Canada Pilot Report

Canada had a total population of 33.7 million in the fall of 2009, up from 30.4 million ten years earlier. Immigration continues to be an important contributor to population and labour force growth, and this is projected to continue in the coming decades.

The indicators presented in this report are based on annual averages from 2008. In 2008, 17.1 million Canadians were employed in the paid labour force, accounting for 63.6 per cent of the total population aged 15 or older. The share of the population with paid employment, i.e. the employment rate, was higher in 2008 than it had ever been previously. In part, this reflected the ongoing increase in the employment rate of women, which rose from 54.6 per cent to 59.3 per cent from 1999 to 2008.

The impacts of the global recession on the Canadian labour market were only starting to be evident towards the end of 2008. From September to December of that year, the national unemployment rate averaged 6.0 per cent, up from 5.5 per cent over the same period in 2007. However, the unemployment rate rose from 6.3 per cent in December of 2008 to 8.8 per cent in March of 2009.[1] Full-time employment dropped significantly as well, particularly in the goods-producing sector. Job quality measures that are sensitive to cyclical fluctuations should be interpreted in this context.

The unemployment rate stood at 6.1 per cent in 2008, up one percentage point from 2007, the year the rate fell to its lowest point in over three decades. The unemployment rate was higher for men (6.6 per cent) than women (5.7 per cent). From the early 1990s onwards, women's unemployment rate has been consistently lower than men's.

As the recession continued to unfold, men's unemployment rate rose 0.9 percentage points to 8.0 per cent in January 2009, compared with a 0.2 point increase for women, to 6.2 per cent. The large increase for men contributed to pushing the overall unemployment rate to 7.2 per cent in January from 6.6 per cent in the previous month. This increase in overall unemployment was the result of employment losses totalling 129,000 among workers age 15 years and over. While men's share in the workforce was 52 per cent, they accounted for nearly three-quarters (72 per cent) of the employment decline.

Among workers age 25 to 54 (the core age group), employment fell by 111,000 from December 2008 to January 2009, with men accounting for nearly two-thirds of the decline. Over the 12 months from January 2008 to January 2009, the decline in employment occurred in many industries with a high concentration of male workers, such as manufacturing, utilities, transportation and warehousing, and agriculture.

In contrast, many industries with a large concentration of women saw some employment growth—for example, health care and social assistance (5.1 per cent), accommodation and food services (2.9 per cent), other services (2.1 per cent), and finance, insurance, real estate and leasing (1.6 per cent). Women's share in these industries ranged from 55 per cent in the 'other services' category to 82 per cent in the health sector. The only exception was education, where women make up 66 per cent of the workforce, with an employment decline of 1.5 per cent.

At 67.8 per cent in 2008, the **participation rate** reached the highest level ever seen in 33 years—it stood at 61.5 per cent in 1976. While women's rate steadily climbed from 45.7 per cent to 62.8 per cent during the three-decade period, men's rate declined from 77.7 per cent to 72.9 per cent.

Total **actual hours** worked dropped throughout 2008, ending the year 1.2 per cent lower in the last quarter than in the same quarter of 2007. This was the largest year-over-year drop since 2001, the last time a slowdown hit the labour market. This decline in hours was mainly due to a shift toward hiring part-time workers in 2008. Both employees and the self-employed worked fewer hours over the year.

A. Safety and ethics of employment

1. Safety at work

As in many advanced economies, Canadian jobs are increasingly concentrated in the service sector as opposed to the goods-producing sector. In general, jobs in the service sector tend to be physically less demanding and have lower injury rates than those in the goods sector. Thus the long term shift of

[1] See Cansim. Table 282-0001: Labour Force Survey estimates, by sex and detailed age group; Canada; Unemployment rate; Both sexes; 15 years and over (rate).

employment to the service sector should contribute to the overall safety of jobs.

A recent study using workers compensation data from two Canadian provinces — British Columbia and Ontario — indicates that while the aggregate shift of jobs to the service sector does depress the injury rate, there have been significant declines in lost-time injury rates within both the goods-producing and service sectors.[2] So, while injury rates remain higher in the goods sector, they are falling faster than in services. For example, the injury rate in the goods-producing sector stood at 5.9 per 100 full-time equivalent workers in Ontario in 1990. By 2001, the injury rate in this sector fell by 53.9 per cent to 2.7. During the same period, the injury rate in services dropped 47.3 per cent, from 4.five to 2.4 per 100 full-time equivalent workers. Trends were similar in British Columbia.

