

PERSPECTIVES

ON LABOUR AND INCOME

Fact-sheet on unionization

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. The profile was updated and expanded in 1998, 1999 and 2000 (Akyeampong, 1997, 1998, 1999 and 2000). This year's update extends it to the first half of 2001. As in past releases, data on earnings, wage settlements, inflation, and strikes and lockouts are also provided.

Table 1: Union rates in first half of 2000 and 2001

At 12.6 million, average paid employment (employees) during the first half of 2001 was 373,000 higher than during the same period a year earlier. Union membership also grew, from 3.7 million to 3.8 million. The increase in union membership, however, was proportionately less than that for employees, so the union rate (density) fell from 30.4% to 30.0%.

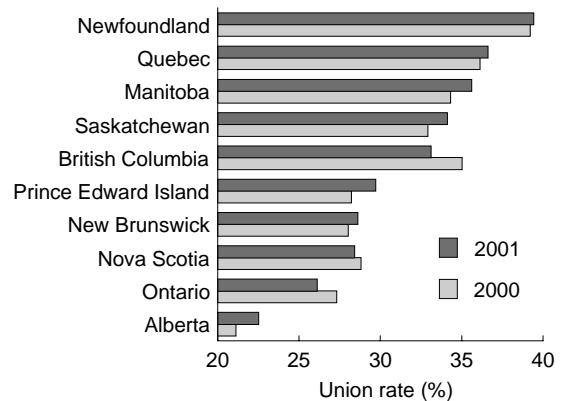
This fall affected both men and women: the men's rate fell from 31.1% to 30.7%, and women's from 29.6% to 29.2%.

All of the decline occurred in the private sector, 18.7% to 18.1%. The public sector union rate actually rose marginally, from 69.9% to 71.0%.

Although the union rate increased in seven provinces, the declines in Ontario, British Columbia and Nova Scotia were large enough to account for the overall decline (Chart A).

The rate among full-time employees fell from 32.2% to 31.5%, but among part-time workers, it rose from 22.0% to 23.2%.

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



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

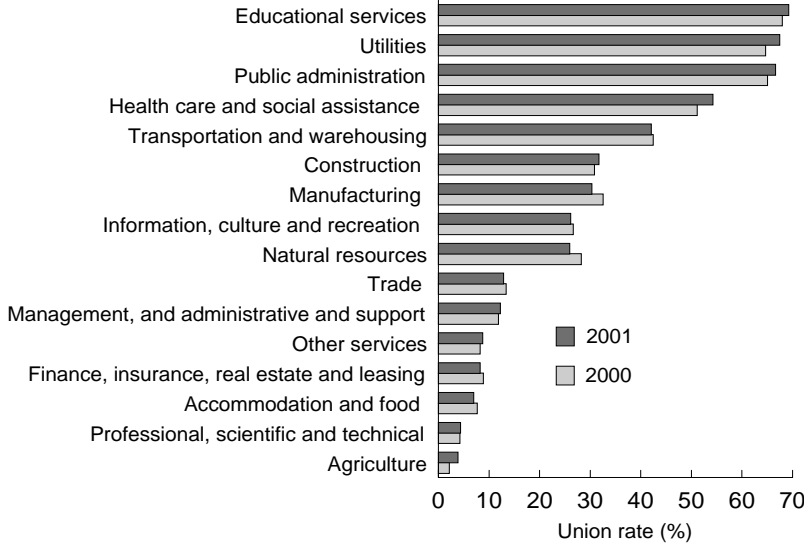
Permanent employees recorded a decline in union density. The rate rose in the largest firms (those with over 500 employees) and in the smallest firms (those with fewer than 20 employees), while it fell in firms with between 20 and 500 employees.

Unionization rose in 9 of the 16 major industry groups—agriculture; utilities; construction; professional, scientific and technical services; management, and administrative and support services; educational services; health care and social assistance; other services; and public administration—and fell in the rest (Chart B).

Among the 10 major occupational groups, union density rose in only 3—health, management and occupations unique to primary industry. The remaining 7 experienced declines (Chart C).



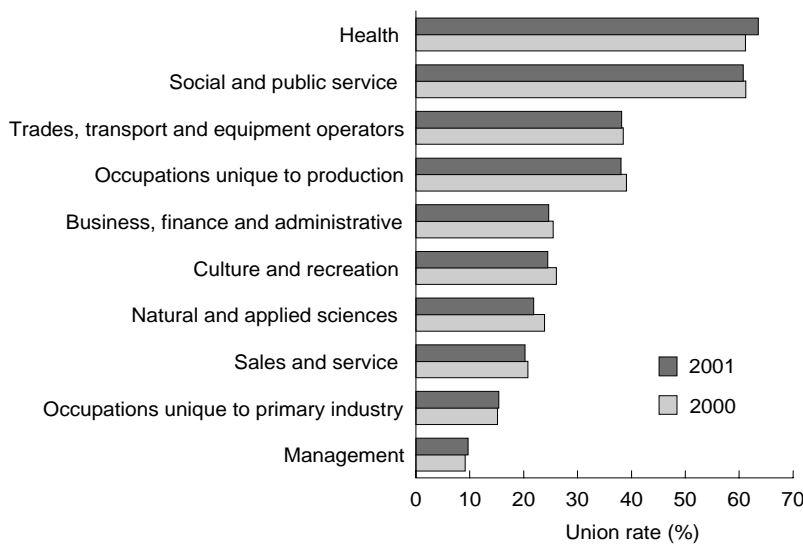
Chart B: The highest union rates were in public sector-dominated industries.



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

The number of employees who were not union members but were covered by collective agreements averaged 276,000, up from 269,000 a year earlier (see Akyeampong, 2000, for a description of this group).

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



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

Table 2: 2000 annual averages

Approximately 3.7 million (29.9%) employees belonged to a union in 2000. An additional 285,000 (2.3%) were covered by a collective agreement.

Employees in the public sector—government, crown corporations, and publicly funded schools or hospitals—were almost four times as likely as their private sector counterparts to belong to a union (70.1% versus 18.4%).

Almost one in three full-time employees belonged to a union, compared with about one in five part-time workers. Also, almost one in three employees in a permanent position was a union member, compared with roughly one in five in a non-permanent job.

High union rates were found among employees aged 45 to 54 (41.5%), for those with university degrees (34.4%), in Newfoundland (37.7%) and Quebec (36.1%), in educational services (68.0%), utilities (65.9%), and public administration (65.2%), and in health care occupations (62.1%).

Low union rates were recorded by 15 to 24 year-olds (12.4%), in Alberta (21.2%), in agriculture (2.7%) and professional, scientific and technical industries (4.0%), and in management occupations (9.0%).

Differences between the sexes

Men’s union rate (30.6%) in 2000 continued to slightly exceed that of women (29.2%).

The union rate among male part-time workers (16.4%) was about half that of their full-time counterparts (32.2%). Among female employees, however, the gap was narrower (24.6% versus 30.9%).

Women’s unionization in the public sector (71.7%) exceeded that of men (67.7%), reflecting their presence in public administration and in teaching

and health positions. However, in the private sector, only 13.0% were unionized, compared with 22.8% 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 a postsecondary certificate or diploma (34.9%). For women, the highest rate was registered by those with a university degree (41.0%), reflecting unionization in occupations such as health care and teaching.

Men in permanent positions had slightly higher rates (31.9%) than women in similar jobs (30.0%). Among employees in non-permanent positions, women were more unionized (24.1%) than men (21.4%).

Table 3: Average earnings and usual hours

Unionized jobs generally provide higher wages than non-unionized ones. Of course, the wage rate differences reflect many factors in addition to collective bargaining provisions. These include differences in the distribution of unionized and non-unionized employees by age, sex, job tenure, industry, occupation, firm size or geographical location. The effects of these factors are not examined in this update, but it is clear from the previous sections and Table 1 that unionized workers and jobs tend to have certain characteristics that are associated with higher wages. For example, union density ratios are higher among men, older workers, those with higher education, employees with long tenure, and those in larger firms. Clearly, not all differences in wage and non-wage benefits can be attributed solely to union status.

In 2000, the average hourly earnings of unionized workers were higher than those of non-unionized workers. This held true whether they worked full time (\$19.86 versus \$16.58) or part time (\$16.81 versus \$10.20).

In addition to having higher hourly earnings, unionized part-time employees usually worked more hours each week than did non-unionized part-timers (19.5 hours versus 16.6). As a result, their average weekly earnings were nearly double those of the latter (\$336.29 versus \$173.11).

