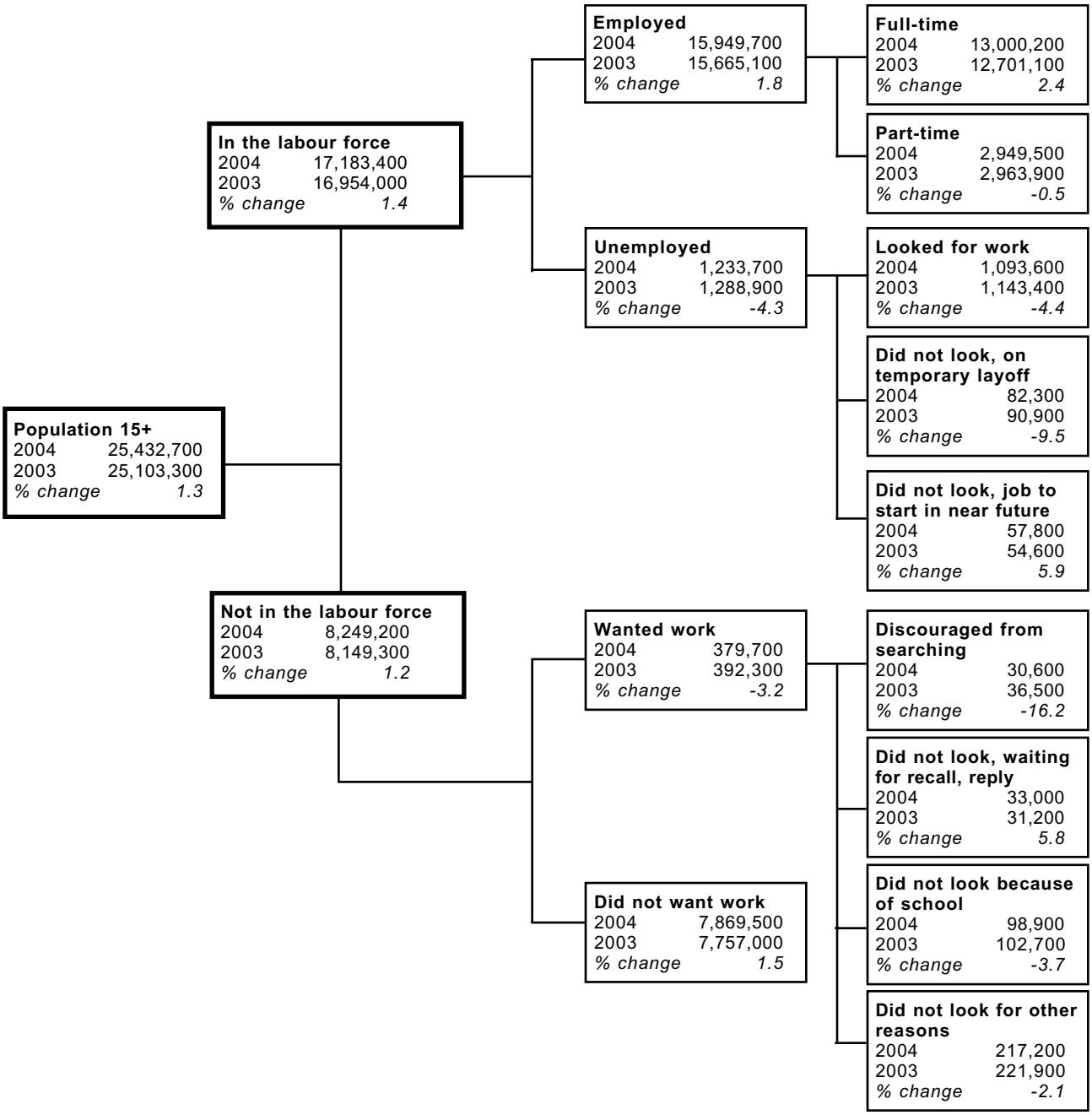
The labour market in 2004

Labour force status of the population



Source: Labour Force Survey, annual averages

Large changes for older workers

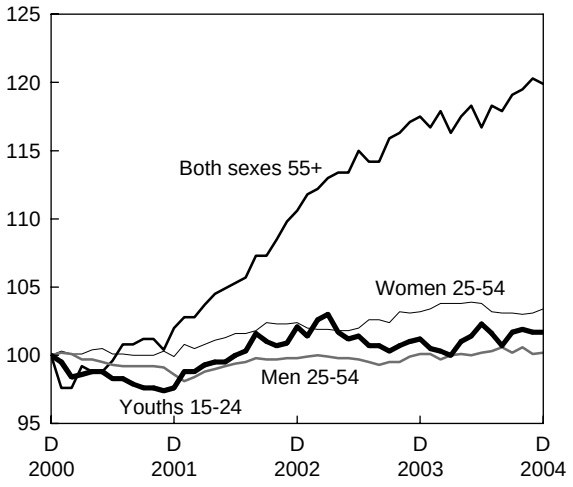
The population aged 15 and over expanded 1.3% between 2003 and 2004. Labour force growth was marginally greater, while the rate for those not in the labour force was slightly smaller.

The overall employment growth of 1.8% masks a larger increase in full-time job creation (2.4%) since the number of part-time jobs fell. The average number of unemployed fell by 4.3%.

For those not in the labour force, all of the increase was among those who did not want to work. The discouraged worker component—those who want work but despair of finding it—fell by 16.2%.

The employment rate of men and women aged 55 and over has increased almost 20% since December 2001.

Employment rate index, December 2000=100



Source: Labour Force Survey, seasonally adjusted

	December level			December-to-December change			
	2000	2003	2004	2000 to 2004	2003 to 2004	2000 to 2004	2003 to 2004
		'000			'000		%
Population 15+	**24,246.3**	**25,242.4**	**25,596.8**	***1,350.5***	***354.4***	***5.6***	***1.4***
Youths 15-24	4,094.4	4,216.4	4,255.7	*161.3*	*39.3*	*3.9*	*0.9*
Men 25-54	6,862.7	6,975.9	7,018.6	*155.9*	*42.7*	*2.3*	*0.6*
Women 25-54	6,882.0	6,988.7	7,039.9	*157.9*	*51.2*	*2.3*	*0.7*
Both sexes 55+	6,407.2	7,061.4	7,282.6	*875.4*	*221.2*	*13.7*	*3.1*
Employment 15+	**14,919.3**	**15,836.8**	**16,063.1**	***1,143.8***	***226.3***	***7.7***	***1.4***
Youths 15-24	2,351.5	2,451.5	2,484.9	*133.4*	*33.4*	*5.7*	*1.4*
Men 25-54	5,886.2	5,989.7	6,035.4	*149.2*	*45.7*	*2.5*	*0.8*
Women 25-54	5,107.9	5,356.7	5,396.5	*288.6*	*39.8*	*5.7*	*0.7*
Both sexes 55+	1,573.7	2,038.9	2,146.3	*572.6*	*107.4*	*36.4*	*5.3*
Unemployment 15+	**1,082.7**	**1,255.2**	**1,216.9**	***134.2***	***-38.3***	***12.4***	***-3.1***
Youths 15-24	330.7	394.7	360.5	*29.8*	*-34.2*	*9.0*	*-8.7*
Men 25-54	361.7	388.5	392.2	*30.5*	*3.7*	*8.4*	*1.0*
Women 25-54	318.0	352.9	339.7	*21.7*	*-13.2*	*6.8*	*-3.7*
Both sexes 55+	72.2	119.0	124.5	*52.3*	*5.5*	*72.4*	*4.6*

Source: Labour Force Survey, seasonally adjusted

The aging of the baby boomers is reflected in the 3.1% growth in the population 55 and over. However, both employment (5.3%) and unemployment (4.6%) outpaced population growth in this group.

