

# When Your Boss is the State

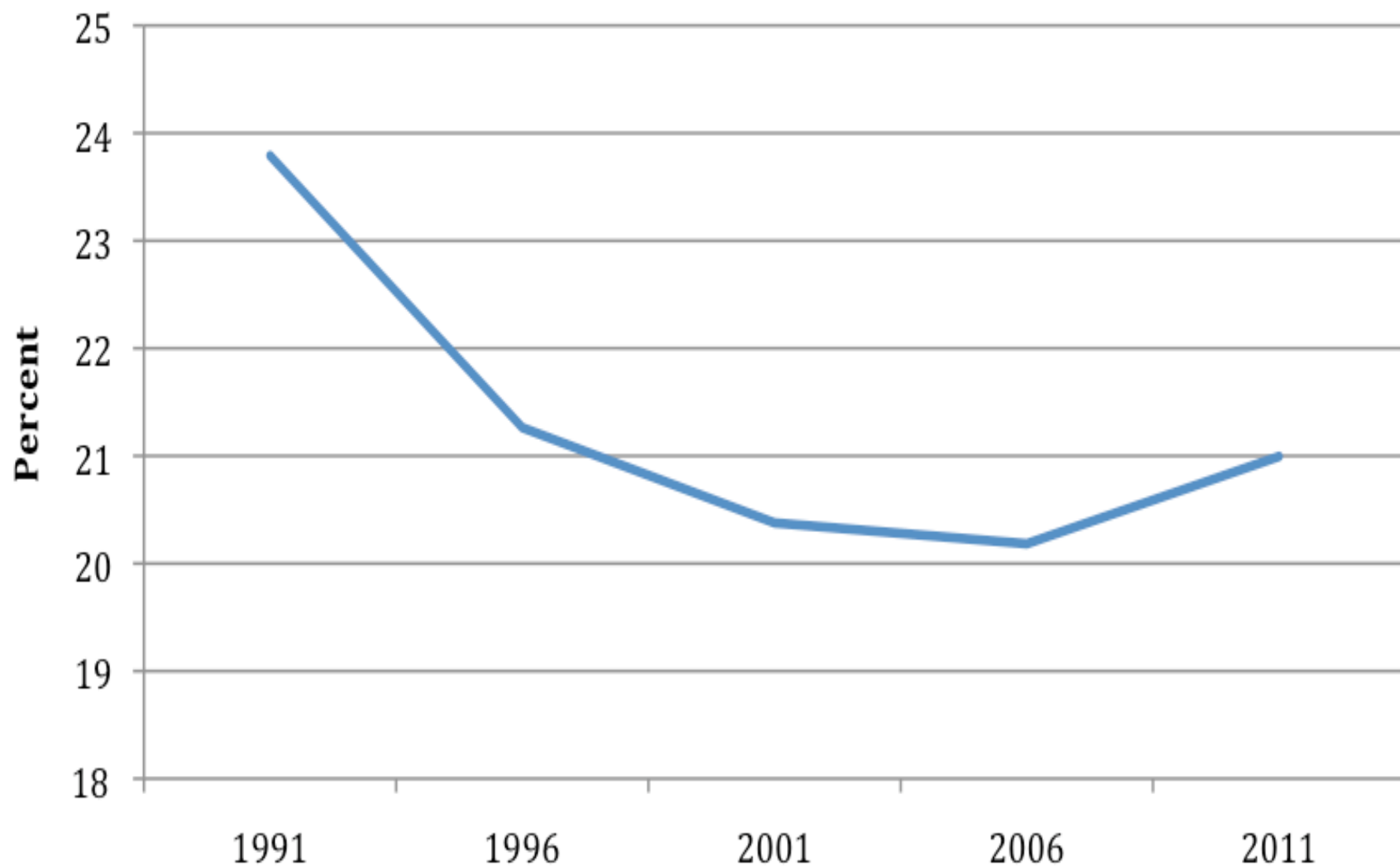
Paper presented at the Inter-university Research Centre on Globalization and  
