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■ THE UNION MOVEMENT
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..	not available for a specific reference period
...	not applicable
p	preliminary
r	revised
x	confidential
E	use with caution
F	too unreliable to be published

Highlights

In this issue

■ The union movement in transition

- Union ranks rose from 2.8 million in 1977 to just over 4 million in 2003. However, this 43% growth did not keep pace with employment increases, resulting in a unionization rate (or density) that changed little.
- The biggest and most profound transformation in union membership in recent decades lies in the mix of men and women. From a mere 12% in 1977, the share of women rose steadily to nearly half (48%) in 2003.
- Union membership declined in the goods sector and increased in the service sector. In terms of density, the gap between the goods sector and the service sector in 1987 (40% versus 31%) had almost disappeared by 2003 (31% versus 30%).
- Between 1997 and 2003, union density increased in the already heavily unionized public sector (2.3 percentage points), but fell slightly in the private sector. By industry, the biggest gains occurred in public administration and construction.
- During this same period, union density rose in smaller workplaces, and among part-time workers, non-permanent employees, and persons with short job tenure. The rate fell in larger workplaces, and among full-time workers, persons in permanent jobs, and those with tenure longer than five years.

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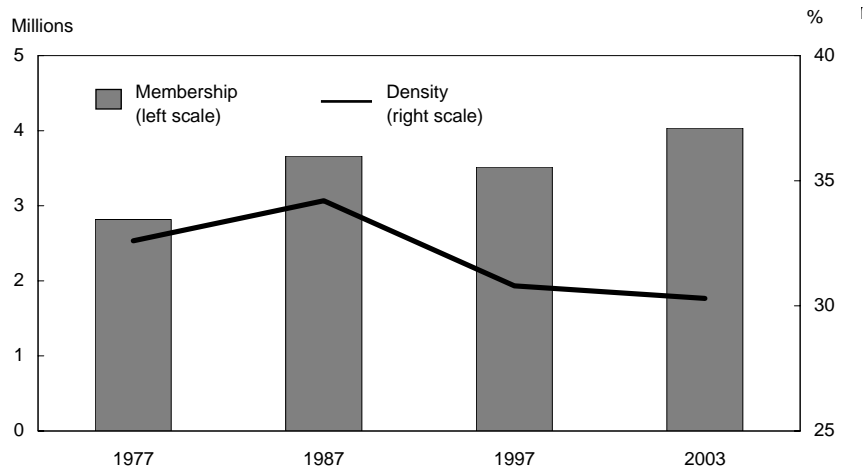
The union movement in transition

Ernest B. Akyeampong

Membership in a union offers several advantages. Not only do unionized workers generally receive higher wages (Fang and Verma 2002), they are also more likely to enjoy non-wage benefits such as coverage in employer-sponsored pension, dental or medical plans (Akyeampong 2002). In addition, their greater accessibility to a grievance or dispute settlement system is thought to provide greater protection against exploitation, abuse or unfair treatment by their employer (Akyeampong 2003).

In light of these advantages, the continuous increase in union membership over the past decades is not surprising: the union ranks rose from 2.8 million in 1977 to just over 4 million in 2003 (Chart A). However, as in many other Western industrialized countries, growth has not kept pace with employment increases.¹ As a result, the unionization rate (or density)—the proportion of employees belonging to a union—has fallen over the years. After rising slightly from 32.6% in 1977 to 34.2% in 1987, it drifted downwards, oscillating between 30% and 31% over most of the past decade (Chart A).²

Chart A: Union membership rose 43% between 1977 and 2003, but density changed little.



Sources: CALURA, 1977-1987; Labour Force Survey, 1997-2003

Although the unionization rate did not change much, the same cannot be said for the membership mix by sex, industry, job status, and so forth. Several, often interrelated factors account for the changing profile of union membership—notably, employee demographics; labour laws and regulations, especially provincial; industry shifts, especially from goods to services; the occupation mix of the workforce; and the effectiveness of union recruitment and retention.

Using various sources, this article first looks at how union membership has evolved over the past several decades, including some of the factors behind the changes (see *Data sources*). Then, using data from the post-1996 Labour Force Survey, it details where the union movement has gained or lost membership and density in recent years.

Long-term trends

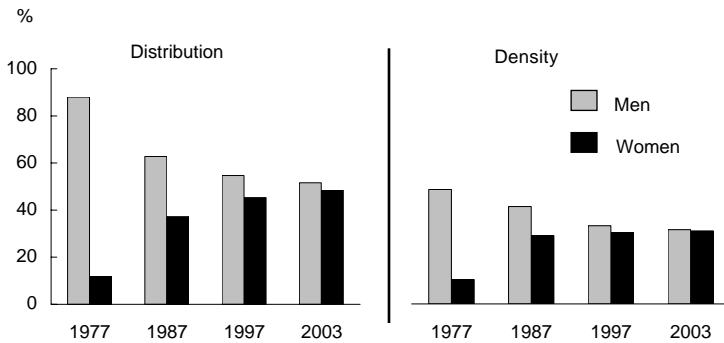
Constructing a historical profile of union membership in Canada is not easy, partly because no consistent and all-encompassing series exist. Aggregate union membership estimates date from 1911; some

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indicators are available from the 1960s and 1970s (membership by sex and regional dispersion), but others start in the 1980s or later (age, industry, occupation, public³ versus private sector, and full- versus part-time work.)

Undoubtedly, the biggest and most profound transformation in union membership lies in the mix of men and women. From a mere 12% in 1977, the share of women has risen steadily to nearly half (48%) in 2003 (Chart B). This extraordinarily strong and growing presence is accounted for by several, often interrelated factors. These include the growing proportion of women in the paid workforce; their increased presence in the heavily unionized

Chart B: Women's union density and membership share matched men's by 2003.



Sources: CALURA, 1977-1987; Labour Force Survey, 1997-2003

public sector; their movement into traditionally male-dominated and often heavily unionized industries or occupations such as construction; the rising unionization among part-time and non-permanent workers; and the expansion of union activity into traditionally female-dominated and hitherto non- or less-unionized workplaces, especially in the service sector (Akyeampong 1998).

The growing number of women in the union movement is reflected in changing density rates by sex. For women, the rate rose steadily, from 10% in 1977 to 30% in 2003. For men, the reverse occurred. Partly in line with the changing structure of the Canadian economy and labour force, the men's rate fell steadily, from 47% in 1977 to 31% in 2003. In summary, while women's unionization rate was less than one-quarter of men's in 1977, the two were virtually identical by 2003.

Another notable transformation has been the declining share of membership in the goods sector and an increase in the service sector. This can be attributed primarily to a shift in the economic structure, resulting in employment drops in the once heavily unionized, male dominated, goods-producing industries, especially manufacturing, in favour of the service industries. In 1987, the goods sector accounted for roughly one-third of total union membership, compared with only one-quarter in 2003 (Chart C). In terms of union density, the gap between the goods sector and the service sector in 1987 (40% versus 31%) had almost disappeared by 2003 (31% versus 30%).

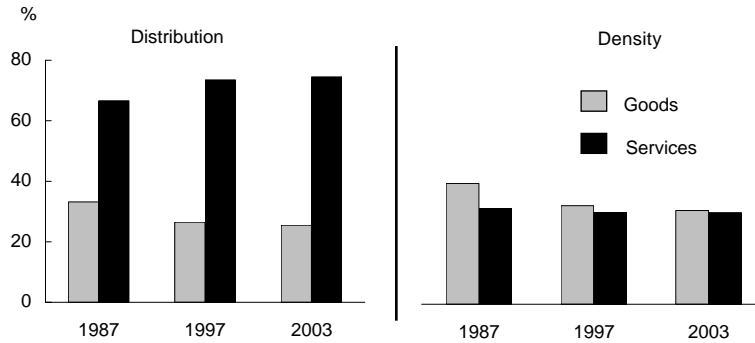
Regionally, union membership share did not change much over the past several decades, remaining roughly in line with regional shares of national employee counts (Table 1). However, estimated union membership can sometimes present a false portrait of union strength in an area. The density rate is a better measure for comparison. Quebec recorded the highest rate throughout the period (38% in 2003). Other regions mostly registered declines, the steepest being in British Columbia. Ontario's 27% was the lowest rate in 2003.

Table 1: Union membership, distribution and density by region

	Total	Atl.	Que.	Ont.	Prairies	B.C.
Distribution	'000	%				
1977	2,817	7.7	27.6	37.5	13.3	13.8
1987	3,662	7.6	28.2	37.2	14.4	12.5
1997	3,516	6.9	28.4	35.1	15.0	14.6
2003	4,036	6.8	29.4	35.4	15.3	13.2
Density	%					
1977	32.6	34.1	34.7	31.0	26.8	40.9
1987	34.2	36.9	39.6	31.0	30.1	38.6
1997	30.8	30.3	36.9	27.7	27.1	34.0
2003	30.3	29.3	37.6	26.8	27.1	32.4

Sources: CALURA, 1977-1987; Labour Force Survey, 1997-2003

Chart C: Union membership declined in the goods sector but rose in services.



Sources: CALURA, 1987; Labour Force Survey, 1997-2003

Also noteworthy have been changes in representation among full- and part-time workers, and in the public and the private sectors. Part-time workers saw both a share increase (from 8% to 14%) and a rise in density (from 18% to 23%) between 1984 and 2003 (Table 2). The increases were widespread. The reverse was true for full-time workers, who saw their share decline (92% to 86%) as well as their density (39% to 32%).

During the 1960s, the rapid expansion of government and the extension of bargaining rights to most of its employees saw the public sector take a more prominent position in the union movement (Eaton 1976; Galarneau 1996). Since then, the influence of this group has continued to grow, its representation rising from 42% in 1984 to 53% in 2003. In terms of density, the rate among public-

Table 2: Union membership, distribution and density by sector and work status

	Total	Public	Private	Full-time	Part-time
Distribution	'000			%	
1984	3,474	42.2	57.8	91.7	8.3
1997	3,516	52.6	47.4	87.1	12.9
2003	4,036	53.5	46.5	85.9	14.1
Density			%		
1984	35.5	71.8	25.9	38.7	18.5
1997	30.8	69.7	19.0	32.9	21.4
2003	30.3	72.0	18.2	31.8	23.3

Sources: Survey of Union Membership, 1984; Labour Force Survey, 1997-2003

sector workers (just over 70%) changed little, while falling from 26% to 18% among private-sector workers. Indeed, stability in the public sector prevented overall union density in Canada from falling below 30%.⁴

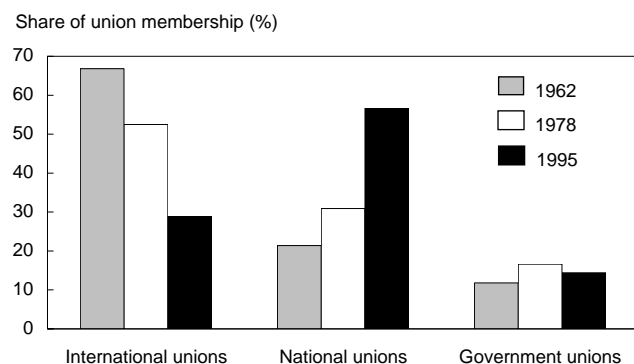
Another profound change over the past several decades has been the waning influence of international unions (those with headquarters outside Canada). An important objective of the Corporations and Labour Unions Returns Act (CALURA) was to monitor the extent and effect of international unions on organized labour in Canada. The available CALURA data show a dramatic and steady shift away from international to national unions between 1962 and 1995 (1995 being the last collection year under CALURA) (Mainville and Olinek 1999). In 1962, international unions accounted for about two-thirds of union membership in Canada; by 1995, this had fallen to 29% (Chart D). In contrast, national union representation rose from 21% to 57%. The decline of international unions resulted mainly from defections to competing national unions and breakaways to form new autonomous national unions—the breakaway of the 136,000-strong Auto Workers Union Canadian membership in 1986 being notable (Statistics Canada 1994).

Throughout the period under review, the share of government unions (consisting of federal and provincial government employees) stayed in the 12% to 17% range.⁵ After 1995, the international union share declined slightly to a little over 27% in 2003 (HRDC 2003).⁶

Recent gains and losses

For simplicity, only 1997 and 2003 (the first and latest years) of the revised Labour Force Survey series are shown, but the directions (or algebraic signs) of changes between these two years are reasonably representative of recent trends (not shown) in union strength by different worker groups.

Chart D: International unions have lost significant ground.



