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Unionization and Women in the Service Sector

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In Canada, as in the United States and Europe, unionization among women has historically been lower than it has among men. Low unionization rates for women are linked in part to their concentration in the service sector and in part-time jobs. (1) Traditionally, male blue-collar workers in the goods-producing sector have represented the bastion of trade unionism, and white~collar service-sector workers, especially in private industry, have had extremely low rates of unionization. Similarly, part-time workers have remained largely outside union activity.

With more women in the work force, and with structural changes in the Canadian economy, labour unions have re-examined their approach towards both the service sector and part-time employment. A turning point for the labour movement was the 1981-1982 recession, when employment declined (particularly among men in the heavily unionized manufacturing, construction and resource-based industries), and the trend of gradually increasing union membership was briefly interrupted. (2) Recent attempts to increase union membership have been focused on the principal growth area of the economy, the service sector. Because more women than men are employed in the service sector, many union campaigns have targeted female workers (Weiermair, 1988). Over the 1981-1986 period, union membership increased more among women than men (Table 1). (3)

VIEW Table 1 **Union Membership of Men and Women, 1981 to 1986**

Source: *Corporations and Labour Unions Returns Act, Statistics Canada (71-202).*

From 1975 to 1986, part-time jobs grew at a faster rate than full-time jobs, increasing 81% over this period, compared with 17% for full-time jobs. Unions traditionally were opposed to part-time work, principally on the premise that it could threaten full-time jobs (White, 1983). As far back as 1976, however, the Canadian Labour Congress adopted a declaration supporting measures to ensure the equality of part-time and full-time workers. The ***Commission of Inquiry into Part-Time Work in Canada*** (1983) found that the attitude of unions towards part-time work was in a period of transition. Some unions were actively promoting the interests of part-time workers while others were opposed to the employment of part-time workers in their work place. White (1983) found that even though many unions were still against the expansion of part-time work, they were generally dealing with the issue not by seeking to eliminate part-time work but by pursuing the goal of equality in rates of pay and pro-rating benefits for part-time workers.

From this background many questions arise concerning the unionization of women in the service sector. For example:

- Did unionization increase throughout the service sector, or was it concentrated within certain industry groups?
- Was there any notable change in the unionization of women with part-time jobs?
- How did unionization fare in the context of variable employment growth?
- Did unionized women (employed either full-time or part-time) appear to be any "better off " than those not unionized?

This study addresses these questions using data for 1981 and 1986.

The study group

To facilitate comparisons between full-time and part-time workers in different industry and occupation groups for 1981 and 1986, this study focuses on women who held one paid job (4) all year. This group accounted for a total of just over 50% of all female paid workers in both years, the majority employed in the service sector. The group includes a large proportion of women with a career attachment to the labour market, though it excludes, for example, women who changed jobs through promotion or job transfer, as well as women who entered, reentered or retired from the labour market during the year.

VIEW ▶ Figure **Defining the Study Group: Women with One Full-year Paid Job**

* *See note 7.*

The average age for the study group is slightly greater than for all female paid workers because it contains proportionally fewer women aged 16 to 24. Fewer young women worked in one job all year - the majority, including students, worked part-year in one or more jobs. Proportionally more women who worked year-round in one job had a postsecondary certificate, diploma or degree.

Approximately 80% of the group had full-time jobs and 20% had part-time jobs. A distinction can be made between part-time workers who work on a "casual" or "temporary" basis and those who work on a "regular" or "permanent" basis. (5) Unionization rates for part-time workers in this article refer only to "regular" or permanent" part-time workers (since part-year workers are excluded). This results in higher unionization rates than would be the case for all part-time workers.

Did unionization increase throughout the service sector?

From 1981 to 1986, the number of women with one year-round job in the service sector rose by 12%; the number of unionized women increased by 36%, (6) raising the unionization rate from 36% to 44% (Table 2). In the goods-producing sector the unionization rate for women employed year-round also rose, from 28% to 30%, though in the context of a decrease both in employment and in the number of unionized workers.

Table 2 **Employment Growth and Unionization**

Source: *Survey of Work History, 1981; Labour Market Activity Survey, 1986.*

** See note 7.*

Growth in employment and unionization among women in the service sector varied between industry groups (Table 3). In public services, (8) employment growth was the highest over the period, and the unionization rate rose from 63% to 72%. In contrast, consumer services recorded low employment growth and little change in the unionization rate.

