

# Unionization – an update

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Since 1997, the Labour Force Survey (LFS) has been the major source of data on unionization. The first detailed socio-demographic and economic profile of union members from the LFS was released in *Perspectives* on the eve of Labour Day 1997 and updated in 1998 (Akyeampong, 1997 and 1998).

This year's update extends the profile to the provincial level. It also provides unionization rates according to the new North American Industry Classification System (NAICS) and the 1991 Standard Occupational Classification (SOC 1991). (For details on the objectives of NAICS and SOC 1991, including comparisons with the SIC 1980 and SOC 1980, see Statistics Canada, 1999.) Data on earnings, wage settlements, inflation, and strikes and lockouts are also provided.

Some highlights follow:

**Table 1: Union rates in 1998 and 1999**

At 11.9 million, average paid employment (employees) during the first half of 1999 was 292,000 higher than that a year earlier. Union membership, however, was virtually unchanged at 3.6 million. This resulted in a fall in the union rate (density) from 30.7% to 30.1%.

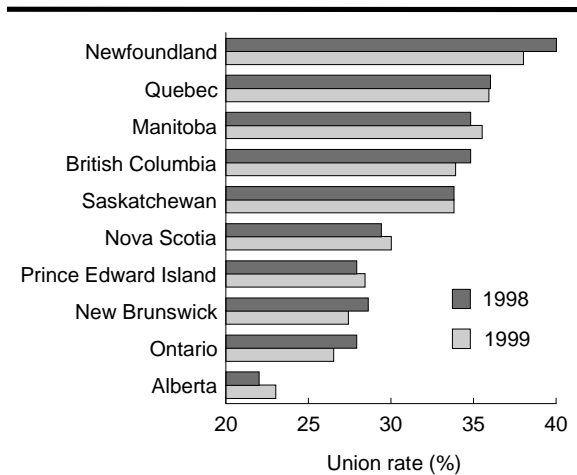
This decline affected both men and women: men's rate fell from 31.6% to 30.9%, and women's, from 29.8% to 29.3%.

Almost all of the decline occurred in the private sector, where it fell from 19.1% to 18.2%. Public sector density remained virtually unchanged at around 71%.

Quebec, Ontario, British Columbia, Newfoundland and New Brunswick all recorded declines in union

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



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

density; Alberta, Manitoba, Prince Edward Island and Nova Scotia saw rises. Density remained unchanged in Saskatchewan (Chart A).

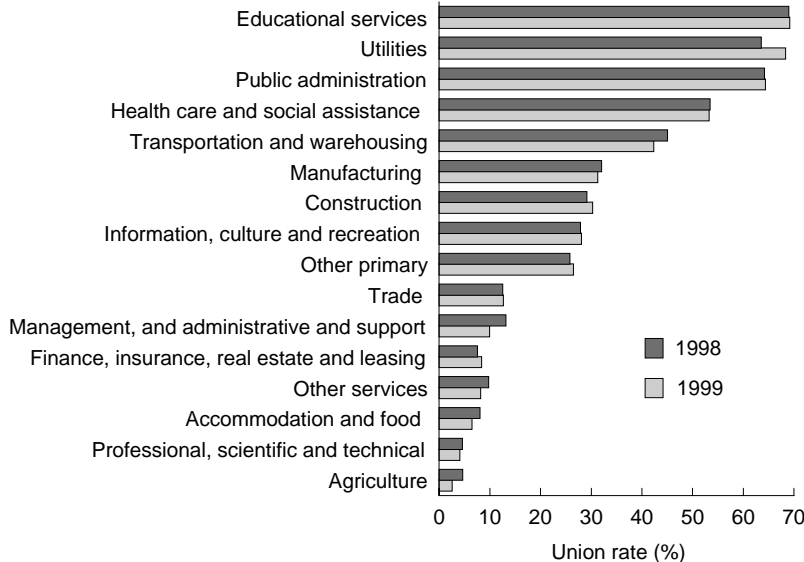
The rate among full-time employees fell from 32.7% to 32.0%, but remained almost unchanged for part-time workers, at around 21.8%.

Workers in both permanent and non-permanent jobs recorded declines in density, as did workers in various firm sizes.

Union rates fell in half of the 16 major industry groups, rising in other primary industries; utilities; construction; trade; finance, insurance, real estate and leasing; educational services; information, culture and recreation; and public administration (Chart B).

Among the 10 major occupational groups, union density rose in 3 (social and public service; culture and recreation; and sales and service). The rest experienced declines (Chart C).

**Chart B: The highest unionization rates in 1998 were in public sector-dominated industries.**



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

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 (35.4%), workers in Newfoundland (38.6%), those in educational services (68.9%), utilities (65.0%) and public administration (64.3%), and workers in health care positions (64.4%).

Low union rates were recorded by youths (15 to 24 years) (11.1%), workers in Alberta (22.3%), employees in agriculture (3.8%) and professional, scientific and technical industries (4.5%), and persons in management positions (10.3%).

The number of employees who were not union members but were covered by collective agreements remained stable, at around 295,000.

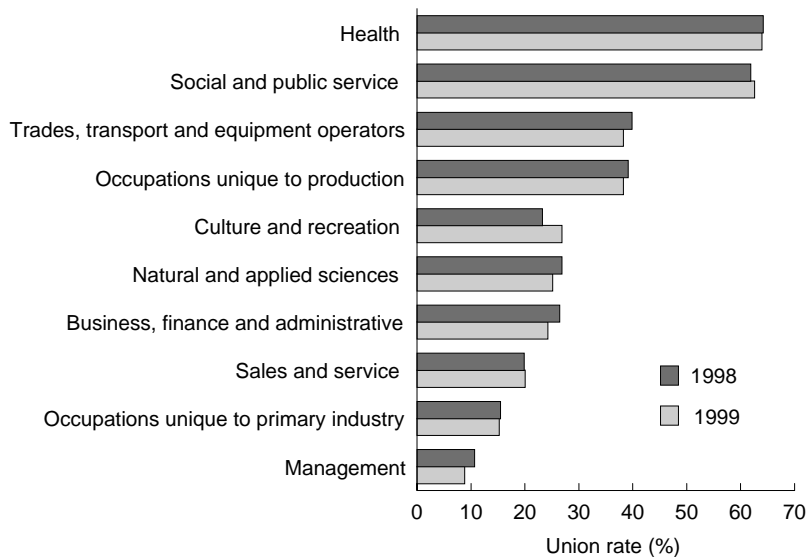
**Tables 2A and 2B:  
1998 annual averages**

Approximately 3.6 million (30.6%) employees belonged to a union in 1998. An additional 297,000 (2.5%) were covered by a collective agreement.

Employees in the public sector, that is, those working for government, crown corporations, or government-funded schools or hospitals, were more than three times as likely as their private sector counterparts to belong to a union (71.3% versus 19.1%).

Almost one in three full-time employees belonged to a union, compared with about one in five

**Chart C: Unionization in community service occupations far outpaced that of others.**



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

### Differences between the sexes

Men's union rate (31.6%) in 1998 slightly exceeded that of women (29.4%).

The union rate among male part-time workers (16.1%) was only half that of their full-time counterparts (33.3%). Among female employees, however, the gap was narrower (24.1% versus 31.4%).

Women's unionization rate in the public sector (72.5%) exceeded that of men (69.7%), reflecting their presence in public administration and in teaching and health positions. However, in the private sector, only 14.0% were unionized, compared with 23.3% of men. The lower rate reflected women's pre-dominance in sales and several service occupations.

A higher-than-average union rate was recorded among men with less than Grade 9 education (35.7%), mirroring the rates for male-dominated occupations such as transport and equipment operating, machining, assembling and general labour.

For women, the highest rate was registered by those with a university degree (42.5%), reflecting unionization in occupations such as health care and teaching.

Men in permanent positions had a higher rate (33.0%) than women in similar positions (30.2%); the reverse was true among employees in non-permanent positions (20.8% versus 24.4%).

### Table 3: Average earnings and hours

Though not all differences can be attributed to union status (Akyeampong, 1997), Labour Force Survey data for 1998 show the following:

Average hourly earnings of unionized workers were higher than those of non-unionized workers. This held true whether they worked full time (\$19.06 versus \$15.57) or part time (\$16.80 versus \$9.81).

Unionized part-time employees not only worked more hours each week than non-unionized part-timers (19.5 hours versus 16.6), they also earned almost twice as much (noted above). As a result, their average weekly earnings were more than double those of the latter (\$334.24 versus \$165.37).

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 their male counterparts.

### Table 4: Wage settlements, inflation and labour disputes

After lagging for four years, contract settlements in 1998 (1.6%) surpassed the inflation rate (1.0%). As of April this year, wage settlements were around 1.7%, and inflation stood at 1.0%.

The gap between public and private sector wage gains seemed to widen once again, after narrowing for a couple of years. Major wage gains in the public sector

during the first four months of 1999 averaged 1.5%, compared with 2.3% in the private sector.

