For example, union density ratios are higher among men, older workers, those with higher education, employees with long tenure, and those in larger firms. Clearly, not all differences in earnings and non-wage benefits can be attributed solely to union status (Akyeampong 2002).

In 2001, average hourly earnings of unionized workers were higher than those of non-unionized workers. This held true for both full-time (\$20.29 versus \$17.22) and part-time (\$17.31 versus \$10.60) workers.

In addition to having higher hourly earnings, unionized part-time employees usually worked more hours each week than their non-unionized counterparts (19.4 hours versus 16.8). As a result, their average weekly earnings were nearly double (\$343.94 versus \$181.65).

On average, unionized women working full time received 90% of their male counterparts' hourly earnings. In contrast, women working part time earned 9% more.

Table 4: Wage settlements, inflation and labour disputes

Whereas wage gains in contract settlements in 2000 trailed the rate of inflation, in 2001 they surpassed it. For the first quarter of 2002, wage gains averaged 2.9%—again higher than the inflation rate (1.5%).

Wage gains in the private sector exceeded those in the public sector every year during the 1990s, but in 2000, 2001 and the first quarter of 2002 the picture was reversed.

Annual statistics on strikes, lockouts and person-days lost are affected by several factors, including collective bargaining timetables, size of the unions involved, strike durations, and the 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 in the event of a strike. The state of the economy influences the likelihood of an industrial dispute, given that one is legally possible.

The estimated work time lost through strikes and lockouts rose from 0.05% in 2000 to 0.07% in 2001. However, these figures are only one-sixth the levels of 20 years earlier (1980 and 1981).

Perspectives

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Table 1: Union membership and coverage by selected characteristics

	2001*			2002*		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage**		Members	Coverage**
	'000	%	%	'000	%	%
Both sexes	12,628	30.0	32.2	12,844	30.3	32.4
Men	6,483	30.7	33.0	6,599	30.3	32.6
Women	6,145	29.2	31.3	6,245	30.2	32.1
Sector†						
Public	2,841	71.0	74.9	2,885	72.5	75.9
Private	9,787	18.1	19.8	9,959	18.0	19.7
Age						
15 to 24	2,156	12.8	14.6	2,171	13.5	15.4
25 to 54	9,373	33.2	35.5	9,463	33.5	35.7
25 to 44	6,613	29.6	31.9	6,564	30.3	32.5
45 to 54	2,760	41.8	44.3	2,899	40.8	43.0
55 and over	1,098	36.3	38.2	1,210	34.9	36.7
Education						
Less than Grade 9	378	30.4	31.7	369	28.9	30.9
Some high school	1,591	23.0	24.4	1,580	22.3	23.7
High school graduation	2,635	27.3	29.0	2,739	28.1	29.7
Some postsecondary	1,270	23.9	25.9	1,226	23.8	25.7
Postsecondary certificate or diploma	4,242	33.8	36.2	4,374	33.7	36.1
University degree	2,511	33.8	37.0	2,556	34.9	37.6
Province						
Atlantic	877	30.8	32.3	891	29.9	31.2
Newfoundland and Labrador	180	39.4	40.5	183	39.2	40.5
Prince Edward Island	53	29.7	31.7	54	29.9	31.4
Nova Scotia	358	28.4	30.2	359	27.3	28.3
New Brunswick	286	28.6	29.9	295	27.2	29.0
Quebec	2,948	36.6	40.1	3,073	37.0	40.9
Ontario	5,036	26.1	27.9	5,097	26.6	28.1
Prairies	2,172	27.3	29.5	2,215	26.9	29.0
Manitoba	469	35.6	37.3	477	34.1	35.8
Saskatchewan	369	34.1	35.9	373	34.3	36.0
Alberta	1,335	22.5	25.0	1,365	22.4	24.7
British Columbia	1,594	33.1	34.5	1,568	33.8	34.9
Work status						
Full-time	10,299	31.5	33.9	10,457	31.9	34.1
Part-time	2,329	23.2	24.7	2,387	23.3	24.8
Industry						
Goods-producing	3,173	30.6	32.7	3,195	30.8	32.9
Agriculture	116	3.8	4.7	105	2.7	3.6
Natural resources	233	25.9	27.6	224	24.9	26.8
Utilities	120	67.4	70.9	129	66.6	67.9
Construction	535	31.7	33.7	548	31.4	33.8
Manufacturing	2,168	30.3	32.4	2,188	30.4	32.7
Service-producing	9,455	29.8	32.0	9,649	30.1	32.2
Trade	2,035	12.8	14.3	2,099	13.2	14.5
Transportation and warehousing	643	42.0	44.1	612	40.9	43.1
Finance, insurance, real estate and leasing	747	8.2	10.4	753	9.2	10.8
Professional, scientific and technical	678	4.3	5.9	668	3.9	5.4
Management, and administrative and support	392	12.2	14.0	421	12.9	14.9
Education	948	69.2	73.2	982	70.2	73.6
Health care and social assistance	1,351	54.2	56.5	1,383	54.2	56.7
Information, culture and recreation	595	26.1	28.2	598	26.5	28.2
Accommodation and food	862	6.9	7.3	901	7.6	8.3
Other	446	8.7	10.1	458	8.6	10.2
Public administration	760	66.6	71.9	775	67.5	72.3

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

	2001*			2002*		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage**		Members	Coverage**
	'000	%	%	'000	%	%
Occupation						
Management	871	9.6	12.6	892	8.9	11.8
Business, finance and administrative	2,487	24.6	27.0	2,542	25.2	27.0
Professional	316	17.4	20.1	338	18.6	21.0
Financial and administrative	679	23.2	25.9	694	22.1	24.2
Clerical	1,491	26.8	28.9	1,510	28.1	29.7
Natural and applied sciences	888	21.8	24.5	857	24.6	27.0
Health	695	63.5	65.8	732	62.1	65.1
Professional	79	35.9	42.8	86	40.9	48.5
Nursing	230	81.7	83.2	250	81.9	84.2
Technical	180	59.3	62.1	169	56.7	59.8
Support staff	207	57.6	58.5	228	52.5	54.2
Social and public service	969	60.7	63.7	979	61.9	64.6
Legal, social and religious workers	386	38.1	40.4	394	40.0	42.7
Teachers and professors	583	75.7	79.1	585	76.6	79.3
Secondary and elementary	405	86.5	89.3	412	88.2	90.0
Other	178	51.2	55.8	174	49.2	53.9
Culture and recreation	281	24.4	27.5	268	27.1	29.6
Sales and service	3,339	20.2	21.7	3,456	20.5	22.0
Wholesale	359	5.5	6.9	349	5.8	8.1
Retail	939	12.5	13.7	946	12.3	13.4
Food and beverage	489	8.7	9.2	517	9.7	10.4
Protective services	200	57.9	63.9	222	54.9	59.4
Child care and home support	233	35.4	38.2	241	36.7	38.4
Travel and accommodation	1,119	26.6	27.8	1,181	26.3	27.7
Trades, transport and equipment operators	1,710	38.1	40.2	1,709	37.0	39.1
Contractors and supervisors	103	32.2	35.3	115	28.7	31.7
Construction trades	202	38.8	41.3	217	39.7	42.3
Other trades	684	41.3	43.6	655	40.1	42.4
Transportation equipment operators	463	36.2	37.8	465	35.6	37.1
Helpers and labourers	259	34.6	36.5	256	32.9	35.2
Unique to primary industries	241	15.3	16.4	229	15.9	17.3
Unique to production	1,146	38.0	40.2	1,181	37.9	40.3
Machine operators and assemblers	959	37.8	40.0	990	37.5	39.9
Labourers	187	38.9	40.9	191	40.1	42.5
Workplace size						
Under 20 employees	4,165	12.7	14.2	4,281	12.6	14.1
20 to 99 employees	4,152	30.1	32.2	4,218	31.2	33.3
100 to 500 employees	2,754	42.5	45.4	2,767	42.2	44.8
Over 500 employees	1,557	54.0	56.8	1,577	54.7	57.7
Job tenure						
1 to 12 months	3,068	14.5	16.8	2,871	14.7	16.9
Over 1 year to 5 years	4,055	21.7	23.7	4,334	22.6	24.5
Over 5 years to 9 years	1,509	31.6	33.2	1,555	29.6	31.2
Over 9 years to 14 years	1,523	42.0	44.5	1,499	42.1	44.4
Over 14 years	2,473	54.5	57.0	2,585	54.0	56.5
Job status						
Permanent	11,067	30.7	32.8	11,255	30.9	32.9
Non-permanent	1,560	24.8	27.5	1,589	25.8	28.5

Source: Labour Force Survey

* January-to-June average.

