



# Labour Market Demographics and Segmentation in Canada's Motor Vehicle Assembly and Parts Manufacturing Industries, 2000-2017

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# Research Questions

- What is the current demographic composition of employment in auto assembly and parts plants in Canada and how has it changed over time?
- Furthermore, how has the quality of work changed for auto assembly and parts plants? If there are no notable changes, why?



# Why Manufacturing?

- “Good jobs”
  - Better pay
- Important sector for policy makers, labour organizations and workers
- Auto manufacturing history
  - Collective bargaining pace-setter
  - Historically exclusive towards women, visible minorities, etc.



# Research Design

- Primarily based on Labour Force Survey data
  - 2000 to 2017
  - Motor vehicle assembly and parts/components manufacturing (NAICS codes: 3361; 3363)
- Two components
  - Profile/demographics of the industry (gender and age)
  - Quality of work (unionization rates, wages, job status)



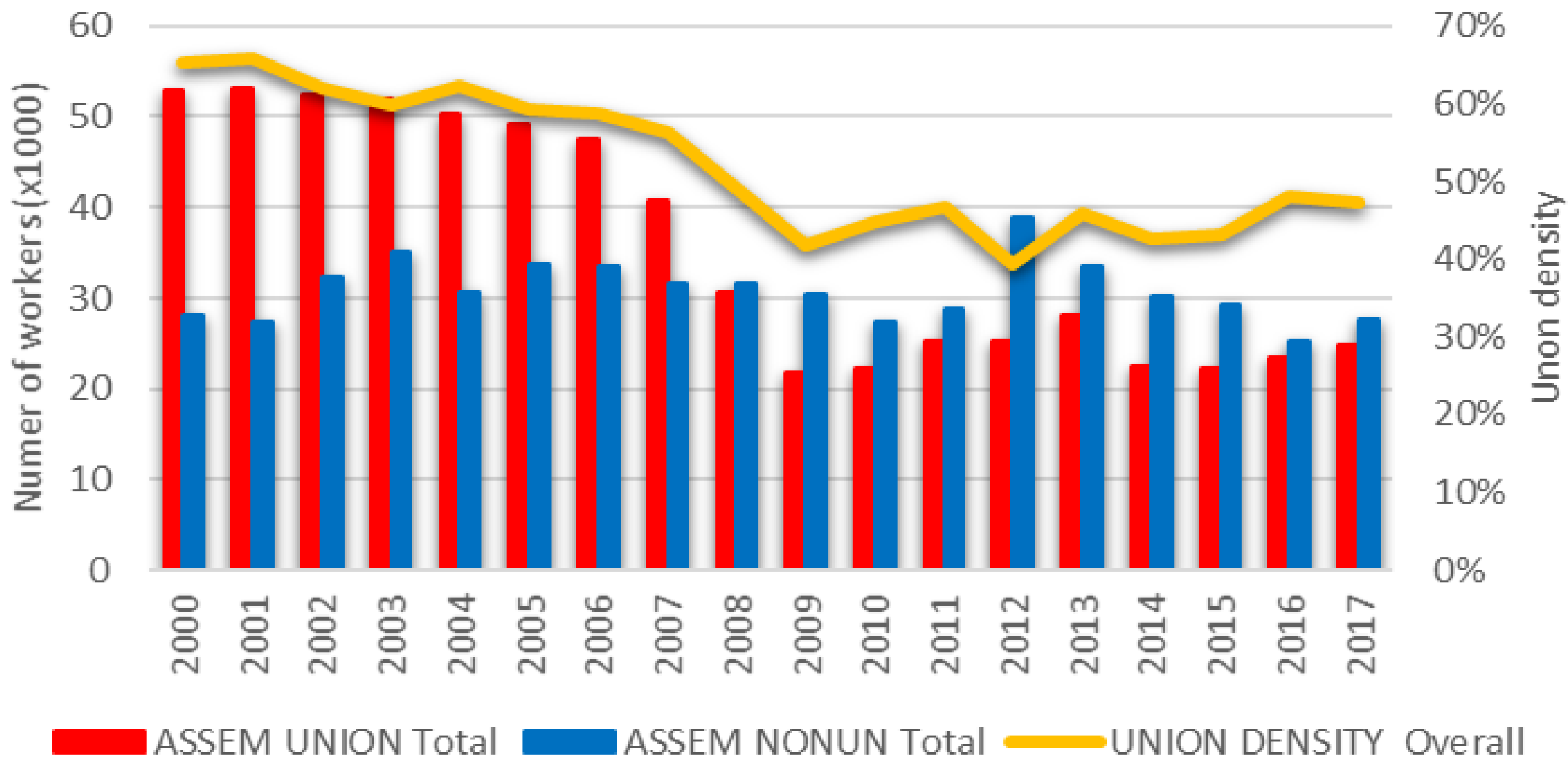
# Based on literature review

- ▶ **Union density is higher in OEMs than manufacturing overall, including auto parts manufacturing**
  - ▶ Yates & Leach (2007); Sweeney & Mordue (2017)
- ▶ **Average pay in automotive assembly is higher than parts manufacturing**
  - ▶ Woodhall & Leach (2010); Yates & Leach (2007)
- ▶ **Men occupy a higher proportion of jobs in automotive manufacturing in general, particularly assembly**
  - ▶ Leach (2016); Woodhall & Leach (2010); Yates & Leach (2007)
- ▶ **Decrease in employment in motor vehicle and parts manufacturing**
  - ▶ Bernard (2009); Richards (2017)
- ▶ **Some recovery since 2012**
  - ▶ Sweeney & Mordue (2017)

