



August 2005

PERSPECTIVES

ON LABOUR AND INCOME

Fact sheet on unionization

Table 1 Unionization rates in first half of 2004 and 2005

At 13.5 million, average paid employment (employees) during the first half of 2005 was 173,000 higher than during the same period a year earlier. On the other hand, union membership hardly changed, rising only 8,000 to 4.1 million. As a result, the unionization rate (density) fell from 30.3% to 30.0%.

Both men and women registered decreases in unionization rates, with the decline for men being larger. At 30.2%, the women's rate in 2005 continued to exceed the rate for men (29.7%).

Unionization fell in both the public sector (to 71.3%) and the private sector (to 17.5%).

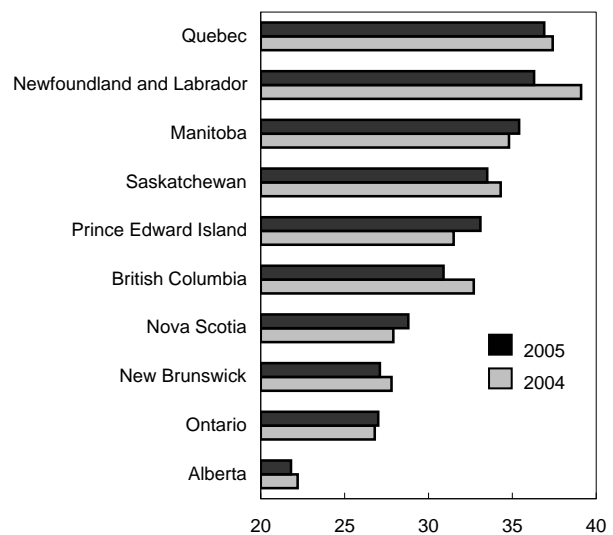
Prince Edward Island, Nova Scotia, Ontario and Manitoba recorded rate increases, with the other six provinces showing declines (Chart A).

The rate fell from 31.9% to 31.5% for full-time workers and remained virtually unchanged for part-time workers (23.3%).

The unionization rate for permanent employees fell to 30.6%, but remained unchanged at 25.4% for those in non-permanent jobs. The rate fell in workplaces with 20 or more employees and rose in those with less than 20 employees.

Unionization rose in 7 of the 16 major industry groups: agriculture; trade; transportation and warehousing; professional, scientific and technical; business, building and other support; health care and social assistance; and accommodation and food. All other industry groups registered declines (Chart B).

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



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

Among the 10 major occupational groups, unionization rose in only 2: sales and service, and occupations unique to primary industry. The rest showed declines (Chart C).

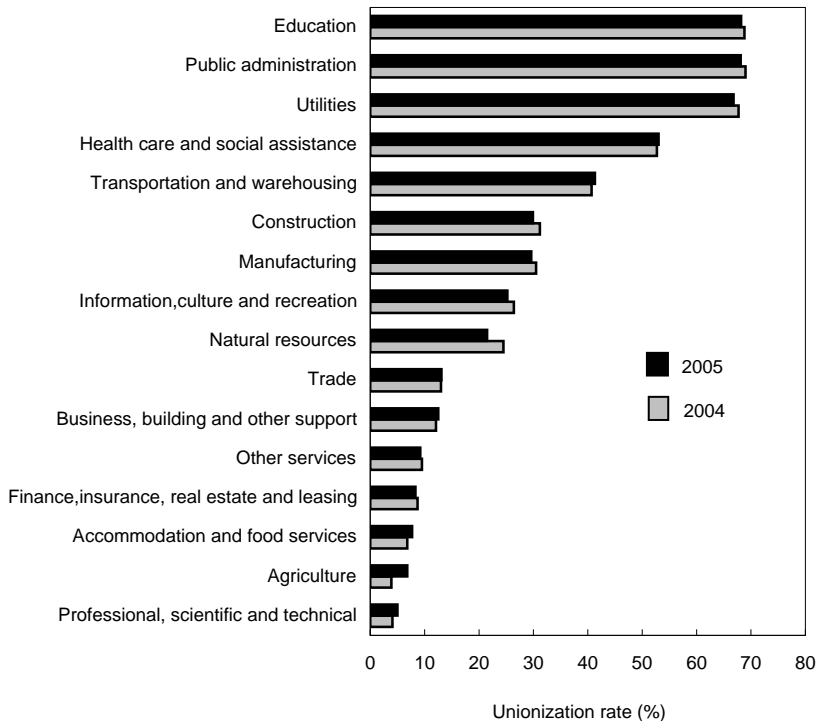
The number of employees who were not union members but covered by a collective agreement averaged 305,000, up from 258,000 a year earlier (see Akyeampong 2000 for a description of this group).



Statistics Canada / Statistique Canada

Canada

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



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

High unionization rates were found among employees aged 45 to 54 (40.1%); among those with a post-secondary certificate or diploma or a university degree (33.9%); in Newfoundland and Labrador (37.6%) and Quebec (36.8%); in educational services (68.9%), public administration (68.5%), and utilities (68.0%); and in health care occupations (52.9%).

Low unionization rates were recorded among 15 to 24 year-olds (13.3%); in Alberta (21.8%); in agriculture (3.5%); in professional, scientific and technical services (4.6%); and in management occupations (8.5%).

Differences between the sexes

In 2004, the unionization rate for women surpassed that of men for the first time (29.9% versus 29.7%).

Among men, part-time employees had a much lower rate than full-time (17.8% versus 31.0%). Among women the gap was narrower (25.4% versus 31.5%).

The unionization rate of women in the public sector (73.9%) exceeded that of men (69.0%), reflecting women's

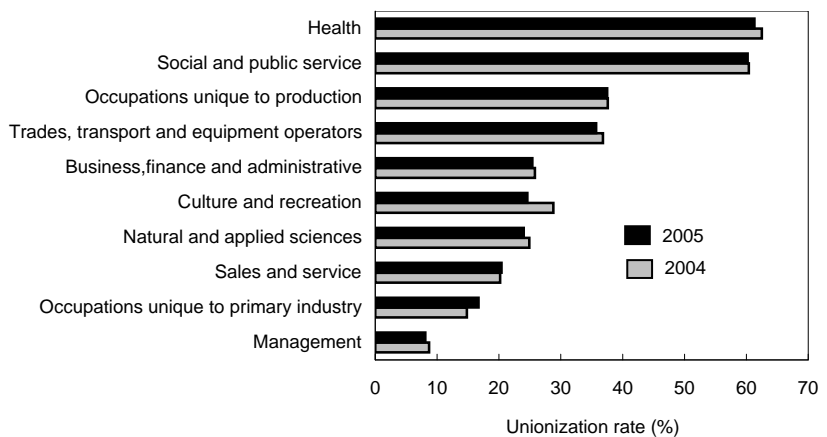
Table 2 2004 annual averages

Approximately 4.0 million (29.8%) employees belonged to a union in 2004. An additional 268,000 (2.0%) were covered by a collective agreement.

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 17.4%).

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.

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



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

presence in public administration, and in teaching and health positions. However, in the private sector, only 12.7% were unionized, compared with 21.4% of men. The lower rate among women reflected their pre-dominance in sales and several service occupations.

A higher-than-average rate was recorded among men with a postsecondary certificate or diploma (34.1%), as well as among those with less than grade 8 education (30.1%). For women, the highest rate was among those with a university degree (40.0%), reflecting unionization in occupations such as health care and teaching.

Among those in permanent positions, the rate for men was almost identical to that for women (30.6% versus 30.5%). Among those in non-permanent positions, women were more unionized than men (26.4% versus 22.5%).

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 2004, the average hourly earnings of unionized workers were higher than those of non-unionized workers. This held true for those working both full time (\$22.05 versus \$18.50) and part time (\$18.51 versus \$11.33).

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 16.9). As a result, their average weekly earnings were nearly double (\$364.32 versus \$196.23).

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 17% more.

Table 4 Wage settlements, inflation and labour disputes

Wage gains in 2004 (1.7%) exceeded the rate of inflation (1.3%), reversing the picture of the previous year. During the first five months of 2005, wage gains averaged 2.5%, also slightly higher than the rate of inflation (2.1%).

Wage gains in the public sector in 2004 (1.3%) fell short of those in the private sector (2.2%). However, in the first five months of 2005, the gains in both sectors were almost identical, around 2.5%.

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 almost doubled from 1.7 million in 2003 to roughly 3.3 million in 2004.

Perspectives

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Table 1 Union membership and coverage by selected characteristics

| | 2004 | | | 2005 | | |
|---|-----------------|---------------|-----------------------|-----------------|---------------|-----------------------|
| | Total employees | Union density | | Total employees | Union density | |
| | | Members | Coverage ¹ | | Members | Coverage ¹ |
| | '000 | % | % | '000 | % | % |
| Both sexes | 13,336 | 30.3 | 32.2 | 13,509 | 30.0 | 32.2 |
| Men | 6,742 | 30.2 | 32.3 | 6,841 | 29.7 | 32.1 |
| Women | 6,594 | 30.4 | 32.2 | 6,669 | 30.2 | 32.3 |
| Sector² | | | | | | |
| Public | 3,055 | 72.1 | 75.8 | 3,128 | 71.3 | 75.2 |
| Private | 10,282 | 17.9 | 19.3 | 10,381 | 17.5 | 19.3 |
| Age | | | | | | |
| 15 to 24 | 2,272 | 13.5 | 15.0 | 2,291 | 14.1 | 15.8 |
| 25 to 54 | 9,631 | 33.5 | 35.5 | 9,664 | 32.9 | 35.3 |
| 25 to 44 | 6,554 | 29.8 | 31.8 | 6,535 | 29.7 | 31.9 |
| 45 to 54 | 3,077 | 41.2 | 43.4 | 3,129 | 39.7 | 42.3 |
| 55 and over | 1,434 | 35.6 | 37.4 | 1,555 | 35.1 | 37.5 |
| Education | | | | | | |
| Less than Grade 9 | 378 | 28.7 | 29.7 | 345 | 26.4 | 28.1 |
| Some high school | 1,481 | 22.5 | 23.7 | 1,444 | 22.5 | 23.9 |
| High school graduation | 2,726 | 27.8 | 29.3 | 2,838 | 26.9 | 28.7 |
| Some postsecondary | 1,423 | 23.1 | 24.7 | 1,257 | 22.3 | 24.1 |
| Postsecondary certificate or diploma | 4,560 | 34.3 | 36.3 | 4,720 | 33.7 | 36.1 |
| University degree | 2,768 | 34.3 | 37.1 | 2,904 | 34.4 | 37.5 |
| Province | | | | | | |
| Atlantic | 911 | 30.3 | 31.6 | 916 | 30.0 | 31.5 |
| Newfoundland and Labrador | 182 | 39.1 | 40.3 | 181 | 36.3 | 38.0 |
| Prince Edward Island | 54 | 31.5 | 33.4 | 56 | 33.1 | 34.8 |
| Nova Scotia | 377 | 27.9 | 29.0 | 377 | 28.8 | 30.4 |
| New Brunswick | 298 | 27.8 | 29.2 | 302 | 27.1 | 28.4 |
| Quebec | 3,166 | 37.4 | 40.5 | 3,167 | 36.9 | 40.4 |
| Ontario | 5,327 | 26.8 | 28.2 | 5,428 | 27.0 | 29.0 |
| Prairies | 2,283 | 26.9 | 29.0 | 2,306 | 26.6 | 28.5 |
| Manitoba | 485 | 34.8 | 37.8 | 488 | 35.4 | 37.6 |
| Saskatchewan | 378 | 34.3 | 35.7 | 386 | 33.5 | 35.1 |
| Alberta | 1,421 | 22.2 | 24.2 | 1,431 | 21.8 | 23.7 |
| British Columbia | 1,649 | 32.7 | 34.1 | 1,693 | 30.9 | 32.6 |
| Work status | | | | | | |
| Full-time | 10,852 | 31.9 | 33.9 | 11,017 | 31.5 | 33.8 |
| Part-time | 2,484 | 23.4 | 24.9 | 2,493 | 23.3 | 25.1 |
| Industry | | | | | | |
| Goods-producing | 3,243 | 30.8 | 32.8 | 3,263 | 29.6 | 32.0 |
| Agriculture | 113 | 3.9 | 4.9 | 120 | 6.8 | 7.5 |
| Natural resources | 223 | 24.5 | 26.5 | 248 | 21.5 | 23.2 |
| Utilities | 134 | 67.7 | 70.8 | 124 | 66.8 | 69.1 |
| Construction | 591 | 31.2 | 33.5 | 645 | 29.9 | 31.9 |
| Manufacturing | 2,182 | 30.5 | 32.3 | 2,126 | 29.6 | 32.2 |
| Service-producing | 10,093 | 30.1 | 32.0 | 10,246 | 30.1 | 32.3 |
| Trade | 2,175 | 13.0 | 14.2 | 2,227 | 13.1 | 14.2 |
| Transportation and warehousing | 670 | 40.7 | 42.3 | 655 | 41.3 | 42.8 |
| Finance, insurance, real estate and leasing | 785 | 8.7 | 10.2 | 831 | 8.3 | 9.6 |
| Professional, scientific and technical | 648 | 4.1 | 5.3 | 678 | 5.0 | 6.8 |
| Business, building and other support | 476 | 12.1 | 13.5 | 481 | 12.5 | 14.4 |
| Education | 1,031 | 68.8 | 72.3 | 1,069 | 68.2 | 72.6 |
| Health care and social assistance | 1,509 | 52.7 | 54.6 | 1,504 | 53.0 | 55.5 |
| Information, culture and recreation | 592 | 26.4 | 28.1 | 597 | 25.2 | 27.6 |
| Accommodation and food | 917 | 6.8 | 7.4 | 894 | 7.7 | 8.4 |
| Other | 471 | 9.5 | 10.8 | 475 | 9.2 | 11.3 |
| Public administration | 819 | 69.0 | 74.3 | 833 | 68.1 | 73.6 |