Survey data are less specific in terms of the reason for absences. For example, Statistics Canada's Survey of Labour and Income Dynamics combines work-related injuries and illnesses. Even so, trends in survey data are similar to the workers compensation data: the rate of work-related absences lasting at least two weeks fell by about 50 per cent between the late 1980s and early 2000s.[3]

2. Child labour and forced labour

Child labour is not considered to be enough of an issue in Canada to merit the collection of statistical data. The Labour Force Survey and other labour-related surveys begin including individuals in the working-age population after their 15th birthday. A lack of employment opportunities for secondary and postsecondary students, particularly during the summer holiday period, receives more interest.

Forced labour is illegal and similarly is not the subject of any statistical activities. Anecdotes related to the sex trade do appear in the media from time to time.

[2] See F. Curtis Breslin, Peter Smith, Mieke Koehoorn and Hyunmi Lee. "Is the workplace becoming safer?". *Perspectives on Labour and Income*. Vol. 7, no. 7. July 2006. Statistics Canada Catalogue no. 75-001-XPE.

[3] See Katherine Marshall. "On sick leave". *Perspectives on Labour and Income*. Vol. 7, no. 4. April 2006. Statistics Canada Catalogue no. 75-001-XPE.

B. Income and benefits from employment

1. Income from employment

Income from employment is the single most watched job quality indicator in Canada. This is not just because it is the most readily understood, but also because it is strongly correlated to most other dimensions of job quality. Higher paid jobs tend to have better non-wage benefits, better working environments and provide the incumbent with more control over their job.

Overall earnings trends can be summarized by average weekly earnings. Average weekly earnings among all the employed stood at Can$783.09 in 2008 (Labour Force Survey). However, this number does not provide much information on its own. The most frequently posed question is whether jobs are improving over time (Table 1).

Table 1. Average weekly earnings, 2008

	Both sexes	Men	Women
All employees			
Average weekly earnings (Can$)	783.09	903.36	661.03
Low pay (per cent below half the median hourly earnings)	10.4	n.a.	n.a.
of which	100	38	62
Canadian-born			
Average weekly earnings (Can$)	786.92	907.73	664.92
Low pay (per cent below half the median hourly earnings)	10.5	n.a.	n.a.
of which	100	38.2	61.8
Landed immigrants			
Average weekly earnings (Can$)	771.31	889.65	650.0
Low pay (per cent below half the median hourly earnings)	9.8	n.a.	n.a.
of which	100	36.8	63.2

Source: Statistics Canada, Labour Force Survey.

Earnings trends are characterized by shorter term cyclical movements and longer term structural shifts. Robust job growth in the years before the late 2008 downturn created tight labour market conditions. Real weekly earnings (adjusted for inflation) increased by 4.4 per cent from 2005 to 2008.

Since Labour Force Survey data on earnings were first collected in 1997, Census data are used to look at longer term earnings trends. Focusing on full-year, full-time workers,[4] real earnings growth started to pick up in the first half of this decade, growing by 2.4 per cent from 2000 to 2005. In the 20 preceding years, real earnings declined by 2.2 per cent. So the 2000 to 2008 period represents the longest sustained period of earnings growth in the past quarter-century.

Earnings vary by class of worker, with full-time workers generally earning higher wages than part-time workers. In December 2008, full-time workers earned Can$23.39 per hour, while part-time workers earned Can$15.15 per hour—65 per cent of the full-time wage. The gulf between full-time wages and part-time wages reflects a number of factors: age, experience, education, industry and occupation, to name a few.

Overall averages give a rough sense of typical job quality, but provide no information on the number of relatively high-paid or low-paid jobs. The proportion of workers earning less than 50 per cent of the median wage is one of a range of indicators that can be used to identify low-wage workers: 10.4 per cent of workers fell below this line in 2008. A recent study using a different measure[5] suggests that the proportion of low-wage jobs has been quite stable since the early 1990s.

Earnings of women

Women have comprised an increasing proportion of the workforce in recent decades. In fact, since the recent recession has had a large impact on male-dominated industries—manufacturing, construction and natural resources—the number of female employees exceeded the number of male employees for the first six months of 2009.[6]

On an average weekly basis in 2008, women earned Can$661.03 compared to Can$903.36 for men. This gender gap in earnings does not account for differences in hours of work, the characteristics of the worker nor the characteristics of jobs.