VIEW ▶ Table 3 **Employment Growth and Unionization in Service Sector Industries***

Source: *Survey of Work History, 1981; Labour Market Activity Survey, 1986.*

* *See note 8 for definition of industry groups.*

For women in business services, 1986 unionization rates were also low, despite a 41% increase in unionized jobs. The widely differing rates partly reflect, on the one hand, legislation in the mid-sixties that facilitated unionization among public service employees, (9) and on the other, the continuing difficulty trade unions face in organizing particular groups of white-collar workers, especially those in the private sector.

While unionization among white-collar workers in public administration and the quasi-public industries (health and education services) is near saturation point (Kumar et al., 1986), female white-collar workers in most business services and consumer services remain largely outside the collective agreement process. A variety of reasons have been put forward.

One reason is that female white-collar workers in the private sector are often in a weak bargaining position with their employers. Many hold clerical, service or sales jobs that are unskilled and low-paying - jobs for which replacement workers may be relatively easy to find (Marchak, 1973; Baker and Robeson, 1986). Though all clerical, service or sales positions are by no means unskilled or low-paying, the occupational distribution of women is markedly different among the three industry groups. In 1986, 57% of women working year-round in business services had a clerical job, while 58% of women in consumer services had either a clerical or service job (Table 4). In contrast, 61% of women in public services held a managerial or professional position (including teachers and nurses). (10)

VIEW ▶ Table 4 **Service Sector Employment by Industry and Occupation**

Source: *Survey of Work History, 1981; Labour Market Activity Survey, 1986.*

A related reason for low unionization rates is that business services and consumer services are characterized by relatively small and widely dispersed work places (for example, banks, offices, retail stores and restaurants). In 1986, 38% of women in business services and 54% in consumer services worked in establishments with fewer than 20 employees (Table 5). This compares with 23% of women in public services. Organizing bargaining units and union certification in such establishments is thus not only more time-consuming, but also more difficult because of high labour turnover, and sometimes strong management opposition. (11)

VIEW ▶ Table 5 **Employment by Size of Work Place, 1986**

Source: *Labour Market Activity Survey, 1986.*

The difficulty of organizing white-collar employees in the private sector is well illustrated by the finance industry. Despite the national media attention focused on the organization of workers in the VISA, mortgage and stationery departments of the Canadian Imperial Bank of Commerce in 1985, the Union of Bank employees and other unions active in organizing bank workers have had limited success in attempting to unionize the finance industry over the past ten years. Bargaining units for certification in this industry are organized at the branch level - hence they tend to be small. In fact, only 67 of the 168 union certifications since 1977 survived to 1986, representing fewer than 2,000 workers (Kumar et al., 1986).

Did unionization increase among part-time workers?

In the view of unions, part-time workers are more difficult to organize than full-time workers (Weeks, 1978). This perception stems partly from the problems of identifying part-time workers (many of whom may be under contract) and the problems of contacting employees with irregular work schedules. Despite these organizational difficulties, there was an increase in the unionization of year-round, part-time workers over the 1981-1986 period.

For women employed in one service sector job year-round, unionization rates increased for both full-time and part-time workers. Also, within each industry group, the gap in unionization rates between full-time and part-time workers was less pronounced in 1986 than in 1981 (Table 6). In fact, in business services and consumer services the unionization rates in 1986 were basically the same for part-time and for full-time workers.

VIEW ▶ Table 6 **Unionization Rates by Industry**

Source: *Survey of Work History, 1981; Labour Market Activity Survey, 1986.*

There is also further indication of recent union growth among part-time workers. For example, in 1980, 14% of the white-collar bargaining units certified by the Ontario Labour Relations Board were units of part-time workers; by 1984, the proportion had risen to 30% (Table 7). Most of these part-time units were in health and education (public services) and retail trade (consumer services).

VIEW ▶ Table 7 **White-collar Bargaining Units**

Source:. *Ontario Labour Relations Board data abstracted from Kumar et al., 1983,1987.*

* *See note 12*

Did variable employment growth affect unionization?

Within the service sector, two major occupational groups - the managerial and professional group, and the clerical group accounted for approximately 75% of all female paid workers employed year-round in 1981 and 1986. (13) Employment growth in the two occupational groups differed. The most rapid growth was in the managerial and professional group (Table 8). This contrasts sharply with a drop in the number of women employed in year-round clerical jobs, particularly full-time jobs. (14)

VIEW ▶ Table 8 **Employment Growth and Unionization**

Source: *Survey of Work History, 1981; Labour Market Activity Survey, 1986.*

How has unionization fared within this context of variable employment growth? For these two occupational groups, unionization rates generally increased for both full-time and part-time workers, but there were notable differences among industries.