Unemployment for youths and adult women declined appreciably even as their population and employment continued to grow. Prime-aged men (25 to 54) were the only ones for whom unemployment outpaced employment.

Unemployment rates down, employment rates up

The effect of larger cohorts with relatively high participation and employment rates reaching age 55 is pushing the employment rate among older Canadians steadily upwards (4.9 percentage points since 2000).

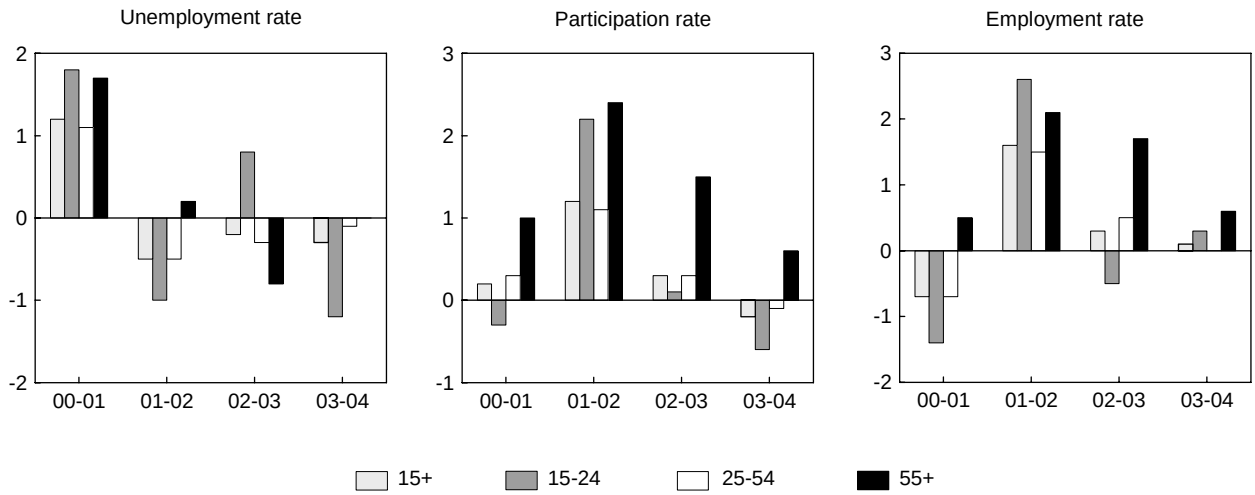
Between December 2003 and December 2004, the declining numbers of unemployed youth and prime-aged women lowered their unemployment rates—from 13.9% to 12.7% for youth and from 6.2% to 5.9% for women.

	December level			December-to-December change	
	2000	2003	2004	2000 to 2004	2003 to 2004
		%		%-point	
Unemployment rate 15+	**6.8**	**7.3**	**7.0**	***0.2***	***-0.3***
Youths 15-24	12.3	13.9	12.7	*0.4*	*-1.2*
Men 25-54	5.8	6.1	6.1	*0.3*	*0.0*
Women 25-54	5.9	6.2	5.9	*0.0*	*-0.3*
Both sexes 55+	4.4	5.5	5.5	*1.1*	*0.0*
Participation rate 15+	**66.0**	**67.7**	**67.5**	***1.5***	***-0.2***
Youths 15-24	65.5	67.5	66.9	*1.4*	*-0.6*
Men 25-54	91.0	91.4	91.6	*0.6*	*0.2*
Women 25-54	78.8	81.7	81.5	*2.7*	*-0.2*
Both sexes 55+	25.7	30.6	31.2	*5.5*	*0.6*
Employment rate 15+	**61.5**	**62.7**	**62.8**	***1.3***	***0.1***
Youths 15-24	57.4	58.1	58.4	*1.0*	*0.3*
Men 25-54	85.8	85.9	86.0	*0.2*	*0.1*
Women 25-54	74.2	76.6	76.7	*2.5*	*0.1*
Both sexes 55+	24.6	28.9	29.5	*4.9*	*0.6*

Source: Labour Force Survey, seasonally adjusted

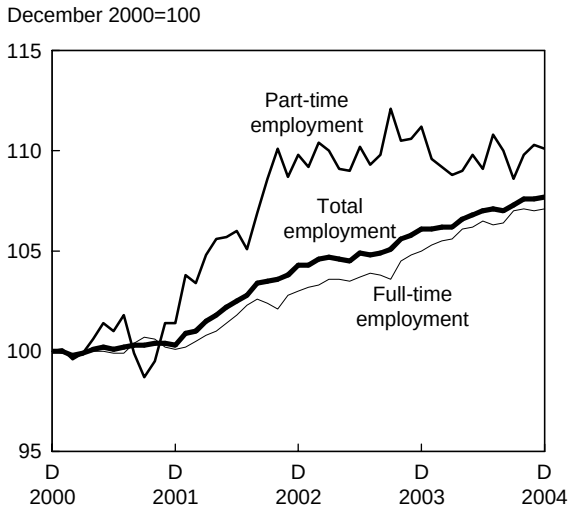
Although the employment rate was up at least marginally for all groups, the participation rate declined for youths and prime-aged women.

December-to-December percentage-point change



Source: Labour Force Survey, seasonally adjusted

Full-time employment improves



Source: Labour Force Survey, seasonally adjusted

Between December 2003 and December 2004, full-time employment increased by 2.0% while part-time employment fell by 1.0%, resulting in a net job gain of 1.4%. However, over the first four years of the millennium, part-time job growth (10.1%) outpaced full-time job growth (7.1%).