Source: CALURA

Changes in union density form the basis for comparing the trends of different worker groups.⁷ A positive change signifies a gain in union presence, and vice versa. To facilitate comparison, data are presented in descending order of change between 1997 and 2003.

Demographic

Overall, union density decreased by 0.5 percentage points between 1997 and 2003 (Table 3)—not because of a loss in membership, but because employment growth (16.7%) surpassed the gain in union membership (14.8%). Continuing the trend established over the past several decades, the rate rose by 0.7 points among women employees, but fell by 1.6 points among men. The largest increase occurred among youth (15 to 24, up 2.7 points). Workers in all other age groups (except 55 and over) saw some losses, with the largest decline among those 45 to 54 (-2.8 points).

Although the workforce has become more educated, only those with some postsecondary education recorded a slight growth in unionization. All other groups, including workers holding university degrees, recorded declines. The large fall in the rate among those with less than grade 9 education coincides with a large decline in union membership among some blue-collar workers.

Industry

Losses of union strength in the goods-producing industries in recent years were not offset by gains in the service-producing industries—both sectors lost

Table 3: Union membership and density by age, sex and education (by descending order of density change)

	Employees		Union members		Union density		Change 1997-2003		
	1997	2003	1997	2003	1997	2003	Empl- yees	Members	Density
	'000		'000		%		%	%	% point
Total	11,421	13,333	3,516	4,036	30.8	30.3	16.7	14.8	-0.5
Sex									
Women	5,437	6,513	1,593	1,954	29.3	30.0	19.8	22.7	0.7
Men	5,984	6,820	1,923	2,082	32.1	30.5	14.0	8.3	-1.6
Age									
15 to 24	1,891	2,298	204	310	10.8	13.5	21.5	52.0	2.7
55 and over	898	1,382	316	501	35.2	36.3	53.9	58.5	1.1
25 to 44	6,322	6,636	1,990	1,994	31.5	30.1	5.0	0.2	-1.4
45 to 54	2,309	3,017	1,006	1,231	43.6	40.8	30.7	22.4	-2.8
Education									
Some postsecondary	1,158	1,373	262	317	22.6	23.1	18.6	21.0	0.5
Postsecondary certificate or diploma	3,775	4,548	1,294	1,540	34.3	33.9	20.5	19.0	-0.4
High school graduate	2,390	2,746	677	757	28.3	27.6	14.9	11.8	-0.7
University degree	2,071	2,715	744	944	35.9	34.8	31.1	26.9	-1.1
Some high school	1,564	1,561	389	364	24.9	23.3	-0.2	-6.4	-1.6
Less than grade 9	463	391	150	115	32.4	29.4	-15.6	-23.3	-3.0

Source: Labour Force Survey

The union movement in transition

ground between 1997 and 2003. While the service-sector loss was slight (-0.2 points), the goods sector was down a sizeable 1.6 points.

Workers in the fast-growing information technology industries appear less attracted to the union movement. Many do not feel they fit into the typical 9 to 5 mould (Galarneau 1994). They often work atypical hours, have several workplaces (including home), and own stock in their company (Luffman 2003).

Union density increased in the already heavily unionized public sector (2.3 points), but fell slightly in the private sector.

At a more detailed industry level, the biggest gains occurred in public administration, particularly among workers in local government (5.5 percentage points)—the result of employment falling more than union membership. Federal government workers also saw a large gain (3.2 points), while the rate among their provincial counterparts remained almost unchanged (Table 4). Construction was the other major industry to register a significant increase (2.8 points).

Union density losses of more than 2 percentage points were registered for workers in non-durable and durable manufacturing; information, culture and recreation; and natural resource industries.

Table 4: Union membership and density by industry (by descending order of density change)

	Employees		Union members		Union density		Change 1997-2003		
	1997	2003	1997	2003	1997	2003	Em-plo-ees	Mem-bers	Density
	'000		'000		%		%	%	% point
Industry									
Service-producing	8,540	9,994	2,584	3,007	30.3	30.1	17.0	16.4	-0.2
Goods-producing	2,881	3,339	933	1,029	32.4	30.8	15.9	10.3	-1.6
Major industry groups									
Local administration	298	254	177	165	59.4	64.9	-14.8	-6.8	5.5
Federal administration	269	320	178	221	66.0	69.2	19.0	24.2	3.2
Construction	483	644	144	210	29.9	32.7	33.3	45.8	2.8
Finance and insurance	575	602	46	54	8.1	9.0	4.7	17.4	0.9
Educational services	876	1,001	598	691	68.2	69.0	14.3	15.6	0.8
Health care and social assistance	1,186	1,482	623	792	52.6	53.4	25.0	27.1	0.8
Retail trade	1,420	1,677	192	238	13.6	14.2	18.1	24.0	0.6
Professional, scientific and technical	489	653	20	29	4.1	4.5	33.5	45.0	0.4
Utilities	116	131	78	89	67.4	67.7	12.9	14.1	0.3
Provincial administration	226	241	160	171	70.7	71.0	6.6	6.9	0.3
Agriculture	121	120	4	4	3.3	3.5	-0.8	0.0	0.2
Other services	464	482	42	44	9.0	9.2	3.9	4.8	0.2
Real estate and leasing	162	186	12	14	7.6	7.6	14.8	16.7	0.0
Business, building and other support services	332	469	43	60	12.9	12.9	41.3	39.5	0.0
Accommodation and food services	783	922	62	68	7.9	7.4	17.8	9.7	-0.5
Wholesale trade	372	482	39	45	10.4	9.4	29.6	15.4	-1.0
Transportation and warehousing	578	629	248	262	43.0	41.7	8.8	5.6	-1.3
Non-durable manufacturing	822	913	273	282	33.2	30.9	11.1	3.3	-2.3
Information, culture and recreation	510	596	144	151	28.1	25.4	16.9	4.9	-2.7
Natural resources	245	239	69	60	28.2	24.9	-2.4	-13.0	-3.3
Durable manufacturing	1,094	1,291	364	384	33.3	29.8	18.0	5.5	-3.5
Sector									
Public	2,654	2,998	1,850	2,159	69.7	72.0	13.0	16.7	2.3
Private	8,766	10,335	1,667	1,877	19.0	18.2	17.9	12.6	-0.8

Source: Labour Force Survey

Occupation

In terms of occupation, by far the largest inroads occurred among workers in the strongly growing childcare and home support field (7.2 percentage points), followed by those in other already heavily unionized health occupations, such as health support staff (3.3 points), nursing (2.9 points), and professional health workers (2.1 points) (Table 5). Significant gains were also made in the recruitment of workers in construction trades (2.9 points), and in culture and recreation (2.2 points). The largest losses were recorded among technical health workers—mostly health, medical, dental, and veterinary technologists and therapists (-4.1 points)—and among those in other trades (-3.1 points). Other occupations registering more than a

2-point decline were clerical, management, and natural and applied sciences, the last having a sizeable concentration of information-technology workers.

Job status and workplace size

In a drive for greater revenue and influence, union leaders have succeeded in making significant gains in recent years in many hitherto less-unionized workplaces and work groups. For example, density rose among part-time workers (1.9 points), non-permanent employees (2.4 points), and persons with short job tenure (less than five years) (Table 6). These increases prevailed by sex, age, industry and occupation. The rate fell among full-time workers, persons in permanent jobs, and those with tenure longer than five years.

Table 5: Union membership and density by occupation (by descending order of density change)

Occupation	Employees		Union members		Union density		Change 1997-2003		
	1997	2003	1997	2003	1997	2003	Empl- yees	Members	Density
	'000	'000	'000	'000	%	%	%	%	% point
Childcare and home support	200	250	63	96	31.4	38.6	25.0	52.4	7.2
Support staff (health)	162	248	82	134	50.8	54.1	53.1	63.4	3.3
Nursing	222	257	173	208	78.1	81.0	15.8	20.2	2.9
Construction trades	191	243	72	99	37.7	40.6	27.2	37.5	2.9
Culture and recreation	228	295	56	79	24.5	26.7	29.4	41.1	2.2
Health professionals	77	86	31	36	39.9	42.0	11.7	16.1	2.1
Legal, social and religious	321	413	124	165	38.6	40.0	28.7	33.1	1.4
Secondary/elementary teachers	361	408	316	361	87.4	88.6	13.0	14.2	1.2
Retail	790	1,000	94	128	12.0	12.8	26.6	36.2	0.8
Travel and accommodation	1,052	1,220	274	327	26.1	26.8	16.0	19.3	0.7
Protective services	193	224	102	119	52.8	53.2	16.1	16.7	0.4
Wholesale	226	356	14	21	6.1	5.8	57.5	50.0	-0.3
Contractors and supervisors	86	107	27	33	31.4	31.0	24.4	22.2	-0.4
Teachers and professors	514	600	388	450	75.4	75.0	16.7	16.0	-0.4
Helpers and labourers	297	312	103	107	34.7	34.2	5.1	3.9	-0.5
Financial and administrative	741	704	166	154	22.4	21.8	-5.0	-7.2	-0.6
Unique to primary industry	248	266	42	43	16.9	16.1	7.3	2.4	-0.8
Other teachers	153	192	72	89	47.0	46.1	25.5	23.6	-0.9
Transport equipment operators	443	492	168	181	37.8	36.9	11.1	7.7	-0.9
Food and beverage	412	522	41	46	9.9	8.9	26.7	12.2	-1.0
Professional	283	325	51	55	18.0	16.9	14.8	7.8	-1.1
Labourers	227	204	90	78	39.5	38.3	-10.1	-13.3	-1.2
Machine operators and assemblers	809	1,006	318	382	39.3	38.0	24.4	20.1	-1.3
Natural and applied sciences	670	898	180	223	26.9	24.8	34.0	23.9	-2.1
Management	966	891	109	81	11.3	9.1	-7.8	-25.7	-2.2
Clerical	1,229	1,542	363	416	29.5	27.0	25.5	14.6	-2.5
Other trades	658	696	278	273	42.3	39.2	5.8	-1.8	-3.1
Technical (health)	176	178	109	102	61.6	57.5	1.1	-6.4	-4.1

Source: Labour Force Survey

The union movement in transition

Table 6: Union membership and density by job status and workplace size
(by descending order of density change)

	Employees		Union members		Union density		Change 1997-2003		
	1997	2003	1997	2003	1997	2003	Empl- yees	Members	Density
	'000		'000		%		%	%	% point
Work status									
Part-time	2,117	2,440	453	569	21.4	23.3	15.3	25.6	1.9
Full-time	9,304	10,894	3,063	3,468	32.9	31.8	17.1	13.2	-1.1
Job status									
Non-permanent	1,296	1,660	294	417	22.7	25.1	28.1	41.8	2.4
Permanent	10,124	11,673	3,222	3,619	31.8	31.0	15.3	12.3	-0.8
Job tenure									
1 to 5 years	3,287	4,473	650	1,033	19.8	23.1	36.1	58.9	3.3
1 to 12 months	2,661	2,973	342	437	12.9	14.7	11.7	27.8	1.8
9 to 14 years	1,325	1,393	556	560	41.9	40.2	5.1	0.7	-1.7
Over 14 years	2,279	2,698	1,302	1,454	57.1	53.9	18.4	11.7	-3.2
5 to 9 years	1,870	1,796	667	552	35.7	30.8	-4.0	-17.2	-4.9
Workplace size									
Under 20 employees	3,992	4,454	473	563	11.9	12.6	11.6	19.0	0.7
20 to 99 employees	3,635	4,340	1,118	1,341	30.8	30.9	19.4	19.9	0.1
100 to 500 employees	2,377	2,866	1,104	1,228	46.4	42.9	20.6	11.2	-3.5
Over 500 employees	1,416	1,673	821	904	58.0	54.1	18.1	10.1	-3.9

Source: Labour Force Survey

Table 7: Union membership and density by province (by descending order of density change)

	Employees		Union members		Union density		Change 1997-2003		
	1997	2003	1997	2003	1997	2003	Empl- yees	Members	Density
	'000		'000		%		%	%	% point
Prince Edward Island	49	58	13	16	26.9	28.3	18.4	23.1	1.4
Saskatchewan	353	386	116	133	33.0	34.3	9.3	14.7	1.3
Quebec	2,709	3,165	1,000	1,188	36.9	37.6	16.8	18.8	0.7
Alberta	1,154	1,414	258	317	22.4	22.4	22.5	22.9	0.0
Manitoba	431	478	151	167	35.1	34.9	10.9	10.6	-0.2
Ontario	4,465	5,319	1,235	1,427	27.7	26.8	19.1	15.5	-0.9
Newfoundland and Labrador	164	190	64	73	39.1	38.2	15.9	14.1	-0.9
Nova Scotia	324	379	92	104	28.4	27.4	17.0	13.0	-1.0
New Brunswick	265	303	74	80	27.9	26.4	14.3	8.1	-1.5
British Columbia	1,508	1,640	513	532	34.0	32.4	8.8	3.7	-1.6

Source: Labour Force Survey

Data sources

For over three decades (1962-1995), the *Corporations and Labour Unions Returns Act* (CALURA) was the only continuous source of union membership data by sex, industry and province. The Act required each national and international union with 100 or more members resident in Canada to submit annual financial and membership information to the federal government. Statistics Canada was charged with administering the Act. The Act was amended in 1995, removing the reporting requirement for unions. The final published CALURA data therefore relate to 1995 (Mainville and Olinek 1999).

