

numbers of employees who are employed in establishments which provide pensions in addition to the Canada and Quebec plans. The labour costs survey shows that for wage-earners in the mining industry there is a greater emphasis on direct payments to employees than on pensions. The figures for life and health insurance plans include additional costs for weekly indemnity plans to provide benefits to wage-earners who are absent through illness.

8.3.5 Wage rates, hours and working conditions

Statistics on occupational wage rates by industry and locality, with standard weekly hours of labour, are compiled by the Canada Department of Labour and published in the annual report *Wage rates, salaries and hours of labour*. The statistics are based on an annual survey covering some 38,000 establishments in most industries and apply to the last normal pay period preceding October 1. Average wage rates (excluding overtime) of time-workers and average straight-time earnings of piece-workers and other incentive workers for selected occupations are shown separately in the report but are combined to calculate the industry index numbers shown in Table 8.21. The indexes measure changes in wage rates for non-office employees below the rank of foreman. They do not, however, provide a basis for comparing the level of wages in one industry with that in another. The construction wage index rose from 195.5 in 1970 to 223.7 in 1971, that of mining from 159.4 to 169.9, service from 166.4 to 178.0 and local government from 183.2 to 200.2. Information on concepts and methods of developing these statistics is given in the annual report.

Table 8.22 presents average wage and salary data for 12 Canadian cities on October 1, 1971. Hourly and weekly wage rates are listed for 23 occupations in the construction and manufacturing industries; salaries are specified for men and for women engaged in several office occupations.

Table 8.23 gives summary data on working conditions of plant and office employees in manufacturing industries and in all industries for the years 1969-71. The percentages in this table denote the proportions that plant or office employees of establishments reporting specific items bear to the total number of all such employees in all establishments replying to the survey; they are not necessarily the proportions of employees actually covered by the various items. Further details and additional information are given in the annual report *Working conditions in Canadian industry*, compiled and published by the Canada Department of Labour and based on a survey at May 1 each year of some 38,000 reporting units.

8.4 Pension plans

Occupational pension plans in Canada have a long history. One of the earliest systematic programs was introduced by the federal government in 1870; the Grand Trunk Railway plan for clerical and indoor staff followed in 1874. Although the pension system did not grow significantly until the 1940s, the accelerated growth rate of that period continued through the 1950s and 1960s. A recent survey showed that over the past decade the number of plans increased by nearly 80%, from 9,000 in 1960 to well over 16,000 plans at the beginning of 1970; pension coverage was extended to an additional million workers, increasing participation from 1.8 million in 1960 to over 2.8 million persons at the beginning of 1970. With coverage at this level, nearly 40% of paid workers in Canada participated in a pension plan.

Pension plans were in operation in virtually all industrial sectors, but the degree of coverage varied widely from industry to industry. The most comprehensive coverage was in public administration and defence, where almost all of the 761,000 employees of all government levels, the Armed Forces and the RCMP participated in a plan. Two out of three paid workers in mining and over 40% in manufacturing were covered. In transportation and communication, with some of the oldest and largest plans in the country such as those in the railway, telephone and trucking companies, almost half of the paid workers (337,800 workers) had post-retirement protection. Of the employees working in finance, insurance and real estate about 45% were covered; approximately one in four workers in community, business and personal services — which includes hospitals, religious and welfare organizations and professional agencies, etc. — participated in occupational pension programs. Construction, with 107,400 plan members, had 23% of the workers covered; and trade, both retail and wholesale, with 142,500 participants, provided coverage for 13% of workers in the industry.

Of the more than 16,000 pension plans in Canada at the beginning of 1970, 11,000 — nearly 70% — were funded by insurance companies, but these accounted for less than 15% of the members or 398,700 out of 2.8 million. Plans with the largest coverage were those designed