



August 2007

PERSPECTIVES

ON LABOUR AND INCOME

Unionization

Unionization rates in first half of 2006 and 2007

At 14.1 million, average paid employment (employees) during the first half of 2007 was 283,000 higher than during the same period a year earlier (Table 1). On the other hand, union membership increased by 72,000 to 4.2 million. Compared with last year, employment grew less while union membership expanded more. As a result, the unionization rate (density) remained unchanged at 29.7%.

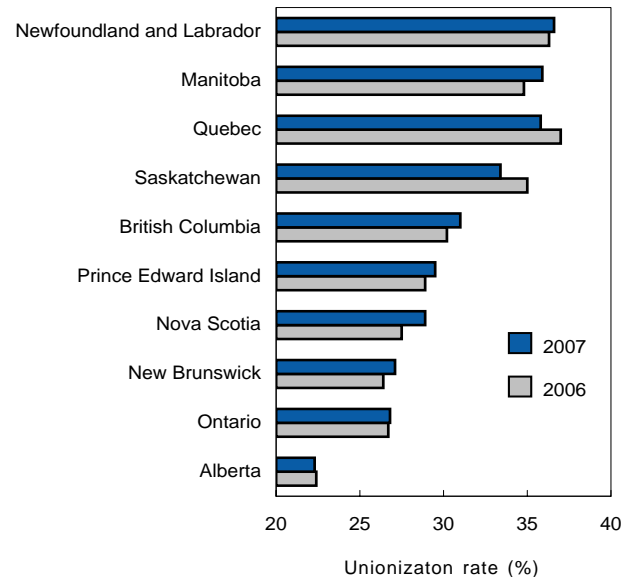
Both men and women registered marginal decreases in unionization rates. At 30.0%, the women's rate in 2007 continued to exceed the rate for men (29.3%).

Unionization rose slightly in the public sector (to 71.7%) but remained the same in the private sector (17.0%).

Seven provinces recorded increases. Decreases were seen in Quebec, Saskatchewan and Alberta (Chart A).

The rate fell from 23.2% to 22.9% for part-time workers and remained unchanged for full-time workers (31.2%).

Chart A Newfoundland and Labrador the most unionized province; Alberta, the least



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

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 Social Development Canada (HRSDC). Further information on these statistics may be obtained from Client services, Workplace Information Directorate, HRSDC at 1 800 567-6866.



Statistics Canada / Statistique Canada

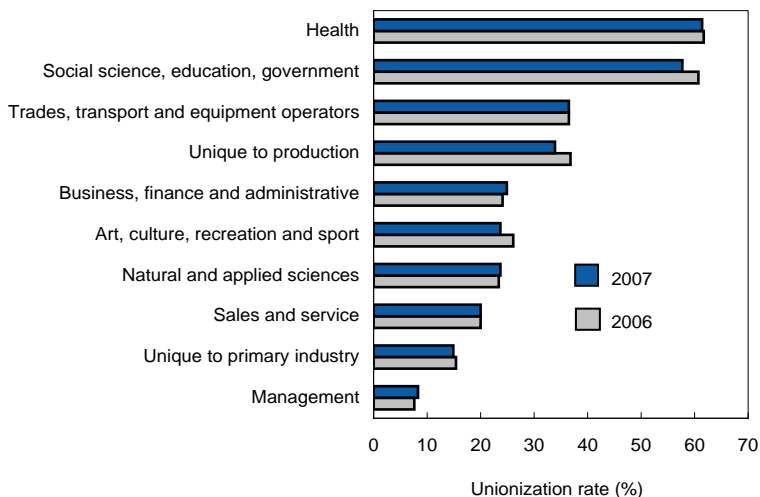
Canada

The unionization rate for permanent employees remained at 30.2%, but decreased to 25.8% for those in non-permanent jobs. The rate fell in workplaces with less than 20 employees, and those with 100 to 500, it increased in those with more than 500 employees and those with 20 to 99 employees.