Annual statistics on strikes, lock-outs and person-days lost are affected by several factors, including collective bargaining timetables, size of the unions involved, and the state of the economy. Collective bargaining timetables and union size determine the potential for industrial disputes, 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.

With these factors in mind, the data show that labour unrest lost some steam in 1998: 0.08% of working time was lost through strikes and lockouts, compared with around 0.11% to 0.12% in 1996 and 1997. During the first quarter of 1999, the percentage of working time lost through strikes and lockouts (0.09%) increased slightly.

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### Perspectives

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#### ■ References

Akyeampong, E.B. "The rise of unionization among women." *Perspectives on Labour and Income* (Statistics Canada, Catalogue no. 75-001-XPE) 10, no. 4 (Winter 1998): 30-43.

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Statistics Canada. *Labour Force Update*. Catalogue no. 71-005-XPB. 3, no. 2 (Spring 1999).

**Table 1: Union membership and coverage by selected characteristics, 1998 and 1999**

	1998*			1999*		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage**		Members	Coverage**
	'000	%	%	'000	%	%
<b>Both sexes</b>	<b>11,613</b>	<b>30.7</b>	<b>33.3</b>	<b>11,905</b>	<b>30.1</b>	<b>32.6</b>
Men	6,053	31.6	34.4	6,167	30.9	33.5
Women	5,560	29.8	32.0	5,738	29.3	31.6
<b>Sector†</b>						
Public	2,604	71.1	75.3	2,696	70.9	75.1
Private	9,009	19.1	21.1	9,209	18.2	20.2
<b>Age</b>						
15 to 24	1,835	11.5	13.3	1,964	12.0	13.8
25 to 54	8,869	34.2	36.9	8,992	33.6	36.2
25 to 44	6,479	30.9	33.6	6,499	30.4	33.0
45 to 54	2,390	43.2	45.9	2,493	41.8	44.6
55 and over	908	35.5	37.8	948	34.8	37.1
<b>Education</b>						
Less than Grade 9	441	32.5	34.5	410	28.2	29.6
Some high school	1,541	25.2	27.1	1,575	23.9	25.6
High school graduation	2,390	27.9	29.9	2,491	27.7	29.7
Some postsecondary	1,148	23.3	25.3	1,135	22.5	24.8
Postsecondary certificate or diploma	3,914	34.1	37.0	4,044	33.7	36.4
University degree	2,179	35.3	38.7	2,250	35.0	38.4
<b>Province</b>						
Atlantic	802	31.1	32.8	842	30.7	32.1
Newfoundland	156	40.0	41.5	173	38.0	39.7
Prince Edward Island	47	27.9	29.8	47	28.4	31.3
Nova Scotia	335	29.4	31.2	341	30.0	31.0
New Brunswick	265	28.6	30.3	280	27.4	29.0
Quebec	2,740	36.0	40.5	2,791	35.9	40.3
Ontario	4,644	27.9	29.6	4,762	26.5	28.2
Prairies	1,984	27.0	29.8	2,022	27.7	30.5
Manitoba	446	34.8	36.8	453	35.5	37.5
Saskatchewan	347	33.8	36.4	354	33.8	36.3
Alberta	1,190	22.0	25.3	1,216	23.0	26.2
British Columbia	1,443	34.8	36.4	1,488	33.9	35.4
<b>Work status</b>						
Full-time	9,473	32.7	35.5	9,727	32.0	34.7
Part-time	2,140	21.9	23.6	2,177	21.8	23.2
<b>Industry</b>						
Goods-producing	2,938	31.2	33.8	2,991	31.1	33.7
Agriculture	119	4.6	5.3	115	2.5	2.7
Other primary	243	25.7	28.1	211	26.4	28.2
Utilities	116	63.5	69.3	122	68.3	72.6
Construction	447	29.1	30.8	456	30.2	32.1
Manufacturing	2,013	32.0	34.8	2,087	31.2	34.0
Service-producing	8,675	30.6	33.1	8,914	29.8	32.2
Trade	1,789	12.5	14.2	1,889	12.6	14.2
Transportation and warehousing	572	45.0	47.5	599	42.3	44.8
Finance, insurance, real estate and leasing	703	7.5	9.5	752	8.3	10.3
Professional, scientific and technical	521	4.5	6.4	566	4.0	5.8
Management, and administrative and support	357	13.1	14.6	366	9.9	11.5
Education	922	68.9	73.2	933	69.1	73.8
Health care and social assistance	1,226	53.4	56.2	1,253	53.2	55.9
Information, culture and recreation	517	27.8	30.2	528	28.0	30.2
Accommodation and food	804	8.0	8.6	807	6.4	7.1
Other	473	9.7	11.5	455	8.1	10.1
Public administration	791	64.1	69.4	766	64.3	69.7

**Table 1: Union membership and coverage by selected characteristics, 1998 and 1999 (concluded)**

	1998*			1999*		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage**		Members	Coverage**
	'000	%	%	'000	%	%
<b>Occupation</b>						
Management	1,064	10.6	13.8	982	8.8	12.1
Business, finance and administrative	2,243	26.4	28.8	2,349	24.2	26.8
Professional	293	16.9	18.9	310	15.6	17.6
Administrative	752	22.2	24.7	741	21.0	24.1
Clerical	1,198	31.3	33.8	1,298	28.1	30.6
Natural and applied sciences	690	26.8	29.9	767	25.1	27.8
Health	628	64.1	67.0	671	63.9	66.6
Professional	74	40.0	48.9	76	37.8	43.4
Nursing	222	78.2	79.8	197	80.1	82.4
Technical	168	62.5	65.4	208	67.4	69.1
Support staff	163	57.4	59.6	189	53.8	56.5
Social and public service	887	61.8	65.1	899	62.5	65.8
Legal, social and religious workers	328	38.0	40.5	349	39.1	41.6
Teachers and professors	558	75.8	79.6	550	77.2	81.1
Secondary and elementary	397	87.0	89.5	400	88.1	91.1
Other	161	48.4	55.5	150	48.2	54.4
Culture and recreation	245	23.2	26.7	256	26.8	29.8
Sales and service	2,974	19.8	21.7	3,043	20.0	21.8
Wholesale	333	6.1	8.7	298	5.4	7.1
Retail	741	12.9	13.7	830	12.9	14.0
Food and beverage	455	9.3	9.7	450	9.2	9.9
Protective services	202	51.9	58.9	191	52.9	61.1
Child care and home support	208	31.6	33.9	221	34.0	36.7
Travel and accommodation	1,037	25.2	27.0	1,054	25.3	27.0
Trades, transport and equipment operators	1,577	39.8	42.3	1,615	38.2	40.6
Contractors and supervisors	85	30.3	33.5	76	28.3	34.2
Construction trades	173	41.1	43.1	189	40.4	41.5
Other trades	634	43.1	45.9	656	41.7	44.1
Transportation equipment operators	429	40.5	42.9	448	35.9	38.4
Helpers and labourers	256	32.4	34.7	245	34.8	36.7
Occupations unique to primary industry	228	15.4	16.9	222	15.2	16.4
Occupations unique to production	1,077	39.1	42.0	1,101	38.2	40.8
Machine operators and assemblers	836	38.4	41.4	876	38.2	41.1
Labourers	241	41.5	44.3	225	37.9	39.7
<b>Workplace size</b>						
Under 20 employees	4,031	12.4	14.0	4,129	12.2	13.8
20 to 99 employees	3,737	31.0	33.6	3,849	30.5	33.3
100 to 500 employees	2,401	45.2	48.6	2,506	44.1	47.3
Over 500 employees	1,444	57.0	60.5	1,420	56.6	59.4
<b>Job tenure</b>						
1 to 12 months	2,706	13.4	15.7	2,763	14.5	16.6
Over 1 year to 5 years	3,424	20.2	22.6	3,651	19.5	21.8
Over 5 years to 9 years	1,758	34.6	36.9	1,618	32.6	35.1
Over 9 years to 14 years	1,442	43.1	45.5	1,572	42.0	44.8
Over 14 years	2,284	56.3	59.6	2,300	55.9	58.9
<b>Job status</b>						
Permanent	10,340	31.6	34.1	10,560	31.0	33.4
Non-permanent	1,273	23.5	26.3	1,345	23.4	26.1

Source: Labour Force Survey

\* January-to-June average.

