

STATUS OF WOMEN OFFICE

Sex and Gender Equality in Saskatchewan:

Paid and Unpaid Employment



Saskatchewan
Ministry of
Social
Services

Sex and Gender Equality in Saskatchewan is a four-part report intended to inform and raise awareness about the impact of sex and gender on life experiences and outcomes for women and men in Saskatchewan, and to contribute to and advance work to increase women's security and independence.

The four indicators examined in this report are ***Education, Income and Wealth, Living Arrangements*** and ***Paid and Unpaid Work***. The complete report can be found at:

www.socialservices.gov.sk.ca/swo



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SEX AND GENDER EQUALITY IN SASKATCHEWAN

PAID AND UNPAID EMPLOYMENT

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A research report prepared for the

Status of Women Office
Saskatchewan Ministry of Social Services

by

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Executive Summary

This is one in a series of research reports examining differences between males and females in Saskatchewan. This report deals with differences in work; others examine differences in education, income and wealth, and living arrangements.

The research was conducted by Doug Elliott, the principal of *QED Information Systems Inc.* and publisher of *Sask Trends Monitor*. The opinions expressed in this document do not necessarily represent those of the provincial government, the employees of the *Status of Women Office*, or the *Saskatchewan Ministry of Social Services*.

A total of fifteen different indicators measuring the differences between males and females in paid and unpaid employment are examined in this report. The findings are summarized below and in the table on page v.

In Section 2, five kinds of comparisons between males and females are used to answer three questions about unpaid work.

- | | |
|---|--|
| 1. Are females and males equally likely to work without pay in a family business, professional practise, or farm? | This was prevalent among females in the past but it has become equally rare among both males and females in recent years. |
| 2. Are females and males equally likely to work without pay:
a. caring for children;
b. caring for seniors; or
c. working around the home? | In 2006, females spent many more hours per week than males in these three kinds of unpaid activities. The differences have narrowed slightly since 2001. |
| 3. Are females and males equally likely to work without pay as volunteers? | Females are somewhat more likely than men to spend time in volunteer activities. |

In Section 3 about paid work, eight indicators in five categories were chosen.

- | | |
|--|--|
| 4. Are females and males equally likely to participate in the labour force in the sense of being employed? What about those 25 to 54 years of age? | Females are less likely than males to be in the paid labour force in both age groups. The differences between the sexes has gradually narrowed over time. |
| 5. Is the unemployment rate among males and females the same? | The unemployment rate for females has traditionally been lower than the rate for males. The gap in 2009 was wider than in 2007 and 2008 but narrower than it has been in the past. |

- | | |
|---|---|
| <p>6. How does the “attachment” to the labour force differ between females and males, measured using:</p> <ul style="list-style-type: none"> a. the percentage working part-time, b. average hours of work per week, c. the percentage working in temporary positions, d. the percentage working for only part of the year? | <p>Females are less likely than males to be working full-time and less likely to be in full-time, full-year positions. They spend an average of ten fewer hours per week in paid employment. Males and females are, however, equally likely to be in permanent positions. For all four indicators, the differences between males and females have gradually diminished over time.</p> |
| <p>7. Are females and males equally likely to be union members?</p> | <p>Females are more likely than males to be union members and the differences have widened over time.</p> |
| <p>8. How does job tenure between females and males differ?</p> | <p>Females have lower tenure than males but the difference has narrowed slightly over time.</p> |

Section 4 also deals with paid work but from a different point of view, namely the extent to which males and females are employed in different kinds of industries and occupations.

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| <p>9. Do males and females work in different kinds of industries and occupations?</p> | <p>There are dramatic differences between males and females in 13 of 18 industry groups and in all of the 24 occupation groups in this study. If anything, the differences seem to be increasing over time.</p> |
|---|---|

In summary, there are significant differences between males and females. Females are more likely than males to spend time in most kinds of unpaid work and less likely than males to work in the paid labour market. If females are in the paid labour market, their attachment to the labour force tends to be lower than for males in the sense that they are more likely to be working part-time or in seasonal positions, and to have lower average tenure with their current employer. Males and females work in substantially different kinds of industries and occupations.

In terms of the trend over time, there has been some narrowing of the differences over the recent past for many but not all of the indicators.

Summary of Paid and Unpaid Employment Indicators

Indicator	Most recent year	Trends over time
Unpaid work in a family business	There is no substantive difference between males and females in 2009.	This was much more prevalent among females in the past.
Unpaid work around the home	In 2006, the average time spent by females was 23 hours per week compared with 14 hours per week for males.	The difference between males and females narrowed slightly from 2001 to 2006.
Unpaid child care	In 2006, the average time spent by females was 14.4 hours per week compared with 7.8 hours per week for males.	The difference between males and females narrowed slightly from 2001 to 2006.
Unpaid care of seniors	In 2006, the average time spent by females was 1.6 hours per week compared with 1.1 hours per week for males.	There was no change between 2001 to 2006.
Volunteer work	In 2007 females were slightly more likely to volunteer than males – an average of 92 hours annually compared with 80 hours.	not available
Paid employment rate among those 15 and older	The rate is 10.0% lower among females than among males in 2009.	The gap between males and females is gradually narrowing.
Paid employment rate among those 25 to 54 years of age	The rate is 7.4% lower among females than among males in 2009.	The gap between males and females is gradually narrowing.
Unemployment rate	The female rate in 2009 is lower than the male rate.	The rate is traditionally higher for males but the gap was narrower in 2007 and 2008.
Full time work	72% of females were working full-time in 2009 compared with 89% of males.	The gap has narrowed slightly over time.
Paid hours of work	In average week in 2009, females worked 29.0 hours (all jobs combined) compared with 38.8 hours for males.	The gap has narrowed slightly over time.
Permanent positions	Females are slightly less likely than males to be working in permanent positions in 2009 – 86.9% compared with 88.5%.	There is no apparent change over time.
Union membership	41.6% of females were union members in 2009 compared with 29.9% of males.	The gap has widened over time.
Job tenure	Females have an average of 18 months less tenure than males in 2009.	The gap has narrowed over time.
Full-time, full-year workers	Females 25 to 54 years of age were less likely to be employed throughout 2005 on a full-time basis – 48.9% compared with 66.6% for males.	The gap has narrowed since 2000.
Employment by industry group	There are wide variations between males and females in 13 out of 18 industry groups.	There has been little or no change from 2004 to 2009.
Employment by occupation group	There are wide variations between males and females in all 24 occupation groups.	There has been little or no change from 2004 to 2009.

Section 1 Introduction, Background, Data Sources

In 1997, the Federal-Provincial/Territorial Ministers Responsible for the Status of Women published a report titled *Economic Gender Equality Indicators*¹. That report inspired a look at differences between males and females in Saskatchewan. The division of indicators into work, learning, and income that was used in that report was adopted for a series of reports about gender equality indicators in Saskatchewan.

This report looks at the “work” component, that is, participation of adult males and females in the paid and unpaid labour markets. Participation in the labour market is heavily influenced by age so this is an important variable considered in the analysis. There is a long standing trend toward higher labour force participation among females so changes over time are also examined when the data are available. Participation in the paid labour market is strongly related to other socioeconomic characteristics such as education and income which are covered in other reports in this series. Employment earnings, a category that is related to both work and income, is dealt with in the report on income equality.

The research was conducted and this report was prepared by Doug Elliott, the principal of *QED Information Systems Inc.* and publisher of *Sask Trends Monitor*. The opinions expressed in this document do not necessarily represent those of the provincial government, the employees of the *Status of Women Office*, or the *Saskatchewan Ministry of Social Services*. Responsibility for the accuracy of the data and the validity of the conclusions reached remains with the author.

Unless otherwise indicated, the data in this report are from Statistics Canada. The raw information and the specific sources are included in the Appendix.

Differences between males and females are measured with a variety of different indicators. The comparisons are made for the recent year available and, when possible, the trend over time is included in the analysis.

There are fifteen different indicators of differences in employment in this report. For unpaid work in Section 2, five kinds of comparisons are made between Saskatchewan males and females to answer three questions.

1. Are females and males equally likely to work without pay in a family business, professional practise, or farm?
2. Are females and males equally likely to work without pay:
 - a. caring for children;
 - b. caring for seniors; or
 - c. working around the home?
3. Are females and males equally likely to work without pay as volunteers?

¹ An electronic version of an updated version of the report is available at <http://publications.gc.ca/pub>.

In Section 3 about paid work, eight indicators were chosen to answer five questions.

4. Are females and males equally likely to participate in the labour force in the sense of being employed? What about those 25 to 54 years of age?
5. Is the unemployment rate among males and females the same?
6. How does the “attachment” to the labour force differ between females and males, measured using:
 - a. the percentage working part-time,
 - b. the average hours worked per week,
 - c. the percentage working in temporary positions,
 - d. the percentage working for only part of the year?
7. Are females and males equally likely to be union members?
8. How does job tenure between females and males differ?

Section 4 also deals with paid work but from a different point of view, namely the extent to which males and females are employed in different kinds of industries and occupations.

Section 2 Unpaid Work

This section examines three different kinds of unpaid work – unpaid work in a family farm or family business, unpaid work around the home, and volunteering.

