

# The rise of unionization among women

Ernest B. Akyeampong

Over the past three decades unionization among female workers has risen considerably. In line with their growing presence in the workforce, an increasing number of women have become union members: from 320,000 in 1966 to 1.6 million in 1992, a five-fold increase. Over the same period, the proportion of female employees belonging to a union, that is, their union membership rate or density, almost doubled from 16% to 30%. Since 1992, both their union membership and density appear to have changed little.

In contrast, union membership among men rose slowly – from 1.6 million in 1966 to 2.3 million in 1989 – then decreased to 2.2 million in 1992. Union density declined over the period, from 38% to 36%, and appears to have eroded slightly since then.

As a result of these movements, the presence of women in unions rose from just 17% in 1966 to 42% in 1992, with little subsequent change.

Why has unionization risen among female workers? Where has growth been fastest? What accounts for the stability in recent years? And which characteristics are associated with current membership levels and density (see *Data sources*)? The first three questions are addressed in this study. Answers to the last question are provided in the accompanying union statistics (Appendix).

## Contributing factors

The rise of unionization among female workers is the result of many, often interacting, factors, the most important of which has been the increasing presence of women in the heavily

---

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

## Data sources

Most of the data in this study are provided under the *Corporations and Labour Unions Returns Act* (CALURA). For about three decades CALURA was the only continuous source of union membership data by sex, industry and province.

The Act requires each national and international union with 100 or more members resident in Canada to submit annual financial and membership information to the government. Statistics Canada is charged with administering the Act. Since the reference period for the CALURA count is December 31, this study calculates estimates of union density with December Labour Force Survey (LFS) numbers for paid workers (employees).

(The latest published CALURA data relate to 1992; work is under way to compile and publish the 1993, 1994 and 1995 data shortly.)

In January 1997, the redesigned LFS began to collect and publish estimates of union membership and coverage, that is, both union members and persons who are not members but whose terms of employment are covered by collective agreements. A comparison of the CALURA data and those from the LFS and other household-based surveys is under way. This study is not yet complete, but initial results suggest that overall density ratios and trends from the various sources are similar (Galarneau, 1996).

unionized public sector, which had been growing until recently. Other factors include

- a 1981 amendment to reporting rules under CALURA that affected primarily workers in the public sector;
- the increasing movement of women into other “non-traditional,”

Care should be exercised, however, when comparing LFS and CALURA data. Slightly different results emerge for a number of reasons, some of which are listed below:

- For CALURA, the reference period is December 31 of each year, whereas for the LFS it is usually the week that includes the 15th of the month. This difference is probably of little consequence.
- CALURA is an enumeration of unions with 100 or more members; the LFS is based on a sample of households and imposes no restrictions on union size.
- Multiple jobholders who belong to different unions in each job can be counted twice in CALURA, but only once in the LFS.

The first two questions raised in this article can be addressed by CALURA. Indications from many sources, including preliminary post-1992 CALURA data, suggest 1992 as the most likely peak for both female union membership and density. Explanations for their stability in recent years are inferred mainly from post-1992 Labour Force Survey (LFS) and other data. Recent union statistics are taken from the redesigned LFS database (see Appendix).

This article updates one originally released on the eve of Labour Day, 1998.

male-dominated and often heavily unionized industries or occupations;

- rising unionization among part-time workers; and
- the expansion of union activity into traditionally female-dominated, non- or less-unionized workplaces, especially in service industries.

While some interactions have been noted, data limitations (such as the lack of consistent detailed industry data throughout the period and a change in reporting arrangement) have precluded the use of a multivariate or a shift-share analysis to isolate the influence of each factor on overall growth in female union membership and density. Data limitations have also constrained the analysis mostly to the post-1976 period.

### Women's presence in the public sector has grown

Labour market analysts often point to the public sector when explaining the difference between Canadian and American trends in union density in the last two decades.<sup>1</sup> In the United States, overall density declined sharply from 20% in 1983 to 14% in 1997, while in Canada it stabilized around 31% to 33% over the same period. Had it not been for employment growth (at least until the last several years) in this heavily unionized sector, both union membership and density in Canada would have fallen. For example, in 1997 union density in the U.S. public sector stood at 37.2%, about half the comparable rate in Canada (73.0%). Had the Canadian rate matched the American, Canada's overall union density in 1997 would have been 24.5% instead of 30.9%.<sup>2</sup> Among female employees, the public sector played more than a stabilizing role in union membership and density: it was the main catalyst for growth, at least until the beginning of the 1990s.

Because CALURA does not distinguish between public and private sector employees or union members, data from the LFS better illustrate the effect of the public sector on women's union membership and density.<sup>3</sup> Information from the LFS suggests that five major industries (government services; transportation and storage; communication and other utilities; education; and health and social services) account for almost all

female public sector employees (over 95% in 1976 and 1992) and a good proportion of female employees overall (about 40% in 1976 and 42% in 1992).<sup>4</sup> In 1989, women's union density in these five industries combined was 56%, compared with only 11% for all other industries.

