

DRAFT

Job Quality Country Report

Canada

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FOR COMMENTS ONLY

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Introduction

Canada had a total population of 33.7 million people 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 mainly on annual averages from 2008 and 2005. In 2008, 17.1 million Canadians were employed in the paid labour force, accounting for 63.6% 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% to 59.3% 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 that year. In September to December 2008, the national unemployment rate averaged 6.0%, up from 5.5% over the same period in 2007. However, the unemployment rate rose from 6.3% in December, 2008 to 8.8% in March, 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 employment rate reached an unprecedented level of 63.6% in 2008—68.1% for men and 59.3% for women; the corresponding figures were 72.7% and 41.9% in 1976.

However, part-time employment increased faster than full-time employment (2.8% and 1.3% respectively).

Along with the global recession, whose impact on Canada materialized in the final quarter of 2008, signs of underemployment emerged. The number of involuntary part-timers increased by 19% (125,000), mostly in Ontario, the largest province by economy and population size.

The unemployment rate stood at 6.1% 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%) than women (5.7%). 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 shot up 0.9 percentage points to 8.0% in January 2009, compared with a 0.2 point increase for women, to 6.2%. The large increase for men contributed to pushing the overall unemployment rate to 7.2% in January from 6.6% in the previous month. This increase in overall unemployment was the result of employment losses totalling 129,000 among workers age 15 years and plus. While men's share in the workforce was 52%, they accounted for nearly three-quarters (72%) 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 (around

¹ Cansim. Table 282-0001: Labour force survey estimates (LFS), by sex and detailed age group; Canada; Unemployment rate; Both sexes; 15 years and over (rate)

three-quarters of the workforce), such as manufacturing, utilities, transportation and warehousing, and agriculture.

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

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

Total **actual hours** worked dropped throughout 2008, ending the year 1.2% lower in the last quarter than in the same quarter of 2007. This was the largest year-over-year quarterly 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.

Dimension 1 - Safety and ethics of employment

Safety at work

As in many advanced economies, Canadian jobs are increasingly concentrated in the service sector as opposed to the goods 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 employment to the service should contribute to the overall safety of jobs.

A recent study using worker's compensation data from two Canadian provinces—British Columbia and Ontario—indicates that while the aggregate shift of jobs to the service sector does indeed work to depress the injury rate, there have been significant declines in lost-time injury rates within each of the sectors.ⁱ So while injury rates remain higher in the goods sector than in the service sector, they were falling faster in the goods than in services. For example, the injury rate in the goods sector stood at 5.9 lost time injuries per 100 full-time equivalent workers in Ontario in 1990. By 2001, the injury rate in goods fell by 53.9% to 2.7. During the same period, the injury rate in services dropped 47.3% from 4.5 to 2.4. Trends were similar in British Columbia.

Survey data are less specific in terms the reason for absences. For example, Survey of Labour and Income Dynamics combines work-related injuries and illnesses. Even so, the time trends in survey data are similar to the workers compensation data: the rate of work-related absences lasting at least two weeks fell by approximately 50% between the late 1980s and early 2000sⁱⁱ.

Child labour and forced labour

Child labour is not an issue in Canada. 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 for secondary and postsecondary students, particularly during the summer holiday period receives more interest.

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

Dimension 2 - Income and benefits from employment

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 employees stood at \$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. Average weekly earnings, 2008

All employees			
Average weekly earnings (\$)	783.09	903.36	661.03
Low pay (%with below 1/2 hourly earnings)	10.4	38	62
Canadian-born			
Average weekly earnings (\$)	771.31	889.65	650.0
Low pay (%with below 1/2 hourly earnings)	9.8	36.8	63.2
Landed immigrants			
Average weekly earnings (\$)	786.92	907.73	664.92
Low pay (%with below 1/2 hourly earnings)	10.5	38.2	61.8

Source: 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% from 2005 to 2008.

Since the 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 workers², real earnings growth started to pick up in the first half of this decade, growing by 2.4% from 2000 to 2005. In the 20 preceding years, real earnings declined by 2.2%. So the 2000 to 2008 period represents the longest sustained period of earnings growth in the past quarter century.

