

PERSPECTIVES

ON LABOUR AND INCOME

Unionization

Unionization rates in the first half of 2008 and 2009

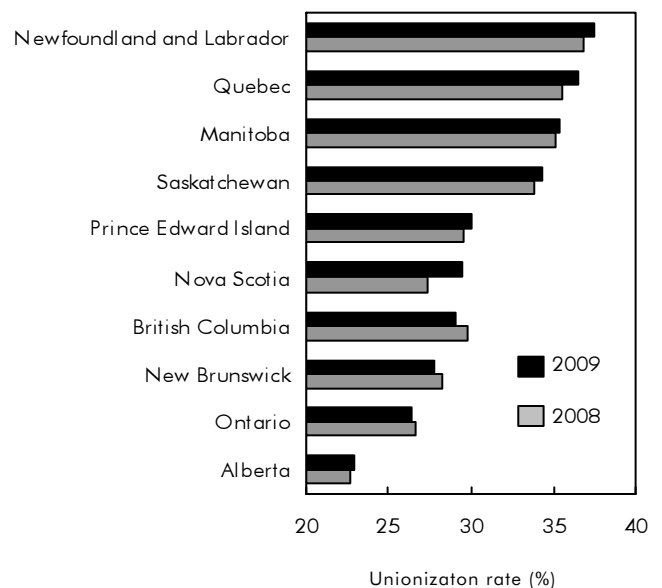
Average paid employment (employees) during the first half of 2009 was 14.1 million, a decrease of 317,000 over the same period a year earlier (Table 1). The number of unionized employees also fell, by 72,000 (to 4.2 million). However, since union membership fell slightly less rapidly than employment, the unionization rate edged up from 29.4% in 2008 to 29.5% in 2009.

As men suffered disproportionately more losses in unionized jobs, their unionization rate fell to 28.2%. By contrast, the number of unionized women increased, bringing their rate to 30.8% in 2009. As a result, the gap in the rates between men and women widened further in 2009.

Private-sector employees lost a significant number of unionized jobs between 2008 and 2009. As a result, the unionization rate declined from 16.3% to 16.1% in the private sector, while the rate increased from 71.0% to 71.3% in the public sector.

As with overall job losses, losses in unionized jobs were concentrated among full-time jobs. However, unionization remained relatively stable among full-time workers at 31.0%. The unionization rate of part-time workers rose to 23.3% in 2009.