In January 1997, the redesigned Labour Force Survey (LFS) began to collect and publish monthly, dimensionally enriched, membership and coverage estimates—by sex, age, province, industry, occupation, firm size, education, wage rate, etc. (Coverage includes the roughly 2% of employees who are not union members but whose terms of employment are covered by collective agreements.) A comparison of CALURA and LFS estimates (and other household surveys) suggests that overall density rates are marginally higher under CALURA, but that the trends are fairly similar (Galarneau 2003).

Differences emerge for a number of reasons:

- For CALURA, the reference period was December 31 of each year; the LFS annual estimates are the weighted averages of the weekly data collected around the middle of each month.
- CALURA was a census 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 could belong to different unions in each job and be counted twice in CALURA; in the LFS they are counted only once, and if the main job is not unionized, they are not counted at all.
- Some retirees and pensioners were included in CALURA; they are excluded in the LFS.

The 1984 estimates for public- and private-sector, full- and part-time workers (CALURA did not collect these details) come from the Survey of Union Membership, an LFS-supplement conducted in co-operation with Labour Canada in October 1984. As such, they have some seasonality drawbacks.

Other Statistics Canada Surveys collecting unionization data include the Labour Market Activity Survey (LMAS, 1984-1990), the Survey of Labour and Income Dynamics (SLID, started in 1993), and the Survey of Work Arrangements (SWA, 1991 and 1995). Both LMAS and SLID data suffer from small sample size and age cutoffs that differ from CALURA and the LFS. The SWA data also have some seasonality drawbacks. However, the questions identifying union membership and coverage in each survey are similar.

In the post-1996 LFS, two questions are used to identify union membership and coverage:

- Is the person a union member?
- Is the person covered by a union contract or collective agreement?

Similarly, recruiting efforts aimed at hitherto less-unionized smaller workplaces appeared to yield positive results. Between 1997 and 2003, union density rose in workplaces with less than 100 employees, and fell heavily in larger ones.

Province

Only three provinces—Prince Edward Island, Saskatchewan and Quebec—saw unions succeed in raising their presence (Table 7). Except for Alberta where the rate remained unchanged, all provinces recorded declines, with the largest (about 1.5 points) being registered in New Brunswick and British Columbia.

Summary

The past several decades have seen significant shifts in union membership. This is the result of changes in workforce demographics, labour laws, and economic

structure, as well as recruitment success or failure. Among the notable shifts have been the increasing feminization of the movement, the growing prominence of public- and service-sector groups, and the waning influence of international unions.

In recent years, other significant trends have emerged. Unions have made little headway in the fast-growing information-technology industries or occupations. Rather, the movement has managed to maintain its overall density by offsetting losses in the goods sector with successes among employees in small workplaces and among part-time and non-permanent employees. The last two groups have large concentrations of youth and women who, not surprisingly, have also seen their unionization rates rise in recent years.

■ Notes

1 For example, in the United States, union membership declined steadily—from a high of 20.1% in 1983 to 12.9% in 2003.

2 The drop in union density between CALURA (pre-1996) and the LFS (post-1996) is probably mostly due to differences in survey design and coverage (see *Data sources* for details).

3 The public sector comprises government, Crown corporations, and publicly funded schools and hospitals.

4 Unionization in the public sector in the United States pales in comparison with Canada. In 2003, the U.S. rate (37.2%) was just over half of Canada's (72.0%). While public-sector rates have remained virtually intact in both countries over the past couple of decades, the U.S. private-sector rate has witnessed a precipitous fall, from roughly 16% in 1983 to 8.2% in 2003, compared with a moderate fall in Canada (from 25.9% in 1984 to 18.2% in 2003). The result was a much steeper decline in the overall unionization rate in the U.S., from 20.1% in 1983 to only 12.9% in 2003, while the Canadian rate remained in the 30% to 34% range.

5 In reality, the government unions (composed of federal or provincial government employees) are national unions since they are headquartered in Canada.

6 To a large extent, HRDC collapsed CALURA's national and government unions into one, labelled simply as 'national unions.'

7 The density is the product of the interaction between the change in union membership (the numerator for a given worker group) and the change in employees (the denominator for the same group).

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PERSPECTIVES

ON LABOUR AND INCOME

Fact-sheet on unionization

Table 1: Unionization rates in first half of 2003 and 2004

At 13.4 million, average paid employment (employees) during the first half of 2004 was 214,000 higher than during the same period a year earlier. Union membership also grew, from 4.0 million to 4.1 million. Because the increase in membership matched the growth in employee counts, the unionization rate (density) remained unchanged at 30.5%.

Women registered a slight increase in their rate (to 30.6%) while the rate for men fell marginally to 30.3%. This was the first time that the women's rate surpassed the men's.

Union density fell marginally in both the public sector (to 72.3%) and the private sector (to 17.8%).

Six provinces recorded rate increases, three (Nova Scotia, Alberta and British Columbia) saw declines, and Ontario's rate remained the same (Chart A).

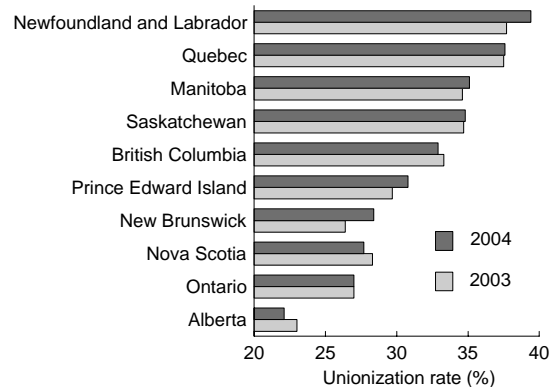
The rate remained virtually unchanged for both full-time workers (32.0%) and part-time workers (23.6%).

Union density inched up to 31.2% among permanent employees, while falling from 26.5% to 25.4% for those in non-permanent jobs. The rate fell in large workplaces (100 and more employees) and remained unchanged in smaller ones.

Unionization rose in 5 of the 16 major industry groups: public administration; manufacturing; information, culture and recreation; finance, insurance, real estate and leasing; and other (miscellaneous) industries. It remained unchanged in trade, and fell in the rest of the industry groups (Chart B).

Among the 10 major occupational groups, union density rose in 5 and fell in 5 (Chart C).

Chart A: Newfoundland and Labrador and Quebec remain the most unionized provinces; Alberta, the least.



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

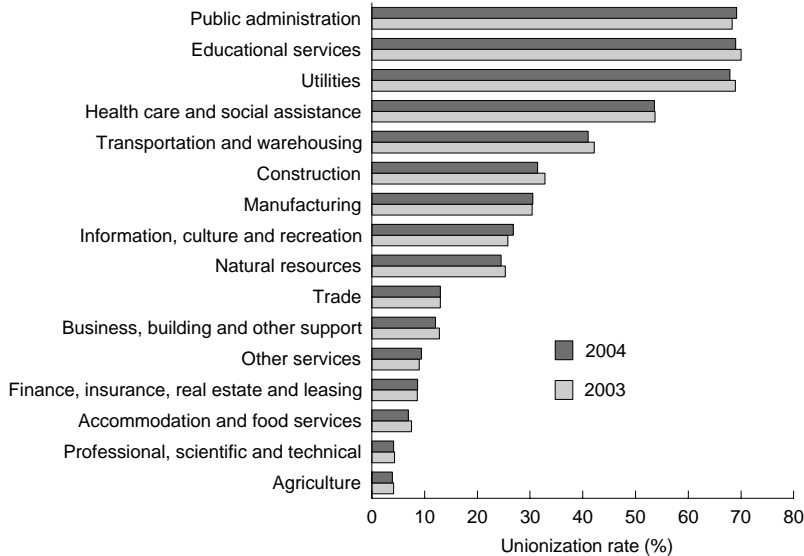
The number of employees who were not union members but covered by a collective agreement averaged 260,000, down slightly from 272,000 a year earlier (see Akyeamong 2000 for a description of this group).

Table 2: 2003 annual averages

Approximately 4.0 million (30.3%) employees belonged to a union in 2003. An additional 283,000 (2.1%) were covered by a collective agreement.



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



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

Those in the public sector—government, Crown corporations, and publicly funded schools or hospitals—were four times as likely as their private-sector counterparts to belong to a union (72.0% versus 18.2%).

Almost 1 in 3 full-time employees belonged to a union, compared with about 1 in 4 part-time. Also, almost 1 in 3 permanent employees was a union member, compared with 1 in 4 non-permanent.

High unionization rates were found among employees aged 45 to 54 (40.8%); among those with a university degree (34.8%); in Newfoundland and Labrador (38.2%) and Quebec (37.6%); in educational services (69.0%), public administration (68.4%), and utilities (67.7%); and in health care occupations (53.4%).

Low unionization rates were recorded among 15 to 24 year-olds (13.5%); in Alberta (22.4%); in agriculture (3.5%); in professional, scientific and technical services (4.5%); and in management occupations (9.1%).

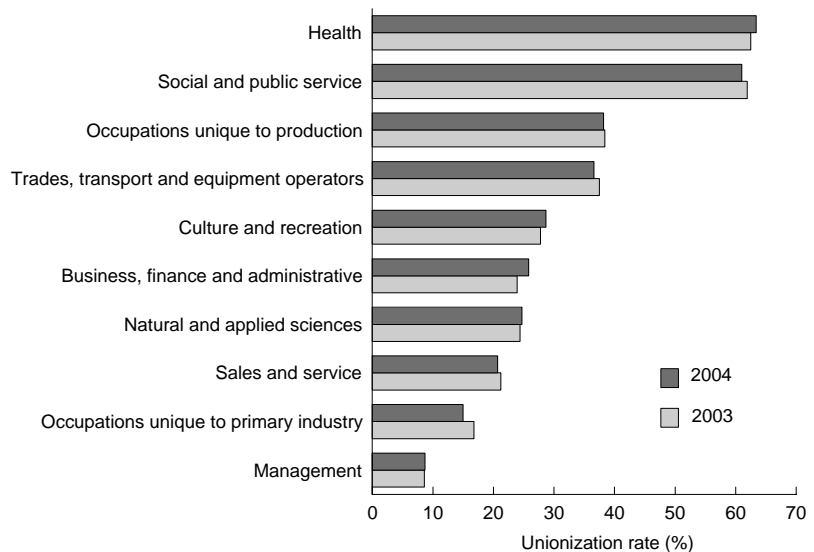
Differences between the sexes

The unionization rate for men (30.5%) in 2003 slightly exceeded that for women (30.0%).

Among men, part-time employees had a much lower rate than full-time (17.6% versus 32.1%). Among women the gap was narrower (25.7% versus 31.5%).

The unionization rate of women in the public sector (73.9%) exceeded that of men (69.0%), reflecting women’s presence in public administration, and in teaching and health positions. However, in the private sector, only 13.0% were unionized, compared with 22.5% of men. The lower rate among women reflected their predominance in sales and several service occupations.

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



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

A higher-than-average rate was recorded among men with a postsecondary certificate or diploma (34.6%), as well as among those with high school graduation (30.7%). For women, the highest rate was registered among those with a university degree (40.9%), reflecting unionization in occupations such as health care and teaching.

Among those in permanent positions, men had slightly higher rates than women (31.5% versus 30.5%). Among those in non-permanent positions, women were more unionized than men (26.7% versus 23.5%).

Table 3: Average earnings and usual hours

Unionized jobs generally provide higher earnings than non-unionized ones. However, factors other than collective bargaining provisions play a role as well. These include varying distributions of unionized employees by age, sex, job tenure, industry, occupation, firm size, and geographical location.

Although these factors have not been examined, it is clear that unionized workers and jobs tend to have certain characteristics that are associated with higher earnings. For example, union density is higher among men, older workers, those with higher education, those with long tenure, and those in larger workplaces. Although differences in earnings and non-wage benefits cannot be attributed solely to union status (Akyeampong 2002), the union wage premium (after adjusting for employee and workplace characteristics) has been estimated at 7.7% (Fang and Verma 2002).