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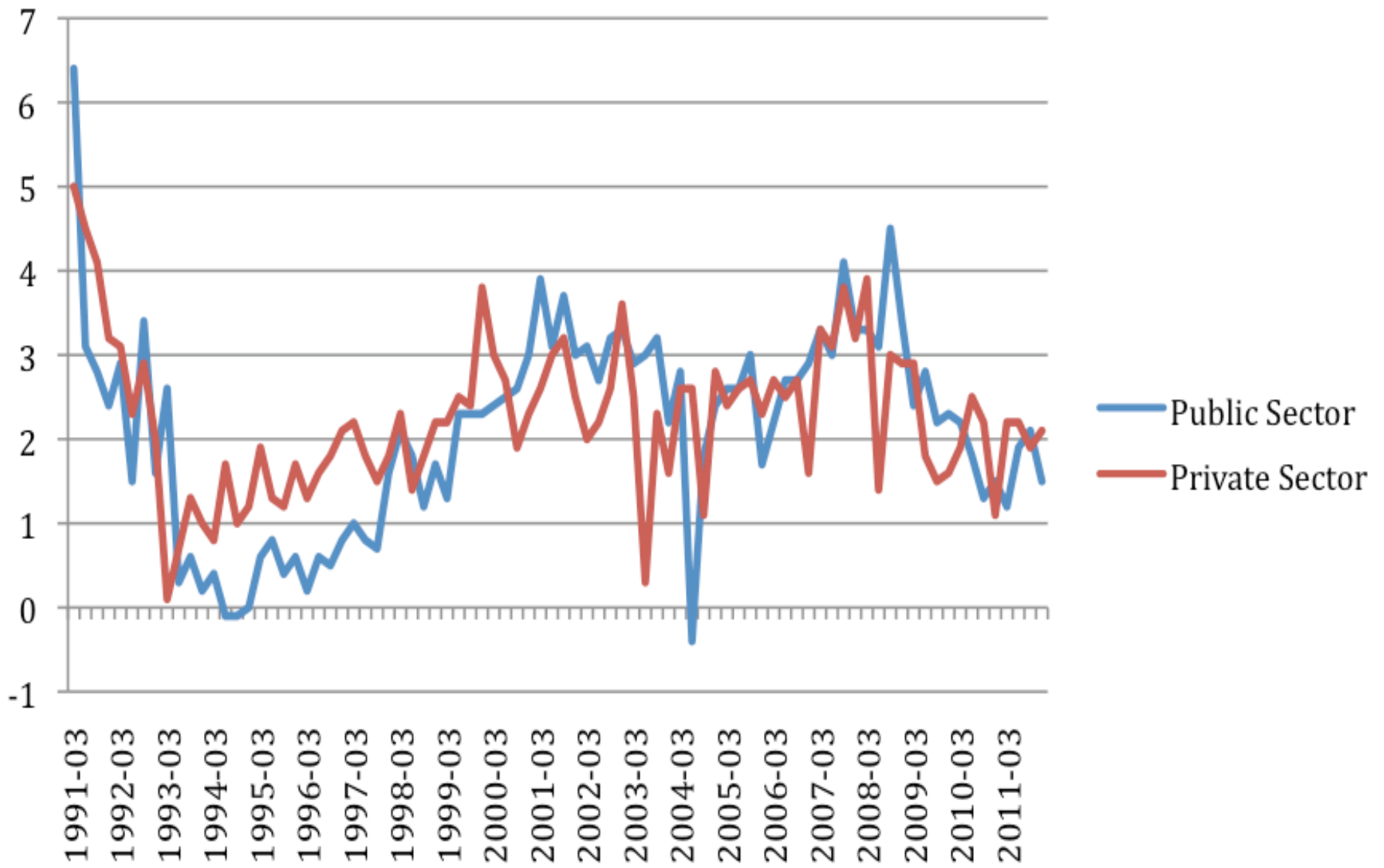
## PUBLIC SECTOR EMPLOYEES AS PERCENT OF EMPLOYED LABOUR FORCE, 1991-2011

