



# The Daily

Statistics Canada

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### **Perspectives on Labour and Income**

August 2005 online edition

The article "Collective bargaining priorities," released today in the August 2005 online edition of *Perspectives on Labour and Income*, looks at some less known provisions in collective bargaining settlements signed in 2001. *Perspectives* yearly update on unionization accompanies the article. In addition, the issue includes a new fact sheet on residential construction, the component responsible for most of the rise in the construction industry over the past several years. A series of 16 charts illustrate various facets of the industry and its significance in the economy.

The August 2005 online edition of *Perspectives on Labour and Income*, Vol. 6, no. 8 (75-001-XIE, \$6/\$52) is now available. See *How to order products*.

For more information, contact Henry Pold (613 951-4608; [henry.pold@statcan.ca](mailto:henry.pold@statcan.ca)), Labour and Household Surveys Analysis Division.



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## **Study: Collective bargaining priorities 1999 to 2001**

The top priorities for collective bargaining settlements have changed over time in tune with Canada's socio-economic climate and business practices, according to a new study.

The growing demand for healthy, hazard-free workplaces, as well as for equity and fairness, has raised the profile of provisions dealing with such issues in bargaining settlements.

At the same time, cost-of-living adjustments clauses have become much less popular in the low-inflation climate of recent years, compared with the early 1980s when inflation was in the double digits.

The study showed that in 2001, the most common collective bargaining provisions, or those appearing in over 80% of settlements, were occupational health and safety, and job security. On the other hand, cost-of-living clauses were least common, appearing in only 43% of settlements.

The high rate for health provisions is not surprising, given growing public awareness of the need to minimize work-related diseases, injuries, stress and other hazards. The penchant for job security is also understandable, especially in light of the high-tech meltdown immediately following the Y2K boom, and the associated rise in the unemployment rate in 2001.

Other popular provisions, appearing in more than 60% of settlements, centred on pay equity and employment equity, as well as on education and training. The latter was driven by rapidly evolving technology and heightened business competitiveness.

Changes in business practices and increased competition also appear to be increasing the popularity of provisions dealing with contracting out, workplace reorganization, and employee participation in decision making.

While health and safety and job security were the most common for all major groups, some notable industry differences were evident.

The likelihood of any of the bargaining provisions being included in settlements in two sectors (education and health services, and transportation, communications and utilities) both of which are heavily unionized, was generally much higher. At the other end of the scale, the likelihood was generally lowest in the construction industry.

Employment equity and pay equity provisions were more likely than average to appear in settlements reached in the heavily unionized transportation, communications and utilities industry group, as well as in education and health. Education and training

provisions were also common in education and health settlements, where retraining for new methods and procedures is essential.

Irrespective of the number of provisions contained in a settlement, about 80% of respondents rated their labour-management relations as good, 20% as fair, and virtually none as poor.

### **Definitions, data sources and methods: survey number 2615.**

The article "Collective bargaining priorities," is now available in the August 2005 online issue of *Perspectives on Labour and Income*, Vol. 6, no. 8 (75-001-XIE, \$6/\$52). See *How to order products*.

For more information, or to enquire about the concepts, methods or data quality of this release, contact Ernest B. Akyeampong (613-951-4624; [ernest.akyeampong@statcan.ca](mailto:ernest.akyeampong@statcan.ca)), Labour and Household Surveys Analysis Division. ■

## **Public sector employment**

Second quarter 2005 (preliminary)

Employment in Canada's public sector (covering all levels of general government, school boards, colleges, universities, health and social service institutions and Crown corporations) surpassed the three million mark in the second quarter for the first time in nearly nine years.

On average, there were just over 3.0 million public sector employees between April and June, the highest level since the fourth quarter of 1994. Public sector employment reached a low of just under 2.7 million on average in the third quarter of 1999.

Since then, public sector employment has grown at an accelerated pace, although indications are it is easing off. In 2003, employment rose at an annual rate of 2.2%. However, in 2004, the pace of growth slowed to only 0.9%.

Employment in the second quarter this year was 0.8% higher than in the same three months of 2004.

The federal general government had an estimated 373,728 employees on average in the second quarter, up 0.6% from the same quarter last year. Provincial and territorial general government employment remained virtually unchanged at just under 351,000.

The three levels of general government (federal, provincial/territorial and local) accounted for 36% of total public sector employment. Educational institutions (school boards, colleges and universities) accounted for 30%, health and social service institutions 25%, and government business enterprises 9%.