In all three industry groups, year-round managerial and professional employment increased. By 1986 the unionization rate for public services rose to exceed 60% for both full-time and part-time workers. In contrast, 1986 unionization rates for managerial and professional workers in business services were extremely low. Some of the newly created managerial positions in these industries may not have been eligible for union membership, or were in industries with low union activity.

The decrease in year-round clerical jobs was not pervasive. In public services the number of full-time clerical positions increased. The unionization rate also rose from 65% in 1981 to 75% in 1986. Business services and consumer services had notable losses of full-time clerical jobs; however, the unionization rate increased in business services and dropped only slightly in consumer services (Table 8).

In public services a relatively large employment growth in year-round, part-time clerical jobs was matched by a rise in the unionization rate from 24% to 38%. In consumer services, unionization rates for year-round, part-time clerical workers increased despite a slight decline in employment.

For clerical workers, the impact of technological change, particularly the introduction of micro-computers in the work place, has been proposed as a major cause of the decline in jobs (Menzies, 1981). Though unions have not always been able to prevent layoffs or job losses, one reaction, particularly in the aftermath of the 1981-1982 recession, has been a greater focus of union attention on non-wage issues, including technological-change provisions and related aspects of worker adjustment and job security. In this non-monetary context, other issues affecting women in the work place have also received increased prominence. (15) The growth in unionization among full-time clerical workers in business services in the face of declining employment, and the marginal decline in unionization in consumer services in the face of a substantial decrease in employment, suggest that the greatest net losses have been non-unionized clerical jobs.

Changes in aggregate unionization rates, however, could also be associated with other factors such as shifts in the type of jobs held, or changes in the distribution of women by age within each industry and occupational group. For example, examination of unionization by age group reveals that much of the decline in year-round clerical jobs has been for young women (aged 16 to 24). For this group the number of unionized jobs dropped significantly and the unionization rate fell from 28% to 24% (Table 9).

VIEW ▶ Table 9 **Employment and Unionization of Service Sector Clerical Workers**

Source: *Survey of Work History, 1981; Labour Market Activity Survey, 1986.*

A recent study by Myles, Picot and Wannell (1988) found that, "the restructuring of full-time jobs - both among industries and occupations - was much greater among young than older workers"p.62). They observed that the loss of job opportunities for young women was particularly concentrated in clerical jobs, and that expanding job opportunities were predominantly in low-paying jobs in consumer service industries and in sales and service occupations (that is, areas of the economy with low rates of unionization). Though other factors probably played a role, these shifts in the job opportunities available to young women between 1981 and 1986 (during and after the economic recession) probably contributed

to the decrease in their unionization rate.

Did unionization benefit women?

This question is raised in the context of monetary rather than non-monetary benefits and is focused on average hourly earnings. (16) Measurement of the wage effect of unionization has challenged many researchers to date. While it is commonly observed that union workers receive higher average wages than non-union workers, the estimated wage differentials attributed to the effect of unionization alone have ranged from 9% to 51%, depending on the data and methodology used. (17)

This analysis does not attempt to isolate the earnings differentials attributable to unionization. To do this, many factors would need to be taken into consideration. Thus, the question of whether unionization benefitted women cannot be answered definitively. This section simply highlights some of the changes in union and non-union hourly earnings between 1981 and 1986. Observed differences in hourly earnings cannot be attributed entirely to unionization and the collective bargaining process.

One method of illustrating the changing relationship between union and non-union hourly earnings is to show one set of earnings as a percentage of the other for the two study years (Table 10). Within the service sector, for women working year-round, the gap between the two was greater in 1986 than in 1981; non-union as a proportion of union hourly earnings fell from 79% in 1981 to 73% by 1986. For both years, managerial and professional occupations recorded the least difference between union and non-union hourly earnings; on average, non-union earnings were 92% of union earnings in 1981 and 85% in 1986.

VIEW ▶ Table 10 **Ratio of Non-union to Union Average Hourly Earnings**

Source: *Survey of Work History, 1981; Labour Market Activity Survey, 1986.*

In almost all cases, average hourly earnings in 1981 and 1986 were higher for union workers than non-union workers (Table 11). For the most part, women in unionized jobs maintained average hourly earnings slightly above the rate of inflation. (18)

VIEW ▶ Table 11 **Average Hourly Earnings of Female Paid Workers in 1986 Dollars**

Source: *Survey of Work History, 1981; Labour Market Activity Survey, 1986.*

The most notable change between 1981 and 1986 was in the average hourly earnings of part-time workers, both unionized and non-unionized. For example, in 1986 average hourly earnings of year-round, part-time workers in managerial and professional occupations were higher than those of their full-time counterparts. This may be explained, in part, by contract negotiations involving part-time workers.