	1991	1996	% Change (1991-1996)	2001	% Change (1996-2001)	2006	% Change (2001-2006)	2011	% Change (2006-2011)	% Change (1991-2011)
Percent of Employed Labour Force	23.79	21.26	-10.63	20.38	-4.14	20.18	-0.98	20.99	4.01	-11.77

## Public Sector Workers as Percent of Employed Labour Force, 1991-2011



**Base Wage Settlements in Public and Private Sectors, Canada, 1991-2011**



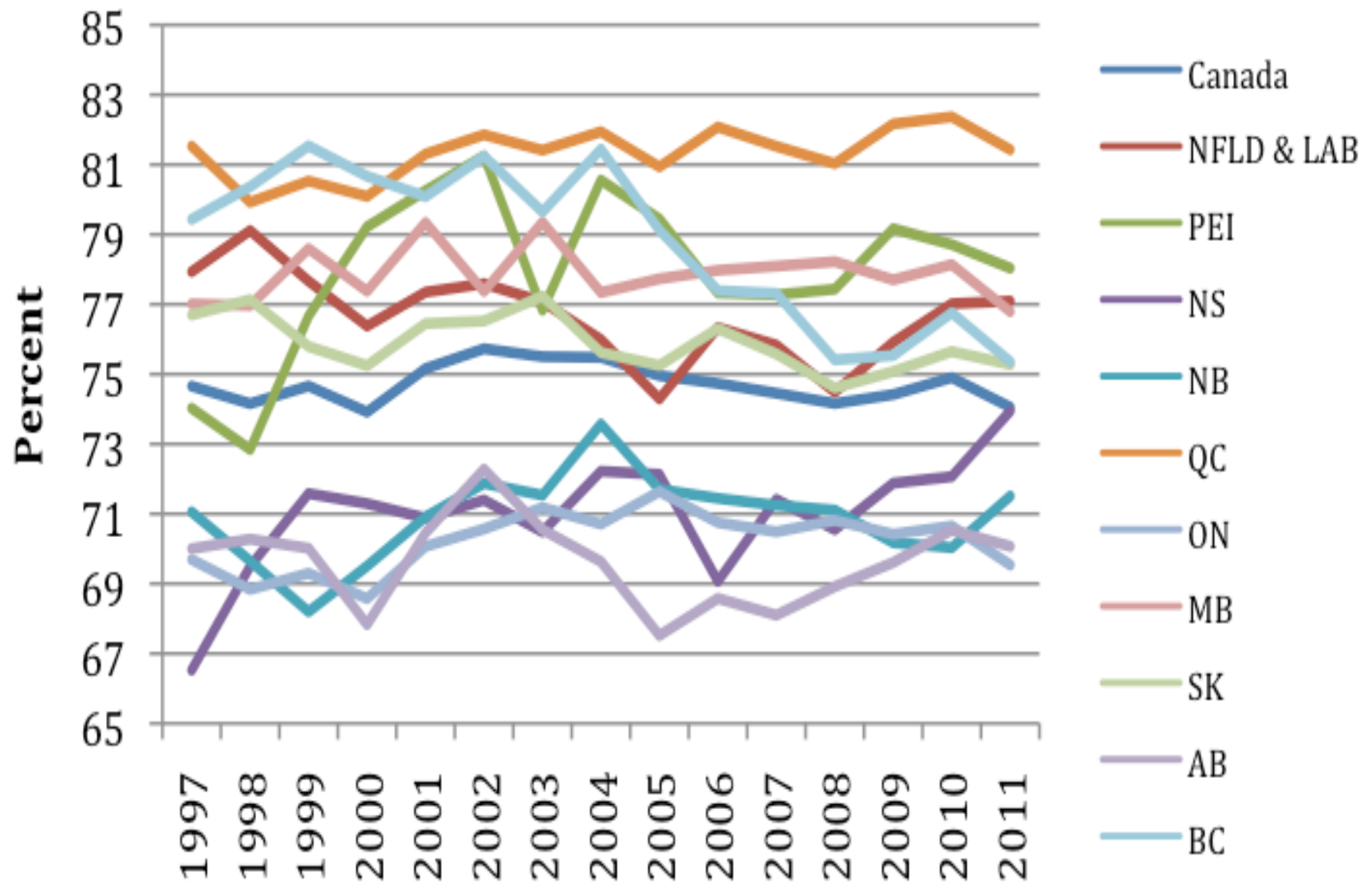
**AVERAGE “REAL” PUBLIC SECTOR BASE WAGE SETTLEMENTS,  
PERCENT ANNUAL INCREASE, 1991-2000 VS. 2001-2011**