Over the period 1976 to 1992, employment increased by 294,000 in the public sector. Women gained 370,000 jobs; men lost 76,000. Even if women's density in this sector had remained unchanged, the increase in the number of female employees would have caused union membership to rise. But other factors appear to have influenced public sector density as well. Between 1989 and 1992, women's union density in each of these five industries rose, implying that many more women were occupying unionized positions in the public sector.

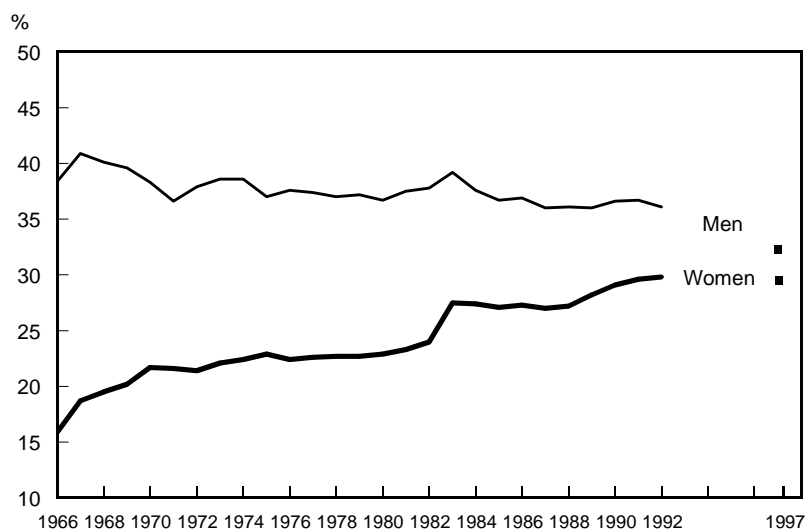
Because public sector industries accounted for such a large proportion of female unionized workers (the aforementioned five industries made

up 78% in 1989), growing unionization in that sector also meant a rise in all-industry women's union membership and density over the 1976-92 period.

### Amendment changed reported figures

The 1983 implementation of an amendment to the *Corporations and Labour Unions Returns Act* resulted in an upward shift in reported union membership and density. This amendment required some professional associations such as teachers federations and nurses organizations (most of which are in the public sector) to begin filing membership and financial reports under the Act (further boosting overall union growth). The resulting increases in union membership and density were somewhat larger for women because of their predominance in these federations and organizations. Their reported union membership grew by 169,000 in 1983, and their union density increased from 24.6% under the old reporting system to 27.5% (Chart).

Chart  
Reported union density has risen among women.



Sources: CALURA (1966 to 1992) and Labour Force Survey (1997)

### Women have shifted into male-dominated industries

The steady movement of women into “non-traditional,” male-dominated and often heavily unionized industries and occupations has contributed to the increases in women’s union membership and density noted earlier. Events in the construction industry are a case in point.<sup>5</sup> (Because CALURA does not collect occupational data, this analysis is restricted to industry shifts.)

The construction industry has persistently posted a higher-than-average concentration of men, as well as higher-than-average union density. In 1976, for example, about 92% of employees in this industry were men, compared with 61% in all industries; similarly, union density in construction was 58%, compared with an all-industry density of 32%. Over the years, however, the number of women in this industry has increased while that of men has fluctuated. The number of women almost doubled between 1976 and 1992, from 36,000 to 68,000, and their employee share more than doubled, from 7.6% to 15.4%. More importantly, women’s union density in the industry tripled (from 4% to 12%), implying that in 1992 many more female employees occupied unionized positions: indeed, about one in 8 did, compared with less than one in 30 in 1976. The opposite occurred in other male-dominated industries such as manufacturing (in which women’s employment and union density both declined), though not enough to curb women’s overall union density.

### More unionized part-time workers

A small proportion of the growth in women’s union membership over the years can be traced to gains made among part-time workers. Some of these gains may be the result of efforts by previously non-unionized workers to have working conditions improved. Others are the result of

unionists’ attempts to discourage certain hiring practices; in particular, a perceived preference for non-unionized, less costly part-time labour.

Because CALURA makes no distinction between full- and part-time unionized workers, this study uses data from household-based sources, specifically the Labour Market Activity Survey (an LFS supplement) and the redesigned LFS. According to these sources, union membership and density increased among part-time employees aged 16 to 69 between 1987 and 1997: membership rose from 418,000 to 462,000 while density increased from 20.0% to 21.8%. Furthermore, all of the growth occurred among female part-time employees. Union density among women rose from 21.7% to 23.9%.

### Expansion into non-unionized workplaces

Of the factors contributing to the rise of unionization among women, the most difficult to verify are inroads made into certain areas of the economy, in particular, the service industries.<sup>6</sup> Such workplaces tend to employ disproportionately large shares of young people and women. Typical are retail outlets, banks, and accommodation, food and beverage establishments.

Effective organization of these workers is often hampered, financially and logistically, by their relatively small and geographically scattered workplaces. High worker turnover in many cases also makes organizing difficult.

