

In 1960 there were approximately 9,600 pension plans in operation in Canada. Table 29 gives a distribution of 8,920 of these plans by number of members covered. It is estimated that there were about 38,000 members in the remaining 680 plans, or an average of 56 members per plan.

29.—Distribution of Pension Plans by Number of Members Covered, 1960

Number of Members	Plans	P.C. of Total	Number of Members	Plans	P.C. of Total
	No.			No.	
1 to 14.....	5,037	56.5	700 to 799.....	24	0.3
15 " 49.....	1,922	21.6	800 " 899.....	21	0.2
50 " 99.....	691	7.7	900 " 999.....	22	0.3
100 " 199.....	478	5.4	1,000 " 1,999.....	101	1.1
200 " 299.....	206	2.3	2,000 " 2,999.....	35	0.4
300 " 399.....	110	1.2	3,000 " 3,999.....	26	0.3
400 " 499.....	98	1.1	4,000 " 4,999.....	13	0.1
500 " 599.....	39	0.4	5,000 or over.....	55	0.6
500 " 699.....	42	0.5			
			Totals.....	8,920	100.0

In November 1960 there were 5,367,000 non-agricultural workers in the Canadian labour force, 2,672,724 or 50 p.c. of whom were employed by employers with an installed pension plan. These plans had 1,815,022 members, representing 34 p.c. of the labour force; the remainder of the 2,672,724 employees were outside the pension plan for one reason or another. Table 30 shows the employee and membership data of the plans for males and females separately.

30.—Employee and Membership Pension Plan Data, 1960

Item	Males	Per-centage of Male Em-employees	Females	Per-centage of Female Em-employees	Total	Per-centage of All Em-employees	Percentage of Total	
							Male	Female
Members..... No.	1,421,857	73.8	393,165	52.8	1,815,022	67.9	78.3	21.7
Eligible employees who elected not to join..... "	193,926	10.0	90,593	12.2	284,519	10.7	68.2	31.8
Employees temporarily ineligible to join..... "	250,429	13.0	132,242	17.7	382,671	14.3	65.4	34.6
Employees permanently ineligible to join ¹ "	61,462	3.2	129,050	17.3	190,512	7.1	32.3	67.7
Totals, Employees on Payroll..... No.	1,927,674	100.0	745,050	100.0	2,672,724	100.0	72.1	27.9

¹ Because of age restriction or other factors, such as in plans with membership limited to males, females, salaried employees, hourly-paid employees, sales force, union members or executives.

In a pension plan the employer may make provision for an employee whose services are terminated before retirement to be credited with all or a portion of the contributions made by the employer on his behalf. The various degrees of vesting are as follows: (1) none; (2) immediate—all employer contributions are vested in the employee at the time they are paid; (3) deferred sudden—there is no vesting of employer contributions until the employee has fulfilled certain conditions, at which time all the employer contributions vest in the employee—vesting is usually determined on the number of years of service with the employer, the number of years of participation in the plan or the employee's age when his services are terminated, or any combination of these three factors; (4) deferred graduated—partial vesting commences when certain conditions as in (3) are fulfilled, with the scale of vesting graduated until it is complete.