	Avg. 1991-2000	Avg. 2001-2011	Between-Period Difference
<b>NFLD &amp; LAB</b>	0.83	2.15	1.32
<b>PEI</b>	0.94	1.46	0.53
<b>NS</b>	1.54	1.48	-0.06
<b>NB</b>	1.06	1.47	0.41
<b>QC</b>	0.90	1.20	0.30
<b>ON</b>	0.90	1.44	0.54
<b>MB</b>	0.90	1.45	0.56
<b>SK</b>	1.00	1.65	0.65
<b>AB</b>	1.16	1.98	0.82
<b>BC</b>	1.01	0.87	-0.14
<b>FED</b>	1.05	1.34	0.29
<b>Average all Jurisdictions</b>	0.98	1.50	0.52

## PUBLIC SECTOR UNION DENSITY, 1997-2011

	1997	2004	2011	Change, 1997-2011	% Change, 1997-2011
<b>Canada</b>	74.66	75.48	74.06	-0.60	-0.81
<b>NFLD &amp; LAB</b>	77.94	75.99	77.09	-0.84	-1.08
<b>PEI</b>	74.03	80.56	78.04	4.01	5.42
<b>NS</b>	66.53	72.22	73.95	7.42	11.15
<b>NB</b>	71.06	73.57	71.51	0.45	0.64
<b>QC</b>	81.53	81.94	81.43	-0.10	-0.12
<b>ON</b>	69.69	70.71	69.54	-0.15	-0.22
<b>MB</b>	77.01	77.34	76.79	-0.22	-0.29
<b>SK</b>	76.70	75.62	75.28	-1.42	-1.85
<b>AB</b>	70.00	69.63	70.07	0.07	0.10
<b>BC</b>	79.44	81.44	75.36	-4.08	-5.13