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

† Public sector: employees in government departments or agencies, crown corporations or publicly funded schools, hospitals or other institutions; private sector: all other wage and salary earners.

Table 2A: Union membership and coverage by sex and selected characteristics, 2001

	Both sexes					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	12,768	3,831	30.0	4,109	32.2	8,658
Sector[†]						
Public	2,822	2,014	71.4	2,120	75.1	702
Private	9,946	1,817	18.3	1,989	20.0	7,957
Age						
15 to 24	2,222	296	13.3	337	15.2	1,885
25 to 54	9,424	3,143	33.3	3,358	35.6	6,066
25 to 44	6,616	1,975	29.8	2,123	32.1	4,492
45 to 54	2,809	1,168	41.6	1,235	44.0	1,574
55 and over	1,122	393	35.0	414	37.0	707
Education						
Less than Grade 9	385	113	29.4	120	31.0	266
Some high school	1,637	370	22.6	395	24.1	1,243
High school graduation	2,690	741	27.6	789	29.3	1,901
Some postsecondary	1,250	300	24.0	325	26.0	925
Postsecondary certificate or diploma	4,302	1,460	33.9	1,560	36.3	2,743
University degree	2,503	846	33.8	922	36.8	1,581
Province						
Atlantic	906	272	30.0	285	31.4	621
Newfoundland and Labrador	189	73	38.8	75	40.0	113
Prince Edward Island	55	16	28.2	17	30.1	38
Nova Scotia	368	102	27.8	108	29.3	260
New Brunswick	294	80	27.3	85	28.8	210
Quebec	3,008	1,105	36.8	1,216	40.4	1,792
Ontario	5,079	1,328	26.1	1,413	27.8	3,666
Prairies	2,193	592	27.0	640	29.2	1,553
Manitoba	474	166	35.0	174	36.7	300
Saskatchewan	371	128	34.5	134	36.1	237
Alberta	1,348	298	22.1	332	24.6	1,016
British Columbia	1,582	535	33.8	556	35.1	1,026
Work status						
Full-time	10,494	3,298	31.4	3,542	33.8	6,952
Part-time	2,274	533	23.4	567	24.9	1,707
Industry						
Goods-producing	3,233	999	30.9	1,067	33.0	2,166
Agriculture	119	4	3.3	5	4.2	114
Natural resources	246	62	25.3	67	27.1	179
Utilities	123	82	66.4	85	69.5	37
Construction	571	181	31.7	194	33.9	377
Manufacturing	2,174	670	30.8	716	32.9	1,458
Service-producing	9,535	2,833	29.7	3,042	31.9	6,492
Trade	2,080	271	13.0	304	14.6	1,776
Transportation and warehousing	638	268	42.0	281	44.0	357
Finance, insurance, real estate and leasing	749	66	8.8	81	10.9	667
Professional, scientific and technical	663	27	4.1	37	5.6	626
Management, and administrative and support	416	53	12.9	60	14.4	356
Education	920	640	69.5	676	73.5	244
Health care and social assistance	1,359	738	54.3	770	56.7	589
Information, culture and recreation	609	158	26.0	171	28.0	438
Accommodation and food	877	64	7.3	68	7.8	809
Other	457	40	8.8	47	10.2	411
Public administration	766	507	66.2	547	71.4	219

Table 2A: Union membership and coverage by sex and selected characteristics, 2001 (continued)

	Men					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	6,584	2,015	30.6	2,167	32.9	4,416
Sector †						
Public	1,134	785	69.3	835	73.6	299
Private	5,450	1,229	22.6	1,333	24.5	4,117
Age						
15 to 24	1,132	166	14.7	191	16.8	941
25 to 54	4,841	1,636	33.8	1,750	36.2	3,091
25 to 44	3,427	1,017	29.7	1,097	32.0	2,330
45 to 54	1,414	619	43.8	653	46.2	761
55 and over	610	212	34.8	226	37.1	384
Education						
Less than Grade 9	239	81	34.0	86	35.8	153
Some high school	936	240	25.7	257	27.4	679
High school graduation	1,367	428	31.3	453	33.1	914
Some postsecondary	624	169	27.1	184	29.4	441
Postsecondary certificate or diploma	2,166	751	34.7	803	37.1	1,363
University degree	1,251	345	27.6	385	30.8	866
Province						
Atlantic	459	139	30.4	146	31.9	312
Newfoundland and Labrador	96	39	40.5	40	41.9	56
Prince Edward Island	27	6	24.1	7	26.2	20
Nova Scotia	186	51	27.5	54	29.3	132
New Brunswick	150	43	28.6	45	29.9	105
Quebec	1,580	601	38.1	663	41.9	917
Ontario	2,604	719	27.6	766	29.4	1,838
Prairies	1,139	279	24.5	305	26.8	834
Manitoba	243	83	34.0	87	35.8	156
Saskatchewan	188	58	30.7	61	32.2	128
Alberta	707	138	19.6	157	22.3	550
British Columbia	803	276	34.4	287	35.8	516
Work status						
Full-time	5,914	1,887	31.9	2,029	34.3	3,885
Part-time	670	127	19.0	138	20.7	531
Industry						
Goods-producing	2,441	845	34.6	899	36.8	1,541
Agriculture	77	2	3.1	3	3.9	74
Natural resources	206	58	28.1	62	30.0	144
Utilities	91	65	71.0	68	74.6	23
Construction	506	177	35.0	189	37.4	317
Manufacturing	1,560	543	34.8	577	37.0	983
Service-producing	4,143	1,169	28.2	1,268	30.6	2,875
Trade	1,036	149	14.4	169	16.3	867
Transportation and warehousing	468	206	44.0	216	46.1	252
Finance, insurance, real estate and leasing	269	21	7.9	25	9.4	244
Professional, scientific and technical	338	16	4.7	22	6.6	316
Management, and administrative and support	216	36	16.8	40	18.5	176
Education	317	216	68.0	231	72.9	86
Health care and social assistance	216	122	56.6	128	59.3	88
Information, culture and recreation	312	84	26.8	90	28.7	222
Accommodation and food	340	27	7.9	29	8.5	311
Other	223	23	10.5	27	12.3	196
Public administration	407	269	66.0	291	71.4	116

Table 2A: Union membership and coverage by sex and selected characteristics, 2001 (continued)