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

Wage gains contained in contract settlements in 1998 and 1999 surpassed inflation, but in 2000 the reverse was true. For the first quarter of 2001, wage gains averaged 3.6%—again higher than the inflation rate (2.8%).

Wage gains in the private sector exceeded those in the public sector every year during the 1990s, but in 2000 and the first quarter of 2001 the picture was reversed.

Annual statistics on strikes, lockouts and person-days lost are affected by several factors, including collective bargaining timetables, size of the unions involved, strike durations and the 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 in the event of a strike. The state of the economy influences the likelihood of an industrial dispute, given that one is legally possible.

The estimated 0.05% of work time lost through strikes and lockouts in 2000 was roughly half that reported in each of the preceding four years. During the first quarter of 2001, the percentage of work time lost through strikes and lockouts was even lower (0.04%).

Perspectives

■ References

Akyeampong, E.B. "Non-unionized but covered by collective agreement." *Perspectives on Labour and Income* (Statistics Canada, Catalogue no. 75-001-XPE) 12, no. 3 (Autumn 2000): 33-59.

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Table 1: Union membership and coverage by selected characteristics

	2000*			2001*		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage**		Members	Coverage**
	'000	%	%	'000	%	%
Both sexes	12,255	30.4	32.6	12,628	30.0	32.2
Men	6,335	31.1	33.5	6,483	30.7	33.0
Women	5,920	29.6	31.5	6,145	29.2	31.3
Sector†						
Public	2,786	69.9	73.7	2,841	71.0	74.9
Private	9,469	18.7	20.5	9,787	18.1	19.8
Age						
15 to 24	2,064	12.6	14.2	2,156	12.8	14.6
25 to 54	9,164	34.0	36.3	9,373	33.2	35.5
25 to 44	6,518	30.7	33.0	6,613	29.6	31.9
45 to 54	2,645	42.1	44.5	2,760	41.8	44.3
55 and over	1,028	33.9	35.9	1,098	36.3	38.2
Education						
Less than Grade 9	403	30.9	32.4	378	30.4	31.7
Some high school	1,597	24.1	25.7	1,591	23.0	24.4
High school graduation	2,634	28.2	30.1	2,635	27.3	29.0
Some postsecondary	1,255	22.7	24.5	1,270	23.9	25.9
Postsecondary certificate or diploma	4,004	34.0	36.3	4,242	33.8	36.2
University degree	2,362	34.7	37.9	2,511	33.8	37.0
Province						
Atlantic	855	30.6	32.1	877	30.8	32.3
Newfoundland	170	39.2	40.6	180	39.4	40.5
Prince Edward Island	51	28.2	29.5	53	29.7	31.7
Nova Scotia	354	28.8	30.3	358	28.4	30.2
New Brunswick	281	28.0	29.7	286	28.6	29.9
Quebec	2,875	36.1	39.7	2,948	36.6	40.1
Ontario	4,869	27.3	28.9	5,036	26.1	27.9
Prairies	2,100	26.0	28.4	2,172	27.3	29.5
Manitoba	456	34.3	37.0	469	35.6	37.3
Saskatchewan	365	32.9	35.3	369	34.1	35.9
Alberta	1,280	21.1	23.4	1,335	22.5	25.0
British Columbia	1,556	35.0	36.5	1,594	33.1	34.5
Work status						
Full-time	10,027	32.2	34.6	10,299	31.5	33.9
Part-time	2,228	22.0	23.3	2,329	23.2	24.7
Industry						
Goods-producing	3,108	32.0	34.4	3,173	30.6	32.7
Agriculture	116	2.1	2.7	116	3.8	4.7
Natural resources	223	28.2	30.1	233	25.9	27.6
Utilities	114	64.6	70.4	120	67.4	70.9
Construction	498	30.8	32.3	535	31.7	33.7
Manufacturing	2,157	32.5	35.2	2,168	30.3	32.4
Service-producing	9,147	29.8	31.9	9,455	29.8	32.0
Trade	1,950	13.3	14.8	2,035	12.8	14.3
Transportation and warehousing	638	42.4	44.2	643	42.0	44.1
Finance, insurance, real estate and leasing	725	8.8	10.4	747	8.2	10.4
Professional, scientific and technical	600	4.2	5.1	678	4.3	5.9
Management, and administrative and support	363	11.8	13.5	392	12.2	14.0
Education	965	67.9	71.8	948	69.2	73.2
Health care and social assistance	1,312	51.1	53.5	1,351	54.2	56.5
Information, culture and recreation	537	26.6	28.3	595	26.1	28.2
Accommodation and food	853	7.6	8.3	862	6.9	7.3
Other	443	8.2	9.5	446	8.7	10.1
Public administration	760	65.0	70.3	760	66.6	71.9

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

	2000*			2001*		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage**		Members	Coverage**
	'000	%	%	'000	%	%
Occupation						
Management	944	9.1	12.2	871	9.6	12.6
Business, finance and administrative	2,343	25.4	27.5	2,487	24.6	27.0
Professional	292	17.1	19.4	316	17.4	20.1
Financial and administrative	681	23.9	25.9	679	23.2	25.9
Clerical	1,371	28.0	30.0	1,491	26.8	28.9
Natural and applied sciences	827	23.8	26.7	888	21.8	24.5
Health	673	61.1	63.6	695	63.5	65.8
Professional	74	38.1	42.6	79	35.9	42.8
Nursing	223	81.2	82.9	230	81.7	83.2
Technical	173	56.6	59.1	180	59.3	62.1
Support staff	204	51.3	53.8	207	57.6	58.5
Social and public service	926	61.2	64.7	969	60.7	63.7
Legal, social and religious workers	368	37.2	40.3	386	38.1	40.4
Teachers and professors	557	77.1	80.8	583	75.7	79.1
Secondary and elementary	401	87.3	89.8	405	86.5	89.3
Other	156	50.7	57.6	178	51.2	55.8
Culture and recreation	258	26.0	27.9	281	24.4	27.5
Sales and service	3,209	20.7	22.1	3,339	20.2	21.7
Wholesale	310	6.4	7.6	359	5.5	6.9
Retail	858	12.7	13.5	939	12.5	13.7
Food and beverage	476	8.9	9.6	489	8.7	9.2
Protective services	213	52.6	58.7	200	57.9	63.9
Child care and home support	237	32.6	34.4	233	35.4	38.2
Travel and accommodation	1,115	27.1	28.6	1,119	26.6	27.8
Trades, transport and equipment operators	1,678	38.4	40.1	1,710	38.1	40.2
Contractors and supervisors	93	32.5	35.3	103	32.2	35.3
Construction trades	189	41.0	42.5	202	38.8	41.3
Other trades	661	41.9	44.0	684	41.3	43.6
Transportation equipment operators	480	36.4	37.7	463	36.2	37.8
Helpers and labourers	255	33.1	34.6	259	34.6	36.5
Unique to primary industries	235	15.1	16.1	241	15.3	16.4
Unique to production	1,162	39.0	42.0	1,146	38.0	40.2
Machine operators and assemblers	968	38.9	41.9	959	37.8	40.0
Labourers	194	39.4	42.5	187	38.9	40.9
Workplace size						
Under 20 employees	4,074	12.4	13.8	4,165	12.7	14.2
20 to 99 employees	4,046	30.4	32.7	4,152	30.1	32.2
100 to 500 employees	2,621	44.7	47.5	2,754	42.5	45.4
Over 500 employees	1,513	53.9	56.7	1,557	54.0	56.8
Job tenure						
1 to 12 months	2,850	14.0	16.3	3,068	14.5	16.8
Over 1 year to 5 years	3,893	21.6	23.5	4,055	21.7	23.7
Over 5 years to 9 years	1,553	31.8	33.9	1,509	31.6	33.2
Over 9 years to 14 years	1,605	43.0	45.2	1,523	42.0	44.5
Over 14 years	2,354	55.1	57.7	2,473	54.5	57.0
Job status						
Permanent	10,853	31.2	33.4	11,067	30.7	32.8
Non-permanent	1,402	23.5	26.0	1,560	24.8	27.5

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 by sex and selected characteristics, 2000