Earnings vary by the class of worker with full-time workers generally earning high wages than part-time workers. In December 2008, full-time workers earned \$23.39 per hour. Part-time workers earned \$15.15 per hour—65% of the

² 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.

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 means give a rough sense of typical job quality, but provide no information on the number of relatively high-paid or low-paid jobs. There is more interest in the low end of the spectrum. The proportion of workers earning less than 50% of the median wage is one of a range of indicators that can be used to identify low-wage workers: 10.4% of workers fell below this line in 2008. A recent study using a different measure³ 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 industries with primarily male workforces—manufacturing, construction and natural resources—the number of female employees exceeded the number of male employees for the first six months of 2009.⁴ Thus the earnings of women are increasingly important to family finances and the overall economy.

On an average weekly basis, women earned \$661.03 in 2008 compared to \$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 \$19.89 per hour in December 2008 or 84% of the average of \$23.39 for men. The earnings ratio is similar among full-time workers and actually reverses among part-time workers. This is due 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.ⁱⁱⁱ It estimated the gender earnings ratio remained at just under 92% after accounting for these factors.

The gender earnings gap also extends to the lower end of the distribution. Women were more likely than men to earn less than half the median in 2008--13% versus 7.8%--such that women comprised 62% of low paid workers.

Immigrant earnings

More than one in five Canadians are landed immigrants and many more are the children or grandchildren of immigrants. Great waves of immigration have helped to shape Canada's economy and demography.

Immigration policy in recent decades has focused on economic immigrants. Potential economic immigrants are rated on their potential for labour market success in Canada as measured by education, job and language skills. As a result, recent immigrants are more than twice as likely to have a university degree compared to Canadian born. Thus there is great interest in labour market outcomes, such as job quality indicators, for immigrants.⁵

³ The proportion of full-year, full-time workers falling below two-thirdss of the median earnings.

⁴ Men still comprise roughly two-thirds of the self-employed so that women still account for less than half of all "employed".

⁵ A more comprehensive review of immigrant job quality will accompany this report.

Immigrant employees earned an average \$771.31 per week in 2008 compared to \$786.92 for their Canadian-born counterparts. Immigrants, those who had been in Canada for 5 years or less had the lowest average weekly earnings (\$642.57), followed by the 5-10 year group (\$724.73) and 10 years plus (\$813.51).

When the earnings of immigrant and Canadian-born employees are compared on the basis of education level, immigrants are found to be underemployed and have lower earnings than the Canadian-born.^{iv} Moreover, a number studies show that convergence with Canadian-born earnings has been more prolonged in recent immigrant cohorts.^v

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

	Total landed immigrants	Very recent immig (5 years or less)	Recent immigrants (5-10 years)	Established immigrants (10 years or more)	Canadian-born
Average weekly earnings (\$)	771.31	642.57	724.73	813.51	786.92
Low pay (% below ½ median)	9.8	16.5	11.7	7.7	10.5

Source: Labour Force Survey 2008.

In 2008, 16.5% immigrants who landed in the past 5 years were working in low-paid jobs (less than 50% of median earnings) compared to 10.5% of the Canadian born.

Benefits from employment

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

Share of employees using paid annual leave

Although paid vacation leave is legislated benefit in all jurisdictions, utilization is less than 100% since for most part-time employee it 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%) used paid vacation leave. More men than women did so (78% versus 74.1%).

A similar proportion of Canadian-born and immigrants used paid annual leave (76%). However, among immigrants, 64.2% of very recent immigrants (5 years or less) used paid annual leave, compared with 77.1% of recent and established immigrants (i.e. those who had been in the country for 5 years or more). Since paid leave increases with job tenure in many workplaces, very recent immigrants are less likely to have accumulated more than the base entitlement.

Just under three-quarters (73.8%) of disabled employees used paid annual leave vs. 76.2% of the non-disabled.

Average number of days paid annual leave

Labour legislation typically mandates 10 paid vacation days per year. In 2005, the average number of days of paid annual leave taken was 11.37 for all employees; 11.9 for men, and 10.89 for women.