Unionization rose in 8 of the 16 major industry groups: public administration; construction; information, culture and recreation; trade; business, building and other support; other services; finance, insurance, real estate and leasing; and accommodation and food. Professional, scientific and technical remained stable, while all other industry groups registered declines (Chart B).

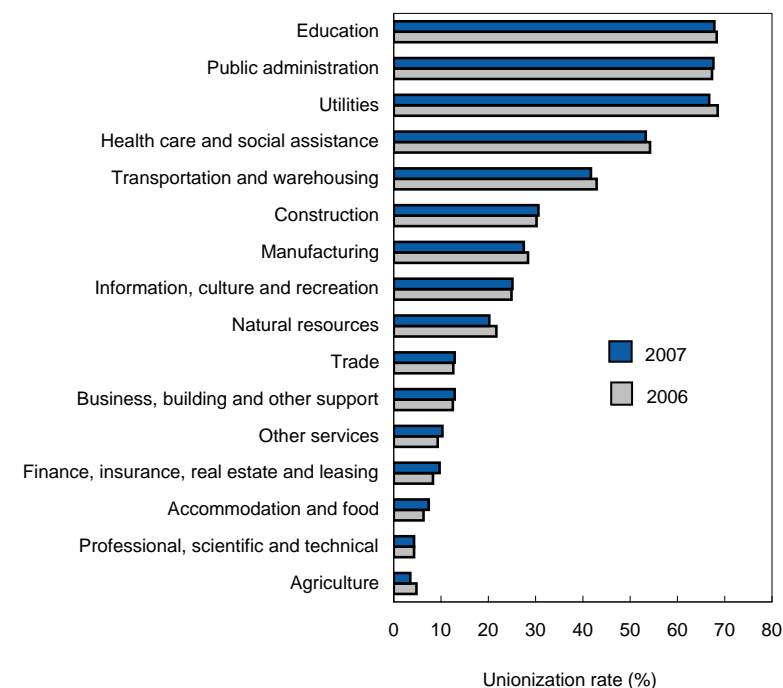
Among the 10 major occupational groups, unionization rose in 3: business, finance and administrative; natural and applied sciences;

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



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

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



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

and management. Trades, transport and equipment operators and sales and services remained stable, while the rest showed declines (Chart C).

The number of employees who were not union members but covered by a collective agreement averaged 308,000, down slightly from 316,000 a year earlier (see Akyeampong 2000 for a description of this group).