	Both sexes					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	12,488	3,740	29.9	4,025	32.2	8,464
Sector †						
Public	2,792	1,956	70.1	2,064	73.9	728
Private	9,696	1,784	18.4	1,960	20.2	7,736
Age						
15 to 24	2,173	270	12.4	308	14.2	1,865
25 to 54	9,258	3,106	33.5	3,331	36.0	5,927
25 to 44	6,580	1,994	30.3	2,149	32.7	4,431
45 to 54	2,677	1,112	41.5	1,181	44.1	1,496
55 and over	1,058	364	34.4	386	36.5	671
Education						
Less than Grade 9	408	120	29.5	127	31.1	281
Some high school	1,639	381	23.2	408	24.9	1,230
High school graduation	2,676	734	27.4	785	29.3	1,891
Some postsecondary	1,277	291	22.8	316	24.7	961
Postsecondary certificate or diploma	4,090	1,389	34.0	1,487	36.4	2,603
University degree	2,399	826	34.4	901	37.6	1,498
Province						
Atlantic	886	267	30.2	281	31.7	605
Newfoundland	178	67	37.7	70	39.1	109
Prince Edward Island	53	15	27.7	16	29.3	38
Nova Scotia	361	104	28.7	109	30.2	252
New Brunswick	293	82	27.8	86	29.4	207
Quebec	2,926	1,057	36.1	1,169	39.9	1,758
Ontario	4,960	1,319	26.6	1,401	28.2	3,559
Prairies	2,134	554	26.0	608	28.5	1,526
Manitoba	463	156	33.7	169	36.5	294
Saskatchewan	372	122	33.0	131	35.1	241
Alberta	1,299	276	21.2	309	23.8	991
British Columbia	1,583	542	34.2	567	35.8	1,016
Work status						
Full-time	10,281	3,251	31.6	3,502	34.1	6,779
Part-time	2,207	490	22.2	523	23.7	1,684
Industry						
Goods-producing	3,200	999	31.2	1,080	33.7	2,120
Agriculture	124	3	2.7	4	3.5	119
Natural resources	234	66	28.0	71	30.2	164
Utilities	116	77	65.9	83	71.6	33
Construction	538	165	30.6	175	32.5	363
Manufacturing	2,187	688	31.5	747	34.1	1,441
Service-producing	9,288	2,742	29.5	2,945	31.7	6,343
Trade	2,001	265	13.2	295	14.8	1,706
Transportation and warehousing	638	266	41.6	278	43.5	361
Finance, insurance, real estate and leasing	736	67	9.0	81	11.0	655
Professional, scientific and technical	619	25	4.0	33	5.4	586
Management, and administrative and support	386	43	11.1	49	12.8	336
Education	929	632	68.0	669	72.0	261
Health care and social assistance	1,327	695	52.4	727	54.8	600
Information, culture and recreation	570	146	25.6	158	27.7	412
Accommodation and food	863	67	7.8	74	8.5	789
Other	458	40	8.6	45	9.9	413
Public administration	762	497	65.2	537	70.4	225

Table 2A: Union membership and coverage by sex and selected characteristics, 2000 (continued)

	Men					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	6,481	1,985	30.6	2,146	33.1	4,334
Sector †						
Public	1,129	764	67.7	816	72.3	313
Private	5,351	1,221	22.8	1,330	24.9	4,021
Age						
15 to 24	1,116	151	13.6	175	15.7	942
25 to 54	4,788	1,630	34.1	1,754	36.6	3,034
25 to 44	3,429	1,047	30.5	1,132	33.0	2,297
45 to 54	1,359	583	42.9	622	45.8	737
55 and over	577	203	35.3	218	37.7	359
Education						
Less than Grade 9	253	84	33.0	88	34.9	165
Some high school	938	250	26.6	267	28.5	671
High school graduation	1,358	426	31.4	454	33.4	904
Some postsecondary	639	161	25.1	174	27.3	465
Postsecondary certificate or diploma	2,091	730	34.9	786	37.6	1,305
University degree	1,202	335	27.9	377	31.3	825
Province						
Atlantic	451	138	30.7	145	32.2	306
Newfoundland	91	37	40.3	38	41.9	53
Prince Edward Island	25	6	23.9	6	25.4	19
Nova Scotia	183	51	27.9	54	29.5	129
New Brunswick	152	45	29.4	47	30.8	105
Quebec	1,549	588	37.9	654	42.2	895
Ontario	2,556	710	27.8	753	29.5	1,804
Prairies	1,110	264	23.8	297	26.7	814
Manitoba	237	78	32.9	85	36.1	151
Saskatchewan	187	54	29.1	59	31.7	127
Alberta	687	132	19.3	152	22.1	535
British Columbia	814	284	34.9	298	36.6	516
Work status						
Full-time	5,836	1,879	32.2	2,031	34.8	3,806
Part-time	644	106	16.4	116	17.9	529
Industry						
Goods-producing	2,410	844	35.0	906	37.6	1,504
Agriculture	78	2	2.4	3	3.3	76
Natural resources	196	61	31.1	65	33.3	131
Utilities	90	61	67.8	66	73.7	24
Construction	470	160	34.1	170	36.2	300
Manufacturing	1,575	559	35.5	601	38.2	974
Service-producing	4,071	1,142	28.0	1,241	30.5	2,830
Trade	1,000	147	14.7	164	16.4	836
Transportation and warehousing	481	206	42.8	216	44.8	266
Finance, insurance, real estate and leasing	265	23	8.6	26	10.0	238
Professional, scientific and technical	317	15	4.6	20	6.2	298
Management, and administrative and support	205	31	15.2	35	17.2	169
Education	327	212	64.9	228	69.7	99
Health care and social assistance	221	118	53.5	126	57.0	95
Information, culture and recreation	290	77	26.5	83	28.6	207
Accommodation and food	336	30	9.0	33	9.7	303
Other	224	23	10.1	27	11.9	197
Public administration	405	261	64.3	283	69.9	122

Table 2A: Union membership and coverage by sex and selected characteristics, 2000 (continued)

	Women					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	6,008	1,755	29.2	1,878	31.3	4,129
Sector †						
Public	1,663	1,192	71.7	1,249	75.1	415
Private	4,344	563	13.0	630	14.5	3,715
Age						
15 to 24	1,056	119	11.3	133	12.6	923
25 to 54	4,470	1,475	33.0	1,577	35.3	2,894
25 to 44	3,152	947	30.0	1,018	32.3	2,134
45 to 54	1,319	528	40.1	559	42.4	760
55 and over	481	161	33.4	169	35.0	312
Education						
Less than Grade 9	154	36	23.6	38	24.9	116
Some high school	700	131	18.7	141	20.2	559
High school graduation	1,318	308	23.4	331	25.1	987
Some postsecondary	637	130	20.4	141	22.2	496
Postsecondary certificate or diploma	1,999	659	33.0	701	35.1	1,298
University degree	1,198	491	41.0	524	43.8	673
Province						
Atlantic	435	129	29.7	135	31.2	299
Newfoundland	87	31	35.0	32	36.3	56
Prince Edward Island	28	9	31.2	9	32.8	19
Nova Scotia	178	53	29.6	55	30.9	123
New Brunswick	141	37	26.2	40	28.0	102
Quebec	1,377	469	34.1	514	37.3	863
Ontario	2,403	609	25.3	648	26.9	1,755
Prairies	1,023	290	28.3	312	30.4	712
Manitoba	226	78	34.6	83	36.9	143
Saskatchewan	185	68	36.9	72	38.6	114
Alberta	612	144	23.5	157	25.6	456
British Columbia	769	258	33.5	269	35.0	500
Work status						
Full-time	4,445	1,371	30.9	1,471	33.1	2,974
Part-time	1,563	384	24.6	407	26.1	1,156
Industry						
Goods-producing	790	155	19.6	174	22.0	616
Agriculture	45	--	--	2	3.7	44
Natural resources	38	5	12.0	5	14.1	33
Utilities	26	15	59.2	17	64.3	9
Construction	69	4	6.4	5	7.1	64
Manufacturing	612	129	21.1	145	23.8	467
Service-producing	5,217	1,600	30.7	1,704	32.7	3,513
Trade	1,001	118	11.8	131	13.1	870
Transportation and warehousing	157	60	38.1	62	39.5	95
Finance, insurance, real estate and leasing	471	44	9.3	54	11.5	417
Professional, scientific and technical	302	10	3.5	14	4.5	288
Management, and administrative and support	181	12	6.6	14	7.9	167
Education	603	420	69.7	441	73.2	162
Health care and social assistance	1,106	576	52.1	600	54.3	505
Information, culture and recreation	280	69	24.7	75	26.7	205
Accommodation and food	527	37	7.1	41	7.8	486
Other	235	17	7.3	19	8.0	216
Public administration	356	236	66.2	253	71.1	103

Table 2A: Union membership and coverage by sex and selected characteristics, 2000 (continued)