Looking at hourly wages, women earned an average of Can$19.89 per hour in December of 2008 or 84 per cent of men's average earnings of Can$23.39. The earnings ratio is similar among full-time workers and actually reverses among part-time workers. This is due to the predominance of women among part-time workers in highly paid occupations.

Studies that control for many of the factors contributing to the gender earnings gap find that these factors still cannot explain the entire gap. One of the most comprehensive Canadian studies used the Workplace and Employee Survey (1999) to control for worker, job and workplace characteristics.[7] It estimated that women earned 92 per cent of what men earned after accounting for these factors.

The gender earnings gap also extends to the lower end of the earnings distribution. Women were more likely than men to earn less than half the median in 2008 (13 per cent versus 8 per cent), and as a result, women comprised 62 per cent of low-paid workers.

Immigrants earnings

More than one in five Canadians are landed immigrants and many more are the children or grandchildren of immigrants. In recent decades, immigration policy has focused on economic immigrants. Potential economic immigrants are rated on their potential for labour market success in Canada as measured by their education, job and language skills. As a result, recent immigrants are more than twice as likely to have a university degree as the Canadian-born population. Thus there is great interest in labour market outcomes, such as job quality indicators, for immigrants.[8]

Immigrant employees earned an average Can$771.31 per week in 2008, compared to Can$786.92 for their Canadian-born counterparts. Among all immigrant groups, very recent immigrants, those who had been in Canada for five years or less, had the lowest average weekly earnings (Can$642.57), followed by immigrants with five to ten years residency (Can$724.73) and established immigrants with residency of at least ten years (Can$813.51) (Table 2).

Earnings of established immigrants appear to be higher than those of Canadian-born, but when these earnings are compared on the basis of education level, immigrants are found to be underemployed and have

[4] Restricting the analysis to full-time, full-year workers controls for long-term structural shifts in classes of worker and a change in collection methodology in the 2006 Census.

[5] The proportion of full-year, full-time workers falling below two-thirds of the median earnings.

[6] Men still comprise roughly two-thirds of the self-employed so that women still account for less than half of all "employed."

[7] See Marie Drolet. "The Who, What and Where of Gender Pay Differentials". *The Evolving Workplace Series* No. 4. 2002. Human Resources Development Canada and Statistics Canada. Catalogue No. 71-584-MPE No. 4.

[8] For a more comprehensive review of immigrant job quality in Canada see Chapter III.

lower earnings than the Canadian-born.[9] Moreover, a number of studies show that convergence with Canadian-born earnings has been more prolonged in recent immigrant cohorts.[10]

Table 2. Average weekly earnings and incidence of low pay by period of immigration, 2008

	Average weekly earnings (Can$)	Low pay (per cent below half the median hourly earnings)
Total landed immigrants	771.31	9.8
Immigrants 0-5 years since landing	642.57	16.5
Immigrants 5-ten years since landing	724.73	11.7
Immigrants >ten years since landing	813.51	7.7
Canadian-born	786.92	10.5

Source: Statistics Canada, Labour Force Survey.

2. Benefits from employment

Labour regulation in Canada is shared between the federal government, the provinces and territories: employment practices and statutory benefits for some industries are federal responsibilities, while most come under provincial or territorial jurisdiction. In practice, most regulatory regimes are similar, but benefits tend to vary and be more affected by industry trends than regulatory regimes.

Share of employees using paid annual leave

Although paid vacation leave is a legislated benefit in all jurisdictions, utilization is less than 100 per cent since for most part-time employees vacation leave is paid out as a proportion of salary. Moreover, some full-time employees may opt to "cash out" vacation credits or accumulate them over several years, if allowed by their employer.

In 2005, three-quarters of employees (76 per cent) used paid vacation leave. More men than women did so (78 per cent versus 74 per cent).

A similar proportion of Canadian-born and immigrants used paid annual leave (76 per cent). However, among immigrants, 64 per cent of very recent immigrants (five years or less) used paid annual leave, compared with 77 per cent of recent and established immigrants (i.e. those who had been in the country for five years or more). Since paid leave increases with job tenure in many workplaces, very recent immigrants are perhaps less likely to have accumulated more than the base entitlement.

About three-quarters of both disabled employees (74 per cent) and non-disabled employees (76 per cent) used paid annual leave in 2008.