In 2003, the average hourly earnings of unionized workers were higher than those of non-unionized workers. This held true for those working both full time (\$21.51 versus \$18.09) and part time (\$18.28 versus \$11.03).

In addition to having higher hourly earnings, unionized part-time employees generally worked more hours per week than their non-unionized counterparts (19.3 hours versus 16.8). As a result, their average weekly earnings were nearly double (\$362.82 versus \$188.89).

On average, unionized women working full time received 92% as much in hourly earnings as their male counterparts. In contrast, women working part time earned 7% more.

Table 4: Wage settlements, inflation and labour disputes

Wage gains in 2003 (2.6%) fell below the rate of inflation (2.8%), reversing the picture of the two previous years. During the first five months of 2004, wage gains averaged 1.5%, slightly higher than the rate of inflation (1.3%).

Wage gains in the public sector in 2003 were about double those in the private sector. However, in the first five months of 2004, the public sector significantly trailed the private sector.

Annual statistics on strikes, lockouts and person-days lost are affected by several factors, including collective bargaining timetables, size of the unions involved, strike duration, and state of the economy. The number of collective agreements up for renewal in a year determines the potential for industrial disputes. Union size and strike duration determine the number of person-days lost. The state of the economy influences the likelihood of an industrial dispute, given that one is legally possible.

The estimated number of person-days lost through strikes and lockouts fell from a little over 3 million in 2002 to roughly 1.8 million in 2003.

Perspectives

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Table 1: Union membership and coverage by selected characteristics

	2003			2004		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage*		Members	Coverage*
	'000	%	%	'000	%	%
Both sexes	13,186	30.5	32.6	13,400	30.5	32.4
Men	6,728	30.5	32.9	6,778	30.3	32.4
Women	6,458	30.5	32.3	6,622	30.6	32.4
Sector**						
Public	2,997	72.7	76.0	3,114	72.3	75.9
Private	10,188	18.1	19.8	10,286	17.8	19.3
Age						
15 to 24	2,233	13.9	15.7	2,238	13.4	15.0
25 to 54	9,588	33.6	35.7	9,729	33.6	35.6
25 to 44	6,596	30.0	32.1	6,642	29.9	31.9
45 to 54	2,992	41.4	43.6	3,088	41.3	43.6
55 and over	1,364	36.5	38.3	1,432	36.1	37.9
Education						
Less than Grade 9	383	30.8	32.6	389	29.2	30.3
Some high school	1,564	23.8	25.3	1,483	22.7	24.0
High school graduation	2,695	27.7	29.5	2,750	28.0	29.5
Some postsecondary	1,347	23.6	25.5	1,423	23.2	24.8
Postsecondary certificate or diploma	4,532	33.8	35.9	4,571	34.4	36.5
University degree	2,665	35.3	38.0	2,785	34.4	37.3
Province						
Atlantic	906	29.7	31.1	923	30.5	31.8
Newfoundland and Labrador	184	37.7	39.4	187	39.4	40.6
Prince Edward Island	55	29.7	31.3	56	30.8	32.7
Nova Scotia	371	28.3	29.5	380	27.7	28.8
New Brunswick	296	26.4	28.0	300	28.4	29.8
Quebec	3,128	37.5	41.1	3,182	37.6	40.7
Ontario	5,275	27.0	28.7	5,357	27.0	28.4
Prairies	2,253	27.4	29.2	2,286	27.0	29.1
Manitoba	477	34.6	36.8	480	35.1	38.1
Saskatchewan	382	34.7	36.2	389	34.8	36.2
Alberta	1,395	23.0	24.6	1,417	22.1	24.1
British Columbia	1,623	33.3	34.5	1,652	32.9	34.3
Work status						
Full-time	10,707	32.1	34.3	10,914	32.0	34.1
Part-time	2,479	23.7	25.3	2,487	23.6	25.0
Industry						
Goods-producing	3,276	31.0	33.2	3,262	30.8	32.8
Agriculture	120	4.1	4.8	114	3.9	4.8
Natural resources	229	25.3	26.6	234	24.5	26.5
Utilities	130	68.9	72.4	131	67.9	70.8
Construction	598	32.8	34.4	609	31.4	33.7
Manufacturing	2,198	30.4	32.8	2,174	30.5	32.4
Service-producing	9,910	30.4	32.4	10,138	30.4	32.3
Trade	2,134	13.0	14.6	2,169	13.0	14.3
Transportation and warehousing	620	42.2	44.0	665	41.0	42.6
Finance, insurance, real estate and leasing	785	8.6	9.9	814	8.7	10.2
Professional, scientific and technical	661	4.3	5.4	658	4.1	5.4
Business, building and other support	452	12.8	14.7	472	12.1	13.5
Education	1,037	70.0	73.4	1,047	69.0	72.5
Health care and social assistance	1,461	53.7	55.6	1,525	53.6	55.5
Information, culture and recreation	572	25.8	28.2	592	26.8	28.6
Accommodation and food	910	7.5	8.2	920	6.9	7.5
Other	481	9.0	11.0	465	9.4	10.6
Public administration	798	68.3	73.3	811	69.2	74.5

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

	2003			2004		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage*		Members	Coverage*
	'000	%	%	'000	%	%
Occupation						
Management	872	8.6	10.9	958	8.7	11.7
Business, finance and administrative	2,534	23.9	26.1	2,680	25.8	27.8
Professional	333	16.1	18.1	336	16.6	19.4
Financial and administrative	690	21.0	23.1	705	24.3	26.4
Clerical	1,511	27.0	29.1	1,639	28.4	30.1
Natural and applied sciences	889	24.4	27.0	881	24.7	26.9
Health	769	62.5	64.6	790	63.4	65.2
Professional	86	43.9	50.4	98	41.9	47.0
Nursing	259	81.2	82.8	259	80.2	81.6
Technical	176	56.6	57.7	179	59.5	60.9
Support staff	247	53.6	55.3	254	57.0	58.5
Social and public service	1,036	61.9	64.7	1,024	61.0	63.9
Legal, social and religious workers	410	41.2	43.6	406	39.4	41.6
Teachers and professors	626	75.5	78.6	618	75.2	78.5
Secondary and elementary	429	89.3	91.1	425	87.5	89.5
Other	197	45.4	51.4	193	48.1	54.4
Culture and recreation	287	27.8	29.4	276	28.7	30.3
Sales and service	3,565	21.2	22.7	3,546	20.7	21.9
Wholesale	363	6.3	8.0	322	5.0	6.0
Retail	983	12.8	13.8	1,004	12.0	12.9
Food and beverage	511	8.8	9.7	533	10.2	10.5
Protective services	221	53.6	59.4	221	55.8	60.8
Child care and home support	255	39.5	41.7	271	37.4	38.6
Travel and accommodation	1,232	27.7	28.8	1,195	26.5	27.9
Trades, transport and equipment operators	1,783	37.5	39.6	1,816	36.6	38.8
Contractors and supervisors	105	30.7	32.7	110	28.8	32.3
Construction trades	227	40.4	42.6	216	37.8	39.5
Other trades	685	39.6	41.9	694	38.9	41.3
Transportation equipment operators	476	36.7	38.6	491	37.0	38.8
Helpers and labourers	290	33.9	36.0	306	32.6	34.8
Unique to primary industry	252	16.8	17.5	245	15.0	16.1
Unique to production	1,198	38.4	41.1	1,184	38.2	40.1
Machine operators and assemblers	998	38.5	41.2	993	38.8	40.7
Labourers	199	38.1	40.7	191	35.0	37.3
Workplace size						
Under 20 employees	4,403	12.8	14.1	4,386	12.8	14.1
20 to 99 employees	4,291	31.2	33.2	4,452	31.2	33.1
100 to 500 employees	2,856	43.3	46.0	2,856	42.5	45.0
Over 500 employees	1,636	54.4	57.3	1,706	54.0	56.7
Job tenure						
1 to 12 months	2,912	15.0	17.4	2,950	15.0	16.8
Over 1 year to 5 years	4,431	22.9	24.6	4,440	23.3	25.1
Over 5 years to 9 years	1,741	30.7	32.6	1,864	30.5	32.2
Over 9 years to 14 years	1,436	41.0	43.2	1,333	39.8	41.7
Over 14 years	2,665	54.5	56.9	2,813	53.6	56.0
Job status						
Permanent	11,614	31.1	33.0	11,782	31.2	33.0
Non-permanent	1,572	26.5	29.3	1,618	25.4	28.0

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

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

** 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.

Table 2A: Union membership and coverage by sex and selected characteristics, 2003

	Both sexes					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	13,333	4,036	30.3	4,319	32.4	9,015
Sector †						
Public	2,998	2,159	72.0	2,265	75.6	733
Private	10,335	1,877	18.2	2,054	19.9	8,282
Age						
15 to 24	2,298	310	13.5	352	15.3	1,946
25 to 54	9,653	3,225	33.4	3,437	35.6	6,216
25 to 44	6,636	1,994	30.1	2,137	32.2	4,499
45 to 54	3,017	1,231	40.8	1,300	43.1	1,718
55 and over	1,382	501	36.3	530	38.4	852
Education						
Less than Grade 9	391	115	29.4	122	31.2	269
Some high school	1,561	364	23.3	391	25.1	1,170
High school graduation	2,746	757	27.6	803	29.2	1,943
Some postsecondary	1,373	317	23.1	344	25.1	1,029
Postsecondary certificate or diploma	4,548	1,540	33.9	1,639	36.0	2,909
University degree	2,715	944	34.8	1,020	37.6	1,695
Province						
Atlantic	931	273	29.3	286	30.7	645
Newfoundland and Labrador	190	73	38.2	76	39.7	115
Prince Edward Island	58	16	28.3	17	29.9	41
Nova Scotia	379	104	27.4	109	28.6	271
New Brunswick	303	80	26.4	84	27.8	219
Quebec	3,165	1,189	37.6	1,303	41.2	1,862
Ontario	5,319	1,427	26.8	1,517	28.5	3,802
Prairies	2,278	616	27.1	658	28.9	1,620
Manitoba	478	167	34.9	178	37.3	300
Saskatchewan	386	133	34.3	138	35.7	249
Alberta	1,414	317	22.4	342	24.2	1,072
British Columbia	1,640	531	32.4	554	33.8	1,085
Work status						
Full-time	10,893	3,468	31.8	3,709	34.0	7,184
Part-time	2,440	569	23.3	609	25.0	1,830
Industry						
Goods-producing	3,339	1,029	30.8	1,104	33.1	2,235
Agriculture	120	4	3.5	5	4.1	115
Natural resources	239	60	24.9	64	26.8	175
Utilities	131	89	67.7	94	71.3	38
Construction	644	210	32.7	222	34.4	422
Manufacturing	2,204	666	30.2	720	32.6	1,485
Service-producing	9,994	3,007	30.1	3,215	32.2	6,780
Trade	2,159	284	13.1	316	14.6	1,844
Transportation and warehousing	629	262	41.7	274	43.6	354
Finance, insurance, real estate and leasing	789	68	8.7	78	9.9	710
Professional, scientific and technical	653	29	4.5	36	5.6	616
Business, building and other support	469	60	12.9	69	14.7	400
Education	1,001	691	69.0	729	72.8	272
Health care and social assistance	1,482	792	53.4	823	55.6	658
Information, culture and recreation	596	151	25.4	163	27.3	433
Accommodation and food	921	68	7.4	74	8.1	847
Other	482	44	9.2	53	11.0	428
Public administration	815	557	68.4	598	73.4	217

Table 2A: Union membership and coverage by sex and selected characteristics, 2003 (continued)