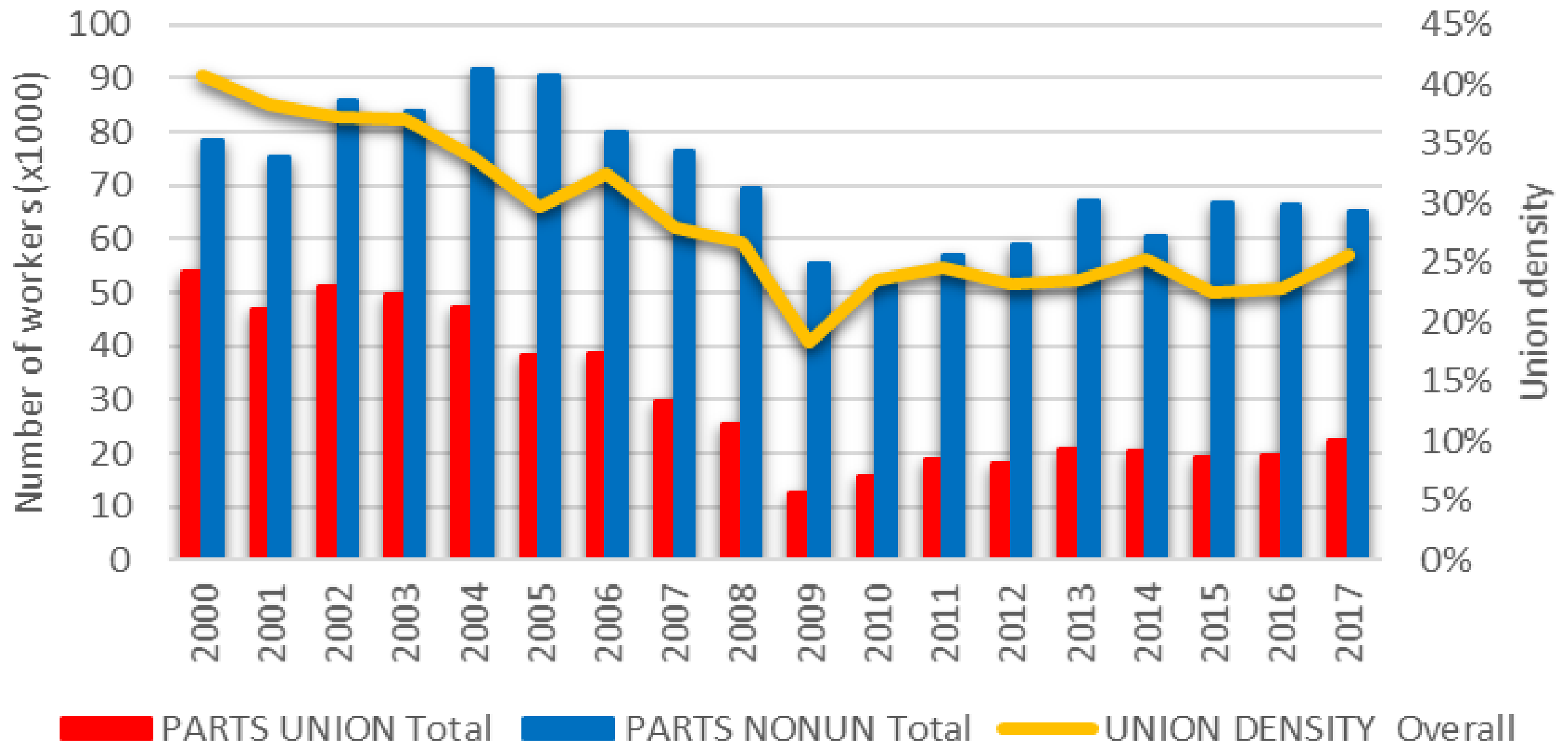


# Preliminary Findings

# Total Union/Non-Union Assembly Workers

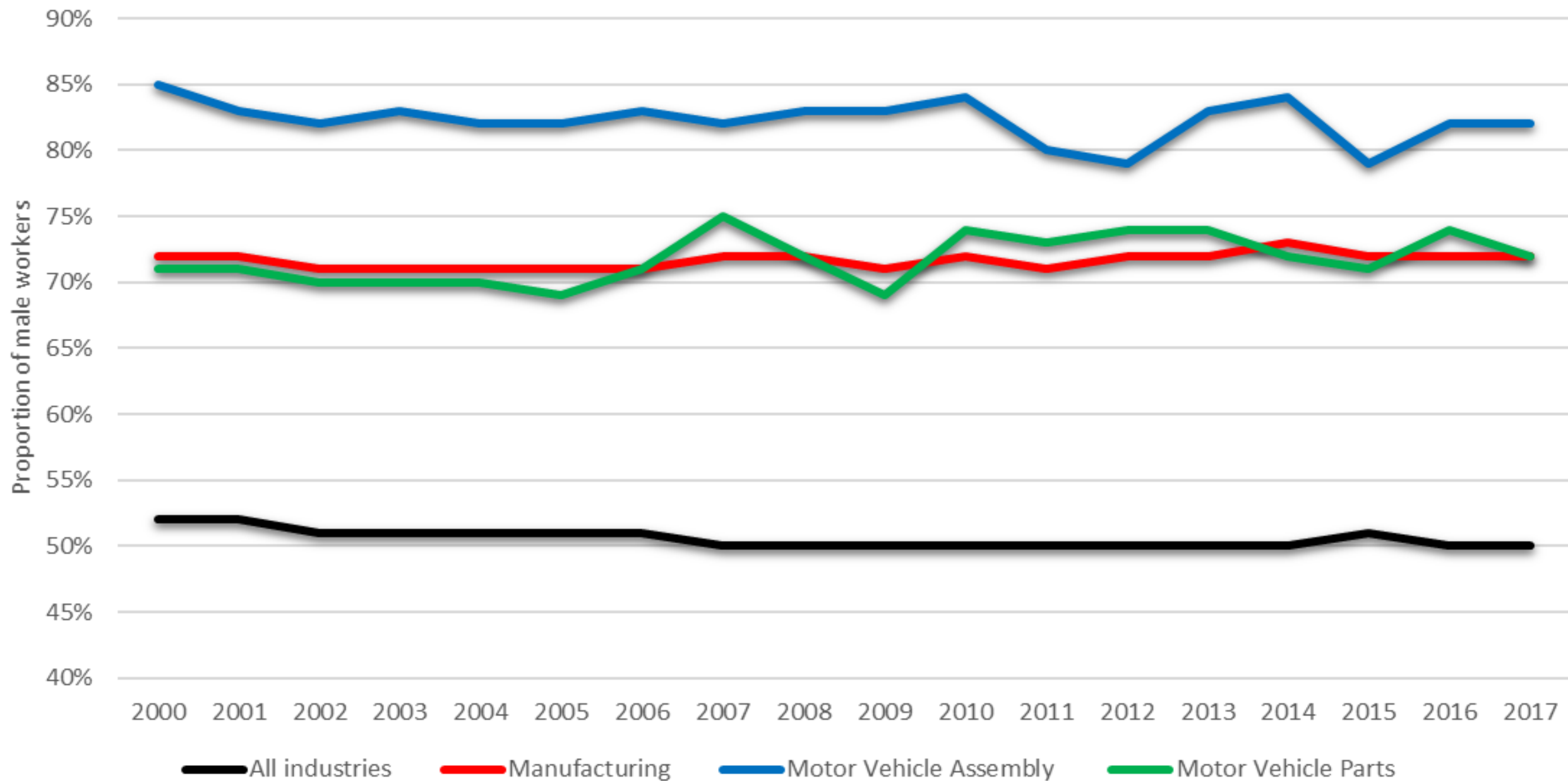