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

Unionization

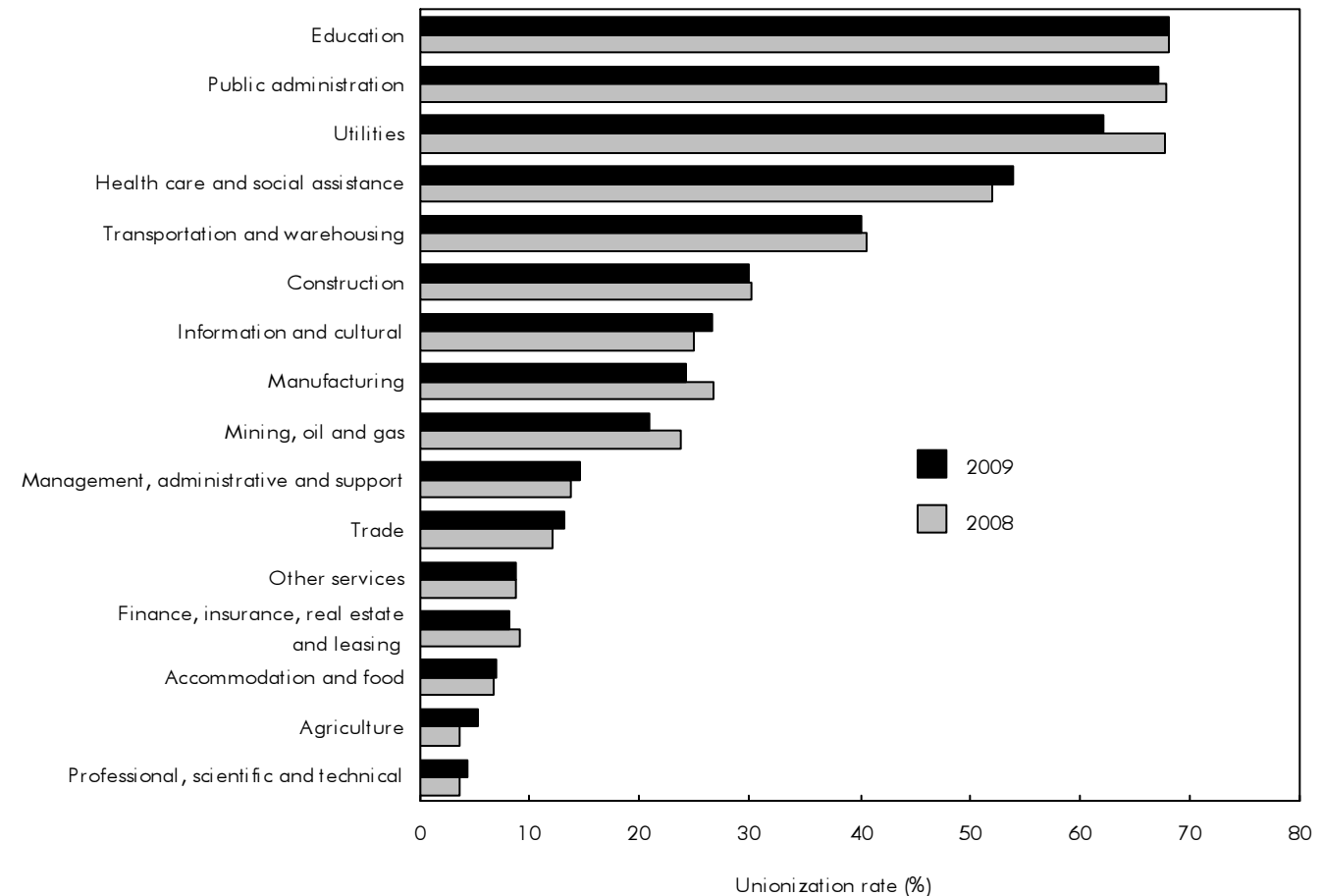
The unionization rate for permanent employees remained relatively stable at 29.8%, but increased to 27.7% for those in non-permanent jobs. Between 2008 and 2009, the unionization rate also rose in firms of all sizes, except those with 20 to 99 employees where the rate remained stable.

The provincial picture was more mixed (Chart A). Seven provinces recorded increases in their unionization rate, including those that had a relatively high rate

to begin with. By contrast, unionization decreased in British Columbia, New Brunswick, and Canada's most populous province (Ontario).

Changes in unionization rates varied across industries. Notable declines were observed in utilities, in mining, oil and gas, and in manufacturing. Notable increases occurred in health care and social assistance; information and cultural; management, administrative and support; trade and agriculture (Chart B).