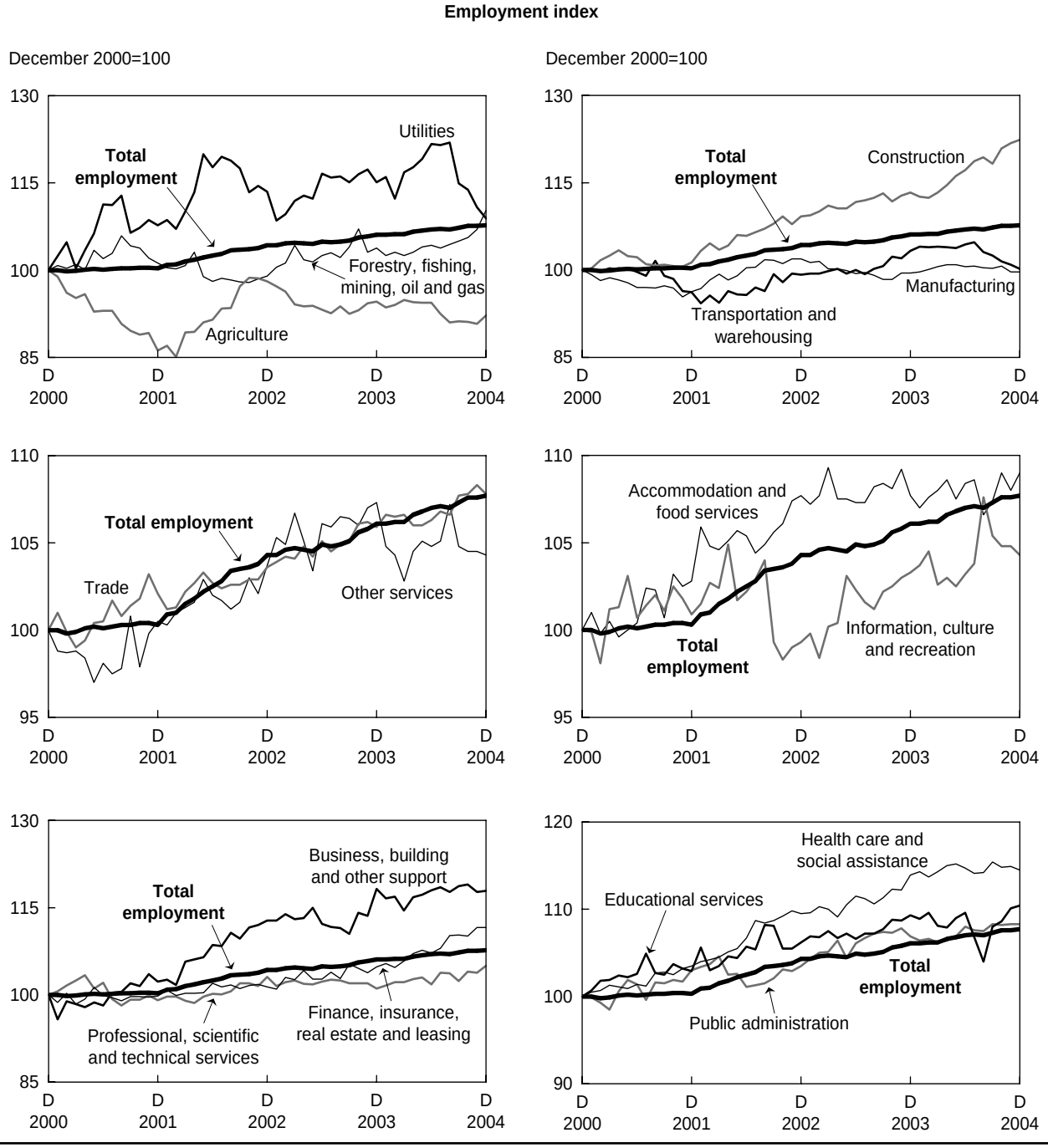
	Employment	Full-time	Part-time
		'000	
December level			
2000	14,919.3	12,227.0	2,692.4
2003	15,836.8	12,843.4	2,993.4
2004	16,063.1	13,098.7	2,964.4
Absolute change			
2000 to 2004	*1,143.8*	*871.7*	*272.0*
2003 to 2004	*226.3*	*255.3*	*-29.0*
		%	
Percentage change			
2000 to 2004	*7.7*	*7.1*	*10.1*
2003 to 2004	*1.4*	*2.0*	*-1.0*

Source: Labour Force Survey, seasonally adjusted

Public-sector jobs (2.5%) grew at nearly double the pace of private-sector jobs (1.3%) over the course of 2004. Self-employment continued to lag, with gains of just 0.6%.

	Total employment	Employees		Self-employed
		Public	Private	
		'000		
December level				
2000	14,919.3	2,834.7	9,741.1	2,343.5
2003	15,836.8	3,022.2	10,375.8	2,438.8
2004	16,063.1	3,098.7	10,511.0	2,453.4
Absolute change				
2000 to 2004	*1,143.8*	*264.0*	*769.9*	*109.9*
2003 to 2004	*226.3*	*76.5*	*135.2*	*14.6*
		%		
Percentage change				
2000 to 2004	*7.7*	*9.3*	*7.9*	*4.7*
2003 to 2004	*1.4*	*2.5*	*1.3*	*0.6*

Construction continues to be strong

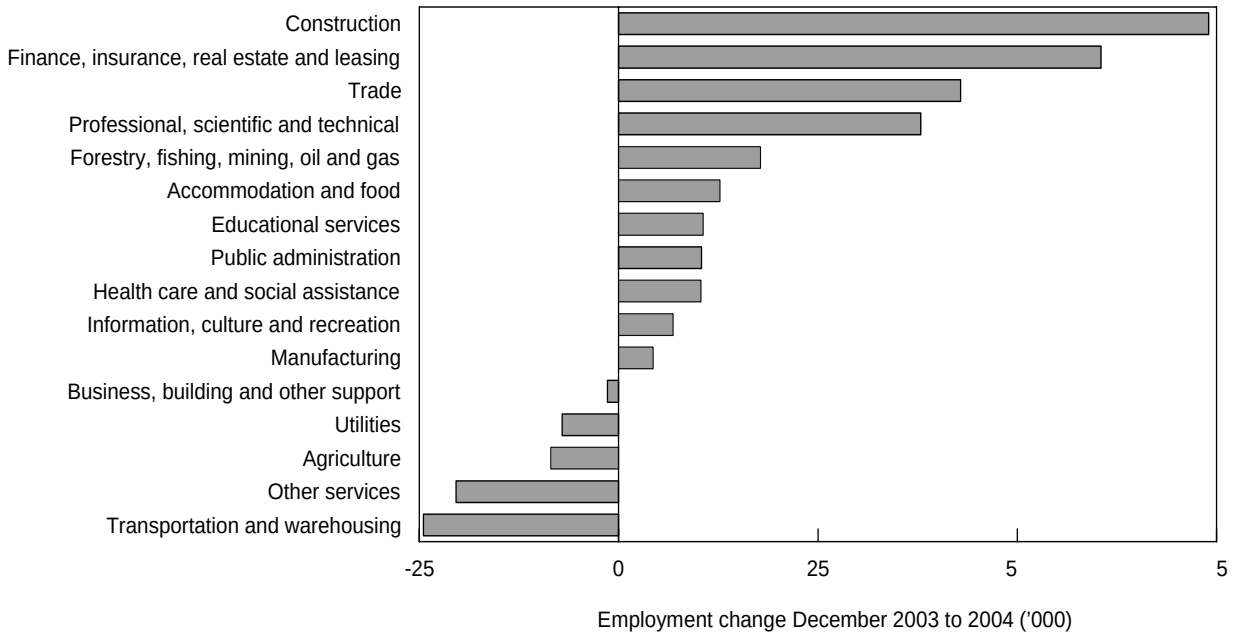


Source: Labour Force Survey, seasonally adjusted

The strength in construction employment over the past several years continued in 2004 with an increase of 8.0%, reflecting robust activity related to building permits and housing starts as well as low interest rates. Health care and social assistance; and business, building and other support services had been strong sources of job creation from 2000 to 2003, but levelled off during 2004.

Most industries gained in 2004

Construction also led the way in terms of number of additional jobs with 74,000. Finance, insurance, real estate and leasing followed with 60,500. Trade, and professional, scientific and technical industries were also significant sources of new jobs in 2004. Transportation and warehousing, and other services each shed more than 20,000 jobs during the year.