# Total Union/Non-Union Parts Workers

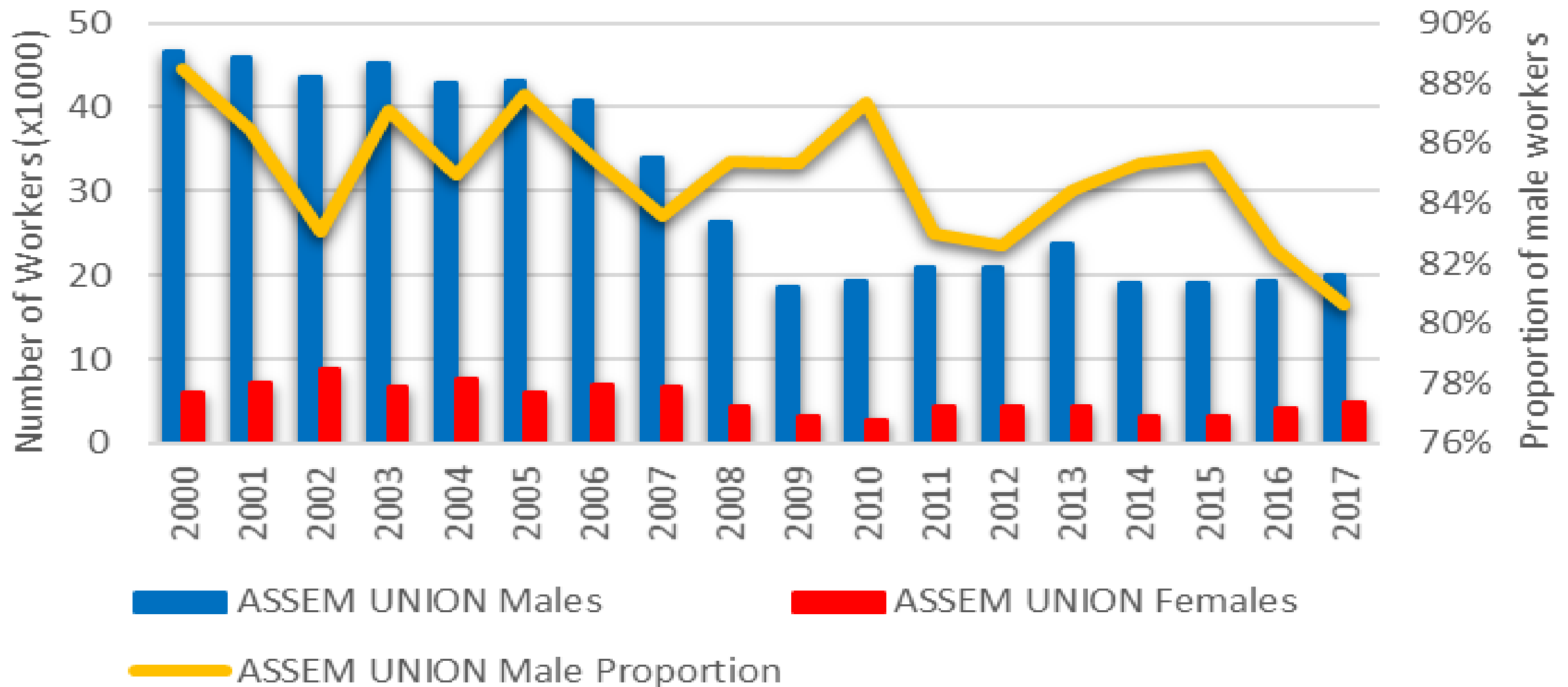




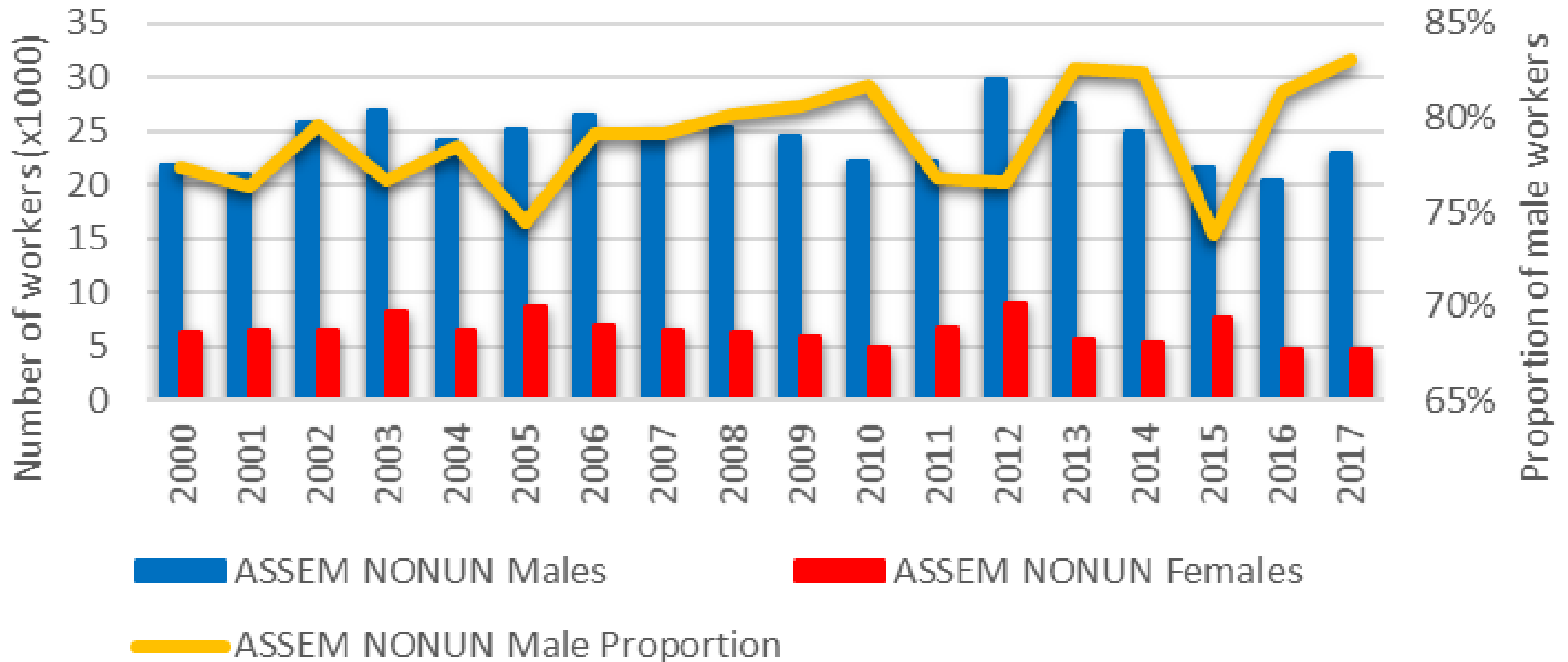