	Both sexes					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	952	86	9.0	116	12.2	836
Business, finance and administrative	2,404	611	25.4	665	27.7	1,739
Professional	296	52	17.7	59	20.0	237
Financial and administrative	689	162	23.5	179	26.0	510
Clerical	1,419	397	28.0	427	30.1	992
Natural and applied sciences	852	201	23.6	228	26.7	624
Health	673	418	62.1	434	64.5	239
Professional	74	28	38.4	33	44.4	41
Nursing	229	186	81.3	190	83.1	39
Technical	169	97	57.2	100	59.3	69
Support staff	202	107	53.0	111	55.0	91
Social and public service	924	563	60.9	593	64.2	331
Legal, social and religious workers	373	140	37.4	151	40.4	222
Teachers and professors	551	423	76.7	442	80.3	109
Secondary and elementary	391	342	87.4	352	90.1	39
Other	160	81	50.8	90	56.4	70
Culture and recreation	267	69	26.0	76	28.4	191
Sales and service	3,255	659	20.3	709	21.8	2,547
Wholesale	323	20	6.3	24	7.5	299
Retail	886	113	12.8	122	13.7	764
Food and beverage	482	46	9.5	50	10.3	432
Protective services	205	109	53.0	119	58.4	85
Child care and home support	226	73	32.4	78	34.7	148
Travel and accommodation	1,133	298	26.3	315	27.8	819
Trades, transport and equipment operators	1,724	649	37.7	681	39.5	1,043
Contractors and supervisors	99	32	32.5	35	35.1	64
Construction trades	206	80	39.1	84	40.9	122
Other trades	667	277	41.6	292	43.8	375
Transportation equipment operators	482	172	35.7	179	37.1	303
Helpers and labourers	270	87	32.3	92	34.0	178
Unique to primary industries	262	37	14.2	41	15.6	221
Unique to production	1,174	446	38.0	482	41.0	692
Machine operators and assemblers	977	371	38.0	401	41.0	577
Labourers	197	75	38.3	81	41.3	115
Workplace size						
Under 20 employees	4,175	512	12.3	576	13.8	3,599
20 to 99 employees	4,093	1,226	29.9	1,322	32.3	2,771
100 to 500 employees	2,692	1,176	43.7	1,257	46.7	1,434
Over 500 employees	1,529	827	54.1	869	56.9	659
Job tenure						
1 to 12 months	3,035	419	13.8	489	16.1	2,546
Over 1 year to 5 years	3,909	849	21.7	924	23.6	2,984
Over 5 years to 9 years	1,550	479	30.9	513	33.1	1,037
Over 9 years to 14 years	1,608	691	43.0	731	45.5	876
Over 14 years	2,387	1,303	54.6	1,367	57.3	1,020
Job status						
Permanent	10,924	3,384	31.0	3,629	33.2	7,295
Non-permanent	1,564	356	22.8	396	25.3	1,168

Table 2A: Union membership and coverage by sex and selected characteristics, 2000 (continued)

	Men					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	593	47	7.9	67	11.3	526
Business, finance and administrative	650	189	29.1	204	31.4	446
Professional	131	23	17.7	25	19.4	106
Financial and administrative	105	28	26.2	31	29.0	75
Clerical	414	139	33.5	148	35.7	266
Natural and applied sciences	674	163	24.1	183	27.2	491
Health	91	54	59.3	57	63.2	33
Professional	21	7	31.5	8	38.3	13
Nursing	16	14	86.4	14	87.8	2
Technical	32	18	55.2	19	60.1	13
Support staff	22	16	72.8	16	74.1	6
Social and public service	335	185	55.1	198	59.2	137
Legal, social and religious workers	132	39	29.7	43	32.8	89
Teachers and professors	202	145	71.8	155	76.5	48
Secondary and elementary	113	98	87.2	102	90.4	11
Other	90	47	52.6	53	58.9	37
Culture and recreation	111	32	28.3	35	31.2	77
Sales and service	1,370	317	23.2	345	25.2	1,025
Wholesale	206	13	6.3	16	7.7	190
Retail	259	29	11.0	31	12.1	227
Food and beverage	186	19	10.0	20	10.6	166
Protective services	168	91	54.0	100	59.4	68
Child care and home support	14	6	41.8	6	43.0	8
Travel and accommodation	538	161	29.9	172	32.0	366
Trades, transport and equipment operators	1,621	622	38.3	652	40.2	969
Contractors and supervisors	93	31	33.5	34	36.3	59
Construction trades	202	80	39.5	83	41.3	118
Other trades	639	269	42.1	283	44.4	356
Transportation equipment operators	444	161	36.3	167	37.6	277
Helpers and labourers	244	80	33.0	85	34.8	159
Unique to primary industries	214	34	15.7	37	17.2	177
Unique to production	822	344	41.9	368	44.8	453
Machine operators and assemblers	702	292	41.7	314	44.7	388
Labourers	120	52	43.0	55	45.6	65
Workplace size						
Under 20 employees	2,009	274	13.6	310	15.4	1,700
20 to 99 employees	2,141	610	28.5	664	31.0	1,477
100 to 500 employees	1,494	660	44.2	709	47.4	785
Over 500 employees	837	441	52.7	465	55.5	373
Job tenure						
1 to 12 months	1,562	223	14.3	262	16.8	1,300
Over 1 year to 5 years	1,988	440	22.1	482	24.2	1,506
Over 5 years to 9 years	791	240	30.4	258	32.6	533
Over 9 years to 14 years	757	322	42.5	343	45.3	414
Over 14 years	1,382	761	55.0	801	58.0	581
Job status						
Permanent	5,713	1,821	31.9	1,962	34.3	3,751
Non-permanent	768	164	21.4	184	24.0	583

Table 2A: Union membership and coverage by sex and selected characteristics, 2000 (concluded)

	Women					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	359	39	10.9	49	13.7	310
Business, finance and administrative	1,753	422	24.0	461	26.3	1,292
Professional	165	29	17.8	34	20.4	131
Financial and administrative	583	134	23.0	148	25.4	435
Clerical	1,005	258	25.7	279	27.8	726
Natural and applied sciences	178	39	21.6	44	24.9	134
Health	583	364	62.5	377	64.7	206
Professional	52	22	41.2	24	46.8	28
Nursing	213	172	80.9	176	82.7	37
Technical	137	79	57.7	81	59.1	56
Support staff	180	91	50.6	95	52.8	85
Social and public service	590	378	64.1	395	67.0	195
Legal, social and religious workers	241	100	41.6	107	44.6	133
Teachers and professors	349	278	79.6	288	82.5	61
Secondary and elementary	278	244	87.5	250	90.0	28
Other	71	34	48.5	38	53.1	33
Culture and recreation	156	38	24.2	41	26.4	115
Sales and service	1,886	342	18.1	364	19.3	1,522
Wholesale	117	7	6.3	8	7.2	109
Retail	627	85	13.5	90	14.4	537
Food and beverage	296	27	9.2	30	10.1	266
Protective services	37	18	48.6	20	53.6	17
Child care and home support	213	68	31.8	73	34.1	140
Travel and accommodation	596	137	23.0	143	23.9	453
Trades, transport and equipment operators	103	28	27.1	29	28.4	74
Contractors and supervisors	6	--	--	--	--	5
Construction trades	4	--	--	--	--	3
Other trades	28	8	29.4	8	30.1	19
Transportation equipment operators	38	11	29.1	12	30.9	26
Helpers and labourers	27	7	25.9	7	26.5	20
Unique to primary industries	48	4	7.4	4	8.4	44
Unique to production	352	102	29.1	113	32.2	239
Machine operators and assemblers	276	79	28.5	87	31.6	189
Labourers	76	24	31.1	26	34.6	50
Workplace size						
Under 20 employees	2,166	238	11.0	266	12.3	1,900
20 to 99 employees	1,952	616	31.5	658	33.7	1,294
100 to 500 employees	1,198	515	43.0	549	45.8	649
Over 500 employees	691	386	55.8	405	58.6	286
Job tenure						
1 to 12 months	1,473	196	13.3	227	15.4	1,246
Over 1 year to 5 years	1,920	409	21.3	442	23.0	1,478
Over 5 years to 9 years	759	239	31.4	255	33.6	504
Over 9 years to 14 years	851	370	43.5	388	45.7	462
Over 14 years	1,005	542	53.9	566	56.4	438
Job status						
Permanent	5,211	1,563	30.0	1,667	32.0	3,544
Non-permanent	796	192	24.1	211	26.5	585

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.

