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# Data Analysis for CLC Women and Work Project



The data are from Statistics Canada's Survey of Labour and Income Dynamics (SLID) for 1993 — the most recent available. These are unpublished data commissioned by the CLC for this project.

The data are for jobs, e.g., the data set tells us that 31.3% of jobs were unionized in 1993 — not that 31.3% of all workers were unionized. The self-employed are not included.

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# Section I

## UNIONIZATION

table 1

Public vs Private Sector Unionization Rate (% paid worker jobs covered by collective agreement, 1993)			
	ALL %	MEN %	WOMEN %
All paid workers	31.3	33.8	28.6
Private sector <sup>1</sup>	21.6	28.3	12.3
Public sector	58.4	59.9	57.9
- government	59.1	60.8	56.6
- education	64.5	61.6	66.1
- health and social services	53.2	53.0	53.2

- ▶ While the overall unionization rate for women is only slightly below that for men (33.8% vs 28.6%), the unionization rate among women in the private sector is very low (12.3%) and less than half that for men (28.3%).
- ▶ The unionization rate for women in public services is high — 57.9% overall — only slightly lower than for men.

<sup>1</sup> All industries excluding government, education, and health and social services.

table 2

Composition of the Unionized Work Force (1 in 3 workers overall)			
	MEN %	WOMEN %	TOTAL %
Private sector	76.2	23.8	100
Public sector	35.7	64.3	100

- ▶ Women make up  $\frac{1}{4}$  of the unionized work force in the private sector, but  $\frac{2}{3}$  of the unionized work force in public services.

table 3

Composition of the Non-unionized Work Force (2 in 3 workers overall)		
	MEN %	WOMEN %
Total	50.2	49.8
Private sector	53.1	46.9

- ▶ Women make up almost one-half of the non-unionized work force — overall, and in the private sector. Clearly, organizing the unorganized must have a major focus upon women, particularly in the private sector where the unionization rate is very low.



table 4

Unionization Rate Full-time vs Part-time Jobs			
	ALL %	MEN %	WOMEN %
All paid workers	31.3	33.8	28.6
Full-time	34.7	36.8	31.6
Part-time	22.7	20.1	23.9

- ▶ The unionization rate is significantly lower for part-time workers — 22.7% vs 34.7% for full-time workers — though the unionization rate for women part-time workers is slightly higher than that for men who work in part-time jobs.

table 5

Unionization Rates Equity Seeking Groups			
	ALL %	MEN %	WOMEN %
All workers	31.3	33.8	28.6
Visible Minority	25.8	24.8	26.7
Aboriginal	25.7	26.1	25.2
Disability	31.3	37.1	24.8

- ▶ Unionization rates for equity seeking groups are generally somewhat lower than for all workers.

table 6

Equity Seeking Groups as Share of the Work Force				
	Unionized		Non-Union	
	MEN %	WOMEN %	MEN %	WOMEN %
Visible Minority	6	7	9	8
Aboriginal	2	2	3	3
Disability	6	5	5	6

- Equity seeking groups make up a total of 14% of the unionized work force, and 17% of the total work force (or somewhat lower, given that some visible minority and Aboriginal workers are also counted as workers with disabilities).



table 7

Unionization Rate by Occupation			
	ALL %	MEN %	WOMEN %
Managerial, admin. and related	17.0	18.2	15.5
Other professional	47.7	37.5	54.4
Clerical	28.6	39.6	26.0
Sales	9.6	11.0	8.4
Service	22.7	31.1	16.1
"Blue collar" <sup>1</sup>	40.9	43.3	29.8
Construction	46.4	46.2	<sup>2</sup>

- The unionization rate for women is significantly below that for men in two large occupational categories dominated by women — clerical occupations and service occupations — and somewhat lower in sales occupations. It is also lower among "blue collar" occupations (though few women work in these jobs). By contrast, unionization is higher for women than men in "other professional" occupations — reflecting the weight of women in teaching, health, and social service professions.

<sup>1</sup> Processing, machining, fabricating, equipment operating, material handling.