The number of days used by Canadian-born employees and by immigrants was virtually similar, except for very recent immigrants. Immigrants in the country for 5 years or less used 8.04 days, compared with 11.56 for those who arrived earlier. Usage could be below statutory levels for two reasons: those in the country for less than a year have not accumulated full vacation credits or with lower average earnings, recent immigrants may be more likely to cash out some of their benefits.

Share of employees using sick leave

In 2005, about 39.5% of employees used sick leave. More women than men used sick leave (43.8% vs. 34.8%)

A similar share of Canadian-born and immigrants used sick leave 39.3% and 40.5% respectively, but there was a wide gap among immigrants. Less than one-third (31.3%) of the very recent immigrants used sick leave, compared with 41.6% of who had been in the country for at least 5 years.

Medical, Dental and Life Insurance

According to the 2000 Survey of Labour and Income Dynamics, 62% 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 representation, longer tenure, larger firms and permanent jobs.^{vi}

Dimension 3 - Working hours and balancing work and non-working life

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 35-40 hours per week may be suitable to most prime age workers, but might be too demanding for full-time students or those transitioning to retirement. Part-time hours may suit student's or senior's 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. The decreases likely reflect the incipient effects of the since employers will usually start cutting back on employee hours as demand slackens before reverting to lay-offs.

The decline in hours worked affected men and women similarly. Men's actual hours fell from 39.7 in 2007 to 39.3 in 2008 down from 39.7 in 2007. Women worked 32.4 hours in 2008, also down from 32.8 in 2007. Over the long term, working hours having been trending up for women and easing downward for men.^{vii}

Table 3. Average actual hours worked, 2008

	Both sexes	Men	Women
All employees	35.5	38.4	32.4
Canadian born	35.3	38.4	32
All immigrants	36.1	38.2	33.8
Immigrants 0-5 years since landing	35.4	37.5	32.7
Immigrants 5-10 years since landing	35.5	37.7	33
Immigrants >10 years since landing	36.3	38.5	34.2

Source: Labour Force Survey

Immigrants worked longer hours, on average, 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% 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-quarter (26%) worked less than 30 hours.

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

Table 4. Long and short work hours, 2008

	All employees	Canadian Born	Immigrants
% employees working 49+ per week	14.0	13.9	14.0
% employees working less than 30 hours	25.6	22.9	26.2
% employees working less than 30 hours involuntarily	6.9	10.9	6.1

Source: Labour Force Survey

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

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

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: 27.8% of all workers in that age range.^{viii} The vast majority of shift workers (82%) worked full time. Men were slightly over-represented among shift workers as accounted for 57% of workers on shift and 54% of those working regular days.

Share of employees working weekends

According to the 2005 Workplace and Employee Survey, about 28% of employees reported working on weekends. Women were more likely than men to work on weekends: 30.5% compared with 25.4%. 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, 23.5% compared with 28.9%, there was a significant gap between more recent and more established immigrants. Among those in the country for less than 5 years 31.8% worked weekends compared to among the former, and 22.5% of those who have been in Canada for at least 5 years.

Disabled employees were more likely to work on weekends than their non-disabled counterparts: 30.9% compared with 27.6%.

Share of employees with flexible work schedules

In 2005, nearly 37% of employees reported working flexible schedules. More men than women, 39.1% vs. 34.4%, reported having flexible work arrangements. While this is related to the higher proportion of men working in full-time jobs, it is somewhat of a mismatch in terms of responsibilities outside the workplace since women still perform the majority of housework and child care in dual income couples.^{ix}

The incidence of working flexible schedules was slightly higher among Canadian-born employees compared to immigrants (37.1% vs. 34.4%). Among immigrants, a smaller percentage of very recent immigrants had flexible schedules (25.7%) compared 35.4% of those who had been in the country at least 5 years.

Balancing work and non working life

The potential for work-life balance conflict is greatest when women have pre-school children. The long-run increase in labour force participation of Canadian women has touched this group as well. Among women aged 20 to 49, the participation rate among those with children under 6 is approaching the participation rate of all women in this group (67.1% compared to 77.3%).