	Women					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	6,184	1,817	29.4	1,942	31.4	4,242
Sector[†]						
Public	1,688	1,228	72.8	1,285	76.1	403
Private	4,496	588	13.1	656	14.6	3,840
Age						
15 to 24	1,090	129	11.9	146	13.4	944
25 to 54	4,583	1,507	32.9	1,608	35.1	2,975
25 to 44	3,188	958	30.0	1,026	32.2	2,162
45 to 54	1,395	549	39.4	582	41.7	813
55 and over	511	180	35.2	188	36.8	323
Education						
Less than Grade 9	147	32	22.1	34	23.2	112
Some high school	702	130	18.5	138	19.7	564
High school graduation	1,322	314	23.7	335	25.4	987
Some postsecondary	626	131	21.0	141	22.5	485
Postsecondary certificate or diploma	2,136	709	33.2	756	35.4	1,379
University degree	1,252	500	40.0	537	42.9	715
Province						
Atlantic	447	132	29.5	138	30.9	309
Newfoundland and Labrador	93	34	37.1	35	38.1	58
Prince Edward Island	28	9	32.1	10	33.8	19
Nova Scotia	182	51	28.1	53	29.3	128
New Brunswick	145	38	26.0	40	27.7	105
Quebec	1,428	504	35.3	553	38.7	874
Ontario	2,475	609	24.6	646	26.1	1,829
Prairies	1,054	313	29.7	335	31.8	719
Manitoba	231	83	36.1	87	37.7	144
Saskatchewan	183	70	38.4	74	40.2	110
Alberta	641	159	24.9	175	27.3	466
British Columbia	779	258	33.1	269	34.5	510
Work status						
Full-time	4,580	1,411	30.8	1,513	33.0	3,067
Part-time	1,604	406	25.3	429	26.7	1,175
Industry						
Goods-producing	792	153	19.3	168	21.1	625
Agriculture	42	2	3.7	2	4.7	40
Natural resources	39	4	10.6	5	11.9	35
Utilities	31	17	53.0	17	55.0	14
Construction	65	4	6.3	5	7.6	60
Manufacturing	614	127	20.6	139	22.6	475
Service-producing	5,392	1,664	30.9	1,774	32.9	3,617
Trade	1,044	121	11.6	135	12.9	909
Transportation and warehousing	170	62	36.7	65	38.4	105
Finance, insurance, real estate and leasing	479	45	9.3	56	11.7	423
Professional, scientific and technical	325	11	3.5	15	4.6	310
Management, and administrative and support	200	17	8.6	20	9.9	180
Education	603	424	70.3	445	73.8	158
Health care and social assistance	1,143	616	53.9	642	56.2	501
Information, culture and recreation	297	75	25.2	81	27.3	216
Accommodation and food	538	37	6.9	40	7.4	498
Other	234	17	7.2	19	8.2	215
Public administration	360	239	66.4	257	71.4	103

Table 2A: Union membership and coverage by sex and selected characteristics, 2001 (continued)

	Both sexes					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	863	77	8.9	102	11.9	761
Business, finance and administrative	2,503	616	24.6	671	26.8	1,831
Professional	317	55	17.3	62	19.7	255
Financial and administrative	684	154	22.5	171	25.0	513
Clerical	1,502	407	27.1	438	29.1	1,064
Natural and applied sciences	881	199	22.6	220	25.0	660
Health	702	447	63.6	464	66.1	238
Professional	80	30	37.4	35	44.3	44
Nursing	234	192	81.8	196	83.8	38
Technical	179	106	59.4	111	62.2	67
Support staff	210	119	56.8	121	57.9	88
Social and public service	947	575	60.7	603	63.7	343
Legal, social and religious workers	383	146	38.2	155	40.5	228
Teachers and professors	563	428	76.0	448	79.5	115
Secondary and elementary	389	341	87.6	351	90.2	38
Other	174	88	50.2	97	55.7	77
Culture and recreation	282	70	24.8	78	27.5	205
Sales and service	3,415	695	20.4	751	22.0	2,664
Wholesale	362	22	6.0	28	7.8	334
Retail	950	118	12.4	129	13.6	821
Food and beverage	510	46	9.1	49	9.7	461
Protective services	212	120	56.7	134	63.1	78
Child care and home support	234	82	35.1	89	38.0	145
Travel and accommodation	1,147	307	26.7	322	28.1	825
Trades, transport and equipment operators	1,747	658	37.7	695	39.8	1,052
Contractors and supervisors	104	31	30.4	34	32.7	70
Construction trades	219	85	38.6	89	40.9	129
Other trades	679	277	40.8	293	43.1	386
Transportation equipment operators	473	169	35.8	178	37.6	295
Helpers and labourers	273	96	35.2	101	37.1	172
Unique to primary industries	264	41	15.5	44	16.7	220
Unique to production	1,164	454	39.0	480	41.2	684
Machine operators and assemblers	971	377	38.8	398	41.0	573
Labourers	193	78	40.2	82	42.3	111
Workplace size						
Under 20 employees	4,241	537	12.7	603	14.2	3,638
20 to 99 employees	4,195	1,260	30.0	1,350	32.2	2,845
100 to 500 employees	2,756	1,177	42.7	1,257	45.6	1,499
Over 500 employees	1,575	856	54.4	899	57.1	676
Job tenure						
1 to 12 months	3,076	440	14.3	511	16.6	2,565
Over 1 year to 5 years	4,152	923	22.2	1,004	24.2	3,148
Over 5 years to 9 years	1,523	474	31.1	502	32.9	1,021
Over 9 years to 14 years	1,522	638	42.0	675	44.4	847
Over 14 years	2,494	1,356	54.4	1,416	56.8	1,078
Job status						
Permanent	11,131	3,439	30.9	3,674	33.0	7,457
Non-permanent	1,637	392	24.0	435	26.6	1,202

Table 2A: Union membership and coverage by sex and selected characteristics, 2001 (continued)

	Men					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	538	45	8.3	60	11.1	478
Business, finance and administrative	674	188	27.9	202	30.0	472
Professional	138	27	19.5	29	21.3	109
Financial and administrative	109	28	25.9	32	29.1	78
Clerical	427	133	31.1	141	33.1	286
Natural and applied sciences	693	156	22.5	174	25.1	519
Health	98	59	59.9	63	64.1	35
Professional	22	7	29.7	8	37.8	14
Nursing	15	13	86.8	13	87.2	2
Technical	36	22	60.3	24	65.1	13
Support staff	24	17	70.3	18	72.7	7
Social and public service	334	191	57.1	203	60.9	130
Legal, social and religious workers	127	39	30.3	42	33.0	85
Teachers and professors	207	152	73.6	162	78.1	45
Secondary and elementary	116	102	88.5	107	92.0	9
Other	91	50	54.6	55	60.4	36
Culture and recreation	120	30	24.8	33	27.4	87
Sales and service	1,446	332	22.9	361	25.0	1,085
Wholesale	230	13	5.8	18	7.9	212
Retail	298	33	11.1	37	12.3	262
Food and beverage	198	18	9.3	19	9.8	178
Protective services	173	101	58.4	112	64.8	61
Child care and home support	13	7	50.5	7	52.7	6
Travel and accommodation	533	159	29.8	167	31.4	366
Trades, transport and equipment operators	1,640	630	38.4	664	40.5	976
Contractors and supervisors	98	30	30.4	32	32.8	66
Construction trades	215	83	38.9	88	41.1	126
Other trades	652	269	41.3	284	43.6	368
Transportation equipment operators	432	158	36.6	166	38.4	266
Helpers and labourers	244	89	36.6	94	38.6	150
Unique to primary industries	219	37	17.1	40	18.2	179
Unique to production	822	348	42.4	367	44.7	454
Machine operators and assemblers	705	296	41.9	311	44.2	394
Labourers	117	53	45.3	56	48.0	61
Workplace size						
Under 20 employees	2,010	288	14.3	323	16.1	1,687
20 to 99 employees	2,203	619	28.1	670	30.4	1,533
100 to 500 employees	1,508	650	43.1	695	46.1	813
Over 500 employees	863	457	53.0	479	55.5	384
Job tenure						
1 to 12 months	1,570	239	15.2	278	17.7	1,292
Over 1 year to 5 years	2,090	459	21.9	502	24.0	1,588
Over 5 years to 9 years	783	240	30.6	256	32.7	527
Over 9 years to 14 years	725	292	40.4	311	42.9	413
Over 14 years	1,417	785	55.4	821	57.9	596
Job status						
Permanent	5,794	1,829	31.6	1,961	33.8	3,833
Non-permanent	790	186	23.5	207	26.2	583