Average number of days of paid annual leave

Labour legislation typically mandates a minimum of 10 paid vacation days per year. In 2005, the average number of days of paid annual leave taken was 11.37 for all employees; 11.90 for men, and 10.89 for women.

The number of days used by Canadian-born employees and by immigrants was similar, except for very recent immigrants. Immigrants in the country for five years or less used 8.04 days, compared with 11.56 for those who had arrived earlier. Usage could be below statutory levels for two reasons. First, those in the country for less than a year have not accumulated full vacation credits. Second, recent immigrants have lower than average earnings and thus may be more likely to cash out some of their benefits.

Share of employees using sick leave

In 2005, about 40 per cent of employees used sick leave. More women than men used sick leave (43.8 per cent versus 34.8 per cent). A similar share of Canadian-born and immigrants used sick leave (39.3 per cent and 40.5 per cent respectively), but there was a wide gap among immigrants. Less than one-third (31.3 per cent) of very recent immigrants used sick leave, compared with 41.6 per cent of those who had been in the country for at least five years.

Medical, Dental and Life Insurance

According to the 2000 Survey of Labour and Income Dynamics, 62 per cent of all employees had supplemental medical, dental or life insurance through their employer. One half had all three types of insurance. Employer insurance coverage was significantly associated with higher paid jobs, union

[9] See Diane Galarneau, and René Morissette. "Immigrants' education and required job skills". *Perspectives on Labour and Income*. Vol. 9, no. 12. December 2008. Statistics Canada Catalogue no. 75-001-XIE.

[10] Marc Frenette and René Morissette. *Will They ever Converge? Earnings of Immigrant and Canadian-born Workers over the Last Two Decades*. Analytical Studies Branch Research Paper Series, 2003. Statistics Canada Catalogue no. 11F0019MIE – No. 215. Ottawa. p. 20

representation, longer tenure, larger firm size and permanent jobs.[11]

C. Working hours and balancing work and non-working life

1. Working hours

In the context of job quality, suitable working hours depend on the situation and financial needs of the individual. The standard full-time work week of 35 to 40 hours per week may be suitable to most prime age workers, but not suitable for full-time students or those transitioning to retirement. Part-time hours may suit students or seniors' needs, but would not provide an adequate income for most adults with dependent children. Long working hours may be related to job demands or financial need but can often result in personal stress or conflict with family responsibilities.

Average weekly hours per person

In 2008, Canadians worked an average of 36.1 **actual hours** per week in their main job, down from 36.5 in 2007. Employees worked 35.5 actual hours per week, down from 35.7 in 2007, while the self-employed worked 39.5 hours, down from 40.4. These decreases likely reflect the effects of the downturn since employers will usually start cutting back on employee hours as demand slackens before reverting to lay-offs.

The decline in hours worked was similar for men and women. Men's actual hours stood at 39.3 in 2008, down from 39.7 in 2007. Women worked 32.4 hours in 2008, down from 32.8 in 2007. Over the long term, working hours have been increasing for women and decreasing for men.[12]

Immigrants worked, on average, longer hours than the Canadian-born in 2008 (36.8 versus 35.9). Established immigrants worked 37.1 actual hours, while recent and very recent immigrants worked 36.3 and 35.8 respectively.

Work hours

In 2008, about 40 per cent of employees worked either short hours or long hours at their main job. One in seven employees worked 49 hours or more, while just over one in four worked less than 30 hours.

Over three-quarters (76 per cent) of employees working 49 hours or more were men. The majority (63 per cent) of those working less than 30 hours were women.

Cyclical trends were also apparent in the number of employees working long or short hours. The number of employees working 49 or more hours per week decreased by 1.5 per cent from 2005 to 2008, while the number working less than 30 hours increased by 10 per cent. The number of men working less than 30 hours per week increased 10 per cent, compared with 7 per cent for women during the 2005-to-2008 period.

About 14 per cent of immigrant employees worked at least 49 hours per week at their main job, similar to the rate of Canadian-born employees. However, more Canadian-born than immigrants employees worked less than 30 hours—26 per cent versus 23 per cent (Table 3).

Table 3. Long and short work hours, 2008

	All employees	Canadian-born	Immigrants
Percentage of employees working 49 hours or more per week	14.0	14.0	13.9
Percentage of employees working less than 30 hours	25.6	26.2	22.9
Percentage of employees working less than 30 hours involuntarily	6.9	6.1	10.9

Source: Statistics Canada, Labour Force Survey.