Table 1 Union membership and coverage by selected characteristics

	2006			2007		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage ¹		Members	Coverage ¹
	'000	%	%	'000	%	%
Both sexes	13,804	29.7	32.0	14,087	29.7	31.8
Men	6,979	29.4	31.9	7,059	29.3	31.7
Women	6,825	30.1	32.1	7,027	30.0	32.0
Sector²						
Public	3,229	71.4	75.1	3,257	71.7	75.2
Private	10,575	17.0	18.9	10,830	17.0	18.8
Age						
15 to 24	2,369	13.3	15.5	2,418	13.3	15.0
25 to 54	9,798	32.7	35.1	9,911	32.7	35.0
25 to 44	6,559	29.5	31.9	6,592	29.8	32.1
45 to 54	3,238	39.3	41.6	3,319	38.3	40.7
55 and over	1,638	35.5	37.7	1,758	35.1	37.4
Education						
Less than Grade 9	333	27.6	30.1	323	25.9	27.7
Some high school	1,497	21.9	23.5	1,490	21.1	22.8
High school graduation	2,848	27.1	28.8	2,874	25.8	27.4
Some postsecondary	1,214	21.6	23.7	1,188	20.9	22.9
Postsecondary certificate or diploma	4,799	33.4	35.9	4,937	33.8	36.2
University degree	3,113	33.7	36.7	3,274	34.1	36.9
Province						
Atlantic	931	28.9	30.5	945	29.9	31.2
Newfoundland and Labrador	180	36.3	38.1	187	36.6	38.3
Prince Edward Island	56	28.9	30.2	58	29.5	30.7
Nova Scotia	384	27.5	28.9	386	28.9	30.0
New Brunswick	311	26.4	28.1	314	27.1	28.4
Quebec	3,219	37.0	40.9	3,259	35.8	39.4
Ontario	5,494	26.7	28.4	5,548	26.8	28.5
Prairies	2,394	27.0	29.1	2,516	26.8	28.7
Manitoba	496	34.8	37.5	505	35.9	37.7
Saskatchewan	388	35.0	36.9	405	33.4	35.3
Alberta	1,510	22.4	24.4	1,606	22.3	24.2
British Columbia	1,766	30.2	32.0	1,818	31.0	32.9
Work status						
Full-time	11,276	31.2	33.6	11,483	31.2	33.5
Part-time	2,528	23.2	25.2	2,604	22.9	24.6
Industry						
Goods-producing	3,214	28.8	31.0	3,209	28.2	30.5
Agriculture	129	4.8	5.4	122	3.5	5.1
Natural resources	261	21.7	23.7	285	20.2	22.1
Utilities	119	68.5	72.5	131	66.7	71.2
Construction	685	30.2	32.2	727	30.6	32.8
Manufacturing	2,020	28.4	30.7	1,944	27.5	29.7
Service-producing	10,590	30.0	32.3	10,877	30.1	32.2
Trade	2,313	12.6	14.2	2,355	12.9	14.5
Transportation and warehousing	661	42.9	44.4	673	41.7	43.8
Finance, insurance, real estate and leasing	853	8.3	10.3	877	9.7	11.2
Professional, scientific and technical	717	4.3	5.4	743	4.3	5.5
Business, building and other support	517	12.5	14.8	519	12.9	14.7
Education	1,145	68.3	72.7	1,175	67.8	71.5
Health care and social assistance	1,546	54.2	56.5	1,605	53.3	55.5
Information, culture and recreation	626	24.9	26.9	642	25.1	26.8
Accommodation and food	895	6.3	7.4	961	7.4	8.3
Other	485	9.3	11.1	488	10.3	12.5
Public administration	833	67.3	72.5	839	67.6	72.6

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

	2006			2007		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage ¹		Members	Coverage ¹
Occupation	'000	%	%	'000	%	%
Management	1,013	7.6	10.4	988	8.3	10.9
Business, finance and administrative	2,698	24.1	26.3	2,700	24.9	27.0
Professional	352	14.6	17.3	378	17.2	18.9
Financial and administrative	700	22.5	24.5	685	23.2	25.6
Clerical	1,645	26.7	28.9	1,637	27.3	29.4
Natural and applied sciences	981	23.4	26.1	1,030	23.7	25.8
Health	854	61.7	64.1	864	61.4	63.2
Professional	94	35.6	41.3	101	40.2	45.3
Nursing	264	81.4	83.2	266	81.2	82.9
Technical	211	59.3	60.9	229	56.5	58.0
Support staff	284	53.8	56.4	268	53.8	55.0
Social and public service	1,255	57.6	61.0	1,298	57.7	61.0
Legal, social and religious workers	564	35.8	38.4	589	36.8	40.0
Teachers and professors	690	75.4	79.5	710	75.1	78.4
Secondary and elementary	472	87.1	89.8	478	86.8	89.0
Other	219	50.2	57.2	232	50.8	56.6
Culture and recreation	331	26.1	28.4	301	23.7	26.1
Sales and service	3,444	20.0	21.7	3,674	20.0	21.7
Wholesale	359	6.1	7.4	381	5.4	6.5
Retail	1,013	11.8	12.9	1,062	12.3	13.6
Food and beverage	497	9.2	9.9	561	7.8	8.6
Protective services	215	54.6	60.7	231	54.9	62.0
Child care and home support	164	48.8	51.9	190	45.6	48.7
Travel and accommodation	1,195	25.5	27.3	1,250	26.1	27.7
Trades, transport and equipment operators	1,987	36.5	38.6	2,007	36.5	38.8
Contractors and supervisors	114	27.1	29.6	111	32.3	34.9
Construction trades	254	37.9	40.1	256	37.7	39.9
Other trades	781	38.4	40.4	793	39.6	41.9
Transportation equipment operators	504	38.1	39.9	511	36.3	38.1
Helpers and labourers	334	31.8	34.5	337	29.8	33.2
Unique to primary industry	273	15.4	17.0	277	14.9	16.9
Unique to production	970	36.8	39.4	946	33.9	36.2
Machine operators and assemblers	772	36.5	39.0	751	33.9	36.1
Labourers	198	38.0	41.1	196	33.6	36.5
Workplace size						
Under 20 employees	4,473	13.4	15.0	4,598	13.1	14.7
20 to 99 employees	4,548	29.7	32.2	4,638	30.0	32.3
100 to 500 employees	2,946	41.4	44.0	2,976	41.1	43.8
Over 500 employees	1,837	50.9	53.8	1,874	51.2	53.8
Job tenure						
1 to 12 months	3,147	14.6	17.2	3,341	14.9	17.3
Over 1 year to 5 years	4,361	23.0	25.2	4,448	23.1	25.1
Over 5 years to 9 years	2,194	32.1	34.1	2,206	32.9	35.1
Over 9 years to 14 years	1,278	36.7	38.7	1,308	36.6	38.7
Over 14 years	2,823	52.0	54.5	2,784	51.9	54.4
Job status						
Permanent	12,069	30.2	32.4	12,310	30.2	32.3
Non-permanent	1,735	26.3	29.4	1,777	25.8	28.5