Table 2A: Union membership and coverage by sex and selected characteristics, 2001 (concluded)

	Women					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	325	32	9.9	43	13.1	282
Business, finance and administrative	1,828	428	23.4	469	25.6	1,359
Professional	179	28	15.7	33	18.5	146
Financial and administrative	575	125	21.8	140	24.3	435
Clerical	1,075	274	25.5	296	27.6	779
Natural and applied sciences	187	43	22.8	46	24.8	141
Health	604	388	64.2	401	66.4	203
Professional	57	23	40.3	27	46.8	31
Nursing	219	179	81.5	183	83.5	36
Technical	142	84	59.2	87	61.5	55
Support staff	185	102	55.0	104	55.9	82
Social and public service	613	384	62.6	400	65.2	213
Legal, social and religious workers	256	108	42.1	113	44.2	143
Teachers and professors	356	276	77.4	286	80.4	70
Secondary and elementary	273	238	87.2	244	89.4	29
Other	83	38	45.5	42	50.7	41
Culture and recreation	163	40	24.7	45	27.5	118
Sales and service	1,969	364	18.5	391	19.8	1,578
Wholesale	132	8	6.2	10	7.6	122
Retail	652	85	13.1	92	14.2	559
Food and beverage	312	28	9.0	30	9.6	282
Protective services	39	19	49.3	21	55.2	17
Child care and home support	221	76	34.2	82	37.2	139
Travel and accommodation	613	148	24.1	155	25.2	459
Trades, transport and equipment operators	107	29	26.8	31	28.7	76
Contractors and supervisors	6	2	30.3	2	31.5	4
Construction trades	4	F	F	F	F	3
Other trades	27	8	29.2	9	31.5	19
Transportation equipment operators	41	11	27.3	12	29.4	29
Helpers and labourers	29	7	23.3	7	24.5	22
Unique to primary industries	45	4	8.1	4	9.5	41
Unique to production	342	106	30.9	112	32.8	230
Machine operators and assemblers	266	81	30.5	87	32.6	179
Labourers	76	25	32.3	26	33.5	51
Workplace size						
Under 20 employees	2,231	249	11.2	280	12.6	1,951
20 to 99 employees	1,992	641	32.2	680	34.1	1,313
100 to 500 employees	1,248	527	42.2	561	45.0	686
Over 500 employees	713	400	56.0	420	59.0	293
Job tenure						
1 to 12 months	1,506	201	13.4	234	15.5	1,273
Over 1 year to 5 years	2,062	465	22.5	502	24.4	1,560
Over 5 years to 9 years	740	234	31.6	246	33.2	495
Over 9 years to 14 years	797	346	43.4	364	45.7	433
Over 14 years	1,078	571	53.0	596	55.3	482
Job status						
Permanent	5,337	1,610	30.2	1,713	32.1	3,623
Non-permanent	847	207	24.4	228	27.0	619

Source: Labour Force Survey

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

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

† Public sector: employees in government departments or agencies, crown corporations or publicly funded schools, hospitals or other institutions; private sector: all other wage and salary earners.

Table 2B: Union membership and coverage by province and selected characteristics, 2001

	Atlantic					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	906	272	30.0	285	31.4	621
Sector †						
Public	254	179	70.2	186	73.0	69
Private	651	93	14.3	99	15.2	553
Sex						
Men	459	139	30.4	146	31.9	312
Women	447	132	29.5	138	30.9	309
Age						
15 to 24	152	12	7.8	14	9.0	138
25 to 54	682	235	34.4	245	35.9	438
25 to 44	472	142	30.2	149	31.7	322
45 to 54	211	92	43.8	95	45.3	115
55 and over	71	25	34.9	26	36.6	45
Education						
Less than Grade 9	33	9	26.7	9	27.6	24
Some high school	123	23	18.7	24	19.5	99
High school graduation	166	38	22.8	39	23.7	127
Some postsecondary	80	14	17.8	15	19.1	65
Postsecondary certificate or diploma	346	123	35.6	129	37.2	217
University degree	158	64	40.9	68	43.2	89
Work status						
Full-time	765	247	32.3	259	33.8	506
Part-time	141	24	17.2	26	18.5	115
Industry						
Goods-producing	196	60	30.6	63	32.0	133
Agriculture	11	F	F	F	F	11
Natural resources	29	9	31.0	9	31.9	20
Utilities	10	6	62.3	7	64.8	4
Construction	45	13	27.9	14	29.9	32
Manufacturing	101	32	31.5	33	32.7	68
Service-producing	710	211	29.8	222	31.3	488
Trade	163	10	6.4	12	7.1	151
Transportation and warehousing	46	18	38.0	18	39.1	28
Finance, insurance, real estate and leasing	37	2	5.5	2	6.6	35
Professional, scientific and technical Management, and administrative and support	30	1	3.9	1	4.3	29
Education	77	2	4.9	2	5.8	35
Health care and social assistance	117	54	69.9	56	72.7	21
Information, culture and recreation	36	67	57.6	70	59.7	47
Accommodation and food	65	8	22.2	9	23.8	28
Other	32	4	6.3	4	6.5	61
Public administration	69	1	3.6	1	4.1	31
Public administration	69	44	64.0	47	67.6	22

Table 2B: Union membership and coverage by province and selected characteristics, 2001 (continued)

	Quebec					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	3,008	1,105	36.8	1,216	40.4	1,792
Sector †						
Public	713	551	77.3	580	81.4	133
Private	2,295	555	24.2	636	27.7	1,659
Sex						
Men	1,580	601	38.1	663	41.9	917
Women	1,428	504	35.3	553	38.7	874
Age						
15 to 24	509	101	19.9	117	23.0	392
25 to 54	2,248	902	40.1	990	44.1	1,257
25 to 44	1,545	554	35.9	615	39.8	930
45 to 54	703	348	49.5	376	53.4	327
55 and over	251	102	40.5	108	43.1	143
Education						
Less than Grade 9	150	50	33.5	54	35.9	96
Some high school	371	117	31.4	128	34.6	243
High school graduation	520	192	36.9	210	40.4	310
Some postsecondary	257	80	31.3	88	34.4	169
Postsecondary certificate or diploma	1,130	439	38.8	482	42.7	648
University degree	579	227	39.3	253	43.7	326
Work status						
Full-time	2,481	951	38.3	1,050	42.3	1,431
Part-time	527	155	29.4	166	31.5	361
Industry						
Goods-producing	797	309	38.7	337	42.3	459
Agriculture	23	F	F	F	F	22
Natural resources	32	11	34.1	12	36.9	20
Utilities	28	22	77.5	22	79.3	6
Construction	100	50	50.2	54	54.4	45
Manufacturing	614	225	36.7	247	40.3	366
Service-producing	2,211	797	36.0	878	39.7	1,332
Trade	488	78	15.9	97	19.9	391
Transportation and warehousing	146	68	46.7	72	49.4	74
Finance, insurance, real estate and leasing	162	27	16.9	35	21.8	127
Professional, scientific and technical Management, and administrative and support	144	7	5.0	12	8.4	131
Education	85	22	25.6	24	28.6	61
Health care and social assistance	212	159	75.1	167	78.9	45
Information, culture and recreation	342	212	61.9	224	65.6	118
Accommodation and food	133	40	30.3	44	33.3	89
Other	185	19	10.4	21	11.5	164
Public administration	105	14	13.1	18	16.7	88
Public administration	209	150	72.0	163	77.9	46

Table 2B: Union membership and coverage by province and selected characteristics, 2001 (continued)