<sup>2</sup> Numbers too small to allow valid calculation.

## Section II

# WAGES

table 8

Mean Hourly Wage by Occupation									
	TOTAL \$			MEN \$			WOMEN \$		
	TOTAL	UNION	NON- UNION	TOTAL	UNION	NON- UNION	TOTAL	UNION	NON- UNION
Total	14.40	18.02	12.73	15.83	18.97	14.21	12.85	16.80	11.25
Managerial, admin & related	19.34	21.20	18.96	21.44	22.13	21.29	16.71	19.85	16.13
Other professional	18.32	20.77	16.05	19.77	22.91	17.85	17.39	19.81	14.45
Clerical & related	12.26	14.39	11.40	13.51	15.92	11.92	11.96	13.84	11.30
Sales occupations	10.96	13.07	10.73	12.68	12.78	12.67	9.21	13.44	8.83
Service occupations	9.88	15.10	8.34	11.37	16.59	9.01	8.69	12.81	7.90
Primary industries	11.92	19.90	10.26	12.49	20.54	10.50	9.71	—	9.43
"Blue collar"	14.41	17.16	12.50	15.27	17.90	13.26	10.48	12.28	9.72
Construction	16.46	20.45	12.94	16.47	20.51	12.93	—	—	—

- ▶ On average, women earn 18.8% less than men — \$12.85 per hour, compared to \$15.83 per hour.
- ▶ Wages are significantly below the overall average of \$14.40 per hour for non-union women working in such occupations as clerical (\$11.30/hour); sales (\$8.83/hour); and services (\$7.90/hour).
- ▶ Unionization significantly narrows the large difference between the wages of women and men. While on average, women earn 18.8% less per hour than men, unionized

women earn 11.4% less than unionized men. Non-union women earn 20.8% less than non-union men (\$11.25 vs \$14.21).

- ▶ Unionization significantly raises the relative wages of both men and women. On average, unionized men earn 33.5% more than non-union men (\$18.97/hour vs \$14.21/hour). Unionized women earn 49.3% more than non-union women (\$16.80/hour vs \$11.25/hour).

table 9

Unionization Impact on Wages by Occupation		
	WOMEN'S WAGE as % of Men	UNION WOMEN as % of Union Men
Total	81.2	88.6
Managerial/Administration	77.9	89.7
Other Professionals	88.0	86.5
Clerical	88.5	86.9
Sales	72.6	105.2
Service	76.4	77.2
"Blue Collar"	68.6	68.6
(Private Sector	72.5	72.3)

- The equalizing impact of unionization on the relative wages of men and women varies by occupation — and is most marked in sales occupations and in managerial/administration occupations.



table 10

Mean Hourly Wages by Full-time/Part-time Status							
	ALL \$			MEN \$		WOMEN \$	
	All	Union	Non-union	Union	Non-Union	Union	Non-Union
Full-time	15.42	18.32	13.89	19.20	15.37	16.86	11.93
Part-time	11.37	16.56	9.85	16.19	9.28	16.70	10.12

- ▶ On average, part-time workers (overwhelmingly women) earn 26% less than full-time workers — \$11.37 compared to \$15.42 per hour. The wage gap between union and non-union part-time workers is much lower: 9.6% — \$16.56 compared to \$18.32.
- ▶ Unionized part-timers earn \$6.71 per hour or 68% more than non-unionized part-timers.
- ▶ Unionized part-time women earn more than unionized part-time men and almost as much as full-time unionized women workers.
- ▶ Clearly, unionization is associated with very significant wage advantages for women part-time workers.

table 11

Wages of Equity Seeking Groups (\$/hr)							
	ALL \$			MEN \$		WOMEN \$	
	All	Union	Non-Union	Union	Non-Union	Union	Non-Union
All	14.41	18.03	12.75	18.98	14.23	16.81	11.25
Visible minority	12.66	15.04	11.84	15.77	12.81	14.31	10.78
Disability	13.57	17.67	11.70	18.93	12.78	15.54	10.66
Aboriginal Status	12.49	17.28	10.82	18.23	12.01	16.26	9.60