† 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 by province and selected characteristics, 2000

	Atlantic					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	886	267	30.2	281	31.7	605
Sector †						
Public	252	175	69.3	183	72.4	70
Private	633	92	14.6	98	15.5	535
Sex						
Men	451	138	30.7	145	32.2	306
Women	435	129	29.7	135	31.2	299
Age						
15 to 24	149	10	6.5	11	7.6	138
25 to 54	669	234	35.0	245	36.6	424
25 to 44	469	145	31.0	153	32.7	316
45 to 54	200	89	44.3	92	45.9	108
55 and over	67	23	34.9	24	36.3	43
Education						
Less than Grade 9	33	10	28.7	10	29.8	23
Some high school	126	27	21.4	27	21.9	98
High school graduation	167	37	22.0	39	23.3	128
Some postsecondary	79	15	18.9	16	20.2	63
Postsecondary certificate or diploma	337	119	35.4	124	36.9	212
University degree	144	60	41.7	64	44.5	80
Work status						
Full-time	742	243	32.7	254	34.3	488
Part-time	143	24	17.0	26	18.4	117
Industry						
Goods-producing	199	60	30.1	62	31.3	136
Agriculture	12	--	--	--	--	11
Natural resources	28	9	30.7	9	31.5	19
Utilities	9	6	63.1	6	64.2	3
Construction	46	12	25.4	12	26.7	34
Manufacturing	103	33	32.4	35	33.7	68
Service-producing	687	207	30.2	219	31.8	469
Trade	157	9	5.7	10	6.5	146
Transportation and warehousing	46	18	40.5	19	42.0	26
Finance, insurance, real estate and leasing	39	3	7.0	3	8.6	35
Professional, scientific and technical Management, and administrative and support	27	1	4.8	1	5.2	26
Education	31	1	4.4	2	5.5	29
Health care and social assistance	74	50	68.3	53	72.0	21
Information, culture and recreation	116	66	57.3	68	59.0	47
Accommodation and food	35	9	24.6	9	26.5	26
Other	60	3	5.7	4	6.0	57
Public administration	34	2	5.3	2	5.8	32
Public administration	70	44	63.2	47	66.7	23

Table 2B: Union membership and coverage by province and selected characteristics, 2000 (continued)

	Quebec					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	2,926	1,057	36.1	1,169	39.9	1,758
Sector †						
Public	690	526	76.2	553	80.1	137
Private	2,236	531	23.7	615	27.5	1,621
Sex						
Men	1,549	588	37.9	654	42.2	895
Women	1,377	469	34.1	514	37.3	863
Age						
15 to 24	490	91	18.5	106	21.7	384
25 to 54	2,202	878	39.9	967	43.9	1,235
25 to 44	1,541	557	36.1	623	40.4	918
45 to 54	661	321	48.5	344	52.1	317
55 and over	234	88	37.7	95	40.5	139
Education						
Less than Grade 9	159	54	33.7	57	35.9	102
Some high school	367	115	31.3	126	34.4	241
High school graduation	520	182	35.0	202	38.8	318
Some postsecondary	250	71	28.6	80	31.9	170
Postsecondary certificate or diploma	1,087	419	38.6	462	42.5	625
University degree	543	216	39.7	241	44.4	302
Work status						
Full-time	2,430	917	37.7	1,016	41.8	1,414
Part-time	496	140	28.3	152	30.7	344
Industry						
Goods-producing	779	296	38.0	333	42.7	446
Agriculture	23	--	--	--	--	22
Natural resources	34	11	33.2	13	36.9	21
Utilities	27	20	74.9	22	82.4	5
Construction	95	44	46.2	48	50.6	47
Manufacturing	601	220	36.7	249	41.5	351
Service-producing	2,147	761	35.4	835	38.9	1,312
Trade	479	81	16.9	98	20.4	381
Transportation and warehousing	145	58	40.0	62	42.5	83
Finance, insurance, real estate and leasing	154	25	16.0	32	20.8	122
Professional, scientific and technical Management, and administrative and support	133	7	5.2	11	8.1	122
Education	77	15	20.1	18	23.8	58
Health care and social assistance	215	161	74.7	167	77.9	47
Information, culture and recreation	326	197	60.5	210	64.4	116
Accommodation and food	122	39	31.7	43	35.2	79
Other	181	17	9.3	19	10.7	161
Public administration	109	15	13.4	18	16.4	91
Public administration	206	147	71.2	157	76.4	49

Table 2B: Union membership and coverage by province and selected characteristics, 2000 (continued)

	Ontario					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	4,960	1,319	26.6	1,401	28.2	3,559
Sector †						
Public	987	638	64.7	677	68.6	310
Private	3,972	681	17.1	723	18.2	3,249
Sex						
Men	2,556	710	27.8	753	29.5	1,804
Women	2,403	609	25.3	648	26.9	1,755
Age						
15 to 24	843	85	10.1	97	11.5	746
25 to 54	3,681	1,096	29.8	1,159	31.5	2,522
25 to 44	2,650	710	26.8	751	28.4	1,899
45 to 54	1,031	386	37.4	408	39.5	623
55 and over	435	138	31.8	145	33.2	291
Education						
Less than Grade 9	140	41	29.6	43	30.7	97
Some high school	657	142	21.6	150	22.8	507
High school graduation	1,102	278	25.2	291	26.4	811
Some postsecondary	515	103	20.0	111	21.6	403
Postsecondary certificate or diploma	1,488	449	30.2	475	31.9	1,014
University degree	1,057	307	29.0	330	31.2	727
Work status						
Full-time	4,099	1,163	28.4	1,235	30.1	2,864
Part-time	860	156	18.1	166	19.2	695
Industry						
Goods-producing	1,388	421	30.3	444	32.0	945
Agriculture	39	--	--	--	--	38
Natural resources	31	12	39.6	13	41.3	18
Utilities	46	30	64.8	32	68.6	15
Construction	206	65	31.7	67	32.4	139
Manufacturing	1,066	312	29.3	332	31.1	734
Service-producing	3,571	898	25.2	957	26.8	2,614
Trade	751	94	12.5	99	13.2	652
Transportation and warehousing	222	85	38.2	88	39.6	134
Finance, insurance, real estate and leasing	332	16	4.7	18	5.5	314
Professional, scientific and technical Management, and administrative and support	279	9	3.4	11	4.1	267
Education	178	16	8.8	18	9.9	160
Health care and social assistance	349	232	66.4	244	70.0	105
Information, culture and recreation	472	199	42.2	207	43.9	265
Accommodation and food	240	47	19.6	51	21.2	189
Other	308	22	7.2	24	7.7	284
Public administration	167	13	7.5	14	8.1	154
Public administration	274	166	60.7	183	66.9	91

Table 2B: Union membership and coverage by province and selected characteristics, 2000 (continued)

	Prairies					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	2,134	554	26.0	608	28.5	1,526
Sector †						
Public	508	342	67.3	365	71.9	143
Private	1,626	212	13.1	243	14.9	1,383
Sex						
Men	1,110	264	23.8	297	26.7	814
Women	1,023	290	28.3	312	30.4	712
Age						
15 to 24	429	47	11.0	53	12.3	376
25 to 54	1,534	457	29.8	500	32.6	1,035
25 to 44	1,104	306	27.7	334	30.3	770
45 to 54	431	151	35.1	165	38.4	265
55 and over	170	50	29.6	56	32.7	115
Education						
Less than Grade 9	52	9	17.1	10	18.7	42
Some high school	308	54	17.6	59	19.0	249
High school graduation	500	113	22.5	124	24.8	376
Some postsecondary	238	50	20.9	55	22.9	183
Postsecondary certificate or diploma	684	200	29.2	217	31.8	467
University degree	352	129	36.7	144	40.9	208
Work status						
Full-time	1,741	468	26.9	515	29.6	1,226
Part-time	393	86	22.0	93	23.6	300
Industry						
Goods-producing	505	103	20.4	116	23.0	389
Agriculture	34	--	--	--	--	33
Natural resources	96	13	14.0	15	15.7	81
Utilities	23	13	56.9	15	66.9	8
Construction	124	23	18.7	26	21.4	97
Manufacturing	228	53	23.2	58	25.6	170
Service-producing	1,628	451	27.7	492	30.2	1,136
Trade	357	41	11.4	46	13.0	310
Transportation and warehousing	130	53	40.9	57	43.5	73
Finance, insurance, real estate and leasing	113	8	7.3	10	9.1	103
Professional, scientific and technical Management, and administrative and support	98	3	3.5	5	4.7	93
Education	55	5	9.3	6	11.4	49
Health care and social assistance	166	103	61.7	113	67.8	54
Information, culture and recreation	243	127	52.5	134	55.2	109
Accommodation and food	91	24	26.8	26	28.6	65
Other	169	6	3.7	7	4.2	162
Public administration	85	4	4.8	5	6.3	80
Public administration	122	76	62.4	83	67.9	39