## Proportion of Male Workers (All Ages)



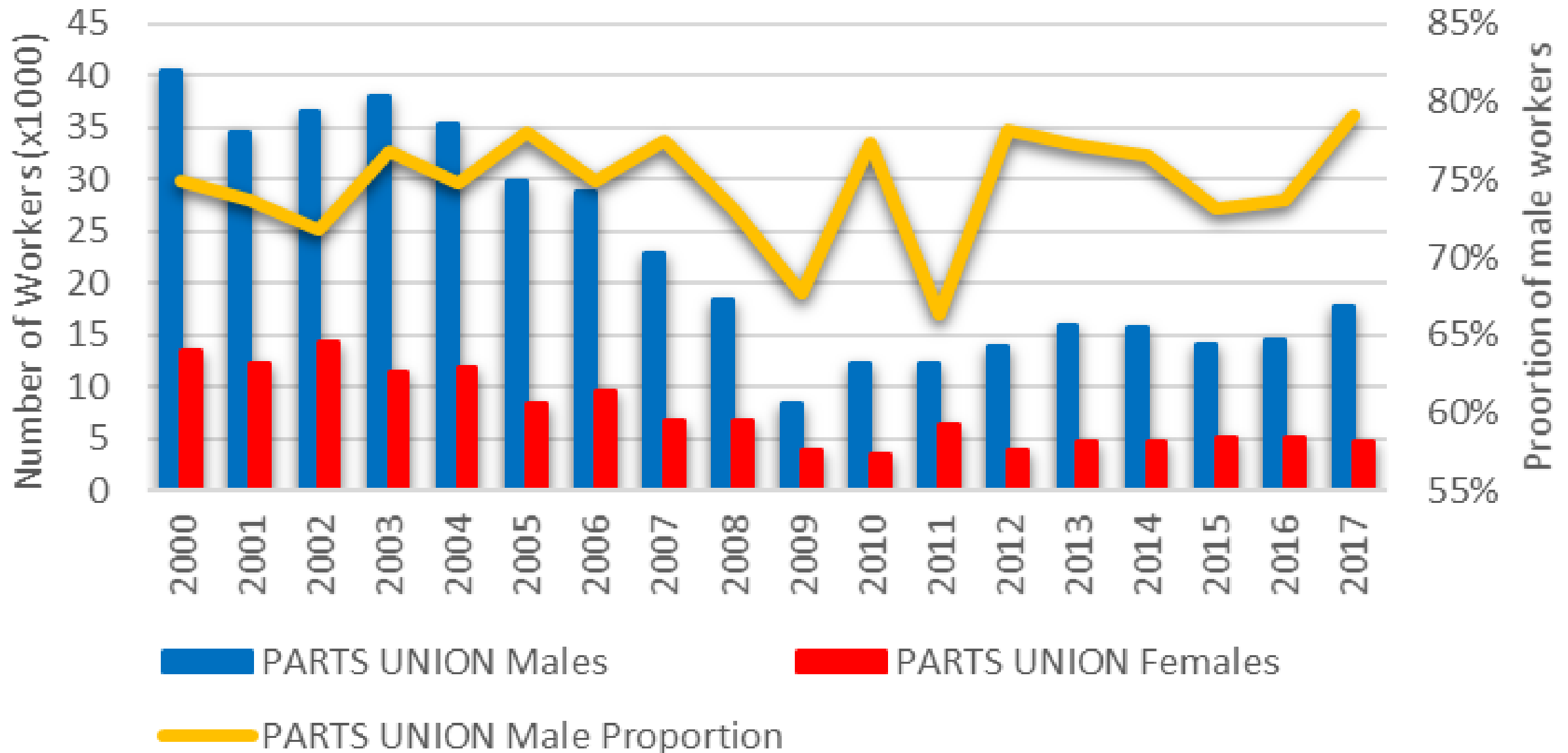
# Gender Composition in Unionized Assembly