Data from CALURA, albeit highly aggregated, suggest that women’s union activity may be growing slowly in some of these workplaces. For example, in retail trade and in finance, insurance and real estate (both characterized by a large female presence), union membership and density rose between 1976 and 1989 (Table 1). Furthermore, despite the effects of the 1990-92 recession on employment, density remained unaffected in trade, and actually rose in finance, insurance and real estate. In accommodation, food and beverage services (characterized by high youth employment), some marginal increases occurred between 1989 and 1992.

### Growth uneven

Because the level of industry detail under CALURA changed during the period under study, it is not possible to determine precisely where growth was fastest. But for the 1989-to-1992 period, during which data for most major industries are known, growth in women’s union membership and

Table 1  
Women’s union membership and density in selected service industries

	Membership			Density		
	1976	1989	1992	1976	1989	1992
	'000			%		
Retail trade	43	87	81	8.0	11.0	11.0
Finance, insurance and real estate	8	15	19	2.5	3.3	4.2
Accommodation, food and beverage services	..	31	32	..	7.2	7.5

Source: CALURA

density occurred everywhere except in manufacturing, where it fell. The fastest growth occurred in education; health and social services; and government services.

Among the provinces, increases in women's union membership and density were universal between 1976 and 1992 (Table 2). Membership actually tripled in Newfoundland and more than doubled in all other provinces except Manitoba and Quebec. In 1976, these two latter provinces together with British Columbia already had densities exceeding the national average. Indeed, Quebec boasted the highest provincial density (30%).

Table 2  
**Women's union membership and density by province**

	Membership		Density	
	1976	1992	1976	1992
	'000		%	
<b>Canada</b>	<b>749</b>	<b>1,583</b>	<b>23</b>	<b>30</b>
Nfld.	10	31	21	41
P.E.I.	3	7	23	33
N.S.	16	41	16	27
N.B.	14	34	20	28
Que.	251	444	30	36
Ont.	241	545	18	26
Man.	36	70	24	35
Sask.	23	56	21	32
Alta.	55	136	19	27
B.C.	101	219	28	35

Source: CALURA

By 1992, Newfoundland, Prince Edward Island, Quebec, Manitoba, Saskatchewan and British Columbia all recorded above average densities for women. Newfoundland recorded the highest rate (41%).

### Figures stabilize in the 1990s

Unpublished, preliminary CALURA data point to a stabilization in both women's union membership (at around 1.6 million) and density (at

around 30%) from 1992 to 1995. Data from the redesigned LFS also suggest that these levels held in 1997, as they have so far in 1998. What accounts for this stability? Two trends appear to be at work here. Declines in public sector employment in recent years may have resulted in reduced membership. On the other hand, increased activity in formerly non- or less-organized workplaces or work groups, such as part-timers, and the increasing movement of women into some heavily unionized areas, may have produced offsetting increases.

### Summary

Except for the last several years, women's union membership and density have witnessed steady growth over three decades. This contrasts sharply with the experiences among men, whose membership and density have trended down over the past decade. As a result of these movements, almost one in two union members today is a woman, compared with about one in six three decades ago. This growth has been widespread. All provinces have experienced it, as have all major industries except manufacturing.

The rise in union activity among women prior to the 1990s can be traced to several factors, most notably, their growing presence in the heavily unionized public sector.

Since the beginning of this decade, women's union membership and density have remained fairly steady, with declines in the public sector being offset by increases elsewhere. □

### Notes

1 Since the mid-1960s, many workers in Canada's public sector have been allowed to unionize.

2 Union density in the private non-agricultural sector in the United States (9.8% in 1997) was also considerably lower than the corresponding figure for Canada (21.9% in 1997).

3 Until 1989, the industry information provided by CALURA was not detailed enough to provide meaningful estimates of the public/private split of total union membership. For example, while CALURA has regularly released union membership data on government services; transportation and storage; and communication and other utilities (largely public sector and heavily unionized), it treated education, and health and social services (both largely public industries) as one industry until 1989, when it began to show them separately.

4 The LFS identifies each employer as public or private, based on "ownership." Thus, public sector employees are those who work for a local, provincial or federal government service or agency, a crown corporation, or a publicly owned establishment such as a school or hospital. All other employees are identified as private. Union membership or coverage is determined according to respondents' answers to the following questions:

IS ... A UNION MEMBER AT (name of main job)? If no,

IS ... COVERED BY A UNION CONTRACT OR COLLECTIVE AGREEMENT?

5 Data limitations prevent a study of overall effects of these movements.

6 For an account of the successes and failures in unionizing workers at many of these workplaces see Thompson (1998).

### References

Akyeampong, E.B. "A statistical portrait of the trade union movement." *Perspectives on Labour and Income* (Statistics Canada, Catalogue no. 75-001-XPE) 9, no. 4 (Winter 1997): 45-54.

Galarneau, D. "Unionized workers." *Perspectives on Labour and Income* (Statistics Canada, Catalogue no. 75-001-XPE) 8, no. 1 (Spring 1996): 43-52.

Thompson, C. "State of the union." *Report on Business Magazine*. March 27, 1998, p. 72.