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

| | 2004 | | | 2005 | | |
|---|-----------------|---------------|-----------------------|-----------------|---------------|-----------------------|
| | Total employees | Union density | | Total employees | Union density | |
| | | Members | Coverage ¹ | | Members | Coverage ¹ |
| | '000 | % | % | '000 | % | % |
| Occupation | | | | | | |
| Management | 949 | 8.7 | 11.6 | 914 | 8.1 | 11.2 |
| Business, finance and administrative | 2,656 | 25.8 | 27.8 | 2,647 | 25.4 | 27.5 |
| Professional | 331 | 16.7 | 19.7 | 337 | 18.2 | 21.6 |
| Financial and administrative | 698 | 24.2 | 26.4 | 731 | 22.9 | 25.0 |
| Clerical | 1,627 | 28.3 | 30.1 | 1,579 | 28.0 | 30.0 |
| Natural and applied sciences | 884 | 24.9 | 27.1 | 954 | 24.0 | 26.2 |
| Health | 802 | 62.5 | 64.3 | 822 | 61.3 | 63.7 |
| Professional | 95 | 41.0 | 46.3 | 87 | 40.4 | 47.4 |
| Nursing | 255 | 79.7 | 81.0 | 264 | 77.9 | 80.2 |
| Technical | 177 | 58.7 | 60.0 | 199 | 59.0 | 61.1 |
| Support staff | 274 | 56.3 | 57.7 | 272 | 53.6 | 54.9 |
| Social and public service | 1,017 | 60.4 | 63.3 | 1,075 | 60.2 | 64.3 |
| Legal, social and religious workers | 406 | 38.8 | 41.0 | 432 | 37.3 | 41.3 |
| Teachers and professors | 612 | 74.7 | 78.1 | 644 | 75.5 | 79.8 |
| Secondary and elementary | 418 | 87.3 | 89.3 | 442 | 85.9 | 88.8 |
| Other | 193 | 47.4 | 53.9 | 202 | 52.9 | 59.9 |
| Culture and recreation | 275 | 28.8 | 30.4 | 316 | 24.6 | 27.3 |
| Sales and service | 3,421 | 20.2 | 21.5 | 3,451 | 20.4 | 21.9 |
| Wholesale | 321 | 5.1 | 6.2 | 353 | 7.2 | 7.9 |
| Retail | 1,008 | 11.8 | 12.7 | 1,033 | 12.8 | 13.9 |
| Food and beverage | 532 | 10.0 | 10.3 | 485 | 10.6 | 11.7 |
| Protective services | 220 | 56.1 | 61.0 | 218 | 56.3 | 62.6 |
| Child care and home support | 268 | 37.1 | 38.4 | 257 | 37.0 | 39.1 |
| Travel and accommodation | 1,167 | 25.6 | 27.1 | 1,205 | 24.5 | 26.2 |
| Trades, transport and equipment operators | 1,898 | 36.8 | 38.9 | 1,925 | 35.7 | 37.9 |
| Contractors and supervisors | 109 | 27.9 | 31.5 | 117 | 28.3 | 31.1 |
| Construction trades | 212 | 37.9 | 39.6 | 233 | 37.3 | 40.0 |
| Other trades | 781 | 39.2 | 41.6 | 791 | 37.6 | 40.0 |
| Transportation equipment operators | 491 | 36.7 | 38.4 | 473 | 35.1 | 36.7 |
| Helpers and labourers | 306 | 33.0 | 35.0 | 310 | 33.2 | 35.2 |
| Unique to primary industry | 243 | 14.8 | 15.9 | 263 | 16.7 | 17.7 |
| Unique to production | 1,096 | 37.6 | 39.5 | 1,040 | 37.5 | 39.7 |
| Machine operators and assemblers | 905 | 38.1 | 40.0 | 836 | 37.3 | 39.5 |
| Labourers | 191 | 34.9 | 37.3 | 205 | 38.3 | 40.6 |
| Workplace size | | | | | | |
| Under 20 employees | 4,375 | 12.6 | 13.9 | 4,401 | 12.9 | 14.5 |
| 20 to 99 employees | 4,431 | 31.1 | 33.1 | 4,438 | 30.2 | 32.6 |
| 100 to 500 employees | 2,842 | 42.3 | 44.7 | 2,878 | 41.4 | 44.0 |
| Over 500 employees | 1,687 | 53.7 | 56.4 | 1,792 | 53.1 | 56.0 |
| Job tenure | | | | | | |
| 1 to 12 months | 2,957 | 14.8 | 16.7 | 3,039 | 14.8 | 17.1 |
| Over 1 year to 5 years | 4,420 | 23.3 | 25.1 | 4,354 | 23.3 | 25.5 |
| Over 5 years to 9 years | 1,849 | 30.2 | 31.9 | 2,005 | 30.8 | 32.9 |
| Over 9 years to 14 years | 1,320 | 39.6 | 41.6 | 1,246 | 36.5 | 38.3 |
| Over 14 years | 2,791 | 53.4 | 55.8 | 2,865 | 52.7 | 55.3 |
| Job status | | | | | | |
| Permanent | 11,727 | 31.0 | 32.8 | 11,808 | 30.6 | 32.8 |
| Non-permanent | 1,610 | 25.4 | 28.0 | 1,702 | 25.4 | 28.2 |

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

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

2 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, 2004

| | Both sexes | | | | | |
|---|-----------------|--------------|-------------|-----------------------------|-------------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Total | 13,498 | 4,019 | 29.8 | 4,287 | 31.8 | 9,211 |
| Sector³ | | | | | | |
| Public | 3,053 | 2,198 | 72.0 | 2,306 | 75.5 | 747 |
| Private | 10,444 | 1,821 | 17.4 | 1,981 | 19.0 | 8,464 |
| Age | | | | | | |
| 15 to 24 | 2,359 | 314 | 13.3 | 351 | 14.9 | 2,008 |
| 25 to 54 | 9,666 | 3,184 | 32.9 | 3,388 | 35.0 | 6,278 |
| 25 to 44 | 6,566 | 1,942 | 29.6 | 2,076 | 31.6 | 4,490 |
| 45 to 54 | 3,100 | 1,242 | 40.1 | 1,312 | 42.3 | 1,788 |
| 55 and over | 1,473 | 521 | 35.4 | 548 | 37.2 | 925 |
| Education | | | | | | |
| Less than Grade 9 | 380 | 103 | 27.2 | 107 | 28.2 | 273 |
| Some high school | 1,518 | 337 | 22.2 | 356 | 23.5 | 1,161 |
| High school graduation | 2,783 | 747 | 26.8 | 789 | 28.3 | 1,994 |
| Some postsecondary | 1,404 | 318 | 22.6 | 341 | 24.3 | 1,064 |
| Postsecondary certificate or diploma | 4,623 | 1,569 | 33.9 | 1,667 | 36.1 | 2,956 |
| University degree | 2,790 | 945 | 33.9 | 1,027 | 36.8 | 1,763 |
| Province | | | | | | |
| Atlantic | 937 | 277 | 29.6 | 289 | 30.9 | 648 |
| Newfoundland and Labrador | 188 | 71 | 37.6 | 73 | 38.9 | 115 |
| Prince Edward Island | 57 | 17 | 30.7 | 18 | 32.3 | 38 |
| Nova Scotia | 383 | 106 | 27.6 | 110 | 28.7 | 273 |
| New Brunswick | 309 | 83 | 27.1 | 88 | 28.5 | 221 |
| Quebec | 3,202 | 1,179 | 36.8 | 1,281 | 40.0 | 1,921 |
| Ontario | 5,382 | 1,414 | 26.3 | 1,496 | 27.8 | 3,886 |
| Prairies | 2,306 | 612 | 26.6 | 659 | 28.6 | 1,647 |
| Manitoba | 490 | 171 | 34.9 | 184 | 37.5 | 306 |
| Saskatchewan | 383 | 129 | 33.8 | 135 | 35.3 | 248 |
| Alberta | 1,433 | 312 | 21.8 | 340 | 23.7 | 1,093 |
| British Columbia | 1,672 | 536 | 32.1 | 562 | 33.6 | 1,110 |
| Work status | | | | | | |
| Full-time | 11,053 | 3,454 | 31.2 | 3,684 | 33.3 | 7,369 |
| Part-time | 2,444 | 566 | 23.1 | 602 | 24.6 | 1,842 |
| Industry | | | | | | |
| Goods-producing | 3,331 | 992 | 29.8 | 1,058 | 31.7 | 2,274 |
| Agriculture | 117 | 5 | 4.6 | 6 | 5.3 | 111 |
| Natural resources | 237 | 55 | 23.4 | 60 | 25.2 | 177 |
| Utilities | 133 | 90 | 68.0 | 95 | 71.7 | 38 |
| Construction | 642 | 194 | 30.2 | 207 | 32.3 | 435 |
| Manufacturing | 2,203 | 647 | 29.4 | 689 | 31.3 | 1,514 |
| Service-producing | 10,166 | 3,028 | 29.8 | 3,229 | 31.8 | 6,938 |
| Trade | 2,201 | 283 | 12.9 | 312 | 14.2 | 1,890 |
| Transportation and warehousing | 668 | 274 | 41.1 | 286 | 42.8 | 382 |
| Finance, insurance, real estate and leasing | 808 | 68 | 8.4 | 81 | 10.0 | 727 |
| Professional, scientific and technical | 651 | 28 | 4.3 | 36 | 5.6 | 615 |
| Business, building and other support | 484 | 58 | 11.9 | 65 | 13.5 | 419 |
| Education | 991 | 683 | 68.9 | 721 | 72.8 | 270 |
| Health care and social assistance | 1,521 | 804 | 52.9 | 835 | 54.9 | 686 |
| Information, culture and recreation | 614 | 156 | 25.5 | 167 | 27.2 | 447 |
| Accommodation and food | 921 | 62 | 6.7 | 67 | 7.3 | 854 |
| Other | 477 | 43 | 9.0 | 50 | 10.4 | 428 |
| Public administration | 829 | 568 | 68.5 | 609 | 73.5 | 220 |