	Ontario					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	5,079	1,328	26.1	1,413	27.8	3,666
Sector †						
Public	988	654	66.2	693	70.1	296
Private	4,091	674	16.5	720	17.6	3,371
Sex						
Men	2,604	719	27.6	766	29.4	1,838
Women	2,475	609	24.6	646	26.1	1,829
Age						
15 to 24	851	97	11.4	110	13.0	741
25 to 54	3,764	1,086	28.9	1,152	30.6	2,612
25 to 44	2,690	694	25.8	741	27.5	1,949
45 to 54	1,074	392	36.5	411	38.3	663
55 and over	464	144	31.1	151	32.5	313
Education						
Less than Grade 9	125	37	29.9	39	31.2	86
Some high school	663	138	20.8	144	21.7	519
High school graduation	1,141	286	25.0	301	26.4	840
Some postsecondary	467	96	20.6	104	22.3	363
Postsecondary certificate or diploma	1,585	465	29.3	491	31.0	1,094
University degree	1,099	306	27.9	334	30.4	765
Work status						
Full-time	4,199	1,156	27.5	1,230	29.3	2,969
Part-time	881	172	19.5	183	20.8	697
Industry						
Goods-producing	1,399	409	29.2	430	30.8	969
Agriculture	37	F	F	F	F	35
Natural resources	35	12	34.1	12	35.2	23
Utilities	50	34	67.5	35	70.5	15
Construction	227	69	30.2	71	31.5	155
Manufacturing	1,051	294	28.0	310	29.5	741
Service-producing	3,680	919	25.0	983	26.7	2,698
Trade	800	98	12.3	105	13.2	695
Transportation and warehousing	226	82	36.5	87	38.3	139
Finance, insurance, real estate and leasing	341	12	3.6	16	4.8	324
Professional, scientific and technical Management, and administrative and support	297	11	3.7	13	4.4	284
Education	188	20	10.7	22	11.8	166
Health care and social assistance	339	230	67.9	242	71.4	97
Information, culture and recreation	482	209	43.4	219	45.4	263
Accommodation and food	257	52	20.4	56	21.8	201
Other	307	19	6.1	20	6.5	287
Public administration	169	14	8.1	15	8.6	154
Public administration	275	172	62.4	188	68.3	87

Table 2B: Union membership and coverage by province and selected characteristics, 2001 (continued)

	Prairies					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	2,193	592	27.0	640	29.2	1,553
Sector †						
Public	512	355	69.5	378	73.8	134
Private	1,681	236	14.1	262	15.6	1,419
Sex						
Men	1,139	279	24.5	305	26.8	834
Women	1,054	313	29.7	335	31.8	719
Age						
15 to 24	442	51	11.6	58	13.2	384
25 to 54	1,563	482	30.8	518	33.2	1,045
25 to 44	1,104	314	28.5	339	30.7	764
45 to 54	459	167	36.4	179	39.0	280
55 and over	188	59	31.2	64	33.9	125
Education						
Less than Grade 9	49	8	17.2	9	18.1	40
Some high school	307	52	17.0	57	18.4	251
High school graduation	497	119	23.9	128	25.8	369
Some postsecondary	241	53	21.8	57	23.7	184
Postsecondary certificate or diploma	721	222	30.9	239	33.2	482
University degree	378	138	36.4	150	39.8	228
Work status						
Full-time	1,791	500	27.9	542	30.2	1,250
Part-time	402	92	22.8	98	24.5	303
Industry						
Goods-producing	529	114	21.5	125	23.7	404
Agriculture	32	F	F	F	F	31
Natural resources	117	18	15.2	20	16.7	97
Utilities	23	12	52.6	13	58.3	10
Construction	129	26	20.2	30	23.4	99
Manufacturing	228	57	25.1	61	26.7	167
Service-producing	1,664	478	28.7	515	30.9	1,149
Trade	365	44	12.2	48	13.1	317
Transportation and warehousing	130	54	41.2	56	43.2	74
Finance, insurance, real estate and leasing	116	10	8.4	11	9.8	104
Professional, scientific and technical Management, and administrative and support	108	4	3.4	6	5.2	103
Education	56	4	6.6	5	8.2	52
Health care and social assistance	169	109	64.8	120	71.3	48
Information, culture and recreation	243	137	56.2	142	58.3	101
Accommodation and food	96	27	28.1	29	30.3	67
Other	167	6	3.8	7	4.1	160
Public administration	89	5	5.7	6	7.1	82
	124	78	63.0	85	68.0	40

Table 2B: Union membership and coverage by province and selected characteristics, 2001 (continued)

	British Columbia					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	1,582	535	33.8	556	35.1	1,026
Sector †						
Public	354	275	77.7	284	80.0	71
Private	1,227	259	21.1	272	22.2	955
Sex						
Men	803	276	34.4	287	35.8	516
Women	779	258	33.1	269	34.5	510
Age						
15 to 24	268	34	12.6	37	14.0	230
25 to 54	1,168	438	37.5	453	38.8	715
25 to 44	806	270	33.4	280	34.7	527
45 to 54	362	168	46.6	173	48.0	188
55 and over	147	63	42.9	65	44.6	81
Education						
Less than Grade 9	28	8	30.6	9	30.7	19
Some high school	173	40	23.4	42	24.1	131
High school graduation	366	107	29.3	110	30.2	256
Some postsecondary	205	57	27.7	60	29.2	145
Postsecondary certificate or diploma	521	212	40.6	219	42.0	302
University degree	290	110	37.9	117	40.3	173
Work status						
Full-time	1,258	444	35.3	462	36.7	796
Part-time	324	91	28.0	94	29.0	230
Industry						
Goods-producing	312	107	34.3	111	35.7	201
Agriculture	16	F	F	F	F	15
Natural resources	33	13	37.8	14	41.3	19
Utilities	12	8	66.1	8	68.2	4
Construction	71	24	33.9	25	34.7	46
Manufacturing	180	62	34.4	64	35.6	116
Service-producing	1,270	427	33.7	444	35.0	825
Trade	264	40	15.1	42	15.9	222
Transportation and warehousing	89	46	51.7	48	53.6	41
Finance, insurance, real estate and leasing	92	14	15.5	16	17.1	77
Professional, scientific and technical Management, and administrative and support	84	4	5.3	5	6.2	79
Education	49	6	12.5	6	13.0	43
Health care and social assistance	125	88	70.6	92	73.4	33
Information, culture and recreation	175	113	64.5	115	65.9	60
Accommodation and food	87	31	35.4	33	37.7	54
Other	153	15	10.1	16	10.5	137
Public administration	63	7	10.4	7	10.7	56
	89	63	70.4	65	73.3	24

Table 2B: Union membership and coverage by province and selected characteristics, 2001 (continued)