## Public Sector Union Density, 1997-2011



PUBLIC SECTOR EMPLOYEES AS PERCENT OF EMPLOYED LABOUR FORCE, 1991-2011

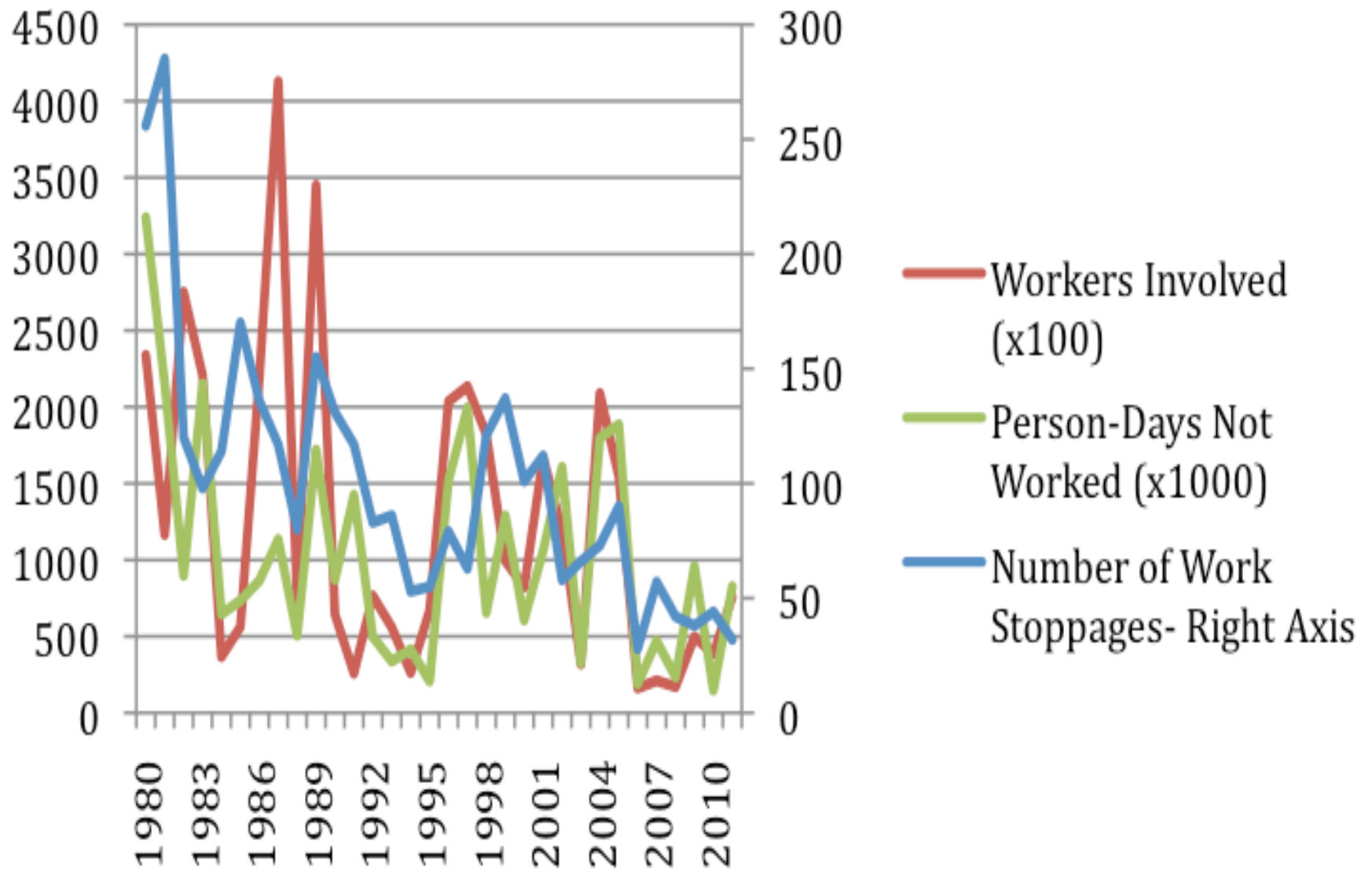
	1991	1996	% Change (1991-1996)	2001	% Change (1996-2001)	2006	% Change (2001-2006)	2011	% Change (2006-2011)	% Change (1991-2011)
CANADA	23.79	21.26	-10.62	20.38	-4.17	20.18	-0.95	20.99	4.02	-11.75
NFLD & LAB	29.95	29.59	-1.20	28.76	-2.79	28.07	-2.41	30.74	9.52	2.66
PEI	30.82	27.42	-11.01	26.59	-3.03	25.22	-5.15	26.61	5.50	-13.65
NS	31.71	28.69	-9.54	28.70	0.05	27.91	-2.76	28.51	2.16	-10.10
NB	28.71	25.82	-10.07	25.67	-0.56	25.03	-2.51	25.75	2.89	-10.30
QC	24.78	23.43	-5.45	22.96	-2.03	22.08	-3.83	22.49	1.88	-9.24
ON	21.72	18.95	-12.76	17.62	-6.99	18.74	6.37	19.77	5.47	-8.96
MB	28.42	26.05	-8.34	26.90	3.28	28.35	5.40	27.74	-2.17	-2.39
SK	26.39	25.19	-4.58	27.17	7.89	26.97	-0.73	27.75	2.88	5.15
AB	23.15	18.37	-20.63	16.72	-8.99	15.40	-7.91	16.55	7.46	-28.51
BC	20.73	19.44	-6.20	18.73	-3.67	17.11	-8.63	18.06	5.56	-12.86