	Men					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	6,820	2,082	30.5	2,242	32.9	4,578
Sector †						
Public	1,178	814	69.0	864	73.3	314
Private	5,641	1,269	22.5	1,378	24.4	4,264
Age						
15 to 24	1,163	164	14.1	189	16.3	974
25 to 54	4,921	1,646	33.4	1,762	35.8	3,158
25 to 44	3,420	1,019	29.8	1,100	32.2	2,320
45 to 54	1,500	626	41.7	662	44.1	839
55 and over	736	272	37.0	290	39.5	446
Education						
Less than Grade 9	236	75	31.9	80	34.2	155
Some high school	901	243	26.9	262	29.1	639
High school graduation	1,391	427	30.7	450	32.4	940
Some postsecondary	680	171	25.2	186	27.4	493
Postsecondary certificate or diploma	2,283	790	34.6	846	37.0	1,438
University degree	1,330	377	28.3	417	31.4	912
Province						
Atlantic	465	132	28.4	139	29.9	326
Newfoundland and Labrador	96	37	38.8	39	40.5	57
Prince Edward Island	28	7	24.6	7	26.1	21
Nova Scotia	189	49	25.8	51	27.1	138
New Brunswick	152	39	25.8	42	27.4	110
Quebec	1,641	640	39.0	708	43.1	934
Ontario	2,714	754	27.8	803	29.6	1,911
Prairies	1,174	291	24.8	313	26.7	861
Manitoba	243	80	33.1	86	35.3	157
Saskatchewan	192	58	29.9	60	31.3	132
Alberta	739	153	20.7	167	22.6	572
British Columbia	825	265	32.2	280	33.9	545
Work status						
Full-time	6,104	1,957	32.1	2,102	34.4	4,002
Part-time	716	126	17.6	140	19.5	576
Industry						
Goods-producing	2,513	876	34.9	934	37.2	1,579
Agriculture	79	3	3.8	4	4.5	75
Natural resources	201	57	28.2	61	30.2	140
Utilities	103	72	69.4	76	73.5	27
Construction	568	206	36.3	217	38.1	352
Manufacturing	1,562	538	34.5	578	37.0	984
Service-producing	4,307	1,206	28.0	1,308	30.4	2,999
Trade	1,076	152	14.1	170	15.8	906
Transportation and warehousing	459	199	43.4	208	45.4	250
Finance, insurance, real estate and leasing	286	20	7.0	24	8.3	262
Professional, scientific and technical	328	16	4.8	20	6.0	308
Business, building and other support	247	39	15.8	44	17.9	203
Education	358	235	65.5	253	70.7	105
Health care and social assistance	227	124	54.5	130	57.2	97
Information, culture and recreation	304	83	27.1	89	29.3	215
Accommodation and food	359	31	8.7	34	9.5	325
Other	238	27	11.4	32	13.7	205
Public administration	424	281	66.3	303	71.4	121

Table 2A: Union membership and coverage by sex and selected characteristics, 2003 (continued)

	Women					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	6,513	1,954	30.0	2,077	31.9	4,437
Sector[†]						
Public	1,820	1,345	73.9	1,401	77.0	419
Private	4,694	609	13.0	676	14.4	4,018
Age						
15 to 24	1,135	145	12.8	162	14.3	972
25 to 54	4,732	1,580	33.4	1,674	35.4	3,058
25 to 44	3,215	975	30.3	1,037	32.2	2,179
45 to 54	1,517	605	39.9	638	42.0	879
55 and over	646	229	35.4	240	37.1	406
Education						
Less than Grade 9	155	40	25.6	42	26.8	114
Some high school	660	121	18.3	129	19.6	530
High school graduation	1,355	330	24.4	352	26.0	1,003
Some postsecondary	694	146	21.1	158	22.7	536
Postsecondary certificate or diploma	2,264	750	33.1	793	35.0	1,471
University degree	1,385	567	40.9	603	43.5	782
Province						
Atlantic	466	141	30.2	147	31.5	319
Newfoundland and Labrador	94	35	37.6	37	38.8	58
Prince Edward Island	30	10	31.8	10	33.4	20
Nova Scotia	190	55	29.0	57	30.1	133
New Brunswick	151	41	26.9	43	28.2	109
Quebec	1,524	549	36.0	596	39.1	928
Ontario	2,606	674	25.8	715	27.4	1,891
Prairies	1,104	325	29.5	345	31.2	759
Manitoba	235	87	36.8	92	39.2	143
Saskatchewan	194	75	38.7	78	40.1	116
Alberta	674	163	24.2	175	25.9	500
British Columbia	814	266	32.7	274	33.7	540
Work status						
Full-time	4,790	1,511	31.5	1,607	33.6	3,183
Part-time	1,724	443	25.7	470	27.2	1,254
Industry						
Goods-producing	825	153	18.5	170	20.6	656
Agriculture	41	F	F	F	F	40
Natural resources	38	3	7.6	3	8.9	35
Utilities	28	17	61.5	18	63.3	10
Construction	75	4	5.1	5	6.5	70
Manufacturing	642	128	19.9	142	22.1	500
Service-producing	5,688	1,801	31.7	1,907	33.5	3,781
Trade	1,083	132	12.1	146	13.5	937
Transportation and warehousing	170	63	37.4	66	38.8	104
Finance, insurance, real estate and leasing	503	48	9.6	55	10.9	448
Professional, scientific and technical	325	13	4.1	17	5.1	308
Business, building and other support	222	21	9.6	25	11.2	197
Education	643	456	71.0	476	74.0	167
Health care and social assistance	1,254	668	53.3	694	55.3	561
Information, culture and recreation	291	69	23.6	74	25.3	218
Accommodation and food	563	37	6.5	40	7.2	522
Other	244	17	7.0	21	8.5	223
Public administration	390	276	70.7	295	75.5	96

Table 2A: Union membership and coverage by sex and selected characteristics, 2003 (continued)

	Both sexes					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	891	81	9.1	105	11.8	785
Business, finance and administrative	2,570	625	24.3	679	26.4	1,891
Professional	325	55	16.9	63	19.2	263
Financial and administrative	703	154	21.8	168	23.8	536
Clerical	1,542	416	27.0	449	29.1	1,093
Natural and applied sciences	898	223	24.8	245	27.3	653
Health	768	481	62.5	496	64.6	272
Professional	86	36	42.0	41	48.1	44
Nursing	257	208	81.0	213	82.7	44
Technical	178	102	57.5	104	58.6	73
Support staff	248	134	54.1	138	55.8	110
Social and public service	1,013	615	60.7	647	63.8	367
Legal, social and religious workers	413	165	40.0	175	42.3	239
Teachers and professors	600	450	75.0	472	78.7	128
Secondary and elementary	408	361	88.6	370	90.8	38
Other	192	89	46.1	102	53.1	90
Culture and recreation	295	79	26.7	84	28.3	212
Sales and service	3,572	737	20.6	791	22.1	2,781
Wholesale	356	21	5.8	26	7.4	330
Retail	1,000	128	12.8	139	13.9	861
Food and beverage	522	46	8.9	51	9.7	471
Protective services	224	119	53.2	131	58.6	93
Child care and home support	250	96	38.6	102	40.7	148
Travel and accommodation	1,220	327	26.8	342	28.0	878
Trades, transport and equipment operators	1,849	693	37.5	735	39.7	1,115
Contractors and supervisors	107	33	31.0	36	33.4	71
Construction trades	243	99	40.6	105	43.1	138
Other trades	696	273	39.2	291	41.8	405
Transportation equipment operators	492	181	36.9	191	38.7	301
Helpers and labourers	312	107	34.2	113	36.3	198
Unique to primary industries	266	43	16.1	46	17.2	220
Unique to production	1,210	460	38.0	491	40.6	719
Machine operators and assemblers	1,006	382	38.0	408	40.6	598
Labourers	204	78	38.3	83	40.7	121
Workplace size						
Under 20 employees	4,454	563	12.6	626	14.0	3,828
20 to 99 employees	4,340	1,341	30.9	1,435	33.1	2,906
100 to 500 employees	2,866	1,228	42.9	1,307	45.6	1,559
Over 500 employees	1,673	904	54.1	951	56.9	722
Job tenure						
1 to 12 months	2,973	437	14.7	504	17.0	2,469
Over 1 year to 5 years	4,473	1,033	23.1	1,113	24.9	3,361
Over 5 years to 9 years	1,796	552	30.8	586	32.6	1,209
Over 9 years to 14 years	1,393	560	40.2	591	42.4	802
Over 14 years	2,698	1,454	53.9	1,525	56.5	1,173
Job status						
Permanent	11,673	3,619	31.0	3,859	33.1	7,814
Non-permanent	1,660	417	25.1	459	27.7	1,201

Table 2A: Union membership and coverage by sex and selected characteristics, 2003 (continued)

	Men					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	547	49	9.0	62	11.4	485
Business, finance and administrative	700	182	26.0	199	28.4	501
Professional	143	24	16.7	27	19.1	116
Financial and administrative	113	25	21.9	26	23.0	87
Clerical	443	134	30.1	146	32.8	298
Natural and applied sciences	688	166	24.2	184	26.7	504
Health	103	59	57.2	62	59.6	42
Professional	23	8	33.9	9	37.7	14
Nursing	17	14	83.5	15	87.5	2
Technical	38	21	55.8	22	57.0	16
Support staff	25	16	63.3	17	65.1	9
Social and public service	354	202	57.1	219	61.8	135
Legal, social and religious workers	132	47	35.6	51	38.5	81
Teachers and professors	222	155	69.8	168	75.7	54
Secondary and elementary	117	104	88.9	108	91.9	10
Other	105	51	48.5	60	57.5	45
Culture and recreation	128	33	25.6	35	27.7	93
Sales and service	1,490	336	22.5	362	24.3	1,128
Wholesale	215	12	5.4	14	6.7	201
Retail	316	34	10.9	38	12.0	278
Food and beverage	195	20	10.2	22	11.2	173
Protective services	178	94	52.5	103	58.0	75
Child care and home support	14	7	50.2	7	50.8	7
Travel and accommodation	572	169	29.6	177	31.0	395
Trades, transport and equipment operators	1,734	664	38.3	703	40.5	1,031
Contractors and supervisors	99	32	32.5	34	34.1	65
Construction trades	236	97	41.3	103	43.9	132
Other trades	668	265	39.6	282	42.2	386
Transportation equipment operators	457	171	37.5	180	39.4	277
Helpers and labourers	275	98	35.7	104	38.0	170
Unique to primary industries	220	39	17.6	41	18.7	179
Unique to production	856	353	41.2	375	43.8	480
Machine operators and assemblers	726	297	41.0	316	43.6	409
Labourers	130	55	42.4	59	45.3	71
Workplace size						
Under 20 employees	2,137	304	14.2	338	15.8	1,799
20 to 99 employees	2,241	638	28.5	691	30.8	1,551
100 to 500 employees	1,559	677	43.4	722	46.3	837
Over 500 employees	883	463	52.5	491	55.7	391
Job tenure						
1 to 12 months	1,531	231	15.1	271	17.7	1,260
Over 1 year to 5 years	2,209	499	22.6	541	24.5	1,668
Over 5 years to 9 years	911	272	29.9	291	31.9	620
Over 9 years to 14 years	676	266	39.4	282	41.7	394
Over 14 years	1,494	815	54.5	857	57.4	637
Job status						
Permanent	6,005	1,891	31.5	2,029	33.8	3,976
Non-permanent	815	192	23.5	213	26.1	602

Table 2A: Union membership and coverage by sex and selected characteristics, 2003 (concluded)

	Women					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	344	32	9.3	43	12.5	301
Business, finance and administrative	1,871	443	23.7	480	25.7	1,391
Professional	182	31	17.1	35	19.3	147
Financial and administrative	591	129	21.8	142	24.0	449
Clerical	1,098	283	25.7	303	27.6	795
Natural and applied sciences	210	57	27.0	61	29.2	149
Health	665	421	63.4	435	65.4	230
Professional	62	28	44.9	32	52.0	30
Nursing	241	194	80.8	198	82.4	42
Technical	140	81	58.0	82	59.1	57
Support staff	222	118	53.1	122	54.7	101
Social and public service	659	413	62.7	428	64.9	231
Legal, social and religious workers	281	118	42.1	124	44.0	157
Teachers and professors	378	295	78.0	304	80.4	74
Secondary and elementary	290	257	88.6	262	90.3	28
Other	88	38	43.2	42	47.7	46
Culture and recreation	167	46	27.5	48	28.8	119
Sales and service	2,082	401	19.3	429	20.6	1,653
Wholesale	141	9	6.4	12	8.5	129
Retail	685	93	13.6	101	14.8	583
Food and beverage	327	27	8.1	29	8.8	298
Protective services	46	26	56.1	28	60.8	18
Child care and home support	236	89	37.9	95	40.1	141
Travel and accommodation	647	158	24.3	165	25.4	483
Trades, transport and equipment operators	115	29	25.2	32	27.5	84
Contractors and supervisors	8	F	F	2	23.3	6
Construction trades	7	F	F	F	F	6
Other trades	28	8	29.8	9	31.5	19
Transportation equipment operators	35	10	28.4	11	30.6	24
Helpers and labourers	37	9	23.2	9	24.2	28
Unique to primary industries	46	4	9.1	5	10.0	41
Unique to production	354	108	30.4	116	32.7	238
Machine operators and assemblers	280	85	30.2	92	32.8	188
Labourers	74	23	30.9	24	32.5	50
Workplace size						
Under 20 employees	2,317	259	11.2	287	12.4	2,029
20 to 99 employees	2,099	703	33.5	744	35.4	1,355
100 to 500 employees	1,307	551	42.2	585	44.8	722
Over 500 employees	790	441	55.8	460	58.2	330
Job tenure						
1 to 12 months	1,443	206	14.3	233	16.2	1,210
Over 1 year to 5 years	2,264	535	23.6	571	25.2	1,693
Over 5 years to 9 years	885	280	31.7	296	33.4	589
Over 9 years to 14 years	717	294	41.0	309	43.0	409
Over 14 years	1,204	639	53.1	668	55.5	536
Job status						
Permanent	5,668	1,728	30.5	1,830	32.3	3,838
Non-permanent	845	226	26.7	246	29.2	598

Source: Labour Force Survey

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

** 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 funded schools, hospitals or other institutions. Private-sector employees are all other wage and salary earners.