Table 2A Union membership and coverage by sex and selected characteristics, 2004 (continued)

| | Men | | | | | |
|---|-----------------|--------------|-------------|-----------------------------|-------------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Total | 6,867 | 2,036 | 29.7 | 2,182 | 31.8 | 4,686 |
| Sector³ | | | | | | |
| Public | 1,187 | 819 | 69.0 | 867 | 73.0 | 320 |
| Private | 5,680 | 1,217 | 21.4 | 1,315 | 23.1 | 4,365 |
| Age | | | | | | |
| 15 to 24 | 1,191 | 167 | 14.0 | 188 | 15.8 | 1,003 |
| 25 to 54 | 4,893 | 1,593 | 32.6 | 1,700 | 34.8 | 3,192 |
| 25 to 44 | 3,360 | 967 | 28.8 | 1,038 | 30.9 | 2,322 |
| 45 to 54 | 1,533 | 626 | 40.8 | 662 | 43.2 | 871 |
| 55 and over | 783 | 276 | 35.3 | 293 | 37.4 | 490 |
| Education | | | | | | |
| Less than Grade 9 | 221 | 67 | 30.1 | 70 | 31.5 | 152 |
| Some high school | 875 | 222 | 25.4 | 235 | 26.8 | 641 |
| High school graduation | 1,409 | 418 | 29.7 | 441 | 31.3 | 968 |
| Some postsecondary | 700 | 171 | 24.4 | 183 | 26.2 | 517 |
| Postsecondary certificate or diploma | 2,303 | 787 | 34.1 | 839 | 36.4 | 1,465 |
| University degree | 1,357 | 371 | 27.4 | 414 | 30.5 | 943 |
| Province | | | | | | |
| Atlantic | 468 | 135 | 28.8 | 141 | 30.1 | 327 |
| Newfoundland and Labrador | 95 | 36 | 38.2 | 38 | 39.6 | 58 |
| Prince Edward Island | 27 | 7 | 27.2 | 8 | 28.5 | 19 |
| Nova Scotia | 192 | 50 | 25.9 | 52 | 27.1 | 140 |
| New Brunswick | 153 | 41 | 26.9 | 43 | 28.3 | 110 |
| Quebec | 1,640 | 621 | 37.9 | 680 | 41.5 | 960 |
| Ontario | 2,736 | 729 | 26.7 | 774 | 28.3 | 1,961 |
| Prairies | 1,186 | 282 | 23.8 | 305 | 25.8 | 880 |
| Manitoba | 246 | 79 | 31.9 | 85 | 34.5 | 161 |
| Saskatchewan | 191 | 56 | 29.4 | 59 | 30.9 | 132 |
| Alberta | 749 | 147 | 19.6 | 161 | 21.6 | 587 |
| British Columbia | 838 | 270 | 32.2 | 281 | 33.5 | 557 |
| Work status | | | | | | |
| Full-time | 6,142 | 1,907 | 31.0 | 2,041 | 33.2 | 4,101 |
| Part-time | 725 | 129 | 17.8 | 140 | 19.4 | 585 |
| Industry | | | | | | |
| Goods-producing | 2,501 | 829 | 33.2 | 881 | 35.2 | 1,620 |
| Agriculture | 75 | 4 | 4.7 | 4 | 5.7 | 70 |
| Natural resources | 197 | 52 | 26.2 | 55 | 28.0 | 142 |
| Utilities | 97 | 67 | 68.7 | 71 | 72.7 | 27 |
| Construction | 561 | 189 | 33.6 | 200 | 35.7 | 361 |
| Manufacturing | 1,571 | 519 | 33.0 | 551 | 35.1 | 1,020 |
| Service-producing | 4,366 | 1,207 | 27.6 | 1,301 | 29.8 | 3,066 |
| Trade | 1,100 | 154 | 14.0 | 170 | 15.5 | 930 |
| Transportation and warehousing | 485 | 200 | 41.3 | 209 | 43.1 | 276 |
| Finance, insurance, real estate and leasing | 299 | 23 | 7.9 | 29 | 9.8 | 270 |
| Professional, scientific and technical | 334 | 16 | 4.9 | 21 | 6.3 | 313 |
| Business, building and other support | 256 | 39 | 15.1 | 42 | 16.4 | 214 |
| Education | 338 | 219 | 64.8 | 233 | 69.0 | 105 |
| Health care and social assistance | 246 | 132 | 53.5 | 140 | 56.8 | 106 |
| Information, culture and recreation | 304 | 87 | 28.5 | 92 | 30.3 | 212 |
| Accommodation and food | 352 | 25 | 7.2 | 27 | 7.7 | 325 |
| Other | 226 | 23 | 10.1 | 27 | 11.8 | 199 |
| Public administration | 427 | 289 | 67.6 | 311 | 72.7 | 116 |

Table 2A Union membership and coverage by sex and selected characteristics, 2004 (continued)

| | Women | | | | | |
|---|-----------------|--------------|-------------|-----------------------------|-------------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Total | 6,631 | 1,983 | 29.9 | 2,105 | 31.7 | 4,526 |
| Sector³ | | | | | | |
| Public | 1,867 | 1,379 | 73.9 | 1,439 | 77.1 | 427 |
| Private | 4,764 | 604 | 12.7 | 666 | 14.0 | 4,098 |
| Age | | | | | | |
| 15 to 24 | 1,168 | 147 | 12.6 | 163 | 13.9 | 1,005 |
| 25 to 54 | 4,773 | 1,591 | 33.3 | 1,687 | 35.3 | 3,086 |
| 25 to 44 | 3,206 | 975 | 30.4 | 1,037 | 32.4 | 2,168 |
| 45 to 54 | 1,567 | 616 | 39.3 | 650 | 41.5 | 918 |
| 55 and over | 690 | 244 | 35.4 | 255 | 37.0 | 435 |
| Education | | | | | | |
| Less than Grade 9 | 158 | 37 | 23.1 | 37 | 23.6 | 121 |
| Some high school | 642 | 115 | 17.9 | 122 | 18.9 | 521 |
| High school graduation | 1,373 | 329 | 23.9 | 348 | 25.3 | 1,026 |
| Some postsecondary | 704 | 146 | 20.8 | 157 | 22.3 | 547 |
| Postsecondary certificate or diploma | 2,320 | 783 | 33.7 | 828 | 35.7 | 1,492 |
| University degree | 1,433 | 573 | 40.0 | 613 | 42.7 | 820 |
| Province | | | | | | |
| Atlantic | 469 | 143 | 30.4 | 149 | 31.7 | 321 |
| Newfoundland and Labrador | 93 | 34 | 36.9 | 36 | 38.2 | 58 |
| Prince Edward Island | 30 | 10 | 34.0 | 11 | 35.8 | 19 |
| Nova Scotia | 191 | 56 | 29.3 | 58 | 30.3 | 133 |
| New Brunswick | 155 | 42 | 27.2 | 44 | 28.6 | 111 |
| Quebec | 1,562 | 558 | 35.7 | 601 | 38.5 | 961 |
| Ontario | 2,646 | 685 | 25.9 | 721 | 27.3 | 1,925 |
| Prairies | 1,120 | 331 | 29.5 | 354 | 31.6 | 766 |
| Manitoba | 244 | 93 | 37.9 | 99 | 40.6 | 145 |
| Saskatchewan | 192 | 73 | 38.1 | 76 | 39.6 | 116 |
| Alberta | 684 | 165 | 24.1 | 179 | 26.1 | 505 |
| British Columbia | 833 | 267 | 32.0 | 280 | 33.7 | 553 |
| Work status | | | | | | |
| Full-time | 4,911 | 1,547 | 31.5 | 1,643 | 33.5 | 3,268 |
| Part-time | 1,719 | 436 | 25.4 | 462 | 26.9 | 1,257 |
| Industry | | | | | | |
| Goods-producing | 831 | 163 | 19.6 | 177 | 21.3 | 654 |
| Agriculture | 42 | 2 | 4.5 | 2 | 4.7 | 40 |
| Natural resources | 40 | 4 | 9.5 | 4 | 11.1 | 35 |
| Utilities | 36 | 24 | 66.3 | 24 | 68.9 | 11 |
| Construction | 81 | 5 | 6.5 | 7 | 9.1 | 74 |
| Manufacturing | 632 | 128 | 20.3 | 139 | 21.9 | 494 |
| Service-producing | 5,800 | 1,821 | 31.4 | 1,928 | 33.2 | 3,872 |
| Trade | 1,102 | 130 | 11.8 | 142 | 12.9 | 960 |
| Transportation and warehousing | 183 | 74 | 40.5 | 77 | 41.9 | 106 |
| Finance, insurance, real estate and leasing | 509 | 45 | 8.7 | 52 | 10.2 | 457 |
| Professional, scientific and technical | 318 | 12 | 3.8 | 15 | 4.8 | 302 |
| Business, building and other support | 228 | 19 | 8.3 | 23 | 10.2 | 205 |
| Education | 653 | 464 | 71.1 | 488 | 74.7 | 165 |
| Health care and social assistance | 1,275 | 673 | 52.8 | 696 | 54.6 | 579 |
| Information, culture and recreation | 310 | 70 | 22.4 | 75 | 24.1 | 235 |
| Accommodation and food | 569 | 36 | 6.4 | 40 | 7.0 | 529 |
| Other | 252 | 20 | 8.0 | 23 | 9.2 | 229 |
| Public administration | 402 | 279 | 69.3 | 298 | 74.2 | 104 |

Table 2A Union membership and coverage by sex and selected characteristics, 2004 (continued)

| | Both sexes | | | | | |
|---|-----------------|--------------|---------|-----------------------------|---------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Occupation | | | | | | |
| Management | 943 | 80 | 8.5 | 106 | 11.2 | 837 |
| Business, finance and administrative | 2,655 | 665 | 25.0 | 718 | 27.0 | 1,937 |
| Professional | 342 | 58 | 17.0 | 68 | 19.9 | 273 |
| Financial and administrative | 707 | 168 | 23.8 | 182 | 25.8 | 524 |
| Clerical | 1,607 | 439 | 27.3 | 467 | 29.1 | 1,139 |
| Natural and applied sciences | 908 | 221 | 24.3 | 241 | 26.6 | 666 |
| Health | 808 | 504 | 62.4 | 521 | 64.5 | 287 |
| Professional | 94 | 39 | 41.7 | 45 | 48.1 | 49 |
| Nursing | 255 | 205 | 80.1 | 209 | 81.7 | 47 |
| Technical | 181 | 105 | 57.9 | 108 | 59.4 | 74 |
| Support staff | 278 | 156 | 56.1 | 160 | 57.5 | 118 |
| Social and public service | 999 | 604 | 60.5 | 637 | 63.7 | 362 |
| Legal, social and religious workers | 409 | 160 | 39.0 | 170 | 41.6 | 239 |
| Teachers and professors | 590 | 445 | 75.4 | 466 | 79.0 | 124 |
| Secondary and elementary | 397 | 347 | 87.5 | 356 | 89.8 | 41 |
| Other | 194 | 98 | 50.5 | 110 | 57.0 | 83 |
| Culture and recreation | 290 | 81 | 27.9 | 87 | 29.8 | 204 |
| Sales and service | 3,471 | 696 | 20.1 | 743 | 21.4 | 2,728 |
| Wholesale | 341 | 18 | 5.3 | 21 | 6.3 | 319 |
| Retail | 1,017 | 123 | 12.1 | 133 | 13.1 | 884 |
| Food and beverage | 530 | 49 | 9.3 | 52 | 9.8 | 478 |
| Protective services | 232 | 132 | 56.7 | 142 | 61.3 | 90 |
| Child care and home support | 260 | 97 | 37.1 | 101 | 38.7 | 159 |
| Travel and accommodation | 1,190 | 299 | 25.2 | 317 | 26.6 | 874 |
| Trades, transport and equipment operators | 1,949 | 702 | 36.0 | 742 | 38.1 | 1,207 |
| Contractors and supervisors | 110 | 31 | 28.2 | 35 | 32.2 | 75 |
| Construction trades | 230 | 87 | 37.7 | 91 | 39.4 | 139 |
| Other trades | 784 | 303 | 38.6 | 318 | 40.6 | 465 |
| Transportation equipment operators | 498 | 182 | 36.6 | 192 | 38.5 | 306 |
| Helpers and labourers | 327 | 100 | 30.4 | 106 | 32.5 | 221 |
| Unique to primary industries | 272 | 40 | 14.8 | 44 | 16.0 | 228 |
| Unique to production | 1,104 | 403 | 36.5 | 425 | 38.5 | 679 |
| Machine operators and assemblers | 901 | 333 | 37.0 | 351 | 38.9 | 550 |
| Labourers | 203 | 70 | 34.6 | 74 | 36.6 | 129 |
| Workplace size | | | | | | |
| Under 20 employees | 4,469 | 561 | 12.6 | 622 | 13.9 | 3,847 |
| 20 to 99 employees | 4,443 | 1,346 | 30.3 | 1,436 | 32.3 | 3,007 |
| 100 to 500 employees | 2,881 | 1,208 | 41.9 | 1,276 | 44.3 | 1,606 |
| Over 500 employees | 1,705 | 905 | 53.1 | 952 | 55.9 | 752 |
| Job tenure | | | | | | |
| 1 to 12 months | 3,046 | 443 | 14.5 | 506 | 16.6 | 2,540 |
| Over 1 year to 5 years | 4,438 | 1,020 | 23.0 | 1,099 | 24.8 | 3,339 |
| Over 5 years to 9 years | 1,896 | 565 | 29.8 | 601 | 31.7 | 1,295 |
| Over 9 years to 14 years | 1,293 | 496 | 38.3 | 519 | 40.1 | 774 |
| Over 14 years | 2,825 | 1,496 | 53.0 | 1,562 | 55.3 | 1,263 |
| Job status | | | | | | |
| Permanent | 11,775 | 3,597 | 30.5 | 3,819 | 32.4 | 7,956 |
| Non-permanent | 1,723 | 423 | 24.5 | 468 | 27.1 | 1,255 |

