

Statistical Profile of Part-time Workers in Saskatchewan

Research prepared for the:

**Commission on Improving Work Opportunities
for Saskatchewan Residents**

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Doug Elliott
Sask Trends Monitor
444 19th Avenue
Regina, Saskatchewan
S4N 1H1
Tel: 306-522-5515
Fax: 306-522-5838
Email: sasktrends@sasktel.net
Internet: www.sasktrends.ca

Data Sources

- This information is all derived from Statistics Canada's **Labour Force Survey (LFS)**, either from published data (Labour Force Historical Review CDROM 71F004XCB) or from special tabulations by *Sask Trends Monitor* from microdata files.
- The LFS is conducted monthly by telephone with a large sample size; about 7,000 adults (15 and older) in Saskatchewan.
 - The survey asks about labour force activity in the week prior to the survey date.
 - The LFS excludes the on-Reserve population.
- Data describing part-time workers and most of their demographic and labour market characteristics is available from 1976 to 2004. A question on the reasons for part-time work, used to determine the number of involuntary part-time workers, was only asked on the LFS after 1996.

Basic Counts

This section contains general information from the Labour Force Survey about the number of part-time workers in Saskatchewan.

Part-Time Definition used in the Labour Force Survey

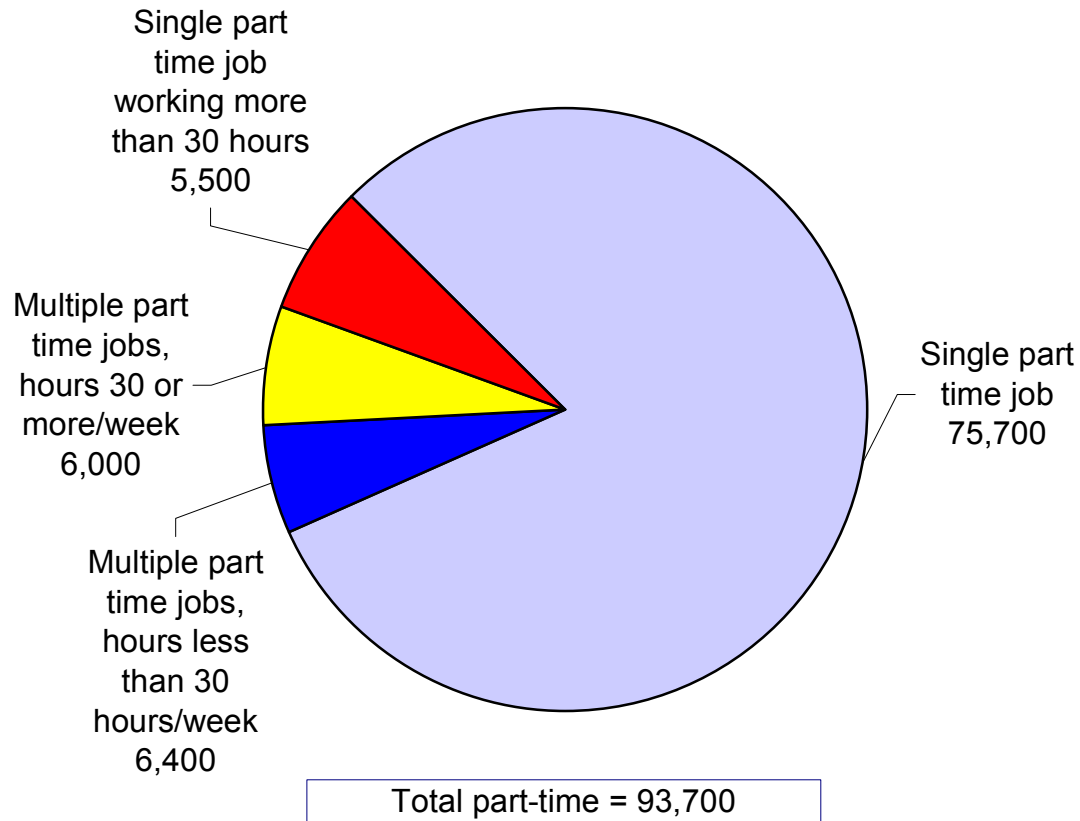
Average monthly
part-time employment
in 2004

Newfoundland	32,200
Prince Edward Island	11,000
Nova Scotia	83,000
New Brunswick	55,600
Quebec	669,700
Ontario	1,144,800
Manitoba	110,400
Saskatchewan	93,700
Alberta	317,800
British Columbia	431,200
Canada	2,949,500

- Statistics Canada considers someone a part-time worker if they usually work less than 30 hours per week at their main job.
- This means that a number of people who some would consider as full-time would be included as part-time workers:
 - those who actually work more than 30 hours per week in the particular week of the survey;
 - those who combine two part-time jobs to create full-time work; and
 - those who usually work less than 30 hours per week but consider themselves as full-time (e.g. airline pilots).
- With this definition, there were 93,700 part-time workers in Saskatchewan in an average month in 2004. The number varied from a low of 84,300 in August to a high of 100,400 in December. All of the figures in this report use annual averages.

Multiple Job Holdings and Extra Hours of Work

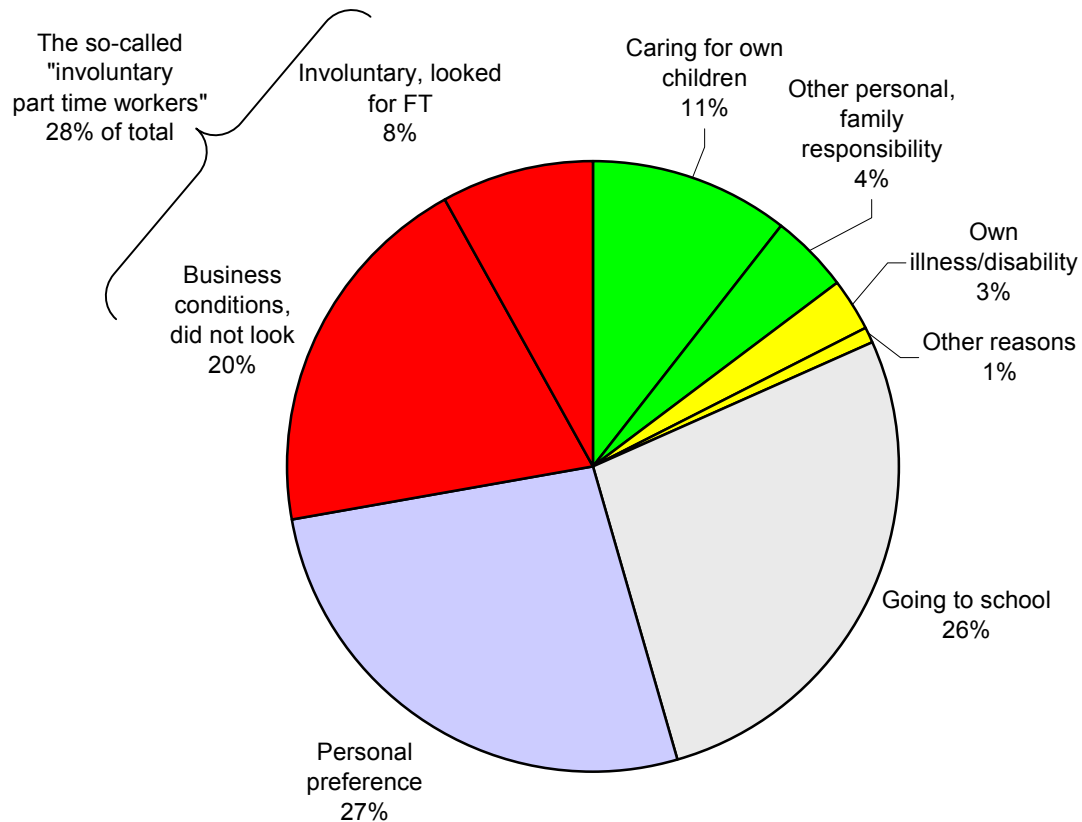
2004 Annual Average for Saskatchewan



- In 2004, 75,700 (81%) of the 93,700 “part-time” workers worked at a single job for less than 30 hours.
- Another 6,400 (7%) worked at two or more jobs but still accumulated less than 30 hours. (Saskatchewan has the highest proportion of multiple job holders in Canada.)
- Another 6,000 (6%) would still be classified as part-time even though they worked more than 30 hours at all their jobs.
- The remaining 5,500 (6%) are classified as working part-time but in the particular survey week, worked more than 30 hours.

Reasons for Part-Time Employment, 2004

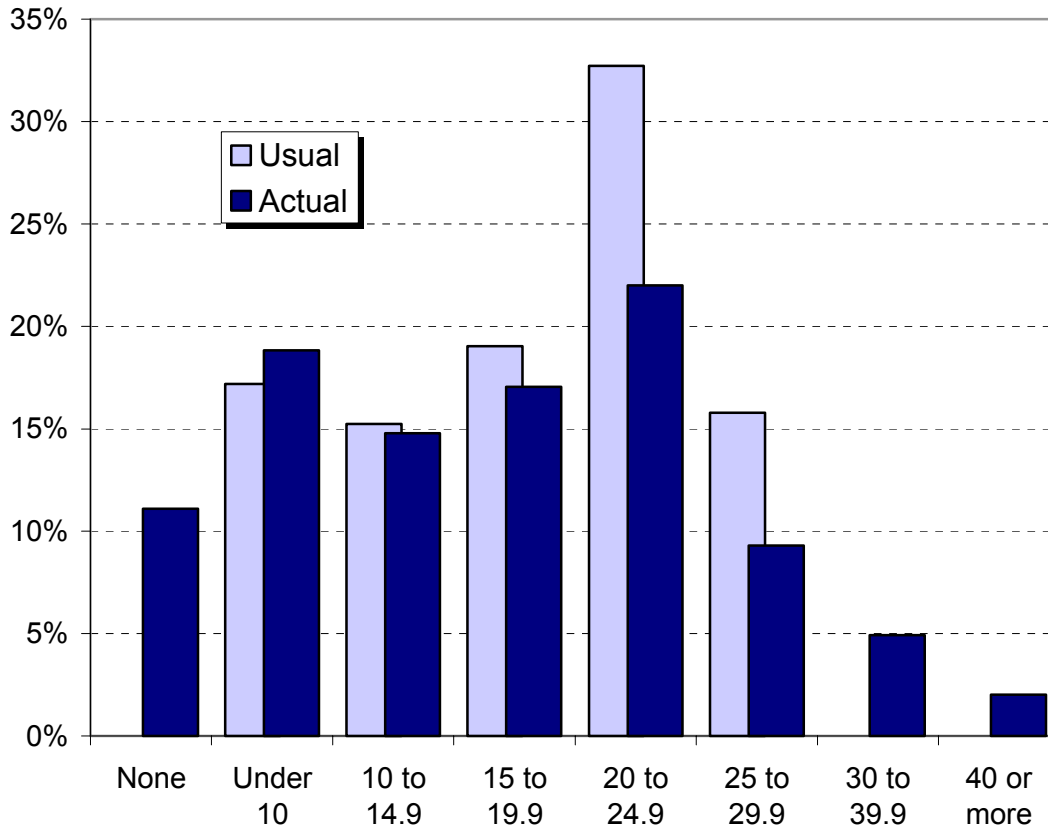
Reasons for Part-Time Work, Saskatchewan, 2004



- The majority of part-time workers (53% or 50,600) are doing so voluntarily in the sense that they report their reasons are:
 - personal preference, or
 - going to school.
- Another 15% or 13,700 may be voluntary or involuntary part-timers. They report that they are working part-time so that they can care for their own children or because of other personal or family responsibilities.
- Another 28% or 26,000 are the so-called involuntary part-time workers in the sense that they were working part-time because they believed that no full-time work was available or because they had looked and could not find full-time work.
- The remaining 4% report an illness or disability or other reasons for part-time work.

Actual and Usual Hours of Work for Part-Time Workers, Saskatchewan, 2004

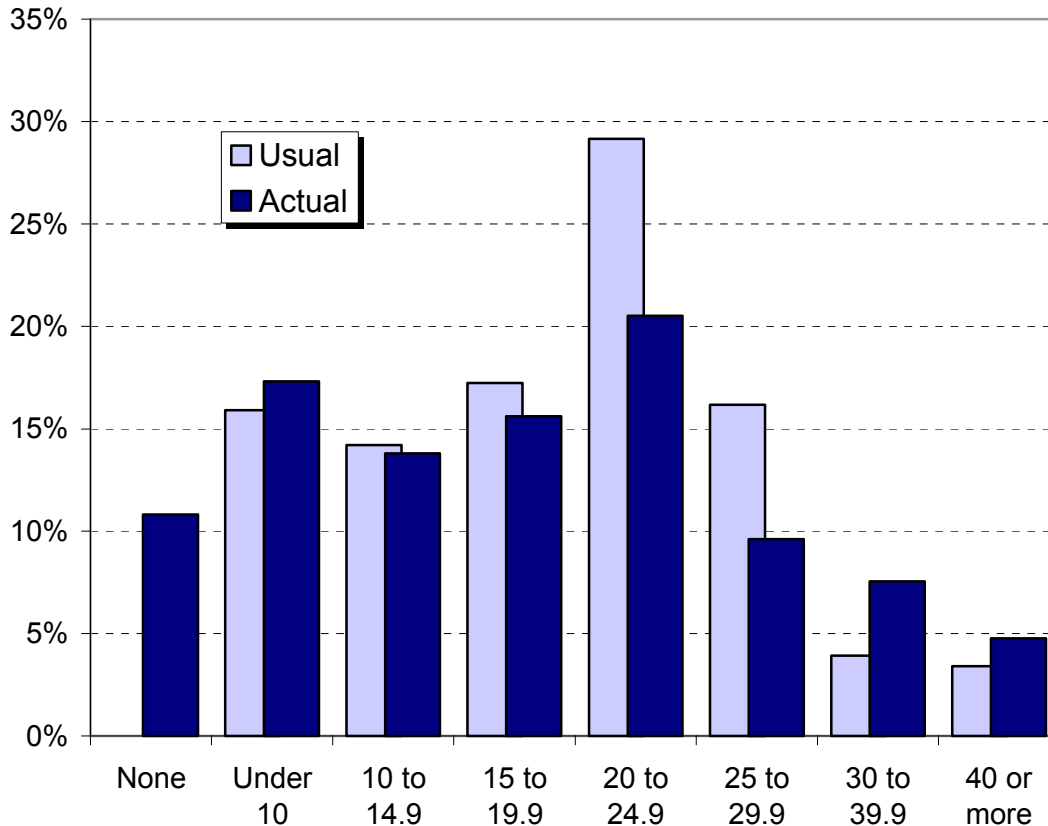
Actual and Usual Hours per Week at Main Job,
Saskatchewan Part-Time Workers, 2004



- One third of part-time workers report that their usual hours of work are 20 to 24.9 hours/week.
- Over one half (51%) report fewer than 20 hours/week and the remaining 16% report usual hours of 25 to 29.9 hours per week.
- In practise, there is a wider variety of hours actually worked with 11% not working at all during the week of the survey and 7% working 30 hours or more.
- Overall 5% to 10% worked more hours than they “usually” worked.

Actual and Usual Hours At All Jobs, Saskatchewan, 2004

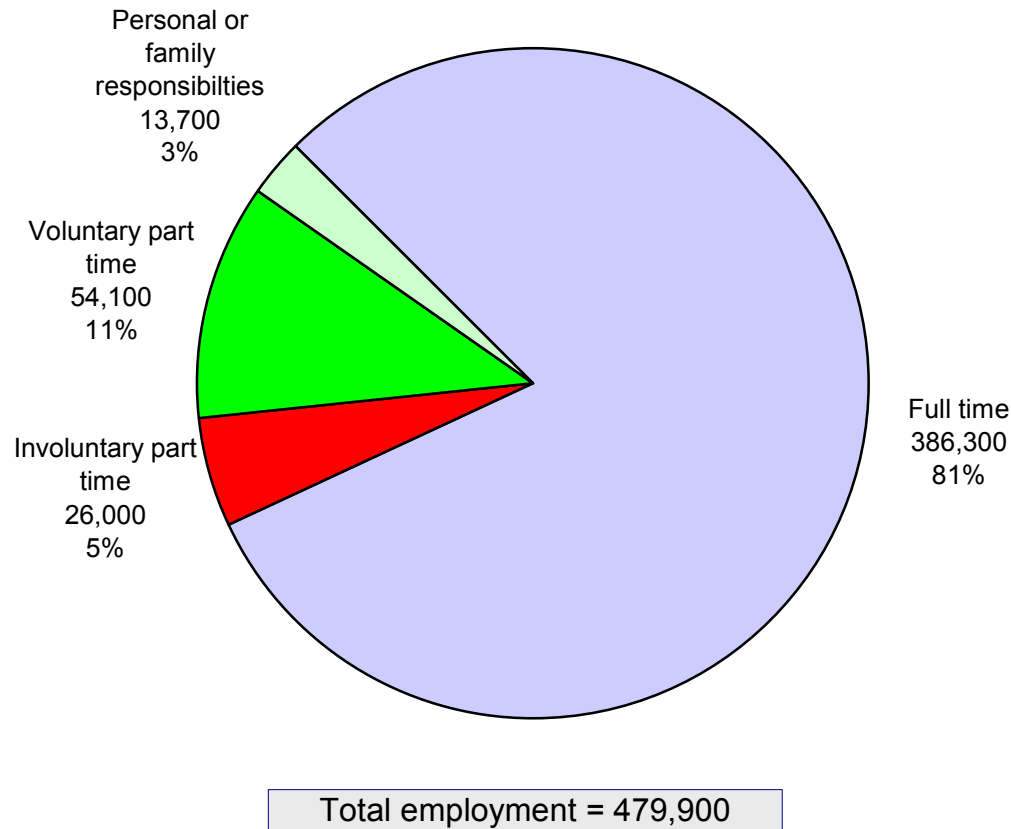
Actual and Usual Hours per Week at All Jobs,
Saskatchewan Part-Time Workers, 2004



- When second jobs are added in, there is an even greater variation of usual and actual hours worked.
- The most common “usual” hours are still 20 to 24.9 hours/week but a large proportion (24%) usually work more than that and 22% actually do so.
- In 2004, 47% usually worked less than 20 hours whereas 58% actually did so because 11% worked no time at all.

Categories for Analysis, 2004

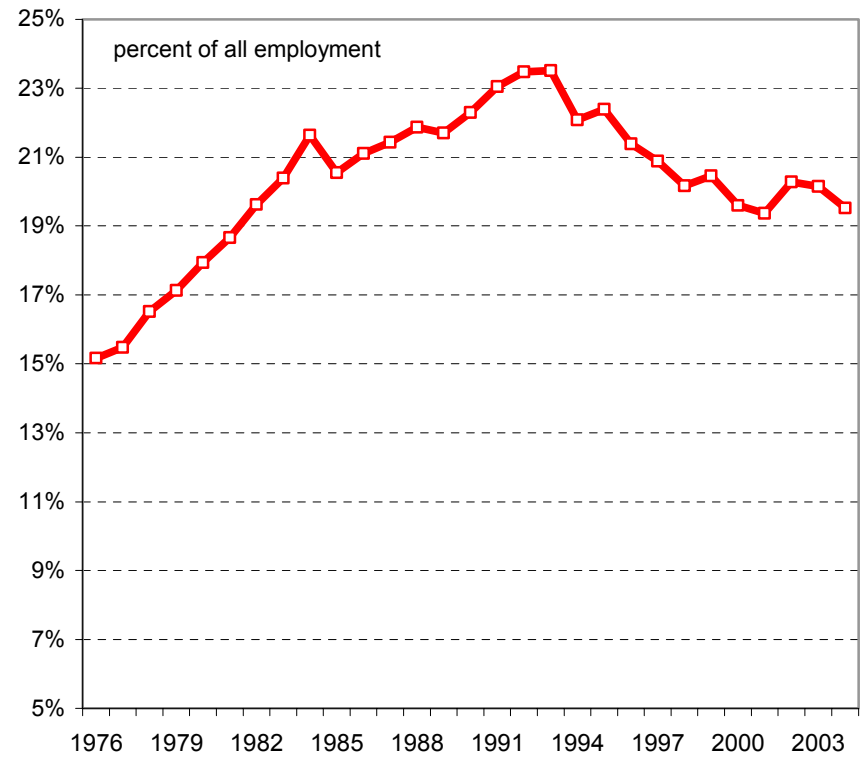
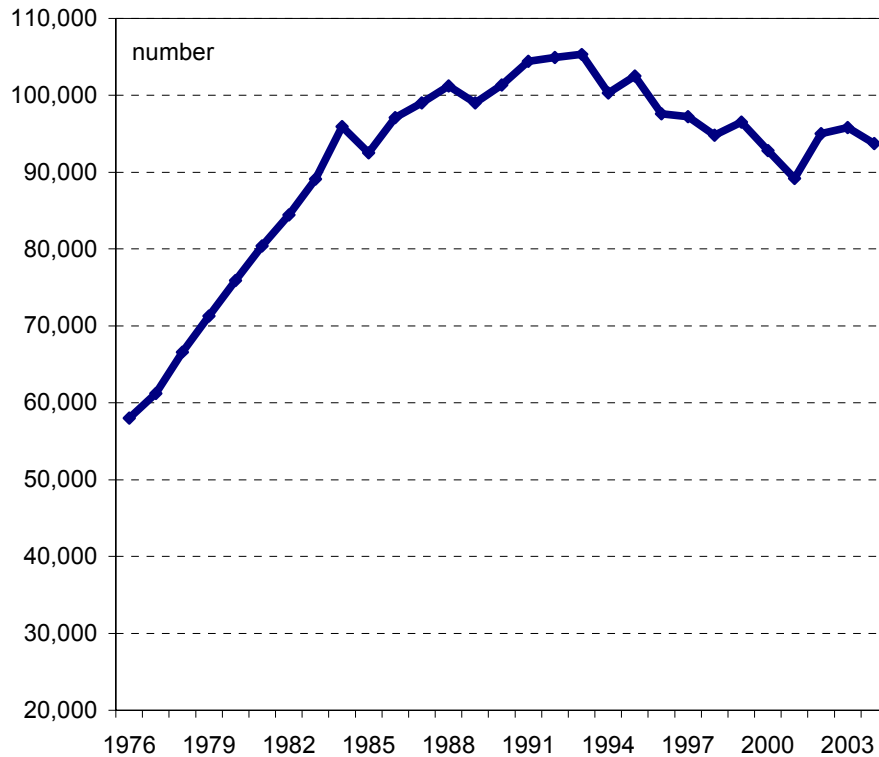
2004 Annual Average for Saskatchewan



- In the balance of this report, the characteristics of the three kinds of part-time workers are compared with the characteristics of full-time workers. (Note: “personal or family responsibilities includes caring for own children”.)
- This breakdown is always possible for Saskatchewan. For interprovincial comparisons, the 3% who report personal or family responsibilities are considered as voluntary part-time workers.

