WOMEN IN THE SASKATCHEWAN LABOUR MARKET
A COMPARISON OF WAGE RATES

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Status of Women Office
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by

Sask Trends Monitor
444 19th Avenue
Regina, Saskatchewan
S4N 1H1
Tel: 306-522-5515
Email: sasktrends@sasktel.net

Sask trends monitor
Tracking economic, social, and demographic trends from a Saskatchewan perspective.

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Executive Summary

This report was prepared by Doug Elliott, the principal of *QED Information Systems Inc.* and publisher of *Sask Trends Monitor* for the *Status of Women Office* in the *Saskatchewan Ministry Social Services* and the Labour Market Information and Analysis Unit of the *Saskatchewan Ministry of Advanced Education, Employment, and Immigration*.

The statistics in this report are based on data collected by the Statistics Canada *Labour Force Survey*. This is a monthly telephone survey with a large sample size in Saskatchewan that yields the most reliable wage rate information for Saskatchewan. Unfortunately, the survey excludes the population living on reserve from the sample frame; these statistics cover only the Saskatchewan population living off reserve regardless of where they work.

The report provides an overview of women in Saskatchewan's labour market and then focuses on average hourly wage rates among paid workers. These wage rates are examined according to the characteristics of the women and the characteristics of positions in which they work.

Women in the Labour Market

In an average month in 2009 there were 395,200 adult women (15 years of age and older) living in Saskatchewan. Of these, 255,100 or 64.5% were in the labour force, that is, either employed or looking for work. One of the most dramatic trends in the Saskatchewan labour market in the past three decades has been the increase in the number of women, particularly older women, who are in the labour force.

Restricted to the primary labour market age group (15 to 64 years), the employment rate among women has increased from below 50% in 1976 to 75% in 2009. The bulk of that growth occurred during the 1980s. Since then the employment rate has continued to grow but at a slower pace. Over the same period, the employment rate among men drifted slowly downward until the mid 1990s before increasing in recent years.

The employment rate among women in the primary labour market age group was below the national average in the early 1970s, but has grown more rapidly and is now higher. Employment rates outside of Regina and Saskatoon are as high as they are in the two major centres.

In the past five years, employment among older women has increased. This is in part because of an aging population – there are more older women in the province – and in part because of higher employment rates. For example, from 2004 to 2009 the employment rates among Saskatchewan women have:

- increased from 66.5% to 73.9% among those 55 to 59 years of age; and
- increased from 40.2% to 52.0% among those 60 to 64 years of age.

Saskatchewan's Aboriginal women living off reserve have much lower employment rates than non-Aboriginal women, but the difference is narrowing. The employment rate among those 15 to 64 years of age was 48% in 2009 for First Nation women, 62% for Métis women, and 77% for non-Aboriginal women. The employment rate gap between Aboriginal and non-Aboriginal women disappears among those with a university degree.

The employment rate for Aboriginal women in Saskatchewan (55% in 2009 among women 15 to 64 years of age) is below the rate in Canada as a whole (57%) and in the neighbouring provinces of Manitoba (59%) and Alberta (56%).

Wage Rates

In the analysis, wages rates reported by respondents to the *Labour Force Survey* are examined according to the social and demographic characteristics of women who are paid workers and according to the characteristics of the positions in which they work. These rates are also compared with rates for men in similar circumstances and positions.

Those who are self-employed are not included, so this section of the report effectively examines the wage rates for the 212,600 women who were paid workers in 2009. The average hourly wage rate was $19.83 among women which was 85.1% of the $23.29 average for men.

The wage rate differential between men and women is slowly narrowing. Over the course of the ten-year period ending in 2009, the average wage rate for women grew by an average of 4.6% per year, compared with 4.0% per year for men. These different growth rates enabled the average rate for women to grow from 79.9% of the male average in 1999 to 85.1% in 2009.

The differential of 85.1% between men and women in Saskatchewan is near the national average of 84.8%. The differential is as wide as 79% in Alberta and as narrow as 95% in Prince Edward Island, but the bulk of the provinces have a differential in the 83% to 88% range.

Wage rates among women differ, of course, across the various characteristics of the women and the positions in which they work. The differential between wage rates for men and women is, however, significant and pervasive. With only one exception – part-time/casual work – women are paid less than what men in similar circumstances are paid.

Age

Wage rates increase with age among women as they do among men, but the increase is less pronounced, so the differential between rates for men and women is wider among older women and narrower among younger women. Among women 25 to 34 years of age, for example, the average hourly wage rate was $20.50 which is 87% of the average for men in the same age group. The average rate increases steadily to $22.39 among women 45 to 54 years of age, but the differential increases as well, so that rates for women are 82% of rates for men.

Similar differentials between men and women exist if the analysis is restricted to those working full-time. For example, women 25 to 34 years of age working full-time have an average hourly wage that is 88% of the average for men in the same age group.

Students

Wage rates for women who are full-time students are well below rates for those who are part-time students or non-students. The differential between men and women, however, is narrower for full-time students (95%) than for part-time students (93%).

Completed education	The correlation between completed education and wage rates is one of the strongest of those examined in this report. Women with a university degree have, on average, a wage rate that is more than double the average for those with only a grade 12 education. The data also show that the differential between men and women is narrower among those with a post-secondary education. Women with a bachelor degree, for example, have a wage rate that is 90% of the average for men with a bachelor degree. This compares with a differential of 74% for men and women with less than a grade 12 education. The wage rate differentials between men and women across the various levels of completed education are similar if one restricts the analysis to those working full-time.
Tenure	Wage rates for women increase steadily as tenure increases. The differential between men and women, however, is virtually identical across the different categories of tenure.
Family status	Wage rates are highest for women living in a two-person family with a working partner. They are lowest for women in lone parent families. The wage rate differential between men and women is relatively constant across economic family types except for lone parents and unattached individuals living alone, where it is narrower.
Multiple job holders	Women who hold two jobs simultaneously have, on average, lower wage rates (at their main job) than those who have only a single job. The differential between men and women is similar for both single job holders and multiple job holders.
Job type	Women in permanent positions have an average wage rate of $20.30 compared with rates as low as $13.55 for those in temporary seasonal positions (typically summer jobs). The differential between men and women is wider for those in seasonal positions and narrower for those in term/contract positions. Among those in casual positions, wage rates for women are 5% higher than for men.
Hours of work	Hourly wage rates for women in part-time positions, where one out of four women employees work, are 24% below those for women in full-time positions. Women in part-time positions have wage rates, on average, 12% higher than men in part-time positions. Among full-time workers, the average wage rate for women is 87% of the average for men.
Industry category	Women in the public sector, broadly defined, have wage rates that are 50% higher than in the private sector. The differential between men and women is also narrower in the public sector than in the private sector. Within industry categories, average wage rates among women range from a low of $11.67 per hour in the accommodation and food services sector to a high of $25.31 in public administration. In each of fifteen industry sectors, women have wage rates that are less than those for men. The differential is as wide as 72% in the “finance, insurance, and real estate” group and as narrow as 92% in agriculture.

Occupation group	Among the seventeen occupation groups examined, average wage rates for women varied from a low of $11.84 among those in retail sales occupations to a high of $34.36 among professionals in health care. Women have wage rates that are the same as men in the food services occupations, but lower than men in the other sixteen occupational groups.
Establishment size	Average wage rates for women increase steadily with the size of the establishment, from $16.58 for those in establishments with fewer than 20 employees, to $26.94 for those in locations with more than 500 employees. The differential between men and women is relatively consistent across establishment size.
Union membership	Women who are covered by a collective agreement have wage rates that are 38% higher than those who are not. The differential between men and women is narrower among union members. Women have wage rates that are 90% of the average for union men compared with a differential of 78% for non-union women and men.

Why are Women Paid Less than Men?

One common explanation of the wage gap between men and women is that women are more likely than men to work in situations with lower wages. In fact, the opposite is true. In most cases women are, compared with men, more rather than less likely to work in higher paying situations such as in union positions, in larger firms, and in the public sector. Women also have higher levels of education.

A second explanation is that women and men work in different industries and occupations and that those industry and occupation groups where women work have lower wage rates. This is generally true. Seventeen occupation groups were examined in this report. Of those, women outnumber men in nine and men outnumber women in eight. Wages in the nine where women are in the majority were lower than the wages in the eight where men are in the majority. Further, within the nine, men had higher average wage rates than women. The same conclusion can be drawn if industry groups rather than occupation groups are examined.

The inequality of pay rates between men and women is therefore a double-barrelled phenomenon. Women tend to work in lower paid occupation and industry groups; and within these groups there is a gap between wage rates for men and women. This is in spite of the fact that, all else being equal, women should have higher wage rates because of higher levels of education and more employment in large unionized, public-sector organizations.

SECTION 1 BACKGROUND AND DATA SOURCES

This report is a summary of research undertaken for the *Status of Women Office* in the *Saskatchewan Ministry of Social Services* and the *Labour Market Information Unit* of the *Ministry of Advanced Education, Employment, and Immigration*.

The report is divided into four sections. The first section (Section 2) provides some basic statistics about women in the Saskatchewan labour market, including the number who are employed and their labour force participation rates. Section 3 provides an overview of wage rates for women in Saskatchewan. Sections 4 and 5 look more closely at wage rates for women according to a number of characteristics, with those in Section 4 related more to the characteristics of the individuals and those in Section 5 related more to the characteristics of the positions in which they work.

Section 6 looks in more detail at the underlying causes for the differences in wage rates between men and women.

The data used for the analysis and the graphs is included in Appendix A. More detail about the industries and occupations used in this report are included in Appendix B.

The information in this report is based on data from the Statistics Canada *Labour Force Survey* (*LFS*). The *LFS* is a monthly telephone survey conducted across Canada with a large sample size in Saskatchewan – typically more than 6,000 persons per month. The *LFS* has the drawback of excluding the on-reserve population from the sample. Some of the statistics are from published sources such as the CDROM *Labour Force Historical Review*. Others are based on special tabulations performed by the author on the microdata file from the *LFS*.

The published data from the *LFS* are retroactively revised every five years to take into account the results of the Statistics Canada decennial census. The revisions to the data in this report were released after the publication date but the general labour market trends and wage rate differentials between men and women are not expected to be affected by these revisions.

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 Advanced Education, Employment, and Immigration*. Responsibility for the accuracy of the data and the validity of the conclusions reached remains with the author.

SECTION 2 WOMEN IN THE LABOUR FORCE

This section looks at information about the population of women in Saskatchewan and their participation in the paid labour market. The statistics include basic counts for the number of women fifteen years of age and older and living in the province, how many participate in the labour force during an average month, and how many are employed. This is intended to provide context for the wage rate information in the rest of the report. Note that in this section all employment is considered whereas the wage rates discussed in the balance of the report cover only paid workers.

Statistics Canada classifies all adults (fifteen years of age and older) into one of three categories in the *Labour Force Survey*.

1. **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).

2. **Unemployed** persons are those who, during reference week, were available for work, were not working:
   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. Instead, they are assumed to be looking for a summer or co-op job or permanent job to start sometime in the future, and are therefore not part of the current labour supply. For the purposes of measuring job search activity, the LFS uses a four-week search period.

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

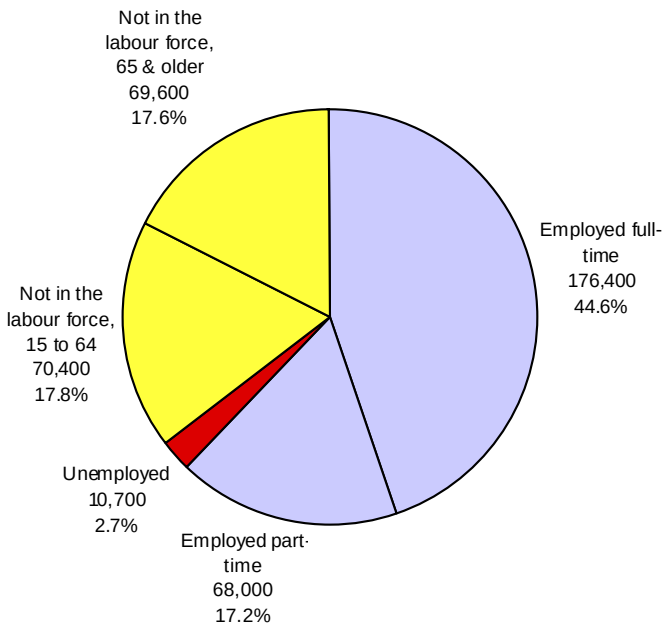
The **labour force** is the sum of the employed and the unemployed.

In an average month[1] in 2009 there were 395,200 adult women in Saskatchewan. Of these:

- 255,100 or 64.5% were in the labour force, that is either working or looking for work;
- 244,400 or 61.8% were working on a full-time or part-time basis[2], as a paid worker or self-employed;
- 10,700 were unemployed; and
- the remaining 140,000 or 35.4% were not in the labour force, that is, not working or looking for work.

About one half of those who were not in the labour force were 65 years of age or older (see Figure 2.1).

Figure 2.1 Labour Force Status of Saskatchewan Women, 15 & Older, 2009 Annual Average



Several indicators are derived from these basic counts.

- The **participation rate** is the labour force divided by the population and represents the proportion of the population participating in the labour market – 64.5% among Saskatchewan women in 2009.
- The **employment rate** is the number of employed divided by the population and represents the proportion of the population who are working – 61.8% among Saskatchewan women in 2009.
- The **unemployment rate** is the number of unemployed persons divided by the labour force and represents that proportion of labour market participants are unable to find work – 4.2% among Saskatchewan women in 2009.

This section examines these basic counts and indicators and how they have changed over time.

The employment rate is the most useful of the three indicators because it measures the proportion of women who are working and is not affected by measurement problems associated with unemployment[3]. The relevance of the employment rate is enhanced if the calculation is restricted to those in the primary labour market age group, that is, 15 to 64 years of age.

1 Employment and labour force participation vary over the year. In 2009, for example, the largest number of women (251,500) were working in June. The lowest number (237,700) were working in August.

2 See section 2.3 for a definition of full-time and part-time.

3 In order to be "unemployed" according to the LFS definition, one needs to be out of work and actively seeking employment. Saskatchewan has traditionally had very low unemployed because many people live in rural areas where actively seeking employment is uncommon, because of the large farm population where "unemployment" is almost non-existent, and because the unemployed tend to move to other provinces to look for work.

2.1 Employment and Participation Rates

The population of the province has grown only slightly over the past thirty years so there has been only a slight increase in the number of adult women in the province. From 1976 when the LFS data were first published for Saskatchewan to 2009, the average annual increase in the number of adult women has been 0.6% per year, with much of that growth coming since 2001. There have been much more dramatic increases in their labour force participation – over that same period, the number of women in the labour force has grown by over three times that rate – 1.8% per year on average.

In the 1970s there were more women out of the labour force than in the labour force (see Figure 2.2 and Table A1 in Appendix A). In 1976, for example, there were 141,700 women in the labour force and 184,500 who were not in the labour force. The two figures became equivalent in 1982. By 2009, there were 255,500 women in the labour force and 140,000 not in the labour force.

Using the labour force participation rate to measure this change, the rate increased from 43.4% in 1976 to 64.5% in 2009 (see Figure 2.3). This growth in labour market participation occurred in spite of the general aging of the population, which means that the number of women in the primary labour market age group (taken as 15 to 64 years of age) has not increased as quickly as the total number of women in the province – 0.4% per year on average for the population 15 to 64 years of age compared with 0.6% per year on average for the population as a whole.

Over the same period, the participation rate for men declined slowly, from near 80% in the early 1980s to a low of 73% in 2001, before recovering to 76% in 2009.

Figure 2.2 Women in the Saskatchewan Labour Force, 1976 to 2009

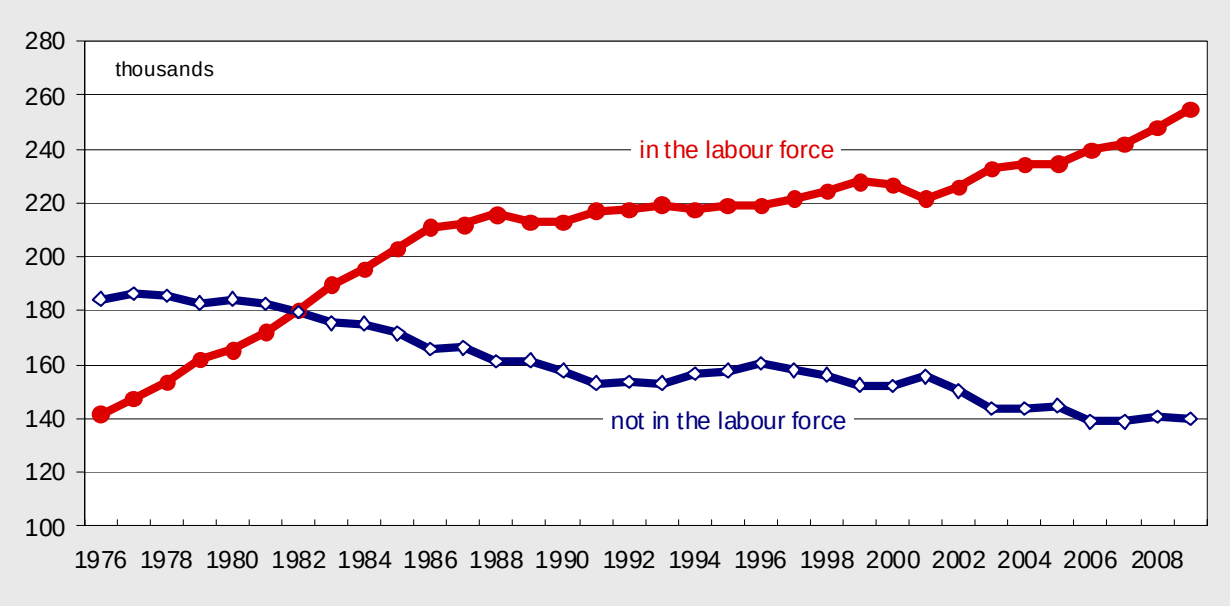


Figure 2.3 Labour Force Participation Rates in Saskatchewan by Sex and Age Group, 1981 to 2009

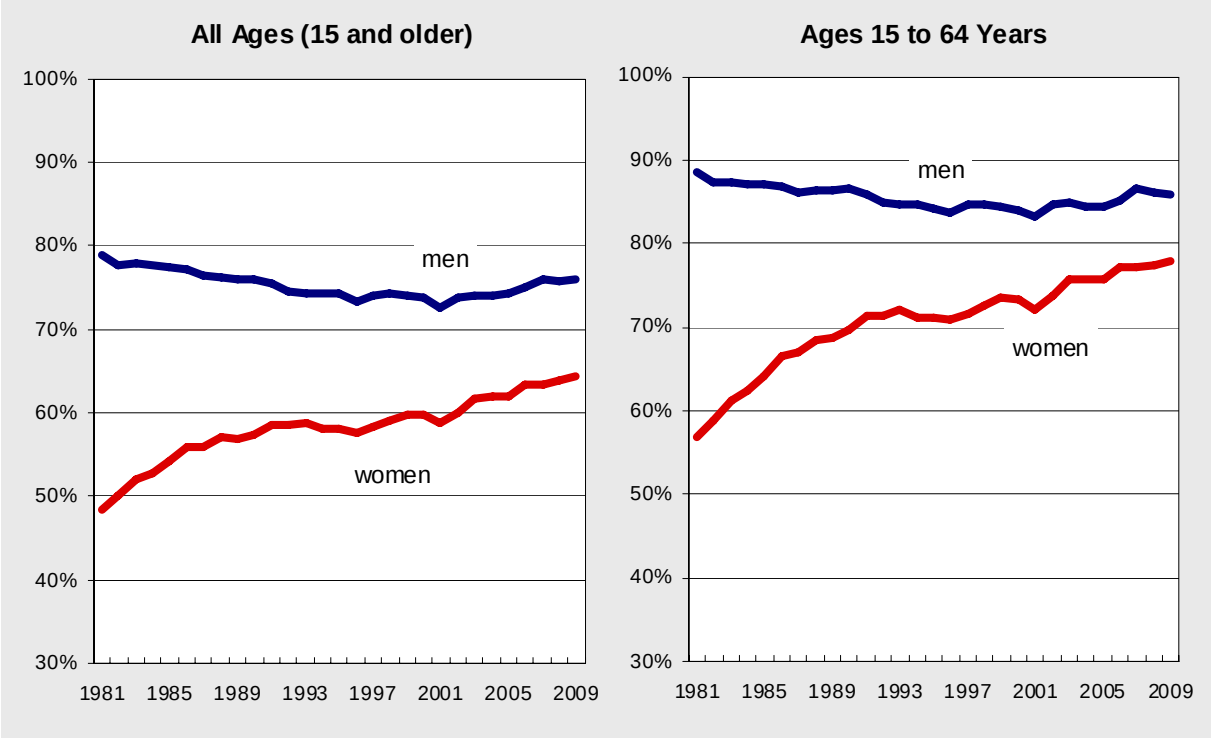
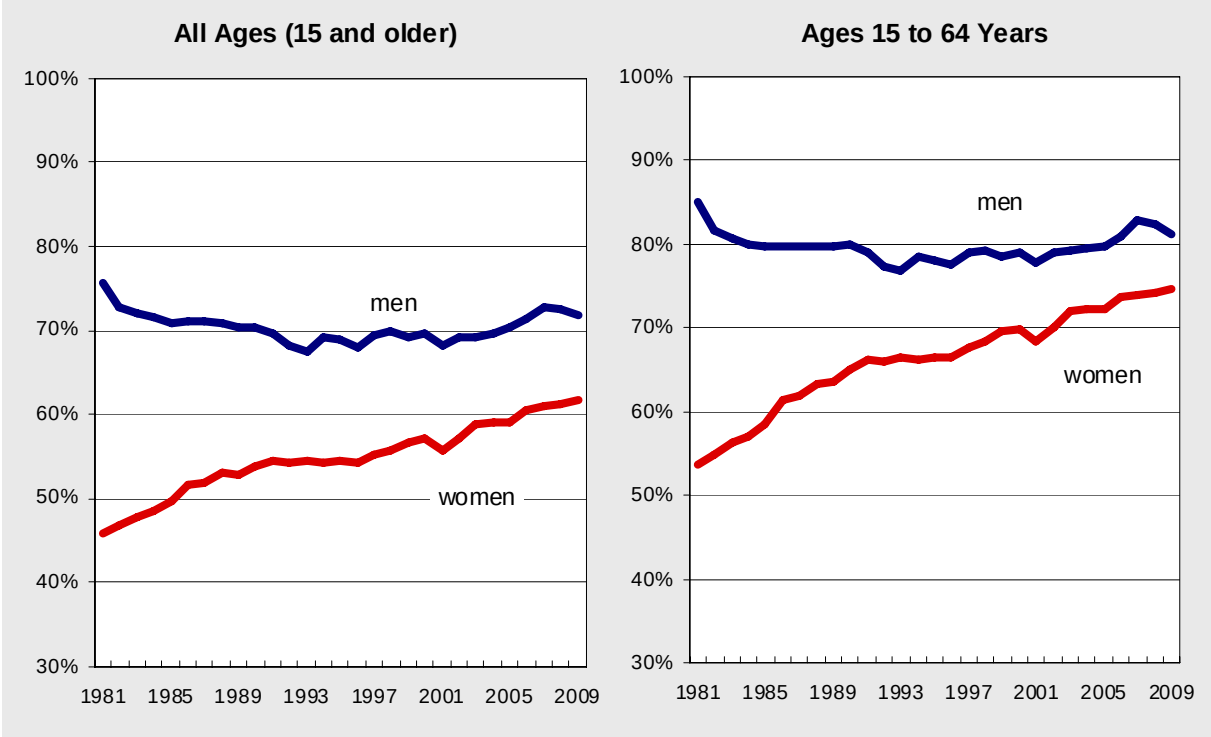


Figure 2.4 Employment Rates in Saskatchewan by Sex and Age Group, 1981 to 2009



Restricted to those 15 to 64 years of age, the participation rate among women has increased from 50.3% in 1976 to 77.9% in 2009. In other words, one half of women in this age group were working or looking for work in 1976 compared with more than three quarters in 2009.

Participation rates measure only "participation" in the labour market, whereas the employment rate measures the proportion of persons who are actually employed because it excludes the unemployed from the calculation. Figure 2.4 shows a similar pattern in employment rates as was evident in participation rates – namely, a sustained increase among women and, among men, a gradual decline until the mid 1990s followed by a gradual upward trend.

Preliminary data show that employment and the labour force will grow more quickly among men than among women in 2010. In the first three quarters, for example, employment among men has grown by 1.8% compared with 0.4% among women.

The recent economic growth in the province has resulted in a sharp increase in employment. From 2005 to 2009, employment growth averaged 1.8% per year. This was one of the highest growth rates in the country and is significantly higher than the annual growth rates that averaged 0.2% from 2000 to 2004. Both men and women shared in the growth, but employment increased more among women than among men. From 2005 to 2009, for example, employment increased by an average of:

- 2.1% per year for women; and
- 1.4% per year for men.

The detailed data on population, labour force, and employment for Saskatchewan women are available in Table A2 of Appendix A.

In spite of the large proportion of seniors living in Saskatchewan (the second highest among the provinces after Nova Scotia), Saskatchewan's labour force participation rate for women is above the national average[4] and, in fact, is second only to Alberta among the provinces (see Table A3 in Appendix A and Figure 2.5). The participation rate among adult women was 64.5% in 2009 compared with the national average of 62.6%. Among those 15 to 64 years of age, the 77.9% participation rate in Saskatchewan is well above the national average of 74.3% and the highest among the provinces.

Figure 2.6 shows that this higher level of labour force participation in Saskatchewan has been the case for several decades. The participation rate among Saskatchewan women in the primary labour market age group was below the national average in the 1970s, but it has increased more rapidly and has been well above that average since the 1990s.

It is certainly true that a higher proportion of Saskatchewan women are working than in other provinces but the growth in employment in recent years has not been as strong as in Alberta or B.C. From 2004 to 2009, for example, employment among women has grown by an average of 1.8% per year in Saskatchewan compared with the national average of 1.6%, 0.9% in Manitoba, 2.5% in Alberta, and 2.2% in B.C.