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

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

**Table 2A: Union membership and coverage of employees**

No.	Both sexes						Men			
	Total	Union member		Union coverage*		Not a union member**	Total	Union member		
		Total	Density	Total	Density			Total	Density	
	'000	'000	%	'000	%	'000	'000	'000	%	
1	<b>Total</b>	<b>11,801</b>	<b>3,609</b>	<b>30.6</b>	<b>3,906</b>	<b>33.1</b>	<b>7,895</b>	<b>6,169</b>	<b>1,952</b>	<b>31.6</b>
	<b>Sector †</b>									
2	Public	2,598	1,853	71.3	1,961	75.5	637	1,111	775	69.7
3	Private	9,203	1,756	19.1	1,946	21.1	7,257	5,057	1,177	23.3
	<b>Age</b>									
4	15 to 24	1,950	216	11.1	253	13.0	1,696	1,002	119	11.8
5	25 to 54	8,921	3,058	34.3	3,297	37.0	5,624	4,632	1,632	35.2
6	25 to 44	6,506	2,019	31.0	2,192	33.7	4,314	3,394	1,072	31.6
7	45 to 54	2,415	1,038	43.0	1,105	45.8	1,310	1,238	559	45.2
8	55 and over	930	336	36.1	356	38.3	574	534	201	37.6
	<b>Education</b>									
9	Less than Grade 9	445	139	31.3	148	33.3	297	277	99	35.7
10	Some high school	1,573	402	25.6	431	27.4	1,143	913	266	29.2
11	High school graduation	2,452	673	27.5	724	29.5	1,728	1,248	394	31.6
12	Some postsecondary	1,164	267	22.9	290	25.0	873	576	154	26.7
13	Postsecondary certificate or diploma	3,975	1,351	34.0	1,463	36.8	2,513	2,014	709	35.2
14	University degree	2,193	777	35.4	851	38.8	1,341	1,142	330	28.9
	<b>Province</b>									
15	Atlantic	832	251	30.2	266	32.0	566	430	132	30.8
16	Newfoundland	165	64	38.6	66	40.2	99	86	35	40.3
17	Prince Edward Island	49	13	27.2	14	29.3	34	23	6	23.5
18	Nova Scotia	342	99	28.9	105	30.6	237	177	53	30.0
19	New Brunswick	277	76	27.4	81	29.2	196	143	39	27.4
20	Quebec	2,792	993	35.6	1,117	40.0	1,675	1,488	553	37.1
21	Ontario	4,701	1,309	27.8	1,382	29.4	3,319	2,454	739	30.1
22	Prairies	2,007	543	27.1	603	30.1	1,404	1,045	264	25.2
23	Manitoba	452	155	34.4	164	36.3	288	233	79	33.6
24	Saskatchewan	352	119	33.9	129	36.6	223	179	55	30.9
25	Alberta	1,203	269	22.3	310	25.8	893	632	130	20.6
26	British Columbia	1,468	513	34.9	538	36.6	931	752	263	35.0
	<b>Work status</b>									
27	Full-time	9,679	3,147	32.5	3,409	35.2	6,271	5,558	1,853	33.3
28	Part-time	2,122	462	21.8	498	23.5	1,624	610	98	16.1
	<b>Industry</b>									
29	Goods-producing	3,011	949	31.5	1,027	34.1	1,984	2,275	802	35.3
30	Agriculture	127	5	3.8	6	4.8	121	81	3	3.2
31	Other primary	244	66	26.9	71	29.3	173	205	62	30.0
32	Utilities	117	76	65.0	83	70.7	34	90	62	68.4
33	Construction	496	148	29.9	158	31.8	338	435	145	33.4
34	Manufacturing	2,027	654	32.3	709	35.0	1,318	1,464	531	36.3
35	Service-producing	8,790	2,661	30.3	2,879	32.8	5,911	3,893	1,149	29.5
36	Trade	1,840	230	12.5	262	14.2	1,578	923	133	14.4
37	Transportation and warehousing	575	258	44.9	271	47.1	304	425	196	46.2
38	Finance, insurance, real estate and leasing	715	56	7.9	71	10.0	644	259	16	6.4
39	Professional, scientific and technical	546	25	4.5	34	6.3	511	269	17	6.1
40	Management, and administrative and support	359	46	12.8	53	14.6	307	192	33	17.2
41	Education	899	619	68.9	659	73.2	241	333	222	66.7
42	Health care and social assistance	1,245	662	53.2	695	55.9	549	213	117	55.1
43	Information, culture and recreation	533	148	27.8	161	30.2	372	270	75	28.0
44	Accommodation and food	812	63	7.7	69	8.5	743	323	27	8.4
45	Other	480	47	9.7	55	11.4	425	252	27	10.5
46	Public administration	788	507	64.3	550	69.7	238	434	285	65.6

## by selected characteristics, Canada, 1998

Men			Women						
Union coverage*		Not a union member**	Total	Union member		Union coverage*		Not a union member**	No.
Total	Density			Total	Density	Total	Density		
'000	%	'000	'000	'000	%	'000	%	'000	
<b>2,125</b>	<b>34.4</b>	<b>4,044</b>	<b>5,633</b>	<b>1,658</b>	<b>29.4</b>	<b>1,782</b>	<b>31.6</b>	<b>3,851</b>	<b>1</b>
830	74.7	281	1,487	1,078	72.5	1,131	76.1	356	2
1,295	25.6	3,762	4,145	579	14.0	651	15.7	3,495	3
141	14.1	861	947	97	10.3	112	11.8	835	4
1,769	38.2	2,863	4,289	1,426	33.2	1,528	35.6	2,762	5
1,171	34.5	2,224	3,112	947	30.4	1,021	32.8	2,091	6
599	48.4	639	1,177	479	40.6	506	43.0	671	7
214	40.1	320	396	135	34.1	142	35.9	254	8
105	37.9	172	168	40	24.0	43	25.7	125	9
285	31.2	628	661	136	20.6	146	22.1	515	10
423	33.9	825	1,204	279	23.2	300	24.9	904	11
167	29.0	409	588	113	19.2	123	21.0	464	12
770	38.2	1,244	1,962	642	32.7	693	35.3	1,269	13
375	32.9	767	1,051	447	42.5	476	45.3	575	14
141	32.8	289	403	119	29.6	125	31.2	277	15
36	42.1	50	80	29	36.9	30	38.1	49	16
6	25.7	17	25	8	30.6	8	32.7	17	17
56	31.8	121	165	45	27.6	48	29.3	116	18
42	29.4	101	133	36	27.3	39	29.0	95	19
628	42.2	860	1,304	441	33.8	490	37.5	815	20
781	31.8	1,673	2,248	569	25.3	601	26.7	1,647	21
298	28.6	747	962	279	29.0	305	31.7	657	22
84	35.9	150	219	77	35.2	80	36.8	138	23
61	33.9	118	173	64	37.0	68	39.4	105	24
154	24.3	478	571	139	24.3	157	27.4	414	25
277	36.8	475	716	249	34.8	261	36.4	455	26
2,016	36.3	3,542	4,121	1,294	31.4	1,393	33.8	2,728	27
109	17.8	501	1,512	364	24.1	389	25.7	1,123	28
863	37.9	1,413	736	146	19.9	165	22.4	571	29
3	4.2	78	46	2	4.9	3	6.0	43	30
66	32.3	139	39	4	10.8	5	13.1	34	31
67	73.8	24	27	14	53.4	16	60.3	11	32
154	35.4	281	62	3	5.4	4	6.6	57	33
572	39.1	892	563	122	21.8	137	24.3	426	34
1,262	32.4	2,631	4,897	1,511	30.9	1,617	33.0	3,280	35
153	16.5	771	917	97	10.6	110	12.0	807	36
206	48.4	220	149	62	41.4	65	43.7	84	37
22	8.3	237	456	40	8.7	50	10.9	406	38
22	8.3	246	277	8	3.0	12	4.3	265	39
38	19.6	155	167	13	7.7	15	8.9	152	40
240	72.1	93	566	397	70.1	418	73.9	148	41
126	59.1	87	1,032	544	52.8	570	55.2	462	42
84	31.1	186	263	72	27.6	77	29.3	186	43
30	9.4	292	489	36	7.3	39	7.9	450	44
32	12.6	221	228	20	8.8	23	10.2	204	45
311	71.5	124	354	222	62.7	239	67.5	115	46