2. Working time arrangements

Shift work

Shift work comprises regular evening and night schedules, rotating shifts (those that change periodically from days to evenings or to nights), split shifts (two or more distinct periods each day) and a number of irregular arrangements.

According to the General Social Survey, there were more than 4 million (4,068,000) shift workers aged 19 to 64 in 2005: 28 per cent of all workers in that age

[11] See Katherine Marshall. "Benefits of the job**".** *Perspectives on Labour and Income*. Vol. 4, no. 5, May 2003. Statistics Canada Catalogue no. 75-001-XPE.

[12] See Jeannine Usalcas. "Hours polarization revisited**".** *Perspectives on Labour and Income* . Vol. 9, no. 3, March 2008. Statistics Canada Catalogue no. 75-001-XIE.

range.[13] The vast majority of shift workers (82 per cent) worked full time. Men were slightly over-represented among shift workers as they accounted for 57 per cent of workers on shift and 54 per cent of those working regular days.

Share of employees working weekends

According to the 2005 Workplace and Employee Survey, about 28 per cent of employees reported working on weekends. Women were more likely than men to work on weekends: 31 per cent compared with 25 per cent. This may be explained by a higher concentration of women in service industries where weekend work is relatively more prevalent.

While the share of immigrants working on weekends was lower than that of the Canadian-born (24 per cent versus 29 per cent), there was a significant gap between more recent and more established immigrants. Among immigrants in Canada for less than five years, 32 per cent worked weekends, compared with 23 per cent of those who were in Canada for five years or more.

Disabled employees were more likely to work on weekends than their non-disabled counterparts: 31 per cent compared with 28 per cent.

Share of employees with flexible work schedules

In 2005, nearly 37 per cent of employees reported working flexible schedules. Flexible work arrangements were reported more frequently by men that by women (39 per cent versus 34 per cent). While this is related to the higher proportion of men working in full-time jobs where such arrangements are more common, it is perhaps a mismatch in terms of responsibilities outside the workplace since women still perform the majority of housework and child care in dual income couples.[14]

The incidence of working flexible schedules was slightly higher among Canadian-born employees compared to immigrants (37.1 per cent versus 34.4 per cent). Among immigrants, a smaller percentage of very recent immigrants had flexible schedules (25.7 per cent) compared with 35.4 per cent of those who had been in the country at least five years.

[13] See Cara Williams. "Work-life balance of shift workers". *Perspectives on Labour and Income*. Vol. 9, no. 8, August 2008. Statistics Canada Catalogue no. 75-001-XIE.

[14] See Katherine Marshall. "Converging gender roles". *Perspectives on Labour and Income*. Vol. 7, no. 7, July 2006. Statistics Canada Catalogue no. 75-001-XPE.

3. Balancing work and non-working life

The potential for work and non-work time conflicts often increases when families have pre-school age children. In 2008, the participation rate of women aged 20 to 49 with children under six years of age stood at 67.1 per cent--ten percentage points less than the comparable rate for all women in that age group. The gap between the participation rates of mothers with pre-school children shrank considerably in the 1890s and 1990s but has levelled out in recent years.

Table 4. Working mothers of pre-school children, 2008

	Employment rate of all women age 20 to 49	Employment rate of mothers with children under age 6	Ratio of working mothers with children under age 6
Canadian-born	80.4	72.6	0.90
All immigrants	68.5	54.4	0.79
Immigrants 0-five years since landing	53.5	37.0	0.69
Immigrants 5-ten years since landing	64.2	54.5	0.85
Immigrants >ten years since landing	76.7	67.3	0.88

Source: Statistics Canada, Labour Force Survey.

The participation rate of mothers with young children varies significantly by immigration status. The participation rate for Canadian-born mothers of children less than six is 72.6 per cent. The comparative rate is 67.3 per cent among immigrants who landed more that ten years previously, and drops to 37 per cent among very recent immigrants. In other words, recent immigrant mothers of young children are much less likely to be in the labour market than more established immigrant mothers or Canadian-born mothers (Table 4).

D. Stability and security of work, and social protection

1. Stability and security of work

In 2008, just under one-tenth of paid employees in Canada (9.1 per cent) worked in a temporary job–a job with a predetermined end date or jobs that end when

a specific project is completed. Temporary jobs include seasonal jobs; temporary, term or contract jobs; casual jobs and other temporary work.