U.S. Bureau of Labor Statistics. "Union members in 1997." *News*. Washington, D.C., January 30, 1998.

## Appendix

---

### Selected union statistics

**Table 1-A Union membership and coverage of employees (both sexes)**

- During the first nine months of 1998, approximately 3.6 million (30.5%) paid workers (employees) belonged to a union. An additional 295,000 (2.5%) employees were covered by a collective agreement, thus enjoying union-negotiated benefits even though they were not union members.
- Men's unionization rate slightly exceeded women's (31.4% versus 29.5%).
- Employees in the public sector, that is, those working for government, crown corporations, or government-owned schools or hospitals, were more than three times as likely as their private sector counterparts to belong to a union (72.0% versus 21.6%).
- Almost one in three full-time employees belonged to a union, compared with about one in five part-time workers. Also, almost one in three employees in a permanent position was a union member, compared with roughly one in four in a non-permanent job.
- High union rates were found among employees aged 45 to 54 (43.0%), as well as those with university degrees (35.2%), workers in Newfoundland (38.5%), those in government services (65.0%) and utilities (63.9%), and workers in professional positions (48.4%).

**Table 1-B Union membership and coverage of men**

- During the first nine months of 1998 high union rates were recorded among men with less than Grade 9 education (36.2%), mirroring the high union rates in blue-collar occupations such as construction (44.3%); processing, machining and fabricating; transport equipment operating; and material handling and other crafts (about 40%).
- The union rate among male part-time employees (15.9%) was only half that observed among their full-time counterparts (33.1%).

**Table 1-C Union membership and coverage of women**

- Women's highest unionization rate during the first nine months of 1998 was recorded among university graduates, a reflection of the high union profile in certain white-collar professional positions (for

example, teaching, and health and social service occupations). In both managerial and professional occupations, women's rates exceeded men's.

- The unionization rate among female part-time workers (24.1%) was considerably higher than that of their male counterparts (15.9%). The high incidence of job sharing among professionals in this group contributed to the rate.
- Women in blue-collar jobs were considerably less likely than men in similar positions to belong to a union (27.5% versus 38.7%, respectively). The reverse was true for persons in non-permanent jobs (23.9% versus 20.3%).

**Table 2 Average earnings and average usual hours, main job**

Though not all of the differences can be attributed to union status, LFS data for the first nine months of 1998 show the following:

- Average hourly earnings of unionized workers were higher than those of non-union members. This held true whether they worked full time (\$19.01 versus \$15.50) or part time (\$16.71 versus \$9.76).
- Unionized part-time employees not only worked more hours each week than non-unionized part-timers, they also earned almost twice as much (noted above). As a result, their average weekly earnings were double those of the latter (\$331.74 versus \$164.90).
- On average, full-time unionized women earned 90% of their male counterparts' hourly wages. In contrast, unionized women who worked part time earned 8% more than men.

**Table 3 Major wage settlements and inflation rates**

- During the first seven months of 1998, wage gains amounted to 1.5%, with inflation running around 1.0%. This suggests a possible shift away from the prolonged period during which gains in major wage settlements generally lagged inflation.
- As well, the gap between the public and private sectors has narrowed over the past year or so. For example, during the first seven months of 1998, gains in the public sector averaged 1.5%, almost identical to the private sector's 1.6%.

**Table 4 Strikes and lockouts, workers involved and person-days and working time lost**

- Annual statistics on strikes, lockouts and person-days lost are affected by several factors, including the nature of collective bargaining timetables, the size of the unions involved, and the state of the economy. Collective bargaining timetables and the size of the unions involved determine the potential for industrial disputes at a point in time, as well as 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 technically possible.
- As measured by person-days not worked, 1996 and 1997 witnessed some resurgence of labour unrest. Even for these years, though, despite a larger workforce, the number of strikes and lockouts (279 in 1997) and the resulting person-days lost (3.6 million) were roughly one-third the levels of 1980.
- Data for the first half of 1998 show 171 strikes and lockouts involving 84,000 workers, with an estimated 890,000 person-days lost or 0.06% of working time.

**Data sources**

Information on union membership, density and coverage by various sociodemographic characteristics, including earnings, are from the redesigned Labour Force Survey (LFS), which came into effect January 1997. Further details on LFS-based union statistics can be obtained from Marc Lévesque, Household Surveys Division, Statistics Canada at (613) 951-2793.

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 Céline Laporte, Workplace Information Directorate, HRDC at (819) 953-8251 or 1 800 567-6866.