At least four major unions representing almost a quarter of a million working women (the Canadian Union of Public Employees CUPE); the Federation of Social Affairs Inc. (FSA); Service Employees' International Union (SEIU); and the Ontario Nurses Association (ONA)) have negotiated, for some of their membership, a percentage payment in lieu of sick leave for part-time workers. Similarly, for employee health and welfare plans, CUPE, SEIU and ONA have negotiated payment in lieu of benefits for part-time workers.

As White (1983) points out, when payments in lieu of vacation and other benefits are included, part-time workers in some contracts could earn up to 22% more per hour than full-time workers. The impact of such negotiated benefits provides some explanation for the apparently higher average hourly earnings in 1986 for certain unionized part-time workers compared with unionized full-time workers. (19) The corresponding benefits received by full-time workers do not appear in the wages calculation.

Non-unionized part-time workers in managerial and professional and clerical occupations also earned more than their full-time counterparts (Table 11). Employment standards negotiated by trade unions often have a broader impact on workers in general. This spillover effect cannot be easily quantified, though it undoubtedly exists, particularly in tight or highly unionized labour markets. In fact, research findings suggest that some employers offer increased wages to forestall unionization (Starr, 1973).

Differences in average hourly earnings between full-time and part-time workers and between union and non-union workers may also reflect differences in the mix of jobs held by women in each of these groups. For example, the broad classification "clerical" encompasses a wide range of occupations - including secretaries, stenographers, bank and finance clerks, office machine and electronic data processing equipment operators - each probably commanding a different hourly wage rate. Not only would each group (union, non-union, part-time, full-time) contain a different mix of occupations, but also the composition of occupations within each group would probably have changed over time. Thus, differences in aggregate average hourly earnings between union and non-union jobs are not entirely due to collective bargaining. Industrial restructuring and changes in occupations between and within industries affect the distribution of union and non-union jobs and, consequently, the rate of unionization and the average hourly earnings of each constituent group.

Conclusion

Among women holding one year-round job in the service sector, the number of unionized jobs, both full-time and part-time, did increase over the 1981-1986 period. But high unionization rates were still found predominantly in public service industries. Though some union growth was evident in business services and consumer services, women in both industry groups still had relatively low unionization rates in 1986, especially when compared with women in public services.

Unionization of year-round part-time workers has increased. Also, average hourly earnings for some part-time workers may be higher, compared with their full-time counterparts, because of payments in lieu of benefits in certain contracts. Such changes reflect a growing recognition of the part-time work force as a major component of the Canadian labour market.

Finally, unionized women in the service sector with one year-round job appear to have earned on average more per hour than their non-union counterparts. But, as already noted, these earnings differences cannot be entirely attributed to the collective bargaining process.

Data sources

This study uses data mainly from two household surveys: the Survey of Work History (SWH) and the Labour Market Activity Survey (LMAS). The SWH, conducted in 1982, collected job-related data on up to four employers per person, including union membership, wages and salaries, industry, occupation and hours worked in 1981. The LMAS, conducted in 1987, provided employment information on up to five jobs per person during 1986, including details on work schedules, usual wages or salary, union membership and pension plan coverage. The LMAS and the SWH both cover a calendar year and, despite some differences in content and methodology, offer comparable data for the analysis of union membership, hourly earnings and other socio-demographic characteristics for 1981 and 1986.

Alternative unionization measures

The unionization rate is the proportion of workers who are members of labour unions among a specified group of workers. This rate, and modifications of it, can be derived from several data sources.

1. Returns from labour unions are provided to Statistics Canada under the Corporations and Labour Unions Returns Act (CALURA). These data are published annually and account for all labour

unions in Canada with 100 or more members. Unionization rates can be calculated from CALURA data using the Labour Force Survey (LFS) annual average number of paid workers in Canada as the denominator.