Chart B The highest unionization rates were in public sector industries



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

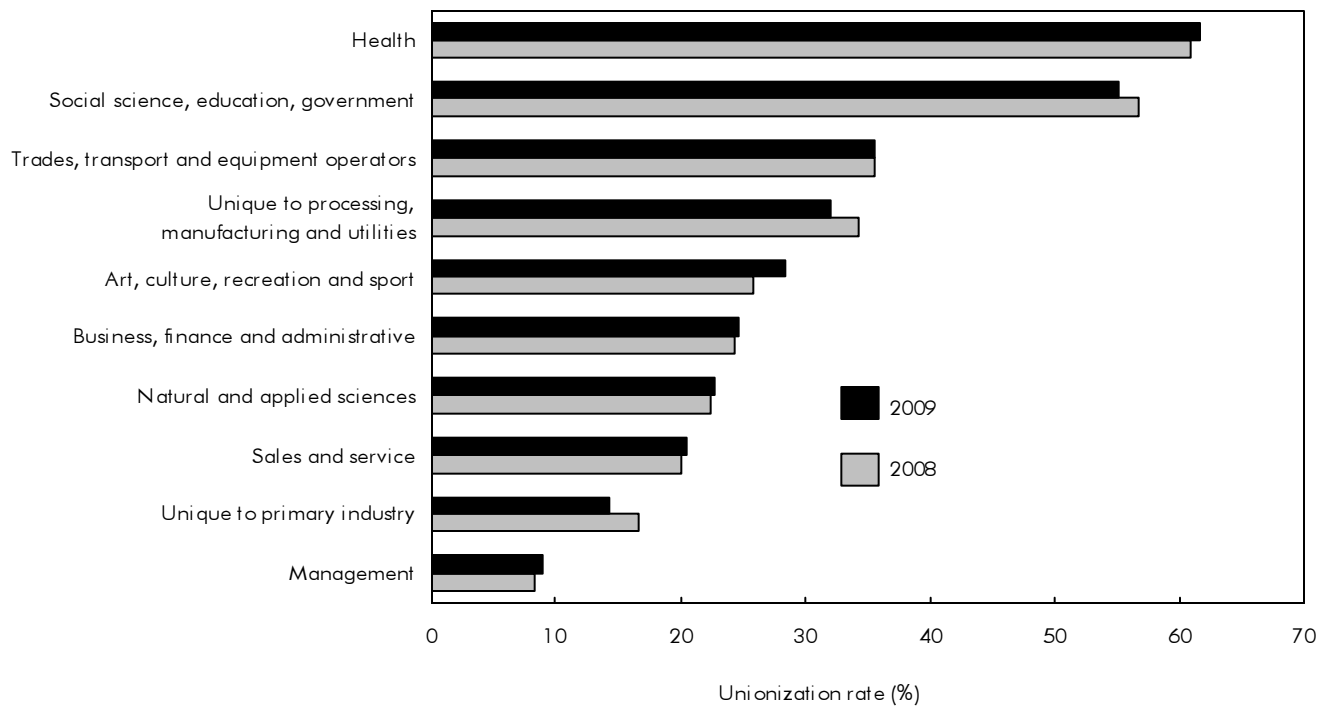
Unionization

Changes in the unionization rate also varied across 10 major occupational groups (Chart C). Consistent with the industrial picture, unionization declined most in occupations unique to primary industries and among occupations unique to processing, manufacturing and utilities. The unionization rate also declined in social science, education and government occupations. Conversely, it rose in health occupations, and in art,

culture, recreation and sport occupations. Changes in the unionization rate were more modest among other major occupational categories.

Finally, the number of employees who were not union members but were covered by a collective agreement averaged 300,000 in the first half of 2009, little changed from last year's total of 301,000.

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



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

Table 1 Union membership and coverage by selected characteristics

	2008			2009		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage ¹		Members	Coverage ¹
	'000	%	%	'000	%	%
Both sexes	14,404	29.4	31.5	14,087	29.5	31.6
Men	7,221	28.7	31.1	6,963	28.2	30.4
Women	7,183	30.0	31.9	7,123	30.8	32.9
Sector²						
Public	3,443	71.0	74.5	3,423	71.3	75.1
Private	10,962	16.3	17.9	10,664	16.1	17.7
Age						
15 to 24	2,464	13.5	15.2	2,321	14.7	16.5
25 to 54	10,032	32.3	34.5	9,800	31.9	34.1
25 to 44	6,614	29.4	31.8	6,415	29.4	31.6
45 to 54	3,418	37.7	39.7	3,385	36.6	38.8
55 and over	1,909	34.6	36.5	1,966	35.2	37.3
Education						
Less than Grade 9	316	24.7	26.0	289	24.4	26.4
Some high school	1,502	19.9	21.6	1,344	20.1	21.6
High school graduation	2,877	25.9	27.5	2,788	25.3	26.9
Some postsecondary	1,283	22.1	23.8	1,229	21.6	23.3
Postsecondary certificate or diploma	5,063	33.0	35.3	5,003	33.2	35.6
University degree	3,364	34.3	36.9	3,434	34.5	37.1
Province						
Atlantic	962	29.7	31.2	954	30.5	32.0
Newfoundland and Labrador	193	36.8	39.0	189	37.5	39.3
Prince Edward Island	60	29.6	31.1	58	30.1	32.6
Nova Scotia	390	27.4	28.2	388	29.5	30.8
New Brunswick	319	28.3	30.0	319	27.7	29.1
Quebec	3,299	35.5	39.2	3,257	36.5	40.0
Ontario	5,658	26.7	28.2	5,480	26.4	28.1
Prairies	2,592	26.9	28.8	2,585	27.3	29.2
Manitoba	517	35.1	37.1	520	35.4	37.4
Saskatchewan	415	33.8	35.3	422	34.3	36.3
Alberta	1,660	22.7	24.6	1,643	22.9	24.8
British Columbia	1,894	29.8	31.4	1,811	29.1	30.6
Work status						
Full-time	11,765	30.9	33.1	11,398	31.0	33.2
Part-time	2,639	22.7	24.3	2,689	23.3	25.1
Industry						
Goods-producing	3,214	28.4	30.4	2,970	26.5	28.5
Agriculture	116	3.5	4.2	114	5.3	6.3
Natural resources	285	23.7	25.6	271	20.9	22.3
Utilities	151	67.7	70.5	147	62.2	67.0
Construction	802	30.2	32.0	744	30.0	31.8
Manufacturing	1,861	26.8	28.8	1,694	24.2	26.2
Service-producing	11,190	29.6	31.8	11,117	30.3	32.5
Trade	2,392	12.2	13.8	2,319	13.1	14.7
Transportation and warehousing	700	40.6	42.5	690	40.0	41.7
Finance, insurance, real estate and leasing	894	9.0	10.6	902	8.2	9.6
Professional, scientific and technical	811	3.6	4.9	786	4.3	5.2
Management, administrative and support	522	13.7	15.3	490	14.6	16.2
Education	1,187	68.1	71.7	1,163	68.0	71.9
Health care and social assistance	1,650	52.1	53.8	1,704	54.0	56.4
Information and cultural	632	24.9	26.9	626	26.6	28.6
Accommodation and food	964	6.7	7.6	972	7.0	7.8
Other	519	8.7	10.7	546	8.8	10.1
Public administration	918	67.9	73.6	920	67.2	72.8