Table 1-A  
Union membership and coverage of employees by selected characteristics, 1998 \*

	Total employed	Union member		Union coverage **		Not a union member ***
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
<b>Both sexes</b>	<b>11,770</b>	<b>3,590</b>	<b>30.5</b>	<b>3,885</b>	<b>33.0</b>	<b>7,886</b>
<b>Sector †</b>						
Public	2,078	1,496	72.0	1,577	75.9	500
Private	9,693	2,093	21.6	2,307	23.8	7,385
<b>Sex</b>						
Men	6,164	1,938	31.4	2,110	34.2	4,053
Women	5,607	1,651	29.5	1,775	31.7	3,832
<b>Age</b>						
15 to 24	1,951	215	11.0	253	13.0	1,698
25 to 54	8,899	3,042	34.2	3,279	36.8	5,620
25 to 44	6,499	2,010	30.9	2,182	33.6	4,317
45 to 54	2,401	1,032	43.0	1,097	45.7	1,303
55 and over	920	332	36.1	353	38.3	568
<b>Education</b>						
Less than Grade 9	450	142	31.7	151	33.7	298
Some high school	1,581	400	25.3	428	27.1	1,153
High school graduation	2,436	669	27.5	718	29.5	1,718
Some postsecondary	1,167	268	23.0	292	25.0	875
Postsecondary certificate or diploma	3,959	1,345	34.0	1,456	36.8	2,503
University degree	2,177	766	35.2	839	38.6	1,338
<b>Province</b>						
Newfoundland	163	63	38.5	65	40.1	98
Prince Edward Island	49	13	27.1	14	29.1	35
Nova Scotia	342	98	28.8	105	30.6	237
New Brunswick	274	75	27.4	80	29.2	194
Quebec	2,788	989	35.5	1,113	39.9	1,675
Ontario	4,687	1,303	27.8	1,377	29.4	3,309
Manitoba	451	155	34.3	164	36.3	287
Saskatchewan	352	118	33.7	128	36.3	224
Alberta	1,204	266	22.1	306	25.4	898
British Columbia	1,462	508	34.8	533	36.5	929
<b>Work status</b>						
Full-time	9,696	3,138	32.4	3,398	35.0	6,298
Part-time	2,075	452	21.8	487	23.5	1,587
<b>Industry</b>						
Goods-producing	3,130	957	30.6	1,037	33.1	2,093
Agriculture	141	4	2.8	5	3.8	136
Other primary	236	60	25.5	66	27.9	170
Manufacturing	2,144	679	31.7	737	34.4	1,406
Construction	473	127	26.9	135	28.6	338
Utilities ††	136	87	63.9	93	68.8	42
Service-producing	8,640	2,632	30.5	2,848	33.0	5,793
Transportation, storage and communication	798	362	45.4	382	47.8	416
Trade	1,977	225	11.4	261	13.2	1,717
Finance, insurance and real estate	666	55	8.3	70	10.5	596
Community, business and personal services †††	4,391	1,465	33.4	1,565	35.7	2,825
Government services	808	526	65.0	570	70.5	238

Table 1-A  
**Union membership and coverage of employees by selected characteristics, 1998\*** (concluded)

	Total employed	Union member		Union coverage**		Not a union member***
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
<b>Both sexes</b>	<b>11,770</b>	<b>3,590</b>	<b>30.5</b>	<b>3,885</b>	<b>33.0</b>	<b>7,886</b>
<b>Occupation</b>						
White-collar	8,523	2,394	28.1	2,606	30.6	5,917
Managerial and administrative	1,745	262	15.0	313	17.9	1,432
Professional	2,340	1,133	48.4	1,205	51.5	1,136
Clerical	1,878	533	28.4	575	30.6	1,303
Sales	1,010	79	7.8	94	9.3	916
Service	1,550	387	25.0	420	27.1	1,130
Blue-collar	3,247	1,196	36.8	1,279	39.4	1,969
Primary	262	40	15.2	44	16.9	217
Processing, machining and fabricating	1,635	622	38.1	668	40.8	968
Construction	475	209	43.9	219	46.0	257
Transport equipment operating	420	160	38.1	171	40.6	249
Material handling and other crafts	455	165	36.2	177	38.9	278
<b>Workplace size</b>						
Under 20 employees	4,086	493	12.1	561	13.7	3,525
20 to 99 employees	3,768	1,154	30.6	1,252	33.2	2,516
100 to 500 employees	2,453	1,105	45.1	1,183	48.3	1,269
Over 500 employees	1,463	838	57.3	888	60.7	575
<b>Job tenure</b>						
1 to 12 months	2,842	373	13.1	439	15.5	2,403
Over 1 year to 5 years	3,446	695	20.2	777	22.5	2,669
Over 5 years to 9 years	1,727	589	34.1	627	36.3	1,100
Over 9 years to 14 years	1,463	637	43.6	672	45.9	791
Over 14 years	2,292	1,295	56.5	1,369	59.7	923
<b>Job status</b>						
Permanent	10,363	3,279	31.6	3,535	34.1	6,828
Non-permanent	1,408	311	22.1	350	24.8	1,058

Source: Labour Force Survey

\* Average for the January-to-September 1998 period.

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

\*\*\* Includes workers who are neither union members nor covered by collective agreements.

† Public sector employees are those working for government departments or agencies, crown corporations or publicly owned schools, hospitals or other institutions. Private sector employees are all other wage and salary earners.

†† Includes electric power systems, water systems, gas distribution systems and waste disposal systems.

††† Includes business services; education; health and social services; accommodation, food and beverage services; amusement and recreation services; personal and household services; membership organizations; and other services.