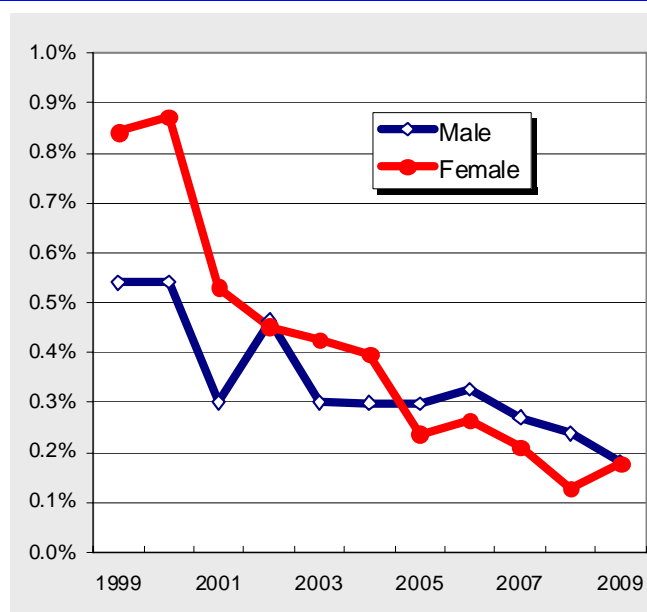
Unpaid Work in a Family Business

Unpaid work in a family business includes those who work without pay on a farm or in a business or professional practice owned and operated by another family member who is living in the same dwelling.

In the past, this kind of unpaid work was very common among females in Saskatchewan. In the mid 1970s, for example, there were as many as 15,000 females who said they were working in a family business without pay and two thirds of these were working in the agriculture sector.

Figure 1 shows that this kind of unpaid work has declined over the years among both males and females. In 2009, the most recent year available from the *Labour Force Survey*, the number of both males and females who were working without pay in a family business was less than 1,000 so this kind of unpaid work is now equally rare among both sexes.

**Figure 1 Unpaid Work in a Family Business,
Percentage of the Population 15 & Older,
Saskatchewan**

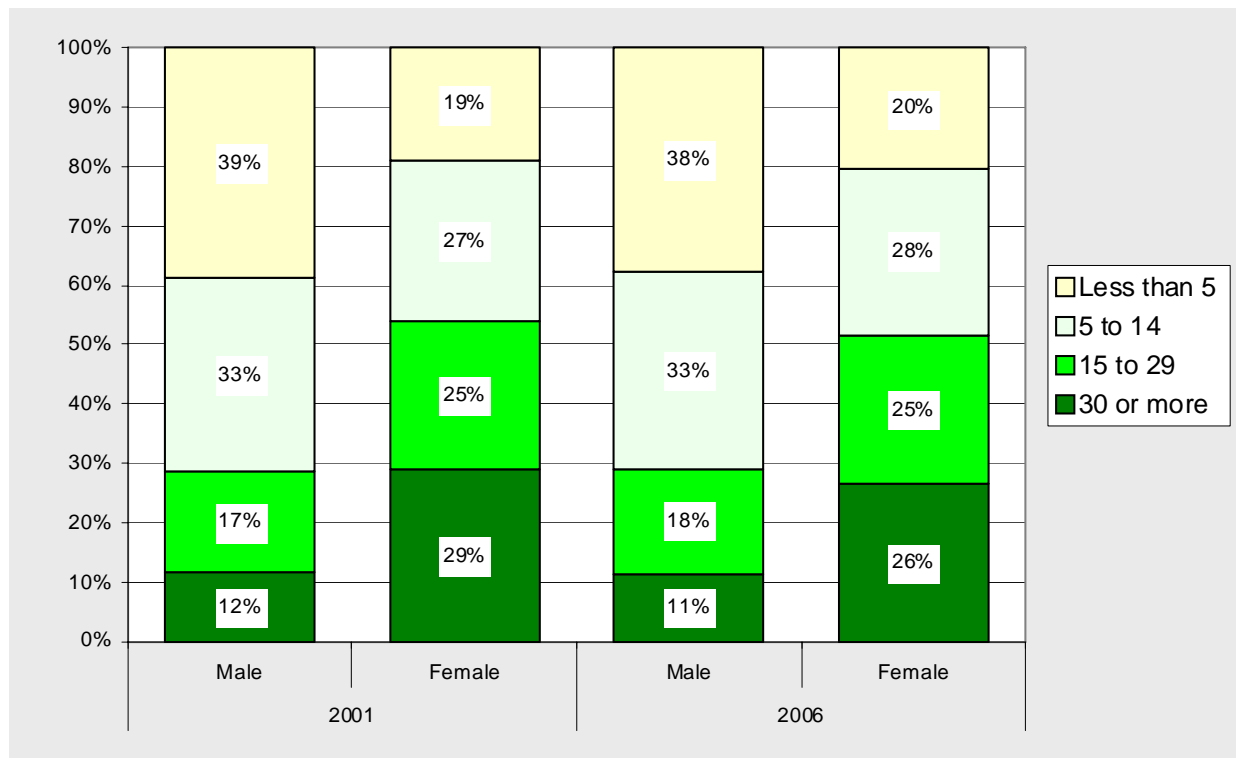


Unpaid Child Care, Care of Seniors, and House Work

In the regular decennial census, Statistics Canada measures the number of hours spent in the week prior to the survey in three kinds of family and household activities.

The first category, the most common, is unpaid housework. This is measured as the number of hours spent during the week prior to the census “doing unpaid housework, yard work or home maintenance for members of this household, or others”. Some examples provided on the questionnaire were preparing meals, washing the car, doing laundry, cutting the grass, shopping, and household planning. The data are shown in Table 2 in the Appendix and graphically in Figure 2.

Figure 2 Hours Spent per Week Doing Unpaid Work Around the Home, Saskatchewan



Virtually all females (94%) reported doing at least some unpaid housework in May 2006 and more than one in four (26%) spent at least thirty hours per week which is the equivalent of a full-time job according to Statistics Canada's definition. Saskatchewan males were both less likely to spend at least some time doing unpaid housework (89% compared with 94% for females) and less likely to spend at least thirty hours per week doing so (11% compared with 26%).

An estimate of the average time spent by the average female is 23 hours per week compared with 14 hours per week for the average male.

In 2006, males report working about the same number of hours as they had in 2001 whereas females reported working about one less hour per week than five years earlier.

The second kind of unpaid work involves the care of children, defined in the census as "looking after one or more of this person's own children, or the children of others, without pay". Examples provided include bathing or playing with young children, driving children to sports activities or helping them with homework. The data are shown in Table 2 in the Appendix and graphically in Figure 3.

In 2006, 42% of females reported at least some time spent doing this kind of work. (Presumably the remaining 58% do not have children or grandchildren living in their home.) As with unpaid housework, females are more likely than males to spend at least some time in this activity – 42% compared with 35% – and more likely to spend at least thirty hours per week – 19% compared with 9%.