**Table 2A: Union membership and coverage of employees**

No.	Occupation	Both sexes					Not a union member**	Men		
		Total	Union member		Union coverage*			Total	Union member	
			Total	Density	Total	Density			Total	Density
		'000	'000	%	'000	%	'000	'000	%	
<b>Occupation</b>										
1	Management	1,054	108	10.3	142	13.4	913	629	61	9.7
2	Business, finance and administrative	2,241	577	25.7	632	28.2	1,609	618	180	29.2
3	Professional	294	52	17.5	59	20.0	236	133	26	19.4
4	Administrative	754	159	21.1	179	23.7	575	122	23	19.2
5	Clerical	1,192	367	30.7	394	33.1	798	363	131	36.1
6	Natural and applied sciences	705	184	26.1	205	29.0	501	570	153	26.9
7	Health	641	413	64.4	430	67.2	210	92	55	59.7
8	Professional	76	29	39.0	36	47.0	40	24	7	27.3
9	Nursing	234	185	79.1	189	80.9	45	15	12	77.5
10	Technical	169	107	63.3	111	65.6	58	29	19	65.0
11	Support staff	163	91	56.2	95	58.3	68	24	18	74.7
12	Social and public service	872	540	61.9	569	65.3	303	327	186	57.0
13	Legal, social and religious workers	330	125	38.0	135	40.9	195	123	37	30.0
14	Teachers and professors	543	414	76.4	434	80.0	108	203	149	73.5
15	Secondary and elementary	390	340	87.2	349	89.7	40	120	106	88.9
16	Other	153	75	48.8	85	55.5	68	84	43	51.4
17	Culture and recreation	253	64	25.3	72	28.4	182	112	28	24.8
18	Sales and service	3,031	606	20.0	662	21.9	2,369	1,302	306	23.5
19	Wholesale	345	24	6.9	33	9.5	313	216	14	6.5
20	Retail	769	97	12.7	104	13.6	665	220	27	12.3
21	Food and beverage	451	44	9.7	46	10.2	405	165	19	11.4
22	Protective services	202	109	54.1	123	61.1	79	165	92	55.9
23	Child care and home support	211	64	30.5	69	32.8	142	13	5	39.4
24	Travel and accommodation	1,053	267	25.4	287	27.2	766	524	149	28.4
25	Trades, transport and equipment operators	1,652	648	39.2	690	41.7	963	1,542	618	40.1
26	Contractors and supervisors	87	28	32.1	31	35.5	56	81	26	32.3
27	Construction trades	190	77	40.8	81	42.7	109	185	77	41.5
28	Other trades	647	273	42.2	291	45.0	356	612	263	42.9
29	Transportation equipment operators	448	178	39.6	188	42.0	260	413	167	40.3
30	Helpers and labourers	280	92	32.8	98	35.1	182	251	86	34.3
31	Occupations unique to primary industry	251	37	14.9	42	16.7	209	203	34	16.8
32	Occupations unique to production	1,099	433	39.4	462	42.1	636	774	330	42.6
33	Machine operators and assemblers	840	328	39.1	351	41.8	489	602	254	42.1
34	Labourers	259	105	40.4	111	43.0	147	172	76	44.4
<b>Workplace size</b>										
35	Under 20 employees	4,088	495	12.1	565	13.8	3,523	1,979	271	13.7
36	20 to 99 employees	3,791	1,164	30.7	1,264	33.4	2,526	2,018	590	29.2
37	100 to 500 employees	2,467	1,115	45.2	1,194	48.4	1,273	1,366	627	45.9
38	Over 500 employees	1,455	835	57.3	883	60.7	572	805	464	57.6
<b>Job tenure</b>										
39	1 to 12 months	2,837	380	13.4	447	15.8	2,390	1,467	209	14.3
40	Over 1 year to 5 years	3,464	698	20.2	780	22.5	2,683	1,800	371	20.6
41	Over 5 years to 9 years	1,710	578	33.8	616	36.0	1,094	828	274	33.1
42	Over 9 years to 14 years	1,486	650	43.7	687	46.2	800	721	318	44.1
43	Over 14 years	2,304	1,303	56.6	1,377	59.8	927	1,352	780	57.7
<b>Job status</b>										
44	Permanent	10,406	3,294	31.6	3,551	34.1	6,855	5,486	1,809	33.0
45	Non-permanent	1,395	316	22.6	355	25.4	1,040	683	142	20.8

Source: Labour Force Survey

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



## by selected characteristics, Canada, 1998 (concluded)

Men			Women						
Union coverage*		Not a union member**	Union member			Union coverage*		Not a union member**	No.
Total	Density		Total	Total	Density	Total	Density		
'000	%	'000	'000	'000	%	'000	%	'000	
84	13.3	545	426	47	11.1	58	13.6	368	1
195	31.5	424	1,623	397	24.4	437	27.0	1,186	2
28	21.1	105	161	26	16.0	31	19.1	130	3
27	21.9	95	633	135	21.4	152	24.1	480	4
140	38.5	223	829	236	28.4	254	30.7	575	5
170	29.9	400	136	31	22.8	35	25.5	101	6
60	64.7	33	549	358	65.2	371	67.6	178	7
8	35.2	16	52	23	44.4	27	52.5	25	8
12	82.5	3	219	173	79.2	177	80.8	42	9
20	68.9	9	140	88	62.9	91	64.9	49	10
19	77.9	5	138	73	53.0	76	54.9	62	11
200	61.3	126	546	353	64.7	369	67.6	177	12
41	33.4	82	206	88	42.8	94	45.5	113	13
159	78.3	44	340	265	78.1	275	81.1	64	14
109	91.5	10	270	233	86.4	240	88.9	30	15
50	59.4	34	69	32	45.7	35	50.8	34	16
33	29.1	79	142	36	25.7	39	27.8	102	17
338	25.9	964	1,729	300	17.4	325	18.8	1,404	18
20	9.2	196	130	10	7.7	13	9.9	117	19
29	13.2	191	550	70	12.8	75	13.7	474	20
20	11.9	145	286	25	8.7	27	9.3	260	21
104	63.2	61	37	17	46.4	19	51.8	18	22
5	41.5	8	198	59	29.9	64	32.2	134	23
160	30.4	365	529	119	22.4	127	24.0	402	24
657	42.6	885	110	29	26.7	33	29.6	78	25
29	35.7	52	6	2	29.6	2	33.8	4	26
80	43.5	104	5	--	--	--	--	4	27
279	45.7	333	35	10	28.7	12	33.0	23	28
176	42.6	237	35	11	31.5	12	34.8	23	29
92	36.7	159	30	6	20.1	6	21.1	23	30
38	18.7	165	48	3	6.7	4	8.0	44	31
351	45.4	423	325	103	31.6	111	34.2	214	32
270	44.8	332	238	74	31.3	81	34.2	157	33
81	47.4	90	87	28	32.6	30	34.3	57	34
309	15.6	1,669	2,109	223	10.6	255	12.1	1,854	35
648	32.1	1,370	1,772	575	32.4	616	34.8	1,156	36
676	49.5	690	1,101	489	44.4	519	47.1	582	37
491	61.0	314	650	371	57.1	392	60.3	258	38
248	16.9	1,219	1,370	171	12.5	199	14.5	1,171	39
421	23.4	1,379	1,664	327	19.7	360	21.6	1,305	40
295	35.6	534	882	304	34.5	321	36.4	561	41
337	46.7	385	765	332	43.5	350	45.8	415	42
825	61.0	527	951	523	55.0	552	58.0	400	43
1,963	35.8	3,523	4,921	1,484	30.2	1,588	32.3	3,332	44
162	23.7	521	712	174	24.4	193	27.2	519	45

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

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

**Table 2B: Union membership and coverage of employees**

No.	Atlantic						Quebec			
	Total	Union member		Union coverage*		Not a union member**	Total	Union member		
		Total	Density	Total	Density			Total	Density	
	'000	'000	%	'000	%	'000	'000	'000	%	
1	<b>Total</b>	<b>832</b>	<b>251</b>	<b>30.2</b>	<b>266</b>	<b>32.0</b>	<b>566</b>	<b>2,792</b>	<b>993</b>	<b>35.6</b>
	<b>Sector †</b>									
2	Public	232	162	69.5	169	72.7	64	646	493	76.4
3	Private	600	90	15.0	97	16.2	503	2,146	500	23.3
	<b>Sex</b>									
4	Men	430	132	30.8	141	32.8	289	1,488	553	37.1
5	Women	403	119	29.6	125	31.2	277	1,304	441	33.8
	<b>Age</b>									
6	15 to 24	135	9	6.7	11	8.1	124	435	63	14.6
7	25 to 54	642	223	34.8	235	36.6	407	2,145	854	39.8
8	25 to 44	463	144	31.1	152	32.7	311	1,530	559	36.5
9	45 to 54	179	79	44.3	84	46.6	96	615	295	48.0
10	55 and over	55	19	34.9	20	36.5	35	212	76	36.1
	<b>Education</b>									
11	Less than Grade 9	36	10	27.0	10	28.3	26	180	59	32.8
12	Some high school	116	26	22.0	27	23.2	89	349	109	31.2
13	High school graduation	161	34	21.1	37	22.8	125	463	158	34.2
14	Some postsecondary	71	13	17.9	14	19.4	57	227	61	26.8
15	Postsecondary certificate or diploma	310	111	35.8	116	37.6	193	1,048	395	37.7
16	University degree	138	59	42.4	62	44.9	76	526	211	40.2
	<b>Work status</b>									
17	Full-time	692	230	33.2	243	35.1	449	2,308	861	37.3
18	Part-time	140	22	15.3	23	16.5	117	484	132	27.3
	<b>Industry</b>									
19	Goods-producing	190	58	30.5	61	32.0	129	755	269	35.6
20	Agriculture	12	1	4.7	1	4.7	11	25	2	6.6
21	Other primary	30	9	31.6	10	34.0	20	39	12	31.6
22	Utilities	8	5	62.0	5	64.1	3	30	19	65.7
23	Construction	42	11	27.0	12	27.8	30	86	37	43.3
24	Manufacturing	99	32	32.2	34	33.9	65	575	198	34.5
25	Service-producing	643	194	30.1	205	32.0	437	2,037	724	35.6
26	Trade	141	7	5.3	9	6.2	132	420	66	15.8
27	Transportation and warehousing	40	16	39.6	17	42.1	23	124	52	42.0
28	Finance, insurance, real estate and leasing	39	2	4.3	2	5.9	37	155	23	15.0
29	Professional, scientific and technical	26	1	3.9	1	5.1	24	126	5	4.0
30	Management, and administrative and support	22	1	5.9	1	6.8	20	76	16	21.0
31	Education	69	48	69.9	51	73.3	19	218	164	75.1
32	Health care and social assistance	110	62	55.8	64	57.9	46	283	177	62.6
33	Information, culture and recreation	33	9	26.7	10	29.2	23	127	42	33.4
34	Accommodation and food	58	3	5.1	3	5.4	55	184	21	11.4
35	Other	35	2	6.8	2	7.1	32	116	13	11.1
36	Public administration	70	42	60.0	45	63.9	25	209	145	69.5