Table **Women in the service sector**

- The SWH and the LMAS permit wider analysis of socio-demographic data relating to unionized workers. Union membership or coverage by collective agreement in these household-based surveys is reported by the workers themselves or other household members. Unionization rates derived from the SWH and the LMAS job files tend to be slightly higher than those based on CALURA data partly because CALURA does not include workers in unions with fewer than 100 members, and partly because, using SWH and LMAS data, all workers covered by collective agreement are included under the definition of unionized workers. The difference may also be related to the nature of the SWH and the LMAS, which report data on all jobs held by respondents throughout the year. Thus, one person could occupy more than one unionized job during this period and both jobs would be reported. As a corollary, however, persons with more than one job during the year may hold more non-union than union jobs, which could pull the unionization rate down.

Table **Service sector jobs held by women**

- Researchers interested in the volume of work done by unionized workers can derive a measure from the SWH and the LMAS job file data to calculate the number of hours worked by unionized employees as a proportion of total hours worked in the year. To obtain more intuitively meaningful data, aggregate hours can be converted into full-time equivalent (FTE) jobs. This is done by dividing aggregate hours by the total number of hours for a full-year, 40-hour week.

  From 1981 to 1986 the aggregate volume of work done by women in the service sector with unionized year-round jobs increased (for both full-time and part-time jobs) as did their share of the total work done.

VIEW ▶ Table **Women in the service sector**

Notes

Note 1
Walsh (1983) in reference to eight European countries and the United States notes the scarcity of data on trade union membership, particularly female membership, but states that, "traditionally unionization amongst women has been relatively low in all countries" (p.195). Many sociological and economic reasons have been put forward to account for the low rates of unionization for women. See, for example, White (1980) and Baker and Robeson (1986).

Note 2
Statistics Canada collects data each year on union membership in Canada under the Corporations and Labour Unions Returns Act (CALURA). The Act requires reports from all unions operating in Canada that have 100 or more Canadian members. Largely because of the minimum membership criterion, the Annual Report of CALURA (71-202) does not provide a complete picture of union membership in Canada, but does nevertheless indicate major trends in union membership. Labour Canada also conducts an annual survey of labour organizations with 50 or more members. The data are published in the ***Directory of Labour Organizations in Canada***. CALURA data show a drop in union membership for 1982; Labour Canada data, collected in the month of January, show the drop in 1983.

Note 3
Due to amendments to CALURA in 1981,99 unions (representing over 352,000 workers) were added to the data in 1983. Since several of these unions were organizations of teachers and nurses, just over 50% of the added membership in 1983 were women.

Note 4
Paid worker jobs exclude self-employed work and unpaid work. They include hourly paid, salaried and commissioned positions.

Note 5
Full-time jobs are defined in the SWH and LMAS as 120 hours or more of work per month. Part-time jobs are those that involve less than 120 hours of work per month. Respondents were asked to report usual hours worked. "Casual" or "temporary" part-time workers work less than full-time weekly hours on an intermittent or short-term basis, whereas "regular" or "permanent" workers work less than full-time weekly hours but on a continuing basis. White (1983), using SWH data, examined unionization rates for

part-time workers based on duration of employment. Of women who had worked for up to three months, only 9% were unionized, whereas of those who had worked year-round, 21% were unionized.

Note 6

The SWH did not differentiate union members from workers covered by a collective agreement who were not union members. Consequently, even though the LMAS does make the distinction, for comparison all respondents covered by a collective agreement were included with union members as "unionized workers". In fact, those covered by a collective agreement, but who are not union members, were only a small proportion of all paid workers. In 1986, 4% of women in the service sector with one year-round, paid worker job and covered by a collective agreement were not union members.

Note 7

The 1981 SWH data were re-coded using the 1980 Standard Industrial Classification (SIC) to be comparable with the 1986 LMAS data. A total of 17,000 women employed in one year-round job could not be classified by industry from the re-coded SWH data.

Note 8

The service sector was subdivided into three broad industry groups: **Public services** includes government services; educational services; health and social services; and religious organizations. **Business services** includes transportation and storage; communication (including postal service); utilities; wholesale trade; finance and insurance, real estate operators and insurance agents; business service industries., and membership organizations (excluding religious). **Consumer services** includes retail trade; accommodation, food and beverage services-, amusement and recreational services; personal and household services; and other services.

Note 9

The 1967 Public Service Staff Relations Act led to the transformation of federal department employee associations into collective bargaining units.

Note 10

The following occupations are included in the broad managerial and professional group: managerial and administrative; natural sciences; engineering and mathematics; social sciences and related fields; religion; teaching; medicine and health; and artistic, literary, recreational and related occupations. Clerical occupations include, stenography and typing; bookkeeping and accounting; office machine and electronic data processing equipment operators; material recording, scheduling and distributing; library, file and correspondence clerks; and others such as hotel clerks and travel clerks.