Source: Labour Force Survey, seasonally adjusted

Goods sector outperforms services

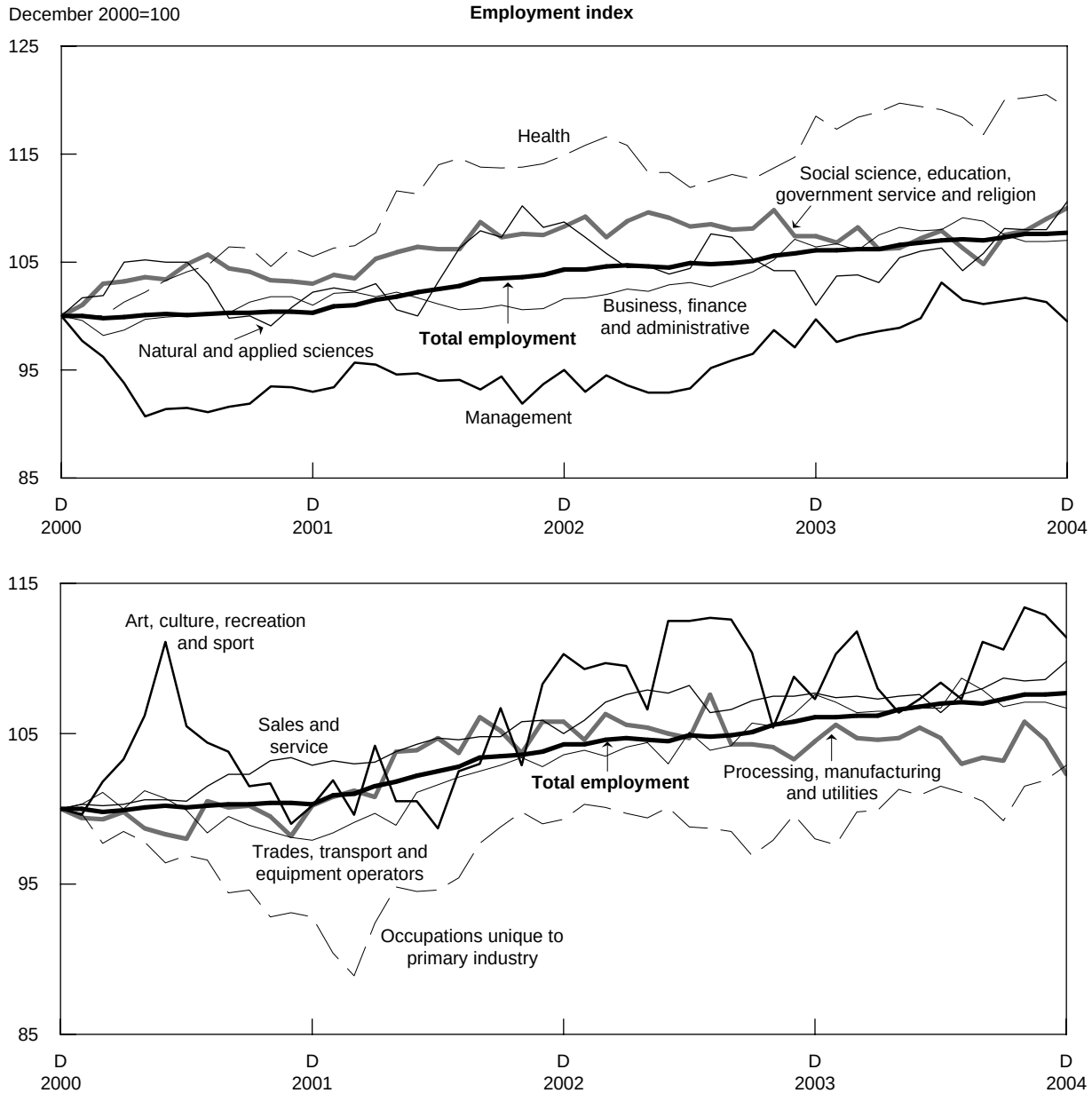
Mainly because of the strength in construction, the goods-producing sector outpaced the service-producing sector with an employment increase of 2.0% compared with 1.2%. Forestry, fishing, mining, and oil and gas again contributed to job gains in the goods-producing sector, with some offsetting job losses in utilities and agriculture.

In 2004, employment also increased in finance, insurance, real estate and leasing (6.5%) and in professional, scientific and technical services (3.8%). Slower growth was seen in trade (1.7%) and in public administration, and accommodation and food (both 1.3%).

	December level			December-to-December change			
	2000	2003	2004	2000 to 2004	2003 to 2004	2000 to 2004	2003 to 2004
		'000		'000		%	
All industries	**14,919.3**	**15,836.8**	**16,063.1**	***1,143.8***	***226.3***	***7.7***	***1.4***
Goods-producing	3,838.7	3,943.5	4,023.9	*185.2*	*80.4*	*4.8*	*2.0*
Agriculture	349.1	330.2	321.7	*-27.4*	*-8.5*	*-7.8*	*-2.6*
Forestry, fishing, mining, oil and gas	273.1	283.4	301.2	*28.1*	*17.8*	*10.3*	*6.3*
Utilities	114.4	131.7	124.6	*10.2*	*-7.1*	*8.9*	*-5.4*
Construction	812.9	921.0	995.0	*182.1*	*74.0*	*22.4*	*8.0*
Manufacturing	2,289.2	2,277.2	2,281.5	*-7.7*	*4.3*	*-0.3*	*0.2*
Service-producing	11,080.6	11,893.3	12,039.2	*958.6*	*145.9*	*8.7*	*1.2*
Trade	2,342.0	2,481.3	2,524.2	*182.2*	*42.9*	*7.8*	*1.7*
Transportation and warehousing	785.4	811.1	786.6	*1.2*	*-24.5*	*0.2*	*-3.0*
Finance, insurance, real estate and leasing	881.7	923.9	984.4	*102.7*	*60.5*	*11.6*	*6.5*
Professional, scientific and technical	980.7	991.9	1,029.8	*49.1*	*37.9*	*5.0*	*3.8*
Business, building and other support	536.5	634.2	632.8	*96.3*	*-1.4*	*17.9*	*-0.2*
Educational services	956.9	1,046.1	1,056.7	*99.8*	*10.6*	*10.4*	*1.0*
Health care and social assistance	1,515.9	1,726.1	1,736.4	*220.5*	*10.3*	*14.5*	*0.6*
Information, culture and recreation	703.4	726.5	733.3	*29.9*	*6.8*	*4.3*	*0.9*
Accommodation and food	932.6	1,004.0	1,016.7	*84.1*	*12.7*	*9.0*	*1.3*
Other services	673.2	722.4	702.0	*28.8*	*-20.4*	*4.3*	*-2.8*
Public administration	772.2	825.8	836.2	*64.0*	*10.4*	*8.3*	*1.3*