**Note:** The public sector includes all economic entities controlled by government. It is comprised of the ministries, departments, agencies, special-purpose funds and organizations; public educational institutions; and health and social service agencies of the three levels of government (federal, provincial/territorial and local) along with their government business enterprises.

Available on CANSIM: tables 183-0002 and 183-0004.

**Definitions, data sources and methods: survey numbers, including related surveys, 1713 and 1728.**

Estimates of public sector employment and aggregate public sector wages and salaries for the second quarter of 2005 are now available. The data for the first quarter have been revised.

A data table on public sector employment is also available online in the *Canadian Statistics* module of our Web site.

For general information or to order data, contact Joanne Rice (613-951-0767; [joanne.rice@statcan.ca](mailto:joanne.rice@statcan.ca)). To enquire about the concepts, methods or data quality of this release, contact Kim Balson (613-951-4855; [kimberly.balson@statcan.ca](mailto:kimberly.balson@statcan.ca)), Public Institutions Division. ■

## Natural gas sales

June 2005 (preliminary)

Natural gas sales totalled 3 777 million cubic metres in June, down 3.3% from June 2004. Higher sales volume in the residential sector (+1.3%) and the commercial sector (+0.8%) were completely offset by lower volume (-4.7%) in the industrial sector (including direct sales).

Year-to-date sales at the end of June were down 0.3% from the same period of 2004. The residential

(+1.1%) and the commercial (-1.3%) sectors posted offsetting changes, while use of natural gas by the industrial (including direct sales) sector has edged down 0.5% so far this year.

## Natural gas sales

	June 2005 <sup>P</sup>	June 2004	June 2004 to June 2005 % change
	'000 of cubic metres		
<b>Total sales</b>	<b>3 776 855</b>	<b>3 905 830</b>	<b>-3.3</b>
Residential	526 347	519 342	1.3
Commercial	431 288	428 048	0.8
Industrial	1 325 028	1 367 817	-4.7
Direct	1 494 192	1 590 623	-4.7
	year-to-date		
	2005 <sup>P</sup>	2004	2004 to 2005 % change
	'000 of cubic metres		
<b>Total sales</b>	<b>39 988 886</b>	<b>39 592 949</b>	<b>-0.3</b>
Residential	10 863 022	10 749 439	1.1
Commercial	7 759 474	7 864 830	-1.3
Industrial	9 828 906	9 792 652	-0.5
Direct	11 537 484	11 686 118	-0.5

<sup>P</sup> Preliminary.

**Definitions, data sources and methods: survey number 2149.**

For more information, or to order data, or to enquire about the concepts, methods or data quality of this release, contact the dissemination officer (1-866-873-8789; 613-951-9497; [energ@statcan.ca](mailto:energ@statcan.ca)), Manufacturing, Construction and Energy Division ■

## New products

**Service Bulletin: Surface and Marine Transport,**  
Vol. 21, no. 2  
Catalogue number 50-002-XIE (\$11).

All prices are in Canadian dollars and exclude sales tax. Additional shipping charges apply for delivery outside Canada.

**Perspectives on Labour and Income,** August 2005,  
Vol. 6, no. 8  
Catalogue number 75-001-XIE (\$6/\$52).

Catalogue numbers with an -XWE, -XIB or an -XIE extension are Internet versions; those with -XMB or -XME are microfiche; -XPB or -XPE are paper versions; -XDB or -XDE are electronic versions on diskette and -XCB or -XCE are electronic versions on compact disc.

**Individuals File: Flat ASCII File: Public Use  
Microdata Files: 2001 Census (Revised)**  
Catalogue number 95M0016XCB (\$1,000).

### How to order products

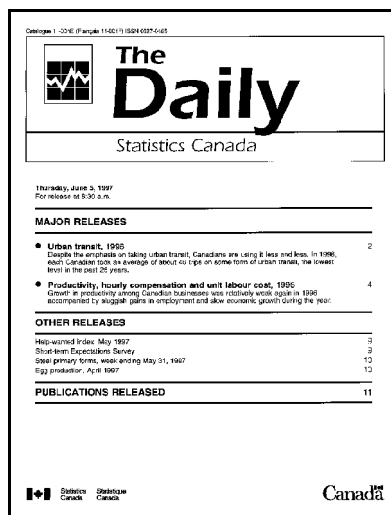
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