Table 1-B  
**Union membership and coverage of men by selected characteristics, 1998 \***

	Total employed	Union member		Union coverage **		Not a union member ***
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
<b>Men</b>	<b>6,164</b>	<b>1,938</b>	<b>31.4</b>	<b>2,110</b>	<b>34.2</b>	<b>4,053</b>
<b>Sector †</b>						
Public	971	692	71.2	735	75.7	236
Private	5,193	1,247	24.0	1,375	26.5	3,818
<b>Age</b>						
15 to 24	1,009	119	11.8	142	14.1	867
25 to 54	4,624	1,619	35.0	1,754	37.9	2,870
25 to 44	3,392	1,063	31.3	1,159	34.2	2,233
45 to 54	1,231	556	45.2	595	48.3	637
55 and over	531	200	37.8	214	40.3	317
<b>Education</b>						
Less than Grade 9	278	101	36.2	107	38.4	172
Some high school	915	264	28.8	283	30.9	632
High school graduation	1,242	390	31.4	419	33.8	823
Some postsecondary	581	153	26.4	166	28.6	415
Postsecondary certificate or diploma	2,010	702	34.9	764	38.0	1,246
University degree	1,137	328	28.8	371	32.6	766
<b>Province</b>						
Newfoundland	84	34	40.4	36	42.3	49
Prince Edward Island	24	6	23.5	6	25.5	18
Nova Scotia	177	54	30.3	57	32.2	120
New Brunswick	143	39	27.4	42	29.3	101
Quebec	1,486	549	37.0	624	42.0	862
Ontario	2,453	735	30.0	777	31.7	1,676
Manitoba	235	79	33.6	84	35.8	150
Saskatchewan	179	55	30.8	61	33.8	118
Alberta	635	129	20.3	151	23.8	483
British Columbia	749	259	34.6	273	36.5	475
<b>Work status</b>						
Full-time	5,567	1,843	33.1	2,005	36.0	3,562
Part-time	597	95	15.9	106	17.7	491
<b>Industry</b>						
Goods-producing	2,339	807	34.5	867	37.1	1,472
Agriculture	84	2	2.6	3	3.7	81
Other primary	199	57	28.7	62	31.3	137
Manufacturing	1,534	550	35.8	592	38.6	943
Construction	414	126	30.6	134	32.4	280
Utilities ††	107	72	66.8	76	71.1	31
Service-producing	3,825	1,131	29.6	1,243	32.5	2,582
Transportation, storage and communication	547	253	46.2	267	48.8	280
Trade	1,051	131	12.4	154	14.7	897
Finance, insurance and real estate	232	17	7.2	21	9.2	211
Community, business and personal services †††	1,552	442	28.5	485	31.3	1,067
Government services	443	289	65.2	316	71.3	127

Table 1-B

**Union membership and coverage of men by selected characteristics, 1998\*** (concluded)

	Total employed	Union member		Union coverage**		Not a union member***
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
<b>Men</b>	<b>6,164</b>	<b>1,938</b>	<b>31.4</b>	<b>2,110</b>	<b>34.2</b>	<b>4,053</b>
<b>Occupation</b>						
White-collar	3,454	890	25.8	993	28.8	2,461
Managerial and administrative	897	129	14.3	157	17.5	740
Professional	965	357	37.0	392	40.7	573
Clerical	394	138	35.1	147	37.4	247
Sales	494	44	9.0	53	10.7	441
Service	703	222	31.5	243	34.6	460
Blue-collar	2,710	1,048	38.7	1,117	41.2	1,593
Primary	211	36	17.2	40	19.2	170
Processing, machining and fabricating	1,306	521	39.9	556	42.6	749
Construction	462	204	44.3	214	46.3	248
Transport equipment operating	380	147	38.7	156	41.0	224
Material handling and other crafts	351	139	39.7	150	42.8	201
<b>Workplace size</b>						
Under 20 employees	1,975	269	13.6	306	15.5	1,669
20 to 99 employees	2,014	585	29.0	642	31.9	1,372
100 to 500 employees	1,364	623	45.7	671	49.2	693
Over 500 employees	810	462	57.0	491	60.6	319
<b>Job tenure</b>						
1 to 12 months	1,482	206	13.9	245	16.5	1,237
Over 1 year to 5 years	1,790	369	20.6	418	23.4	1,372
Over 5 years to 9 years	833	277	33.2	298	35.7	535
Over 9 years to 14 years	712	313	43.9	331	46.5	381
Over 14 years	1,346	773	57.4	818	60.8	528
<b>Job status</b>						
Permanent	5,469	1,797	32.9	1,949	35.6	3,519
Non-permanent	695	141	20.3	161	23.1	534

Source: Labour Force Survey

\* Average for the January-to-September 1998 period.

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

\*\*\* Includes workers who are neither union members nor covered by collective agreements.

† Public sector employees are those working for government departments or agencies, crown corporations or publicly owned schools, hospitals or other institutions. Private sector employees are all other wage and salary earners.