## by selected characteristics, 1998

Quebec			Ontario						
Union coverage*		Not a union member**	Total	Union member		Union coverage*		Not a union member**	No.
Total	Density			Total	Density	Total	Density		
'000	%	'000	'000	'000	%	'000	%	'000	
<b>1,117</b>	<b>40.0</b>	<b>1,675</b>	<b>4,701</b>	<b>1,309</b>	<b>27.8</b>	<b>1,382</b>	<b>29.4</b>	<b>3,319</b>	<b>1</b>
524	81.2	121	922	613	66.5	647	70.2	275	2
593	27.6	1,553	3,779	695	18.4	735	19.4	3,044	3
628	42.2	860	2,454	739	30.1	781	31.8	1,673	4
490	37.5	815	2,248	569	25.3	601	26.7	1,647	5
81	18.6	354	746	72	9.7	81	10.8	665	6
954	44.5	1,191	3,566	1,100	30.9	1,159	32.5	2,407	7
632	41.3	898	2,619	724	27.6	767	29.3	1,852	8
322	52.4	293	946	376	39.8	392	41.4	554	9
82	38.9	129	390	136	34.9	142	36.6	247	10
65	36.2	115	156	54	34.2	55	35.1	102	11
122	35.0	227	646	168	26.1	174	27.0	471	12
174	37.7	288	1,024	273	26.7	287	28.0	737	13
69	30.6	157	476	97	20.4	103	21.7	373	14
443	42.3	604	1,465	438	29.9	467	31.9	998	15
242	46.1	283	934	278	29.8	296	31.7	638	16
972	42.1	1,336	3,867	1,162	30.1	1,226	31.7	2,641	17
145	29.9	339	835	146	17.5	156	18.7	678	18
307	40.6	448	1,281	420	32.8	438	34.2	843	19
2	9.2	23	42	--	--	--	--	40	20
14	36.4	25	34	14	40.7	14	41.9	20	21
21	72.1	8	48	34	69.8	35	73.3	13	22
42	48.1	45	186	60	32.3	62	33.2	124	23
227	39.6	347	971	312	32.1	326	33.5	646	24
810	39.8	1,227	3,420	888	26.0	944	27.6	2,477	25
84	20.0	336	711	84	11.8	89	12.5	623	26
56	45.3	68	212	87	41.1	90	42.7	121	27
33	21.1	122	334	12	3.4	13	3.9	321	28
10	7.6	116	241	11	4.5	13	5.3	228	29
19	24.8	57	166	20	12.2	21	13.0	144	30
174	79.7	44	330	225	68.1	233	70.7	97	31
191	67.4	92	458	194	42.3	203	44.4	254	32
47	37.3	80	208	44	21.0	47	22.6	161	33
24	13.0	161	289	21	7.3	23	7.8	267	34
18	15.6	98	182	18	9.8	19	10.5	163	35
156	74.5	53	291	174	59.8	193	66.3	98	36

**Table 2B: Union membership and coverage of employees**

No.	Occupation	Atlantic					Not a union member**	Quebec		
		Total	Union member		Union coverage*			Total	Union member	
			Total	Density	Total	Density			Total	Density
		'000	'000	%	'000	%	'000	'000	%	
<b>Occupation</b>										
1	Management	67	8	12.2	10	14.7	57	217	23	10.4
2	Business, finance and administrative	144	40	28.1	44	30.3	100	547	171	31.3
3	Professional	14	3	18.3	3	20.9	11	74	20	27.5
4	Administrative	51	14	26.5	15	29.3	36	203	51	25.1
5	Clerical	78	24	31.0	26	32.8	53	270	100	36.9
6	Natural and applied sciences	42	14	34.3	16	36.8	27	183	53	28.9
7	Health	55	38	69.5	40	71.4	16	165	115	69.4
8	Professional	5	2	40.0	2	45.5	3	24	11	45.4
9	Nursing	23	19	84.3	20	85.5	3	61	52	85.7
10	Technical	16	12	75.0	12	77.0	4	40	27	67.4
11	Support staff	11	5	46.0	5	47.6	6	40	25	60.9
12	Social and public service	63	40	62.6	41	65.1	22	222	156	70.2
13	Legal, social and religious workers	23	8	35.2	9	38.1	14	78	39	50.7
14	Teachers and professors	40	32	78.0	33	80.3	8	144	116	80.8
15	Secondary and elementary	29	26	88.3	26	90.2	3	99	88	88.1
16	Other	11	6	51.3	6	54.5	5	44	29	64.5
17	Culture and recreation	14	4	27.7	4	30.2	10	72	18	25.3
18	Sales and service	231	35	15.2	38	16.3	193	679	159	23.5
19	Wholesale	18	1	3.9	1	5.3	17	78	7	8.8
20	Retail	63	3	4.4	3	5.3	60	172	28	16.1
21	Food and beverage	33	3	9.6	3	10.0	30	114	13	11.1
22	Protective services	15	6	38.8	6	43.0	8	48	34	71.4
23	Child care and home support	20	4	18.4	4	19.4	16	34	12	35.1
24	Travel and accommodation	82	19	23.2	20	24.3	62	234	66	28.3
25	Trades, transport and equipment operators	128	47	37.1	49	38.6	78	358	164	45.8
26	Contractors and supervisors	6	2	29.0	2	32.3	4	15	6	39.3
27	Construction trades	16	6	35.9	6	36.6	10	35	21	59.3
28	Other trades	45	19	43.3	20	44.3	25	149	73	49.1
29	Transportation equipment operators	38	14	36.1	15	38.5	23	110	44	39.7
30	Helpers and labourers	22	7	29.5	7	30.6	16	49	20	41.8
31	Occupations unique to primary industry	30	4	14.0	5	15.3	26	47	8	17.2
32	Occupations unique to production	58	20	34.2	21	35.8	37	302	127	42.0
33	Machine operators and assemblers	40	13	33.4	14	35.3	26	228	94	41.1
34	Labourers	18	6	35.8	7	36.8	11	74	33	45.0
<b>Workplace size</b>										
35	Under 20 employees	355	46	13.0	51	14.2	305	920	115	12.5
36	20 to 99 employees	268	93	34.6	98	36.5	170	867	306	35.4
37	100 to 500 employees	146	72	49.5	76	52.0	70	616	323	52.4
38	Over 500 employees	64	40	63.6	42	66.3	21	390	249	63.8
<b>Job tenure</b>										
39	1 to 12 months	231	30	13.2	35	15.1	196	639	105	16.5
40	Over 1 year to 5 years	210	39	18.5	42	19.9	169	759	186	24.6
41	Over 5 years to 9 years	108	35	31.9	36	33.3	72	390	144	36.8
42	Over 9 years to 14 years	106	46	43.0	48	45.2	58	356	169	47.4
43	Over 14 years	176	102	57.7	105	59.8	71	647	389	60.1
<b>Job status</b>										
44	Permanent	670	219	32.7	230	34.3	440	2,409	881	36.5
45	Non-permanent	162	32	20.0	36	22.3	126	382	113	29.5