Table 2B: Union membership and coverage by province and selected characteristics, 2000 (continued)

	British Columbia					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	1,583	542	34.2	567	35.8	1,016
Sector †						
Public	355	275	77.5	286	80.6	69
Private	1,228	267	21.8	281	22.9	948
Sex						
Men	814	284	34.9	298	36.6	516
Women	769	258	33.5	269	35.0	500
Age						
15 to 24	261	37	14.3	41	15.5	221
25 to 54	1,171	441	37.7	460	39.3	711
25 to 44	816	276	33.8	287	35.2	529
45 to 54	355	165	46.6	172	48.6	182
55 and over	150	63	42.2	66	44.2	84
Education						
Less than Grade 9	23	7	29.0	7	30.1	16
Some high school	181	44	24.1	46	25.5	135
High school graduation	386	125	32.4	129	33.4	257
Some postsecondary	196	52	26.5	55	27.9	141
Postsecondary certificate or diploma	494	201	40.7	209	42.2	285
University degree	303	114	37.6	121	40.1	181
Work status						
Full-time	1,268	460	36.2	481	37.9	787
Part-time	315	83	26.2	86	27.3	229
Industry						
Goods-producing	329	119	36.1	124	37.9	204
Agriculture	16	--	--	--	--	14
Natural resources	44	20	44.9	21	47.9	23
Utilities	11	8	69.3	8	73.7	3
Construction	68	21	30.4	21	31.6	46
Manufacturing	190	69	36.6	73	38.2	117
Service-producing	1,254	423	33.8	442	35.3	812
Trade	258	41	15.8	42	16.4	216
Transportation and warehousing	96	51	53.7	53	54.8	43
Finance, insurance, real estate and leasing	98	15	15.6	17	17.2	81
Professional, scientific and technical Management, and administrative and support	82	4	4.8	5	6.0	77
Education	46	6	12.0	6	12.6	40
Health care and social assistance	125	87	69.0	91	72.9	34
Information, culture and recreation	170	104	61.3	107	62.9	63
Accommodation and food	82	27	33.3	29	35.0	53
Other	144	19	13.0	20	13.6	125
Public administration	63	6	10.3	7	10.6	56
	90	63	70.5	66	73.9	23

Table 2B: Union membership and coverage by province and selected characteristics, 2000 (continued)

	Atlantic					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	55	6	11.4	8	13.7	48
Business, finance and administrative	154	44	28.7	47	30.3	108
Professional	13	3	25.2	4	27.3	10
Financial and administrative	46	12	26.9	13	28.6	33
Clerical	95	28	30.1	30	31.6	65
Natural and applied sciences	47	16	35.1	17	36.8	29
Health	60	39	65.8	41	67.7	19
Professional	6	2	39.4	3	42.2	3
Nursing	21	18	83.1	18	85.5	3
Technical	17	13	76.6	13	77.7	4
Support staff	16	6	40.9	7	42.4	9
Social and public service	68	40	58.9	42	62.3	26
Legal, social and religious workers	27	9	34.7	10	38.2	17
Teachers and professors	41	31	75.2	32	78.5	9
Secondary and elementary	28	24	86.7	25	89.2	3
Other	12	6	49.2	7	54.3	6
Culture and recreation	17	5	31.7	6	34.3	11
Sales and service	256	41	16.0	43	17.0	213
Wholesale	21	1	4.6	1	5.7	19
Retail	77	3	4.4	4	5.3	73
Food and beverage	35	3	9.2	3	9.9	31
Protective services	17	7	41.5	7	44.6	9
Child care and home support	19	5	23.9	5	24.7	14
Travel and accommodation	88	22	24.9	23	25.7	65
Trades, transport and equipment operators	137	48	35.3	50	36.4	87
Contractors and supervisors	6	2	32.6	2	35.5	4
Construction trades	20	6	31.3	6	32.5	13
Other trades	50	19	38.9	20	40.1	30
Transportation equipment operators	40	15	36.5	15	37.4	25
Helpers and labourers	21	6	28.8	6	29.5	15
Unique to primary industries	31	4	13.7	5	14.6	27
Unique to production	61	22	36.2	23	37.5	38
Machine operators and assemblers	48	17	36.0	18	37.2	30
Labourers	13	5	36.9	5	38.6	8
Workplace size						
Under 20 employees	369	49	13.2	52	14.1	317
20 to 99 employees	279	95	34.2	100	35.9	179
100 to 500 employees	160	77	48.0	80	50.3	79
Over 500 employees	78	46	59.5	48	61.5	30
Job tenure						
1 to 12 months	245	32	13.2	36	14.7	209
Over 1 year to 5 years	243	51	21.1	55	22.4	188
Over 5 years to 9 years	97	30	30.8	31	31.9	66
Over 9 years to 14 years	110	48	43.3	50	45.2	60
Over 14 years	191	106	55.7	110	57.4	81
Job status						
Permanent	705	227	32.3	237	33.6	468
Non-permanent	181	40	22.0	44	24.2	137

Table 2B: Union membership and coverage by province and selected characteristics, 2000 (continued)

	Quebec					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	217	21	9.7	35	15.9	183
Business, finance and administrative	567	187	33.0	209	36.8	358
Professional	71	17	23.5	20	28.1	51
Financial and administrative	182	58	31.9	67	37.1	115
Clerical	315	112	35.7	122	38.6	193
Natural and applied sciences	205	61	29.7	72	35.1	133
Health	171	114	66.9	118	69.3	52
Professional	19	7	39.2	9	46.7	10
Nursing	50	43	86.4	44	87.9	6
Technical	46	30	65.0	31	67.5	15
Support staff	56	33	60.1	34	61.7	21
Social and public service	224	157	70.2	164	73.2	60
Legal, social and religious workers	86	48	55.1	51	59.3	35
Teachers and professors	138	110	79.7	113	82.0	25
Secondary and elementary	87	78	89.5	79	90.8	8
Other	51	32	62.9	34	66.9	17
Culture and recreation	68	21	30.7	23	34.1	45
Sales and service	733	178	24.2	197	26.9	536
Wholesale	76	6	8.3	8	10.6	68
Retail	197	31	15.7	35	17.8	162
Food and beverage	106	11	10.0	12	11.2	94
Protective services	48	32	67.3	35	72.0	13
Child care and home support	48	19	38.9	21	43.1	27
Travel and accommodation	258	79	30.5	87	33.7	171
Trades, transport and equipment operators	391	179	45.8	193	49.4	198
Contractors and supervisors	17	6	33.0	7	39.2	10
Construction trades	40	24	59.4	26	64.4	14
Other trades	160	81	50.8	88	55.2	71
Transportation equipment operators	118	47	39.9	49	41.7	69
Helpers and labourers	56	21	38.0	23	41.6	33
Unique to primary industries	43	7	15.2	7	17.2	36
Unique to production	306	133	43.3	150	48.9	156
Machine operators and assemblers	256	111	43.3	126	49.1	131
Labourers	50	21	43.2	24	48.1	26
Workplace size						
Under 20 employees	944	135	14.3	163	17.3	781
20 to 99 employees	942	337	35.8	374	39.8	567
100 to 500 employees	650	338	52.1	370	56.9	280
Over 500 employees	391	247	63.0	262	66.9	130
Job tenure						
1 to 12 months	658	109	16.6	137	20.9	521
Over 1 year to 5 years	883	237	26.9	269	30.5	613
Over 5 years to 9 years	359	124	34.5	139	38.7	220
Over 9 years to 14 years	379	183	48.4	198	52.2	181
Over 14 years	648	403	62.2	425	65.6	223
Job status						
Permanent	2,516	937	37.2	1,033	41.1	1,483
Non-permanent	411	120	29.3	136	33.0	275

Table 2B: Union membership and coverage by province and selected characteristics, 2000 (continued)