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

	2008			2009		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage ¹		Members	Coverage ¹
	'000	%	%	'000	%	%
Occupation						
Management	1,036	8.3	10.8	1,019	8.9	11.2
Business, finance and administrative	2,840	24.3	26.3	2,787	24.6	26.7
Professional	395	17.1	18.9	420	18.0	19.5
Financial and administrative	775	22.4	24.6	733	24.2	26.5
Clerical	1,670	26.9	28.8	1,634	26.5	28.7
Natural and applied sciences	1,074	22.5	24.8	1,036	22.8	24.9
Health	882	60.9	63.1	912	61.7	64.2
Professional	89	41.6	47.0	105	40.2	46.1
Nursing	275	77.2	79.1	273	81.5	83.1
Technical	208	56.4	58.5	216	57.5	60.0
Support staff	310	55.1	56.6	319	54.8	56.7
Social and public service	1,351	56.7	59.4	1,387	55.1	58.2
Legal, social and religious workers	640	37.1	39.4	683	35.9	38.4
Teachers and professors	711	74.3	77.4	704	73.7	77.4
Secondary and elementary	480	86.4	88.2	485	85.5	88.2
Other	231	49.0	54.8	219	47.5	53.7
Art, culture, recreation and sport	330	25.8	28.8	322	28.3	30.9
Sales and service	3,658	20.1	21.8	3,658	20.5	22.3
Wholesale	361	4.9	6.0	383	4.9	6.1
Retail	1,037	11.6	12.8	1,025	11.7	12.9
Food and beverage	533	9.1	10.0	531	9.9	10.8
Protective services	245	51.8	59.0	250	54.0	61.4
Child care and home support	185	47.3	49.6	195	49.6	51.2
Travel and accommodation	1,297	25.9	27.3	1,274	25.7	27.3
Trades, transport and equipment operators	2,094	35.5	37.5	1,968	35.6	37.6
Contractors and supervisors	134	28.6	30.6	140	27.2	29.6
Construction trades	274	37.5	39.6	271	38.1	39.7
Other trades	850	36.4	38.6	768	38.1	40.3
Transportation equipment operators	492	37.0	38.6	490	34.7	36.0
Helpers and labourers	343	32.3	34.4	300	32.1	34.8
Unique to primary industry	263	16.7	18.6	253	14.3	15.9
Unique to processing, manufacturing and utilities	876	34.2	36.4	745	32.1	34.3
Machine operators and assemblers	697	34.5	36.8	603	31.7	33.7
Labourers	178	33.0	34.9	143	34.0	36.9
Workplace size						
Under 20 employees	4,713	12.6	14.2	4,697	13.4	14.9
20 to 99 employees	4,708	30.3	32.4	4,732	30.2	32.4
100 to 500 employees	3,073	39.6	42.0	2,883	40.4	43.1
Over 500 employees	1,910	52.0	54.8	1,775	52.7	55.4
Job tenure						
1 to 12 months	3,432	15.9	18.2	3,053	16.4	18.6
Over 1 year to 5 years	4,584	22.8	24.6	4,753	23.4	25.3
Over 5 years to 9 years	2,135	33.4	35.6	2,051	32.2	34.4
Over 9 years to 14 years	1,434	35.3	37.0	1,464	34.9	36.8
Over 14 years	2,819	50.4	52.8	2,766	49.6	52.1
Job status						
Permanent	12,728	29.7	31.7	12,449	29.8	31.8
Non-permanent	1,676	26.8	29.6	1,638	27.7	30.4

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.