Source: Labour Force Survey

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

## by selected characteristics, 1998 (continued)

Quebec			Ontario						
Union coverage*		Not a union member**	Total	Union member		Union coverage*		Not a union member**	No.
Total	Density			Total	Density	Total	Density		
'000	%	'000	'000	'000	%	'000	%	'000	
39	17.9	178	448	40	9.0	47	10.5	401	1
192	35.1	355	913	183	20.1	197	21.6	715	2
23	30.8	51	125	14	11.4	16	12.7	109	3
59	29.2	144	291	50	17.0	54	18.6	237	4
110	40.8	160	496	119	24.1	127	25.6	369	5
63	34.4	120	286	63	22.2	68	24.0	217	6
123	74.6	42	224	117	52.5	122	54.4	102	7
14	57.7	10	24	6	26.0	8	32.4	16	8
54	89.2	7	78	50	63.9	51	65.2	27	9
29	71.9	11	63	34	53.4	35	55.0	28	10
26	65.3	14	58	27	47.0	28	48.4	30	11
165	74.3	57	333	200	60.0	207	62.0	127	12
44	56.6	34	129	43	33.5	45	34.8	84	13
121	83.9	23	204	157	76.8	162	79.3	42	14
90	90.2	10	150	134	89.6	137	91.3	13	15
31	69.8	13	54	22	41.5	25	46.0	29	16
21	28.9	51	102	22	21.8	24	24.0	77	17
179	26.4	499	1,158	217	18.7	235	20.3	923	18
11	13.9	67	144	5	3.7	7	4.8	137	19
31	18.3	140	298	35	11.6	35	11.9	262	20
14	12.2	100	144	14	9.9	15	10.1	129	21
36	74.9	12	84	42	50.4	51	60.7	33	22
13	39.2	21	78	18	22.8	19	24.6	59	23
74	31.7	160	411	103	25.0	108	26.2	303	24
183	51.1	175	641	246	38.4	255	39.7	386	25
7	44.3	9	36	11	30.2	12	33.3	24	26
23	64.0	13	68	30	44.4	30	44.8	37	27
82	55.3	67	261	107	40.8	110	42.2	151	28
48	43.8	62	159	61	38.5	63	39.9	96	29
23	47.9	25	117	38	32.2	39	33.1	78	30
10	20.6	37	65	9	13.5	9	14.4	56	31
142	47.1	160	533	210	39.4	218	40.8	316	32
106	46.3	123	420	166	39.6	172	41.0	247	33
37	49.6	37	114	44	38.4	46	40.1	68	34
148	16.1	772	1,451	154	10.6	168	11.6	1,283	35
347	40.0	520	1,490	393	26.4	412	27.7	1,078	36
357	57.9	259	1,068	409	38.3	431	40.3	637	37
266	68.2	124	692	352	50.8	371	53.6	321	38
133	20.8	507	1,049	119	11.3	134	12.8	915	39
220	29.1	538	1,408	241	17.1	262	18.6	1,145	40
161	41.3	229	726	224	30.9	233	32.2	492	41
183	51.4	173	638	257	40.4	267	41.8	371	42
420	64.8	228	881	467	53.0	485	55.1	396	43
989	41.0	1,421	4,242	1,238	29.2	1,302	30.7	2,939	44
128	33.5	254	460	70	15.3	80	17.3	380	45

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

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

**Table 2B: Union membership and coverage of employees**

No.	Prairies					
	Total	Union member		Union coverage *		Not a union member **
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
<b>1 Total</b>	<b>2,007</b>	<b>543</b>	<b>27.1</b>	<b>603</b>	<b>30.1</b>	<b>1,404</b>
<b>Sector †</b>						
2 Public	472	328	69.4	353	74.7	119
3 Private	1,535	215	14.0	251	16.3	1,285
<b>Sex</b>						
4 Men	1,045	264	25.2	298	28.6	747
5 Women	962	279	29.0	305	31.7	657
<b>Age</b>						
6 15 to 24	397	39	9.9	46	11.5	351
7 25 to 54	1,460	455	31.2	504	34.5	955
8 25 to 44	1,087	312	28.7	347	32.0	740
9 45 to 54	373	143	38.4	157	42.1	216
10 55 and over	151	49	32.5	54	35.5	97
<b>Education</b>						
11 Less than Grade 9	48	9	19.8	10	21.0	38
12 Some high school	296	55	18.5	60	20.3	236
13 High school graduation	462	103	22.2	116	25.0	347
14 Some postsecondary	214	47	21.8	52	24.3	162
15 Postsecondary certificate or diploma	658	207	31.4	228	34.6	431
16 University degree	329	123	37.3	138	42.0	191
<b>Work status</b>						
17 Full-time	1,637	460	28.1	514	31.4	1,123
18 Part-time	371	83	22.4	90	24.2	281
<b>Industry</b>						
19 Goods-producing	467	92	19.7	106	22.7	361
20 Agriculture	33	--	--	--	--	32
21 Other primary	101	16	15.9	18	17.5	83
22 Utilities	19	10	55.1	13	69.0	6
23 Construction	109	19	17.8	22	20.6	87
24 Manufacturing	205	45	22.1	52	25.2	153
25 Service-producing	1,541	451	29.3	498	32.3	1,043
26 Trade	328	35	10.6	41	12.3	288
27 Transportation and warehousing	113	50	44.1	52	46.3	61
28 Finance, insurance, real estate and leasing	103	9	8.3	11	11.0	91
29 Professional, scientific and technical	83	4	4.3	6	6.7	78
30 Management, and administrative and support	57	6	10.2	7	12.4	50
31 Education	169	105	61.9	117	69.5	51
32 Health care and social assistance	228	125	54.9	131	57.8	96
33 Information, culture and recreation	96	29	30.6	32	33.3	64
34 Accommodation and food	149	4	2.8	5	3.5	144
35 Other	88	7	7.5	8	9.4	80
36 Public administration	127	79	62.4	86	68.3	40

## by selected characteristics, 1998 (continued)

British Columbia						
Total	Union member		Union coverage*		Not a union member**	No.
	Total	Density	Total	Density		
'000	'000	%	'000	%	'000	
<b>1,468</b>	<b>513</b>	<b>34.9</b>	<b>538</b>	<b>36.6</b>	<b>931</b>	<b>1</b>
326	258	79.1	268	82.1	58	2
1,142	255	22.3	270	23.6	872	3
752	263	35.0	277	36.8	475	4
716	249	34.8	261	36.4	455	5
237	32	13.4	35	14.9	201	6
1,109	425	38.4	445	40.1	664	7
807	281	34.9	294	36.5	512	8
302	144	47.7	150	49.8	152	9
123	56	45.4	58	46.9	65	10
24	7	30.6	8	31.8	17	11
167	45	27.0	47	28.3	119	12
341	105	30.8	110	32.3	231	13
176	49	28.1	52	29.5	124	14
494	200	40.4	208	42.1	286	15
266	106	40.0	113	42.4	153	16
1,176	434	36.9	454	38.6	722	17
292	79	27.1	84	28.7	208	18
318	110	34.4	115	36.2	203	19
15	--	--	--	--	15	20
40	14	35.1	15	37.5	25	21
13	8	61.8	8	64.4	5	22
73	20	27.4	21	28.1	53	23
177	67	37.9	71	40.0	106	24
1,150	403	35.1	422	36.7	727	25
240	38	15.6	40	16.8	200	26
86	54	62.3	55	64.0	31	27
84	11	13.4	12	14.1	72	28
70	4	6.4	5	7.4	65	29
39	3	7.1	4	9.5	36	30
114	78	68.8	84	73.8	30	31
166	105	63.0	106	64.1	60	32
69	24	34.4	25	36.1	44	33
130	13	10.3	14	10.7	116	34
59	7	11.6	7	11.6	52	35
92	67	72.7	70	76.4	22	36

**Table 2B: Union membership and coverage of employees**

No.	Occupation	Prairies					Not a union member **
		Total	Union member		Union coverage *		
			Total	Density	Total	Density	
'000	'000	%	'000	%	'000		
<b>Occupation</b>							
1	Management	189	23	12.0	29	15.2	160
2	Business, finance and administrative	362	93	25.7	105	29.0	257
3	Professional	46	7	16.1	10	21.2	36
4	Administrative	123	23	18.8	27	21.7	96
5	Clerical	193	63	32.4	68	35.5	124
6	Natural and applied sciences	111	26	23.7	30	27.3	81
7	Health	114	81	70.6	84	73.2	31
8	Professional	13	6	43.7	7	50.6	7
9	Nursing	41	35	84.9	35	86.9	5
10	Technical	29	20	70.4	21	72.6	8
11	Support staff	32	20	63.8	21	65.7	11
12	Social and public service	151	82	54.5	91	60.2	60
13	Legal, social and religious workers	57	17	29.7	19	32.9	38
14	Teachers and professors	93	65	69.8	72	77.0	21
15	Secondary and elementary	66	54	81.9	58	87.0	9
16	Other	27	11	39.9	14	52.3	13
17	Culture and recreation	35	9	26.2	11	30.6	25
18	Sales and service	539	93	17.3	104	19.4	434
19	Wholesale	60	5	8.2	7	11.9	53
20	Retail	130	15	11.8	16	12.4	114
21	Food and beverage	86	5	5.5	5	6.1	81
22	Protective services	32	15	47.1	17	53.9	15
23	Child care and home support	43	13	30.1	14	33.2	29
24	Travel and accommodation	187	40	21.5	44	23.6	143
25	Trades, transport and equipment operators	314	91	29.1	100	31.9	214
26	Contractors and supervisors	17	4	25.9	5	31.0	11
27	Construction trades	41	10	24.0	11	27.5	30
28	Other trades	116	36	31.3	40	34.3	76
29	Transportation equipment operators	86	30	34.6	32	37.4	54
30	Helpers and labourers	55	11	20.3	12	22.1	43
31	Occupations unique to primary industry	71	8	11.4	10	13.7	61
32	Occupations unique to production	121	36	30.0	40	32.9	81
33	Machine operators and assemblers	93	28	29.8	31	33.2	62
34	Labourers	28	9	30.6	9	32.1	19
<b>Workplace size</b>							
35	Under 20 employees	774	86	11.1	100	12.9	674
36	20 to 99 employees	656	188	28.6	213	32.4	443
37	100 to 500 employees	381	163	42.8	177	46.4	204
38	Over 500 employees	196	106	54.3	114	58.3	82
<b>Job tenure</b>							
39	1 to 12 months	566	70	12.3	82	14.6	484
40	Over 1 year to 5 years	612	113	18.5	131	21.4	481
41	Over 5 years to 9 years	255	78	30.6	85	33.4	170
42	Over 9 years to 14 years	222	93	41.8	101	45.6	121
43	Over 14 years	351	189	53.8	203	57.9	148
<b>Job status</b>							
44	Permanent	1,773	488	27.5	542	30.6	1,231
45	Non-permanent	234	55	23.5	61	26.2	173