Table 2A Union membership and coverage by sex and selected characteristics, 2004 (continued)

| | Men | | | | | |
|---|-----------------|--------------|---------|-----------------------------|---------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Occupation | | | | | | |
| Management | 572 | 43 | 7.6 | 56 | 9.9 | 516 |
| Business, finance and administrative | 721 | 187 | 25.9 | 201 | 27.9 | 519 |
| Professional | 142 | 23 | 16.3 | 28 | 19.6 | 114 |
| Financial and administrative | 118 | 26 | 21.9 | 28 | 24.0 | 89 |
| Clerical | 462 | 138 | 29.9 | 145 | 31.5 | 316 |
| Natural and applied sciences | 704 | 170 | 24.1 | 186 | 26.4 | 518 |
| Health | 114 | 68 | 59.4 | 72 | 62.9 | 42 |
| Professional | 27 | 7 | 25.4 | 9 | 34.7 | 18 |
| Nursing | 18 | 15 | 82.1 | 15 | 84.8 | 3 |
| Technical | 35 | 21 | 60.2 | 22 | 62.0 | 13 |
| Support staff | 34 | 25 | 73.9 | 26 | 74.9 | 9 |
| Social and public service | 344 | 193 | 56.2 | 207 | 60.2 | 137 |
| Legal, social and religious workers | 136 | 47 | 34.4 | 51 | 37.9 | 84 |
| Teachers and professors | 208 | 146 | 70.3 | 156 | 74.7 | 53 |
| Secondary and elementary | 106 | 94 | 88.8 | 96 | 90.6 | 10 |
| Other | 102 | 52 | 51.1 | 60 | 58.3 | 43 |
| Culture and recreation | 127 | 37 | 29.1 | 40 | 31.5 | 87 |
| Sales and service | 1,491 | 334 | 22.4 | 359 | 24.1 | 1,132 |
| Wholesale | 210 | 9 | 4.2 | 11 | 5.4 | 199 |
| Retail | 324 | 35 | 10.9 | 39 | 12.1 | 285 |
| Food and beverage | 201 | 20 | 9.7 | 20 | 10.0 | 181 |
| Protective services | 186 | 107 | 57.2 | 115 | 61.8 | 71 |
| Child care and home support | 12 | 5 | 41.9 | 5 | 43.4 | 7 |
| Travel and accommodation | 559 | 160 | 28.5 | 169 | 30.2 | 390 |
| Trades, transport and equipment operators | 1,812 | 668 | 36.9 | 706 | 38.9 | 1,106 |
| Contractors and supervisors | 103 | 30 | 28.8 | 34 | 32.7 | 70 |
| Construction trades | 225 | 86 | 38.3 | 90 | 40.0 | 135 |
| Other trades | 745 | 293 | 39.4 | 308 | 41.4 | 436 |
| Transportation equipment operators | 453 | 168 | 37.0 | 176 | 38.8 | 278 |
| Helpers and labourers | 285 | 92 | 32.1 | 98 | 34.2 | 188 |
| Unique to primary industries | 225 | 36 | 16.0 | 39 | 17.3 | 186 |
| Unique to production | 756 | 299 | 39.6 | 315 | 41.7 | 441 |
| Machine operators and assemblers | 628 | 250 | 39.8 | 263 | 41.8 | 365 |
| Labourers | 128 | 50 | 38.8 | 52 | 40.9 | 75 |
| Workplace size | | | | | | |
| Under 20 employees | 2,121 | 298 | 14.0 | 331 | 15.6 | 1,790 |
| 20 to 99 employees | 2,313 | 644 | 27.9 | 692 | 29.9 | 1,621 |
| 100 to 500 employees | 1,542 | 639 | 41.4 | 677 | 43.9 | 865 |
| Over 500 employees | 891 | 455 | 51.1 | 482 | 54.0 | 409 |
| Job tenure | | | | | | |
| 1 to 12 months | 1,569 | 234 | 14.9 | 272 | 17.3 | 1,298 |
| Over 1 year to 5 years | 2,172 | 484 | 22.3 | 523 | 24.1 | 1,649 |
| Over 5 years to 9 years | 960 | 278 | 29.0 | 299 | 31.2 | 661 |
| Over 9 years to 14 years | 634 | 236 | 37.2 | 248 | 39.1 | 386 |
| Over 14 years | 1,532 | 803 | 52.4 | 840 | 54.8 | 692 |
| Job status | | | | | | |
| Permanent | 6,041 | 1,850 | 30.6 | 1,973 | 32.7 | 4,069 |
| Non-permanent | 826 | 186 | 22.5 | 209 | 25.3 | 617 |

Table 2A Union membership and coverage by sex and selected characteristics, 2004 (concluded)

| | Women | | | | | |
|---|-----------------|--------------|---------|-----------------------------|---------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Occupation | | | | | | |
| Management | 371 | 37 | 10.0 | 50 | 13.4 | 321 |
| Business, finance and administrative | 1,934 | 478 | 24.7 | 516 | 26.7 | 1,418 |
| Professional | 200 | 35 | 17.6 | 40 | 20.2 | 160 |
| Financial and administrative | 589 | 142 | 24.1 | 154 | 26.2 | 435 |
| Clerical | 1,145 | 301 | 26.3 | 322 | 28.1 | 823 |
| Natural and applied sciences | 204 | 51 | 25.1 | 56 | 27.4 | 148 |
| Health | 694 | 437 | 63.0 | 449 | 64.7 | 245 |
| Professional | 66 | 32 | 48.4 | 35 | 53.6 | 31 |
| Nursing | 238 | 190 | 80.0 | 194 | 81.5 | 44 |
| Technical | 146 | 84 | 57.3 | 86 | 58.8 | 60 |
| Support staff | 243 | 131 | 53.6 | 134 | 55.0 | 109 |
| Social and public service | 655 | 411 | 62.8 | 429 | 65.6 | 226 |
| Legal, social and religious workers | 273 | 113 | 41.3 | 119 | 43.5 | 154 |
| Teachers and professors | 382 | 298 | 78.1 | 311 | 81.4 | 71 |
| Secondary and elementary | 291 | 253 | 87.0 | 260 | 89.5 | 31 |
| Other | 91 | 46 | 49.8 | 51 | 55.5 | 41 |
| Culture and recreation | 164 | 44 | 27.0 | 47 | 28.6 | 117 |
| Sales and service | 1,980 | 362 | 18.3 | 384 | 19.4 | 1,596 |
| Wholesale | 131 | 9 | 7.0 | 10 | 7.7 | 121 |
| Retail | 693 | 88 | 12.6 | 94 | 13.6 | 599 |
| Food and beverage | 329 | 30 | 9.1 | 32 | 9.6 | 297 |
| Protective services | 46 | 25 | 54.8 | 27 | 58.9 | 19 |
| Child care and home support | 248 | 91 | 36.9 | 95 | 38.5 | 153 |
| Travel and accommodation | 631 | 140 | 22.1 | 148 | 23.4 | 483 |
| Trades, transport and equipment operators | 137 | 34 | 24.9 | 37 | 26.9 | 100 |
| Contractors and supervisors | 7 | F | F | 2 | 23.8 | 5 |
| Construction trades | 5 | F | F | F | F | 4 |
| Other trades | 39 | 10 | 24.5 | 10 | 25.3 | 29 |
| Transportation equipment operators | 45 | 15 | 32.8 | 16 | 35.7 | 29 |
| Helpers and labourers | 42 | 8 | 19.2 | 9 | 21.0 | 33 |
| Unique to primary industries | 48 | 4 | 9.3 | 5 | 10.2 | 43 |
| Unique to production | 348 | 104 | 29.8 | 110 | 31.6 | 238 |
| Machine operators and assemblers | 272 | 83 | 30.5 | 88 | 32.2 | 185 |
| Labourers | 76 | 21 | 27.5 | 22 | 29.5 | 53 |
| Workplace size | | | | | | |
| Under 20 employees | 2,348 | 263 | 11.2 | 291 | 12.4 | 2,057 |
| 20 to 99 employees | 2,130 | 701 | 32.9 | 744 | 34.9 | 1,386 |
| 100 to 500 employees | 1,339 | 569 | 42.5 | 599 | 44.7 | 740 |
| Over 500 employees | 814 | 450 | 55.3 | 471 | 57.9 | 343 |
| Job tenure | | | | | | |
| 1 to 12 months | 1,477 | 208 | 14.1 | 235 | 15.9 | 1,242 |
| Over 1 year to 5 years | 2,266 | 536 | 23.7 | 576 | 25.4 | 1,691 |
| Over 5 years to 9 years | 936 | 287 | 30.6 | 302 | 32.2 | 635 |
| Over 9 years to 14 years | 659 | 259 | 39.4 | 271 | 41.1 | 388 |
| Over 14 years | 1,293 | 693 | 53.6 | 723 | 55.9 | 571 |
| Job status | | | | | | |
| Permanent | 5,734 | 1,746 | 30.5 | 1,846 | 32.2 | 3,887 |
| Non-permanent | 897 | 237 | 26.4 | 259 | 28.8 | 638 |

Source: Labour Force Survey

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

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

3 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, 2004

| | Atlantic | | | | | |
|---|-----------------|--------------|-------------|-----------------------------|-------------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Total | 937 | 277 | 29.6 | 289 | 30.9 | 648 |
| Sector³ | | | | | | |
| Public | 261 | 187 | 71.5 | 193 | 74.0 | 68 |
| Private | 676 | 91 | 13.4 | 96 | 14.3 | 580 |
| Sex | | | | | | |
| Men | 468 | 135 | 28.8 | 141 | 30.1 | 327 |
| Women | 469 | 143 | 30.4 | 149 | 31.7 | 321 |
| Age | | | | | | |
| 15 to 24 | 158 | 11 | 7.0 | 12 | 7.9 | 145 |
| 25 to 54 | 678 | 231 | 34.1 | 240 | 35.4 | 438 |
| 25 to 44 | 447 | 132 | 29.5 | 138 | 30.9 | 309 |
| 45 to 54 | 231 | 99 | 42.9 | 102 | 44.2 | 129 |
| 55 and over | 101 | 35 | 34.7 | 37 | 36.2 | 64 |
| Education | | | | | | |
| Less than Grade 9 | 29 | 8 | 26.6 | 8 | 27.6 | 21 |
| Some high school | 114 | 21 | 18.6 | 22 | 19.1 | 93 |
| High school graduation | 178 | 37 | 21.0 | 39 | 21.8 | 140 |
| Some postsecondary | 81 | 15 | 18.2 | 16 | 19.6 | 65 |
| Postsecondary certificate or diploma | 369 | 124 | 33.8 | 130 | 35.3 | 239 |
| University degree | 165 | 72 | 43.4 | 75 | 45.3 | 90 |
| Work status | | | | | | |
| Full-time | 784 | 249 | 31.8 | 260 | 33.1 | 524 |
| Part-time | 153 | 28 | 18.4 | 30 | 19.5 | 123 |
| Industry | | | | | | |
| Goods-producing | 200 | 56 | 28.0 | 59 | 29.3 | 141 |
| Agriculture | 11 | F | F | F | F | 10 |
| Natural resources | 28 | 8 | 28.6 | 9 | 30.6 | 20 |
| Utilities | 8 | 5 | 60.9 | 5 | 62.0 | 3 |
| Construction | 48 | 11 | 22.9 | 12 | 24.2 | 36 |
| Manufacturing | 104 | 31 | 30.0 | 33 | 31.3 | 72 |
| Service-producing | 737 | 221 | 30.0 | 231 | 31.3 | 506 |
| Trade | 161 | 10 | 6.5 | 11 | 6.9 | 149 |
| Transportation and warehousing | 48 | 19 | 38.8 | 19 | 39.8 | 29 |
| Finance, insurance, real estate and leasing | 39 | 2 | 5.2 | 2 | 6.3 | 36 |
| Professional, scientific and technical | 32 | 1 | 2.8 | 1 | 3.5 | 31 |
| Business, building and other support | 51 | 2 | 4.6 | 3 | 5.2 | 48 |
| Education | 80 | 58 | 72.0 | 60 | 74.3 | 21 |
| Health care and social assistance | 126 | 73 | 58.0 | 75 | 59.6 | 51 |
| Information, culture and recreation | 34 | 8 | 24.1 | 9 | 25.0 | 26 |
| Accommodation and food | 65 | 3 | 4.9 | 4 | 5.4 | 62 |
| Other | 32 | 1 | 3.5 | 1 | 4.6 | 31 |
| Public administration | 69 | 44 | 63.4 | 46 | 66.9 | 23 |