Figure 3 Hours Spent per Week Providing Unpaid Care of Children, Saskatchewan

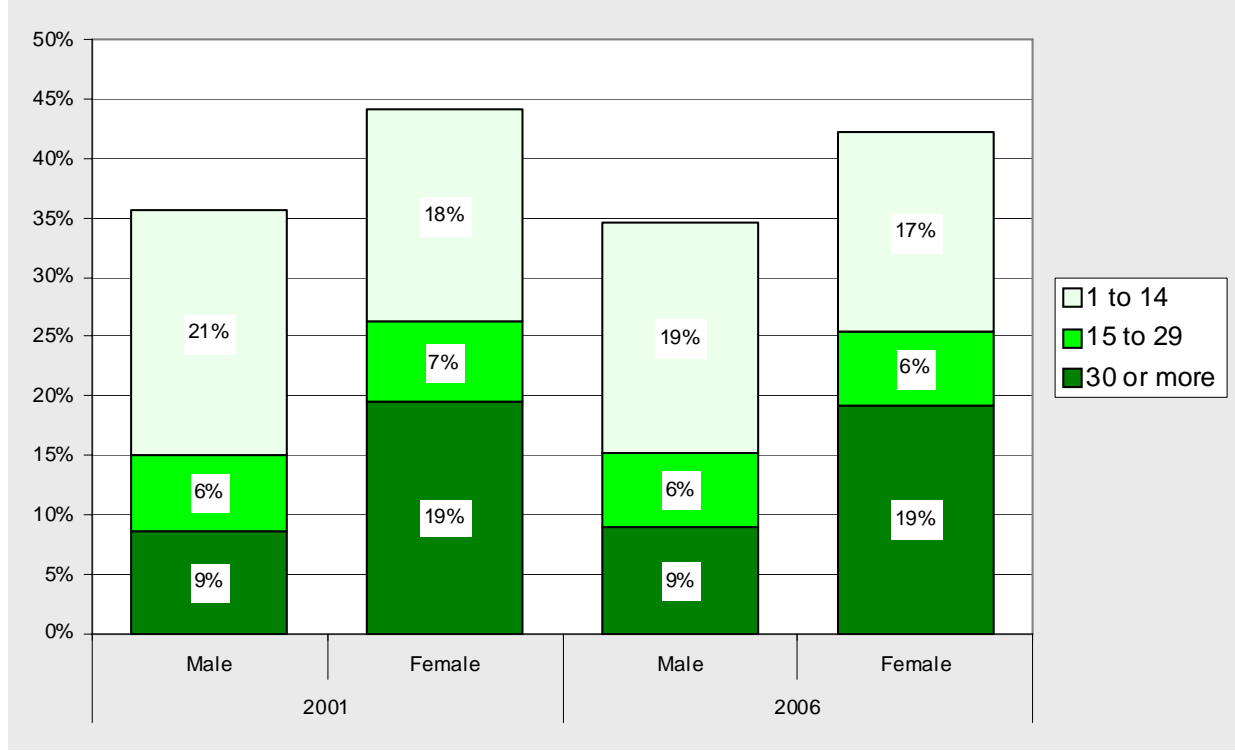
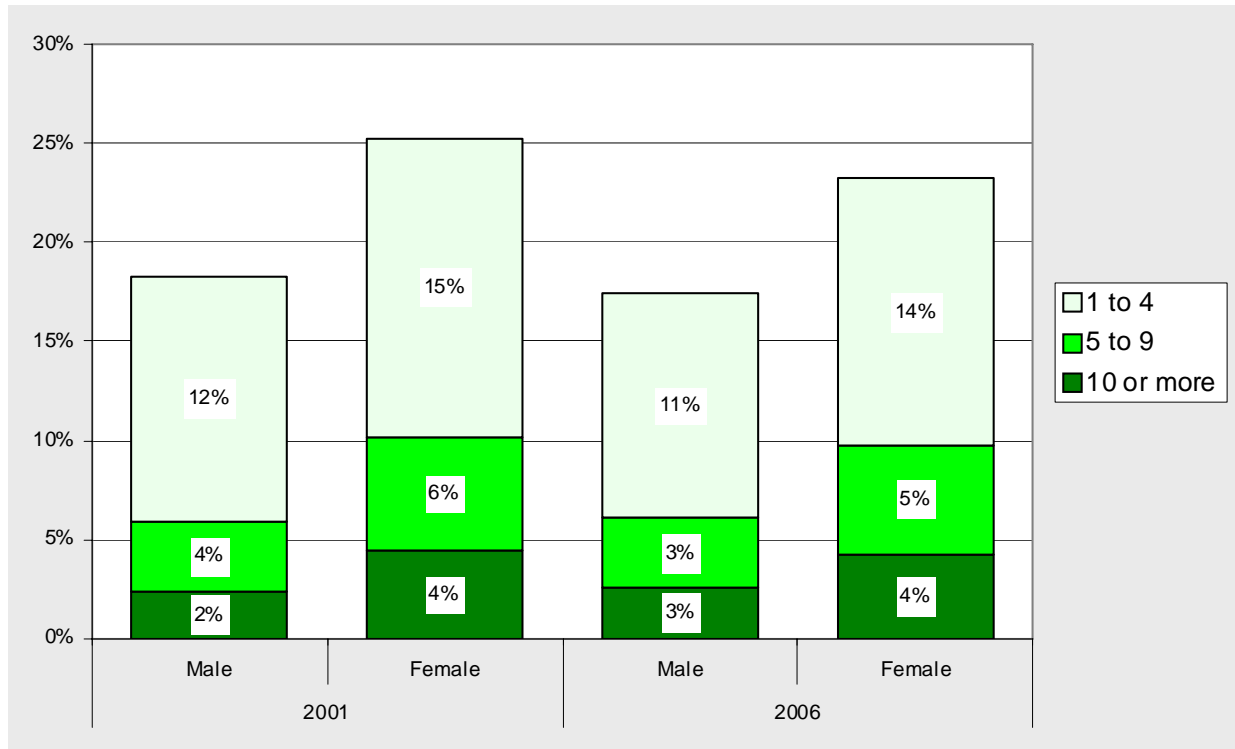


Figure 4 Hours Spent per Week Providing Unpaid Care of Seniors, Saskatchewan



For females, the estimated average hours per week in 2006 was 14.4 hours compared with 14.7 in 2001: for males, the average hours were 7.8 compared with 7.7 in 2001.

The third kind of unpaid work involves the care of seniors. This is defined in the census as providing “unpaid care or assistance to one or more seniors”. The examples included providing personal care to a senior family member, visiting seniors, talking with them on the telephone, and helping them with shopping, banking or with taking medication.

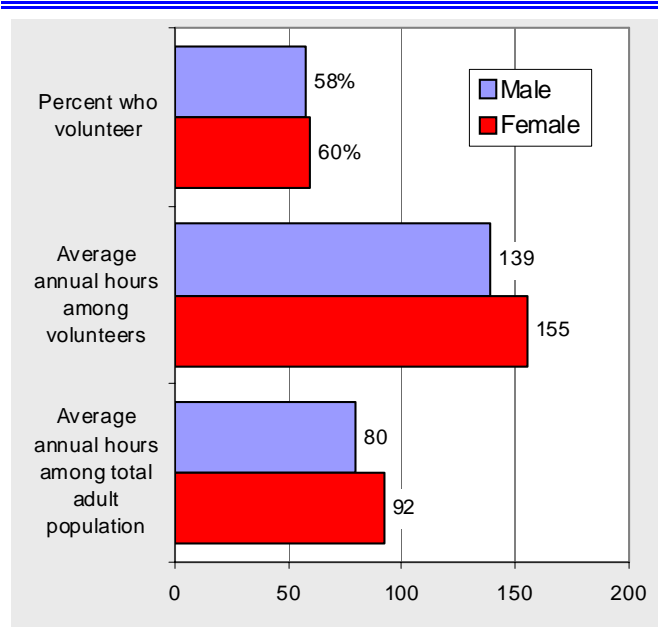
In 2006, 23% of females reported at least some time in this kind of activity and 10% reported spending at least five hours per week. Figure 4 shows that females were more likely than males to spend at least some time in this kind of unpaid work and more likely than males to spend longer hours doing so. On average, females spent 1.7 hours per week, up from 1.6 hours in 2001. The average for males was unchanged at 1.1 hours per week in both 2001 and 2006.

Volunteer Work

Statistics Canada last surveyed Canadians about their volunteer activity in 2007. At that time, about 60% of Saskatchewan adults reported that they spent at least some time performing a service without pay, on behalf of a charitable or other nonprofit organization, in the twelve months preceding the survey. This includes any unpaid help provided to schools, religious organizations, sports or community associations.

Females were slightly more likely than males to volunteer – 59.5% did so compared with 57.6% of males – and more likely to spend more hours doing so – 155 hours per year compared with 139 for males. These two factors combine to yield an average of 92 hours per year for Saskatchewan females compared with 80 hours per year for Saskatchewan males

Figure 4 Volunteer Work in Saskatchewan, 2007



Summary

This statistics in this section make it clear that females are:

- much more likely than males to do unpaid work around the home;
- somewhat more likely than males to do volunteer work; and
- equally likely to do unpaid work in support of a family business.

Section 3 Paid Work

This section looks at information about females in Saskatchewan and their participation in the paid labour market. The statistics include basic counts for the number of adults who work during an average month, in what kinds of jobs, and how many are unemployed. The next section looks at the industries and occupations in which they work.

Statistics Canada classifies all adults, that is, those who are 15 years of age and older, into one of three categories in the *Labour Force Survey*².

- **Employed** persons are those who, during the reference week:
 - (a) did any work at all at a job or business, that is, paid work in the context of an employer-employee relationship, or self-employment. Employment also includes unpaid family work, which is defined as unpaid work contributing directly to the operation of a farm, business or professional practice owned and operated by a related member of the same household; or
 - (b) had a job but were not at work due to factors such as an illness or disability, personal or family responsibilities, vacation, labour dispute or other reasons (excluding persons on layoff, between casual jobs, and those with a job to start at a future date).
- **Unemployed** persons represent the unutilized supply of labour and includes those who, during reference week, were available for work:
 - a) and were on temporary layoff with an expectation of recall, or
 - b) were without work and had actively looked for work in the past four weeks, or
 - c) had a new job to start within four weeks from reference week.

Persons are regarded as available if they reported that they could have worked in the reference week if a suitable job had been offered (or recalled if on temporary layoff); or if the reason they could not take a job was of a temporary nature such as an illness or disability, personal or family responsibilities, or because they already have a job to start in the near future, or because of vacation. Full-time students currently attending school and looking for full-time work are not considered to be available for work.

- Persons **not in the labour force** are those who, during the reference week, were neither employed nor unemployed.

The **labour force** is the sum of the employed and the unemployed.

Several indicators are derived from these basic counts.

- The **participation rate** is the labour force divided by the population to represent the proportion of the adult population “participating” in the labour market.

² The Labour Force Survey excludes the population living on Reserve.

- The **employment rate** is the number of employed divided by the population to represent the proportion of the population who are employed.
- The **unemployment rate** is the number of unemployed persons divided by the labour force and represents what proportion of labour market participants are unable to find work.

The basic labour force statistics, broken down by sex, are included in Table 3 of the Appendix.