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4 The reasons for the province's high participation rate (which is the case for both men and women) are varied and subject to some debate. One reason could be the large number of farmers in the province, because most farmers will report being employed regardless of the time of the year. Another is the mobility of labour – those who cannot find work tend to leave for other provinces, thereby keeping the number of Saskatchewan residents who aren't working small. A third may be a stronger "work ethic".

Figure 2.5 Labour Force Participation Rates for Women, by Province, 2009

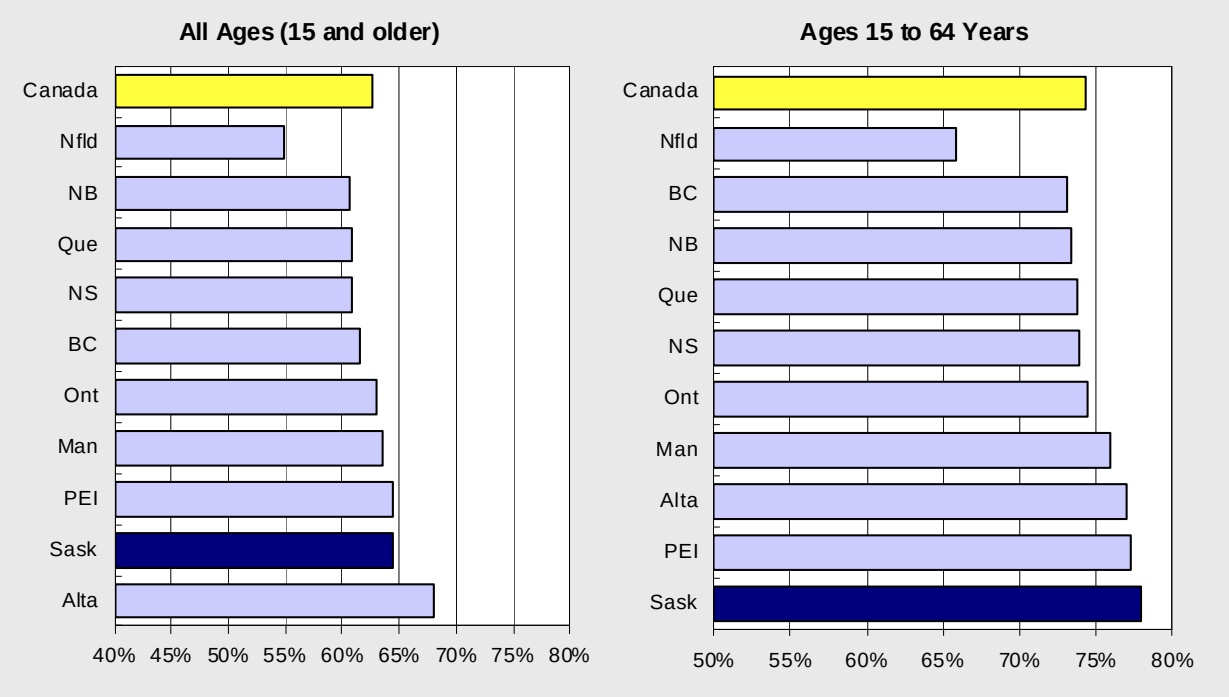
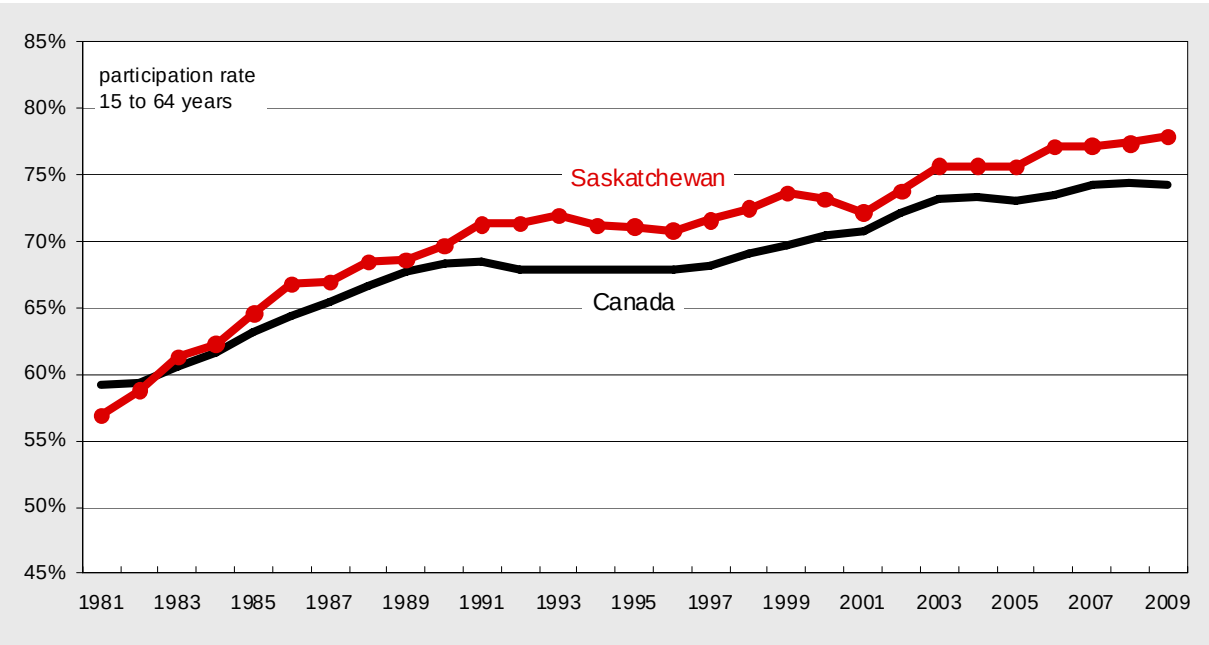


Figure 2.6 Labour Force Participation Rates for Women, Canada and Saskatchewan, 15 to 64 Years of Age, 1981 to 2009



2.2 Age Groups

Employment rates vary greatly by age group, and this is as true for women as for men. Rates are typically lower among younger women when a large proportion are going to school, among those in child-bearing and child-rearing age groups, and among those in older age groups. Compared with an average of 62% across all age groups in 2009, the employment rate:

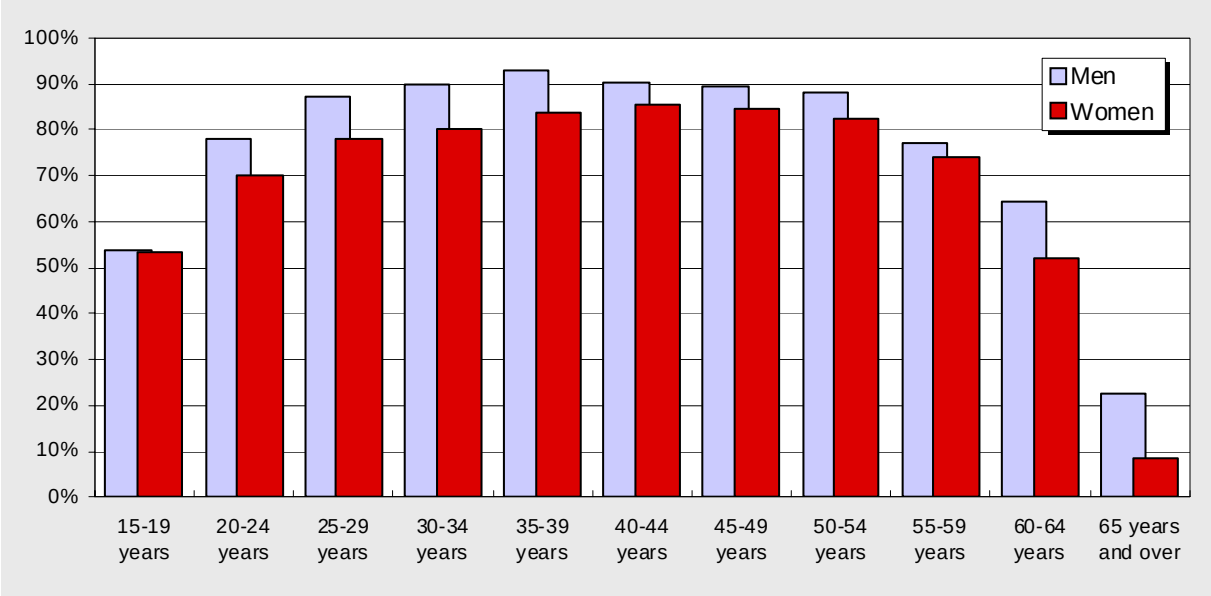
- was 53% among women 15 to 19 years of age;
- increased steadily by age to a maximum of 86% among those 40 to 44 years of age; and
- declined steadily by age to 8% among seniors.

Figure 2.7 demonstrates this pattern and also shows that in every age group except the youngest, the employment rate for women is lower than the rate for men in the same age group. The largest differences are a) for those in the 20 to 39 age group and b) among those 60 years of age and older.

Employment rates among younger women are lower than among middle-aged women and lower than among men in the same age group. This is easy enough to explain in general terms. Younger women are more likely than older women and young men to be going to school rather than working and more likely to be out of the paid labour market to raise younger children.

Employment rates are also noticeably lower among older women than among older men. Some of this will be because of historical patterns. Women who are currently 60 years of age and older became adults in the 1950s and 1960s when labour force participation among women was much less common and even discouraged[5].

Figure 2.7 Employment Rates by Age Group, Saskatchewan, 2009



5 For example a woman who was 65 years of age in 2009 would have been born in 1944 and turned 18 in 1962.

Figure 2.8 Trends in Employment Rates, Saskatchewan Women, Under 50 Years of Age, 1977 to 2009

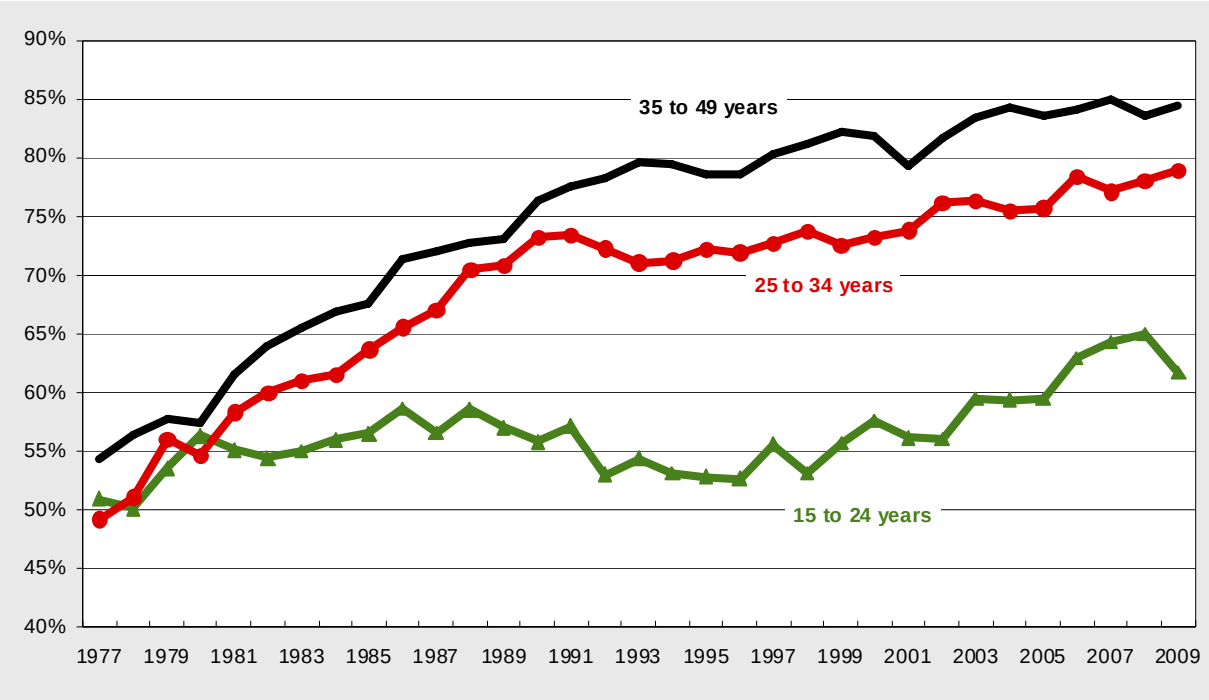
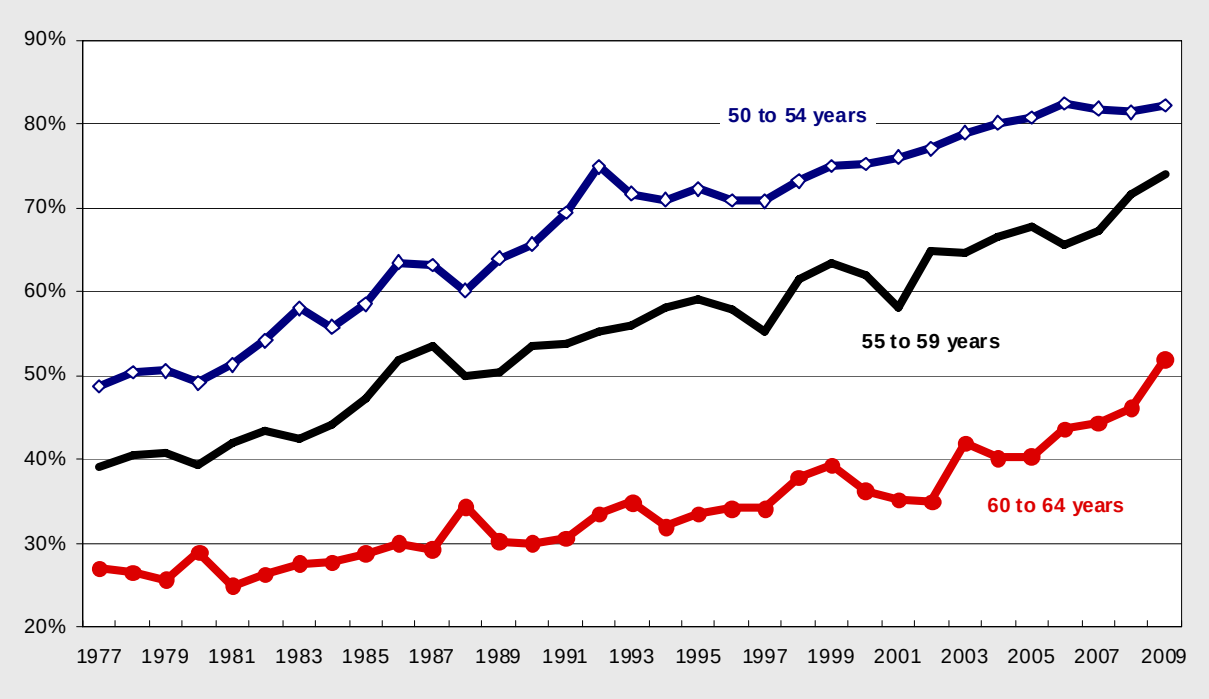


Figure 2.9 Trends in Employment Rates, Saskatchewan Women, 50 to 64 Years of Age, 1977 to 2009



Among seniors, the employment rate for men is higher than for women because of the large number of older farmers, who tend to be men, in Saskatchewan.

Over time, the employment rates among Saskatchewan women have increased in each of the age groups. Among younger women (see Figure 2.8), the proportion of women 15 to 24 years of age who are working was steady near 55% throughout the 1980s and early 1990s. In the last ten years it has increased to more than 60%. The sharp decline in 2009 was probably caused by a downturn in retail trade and the accommodation/food services industry groups[6]. Many of the employees in these sectors are young women.

Among women 25 to 34 years of age, the typical child-bearing and child-rearing age group, the employment rate increased dramatically from 45% to nearly 75% between the mid 1970s and the early 1990s. After a period of stability, the rate is starting to increase again, reaching 79% in 2009. Fertility rates, the availability of child care, and the proportion of women who stay out of the labour force to care for children are all factors affecting the employment rate in this age group.

Some of the women in the 35 to 49 age group will also be at home caring for dependents, even though this is normally considered the prime age group for a working career. In this age group, the employment rate also increased dramatically in the 1980s, reaching 80% in 1993. Since then the rate has continued on an upward trend, albeit more slowly than earlier.

Among older women, the upward trend in employment rates is more consistent and more pronounced. In each of the age groups shown in Figure 2.9, employment rates are showing an upward trend. The upward trend among women 60 to 64 years of age is particularly noticeable. From 2004 to 2009, the employment rate in this age group has increased from 40% to 52%.

6 From 2008 to 2009, employment in accommodation and food services declined by 4.5% and employment in retail trade declined by 2.9%.

2.3 Hours of Work

Respondents to the *Labour Force Survey* are asked about the usual hours of work at their main job and at all jobs for those who work at more than one job simultaneously. They are also asked what their actual hours were. Statistics Canada considers an employee or self-employed person to be working part-time if she usually works fewer than thirty hours per week at her main or only job. All other employees are considered as working full-time. Note that women who combine two part-time jobs to work full-time hours are still considered as working part-time; so are women who actually work full-time hours in their job as long as their "usual" hours are fewer than thirty. See Table A5 in Appendix A for the data on hours of work and full-time/part-time status.

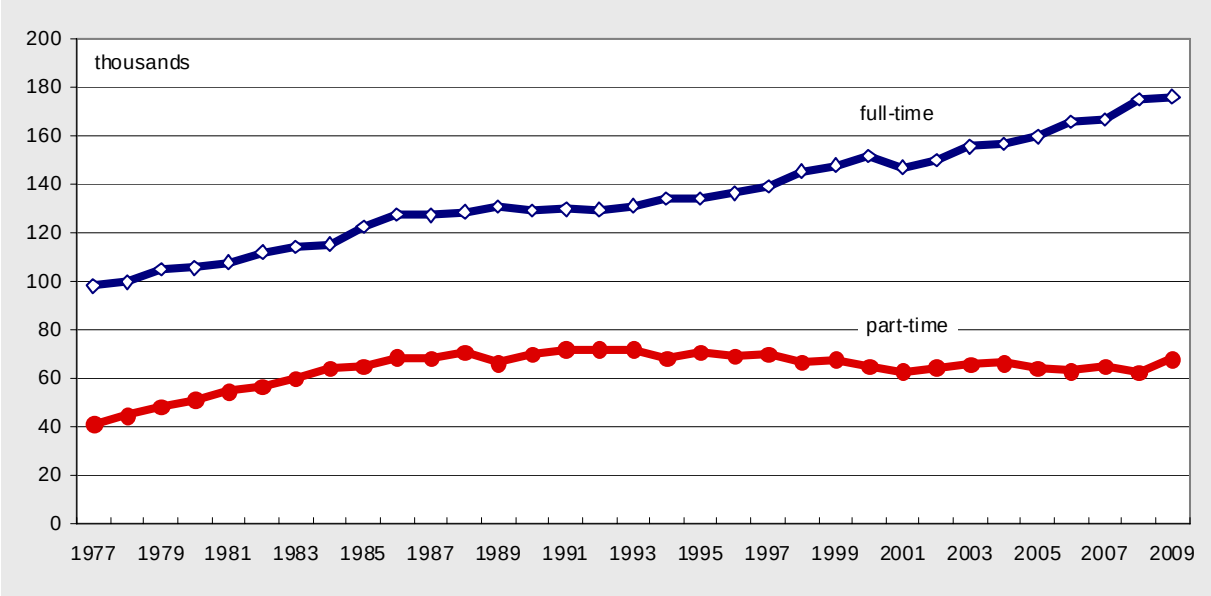
From the mid 1970s to the mid 1990s, both full-time and part-time employment grew at similar rates (see Figure 2.10). The percentage of employment that was full-time decreased from 70% in 1977 to 65% in 1995. Since then, the number of women working full-time has continued to grow whereas the number working part-time has remained relatively constant. By 2009, the percentage of employment that is full-time had increased to 72%.

In summary, full-time employment among women has increased in the last twenty years from 130,900 to 176,400, the equivalent of a 1.5% increase per year. Over the same period, part-time employment among women has been effectively constant, increasing from 66,300 to 68,000. The growing employment among women in the last two decades has effectively been in full-time work.

Notwithstanding the recent increases, women are still much less likely than men to be working full-time; in 2009, 89% of employed men were working full-time compared with 72% of employed women.

In 1997, questions were added to the *Labour Force Survey* about the reasons for part-time work. Those who responded that they were working part-time because they could not find full-time work are classified as "involuntary" part-time workers.

Figure 2.10 Full-Time and Part-Time Employment among Women, Saskatchewan, 1977 to 2009



The majority of women who are working part-time are doing so voluntarily. In 2009, one in five of the 68,000 women working part-time would have preferred full-time work. This is down from proportions of approximately 25% after the turn of the decade.

The definition of part-time and full-time work is based on the usual hours of work. The *Labour Force Survey* also asks women to report on their actual hours of work. Differences between the two measures are affected by several factors.

- Because of the increasing proportion of women working full-time, the usual hours worked by women will be increasing.
- With an aging work force, actual hours of work will be lower because of more sick leave and more vacation entitlements among older women.
- A shortage of workers often leads to higher levels of overtime and longer actual hours for part-time and casual workers.

Figure 2.12 shows the net effect of these factors

Figure 2.11 Involuntary Part-Time Employment as a Percentage of All Part-Time Employment, Saskatchewan Women, 1977 to 2009

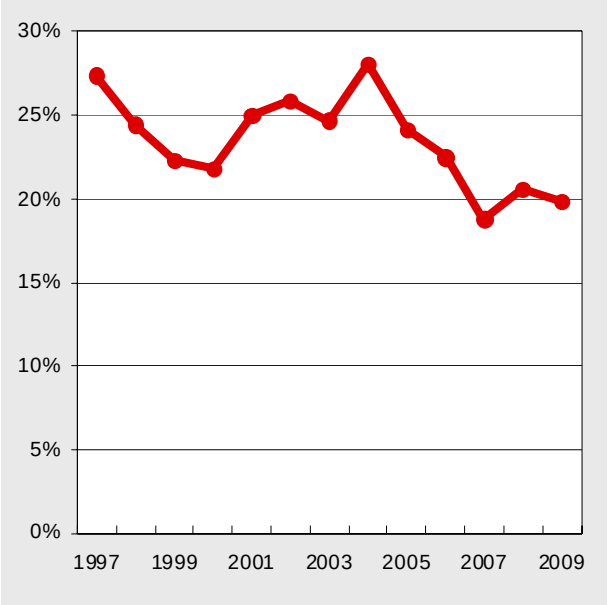
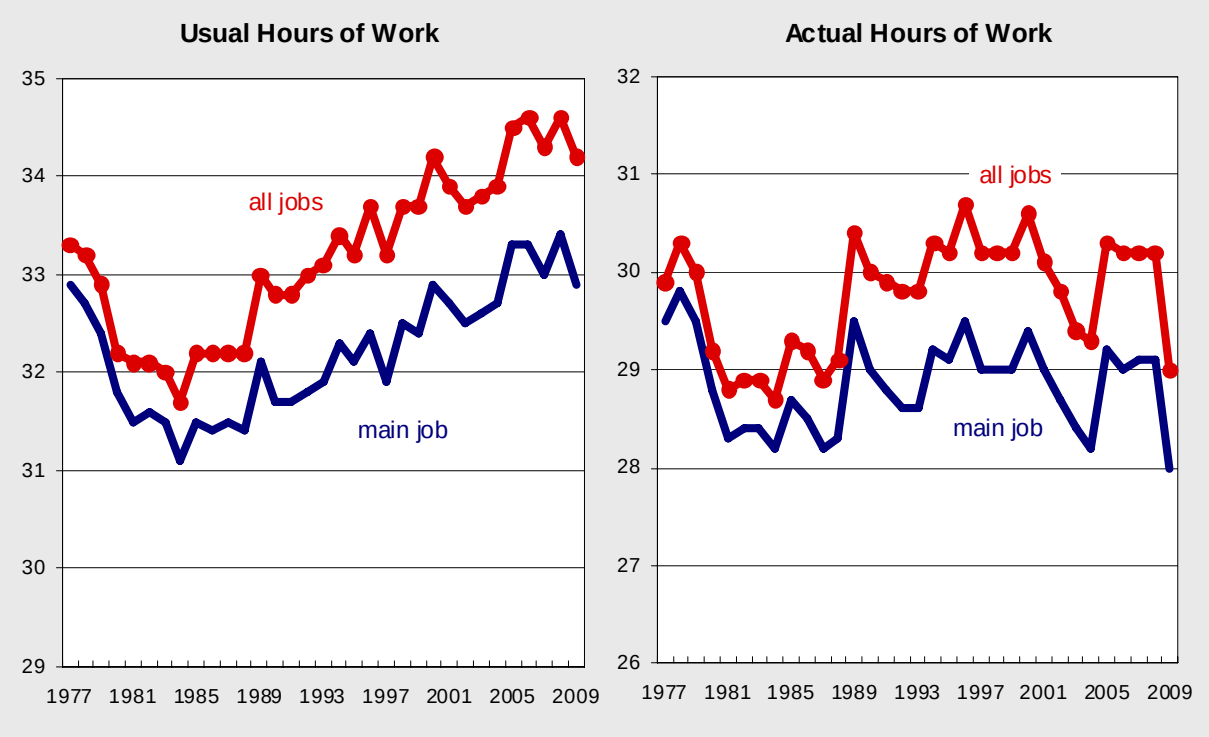


Figure 2.12 Average Usual and Actual Hours Worked per Week, Women, Saskatchewan



on the actual and usual hours worked by Saskatchewan women. The usual hours per week are on an upward trend, growing from approximately 32 hours/week (at all jobs) in the early 1980s to 34 hours/week in 2009. The actual hours per week were also increasing in the 1990s, but they have stabilized since the turn of the decade. In 2009, the average hours worked at the main job was 28.0 per week and 29.0 per week at all jobs. These are slightly lower than the 29.4 and 30.6 respectively in 2000, but only because of a sharp drop in 2009.