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

| | Quebec | | | | | |
|---|-----------------|--------------|-------------|-----------------------------|-------------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Total | 3,202 | 1,179 | 36.8 | 1,281 | 40.0 | 1,921 |
| Sector³ | | | | | | |
| Public | 771 | 603 | 78.2 | 632 | 82.0 | 139 |
| Private | 2,431 | 576 | 23.7 | 649 | 26.7 | 1,782 |
| Sex | | | | | | |
| Men | 1,640 | 621 | 37.9 | 680 | 41.5 | 960 |
| Women | 1,562 | 558 | 35.7 | 601 | 38.5 | 961 |
| Age | | | | | | |
| 15 to 24 | 537 | 112 | 20.8 | 127 | 23.6 | 410 |
| 25 to 54 | 2,322 | 927 | 39.9 | 1,005 | 43.3 | 1,317 |
| 25 to 44 | 1,545 | 569 | 36.8 | 622 | 40.2 | 924 |
| 45 to 54 | 776 | 358 | 46.1 | 384 | 49.4 | 393 |
| 55 and over | 343 | 141 | 41.1 | 149 | 43.4 | 194 |
| Education | | | | | | |
| Less than Grade 9 | 151 | 48 | 31.4 | 49 | 32.5 | 102 |
| Some high school | 351 | 112 | 31.9 | 120 | 34.2 | 231 |
| High school graduation | 514 | 191 | 37.2 | 204 | 39.7 | 310 |
| Some postsecondary | 283 | 81 | 28.6 | 89 | 31.3 | 195 |
| Postsecondary certificate or diploma | 1,263 | 496 | 39.3 | 538 | 42.6 | 725 |
| University degree | 638 | 251 | 39.4 | 280 | 43.9 | 358 |
| Work status | | | | | | |
| Full-time | 2,618 | 1,012 | 38.7 | 1,102 | 42.1 | 1,516 |
| Part-time | 584 | 167 | 28.6 | 179 | 30.6 | 405 |
| Industry | | | | | | |
| Goods-producing | 811 | 322 | 39.7 | 349 | 43.1 | 461 |
| Agriculture | 22 | F | F | F | F | 21 |
| Natural resources | 30 | 11 | 35.1 | 12 | 39.8 | 18 |
| Utilities | 32 | 26 | 81.3 | 27 | 83.5 | 5 |
| Construction | 118 | 59 | 50.3 | 65 | 54.8 | 53 |
| Manufacturing | 609 | 225 | 37.0 | 245 | 40.2 | 364 |
| Service-producing | 2,391 | 858 | 35.9 | 931 | 39.0 | 1,459 |
| Trade | 544 | 89 | 16.4 | 104 | 19.1 | 440 |
| Transportation and warehousing | 151 | 69 | 45.5 | 72 | 47.8 | 79 |
| Finance, insurance, real estate and leasing | 174 | 27 | 15.3 | 34 | 19.6 | 140 |
| Professional, scientific and technical | 152 | 9 | 6.1 | 14 | 9.3 | 138 |
| Business, building and other support | 91 | 19 | 21.5 | 23 | 25.7 | 67 |
| Education | 234 | 174 | 74.2 | 182 | 77.9 | 52 |
| Health care and social assistance | 383 | 232 | 60.5 | 244 | 63.5 | 140 |
| Information, culture and recreation | 138 | 44 | 31.8 | 48 | 34.9 | 90 |
| Accommodation and food | 190 | 20 | 10.6 | 21 | 11.3 | 169 |
| Other | 116 | 13 | 11.3 | 16 | 13.6 | 100 |
| Public administration | 219 | 162 | 74.0 | 173 | 78.9 | 46 |

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

| | Ontario | | | | | |
|---|-----------------|--------------|-------------|-----------------------------|-------------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Total | 5,382 | 1,414 | 26.3 | 1,496 | 27.8 | 3,886 |
| Sector³ | | | | | | |
| Public | 1,106 | 743 | 67.2 | 782 | 70.7 | 324 |
| Private | 4,276 | 671 | 15.7 | 714 | 16.7 | 3,562 |
| Sex | | | | | | |
| Men | 2,736 | 729 | 26.7 | 774 | 28.3 | 1,961 |
| Women | 2,646 | 685 | 25.9 | 721 | 27.3 | 1,925 |
| Age | | | | | | |
| 15 to 24 | 906 | 100 | 11.0 | 110 | 12.2 | 796 |
| 25 to 54 | 3,875 | 1,126 | 29.1 | 1,188 | 30.6 | 2,688 |
| 25 to 44 | 2,680 | 702 | 26.2 | 742 | 27.7 | 1,938 |
| 45 to 54 | 1,195 | 424 | 35.4 | 446 | 37.3 | 750 |
| 55 and over | 600 | 189 | 31.4 | 198 | 32.9 | 403 |
| Education | | | | | | |
| Less than Grade 9 | 131 | 36 | 27.8 | 38 | 29.0 | 93 |
| Some high school | 588 | 119 | 20.3 | 125 | 21.2 | 463 |
| High school graduation | 1,159 | 284 | 24.5 | 299 | 25.8 | 860 |
| Some postsecondary | 568 | 114 | 20.1 | 121 | 21.4 | 447 |
| Postsecondary certificate or diploma | 1,699 | 511 | 30.1 | 537 | 31.6 | 1,162 |
| University degree | 1,236 | 349 | 28.3 | 375 | 30.4 | 861 |
| Work status | | | | | | |
| Full-time | 4,429 | 1,232 | 27.8 | 1,301 | 29.4 | 3,128 |
| Part-time | 953 | 182 | 19.1 | 195 | 20.4 | 758 |
| Industry | | | | | | |
| Goods-producing | 1,431 | 401 | 28.0 | 420 | 29.4 | 1,011 |
| Agriculture | 34 | 2 | 4.5 | 2 | 4.6 | 33 |
| Natural resources | 31 | 13 | 41.9 | 13 | 43.4 | 17 |
| Utilities | 58 | 39 | 66.2 | 40 | 68.5 | 18 |
| Construction | 240 | 71 | 29.7 | 75 | 31.3 | 165 |
| Manufacturing | 1,068 | 276 | 25.9 | 291 | 27.2 | 777 |
| Service-producing | 3,951 | 1,013 | 25.6 | 1,075 | 27.2 | 2,876 |
| Trade | 844 | 95 | 11.3 | 101 | 12.0 | 743 |
| Transportation and warehousing | 246 | 91 | 37.2 | 95 | 38.8 | 150 |
| Finance, insurance, real estate and leasing | 368 | 16 | 4.4 | 19 | 5.2 | 349 |
| Professional, scientific and technical | 280 | 12 | 4.3 | 13 | 4.7 | 267 |
| Business, building and other support | 216 | 22 | 10.4 | 25 | 11.4 | 191 |
| Education | 368 | 249 | 67.8 | 260 | 70.7 | 108 |
| Health care and social assistance | 552 | 235 | 42.6 | 245 | 44.3 | 307 |
| Information, culture and recreation | 254 | 51 | 19.9 | 54 | 21.2 | 200 |
| Accommodation and food | 331 | 18 | 5.6 | 20 | 6.1 | 311 |
| Other | 181 | 17 | 9.5 | 19 | 10.4 | 162 |
| Public administration | 310 | 205 | 66.1 | 224 | 72.1 | 87 |

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

| | Prairies | | | | | |
|---|-----------------|--------------|-------------|-----------------------------|-------------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Total | 2,306 | 612 | 26.6 | 659 | 28.6 | 1,647 |
| Sector³ | | | | | | |
| Public | 547 | 378 | 69.0 | 399 | 73.0 | 148 |
| Private | 1,758 | 235 | 13.4 | 260 | 14.8 | 1,499 |
| Sex | | | | | | |
| Men | 1,186 | 282 | 23.8 | 305 | 25.8 | 880 |
| Women | 1,120 | 331 | 29.5 | 354 | 31.6 | 766 |
| Age | | | | | | |
| 15 to 24 | 468 | 53 | 11.3 | 58 | 12.5 | 409 |
| 25 to 54 | 1,591 | 480 | 30.2 | 515 | 32.4 | 1,076 |
| 25 to 44 | 1,081 | 291 | 26.9 | 313 | 29.0 | 768 |
| 45 to 54 | 510 | 189 | 37.0 | 202 | 39.7 | 308 |
| 55 and over | 247 | 80 | 32.3 | 85 | 34.5 | 161 |
| Education | | | | | | |
| Less than Grade 9 | 43 | 7 | 16.3 | 7 | 17.2 | 35 |
| Some high school | 305 | 48 | 15.7 | 51 | 16.8 | 254 |
| High school graduation | 541 | 124 | 22.8 | 132 | 24.4 | 409 |
| Some postsecondary | 255 | 53 | 20.7 | 57 | 22.3 | 198 |
| Postsecondary certificate or diploma | 754 | 233 | 30.9 | 250 | 33.1 | 505 |
| University degree | 407 | 148 | 36.4 | 162 | 39.7 | 246 |
| Work status | | | | | | |
| Full-time | 1,890 | 516 | 27.3 | 556 | 29.4 | 1,334 |
| Part-time | 416 | 96 | 23.2 | 103 | 24.7 | 313 |
| Industry | | | | | | |
| Goods-producing | 549 | 112 | 20.4 | 122 | 22.3 | 427 |
| Agriculture | 28 | F | F | F | F | 27 |
| Natural resources | 121 | 16 | 13.3 | 17 | 14.3 | 103 |
| Utilities | 25 | 14 | 54.8 | 16 | 64.3 | 9 |
| Construction | 147 | 29 | 19.8 | 32 | 21.8 | 115 |
| Manufacturing | 229 | 52 | 22.9 | 56 | 24.6 | 172 |
| Service-producing | 1,757 | 500 | 28.5 | 537 | 30.5 | 1,220 |
| Trade | 380 | 46 | 12.2 | 51 | 13.3 | 329 |
| Transportation and warehousing | 127 | 45 | 35.1 | 47 | 37.0 | 80 |
| Finance, insurance, real estate and leasing | 123 | 11 | 8.6 | 12 | 9.7 | 111 |
| Professional, scientific and technical | 100 | 3 | 3.0 | 4 | 4.0 | 96 |
| Business, building and other support | 73 | 7 | 9.1 | 8 | 10.6 | 65 |
| Education | 184 | 118 | 64.3 | 129 | 70.0 | 55 |
| Health care and social assistance | 269 | 145 | 54.0 | 152 | 56.4 | 117 |
| Information, culture and recreation | 101 | 27 | 27.1 | 29 | 28.8 | 72 |
| Accommodation and food | 177 | 6 | 3.6 | 7 | 4.0 | 170 |
| Other | 89 | 5 | 5.5 | 6 | 6.9 | 83 |
| Public administration | 133 | 87 | 65.6 | 92 | 69.6 | 40 |

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

| | British Columbia | | | | | |
|---|------------------|--------------|-------------|-----------------------------|-------------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Total | 1,672 | 536 | 32.1 | 562 | 33.6 | 1,110 |
| Sector ³ | | | | | | |
| Public | 368 | 288 | 78.2 | 300 | 81.5 | 68 |
| Private | 1,303 | 248 | 19.0 | 261 | 20.1 | 1,042 |
| Sex | | | | | | |
| Men | 838 | 270 | 32.2 | 281 | 33.5 | 557 |
| Women | 833 | 267 | 32.0 | 280 | 33.7 | 553 |
| Age | | | | | | |
| 15 to 24 | 290 | 39 | 13.5 | 43 | 14.7 | 247 |
| 25 to 54 | 1,199 | 420 | 35.1 | 439 | 36.6 | 760 |
| 25 to 44 | 812 | 248 | 30.5 | 261 | 32.1 | 551 |
| 45 to 54 | 387 | 172 | 44.5 | 178 | 46.0 | 209 |
| 55 and over | 183 | 77 | 42.0 | 80 | 43.8 | 103 |
| Education | | | | | | |
| Less than Grade 9 | 26 | 5 | 17.7 | 5 | 18.4 | 21 |
| Some high school | 159 | 37 | 23.3 | 38 | 24.0 | 121 |
| High school graduation | 389 | 111 | 28.4 | 114 | 29.3 | 275 |
| Some postsecondary | 216 | 55 | 25.5 | 58 | 26.6 | 159 |
| Postsecondary certificate or diploma | 538 | 205 | 38.1 | 212 | 39.5 | 326 |
| University degree | 343 | 124 | 36.2 | 134 | 39.2 | 209 |
| Work status | | | | | | |
| Full-time | 1,333 | 444 | 33.3 | 465 | 34.9 | 867 |
| Part-time | 339 | 92 | 27.1 | 96 | 28.4 | 243 |
| Industry | | | | | | |
| Goods-producing | 341 | 101 | 29.8 | 107 | 31.4 | 234 |
| Agriculture | 22 | 2 | 9.5 | 2 | 9.5 | 20 |
| Natural resources | 27 | 8 | 29.2 | 8 | 30.9 | 19 |
| Utilities | 9 | 7 | 75.5 | 7 | 79.9 | 2 |
| Construction | 89 | 23 | 25.9 | 24 | 27.1 | 65 |
| Manufacturing | 193 | 62 | 31.9 | 65 | 33.7 | 128 |
| Service-producing | 1,331 | 435 | 32.7 | 455 | 34.2 | 876 |
| Trade | 272 | 42 | 15.5 | 45 | 16.4 | 228 |
| Transportation and warehousing | 95 | 51 | 53.3 | 52 | 54.2 | 44 |
| Finance, insurance, real estate and leasing | 104 | 12 | 11.9 | 14 | 12.9 | 91 |
| Professional, scientific and technical | 87 | 3 | 3.6 | 4 | 4.3 | 83 |
| Business, building and other support | 54 | 7 | 12.6 | 7 | 12.8 | 47 |
| Education | 125 | 84 | 67.2 | 90 | 72.2 | 35 |
| Health care and social assistance | 191 | 119 | 62.2 | 120 | 63.0 | 71 |
| Information, culture and recreation | 87 | 26 | 30.3 | 27 | 31.3 | 60 |
| Accommodation and food | 158 | 14 | 8.7 | 15 | 9.4 | 143 |
| Other | 59 | 6 | 11.1 | 7 | 12.4 | 51 |
| Public administration | 98 | 70 | 71.3 | 74 | 75.5 | 24 |