Changes over Time - Part Time Employment in Saskatchewan

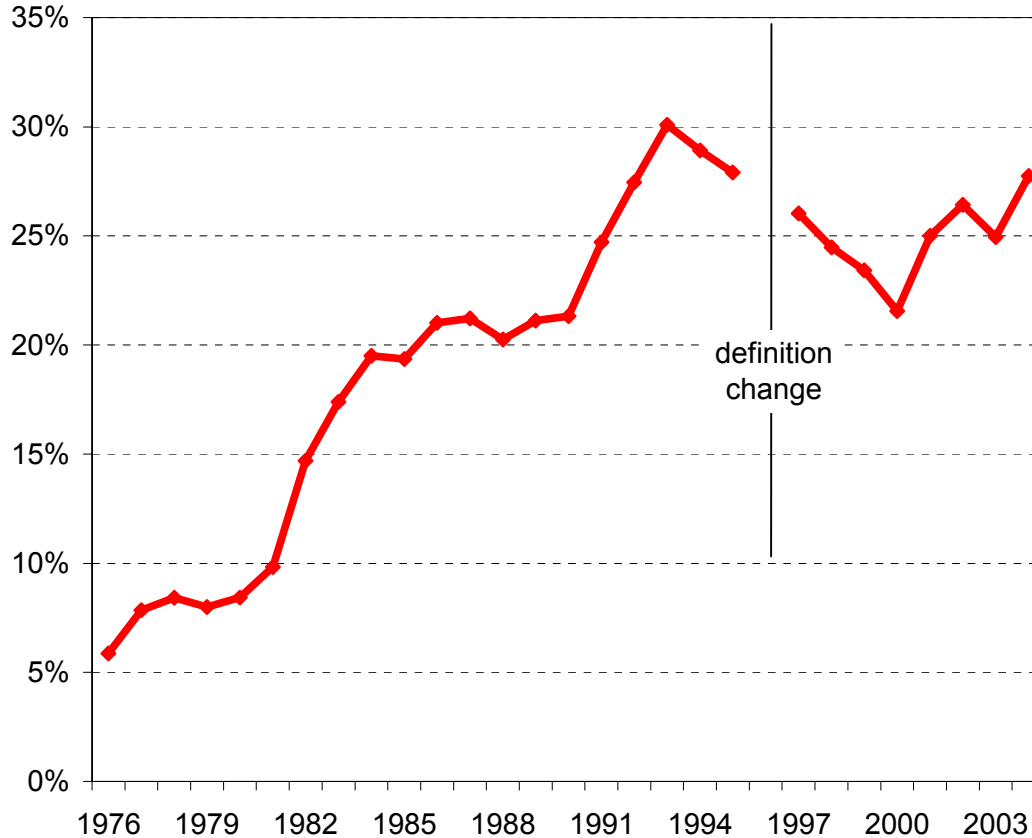
Part-time employment in Saskatchewan



- After increasing in the late 1970s and early 1980s, both the absolute number of part-time workers and their share of total employment in Saskatchewan has been gradually declining.
- In 2004, there were 93,700 part-time workers or 19.5% of total employment. This compares with over 100,000 in the early 1990s and 23.5% of total employment.

Changes over Time - Involuntary Part Time Employment in Saskatchewan

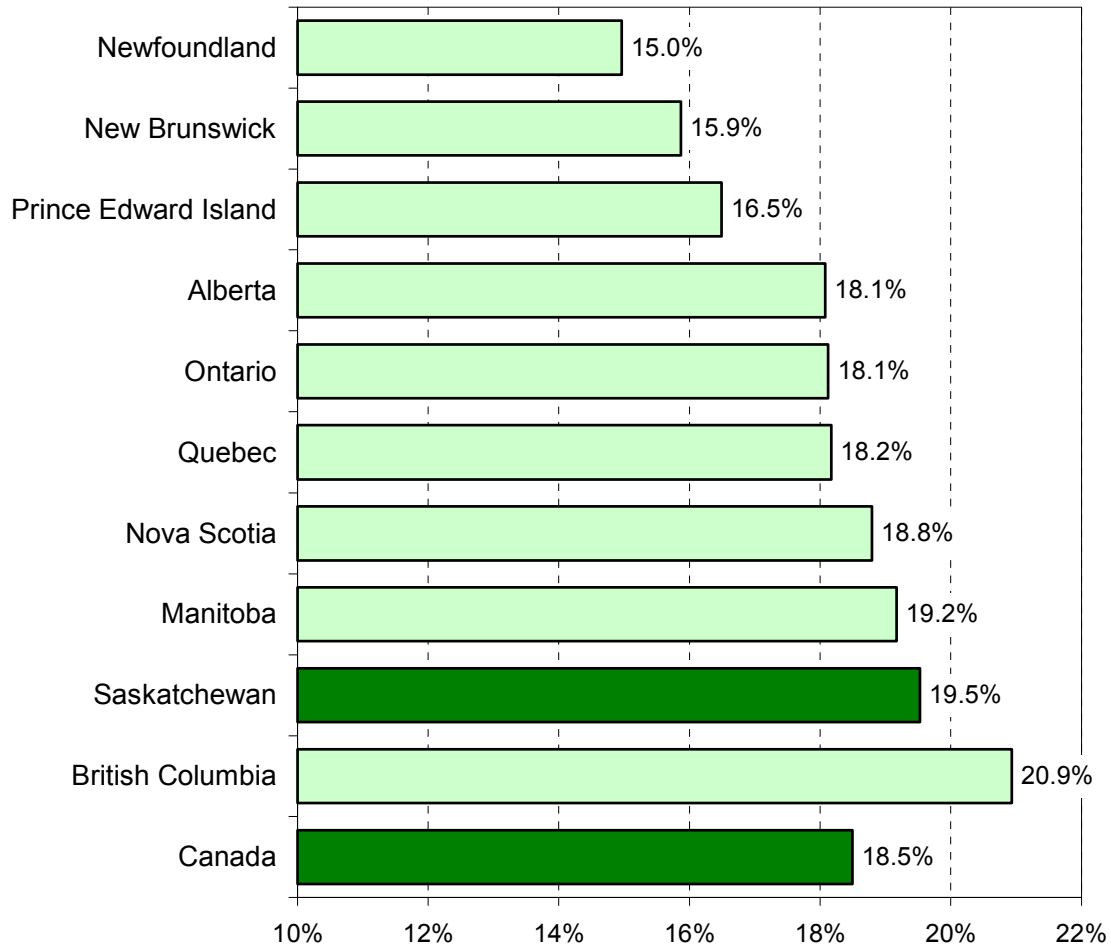
Involuntary Part-Time Workers as Percentage of the Total,
Saskatchewan



- Statistics Canada changed the way involuntary part-time employment was defined in 1997. While measured prior to then, the data are not strictly comparable.
- The proportion of part-time workers in the provincial labour market increased in the 1970s before beginning to decline in the 1990s. Coincident with that trend is an increasing and then declining proportion of part-time workers who were working part-time involuntarily.
- Since 2000, there is evidence of an increasing proportion of part-timers who are doing so involuntarily.

Interprovincial Comparison, 2004

Part-Time Employment as Percentage of All Employment,
2004

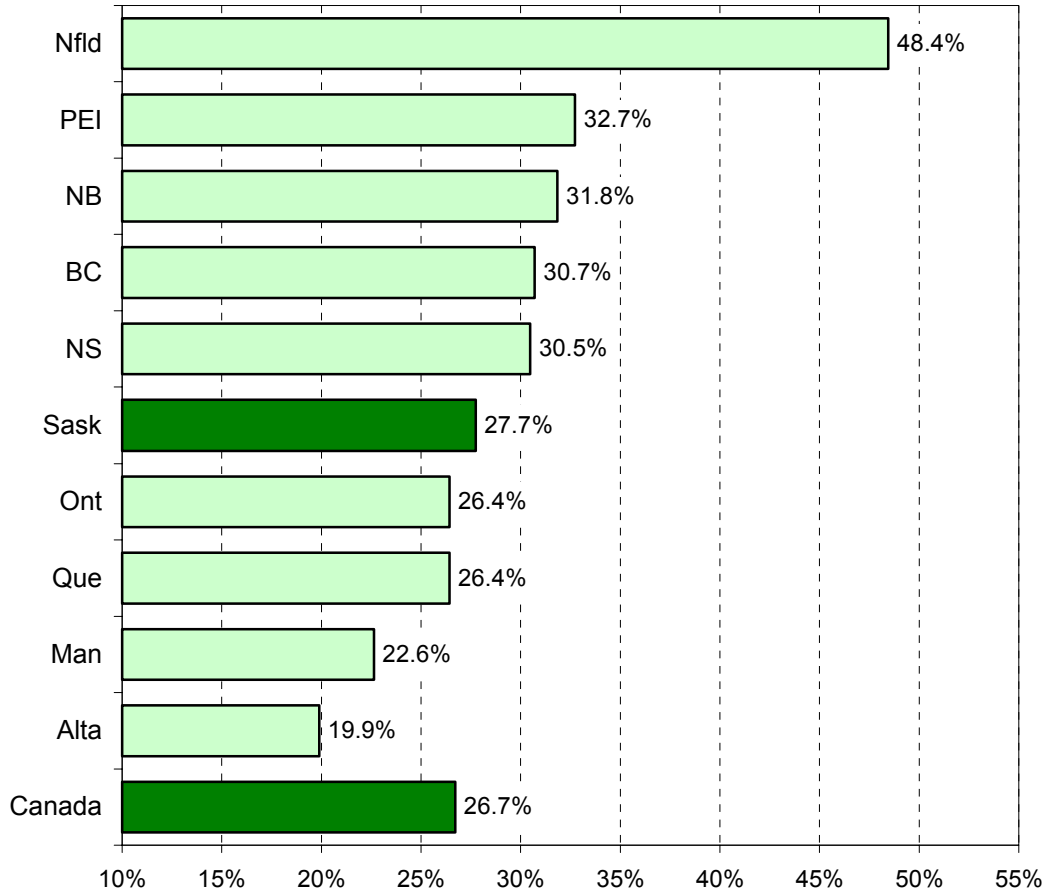


- Saskatchewan had the second largest incidence of part-time employment in 2004 at 19.5% of total employment.
- From the mid 1970s to the late 1990s, Saskatchewan had the highest proportion of part-time workers. Since 1998 it has been second behind B.C.

(Note: The LFS doesn't include the Northern Territories.)

Interprovincial Comparison, 2004, Involuntary Part Time Workers

Involuntary Part-Time Employment as Percentage of All Part-Time Employment, 2004



- Saskatchewan has an average proportion of their part-time workers who are doing so involuntarily.
- In 2004, 28% of Saskatchewan's part-time were doing so involuntarily. The national average was 27%.

Summary of Basic Counts

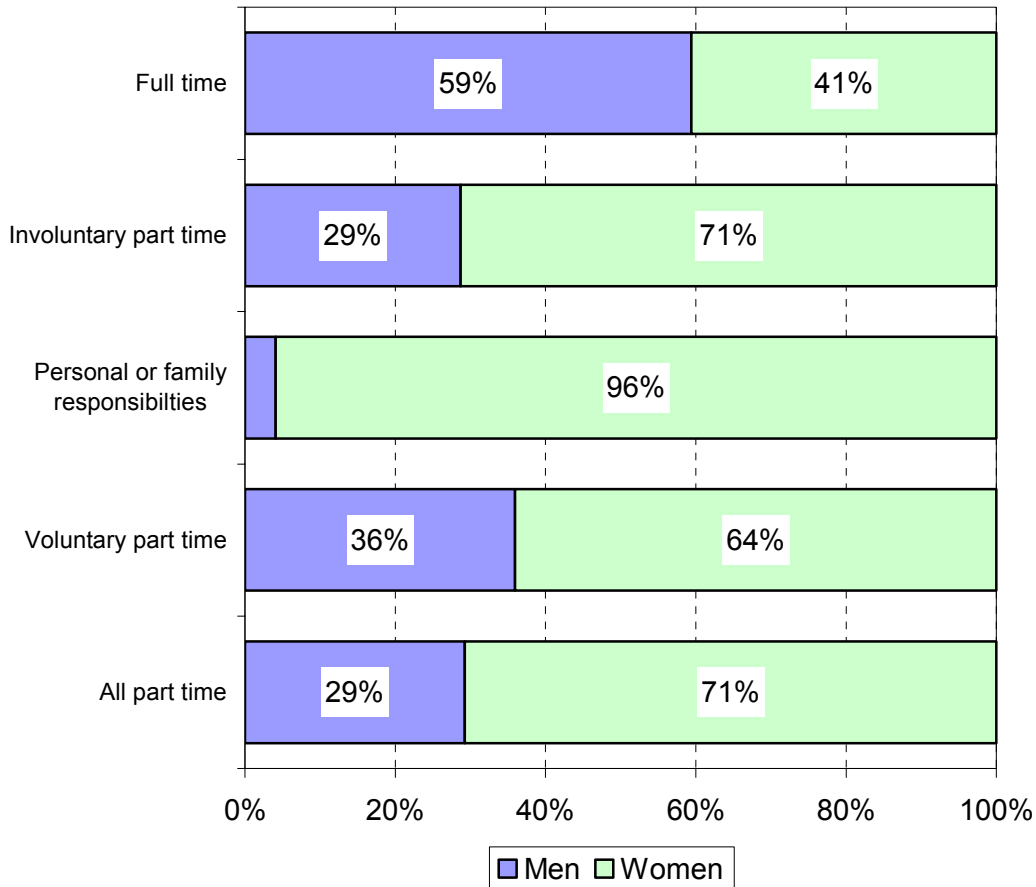
- Using Statistics Canada's definition of part-time worker - someone who usually works less than thirty hours per week at their main job - there were 93,700 part-time workers during an average month in Saskatchewan in 2004. The number is higher in December and lower in the summer months.
- The majority of part-time workers (72%) are doing so voluntarily in the sense that they report their reasons for working part-time are personal preference, going to school, caring for children, etc. The other 28% are involuntary in the sense that they could only find part-time work or didn't look because of business conditions.
- After increasing in the late 1970s and early 1980s, both the absolute number of part-time workers and their share of total employment in Saskatchewan has been declining. In 2004, for example, part-time workers represented 19½% of total employment compared with more than 23% of total employment in the early 1990s.
- Compared with other provinces, Saskatchewan had the second largest incidence of part-time employment in 2004 but among part-timers, a typical proportion who were doing so involuntarily.

Basic Demographics

- Gender
- Age Group
- Family Status

Part-Time Employment by Gender, Saskatchewan, 2004

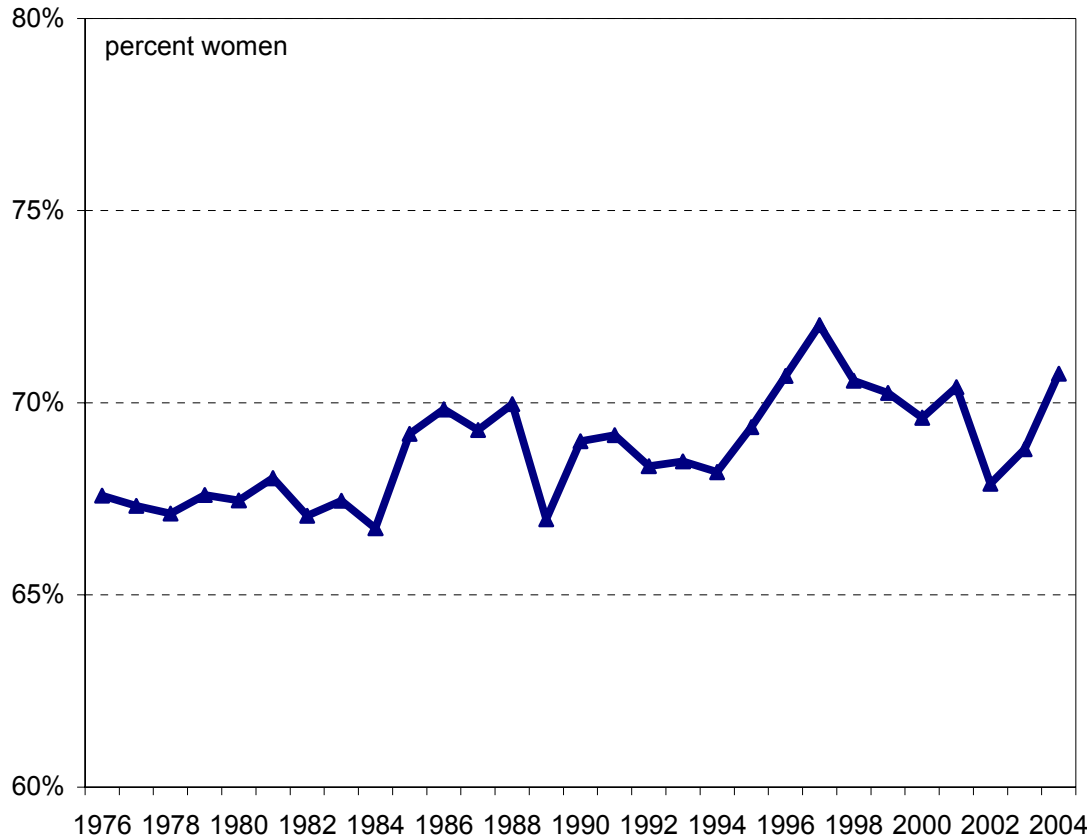
Percent of Employment, by Gender, Saskatchewan, 2004



- Women make up 71% of part-time workers compared with 41% of full-time workers.
- Virtually all of those who are working part-time because of personal or family responsibilities are women.
- Women are somewhat more likely to be working part-time voluntarily than involuntarily. In 2004, 64% of voluntary part-time workers were women compared with 71% of involuntary part-time workers.

Gender: Changes over Time

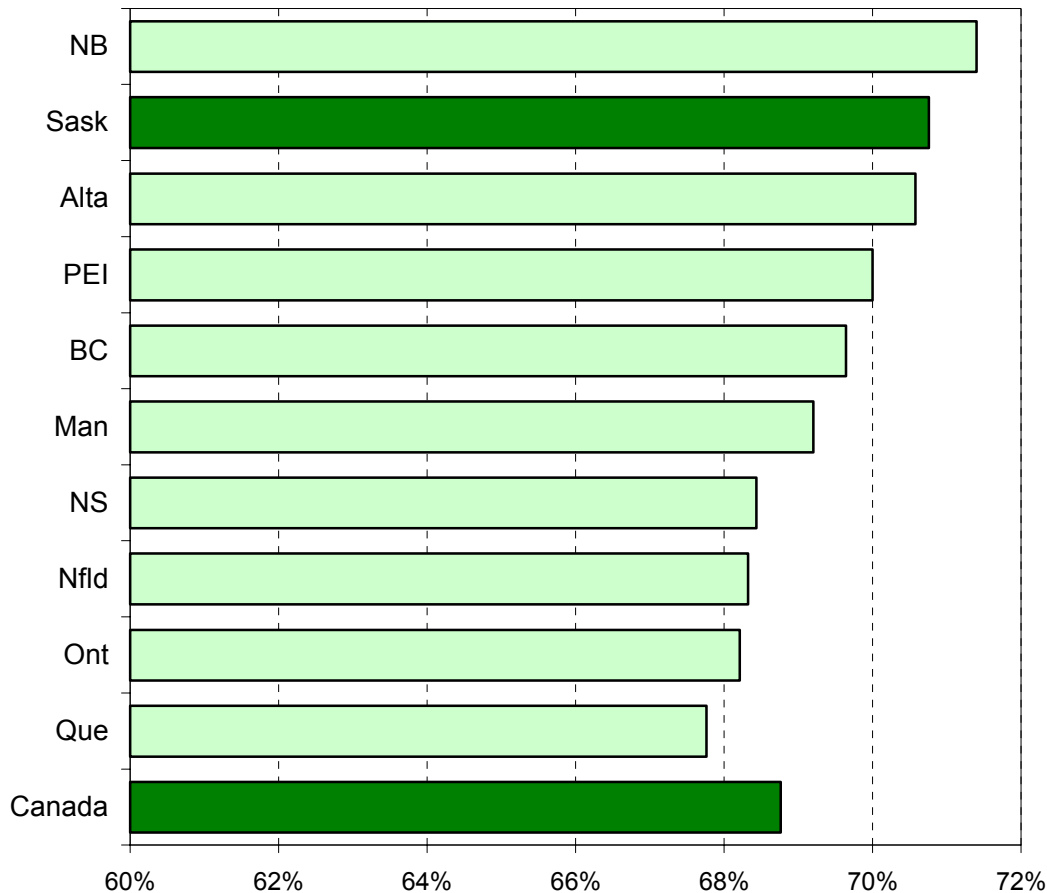
Percent of Part-Time Workers who are Women,
Saskatchewan, 1976 to 2004



- Since 1976, there has been very little change in the proportion of part-time workers who are women. The proportion has been near 70% for the last two decades.