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.

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

2006 annual averages

Approximately 4.1 million (29.4%) employees belonged to a union in 2006 (Table 2). An additional 320,000 (2.3%) 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 (71.0% versus 17.0%).

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

High unionization rates were found among employees aged 45 to 54 (39.0%); among those with a postsecondary certificate or diploma (33.3%) or a university degree (33.2%); in Quebec (36.4%) and Newfoundland and Labrador (35.6%); in educational services (68.2%), public administration (66.9%), and utilities (65.4%); and in health care occupations (61.4%).

Low unionization rates were recorded among 15 to 24 year-olds (13.4%); in Alberta (22.3%); in agriculture (4.0%) and professional, scientific and technical services (4.6%); and in management occupations (7.7%).

Table 2 Union membership, 2006

	Total employees	Union member	
		Total	Density
	'000	'000	%
Both sexes	13,986	4,108	29.4
Men	7,106	2,068	29.1
Women	6,881	2,040	29.7
Sector¹			
Public	3,198	2,271	71.0
Private	10,789	1,837	17.0
Age			
15 to 24	2,443	327	13.4
25 to 54	9,864	3,196	32.4
25 to 44	6,592	1,918	29.1
45 to 54	3,272	1,277	39.0
55 and over	1,679	586	34.9
Education			
Less than Grade 9	349	95	27.3
Some high school	1,519	319	21.0
High school graduation	2,906	767	26.4
Some postsecondary	1,192	258	21.7
Postsecondary certificate or diploma	4,861	1,620	33.3
University degree	3,159	1,048	33.2
Province			
Atlantic	948	270	28.5
Newfoundland and Labrador	188	67	35.6
Prince Edward Island	58	16	28.1
Nova Scotia	389	105	27.0
New Brunswick	313	82	26.2
Quebec	3,263	1,189	36.4
Ontario	5,558	1,460	26.3
Prairies	2,436	650	26.7
Manitoba	501	172	34.3
Saskatchewan	396	135	34.2
Alberta	1,540	344	22.3
British Columbia	1,782	538	30.2
Work status			
Full-time	11,527	3,541	30.7
Part-time	2,459	567	23.1
Industry			
Goods-producing	3,298	931	28.2
Agriculture	139	6	4.0
Natural resources	274	58	21.3
Utilities	122	80	65.4
Construction	737	217	29.5
Manufacturing	2,026	570	28.2
Service-producing	10,688	3,177	29.7
Trade	2,331	301	12.9
Transportation and warehousing	666	276	41.5
Finance, insurance, real estate and leasing	863	76	8.8
Professional, scientific and technical	721	33	4.6
Business, building and other support	538	69	12.8
Education	1,109	756	68.2
Health care and social assistance	1,570	841	53.6
Information, culture and recreation	638	158	24.8
Accommodation and food	925	59	6.3
Other	490	47	9.6
Public administration	837	560	66.9

Differences between the sexes

For the third year in a row, the unionization rate for women in 2006 surpassed that of men (29.7% versus 29.1%).

