

etc. Expressed as percentages of basic pay for regular work they range from 1.56% in manufacturing to 2.35% in mining. In both industries, these costs have remained static.

Employer payments to employee welfare and benefit plans comprise payments required under federal and provincial statutes and payments made to other plans, either voluntarily or as the result of collective agreements. Table 8.25 illustrates the relative significance of the various expenditures for all employees, and for salaried employees and wage-earners separately. The figures for workmen's compensation reflect the relative differences in the exposure of employees to industrial injury; figures for private pension plans indicate the 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 the cost of pensions increased from 1.53% to 2.29%. 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. There were small increases in the expenditure for these plans which reflect the increases in costs and in benefits.

8.3.4 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 8.26. 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 223.7 in 1971 to 239.9 in 1972, that of mining from 169.9 to 190.1, services from 178.0 to 191.7 and local government from 200.2 to 217.2. Information on concepts and methods of developing these statistics is given in the annual report.

Table 8.27 presents average wage and salary data for 12 Canadian cities on October 1, 1973. 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 8.28 gives summary data on working conditions of plant and office employees in manufacturing industries and in all industries for the years 1973-74. 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 October 1 each year of 38,000 reporting units.

8.4 Pension plans

According to a survey carried out by Statistics Canada in 1970, the number of pension plans in Canada increased by nearly 80% from 1960 to 1970. In 1960, 9,000 plans covered 1.8 million persons and by 1970, 16,000 plans covered 2.8 million. 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) 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