Among paid employees, the incidence of temporary employment was slightly higher among immigrants than among individuals born in Canada, at 9.5 per cent and 8.8 per cent respectively (Table 5). Among immigrant employees, the incidence of temporary employment was higher among those who had been permanent residents in Canada for less than five years (at 16.1 per cent) than among those who had been permanent residents for five to nine or at least ten years (at 12.1 per cent and 7.4 per cent respectively).

Table 5. Temporary Employment, 2008

	Temporary employees (per cent)
Canadian-born	8.8
All immigrants:	9.5
Immigrants 0-five years since landing	16.1
Immigrants 5-ten years since landing	12.1
Immigrants >ten years since landing	7.4

Source: Statistics Canada, Labour Force Survey.

Among all paid employees in 2008, the incidence of temporary employment was slightly higher among women than men, at 12.7 per cent and 11.8 per cent respectively.

In 2008, just over half of Canadian employees (53 per cent) had job tenure of five years or more, while over one-third (35 per cent) had job tenure of less than 3 years.

2. Social protection

The vast majority of Canadian employees contribute to the Employment Insurance (EI) programme. In the event of job loss, the number of insured hours required to qualify for regular Employment Insurance benefits varies across regions in Canada, ranging from 420 to 700 hours, depending on the unemployment rate of the region. The higher the unemployment rate in a region, the lower the number of hours required to qualify for benefits in that region.

In 2008, over half a million of unemployed individuals (571,800) had contributed to the Employment Insurance programme and had a valid reason for their job separation. These were considered 'potentially eligible' for regular employment insurance benefits, and the vast majority of them (82.2 per cent) were eligible to receive regular EI benefits because they had worked sufficient hours in the previous 52 weeks. The hours required to qualify for benefits vary from 420 to 720 depending upon the regional unemployment rate.

Those who were considered 'potentially eligible' accounted for more than half (52.2 per cent) of all unemployed individuals. The remaining 47.8 per cent were 'not potentially eligible' for a variety of reasons, with the main reason being that they had not worked in the 12 months prior to unemployment. This particular group represented a little over one-quarter of the unemployed (25.5 per cent). Another 17.9 per cent of the unemployed had left their job for a reason not deemed valid by the EI program: they left their job voluntarily or they were dismissed for misconduct (Table 6).

Canada's Employment Insurance program also provides maternal and parental benefits. The number of women in Canada who had a child up to one year old increased 2.6 per cent to nearly 387,000 in 2008. Over three-quarters (77 per cent) of these women had insurable employment, while 23 per cent did not. More than half of the group without insurable employment had not worked in the previous two years.

Table 6. Employment Insurance (EI) eligibility, 2008

	Number	**Percentage of unemployed**
Unemployed[1]	**1 094 600**	**100.0**
Contributors	767 100	70.1
Non-contributors	327 500	29.9
Potentially eligible[2]	571 800	52.2
Not potentially eligible	522,800	47.8
Eligible as a proportion of EI contributors who had a job separation that met the program criteria.[3]	469 700	82.2

Source: Statistics Canada, Employment Insurance Coverage Survey.

[1]Average number of unemployed individuals for the months of March, June, October and December.

2Individuals who contributed to EI and had a valid job separation.

[3]Individuals who contributed to EI and had a valid job separation and enough hours of work to meet the EI program requirements.

In all, 88.1 per cent of mothers who had insurable employment received benefits in the form of maternity or parental benefits during their pregnancy, or after the birth or adoption of their child. These benefits were from either the EI program or the Quebec Parental Insurance Plan.

Public social security expenditures in Canada, including public retirement pensions, employment insurance and health care, accounted for 17.5 per cent of GDP in 2008.

Canada has a tiered retirement system. Old Age Security, a universal social transfer system based on the number of years of residency is available for people aged 65 and older. A Guaranteed Income Supplement is available for low income seniors. Virtually all workers are covered by the public retirement pension programmes, the Canada and Quebec Pension Plans. Funded by employee and employer contributions, full benefits replace approximately 25 per cent of the average industrial wage and may be collected at age 65. Receipt of benefits can be begun as young as age 60 with an actuarial-based penalty, or as late as age 70 with a premium. In 2008, the maximum monthly benefit was Can$885 per month and the average new benefit was Can$490 per month.

Employers may offer registered pension plans which they fund entirely or supplement with employee contributions. In 2007, 37.7 per cent of male employees and 38.8 per cent of female employed aged 17 to 64 in Canada belonged to a registered pension plan. Between 1987 and 2007, the pension coverage rate for men in this age group declined by 11.1 percentage points, while it increased by 4 percentage points for women.