Source: Labour Force Survey, seasonally adjusted

Health occupations led growth over five years



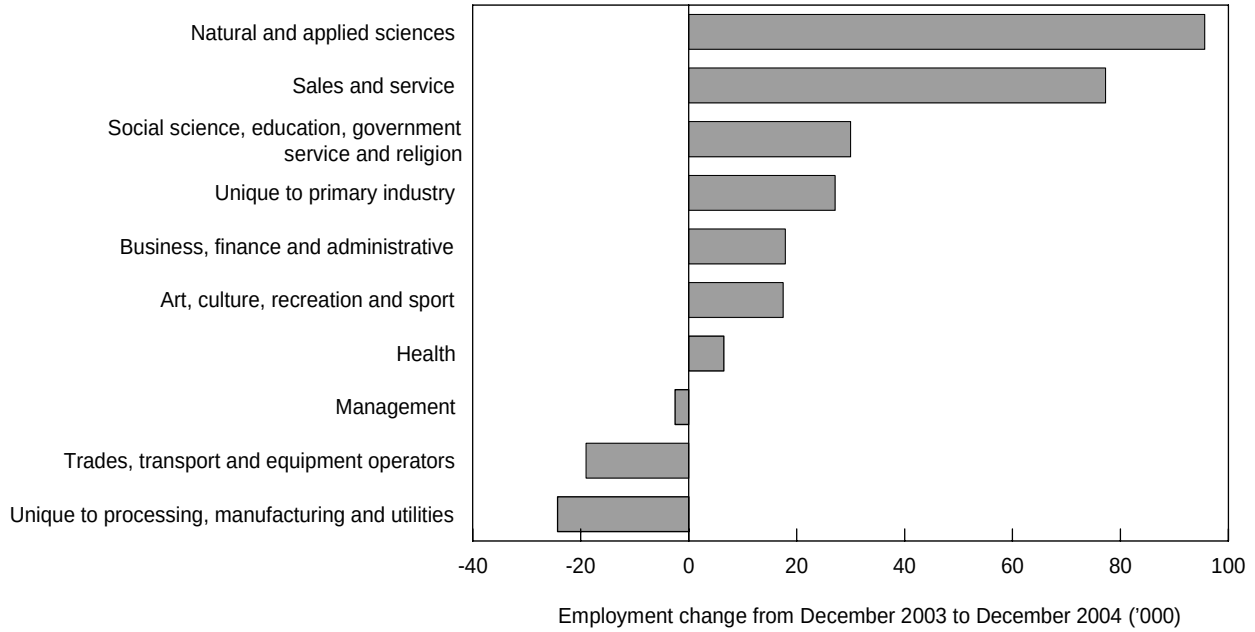
Source: Labour Force Survey, seasonally adjusted

Since 2000, health occupations have led the pack with a gain of 19.3% as of December 2004. Most other occupational groups are clustered just above or just below the average gain of 7.7%. Management was the only occupational category to lose jobs during this period.

Natural and applied sciences led job growth in 2004

Natural and applied science occupations added 96,000 jobs (9.6%) in 2004, followed by sales and services with 77,000 (2.0%). More moderate gains in terms of number were experienced in social science, education, government service and religion occupations, and in occupations unique to primary industry.

Blue-collar occupations were the main victims of job loss in 2004. Occupations unique to processing, manufacturing and utilities lost 24,000 jobs (-2.1%), while 19,000 jobs disappeared for trades, transport and equipment operators. As for white-collar workers, there were 2,500 fewer management jobs in December 2004 than a year earlier.



	December level			December-to-December change			
	2000	2003	2004	2000 to 2004	2003 to 2004	2000 to 2004	2003 to 2004
		'000			'000		%
All occupations	**14,919.3**	**15,836.8**	**16,063.1**	***1,143.8***	***226.3***	***7.7***	***1.4***
Management	1,435.1	1,430.6	1,428.1	*-7.0*	*-2.5*	*-0.5*	*-0.2*
Business, finance and administrative	2,688.5	2,859.4	2,877.3	*188.8*	*17.9*	*7.0*	*0.6*
Natural and applied sciences	988.4	997.8	1,093.4	*105.0*	*95.6*	*10.6*	*9.6*
Health	784.3	929.5	936.0	*151.7*	*6.5*	*19.3*	*0.7*
Social science, education, government service and religion	1,165.8	1,252.1	1,282.1	*116.3*	*30.0*	*10.0*	*2.4*
Art, culture, recreation and sport	424.7	455.6	473.1	*48.4*	*17.5*	*11.4*	*3.8*
Sales and service	3,564.9	3,838.3	3,915.5	*350.6*	*77.2*	*9.8*	*2.0*
Trades, transport and equipment operators	2,222.5	2,390.3	2,371.3	*148.8*	*-19.0*	*6.7*	*-0.8*
Unique to primary industry	548.6	537.5	564.6	*16.0*	*27.1*	*2.9*	*5.0*
Unique to processing, manufacturing and utilities	1,096.4	1,145.8	1,121.5	*25.1*	*-24.3*	*2.3*	*-2.1*

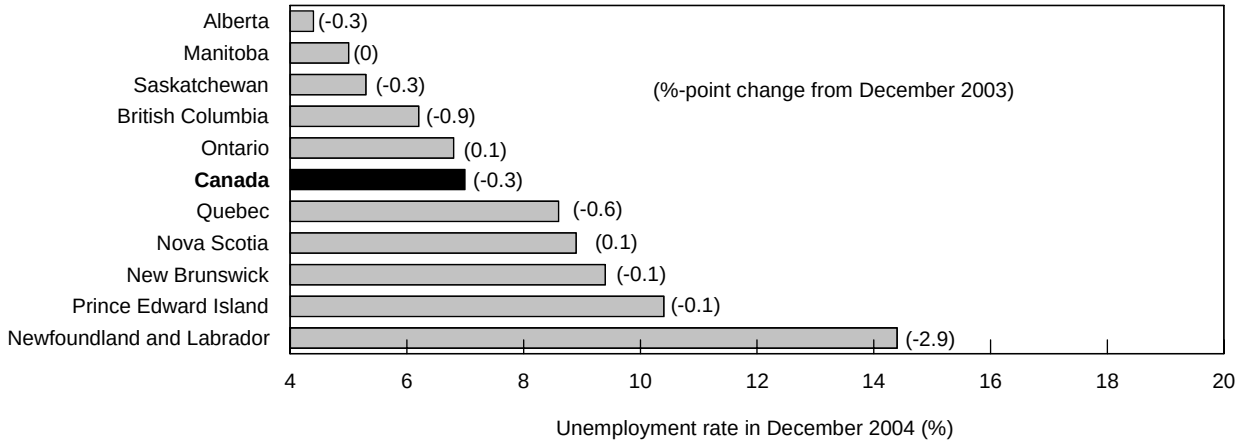
Source: Labour Force Survey, seasonally adjusted

Jobs added in all provinces

In 2004, most provinces had employment growth at or slightly above the national average of 1.4%: Prince Edward Island (2.5%), Saskatchewan (2.2%), Newfoundland and Labrador (1.8%), New Brunswick (1.8%), British Columbia (1.6%), Manitoba (1.5%) and Nova Scotia and Quebec (1.4%). In terms of number, the most jobs were added in Ontario (83,000), Quebec (51,000), British Columbia (32,000) and Alberta (22,000).

Several provinces experienced appreciable declines in their unemployment rate in 2004: Newfoundland and Labrador (-2.9 percentage points), British Columbia (-0.9), Quebec (-0.6), Saskatchewan (-0.3) and Alberta (-0.3). The unemployment rate changed very little in the remaining provinces.