The participation rates of mothers with young children vary significantly by immigration status. The participation rate for Canadian-born mothers of children less than 6 is 72.6%. The comparative rate is 67.3% among immigrants who landed more than 10 years previously and drops to 37% 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 5. Working mothers of pre-school children, 2008

	Employment rate of all women 20-49	Employment rate of a mothers with children under age 6
Canadian born	80.4	72.6
All immigrants	68.5	54.4
Immigrants 0-5 years since landing	53.5	37
Immigrants 5-10 years since landing	64.2	54.5
Immigrants >10 years since landing	76.7	67.3

Source: Labour Force Survey

Work absences for family related reasons

Labour Force Survey data on work absences have a specific category for personal and family reasons. These data show a convergence in trends for men and women.

In 1997, women with pre-school aged children and working full time lost 4.1 days for personal and family-related reasons, compared with 1.8 days for men. By 2006, the gap had narrowed considerably: 6.2 days for women versus 5.4 for men. The next year, the gap reversed, as men took 6.3 days compared to 4.8 for women. Again in 2008, men lost more time than women in similar circumstances (6.5 days versus 5.4).

Dimension 4 - Stability and security of work, and social protection

Stability and security of work

In 2008, just under one-tenth of paid employees in Canada (9.1%) worked in a temporary job, defined as jobs with a predetermined end date or 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% and 8.8% respectively. 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%) than among those who had been permanent residents for five to nine or ten or more years (at 12.1% and 7.4%).

Table 6. Temporary employment, 2008

	Proportion of temporary employees (%)
Canadian born	8.8
All immigrants	9.5
Immigrants 0-5 years since landing	16.1
Immigrants 5-10 years since landing	12.1
Immigrants >10 years since landing	7.4

Source: Labour Force Survey

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

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

Social protection

The vast majority of Canadian employees contribute to the Employment Insurance program. 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, the lower the number of hours required to qualify for benefits.

In 2008, 571,800 unemployed individuals had contributed to the Employment Insurance (EI) program and had had a valid job separation. Of those, 82.2% were eligible to receive regular EI benefits because they had worked enough hours. The remaining 17.8% had not worked enough hours to be able to receive regular EI benefits. The remaining 47.8% of unemployed individuals 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 group represented a little over one-quarter of the unemployed (25.5%). Another 17.9% of the unemployed had left their job for a reason not deemed valid by the EI program.

Canada's Employment Insurance program also provides maternal and parental benefits. The number of women in Canada who had a child up to a year old increased 2.6% to nearly 387,000 in 2008. Over three-quarters (77.0%) of these women had insurable employment, while 23.0% did not. More than half of the group that did not have insurable employment had not worked in the previous two years.

Table 7. Employment insurance eligibility, 2008

	number	% of unemployed
Unemployed ¹	1,094,600	100
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

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

2. Individuals 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% 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 (QPIP).

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

Canada has a tiered retirement system. A universal social transfer based on years of residency, Old Age Security, is available for those age 65 years and older. A Guaranteed Income Supplement is available for low income seniors. Virtually all workers are covered by the public retirement pension programs, the Canada and Quebec Pension Plans. Funded by employee and employer contributions, full benefits replace approximately 25% of the average industrial wage. Full benefits may be collected at age 65. 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 \$885 per month and the average new benefit was \$490 per month.

Employers may offer registered pension plans which they fund entirely or supplemented by employee contributions. In 2007, 37.7% of male employees and 38.8% 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 and the rate for women in this age group increased by 4.0 percentage points.

Individuals may also save for retirement in tax advantaged Registered Retirement Savings Plans (RRSPs). They may contribute up to 18% of their previous year's earnings (less 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% of eligible tax filers contributed to RRSPs in 2007 with a median contribution of \$2780.

Dimension 5 - Social dialogue and workplace relationships

Social dialogue

Union coverage

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

Just under one-third (32.9%) of Canadian-born employees were unionized, compared with one-quarter (25.6%) 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.^x

Although rates are highly variable from year to year, lost time to strikes and lockouts has trended downwards in recent decades. In the 1980s, an average of 546 days per 1000 employees was lost per year. The rate averaged 233 days per 1000 employees and fell to 202 days from 2000-2005. However, the rate spiked up to 301 days per 100 employees in 2005, the highest level since 1997.