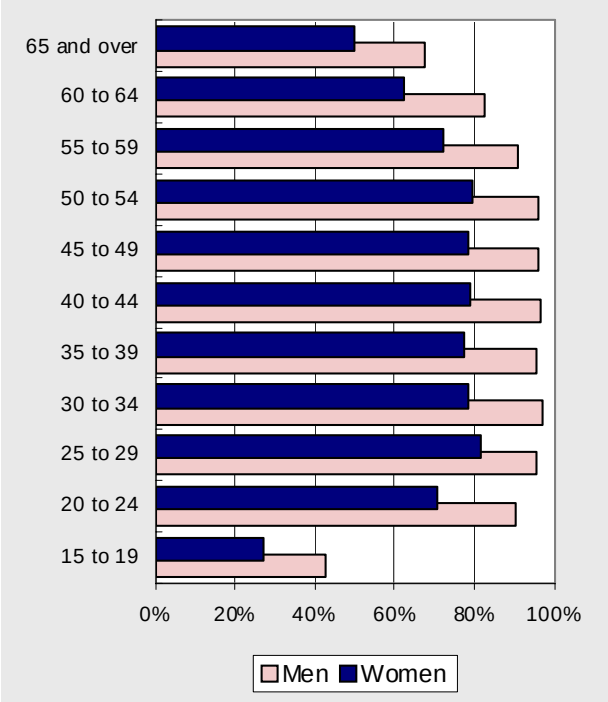
In 2009, the average weekly hours worked by Saskatchewan men was higher, 41.2 usual hours and 37.7 actual hours at their main job.

Age Group

Full-time employment is less prevalent at either end of the age spectrum. Among Saskatchewan women in 2009, 27% of those 15 to 19 years of age were working full-time. This increases to 71% among those 20 to 24 years of age and then to approximately 80% among those 25 to 54 years of age. The proportion decreases gradually to 50% among employed women 65 years of age and older.

Figure 2.13 also shows that, in each age group, women are less likely than men to be working full-time.

Figure 2.13 Full-Time Employment as a Percentage of Total Employment, by Sex, Saskatchewan, 2009

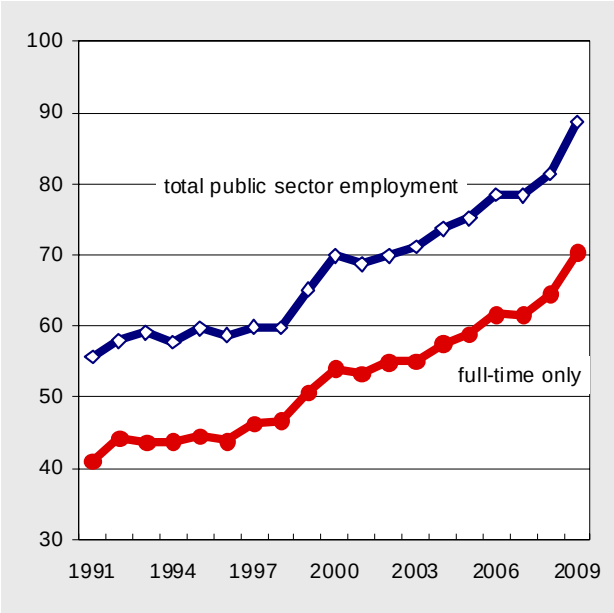


2.4 Industry Groups

The strong growth in the Saskatchewan economy during the last few years had two characteristics that were interesting from the perspective of employment among women. The first was that much of the growth, at least until 2009, was in the public sector[7]. This is a sector where women tend to work.

Figure 2.14 and Table A6 of Appendix A show that in the last ten years, female employment in the public sector has grown substantially, increasing from 65,200 in 1999 to 88,700 in 2009. This is the equivalent of an annual growth rate of 3.1% per year and compares with a 1.1% increase in paid employment in the private sector and a drop in self-employment among women. The employment increase has been slightly more pronounced among women working full-time; from 1999 to 2009, part-time employment in the public sector has increased by an average of 2.4% per year compared with an increase of 3.3% per year for full-time employment.

Figure 2.14 Employment of Women in the Public Sector, Saskatchewan, Main Job, 1991 to 2009



Women are increasing their share of the growing public sector employment. They now represent 67% of public sector employment in Saskatchewan compared with 60% ten years ago.

The second, and opposite, trend was that the strongest growing two sectors in the economy in recent years have been construction and resources. Employment in these industry groups is dominated by men.

This does not mean that women did not benefit from the employment growth, just that they did not benefit as much as they would have if their employment level had been higher in these industry groups. Figures 2.15 on the next page shows that employment growth among women was highest in the industry groups where they represent 30% or fewer of the employees[8]. As an example, the growth in the resource sector increased employment for women by 2,000 from 1999 to 2009. The smaller percentage increase in the health care and social assistance sector, where women are the vast majority of employees, resulted in an increase in of 14,000 jobs.

This was not a one-way phenomenon. Women were largely spared the worst effects of the 4% annual decline in agricultural employment because they represent only one quarter of employment in this industry group.

7 The public sector is broadly defined to include employees in government administration at the federal, provincial and municipal levels, as well as in crown corporations, liquor control boards and other institutions principally funded by governments such as schools, universities, hospitals, and public libraries.

8 Appendix B has a listing of the industry groups and what is included in each.

Figure 2.15 Average Annual Employment Growth among Women, 1999 to 2009, Saskatchewan, by Industry Group, Main Job

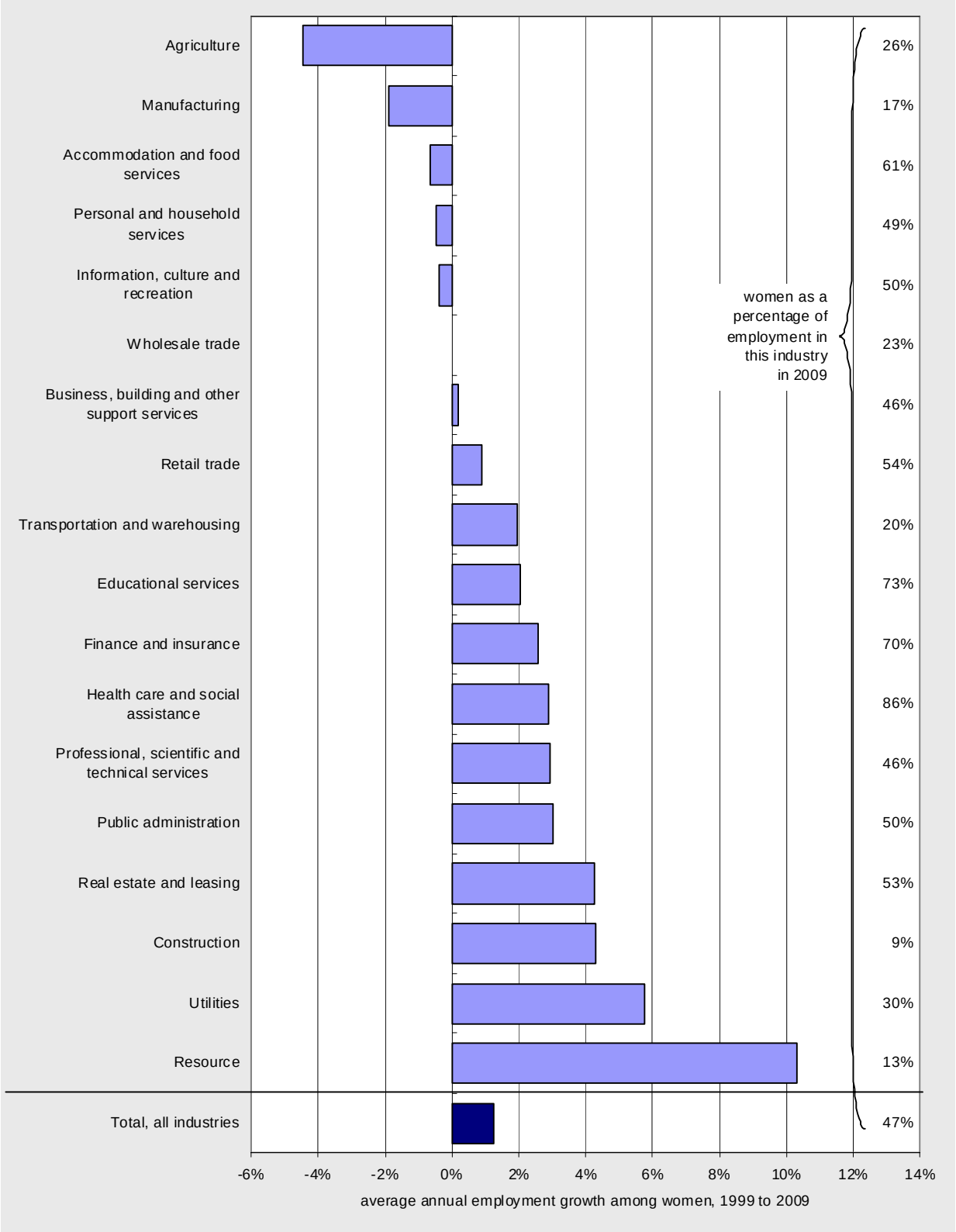


Figure 2.16 Female Employment as a Percentage of Total Employment, by Industry Group, Saskatchewan, 1999 and 2009, Main Job

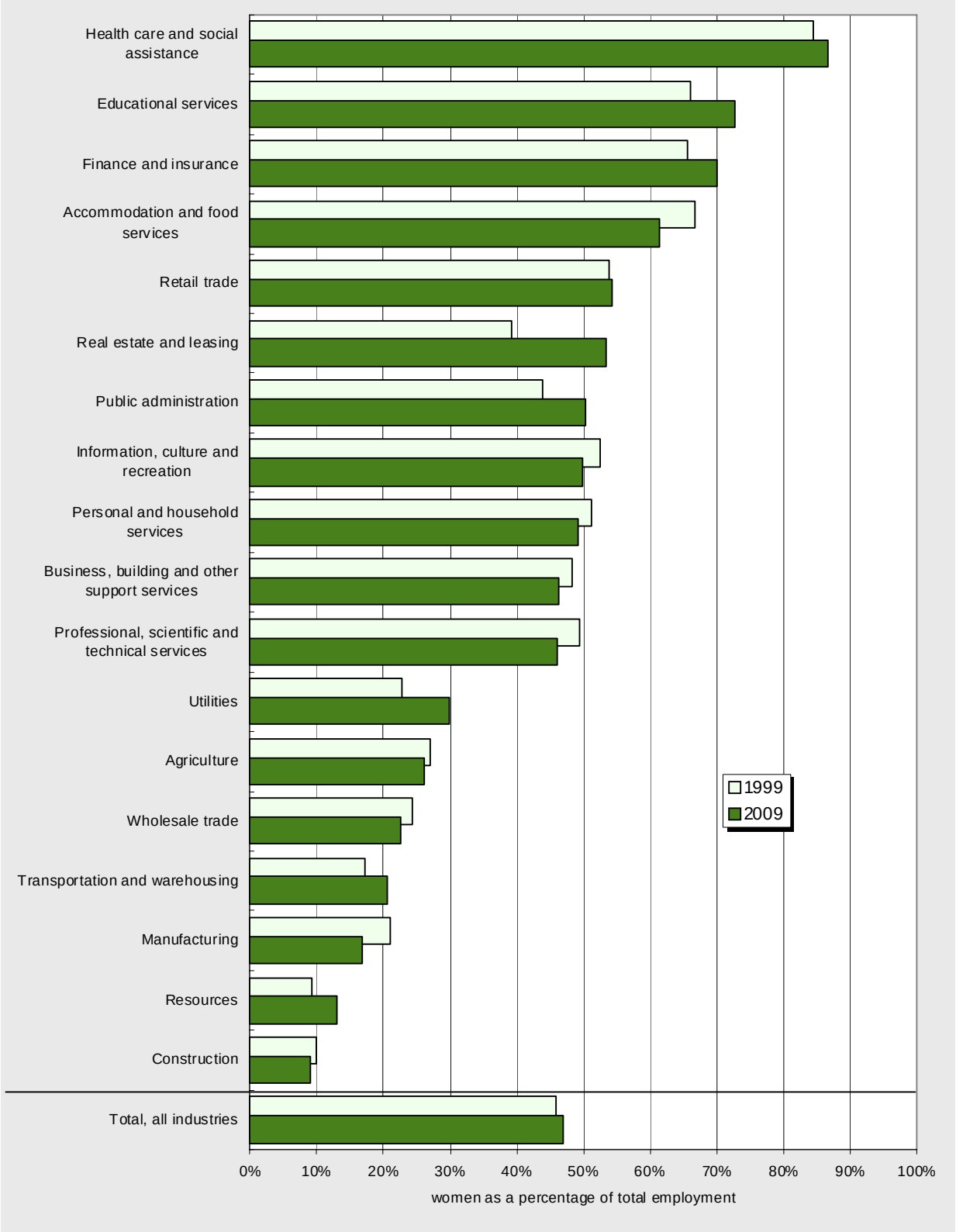


Figure 2.16 looks at employment by industry group another way, comparing women's "share" of total employment in the industry groups over time. In three of the four industry groups where women represent more than 60% of employment, their share has increased. Women represent a larger proportion of employment in these industry groups than they did ten years ago. The trend is most pronounced in education services. The exception is accommodation and food services where women represented 61% of employment in 2009 compared with 67% in 1999.

In the seven industry groups where women represent less 40% of employment, their share has increased in three:

- utilities;
- transportation and warehousing; and
- resources.

The share has dropped in manufacturing; it is relatively unchanged in the other three including the fast-growing construction industry group.

In the remaining seven industry groups, women represent between 40% and 60% of employment. There is an increasing share of employment in the real estate/insurance group and in public administration. In the other five groups, the share has dropped slightly.

2.5 Completed Education

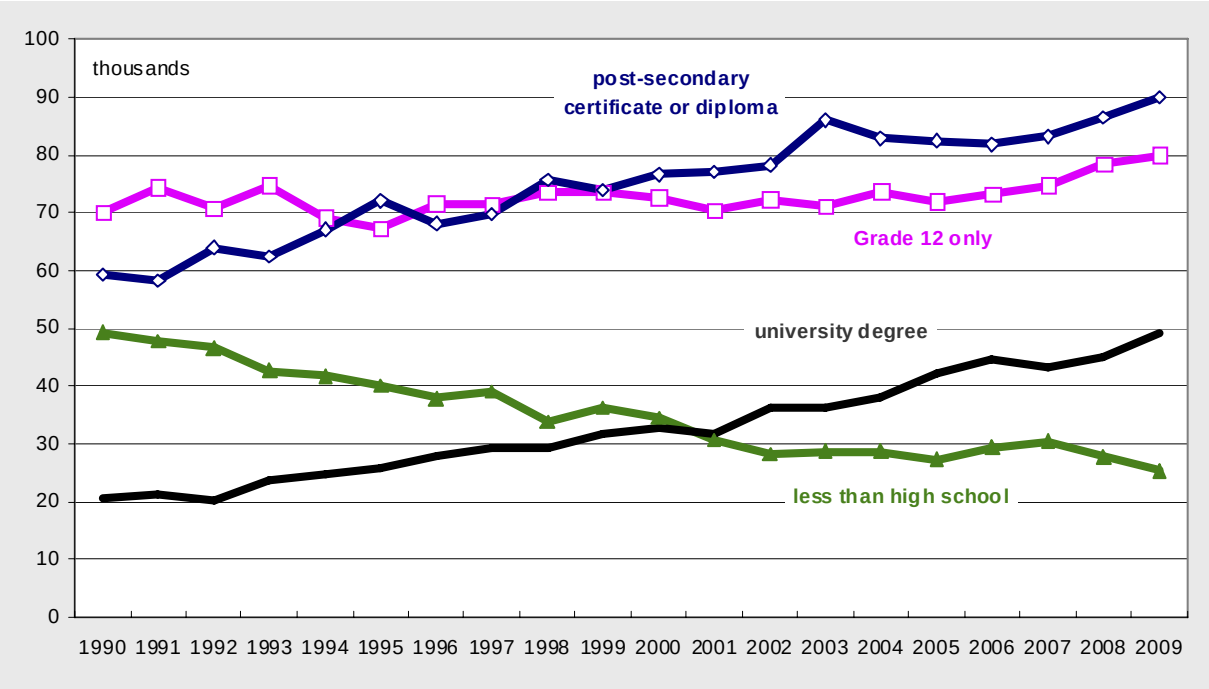
There is a long standing trend toward higher levels of formal education in the general population and particularly among those who participate in the labour market. This trend was dampened during the recent period of rapid economic growth when rising wages encouraged young people to forgo or postpone a post-secondary education (or even a grade 12 diploma), and a shortage of workers forced employers to hire those with lower levels of completed education. This trend was also enabled by the fact that much of the growth occurred in industry groups such as construction, where there is a high proportion of jobs that require only a high school diploma.

The experience of women, who have higher average education levels than men, was similar to men during this period (see Table A8 in Appendix A).

- Amid a general downward trend in the number of employed women with less than a grade 12 diploma, employment increased in 2006 and 2007 before falling back in 2008 and 2009.
- The number of employed women with only grade 12 (or an incomplete post-secondary education) was relatively stable from 1990 to 2006 before increasing by 3% per year from 2006 to 2009.
- Employment among women who are post-secondary graduates has increased in absolute terms throughout the period and, except for a two-year period in 2006 and 2007, as a proportion of the total.

The net effect of these trends is that post-secondary graduates accounted for 57% of employment among women in 2009 compared with 49% ten years ago and compared with 46% of employed men.

Figure 2.17 Employment Among Saskatchewan Women, by Highest Level of Completed Education, 1990 to 2009



2.6 Aboriginal Women

A limited amount of information is available about Aboriginal women in the labour market. The *Labour Force Survey* has only recently begun collecting information about Aboriginal identity as part of the survey so the statistics are restricted to the last few years. A larger problem is that the survey is not conducted on reserve, so the data apply to off-reserve residents only (regardless of whether or not their job is on-reserve or off-reserve).

Several observations can be made about the data shown in Table A7 in Appendix A. Firstly, it is clear that Saskatchewan's Aboriginal women living off reserve have lower employment and participation rates than non-Aboriginal women. In 2009, the employment rate among those 15 to 64 years of age was 62% for Métis women and 48% for First Nations women compared with 77% for non-Aboriginal women.

Secondly, the employment rate gap between First Nations women and non-Aboriginal women is narrower in 2009 than it was in 2006. The opposite is true for Métis women.

Figure 2.19 shows that the employment rates for Aboriginal women in Saskatchewan are generally lower than they are for Aboriginal women in Canada as a whole or for those in the neighbouring provinces of Manitoba and

Figure 2.18 Employment Rates, Saskatchewan Women 15 to 64 Years of Age, Off Reserve Only, by Aboriginal Identity

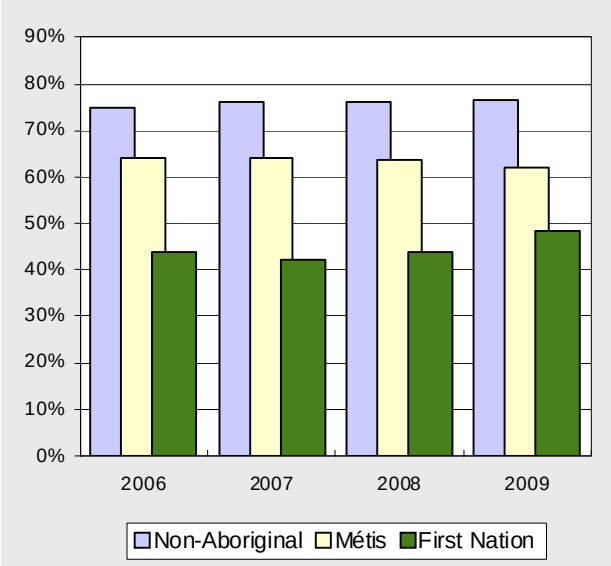
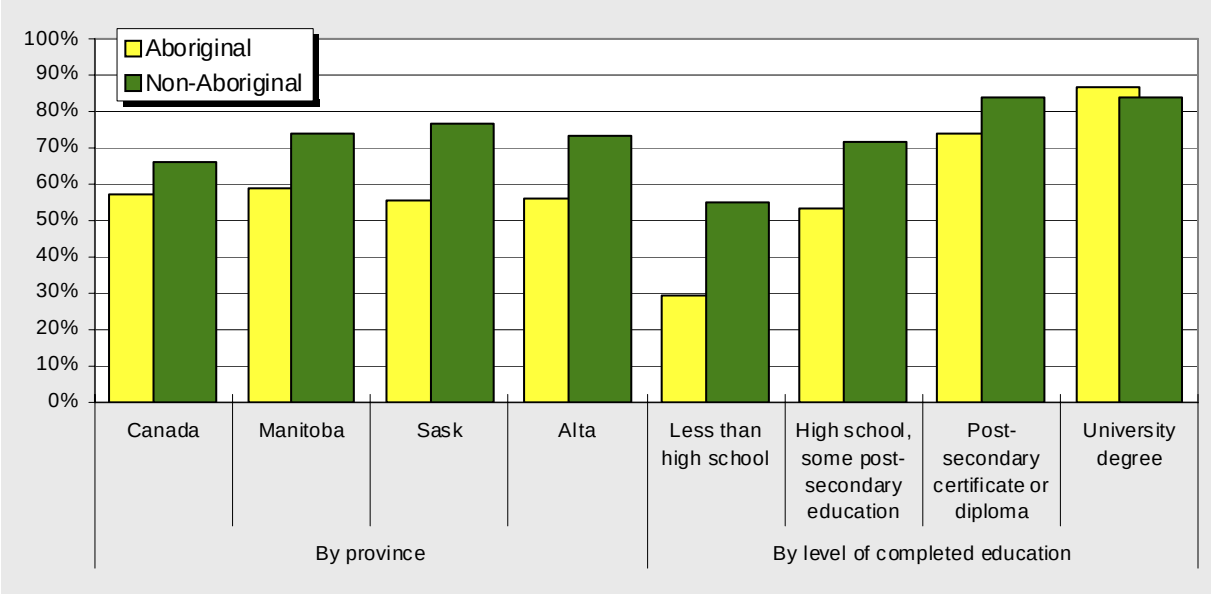


Figure 2.19 Employment Rates in 2009, Aboriginal and Non-Aboriginal Women 15 to 64 Years of Age



Alberta. This is in spite of the fact that the opposite is true for non-Aboriginal women in the same age group.

Figure 2.19 also shows that the completed level of education has a dramatic impact on the employment rates for Aboriginal women in Saskatchewan, more of an impact, in fact, than for non-Aboriginal women.

2.7 Sub-Provincial Regions

Some limited information about the employment of women in sub-provincial areas is also available from the *Labour Force Survey*. The published data are limited to the Regina and Saskatoon Census Metropolitan Areas (CMAs)[9]. Table A9 in Appendix A shows the level of employment and employment rates in Regina, Saskatoon, and the remainder of the province.

Restricted to the primary labour force age group, 15 to 64 years of age, just over one half of employed women live in the province's two largest centres (see Figure 2.20). The proportion has increased slightly since the early 1990s when 47% of working women lived in the Regina or Saskatoon CMAs.

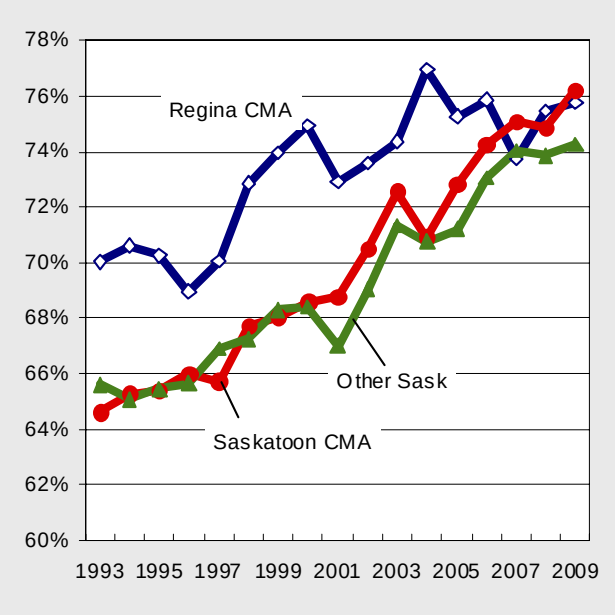
Employment rates for women have, in the past, been noticeably higher in Regina than in Saskatoon or outside the two cities (see Figure 2.17). That has changed in recent years – employment rates have converged to near 75% in both Regina and Saskatoon and outside the two major centres.

Notwithstanding the difference in employment rates, the number of employed women is increasing more quickly in Saskatoon than Regina because of stronger economic growth. From 1999 to 2009, the average annual growth rates have been:

- 2.6% in Saskatoon;
- 0.7% in Regina; and
- 1.3% outside the two centres.

Figure 2.20 Proportion of Employed Women Living in the Regina or Saskatoon Metropolitan Areas, 15 to 64 Years of Age

Figure 2.21 Employment Rates for Saskatchewan Women, 15 to 64 Years of Age



9 The CMAs including the cities and the surrounding "bedroom communities" such as Pilot Butte, Lumsden, Martinsville, and Warman.

SECTION 3 OVERVIEW OF WAGE RATES

The hourly wage rates in this report are derived from the Statistics Canada *Labour Force Survey* so they are based on the respondent's knowledge and recollection of their rates of pay. Respondents are asked to report their wage/salary before taxes and other deductions, and to include tips, commissions and bonuses. In the survey, respondents are permitted to report rates of pay on other than an hourly basis and, if they do, these are converted to hourly rates using the usual paid work hours per week. These wage rates apply only to "paid employees", that is, they exclude those who are self-employed or unpaid family workers. The wage rates and employment figures include women who have a job but are not working for a variety of reasons such as vacation, sick leave, a labour dispute, or are on temporary layoff.

As with the information in other parts of this report, these data exclude the population living on reserve.

Notwithstanding the difficulties with wage rates reported in the *Labour Force Survey*, these are by far the most accurate data on rates of pay in Canada.

Technical Notes and Considerations

Some of the technical considerations in this analysis of wage rates are described below.

1. In the statistics that follow, the average (mean) wage rate is used even though the *Labour Force Survey* also publishes median wage rates. (The median rate is the midpoint in the range of wage rates and is not affected by a relatively small number of very high wage rates in the way that the mean can be.) From 1999 to 2009, the mean wage rate for women increased by an average of 4.6% per year compared with an average of 4.3% per year for the median. This suggests that there has been some compression of the wages over time with wage rates at the lower end of the distribution increasing more quickly than increases at the upper end.

2. The analysis uses hourly wage rates rather than weekly wage rates because the latter are affected by hours of work as well as the rates of pay. From 1999 to 2009, average weekly rates have grown by an average of 4.8% per year compared with 4.6% per year for the average hourly wage rates. This is because of an increase in the proportion of women who are working on a full-time basis.