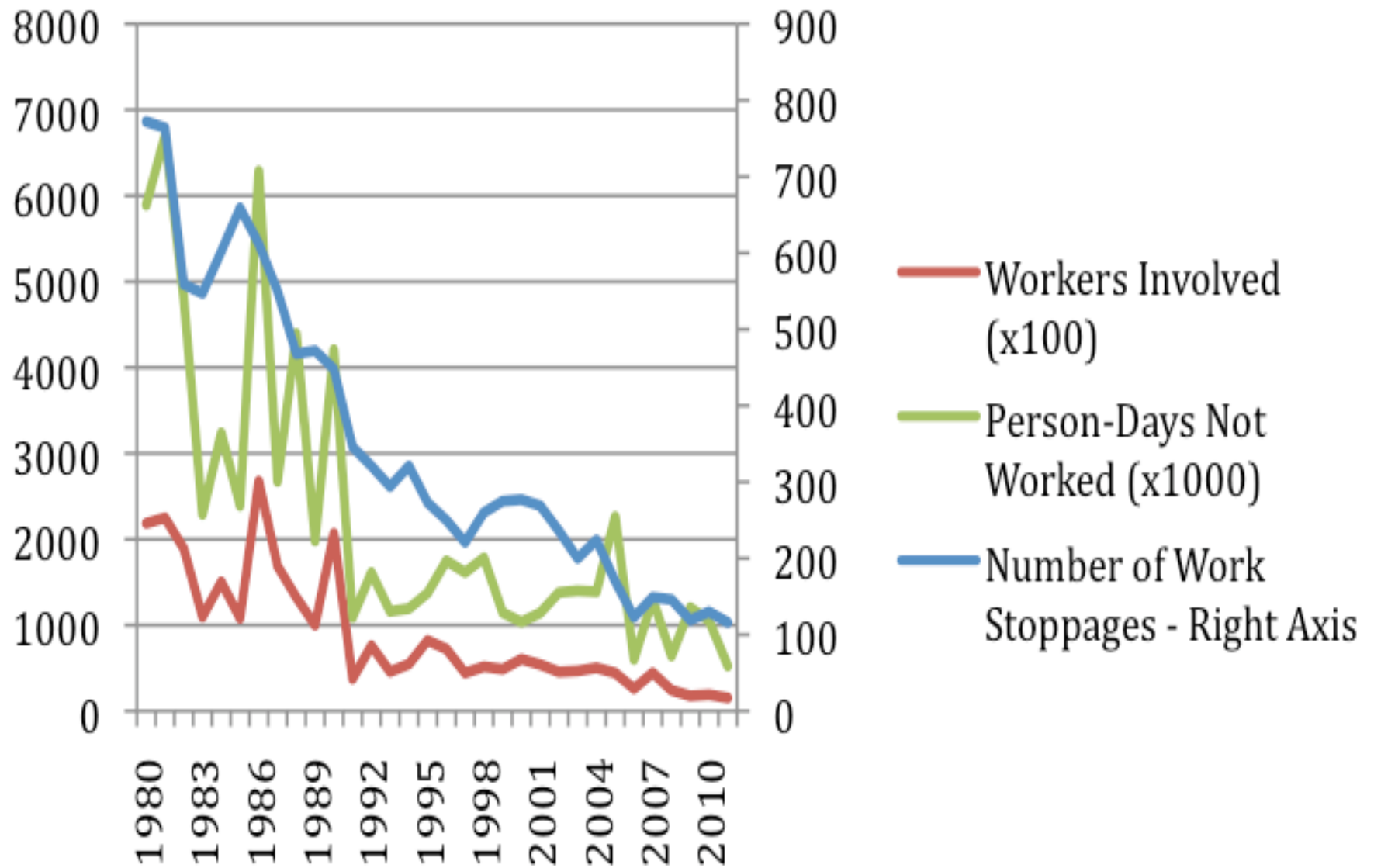
### Private Sector Union Density, 1997-2011

	1997	2004	2011	Change, 1997-2011	% Change, 1997-2011
Canada	21.30	18.97	17.37	-3.93	-18.43
NFLD & LAB	21.39	22.70	19.85	-1.54	-7.18
PEI	8.23	9.42	8.50	0.27	3.26
NS	15.11	12.45	13.49	-1.63	-10.77
NB	14.37	12.49	13.05	-1.32	-9.18
QC	28.36	26.68	25.34	-3.02	-10.65
ON	19.22	16.69	14.91	-4.31	-22.41
MB	21.15	20.74	18.25	-2.90	-13.72
SK	18.64	17.66	17.18	-1.46	-7.83
AB	13.96	12.44	11.40	-2.56	-18.34
BC	24.25	20.14	17.66	-6.59	-27.16