2008 annual averages

Approximately 4.2 million employees (29.1%) belonged to a union in 2008 and another 304,000 (2.1%) were covered by a collective agreement (Table 2).

The public sector, which consisted of government, Crown corporations, and publicly funded schools or hospitals, had 70.6% of its employees belonging to a union. This was more than four times the rate for the private sector (16.3%).

Approximately one-third of full-time employees belonged to a union, compared with about one-fourth of the part-time. Also, almost 30% permanent employees were union members, compared with about 25% of the non-permanent.

Unionization rates also varied by age group with 37.4% of those aged 45 to 54 being members of a union as compared to 14.0% of those aged 15 to 24. High unionization rates were also found among those with a university degree (33.6%) or a post-secondary certificate or diploma (33.0%); in Newfoundland and Labrador (36.6%) and in Quebec (35.8%); as well as in educational services (67.4%); public administration (67.0%), and utilities (66.6%), and in health care occupations (61.1%). Low unionization rates were recorded in Alberta (21.9%); in agriculture (4.2%) and professional, scientific and technical services (4.0%); and in management occupations (8.4%).

Table 2 Union membership, 2008

	Total employees	Union member ¹	
		Total	Density
	'000	'000	%
Both sexes	14,496	4,223	29.1
Men	7,302	2,080	28.5
Women	7,195	2,143	29.8
Sector²			
Public	3,424	2,418	70.6
Private	11,072	1,805	16.3
Age			
15 to 24	2,522	353	14.0
25 to 54	10,050	3,209	31.9
25 to 44	6,610	1,921	29.1
45 to 54	3,440	1,288	37.4
55 and over	1,924	662	34.4
Education			
Less than Grade 9	313	75	24.0
Some high school	1,506	302	20.1
High school graduation	2,906	736	25.3
Some postsecondary	1,300	295	22.7
Postsecondary certificate or diploma	5,082	1,676	33.0
University degree	3,390	1,139	33.6
Province			
Atlantic	978	289	29.5
Newfoundland and Labrador	197	72	36.6
Prince Edward Island	61	18	29.5
Nova Scotia	396	109	27.6
New Brunswick	324	90	27.6
Quebec	3,339	1,194	35.8
Ontario	5,685	1,498	26.4
Prairies	2,608	688	26.4
Manitoba	521	181	34.8
Saskatchewan	419	140	33.5
Alberta	1,667	366	21.9
British Columbia	1,886	554	29.4
Work status			
Full-time	11,911	3,641	30.6
Part-time	2,586	582	22.5
Industry			
Goods-producing	3,296	920	27.9
Agriculture	123	5	4.2
Natural resources	292	65	22.3
Utilities	152	101	66.6
Construction	860	255	29.7
Manufacturing	1,869	493	26.4
Service-producing	11,200	3,303	29.5
Trade	2,389	299	12.5
Transportation and warehousing	711	285	40.0
Finance, insurance, real estate and leasing	897	77	8.6
Professional, scientific and technical	802	32	4.0
Business, building and other support	521	75	14.5
Education	1,141	769	67.4
Health care and social assistance	1,670	882	52.8
Information, culture and recreation	636	151	23.8
Accommodation and food	983	66	6.7
Other	526	47	8.9
Public administration	926	620	67.0

Differences between the sexes

For the fifth year in a row, the unionization rate for women in 2008 surpassed that of men (29.8% vs. 28.5%). The gap widened slightly, by 0.3%, as compared to that in 2007.

Among men, part-time employees had a much lower rate than full-time employees (18.1% versus 29.7%). Among women, the gap was narrower (24.5% versus 31.6%) (data not shown). The unionization rate for women in the public sector (71.9%) exceeded that of men (68.5%), reflecting women's presence in public administration, and in teaching and health positions. However, in the private sector, only 12.2% were unionized, compared with 19.8% 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 (33.0%). For women, the highest rate was among those with a university degree (39.8%), reflecting unionization in occupations like health care and teaching.