Employment and Unemployment Rates

Saskatchewan females are less likely than males to be in the paid labour force. The difference is most pronounced among those fifteen and older among whom 71.8% of males were working in 2009 compared with 61.8% of females, a difference of 10.0%. Among those in the primary labour market age group, 25 to 54 years of age, the difference was 7.4% in 2009 – 89.5% for males compared with 82.1% for females. Figure 6 also shows that in both age groups, the gap between the sexes has narrowed over the past ten years but has remained virtually unchanged over the past five years .

The difference in employment rates is not because females have more difficulty finding work. The unemployment rate for females is, in fact, lower than for males. This means that the lower employment rate arises because fewer females are participating in the paid labour market, not because those who do so are having trouble finding a job.

Figure 6 Employment Rates in Saskatchewan

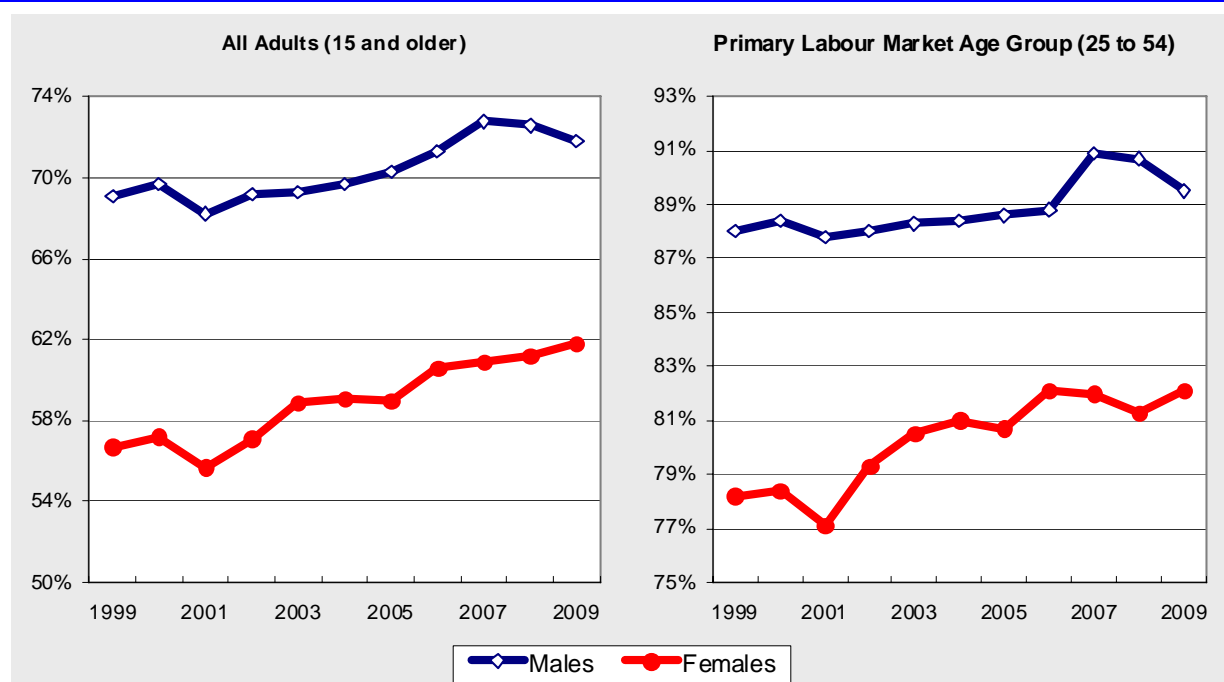


Figure 7 shows that the difference in unemployment rates between the sexes narrowed between 2003 and 2008. In 2009, the difference widened to 0.9% which is near the long-term average.

Attachment to the Labour Force and Job Type

Among the several measures of attachment to the labour force, the statistics in this section will show that:

- females are as likely as males to be in permanent positions;
- but less likely to be working full-time;
- less likely to be in “full-time, full-year” positions; and
- more likely to be union members.

Statistics Canada defines a persons as working full-time if they “usually” work thirty or more hours per week at their main or only job. This means that those who combine two part-time jobs to create full-time work are still considered as working part-time. Those who work longer than thirty hours in a particular week are also still considered as working part-time if this is out of the ordinary. Note that in some occupations, air line pilots for example, the “usual” hours of work are less than thirty hours per week.

In 2009, 89.1% of males were working full-time compared with 72.2% of females and Figure 8 shows that the difference between the sexes has narrowed slightly in the past ten years. In 2009, the difference between males and females was 17% compared with 19% in 2004 and 20% in 1999.

Expressed in terms of the average hours per week, females in Saskatchewan worked an average of 29.0 hours at paid employment in 2009 compared with 38.8 hours per week for males. The difference of 9.8 hours per week was 11.1 hours per week in 1999.

Another indicator of labour force attachment is whether or not a job is permanent. Statistics Canada defines a job to be permanent if it is expected to last as long as

Figure 7 Unemployment Rates, Saskatchewan, Populations Fifteen and Older

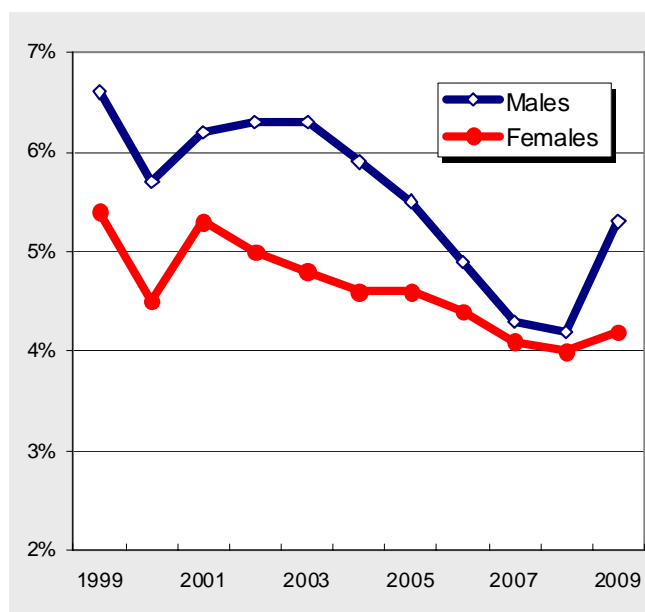
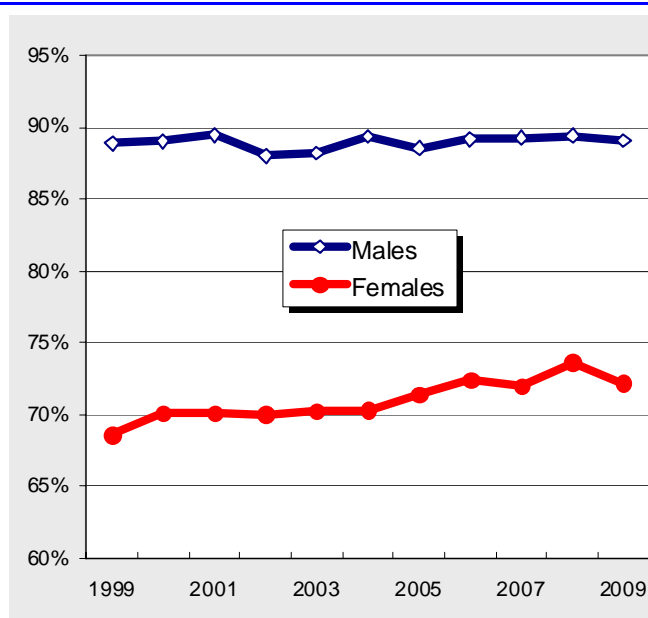


Figure 8 Percentage of the Employed who are Working Full-Time, Saskatchewan



the employee wants it, given that business conditions permit. That is, there is no pre-determined termination date. The data are included as Table 4 in the Appendix.

Among employees in 2009, that is, excluding the self-employed, the vast majority of both males and females are in permanent positions. Figure 9 shows that although females are slightly less likely than males to be in permanent positions in 2009, 86.9% compared with 88.5%, there are only minor differences between the sexes for this indicator.

Another measure of attachment to the labour force is the percentage of the population who work in what are called “full-time, full-year” positions, that is, those who have full-time positions that are not seasonal. The 2006 census is the most recent source of information for this labour market measure and it shows that females are much less likely than males to work in full-time, full-year positions (see Table 5 in the Appendix).

In 2005, the year prior to the 2006 census, less than one half (48.9%) of the females in the 25 to 54 age group were working in full-time, full-year positions compared with two-thirds (66.6%) of males.

Figure 10 also shows that the gap between males and females narrowed somewhat between 2000 and 2005 but remains high with a 17.8% difference between males and females in 2005 compared with a 19.3% difference in 2000.