Gender: Interprovincial Comparison, 2004

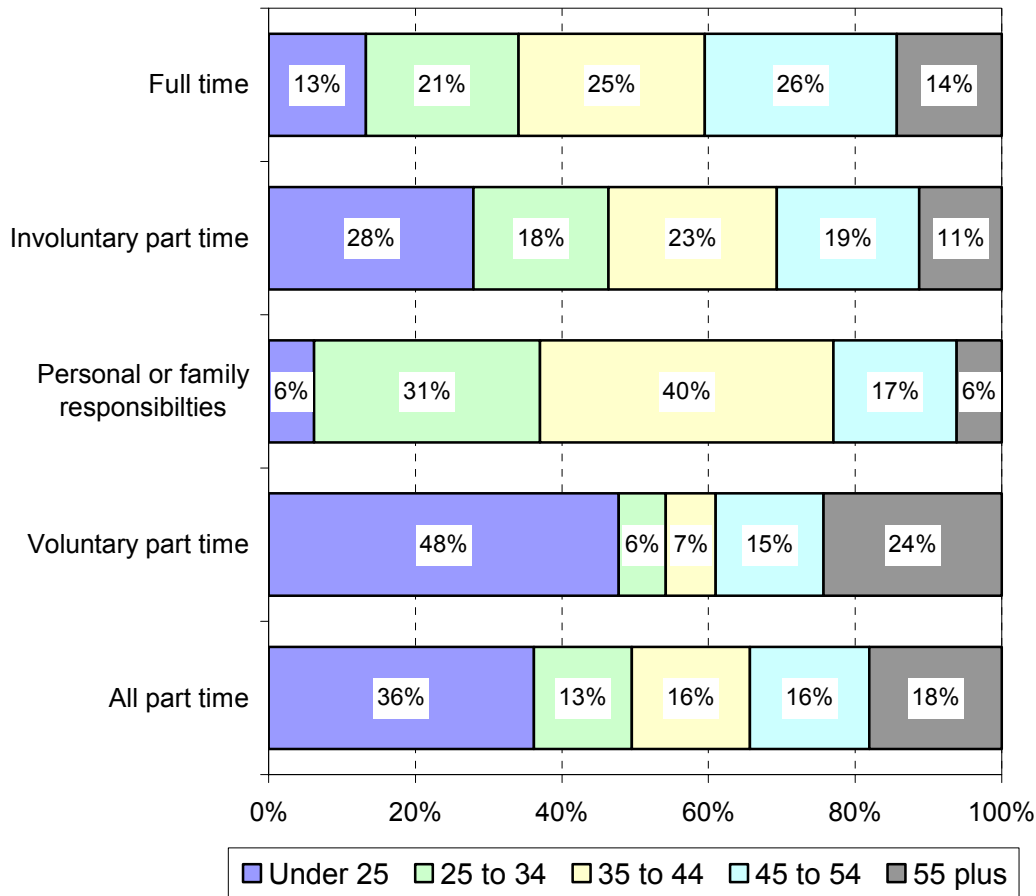
Women as Percent of Part Time Workers, 2004



- There are only minor differences among the provinces in terms of the proportion of part-timers who are women.
- Saskatchewan has the second highest proportion after New Brunswick.
- The difference is more pronounced among involuntary part-timers. Among the provinces, Saskatchewan has the highest proportion of involuntary part-timers who are women. Among voluntary part-timers, Saskatchewan has the fourth highest proportion who are women.

Part-time Employment by Age Group, Saskatchewan, 2004

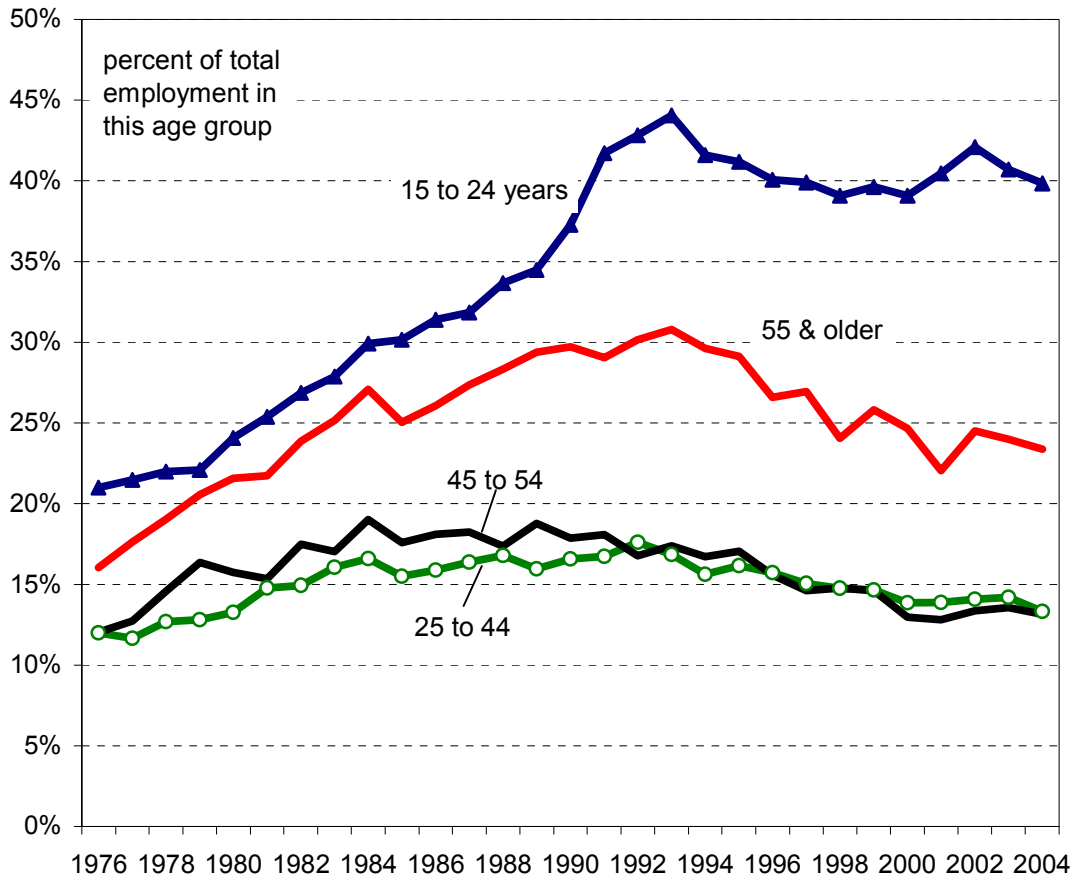
Percent of Employment, by Age Group, Saskatchewan, 2004



- More than one third of those working part-time (38%) are under 25 years of age compared with 13% of those in full-time employment. There is also a higher proportion of persons 55 years of age and older in part-time employment
- Voluntary part-timers are even more dominated by those at either end of the age spectrum. For example, 28% of voluntary part-time workers are 25 to 54 years of age compared with 60% of involuntary part-time workers.
- Those who are working part-time because of personal or family responsibilities are predominantly in the 25 to 44 age group.
- Involuntary part-timers have an age distribution that is similar to full-time workers although there are somewhat more under 25 years of age.

Age Group: Changes over Time

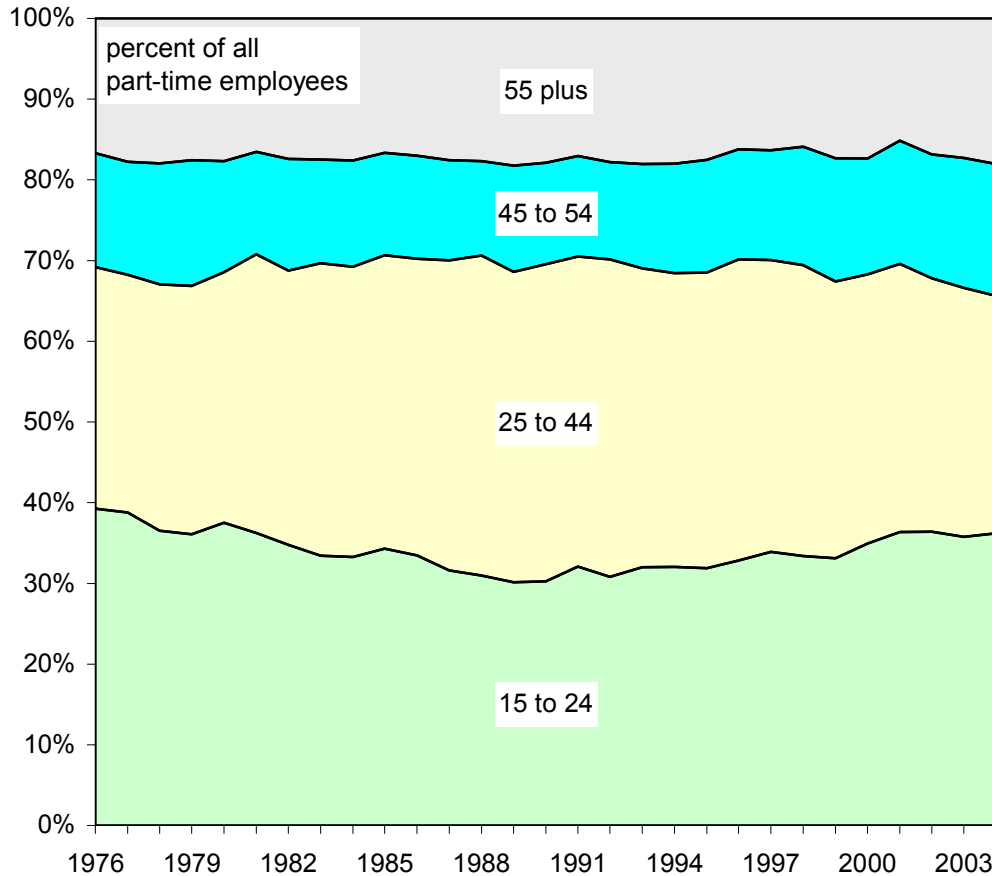
Incidence of Part-Time Employment, by Age Group, Saskatchewan



- The proportion of work that is part-time among 15 to 24 year olds has increased from 20% to 25% in the mid 1970s to over 40%.
- There is a similar increase among those 55 and older where part-time employment increased from 15% to 20% to reach a high of 30% in the early 1990s. Since then, it has become less common, dropping to less than 25% in recent years.
- The proportion of those 25 to 54 years of age who are working part time increased from 10%-15% in the 1970s to 15%-20% in the 1980s and early 1990s. It is now below 15%.

Age Group: Changes over Time

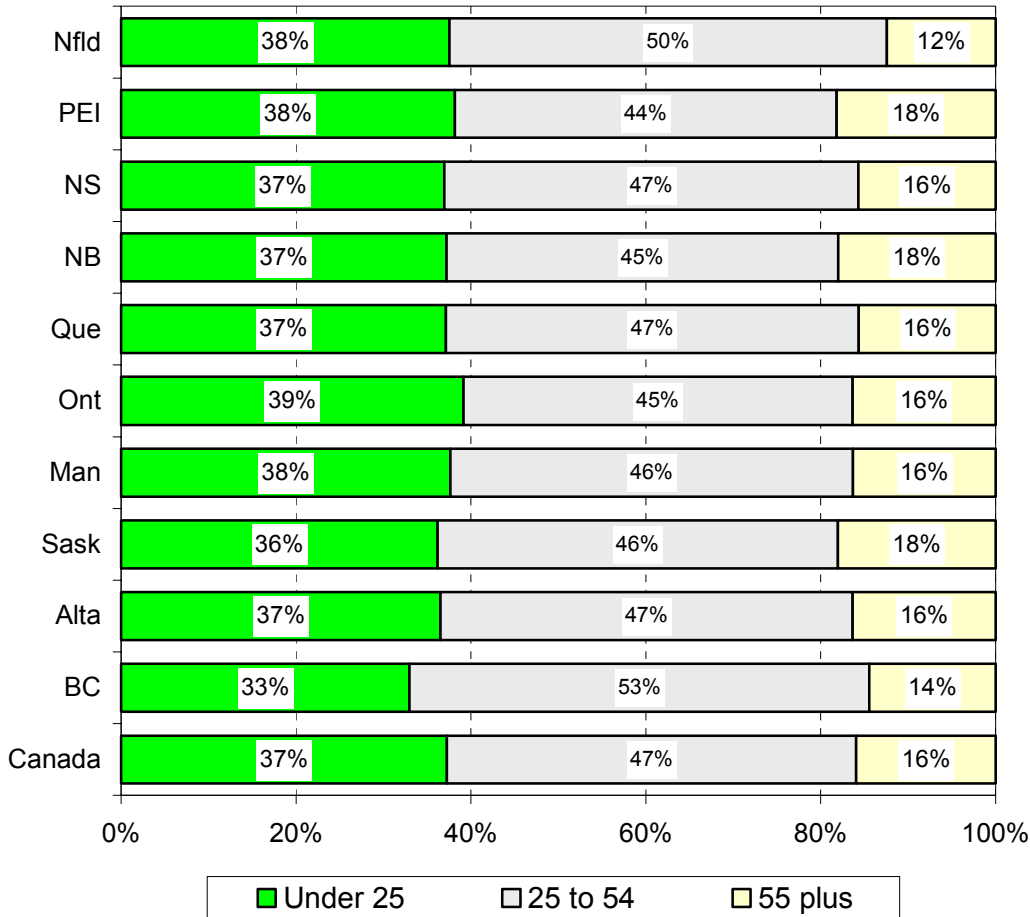
Age of Part-Time Employees, Saskatchewan



- Looked at another way, an increasing proportion of part-time workers are either under 25 years of age (36%) or 45 and older (34%).
- The proportion who are 25 to 44 years of age has declined from near 40% in the late 1980s to 29% in 2004.

Age Group: Interprovincial Comparison, 2004

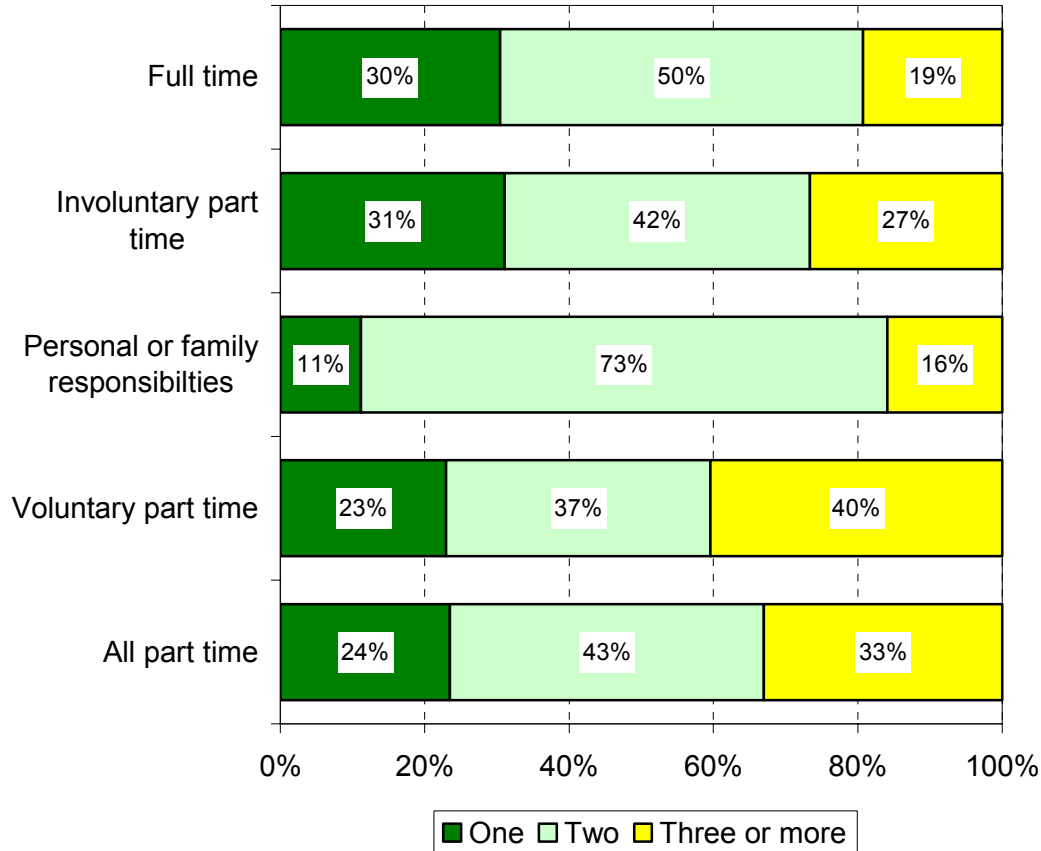
Age of Part Time Workers in 2004



- The age distribution of part-time workers in Saskatchewan is similar to the distribution in other provinces.
- Relative to Canada as a whole, slightly more are in the 55 plus age group and somewhat fewer are under 25 but the differences are not dramatic and can be attributed to the different demographics of the province's population.
- British Columbia and Newfoundland have the highest proportions in the middle age group.

Part-time Employment by Family Type, Saskatchewan, 2004

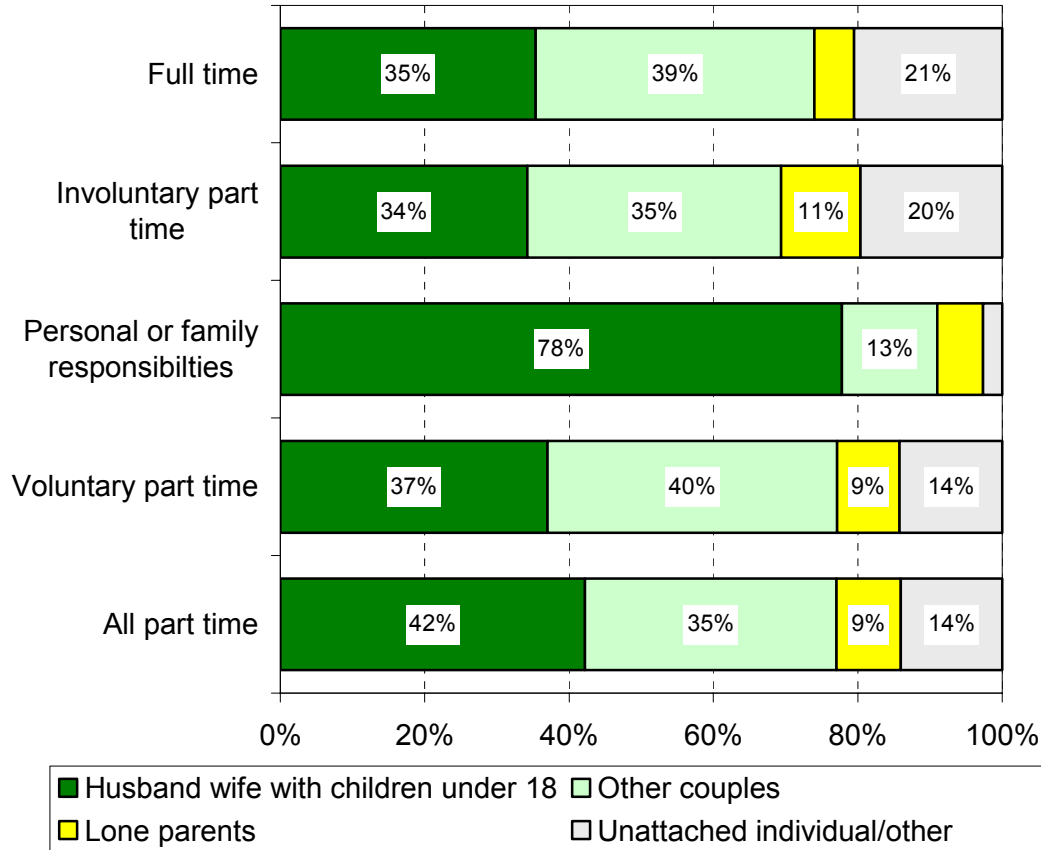
Number of Employed Persons in the Household,
Saskatchewan, 2004



- With a number of young people in part-time employment, it is no surprise that one third of part-timers are part of a household that has three or more employed persons, e.g. the husband/wife and child. At the other end of the extreme, 24% of part-timers are the only earner in the household.
- Almost one third (31%) of those in involuntary part-time employment are in a single earner family - that is, the involuntary part-timer is the only earner.
- Among those working part-time because of personal or family responsibilities, there is at least one other worker in the vast majority (89%) of cases.

Part-time Employment by Family Type, Saskatchewan, 2004

Family Status of Part Time Workers, Saskatchewan, 2004



- With the exception of those who are working part-time for personal or family reasons, there aren't large differences in the family type of part-time and full-time workers.
- Those who are working part-time are somewhat more likely to be in husband wife families with young children and somewhat more likely to be lone parents but the differences are not dramatic.

Summary of Demographics

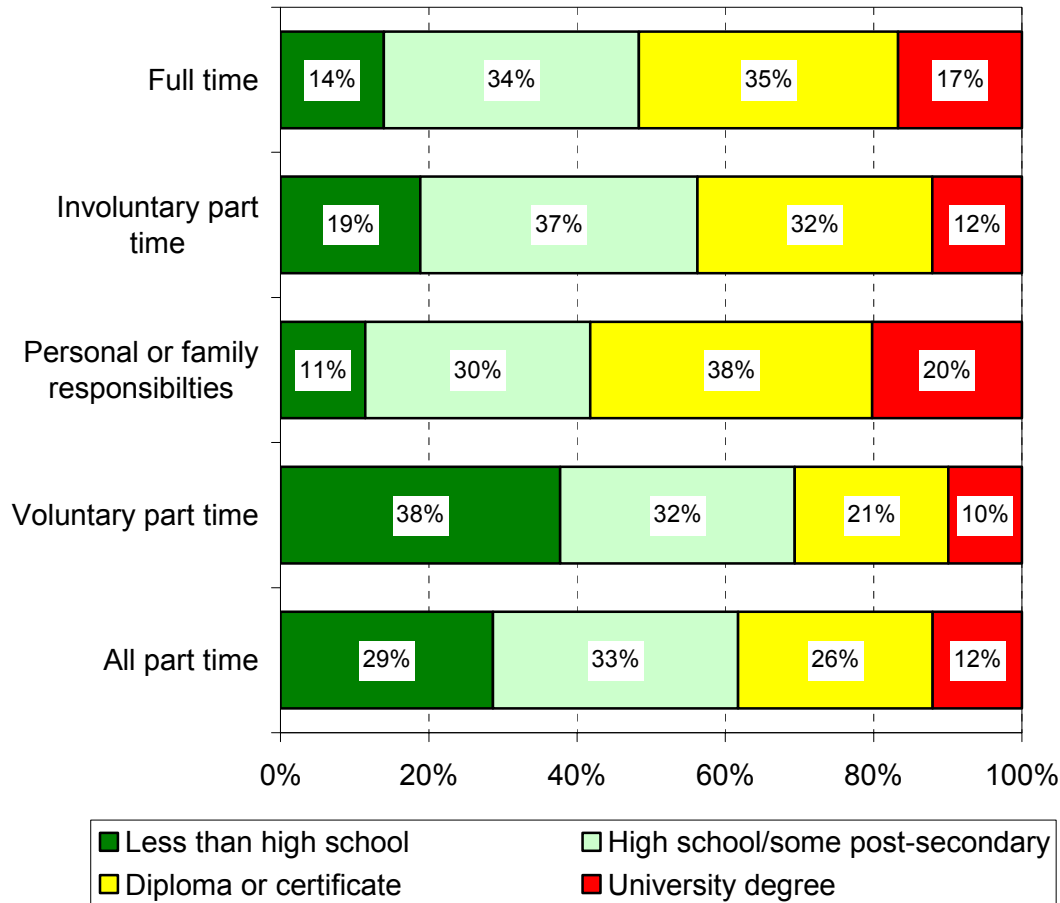
- Women make up 71% of part-time workers (either voluntary or involuntary) compared with 41% of full-time workers. The proportion hasn't changed significantly in the past thirty years.
- Relative to other provinces in 2004, Saskatchewan had the highest proportion of part-timers who were women. Among voluntary part-time workers, Saskatchewan had the fourth highest proportion who were women.
- Part-time workers are concentrated at either end of the age spectrum. In 2004, 36% were under 25 years of age compared with 13% of full-time workers and 18% were 55 years of age or older compared with 14% of full-time workers. Part-time workers in the middle (25 to 54) age group are more likely than those in other age groups to be doing so involuntarily.
- There is a gradual upward trend in the proportion of part-timers who are under 25 years of age or 55 or older.
- The age distribution of part-time workers in Saskatchewan is similar to the distribution in other provinces.
- Three quarters (76%) of part-time workers are living in families with at least two incomes compared with 69% of full-time workers. One third of involuntary part-timers are the sole earner in the household.