Source: Labour Force Survey

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



## by selected characteristics, 1998 (concluded)

British Columbia						
Total	Union member		Union coverage*		Not a union member**	No.
	Total	Density	Total	Density		
'000	'000	%	'000	%	'000	
135	14	10.7	17	12.9	117	1
276	89	32.3	94	34.1	182	2
35	7	20.1	7	21.4	27	3
86	22	25.0	24	27.5	62	4
155	60	39.0	63	40.5	92	5
83	27	32.4	27	33.0	55	6
82	62	74.8	62	75.7	20	7
9	4	49.3	5	53.4	4	8
31	29	92.9	29	93.2	2	9
22	14	66.6	15	67.6	7	10
21	14	66.7	14	67.3	7	11
104	62	60.1	66	63.8	38	12
42	17	41.1	18	43.5	24	13
61	45	73.3	48	77.8	14	14
45	38	84.1	39	86.4	6	15
16	7	43.5	9	54.1	8	16
30	10	35.1	11	38.2	18	17
425	102	23.9	106	25.0	319	18
46	6	13.4	7	15.1	39	19
106	17	16.0	18	17.0	88	20
74	9	12.1	9	12.3	65	21
24	12	51.3	13	55.3	11	22
36	18	50.1	18	51.6	17	23
140	39	28.3	41	29.2	99	24
212	99	46.6	102	48.3	110	25
13	5	37.8	5	38.5	8	26
30	11	36.2	11	36.9	19	27
76	37	49.1	39	51.1	37	28
56	29	52.7	30	54.1	26	29
37	16	43.4	17	46.6	20	30
38	8	21.3	9	22.4	29	31
84	40	47.1	42	49.5	43	32
60	27	45.5	29	47.9	31	33
24	12	51.0	13	53.5	11	34
588	93	15.8	98	16.7	490	35
510	184	36.2	195	38.2	315	36
257	149	57.9	155	60.2	102	37
114	87	76.5	90	79.0	24	38
351	56	15.9	63	17.9	288	39
475	118	24.9	125	26.3	350	40
231	97	42.1	100	43.3	131	41
164	85	52.0	87	53.3	76	42
248	156	63.0	163	65.7	85	43
1,312	468	35.6	488	37.2	824	44
156	45	29.0	50	31.8	106	45

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

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

**Table 3: Average earnings and usual hours by union and job status, 1998**

	Canada				Atlantic			
	Total	Union member	Union coverage *	Not a union member **	Total	Union member	Union coverage *	Not a union member **
<b>Both sexes</b>								
<b>Average hourly earnings (\$)</b>	<b>15.81</b>	<b>18.77</b>	<b>18.69</b>	<b>14.39</b>	<b>13.06</b>	<b>16.86</b>	<b>16.79</b>	<b>11.30</b>
Full-time employees	16.78	19.06	19.00	15.57	13.85	17.00	16.96	12.17
Part-time employees	11.39	16.80	16.56	9.81	9.16	15.34	15.08	7.99
<b>Average weekly earnings (\$)</b>	<b>582.85</b>	<b>687.04</b>	<b>685.45</b>	<b>532.08</b>	<b>492.77</b>	<b>638.51</b>	<b>636.57</b>	<b>425.14</b>
Full-time employees	666.02	738.81	737.68	627.06	559.90	669.49	668.68	501.01
Part-time employees	203.48	334.24	327.82	165.37	161.95	307.52	300.36	134.54
<b>Average usual weekly hours, main job</b>	<b>35.7</b>	<b>36.4</b>	<b>36.4</b>	<b>35.3</b>	<b>36.6</b>	<b>37.9</b>	<b>37.9</b>	<b>36.1</b>
Full-time employees	39.8	38.8	38.9	40.2	40.6	39.5	39.6	41.1
Part-time employees	17.2	19.5	19.4	16.6	17.2	19.9	19.7	16.7
<b>Men</b>								
<b>Average hourly earnings (\$)</b>	<b>17.36</b>	<b>19.68</b>	<b>19.62</b>	<b>16.17</b>	<b>14.38</b>	<b>17.67</b>	<b>17.62</b>	<b>12.80</b>
Full-time employees	18.12	19.88	19.84	17.15	15.00	17.79	17.76	13.52
Part-time employees	10.39	15.78	15.49	9.28	8.37	13.95	13.61	7.69
<b>Average weekly earnings (\$)</b>	<b>683.09</b>	<b>764.44</b>	<b>763.40</b>	<b>640.89</b>	<b>581.94</b>	<b>707.39</b>	<b>706.28</b>	<b>521.38</b>
Full-time employees	738.99	788.93	788.69	710.71	628.26	721.87	722.04	577.87
Part-time employees	173.92	302.02	294.88	147.69	137.18	259.70	251.24	122.18
<b>Average usual weekly hours, main job</b>	<b>38.6</b>	<b>38.8</b>	<b>38.8</b>	<b>38.5</b>	<b>39.9</b>	<b>40.3</b>	<b>40.3</b>	<b>39.7</b>
Full-time employees	41.0	39.8	39.9	41.7	42.4	41.0	41.1	43.1
Part-time employees	16.2	18.5	18.5	15.7	16.0	18.5	18.3	15.7
<b>Women</b>								
<b>Average hourly earnings (\$)</b>	<b>14.11</b>	<b>17.71</b>	<b>17.58</b>	<b>12.51</b>	<b>11.65</b>	<b>15.95</b>	<b>15.86</b>	<b>9.75</b>
Full-time employees	14.96	17.89	17.78	13.52	12.37	16.00	15.93	10.42
Part-time employees	11.80	17.08	16.85	10.05	9.48	15.68	15.45	8.12
<b>Average weekly earnings (\$)</b>	<b>473.07</b>	<b>595.91</b>	<b>592.49</b>	<b>417.82</b>	<b>397.56</b>	<b>561.80</b>	<b>558.35</b>	<b>324.77</b>
Full-time employees	567.59	667.02	663.85	518.45	471.98	603.33	600.79	401.59
Part-time employees	215.41	342.93	337.03	173.27	172.00	318.94	312.88	139.99
<b>Average usual weekly hours, main job</b>	<b>32.6</b>	<b>33.5</b>	<b>33.6</b>	<b>32.1</b>	<b>33.2</b>	<b>35.2</b>	<b>35.1</b>	<b>32.3</b>
Full-time employees	38.0	37.4	37.4	38.3	38.3	37.7	37.8	38.6
Part-time employees	17.6	19.7	19.6	16.9	17.7	20.2	20.1	17.2