	Atlantic					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	53	5	10.2	7	12.5	47
Business, finance and administrative	161	44	27.2	47	28.9	115
Professional	15	4	27.3	4	27.9	11
Financial and administrative	45	11	25.0	12	27.3	33
Clerical	101	28	28.2	30	29.8	71
Natural and applied sciences	53	18	33.7	19	34.8	35
Health	64	42	65.6	43	68.1	20
Professional	7	3	38.4	3	41.2	4
Nursing	23	19	82.2	19	84.5	4
Technical	17	13	74.0	13	77.9	4
Support staff	17	8	45.8	8	46.8	9
Social and public service	70	45	63.9	46	65.9	24
Legal, social and religious workers	27	11	42.6	12	44.8	15
Teachers and professors	44	33	76.9	34	79.0	9
Secondary and elementary	30	26	88.4	27	89.9	3
Other	14	7	52.8	8	55.8	6
Culture and recreation	16	4	21.3	4	24.3	12
Sales and service	263	41	15.4	43	16.2	221
Wholesale	19	1	5.2	1	5.7	18
Retail	78	4	5.4	5	5.9	73
Food and beverage	39	4	10.0	4	10.4	35
Protective services	15	6	41.4	7	45.2	8
Child care and home support	20	5	25.3	5	26.1	15
Travel and accommodation	93	20	22.0	21	22.6	72
Trades, transport and equipment operators	136	47	34.9	49	36.4	86
Contractors and supervisors	7	2	25.8	2	29.1	5
Construction trades	18	6	32.4	6	33.6	12
Other trades	47	19	40.2	20	42.1	27
Transportation equipment operators	42	15	34.8	15	35.9	27
Helpers and labourers	22	6	28.8	7	30.0	15
Unique to primary industries	30	5	16.7	5	17.2	25
Unique to production	58	21	36.1	22	37.6	36
Machine operators and assemblers	44	15	34.5	16	36.1	28
Labourers	14	6	40.8	6	42.4	8
Workplace size						
Under 20 employees	361	48	13.4	52	14.5	309
20 to 99 employees	293	99	33.9	103	35.3	189
100 to 500 employees	171	77	44.8	80	46.5	92
Over 500 employees	81	47	58.4	49	61.0	31
Job tenure						
1 to 12 months	239	30	12.6	34	14.3	205
Over 1 year to 5 years	263	55	20.8	58	22.2	205
Over 5 years to 9 years	99	30	30.0	31	30.9	68
Over 9 years to 14 years	107	46	43.1	48	44.6	59
Over 14 years	198	111	56.0	114	57.5	84
Job status						
Permanent	725	231	31.9	240	33.1	485
Non-permanent	181	41	22.4	45	24.7	136

Table 2B: Union membership and coverage by province and selected characteristics, 2001 (continued)

	Quebec					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	184	17	9.5	29	15.6	155
Business, finance and administrative	588	191	32.4	215	36.6	373
Professional	70	16	23.5	20	28.8	50
Financial and administrative	181	57	31.2	65	35.9	116
Clerical	336	118	34.9	130	38.5	207
Natural and applied sciences	202	57	28.1	65	32.3	137
Health	179	125	70.1	131	73.5	47
Professional	23	11	46.2	13	56.2	10
Nursing	55	50	90.5	51	92.7	4
Technical	46	31	67.4	33	71.6	13
Support staff	54	34	61.7	34	62.9	20
Social and public service	224	151	67.3	156	69.7	68
Legal, social and religious workers	93	47	50.6	49	53.0	44
Teachers and professors	132	104	79.1	107	81.5	24
Secondary and elementary	85	77	90.2	79	92.7	6
Other	46	27	58.9	28	60.9	18
Culture and recreation	81	22	27.3	26	31.6	56
Sales and service	791	205	26.0	229	29.0	562
Wholesale	83	8	9.2	12	14.7	71
Retail	223	33	14.7	39	17.7	183
Food and beverage	119	13	10.9	14	12.2	105
Protective services	56	41	74.2	44	78.5	12
Child care and home support	57	25	44.4	28	49.4	29
Travel and accommodation	254	86	33.7	92	36.1	162
Trades, transport and equipment operators	389	179	46.1	196	50.2	194
Contractors and supervisors	17	5	29.6	6	36.5	11
Construction trades	46	29	62.7	31	67.1	15
Other trades	158	76	48.0	83	52.7	75
Transportation equipment operators	110	42	38.1	46	41.4	64
Helpers and labourers	58	28	47.7	30	51.0	28
Unique to primary industries	47	8	17.8	9	19.8	38
Unique to production	322	149	46.3	159	49.5	163
Machine operators and assemblers	272	125	46.1	134	49.3	138
Labourers	50	24	47.2	25	50.3	25
Workplace size						
Under 20 employees	946	145	15.3	175	18.5	771
20 to 99 employees	946	330	34.9	363	38.4	583
100 to 500 employees	697	365	52.3	396	56.8	301
Over 500 employees	419	265	63.4	282	67.3	137
Job tenure						
1 to 12 months	668	122	18.2	150	22.5	517
Over 1 year to 5 years	935	265	28.3	298	31.8	638
Over 5 years to 9 years	353	121	34.4	133	37.8	220
Over 9 years to 14 years	353	165	46.7	179	50.7	174
Over 14 years	699	433	62.0	456	65.2	243
Job status						
Permanent	2,565	962	37.5	1,056	41.2	1,509
Non-permanent	442	143	32.4	160	36.2	282

Table 2B: Union membership and coverage by province and selected characteristics, 2001 (continued)

	Ontario					
	Total	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	380	28	7.4	35	9.2	345
Business, finance and administrative	1,039	192	18.5	208	20.1	831
Professional	148	19	12.7	21	14.5	126
Financial and administrative	262	43	16.5	47	18.0	215
Clerical	630	130	20.7	140	22.2	490
Natural and applied sciences	396	69	17.4	77	19.5	319
Health	241	125	52.0	130	54.2	110
Professional	25	6	21.9	7	27.7	18
Nursing	83	57	68.2	59	70.4	25
Technical	61	28	45.8	29	47.8	32
Support staff	71	35	49.0	36	50.1	35
Social and public service	370	215	58.1	225	60.9	145
Legal, social and religious workers	151	49	32.5	52	34.6	99
Teachers and professors	219	166	75.7	173	79.0	46
Secondary and elementary	157	138	87.9	142	90.2	15
Other	62	28	44.8	31	50.5	31
Culture and recreation	113	24	21.4	25	22.6	87
Sales and service	1,258	230	18.3	246	19.6	1,012
Wholesale	150	4	2.5	5	3.1	146
Retail	358	44	12.4	46	12.9	312
Food and beverage	162	13	7.9	13	8.3	149
Protective services	81	43	52.5	50	62.0	31
Child care and home support	82	24	29.6	26	31.2	56
Travel and accommodation	425	102	24.0	107	25.1	318
Trades, transport and equipment operators	660	236	35.8	245	37.1	415
Contractors and supervisors	39	11	28.4	12	29.8	27
Construction trades	80	30	37.7	31	38.6	49
Other trades	267	104	39.1	108	40.4	159
Transportation equipment operators	167	56	33.3	58	34.7	109
Helpers and labourers	107	35	32.9	36	34.1	70
Unique to primary industries	68	10	15.1	11	15.7	57
Unique to production	555	199	35.8	209	37.7	346
Machine operators and assemblers	466	169	36.3	178	38.2	288
Labourers	89	30	33.5	31	35.2	58
Workplace size						
Under 20 employees	1,516	164	10.8	179	11.8	1,337
20 to 99 employees	1,650	419	25.4	443	26.9	1,207
100 to 500 employees	1,172	405	34.5	433	36.9	739
Over 500 employees	741	341	46.0	358	48.3	383
Job tenure						
1 to 12 months	1,192	145	12.2	167	14.0	1,025
Over 1 year to 5 years	1,707	325	19.0	348	20.4	1,358
Over 5 years to 9 years	594	164	27.6	172	29.0	422
Over 9 years to 14 years	637	238	37.3	249	39.2	388
Over 14 years	950	456	48.0	476	50.1	474
Job status						
Permanent	4,530	1,235	27.3	1,308	28.9	3,221
Non-permanent	549	93	16.9	104	19.0	445

Table 2B: Union membership and coverage by province and selected characteristics, 2001 (continued)