Education and Student Status

- completed education
- school attendance

Part Time Employment by Completed Education, Saskatchewan, 2004

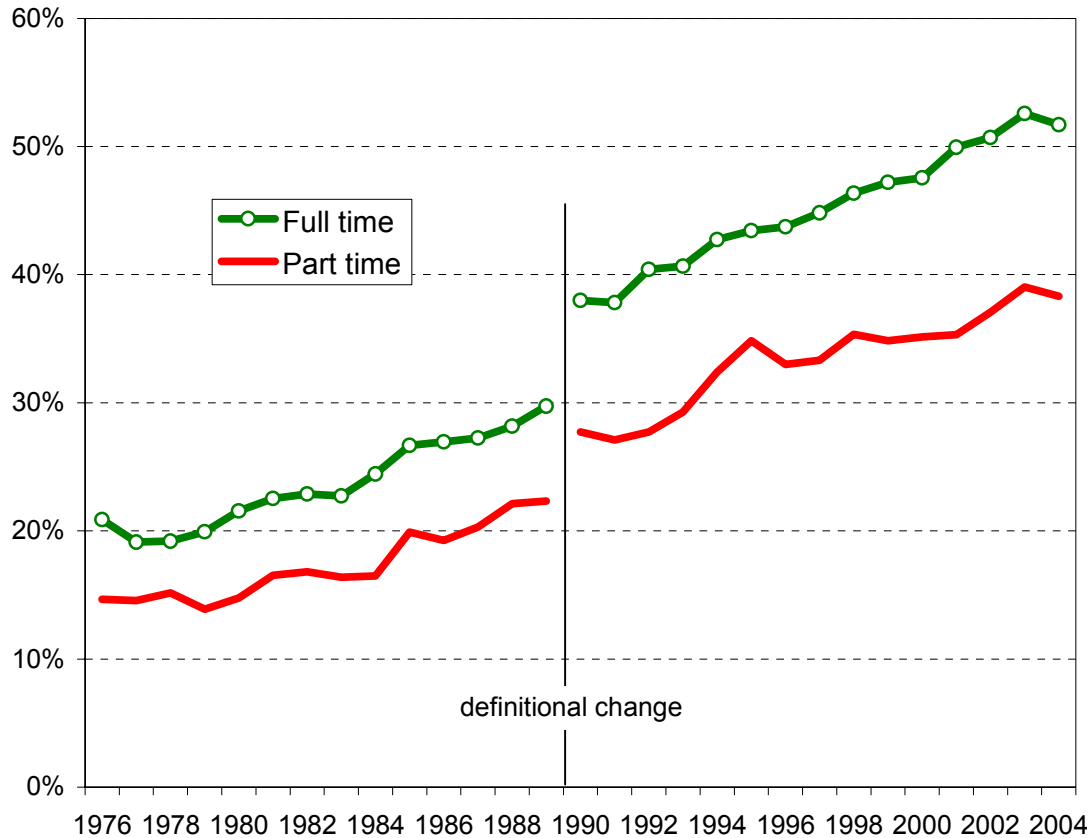
Completed Education Levels, Saskatchewan, 2004



- Relative to full-time employees, those who are working part-time generally have lower levels of completed education - 38% are post-secondary graduates compared with 52% of full-time workers, for example.
- This is particularly true for voluntary part-time workers, at least partly because many are still going to school.
- The same is not true for those working part-time because of personal or family responsibilities. Largely younger women, they have higher levels of completed education than other part-timers or even full-time workers.

Completed Education: Changes over Time

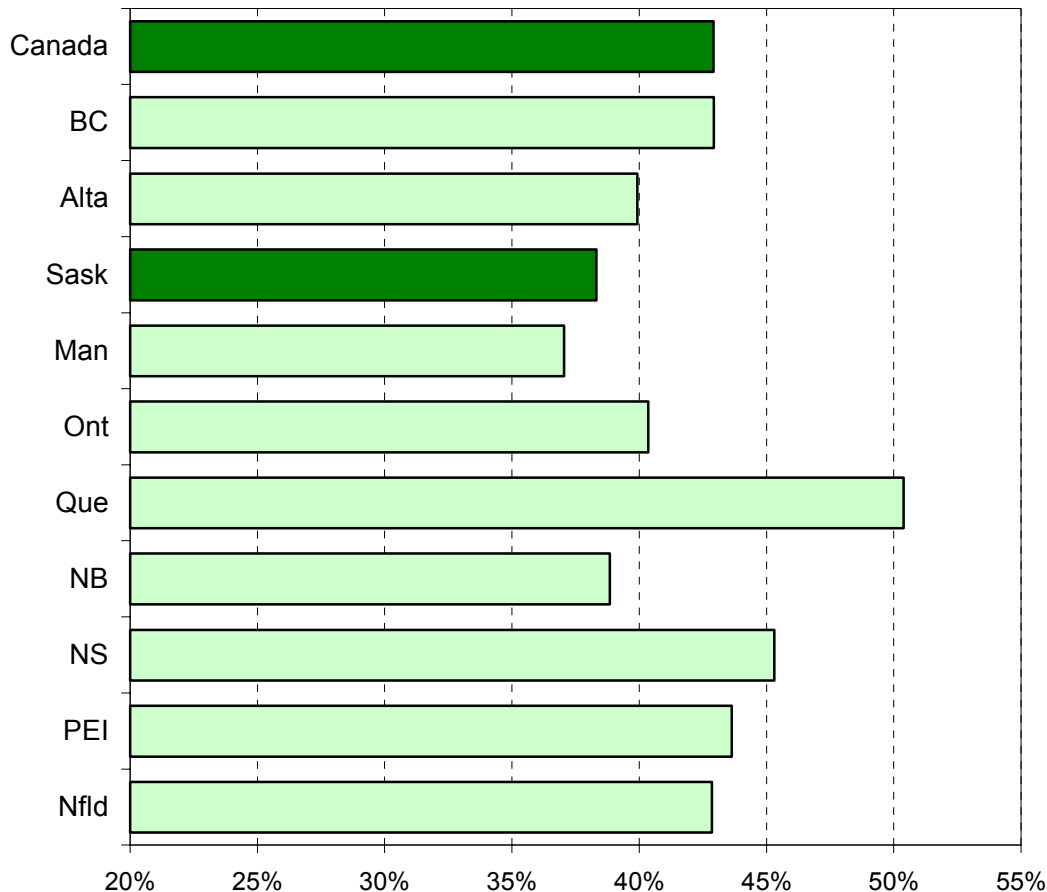
Percent of Workers who are Post-Secondary Graduates,
Saskatchewan



- An increasing proportion of part-time workers are post-secondary graduates.
- The same is true for full-time workers but the rate of growth is slower among part-timers, at least partly because an increasing proportion are students.

Completed Education: Interprovincial Comparison, 2004

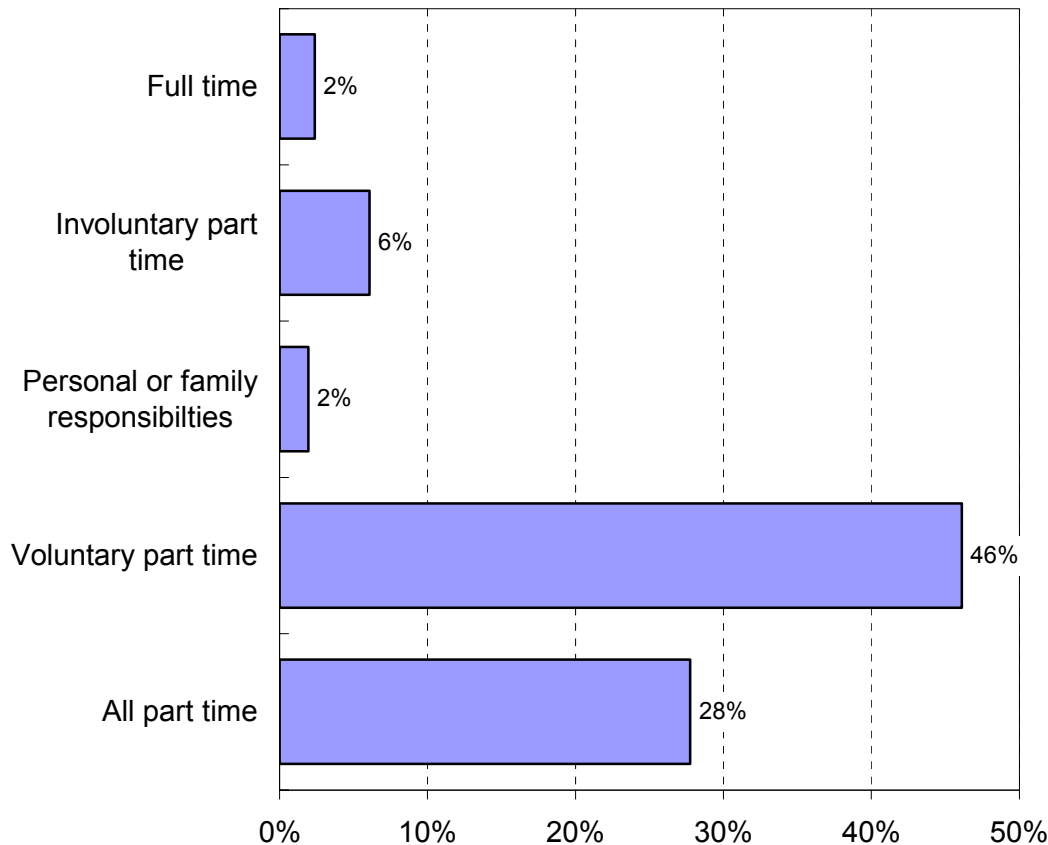
Post-Secondary Graduates as Percent of Part Time Workers,
2004



- Compared with other provinces, relatively few of Saskatchewan part-time workers are post-secondary graduates.
- In 2004, 38% of part-timers in Saskatchewan were post-secondary graduates compared with 43% nationally, 40% in Alberta, and 37% in Manitoba.
- The same is true for full-time workers. Next to Manitoba, Saskatchewan has the lowest proportion of post-secondary graduates in the workforce.

Part Time Employment by Student Status, Saskatchewan, 2004

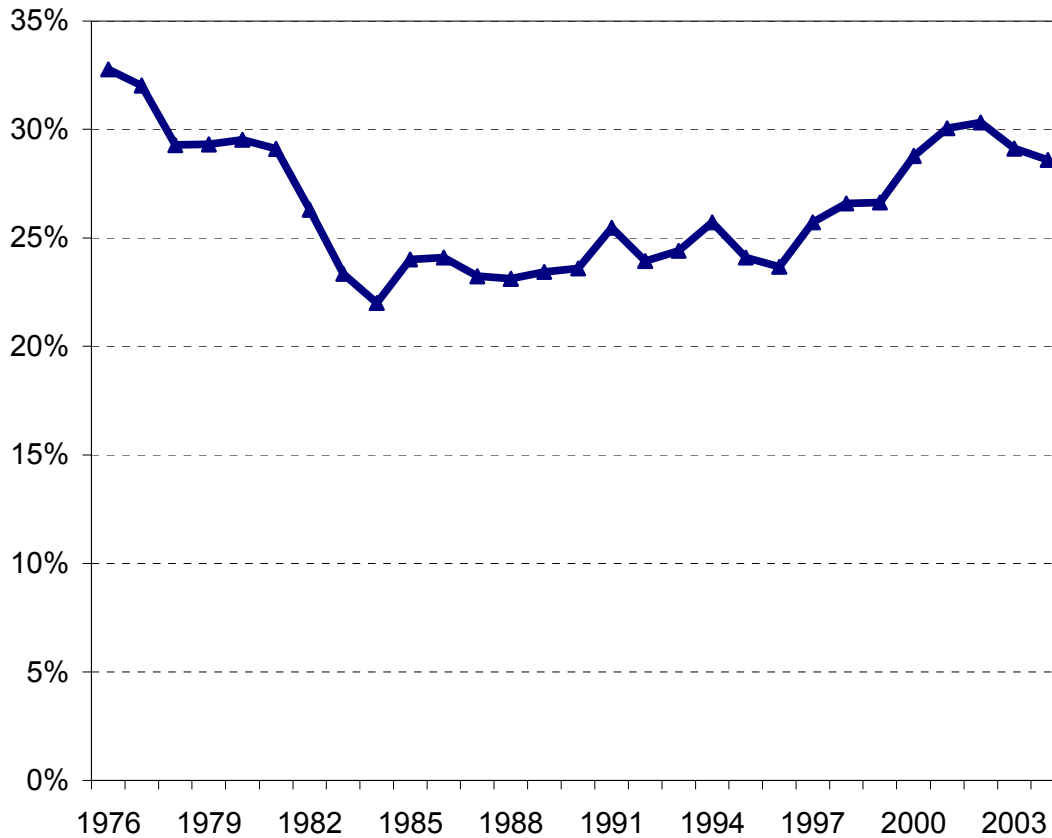
Students (during the winter months) as a Percentage of Employment, Saskatchewan, 2004



- A “student” is defined as someone who is attending school, on either a full-time or part-time basis, either secondary or post-secondary, during the winter months. These employment data only measure the ten months from September to June.
- In 2004, 28% of Saskatchewan part-time workers in the September to June period were students; typically in high school but the proportion is much higher (46%) among voluntary part-timers.
- Relatively few involuntary part-time workers, 6% in 2004, were students and almost none of those working part-time because of personal or family responsibilities are students.

Student Status: Changes over Time

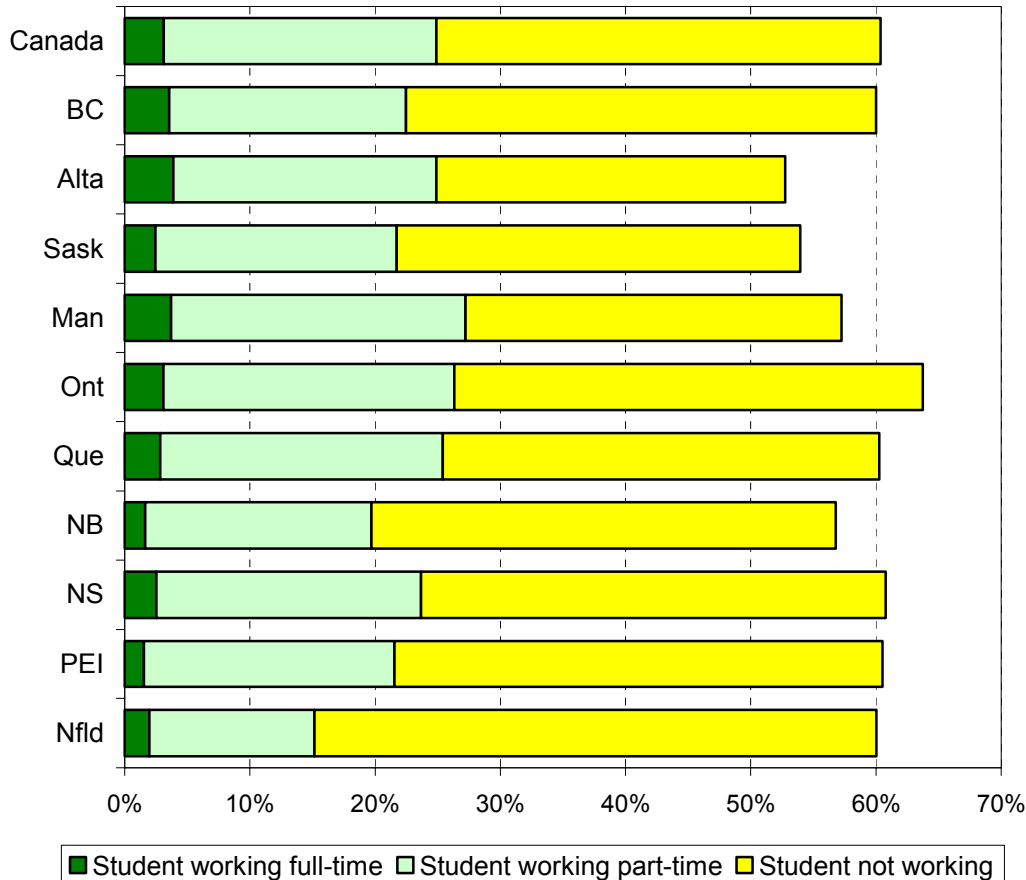
Percent of Part-Time Workers who are Students 15 to 24 Years of Age, Saskatchewan



- An increasing proportion of part-timers are students in the 15 to 24 age group. This particular type of part-timer represented 29% of all part-timers in 2004 compared with less than 25% during most of the 1980s and 1990s.

Student Status: Interprovincial Comparison, 2004

Labour Force and Student Status of Persons 15 to 24 Years of Age, September to June 2004



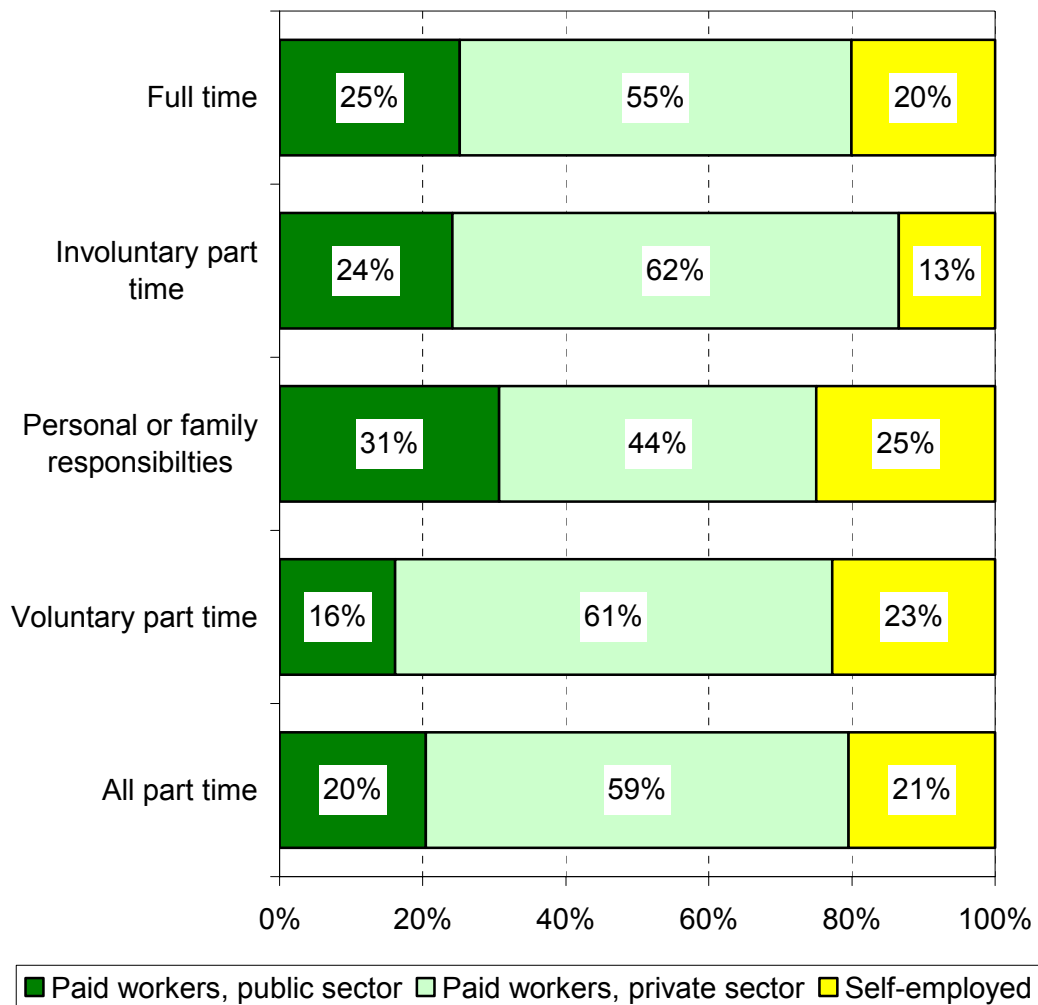
- Relative to other provinces, fewer of Saskatchewan residents in the 15 to 24 age group were going to school during the 2003-04 academic year.
- Among those who were, a higher proportion than in the neighbouring provinces were not working at all and a lower proportion were working part-time.

Summary of Education and Student Status

- Partly because many are still in school, those who are working part-time have lower levels of formal education. Still, more than one third (38%) are post-secondary graduates compared with 52% of full-time employees.
- Involuntary part-timers have higher levels of completed education than voluntary part-timers.
- An increasing proportion of both involuntary and voluntary part-time workers are post-secondary graduates.
- Compared with other provinces, relatively few of Saskatchewan part-time workers are post-secondary graduates. In 2004, 38% of part-timers in Saskatchewan were post-secondary graduates compared with 43% nationally, 40% in Alberta, and 37% in Manitoba.
- Relatively few involuntary part-time workers, 6% in 2004, were students compared with 37% of voluntary part-timers.