3. These wage rates <u>do not</u> measure earnings for women, defined as the aggregate annual income from paid employment and self-employment. Earnings are affected by the average wage rate but also by the number of hours worked, the number of weeks worked during the year, and by income from self-employment. In 2008, the most recent year available, the Statistics Canada *Survey of Labour and Income Dynamics* found that Saskatchewan women earned an average of $28,300 per year compared with $45,700 for men. This means that earnings for women are 62% of the average for men whereas wage rates for women are 85% of the average for men.

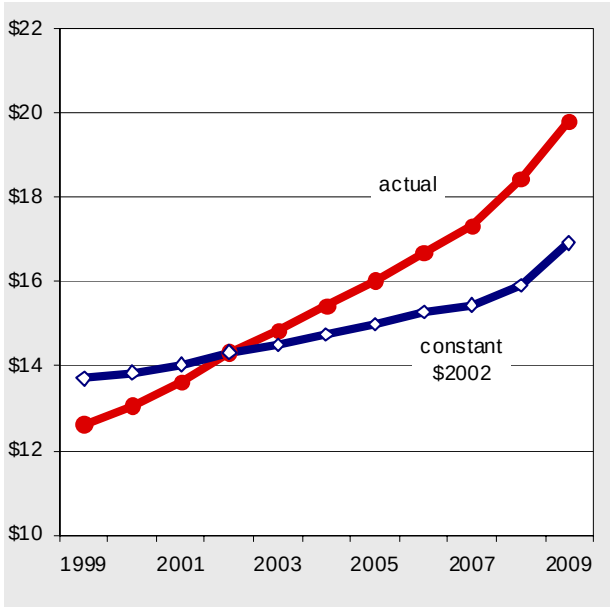
4. Wage rates are often "adjusted for inflation" by taking into account changes in consumer prices. The increase in average hourly wage rates between 1999 and 2009 has averaged 4.6% per year for Saskatchewan women, whereas from 1999 to 2009, the Saskatchewan consumer price index (CPI) increased by an average of 2.4% per year. Therefore, the "purchasing power" of the average wage rate for women increased by an average of 2.2% per year over the period. Unless otherwise indicated, the wage rates in this report are <u>not</u> adjusted for inflation.

Trends Over Time

The period during which the *Labour Force Survey* collected wage rates coincides with a period in which the number of women who were employed was increasing and their average wage rates were increasing.

As Table A10 in Appendix A and Figure 3.1 show, the average hourly wage rate for women in the province grew fairly steadily over the period, from $12.62 in 1999 to $19.83 in 2009. The average increase was 4.6% per year with the largest increases in the most recent two years – 2008 (6.5%) and 2009 (7.4%).

Figure 3.1 **Average Hourly Wage Rates for Saskatchewan Women, Actual and Adjusted for Inflation**



Wage Rates by Sex

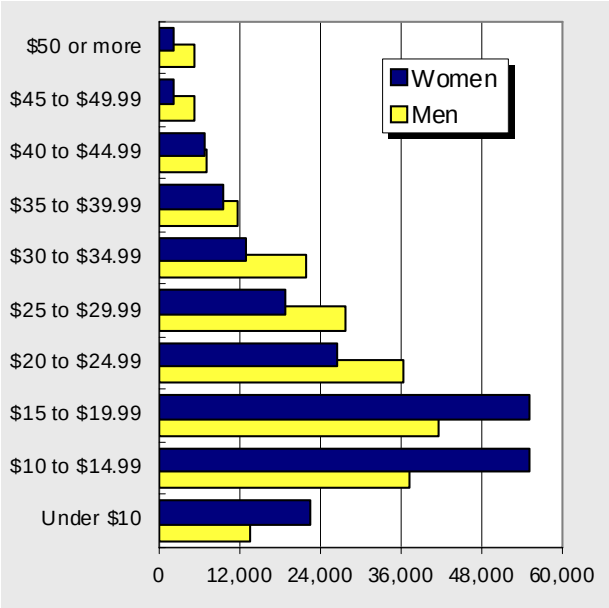
In 2009, the average wage rate in Saskatchewan was $21.54/hour – $23.29 for men and $19.83 for women. The average is a statistical measure of central tendency and does not take into account the broad range of wage rates that exist in the province.

Figure 3.2 shows that the majority of women – 110,400 or 52% of women in paid positions – have hourly wage rates from $10/hour to $19.99/hour. This compares with 38% of men in paid positions. In each of the wage rate categories above $20/hour, there are more men than women.

In the late 1990s, women typically had average wage rates that were 80% of average rates for men (see Figure 3.3). The gap narrowed for the next five years so that by 2005, the average wage rate for women was 86.5% of the average for men. The gap widened over the next three years so that women's wages were 83.1% of men's wages in 2008. The gap narrowed again to 85.1% of the rates for men in 2009.

Looked at another way, over the course of the ten-year period from 1999 to 2009, the average wage rate for women grew by an average of 4.6% per year for women compared with 4.0% per year for men.

Figure 3.2 **Hourly Wage Rate Distributions by Sex, Saskatchewan, 2009**



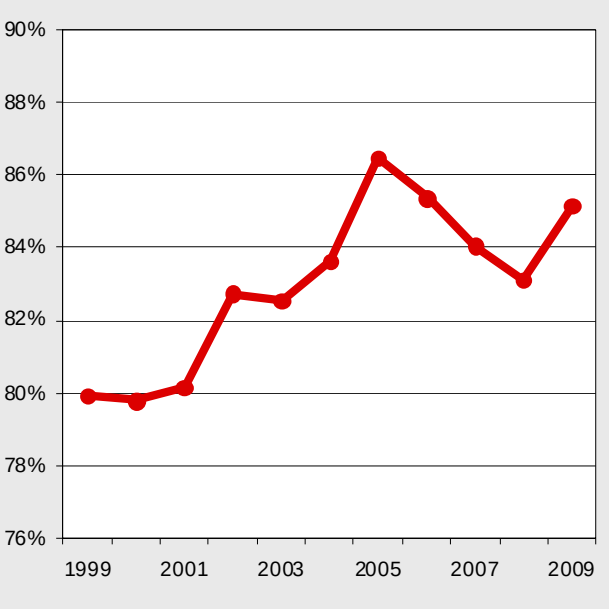
Interprovincial Comparison

Wage rates for women in the provinces tend to cluster into three groups. As Figure 3.4 shows, rates in the Atlantic provinces are the lowest with average hourly wage rate near $17.50 per hour, ranging from a low of $17.30 per hour in Prince Edward Island to a high of $17.85 per hour in Newfoundland and Labrador.

At the upper end of the scale are the three large provinces – British Columbia, Alberta, and Ontario. Rates in these provinces are above $20.00 per hour, with Alberta topping the scale at $21.72 per hour.

Manitoba, Saskatchewan, and Quebec are between these two extremes with 2009 rates ranging from $18.78 per hour in Manitoba to $19.83 per hour in Saskatchewan.

Figure 3.3 Average Hourly Wage Rates for Saskatchewan Women as a Percentage of the Average for Men



Over time, wage rates for women in Saskatchewan have grown relative to the national average. In 1999, the average woman in Saskatchewan had a wage rate that was 88% of the national average; by 2009 the average wage rate was 98% of the national average. In fact, over the ten years from 1999 to 2009, the 4.6% increase in wage rates in Saskatchewan was second highest among the provinces behind only Alberta (4.9%).

Figure 3.4 Average Hourly Wage Rates for Women, by Province, 2009

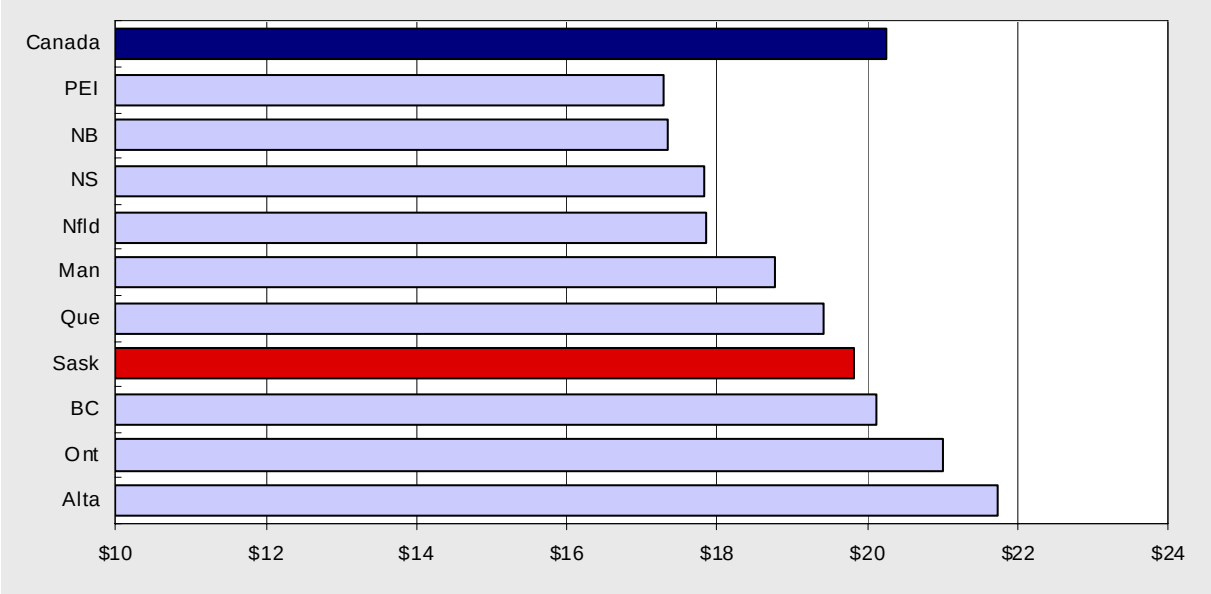
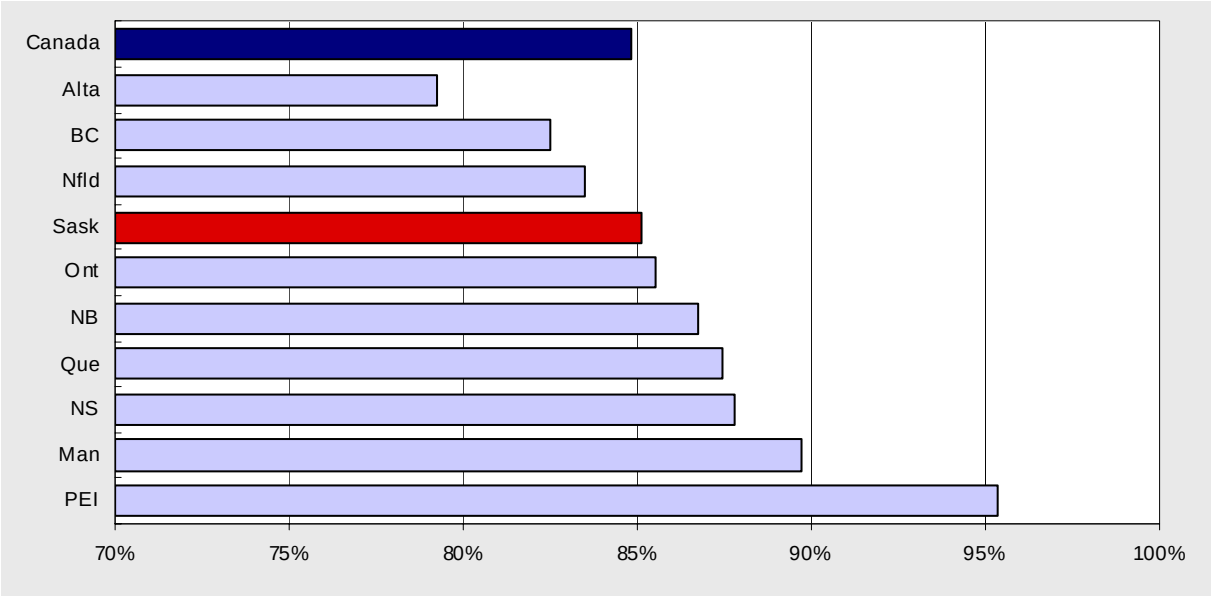


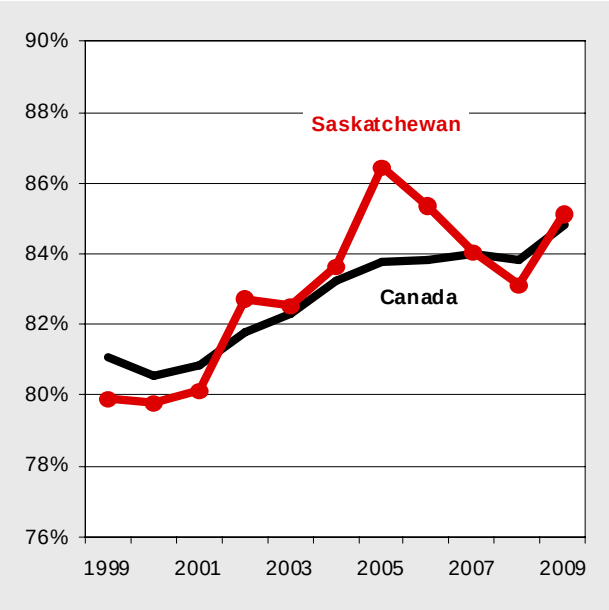
Figure 3.5 Average Wage Rates for Women as a Percentage of the Average for Men by Province, 2009



Averaged across all of the provinces, wage rates for women are 85% of rates for men, the same as the differential in Saskatchewan. Figure 3.5 shows that women in Saskatchewan and, in fact, in most provinces, are near this national average. The exceptions are Prince Edward Island where women have wage rates that are 95% of male rates, and, at the other end of the scale, Alberta where women have wage rates that are 79% of the average rates for men. In both provinces the differences were more the result of differences in wage rates for men (that is, lower in P.E.I. and higher in Alberta) than in differences in the wage rates among women.

The national trend is for a gradual narrowing of the gap between the wage rates for men and women. Figure 3.6 shows that the trend in Saskatchewan, while more volatile, has generally followed this pattern and has been near the national average.

Figure 3.6 Average Wage Rates for Women as a Percentage of the Average for Men, Canada and Saskatchewan



SECTION 4 EMPLOYMENT AND WAGE RATES: CHARACTERISTICS OF THE EMPLOYEE

The information in this section looks at the average hourly wage rates for women according to a number of characteristics that relate to their individual, including age, educational attainment, and family status. Section 5 has wage rate information that is more related to the characteristics of the positions in which women work.

4.1 Age Group

Wage rates tend to increase with age among women as they do among men. Figure 4.1 shows that wage rates are lowest ($12.43 per hour in 2009) for women under 25 years of age, increase in lock step with age to peak in the 45 to 54 age group at $22.39 per hour, and then decline among women in older age groups. (Table A12 of Appendix A has the breakdown by age group.)

Women working in full-time positions[10] have, on average, slightly higher average wage rates and this is true for each age group shown in Figure 4.1.

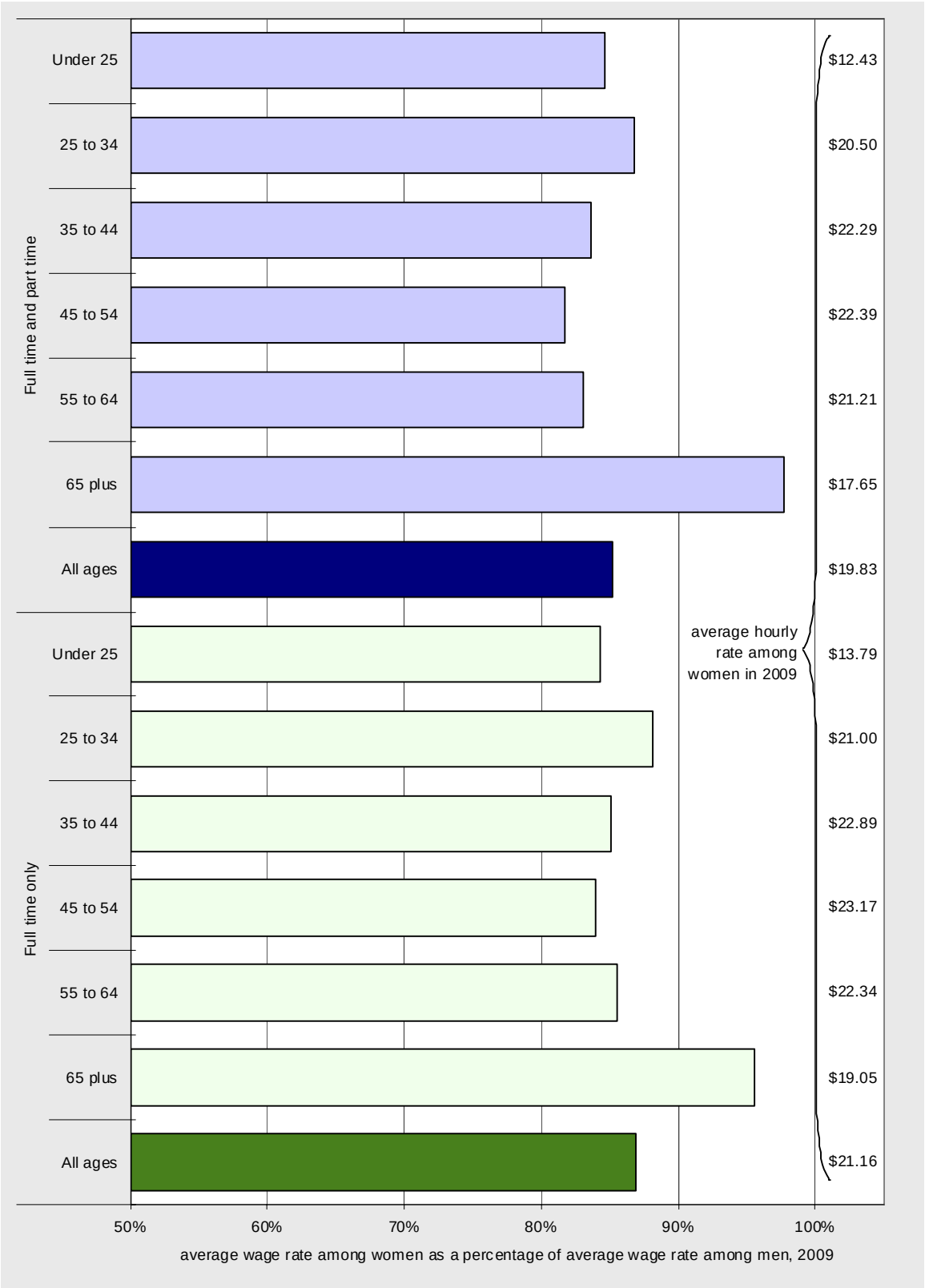
The average wage rate among women as a percentage of the average for men in the same age group is also shown in Figure 4.1. With the exception of women 65 years of age and older, the differentials between men and women are near the overall average of 85% for those in all paid positions and 87% for those in full-time positions.

Compared with 85% overall, women in the 25 to 34 age group have wage rates that are 87% of rates for men in the same age group. Women in the 45 to 54 age group have wage rates that are 82% of the rates for men in the same age group. Women in other age groups are between these two extremes. The exception is among senior women where wage rates are 98% of the rates for men in the same age group. (The sample size for this group is quite small – there are only 3,300 women in this age group who are paid workers and even fewer in full-time positions – so the margin of error is quite high.)

The increase in wage rates over the past ten years has been fairly consistent across age groups under 65 years of age. This means that, generally speaking, the difference between wage rates for younger and older women has remained largely unchanged in the past ten years.

[10] Women are considered as working full-time if their "usual" hours of work at their main or only job is 30 hours/week or more.

Figure 4.1 **Average Hourly Wage Rates among Saskatchewan Women Relative to Saskatchewan Men, by Age Group and Full-Time/Part-Time Status, 2009**



4.2 School Attendance

The *Labour Force Survey* measures school attendance at the time of the interview, classifying respondents as students if they are attending high school or a public or private post-secondary institution on either a full-time or part-time basis. Note that women working in summer jobs between school semesters will be classified as non-students during those months.

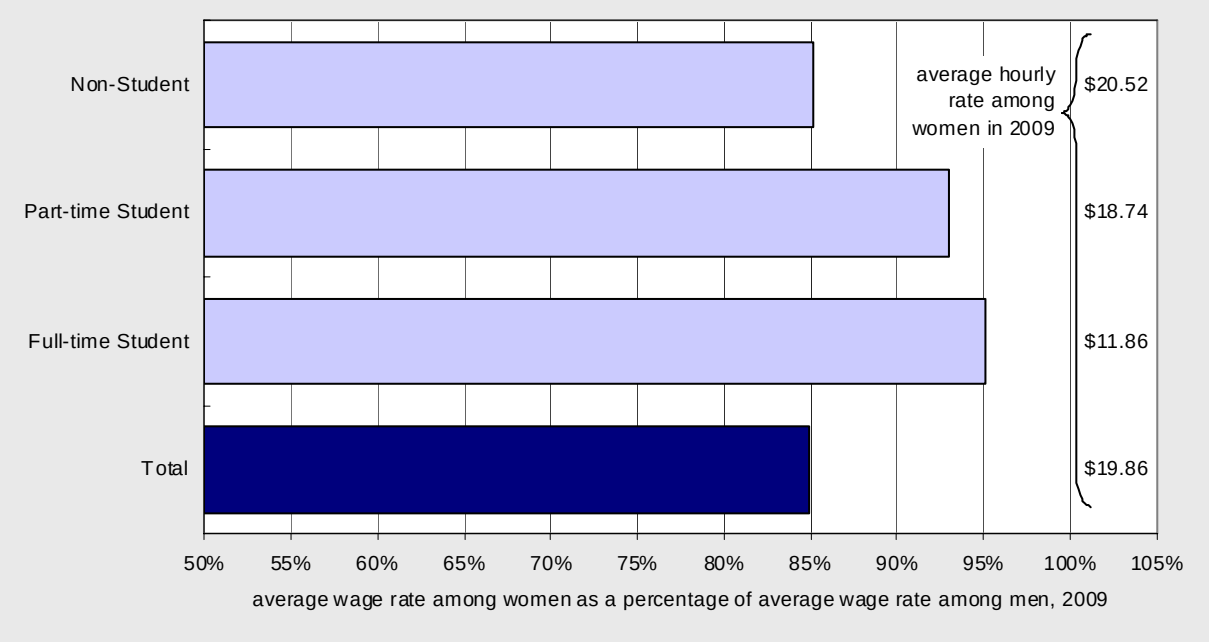
Women who are students while working are more likely, of course, to be young and are disproportionately working in low paying part-time jobs. The figures in Table A13 and Figure 4.2 show that average wage rates for part-time students are 90% of the average for women who are not students. For full-time students, the rates are much lower.

The different wage rates between full-time and part-time students will be partly because of the nature of the work. Full-time students, if they are working, will probably be working in part-time jobs on weekends and evenings whereas part-time students will be more likely to hold "regular" jobs during the day and attend school in the evenings or on weekends.

The differential between men and women, shown in Figure 4.2, is narrower among students. This is probably indicative of the nature of the work and the lack of a completed formal education among students rather than their youth.

Over the past ten years, the average wage rate for full-time students has grown by an average of 4.8% per year compared with an average of 4.1% for part-time students and 4.7% for non-students.

Figure 4.2 Average Hourly Wage Rates Among Saskatchewan Women Relative to Saskatchewan Men, 2009, by Student Status



4.3 Completed Education

The level of completed education measured in the *Labour Force Survey* is based on a hierarchy that rates a university degree as "higher" than a post-secondary diploma or certificate. Therefore women with both a certificate and a university degree will be considered as having a university degree in these statistics. Those with a "partial or incomplete" secondary or post-secondary education may still be in school or they may have chosen not to complete their secondary or post-secondary education. A diploma or certificate can be obtained at either a university or a technical school. There is no requirement that the education be obtained in Canada. Note that on-the-job training and short skills courses are not included.

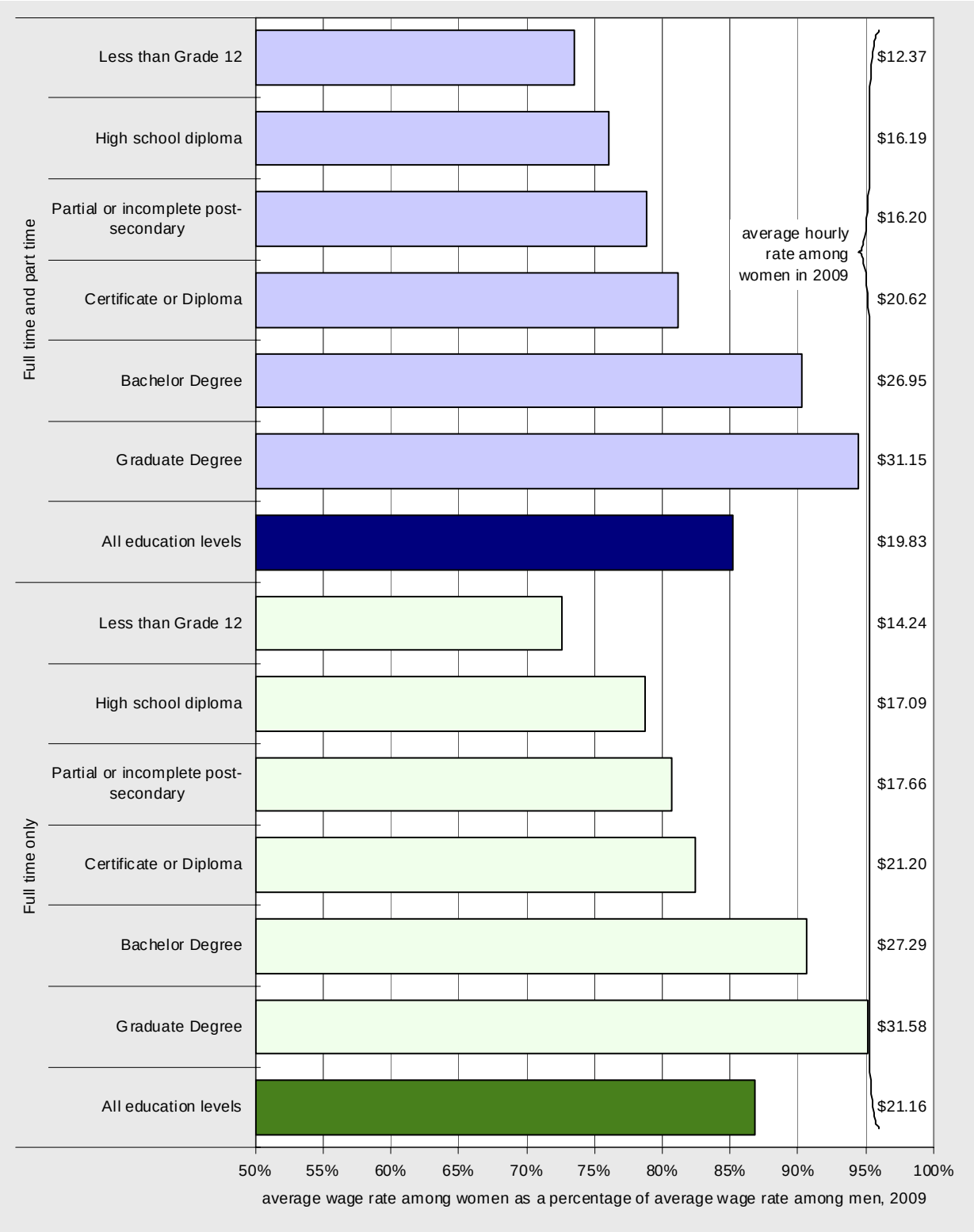
The correlation between completed education and wage rates is one of the strongest of those examined in this report. Table A14 and Figure 4.3 show that women with a university degree have wage rates that are, on average, more than double those for women who have not finished grade 12. And the figures also show that the progression from lowest to highest wage rate is uniform with respect to the progression from the lowest to the highest level of completed education.