†† Includes electric power systems, water systems, gas distribution systems and waste disposal systems.

††† Includes business services; education; health and social services; accommodation, food and beverage services; amusement and recreation services; personal and household services; membership organizations; and other services.

Table 1-C  
**Union membership and coverage of women by selected characteristics, 1998 \***

	Total employed	Union member		Union coverage **		Not a union member ***
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
<b>Women</b>	<b>5,607</b>	<b>1,651</b>	<b>29.5</b>	<b>1,775</b>	<b>31.7</b>	<b>3,832</b>
<b>Sector †</b>						
Public	1,107	804	72.7	842	76.1	265
Private	4,500	847	18.8	933	20.7	3,567
<b>Age</b>						
15 to 24	942	97	10.2	111	11.8	831
25 to 54	4,276	1,423	33.3	1,525	35.7	2,751
25 to 44	3,106	947	30.5	1,022	32.9	2,084
45 to 54	1,169	476	40.7	503	43.0	667
55 and over	389	132	33.9	139	35.6	251
<b>Education</b>						
Less than Grade 9	171	42	24.3	45	26.0	127
Some high school	666	136	20.4	145	21.8	521
High school graduation	1,194	279	23.3	299	25.0	895
Some postsecondary	586	115	19.6	126	21.5	460
Postsecondary certificate or diploma	1,949	642	33.0	692	35.5	1,257
University degree	1,041	438	42.1	468	45.0	572
<b>Province</b>						
Newfoundland	79	29	36.6	30	37.7	49
Prince Edward Island	25	8	30.4	8	32.4	17
Nova Scotia	164	45	27.2	47	28.8	117
New Brunswick	132	36	27.4	38	29.0	94
Quebec	1,302	440	33.8	489	37.6	813
Ontario	2,234	569	25.5	601	26.9	1,633
Manitoba	216	76	35.1	80	36.8	136
Saskatchewan	173	63	36.6	67	38.9	105
Alberta	569	137	24.1	155	27.2	414
British Columbia	713	249	35.0	260	36.4	453
<b>Work status</b>						
Full-time	4,129	1,295	31.4	1,393	33.7	2,736
Part-time	1,478	357	24.1	381	25.8	1,096
<b>Industry</b>						
Goods-producing	792	150	19.0	170	21.5	621
Agriculture	57	2	3.2	2	4.0	55
Other primary	37	3	8.2	3	9.5	33
Manufacturing	609	129	21.2	146	23.9	464
Construction	60	...	...	2	2.6	58
Utilities ††	29	15	53.4	17	60.3	11
Service-producing	4,815	1,501	31.2	1,604	33.3	3,211
Transportation, storage and communication	251	110	43.7	115	45.8	136
Trade	927	94	10.1	107	11.5	820
Finance, insurance and real estate	433	38	8.9	49	11.2	385
Community, business and personal services †††	2,839	1,022	36.0	1,080	38.1	1,759
Government services	365	237	64.8	254	69.6	111

Table 1-C  
**Union membership and coverage of women by selected characteristics, 1998\*** (concluded)

	Total employed	Union member		Union coverage**		Not a union member***
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
<b>Women</b>	<b>5,607</b>	<b>1,651</b>	<b>29.5</b>	<b>1,775</b>	<b>31.7</b>	<b>3,832</b>
<b>Occupation</b>						
White-collar	5,069	1,503	29.7	1,613	31.8	3,456
Managerial and administrative	848	133	15.7	156	18.4	692
Professional	1,375	776	56.4	812	59.1	563
Clerical	1,484	395	26.6	428	28.8	1,057
Sales	516	35	6.7	41	8.0	475
Service	846	165	19.6	177	20.9	670
Blue-collar	538	148	27.5	161	30.0	376
Primary	51	3	6.8	4	7.7	47
Processing, machining and fabricating	330	102	30.9	111	33.8	219
Construction	13	4	31.8	5	36.1	9
Transport equipment operating	40	13	33.0	15	36.9	25
Material handling and other crafts	104	25	24.3	27	25.8	77
<b>Workplace size</b>						
Under 20 employees	2,111	224	10.6	255	12.1	1,856
20 to 99 employees	1,754	569	32.4	610	34.8	1,144
100 to 500 employees	1,088	482	44.3	512	47.1	576
Over 500 employees	653	376	57.6	397	60.8	256
<b>Job tenure</b>						
1 to 12 months	1,360	166	12.2	194	14.3	1,166
Over 1 year to 5 years	1,656	326	19.7	359	21.7	1,297
Over 5 years to 9 years	895	312	34.9	330	36.9	565
Over 9 years to 14 years	751	325	43.2	341	45.4	410
Over 14 years	946	522	55.2	551	58.3	395
<b>Job status</b>						
Permanent	4,894	1,481	30.3	1,586	32.4	3,308
Non-permanent	713	170	23.9	189	26.5	524

Source: Labour Force Survey

\* Average for the January-to-September 1998 period.

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

\*\*\* Includes workers who are neither union members nor covered by collective agreements.