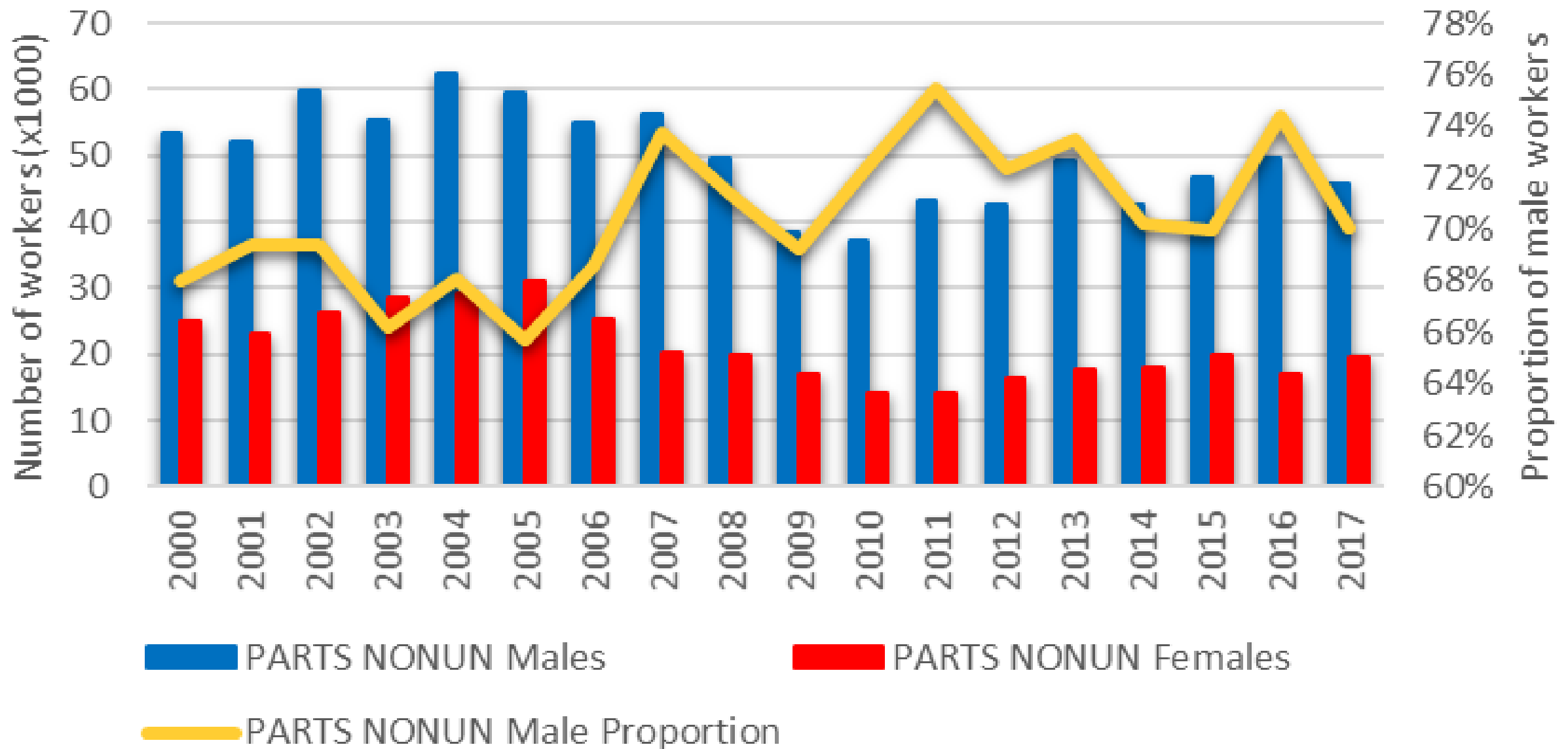
# Gender Composition of Non-Union Assembly