	Prairies					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	147	14	9.8	18	12.3	129
Business, finance and administrative	413	102	24.6	110	26.7	303
Professional	48	10	20.8	11	22.7	37
Financial and administrative	114	23	20.3	26	22.7	88
Clerical	252	68	27.2	74	29.2	178
Natural and applied sciences	135	28	20.8	31	22.6	105
Health	130	88	67.6	91	70.3	39
Professional	16	5	33.3	7	40.8	10
Nursing	40	36	90.0	37	91.9	3
Technical	33	21	62.4	22	65.7	11
Support staff	41	26	63.5	26	64.4	15
Social and public service	166	91	55.1	100	60.2	66
Legal, social and religious workers	68	21	30.7	23	33.8	45
Teachers and professors	97	70	72.3	77	78.8	21
Secondary and elementary	66	56	84.9	59	89.9	7
Other	31	14	45.6	17	55.6	14
Culture and recreation	40	10	25.1	11	27.8	29
Sales and service	607	108	17.9	118	19.4	489
Wholesale	60	4	6.9	5	8.3	55
Retail	158	20	12.7	21	13.4	137
Food and beverage	102	6	5.4	6	5.7	96
Protective services	33	16	48.6	18	54.2	15
Child care and home support	43	13	29.4	15	34.6	28
Travel and accommodation	211	50	23.7	53	25.1	158
Trades, transport and equipment operators	339	96	28.2	103	30.5	236
Contractors and supervisors	25	7	27.9	7	28.2	18
Construction trades	46	11	23.5	13	27.2	34
Other trades	122	36	29.8	40	32.5	82
Transportation equipment operators	95	29	29.9	30	31.5	65
Helpers and labourers	51	13	25.6	14	27.9	37
Unique to primary industries	80	9	11.4	11	13.2	69
Unique to production	135	45	33.5	47	35.1	88
Machine operators and assemblers	113	36	31.3	37	32.9	76
Labourers	22	10	44.8	10	46.7	12
Workplace size						
Under 20 employees	791	85	10.8	95	12.1	695
20 to 99 employees	760	210	27.6	230	30.3	529
100 to 500 employees	426	177	41.4	188	44.2	238
Over 500 employees	217	120	55.5	126	58.2	91
Job tenure						
1 to 12 months	592	83	14.0	94	15.9	498
Over 1 year to 5 years	739	150	20.3	165	22.4	574
Over 5 years to 9 years	254	72	28.6	77	30.4	176
Over 9 years to 14 years	227	92	40.5	97	43.0	129
Over 14 years	382	195	51.1	206	54.0	176
Job status						
Permanent	1,929	530	27.5	572	29.6	1,358
Non-permanent	264	62	23.5	69	26.0	195

Table 2B: Union membership and coverage by province and selected characteristics, 2001 (concluded)

	British Columbia					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	99	12	11.8	14	14.3	85
Business, finance and administrative	301	88	29.1	91	30.3	210
Professional	36	6	15.3	6	15.8	30
Financial and administrative	81	19	24.0	21	25.7	60
Clerical	183	63	34.1	64	35.1	119
Natural and applied sciences	94	27	28.7	29	30.5	65
Health	89	67	74.8	68	75.9	22
Professional	8	6	66.8	6	71.1	2
Nursing	33	30	91.8	30	92.2	3
Technical	21	14	64.5	14	65.2	7
Support staff	27	17	64.5	17	65.6	9
Social and public service	117	73	62.1	76	64.9	41
Legal, social and religious workers	45	18	40.4	19	42.3	26
Teachers and professors	72	55	75.6	57	79.0	15
Secondary and elementary	51	44	85.1	45	86.7	7
Other	21	11	52.1	12	59.9	8
Culture and recreation	31	10	31.6	11	35.8	20
Sales and service	496	111	22.4	115	23.3	380
Wholesale	49	5	10.2	5	10.7	44
Retail	133	17	12.7	18	13.3	116
Food and beverage	88	11	12.8	12	13.3	76
Protective services	27	14	52.0	15	55.1	12
Child care and home support	33	15	46.0	16	47.4	17
Travel and accommodation	165	49	29.5	50	30.3	115
Trades, transport and equipment operators	222	99	44.6	102	45.6	121
Contractors and supervisors	16	7	41.9	7	44.6	9
Construction trades	29	9	31.1	9	32.0	19
Other trades	84	41	48.9	42	49.6	42
Transportation equipment operators	59	29	49.0	29	49.7	30
Helpers and labourers	35	14	39.2	14	40.9	21
Unique to primary industries	39	8	21.2	8	21.7	30
Unique to production	94	40	42.9	42	44.5	52
Machine operators and assemblers	76	32	41.7	33	43.3	43
Labourers	18	9	47.8	9	49.6	9
Workplace size						
Under 20 employees	627	95	15.2	102	16.2	525
20 to 99 employees	547	202	36.9	210	38.4	337
100 to 500 employees	289	155	53.4	160	55.2	130
Over 500 employees	118	83	70.0	84	71.3	34
Job tenure						
1 to 12 months	386	60	15.6	66	17.1	320
Over 1 year to 5 years	508	129	25.3	134	26.4	373
Over 5 years to 9 years	224	86	38.5	89	39.7	135
Over 9 years to 14 years	199	98	49.4	102	51.5	96
Over 14 years	266	161	60.8	165	62.0	101
Job status						
Permanent	1,382	481	34.8	498	36.1	883
Non-permanent	200	53	26.7	57	28.6	143

Source: Labour Force Survey

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

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

† Public sector: employees in government departments or agencies, crown corporations or publicly funded schools, hospitals or other institutions; private sector: all other wage and salary earners.

Table 3: Average earnings and usual hours by union and job status, 2001

	Canada				Atlantic			
	Total employees	Union member	Union coverage *	Not a union member **	Total employees	Union member	Union coverage *	Not a union member **
Both sexes								
Average hourly earnings (\$)	17.18	19.88	19.84	15.92	14.25	18.07	18.04	12.52
Full-time employees	18.25	20.29	20.27	17.22	15.04	18.26	18.24	13.40
Part-time employees	12.23	17.31	17.16	10.60	10.01	16.19	15.99	8.66
Average weekly earnings (\$)	634.30	724.94	724.89	591.31	538.62	682.19	680.75	473.51
Full-time employees	723.85	786.51	786.58	691.89	604.72	716.60	716.57	547.61
Part-time employees	221.07	343.94	339.69	181.65	179.44	331.53	324.49	146.59
Average usual weekly hours, main job	35.70	36.10	36.20	35.50	36.80	37.70	37.60	36.40
Full-time employees	39.70	38.80	38.90	40.10	40.30	39.40	39.40	40.80
Part-time employees	17.40	19.40	19.30	16.80	17.40	20.30	20.00	16.80
Men								
Average hourly earnings (\$)	18.95	20.91	20.90	18.00	15.81	18.97	19.00	14.32
Full-time employees	19.81	21.23	21.23	19.07	16.39	19.10	19.15	15.00
Part-time employees	11.39	16.19	16.02	10.18	9.65	15.84	15.41	8.61
Average weekly earnings (\$)	744.19	809.26	809.92	711.93	639.25	756.38	757.11	583.98
Full-time employees	806.60	842.93	844.28	786.92	683.52	773.68	775.80	637.10
Part-time employees	193.13	310.76	305.94	163.76	164.06	331.12	318.54	136.13
Average usual weekly hours, main job	38.40	38.50	38.50	38.40	40.00	40.00	39.90	40.00
Full-time employees	40.90	39.80	39.90	41.50	42.20	40.80	40.80	42.90
Part-time employees	16.40	18.40	18.30	15.90	16.30	19.90	19.60	15.70
Women								
Average hourly earnings (\$)	15.29	18.74	18.65	13.75	12.66	17.12	17.02	10.71
Full-time employees	16.24	19.04	18.97	14.89	13.39	17.26	17.17	11.43
Part-time employees	12.59	17.66	17.53	10.78	10.15	16.29	16.16	8.68
Average weekly earnings (\$)	517.31	631.45	629.96	465.74	435.49	604.01	599.92	361.96
Full-time employees	616.99	711.06	709.19	571.52	509.11	649.21	646.25	437.81
Part-time employees	232.74	354.37	350.57	189.74	185.35	331.65	326.27	150.83
Average usual weekly hours, main job	32.80	33.50	33.50	32.50	33.50	35.20	35.20	32.70
Full-time employees	38.10	37.40	37.50	38.30	38.10	37.70	37.80	38.30
Part-time employees	17.90	19.70	19.70	17.20	17.80	20.40	20.20	17.20