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

| | Atlantic | | | | | |
|---|-----------------|--------------|---------|-----------------------------|---------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Occupation | | | | | | |
| Management | 50 | 6 | 12.4 | 7 | 14.0 | 43 |
| Business, finance and administrative | 177 | 47 | 26.3 | 49 | 27.8 | 127 |
| Professional | 16 | 4 | 24.4 | 4 | 26.1 | 12 |
| Financial and administrative | 46 | 10 | 20.8 | 10 | 22.2 | 36 |
| Clerical | 114 | 33 | 28.9 | 35 | 30.3 | 80 |
| Natural and applied sciences | 55 | 17 | 30.6 | 18 | 31.9 | 38 |
| Health | 69 | 46 | 66.8 | 47 | 68.9 | 21 |
| Professional | 7 | 3 | 44.0 | 3 | 47.6 | 4 |
| Nursing | 22 | 18 | 83.8 | 19 | 86.4 | 3 |
| Technical | 20 | 15 | 74.6 | 16 | 76.4 | 5 |
| Support staff | 19 | 9 | 47.6 | 9 | 48.7 | 10 |
| Social and public service | 77 | 48 | 63.3 | 50 | 65.3 | 27 |
| Legal, social and religious workers | 28 | 11 | 38.1 | 11 | 39.6 | 17 |
| Teachers and professors | 49 | 38 | 77.8 | 39 | 80.1 | 10 |
| Secondary and elementary | 32 | 29 | 90.2 | 29 | 91.7 | 3 |
| Other | 17 | 9 | 53.6 | 10 | 57.7 | 7 |
| Culture and recreation | 17 | 4 | 24.0 | 4 | 25.4 | 13 |
| Sales and service | 258 | 39 | 14.9 | 40 | 15.7 | 218 |
| Wholesale | 19 | 1 | 6.2 | 1 | 7.5 | 17 |
| Retail | 82 | 4 | 5.4 | 5 | 5.6 | 77 |
| Food and beverage | 37 | 3 | 8.7 | 3 | 9.1 | 34 |
| Protective services | 15 | 6 | 37.2 | 6 | 40.5 | 9 |
| Child care and home support | 20 | 6 | 31.3 | 6 | 31.9 | 13 |
| Travel and accommodation | 91 | 18 | 19.9 | 19 | 20.8 | 72 |
| Trades, transport and equipment operators | 145 | 48 | 33.3 | 50 | 34.6 | 95 |
| Contractors and supervisors | 10 | 2 | 25.6 | 3 | 26.9 | 7 |
| Construction trades | 20 | 6 | 30.3 | 6 | 31.7 | 14 |
| Other trades | 50 | 20 | 39.3 | 20 | 40.7 | 29 |
| Transportation equipment operators | 41 | 14 | 34.2 | 14 | 34.9 | 27 |
| Helpers and labourers | 24 | 6 | 25.0 | 7 | 27.0 | 18 |
| Unique to primary industries | 30 | 5 | 15.7 | 5 | 16.7 | 25 |
| Unique to production | 55 | 18 | 32.0 | 18 | 33.3 | 37 |
| Machine operators and assemblers | 41 | 12 | 29.8 | 13 | 31.0 | 28 |
| Labourers | 14 | 5 | 38.4 | 6 | 39.9 | 8 |
| Workplace size | | | | | | |
| Under 20 employees | 369 | 51 | 13.8 | 55 | 14.8 | 315 |
| 20 to 99 employees | 294 | 99 | 33.7 | 103 | 34.9 | 191 |
| 100 to 500 employees | 181 | 77 | 42.6 | 80 | 44.0 | 102 |
| Over 500 employees | 92 | 50 | 54.4 | 52 | 56.6 | 40 |
| Job tenure | | | | | | |
| 1 to 12 months | 231 | 29 | 12.4 | 33 | 14.1 | 199 |
| Over 1 year to 5 years | 276 | 55 | 19.9 | 58 | 21.0 | 218 |
| Over 5 years to 9 years | 123 | 40 | 32.1 | 41 | 32.9 | 83 |
| Over 9 years to 14 years | 86 | 34 | 39.5 | 35 | 40.6 | 51 |
| Over 14 years | 220 | 120 | 54.7 | 123 | 56.1 | 97 |
| Job status | | | | | | |
| Permanent | 752 | 236 | 31.4 | 244 | 32.4 | 509 |
| Non-permanent | 184 | 41 | 22.4 | 46 | 24.8 | 139 |

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

| | Quebec | | | | | |
|---|-----------------|--------------|---------|-----------------------------|---------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Occupation | | | | | | |
| Management | 193 | 16 | 8.1 | 25 | 12.9 | 168 |
| Business, finance and administrative | 629 | 208 | 33.1 | 230 | 36.5 | 399 |
| Professional | 79 | 15 | 19.3 | 20 | 25.4 | 59 |
| Financial and administrative | 189 | 66 | 35.1 | 72 | 38.4 | 116 |
| Clerical | 362 | 127 | 35.1 | 138 | 38.0 | 224 |
| Natural and applied sciences | 231 | 65 | 28.0 | 74 | 32.3 | 156 |
| Health | 198 | 135 | 68.1 | 140 | 70.5 | 58 |
| Professional | 27 | 13 | 49.5 | 16 | 59.3 | 11 |
| Nursing | 54 | 44 | 82.6 | 45 | 84.8 | 8 |
| Technical | 46 | 31 | 68.5 | 32 | 69.2 | 14 |
| Support staff | 72 | 46 | 63.9 | 47 | 64.9 | 25 |
| Social and public service | 248 | 172 | 69.1 | 179 | 72.3 | 69 |
| Legal, social and religious workers | 91 | 50 | 54.3 | 53 | 58.2 | 38 |
| Teachers and professors | 157 | 122 | 77.7 | 126 | 80.4 | 31 |
| Secondary and elementary | 98 | 87 | 88.5 | 88 | 90.1 | 10 |
| Other | 59 | 35 | 59.8 | 38 | 64.4 | 21 |
| Culture and recreation | 72 | 21 | 29.9 | 24 | 33.0 | 48 |
| Sales and service | 812 | 197 | 24.2 | 214 | 26.4 | 598 |
| Wholesale | 78 | 6 | 8.1 | 8 | 10.6 | 70 |
| Retail | 248 | 36 | 14.3 | 40 | 16.1 | 208 |
| Food and beverage | 124 | 16 | 12.6 | 17 | 13.5 | 108 |
| Protective services | 59 | 44 | 75.0 | 46 | 77.5 | 13 |
| Child care and home support | 64 | 27 | 42.5 | 29 | 45.0 | 35 |
| Travel and accommodation | 275 | 82 | 29.8 | 90 | 32.7 | 185 |
| Trades, transport and equipment operators | 449 | 204 | 45.4 | 220 | 48.9 | 230 |
| Contractors and supervisors | 19 | 8 | 39.9 | 8 | 42.3 | 11 |
| Construction trades | 49 | 32 | 65.0 | 33 | 67.7 | 16 |
| Other trades | 191 | 84 | 43.9 | 92 | 48.1 | 99 |
| Transportation equipment operators | 116 | 50 | 43.0 | 53 | 45.5 | 63 |
| Helpers and labourers | 75 | 31 | 41.7 | 34 | 45.4 | 41 |
| Unique to primary industries | 47 | 9 | 18.9 | 10 | 21.4 | 37 |
| Unique to production | 285 | 138 | 48.6 | 149 | 52.4 | 136 |
| Machine operators and assemblers | 231 | 112 | 48.4 | 121 | 52.3 | 110 |
| Labourers | 53 | 26 | 49.6 | 28 | 52.5 | 25 |
| Workplace size | | | | | | |
| Under 20 employees | 1,025 | 151 | 14.7 | 175 | 17.1 | 850 |
| 20 to 99 employees | 1,032 | 377 | 36.6 | 415 | 40.2 | 617 |
| 100 to 500 employees | 684 | 364 | 53.2 | 388 | 56.8 | 296 |
| Over 500 employees | 461 | 287 | 62.3 | 303 | 65.6 | 159 |
| Job tenure | | | | | | |
| 1 to 12 months | 693 | 135 | 19.5 | 160 | 23.1 | 533 |
| Over 1 year to 5 years | 1,003 | 304 | 30.3 | 334 | 33.3 | 669 |
| Over 5 years to 9 years | 428 | 158 | 36.8 | 172 | 40.1 | 256 |
| Over 9 years to 14 years | 314 | 138 | 44.0 | 146 | 46.6 | 168 |
| Over 14 years | 764 | 444 | 58.2 | 469 | 61.4 | 295 |
| Job status | | | | | | |
| Permanent | 2,767 | 1,032 | 37.3 | 1,118 | 40.4 | 1,649 |
| Non-permanent | 435 | 147 | 33.8 | 163 | 37.4 | 272 |

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

| | Ontario | | | | | |
|---|---------|--------------|---------|-----------------------------|---------|---------------------------------|
| | Total | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Occupation | | | | | | |
| Management | 435 | 34 | 7.9 | 43 | 9.8 | 392 |
| Business, finance and administrative | 1,099 | 215 | 19.5 | 230 | 20.9 | 869 |
| Professional | 156 | 20 | 13.0 | 23 | 15.0 | 133 |
| Financial and administrative | 274 | 52 | 19.1 | 55 | 20.2 | 219 |
| Clerical | 668 | 142 | 21.3 | 152 | 22.7 | 517 |
| Natural and applied sciences | 378 | 83 | 21.9 | 88 | 23.2 | 290 |
| Health | 290 | 149 | 51.5 | 155 | 53.5 | 135 |
| Professional | 31 | 8 | 26.5 | 10 | 30.6 | 22 |
| Nursing | 101 | 71 | 71.1 | 73 | 72.4 | 28 |
| Technical | 54 | 20 | 36.8 | 21 | 39.4 | 33 |
| Support staff | 104 | 50 | 47.7 | 51 | 49.3 | 53 |
| Social and public service | 384 | 222 | 57.8 | 232 | 60.5 | 152 |
| Legal, social and religious workers | 169 | 58 | 34.2 | 62 | 36.6 | 107 |
| Teachers and professors | 215 | 164 | 76.2 | 170 | 79.1 | 45 |
| Secondary and elementary | 153 | 135 | 87.8 | 137 | 89.5 | 16 |
| Other | 62 | 30 | 47.7 | 33 | 53.5 | 29 |
| Culture and recreation | 123 | 31 | 25.1 | 32 | 26.3 | 91 |
| Sales and service | 1,287 | 241 | 18.7 | 258 | 20.0 | 1,029 |
| Wholesale | 143 | 6 | 3.9 | 6 | 4.2 | 137 |
| Retail | 372 | 43 | 11.7 | 47 | 12.5 | 326 |
| Food and beverage | 173 | 15 | 8.5 | 15 | 8.7 | 158 |
| Protective services | 91 | 47 | 51.3 | 53 | 58.8 | 37 |
| Child care and home support | 89 | 30 | 34.1 | 31 | 35.2 | 58 |
| Travel and accommodation | 451 | 105 | 23.2 | 110 | 24.3 | 342 |
| Trades, transport and equipment operators | 729 | 244 | 33.5 | 255 | 35.0 | 474 |
| Contractors and supervisors | 38 | 10 | 26.3 | 11 | 29.6 | 27 |
| Construction trades | 76 | 28 | 36.6 | 29 | 37.5 | 48 |
| Other trades | 311 | 114 | 36.6 | 117 | 37.7 | 194 |
| Transportation equipment operators | 175 | 58 | 33.1 | 62 | 35.3 | 114 |
| Helpers and labourers | 128 | 34 | 26.5 | 36 | 27.8 | 92 |
| Unique to primary industries | 71 | 10 | 13.9 | 10 | 14.6 | 61 |
| Unique to production | 554 | 181 | 32.7 | 188 | 34.0 | 365 |
| Machine operators and assemblers | 461 | 157 | 34.1 | 163 | 35.3 | 298 |
| Labourers | 92 | 24 | 25.9 | 25 | 27.5 | 67 |
| Workplace size | | | | | | |
| Under 20 employees | 1,574 | 168 | 10.6 | 183 | 11.6 | 1,391 |
| 20 to 99 employees | 1,729 | 431 | 24.9 | 455 | 26.3 | 1,274 |
| 100 to 500 employees | 1,277 | 443 | 34.7 | 466 | 36.5 | 812 |
| Over 500 employees | 802 | 372 | 46.4 | 393 | 49.0 | 409 |
| Job tenure | | | | | | |
| 1 to 12 months | 1,149 | 132 | 11.5 | 151 | 13.2 | 998 |
| Over 1 year to 5 years | 1,827 | 373 | 20.4 | 396 | 21.7 | 1,431 |
| Over 5 years to 9 years | 786 | 198 | 25.3 | 210 | 26.7 | 576 |
| Over 9 years to 14 years | 511 | 176 | 34.5 | 184 | 36.0 | 327 |
| Over 14 years | 1,109 | 534 | 48.2 | 554 | 50.0 | 555 |
| Job status | | | | | | |
| Permanent | 4,755 | 1,308 | 27.5 | 1,376 | 28.9 | 3,378 |
| Non-permanent | 627 | 106 | 16.9 | 119 | 19.0 | 508 |