	Ontario					
	Total	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	389	31	8.0	39	9.9	350
Business, finance and administrative	981	191	19.5	206	21.0	775
Professional	135	20	14.7	22	16.0	113
Financial and administrative	256	44	17.3	47	18.4	209
Clerical	590	127	21.6	137	23.3	452
Natural and applied sciences	369	63	17.0	71	19.3	298
Health	235	122	51.9	127	53.9	108
Professional	23	6	25.3	7	29.1	17
Nursing	86	62	72.4	64	74.3	22
Technical	57	24	42.6	25	44.4	32
Support staff	69	30	42.9	31	44.8	38
Social and public service	365	213	58.5	224	61.4	141
Legal, social and religious workers	151	48	31.6	52	34.2	99
Teachers and professors	214	166	77.5	172	80.5	42
Secondary and elementary	164	145	88.3	148	90.6	15
Other	50	21	42.2	24	47.5	26
Culture and recreation	109	22	20.5	24	22.3	85
Sales and service	1,222	231	18.9	245	20.1	977
Wholesale	130	5	4.0	6	4.5	124
Retail	341	43	12.6	45	13.2	296
Food and beverage	159	14	9.1	16	10.0	143
Protective services	77	39	50.2	44	56.9	33
Child care and home support	81	23	27.9	24	29.1	58
Travel and accommodation	435	107	24.5	111	25.5	324
Trades, transport and equipment operators	639	231	36.1	237	37.2	401
Contractors and supervisors	41	13	32.0	14	32.9	28
Construction trades	73	30	41.0	30	41.6	42
Other trades	252	101	40.1	104	41.3	148
Transportation equipment operators	171	53	31.2	55	32.2	116
Helpers and labourers	102	33	32.6	34	33.7	68
Unique to primary industries	69	9	12.7	9	13.5	60
Unique to production	581	206	35.4	217	37.5	363
Machine operators and assemblers	488	175	35.9	185	37.9	303
Labourers	93	30	32.8	33	35.1	60
Workplace size						
Under 20 employees	1,454	151	10.4	163	11.2	1,291
20 to 99 employees	1,607	410	25.5	437	27.2	1,170
100 to 500 employees	1,166	427	36.6	452	38.8	713
Over 500 employees	732	331	45.2	348	47.5	384
Job tenure						
1 to 12 months	1,179	135	11.4	156	13.2	1,023
Over 1 year to 5 years	1,573	295	18.8	314	20.0	1,258
Over 5 years to 9 years	623	171	27.5	180	29.0	443
Over 9 years to 14 years	678	271	40.0	282	41.7	395
Over 14 years	907	447	49.3	467	51.5	440
Job status						
Permanent	4,440	1,240	27.9	1,311	29.5	3,129
Non-permanent	519	79	15.2	89	17.2	430

Table 2B: Union membership and coverage by province and selected characteristics, 2000 (continued)

	Prairies					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	163	15	9.5	20	12.3	143
Business, finance and administrative	403	96	23.9	106	26.3	297
Professional	46	7	14.2	8	16.2	39
Financial and administrative	115	22	18.9	24	21.1	90
Clerical	242	68	28.1	74	30.7	168
Natural and applied sciences	129	30	23.2	34	26.7	95
Health	123	81	65.7	85	69.0	38
Professional	16	8	49.3	9	57.3	7
Nursing	37	31	85.3	32	87.7	5
Technical	31	18	59.2	19	62.5	12
Support staff	39	23	59.1	24	61.4	15
Social and public service	153	81	53.0	88	58.0	64
Legal, social and religious workers	63	18	28.6	20	31.3	43
Teachers and professors	90	63	70.0	69	76.5	21
Secondary and elementary	60	50	82.7	54	88.6	7
Other	29	13	43.8	15	51.7	14
Culture and recreation	39	11	27.7	12	30.1	27
Sales and service	583	100	17.1	109	18.6	475
Wholesale	55	4	6.9	5	8.6	51
Retail	149	17	11.4	18	12.3	130
Food and beverage	97	6	5.8	6	6.4	90
Protective services	35	16	45.2	18	52.4	17
Child care and home support	46	13	27.2	14	30.6	32
Travel and accommodation	202	45	22.2	47	23.4	155
Trades, transport and equipment operators	339	96	28.2	104	30.6	235
Contractors and supervisors	21	5	23.8	6	27.7	15
Construction trades	47	11	24.5	13	26.9	34
Other trades	127	39	30.7	42	33.3	85
Transportation equipment operators	91	27	29.4	29	31.5	62
Helpers and labourers	53	13	25.0	14	26.8	39
Unique to primary industries	75	7	8.7	8	10.0	68
Unique to production	128	39	30.6	43	33.7	85
Machine operators and assemblers	106	31	28.9	34	31.9	72
Labourers	22	9	38.8	9	42.4	13
Workplace size						
Under 20 employees	794	85	10.6	98	12.3	696
20 to 99 employees	711	189	26.6	208	29.2	504
100 to 500 employees	420	168	39.9	182	43.4	238
Over 500 employees	209	113	54.4	120	57.8	88
Job tenure						
1 to 12 months	570	76	13.2	87	15.2	484
Over 1 year to 5 years	711	142	19.9	157	22.0	555
Over 5 years to 9 years	246	66	26.7	72	29.3	174
Over 9 years to 14 years	234	87	37.2	95	40.5	140
Over 14 years	372	185	49.6	198	53.2	174
Job status						
Permanent	1,869	495	26.5	542	29.0	1,327
Non-permanent	265	59	22.4	66	24.9	199

Table 2B: Union membership and coverage by province and selected characteristics, 2000 (concluded)

	British Columbia					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	128	12	9.4	15	11.9	113
Business, finance and administrative	298	92	30.9	97	32.5	201
Professional	30	6	19.7	6	21.2	24
Financial and administrative	90	26	28.6	27	29.9	63
Clerical	178	60	33.9	64	35.7	114
Natural and applied sciences	102	31	30.3	33	32.3	69
Health	85	62	73.0	64	75.1	21
Professional	10	5	50.5	6	57.5	4
Nursing	34	31	90.9	32	91.7	3
Technical	18	11	62.2	12	62.5	7
Support staff	23	14	64.0	15	67.6	7
Social and public service	115	71	61.7	75	64.8	41
Legal, social and religious workers	46	17	36.7	18	38.7	28
Teachers and professors	69	54	78.2	57	82.2	12
Secondary and elementary	51	45	87.0	46	89.6	5
Other	18	9	52.8	11	60.6	7
Culture and recreation	35	10	29.0	11	31.8	24
Sales and service	461	110	24.0	114	24.8	346
Wholesale	41	4	10.0	4	10.9	36
Retail	123	19	15.5	19	15.8	103
Food and beverage	86	12	14.0	13	14.5	74
Protective services	28	15	52.9	15	54.7	13
Child care and home support	32	15	47.1	15	48.2	16
Travel and accommodation	151	45	30.2	47	31.3	104
Trades, transport and equipment operators	218	96	43.8	97	44.6	121
Contractors and supervisors	14	6	46.1	7	47.7	7
Construction trades	27	9	34.6	9	34.6	17
Other trades	78	37	46.7	37	47.5	41
Transportation equipment operators	62	30	49.3	31	49.8	31
Helpers and labourers	38	13	34.7	14	36.1	24
Unique to primary industries	43	11	25.8	12	28.0	31
Unique to production	98	47	47.7	49	49.4	50
Machine operators and assemblers	79	37	46.5	38	48.3	41
Labourers	19	10	52.7	10	53.8	9
Workplace size						
Under 20 employees	614	93	15.1	100	16.3	514
20 to 99 employees	554	194	35.1	203	36.6	351
100 to 500 employees	296	166	56.0	173	58.3	123
Over 500 employees	119	89	75.0	91	76.9	27
Job tenure						
1 to 12 months	383	67	17.4	73	19.1	310
Over 1 year to 5 years	499	123	24.7	129	25.9	370
Over 5 years to 9 years	225	88	39.1	91	40.2	135
Over 9 years to 14 years	207	103	49.5	107	51.4	101
Over 14 years	268	162	60.3	167	62.2	101
Job status						
Permanent	1,395	485	34.8	506	36.2	889
Non-permanent	188	57	30.4	61	32.6	127

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.