Table 2B: Union membership and coverage by province and selected characteristics, 2003

	Atlantic					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	931	273	29.3	286	30.7	645
Sector †						
Public	258	182	70.5	188	72.8	70
Private	673	91	13.5	98	14.5	575
Sex						
Men	465	132	28.4	139	29.9	326
Women	466	141	30.2	147	31.5	319
Age						
15 to 24	155	11	7.1	13	8.1	142
25 to 54	688	232	33.7	241	35.1	446
25 to 44	463	136	29.5	143	30.8	320
45 to 54	225	95	42.4	99	43.8	126
55 and over	88	30	34.5	32	36.0	56
Education						
Less than Grade 9	28	6	22.1	6	22.9	22
Some high school	114	20	18.0	21	18.9	92
High school graduation	179	40	22.6	42	23.6	137
Some postsecondary	88	15	17.1	16	18.5	71
Postsecondary certificate or diploma	356	121	33.8	126	35.2	231
University degree	165	70	42.4	74	44.6	92
Work status						
Full-time	780	245	31.4	256	32.8	524
Part-time	151	28	18.7	30	20.0	121
Industry						
Goods-producing	201	56	27.7	58	29.0	143
Agriculture	11	F	F	F	F	10
Natural resources	29	9	30.0	9	32.1	20
Utilities	9	6	63.9	6	65.0	3
Construction	44	9	20.9	10	21.7	34
Manufacturing	108	32	29.3	33	30.7	75
Service-producing	730	217	29.8	227	31.2	502
Trade	158	9	5.9	10	6.5	147
Transportation and warehousing	46	19	42.1	20	43.6	26
Finance, insurance, real estate and leasing	39	2	5.4	2	6.0	36
Professional, scientific and technical	33	1	4.3	2	5.7	31
Business, building and other support	49	3	5.6	3	6.4	45
Education	75	52	69.1	54	72.0	21
Health care and social assistance	127	72	57.3	75	59.0	52
Information, culture and recreation	35	8	22.9	9	24.1	27
Accommodation and food	65	3	5.0	4	5.4	61
Other	34	2	5.4	2	6.4	32
Public administration	71	45	63.9	47	66.7	24

Table 2B: Union membership and coverage by province and selected characteristics, 2003 (continued)

	Quebec					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	3,165	1,189	37.6	1,303	41.2	1,862
Sector †						
Public	765	594	77.7	623	81.4	142
Private	2,400	594	24.8	681	28.4	1,719
Sex						
Men	1,641	640	39.0	708	43.1	934
Women	1,524	549	36.0	596	39.1	928
Age						
15 to 24	537	105	19.6	123	22.9	414
25 to 54	2,309	946	41.0	1,032	44.7	1,277
25 to 44	1,546	578	37.4	638	41.3	908
45 to 54	763	368	48.2	394	51.6	369
55 and over	319	138	43.1	149	46.5	171
Education						
Less than Grade 9	152	56	36.8	61	39.9	92
Some high school	366	120	32.7	133	36.3	233
High school graduation	518	194	37.5	211	40.6	307
Some postsecondary	287	84	29.2	93	32.6	193
Postsecondary certificate or diploma	1,235	486	39.3	532	43.1	702
University degree	607	249	41.0	273	45.0	334
Work status						
Full-time	2,584	1,021	39.5	1,121	43.4	1,462
Part-time	581	168	28.9	182	31.3	399
Industry						
Goods-producing	831	341	41.0	374	45.0	457
Agriculture	23	F	F	2	6.8	21
Natural resources	32	11	35.1	12	39.5	19
Utilities	29	23	77.4	24	80.9	6
Construction	132	69	52.7	74	56.4	57
Manufacturing	615	236	38.4	262	42.5	354
Service-producing	2,334	848	36.3	930	39.8	1,405
Trade	531	80	15.0	99	18.6	433
Transportation and warehousing	137	63	45.7	68	49.5	69
Finance, insurance, real estate and leasing	162	30	18.5	36	22.0	126
Professional, scientific and technical	143	9	6.3	13	9.3	130
Business, building and other support	85	21	25.1	25	29.6	60
Education	243	182	75.1	190	78.4	52
Health care and social assistance	377	233	61.9	244	64.7	133
Information, culture and recreation	130	40	30.9	44	34.0	86
Accommodation and food	201	20	10.1	23	11.2	179
Other	111	14	13.0	21	18.4	91
Public administration	213	155	72.5	167	78.3	46

Table 2B: Union membership and coverage by province and selected characteristics, 2003 (continued)

	Ontario					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	5,319	1,427	26.8	1,517	28.5	3,802
Sector[†]						
Public	1,070	722	67.5	762	71.3	307
Private	4,250	705	16.6	755	17.8	3,495
Sex						
Men	2,714	754	27.8	803	29.6	1,911
Women	2,606	674	25.8	715	27.4	1,891
Age						
15 to 24	872	103	11.9	116	13.3	756
25 to 54	3,876	1,135	29.3	1,204	31.1	2,673
25 to 44	2,709	715	26.4	762	28.1	1,947
45 to 54	1,168	420	35.9	442	37.9	726
55 and over	571	189	33.1	198	34.7	373
Education						
Less than Grade 9	134	38	28.7	39	29.5	94
Some high school	614	133	21.6	141	23.0	472
High school graduation	1,153	292	25.4	309	26.8	844
Some postsecondary	540	109	20.2	118	21.8	422
Postsecondary certificate or diploma	1,682	508	30.2	535	31.8	1,147
University degree	1,197	347	29.0	375	31.3	822
Work status						
Full-time	4,376	1,242	28.4	1,318	30.1	3,058
Part-time	943	185	19.6	200	21.2	744
Industry						
Goods-producing	1,438	417	29.0	439	30.5	999
Agriculture	36	F	F	F	F	35
Natural resources	30	12	40.3	13	41.1	18
Utilities	55	37	67.7	39	71.4	16
Construction	262	84	32.2	87	33.2	175
Manufacturing	1,055	282	26.7	300	28.4	756
Service-producing	3,881	1,010	26.0	1,078	27.8	2,803
Trade	817	102	12.5	110	13.5	707
Transportation and warehousing	231	89	38.4	92	39.7	139
Finance, insurance, real estate and leasing	368	16	4.3	18	5.0	350
Professional, scientific and technical	288	10	3.3	11	3.8	277
Business, building and other support	215	23	10.8	27	12.4	188
Education	366	247	67.5	259	70.8	107
Health care and social assistance	535	232	43.3	243	45.5	292
Information, culture and recreation	243	49	20.2	54	22.1	189
Accommodation and food	331	24	7.2	25	7.6	305
Other	182	15	8.2	16	9.0	166
Public administration	306	204	66.8	222	72.7	84

Table 2B: Union membership and coverage by province and selected characteristics, 2003 (continued)

	Prairies					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	2,278	616	27.1	658	28.9	1,620
Sector †						
Public	538	378	70.2	399	74.2	139
Private	1,740	238	13.7	258	14.8	1,482
Sex						
Men	1,174	291	24.8	313	26.7	861
Women	1,104	325	29.5	345	31.2	759
Age						
15 to 24	457	54	11.8	60	13.1	398
25 to 54	1,595	490	30.8	520	32.6	1,074
25 to 44	1,105	311	28.2	329	29.7	776
45 to 54	490	179	36.6	192	39.1	298
55 and over	226	72	31.8	78	34.4	149
Education						
Less than Grade 9	50	8	16.3	9	17.5	41
Some high school	305	52	17.1	55	18.0	250
High school graduation	525	122	23.2	129	24.6	396
Some postsecondary	239	50	21.0	54	22.6	185
Postsecondary certificate or diploma	756	233	30.9	247	32.7	509
University degree	404	151	37.3	164	40.6	240
Work status						
Full-time	1,861	523	28.1	558	30.0	1,304
Part-time	417	94	22.5	100	24.0	317
Industry						
Goods-producing	534	114	21.3	123	23.0	411
Agriculture	32	F	F	F	F	31
Natural resources	113	17	14.8	18	16.2	95
Utilities	25	14	54.5	15	59.9	10
Construction	132	27	20.3	29	21.7	103
Manufacturing	232	56	24.0	60	25.9	172
Service-producing	1,744	503	28.8	535	30.7	1,210
Trade	379	47	12.3	49	13.0	330
Transportation and warehousing	122	44	36.5	46	37.8	76
Finance, insurance, real estate and leasing	119	9	7.9	11	8.9	109
Professional, scientific and technical	102	4	4.3	5	5.0	97
Business, building and other support	70	7	10.1	8	11.3	62
Education	182	117	64.4	128	70.5	54
Health care and social assistance	263	145	55.1	150	57.3	112
Information, culture and recreation	102	27	26.9	28	27.9	73
Accommodation and food	178	7	4.1	8	4.7	170
Other	94	7	6.9	7	7.8	87
Public administration	133	88	65.9	93	69.9	40

Table 2B: Union membership and coverage by province and selected characteristics, 2003 (continued)

	British Columbia					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	1,640	531	32.4	554	33.8	1,085
Sector †						
Public	367	283	77.0	293	79.7	75
Private	1,273	249	19.6	262	20.6	1,011
Sex						
Men	825	265	32.2	280	33.9	545
Women	814	266	32.7	274	33.7	540
Age						
15 to 24	277	36	13.1	41	14.8	236
25 to 54	1,185	423	35.7	439	37.0	746
25 to 44	813	254	31.2	265	32.6	548
45 to 54	372	169	45.3	173	46.6	199
55 and over	178	73	40.9	74	41.8	103
Education						
Less than Grade 9	27	6	22.9	7	24.7	20
Some high school	162	38	23.7	40	24.9	122
High school graduation	371	108	29.2	112	30.2	259
Some postsecondary	220	59	26.9	63	28.5	158
Postsecondary certificate or diploma	519	192	37.1	199	38.3	320
University degree	341	127	37.2	134	39.3	207
Work status						
Full-time	1,293	438	33.9	457	35.3	836
Part-time	347	93	26.9	98	28.1	250
Industry						
Goods-producing	335	103	30.7	110	32.8	225
Agriculture	18	F	F	F	F	17
Natural resources	35	11	30.7	11	32.5	24
Utilities	13	10	73.9	10	75.6	3
Construction	75	21	27.6	22	29.7	53
Manufacturing	193	60	31.2	65	33.6	128
Service-producing	1,305	429	32.9	445	34.1	860
Trade	274	46	16.6	47	17.3	227
Transportation and warehousing	93	48	50.9	49	52.3	45
Finance, insurance, real estate and leasing	101	11	11.1	11	11.4	90
Professional, scientific and technical	87	5	5.4	5	5.8	82
Business, building and other support	50	6	11.9	6	12.3	44
Education	135	92	68.3	97	71.9	38
Health care and social assistance	181	110	60.7	111	61.4	70
Information, culture and recreation	85	26	31.0	28	32.7	58
Accommodation and food	146	13	9.2	15	10.0	132
Other	60	6	10.8	7	11.1	53
Public administration	92	65	71.4	68	74.4	23

Table 2B: Union membership and coverage by province and selected characteristics, 2003 (continued)