Table 2B Union membership and coverage by province and selected characteristics, 2004 (continued)

| | Prairies | | | | | |
|---|-----------------|--------------|---------|-----------------------------|---------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Occupation | | | | | | |
| Management | 154 | 15 | 9.9 | 19 | 12.3 | 136 |
| Business, finance and administrative | 436 | 108 | 24.7 | 116 | 26.7 | 320 |
| Professional | 48 | 10 | 20.5 | 11 | 22.0 | 37 |
| Financial and administrative | 116 | 22 | 19.0 | 25 | 21.5 | 91 |
| Clerical | 272 | 76 | 27.9 | 81 | 29.6 | 192 |
| Natural and applied sciences | 149 | 32 | 21.2 | 35 | 23.6 | 114 |
| Health | 147 | 98 | 67.0 | 102 | 69.3 | 45 |
| Professional | 16 | 7 | 44.8 | 9 | 53.3 | 8 |
| Nursing | 46 | 39 | 85.6 | 40 | 86.7 | 6 |
| Technical | 37 | 23 | 62.2 | 24 | 63.8 | 13 |
| Support staff | 48 | 29 | 60.6 | 30 | 62.5 | 18 |
| Social and public service | 170 | 92 | 54.3 | 100 | 59.1 | 69 |
| Legal, social and religious workers | 72 | 22 | 30.5 | 24 | 33.1 | 48 |
| Teachers and professors | 98 | 70 | 71.8 | 77 | 78.3 | 21 |
| Secondary and elementary | 67 | 57 | 85.0 | 60 | 89.5 | 7 |
| Other | 31 | 13 | 42.9 | 16 | 53.6 | 14 |
| Culture and recreation | 40 | 11 | 27.3 | 12 | 28.9 | 29 |
| Sales and service | 621 | 111 | 17.9 | 118 | 19.0 | 503 |
| Wholesale | 54 | 3 | 5.1 | 3 | 6.1 | 51 |
| Retail | 175 | 20 | 11.3 | 21 | 12.0 | 154 |
| Food and beverage | 106 | 6 | 5.4 | 6 | 5.7 | 100 |
| Protective services | 37 | 18 | 49.4 | 20 | 53.4 | 17 |
| Child care and home support | 52 | 17 | 32.8 | 18 | 35.4 | 34 |
| Travel and accommodation | 212 | 49 | 23.0 | 51 | 24.0 | 161 |
| Trades, transport and equipment operators | 377 | 104 | 27.7 | 112 | 29.9 | 264 |
| Contractors and supervisors | 27 | 6 | 20.1 | 7 | 26.9 | 20 |
| Construction trades | 50 | 11 | 21.7 | 12 | 24.3 | 38 |
| Other trades | 142 | 47 | 33.1 | 49 | 34.7 | 92 |
| Transportation equipment operators | 99 | 28 | 28.6 | 30 | 30.3 | 69 |
| Helpers and labourers | 59 | 13 | 21.8 | 14 | 23.6 | 45 |
| Unique to primary industries | 81 | 8 | 9.9 | 9 | 11.2 | 72 |
| Unique to production | 117 | 32 | 27.4 | 34 | 29.3 | 82 |
| Machine operators and assemblers | 95 | 25 | 26.8 | 27 | 28.8 | 67 |
| Labourers | 22 | 7 | 29.7 | 7 | 31.7 | 15 |
| Workplace size | | | | | | |
| Under 20 employees | 832 | 93 | 11.2 | 104 | 12.5 | 728 |
| 20 to 99 employees | 794 | 227 | 28.6 | 243 | 30.6 | 551 |
| 100 to 500 employees | 442 | 173 | 39.2 | 185 | 41.9 | 257 |
| Over 500 employees | 238 | 119 | 50.1 | 127 | 53.3 | 111 |
| Job tenure | | | | | | |
| 1 to 12 months | 580 | 82 | 14.2 | 92 | 15.8 | 489 |
| Over 1 year to 5 years | 778 | 162 | 20.8 | 176 | 22.6 | 602 |
| Over 5 years to 9 years | 318 | 87 | 27.4 | 93 | 29.3 | 225 |
| Over 9 years to 14 years | 196 | 66 | 33.5 | 70 | 35.6 | 126 |
| Over 14 years | 433 | 215 | 49.6 | 229 | 52.8 | 205 |
| Job status | | | | | | |
| Permanent | 2,036 | 545 | 26.8 | 585 | 28.7 | 1,451 |
| Non-permanent | 270 | 68 | 25.0 | 74 | 27.6 | 196 |

Table 2B Union membership and coverage by province and selected characteristics, 2004 (concluded)

| | British Columbia | | | | | |
|---|------------------|--------------|---------|-----------------------------|---------|---------------------------------|
| | Total employees | Union member | | Union coverage ¹ | | Not a union member ² |
| | | Total | Density | Total | Density | |
| | '000 | '000 | % | '000 | % | '000 |
| Occupation | | | | | | |
| Management | 111 | 9 | 8.1 | 13 | 11.3 | 98 |
| Business, finance and administrative | 314 | 87 | 27.8 | 92 | 29.4 | 222 |
| Professional | 43 | 9 | 21.0 | 10 | 23.5 | 33 |
| Financial and administrative | 82 | 18 | 21.8 | 20 | 23.9 | 62 |
| Clerical | 190 | 61 | 31.9 | 63 | 33.1 | 127 |
| Natural and applied sciences | 94 | 25 | 26.3 | 26 | 27.8 | 68 |
| Health | 104 | 76 | 72.9 | 77 | 74.1 | 27 |
| Professional | 12 | 7 | 57.9 | 7 | 61.3 | 5 |
| Nursing | 34 | 31 | 93.5 | 32 | 94.9 | 2 |
| Technical | 24 | 15 | 64.4 | 15 | 64.4 | 9 |
| Support staff | 34 | 22 | 63.9 | 22 | 64.8 | 12 |
| Social and public service | 121 | 71 | 58.4 | 75 | 62.0 | 46 |
| Legal, social and religious workers | 49 | 20 | 40.2 | 20 | 41.5 | 29 |
| Teachers and professors | 72 | 51 | 70.8 | 55 | 76.0 | 17 |
| Secondary and elementary | 46 | 40 | 86.0 | 41 | 89.3 | 5 |
| Other | 25 | 11 | 43.1 | 13 | 51.6 | 12 |
| Culture and recreation | 38 | 14 | 35.7 | 15 | 38.4 | 23 |
| Sales and service | 493 | 109 | 22.1 | 113 | 22.9 | 380 |
| Wholesale | 47 | 2 | 4.6 | 2 | 5.0 | 45 |
| Retail | 140 | 20 | 14.1 | 21 | 15.3 | 119 |
| Food and beverage | 89 | 10 | 11.2 | 10 | 11.5 | 79 |
| Protective services | 30 | 17 | 55.8 | 17 | 56.9 | 13 |
| Child care and home support | 36 | 16 | 44.3 | 16 | 45.0 | 20 |
| Travel and accommodation | 162 | 46 | 28.5 | 47 | 29.2 | 114 |
| Trades, transport and equipment operators | 250 | 102 | 40.8 | 106 | 42.3 | 144 |
| Contractors and supervisors | 16 | 6 | 34.2 | 6 | 38.4 | 10 |
| Construction trades | 34 | 10 | 29.1 | 10 | 29.9 | 24 |
| Other trades | 91 | 39 | 42.5 | 40 | 44.0 | 51 |
| Transportation equipment operators | 67 | 32 | 48.2 | 33 | 49.1 | 34 |
| Helpers and labourers | 41 | 16 | 37.5 | 16 | 39.1 | 25 |
| Unique to primary industries | 43 | 9 | 20.5 | 9 | 21.3 | 34 |
| Unique to production | 94 | 34 | 36.4 | 35 | 37.4 | 59 |
| Machine operators and assemblers | 72 | 26 | 36.1 | 27 | 36.8 | 46 |
| Labourers | 21 | 8 | 37.3 | 8 | 39.4 | 13 |
| Workplace size | | | | | | |
| Under 20 employees | 669 | 98 | 14.7 | 105 | 15.8 | 563 |
| 20 to 99 employees | 594 | 211 | 35.5 | 221 | 37.2 | 373 |
| 100 to 500 employees | 298 | 151 | 50.8 | 157 | 52.8 | 140 |
| Over 500 employees | 111 | 76 | 68.3 | 78 | 70.1 | 33 |
| Job tenure | | | | | | |
| 1 to 12 months | 392 | 64 | 16.3 | 71 | 18.0 | 322 |
| Over 1 year to 5 years | 553 | 126 | 22.8 | 134 | 24.3 | 419 |
| Over 5 years to 9 years | 241 | 82 | 34.2 | 86 | 35.4 | 156 |
| Over 9 years to 14 years | 186 | 81 | 43.8 | 84 | 45.1 | 102 |
| Over 14 years | 300 | 183 | 61.0 | 187 | 62.6 | 112 |
| Job status | | | | | | |
| Permanent | 1,465 | 475 | 32.4 | 496 | 33.9 | 969 |
| Non-permanent | 206 | 61 | 29.7 | 65 | 31.7 | 141 |

Source: Labour Force Survey

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

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

3 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, 2004

| | Canada | | | | Atlantic | | | |
|---|-----------------|---------------|-----------------------------|---------------------------------|-----------------|---------------|-----------------------------|---------------------------------|
| | Total employees | Union member | Union coverage ¹ | Not a union member ² | Total employees | Union member | Union coverage ¹ | Not a union member ² |
| Both sexes | | | | | | | | |
| Average hourly earnings (\$) | 18.50 | 21.55 | 21.57 | 17.07 | 15.49 | 19.95 | 19.88 | 13.53 |
| Full-time employees | 19.70 | 22.05 | 22.09 | 18.50 | 16.36 | 20.16 | 20.11 | 14.51 |
| Part-time employees | 13.07 | 18.51 | 18.40 | 11.33 | 11.01 | 18.10 | 17.91 | 9.34 |
| Average weekly earnings (\$) | 679.74 | 782.66 | 784.36 | 631.05 | 582.19 | 745.96 | 743.56 | 510.06 |
| Full-time employees | 777.73 | 851.19 | 853.75 | 739.73 | 657.06 | 788.66 | 787.43 | 592.52 |
| Part-time employees | 236.60 | 364.32 | 360.02 | 196.23 | 198.38 | 366.92 | 361.59 | 158.86 |
| Average usual weekly hours, main job | 35.5 | 35.9 | 36.0 | 35.3 | 36.6 | 37.4 | 37.4 | 36.3 |
| Full-time employees | 39.5 | 38.7 | 38.7 | 39.9 | 40.3 | 39.4 | 39.4 | 40.8 |
| Part-time employees | 17.5 | 19.3 | 19.1 | 16.9 | 17.6 | 20.1 | 20.0 | 17.0 |
| Men | | | | | | | | |
| Average hourly earnings (\$) | 20.15 | 22.41 | 22.44 | 19.08 | 16.76 | 20.63 | 20.60 | 15.10 |
| Full-time employees | 21.10 | 22.82 | 22.86 | 20.23 | 17.44 | 20.74 | 20.73 | 15.90 |
| Part-time employees | 12.10 | 16.31 | 16.38 | 11.07 | 10.31 | 17.84 | 17.52 | 9.24 |
| Average weekly earnings (\$) | 787.42 | 866.67 | 868.60 | 749.62 | 673.96 | 819.43 | 818.73 | 611.62 |
| Full-time employees | 856.08 | 904.65 | 907.43 | 830.52 | 727.03 | 839.49 | 839.49 | 674.31 |
| Part-time employees | 205.78 | 306.69 | 304.36 | 182.10 | 172.68 | 343.84 | 335.96 | 148.35 |
| Average usual weekly hours, main job | 38.2 | 38.4 | 38.4 | 38.1 | 39.7 | 40.0 | 40.1 | 39.6 |
| Full-time employees | 40.7 | 39.8 | 39.8 | 41.2 | 42.2 | 40.9 | 41.0 | 42.7 |
| Part-time employees | 16.5 | 18.2 | 18.1 | 16.1 | 16.5 | 18.9 | 18.8 | 16.1 |
| Women | | | | | | | | |
| Average hourly earnings (\$) | 16.79 | 20.67 | 20.66 | 14.98 | 14.23 | 19.31 | 19.21 | 11.92 |
| Full-time employees | 17.94 | 21.10 | 21.13 | 16.34 | 15.11 | 19.52 | 19.44 | 12.82 |
| Part-time employees | 13.49 | 19.16 | 19.02 | 11.45 | 11.30 | 18.16 | 18.00 | 9.39 |
| Average weekly earnings (\$) | 568.21 | 696.41 | 697.06 | 508.29 | 490.76 | 676.69 | 672.39 | 406.57 |
| Full-time employees | 679.76 | 785.29 | 787.06 | 625.81 | 575.14 | 734.00 | 731.06 | 492.99 |
| Part-time employees | 249.59 | 381.40 | 376.94 | 202.80 | 209.01 | 372.47 | 367.79 | 163.72 |
| Average usual weekly hours, main job | 32.7 | 33.4 | 33.4 | 32.4 | 33.5 | 35.0 | 34.9 | 32.9 |
| Full-time employees | 37.9 | 37.3 | 37.3 | 38.2 | 38.2 | 37.7 | 37.7 | 38.4 |
| Part-time employees | 17.9 | 19.6 | 19.5 | 17.3 | 18.0 | 20.4 | 20.3 | 17.3 |