Table 3: Average earnings and usual hours by union and job status, 2001 (continued)

	Quebec				Ontario			
	Total em- ployees	Union member	Union coverage *	Not a union member **	Total em- ployees	Union member	Union coverage *	Not a union member **
Both sexes								
Average hourly earnings (\$)	16.59	19.07	19.00	14.95	18.16	20.74	20.72	17.17
Full-time employees	17.38	19.27	19.21	16.04	19.46	21.37	21.37	18.66
Part-time employees	12.86	17.89	17.68	10.64	11.95	16.49	16.38	10.79
Average weekly earnings (\$)	595.09	678.13	678.19	538.71	678.12	770.69	771.01	642.32
Full-time employees	670.10	728.40	727.77	627.78	776.15	838.05	839.20	750.03
Part-time employees	241.67	369.17	363.91	185.55	210.73	317.23	313.37	183.77
Average usual weekly hours, main job	35.00	35.50	35.60	34.60	35.90	36.60	36.70	35.60
Full-time employees	38.60	38.00	38.10	39.10	39.90	39.30	39.30	40.10
Part-time employees	18.00	20.00	20.00	17.10	17.10	18.90	18.80	16.70
Men								
Average hourly earnings (\$)	18.03	19.76	19.76	16.78	20.15	21.90	21.90	19.42
Full-time employees	18.69	19.95	19.96	17.70	21.18	22.33	22.35	20.66
Part-time employees	12.34	17.11	16.90	10.64	11.08	15.20	15.05	10.21
Average weekly earnings (\$)	685.97	744.44	746.95	641.91	794.75	856.00	856.53	768.98
Full-time employees	740.32	774.06	776.73	712.11	863.91	892.95	894.81	850.20
Part-time employees	214.71	335.95	331.29	171.33	183.69	281.31	276.52	163.43
Average usual weekly hours, main job	37.50	37.70	37.80	37.20	38.40	38.80	38.80	38.30
Full-time employees	39.90	39.00	39.10	40.40	40.90	40.10	40.20	41.30
Part-time employees	16.70	18.90	18.90	15.90	16.20	17.80	17.70	15.90
Women								
Average hourly earnings (\$)	14.99	18.26	18.09	13.03	16.06	19.38	19.33	14.90
Full-time employees	15.64	18.29	18.12	13.95	17.29	20.03	19.99	16.27
Part-time employees	13.09	18.17	17.97	10.64	12.33	16.93	16.84	11.06
Average weekly earnings (\$)	494.51	599.00	595.79	430.46	555.42	670.12	669.62	515.05
Full-time employees	576.65	662.74	657.63	521.39	665.73	761.02	760.91	629.70
Part-time employees	253.80	381.01	375.82	192.55	222.36	329.38	326.25	192.98
Average usual weekly hours, main job	32.30	32.80	33.00	31.90	33.30	34.10	34.20	33.00
Full-time employees	37.00	36.50	36.50	37.40	38.50	38.10	38.10	38.70
Part-time employees	18.60	20.40	20.40	17.60	17.50	19.30	19.20	17.00

Table 3: Average earnings and usual hours by union and job status, 2001 (concluded)

	Prairies				British Columbia			
	Total employees	Union member	Union coverage *	Not a union member **	Total employees	Union member	Union coverage *	Not a union member **
Both sexes								
Average hourly earnings (\$)	16.39	18.88	18.94	15.34	17.93	21.43	21.38	16.06
Full-time employees	17.48	19.37	19.45	16.63	18.99	21.86	21.83	17.35
Part-time employees	11.54	16.20	16.15	10.04	13.80	19.30	19.18	11.61
Average weekly earnings (\$)	617.91	692.57	696.40	585.55	645.70	765.62	765.20	580.97
Full-time employees	710.01	761.35	765.92	685.79	747.48	844.00	843.66	691.64
Part-time employees	207.11	316.76	314.09	172.36	251.08	382.25	379.34	198.81
Average usual weekly hours, main job	36.30	36.20	36.30	36.40	34.80	35.30	35.40	34.50
Full-time employees	40.60	39.30	39.40	41.10	39.30	38.60	38.70	39.70
Part-time employees	17.40	19.30	19.20	16.80	17.40	19.20	19.20	16.70
Men								
Average hourly earnings (\$)	18.29	20.30	20.36	17.53	19.62	22.46	22.42	18.06
Full-time employees	19.17	20.69	20.75	18.56	20.49	22.82	22.80	19.12
Part-time employees	10.19	14.08	14.10	9.44	12.81	18.14	18.02	11.07
Average weekly earnings (\$)	741.12	803.16	807.28	716.92	759.10	861.53	860.58	702.61
Full-time employees	803.35	836.73	841.14	788.69	827.34	904.68	904.60	781.71
Part-time employees	169.31	267.41	265.26	150.97	223.66	350.55	346.86	182.67
Average usual weekly hours, main job	39.60	39.20	39.30	39.70	37.70	38.10	38.10	37.50
Full-time employees	42.10	40.50	40.60	42.70	40.40	39.70	39.80	40.80
Part-time employees	16.30	18.20	18.10	16.00	16.60	18.40	18.40	16.00
Women								
Average hourly earnings (\$)	14.34	17.62	17.65	12.80	16.19	20.32	20.28	14.04
Full-time employees	15.21	17.93	17.98	13.83	17.04	20.57	20.54	15.06
Part-time employees	12.06	16.67	16.60	10.31	14.19	19.66	19.54	11.84
Average weekly earnings (\$)	484.85	594.06	595.51	433.30	528.89	662.88	663.34	458.10
Full-time employees	584.65	678.21	681.11	536.49	643.27	762.10	762.08	575.86
Part-time employees	221.69	327.56	324.96	181.95	261.73	392.11	389.66	205.57
Average usual weekly hours, main job	32.80	33.50	33.50	32.50	31.80	32.40	32.50	31.50
Full-time employees	38.50	37.90	37.90	38.70	37.80	37.20	37.20	38.20
Part-time employees	17.80	19.50	19.40	17.20	17.80	19.40	19.40	17.10

Source: Labour Force Survey

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

** 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*			Annual change in Consumer Price Index*	Labour disputes and time lost			
	Public sector employees**	Private sector employees**	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	439	9,130	0.37
1981	13.1	12.6	13.0	12.4	1,049	341	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	329	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	162	3,126	0.12
1986	3.6	3.0	3.4	4.1	748	484	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	270	5,079	0.17
1991	3.4	4.4	3.6	5.6	463	253	2,516	0.09
1992	2.0	2.6	2.1	1.5	404	150	2,110	0.07
1993	0.6	0.8	0.7	1.8	381	102	1,517	0.05
1994	...	1.2	0.3	0.2	374	81	1,607	0.06
1995	0.6	1.4	0.9	2.2	328	149	1,583	0.05
1996	0.5	1.7	0.9	1.6	330	282	3,352	0.11
1997	1.1	1.8	1.5	1.6	284	258	3,610	0.12
1998	1.6	1.9	1.7	0.9	381	244	2,444	0.08
1999	1.9	2.7	2.2	1.7	413	159	2,446	0.08
2000	2.5	2.4	2.5	2.7	377	144	1,662	0.05
2001	3.2	2.9	3.1	2.6	379	224	2,240	0.07
2002	3.1	2.0	2.9	1.5				

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

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

* 2002 data refer to January to March only.

** 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 Development Canada. Further information on these statistics may be obtained from Angèle Charbonneau, Workplace Information Directorate, HRDC at 1 800 567-6866.