Industry and Occupation

Part Time Employment by Sector, Saskatchewan, 2004

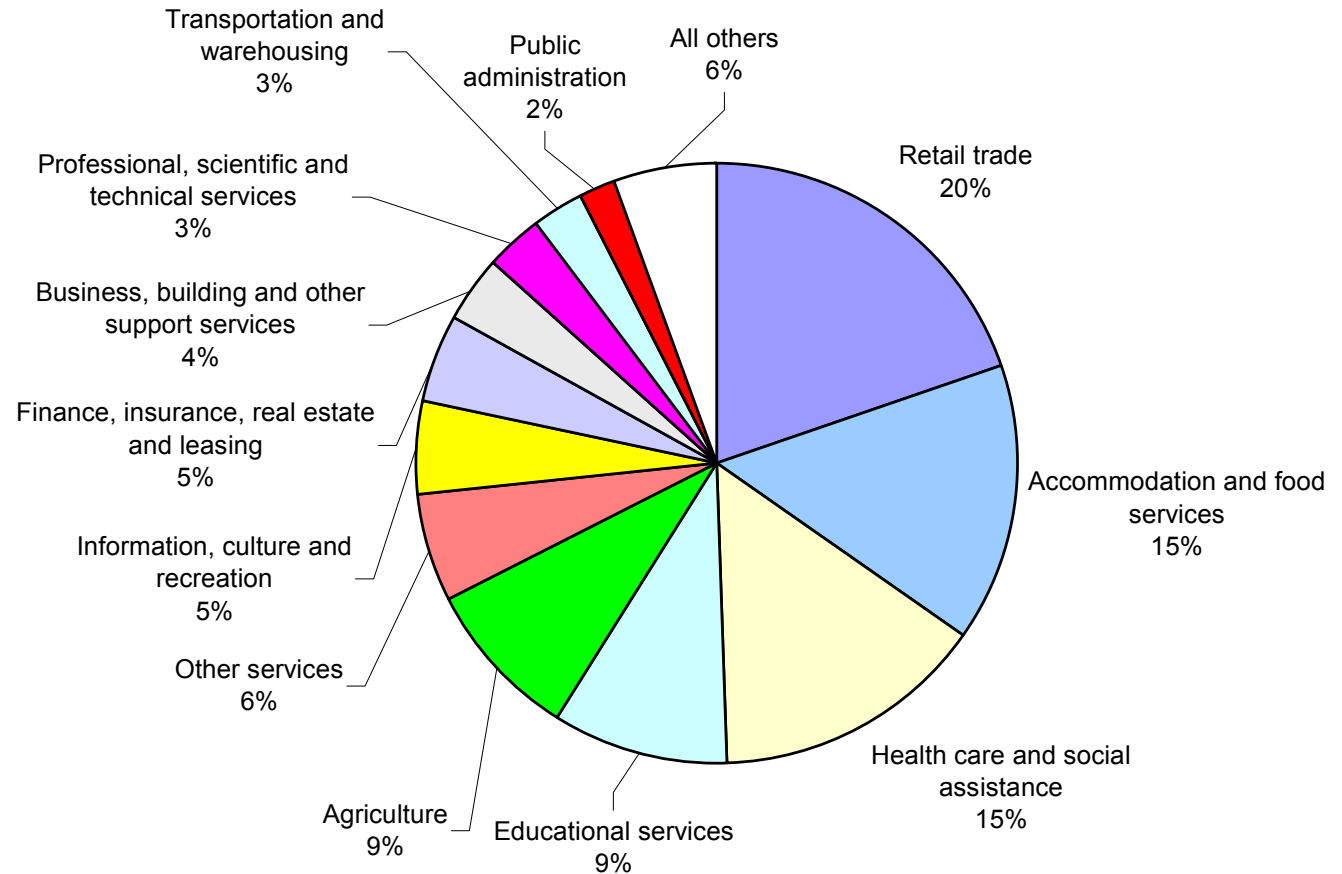


- In general terms, part-time workers are employed in the same sectors as full-time workers. They are only somewhat more likely to be in the private sector - 80% compared with 75% of full-time workers. Involuntary part-time workers are more likely to be paid workers rather than self-employed.
- Involuntary part-time workers are as likely to be paid workers in the private sector as voluntary part-time workers and less likely to be self-employed.
- Those who are working part-time because of personal or family responsibilities are more likely to be paid workers in the public sector than other part-time workers.

Note: "Public sector" includes government, crown corporations, health and social services, and education services as well as organizations that are "substantially funded" by governments.

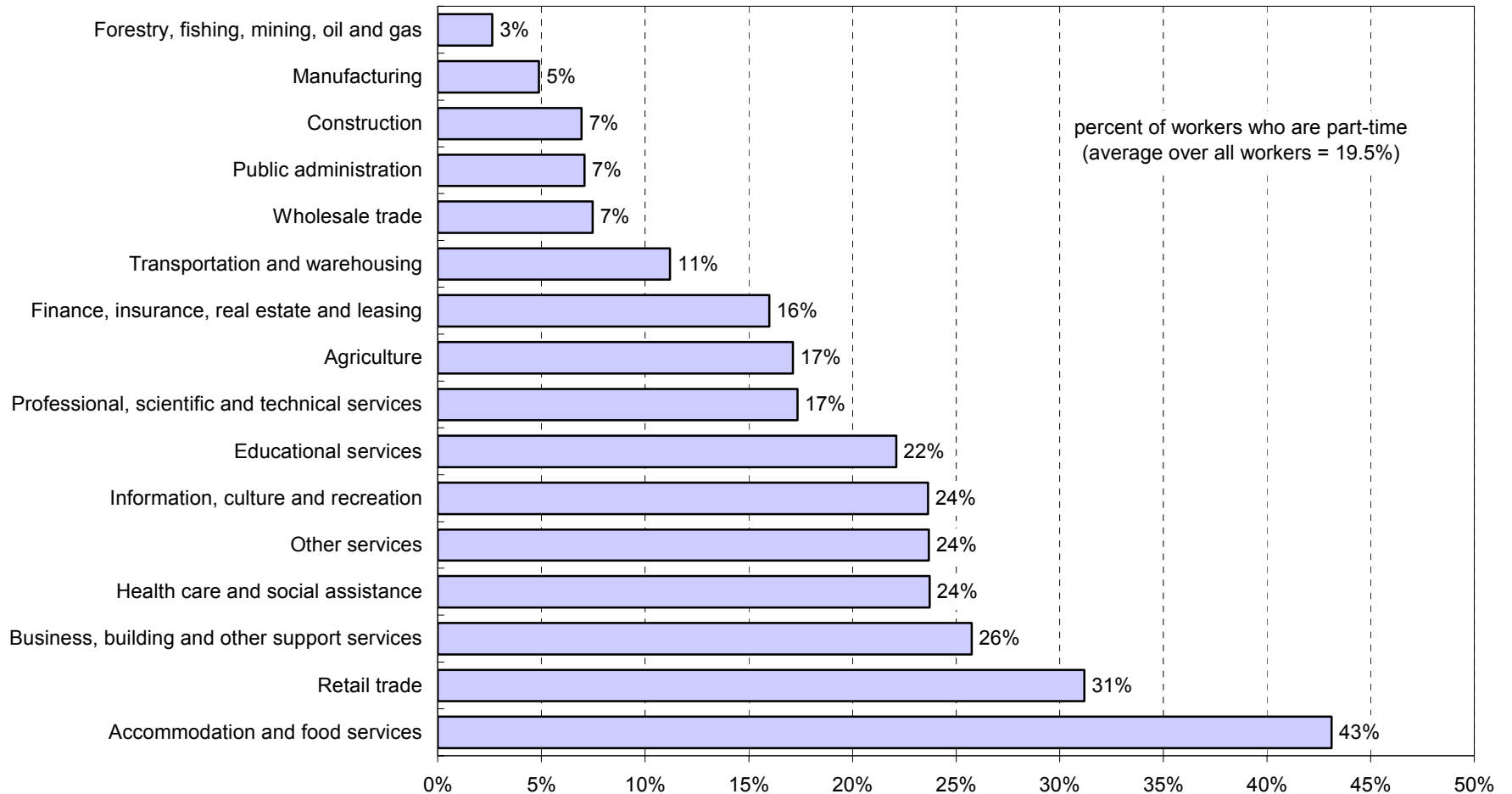
Part Time Employment by Industry, Saskatchewan, 2004: Share of Total

Part Time Employment in Saskatchewan, 2004



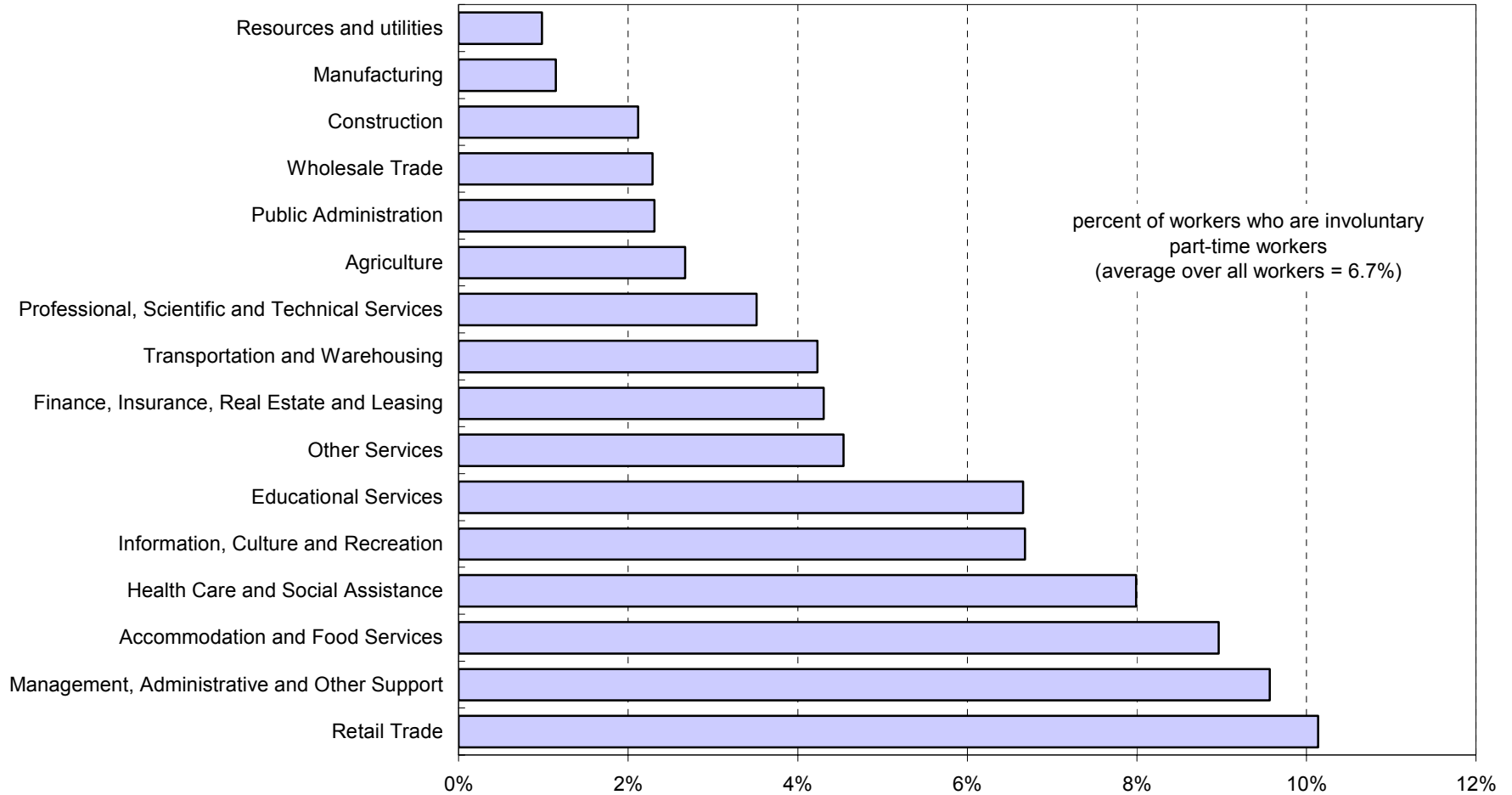
- Three industry sectors account for one half of part-time employees in Saskatchewan - retail trade, accommodation and food services, and health care/social assistance.

Part Time Employment by Industry, Saskatchewan, 2004: Incidence



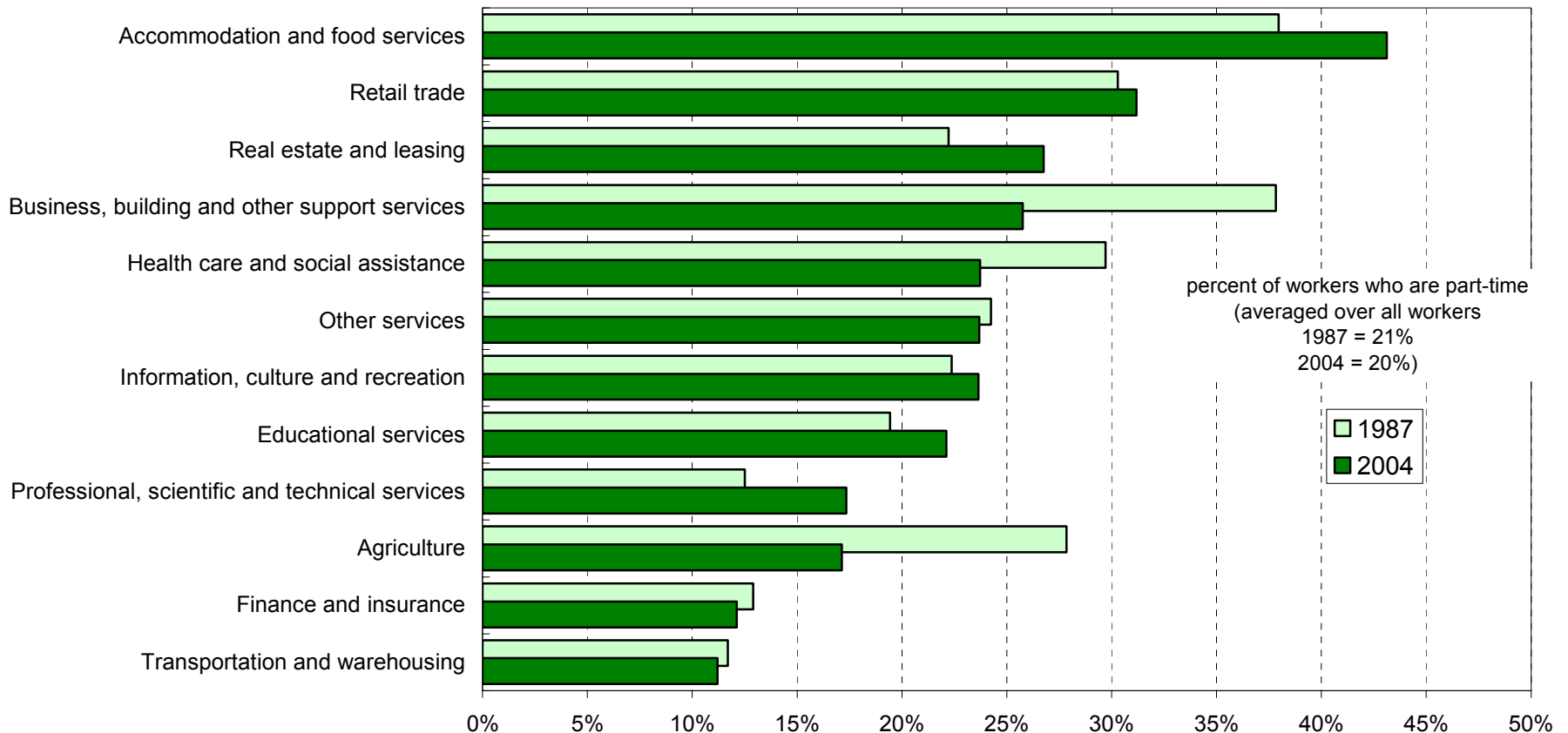
- As a percentage of total employment, part-time employment is most common in accommodation and food services and retail trade and least common in manufacturing and the resource sector.

Involuntary Part Time Employment by Industry, Saskatchewan, 2004: Incidence



- As a percentage of total employment, involuntary part-time employment is most common in the retail trade sector, accommodation and food, and in the management and administrative support group.

Industry: Changes over Time



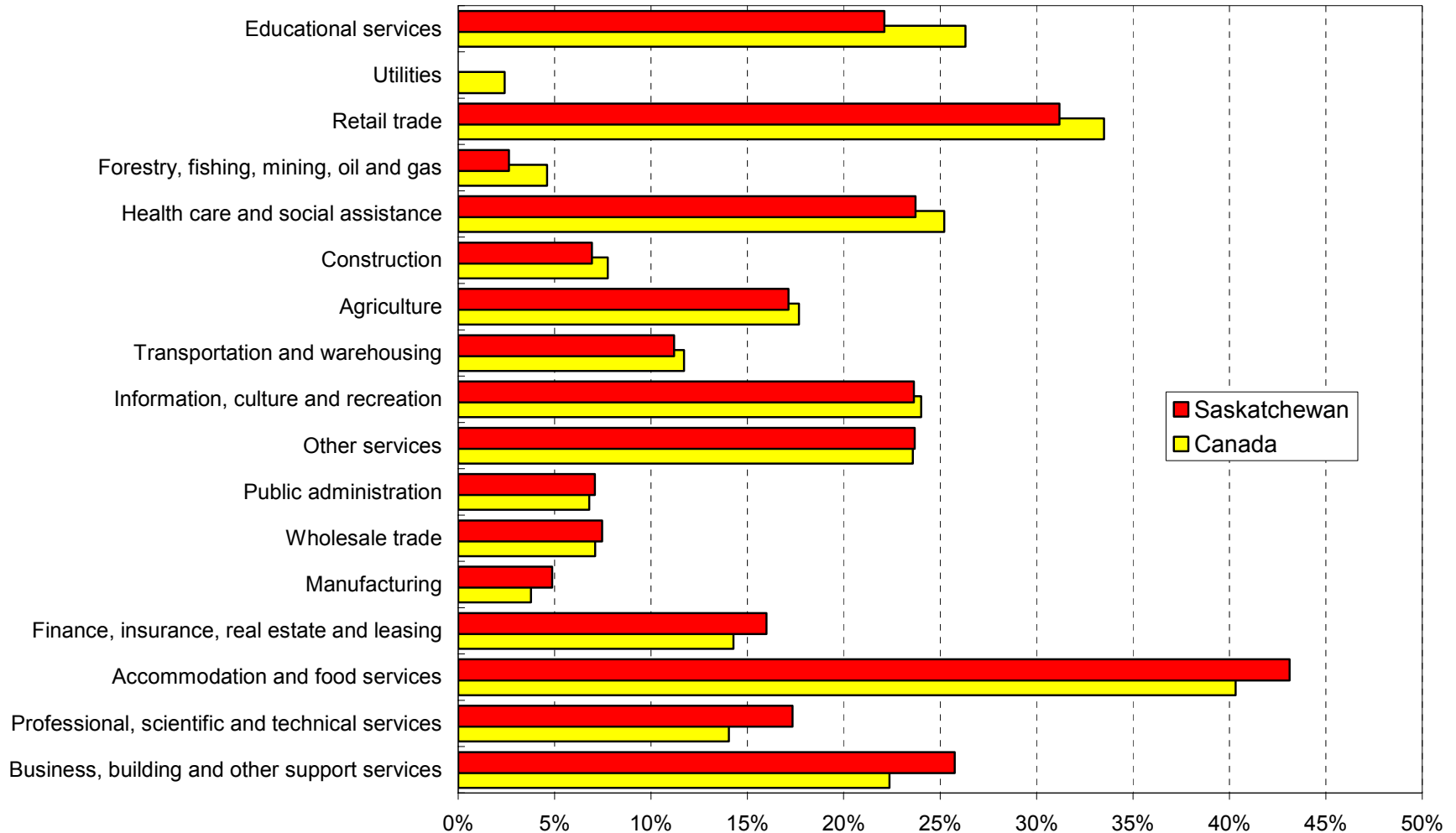
- The proportion of employment that is part-time has increased significantly since 1987 in three sectors - accommodation and food services, real estate and leasing, and professional and technical services.
- The largest declines have been in agriculture, health care/social assistance, and the business, building/support services group.