Individuals may also save for retirement in tax-advantaged Registered Retirement Savings Plans (RRSPs). They may contribute up to 18 per cent of their previous year's earnings (minus an adjustment if they are part of a registered pension plan). Many employers offer group RRSPs as an alternative to registered plans, but no reliable source on the coverage of such plans is currently available. Overall, 31 per cent of eligible tax filers contributed to RRSPs in 2007 with a median contribution of Can$2,780.

E. Social dialogue and workplace relationships

1. Social dialogue

Union coverage

In 2008, just under one-third of employees (31.2 per cent) were unionized. The unionization rate for men stood at 30.8 per cent, down from 32.1 per cent in 2005, reflecting job losses in unionized sectors. For women, the unionization rate was 31.6 per cent, slightly down from 32.0 per cent in 2005. The gap between men and women widened by 0.8 percentage point from 2005 to 2008.

About one-third (32.9 per cent) of Canadian-born employees were unionized, compared with one-quarter (25.6 per cent) of immigrant employees.

Average number of days not worked due to strikes and lockouts

Time lost due to strikes and lockouts is ideally determined as a proportion of the work performed. Such rates require the combination of Human Resources and Social Development Canada data on days lost to work actions and lockouts with Labour Force Survey data on employment. This was most recently done for a 2006 study.[15]

Although rates are highly variable from year to year, time lost to strikes and lockouts has trended downwards in recent decades. In the 1980s, an average of 546 days per 1,000 employees was lost per year. The rate averaged 233 days per 1,000 employees in the 1990s and fell to 202 days from 2000 to 2005. However, the rate spiked up to 301 days per 100 employees in 2005, the highest level since 1997.

F. Skills development and training

Share of employees who received job training

According to the 2005 Workplace and Employee Survey, more than half of employees had received employer-provided training, including both classroom and on-the-job training, in the 12 months prior to the survey. The same proportion, 56 per cent, of both men and women received training.

[15] See Ernest Akeampong. "Increased work stoppages". *Perspectives on Labour and Income*. Vol. 7, no. 8, August 2006. Statistics Canada Catalogue no. 75-001-XPE.

Canadian-born employees were more likely to have received training than were immigrants: 56.9 per cent versus 51.4 per cent. Among immigrants, 60 per cent of those who had been in the country for less than five years received job training compared to 50.4 per cent of those with more than five years in the country.

A similar share (56 per cent) of disabled and non disabled employees received training.

Share of employed persons in high-skilled occupations

Human Resources and Social Development Canada classifies occupations into five aggregate skill groups:

- Management
- Professional occupations - Skill level A
- Technical, paraprofessional occupations - skill level B
- Intermediate occupations - Skill level C
- Labouring and elemental occupations - Skill level D

Level A jobs are considered the most highly skilled and the assumed skill level moves downward to level D. Management jobs cross a number of skill levels but are sometimes combined with level A as their high level of pay may be assumed to be an indicator of the skills required.

Employees in professional occupations account for 17.1 per cent of all paid jobs, compared to 12.7 per cent of employees in skill level D occupations. Management jobs account for another 7.3 per cent. Combining managers and level A yields an estimate of one-quarter (24.4 per cent) of employees in "high-skilled" occupations. Employees in these two categories were at the top of the average weekly earnings distribution in 2008, at Can$1,321.36 and Can$1,110.69, respectively (Table 7).

Job-education mismatch

Estimates of how many workers have more or less education than is normally required for their jobs can be based on very rigid or somewhat more relaxed assumptions about the level of education required for a particular occupation.[16] For example, if occupation X usually requires a university degree then, under rigid assumptions, individuals must have a degree or they are considered 'undereducated'.