Among those in permanent positions, the rate for men (29.2%) was similar to that for women (30.2%). Among those in non-permanent positions, women were more unionized than men (27.2% versus 23.3%).

Table 2 Union membership, 2008 (concluded)

	Total employees '000	Union member ¹	
		Total '000	Density %
Occupation			
Management	1,058	89	8.4
Business, finance and administrative	2,844	691	24.3
Professional	397	69	17.4
Financial and administrative	781	176	22.5
Clerical	1,666	447	26.8
Natural and applied sciences	1,066	241	22.6
Health	899	550	61.1
Professional	94	40	42.1
Nursing	280	219	78.3
Technical	217	126	58.0
Support staff	307	165	53.6
Social and public service	1,326	739	55.7
Legal, social and religious workers	646	237	36.6
Teachers and professors	680	502	73.9
Secondary and elementary	451	391	86.6
Other	228	111	48.6
Art, culture, recreation and sport	339	84	24.7
Sales and service	3,668	736	20.1
Wholesale	364	17	4.7
Retail	1,052	125	11.9
Food and beverage	542	50	9.3
Protective services	240	129	53.7
Child care and home support	174	80	45.9
Travel and accommodation	1,296	335	25.8
Trades, transport and equipment operators	2,155	758	35.1
Contractors and supervisors	143	42	29.6
Construction trades	300	109	36.2
Other trades	845	310	36.7
Transportation equipment operators	512	183	35.7
Helpers and labourers	355	114	32.0
Unique to primary industries	279	46	16.4
Processing, manufacturing and utilities	861	291	33.8
Machine operators and assemblers	690	235	34.0
Labourers	171	56	32.7
Workplace size			
Under 20 employees	4,794	614	12.8
20 to 99 employees	4,746	1,417	29.9
100 to 500 employees	3,022	1,194	39.5
Over 500 employees	1,934	998	51.6
Job tenure			
1 to 12 months	3,470	547	15.8
Over 1 year to 5 years	4,640	1,063	22.9
Over 5 years to 9 years	2,139	713	33.3
Over 9 years to 14 years	1,431	502	35.1
Over 14 years	2,815	1,399	49.7
Job status			
Permanent	12,721	3,774	29.7
Non-permanent	1,775	449	25.3

1. Excludes non-members covered by a collective agreement.

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.

Average earnings and usual hours

Earnings are generally higher in unionized as compared to non-unionized jobs. Factors other than collective bargaining provisions contribute to this. These include varying distributions of unionized employees by age, sex, job tenure, industry, occupation, firm size, and geographical location. The effects of these factors are not examined here. However, unionized workers and jobs clearly have characteristics associated with higher earnings. For example, unionization is higher for older workers, those with more education, those with long tenure, and those in larger workplaces. Still, a wage premium exists, which, after controlling for employee and workplace characteristics, has been estimated at 7.7% (Fang and Verma 2002).

Average hourly earnings of unionized workers were higher than those of non-unionized workers in 2008 (Table 3). This held true for both full-time employees (\$25.06 vs. \$21.54) and part-timers (\$20.79 vs. \$13.16). Unionized part-time employees not only had higher weekly earnings, but they also worked more (19.2 hours vs. 16.8). This led to a larger gap in weekly earnings (\$405.97 vs. \$225.94).

On average, full-time unionized women earned 94% as much per hour as their male counterparts. In contrast, those working part-time earned 16% more.