Note 11

In his study of unionization in Canadian banks, Lowe (1981) concluded that the greatest obstacle to bank unionization was fear of management reprisal (p. 889).

Note 12

The drop in total certifications in 1983 has been attributed to the public and quasi-public services where only 47 units were certified in 1983 compared with 96 in 1982. The increase in certifications in 1984 was largely because of the high number of part-time units certified in the public and quasi-public services, and in the retail industry (Kumar et al., 1985, p. 225).

Note 13

The SWH data were originally coded using the 1971 Occupational Classification Manual but, to be comparable with the LMAS data, were re-coded using the 1980 Standard Occupational Classification (SOC).

Note 14

The number of women in the service sector with one clerical job only and employed for part of the year also fell by 7% over the same period.

Note 15

As well as pay equity and other concerns relating to wages and benefits for working women, unions are also placing emphasis on such non-monetary issues as affirmative action, sexual harassment, flexible working hours, maternity leave and day care programs.

Note 16

Both the SWH and the LMAS offered respondents flexibility in the method of reporting earnings data. For example, while some respondents knew their hourly wage rate, others found it easier to report weekly or annual earnings. The identical question was asked in both surveys: "What was ...'s usual wage or salary before taxes and other deductions from this employer?" The dollar amount and the relevant unit of time (per hour, per week, every two weeks, per month and so on) were recorded. To standardize the data, all earnings were converted to hourly rates by means of the work schedule questions. For example, if a daily rate of pay was reported, the amount was divided by the number of hours worked each day. The reliability of hourly earnings data is therefore dependent both on the accuracy of the monetary amounts specified and the reported work schedule information.

Note 17

Recent studies that have attempted to measure the effect of unionization on wage rates include work by Maki and Christenson, 1980; MacDonald and Evans, 1981; MacDonald, 1983, Robinson and Tomes, 1984; Simpson, 1985; Kumar and Stengos, 1985: and Evans and Ondrack, 1986.

Note 18

Average hourly earnings for 1981 were converted to 1986 dollar equivalents using the consumer price index (CPI) annual average. Since the 1981 index value is 100 and that of 1986 is 132.4, the 1981 dollars were simply multiplied by 1.324 to correspond with 1986 dollar values.

Note 19

Differences in average hourly earnings could also be related to different methods of reporting work

schedules and earnings. For example, a respondent may report a total annual salary, but just the most recent work schedule. In this case high average hourly earnings could result if, during the year, the respondent held the same job but changed from full-time to part-time hours.

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Chart reference

Data for the charts are taken from the Survey of Work History, 1981 and the Labour Market Activity Survey, 1986.

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Source

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Table 1

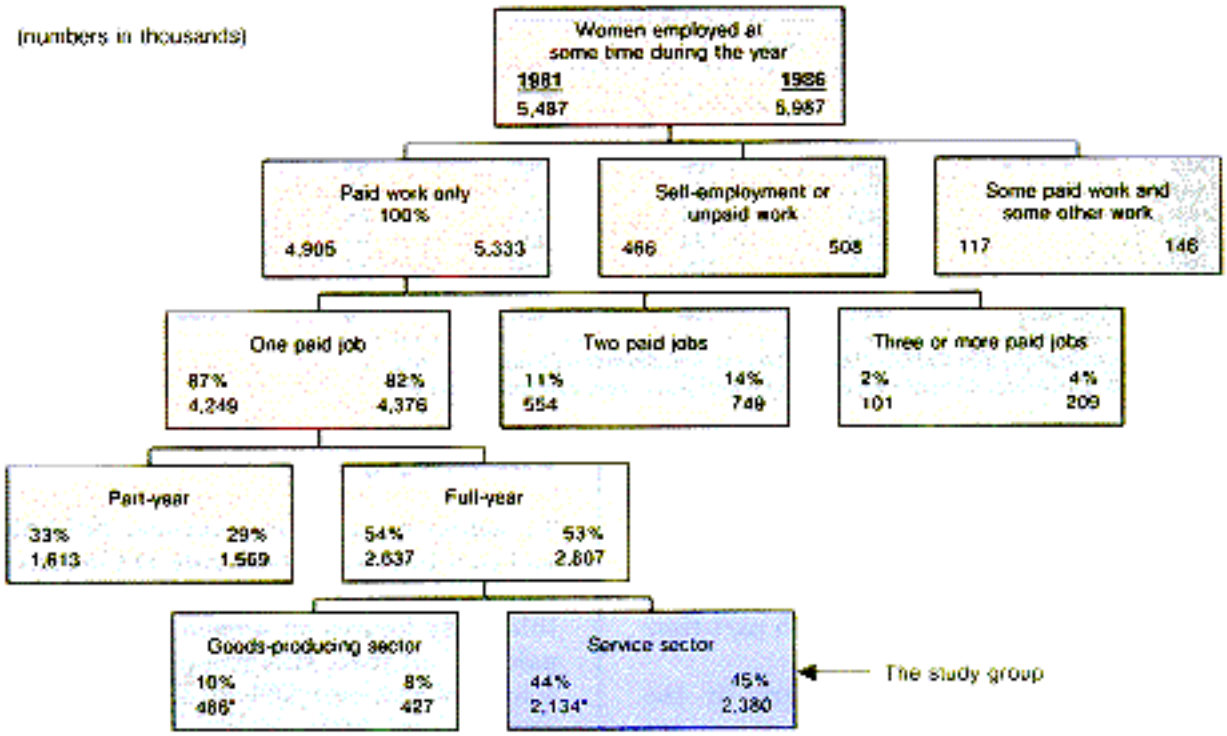
Union Membership of Men and Women, 1981 to 1986