Among men, part-time employees had a much lower rate than full-time (17.7% versus 30.4%). Among women, the gap was narrower (25.4% versus 31.1%).

The unionization rate of women in the public sector (72.7%) exceeded that of men (68.3%), reflecting women's presence in public administration, and in teaching and health positions. However, in the private sector, only 12.4% were unionized, compared with 20.9% of men. The lower rate among women reflected their predominance in sales and several service occupations.

A higher-than-average rate was recorded among men with a post-secondary certificate or diploma (33.5%). For women, the highest rate was among those with a university degree (38.9%), reflecting unionization in occupations such as health care and teaching.

Among those in permanent positions, the rate for men (29.9%) was almost identical to that for women (30.1%). Among those in non-permanent positions, women were more unionized than men (27.2% versus 23.1%).

Table 2 Union membership, 2006 (concluded)

	Total employees '000	Union member	
		Total '000	Density %
Occupation			
Management	1,006	78	7.7
Business, finance and administrative	2,730	648	23.7
Professional	371	56	15.0
Financial and administrative	707	154	21.8
Clerical	1,652	438	26.5
Natural and applied sciences	1,001	231	23.1
Health	860	528	61.4
Professional	101	35	34.9
Nursing	260	211	81.2
Technical	214	124	58.2
Support staff	285	157	55.1
Social and public service	1,122	678	60.4
Legal, social and religious workers	454	176	38.7
Teachers and professors	667	502	75.2
Secondary and elementary	449	391	87.0
Other	219	111	50.9
Culture and recreation	323	86	26.6
Sales and service	3,514	702	20.0
Wholesale	364	23	6.4
Retail	1,027	124	12.1
Food and beverage	521	49	9.4
Protective services	220	123	56.1
Child care and home support	156	74	47.4
Travel and accommodation	1,226	309	25.2
Trades, transport and equipment operators	2,032	728	35.8
Contractors and supervisors	116	35	29.7
Construction trades	270	98	36.3
Other trades	790	304	38.5
Transportation equipment operators	512	189	36.8
Helpers and labourers	344	103	29.9
Unique to primary industries	300	42	14.1
Unique to production	981	356	36.3
Machine operators and assemblers	778	285	36.6
Labourers	203	72	35.2
Workplace size			
Under 20 employees	4,586	603	13.2
20 to 99 employees	4,583	1,345	29.3
100 to 500 employees	2,959	1,216	41.1
Over 500 employees	1,858	944	50.8
Job tenure			
1 to 12 months	3,284	474	14.4
Over 1 year to 5 years	4,376	998	22.8
Over 5 years to 9 years	2,209	705	31.9
Over 9 years to 14 years	1,286	464	36.1
Over 14 years	2,832	1,467	51.8
Job status			
Permanent	12,163	3,648	30.0
Non-permanent	1,823	460	25.2

¹ 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.
Source: Statistics Canada, Labour Force Survey

Average earnings and usual hours

Unionized jobs generally provide higher earnings than non-unionized ones (Table 3). 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 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 2006, the average hourly earnings of unionized workers were higher than those of non-unionized workers. This held true for both full-time (\$23.34 versus \$19.84) and part-time (\$19.36 versus \$12.00) employees.