Source: Labour Force Survey

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

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

**Table 3: Average earnings and usual hours by union and job status, 1998 (continued)**

	Quebec				Ontario			
	Total	Union member	Union coverage *	Not a union member **	Total	Union member	Union coverage *	Not a union member **
<b>Both sexes</b>								
<b>Average hourly earnings (\$)</b>	<b>15.51</b>	<b>18.20</b>	<b>18.06</b>	<b>13.82</b>	<b>16.50</b>	<b>19.44</b>	<b>19.41</b>	<b>15.30</b>
Full-time employees	16.25	18.23	18.15	14.86	17.64	19.87	19.86	16.61
Part-time employees	12.03	17.95	17.48	9.70	11.25	15.99	15.87	10.18
<b>Average weekly earnings (\$)</b>	<b>558.82</b>	<b>646.82</b>	<b>644.99</b>	<b>501.35</b>	<b>613.73</b>	<b>728.63</b>	<b>727.68</b>	<b>566.28</b>
Full-time employees	628.95	687.92	686.58	587.00	703.78	781.58	781.60	667.66
Part-time employees	224.42	378.54	365.90	163.97	196.50	308.01	304.56	171.63
<b>Average usual weekly hours, main job</b>	<b>35.2</b>	<b>35.6</b>	<b>35.7</b>	<b>34.8</b>	<b>35.9</b>	<b>37.1</b>	<b>37.1</b>	<b>35.3</b>
Full-time employees	38.8	37.9	38.0	39.4	39.9	39.4	39.4	40.2
Part-time employees	17.8	20.4	20.2	16.7	16.9	19.1	19.0	16.4
<b>Men</b>								
<b>Average hourly earnings (\$)</b>	<b>16.82</b>	<b>18.73</b>	<b>18.67</b>	<b>15.47</b>	<b>18.11</b>	<b>20.33</b>	<b>20.33</b>	<b>17.07</b>
Full-time employees	17.41	18.80	18.77	16.34	19.00	20.62	20.64	18.17
Part-time employees	11.36	17.55	16.97	9.59	10.11	14.16	14.08	9.42
<b>Average weekly earnings (\$)</b>	<b>644.81</b>	<b>707.82</b>	<b>707.99</b>	<b>598.70</b>	<b>714.88</b>	<b>799.86</b>	<b>800.23</b>	<b>675.04</b>
Full-time employees	693.31	728.66	729.52	664.69	776.03	825.31	826.86	750.17
Part-time employees	196.70	358.37	342.93	150.40	165.70	255.77	254.57	150.29
<b>Average usual weekly hours, main job</b>	<b>37.8</b>	<b>37.9</b>	<b>38.0</b>	<b>37.6</b>	<b>38.5</b>	<b>39.1</b>	<b>39.1</b>	<b>38.3</b>
Full-time employees	40.1	39.0	39.1	40.8	41.1	40.1	40.2	41.5
Part-time employees	16.5	19.6	19.4	15.6	16.0	17.9	17.8	15.6
<b>Women</b>								
<b>Average hourly earnings (\$)</b>	<b>14.02</b>	<b>17.53</b>	<b>17.28</b>	<b>12.07</b>	<b>14.75</b>	<b>18.28</b>	<b>18.20</b>	<b>13.49</b>
Full-time employees	14.62	17.37	17.17	12.97	15.83	18.72	18.65	14.67
Part-time employees	12.31	18.08	17.65	9.75	11.72	16.52	16.41	10.53
<b>Average weekly earnings (\$)</b>	<b>460.74</b>	<b>570.33</b>	<b>564.21</b>	<b>398.57</b>	<b>503.30</b>	<b>636.11</b>	<b>633.44</b>	<b>455.79</b>
Full-time employees	539.46	625.40	619.54	487.59	607.62	713.85	711.58	565.14
Part-time employees	236.32	384.76	373.20	170.52	209.37	323.24	319.71	181.16
<b>Average usual weekly hours, main job</b>	<b>32.2</b>	<b>32.7</b>	<b>32.8</b>	<b>31.8</b>	<b>32.9</b>	<b>34.5</b>	<b>34.5</b>	<b>32.3</b>
Full-time employees	37.1	36.3	36.3	37.5	38.5	38.2	38.2	38.5
Part-time employees	18.3	20.7	20.5	17.2	17.3	19.4	19.3	16.8

Source: Labour Force Survey

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

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

**Table 3: Average earnings and usual hours by union and job status, 1998 (concluded)**

	Prairies				British Columbia			
	Total	Union member	Union coverage *	Not a union member **	Total	Union member	Union coverage *	Not a union member **
<b>Both sexes</b>								
<b>Average hourly earnings (\$)</b>	<b>14.71</b>	<b>17.51</b>	<b>17.49</b>	<b>13.52</b>	<b>17.21</b>	<b>20.47</b>	<b>20.44</b>	<b>15.34</b>
Full-time employees	15.69	17.94	17.93	14.67	18.23	20.82	20.83	16.59
Part-time employees	10.40	15.12	14.98	8.94	13.10	18.54	18.32	11.00
<b>Average weekly earnings (\$)</b>	<b>552.52</b>	<b>642.25</b>	<b>644.84</b>	<b>512.84</b>	<b>622.21</b>	<b>730.05</b>	<b>730.76</b>	<b>559.49</b>
Full-time employees	635.71	704.23	705.86	603.61	719.21	798.74	801.53	667.50
Part-time employees	185.27	298.79	294.92	150.32	231.77	353.33	348.07	184.90
<b>Average usual weekly hours, main job</b>	<b>36.2</b>	<b>36.2</b>	<b>36.4</b>	<b>36.1</b>	<b>35.0</b>	<b>35.3</b>	<b>35.4</b>	<b>34.8</b>
Full-time employees	40.5	39.2	39.4	41.0	39.4	38.4	38.5	40.0
Part-time employees	17.3	19.5	19.4	16.6	17.2	18.6	18.5	16.6
<b>Men</b>								
<b>Average hourly earnings (\$)</b>	<b>16.47</b>	<b>18.87</b>	<b>18.85</b>	<b>15.52</b>	<b>18.90</b>	<b>21.64</b>	<b>21.62</b>	<b>17.32</b>
Full-time employees	17.22	19.15	19.13	16.41	19.74	21.89	21.90	18.39
Part-time employees	9.00	13.17	13.21	8.27	12.09	18.05	17.70	10.47
<b>Average weekly earnings (\$)</b>	<b>667.03</b>	<b>747.77</b>	<b>748.57</b>	<b>634.44</b>	<b>735.19</b>	<b>829.23</b>	<b>830.11</b>	<b>679.85</b>
Full-time employees	719.56	773.47	774.22	696.21	800.32	863.01	865.35	759.42
Part-time employees	147.23	238.09	239.18	131.11	207.37	346.19	337.46	169.85
<b>Average usual weekly hours, main job</b>	<b>39.7</b>	<b>39.4</b>	<b>39.6</b>	<b>39.7</b>	<b>38.0</b>	<b>38.1</b>	<b>38.2</b>	<b>37.9</b>
Full-time employees	42.0	40.5	40.6	42.6	40.6	39.5	39.6	41.3
Part-time employees	16.1	17.9	17.9	15.8	16.5	18.4	18.3	16.0
<b>Women</b>								
<b>Average hourly earnings (\$)</b>	<b>12.80</b>	<b>16.23</b>	<b>16.16</b>	<b>11.25</b>	<b>15.42</b>	<b>19.22</b>	<b>19.18</b>	<b>13.27</b>
Full-time employees	13.57	16.48	16.44	12.13	16.22	19.40	19.41	14.21
Part-time employees	10.88	15.47	15.31	9.21	13.50	18.68	18.50	11.23
<b>Average weekly earnings (\$)</b>	<b>428.19</b>	<b>542.61</b>	<b>543.40</b>	<b>374.69</b>	<b>503.44</b>	<b>625.34</b>	<b>625.07</b>	<b>433.83</b>
Full-time employees	519.97	621.01	621.36	469.06	611.90	714.39	716.94	546.04
Part-time employees	198.55	309.72	305.51	158.17	241.39	355.32	351.08	191.60
<b>Average usual weekly hours, main job</b>	<b>32.5</b>	<b>33.2</b>	<b>33.4</b>	<b>32.0</b>	<b>31.9</b>	<b>32.4</b>	<b>32.4</b>	<b>31.6</b>
Full-time employees	38.4	37.8	37.8	38.6	37.8	36.9	37.0	38.4
Part-time employees	17.7	19.8	19.7	16.9	17.4	18.7	18.6	16.9

Source: Labour Force Survey

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

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

**Table 4: Wage settlements and labour disputes**

Year	Major wage settlements and inflation rates *				Strikes and lockouts, workers involved, and person-days and working time lost **			
	Average annual percentage increase in base wage rates				Strikes & lockouts	Workers involved	Person-days not worked	Percentage of estimated working time
	Public sector †	Private sector †	Both sectors	Annual change in Consumer Price Index				
	%				'000	'000	%	
1980	10.9	11.7	11.1	10.2	1,028	439	9,130	0.37
1981	13.1	12.6	13.0	12.4	1,049	341	8,850	0.35
1982	10.4	9.5	10.2	10.9	679	464	5,702	0.23
1983	4.6	5.5	4.8	5.7	645	329	4,441	0.18
1984	3.9	3.2	3.6	4.4	716	187	3,883	0.15
1985	3.8	3.3	3.7	3.9	829	162	3,126	0.12
1986	3.6	3.0	3.4	4.2	748	484	7,151	0.27
1987	4.1	3.8	4.0	4.4	668	582	3,810	0.14
1988	4.0	5.0	4.4	4.0	548	207	4,901	0.17
1989	5.2	5.2	5.2	5.0	627	445	3,701	0.13
1990	5.6	5.7	5.6	4.8	579	270	5,079	0.17
1991	3.4	4.4	3.6	5.6	463	253	2,516	0.09
1992	2.0	2.6	2.1	1.5	404	150	2,110	0.07
1993	0.6	0.8	0.6	1.8	381	102	1,517	0.05
1994	-	1.3	0.3	0.2	374	81	1,607	0.06
1995	0.6	1.4	0.9	2.1	328	149	1,583	0.05
1996	0.5	1.8	0.9	1.6	330	282	3,352	0.11
1997	1.2	1.8	1.5	1.6	284	258	3,610	0.12
1998	1.6	1.8	1.6	1.0	378	233	2,466	0.08
1999	1.5	2.3	1.7	1.0	127	63	709	0.09

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

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

\* 1999 data refer to January to April only.

\*\* 1999 data refer to January to March only.

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

### Data sources

Information on union membership, density and coverage by various 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, Labour Statistics 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 Angèle Charbonneau, Workplace Information Directorate, HRDC at 1 800 567-6866.