- ▶ On average, persons belonging to equity seeking groups earn less than other workers — \$1.75 per hour or 12% less for members of visible minority groups, \$0.84 or 5.8% less for workers with disabilities, and \$1.92 per hour or 13.3% less for aboriginal workers.
- ▶ Unionization raises the wages of both men and women workers belonging to equity seeking groups.
- ▶ Among women, unionized visible minority workers earn 32.7% more than comparable non-union workers. The difference is 45.8% in the case of women workers with disabilities, and 69.4% for aboriginal women workers.
- ▶ Unionization may have a particularly powerful impact on the relative wages of equality seeking groups. On average, unionized workers earn 41.4% more than non-union workers. The difference is 51.0% for workers with disabilities, and 59.7% for Aboriginal workers. However, the difference is just 27.0% for visible minority workers.

- ▶ Unionization seems to compress wage differentials between women and men more than wage differentials between all workers and members of equality seeking groups.

## Section III

# JOB SECURITY

table 12

Percentage of Jobs which Ended in Involuntary Separation in 1993 (%)	
All jobs	12
Union jobs	8
Non-union jobs	14
All jobs held by men	14
Union jobs held by men	10
Non-union jobs held by men	17
All jobs held by women	10
Union jobs held by women	5
Non-union jobs held by women	12
Jobs held by Aboriginal workers	18
Jobs held by visible minority workers	12
Jobs held by workers with disabilities	13

- ▶ 12% of all jobs in 1993 ended with an involuntary separation, i.e., a layoff or a dismissal. Unionized jobs were significantly more secure — just 8% ended involuntarily. Jobs held by men were more insecure — in part, because male workers predominate in many seasonal industries and in construction. Jobs held by Aboriginal workers were notably insecure.



table 13

Percentage of Jobs which Ended in Involuntary Separation by Occupation (%)	
Managerial/Administrative	4
"Blue Collar"	21
Clerical	9
Service	13
Sales	14

- ▶ Male dominated "blue collar" occupations are significantly more vulnerable to involuntary layoff, though sales and service jobs are slightly more vulnerable than average.

table 14

Percentage of Jobs Held for More than One Year (%)	
All jobs	62
Union jobs	76
Non-union jobs	55
Jobs held by men	61
Union jobs held by men	75
Non-union jobs held by men	54
Jobs held by women	62
Union jobs held by women	77
Non-union jobs held by women	55

- ▶ Union jobs tend to be of longer duration than non-union jobs — 3 out of 4 such jobs (76%) in 1993 had lasted for more than one year, compared to 55% of non-union jobs.
- ▶ There are no significant differences between women's and men's jobs by this measure.

table 15

Percentage of Jobs Ending with Voluntary Separation (%)	
All jobs	15
Union	7
Non-union	19
Jobs held by men	14
Union jobs held by men	8
Non-union jobs held by men	18
Jobs held by women	16
Union jobs held by women	7
Non-union jobs held by women	20
Jobs held by Aboriginal workers	21
Jobs held by visible minority workers	17
Jobs held by workers with disabilities	20

- ▶ Women workers are only slightly more likely to voluntarily leave a job than are men. 16% of jobs held by women 1993 ended with a voluntary separation, compared to 14% of jobs held by men.
- ▶ Members of equity seeking groups are more likely to voluntarily leave a job — perhaps reflecting discrimination at work.
- ▶ Workers in unionized jobs are far less likely to quit than are workers in non-union jobs — likely reflecting superior wages and working conditions.

## Section IV

# PENSIONS

# table 16

Workplace Pension Coverage (%)	
All jobs	39
Union jobs	75
Non-union jobs	22
All jobs held by men	42
Union jobs held by men	76
Non-union jobs held by men	25
All jobs held by women	35
Union jobs held by women	73
Non-union jobs held by women	20

- ▶ Union jobs are three times more likely to provide a pension, and 3 out of 4 union jobs provide a pension. Only 1 in 5 non-union jobs held by women provide a pension, compared to 1 in 4 such jobs held by men.