The correlation between wage rates and completed education is still evident for women working full-time but it is not as strong. Women with lower levels of education who work full-time have noticeably higher wage rates than women working part-time.

The data also show that the differential between men and women is narrower among those who have higher levels of formal education. Women with a bachelor degree, for example, have a wage rate that is 90% of the wage rate for men with a similar degree and the gap narrows even more among women with a graduate degree. Among those with less than Grade 12, however, wage rates for women are 74% of wage rates for men. The differentials are similar when only full-time workers are included in the analysis.

From 1999 to 2009, average wage rates have grown most quickly (an average of 4.5% per year) for women with a post-secondary certificate or diploma and the slowest (3.8%) for those with a partial or incomplete post-secondary education.

Figure 4.3 Average Hourly Wage Rates among Saskatchewan Women Relative to Saskatchewan Men, by Highest Level of Completed Education, 2009



4.4 Tenure

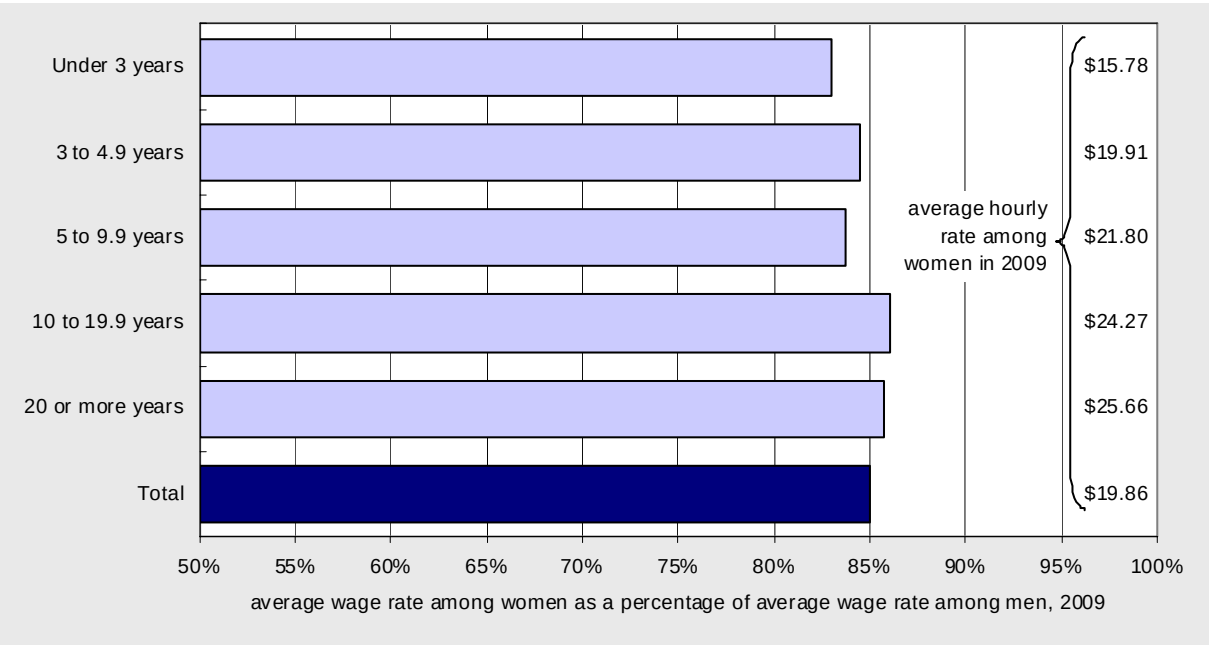
Tenure is defined in the *Labour Force Survey* as the number of consecutive years the paid employee has worked for the same employer. The employee may have worked in one or more occupations or in one or more locations, or have experienced periods of temporary layoff with recall and still be considered to have continuous tenure if the employer has not changed. But if a person has worked for the same employer over different periods of time, job tenure measures only the most recent period of uninterrupted work.

Job tenure can be considered as either a characteristic of the employee or a characteristic of the position, but we include it in this section because it is often related to the age of the employee. Simple arithmetic precludes the possibility of younger employees having long tenure.

One would expect wage rates to increase with tenure for a variety of reasons, including the fact that many collective agreements relate wage rates to seniority, that employers in non-union environments tend to reward experience with higher wage rates, and because both tenure and wage rates tend to increase with age. Figure 4.4 and Table A15 in Appendix A show that this is the case for Saskatchewan women. Wage rates increase steadily with tenure from a low of $15.78 per hour for those with less than three years of tenure to a high of $25.66 per hour for those with twenty or more years.

Figure 4.4 also shows that the differential between men and women is virtually identical across the different categories of tenure. This is also true if only full-time employment is considered.

Figure 4.4 Average Hourly Wage Rates Among Saskatchewan Women Relative to Saskatchewan Men, 2009, by Tenure (years with the same employer)



4.5 Family Size and Structure

The relationship between average wage rates and family structure is complex. The *Labour Force Survey* uses the concept of an "economic family", which is a reasonable approximation to what many call an "extended family". An economic family is a group of two or more persons who live in the same dwelling and who are related by blood, marriage (including common-law) or adoption. A person living alone or who is related to no one else in the dwelling where he or she lives is classified as an "unattached individual". Most unattached individuals who are working are young women who live alone.

In 2009, 71% of women in paid employment were in a husband-wife (including common-law) family. The majority of these families (62% of women) had at least two earners. Another 14% of working women were unattached individuals and 10% were in lone parent families.

Figure 4.5 shows average wage rates according to the size of the economic family and Figure 4.6 shows the average rates according to the type of family. The detailed information is in Table A16 of Appendix A.

There is very little difference in average wage rates across different family sizes. The average hourly rates vary only slightly from the low of $18.81 per hour for women in families with five or more persons to the high of $20.56 per hour for those in four-person families.

Women with the highest average wage rates tend to be either unattached individuals or in economic families headed by a couple where two or more are employed.

The average annual rate of increase in wage rates over the past ten years has been nearly the same among women in the different family sizes and types. That is, there will have been very little change in the different wage rates by family type.

Figures 4.5 and 4.6 show the wage rate differentials between men and women according to family size and type. The differential between men and women is smallest among lone parent families and unattached women living alone. The wage rates for female lone parents are 93% of the average for male lone parents. (There are relatively few lone parent families headed by males.)

Women who are unattached individuals have average wage rates that are 90% of the wage rates for men in a similar situation. The wage rate gap between men and women is larger in economic families headed by couples.

Figure 4.5 **Average Hourly Wage Rates Among Saskatchewan Women Relative to Saskatchewan Men, 2009, by Size of Economic Family**

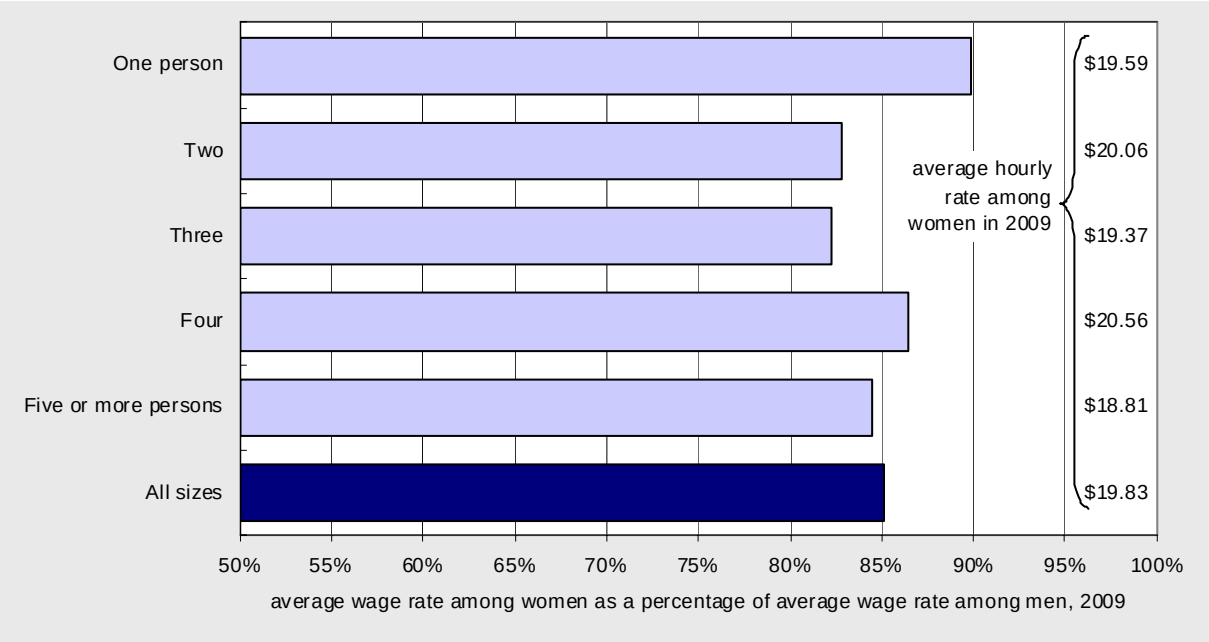
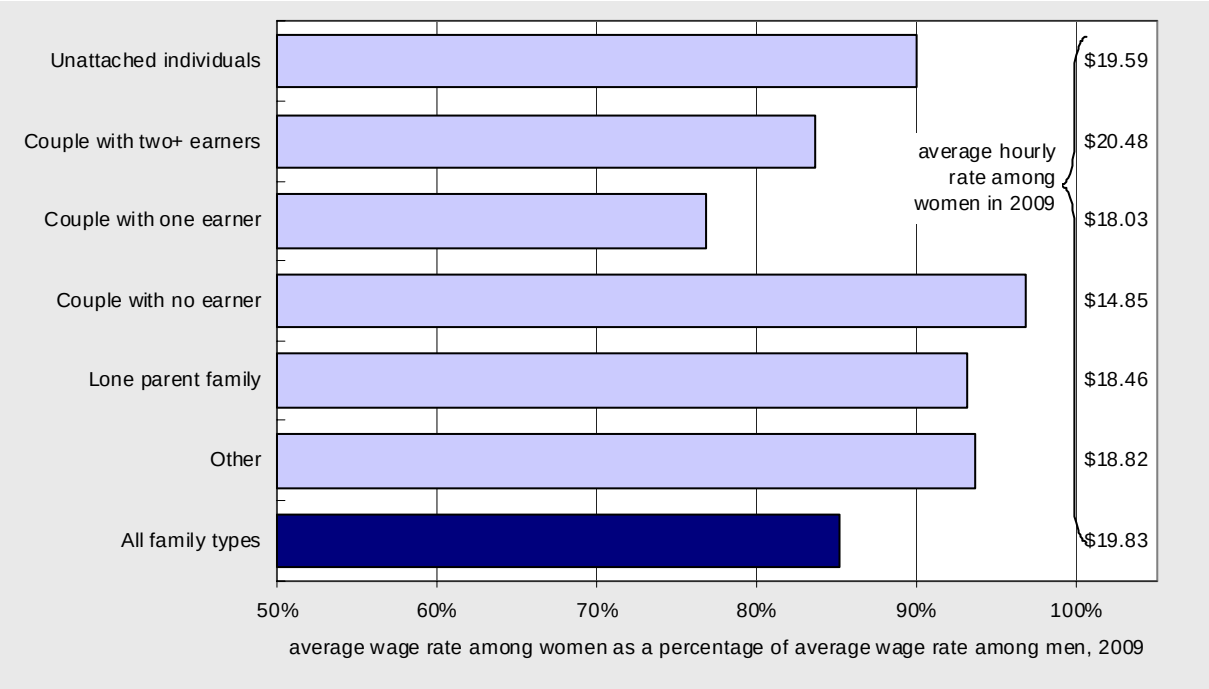


Figure 4.6 **Average Hourly Wage Rates Among Saskatchewan Women Relative to Saskatchewan Men, 2009, by Type of Economic Family**



SECTION 5 EMPLOYMENT AND WAGE RATES: CHARACTERISTICS OF THE JOB

This section also looks at hourly wage rates for women but it differs from the previous section because these data concentrate on the characteristics of the positions in which women work, rather than on the personal characteristics of the women who work in these positions.

The analysis is complicated by the presence of what are called "multiple job holders", that is, people who hold two or more jobs simultaneously. This is a significant phenomenon in Saskatchewan where almost one out of ten (9% in 2009) women in paid employment are multiple job holders. These statistics refer to women whose main job is as an employee and they describe the characteristics of those main jobs. Those who have a second job where they are self-employed are included, but those whose main job is self-employment (e.g. farming) but whose second job is as a paid worker will be excluded.

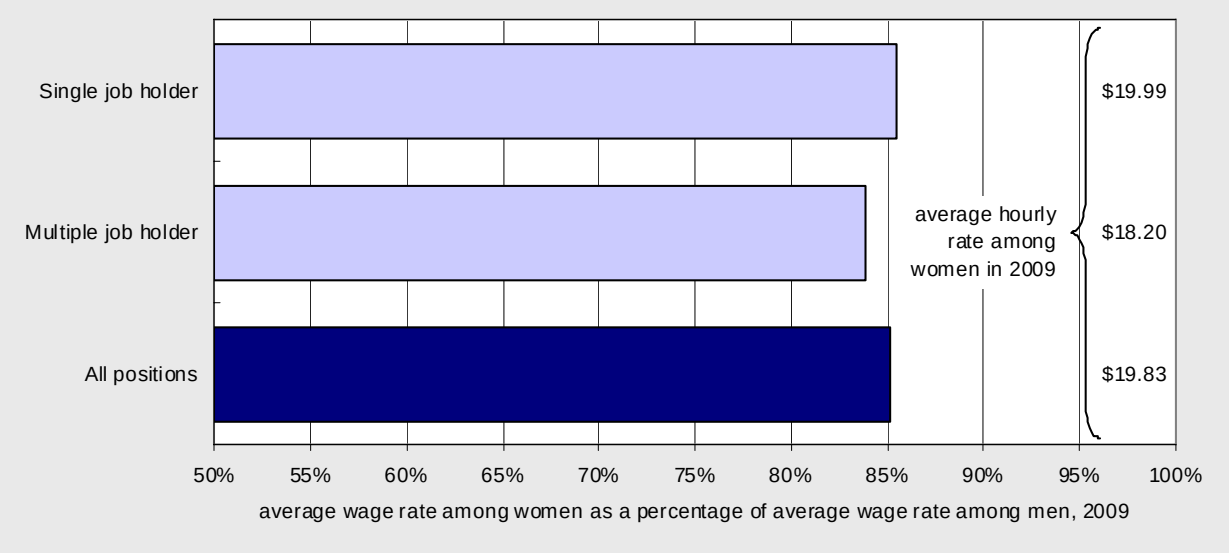
5.1 Multiple Job Holders

Hourly wage rates for the approximately 19,000 women who hold a second job simultaneously with their main job, referred to as multiple job holders, are slightly lower than wage rates for women with a single job – $18.20 per hour compared with $19.99 per hour. (There are no data describing the wage rate in the second job.)

Over the past ten years, the wage rates for women with more than one job have increased by an average of 4.1% per year. This increase is somewhat lower than the 4.7% per year average for women with only one job, thus widening the wage rate gap between single and multiple job holders over the past ten years.

Figure 5.1 shows that the wage rate differential between men and women is the same for single job holders as it is among multiple job holders.

Figure 5.1 Average Hourly Wage Rates Among Saskatchewan Women Relative to Saskatchewan Men, 2009, Single and Multiple Job Holders



5.2 Job Type

In the *Labour Force Survey*, Statistics Canada classifies the type of the job into four categories. A permanent job is one that is expected to last as long as the employee wants it, given that business conditions permit. That is, there is no pre-determined end date. In 2009, 87% of working women were in these kinds of positions. A temporary job, on the other hand, has a predetermined end date or will end as soon as a specified project is completed. Temporary jobs are further broken down into three subgroups:

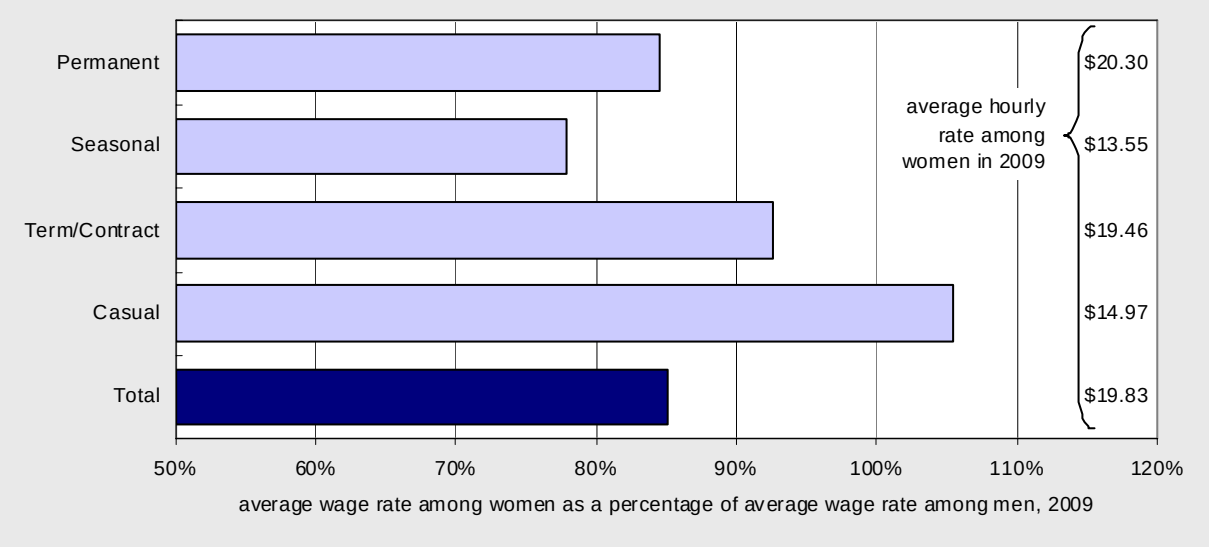
- seasonal jobs, typically summer jobs;
- term or contract jobs, including work done through an employment agency, and
- casual jobs.

As Figure 5.2 and Table A17 in Appendix A show, wage rates are highest for women in permanent and term positions with average rates of $20.30 and $19.46 per hour respectively. They are lower for those in casual positions and lower again for those in seasonal positions.

The lowest growth rates in the past ten years have been for women in casual positions. Therefore, women in casual positions now have wage rates that are 74% of those for women in permanent positions, compared with 80% ten years ago. The increases for women in other kinds of positions have been near the overall average.

On average, women in permanent positions have wage rates that are 85% of the average for men in permanent positions – virtually the same as the 85% for women in all positions. The differential is wider between men and women in seasonal positions (typically summer jobs) and narrower for those in term/contract positions. Among those in casual positions, wage rates in 2008 for women were 5% higher than for men in casual positions. (Women outnumber men in casual positions by a factor of 2:1 and almost one half of women in casual positions work in education services or health care/social services.) The wage rate differential is 86% among full-time employment in permanent positions.

Figure 5.2 Average Hourly Wage Rates Among Saskatchewan Women Relative to Saskatchewan Men, 2009, by Job Permanence, Main Job



5.3 Hours of Work

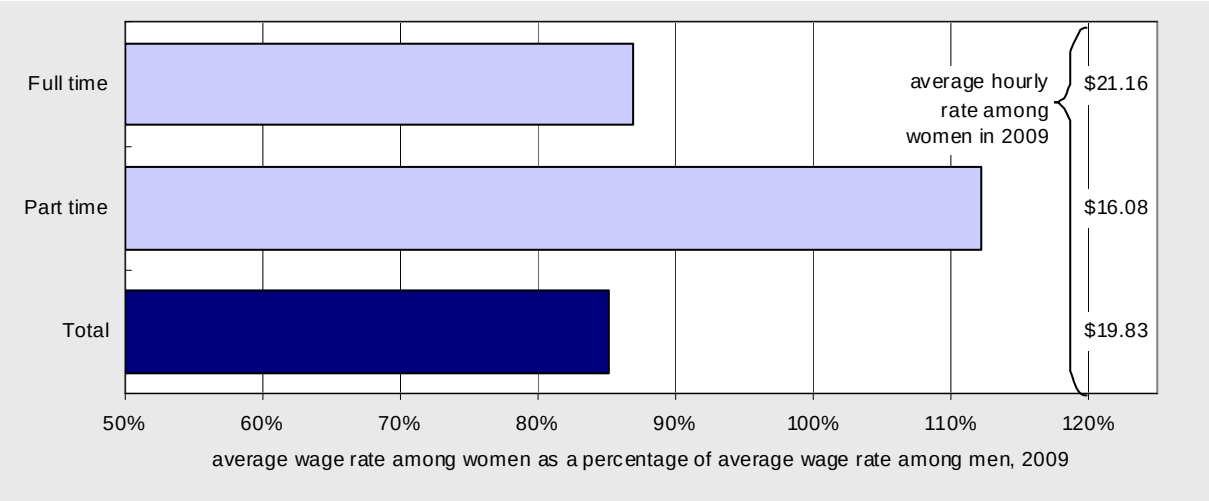
Statistics Canada considers an employee to be working part-time if she usually works less than thirty hours or more per week at her main or only job. All other employees are considered as working full-time. Note that women who combine two part-time jobs to work full-time hours are still considered as working part-time. So are women who actually work full-time hours in their job, as long as their "usual" hours are less than thirty.

Hourly wage rates for women in part-time positions, where approximately one quarter of women employees work (26% in 2009), are well below those for women in full-time positions. The average wage rate of $16.08 is three quarters of the $21.16 average wage rate for women in full-time positions and that difference has widened slightly in the past ten years. Compared with an average increase of 4.6% per year for women in full-time positions, women in part-time positions have had wage rates increase by an average of 4.4% per year .

An examination of the data shown in Table A18 of Appendix A shows that women working longer hours (20 to 29 hours per week) have higher average hourly wage rates, $17.54 in 2009, than the $14.60 per hour for those working fewer than twenty hours per week. The highest wage rates ($24.01 in 2009) were among women who had a single full-time position at which they usually worked more than forty hours per week. The lowest wage rates were among women with a single part-time job ($15.58).

Figure 5.3 also shows that women in part-time positions have wage rates that are, on average, 12% higher than men in part-time positions. Women in full-time positions, on the other hand, have average wage rates that are 87% of the average wage rates for men[11].

Figure 5.3 Average Hourly Wage Rates among Saskatchewan Women Relative to Saskatchewan Men, 2009, by Full-Time/Part-Time Status, Main Job



11 The apparent contradiction in the statistics in Figure 5.3, namely that the differential is narrower for each of full-time and part-time employees but not for the average, is explained by the fact that wage rates in part-time positions are much lower than for full-time positions and that women are much more likely to be working part-time than men.

5.4 Industry

Broadly speaking, Statistics Canada breaks down industries into two categories – the private sector and the public sector[12]. Employment and wage rates for these broad categories are shown in Table A19 and Figure 5.4. For a more detailed industry analysis, the North American Industry Classification System or NAICS is used. The industry categories used in this report are described in more detail in Appendix B.

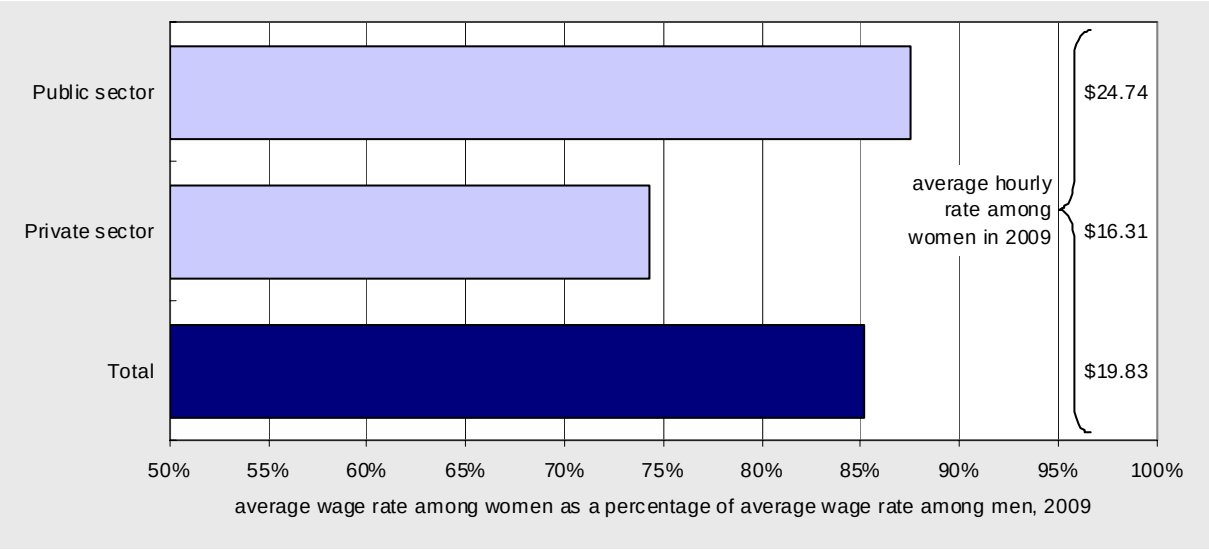
In 2009, approximately four out of ten (42%) employed women worked in the public sector.