The final indicator to measure differences in the type of job applies to job tenure. Job tenure is defined as the number of consecutive months a person has worked for their current employer. The employee may have worked in more than one occupation or in more than one location and still be considered to have continuous tenure if the employer has not changed. But if a person

Figure 9 Percentage of Paid Workers (excluding the self-employed) in Permanent Positions, Saskatchewan

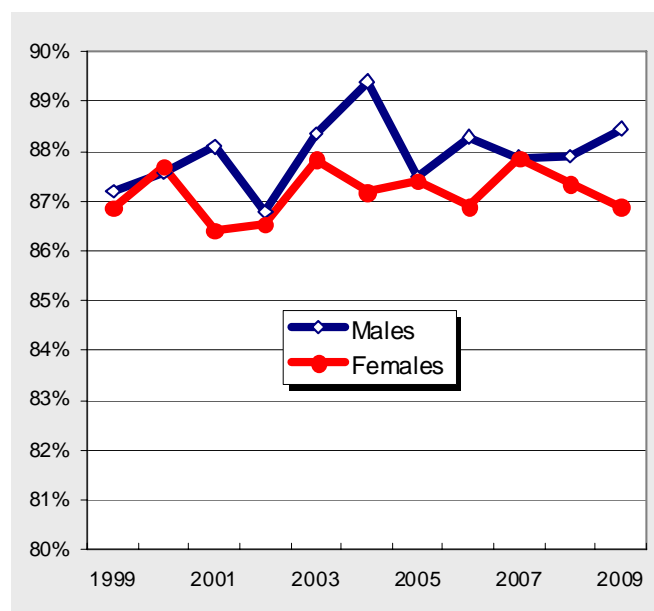
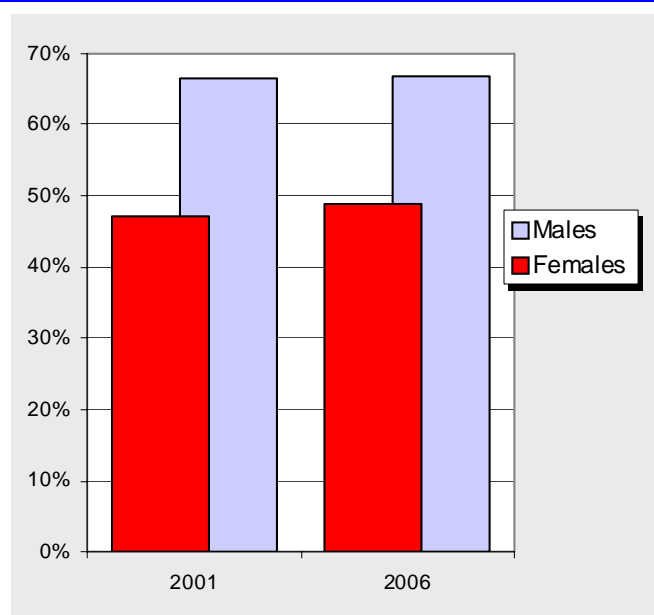


Figure 10 Percentage of the Population 25 to 54 Years of Age who Worked Mostly Full-Time Throughout the Previous Year, Saskatchewan



has worked for the same employer over different periods of time, job tenure measures the most recent period of uninterrupted work. A temporary layoff does not constitute an interruption.

There are major differences between males and females in this indicator as Figure 11 shows.

In 2009, the average tenure among Saskatchewan females was 106 months compared with 124 months for Saskatchewan males. The gap narrowed from 30 months to 18 months between 2004 and 2009.

Union membership provides some measure of job security for paid workers so the prevalence of union membership is also included as an measure of labour force attachment.

Figure 12 shows that Saskatchewan females are more likely to be union members than Saskatchewan males. In 2009, 41.6% of female paid workers were union members compared with 29.9% of male paid workers³. The difference between the sexes has widened slightly in the past five years, growing from 8.1% in 2004 to 11.7% in 2009.

The next section will show that females tend to work in the public sector where unions are more common.

Summary

The statistics about the paid labour market make it clear that females are less likely than males to be in the paid labour market. This remains true if students and seniors, two

Figure 11 Average Months of Tenure (with the same employer)

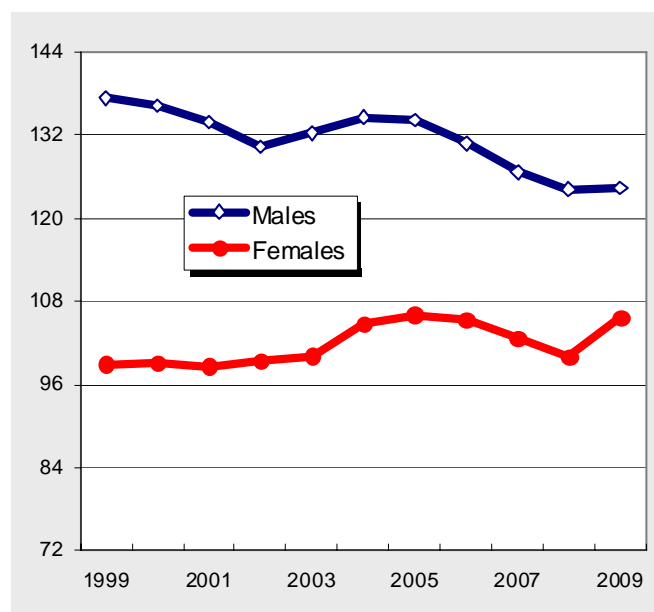
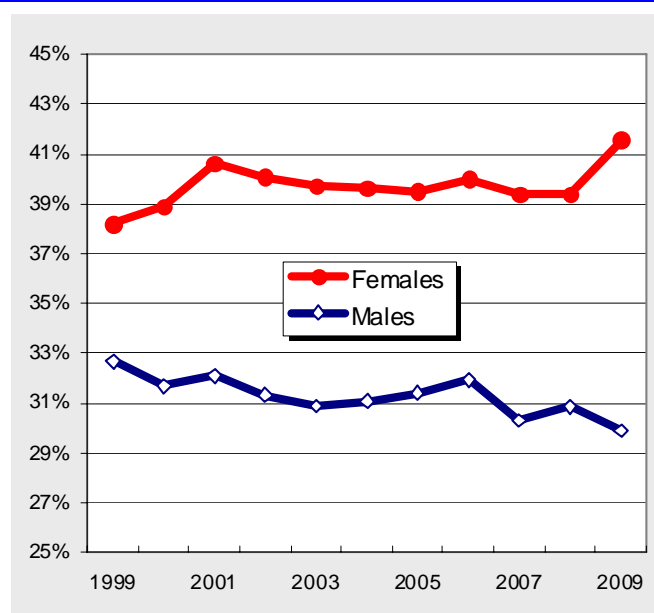


Figure 12 Percentage of Paid Workers (excluding the self-employed) who are Union Members, Saskatchewan



³ Those who are covered by a collective agreement are but not union members are included as union members.

categories where females outnumber males, are effectively excluded by looking only at those 25 to 54 years of age.

The lower participation in the paid labour market is not because females have difficulty finding a job; the unemployment rate is, in fact, lower than for males.

Among those who are in the paid labour market, the attachment of females to the labour force is not as strong as among males. For example, females are more likely than males to be working part-time, less likely to be in the so-called “full-time, full-year” positions, and have, on average, shorter tenure. Females, on the other hand, are more likely than males to be union members.

Section 4 Industries and Occupations

This section looks at the kinds of industries and occupations in which males and females work. Measuring differences for industries and occupations is more difficult than measuring it for a single indicator for two reasons. The first is that the level of detail used for the industry and occupation – that is, the number of subgroups used – affects the result. The second is that differences measured over a number of categories requires a more sophisticated kind of statistic than differences in a single indicator such as the unemployment rate.

Industry

The analysis in this section uses the eighteen industry groups for which provincial employment data are routinely published from the monthly *Labour Force Survey*⁴.

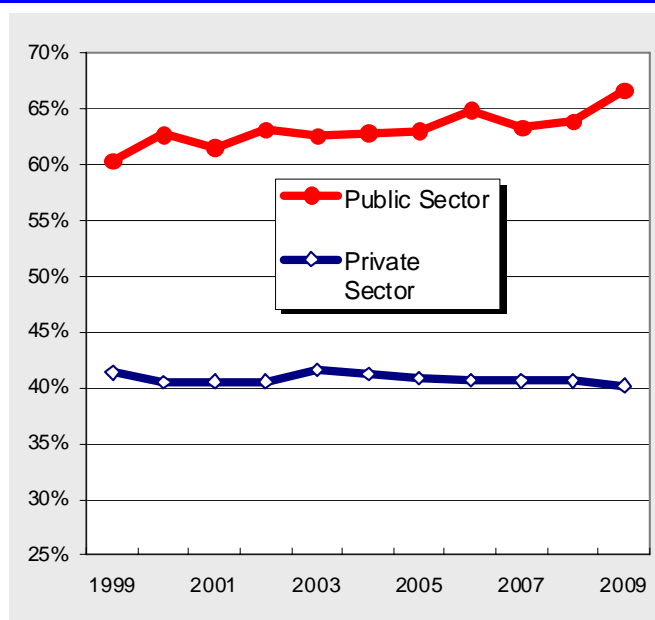
Generally speaking, females are more likely than males to work in the public sector, broadly defined to include the health and education sectors, the crown corporations, the three levels of government, and other organizations that are substantially funded by governments. In 2009, females represented 66.6% of public sector employees compared with 40.2% of private sector employees (including the self-employed).

Table 6 in the Appendix and Figure 13 shows that the proportion of females in the private sector has been relatively stable over the past ten years whereas the percentage of public sector employees who are female has been increasing.