Table 3 Average earnings and usual hours by union and job status, 2004 (continued)

| | Quebec | | | | Ontario | | | |
|---|-----------------|---------------|-----------------------------|---------------------------------|-----------------|---------------|-----------------------------|---------------------------------|
| | Total employees | Union member | Union coverage ¹ | Not a union member ² | Total employees | Union member | Union coverage ¹ | Not a union member ² |
| Both sexes | | | | | | | | |
| Average hourly earnings (\$) | 18.00 | 20.38 | 20.37 | 16.42 | 19.42 | 22.67 | 22.73 | 18.15 |
| Full-time employees | 19.03 | 20.66 | 20.68 | 17.82 | 20.82 | 23.37 | 23.44 | 19.73 |
| Part-time employees | 13.41 | 18.70 | 18.48 | 11.18 | 12.91 | 17.93 | 17.92 | 11.62 |
| Average weekly earnings (\$) | 641.65 | 721.88 | 724.09 | 586.68 | 720.70 | 836.85 | 839.63 | 674.93 |
| Full-time employees | 727.72 | 776.43 | 779.30 | 690.22 | 826.57 | 910.80 | 915.08 | 789.76 |
| Part-time employees | 255.74 | 391.06 | 383.50 | 199.40 | 228.44 | 337.20 | 335.41 | 200.97 |
| Average usual weekly hours, main job | 34.6 | 35.3 | 35.3 | 34.2 | 35.7 | 36.4 | 36.4 | 35.4 |
| Full-time employees | 38.3 | 37.7 | 37.8 | 38.7 | 39.7 | 39.0 | 39.1 | 40.0 |
| Part-time employees | 18.2 | 20.2 | 20.0 | 17.4 | 17.1 | 18.6 | 18.5 | 16.7 |
| Men | | | | | | | | |
| Average hourly earnings (\$) | 19.32 | 20.91 | 20.96 | 18.15 | 21.31 | 23.78 | 23.86 | 20.29 |
| Full-time employees | 20.14 | 21.21 | 21.26 | 19.27 | 22.40 | 24.26 | 24.35 | 21.57 |
| Part-time employees | 12.59 | 16.81 | 16.68 | 11.22 | 12.10 | 16.12 | 16.41 | 11.26 |
| Average weekly earnings (\$) | 730.24 | 788.81 | 792.47 | 686.16 | 835.18 | 927.68 | 931.33 | 797.21 |
| Full-time employees | 792.06 | 821.21 | 825.39 | 766.46 | 910.18 | 967.48 | 972.60 | 883.76 |
| Part-time employees | 223.60 | 333.47 | 327.27 | 188.70 | 202.14 | 292.56 | 294.04 | 184.30 |
| Average usual weekly hours, main job | 37.1 | 37.6 | 37.7 | 36.7 | 38.2 | 38.7 | 38.7 | 38.0 |
| Full-time employees | 39.5 | 39.0 | 39.0 | 39.9 | 40.8 | 40.0 | 40.1 | 41.1 |
| Part-time employees | 17.0 | 19.0 | 18.8 | 16.5 | 16.2 | 17.9 | 17.8 | 15.9 |
| Women | | | | | | | | |
| Average hourly earnings (\$) | 16.63 | 19.78 | 19.72 | 14.69 | 17.48 | 21.49 | 21.50 | 15.97 |
| Full-time employees | 17.63 | 19.92 | 19.90 | 16.08 | 18.88 | 22.25 | 22.30 | 17.49 |
| Part-time employees | 13.77 | 19.32 | 19.08 | 11.16 | 13.27 | 18.49 | 18.41 | 11.79 |
| Average weekly earnings (\$) | 548.66 | 647.40 | 646.76 | 487.29 | 602.36 | 740.18 | 741.18 | 550.35 |
| Full-time employees | 646.42 | 716.38 | 716.68 | 598.76 | 723.46 | 839.53 | 842.15 | 675.17 |
| Part-time employees | 269.87 | 409.98 | 402.38 | 204.66 | 239.94 | 350.98 | 348.62 | 208.82 |
| Average usual weekly hours, main job | 32.1 | 32.6 | 32.7 | 31.7 | 33.1 | 33.9 | 33.9 | 32.8 |
| Full-time employees | 36.7 | 36.1 | 36.1 | 37.1 | 38.4 | 37.8 | 37.8 | 38.6 |
| Part-time employees | 18.7 | 20.6 | 20.4 | 17.9 | 17.5 | 18.8 | 18.7 | 17.1 |

Table 3 Average earnings and usual hours by union and job status, 2004 (concluded)

| | Prairies | | | | British Columbia | | | |
|---|-----------------|---------------|-----------------------------|---------------------------------|------------------|---------------|-----------------------------|---------------------------------|
| | Total employees | Union member | Union coverage ¹ | Not a union member ² | Total employees | Union member | Union coverage ¹ | Not a union member ² |
| Both sexes | | | | | | | | |
| Average hourly earnings (\$) | 17.90 | 20.98 | 21.01 | 16.65 | 18.99 | 22.68 | 22.74 | 17.09 |
| Full-time employees | 19.04 | 21.52 | 21.56 | 17.99 | 20.17 | 23.26 | 23.35 | 18.46 |
| Part-time employees | 12.70 | 18.07 | 18.04 | 10.95 | 14.34 | 19.89 | 19.77 | 12.18 |
| Average weekly earnings (\$) | 671.65 | 765.84 | 768.52 | 632.88 | 686.61 | 811.59 | 814.24 | 622.05 |
| Full-time employees | 769.50 | 843.08 | 845.78 | 737.68 | 796.34 | 900.81 | 905.15 | 737.99 |
| Part-time employees | 227.04 | 352.69 | 350.66 | 186.43 | 255.49 | 380.92 | 375.72 | 207.72 |
| Average usual weekly hours, main job | 36.2 | 36.0 | 36.1 | 36.2 | 34.9 | 35.3 | 35.3 | 34.7 |
| Full-time employees | 40.3 | 39.1 | 39.2 | 40.8 | 39.4 | 38.7 | 38.8 | 39.8 |
| Part-time employees | 17.3 | 19.2 | 19.2 | 16.7 | 17.2 | 18.7 | 18.5 | 16.7 |
| Men | | | | | | | | |
| Average hourly earnings (\$) | 19.72 | 22.23 | 22.21 | 18.86 | 20.52 | 23.22 | 23.29 | 19.12 |
| Full-time employees | 20.68 | 22.75 | 22.72 | 19.93 | 21.43 | 23.79 | 23.86 | 20.15 |
| Part-time employees | 11.12 | 14.58 | 14.56 | 10.45 | 13.24 | 16.77 | 16.97 | 12.01 |
| Average weekly earnings (\$) | 794.34 | 877.83 | 877.45 | 765.50 | 796.92 | 893.00 | 895.26 | 747.31 |
| Full-time employees | 861.89 | 918.65 | 918.48 | 841.17 | 868.95 | 945.01 | 948.85 | 826.61 |
| Part-time employees | 185.77 | 274.86 | 272.83 | 168.72 | 224.24 | 300.64 | 299.44 | 199.48 |
| Average usual weekly hours, main job | 39.3 | 39.0 | 39.1 | 39.3 | 37.9 | 38.0 | 37.9 | 37.9 |
| Full-time employees | 41.8 | 40.4 | 40.5 | 42.3 | 40.6 | 39.8 | 39.8 | 41.0 |
| Part-time employees | 16.4 | 18.3 | 18.3 | 16.0 | 16.4 | 17.1 | 16.9 | 16.2 |
| Women | | | | | | | | |
| Average hourly earnings (\$) | 15.96 | 19.91 | 19.98 | 14.11 | 17.44 | 22.13 | 22.18 | 15.04 |
| Full-time employees | 16.92 | 20.24 | 20.32 | 15.25 | 18.57 | 22.59 | 22.72 | 16.31 |
| Part-time employees | 13.33 | 18.86 | 18.85 | 11.18 | 14.76 | 20.86 | 20.66 | 12.25 |
| Average weekly earnings (\$) | 541.72 | 670.41 | 674.39 | 480.50 | 575.66 | 729.32 | 733.04 | 495.84 |
| Full-time employees | 649.57 | 763.96 | 768.80 | 591.25 | 704.37 | 845.06 | 850.75 | 624.68 |
| Part-time employees | 243.49 | 370.38 | 368.77 | 194.63 | 267.41 | 405.78 | 399.89 | 211.09 |
| Average usual weekly hours, main job | 32.9 | 33.4 | 33.5 | 32.6 | 31.9 | 32.6 | 32.7 | 31.6 |
| Full-time employees | 38.4 | 37.7 | 37.8 | 38.7 | 37.9 | 37.4 | 37.5 | 38.2 |
| Part-time employees | 17.7 | 19.4 | 19.4 | 17.0 | 17.6 | 19.1 | 19.0 | 17.0 |

Source: Labour Force Survey

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

2 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 ¹ | | | Annual change in consumer price index | Labour disputes and time lost ³ | | | |
|-------------------|--|---|--------------------|--|--|---------------------|---------------------------|--|
| | Public sector employees ² | Private sector employees ² | Total employees | | Strikes & lockouts ⁴ | Workers involved | Person-days not worked | Proportion of estimated working time |
| | | | % | | | '000 | '000 | % |
| 1980 | 10.9 | 11.7 | 11.1 | 10.1 | 1,028 | 452 | 9,130 | 0.37 |
| 1981 | 13.1 | 12.6 | 13.0 | 12.4 | 1,049 | 342 | 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 | 330 | 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 | 164 | 3,126 | 0.12 |
| 1986 | 3.6 | 3.0 | 3.4 | 4.1 | 748 | 486 | 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 | 271 | 5,079 | 0.17 |
| 1991 | 3.4 | 4.4 | 3.6 | 5.6 | 463 | 254 | 2,516 | 0.09 |
| 1992 | 2.0 | 2.6 | 2.1 | 1.5 | 404 | 152 | 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 | 413 | 160 | 2,443 | 0.08 |
| 2000 | 2.5 | 2.4 | 2.5 | 2.7 | 379 | 144 | 1,657 | 0.05 |
| 2001 | 3.4 | 3.0 | 3.3 | 2.6 | 381 | 221 | 2,199 | 0.07 |
| 2002 | 2.9 | 2.6 | 2.8 | 2.2 | 294 | 168 | 3,033 | 0.09 |
| 2003 | 2.9 | 1.2 | 2.5 | 2.8 | 266 | 80 | 1,736 | 0.05 |
| 2004 | 1.3 | 2.2 | 1.7 | 1.3 | 300 | 259 | 3,256 | 0.09 |
| 2005 ⁵ | 2.5 | 2.4 | 2.5 | 2.1 | | | | |

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

1 Involving 500 or more employees.

2 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.

3 Involving 1 or more workers.

4 Ten person-days not worked.

5 2005 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 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.