† Public sector employees are those working for government departments or agencies, crown corporations or publicly owned schools, hospitals or other institutions. Private sector employees are all other wage and salary earners.

†† Includes electric power systems, water systems, gas distribution systems and waste disposal systems.

††† Includes business services; education; health and social services; accommodation, food and beverage services; amusement and recreation services; personal and household services; membership organizations; and other services.

Table 2  
**Average earnings and average usual hours, main job, by employees' union status and work status, 1998\***

	Total employed	Union member	Union coverage**	Not a union member***
<b>Both sexes</b>				
<b>Average hourly earnings (\$)</b>				
All employees	15.76	18.72	18.63	14.35
Full-time employees	16.71	19.01	18.94	15.50
Part-time employees	11.33	16.71	16.45	9.76
<b>Average weekly earnings (\$)</b>				
All employees	582.13	685.32	683.60	532.15
Full-time employees	663.36	736.23	735.02	624.71
Part-time employees	202.48	331.74	324.95	164.90
<b>Average usual weekly hours, main job</b>				
All employees	35.8	36.4	36.4	35.5
Full-time employees	39.8	38.8	38.9	40.2
Part-time employees	17.3	19.5	19.4	16.6
<b>Men</b>				
<b>Average hourly earnings (\$)</b>				
All employees	17.29	19.62	19.57	16.11
Full-time employees	18.04	19.82	19.79	17.06
Part-time employees	10.34	15.75	15.47	9.24
<b>Average weekly earnings (\$)</b>				
All employees	681.32	762.32	761.25	639.72
Full-time employees	735.79	786.14	785.91	707.59
Part-time employees	173.43	300.69	293.47	147.61
<b>Average usual weekly hours, main job</b>				
All employees	38.7	38.8	38.8	38.6
Full-time employees	41.1	39.8	39.9	41.7
Part-time employees	16.3	18.7	18.6	15.8
<b>Women</b>				
<b>Average hourly earnings (\$)</b>				
All employees	14.08	17.65	17.51	12.48
Full-time employees	14.91	17.84	17.73	13.48
Part-time employees	11.73	16.97	16.72	10.00
<b>Average weekly earnings (\$)</b>				
All employees	473.09	594.93	591.26	418.37
Full-time employees	565.72	665.17	661.80	516.80
Part-time employees	214.22	340.01	333.67	172.65
<b>Average usual weekly hours, main job</b>				
All employees	32.7	33.6	33.6	32.2
Full-time employees	38.0	37.4	37.4	38.3
Part-time employees	17.7	19.7	19.6	17.0

Source: Labour Force Survey

\* Average for the January-to-September 1998 period.

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

\*\*\* Includes workers who are neither union members nor covered by collective agreements.

Table 3  
Major wage settlements and inflation rates

Year	Average annual percentage increase in base wage rates			Annual change in Consumer Price Index
	Public sector*	Private sector*	Both sectors	
				%
1979	9.5	11.1	10.0	9.1
1980	10.9	11.7	11.1	10.2
1981	13.1	12.6	13.0	12.4
1982	10.4	9.5	10.2	10.9
1983	4.6	5.5	4.8	5.7
1984	3.9	3.2	3.6	4.4
1985	3.8	3.3	3.7	3.9
1986	3.6	3.0	3.4	4.2
1987	4.1	3.8	4.0	4.4
1988	4.0	5.0	4.4	4.0
1989	5.2	5.2	5.2	5.0
1990	5.6	5.7	5.6	4.8
1991	3.4	4.4	3.6	5.6
1992	2.0	2.6	2.1	1.5
1993	0.6	0.8	0.6	1.8
1994	-	1.3	0.3	0.2
1995	0.6	1.4	0.9	2.1
1996	0.5	1.8	0.9	1.6
1997	1.2	2.1	1.6	1.6
1998 **	1.5	1.6	1.5	1.0

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

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

\* Public sector employees are those working for government departments or agencies, crown corporations or publicly owned schools, hospitals or other institutions. Private sector employees are all other wage and salary earners.

\*\* 1998 data refer to January to July only.

Table 4  
Strikes and lockouts, workers involved, and person-days and working time lost

Year	Strikes & lockouts	Workers involved	Person- days not worked	Percentage of estimated working time
		'000	'000	%
1980	1,028	439	9,130	0.37
1981	1,049	341	8,850	0.35
1982	679	464	5,702	0.23
1983	645	329	4,441	0.18
1984	716	187	3,883	0.15
1985	829	162	3,126	0.12
1986	748	484	7,151	0.27
1987	668	582	3,810	0.14
1988	548	207	4,901	0.17
1989	627	445	3,701	0.13
1990	579	270	5,079	0.17
1991	463	253	2,516	0.09
1992	404	150	2,110	0.07
1993	381	102	1,517	0.05
1994	374	81	1,607	0.06
1995	328	149	1,583	0.05
1996	328	282	3,345	0.11
1997	279	254	3,570	0.12
1998 *	171	84	890	0.06

Source: Human Resources Development Canada, Workplace Information Directorate

\* 1998 data refer to January to June only.