	Atlantic					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	54	7	12.0	7	13.7	47
Business, finance and administrative	172	46	26.9	48	28.0	124
Professional	15	4	25.0	4	26.5	11
Financial and administrative	48	11	22.8	12	24.3	36
Clerical	109	31	28.9	33	29.9	76
Natural and applied sciences	57	18	30.9	19	33.6	38
Health	65	44	67.5	45	69.7	20
Professional	7	3	49.3	4	54.7	3
Nursing	23	20	87.0	20	88.4	3
Technical	18	13	73.2	13	75.3	4
Support staff	18	8	43.5	8	45.4	10
Social and public service	73	45	61.0	47	63.6	27
Legal, social and religious workers	30	12	39.4	13	41.9	17
Teachers and professors	43	33	76.0	34	78.6	9
Secondary and elementary	31	27	87.7	27	89.7	3
Other	13	6	48.0	7	51.9	6
Culture and recreation	17	4	25.7	5	27.2	13
Sales and service	264	40	15.2	42	16.0	222
Wholesale	20	1	4.7	1	5.6	19
Retail	76	3	4.6	4	5.1	72
Food and beverage	36	2	5.8	2	6.2	34
Protective services	17	7	39.7	7	41.6	10
Child care and home support	21	6	28.8	6	29.4	15
Travel and accommodation	94	21	22.1	22	23.0	72
Trades, transport and equipment operators	132	43	32.7	44	33.8	87
Contractors and supervisors	8	2	24.8	2	25.5	6
Construction trades	19	5	27.6	5	28.1	13
Other trades	45	17	37.9	17	38.7	28
Transportation equipment operators	39	13	33.9	14	34.9	26
Helpers and labourers	21	6	26.7	6	29.5	15
Unique to primary industries	31	5	16.8	6	18.2	25
Unique to production	66	21	32.3	22	33.5	44
Machine operators and assemblers	53	17	31.1	17	32.2	36
Labourers	13	5	36.8	5	38.9	8
Workplace size						
Under 20 employees	368	49	13.4	53	14.3	316
20 to 99 employees	294	96	32.8	101	34.2	193
100 to 500 employees	178	76	42.4	79	44.2	100
Over 500 employees	90	52	57.2	54	59.4	37
Job tenure						
1 to 12 months	228	29	12.7	33	14.3	195
Over 1 year to 5 years	288	56	19.5	60	20.8	228
Over 5 years to 9 years	112	35	31.1	36	32.1	76
Over 9 years to 14 years	95	38	40.0	40	41.6	56
Over 14 years	207	115	55.4	117	56.7	90
Job status						
Permanent	745	232	31.2	241	32.4	504
Non-permanent	186	41	22.0	44	23.9	141

Table 2B: Union membership and coverage by province and selected characteristics, 2003 (continued)

	Quebec					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	179	17	9.5	26	14.8	153
Business, finance and administrative	596	190	31.9	214	36.0	381
Professional	75	17	23.1	21	27.8	54
Financial and administrative	177	58	32.9	65	36.8	112
Clerical	344	115	33.4	128	37.3	216
Natural and applied sciences	212	67	31.4	75	35.4	137
Health	192	131	68.6	136	71.0	55
Professional	23	11	49.5	13	58.3	10
Nursing	62	54	87.7	55	89.1	7
Technical	42	29	70.3	30	71.3	12
Support staff	65	37	56.1	38	58.3	27
Social and public service	256	173	67.7	181	70.8	75
Legal, social and religious workers	101	51	50.6	55	54.2	46
Teachers and professors	155	122	78.9	126	81.7	28
Secondary and elementary	99	91	91.8	92	93.5	6
Other	56	31	56.1	34	60.9	22
Culture and recreation	80	26	33.0	29	35.5	52
Sales and service	843	210	24.9	232	27.5	612
Wholesale	80	7	8.9	10	13.0	69
Retail	246	33	13.3	39	15.9	207
Food and beverage	127	13	10.2	15	11.6	112
Protective services	52	35	66.8	36	69.5	16
Child care and home support	65	33	50.8	35	53.9	30
Travel and accommodation	272	89	32.7	96	35.2	176
Trades, transport and equipment operators	436	206	47.2	227	52.1	209
Contractors and supervisors	21	7	31.4	8	37.3	13
Construction trades	61	39	63.9	42	69.1	19
Other trades	168	77	46.2	87	51.9	81
Transportation equipment operators	117	51	43.9	56	47.4	62
Helpers and labourers	69	31	45.5	35	50.1	34
Unique to primary industries	44	9	20.2	10	22.1	34
Unique to production	328	159	48.6	174	52.9	154
Machine operators and assemblers	273	130	47.7	143	52.2	131
Labourers	55	29	52.7	31	56.6	24
Workplace size						
Under 20 employees	1,001	154	15.4	184	18.4	817
20 to 99 employees	1,009	371	36.8	409	40.6	600
100 to 500 employees	695	370	53.2	400	57.6	295
Over 500 employees	460	294	63.8	310	67.4	150
Job tenure						
1 to 12 months	665	130	19.5	155	23.2	511
Over 1 year to 5 years	995	296	29.7	329	33.1	666
Over 5 years to 9 years	417	157	37.7	171	41.1	245
Over 9 years to 14 years	340	153	44.9	166	49.0	173
Over 14 years	748	454	60.6	482	64.4	266
Job status						
Permanent	2,734	1,038	38.0	1,138	41.6	1,596
Non-permanent	431	151	35.0	165	38.4	265

Table 2B: Union membership and coverage by province and selected characteristics, 2003 (continued)

	Ontario					
	Total	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	402	32	8.1	41	10.3	360
Business, finance and administrative	1,061	199	18.7	216	20.3	845
Professional	146	18	12.4	21	14.1	126
Financial and administrative	279	45	16.3	49	17.6	229
Clerical	636	135	21.2	146	22.9	490
Natural and applied sciences	387	78	20.1	86	22.2	301
Health	276	144	52.2	150	54.2	126
Professional	29	9	29.9	10	34.6	19
Nursing	98	70	71.2	72	73.6	26
Technical	58	23	39.0	23	39.8	35
Support staff	91	43	47.1	44	48.8	47
Social and public service	380	227	59.7	236	62.1	144
Legal, social and religious workers	160	61	38.2	64	40.0	96
Teachers and professors	219	165	75.4	172	78.3	48
Secondary and elementary	159	140	88.1	143	89.8	16
Other	60	25	41.8	29	48.2	31
Culture and recreation	115	25	21.5	26	22.7	89
Sales and service	1,347	262	19.4	281	20.9	1,066
Wholesale	151	5	3.1	6	4.2	144
Retail	373	50	13.4	53	14.2	320
Food and beverage	175	17	9.5	18	10.0	158
Protective services	91	45	49.5	53	58.5	38
Child care and home support	86	28	32.2	29	34.1	57
Travel and accommodation	470	117	24.9	121	25.8	349
Trades, transport and equipment operators	705	253	35.9	263	37.2	443
Contractors and supervisors	40	13	32.0	14	33.9	27
Construction trades	90	35	39.6	36	40.7	53
Other trades	275	102	37.2	106	38.5	169
Transportation equipment operators	176	61	34.6	63	35.9	113
Helpers and labourers	125	42	33.4	43	34.8	81
Unique to primary industries	72	11	14.9	11	15.7	61
Unique to production	574	197	34.3	207	36.1	367
Machine operators and assemblers	480	169	35.3	178	37.1	302
Labourers	94	28	29.5	29	31.0	65
Workplace size						
Under 20 employees	1,583	162	10.3	177	11.2	1,406
20 to 99 employees	1,696	448	26.4	476	28.1	1,220
100 to 500 employees	1,252	449	35.9	477	38.1	775
Over 500 employees	789	368	46.6	388	49.1	402
Job tenure						
1 to 12 months	1,135	143	12.6	165	14.5	970
Over 1 year to 5 years	1,849	389	21.0	414	22.4	1,435
Over 5 years to 9 years	728	188	25.9	199	27.4	529
Over 9 years to 14 years	539	194	35.9	203	37.6	337
Over 14 years	1,068	513	48.0	537	50.3	531
Job status						
Permanent	4,739	1,322	27.9	1,399	29.5	3,340
Non-permanent	580	105	18.0	118	20.3	462

Table 2B: Union membership and coverage by province and selected characteristics, 2003 (continued)

	Prairies					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	146	16	10.8	19	12.9	127
Business, finance and administrative	428	104	24.2	112	26.1	316
Professional	50	8	15.9	9	17.4	41
Financial and administrative	117	23	19.4	25	21.1	92
Clerical	261	73	28.0	78	29.9	183
Natural and applied sciences	142	32	22.9	35	24.6	107
Health	137	92	67.6	96	70.0	41
Professional	14	6	45.7	8	54.3	6
Nursing	43	37	87.1	38	89.1	5
Technical	35	20	57.8	21	59.8	14
Support staff	45	29	63.5	29	64.7	16
Social and public service	171	95	55.4	102	59.6	69
Legal, social and religious workers	72	24	33.1	25	34.7	47
Teachers and professors	99	71	71.5	77	77.6	22
Secondary and elementary	68	58	84.7	61	89.4	7
Other	31	13	42.5	16	51.5	15
Culture and recreation	46	13	28.7	14	29.9	32
Sales and service	637	110	17.2	118	18.5	520
Wholesale	62	3	5.7	4	6.3	58
Retail	172	19	11.1	20	11.7	152
Food and beverage	104	6	5.5	7	6.3	98
Protective services	34	17	50.8	19	55.0	15
Child care and home support	48	15	30.8	16	33.8	32
Travel and accommodation	216	49	22.9	52	24.0	164
Trades, transport and equipment operators	350	100	28.5	105	30.0	245
Contractors and supervisors	25	7	27.9	7	29.8	17
Construction trades	46	11	22.6	11	24.7	35
Other trades	125	40	31.7	42	33.6	83
Transportation equipment operators	98	29	29.6	30	31.0	67
Helpers and labourers	56	13	24.3	14	24.9	42
Unique to primary industries	79	10	12.4	11	13.6	68
Unique to production	143	45	31.3	47	33.1	96
Machine operators and assemblers	120	37	30.8	39	32.6	81
Labourers	23	8	33.9	8	36.1	15
Workplace size						
Under 20 employees	848	99	11.7	109	12.9	739
20 to 99 employees	769	218	28.4	233	30.4	536
100 to 500 employees	440	180	40.8	190	43.2	250
Over 500 employees	221	119	54.0	125	56.5	96
Job tenure						
1 to 12 months	572	83	14.5	91	15.9	482
Over 1 year to 5 years	795	168	21.1	180	22.7	615
Over 5 years to 9 years	311	89	28.6	95	30.4	216
Over 9 years to 14 years	213	78	36.8	82	38.5	131
Over 14 years	386	198	51.3	210	54.3	177
Job status						
Permanent	2,017	555	27.5	589	29.2	1,427
Non-permanent	262	62	23.6	68	26.1	193

Table 2B: Union membership and coverage by province and selected characteristics, 2003 (concluded)

	British Columbia					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	109	9	8.5	11	10.2	98
Business, finance and administrative	314	86	27.3	89	28.4	225
Professional	39	8	20.1	8	21.3	31
Financial and administrative	83	16	19.7	17	20.5	66
Clerical	191	62	32.2	64	33.3	128
Natural and applied sciences	101	29	28.8	30	30.0	71
Health	99	69	69.5	69	70.3	29
Professional	13	6	47.6	6	50.1	6
Nursing	31	27	85.7	27	85.8	4
Technical	26	17	67.6	18	67.8	8
Support staff	29	18	63.4	19	64.7	10
Social and public service	133	76	57.0	81	60.7	52
Legal, social and religious workers	50	17	34.6	18	36.6	32
Teachers and professors	83	59	70.4	62	75.2	21
Secondary and elementary	51	46	90.1	46	90.8	5
Other	32	13	39.6	16	50.7	16
Culture and recreation	37	10	27.0	11	28.7	26
Sales and service	480	115	24.0	118	24.6	362
Wholesale	44	4	10.2	5	10.4	40
Retail	132	22	16.6	23	17.2	109
Food and beverage	79	9	11.6	10	12.1	69
Protective services	29	15	51.6	15	53.5	13
Child care and home support	29	15	49.7	15	49.9	15
Travel and accommodation	167	50	30.1	51	30.6	116
Trades, transport and equipment operators	227	92	40.2	96	42.1	132
Contractors and supervisors	13	5	36.4	5	36.4	8
Construction trades	28	9	32.0	10	34.8	18
Other trades	83	36	44.0	38	46.0	45
Transportation equipment operators	62	27	43.3	28	45.0	34
Helpers and labourers	42	15	35.0	15	37.0	26
Unique to primary industries	41	8	20.5	9	20.9	32
Unique to production	99	38	38.2	41	41.2	58
Machine operators and assemblers	79	29	36.3	31	39.2	48
Labourers	19	9	46.0	9	49.2	10
Workplace size						
Under 20 employees	655	98	15.0	103	15.8	551
20 to 99 employees	573	207	36.1	216	37.7	357
100 to 500 employees	300	155	51.4	161	53.5	140
Over 500 employees	111	72	64.5	74	66.7	37
Job tenure						
1 to 12 months	373	52	14.0	61	16.4	312
Over 1 year to 5 years	546	125	22.9	129	23.7	417
Over 5 years to 9 years	227	83	36.6	85	37.5	142
Over 9 years to 14 years	205	97	47.4	100	48.6	106
Over 14 years	288	174	60.4	179	62.1	109
Job status						
Permanent	1,438	472	32.8	491	34.1	947
Non-permanent	202	59	29.4	63	31.4	139

Source: Labour Force Survey

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

** 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 funded schools, hospitals or other institutions. Private-sector employees are all other wage and salary earners.