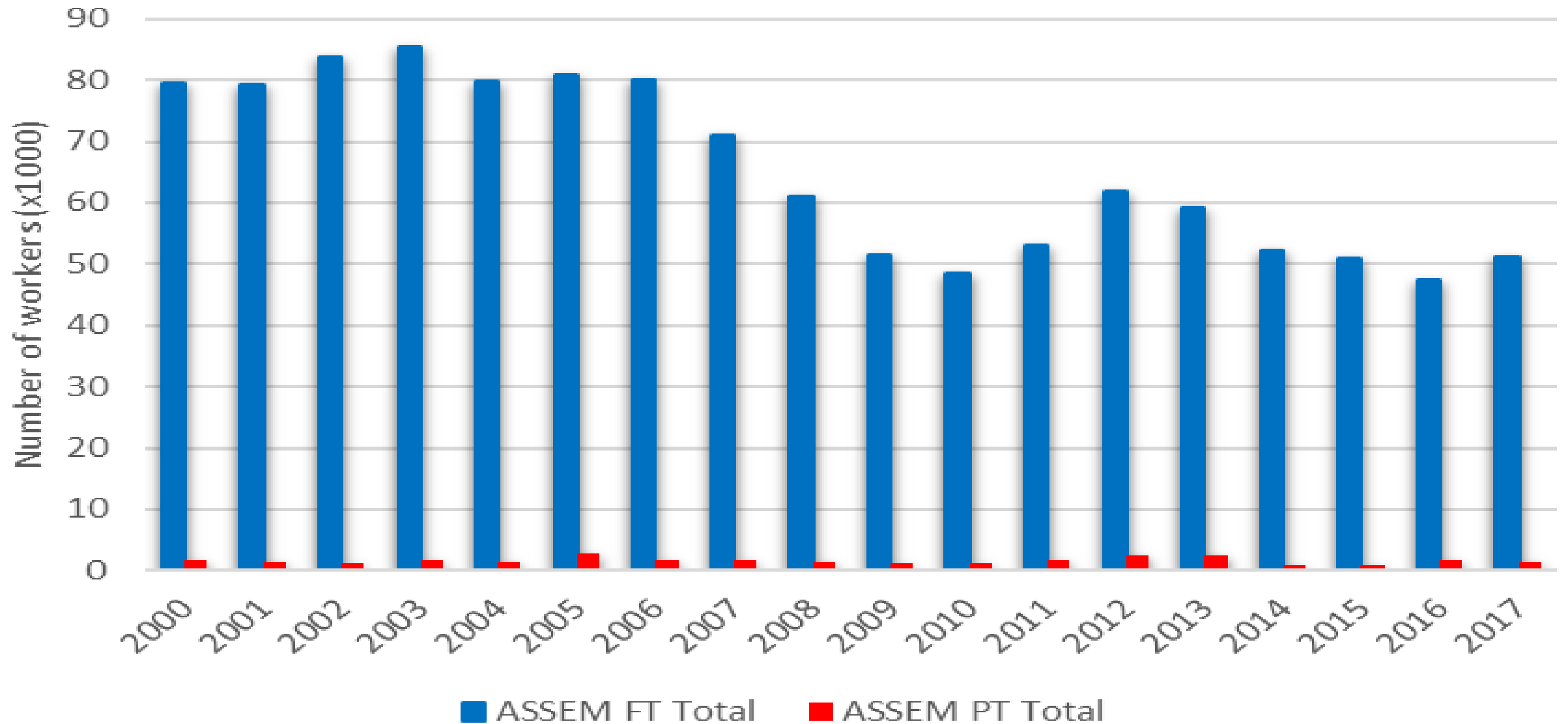
# Gender Composition in Unionized Parts



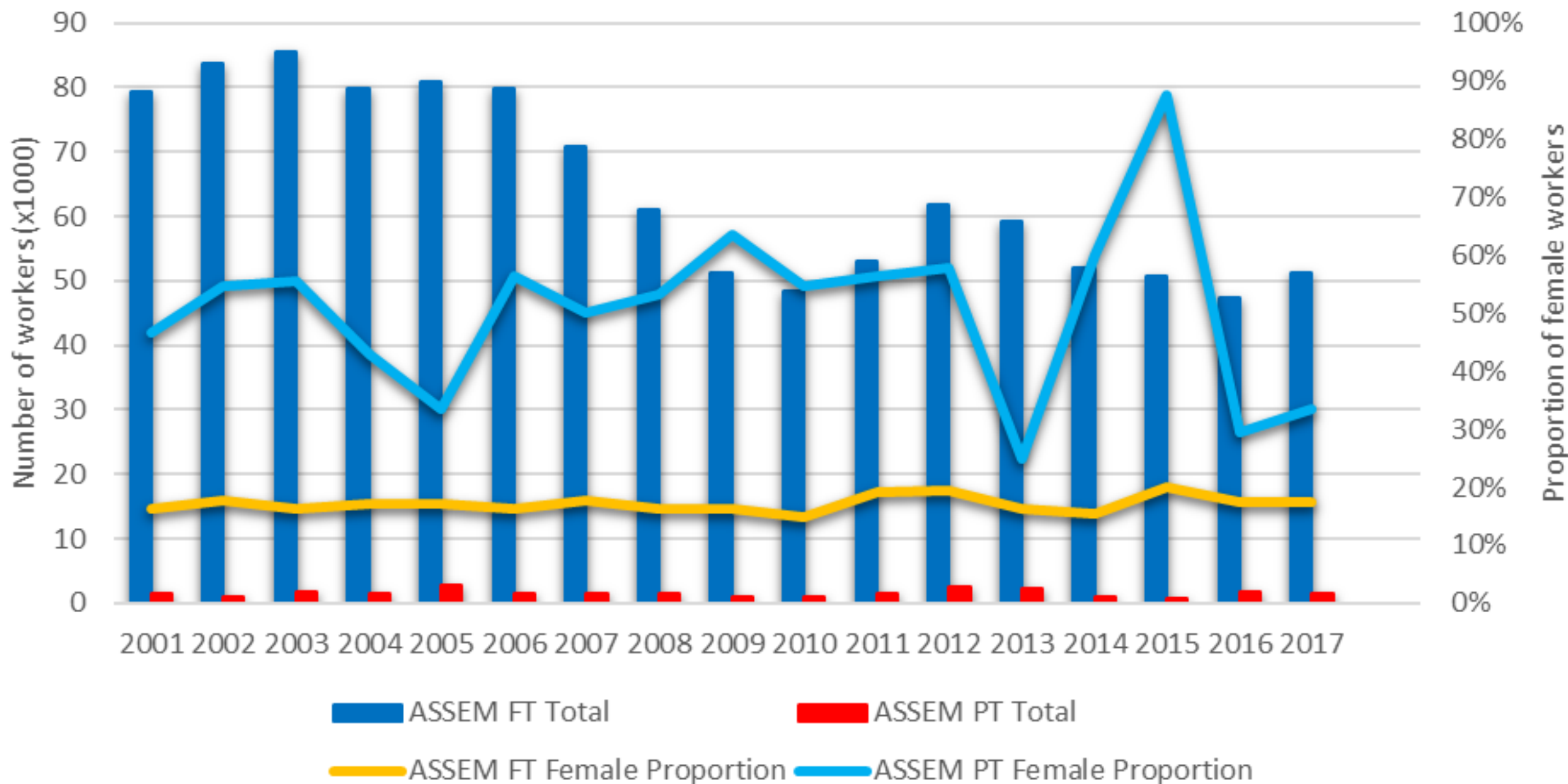