There is a large differential among wage rates in the public and private sector. Average wage rates for women working in the private sector are, on average, two-thirds of the rates for women working in the public sector. This differential has narrowed slightly in the past ten years – the average increases in pay rates have been 4.6% in the private sector and 4.2% in the public sector.

Figure 5.4 shows that the differential between men and women, while still present in the public sector, is narrower than in the private sector. Wage rates for women working in the private sector are at 74% of the average for men compared with 88% in the public sector.

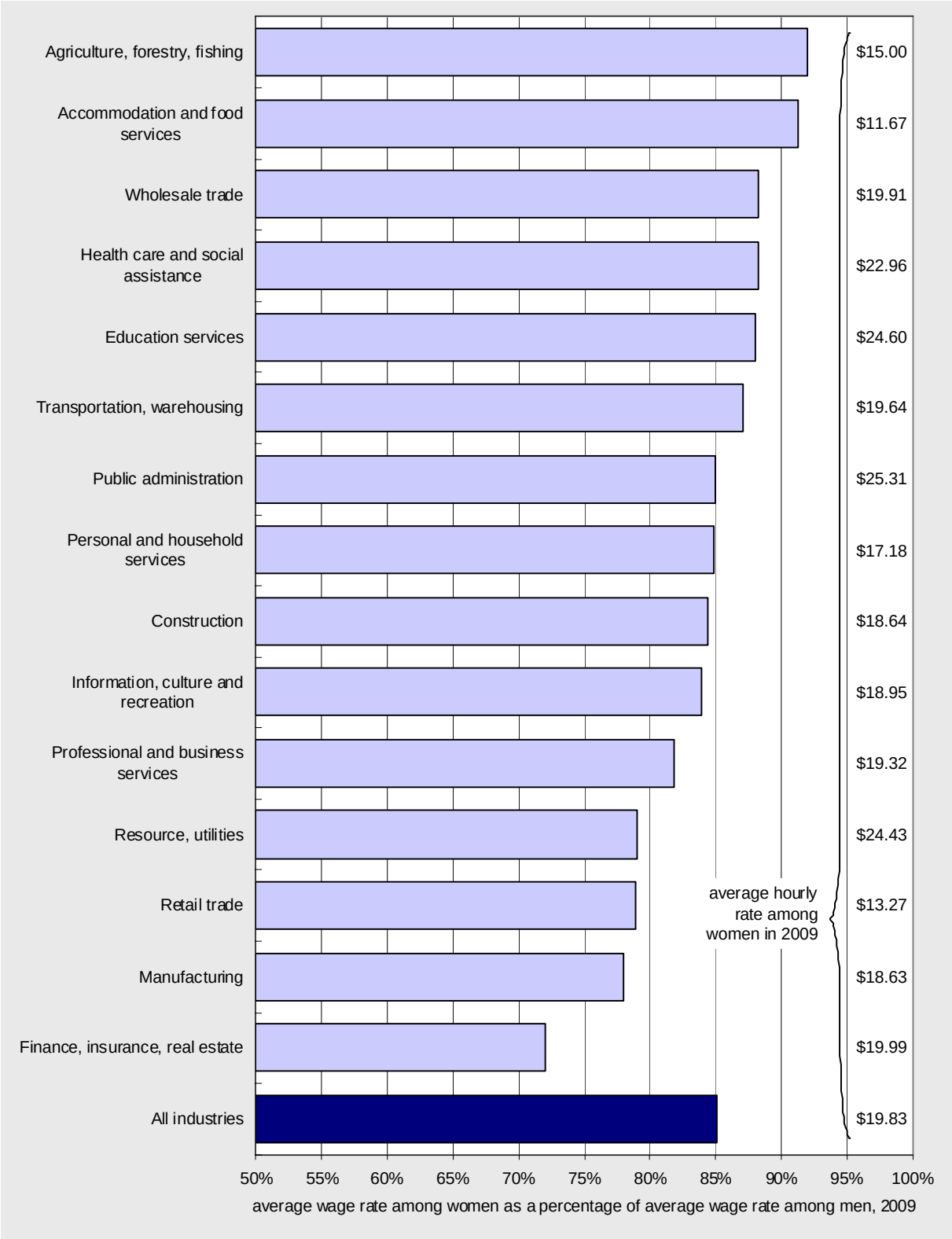
A more detailed industry breakdown of wage rates is shown in Figure 5.5. Wage rates for women are noticeably higher in four industry groups and all of these have a significant public sector component – public administration, education services, resources/utilities, and health care/social assistance.

Figure 5.4 Average Hourly Wage Rates Among Saskatchewan Women Relative to Saskatchewan Men, 2009, by Sector



12 The public sector is broadly defined to include employees in government administration at the federal, provincial and municipal levels, as well as in crown corporations, liquor control boards and other institutions principally funded by governments such as schools, universities, hospitals, and public libraries.

Figure 5.5 Average Hourly Wage Rates Among Saskatchewan Women Relative to Saskatchewan Men, 2009, by Industry Group of Main Job



Over 95,000 women (45% of the total) work in public administration, education, and health services. These are three of the four industry groups with the highest average wage rates, so there is a large number of women working in high wage industries.

The lowest rates of pay are in the accommodation and food services industry group, where wage rates for women averaged $11.67 and where 8% of women worked in 2009.

Over the past ten years, the fastest growing wage rates for women have been in construction, with a growth rate of 6.1% per year on average. The lowest rates of increase have been in education services.

The differential between wage rates for men and women is shown in Figure 5.5 broken down by industry group. Here we find that a significant differential exists for all fifteen industry groups. The average wage rates for women as a percentage of the average wage rates for men varies from 72% to 92%, depending on the industry grouping.

The difference between rates for men and women is narrowest in:

- agriculture, where there are few paid positions for women (2,300 in 2009);
- accommodation and food services;
- wholesale trade; and
- health care and social assistance.

At the other extreme is the finance, insurance, and real estate group, where the average for women is only 72% of the average for men.

5.5 Occupation

The occupational classification scheme used in the *Labour Force Survey* is based on the Standard Occupational Classification system or SOC. Appendix B contains some sample occupational titles for the seventeen occupational groups used in this report.

Many of the patterns evident in the industry groupings are reflected in the occupational breakdowns shown in Table A20 of Appendix A and Figure 5.6. For example, wage rates are highest for women who work in the public sector and this is evident within occupation groups as higher rates of pay in the health professions, and for teachers and professors. The lower rates in the food service occupations and in retail sales occupations translate into lower rates in the accommodation and food services and retail trade industry groups.

Over the past ten years, average hourly wage rates have increased for women working in all seventeen occupational groups. The largest increases of 6.1% per year were among the relatively few women who work in occupations specific to the manufacturing sector and as managers. Annual increases were lower (3.6% per year) among women working in retail sales occupations.

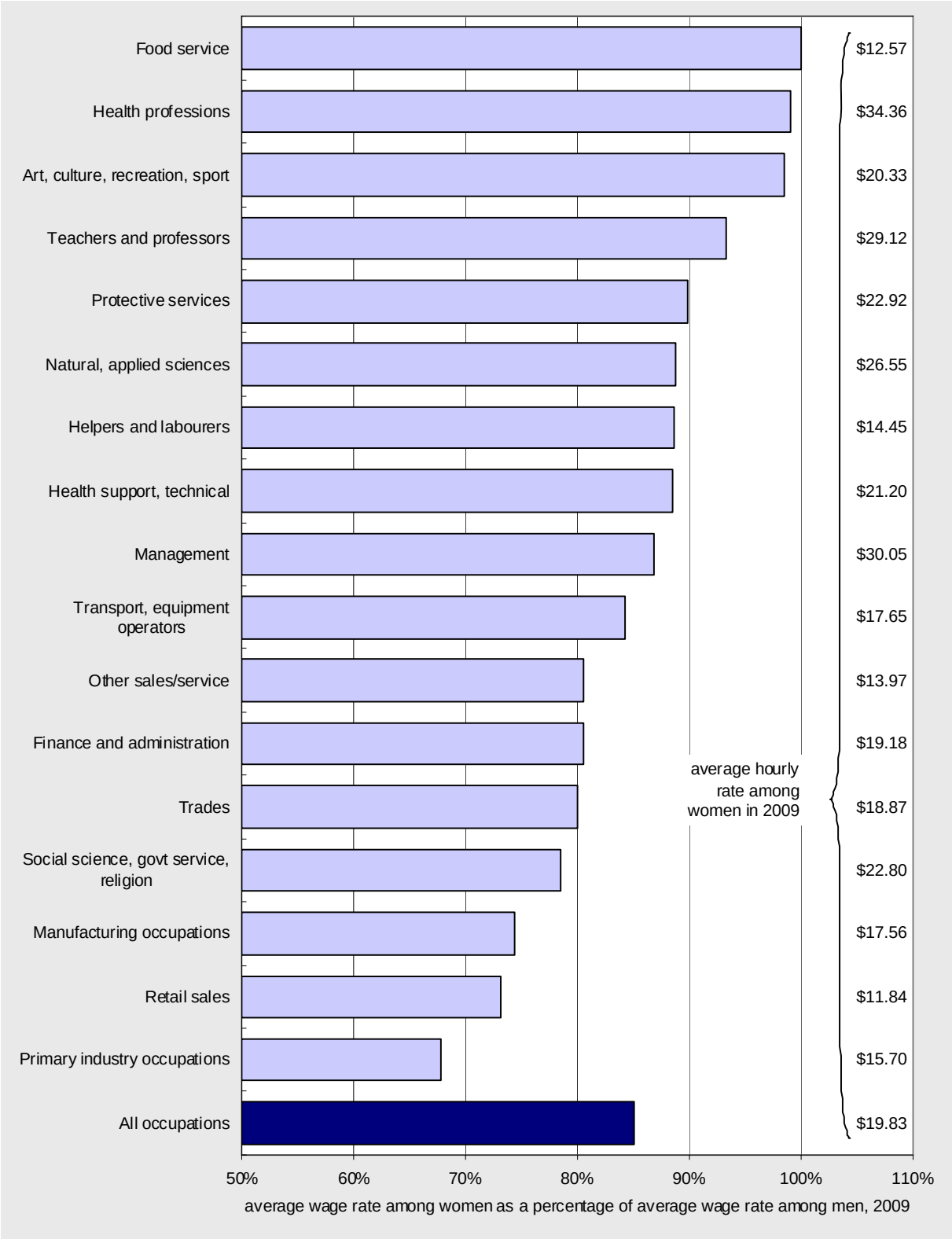
In three of the seventeen industry groups, women have, on average, wage rates that are similar to those of men in the same occupation:

- food and beverage services;
- health professions; and
- occupations in art, culture, recreation, and sport.

The differential between women and men is widest among those working in:

- occupations specific to the primary sector, a category that includes many workers in the resource sector (the average for women is 68% of the average for men);
- retail sales (73%); and
- occupations specific to the manufacturing sector (74%).

Figure 5.6 **Average Hourly Wage Rates Among Saskatchewan Women Relative to Saskatchewan Men, 2009, by Occupation Group of Main Job**



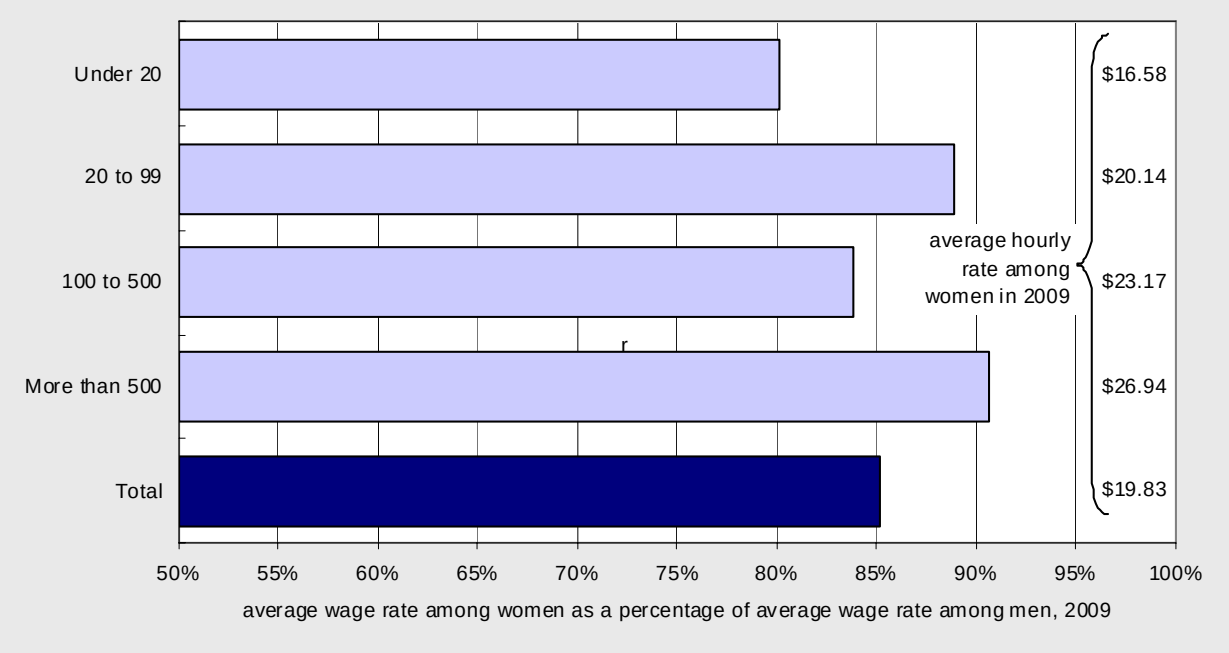
5.6 Employer Size

The *Labour Force Survey* asks respondents to report on the number of employees where they work. Table A21 and Figure 5.7 show that average wage rates among women increase steadily with the size of the establishment. The rates vary from a low of $16.58 for the 39% of women who work in locations with fewer than 20 employees, to a high of $26.94 among the 9% who work in locations with more than 500 employees.

Changes in wage rates over the past ten years were relatively consistent across establishment size categories, with the highest rates of increases among the largest firms (5.2%) and the smallest among those with 20 to 99 employees (4.0%).

Figure 5.7 also shows that the wage rate differential between men and women is somewhat narrower in the largest firms and somewhat wider in the smallest ones.

Figure 5.7 Average Hourly Wage Rates Among Saskatchewan Women Relative to Saskatchewan Men, 2009, by Size of Firm (# of employees at the location)



5.7 Union Membership

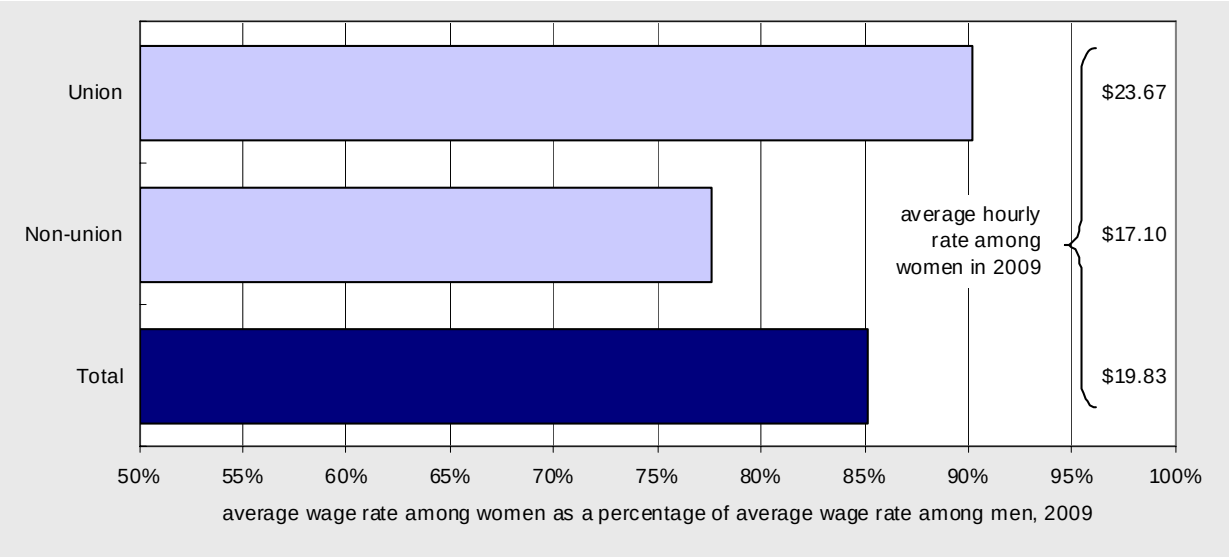
Along with educational attainment, part-time status, and the split between the public and private sector, union membership has a strong influence on average wage rates for women. In 2009, approximately four out of ten (42%) women in paid employment were in unionized positions.

Table A22 in Appendix A and Figure 5.8 show that women who are union members (including those who report that they are not union members but who are covered by a collective agreement) have wage rates that are 38% higher than those who are not. In 2008, the rates were $23.67 per hour for those covered by a collective agreement compared with $17.10 per hour for those who were not.

This difference between union and non-union rates has narrowed slightly over the past ten years with average annual increases of 4.8% per year among non-union women and 4.2% per year among union members.

The differential between men and women is narrower among union members. Among union members, women have average rates that are 90% of the average for union men. This compares with 78% of the rates for non-union women relative to non-union men.

Figure 5.8 Average Hourly Wage Rates Among Saskatchewan Women Relative to Saskatchewan Men, 2009, by Union Membership, Main Job



SECTION 6 EXAMINING GENDER DIFFERENCES IN WAGE RATES

This section looks at the factors that have the most impact on shaping wage rates among women and between men and women.

As shown in the previous two sections, wage rates among women vary widely according to some characteristics, such as industry, and very little by others, such as firm size. This is also true of wage differences between women and men. Some factors, such as full-time status have a strong influence on wage differences between women and men, whereas other factors, like job tenure, have very little impact.

Factors that Affect Wage Rates Paid to Women

There are eight personal and job-related factors that have the largest impact on the actual level of wages for Saskatchewan women. These are[13]:

- age group;
- level of completed education;
- tenure with current employer;
- full-time or part-time status;
- size of firm;
- public or private sector generally and the industry group in particular;
- union membership; and
- occupational group.

Factors that Affect Wage Rate Differences Between Women and Men

There are two dominant explanations for the wage gap between the average wage rates for women and men. One explanation is that women are paid less than men because there is a sex bias in wage rates. The other explanation, which is more complex, argues that different aspects of occupational segregation, that is, the fact that men and women often work in different industries and occupations, are primary influences shaping the wage gap. In fact, differences in pay rates are almost always a combination of sex bias and occupational segregation, and it is difficult to separate the relative contribution of each to the overall gap.

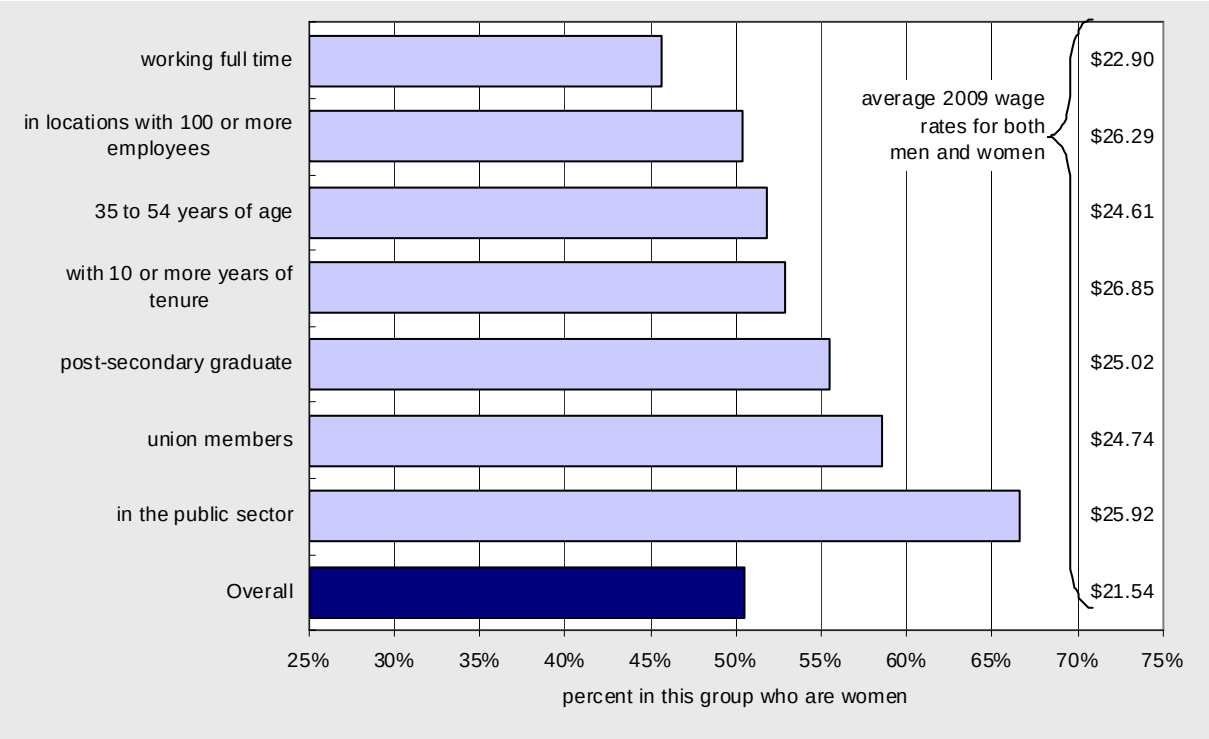
Working in Low Wage Situations Relative to Men

Lower wage rates could be accounted for if the attributes that women bring to the labour force and the situations in which they typically work are linked to low-paying situations. In fact, the opposite is true in most cases. Women in Saskatchewan are significantly more likely than men to be in higher wage situations because proportionally more women than men work:

- in large firms;
- are union members;
- have higher levels of completed education;
- have longer tenure; and/or
- work in the public sector.

[13] Using a multiple linear regression model for 2009 data, these factors were all found to be significant at the 95% confidence level.

Figure 6.1 Women as a Percentage of Paid Workers by Selected Personal and Job Characteristics, Saskatchewan, 2009



Employed women are also somewhat more likely than men to be in the primary earning age group – 45% of working women are 35 to 54 years of age compared with 43% of working men. The only situation where women are more likely than men to be a low-wage situation is among those in part-time positions; women are slightly less likely than men to work in full-time positions.

In summary, Figure 6.1 shows that, for a variety of personal and job-related factors, women make up more than one half of many groups with above-average wage rates so it is clearly not the case that the attributes women bring to the labour force or the situations in which they work are necessarily linked to low wage rates. For example, the average wage rate for post-secondary graduates is $25.02 compared with $21.54 among all paid workers, and women make up 56% of the 265,000 post-secondary graduates who are employed.

Concentration in Low Wage Industries/Occupations

The second possibility is that women's lower wage rates could be explained if the kinds of jobs typically done by women and the industries in which they typically work pay less on average than the kinds of jobs typically held by men and the industries in which men typically work.

This possibility is examined by occupation group in Figure 6.2 and by industry group in Figure 6.3 and found to be generally true.