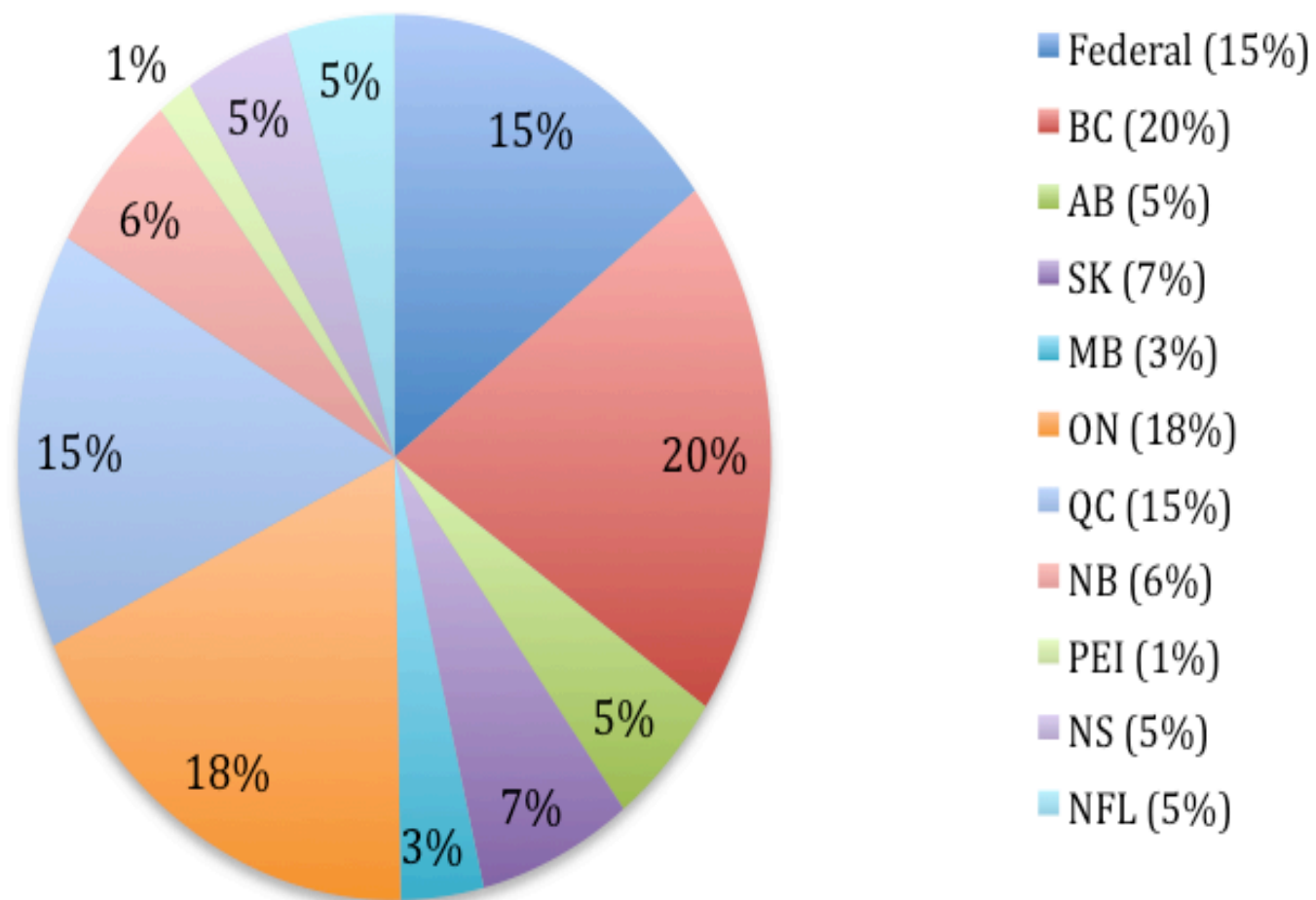
## Public Sector Work Stoppages, 1980-2011