Industry: Interprovincial Comparison, 2004

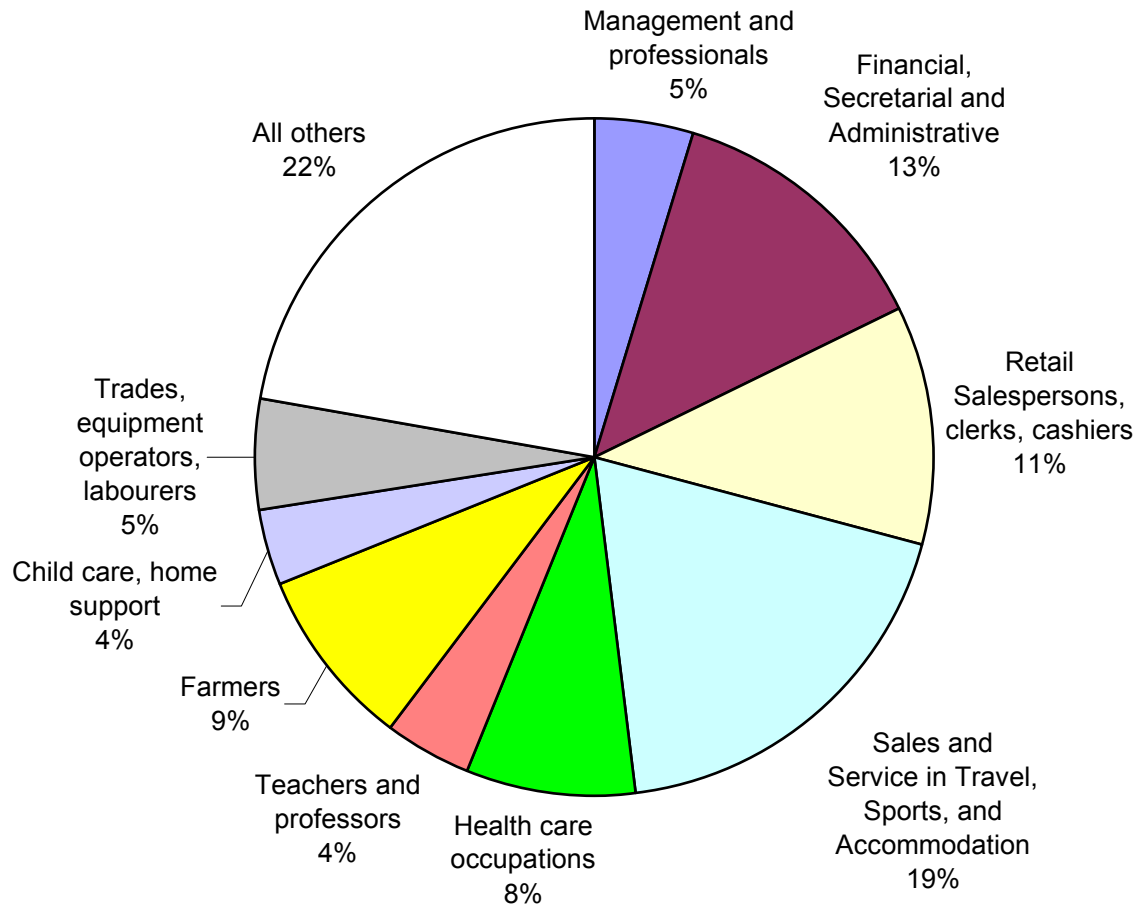
- There are only minor differences between the incidence of part-time work in Saskatchewan compared with Canada as a whole (see next page).
- Saskatchewan has a higher proportion who are part-time workers in accommodation and food services, the business/administrative support group, the professional/scientific/technical services group, and finance/insurance.
- Saskatchewan has fewer part-time workers, compared with Canada, in education and health care, the resource sector, and retail trade. In other sectors, the proportions are similar.
- Saskatchewan has a higher proportion of part-time workers overall compared with Canada - 19.5% compared with 18.5% but the industry mix in the province doesn't explain the difference. In fact, if Saskatchewan had the same mix of industries as Canada, the incidence of part-time workers in the province would be 20% rather than 19.5%. In other words, the specific industry mix in the province doesn't explain the higher overall incidence of part-time work.

Comparison with Canada, 2004, by Industry Group

Percentage of Workers who are Part Time, 2004

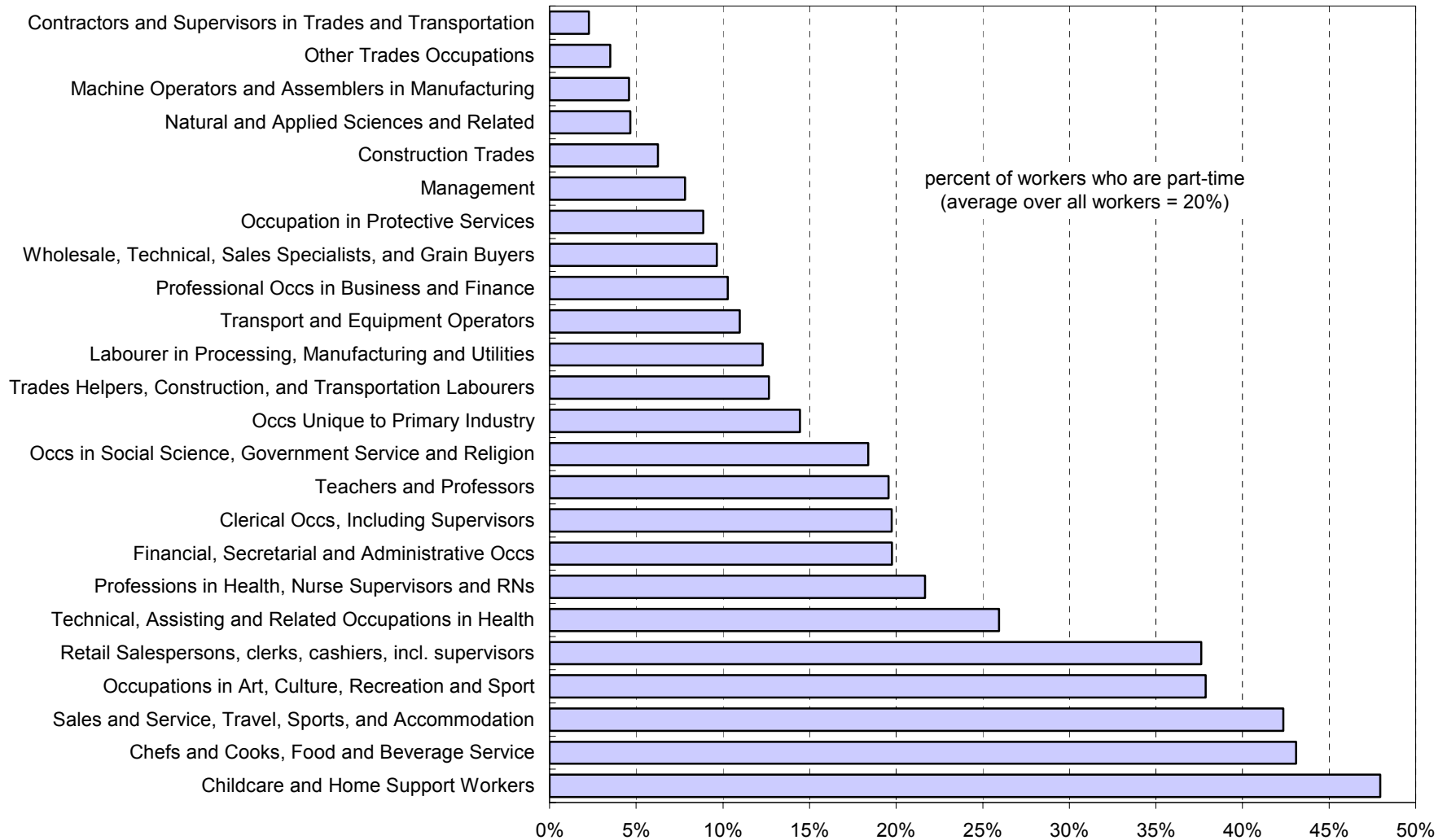


Part Time Employment by Occupation, Saskatchewan, 2004



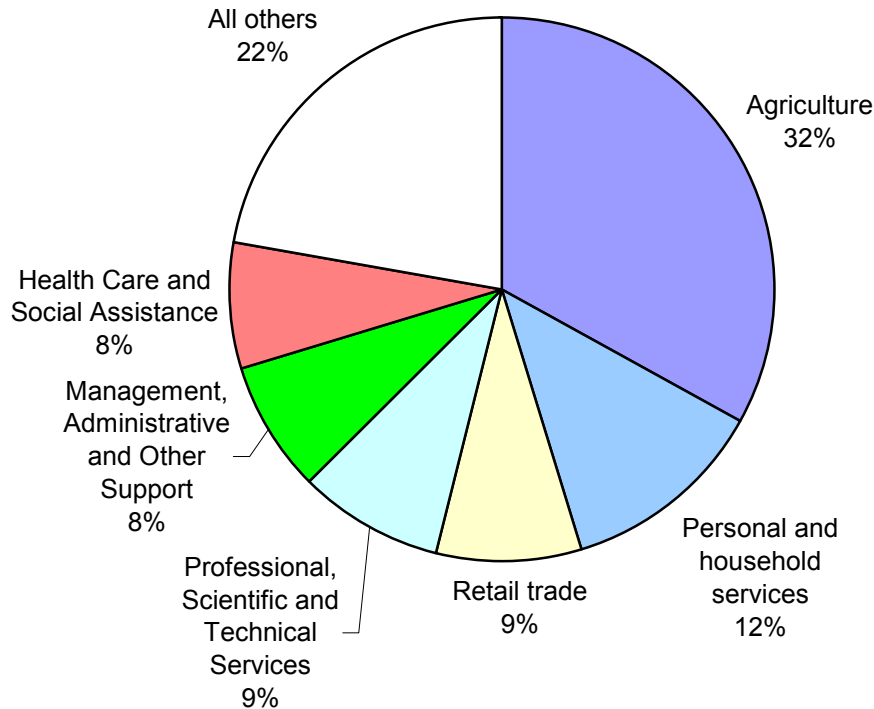
- Part-time workers are more widely distributed across occupation groups than they are across industry groups.

Occupation: Incidence in 2004, Saskatchewan



Part Time Self Employment

Self-Employed Part Time Workers, 2004, by Industry, Saskatchewan



- In 2004, 21% of part-time workers were self-employed. The figure shows that the largest single industry group for the part-time self-employed is agriculture which accounts for one in three part-time self-employed workers.
- The 12% who are in the personal and household services may be child care workers, hairdressers and barbers, or mechanics. Those in retail trade will probably be store owners with another partner working full-time. Those in the professional, scientific, and technical services group will probably be part-time consultants and accountants.

Summary of Industry and Occupation

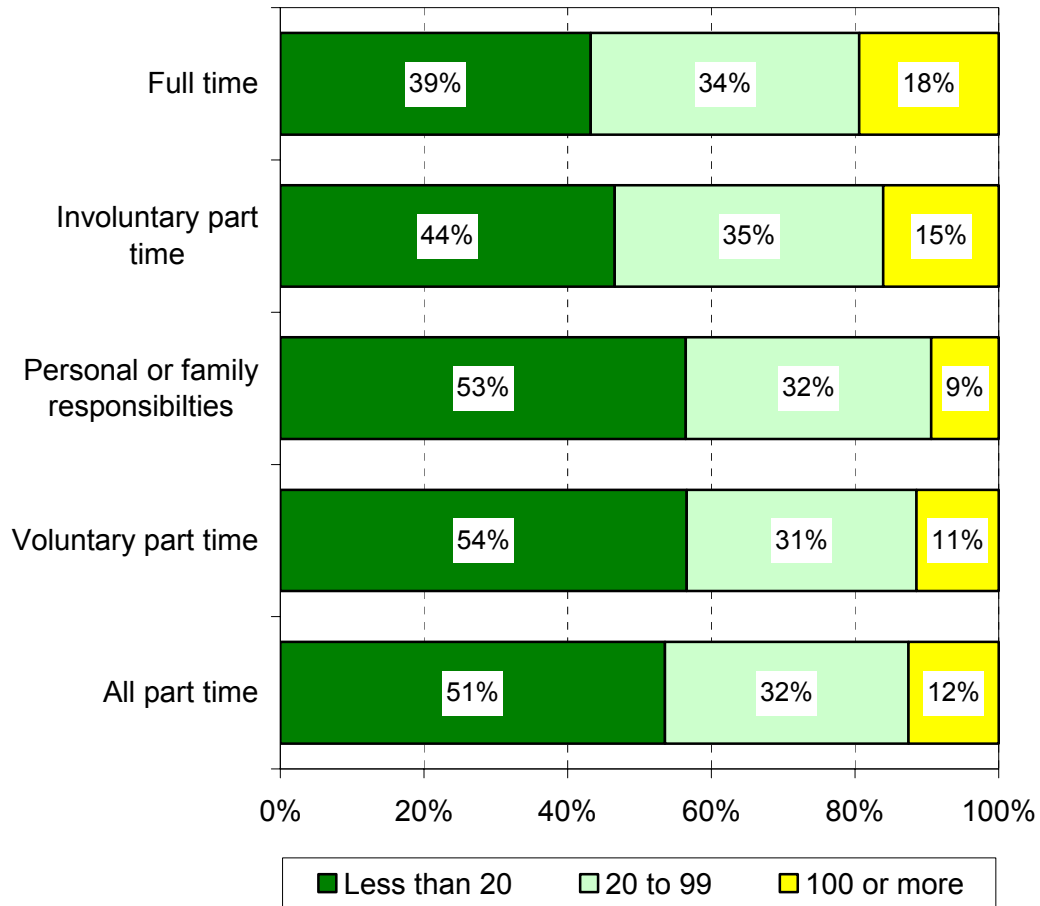
- In general terms, part-time workers are somewhat more likely to be in the private sector than full-time workers. Involuntary part-time workers are more likely to be paid workers rather than self-employed and more likely than voluntary part-timers to be in the private sector.
- An increasing proportion of part-time workers are in the public sector but the majority of the increase is among voluntary part-timers. Most industry sectors show a declining proportion of part-timers in the past seven years - accommodation and food services is an exception.
- Three industry sectors account for one half of part-time employees in Saskatchewan - accommodation and food services, retail trade, and health care/social services. Involuntary part-timers are more common in retail trade than in the accommodation and food services sector.
- Relative to Canada as a whole, Saskatchewan has more part-time workers in i) business, building, and other support services, ii) professional services, and iii) accommodation and food services. There are fewer in i) educational services, ii) utilities, or iii) retail trade.
- Part-timers are relatively widely distributed across occupations with the highest proportions among i) childcare and home support workers, ii) chefs and cooks, and iii) sales and service occupations in travel, sports, and accommodation.

Other Indicators

- Firm size
- Union membership
- Tenure
- Wage rates
- Job permanence
- Sub-provincial regions

Part Time Employment by Firm Size, Saskatchewan, 2004

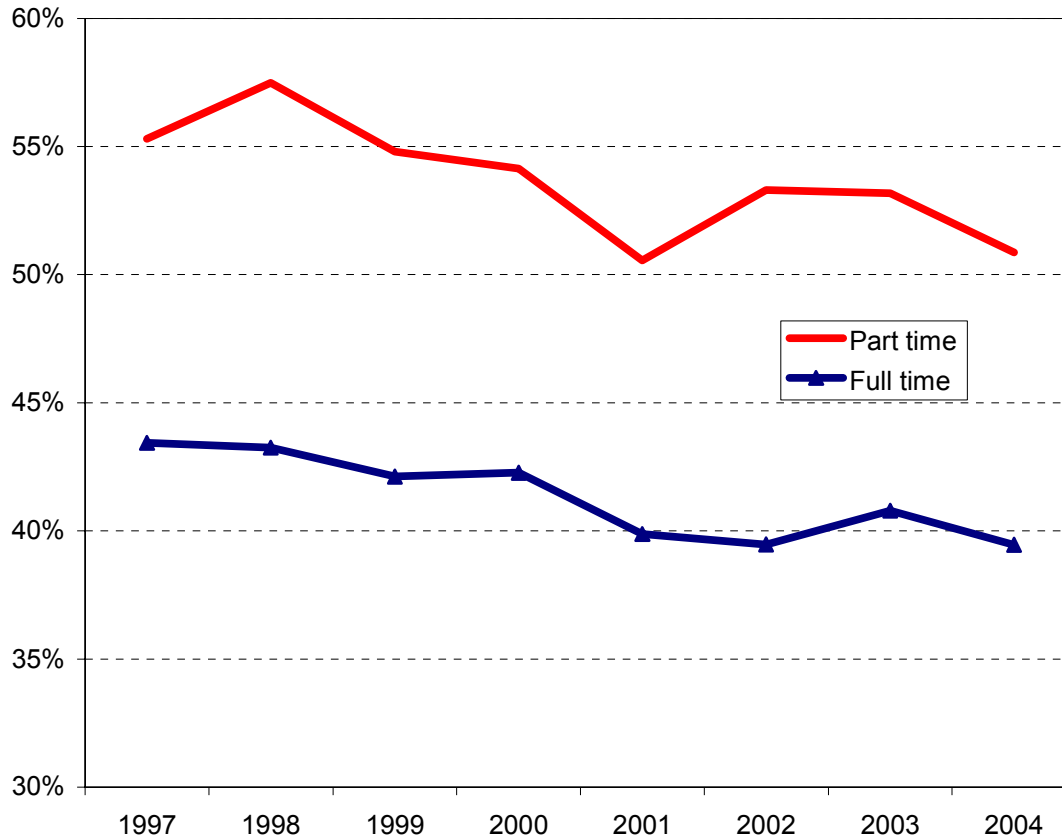
Firm Size (# of employees), Saskatchewan



- Note: These data include only paid workers, that is, they exclude the self-employed.
- Part-time workers are more likely than full-time workers to be in an establishment with fewer than 20 employees - 51% compared with 39% of full-time workers.
- This is especially true among voluntary part-timers and those who work part time because of personal or family responsibilities; it is less true for involuntary part-timers.

Firm Size: Changes over Time

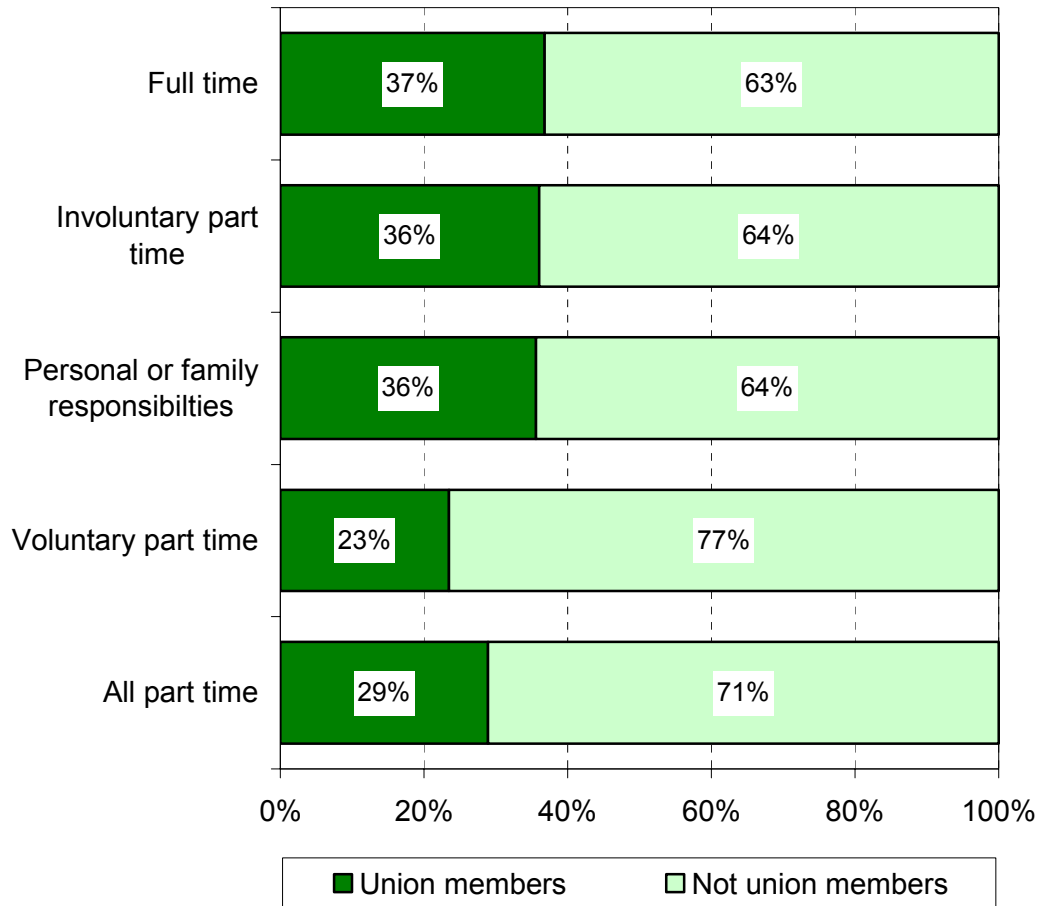
Percent of Paid Workers in Firms with Fewer than Twenty Employees, Saskatchewan, 1997 to 2004



- The percentage of paid workers who work in smaller firms is declining for both full-time and part-time workers.
- In 2004, 51% of part-time workers were in a firm with fewer than 20 employees compared with 55% in 1997.
- The proportion of full-time workers who work in firms with fewer than 20 employees has dropped from 43% to 39%.

Part Time Employment by Union Membership, Saskatchewan, 2004

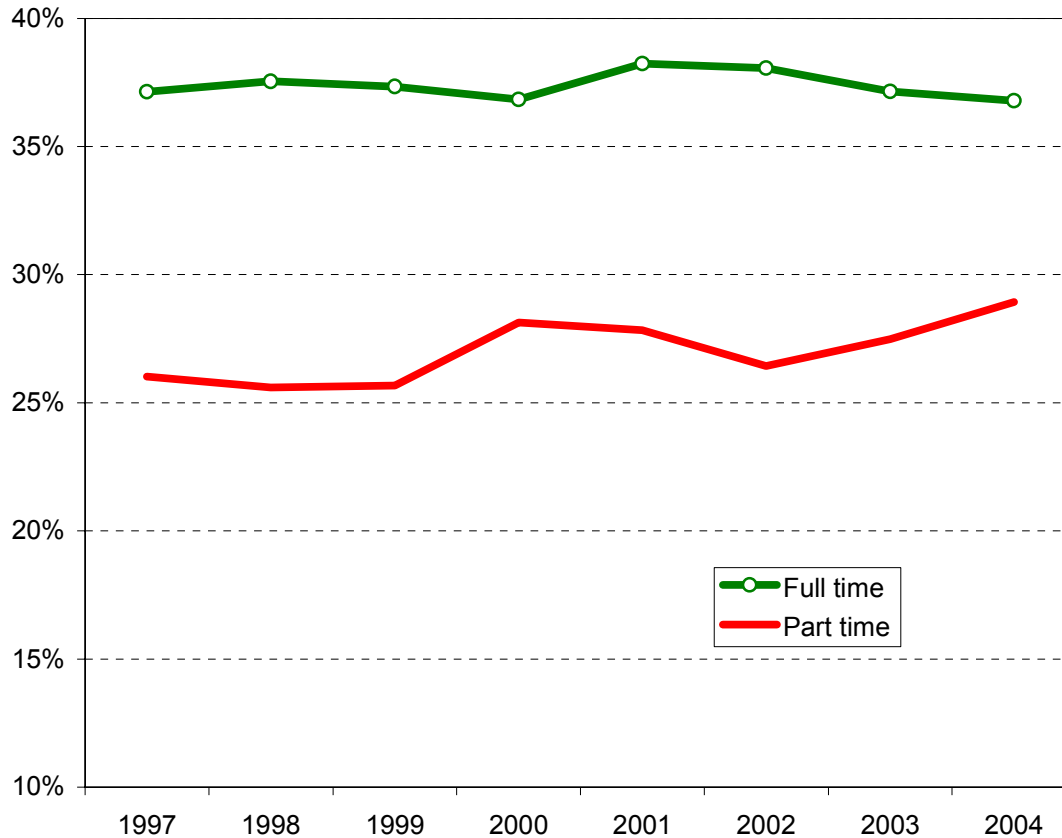
Union Membership, Saskatchewan, 2004



- Note: These data include only paid workers, that is, they exclude the self-employed. Union membership includes the small number of persons who are covered by a collective agreement but are not union members.
- Part-timers are less likely to be union members (29% are) than full-time workers (37%). A higher proportion of involuntary part-timer paid workers and those who work part time because of personal or family responsibilities are union members than voluntary part-time paid workers - 36% compared with 23%..