Figure 6.2 Women as a Percentage of Paid Employment by Occupation Group of Main Job, Showing Average Wage Rates, Saskatchewan, 2009

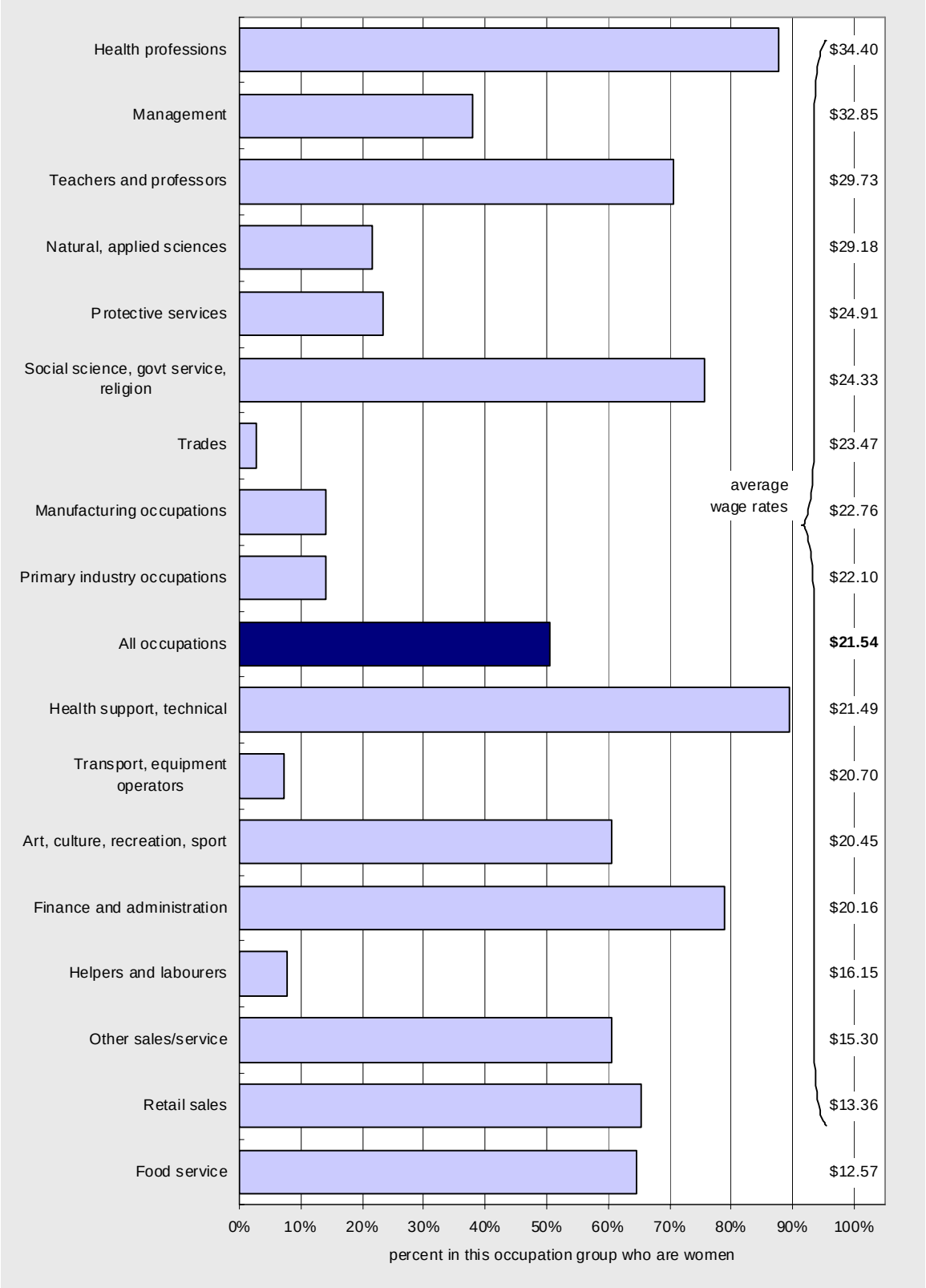
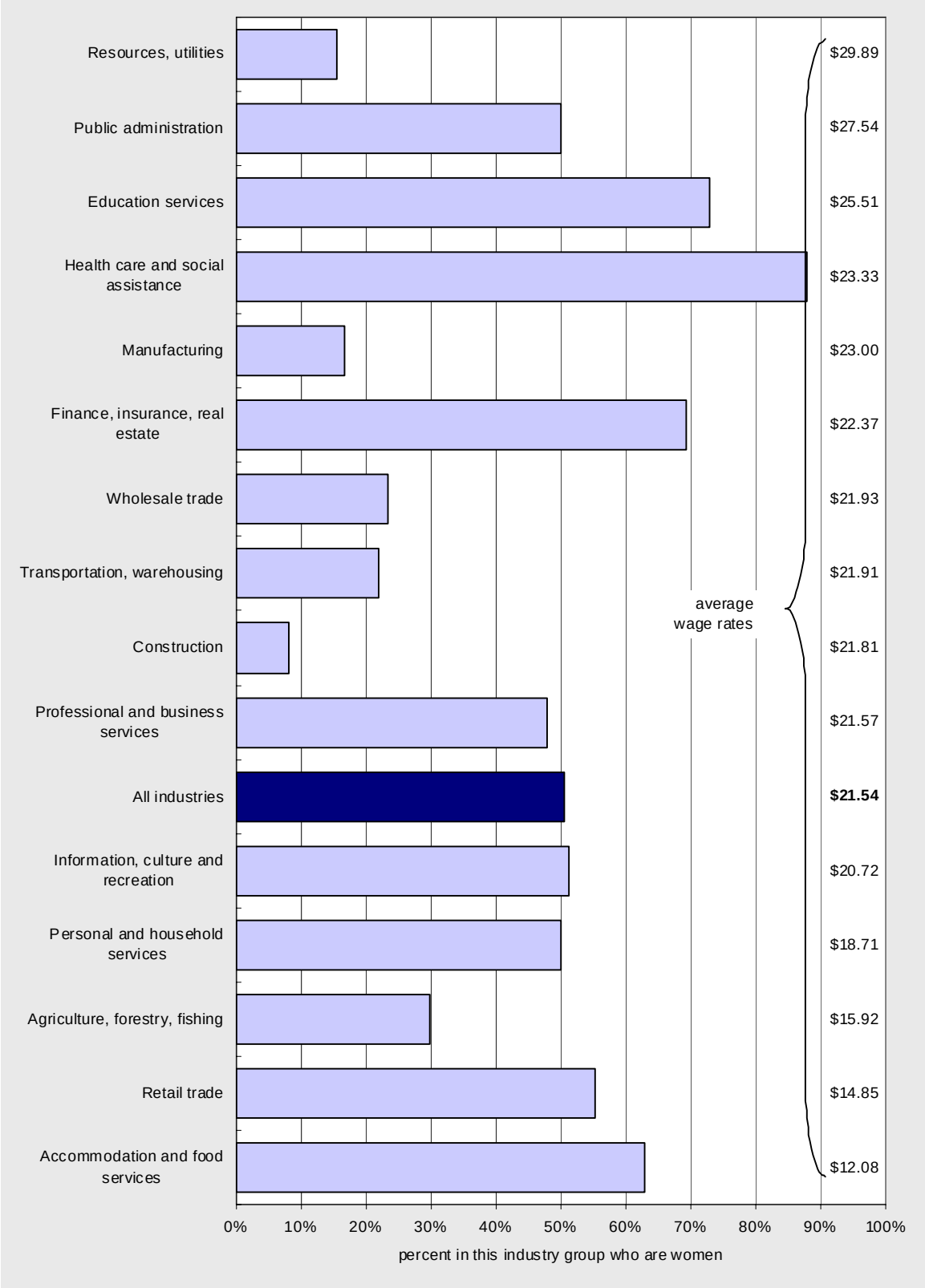


Figure 6.3 Women as a Percentage of Paid Employment by Industry Group of Main Job, Showing Average Wage Rates, Saskatchewan, 2009



Of the seventeen occupation groups shown in Figure 6.2, women outnumber men in nine (e.g. finance and administration, health professions) and men outnumber women in eight (e.g. management, trades). Approximately 189,000 women work in the nine groups where women form the majority and where the average hourly wage (among both men and women) is $19.70, whereas only 23,000 women work in the eight groups where they form the minority and where the average wage is $24.59 per hour. A typical example of this are the two lowest paying occupation groups – food service and retail sales – in which 65% of paid employees are women. Compare this with management, the second highest paid among the industry groups, where 38% of employees are women.

There are exceptions to this rule. Figure 6.2 shows that women dominate in the high-paying occupation group of "health professions" and men dominate in the low-paying occupation group of "helpers and labourers". The exceptions, however, are less common than the rule.

It is therefore clear that the occupations in which women work contribute to the wage gap between women and men.

The same analysis is applied in Figure 6.3, which looks at industries rather than occupations. Once again, we find that women are more likely to be employed in industry groups with lower rates of pay.

Of the fifteen industry groups shown in Figure 6.2, women form the majority in five (e.g. education service) and men the majority in six (e.g. construction). In the other four, the proportions are similar.

- Approximately 146,000 women work in the five groups where women form the majority and where the average hourly wage is $19.79.
- Only 21,000 women work in the six groups where they form the minority and where the average wage is $23.49 per hour.
- The remaining 45,000 women work in industries where men and women are equally represented and where the average hourly rate is $22.89.

As another illustration of the issue, the overall wage gap of 15% between wage rates for men and women would be reduced to 12% if the two industries that are dominated by women and have the lowest wage rates, namely retail trade and accommodation and food services, are eliminated from the calculation.

So it is clear that occupation and industry segregation, when combined with different rates of pay for men and women within occupation and industry groups that was shown in Sections 5.4 and 5.5 contributes to the overall inequality of pay rates in a complex way.

The inequality of pay rates between men and women is therefore a double-barrelled phenomenon. Women tend to work in lower paid occupation and industry groups, and within these groups, there is a gap between wage rates for men and women. Age, education levels, experience, or union membership cannot explain these differences.

APPENDIX A

DATA TABLES

Table A1 Trends over Time, General Indicators for Women in the Saskatchewan Labour Force

Annual averages	All ages (15 and older)				15 to 64 Years			
	Population	In the labour force	Not in the labour force	Partici-pation rate	Population	In the labour force	Not in the labour force	Partici-pation rate
1979	344,700	161,800	182,900	46.9%	291,700	159,600	132,200	54.7%
1980	349,900	165,500	184,400	47.3%	295,300	163,100	132,300	55.2%
1981	354,800	172,200	182,600	48.5%	298,400	169,900	128,500	56.9%
1982	359,800	180,200	179,500	50.1%	301,700	177,400	124,200	58.8%
1983	365,300	189,800	175,500	52.0%	305,600	187,300	118,300	61.3%
1984	370,800	195,600	175,200	52.8%	309,500	192,900	116,600	62.3%
1985	374,800	203,300	171,600	54.2%	311,700	200,100	111,500	64.2%
1986	376,900	211,100	165,800	56.0%	312,100	207,900	104,200	66.6%
1987	378,300	212,000	166,300	56.0%	311,900	208,600	103,300	66.9%
1988	377,200	215,800	161,400	57.2%	309,600	212,200	97,400	68.5%
1989	374,400	212,800	161,600	56.8%	305,500	209,500	96,000	68.6%
1990	370,900	213,200	157,700	57.5%	300,700	209,700	90,900	69.7%
1991	370,300	217,100	153,200	58.6%	298,800	213,100	85,600	71.3%
1992	371,000	217,500	153,600	58.6%	298,400	213,200	85,200	71.4%
1993	372,600	219,500	153,100	58.9%	298,800	215,000	83,800	72.0%
1994	374,400	217,600	156,700	58.1%	299,900	213,500	86,400	71.2%
1995	376,800	219,100	157,800	58.1%	301,800	214,700	87,100	71.1%
1996	379,400	219,000	160,400	57.7%	303,800	215,100	88,700	70.8%
1997	379,700	221,800	157,900	58.4%	304,000	217,800	86,200	71.6%
1998	380,300	224,200	156,100	59.0%	304,500	220,800	83,700	72.5%
1999	380,300	227,900	152,400	59.9%	304,500	224,200	80,200	73.6%
2000	378,800	226,600	152,200	59.8%	303,300	221,900	81,400	73.2%
2001	377,300	221,700	155,600	58.8%	302,100	218,100	84,000	72.2%
2002	376,500	226,000	150,400	60.0%	301,400	222,300	79,100	73.8%
2003	376,700	232,900	143,800	61.8%	301,700	228,400	73,400	75.7%
2004	378,000	234,100	143,800	61.9%	303,200	229,600	73,600	75.7%
2005	379,400	234,700	144,700	61.9%	304,500	230,300	74,200	75.6%
2006	378,400	239,600	138,800	63.3%	303,800	234,300	69,500	77.1%
2007	380,700	241,900	138,800	63.5%	305,900	236,300	69,600	77.2%
2008	388,800	247,900	140,900	63.8%	313,200	242,300	70,900	77.4%
2009	395,200	255,100	140,000	64.5%	319,100	248,700	70,400	77.9%

Source: Statistics Canada Labour Force Survey, Historical Review 2009 CDROM, Table 002

Table A2 Trends over Time, Detailed Indicators for Women in the Saskatchewan Labour Force

Annual averages	All ages (15 and older)				15 to 64 Years			
	Population	Employed	Unemp-loyed	Employ-ment rate	Population	Employed	Unemp-loyed	Employ-ment rate
1979	344,700	153,200	8,600	44%	291,700	151,000	8,600	52%
1980	349,900	156,700	8,800	45%	295,300	154,200	8,800	52%
1981	354,800	162,600	9,600	46%	298,500	160,400	9,600	54%
1982	359,800	168,800	11,500	47%	301,700	166,000	11,500	55%
1983	365,300	174,600	15,300	48%	305,600	172,100	15,300	56%
1984	370,800	179,500	16,100	48%	309,500	176,900	16,100	57%
1985	374,800	185,900	17,400	50%	311,600	182,800	17,400	59%
1986	376,900	194,900	16,200	52%	312,200	191,800	16,200	61%
1987	378,300	196,000	16,000	52%	311,900	192,700	16,000	62%
1988	377,200	199,800	16,000	53%	309,600	196,200	16,000	63%
1989	374,400	197,200	15,600	53%	305,500	193,900	15,600	63%
1990	370,900	199,200	14,000	54%	300,600	195,900	14,000	65%
1991	370,300	202,000	15,100	55%	298,700	198,100	15,100	66%
1992	371,000	201,500	16,000	54%	298,400	197,300	16,000	66%
1993	372,600	203,300	16,100	55%	298,900	198,900	16,100	67%
1994	374,400	202,800	14,800	54%	300,000	198,800	14,800	66%
1995	376,800	205,000	14,000	54%	301,700	200,700	14,000	67%
1996	379,400	205,500	13,500	54%	303,800	201,700	13,500	66%
1997	379,700	209,400	12,300	55%	303,900	205,400	12,300	68%
1998	380,300	212,200	12,100	56%	304,500	208,800	12,100	69%
1999	380,300	215,600	12,300	57%	304,500	211,900	12,300	70%
2000	378,800	216,500	10,100	57%	303,200	211,800	10,100	70%
2001	377,300	210,000	11,700	56%	302,100	206,400	11,700	68%
2002	376,500	214,800	11,200	57%	301,400	211,200	11,200	70%
2003	376,700	221,800	11,100	59%	301,700	217,300	11,100	72%
2004	378,000	223,300	10,800	59%	303,200	218,900	10,800	72%
2005	379,400	224,000	10,700	59%	304,500	219,700	10,700	72%
2006	378,400	229,200	10,500	61%	303,800	223,900	10,400	74%
2007	380,700	231,900	10,000	61%	305,900	226,300	10,000	74%
2008	388,800	237,900	10,000	61%	313,200	232,500	9,800	74%
2009	395,200	244,400	10,700	62%	319,100	238,100	10,600	75%

Source: Statistics Canada Labour Force Survey, Historical Review 2009 CDROM, Table 002

Table A3 Labour Force Participation Rates among Women, by Province

		1980	1985	1990	1995	2000	2005	2006	2007	2008	2009
All ages (15 and older)	Canada	50.6%	54.9%	58.5%	57.5%	59.4%	61.8%	62.1%	62.7%	62.8%	62.6%
	Nfld	38.2%	43.2%	49.0%	46.8%	50.3%	54.4%	55.4%	55.0%	55.0%	54.8%
	PEI	47.2%	51.6%	58.4%	58.3%	62.2%	64.6%	64.7%	65.0%	65.8%	64.4%
	NS	43.8%	48.6%	53.4%	51.9%	55.6%	58.9%	58.8%	59.8%	60.0%	60.9%
	NB	42.7%	46.4%	52.0%	52.7%	55.6%	59.2%	59.3%	59.9%	60.7%	60.6%
	Que	46.4%	50.5%	54.3%	54.0%	55.9%	59.9%	60.1%	61.0%	61.1%	60.9%
	Ont	54.4%	58.3%	61.4%	58.6%	61.0%	62.7%	62.9%	63.5%	63.6%	63.0%
	Man	50.9%	55.7%	59.0%	59.4%	61.2%	62.8%	63.3%	63.6%	63.7%	63.5%
	Sask	47.3%	54.5%	57.5%	58.1%	59.8%	61.9%	63.3%	63.5%	63.8%	64.5%
	Alta	57.1%	62.3%	64.2%	65.1%	65.3%	66.1%	67.0%	67.6%	67.6%	68.0%
	BC	51.0%	54.5%	58.7%	59.1%	59.3%	60.7%	61.0%	61.0%	61.5%	61.5%
15 to 64 years	Canada	57.4%	63.1%	68.4%	67.8%	70.4%	73.1%	73.5%	74.3%	74.4%	74.3%
	Nfld	42.6%	48.8%	55.8%	54.1%	58.8%	64.2%	65.8%	65.4%	65.6%	65.8%
	PEI	55.5%	61.5%	70.3%	70.2%	74.5%	77.4%	77.2%	77.6%	78.4%	77.2%
	NS	51.0%	57.1%	63.8%	62.5%	67.1%	71.1%	71.0%	72.6%	72.8%	73.9%
	NB	48.8%	54.0%	61.7%	62.8%	66.8%	71.2%	71.8%	72.3%	73.4%	73.3%
	Que	52.0%	57.5%	63.1%	63.6%	66.8%	71.8%	72.0%	73.5%	73.7%	73.8%
	Ont	62.1%	67.1%	71.7%	69.0%	72.1%	73.9%	74.1%	74.9%	74.8%	74.4%
	Man	59.7%	66.1%	71.4%	72.5%	74.4%	75.7%	76.0%	76.3%	76.2%	75.9%
	Sask	55.2%	64.6%	69.7%	71.1%	73.2%	75.6%	77.1%	77.2%	77.4%	77.9%
	Alta	62.8%	69.0%	72.2%	74.1%	74.4%	75.3%	76.3%	76.6%	76.6%	77.0%
	BC	58.4%	63.5%	69.9%	70.2%	70.4%	71.9%	72.4%	72.3%	73.0%	73.1%

Source: Statistics Canada Labour Force Survey, Historical Review 2009 CDROM, Table 002

Table A4 Employment Rates among Women, by Age Group, Saskatchewan

	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and over	15 and older
1979	45.0%	62.8%	57.7%	54.1%	58.1%	57.5%	57.8%	50.6%	40.8%	25.7%	4.2%	44.4%
1980	47.2%	66.0%	55.2%	54.0%	55.3%	62.7%	54.5%	49.1%	39.4%	29.0%	4.6%	44.8%
1981	47.1%	63.4%	58.1%	58.6%	62.4%	64.0%	57.9%	51.3%	41.9%	25.0%	3.9%	45.8%
1982	44.7%	64.0%	61.5%	58.3%	65.4%	64.8%	61.2%	54.2%	43.5%	26.3%	4.8%	46.9%
1983	42.4%	66.4%	62.3%	59.5%	63.7%	68.2%	65.0%	58.0%	42.5%	27.6%	4.2%	47.8%
1984	45.3%	65.1%	61.5%	61.6%	65.1%	69.9%	65.8%	55.8%	44.2%	27.8%	4.2%	48.4%
1985	45.8%	67.2%	62.7%	65.5%	66.9%	70.3%	67.0%	59.0%	48.0%	29.7%	5.1%	50.1%
1986	48.7%	67.7%	64.5%	67.3%	69.4%	73.4%	72.1%	63.6%	52.2%	30.8%	5.1%	52.1%
1987	45.1%	66.4%	67.4%	66.7%	73.8%	72.0%	69.6%	63.2%	53.6%	29.3%	5.0%	51.8%
1988	48.3%	67.9%	68.3%	72.8%	72.0%	73.9%	72.3%	60.1%	50.0%	34.4%	5.3%	53.0%
1989	45.7%	68.2%	70.7%	70.9%	72.8%	74.0%	72.5%	64.0%	50.5%	30.3%	4.8%	52.7%
1990	45.5%	66.5%	72.0%	74.4%	76.0%	76.5%	76.6%	65.7%	53.6%	30.0%	4.7%	53.7%
1991	48.1%	67.0%	73.9%	72.9%	76.6%	80.1%	75.5%	69.4%	53.8%	30.7%	5.4%	54.6%
1992	42.9%	64.3%	69.9%	74.4%	77.7%	79.3%	77.6%	74.9%	55.1%	33.5%	5.8%	54.3%
1993	44.4%	65.4%	69.9%	72.0%	79.3%	79.9%	79.6%	71.7%	55.9%	34.9%	6.0%	54.6%
1994	44.9%	62.3%	69.7%	72.4%	80.0%	79.5%	78.6%	71.0%	58.1%	32.0%	5.4%	54.2%
1995	42.2%	64.8%	71.2%	73.0%	79.3%	78.6%	77.7%	72.2%	59.1%	33.5%	5.7%	54.4%
1996	43.1%	63.7%	68.2%	75.0%	79.5%	79.5%	76.5%	70.9%	57.8%	34.2%	5.0%	54.2%
1997	46.0%	66.5%	69.7%	75.4%	81.2%	81.2%	77.9%	70.8%	55.3%	34.2%	5.3%	55.1%
1998	43.2%	64.4%	73.9%	73.6%	79.3%	82.3%	81.6%	73.2%	61.6%	37.9%	4.5%	55.8%
1999	47.1%	64.8%	71.1%	73.9%	79.9%	82.7%	84.2%	75.0%	63.3%	39.4%	4.9%	56.7%
2000	46.6%	69.8%	73.0%	73.4%	81.0%	83.8%	80.6%	75.2%	61.9%	36.3%	6.2%	57.2%
2001	45.9%	67.8%	72.4%	75.4%	77.8%	79.2%	80.9%	76.0%	58.1%	35.2%	4.8%	55.7%
2002	46.4%	66.3%	74.0%	78.5%	79.6%	82.6%	82.9%	77.0%	64.8%	35.0%	4.8%	57.1%
2003	49.3%	70.4%	73.9%	78.8%	81.6%	82.9%	85.2%	78.9%	64.6%	42.0%	6.0%	58.9%
2004	49.4%	69.5%	74.6%	76.5%	81.1%	85.3%	85.4%	80.1%	66.5%	40.2%	5.9%	59.1%
2005	49.5%	69.6%	73.5%	78.1%	82.3%	85.3%	82.7%	80.7%	67.8%	40.4%	5.7%	59.0%
2006	54.7%	71.0%	76.9%	79.9%	81.0%	85.8%	84.8%	82.4%	65.6%	43.7%	7.1%	60.6%
2007	53.6%	74.8%	76.9%	77.3%	82.4%	84.9%	86.9%	81.8%	67.3%	44.4%	7.5%	60.9%
2008	53.9%	76.1%	76.3%	79.9%	81.3%	83.3%	85.7%	81.4%	71.5%	46.2%	7.1%	61.2%
2009	53.3%	69.8%	77.7%	80.2%	83.6%	85.5%	84.3%	82.2%	73.9%	52.0%	8.4%	61.8%

Source: Statistics Canada Labour Force Survey, Historical Review 2009 CDROM, Table 002

Table A5 Employment Among Women by Hours of Work, Saskatchewan

Annual averages	Usual hours per week at main job						Average actual hours of work/week	
	Part Time		Full time			Total		
	Under 15	15 to 29	30 to 39	40 hours	More than 40 hours		At main job	At all jobs
1987	29,100	39,500	51,200	59,600	16,600	196,000	28.2	28.9
1988	29,700	41,200	52,300	59,700	16,900	199,800	28.3	29.1
1989	27,000	39,300	51,100	61,700	18,100	197,200	29.5	30.4
1990	28,200	41,600	51,000	59,800	18,600	199,200	29.0	30.0
1991	28,900	43,200	50,800	59,900	19,200	202,000	28.8	29.9
1992	29,100	42,800	51,800	57,100	20,700	201,500	28.6	29.8
1993	28,800	43,200	51,800	58,100	21,500	203,300	28.6	29.8
1994	27,000	41,400	51,900	61,200	21,400	202,800	29.2	30.3
1995	26,600	44,300	54,600	58,200	21,400	205,000	29.1	30.2
1996	25,400	43,500	54,600	60,600	21,400	205,500	29.5	30.7
1997	25,600	44,500	64,700	57,700	17,000	209,400	29.0	30.2
1998	24,200	42,500	65,100	61,300	19,200	212,200	29.0	30.2
1999	24,700	43,000	69,300	60,200	18,400	215,600	29.0	30.2
2000	20,600	44,000	70,300	64,200	17,400	216,500	29.4	30.6
2001	19,800	43,000	68,600	62,600	16,000	210,000	29.0	30.1
2002	20,900	43,600	74,100	60,600	15,700	214,800	28.7	29.8
2003	21,200	44,800	73,700	65,100	17,000	221,800	28.4	29.4
2004	20,700	45,600	74,800	65,700	16,500	223,300	28.2	29.3
2005	19,500	44,700	76,700	64,700	18,400	224,000	29.2	30.3
2006	19,600	43,500	74,300	74,000	17,800	229,200	29.0	30.2
2007	20,100	44,800	77,700	72,300	17,100	231,900	29.1	30.2
2008	20,700	42,000	78,600	79,500	17,200	237,900	29.1	30.2
2009	22,300	45,700	81,800	77,700	17,000	244,400	28.0	29.0

Source: Statistics Canada Labour Force Survey, Historical Review 2009 CDROM, Tables 016 and 018

Table A6 Employment by Industry Group, Saskatchewan Women

	1989	1994	1999	2004	2009
Agriculture	20,100	20,800	17,800	10,500	11,300
Forestry, fishing, mining, oil and gas, utilities	2,100	2,800	2,000	2,900	4,600
Construction	2,600	1,900	2,300	2,200	3,500
Manufacturing	5,600	4,500	5,800	6,100	4,800
Wholesale trade	3,200	3,400	4,400	4,000	4,400
Retail trade	27,500	28,700	30,500	32,400	33,400
Transportation and warehousing	4,100	4,300	4,200	4,500	5,100
Finance, insurance, real estate and leasing	13,700	15,600	14,500	16,800	19,400
Business and professional services including head offices	8,600	9,800	13,000	13,500	15,600
Educational services	17,800	18,500	23,400	26,900	28,700
Health care and social assistance	40,900	42,400	43,100	49,100	57,300
Information, culture and recreation	8,600	8,600	10,500	9,500	10,100
Accommodation and food services	17,200	17,500	20,000	21,200	18,700
Personal and household services	12,500	11,400	12,500	11,900	11,900
Public administration	12,700	12,500	11,500	11,900	15,500
Total, all industries	197,200	202,800	215,600	223,300	244,400
Restated as					
Public sector	57,700	57,800	65,200	73,700	88,700
Private sector	139,500	145,000	150,400	149,500	155,700
Total	197,200	202,800	215,600	223,300	244,400

Source: Statistics Canada Labour Force Survey, Historical Review 2009 CDROM, Tables 008 and 012

Table A7 Labour Market Characteristics of Aboriginal Women Living Off Reserve, 2006 to 2009

		2006	2007	2008	2009
Population 15 to 64	Non-Aboriginal	274,300	275,500	281,800	287,600
	Aboriginal	29,500	29,900	30,700	31,000
	First Nations	14,300	14,100	14,800	15,100
	Métis	14,900	15,700	15,600	15,800
Labour Force	Non-Aboriginal	214,500	217,400	222,100	228,700
	Aboriginal	18,700	18,600	18,800	19,300
	First Nations	8,000	7,300	7,800	8,600
	Métis	10,500	11,200	10,900	10,600
Employment	Non-Aboriginal	206,400	209,800	214,400	220,100
	Aboriginal	15,900	16,000	16,500	17,100
	First Nations	6,200	5,900	6,400	7,300
	Métis	9,600	10,000	9,900	9,800
Participation rate	Non-Aboriginal	78%	79%	79%	80%
	Aboriginal	63%	62%	61%	62%
	First Nations	56%	52%	53%	57%
	Métis	70%	71%	70%	67%
Employment rate	Non-Aboriginal	75%	76%	76%	77%
	Aboriginal	54%	54%	54%	55%
	First Nations	44%	42%	44%	48%
	Métis	64%	64%	64%	62%
Aboriginal Employment Rates by Province (women only, 15 to 64 years)	Canada	...	58%	59%	57%
	Manitoba	...	57%	57%	58%
	Saskatchewan	54%	54%	54%	55%
	Alberta	...	62%	62%	56%
Aboriginal Employment Rates by Level of Completed Education (women only, 15 to 64 years)	Less than high school	29%	30%	29%	29%
	High school only	64%	57%	55%	53%
	Post-secondary certificate or diploma	70%	68%	74%	74%
	University degree	85%	86%	84%	86%