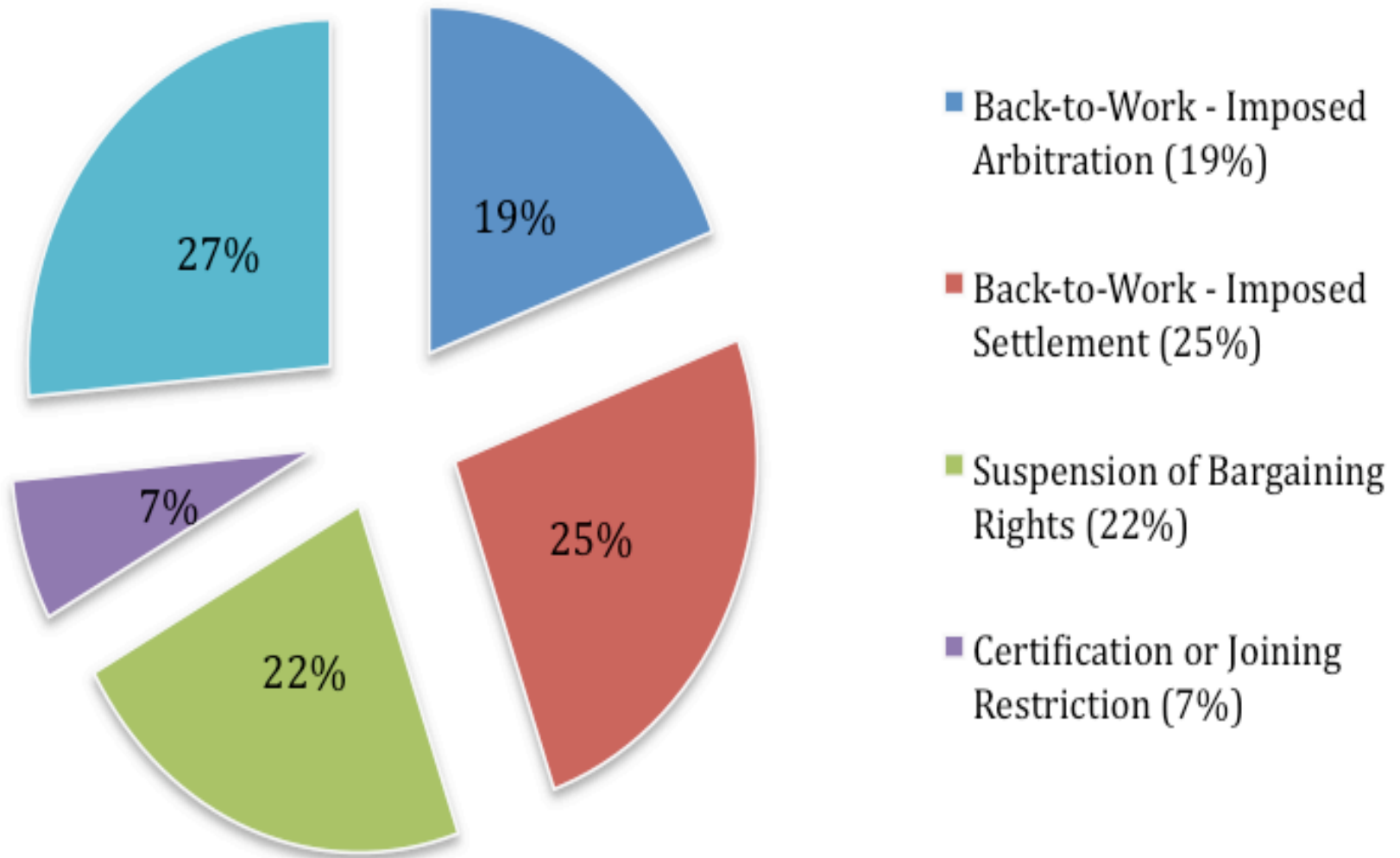
## Private Sector Work Stoppages, 1980-2011



## Breakdown of Laws Restricting Collective Bargaining and Union Rights, by Jurisdiction, 1982- May 2012



## Breakdown of Laws Restricting Collective Bargaining and Union Rights, by Type, 1982-May 2012



Type of legislation	Jurisdiction											Total
	Fed	BC	AB	SK	MB	ON	QC	NB	PEI	NS	Nfld	
Back to work (imposed settlement)	11	4	0	3	0	14	3	2	0	1	0	38
Back to work (imposed arbitration)	8	6	4	3	0	5	16	4	0	1	3	50
Suspension of bargaining rights	6	12	0	1	2	6	6	2	2	4	3	44
Certification restriction	0	1	0	0	1	2	0	0	0	0	1	5
Joining restriction	0	1	2	0	0	3	2	0	0	0	0	8
Restrictions on scope of bargaining	4	15	4	6	4	6	3	4	1	3	2	52
<b>Total</b>	29	39	10	13	7	36	30	12	3	9	9	197