Table 3 Average earnings and usual hours by union and job status, 2008

	Hourly earnings			Usual weekly hours, main job		
	All employees	Full-time	Part-time	All employees	Full-time	Part-time
		\$			hours	
Both sexes	21.32	22.70	14.96	35.5	39.4	17.3
Union member	24.47	25.06	20.79	35.9	38.6	19.2
Union coverage ¹	24.46	25.07	20.64	36.0	38.6	19.1
Not a union member ²	19.89	21.54	13.16	35.3	39.8	16.8
Men	23.18	24.30	13.91	38.0	40.6	16.6
Union member	25.26	25.76	18.56	38.3	39.8	18.2
Union coverage ¹	25.28	25.78	18.57	38.3	39.8	18.1
Not a union member ²	22.24	23.60	12.76	37.9	41.0	16.2
Women	19.43	20.77	15.42	32.9	38.0	17.7
Union member	23.71	24.27	21.51	33.6	37.3	19.5
Union coverage ¹	23.65	24.25	21.33	33.6	37.3	19.5
Not a union member ²	17.48	19.01	13.34	32.6	38.3	17.0
Atlantic	18.08	19.10	12.68	36.7	40.4	17.4
Union member	22.80	23.10	20.00	37.8	39.6	20.1
Union coverage ¹	22.78	23.08	19.95	37.7	39.6	19.9
Not a union member ²	15.98	17.12	11.01	36.3	40.7	16.8
Quebec	20.03	21.23	14.74	34.5	38.2	17.9
Union member	22.81	23.23	20.16	35.2	37.5	20.0
Union coverage ¹	22.69	23.13	19.85	35.3	37.6	19.8
Not a union member ²	18.30	19.86	12.68	33.9	38.6	17.2
Ontario	22.15	23.81	14.58	35.5	39.5	17.2
Union member	25.92	26.75	20.52	36.1	38.8	18.7
Union coverage ¹	25.96	26.83	20.36	36.1	38.8	18.6
Not a union member ²	20.68	22.55	13.04	35.2	39.7	16.8
Prairies	22.26	23.48	16.05	36.6	40.5	17.3
Union member	24.61	25.18	21.27	36.4	39.4	19.1
Union coverage ¹	24.77	25.32	21.50	36.5	39.5	19.1
Not a union member ²	21.27	22.73	14.23	36.7	40.9	16.7
British Columbia	21.46	22.75	16.09	35.1	39.5	16.9
Union member	24.87	25.40	22.19	35.5	38.8	18.8
Union coverage ¹	24.89	25.46	21.95	35.5	38.8	18.7
Not a union member ²	19.93	21.46	13.99	34.9	39.8	16.3

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.

References

Fang, T. And Verma, A. 2002. "Union wage premium." *Perspectives on Labour and Income*. Statistics Canada Catalogue no. 75-001-XIE. p. 13-19.
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Wage settlements, inflation and labour disputes

The wage rate increase in 2008 remained the same as in the previous year at 3.3% (Table 4). This was the fourth consecutive year when the increase in wages surpassed the rate of inflation. For the third year in a row the wage gain in the public sector exceeded that in the private sector (3.5% versus 2.7%). However, there was a reversal of the trend in the first four months of 2009 whereby the gains stood at 2.8% in the private sector and 2.4% in the public sector.

Annual statistics on strikes, lockouts and person-days lost are affected by several factors, including collective bargaining timetables, size of the unions involved, strike 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. Similar to 2006, in 2008 the proportion of estimated working time lost due to strikes and lockouts was 0.02%.

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 and lockouts ⁴	Workers involved	Person-days not worked	Proportion of estimated working time
			%			'000	'000	%
1980	10.9	11.7	11.1	10.0	1,028	452	9,130	0.37
1981	13.1	12.7	13.0	12.5	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	3.9	548	207	4,901	0.17
1989	5.2	5.2	5.2	5.1	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	1.4	404	152	2,110	0.07
1993	0.6	0.8	0.7	1.9	381	102	1,517	0.05
1994	0.0	1.2	0.3	0.1	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	1.5	330	276	3,269	0.11
1997	1.1	1.8	1.4	1.7	284	258	3,608	0.12
1998	1.6	1.8	1.7	1.0	381	244	2,440	0.08
1999	1.9	2.7	2.2	1.8	413	160	2,441	0.08
2000	2.5	2.4	2.5	2.7	378	143	1,644	0.05
2001	3.4	3.0	3.3	2.5	381	221	2,203	0.07
2002	2.9	2.6	2.8	2.2	294	166	2,986	0.09
2003	2.9	1.2	2.5	2.8	266	79	1,730	0.05
2004	1.4	2.3	1.8	1.8	297	259	3,185	0.09
2005	2.3	2.5	2.3	2.2	260	199	4,148	0.11
2006	2.6	2.3	2.5	2.0	151	42	793	0.02
2007	3.4	3.2	3.3	2.2	206	66	1,771	0.05
2008	3.5	2.7	3.3	2.3	187	41	876	0.02
2009 ⁵	2.4	2.8	2.4	1.0				

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 worker or more.

4. Ten person-days not worked.

5. 2009 data refer to January to April only.

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