Table 7 in the Appendix and Figure 14 shows the distribution by sex within each of eighteen industry groups. There is a cluster of five industry groups where males and females work in approximately the same proportion:

- business, building, and other support services – a category that includes contract cleaning, waste management, and head offices;
- professional, scientific, and technical services – a category that includes accountants, lawyers, information technology and management consulting firms.
- personal and household services – a category that includes, for example, funeral homes, dry

Figure 13 Females as a Percentage of Employment, Saskatchewan



⁴ For multiple job holders, those who work in two jobs simultaneously, the industry of the main job, the one in which they work the most hours, is chosen.

cleaning establishments, yard care companies, repair shops, unions and other professional organizations, and churches;

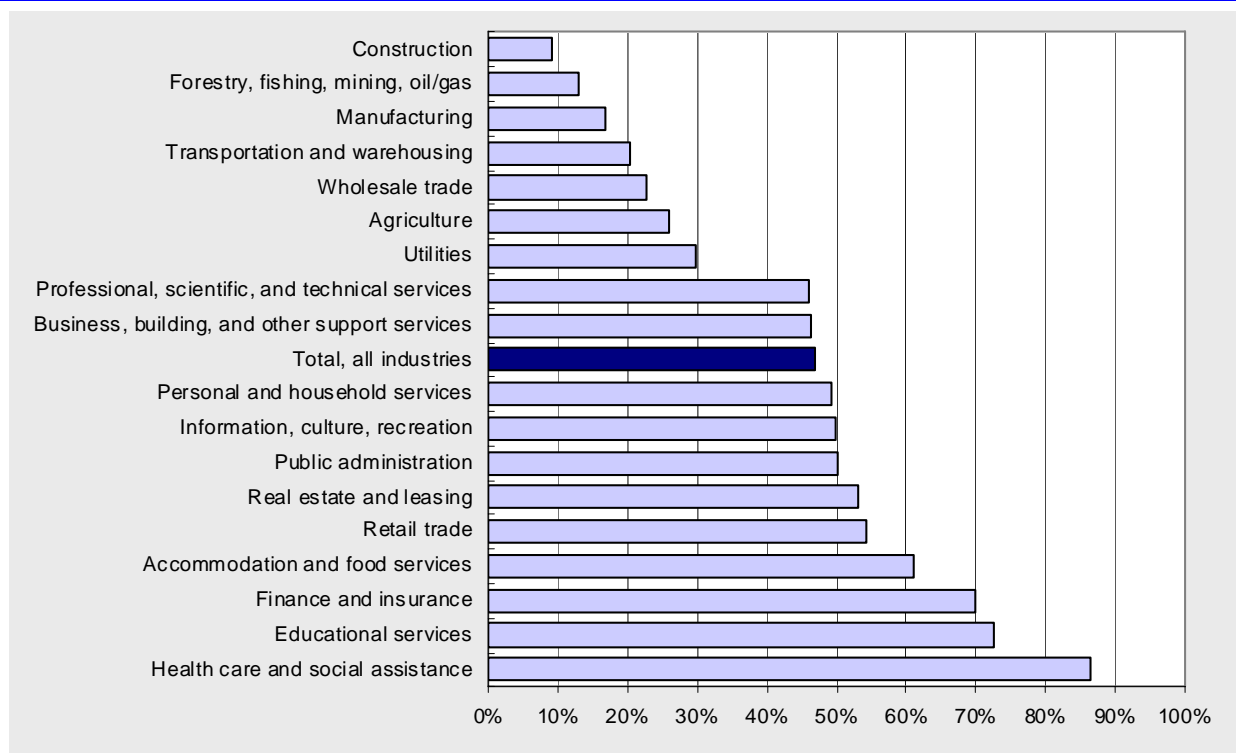
- information, culture, and recreation – a category that includes SaskTel, the media, and casinos; and
- public administration – the four levels of government – First Nations, local, provincial, and federal.

Males dominate in several industry groups that have been growing recently in Saskatchewan including construction and the resource sector. In several other industry groups, health care and social assistance for example, almost all of the employees are females. It is quite clear from the picture shown in Figure 14 that, generally speaking, Saskatchewan males and females work in dramatically different industry groups.

Changes in those differences over time can be measured by using the standard deviation to determine the extent to which the percentages in Figure 14 deviate from the overall average of 47%. The standard deviation was 21.5% in both 2004 and 2009 so there is no evidence that the industry distributions are getting more or less diverse. This means that, on average, females were as concentrated in industries where they already dominated as they were in 2004.

A simpler way to look at the changes over time is to simply note that in the nine industry groups where females are more common than the 47% average, female employment grew by 17,800 from 2004 to 2009. This compares with growth of 2,500 in industry groups where females had below-average representation. This means that, if anything, the concentration of females in certain industries is growing rather than declining.

Figure 14 Females as a Percentage of Employment by Industry Group, Saskatchewan, 2009



Occupation Group

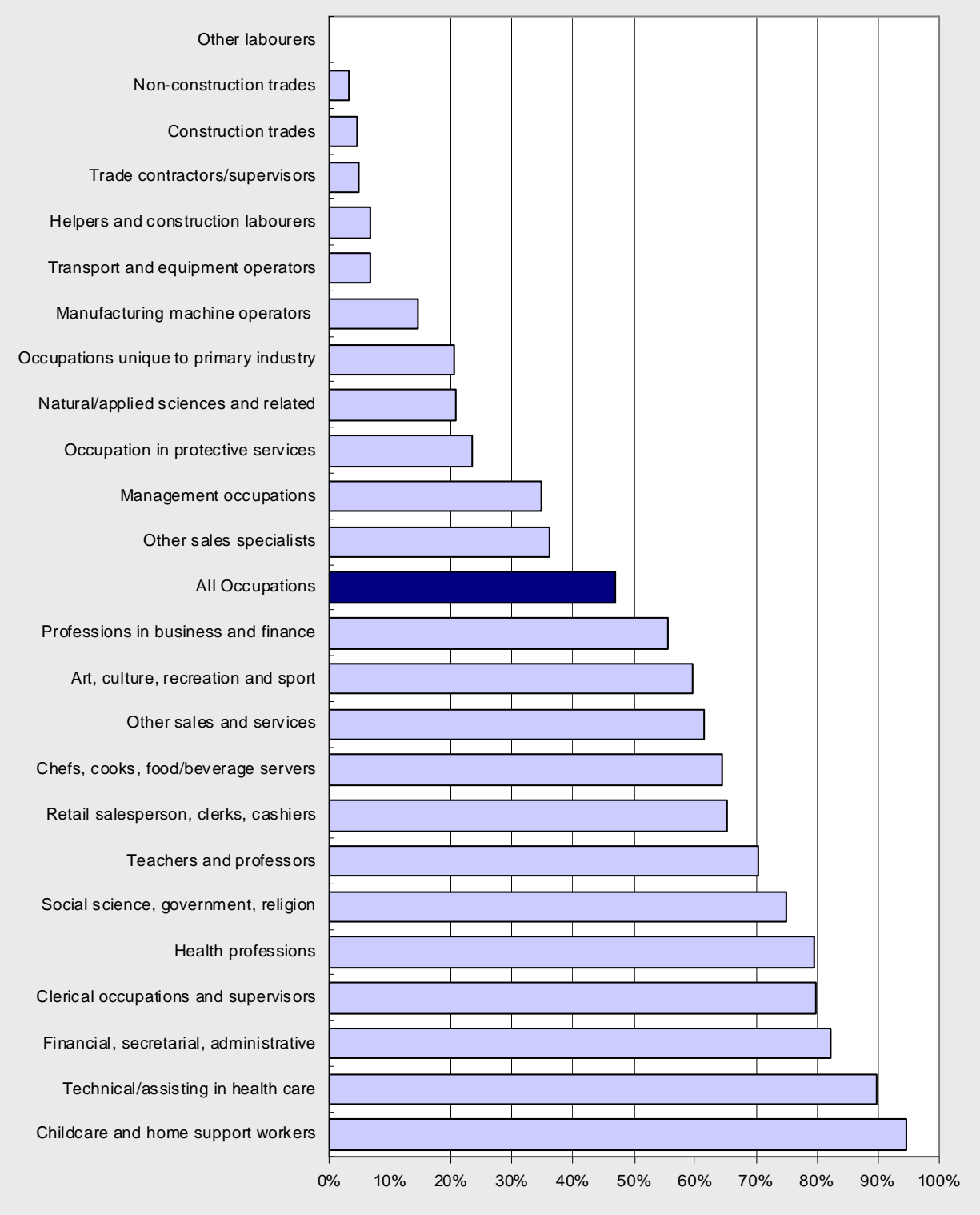
The same methodology used for industry groups was applied to the twenty-four occupational groups published from the monthly *Labour Force Survey*. Table 8 in the Appendix shows the distribution by sex for each of these occupational groups. The differences between males and females are even wider among occupations than they are among industry groups. For example, there are 89,000 people employed in construction and transportation trades or their helpers or supervisors and females make up less than 4% of that group. At the other end of the scale, females make up 90% of technical occupations in support of health care and 95% of childcare and home support workers.

The differences are shown graphically in Figure 14 which calculates females as a proportion of those employed in each of the occupation groups.