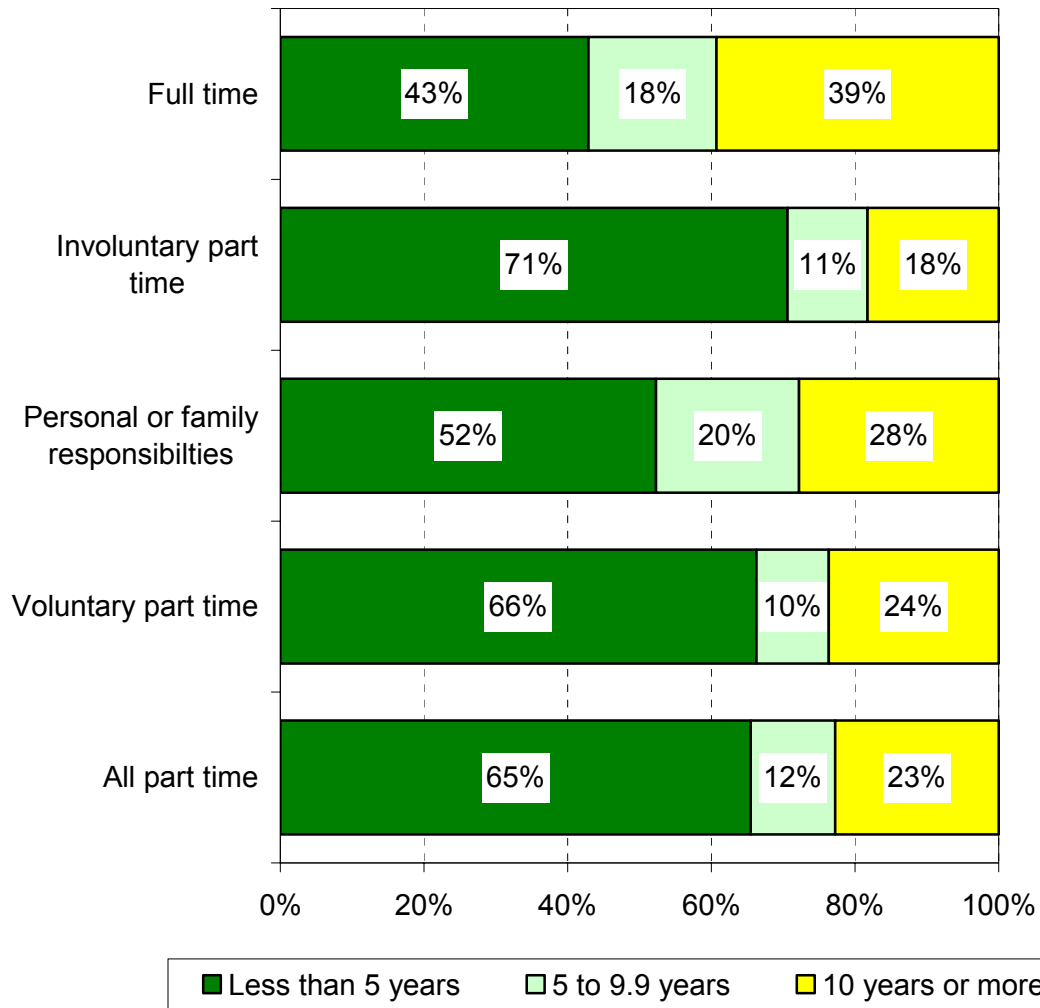
Union Membership: Changes over Time

Percent of Paid Workers who are Union Members,
Saskatchewan, 1997 to 2004



- Note: These data include only paid workers, that is, they exclude the self-employed.
- Among paid workers, the percentage of full-time paid workers who are union members has not changed significantly since 1997.
- The percentage of part-time workers who are union members has increased slightly over the period.

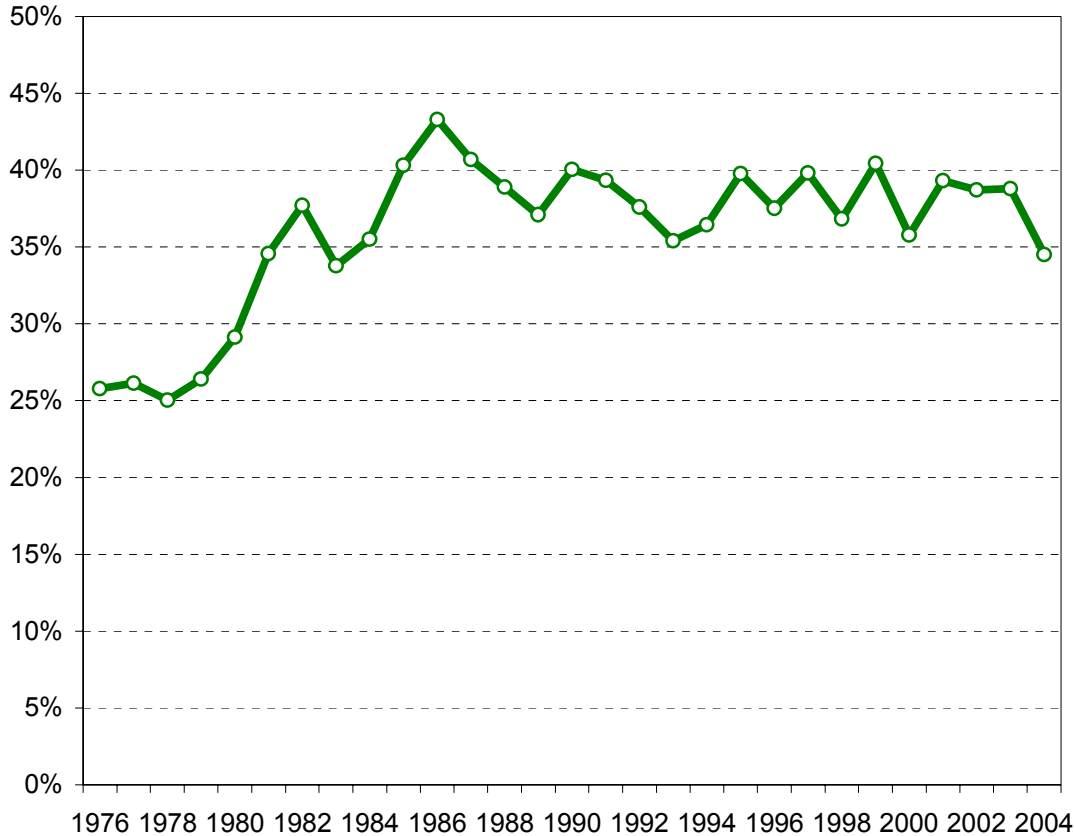
Job Tenure Among Part-Time Workers, Saskatchewan, 2004



- Part-time workers have much lower tenure (years with the same employer, regardless of occupational changes) than full-time workers. In 2004, for example, 65% had been with their current employer for less than five years compared with 43% of full-time workers.
- Lower tenure is even more pronounced among those who are involuntarily working part-time where 71% have been with their current employer for less than five years.

Job Tenure: Changes over Time

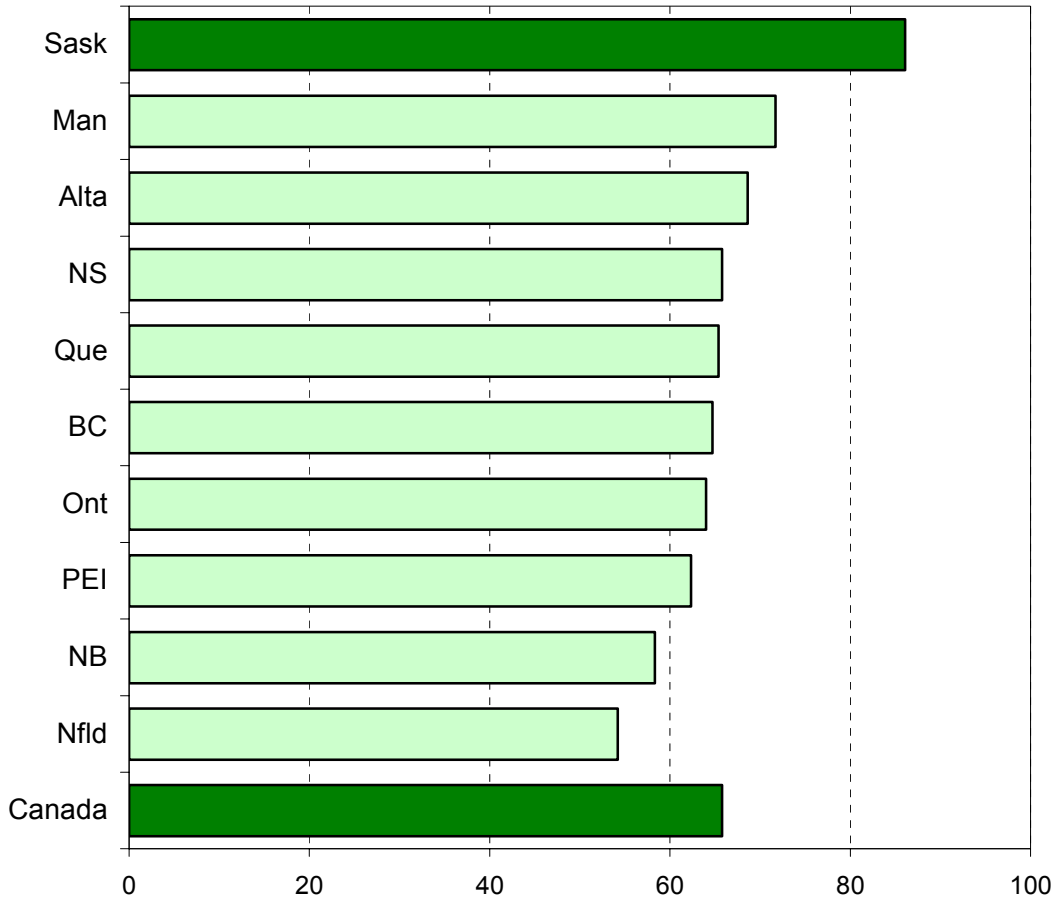
Percent of Part-Time Workers who have Been with their Current Employer for Less One Year, Saskatchewan, 1976 to 2004



- The percentage of part-time workers who have been with their current employer for less than a year increased from 25% to 35%-40% in the early 1980s. Since then the proportion hasn't changed appreciably.
- This suggests that approximately one third of part-timers leave their employer in an average year.

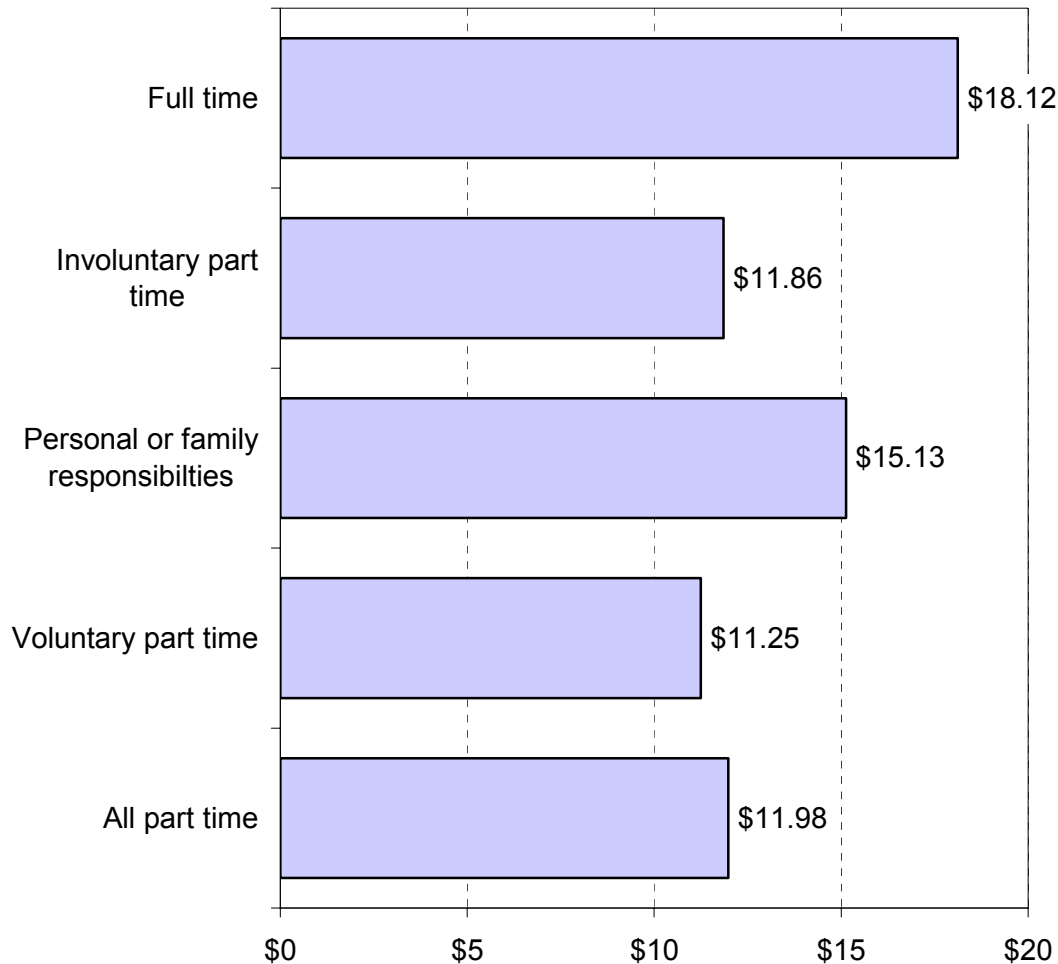
Job Tenure: Interprovincial Comparison

Average Tenure (in months) Part Time Workers, 2004



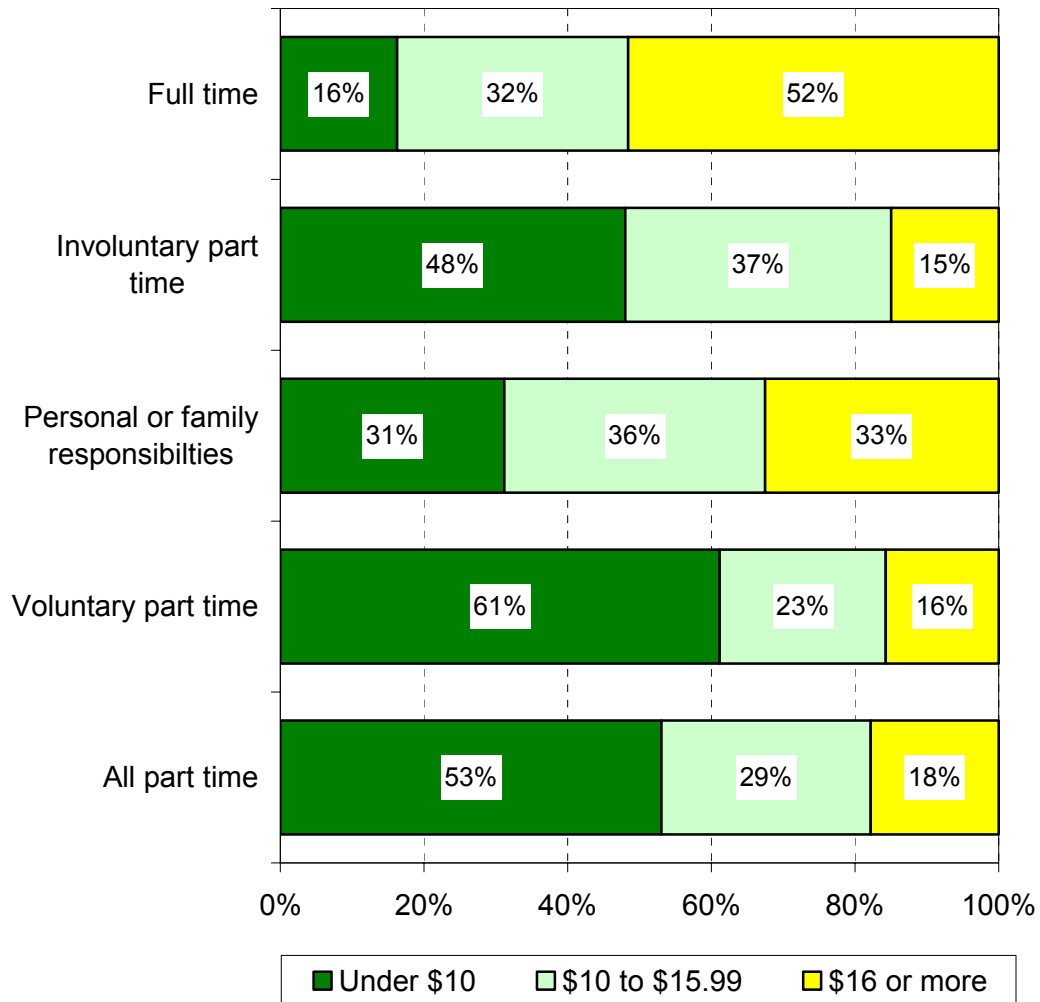
- Average tenure among part-time workers in Saskatchewan is 20 months longer than the national average and the highest in Canada.
- The same is true for full-time workers; Saskatchewan also has the longest tenure (by 23 months) among full-time workers.

Wage Rates Among Part-Time Workers, Saskatchewan, 2004



- Wage rate data apply only to paid workers, that is, they exclude the self-employed. Respondents are asked to report gross rates including commissions and tips but before taxes and other deductions.
- Part-time workers earned, on average, \$11.98 per hour in 2004 compared with \$18.12 for full-time workers. There is very little difference between voluntary and involuntary part-timers but those who are working part-time because of personal or family responsibilities tend to have a higher wage rate.

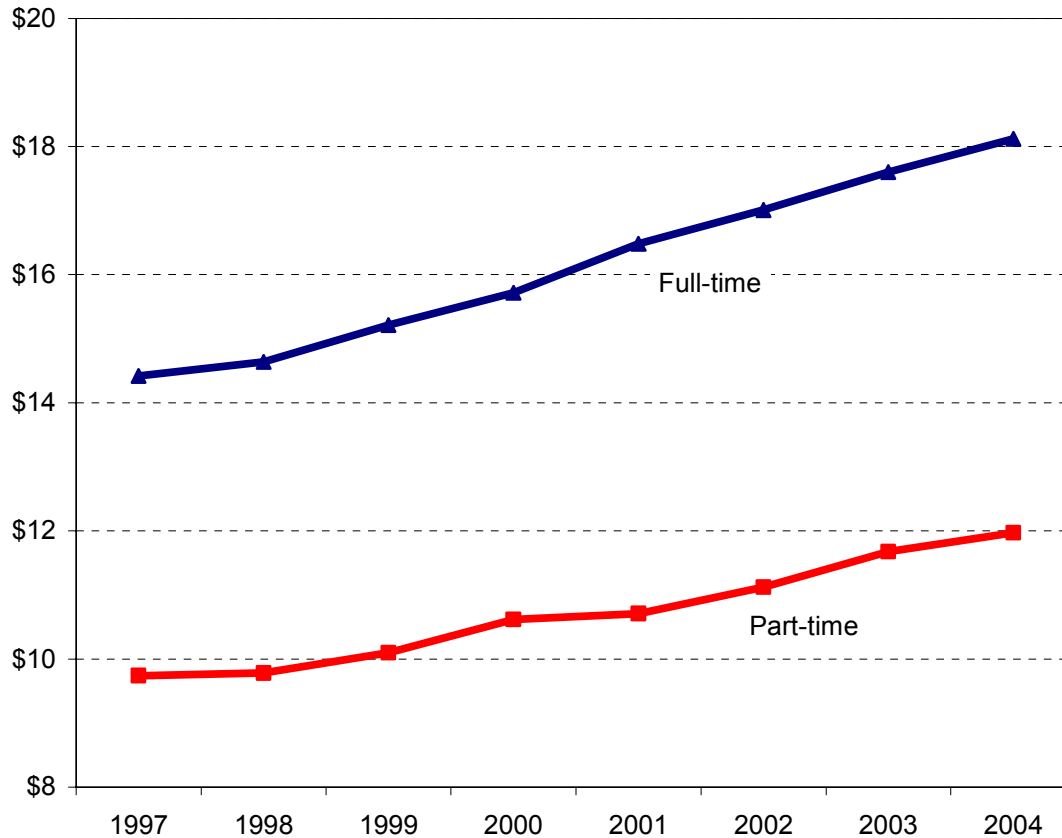
Wage Rates: Distributions in Saskatchewan, 2004



- The lower average wage rates among part-time workers is a consequence of a greater proportion (53% in 2004) with wage rates under \$10/hour and relatively few (18%) with wage rates over \$16/hour.
- Compared with voluntary part-timers, a lower proportion of involuntary part-timers are under the \$10/hour range and more are in the \$10 to \$16/hour range.
- Those who are working part-time because of personal or family responsibilities have a wage distribution between full-time workers and part-time workers.