	Total		Men		Women	
	‘000	%	‘000	%	‘000	%
1981	3,160	100	2,180	69	980	31
1982	3,054	100	2,069	68	985	32
1983*	3,391	100	2,212	65	1,179	35
1984	3,439	100	2,220	65	1,219	35
1985	3,493	100	2,228	64	1,265	36
1986	3,603	100	2,293	64	1,310	36
1981-1986 increase	443	14	113	5	330	34

Source: Corporations and Labour Unions Returns Act, Statistics Canada(71-202).

** In 1983, 99 unions, formerly not eligible for inclusion, were added (see note 3).*

Defining the Study Group: Women with One Full-year Paid Job



* See note 7

Table 2

Employment Growth and Unionization

	Women with one year-round job		
	Total	Unionized jobs	
	‘000	‘000	%
1981*			
Goods-producing sector	486	135	28
Service sector	2,134	766	36
1986			
Goods-producing sector	427	127	30
Service sector	2,380	1,041	44
	%		
1981-1986 change			
Goods-producing sector	-12	-6	...
Service sector	12	36	...

Source: Survey of Work History, 1981; Labour Market Activity Survey, 1986.

** See note 7.*

Table 3

Employment Growth and Unionization in Service Sector Industries*

	Women with one year-round job		
	Total	Unionized jobs	
	‘000	‘000	%
1981			
Public services	912	577	63
Business services	576	100	17
Consumer services	646	89	14
1986			
Pubic services	1,107	798	72
Business services	608	141	23
Consumer services	664	101	15
	%	%	
1981-1986 change			
Public services	21	38	--
Business services	6	41	--
Consumer services	3	14	--

Source: Survey of Work History, 1981; Labour Market Activity Survey, 1986.

** See note 8 for definition of industry groups.*

Table 4

Service Sector Employment by Industry and Occupation

	Women with one year-round job					
	All occupations		Managerial	Clerical	Services	Other
	‘000	%	%	%	%	%
1981						
Public services	912	100	58	29	11	2
Business services	576	100	19	68	3	10
Consumer services	646	100	10	34	26	30
1986						
Public services	1,107	100	61	26	11	1
Business services	608	100	28	57	3	12
Consumer services	664	100	15	28	30	27

Source: Survey of Work History, 1981; Labour Market Activity Survey, 1986.

Table 5

Employment by Size of Work Place, 1986

	Women with one year-round job			
	Number of employees at work place			
	1-19	20-99	100-499	500 +
	%			
Public services	23	30	26	20
Business services	38	36	15	10
Consumer services	54	29	14	3

Source: Labour Market Activity Survey, 1986.

Table 6

Unionization Rates by Industry

	Women with one year-round job					
	1981		1986		1981-1986 change	
	Full-time	Part-time	Full-tiime	Part-time	Full-time	Part-time
	%		%		percentage points	
Service sector	40	23	47	34	7	11
Public services	68	41	77	56	8	14
Business services	15	15	23	23	5	9
Consumer services	15	12	15	16	0	5

Source: Survey of Work History, 1981; Labour Market Activity Survey, 1986.