	December level			December-to-December change			
	2000	2003	2004	2000 to 2004	2003 to 2004	2000 to 2004	2003 to 2004
Employed		'000			'000		%
Canada	**14,919.3**	**15,836.8**	**16,063.1**	***1,143.8***	***226.3***	***7.7***	***1.4***
Newfoundland and Labrador	199.0	212.1	216.0	*17.0*	*3.9*	*8.5*	*1.8*
Prince Edward Island	63.2	67.0	68.7	*5.5*	*1.7*	*8.7*	*2.5*
Nova Scotia	415.0	437.2	443.4	*28.4*	*6.2*	*6.8*	*1.4*
New Brunswick	335.1	346.6	352.9	*17.8*	*6.3*	*5.3*	*1.8*
Quebec	3,421.1	3,652.6	3,703.9	*282.8*	*51.3*	*8.3*	*1.4*
Ontario	5,910.9	6,270.5	6,353.5	*442.6*	*83.0*	*7.5*	*1.3*
Manitoba	552.8	571.6	580.3	*27.5*	*8.7*	*5.0*	*1.5*
Saskatchewan	470.1	476.4	486.9	*16.8*	*10.5*	*3.6*	*2.2*
Alberta	1,607.5	1,745.9	1,768.1	*160.6*	*22.2*	*10.0*	*1.3*
British Columbia	1,944.7	2,057.1	2,089.5	*144.8*	*32.4*	*7.4*	*1.6*
Unemployed							
Canada	**1,082.7**	**1,255.2**	**1,216.9**	***134.2***	***-38.3***	***12.4***	***-3.1***
Newfoundland and Labrador	40.4	44.4	36.2	*-4.2*	*-8.2*	*-10.4*	*-18.5*
Prince Edward Island	8.2	7.9	8.0	*-0.2*	*0.1*	*-2.4*	*1.3*
Nova Scotia	41.7	42.0	43.2	*1.5*	*1.2*	*3.6*	*2.9*
New Brunswick	36.7	36.5	36.5	*-0.2*	*0.0*	*-0.5*	*0.0*
Quebec	295.4	368.1	348.6	*53.2*	*-19.5*	*18.0*	*-5.3*
Ontario	377.3	453.6	465.5	*88.2*	*11.9*	*23.4*	*2.6*
Manitoba	28.8	30.0	30.8	*2.0*	*0.8*	*6.9*	*2.7*
Saskatchewan	25.2	28.1	27.1	*1.9*	*-1.0*	*7.5*	*-3.6*
Alberta	81.7	86.7	82.3	*0.6*	*-4.4*	*0.7*	*-5.1*
British Columbia	147.3	157.9	138.8	*-8.5*	*-19.1*	*-5.8*	*-12.1*



Source: Labour Force Survey, seasonally adjusted

Usual hours of work

	Employed	Usual hours, main job								
		1-14	15-29	30-34	35-39	40	41-49	50+	Total ('000)	Avg.
		'000							hours	
Total	**15,949.7**	**916.8**	**2,032.7**	**1,102.6**	**3,436.3**	**5,950.3**	**1,012.4**	**1,498.5**	**581,533.9**	**36.5**
Industry										
Agriculture	324.1	26.4	30.8	19.5	14.2	71.1	25.6	136.6	14,848.3	45.8
Forestry, fishing, mining, oil and gas	285.7	5.3	7.9	6.7	20.6	133.6	33.2	78.4	12,996.8	45.5
Utilities	133.0	0.0	3.0	8.9	50.0	63.4	4.1	3.3	5,077.2	38.2
Construction	952.8	21.7	52.3	45.8	79.1	460.5	112.6	180.8	39,209.1	41.2
Manufacturing	2,297.0	27.9	59.0	49.5	294.0	1,538.9	224.0	103.7	91,121.1	39.7
Trade	2,503.6	199.5	485.6	200.8	333.0	926.3	163.7	194.6	85,819.1	34.3
Transportation and warehousing	809.3	21.0	73.9	38.3	93.6	349.4	60.3	172.9	33,397.8	41.3
Finance, insurance, real estate and leasing	955.0	38.1	98.3	55.6	382.9	262.8	36.9	80.4	34,926.2	36.6
Professional, scientific and technical	1,010.1	46.4	95.5	52.5	256.3	373.4	53.0	133.0	38,286.1	37.9
Business, building and other support	630.1	48.9	92.0	51.3	112.2	243.0	40.0	42.6	21,905.8	34.8
Educational services	1,038.4	108.0	165.1	113.5	300.3	275.6	30.1	45.7	33,578.9	32.3
Health care and social assistance	1,736.7	93.6	344.4	197.0	609.3	329.4	58.2	104.8	58,787.4	33.9
Information, culture and recreation	732.7	73.6	102.3	53.5	191.5	232.4	26.9	52.4	24,872.6	33.9
Accommodation and food	1,006.8	126.5	279.5	121.0	109.4	248.8	43.4	78.2	31,402.1	31.2
Other services	705.1	64.6	101.8	55.3	100.7	243.6	60.6	78.6	24,947.5	35.4
Public administration	829.2	15.0	41.3	33.6	489.2	197.9	39.7	12.4	30,358.0	36.6
Occupation										
Management	1,438.6	23.8	62.0	49.3	316.2	540.2	125.3	321.7	61,012.4	42.4
Business, finance and administrative	2,890.7	139.6	333.9	189.7	1,058.1	977.4	96.5	95.4	101,567.8	35.1
Natural and applied sciences	1,048.5	17.6	37.3	31.6	374.1	473.6	51.1	63.2	40,575.7	38.7
Health	933.1	40.4	200.9	111.0	307.6	178.6	37.7	56.8	31,745.5	34.0
Social science, education, government service and religion	1,251.4	83.8	180.1	119.2	383.2	327.0	48.3	109.8	43,431.7	34.7
Art, culture, recreation and sport	466.7	62.9	78.3	39.6	103.7	116.7	17.3	48.4	15,276.2	32.7
Sales and service	3,846.7	452.5	940.8	415.2	554.9	1,109.4	194.5	179.4	119,787.3	31.1
Trades, transport and equipment operators	2,378.2	44.1	123.8	92.0	207.6	1,266.5	268.0	376.2	97,817.6	41.1
Unique to primary industry	552.4	35.8	39.3	28.2	29.0	161.7	49.3	209.1	25,159.1	45.5
Unique to processing, manufacturing and utilities	1,143.5	16.2	36.3	26.8	101.8	799.4	124.4	38.6	45,160.7	39.5

Source: Labour Force Survey, annual averages

Workers in primary industries and occupations worked the most hours in 2004; those in sales and service jobs, the least.