Source: Statistics Canada Labour Force Survey, Special Tabulations

Table A8 Employment Among Women by Level of Completed Education, Saskatchewan

Annual averages	Less than high school	High school diploma	Some post-secondary	Certificate or diploma	University under-graduate degree	Graduate degree	Total
1990	49,300	53,000	17,100	59,300	17,200	3,300	199,200
1991	47,800	56,500	17,900	58,300	16,900	4,500	202,000
1992	46,600	52,300	18,400	64,000	16,000	4,200	201,500
1993	42,700	54,500	20,300	62,400	19,100	4,400	203,300
1994	41,700	49,100	20,100	67,100	20,600	4,300	202,800
1995	40,000	48,400	18,800	72,100	21,300	4,500	205,000
1996	37,900	49,400	22,200	68,100	23,200	4,800	205,500
1997	39,100	49,800	21,700	69,800	24,100	5,100	209,400
1998	33,800	49,800	23,700	75,700	23,500	5,600	212,200
1999	36,200	49,100	24,400	73,900	25,400	6,500	215,600
2000	34,500	48,900	23,800	76,600	26,100	6,700	216,500
2001	30,700	49,200	21,300	77,000	25,100	6,800	210,000
2002	28,300	51,400	20,900	78,200	27,600	8,600	214,800
2003	28,700	51,100	20,000	86,000	27,900	8,200	221,800
2004	28,700	52,200	21,500	82,900	30,900	7,000	223,300
2005	27,300	51,900	20,100	82,500	34,300	7,800	224,000
2006	29,400	52,300	20,900	81,900	36,100	8,600	229,200
2007	30,400	53,800	21,000	83,300	34,700	8,700	231,900
2008	27,800	56,100	22,400	86,500	35,500	9,600	237,900
2009	25,300	57,500	22,500	90,000	38,600	10,600	244,400

Source: Statistics Canada Labour Force Survey, Historical Review 2009 CDROM, Table 004

Table A9 Population and Employment Among Women in Sub Provincial Regions, 15 to 64 Years of Age

Annual averages	Regina Census Metropolitan Area			Saskatoon Census Metropolitan Area			Other Saskatchewan Locations		
	Population	Employment	Employment rate	Population	Employment	Employment rate	Population	Employment	Employment rate
1987	64,900	43,600	67%	72,400	44,900	62%	247,000	149,100	60%
1988	63,000	44,100	70%	72,200	45,700	63%	246,600	152,100	62%
1989	65,100	45,300	70%	73,000	45,800	63%	240,400	148,600	62%
1990	63,900	45,300	71%	71,200	46,000	65%	236,800	150,600	64%
1991	65,500	46,300	71%	70,700	46,100	65%	233,300	151,800	65%
1992	66,000	45,800	69%	72,300	47,800	66%	232,400	151,500	65%
1993	67,100	47,000	70%	71,500	46,200	65%	231,700	152,000	66%
1994	66,000	46,600	71%	72,000	47,000	65%	233,900	152,200	65%
1995	65,900	46,300	70%	72,800	47,600	65%	235,900	154,400	65%
1996	67,000	46,200	69%	75,600	49,900	66%	236,800	155,500	66%
1997	66,800	46,800	70%	75,300	49,500	66%	237,200	158,700	67%
1998	69,300	50,500	73%	75,900	51,400	68%	235,200	158,200	67%
1999	68,400	50,600	74%	76,400	52,000	68%	236,100	161,300	68%
2000	65,900	49,400	75%	79,600	54,600	69%	237,400	162,400	68%
2001	68,700	50,100	73%	78,500	54,000	69%	233,400	156,400	67%
2002	68,500	50,400	74%	78,700	55,500	71%	232,900	160,800	69%
2003	68,300	50,800	74%	79,100	57,400	73%	233,400	166,500	71%
2004	69,500	53,500	77%	80,500	57,100	71%	233,700	165,400	71%
2005	70,000	52,700	75%	81,300	59,200	73%	234,500	167,000	71%
2006	68,400	51,900	76%	82,000	60,900	74%	235,400	172,000	73%
2007	69,300	51,100	74%	83,900	63,000	75%	236,600	175,200	74%
2008	70,100	52,900	75%	85,200	63,800	75%	243,100	179,600	74%
2009	71,400	54,100	76%	88,300	67,300	76%	247,700	184,000	74%

Source: Statistics Canada Labour Force Survey, Historical Review 2009 CDROM, Tables 053 and 055

Table A10 Employment and Wage Rates by Gender, Saskatchewan Employees, 1997 to 2006

	Men		Women		
	Employment	Average hourly rate	Employment	Average hourly rate	Wage Rate Differential*
1997	178,900	$14.98	169,900	$12.04	80.4%
1998	178,700	$15.20	171,000	$12.26	80.7%
1999	178,000	$15.79	175,900	$12.62	79.9%
2000	181,100	$16.38	180,400	$13.07	79.8%
2001	182,200	$17.02	178,000	$13.64	80.1%
2002	185,400	$17.32	184,100	$14.33	82.7%
2003	188,100	$17.99	189,000	$14.85	82.5%
2004	191,400	$18.45	191,900	$15.43	83.6%
2005	191,900	$18.54	193,600	$16.03	86.5%
2006	197,300	$19.55	198,300	$16.69	85.4%
2007	206,100	$20.63	202,600	$17.34	84.1%
2008	209,900	$22.21	209,400	$18.46	83.1%
2009	208,700	$23.29	212,600	$19.83	85.1%

* average wage rate for women as % of average wage rate for men
Source: Statistics Canada Labour Force Survey

Table A11 Employment and Wage Rates by Province and Gender, Paid Employees Only, 2009 Annual Average

	Men		Women		
	Employment (000)	Average hourly rate	Employment (000)	Average hourly rate	Wage Rate Differential*
Nfld	95.0	$21.38	99.3	$17.85	83.5%
PEI	28.0	$18.14	31.3	$17.30	95.4%
NS	187.3	$20.29	204.8	$17.82	87.8%
NB	161.1	$20.00	162.4	$17.35	86.8%
Que	1,636.7	$22.19	1,642.9	$19.41	87.5%
Ont	2,702.9	$24.56	2,801.0	$21.01	85.5%
Man	266.4	$20.93	256.9	$18.78	89.7%
Sask	208.7	$23.29	212.6	$19.83	85.1%
Alta	855.7	$27.41	780.7	$21.72	79.2%
BC	888.6	$24.39	924.7	$20.12	82.5%
Canada	7,030.4	$23.87	7,116.8	$20.25	84.8%

* average wage rate for women as % of average wage rate for men
Source: Statistics Canada Labour Force Survey

Table A12 Employment and Wage Rates by Age Group, Paid Employees, Saskatchewan, 2009 Annual Average

	Men		Women		
	Employment	Average hourly rate	Employment	Average hourly rate	Wage Rate Differential*
Under 25	44,100	$14.68	40,600	$12.43	84.7%
25 to 34	47,800	$23.62	45,300	$20.50	86.8%
35 to 44	41,600	$26.65	43,400	$22.29	83.6%
45 to 54	46,300	$27.41	51,200	$22.39	81.7%
55 to 64	24,600	$25.52	28,500	$21.21	83.1%
65 plus	4,000	$18.06	3,300	$17.65	97.8%
Total	208,700	$23.29	212,500	$19.83	85.1%

* average wage rate for women as % of average wage rate for men
Source: Special Tabulation, Labour Force Survey Microdata

Table A13 Employment and Wage Rates by School Attendance, Saskatchewan Employees, 2009 Annual Average

	Men		Women		
	Employment	Average hourly rate	Employment	Average hourly rate	Wage Rate Differential*
Non-student	190,300	$24.10	189,400	$20.52	85.1%
Part time student	2,800	$20.16	5,000	$18.74	93.0%
Full time student	11,500	$12.47	14,800	$11.86	95.1%
Total	204,600	$23.40	209,200	$19.86	84.9%

* average wage rate for women as % of average wage rate for men
Source: Special Tabulation, Labour Force Survey Microdata

Table A14 Employment and Wage Rates by Level of Completed Education, Saskatchewan Employees, 2009 Annual Average

	Men		Women		
	Employment	Average hourly rate	Employment	Average hourly rate	Wage Rate Differential*
Less than high school	33,200	$16.82	21,300	$12.37	73.5%
High school diploma	58,000	$21.28	49,700	$16.19	76.1%
Partial or incomplete post-secondary	19,900	$20.55	19,900	$16.20	78.8%
Post-secondary diploma or certificate	63,200	$25.40	77,500	$20.62	81.2%
University degree, bachelor	24,800	$29.84	35,100	$26.95	90.3%
University degree, graduate	9,300	$32.98	8,900	$31.15	94.5%
Total	208,700	$23.29	212,500	$19.83	85.1%

* average wage rate for women as % of average wage rate for men
Source: Special Tabulation, Labour Force Survey Microdata

Table A15 Employment and Wage Rates by Tenure (years with the same employer), Saskatchewan Employees, 2009 Annual Average

	Men		Women		
	Employment	Average hourly rate	Employment	Average hourly rate	Wage Rate Differential*
Fewer than 3 years	93,100	$19.00	91,800	$15.78	83.1%
3 to 4.9 years	22,800	$23.58	21,600	$19.91	84.4%
5 to 9.9 years	31,700	$26.02	30,800	$21.80	83.8%
10 to 19.9 years	28,800	$28.21	33,900	$24.27	86.0%
20 or more years	26,700	$29.93	28,500	$25.66	85.7%
Total	203,200	$23.35	206,800	$19.86	85.1%

* average wage rate for women as % of average wage rate for men
Source: Special Tabulation, Labour Force Survey Microdata

Table A16 Employment and Wage Rates by Type and Size of Economic Family, Saskatchewan Employees, 2009 Annual Average

		Men		Women		
		Employment	Average hourly rate	Employment	Average hourly rate	Wage Rate Differential*
Economic family size (# of persons)	One	41,000	$21.79	29,000	$19.59	89.9%
	Two	58,200	$24.23	72,400	$20.06	82.8%
	Three	39,400	$23.54	42,600	$19.37	82.3%
	Four	45,400	$23.78	45,400	$20.56	86.5%
	Five or more	24,600	$22.27	23,000	$18.81	84.5%
Family structure	Unattached individual	41,000	$21.79	29,000	$19.59	89.9%
	Couple, both employed	117,300	$24.48	130,900	$20.48	83.7%
	Couple, one employed	27,100	$23.47	19,000	$18.03	76.8%
	Couple, neither employed	1,200	$15.35	600	$14.85	96.7%
	Lone parent	9,500	$19.83	20,700	$18.46	93.1%
	Other	12,400	$20.11	12,000	$18.82	93.6%
Total		208,700	$23.29	212,500	$19.83	85.1%

* average wage rate for women as % of average wage rate for men
Source: Special Tabulation, Labour Force Survey Microdata

Table A17 Employment and Wage Rates by Job Type, Saskatchewan Employees, 2009 Annual Average

	Men		Women		
	Employment	Average hourly rate	Employment	Average hourly rate	Wage Rate Differential*
Permanent	184,500	$24.00	184,600	$20.30	84.6%
Temporary, seasonal	9,500	$17.39	3,600	$13.55	77.9%
Temporary, term or contract	8,500	$21.02	12,000	$19.46	92.6%
Temporary, casual	6,000	$14.19	12,200	$14.97	105.5%
Total	208,700	$23.29	212,500	$19.83	85.1%

* average wage rate for women as % of average wage rate for men
Source: Special Tabulation, Labour Force Survey Microdata

Table A18 Employment and Wage Rates by Hours of Work and Multiple Job Holding, Saskatchewan Employees, 2009 Annual Average

		Men		Women		
		Employment	Average hourly rate	Employment	Average hourly rate	Wage Rate Differential*
Status	Full time	186,400	$24.36	156,700	$21.16	86.9%
	Part time	22,200	$14.32	55,800	$16.08	112.3%
Usual hours at main job	Under 9	3,200	$13.73	8,300	$14.67	106.8%
	9 to 19	9,300	$12.89	19,200	$14.56	112.9%
	20 to 29	9,600	$15.91	28,300	$17.54	110.2%
	30 to 39	33,500	$25.78	76,600	$21.89	84.9%
	40 hours	121,800	$23.97	72,500	$20.35	84.9%
	41 to 49	11,100	$26.09	3,800	$22.70	87.0%
	50 or more	19,800	$23.43	3,500	$20.52	87.6%
Multiple job holder	Single job holder	195,800	$23.40	193,400	$19.99	85.4%
	Multiple job holder	12,800	$21.69	19,100	$18.20	83.9%
Multiple job holdings	Single PT job	18600	$13.80	44,700	$15.58	112.9%
	Multiple PT < 30 hours/week**	1,000	$16.64	4,300	$17.17	103.2%
	Multiple PT to make FT**	1,000	$17.56	3,600	$17.20	97.9%
	Single FT <= 40 hours/week	121,200	$23.99	123,600	$20.86	87.0%
	Single FT > 40 hours/week	54,400	$25.55	21,900	$24.01	94.0%
	Multiple jobs one of which is FT	10,700	$22.60	11,100	$18.92	83.7%
	Single PT working FT hours**	1,500	$16.90	3,100	$20.40	120.8%
Total		208,700	$23.29	212,500	$19.83	85.1%

* average wage rate for women as % of average wage rate for men
** sample size is small; figures should be treated with caution
Source: Special Tabulation, Labour Force Survey Microdata

Table A19 Employment and Wage Rates by Industry Group (for main job), Saskatchewan Employees, 2009 Annual Average

	Men		Women		
	Employment	Average hourly rate	Employment	Average hourly rate	Wage Rate Differential*
Agriculture	5,300	$16.30	2,200	$15.00	92.0%
Forestry, Fishing, Mining, Oil and Gas, Utilities	22,700	$30.90	4,200	$24.43	79.1%
Construction	24,500	$22.09	2,100	$18.64	84.4%
Manufacturing	21,600	$23.88	4,300	$18.63	78.0%
Wholesale Trade	13,100	$22.55	4,000	$19.91	88.3%
Retail Trade	25,000	$16.81	30,900	$13.27	78.9%
Transportation and Warehousing	15,300	$22.55	4,300	$19.64	87.1%
Finance, Insurance, Real Estate and Leasing	7,600	$27.77	17,300	$19.99	72.0%
Professional, Scientific and Business Services	12,300	$23.62	11,200	$19.32	81.8%
Educational Services	10,100	$27.96	27,400	$24.60	88.0%
Health Care and Social Assistance	7,300	$26.03	53,000	$22.96	88.2%
Information, Culture and Recreation	8,800	$22.57	9,200	$18.95	84.0%
Accommodation and Food Services	10,300	$12.79	17,700	$11.67	91.2%
Personal and Household Services	8,600	$20.24	8,700	$17.18	84.9%
Public Administration	15,400	$29.78	15,500	$25.31	85.0%
Total	208,700	$23.29	212,500	$19.83	85.1%
Restated by Sector					
Public sector	44400	$28.27	88,700	$24.74	87.5%
Private Sector	164,200	$21.94	123,800	$16.31	74.3%
Total	208,700	$23.29	212,500	$19.83	85.1%

* average wage rate for women as % of average wage rate for men
Source: Special Tabulation, Labour Force Survey Microdata

Table A20 Employment and Wage Rates by Occupation Group (main job), Saskatchewan Employees, 2009 Annual Average

	Men		Women		
	Employment	Average hourly rate	Employment	Average hourly rate	Wage Rate Differential*
Management occupations	14,100	$34.57	8,600	$30.05	86.9%
Finance and administration occupations	16,000	$23.82	59,900	$19.18	80.5%
Natural, applied sciences, and related	18,300	$29.91	5,000	$26.55	88.8%
Health professions	1,700	$34.67	12,300	$34.36	99.1%
Health support and technical occupations	2,000	$23.96	17,700	$21.20	88.5%
Social science, govt service, and religion	4,200	$29.07	13,100	$22.80	78.4%
Teachers and professors	6,200	$31.19	14,800	$29.12	93.4%
Art, culture, recreation, sport	3,100	$20.64	4,800	$20.33	98.5%
Retail sales	11,000	$16.20	20,700	$11.84	73.1%
Other sales/service occupations	22,100	$17.34	34,100	$13.97	80.6%
Food service	6,200	$12.57	11,400	$12.57	100.0%
Protective services	5,800	$25.52	1,700	$22.92	89.8%
Construction and other trades	41,900	$23.60	1,200	$18.87	79.9%
Transport, equipment operators	18,200	$20.94	1,400	$17.65	84.3%
Helpers and labourers	11,600	$16.30	900	$14.45	88.7%
Occupations specific to the primary industries	16,600	$23.14	2,700	$15.70	67.8%
Occupations specific to the manufacturing and utilities sectors	8,700	$23.60	1,400	$17.56	74.4%
Total	208,700	$23.29	212,500	$19.83	85.1%

* average wage rate for women as % of average wage rate for men
Source: Special Tabulation, Labour Force Survey Microdata

Table A21 Employment and Wage Rates by Establishment Size (# of employees), Saskatchewan Employees, 2009 Annual Average

	Men		Women		
	Employment	Average hourly rate	Employment	Average hourly rate	Wage Rate Differential*
Less than 20	82,800	$20.68	83,800	$16.58	80.2%
20 to 99	72,300	$22.67	74,400	$20.14	88.8%
100 to 500	39,800	$27.63	36,100	$23.17	83.9%
More than 500	13,700	$29.73	18,100	$26.94	90.6%
Total	208,700	$23.29	212,500	$19.83	85.1%

* average wage rate for women as % of average wage rate for men
Source: Special Tabulation, Labour Force Survey Microdata

Table A22 Employment and Wage Rates by Union Membership, Saskatchewan Employees, 2009 Annual Average

	Men		Women		
	Employment	Average hourly rate	Employment	Average hourly rate	Wage Rate Differential*
Union member**	62,400	$26.25	88,300	$23.67	90.2%
Not union member	146,200	$22.03	124,200	$17.10	77.6%
Total	208,700	$23.29	212,500	$19.83	85.1%

* average wage rate for women as % of average wage rate for men
** includes those who are covered by a collective agreement but are not union members
Source: Special Tabulation, Labour Force Survey Microdata

APPENDIX B

INDUSTRY AND OCCUPATION DEFINITIONS

Industry Categories

Agriculture	This category includes grain and cattle farming, market gardens, intensive livestock operations, and services related to agriculture such as crop spraying, custom harvesters, seed cleaning, and animal breeding services.
Forestry, fishing, mining, oil and gas, utilities	This category includes oil and gas exploration and production, mining, contract drilling, and utilities. Only water, natural gas, and electricity generation and distribution are considered as utilities. Telecommunications is included in the "Information, culture, and recreation" group.
Manufacturing	Manufacturing establishments take raw materials and transform them into finished products, in the sense that they are ready to be used or consumed, or semi-finished products, in the sense of becoming a raw material for an establishment to use in further manufacturing. Manufacturing establishments may own the materials which they transform or they may transform materials owned by other establishments. Certain activities involving the transformation of goods are classified in other sectors. Some examples are crop drying, logging, and various activities conducted by retailers, such as meat cutting and the assembly of products such as bicycles and computers. In Saskatchewan, this category includes traditional manufacturing activities as well as food processing (meat processing plants and grain milling). Oil refineries are also considered as manufacturing establishments.
Construction	This sector comprises establishments primarily engaged in constructing, repairing and renovating buildings and engineering works, and in subdividing and developing land. These establishments may operate on their own account or under contract to other establishments. They may produce complete projects or subcontract work to other establishments.
Retail trade	This category includes establishments that sell merchandise (not services) to the general public. Non-store retailers are included in this category as well.
Wholesale trade	The wholesaling process is generally an intermediate step in the distribution of merchandise; many wholesalers are therefore organized to sell merchandise in large quantities to retailers, and business and institutional clients. However, some wholesalers, in particular those that supply non-consumer capital goods, sell merchandise in single units to final users. Farm machinery dealers and lumber yards are considered as wholesale establishments.
Transportation and warehousing	This category includes traditional transportation companies involved in air, road or rail transportation of people or commodities and includes trucking companies, airlines, couriers, and rail transportation. Grain handling facilities and pipelines are also included.
Finance, insurance, and real estate	This category includes both deposit-taking financial institutions such as banks and credit unions as well as financial management firms. Insurance companies, insurance agencies, and real estate agencies are also included.
Professional, scientific, and business services	These kinds of establishments provide services to businesses. The category includes, for example, management and computer consulting firms, law offices, accounting services, architectural, and engineering services. This category is also involved in the provision of services to business. It includes head offices and companies that provide waste management, human resource, or building cleaning services.
Accommodation and food services	These are establishments primarily engaged in providing accommodation services such as hotels, motels, vacation farms, and campgrounds or food and beverage services such as lounges, restaurants, and catering services.
Information, culture, and recreation	This is a collection of services to businesses and consumers that includes casinos, theatre companies, amusement parks, the media, telecommunications, museums, for example.

Health and social assistance	Health and social services includes establishments that are involved in the delivery of health services such as hospitals, physicians or dentists offices, or ambulances or social services such as special care homes, child care services, or services for those with a disability.
Education services	Education services include elementary and secondary education, post-secondary institutions and private vocational schools.
Public administration	Public includes all levels of government – federal, provincial, town, municipal, and First Nation – but does not include government enterprises such as crown corporations.
Personal and Household services	This is a residual category that includes the remaining commercial services sectors of the economy. It includes personal and household services - hair care, funeral homes, and lawn care services, for example, as well as membership organizations such as churches, union, and chambers of commerce.

Occupation Categories

Management occupations	Legislators, administrative services managers, managers in engineering/architecture/science/information systems, sales, marketing, and advertising managers, retail trade managers, facility operation and maintenance managers
Finance and administration occupations	The category includes the business professions such as auditors, accountants, investment professionals, and human resource professionals. It also includes clerical occupations such as secretaries, office equipment operators, library clerks, records and file clerks, receptionists and switchboard operators, data entry clerks, accounting and related clerks, payroll clerks, tellers, collectors, administrative clerks, personnel clerks, court clerks, correspondence, publication and related clerks, customer service, information and related clerks, survey interviewers and statistical clerks. Supervisors for clerical positions are also included.
Natural/applied sciences & related	Engineers, biologists, astronomers, physicists, geologists, computer system analysts, electronics technicians, land surveyors, agriculture inspectors, pilots, construction inspectors, user support technicians, forestry professionals, architects, statisticians, land surveyors, urban planners, web designers and developers
Health professions	Physicians, dentists, nurses and nursing supervisors, chiropractors, veterinarians, pharmacists, dieticians, physiotherapists, registered nurses and supervisors
Health support and technical	Medical laboratory technologists and technicians, animal health technologists, respiratory therapists, medical radiation technologists and sonographers, ECG and other diagnostic technicians, denturists, dental hygienists, dental therapists, dental technicians, opticians, midwives, registered nursing assistants, ambulance attendants and paramedics, dental assistants, nurse aides and orderlies
Social science, government, religion	Social workers, ministers of religion, probation officers, policy researchers, early childhood educators, employment counsellors, recreation supervisors, social services workers, economic development officers and researchers
Teachers and professors	Elementary and secondary school teachers as well as teachers and professors in public and private post-secondary institutions. Student counsellors are included in this category.
Art, culture, recreation, sport	Librarians and archivists, journalists, writers and editors, musicians, dancers, actors, painters, graphic arts technicians, broadcasting technicians, athletes, coaches, referees
Retail sales	This category includes virtually all those who work in retail trade except managers and low skill occupations. It including sales clerks who work on the floor or behind a counter. The “cashier” category includes those who work at self-serve gas bars, movie theatres, and car parks as well as those in other kinds of retail trade establishments.
Food and beverage service	Short order and other cooks in restaurants as well as institutions are included here along with waiters, bartenders, and hosts/hostesses.
Protective services	Police officers and firefighters, security guards, sheriffs and bailiffs, correctional service officers, by-law enforcement officers, armed forces.

Other sales/service occupations	This is a disparate category that includes butchers and meat cutters, bakers, hairstylists and barbers, funeral directors and embalmers, image, social and other personal consultants, estheticians, pet groomer, service station attendants, grocery clerks and shelf stockers, food service counter attendants and kitchen helpers, cleaners and janitors, dry cleaning and laundry occupations, travel counsellors, flight attendants, airline sales and service agents, hotel desk clerks, tour and travel guides, casino occupations, attendants in recreation and sport. It also includes positions in wholesale trade such as insurance agents and brokers, real estate agents and salespersons, retail and wholesale buyers, grain elevator operators, and wholesale sales representatives. Childcare and home support workers such as visiting homemakers and housekeepers, elementary and secondary school teacher assistants, babysitters, and nannies are also included.
Construction and other trades	The category includes the construction trades - plumbers, pipefitters, gas fitters, carpenters, bricklayers, cement finishers, tilesetters, drywall installers and finishers, roofers, glaziers, insulators, painters, etc. Supervisors and contractors are included.
Transport and equipment operators	Power station operators and electrical/telecommunication workers, machinists and other metal forming occupations, mechanics, heavy equipment and transportation equipment operators including truck drivers and couriers. Supervisors and contractors are included.
Labourers and helpers	Labourers such as longshore workers, material handlers, construction trades helpers and labourers, public works and maintenance labourers, railway and motor transport labourers are in this category as are low skilled occupations in the manufacturing and processing sector and in utilities.
Primary industry occupations	In Saskatchewan this is largely farmers although mine workers, logging workers, and oil and gas drilling are included.
Manufacturing occupations	These are occupations that are unique to the manufacturing and processing sector such as machine operators, assemblers, inspectors, and process operators.