Table 3: Average earnings and usual hours by union and job status, 2003

	Canada				Atlantic			
	Total employees	Union member	Union coverage*	Not a union member**	Total employees	Union member	Union coverage*	Not a union member**
Both sexes								
Average hourly earnings (\$)	18.06	21.05	21.01	16.65	15.16	19.44	19.39	13.28
Full-time employees	19.24	21.51	21.49	18.09	16.04	19.71	19.68	14.27
Part-time employees	12.79	18.28	18.07	11.03	10.58	17.16	16.89	9.00
Average weekly earnings (\$)	663.48	765.18	764.34	615.16	571.11	728.78	726.81	502.15
Full-time employees	760.39	831.16	831.35	723.76	644.31	771.85	771.51	582.34
Part-time employees	230.76	362.82	356.52	188.89	192.96	356.36	348.67	154.02
Average usual weekly hours, main job	35.5	36.0	36.0	35.2	36.7	37.5	37.4	36.3
Full-time employees	39.5	38.7	38.8	39.9	40.3	39.4	39.5	40.8
Part-time employees	17.4	19.3	19.2	16.8	17.6	20.4	20.3	17.0
Men								
Average hourly earnings (\$)	19.78	22.03	22.00	18.69	16.63	20.25	20.23	15.10
Full-time employees	20.70	22.32	22.32	19.84	17.30	20.38	20.37	15.89
Part-time employees	11.96	17.38	17.17	10.70	10.12	17.35	17.16	8.97
Average weekly earnings (\$)	772.79	851.24	849.92	735.02	669.45	806.60	805.34	611.48
Full-time employees	839.49	884.82	885.18	815.48	720.39	825.66	825.60	671.92
Part-time employees	204.19	328.47	319.53	176.22	173.89	365.26	359.32	143.86
Average usual weekly hours, main job	38.2	38.5	38.5	38.1	39.8	40.2	40.1	39.6
Full-time employees	40.8	39.8	39.8	41.2	42.1	41.0	41.0	42.6
Part-time employees	16.4	18.3	18.1	16.0	16.6	20.3	20.2	16.0
Women								
Average hourly earnings (\$)	16.27	20.01	19.94	14.55	13.68	18.68	18.58	11.43
Full-time employees	17.40	20.45	20.41	15.88	14.56	18.99	18.93	12.29
Part-time employees	13.13	18.53	18.34	11.18	10.76	17.11	16.82	9.01
Average weekly earnings (\$)	549.02	673.46	671.96	491.48	472.90	655.70	652.34	390.45
Full-time employees	659.59	761.67	760.93	608.42	554.72	714.04	712.76	472.58
Part-time employees	241.80	372.57	367.53	194.71	200.64	354.22	346.01	158.57
Average usual weekly hours, main job	32.6	33.3	33.3	32.3	33.6	34.9	34.9	33.0
Full-time employees	38.0	37.3	37.4	38.3	38.2	37.7	37.8	38.5
Part-time employees	17.8	19.6	19.6	17.1	18.0	20.5	20.3	17.4

Table 3: Average earnings and usual hours by union and job status, 2003 (continued)

	Quebec				Ontario			
	Total employees	Union member	Union coverage*	Not a union member**	Total employees	Union member	Union coverage*	Not a union member**
Both sexes								
Average hourly earnings (\$)	17.46	20.12	20.01	15.67	18.93	21.88	21.88	17.75
Full-time employees	18.34	20.23	20.17	16.94	20.34	22.59	22.61	19.36
Part-time employees	13.52	19.49	19.06	11.00	12.39	17.15	17.06	11.14
Average weekly earnings (\$)	620.84	712.41	710.54	558.03	704.03	811.90	811.78	661.03
Full-time employees	702.35	762.04	761.00	657.38	808.82	884.44	886.14	775.49
Part-time employees	258.55	410.85	399.71	194.19	218.00	325.09	320.63	190.47
Average usual weekly hours, main job	34.6	35.3	35.4	34.1	35.7	36.5	36.5	35.4
Full-time employees	38.4	37.8	37.9	38.7	39.8	39.2	39.2	40.0
Part-time employees	18.1	20.3	20.2	17.2	17.0	18.6	18.4	16.6
Men								
Average hourly earnings (\$)	18.86	20.80	20.73	17.45	20.80	23.08	23.11	19.83
Full-time employees	19.58	20.89	20.87	18.52	21.86	23.52	23.56	21.10
Part-time employees	12.94	19.35	18.56	11.12	11.54	15.84	15.93	10.64
Average weekly earnings (\$)	711.43	783.62	781.72	658.18	817.55	903.88	903.74	781.36
Full-time employees	769.84	809.39	809.39	737.01	889.56	940.46	942.61	865.68
Part-time employees	231.06	378.84	360.00	189.28	191.27	289.07	282.91	172.64
Average usual weekly hours, main job	37.0	37.7	37.8	36.5	38.3	38.9	38.8	38.1
Full-time employees	39.5	38.9	39.0	39.9	40.8	40.1	40.1	41.2
Part-time employees	16.8	18.8	18.6	16.3	16.1	18.0	17.6	15.8
Women								
Average hourly earnings (\$)	15.94	19.34	19.17	13.87	16.99	20.53	20.51	15.65
Full-time employees	16.72	19.28	19.15	15.04	18.43	21.34	21.35	17.25
Part-time employees	13.78	19.53	19.21	10.94	12.75	17.53	17.41	11.36
Average weekly earnings (\$)	523.24	629.33	626.03	457.20	585.81	708.99	708.53	539.41
Full-time employees	614.19	694.04	690.77	561.32	707.63	809.37	810.34	665.75
Part-time employees	270.68	420.31	412.20	196.69	229.27	335.77	332.34	198.57
Average usual weekly hours, main job	32.1	32.5	32.6	31.7	33.1	33.9	33.9	32.7
Full-time employees	36.9	36.2	36.2	37.3	38.4	38.0	38.0	38.6
Part-time employees	18.7	20.8	20.7	17.6	17.4	18.8	18.7	17.0

Table 3: Average earnings and usual hours by union and job status, 2003 (concluded)

	Prairies				British Columbia			
	Total employees	Union member	Union coverage*	Not a union member**	Total employees	Union member	Union coverage*	Not a union member**
Both sexes								
Average hourly earnings (\$)	17.37	20.31	20.38	16.15	19.03	22.59	22.53	17.24
Full-time employees	18.54	20.85	20.94	17.52	20.28	23.20	23.17	18.70
Part-time employees	12.16	17.25	17.23	10.55	14.37	19.69	19.54	12.35
Average weekly earnings (\$)	651.38	743.02	746.92	612.59	683.48	802.15	801.05	623.45
Full-time employees	748.97	816.22	820.92	718.19	798.93	892.08	892.20	747.98
Part-time employees	215.60	335.40	334.34	178.11	253.56	380.70	374.54	206.24
Average usual weekly hours, main job	36.1	36.1	36.1	36.1	34.7	35.1	35.1	34.5
Full-time employees	40.3	39.1	39.2	40.8	39.4	38.5	38.6	39.8
Part-time employees	17.2	19.1	19.1	16.6	17.1	18.8	18.7	16.5
Men								
Average hourly earnings (\$)	19.33	21.63	21.74	18.45	20.66	23.29	23.19	19.36
Full-time employees	20.27	22.00	22.11	19.55	21.61	23.76	23.67	20.50
Part-time employees	11.10	15.47	15.73	10.27	13.31	18.30	18.19	11.60
Average weekly earnings (\$)	777.69	852.53	857.59	748.66	798.91	885.66	881.57	756.51
Full-time employees	845.05	886.71	892.61	826.59	872.91	937.56	934.88	839.65
Part-time employees	187.62	291.93	293.91	168.54	226.84	334.97	327.57	191.48
Average usual weekly hours, main job	39.3	39.1	39.2	39.3	37.7	37.7	37.7	37.8
Full-time employees	41.9	40.4	40.5	42.5	40.5	39.6	39.6	40.9
Part-time employees	16.4	18.2	18.1	16.1	16.5	17.6	17.4	16.1
Women								
Average hourly earnings (\$)	15.30	19.12	19.14	13.55	17.38	21.88	21.86	15.10
Full-time employees	16.29	19.58	19.63	14.68	18.55	22.51	22.54	16.32
Part-time employees	12.58	17.64	17.57	10.69	14.77	20.14	19.99	12.64
Average weekly earnings (\$)	516.98	644.91	646.45	458.17	566.51	718.83	718.96	489.04
Full-time employees	623.51	738.19	740.60	566.92	702.71	835.63	838.13	627.05
Part-time employees	226.95	344.83	343.39	182.65	263.56	395.51	390.33	211.99
Average usual weekly hours, main job	32.7	33.4	33.4	32.4	31.6	32.4	32.4	31.1
Full-time employees	38.3	37.7	37.8	38.6	37.9	37.2	37.3	38.3
Part-time employees	17.5	19.3	19.3	16.8	17.4	19.2	19.1	16.7

Source: Labour Force Survey

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

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

Table 4: Major wage settlements, inflation and labour disputes

Year	Average annual increase in base wage rates*			Annual change in Consumer Price Index*	Labour disputes and time lost			
	Public sector employees**	Private sector employees**	Total employees		Strikes & lockouts	Workers involved	Person-days not worked	Proportion of estimated working time
			%			'000	'000	%
1980	10.9	11.7	11.1	10.1	1,028	439	9,130	0.37
1981	13.1	12.6	13.0	12.4	1,049	341	8,850	0.35
1982	10.4	9.5	10.2	10.9	679	464	5,702	0.23
1983	4.6	5.5	4.8	5.8	645	329	4,441	0.18
1984	3.9	3.2	3.6	4.3	716	187	3,883	0.15
1985	3.8	3.3	3.7	4.0	829	162	3,126	0.12
1986	3.6	3.0	3.4	4.1	748	484	7,151	0.27
1987	4.1	3.8	4.0	4.4	668	582	3,810	0.14
1988	4.0	5.0	4.4	4.0	548	207	4,901	0.17
1989	5.2	5.2	5.2	5.0	627	445	3,701	0.13
1990	5.6	5.7	5.6	4.8	579	270	5,079	0.17
1991	3.4	4.4	3.6	5.6	463	253	2,516	0.09
1992	2.0	2.6	2.1	1.5	404	150	2,110	0.07
1993	0.6	0.8	0.7	1.8	381	102	1,517	0.05
1994	...	1.2	0.3	0.2	374	81	1,607	0.06
1995	0.6	1.4	0.9	2.2	328	149	1,583	0.05
1996	0.5	1.7	0.9	1.6	330	276	3,269	0.11
1997	1.1	1.8	1.5	1.6	284	258	3,608	0.12
1998	1.6	1.8	1.7	0.9	381	244	2,444	0.08
1999	2.0	2.7	2.2	1.7	410	158	2,435	0.08
2000	2.5	2.4	2.5	2.7	374	129	1,585	0.05
2001	3.4	3.0	3.2	2.6	378	220	2,199	0.07
2002	2.9	2.5	2.8	2.2	294	168	3,028	0.09
2003	2.9	1.5	2.6	2.8	261	79	1,754	0.05
2004	0.4	2.6	1.5	1.3				

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

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

* 2004 data refer to January to May only.

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

Data sources

Information on union membership, density and coverage by various socio-demographic characteristics, including earnings, are from the Labour Force Survey. Further details can be obtained from Marc Lévesque, Labour Statistics Division, Statistics Canada at (613) 951-4090.

Data on strikes, lockouts and workdays lost, and those on major wage settlements were supplied by Human Resources and Skills Development Canada (HRSDC). Further information on these statistics may be obtained from Angèle Charbonneau, Workplace Information Directorate, HRSDC at 1 800 567-6866.