Overtime hours

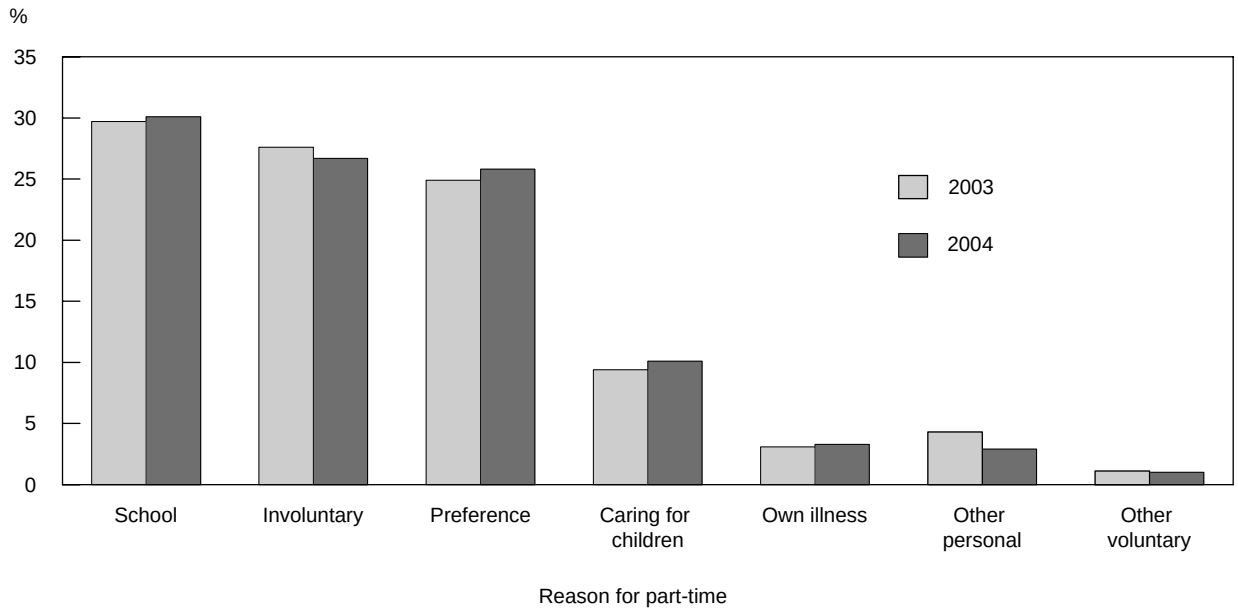
	Employees at work		Proportion of workers putting in overtime					
			2004			Change, 2003 to 2004		
	Total	Overtime	Total	Paid	Unpaid	Total	Paid	Unpaid
	'000			%			%-point	
Total	**12,415.6**	**2,666.4**	**21.5**	**10.5**	**11.7**	***-0.2***	***0.1***	***-0.4***
Industry								
Agriculture	111.2	13.2	11.9	6.7	4.9	*0.6*	*0.6*	*0.1*
Forestry, fishing, mining, oil and gas	217.6	66.1	30.4	21.2	10.2	*0.6*	*1.7*	*-1.4*
Utilities	121.6	35.8	29.4	19.1	11.9	*-2.2*	*0.0*	*-1.9*
Construction	610.7	127.5	20.9	16.0	5.5	*1.4*	*1.3*	*0.2*
Manufacturing	2,047.3	569.8	27.8	19.8	8.6	*1.1*	*1.1*	*-0.1*
Trade	2,060.7	314.3	15.3	7.1	8.6	*-0.2*	*-0.3*	*0.0*
Transportation and warehousing	608.2	141.5	23.3	15.3	8.6	*0.3*	*-0.7*	*0.9*
Finance, insurance, real estate and leasing	741.9	166.9	22.5	6.1	17.1	*-1.1*	*0.4*	*-1.6*
Professional, scientific and technical	610.3	170.4	27.9	9.0	19.8	*-0.3*	*0.0*	*-0.6*
Business, building and other support	452.2	71.6	15.8	9.8	6.5	*-1.0*	*-0.3*	*-0.7*
Educational services	840.5	288.2	34.3	2.8	32.0	*-1.5*	*0.2*	*-1.6*
Health care and social assistance	1,350.6	240.7	17.8	8.4	10.5	*-0.6*	*-0.7*	*0.1*
Information, culture and recreation	570.5	114.1	20.0	7.8	12.8	*-1.0*	*-0.4*	*-0.9*
Accommodation and food	871.3	88.1	10.1	5.7	4.9	*-0.5*	*-0.1*	*-0.3*
Other services	446.7	77.5	17.3	7.8	10.2	*-0.7*	*0.2*	*-0.9*
Public administration	754.2	180.8	24.0	9.5	15.9	*-1.0*	*-0.3*	*-1.0*
Occupation								
Management	878.2	365.2	41.6	4.3	38.2	*0.0*	*0.1*	*-0.1*
Business, finance and administrative	2,435.7	448.1	18.4	7.6	11.4	*-0.1*	*0.4*	*-0.6*
Natural and applied sciences	850.9	243.0	28.6	12.0	17.8	*-1.8*	*-0.6*	*-1.5*
Health	709.5	134.9	19.0	11.1	9.3	*-0.3*	*-0.7*	*0.5*
Social science, education, government service and religion	937.5	325.8	34.8	3.8	31.7	*-1.5*	*-0.3*	*-1.2*
Art, culture, recreation and sport	270.6	53.3	19.7	7.3	13.4	*-2.4*	*-1.1*	*-1.3*
Sales and service	3,235.4	372.7	11.5	6.3	5.7	*-0.7*	*-0.2*	*-0.6*
Trades, transport and equipment operators	1,821.8	434.3	23.8	21.0	3.5	*0.8*	*0.8*	*0.0*
Unique to primary industry	255.6	46.0	18.0	13.0	4.5	*1.5*	*0.6*	*-0.3*
Unique to processing, manufacturing and utilities	1,020.4	243.0	23.8	21.6	2.7	*0.9*	*1.2*	*-0.3*

Source: Labour Force Survey, annual averages
Note: Some workers do both paid and unpaid overtime in the same week.

While overtime workers in goods production and transportation tended to be paid for their extra hours, most workers in the service sector were not paid for any extra hours.

Part-time work

In 2004, the percentage of workers who involuntarily worked part time decreased slightly, while part-time work increased among those attending school.



Source: Labour Force Survey, annual averages

The bulk of part-time workers continue to be youth and adult women. Almost three-quarters of young part-timers work short hours voluntarily because of school; among adults, about 40% prefer part-time hours.

		Voluntary part-time						Involuntary part-time		
2004	Total, part-time	Own illness	Caring for children	Other personal	School	Prefer-ence	Other	Total	Looked for full-time	Did not look for full-time
	'000					%				
Total	**2,949.5**	**3.3**	**10.1**	**2.9**	**30.1**	**25.8**	**1.0**	**26.7**	**8.3**	**18.4**
Youths 15-24	1,098.7	0.7	1.0	0.7	72.6	5.2	0.3	19.5	7.4	12.1
Men	467.6	0.8	0.0	0.5	75.0	4.5	0.0	19.0	7.3	11.7
Women	631.1	0.6	1.7	0.8	70.9	5.7	0.4	19.9	7.5	12.4
Adults 25+	1,850.8	4.9	15.5	4.2	4.8	38.1	1.4	31.0	8.9	22.1
Men	453.7	6.9	1.8	1.8	7.8	42.5	2.0	37.2	13.0	24.2
Women	1,397.1	4.3	20.0	5.0	3.8	36.7	1.2	28.9	7.5	21.4

Source: Labour Force Survey, annual averages

Earnings

	Hourly wage in 2004				Change from 2003			
	Both sexes	Men	Women	Ratio	Both sexes	Men	Women	Ratio
		$				$		
15+	18.50	20.15	16.79	0.83	*0.45*	*0.40*	*0.52*	*0.01*
15-24	10.49	11.01	9.96	0.90	*0.13*	*0.14*	*0.12*	*0.00*
25-54	20.18	21.98	18.33	0.83	*0.51*	*0.47*	*0.57*	*0.01*
55+	20.29	22.59	17.68	0.78	*0.44*	*0.14*	*0.78*	*0.03*

Source: Labour Force Survey, annual averages

Women working for a wage or salary earned 83 cents for every dollar earned by men in 2004, virtually unchanged from the year before. For those under 25, the ratio remained at 90 cents.

By industry, employees in utilities continued to make the most. Among the major occupational groups, managers remained the best paid, with weekly earnings almost triple those of the lowest group—sales and service workers.