Less rigid assumptions allow for near matches. For example, someone with some university education (no

Table 7. Earnings by occupational skill level (wages in Can$)

	2007	2008 *(2008 per cent)*
Total, all occupations - All skills level		
Total employees, in thousands	14 251.4	14 496.2 ***(100)***
Average hourly wage rate	20.41	21.32
Average weekly wage rate	751.28	783.09
Management		
Total employees, in thousands	1 006.4	1 058.1 ***(7.3)***
Average hourly wage rate	31.93	33.25
Average weekly wage rate	1 272.73	1 321.36
Professional occupations – SL A		
Total employees, in thousands	2 405.6	2 473.2 ***(17.1)***
Average hourly wage rate	29.57	30.77
Average weekly wage rate	1 070.87	1 110.69
Technical, para-Professional occupations - SL B		
Total employees, in thousands	4 340.6	4 549.3 ***(31.4)***
Average hourly wage rate	20.72	21.52
Average weekly wage rate	786.42	815.29
Intermediate occupations – SL C		
Total employees, in thousands	4 655.5	4 576.3 ***(31.6)***
Average hourly wage rate	16.07	16.7
Average weekly wage rate	577.99	599.48
Labouring and elemental occupations - SL D		
Total employees, in thousands	1 843.2	1 839.3 ***(12.7)***
Average hourly wage rate	12.39	12.74
Average weekly wage rate	404.44	410.15

Sources: Statistics Canada, Labour Force Survey, and Human Resources and Social Development Canada.

[16] See Diane Galarneau and René Morissette. "Immigrants' education and required job skills". *Perspectives on Labour and Income*. Vol. 9, no. 12. December 2008. Statistics Canada Catalogue no. 75-001-XIE.

degree attained) would not be considered 'undereducated' in an occupation that is assumed to require a university degree. Given the imprecise education requirements of many occupations, this more relaxed scheme is presented here. It indicates that 54 per cent of workers had an education level that matched their occupation.

This matching scheme also indicates that in 2008, 27.6 per cent of Canadian workers were 'over-educated'—they had higher levels of education than that assumed necessary for their occupation. Women were more likely than men to have more education than is normally required for their occupation: 29.9 per cent versus 25.6 per cent (Table 8).

The mismatch of education credentials and occupation is particularly high among the immigrant population. While one-quarter (25.5 per cent) of the Canadian-born workforce had more education than required, over a third of immigrants (36 per cent) were in this situation. The proportions of recent and very recent immigrants who could be classified as 'over- educated' were even higher: 41.6 per cent and 47 per cent32.3 per cent for established immigrants.

The other type of mismatch involves having less education than normally required for the job; 18.8 per cent of paid workers fall into this category. Women were less likely than men to have less education than normally required for the job: 17.1 per cent versus 20.4 per cent.

Canadian-born workers were more likely to have less education for the job, 19.7 per cent, compared with immigrants, 15.6 per cent. A lower share of recent, 11.5 per cent, and very recent immigrants, 10 per cent, had less education than required for the job. As for established immigrants, their rate of 17.8 per cent was closer to that of Canadian-born workers.

Table 8. Job - Education mismatch

	Both sexes	Men	Women
Percentage of workers who have <u>less</u> education than normally required for occupation			
All employed	18.8	20.4	17.1
Canadian-born	19.7	21.4	17.8
All immigrants	15.6	16.7	14.4
Immigrants 0-five years since landing	10.0	11.4	8.2
Immigrants 5-ten years since landing	11.5	12.4	10.4
Immigrants >ten years since landing	17.8	18.9	16.5
Percentage of workers who have <u>more</u> education than normally required for occupation			
All employed	27.6	25.6	29.9
Canadian-born	25.5	23.4	27.8
All immigrants	36.0	34.1	38.3
Immigrants 0-five years since landing	47.0	45.2	49.3
Immigrants 5-ten years since landing	41.6	39.9	43.8
Immigrants >ten years since landing	32.3	30.1	34.8

Source: Statistics Canada, Labour Force Survey.

G. Workplace relationships and work motivation

1. Job Satisfaction

One strategy for measuring the intrinsic nature of work is through questions on job satisfaction. Such questions have been included in several Statistics Canada surveys.

The main problem with using job satisfaction to measure the intrinsic nature of work is that it is highly correlated with other measures of job quality, particularly earnings. The answers might also be affected by an individual's state of mind, which could be correlated to non-work related factors.

A study using the 2002 Community Health Survey found that 92 per cent of workers were either somewhat satisfied or very satisfied with their jobs.[17] Although job dissatisfaction was inversely related to earnings and affected by personal characteristics such as self-rated health, it was also related to a measure of job stress. This suggests that subjective measures of job measures do pick up some of the intrinsic qualities of jobs and that more specific subjective questions on intrinsic qualities of interest to researchers or policy makers are likely to yield useful information.

[17] See Margot Shields. "Unhappy on the job". *Health Reports*, Vol. 17 No. 4, October 2006. Statistics Canada, Catalogue 82-003.