# Gender Composition in Non-Union Parts



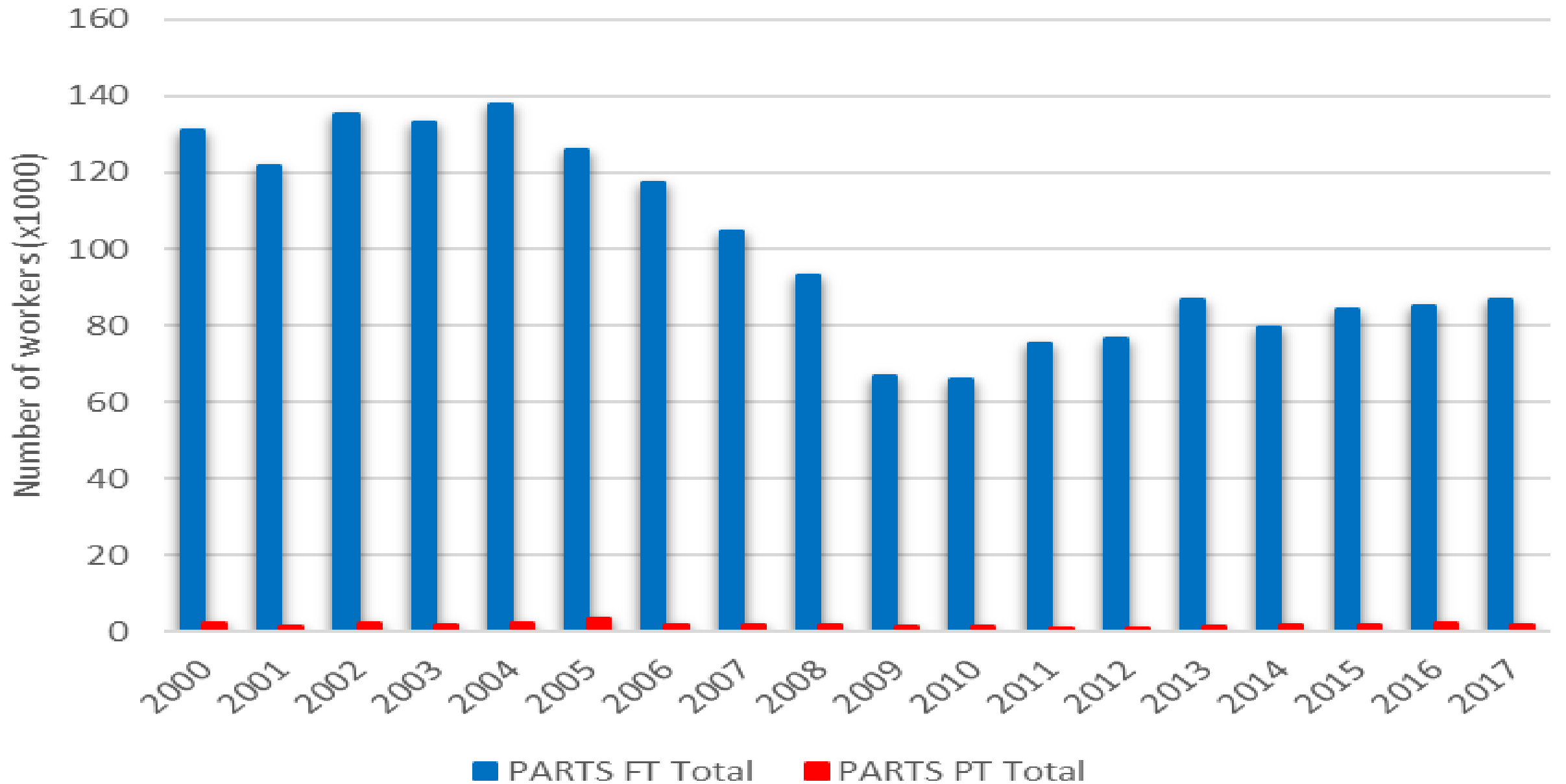
# Full-time/ Part-time Workers in Assembly