As with industry, differences by occupation group have been more or less unchanged in the past five years. The standard deviation of the different percentages increased, in fact, over the five year period. Some examples of this trend are as follows.

- Females make up 79.8% of clerical positions compared with 76.0% in 2005.
- Females make up 34.7% of management positions compared 38.3% in 2005.
- Females make up 70.4% of teachers and professors compared with 63.6% in 2005.

Figure 15 Females as a Percentage of Employment by Occupation Group, Saskatchewan, 2009



Data Appendix

Table 1 Unpaid Work in a Family Business, Saskatchewan

<u>Year</u>	<u>Number</u>			<u>Percent of Total Employment</u>		
	<u>Male</u>	<u>Female</u>	<u>Both sexes</u>	<u>Male</u>	<u>Female</u>	<u>Both sexes</u>
1999	2,000	3,200	5,100	0.5%	0.8%	0.7%
2000	2,000	3,300	5,300	0.5%	0.9%	0.7%
2001	1,100	2,000	3,100	0.3%	0.5%	0.4%
2002	1,700	1,700	3,500	0.5%	0.5%	0.5%
2003	1,100	1,600	2,700	0.3%	0.4%	0.4%
2004	1,100	1,500	2,600	0.3%	0.4%	0.3%
2005	1,100	900	2,000	0.3%	0.2%	0.3%
2006	1,200	1,000	2,200	0.3%	0.3%	0.3%
2007	1,000	800	1,800	0.3%	0.2%	0.2%
2008	900	500	1,400	0.2%	0.1%	0.2%
2009	700	700	1,400	0.2%	0.2%	0.2%

Source: Statistics Canada Labour Force Survey, Historical Review CDROM, Table 12

Table 2 Unpaid Work, Saskatchewan

		2001		2006	
		Male	Female	Male	Female
Unpaid house and yard work	None	44,845	22,055	39,540	22,880
	Less than 5 hours	98,410	51,165	100,855	56,615
	5 to 14 hours	120,150	105,375	124,345	110,480
	15 to 29 hours	62,570	95,920	66,380	98,915
	30 to 59 hours	28,810	73,005	29,235	68,835
	<u>60 hours or more</u>	<u>14,005</u>	<u>39,210</u>	<u>13,030</u>	<u>35,120</u>
	Total	368,790	386,735	373,385	392,845
Estimated average per week*		14	24	14	23
Unpaid care of children	None	237,345	216,030	244,075	227,180
	Less than 5 hours	39,790	33,885	37,890	32,760
	5 to 14 hours	36,175	35,320	34,695	32,800
	15 to 29 hours	23,570	26,175	23,360	24,605
	30 to 59 hours	14,875	25,060	15,230	23,920
	<u>60 hours or more</u>	<u>17,035</u>	<u>50,265</u>	<u>18,140</u>	<u>51,580</u>
	Total	368,790	386,735	373,390	392,845
Estimated average per week*		8	15	8	14
Unpaid care of seniors	None	301,310	288,960	308,080	301,340
	Less than 5 hours	45,640	58,290	42,600	53,165
	5 to 9 hours	13,010	22,425	12,940	21,545
	10 to 19 hours	4,265	8,385	4,615	8,360
	<u>20 hours or more</u>	<u>4,565</u>	<u>8,680</u>	<u>5,145</u>	<u>8,435</u>
	Total	368,790	386,735	373,385	392,845
Estimated average per week**		1	2	1	2

* The average is estimated by assuming those who reported working

- 1 to 5 hours worked 2.5 hours;
- 5 to 14 hours worked 10 hours;
- 15 to 29 hours worked 22.5 hours;
- 30 to 59 hours worked 45 hours; and
- 60 or more hours worked 70 hours.

** The average is estimated by assuming those who reported working:

- 1 to 5 hours worked 2.5 hours;
- 5 to 9 hours worked 7.5 hours;
- 10 to 19 hours worked 15 hours; and
- 20 or more hours worked 25 hours.

Source: Statistics Canada 2006 Census 97-559-XCB2006015; 2001 Census, 97F0013XCB01004

Table 3 Employment and Unemployment

			Number of persons				Unemployment Rate	Employment Rate
			Labour Force	Total	Full-time	Part-time		
Population 15 & older	Males	1999	274,000	255,900	227,400	28,600	6.6%	69.1%
		2000	272,600	257,100	228,900	28,100	5.7%	69.7%
		2001	266,800	250,300	223,900	26,400	6.2%	68.2%
		2002	270,400	253,400	223,000	30,400	6.3%	69.2%
		2003	271,400	254,300	224,400	29,900	6.3%	69.3%
		2004	272,600	256,400	229,100	27,300	5.9%	69.7%
		2005	274,700	259,500	229,800	29,700	5.5%	70.3%
		2006	275,900	262,400	234,000	28,400	4.9%	71.3%
		2007	281,900	269,900	241,000	28,800	4.3%	72.8%
		2008	286,800	274,800	245,800	29,000	4.2%	72.6%
		2009	291,700	276,100	245,900	30,200	5.3%	71.8%
	Females	1999	227,900	215,600	147,900	67,700	5.4%	56.7%
		2000	226,600	216,500	151,800	64,700	4.5%	57.2%
		2001	221,700	210,000	147,200	62,800	5.3%	55.7%
		2002	226,000	214,800	150,400	64,500	5.0%	57.1%
		2003	232,900	221,800	155,800	66,000	4.8%	58.9%
		2004	234,100	223,300	157,000	66,300	4.6%	59.1%
		2005	234,700	224,000	159,900	64,100	4.6%	59.0%
		2006	239,600	229,200	166,000	63,100	4.4%	60.6%
		2007	241,900	231,900	167,000	64,900	4.1%	60.9%
		2008	247,900	237,900	175,200	62,700	4.0%	61.2%
		2009	255,100	244,400	176,400	68,000	4.2%	61.8%
Population 25 to 54 years	Males	1999	183,700	173,700	165,000	8,700	5.4%	88.0%
		2000	181,900	173,400	166,200	7,200	4.7%	88.4%
		2001	179,300	170,600	163,600	7,000	4.9%	87.8%
		2002	178,500	169,400	161,400	7,900	5.1%	88.0%
		2003	178,600	168,900	160,600	8,300	5.4%	88.3%
		2004	177,300	168,800	161,600	7,200	4.8%	88.4%
		2005	176,600	168,900	161,500	7,400	4.4%	88.6%
		2006	174,800	167,800	161,100	6,700	4.0%	88.8%
		2007	178,400	172,300	165,600	6,700	3.4%	90.9%
		2008	181,100	175,000	168,200	6,800	3.4%	90.7%
		2009	183,300	175,300	168,100	7,100	4.4%	89.5%
	Females	1999	160,200	152,600	113,600	39,000	4.7%	78.2%
		2000	157,900	152,000	115,100	37,000	3.7%	78.4%
		2001	155,400	148,500	112,300	36,200	4.4%	77.1%
		2002	158,000	151,500	115,100	36,400	4.1%	79.3%
		2003	159,400	153,200	116,600	36,600	3.9%	80.5%
		2004	160,000	153,900	118,300	35,600	3.8%	81.0%
		2005	159,100	153,400	118,800	34,600	3.6%	80.7%
		2006	160,000	154,400	122,300	32,100	3.6%	82.1%
		2007	159,800	154,300	121,800	32,400	3.5%	82.0%
		2008	161,800	156,200	125,400	30,900	3.5%	81.3%
		2009	166,000	160,200	126,600	33,600	3.5%	82.1%

Source: Statistics Canada Labour Force Survey, Historical Review CDROM, Table 2

Table 4 Selected Employment Indicators

	Permanent positions as % of paid workers		Union membership as % of employment		Job tenure (average months with employer)		Average hours worked per week at all jobs	
	<u>Males</u>	<u>Females</u>	<u>Males</u>	<u>Females</u>	<u>Males</u>	<u>Females</u>	<u>Males</u>	<u>Females</u>
1999	87.2%	86.9%	32.7%	38.2%	137	99	41.3	30.2
2000	87.6%	87.7%	31.7%	38.9%	136	99	41.4	30.6
2001	88.1%	86.4%	32.1%	40.6%	134	99	40.8	30.1
2002	86.8%	86.5%	31.3%	40.1%	130	100	40.1	29.8
2003	88.4%	87.8%	30.9%	39.7%	132	100	39.6	29.4
2004	89.4%	87.2%	31.1%	39.7%	135	105	39.8	29.3
2005	87.5%	87.4%	31.4%	39.5%	134	106	40.3	30.3
2006	88.3%	86.9%	31.9%	40.0%	131	105	40.5	30.2
2007	87.9%	87.9%	30.3%	39.4%	127	103	40.8	30.2
2008	87.9%	87.3%	30.9%	39.4%	124	100	40.4	30.2
2009	88.5%	86.9%	29.9%	41.6%	124	106	38.8	29.0

Source: Statistics Canada Labour Force Survey, Historical Review CDROM, Table 80 (for permanent positions),
Table 78 (for union membership), Table 38 (for job tenure), Table 18 for hours of work