	Hourly wage				Weekly wage			
	2003	2004	Change		2003	2004	Change	
		$		%		$		%
Total	**18.05**	**18.50**	***0.45***	***2.5***	**662.56**	**679.74**	***17.18***	***2.6***
Industry								
Agriculture	11.62	11.85	*0.23*	*2.0*	456.06	461.79	*5.73*	*1.3*
Forestry, fishing, mining, oil and gas	22.65	23.21	*0.56*	*2.5*	982.75	1,015.22	*32.47*	*3.3*
Utilities	26.90	27.81	*0.91*	*3.4*	1,033.34	1,062.61	*29.27*	*2.8*
Construction	19.22	19.53	*0.31*	*1.6*	777.02	792.03	*15.01*	*1.9*
Manufacturing	18.93	19.33	*0.40*	*2.1*	751.29	768.37	*17.08*	*2.3*
Trade	13.72	14.08	*0.36*	*2.6*	487.38	501.81	*14.43*	*3.0*
Transportation and warehousing	18.52	18.76	*0.24*	*1.3*	737.85	746.95	*9.10*	*1.2*
Finance, insurance, real estate and leasing	19.66	20.35	*0.69*	*3.5*	730.86	754.61	*23.75*	*3.2*
Professional, scientific and technical	22.74	23.34	*0.60*	*2.6*	863.67	887.27	*23.60*	*2.7*
Business, building and other support	13.55	13.87	*0.32*	*2.4*	494.61	505.98	*11.37*	*2.3*
Educational services	23.17	23.86	*0.69*	*3.0*	776.47	798.21	*21.74*	*2.8*
Health care and social assistance	19.03	19.63	*0.60*	*3.2*	627.35	653.38	*26.03*	*4.1*
Information, culture and recreation	17.81	18.33	*0.52*	*2.9*	632.81	650.91	*18.10*	*2.9*
Accommodation and food	10.25	10.40	*0.15*	*1.5*	318.42	321.93	*3.51*	*1.1*
Other services	14.99	15.44	*0.45*	*3.0*	542.04	556.70	*14.66*	*2.7*
Public administration	24.07	24.61	*0.54*	*2.2*	893.19	911.12	*17.93*	*2.0*
Occupation								
Management	28.46	29.46	*1.00*	*3.5*	1,143.64	1,180.77	*37.13*	*3.2*
Business, finance and administrative	17.34	17.76	*0.42*	*2.4*	621.23	637.71	*16.48*	*2.7*
Natural and applied sciences	25.58	26.31	*0.73*	*2.9*	986.09	1,013.98	*27.89*	*2.8*
Health	21.15	22.01	*0.86*	*4.1*	698.09	734.44	*36.35*	*5.2*
Social science, education, government service and religion	23.49	24.40	*0.91*	*3.9*	805.10	832.40	*27.30*	*3.4*
Art, culture, recreation and sport	17.73	18.64	*0.91*	*5.1*	590.89	629.75	*38.86*	*6.6*
Sales and service	12.30	12.33	*0.03*	*0.2*	406.66	405.97	*-0.69*	*-0.2*
Trades, transport and equipment operators	18.21	18.42	*0.21*	*1.2*	736.33	746.71	*10.38*	*1.4*
Unique to primary industry	14.96	15.27	*0.31*	*2.1*	641.92	659.92	*18.00*	*2.8*
Unique to processing, manufacturing and utilities	16.00	16.30	*0.30*	*1.9*	634.80	646.57	*11.77*	*1.9*

Source: Labour Force Survey, annual averages

Unionization, moonlighting, temporary jobs

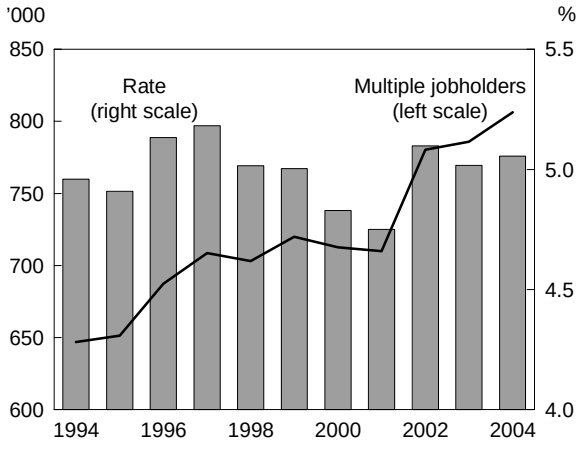
	2004			Change, 2003 to 2004		
	Total employees	Employees covered by union contract		Total employees	Employees covered by union contract	
		'000	%		'000	% pt.
Total	**13,497.9**	**4,286.6**	**31.8**	**232.7**	**2.0**	**-0.5**
Public sector	3,053.5	2,306.0	75.5	89.0	66.4	0.0
Private sector	10,444.4	1,980.5	19.0	143.6	-64.5	-0.9
Agriculture	116.8	6.2	5.3	-0.6	1.6	1.4
Forestry, fishing, mining, oil and gas	236.6	59.6	25.2	3.4	-2.4	-1.4
Utilities	132.8	95.2	71.7	2.5	2.2	0.3
Construction	642.1	207.4	32.3	14.2	-7.6	-1.9
Manufacturing	2,203.1	689.3	31.3	10.3	-22.7	-1.2
Trade	2,201.5	311.8	14.2	45.0	-2.5	-0.4
Transportation and warehousing	667.8	285.6	42.8	20.5	2.6	-1.0
Finance, insurance, real estate and leasing	807.9	81.2	10.1	38.5	3.9	0.0
Professional, scientific and technical services	651.4	36.2	5.6	1.3	0.8	0.1
Business, building and other support	484.1	65.2	13.5	18.0	-3.3	-1.2
Educational services	990.9	721.0	72.8	11.7	11.3	0.3
Health care and social assistance	1,521.3	835.4	54.9	43.8	18.0	-0.4
Information, culture and recreation	614.0	166.8	27.2	12.5	2.9	-0.1
Accommodation and food	921.3	67.2	7.3	10.9	-6.4	-0.8
Other services	477.2	49.6	10.4	-8.2	-3.9	-0.6
Public administration	829.1	609.0	73.5	9.1	7.5	0.1

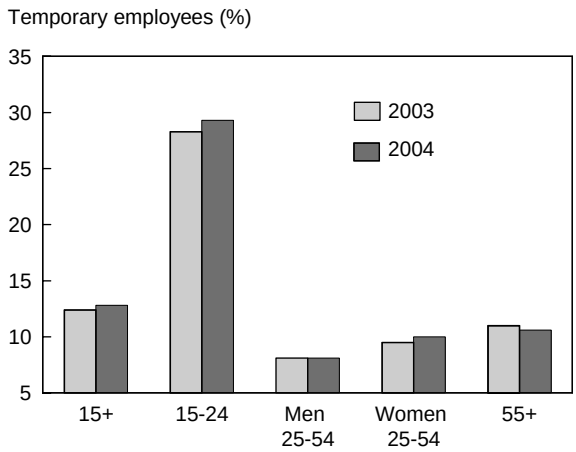
Source: Labour Force Survey, annual averages

The number of unionized workers in the private sector fell by almost 65,000 in 2004; the largest drop in the unionization rate was in construction.

While the number of 'moonlighters' continues to increase, their share of total employment remained just over 5%.

About 13% of all employees worked on a temporary basis. For youths, the proportion was more than twice as high.





Source: Labour Force Survey, seasonally adjusted