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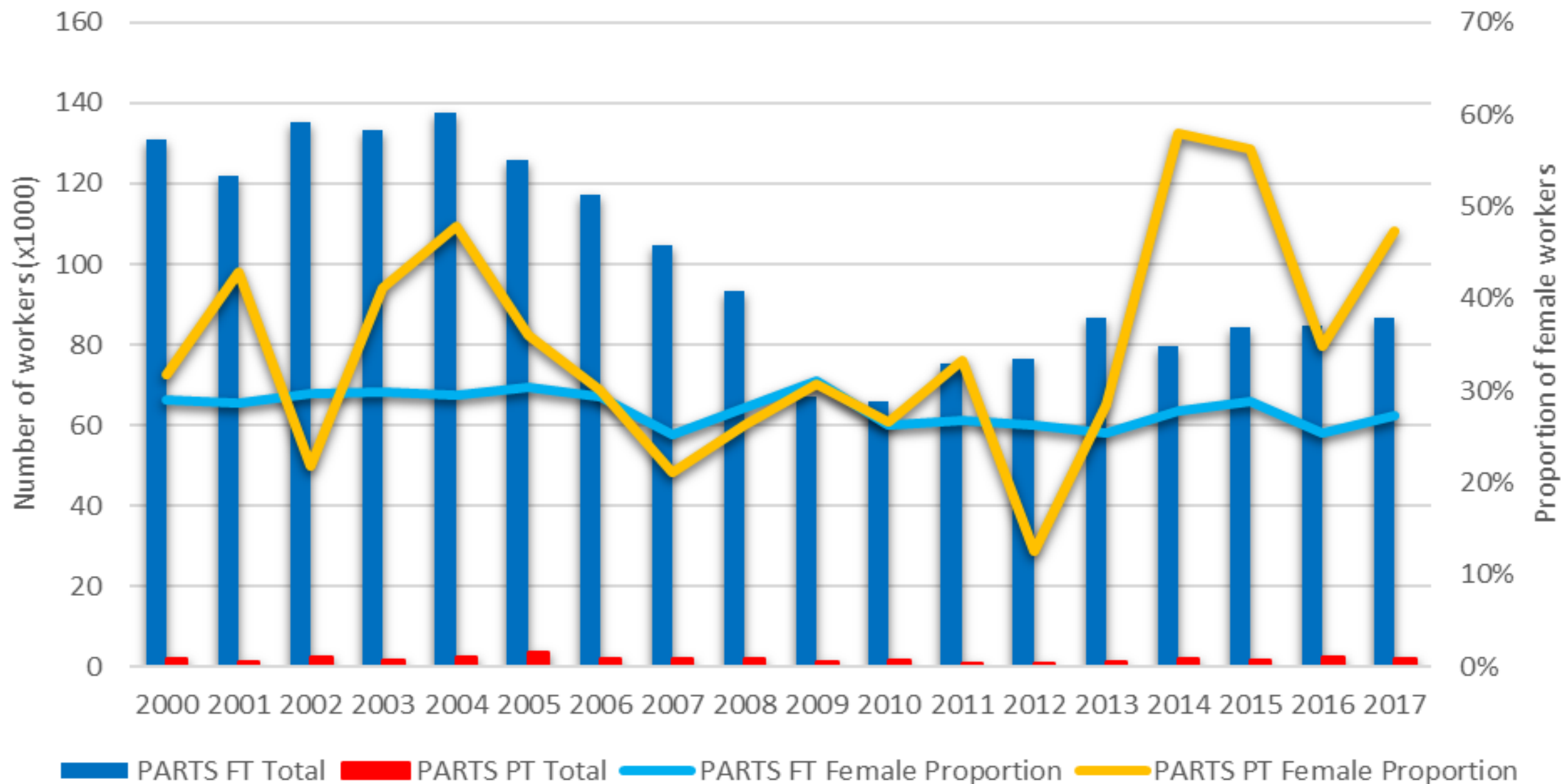


# Full-time/ Part-time Workers in Parts

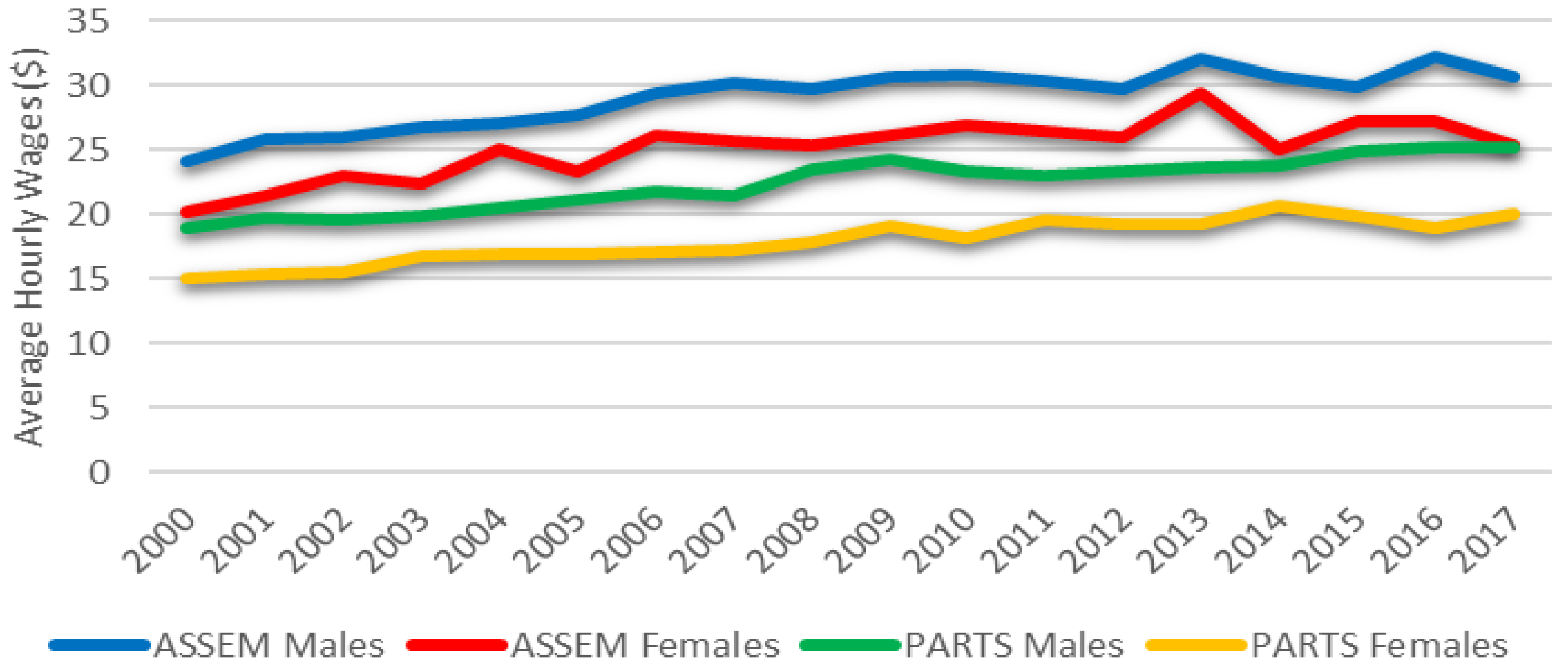




# Full-time/ Part-time Workers in Parts




# Average Hourly Wages (Assembly and Parts)





# Moving Forward

- Analysis of age in addition to gender
  - Taking into account seniority provisions and lay-offs in widening gaps
  - Potential qualitative component
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THANK YOU