Table 7

White-collar Bargaining Units

	Total units all industries	part-time units	Part-time units as % of total
1980	160	23	14
1981	185	39	21
1982	131	25	19
1983*	99	19	19
1984	182	55	30
1985	169	57	34
1986	160	48	30

Source: Ontario Labour Relations Board data abstracted from Kumar et al., 1983,1987.

** See note 12.*

Table 8

Employment Growth and Unionization

	Women with one year-round job					
	Managerial and professional			Clerical		
	Total	Full-time	Part-time	Total	Full-time	Part-time
Employment growth 1981-1986	%					
Service sector	35	33	42	-7	-9	2
Public services	28	25	43	9	7	20
Business services	56	57	--	-12	-14	3
Consumer services	52	56	30	-16	-20	-7
Unionization rates	%					
Service sector						
1981	53	54	48	32	34	19
1986	57	58	54	39	42	26
Public services						
1981	68	72	53	59	65	24
1986	76	50	62	69	75	38
Business services						
1981	--	--	--	20	21	--
1986	14	15	8	26	27	22
Consumer services						
1981	--	--	--	19	15	19
1986	--	--	--	17	15	22

Source: Survey of Work History, 1981; Labour Market Activity Survey, 1986.

Table 9

Employment and Unionization of Service Sector Clerical Workers

	Women with one year-round job			
	1981-1986 change		Unionization rate	
	Total jobs	Unionized	1981	1986
	%			
All ages (16-69)*	-7	16	32	39
16 - 24	-37	-47	28	24
25 - 34	9	38	35	44
35 - 44	19	47	33	41
45 - 64	-15	20	30	42

Source: Survey of Work History, 1981; Labour Market Activity Survey, 1986.

** Estimates for 65-69 year olds are too small to release.*

Table 10

Ratio of Non-union to Union Average Hourly Earnings

	Women with one year-round job					
	All occupations		Managerial and professional		Clerical	
	1981	1986	1981	1986	1981	1986
	%					
Service sector	79	73	92	85	87	50
Public services	87	88	92	96	92	86
Business services	96	81	--	95	92	78
Consumer services	83	77	--	70	77	79
Full-time	80	74	92	82	85	79
Part-time	77	72	94	100	99	84

Source: Survey of Work History, 1981; Labour Market Activity Survey, 1986.

Table 11

Average Hourly Earnings of Female Paid Workers in 1986 Dollars

	Women with one year-round job					
	All occupations		Managerial and professional		Clerical	
	1981	1986	1981	1986	1981	1986
	$					
Service sector						
Union	12.08	12.53	14.13	14.32	10.54	10.98
Non-union	9.53	9.17	13.05	12.23	9.16	8.80
Public services						
Union	12.70	12.93	14.21	14.40	10.62	10.73
Non-union	11.04	11.35	13.03	13.86	9.74	9.22
Business services						
Union	10.74	12.69	--	13.04	10.53	11.90
Non-union	10.26	10.25	--	12.41	9.67	9.25
Consumer services						
Union	9.61	9.15	--	12.91	10.30	9.97
Non-union	7.98	7.07	--	9.03	7.94	7.83
Full-time						
Union	12.15	12.49	14.30	14.19	10.62	11.01
Non-union	9.74	9.19	13.20	11.57	8.98	8.72
Part-time						
Union	11.62	12.72	13.19	14.97	10.00	10.80
Non-union	8.92	9.11	12.45	14.94	9.86	9.06

Source: Survey of Work History, 1981; Labour Market Activity Survey, 1986.

Women in the service sector			
	Paid workers*	Union members	Unionization rate
	‘000	‘000	%
CALURA 1981	3,777	803	24
CALURA 1986	3,846	1,151	30
** LFS annual average,1981and1986.*			

Service sector jobs held by women			
	Paid jobs	Unionized jobs	Unionization rate
	‘000	‘000	%
SWH 1981	4,715	1,221	26
LMAS 1986	5,713	1,726	30

Women in the service sector						
	Total FTE jobs		Year-round FTE jobs		Year-round unionized FTE jobs	
	‘000	%	‘000	%	‘000	%
1981						
Total	2,697	100	1,819	67	685	25
Full-time	2,326	100	1,618	70	633	27
Part-time	371	100	201	54	51	14
1986						
Total	3,039	100	1,930	64	864	28
Full-time	2,576	100	1,702	66	780	30
Part-time	463	100	228	49	85	18