† 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, 2000

	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 (\$)	16.64	19.46	19.43	15.31	13.82	17.53	17.52	12.10
Full-time employees	17.69	19.86	19.85	16.58	14.62	17.74	17.76	12.98
Part-time employees	11.72	16.81	16.64	10.20	9.67	15.43	15.28	8.41
Average weekly earnings (\$)	614.87	712.79	712.94	568.23	522.43	664.00	662.80	457.30
Full-time employees	701.66	769.50	769.94	666.39	589.84	699.17	699.47	532.67
Part-time employees	210.56	336.29	331.19	173.11	173.46	313.60	308.29	143.15
Average usual weekly hours, main job	35.7	36.3	36.3	35.4	36.7	37.7	37.7	36.3
Full-time employees	39.7	38.8	38.9	40.1	40.4	39.5	39.5	40.9
Part-time employees	17.3	19.5	19.4	16.6	17.5	20.2	20.0	17.0
Men								
Average hourly earnings (\$)	18.36	20.45	20.45	17.32	15.39	18.53	18.56	13.88
Full-time employees	19.19	20.71	20.72	18.37	15.97	18.66	18.71	14.56
Part-time employees	10.83	15.79	15.68	9.77	9.31	14.82	14.64	8.49
Average weekly earnings (\$)	721.49	794.59	795.58	684.80	621.68	740.71	740.54	565.25
Full-time employees	781.00	822.18	823.73	758.20	667.21	756.46	757.82	620.49
Part-time employees	182.41	304.27	300.76	156.55	151.89	296.21	285.63	131.32
Average usual weekly hours, main job	38.5	38.7	38.8	38.3	39.9	40.1	40.0	39.9
Full-time employees	40.9	39.9	39.9	41.5	42.2	40.8	40.8	42.9
Part-time employees	16.3	18.6	18.5	15.8	16.2	19.4	18.9	15.7
Women								
Average hourly earnings (\$)	14.78	18.35	18.27	13.19	12.19	16.46	16.41	10.27
Full-time employees	15.72	18.70	18.64	14.28	12.93	16.61	16.59	11.00
Part-time employees	12.09	17.10	16.91	10.39	9.81	15.58	15.45	8.38
Average weekly earnings (\$)	499.84	620.27	618.50	445.87	419.37	581.67	579.45	346.86
Full-time employees	597.48	697.28	695.68	548.91	493.68	629.11	628.14	422.60
Part-time employees	222.17	345.11	339.82	180.69	181.76	317.80	314.02	148.11
Average usual weekly hours, main job	32.8	33.5	33.6	32.4	33.4	35.2	35.2	32.6
Full-time employees	38.0	37.4	37.4	38.4	38.2	37.9	37.9	38.4
Part-time employees	17.7	19.8	19.7	17.0	18.1	20.4	20.3	17.5

Table 3: Average earnings and usual hours by union and job status, 2000 (continued)

	Quebec				Ontario			
	Total em- ployees	Union member	Union coverage *	Not a union member **	Total em- ployees	Union member	Union coverage *	Not a union member **
Both sexes								
Average hourly earnings (\$)	16.07	18.73	18.62	14.37	17.58	20.38	20.39	16.47
Full-time employees	16.86	18.91	18.82	15.45	18.84	20.95	20.98	17.92
Part-time employees	12.17	17.56	17.29	9.90	11.55	16.13	16.01	10.48
Average weekly earnings (\$)	579.35	668.35	666.81	521.22	656.48	760.24	760.94	615.38
Full-time employees	651.01	714.54	712.86	606.57	751.54	820.20	821.60	721.33
Part-time employees	228.18	366.86	359.44	170.03	203.60	312.61	308.42	178.62
Average usual weekly hours, main job	35.2	35.6	35.7	34.8	35.9	36.8	36.8	35.6
Full-time employees	38.7	38.0	38.1	39.2	39.9	39.2	39.2	40.2
Part-time employees	17.8	20.2	20.1	16.8	17.0	18.9	18.8	16.6
Men								
Average hourly earnings (\$)	17.44	19.39	19.31	16.07	19.42	21.31	21.38	18.60
Full-time employees	18.10	19.60	19.52	16.98	20.41	21.63	21.71	19.82
Part-time employees	11.40	16.15	15.97	9.80	10.66	15.06	15.07	9.93
Average weekly earnings (\$)	666.21	734.01	732.53	617.74	766.28	835.24	837.97	736.36
Full-time employees	717.59	760.56	759.27	684.82	833.00	863.88	867.32	817.47
Part-time employees	199.14	322.36	319.73	156.95	176.35	273.15	271.38	160.52
Average usual weekly hours, main job	37.6	37.9	37.9	37.4	38.5	39.0	39.0	38.2
Full-time employees	39.9	39.1	39.2	40.5	41.0	40.1	40.1	41.4
Part-time employees	16.7	19.2	19.1	15.8	16.1	17.7	17.6	15.8
Women								
Average hourly earnings (\$)	14.52	17.90	17.75	12.60	15.62	19.31	19.25	14.28
Full-time employees	15.19	17.86	17.75	13.57	16.84	20.02	19.98	15.58
Part-time employees	12.51	18.03	17.75	9.95	11.93	16.43	16.29	10.74
Average weekly earnings (\$)	481.66	586.13	583.22	421.12	539.68	672.74	671.38	491.09
Full-time employees	561.23	644.83	641.92	509.99	647.73	759.65	758.57	602.90
Part-time employees	241.20	381.97	373.48	176.50	215.38	323.80	319.11	187.15
Average usual weekly hours, main job	32.4	32.8	32.9	32.1	33.2	34.3	34.3	32.8
Full-time employees	37.1	36.3	36.4	37.5	38.5	38.0	38.1	38.7
Part-time employees	18.4	20.6	20.4	17.3	17.4	19.3	19.2	17.0

Table 3: Average earnings and usual hours by union and job status, 2000 (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 (\$)	15.70	18.30	18.40	14.62	17.59	20.80	20.79	15.80
Full-time employees	16.75	18.81	18.94	15.83	18.65	21.19	21.21	17.09
Part-time employees	11.03	15.49	15.38	9.68	13.31	18.63	18.48	11.36
Average weekly earnings (\$)	588.73	671.09	677.61	553.30	637.07	750.71	752.18	572.87
Full-time employees	677.28	738.07	744.86	648.85	736.46	819.97	822.06	684.19
Part-time employees	196.17	307.69	303.91	162.86	236.70	365.55	361.47	189.81
Average usual weekly hours, main job	36.1	36.1	36.3	36.1	35.0	35.7	35.8	34.6
Full-time employees	40.4	39.2	39.3	40.9	39.4	38.7	38.7	39.8
Part-time employees	17.2	19.6	19.5	16.5	17.2	19.2	19.1	16.5
Men								
Average hourly earnings (\$)	17.67	19.81	19.95	16.84	19.37	22.01	22.05	17.82
Full-time employees	18.48	20.15	20.29	17.78	20.22	22.23	22.29	18.92
Part-time employees	9.94	13.89	14.02	9.21	12.16	18.46	18.21	10.62
Average weekly earnings (\$)	712.17	785.69	792.87	682.76	754.07	852.76	856.49	695.02
Full-time employees	769.50	815.00	822.69	748.90	818.65	883.57	887.65	775.46
Part-time employees	165.77	274.66	271.29	146.84	205.50	357.74	352.08	168.38
Average usual weekly hours, main job	39.5	39.3	39.4	39.5	38.0	38.6	38.7	37.6
Full-time employees	41.9	40.5	40.6	42.4	40.5	39.8	39.9	40.9
Part-time employees	16.2	19.0	18.8	15.7	16.2	18.6	18.5	15.6
Women								
Average hourly earnings (\$)	13.56	16.92	16.92	12.09	15.71	19.48	19.41	13.71
Full-time employees	14.39	17.28	17.32	13.02	16.54	19.75	19.70	14.68
Part-time employees	11.43	15.81	15.67	9.89	13.74	18.67	18.54	11.68
Average weekly earnings (\$)	454.77	566.56	567.89	405.24	513.37	638.20	636.94	446.83
Full-time employees	551.34	649.82	651.88	504.22	625.74	731.27	730.44	563.91
Part-time employees	207.34	314.27	310.73	169.67	248.37	367.52	363.83	198.94
Average usual weekly hours, main job	32.5	33.2	33.3	32.2	31.8	32.5	32.5	31.5
Full-time employees	38.4	37.7	37.7	38.7	37.9	37.1	37.1	38.4
Part-time employees	17.6	19.7	19.6	16.9	17.5	19.3	19.2	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 4: Major wage settlements, inflation and labour disputes

Year	Average annual increase in base wage rates*			Annual change in Consumer Price Index*	Strikes & lockouts [†]	Workers involved	Person-days not worked	Proportion of estimated working time
	Public sector employees**	Private sector employees**	Total employees					
			%			'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	10.8	679	464	5,702	0.23
1983	4.6	5.5	4.8	5.9	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	4.2	748	484	7,151	0.27
1987	4.1	3.8	4.0	4.3	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	1.9	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	282	3,352	0.11
1997	1.1	1.8	1.5	1.6	284	258	3,610	0.12
1998	1.6	1.8	1.7	1.0	381	244	2,444	0.08
1999	1.9	2.7	2.2	1.7	413	159	2,446	0.08
2000	2.5	2.3	2.5	2.7	377	144	1,662	0.05
2001	3.7	2.4	3.6	2.8	90	56	855	0.04

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

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

* 2001 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.

† 2001 data refer to January to May only.

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 Development Canada. Further information on these statistics may be obtained from Angèle Charbonneau, Workplace Information Directorate, HRDC at 1 800 567-6866.