Table 5 Labour Force Attachment

			Any work activity during the year		Worked mostly full- time throughout the year		Worked part-time or part of the year	
			<u>2000</u>	<u>2005</u>	<u>2000</u>	<u>2005</u>	<u>2000</u>	<u>2005</u>
Number	Males	25 to 54	193,760	187,960	128,535	125,250	65,215	62,710
		15 & older	368,785	373,390	168,360	172,960	200,425	200,430
	Females	25 to 54	198,300	196,330	93,355	95,945	104,935	100,380
		15 & older	386,735	392,845	117,335	126,635	269,405	266,210
Percent of total	Males	25 to 54	100.0%	100.0%	66.3%	66.6%	33.7%	33.4%
		15 & older	100.0%	100.0%	45.7%	46.3%	54.3%	53.7%
	Females	25 to 54	100.0%	100.0%	47.1%	48.9%	52.9%	51.1%
		15 & older	100.0%	100.0%	30.3%	32.2%	69.7%	67.8%

Source: 2000 - Statistics Canada Census 97F0019XCB01003
2005 - Statistics Canada Census 97-559-XCB2006021

Table 6 Employment by Sector

	Public sector employees			Self-employed and private sector employees		
	<u>Males</u>	<u>Females</u>	<u>% Female</u>	<u>Males</u>	<u>Females</u>	<u>% Female</u>
1999	42,800	65,200	60.4%	213,200	150,400	41.4%
2000	41,600	69,900	62.7%	215,400	146,600	40.5%
2001	42,900	68,700	61.6%	207,400	141,300	40.5%
2002	40,800	69,900	63.1%	212,600	144,900	40.5%
2003	42,500	71,100	62.6%	211,800	150,700	41.6%
2004	43,600	73,700	62.8%	212,800	149,500	41.3%
2005	44,100	75,200	63.0%	215,300	148,800	40.9%
2006	42,500	78,500	64.9%	219,900	150,700	40.7%
2007	45,500	78,400	63.3%	224,400	153,500	40.6%
2008	46,000	81,400	63.9%	228,900	156,500	40.6%
2009	44,400	88,700	66.6%	231,700	155,700	40.2%

Source: Statistics Canada Labour Force Survey, Historical Review CDROM, Table 12

Table 7 Employment by Industry Group

		<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
Employment both sexes	Agriculture	46,600	47,800	43,800	41,000	43,400
	Forestry, fishing, mining, oil/gas	18,600	21,500	22,100	25,200	24,500
	Utilities	4,600	4,500	4,200	5,600	4,700
	Construction	26,300	29,600	32,100	36,800	38,500
	Manufacturing	30,300	29,300	30,700	30,900	28,500
	Wholesale trade	18,100	17,400	19,600	20,100	19,500
	Retail trade	60,200	61,900	62,900	63,400	61,600
	Transportation and warehousing	24,900	25,700	24,600	24,000	25,000
	Finance and insurance	19,400	18,400	19,200	21,700	21,700
	Real estate and leasing	6,400	7,300	7,400	6,700	7,700
	Professional, scientific, and technical services	18,000	18,900	21,100	20,700	21,700
	Business, building and other support services	13,400	12,600	11,500	11,400	12,100
	Educational services	38,800	38,100	40,200	37,700	39,500
	Health care and social assistance	58,100	59,500	61,700	63,400	66,300
	Information, culture, recreation	20,300	20,200	19,900	20,300	20,300
	Accommodation and food services	29,700	30,200	30,800	32,000	30,600
	Personal and household services	22,600	21,200	22,400	22,900	24,200
	Public administration	27,200	27,500	27,700	29,200	31,000
	Total, all industries	483,500	491,600	501,800	512,700	520,600
Employment Females	Agriculture	10,300	10,800	9,500	8,400	11,300
	Forestry, fishing, mining, oil/gas	2,100	2,400	2,000	2,600	3,200
	Utilities	1,100	1,100	1,100	1,700	1,400
	Construction	2,300	3,100	3,100	3,600	3,500
	Manufacturing	7,100	6,600	5,400	6,400	4,800
	Wholesale trade	3,500	4,200	4,300	5,200	4,400
	Retail trade	32,900	33,900	35,700	36,000	33,400
	Transportation and warehousing	4,700	5,100	5,800	5,300	5,100
	Finance and insurance	13,700	12,600	13,900	15,200	15,200
	Real estate and leasing	2,800	3,000	3,300	2,700	4,100
	Professional, scientific, and technical services	8,700	9,000	9,200	9,500	10,000
	Business, building and other support services	7,000	6,100	5,600	5,300	5,600
	Educational services	25,500	26,500	27,300	25,000	28,700
	Health care and social assistance	49,100	50,400	51,900	53,900	57,300
	Information, culture, recreation	10,200	10,500	10,200	9,800	10,100
	Accommodation and food services	19,300	18,900	19,600	20,100	18,700
	Personal and household services	10,800	11,300	11,000	12,300	11,900
	Public administration	12,800	13,600	13,100	14,700	15,500
	Total, all industries	224,000	229,200	231,900	237,900	244,400

Source: Statistics Canada Labour Force Survey, Historical Review CDROM, Table 8

Table 8 Employment by Occupation Group

		<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
Employment both sexes	Management occupations	34,500	35,700	34,600	37,700	36,300
	Professions in business and finance	9,500	10,300	10,800	10,800	10,600
	Financial, secretarial, administrative	22,800	24,600	21,900	23,700	24,100
	Clerical occupations and supervisors	44,600	45,100	47,400	49,000	48,500
	Natural/applied sciences and related	20,900	21,900	22,900	26,300	24,900
	Health professions	14,400	14,400	13,400	14,600	16,700
	Technical/assisting in health care	18,100	19,100	21,000	20,000	20,600
	Social science, government, religion	19,600	19,300	20,300	19,500	21,900
	Teachers and professors	20,600	21,100	20,400	20,500	21,300
	Art, culture, recreation and sport	11,000	10,500	10,300	10,500	11,400
	Wholesale, technical, insurance, real estate sales specialists, grain buyers	12,800	12,100	12,800	13,700	14,100
	Retail salesperson, clerks, cashiers	30,800	30,000	32,000	32,800	31,900
	Chefs, cooks, food/beverage servers	16,500	16,700	17,600	16,700	17,700
	Occupation in protective services	7,500	6,200	6,400	7,100	7,700
	Childcare and home support workers	7,000	6,000	7,000	6,800	7,500
	Other sales and services	43,700	45,300	44,500	46,400	45,500
	Trade contractors/supervisors	9,100	9,900	9,700	9,300	10,300
	Construction trades	8,700	8,800	10,900	11,600	12,900
	Non-construction trades	25,800	24,200	29,500	32,200	31,700
	Transport and equipment operators	21,600	22,500	23,000	22,900	23,600
	Helpers and construction labourers	9,800	10,000	9,500	10,100	10,500
	Occupations unique to primary industry	57,200	60,700	58,200	54,700	56,800
	Manufacturing machine operators	13,700	14,000	14,400	12,500	11,700
	<u>Other process labourers</u>	<u>3,400</u>	<u>3,400</u>	<u>3,300</u>	<u>3,300</u>	<u>2,200</u>
	Total	483,500	491,600	501,800	512,700	520,600
Employment Females	Management occupations	13,200	13,300	13,000	14,700	12,600
	Professions in business and finance	5,200	5,400	5,400	6,100	5,900
	Financial, secretarial, administrative	19,000	21,100	18,400	19,300	19,800
	Clerical occupations and supervisors	33,900	33,800	37,200	38,600	38,700
	Natural/applied sciences and related	4,900	4,800	4,900	5,100	5,200
	Health professions	11,600	11,700	10,600	12,100	13,300
	Technical/assisting in health care	16,100	16,800	18,600	17,700	18,500
	Social science, government, religion	13,500	13,000	14,100	14,000	16,400
	Teachers and professors	13,100	14,300	13,800	13,200	15,000
	Art, culture, recreation and sport	6,500	6,600	6,500	5,900	6,800
	Wholesale, technical, insurance, real estate sales specialists, grain buyers	3,300	3,500	3,300	4,600	5,100
	Retail salesperson, clerks, cashiers	21,100	20,800	22,000	22,200	20,800
	Chefs, cooks, food/beverage servers	11,500	11,600	12,100	11,400	11,400
	Occupation in protective services	1,500	1,200	1,200	1,800	1,800
	Childcare and home support workers	6,500	5,500	6,400	6,400	7,100
	Other sales and services	25,400	26,800	26,700	28,100	28,000
	Trade contractors/supervisors	500	...	...	...	...
	Construction trades	...	...	...	...	...
	Non-construction trades	1,100	1,000	1,100	1,300	1,000
	Transport and equipment operators	1,500	1,800	2,300	1,700	1,600
	Helpers and construction labourers	800	1,300	1,000	1,100	700
	Occupations unique to primary industry	10,100	10,800	9,300	8,400	11,600
	Manufacturing machine operators	2,200	2,300	2,200	2,600	1,700
	<u>Other process labourers</u>	<u>1,000</u>	<u>1,000</u>	...	...	...
	Total	224,000	229,200	231,900	237,900	244,400

Source: Statistics Canada Labour Force Survey, Historical Review CDROM, Table 10

... = < 1,000



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