Dimension 6 - Skills development and life-long learning

Share of employees who received job training within the last 12 months

According to the 2005 Workplace and Employee Survey, more than half of employees received employer-provided training, including both classroom and on-the-job training, in the previous 12 months. The same proportion of men and women reported receiving training: 56%.

Canadian-born employees were more likely to have received training than immigrants: 56.9% versus 51.4%.

Among immigrants, 60% of those who had been in the country for less than 5 years received job training compared to 50.4% of those with more than 5 years in the country.

A similar share (56%) 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 progresses 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% of all paid jobs, compared to 12.7% of employees in skill level D occupations. Management jobs account for another 7.3%. Combining managers and (level A) yields an estimate of one-quarter (24.4%) of employees in “high-skilled” occupations. Employees in these two categories were at the top of the average weekly earnings distribution in 2008 at \$1,321.36 and \$1,110.69, respectively.

Table 8. Earnings by occupational skill level

	2007	2008	2008 %
Total, all occupations - All skills level			
Total employees, in thousands	14251.4	14496.2	100.0
Average hourly wage rate, \$	20.41	21.32	
Average weekly wage rate, \$	751.28	783.09	
Management			
Total employees, in thousands	1006.4	1058.1	7.3
Average hourly wage rate, \$	31.93	33.25	
Average weekly wage rate, \$	1272.73	1321.36	
Professional occupations - Skill level A			
Total employees, in thousands	2405.6	2473.2	17.1
Average hourly wage rate, \$	29.57	30.77	
Average weekly wage rate, \$	1070.87	1110.69	
Technical, paraprofessional occupations - skill level B			
Total employees, in thousands	4340.6	4549.3	31.4
Average hourly wage rate, \$	20.72	21.52	
Average weekly wage rate, \$	786.42	815.29	
Intermediate occupations - Skill level C			
Total employees, in thousands	4655.5	4576.3	31.6
Average hourly wage rate, \$	16.07	16.7	
Average weekly wage rate, \$	577.99	599.48	
Labouring and elemental occupations - Skill level D			
Total employees, in thousands	1843.2	1839.3	12.7
Average hourly wage rate, \$	12.39	12.74	
Average weekly wage rate, \$	404.44	410.15	

Source: Labour Force Survey and Human Resources and Social Development Canada

Job-education mismatch

Estimates of the “over-educated” and the “under-educated” can be based very rigid assumptions about the level of education required for a job or somewhat more relaxed assumptions.^{xi} 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 would not be considered undereducated in a job that is assumed to require a degree. Given the

imprecise education requirements of many occupations, a more relaxed scheme is presented here. It indicates that 54% of workers had an education level that matched their occupation.

In 2008, this matching scheme indicated that 27.6% of Canadian workers were over-educated—they had higher levels of education than that assumed necessary for their jobs. Women were more likely than men to have more education than is normally required for their jobs: 29.9% versus 25.6%.

Table 9. Job – education mismatch

Has less education than normally require for occupation	Both	Males	Females
	sexes		
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 0-5 years since landing	17.8	18.9	16.5
Immigrants 5-10 years since landing	11.5	12.4	10.4
Immigrants >10 years since landing	10.0	11.4	8.2

Has more education than normally required for occupation	Both	Males	Females
	sexes		
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 0-5 years since landing	32.3	30.1	34.8
Immigrants 5-10 years since landing	41.6	39.9	43.8
Immigrants >10 years since landing	47.0	45.2	49.3

Source: Labour Force Survey and Human Resources and Social Development Canada

The mismatch of education credential is particularly high among the immigrant population. While one-quarter (25.5%) of the Canadian-born workforce had more education than required, over a third of immigrants (36.0%) were in this situation. The share of recent and very recent immigrants was even higher, 41.6% and 47.0% respectively, and dropped back to 32.3% for established immigrants.

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

Canadian-born workers were more likely to have less education for the job, 19.7%, compared with immigrants, 15.6%. A lower share of recent, 11.5%, and very recent immigrants, 10.0%, had less education than required for the job. As for established immigrants, their rate of 17.8% was closer to that of native-born Canadians.

Dimension 7 - Workplace relationships and intrinsic nature of work.

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% of workers were either somewhat satisfied or very satisfied with their jobs.^{xii} 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 job satisfaction 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.

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