Wage Rates: Changes over Time

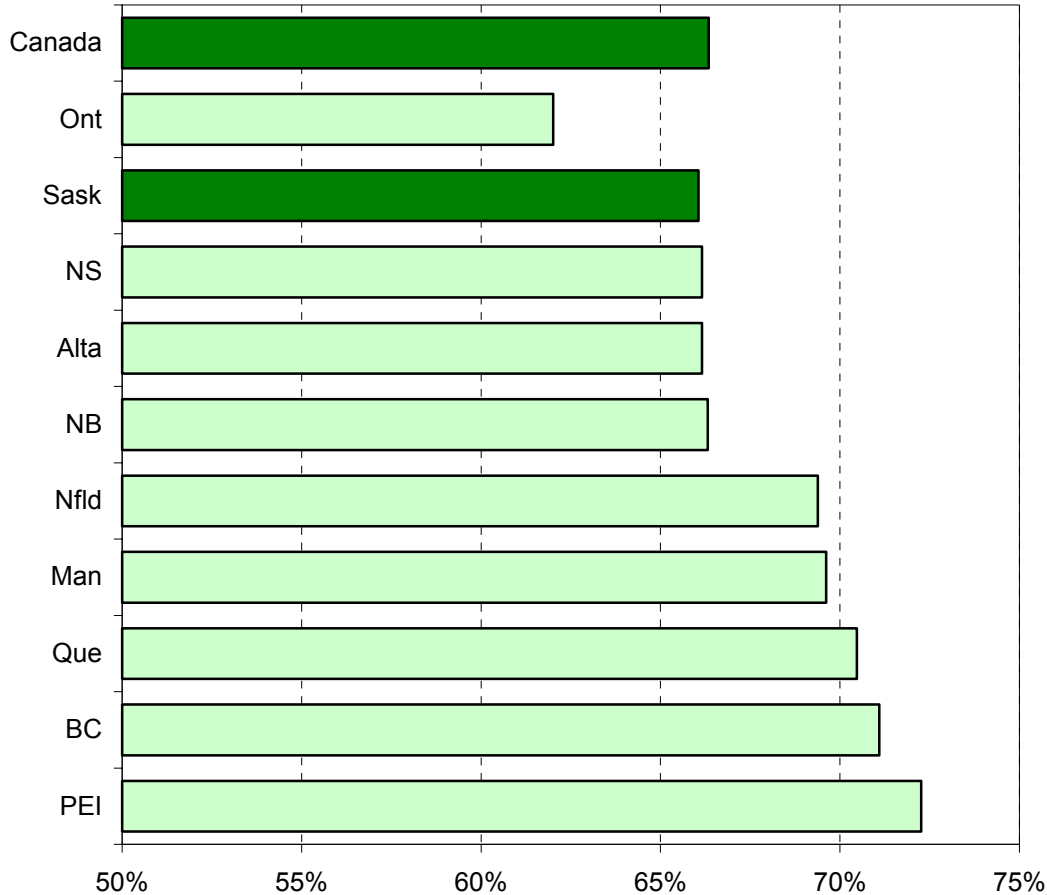
Average Hourly Wage Rates Among Paid Workers,
Saskatchewan, 1997 to 2004



- Wage rates for full-time workers have grown somewhat more quickly than for part-time workers over the past seven years.
- The average annual increase from 1997 to 2004 is 3.3% per year for full-time workers compared with 3.0% per year for part-time workers.

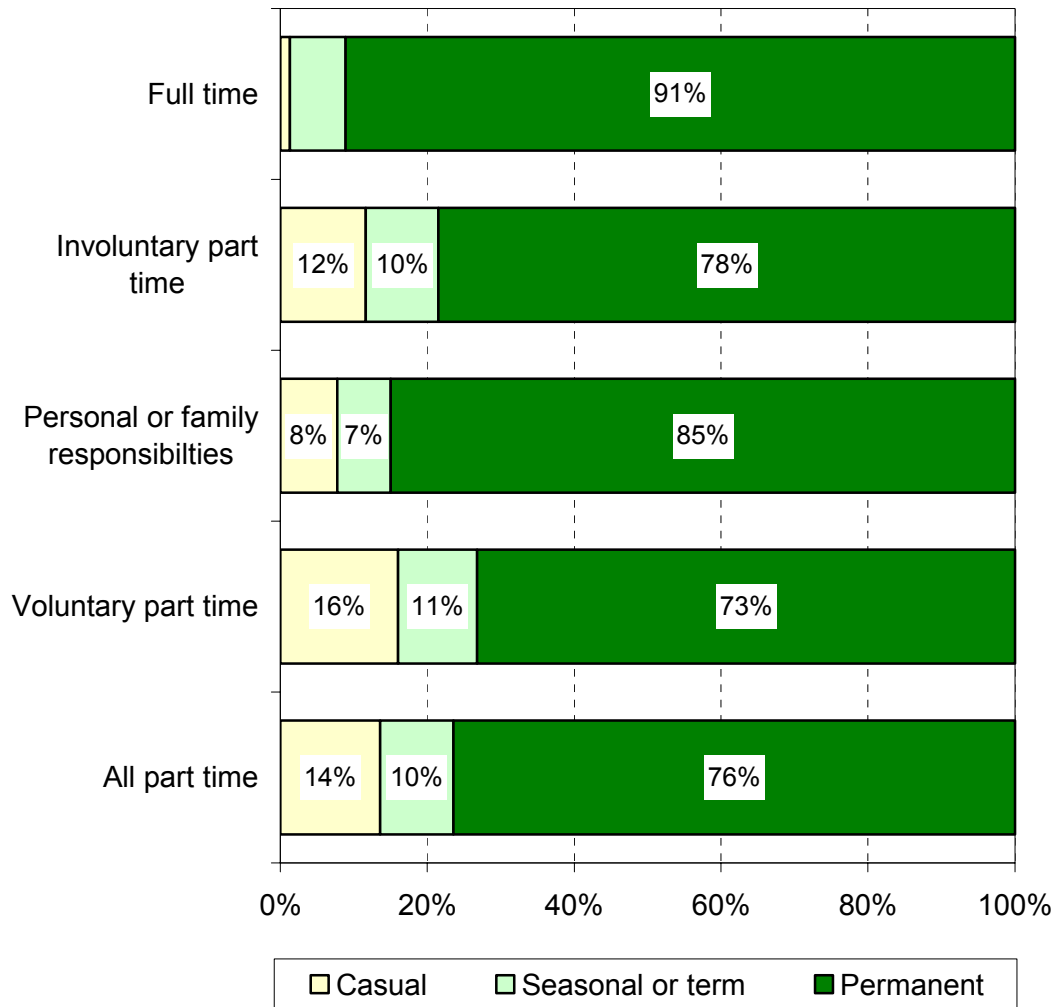
Wage Rates: Interprovincial Comparison

Hourly Wage Rates among Part-time Workers as a Percentage of Rates among Full-time Workers, 2004



- Wage rates for part-time workers in Ontario are well below those of full-time workers. In four other provinces, including Saskatchewan, they are near the 66% national average. In B.C. and Manitoba, there is a lower differential between part-time and full-time wages.
- The average part-time worker in Canada earns \$13.07 which is 9% more than in Saskatchewan. The differential is the same (9%) for full-time workers.

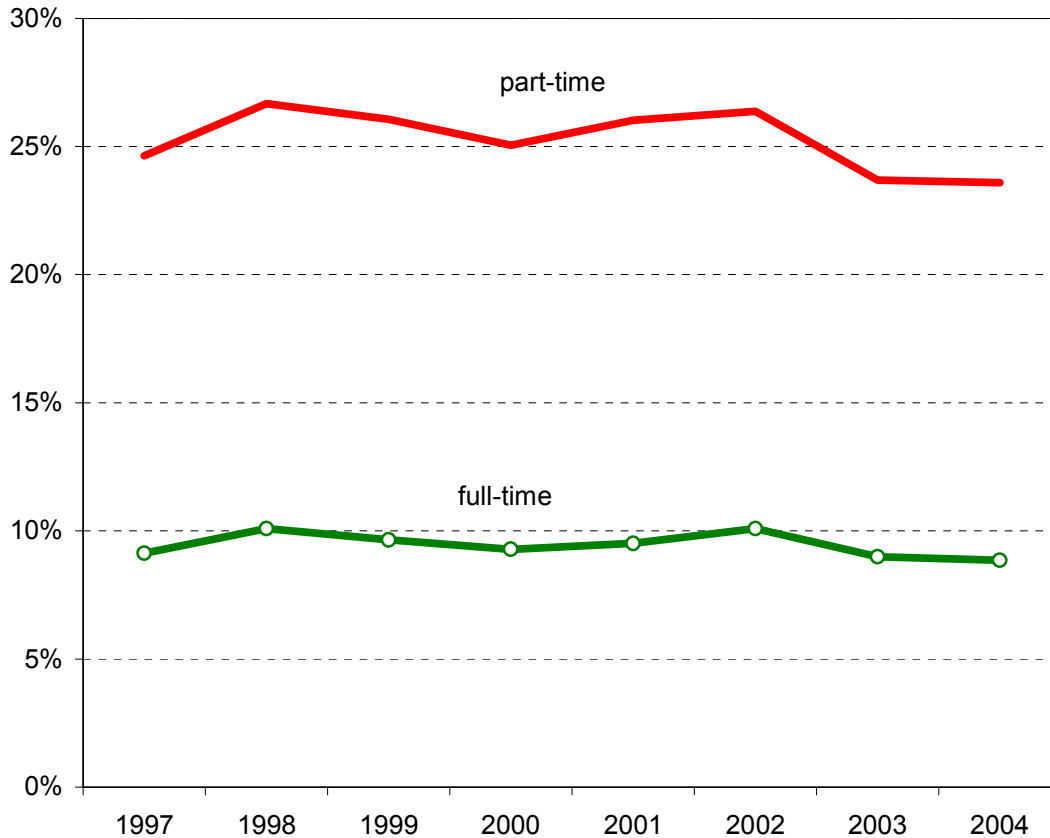
Job Permanence: Distributions in Saskatchewan, 2004



- Note: These data include only paid workers, that is, they exclude the self-employed.
- Three quarters of part-time workers are in permanent positions compared with 91% of full-time workers. The majority of the remaining 24% are in a casual position.
- Permanent positions are more common among those who are working part-time because of personal or family responsibilities.

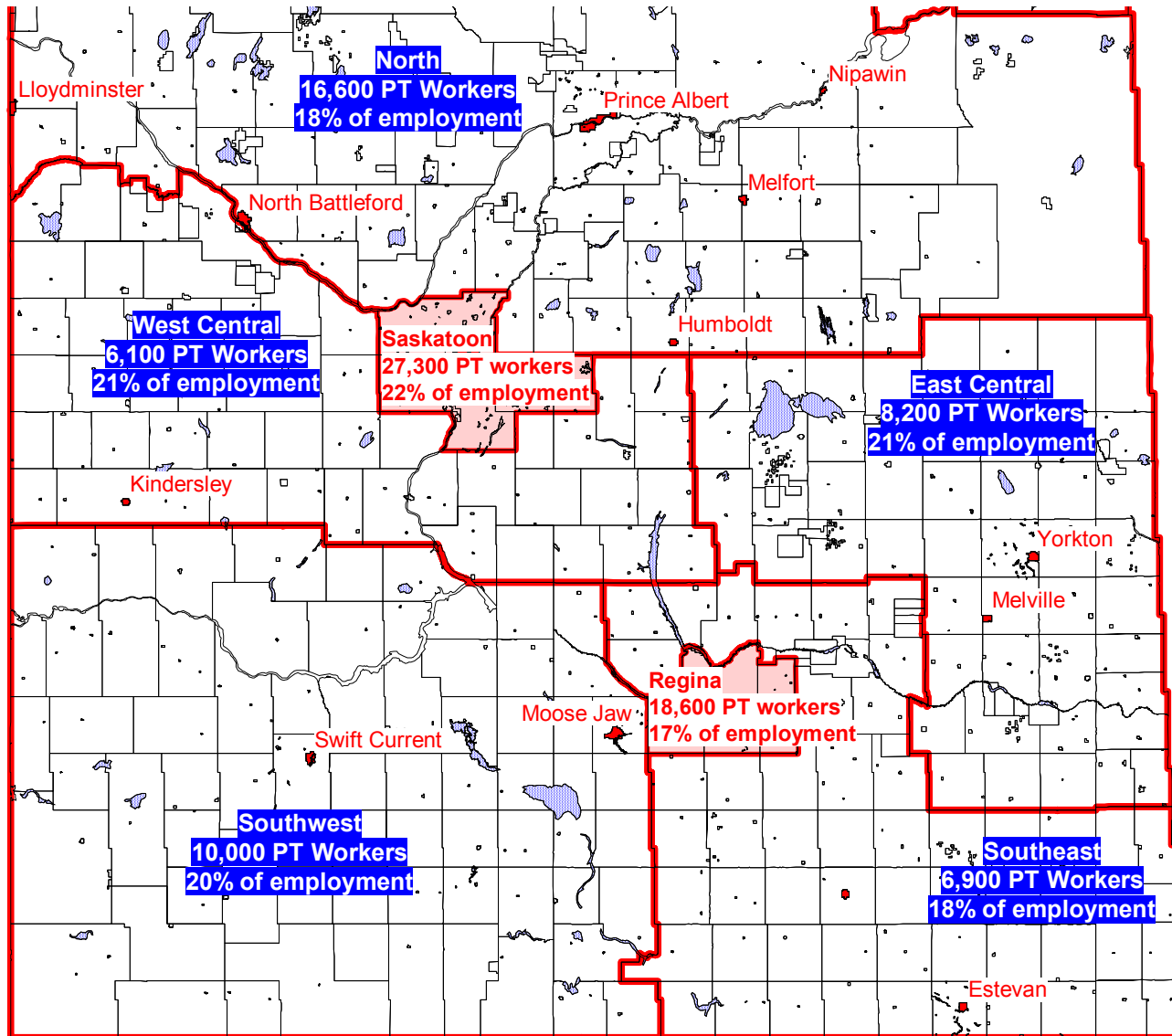
Job Permanence: Changes over Time

Percent of Workers who are in Non-Permanent Positions, Saskatchewan



- The percentage of part-time workers who are in non-permanent positions is slightly lower in the last two years compared with the previous five although the difference is not dramatic.
- Among full-time workers, the same drop is evident in 2003 and 2004.

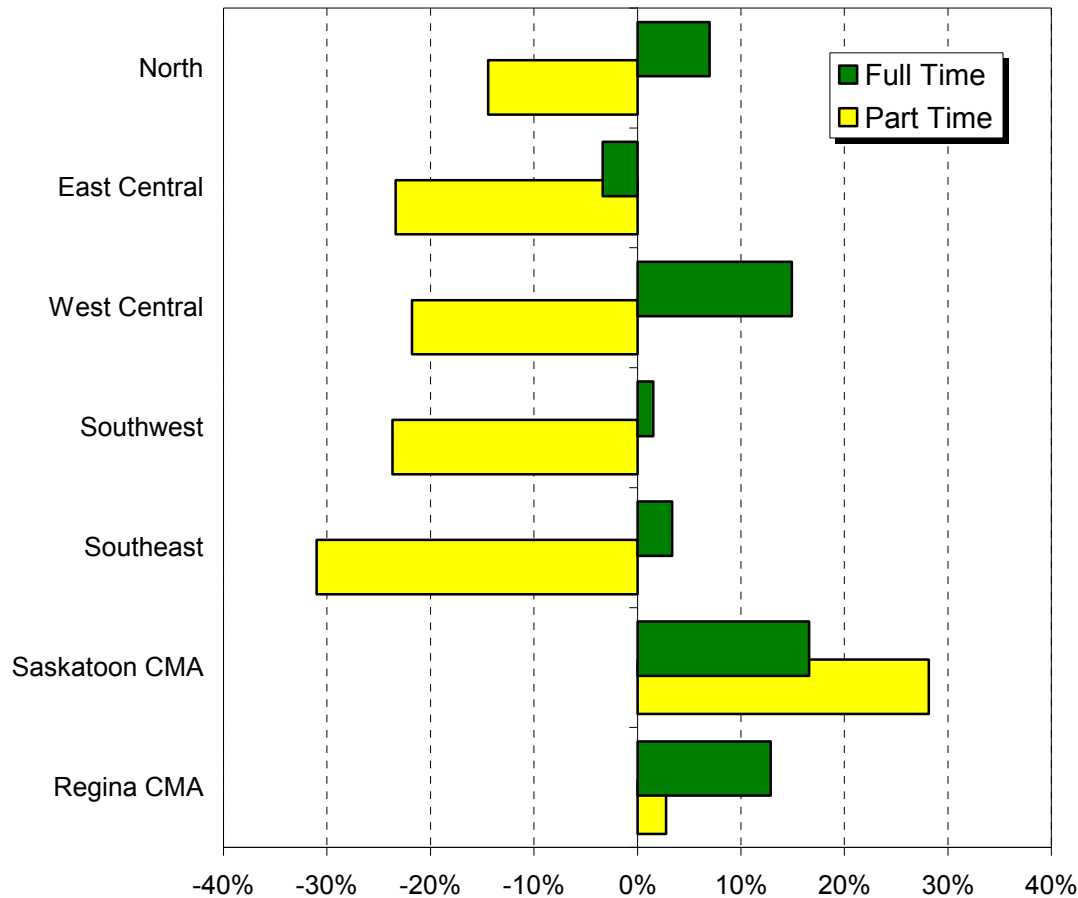
Part Time Workers by Economic Region, 2004



- One half of part-time workers are in the Regina and Saskatoon metropolitan areas.
- There is a relative uniformity across the province with the highest incidence in Saskatoon (22% of employment) and the lowest in Regina (17%).

Change in the Number of Part Time Workers by Economic Region, 1994 to 2004

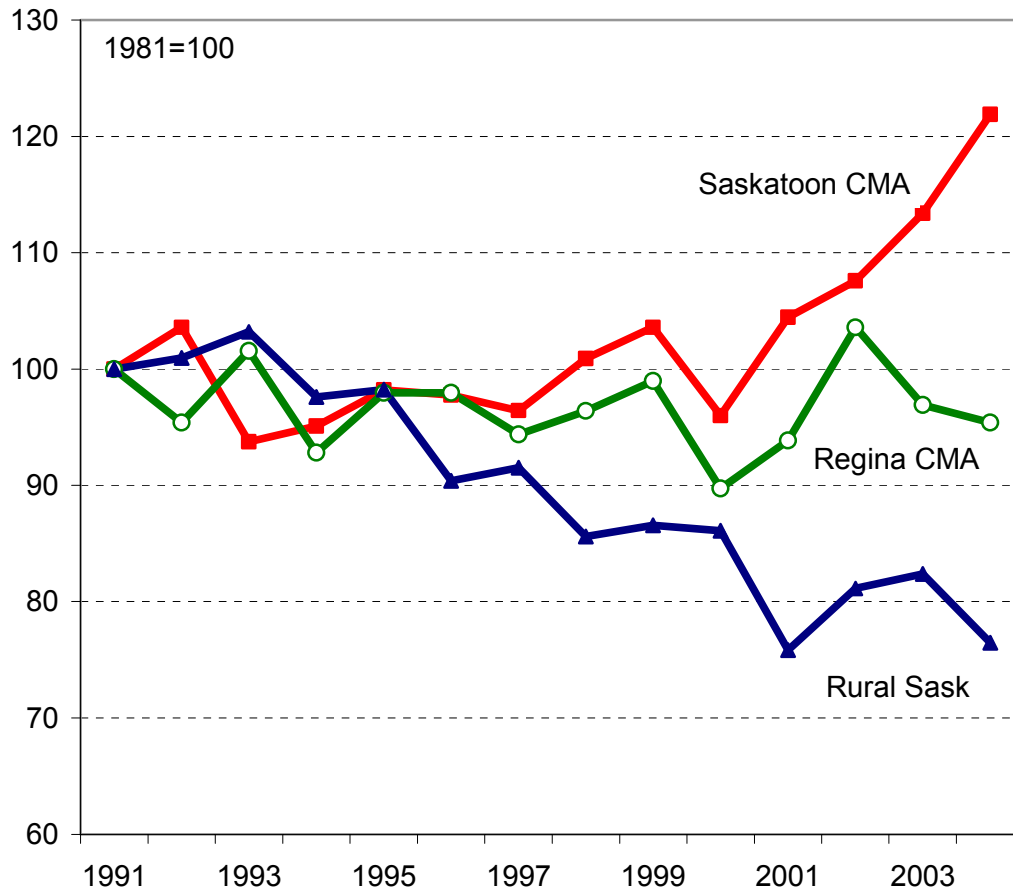
Change in Employment, 1994 to 2004, by Economic Region



- In most economic regions, there has been growth in full-time jobs to help offset a decline in part-time jobs over the past ten years.
- Saskatoon is an exception - 30% of the employment growth in the past ten years has been in part-time employment.
- The other exception is the East Central region where there have been declines in both full-time and part-time employment. The declines in part-time employment are, however, larger.

Change in the Number of Part Time Workers by Economic Region, 1994 to 2004

Number of Part-Time Workers, by Economic Region,
1991=100



- Examined over time, it is clear that the growth in part-time workers in Saskatoon is a fairly recent phenomenon.
- The number of part-time workers has been relatively constant in Regina and on a downward trend elsewhere in Saskatchewan.
- A breakdown of part-time workers for the city isn't possible but the increase does not seem to be related to the growth in industries that traditionally employ part-time workers. From 2000 to 2004, employment grew by 7,000 in the city of which 5,800 were part-time.
- The 5,800 increase was equally split among men and women and the majority of the increase was among those 15 to 24 years of age.

Summary of Other Indicators

- Part-time workers are more likely than full-time workers to work in an establishment with fewer than 20 employees - 51% compared with 39% of full-time workers. This is especially true among voluntary part-timers; it is less true for involuntary part-timers.
- The percentage of paid part-time workers who work in smaller firms is declining. In 2004, 51% worked in a firm with fewer than 20 employees compared with 55% in 1997.
- Part-timers are less likely to be union members (29% are) than full-time workers (37%) but the proportion is increasing.
- In 2004, 65% of part-time workers had been with their current employer for less than five years but the proportion is higher (71%) among involuntary part-timers. Saskatchewan part-timers have higher average tenure than those in other provinces; the same is true, however, among full-time workers.
- Three quarters of part-time workers are in permanent positions compared with 91% of full-time workers. The majority of the remaining 24% are in a casual position.
- Part-time workers earned, on average, \$11.97 per hour in 2004 compared with \$18.12 for full-time workers. There is virtually no difference among voluntary and involuntary part-timers. Wage rates for part-time workers are growing more slowly than for full-time workers.
- Wage rates for part-time workers in Ontario are well below those of full-time workers. In four provinces, including Saskatchewan, they are near the 66% national average. Manitoba and B.C. have a lower differential.
- In most economic regions, there has been growth in full-time jobs to offset a decline in part-time jobs over the past ten years. Saskatoon is an exception; the city has a higher proportion of part-time jobs than other parts of the province and the number is growing more quickly than is the number of full-time jobs.