In addition to having higher hourly earnings, unionized part-time employees generally worked more hours per

Table 3 Average earnings and usual hours by union and job status, 2006

	Hourly earnings			Usual weekly hours, main job		
	All employees	Full-time	Part-time	All employees	Full-time	Part-time
		\$				
Both sexes	19.72	20.99	13.80	35.7	39.6	17.5
Union member	22.79	23.34	19.36	36.0	38.7	19.3
Union coverage ¹	22.73	23.30	19.20	36.0	38.7	19.2
Not a union member ²	18.33	19.84	12.00	35.5	40.0	16.9
Men	21.43	22.44	12.78	38.3	40.8	16.6
Union member	23.60	24.00	17.71	38.4	39.8	18.0
Union coverage ¹	23.58	24.00	17.57	38.4	39.9	17.8
Not a union member ²	20.43	21.67	11.60	38.2	41.3	16.3
Women	17.96	19.20	14.24	33.0	38.0	17.9
Union member	21.96	22.54	19.85	33.5	37.3	19.7
Union coverage ¹	21.86	22.45	19.71	33.5	37.3	19.6
Not a union member ²	16.15	17.58	12.20	32.7	38.4	17.3
Atlantic	16.42	17.34	11.80	36.6	40.4	17.6
Union member	21.25	21.46	19.39	37.6	39.5	20.4
Union coverage ¹	21.18	21.41	19.19	37.6	39.6	20.2
Not a union member ²	14.38	15.40	10.09	36.2	40.8	17.0
Quebec	18.87	19.94	14.01	34.7	38.3	18.3
Union member	21.46	21.85	19.09	35.2	37.7	20.3
Union coverage ¹	21.33	21.75	18.75	35.3	37.8	20.2
Not a union member ²	17.21	18.61	11.85	34.3	38.7	17.4
Ontario	20.65	22.15	13.49	35.8	39.7	17.2
Union member	24.07	24.81	19.11	36.3	38.9	18.6
Union coverage ¹	24.05	24.81	18.99	36.2	38.9	18.5
Not a union member ²	19.32	21.04	12.00	35.6	40.0	16.8
Prairies	19.90	21.13	13.82	36.7	40.6	17.3
Union member	22.49	23.06	19.12	36.4	39.3	19.0
Union coverage ¹	22.54	23.11	19.21	36.4	39.4	18.9
Not a union member ²	18.82	20.29	12.02	36.8	41.1	16.7
British Columbia	19.91	21.03	15.21	35.3	39.6	17.4
Union member	23.39	23.94	20.62	35.6	39.0	18.9
Union coverage ¹	23.40	23.96	20.55	35.7	39.0	18.8
Not a union member ²	18.28	19.58	13.22	35.1	39.8	16.8

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.

Source: Statistics Canada, Labour Force Survey

week than their non-unionized counterparts (19.3 hours versus 16.9). As a result, their average weekly earnings were nearly double (\$378.88 versus \$208.22).

On average, unionized women working full time received 94% as much in hourly earnings as their male counterparts. In contrast, women working part time earned 12% more.

Wage settlements, inflation and labour disputes

Wage gains of 2.5% in 2006 matched the rate of inflation (Table 4). During the first four months of 2007, wage gains averaged 3.0%, over one percentage point higher than the rate of inflation (1.9%).

Wage gains in the private sector in 2006 (2.1%) fell short of those in the public sector (2.6%). The gap widened in the first four months of 2007. The corresponding figures were 2.5% and 3.6%.

Annual statistics on strikes, lockouts and person-days lost are affected by several factors, including collective

bargaining timetables, size of the unions involved, strike or lockout 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 or lockout 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 more than doubled from 1.7 million in 2003 to 4.1 million in 2005. In 2006, however, the number dropped sharply to 813,000.

Table 4 Major wage settlements, inflation and labour disputes

Year	Average annual increase in base wage rates ¹			Annual change in consumer price index ¹	Labour disputes and time lost ³			
	Public sector employees ²	Private sector employees ²	Total employees		Strikes and 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	0.0	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	81	1,736	0.05
2004	1.4	2.2	1.8	1.9	298	260	3,225	0.09
2005	2.2	2.4	2.3	2.2	260	199	4,149	0.12
2006	2.6	2.1	2.5	2.5	150	43	813	0.02
2007 ⁵	3.6	2.5	3.0	1.9				

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 2007 data refer to January to April only.

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