

## 8.24 Paid absence as percentage of basic pay for regular work

Type of absence	Manufacturing		Mining	
	1968	1971	1969	1972
<b>ALL EMPLOYEES</b>				
Paid holidays	3.54	4.00	3.18	3.76
Vacation pay	5.50	6.03	6.34	6.87
Paid sick leave	0.44	0.47	0.40	0.47
Personal leave and other paid absence	0.06	0.09	0.06	0.07
Total paid absence	9.54	10.58	9.98	11.17
<b>SALARIED EMPLOYEES</b>				
Paid holidays	3.60	4.02	3.52	3.86
Vacation pay	5.43	5.76	5.88	6.37
Paid sick leave	0.60	0.72	0.83	0.89
Personal leave and other paid absence	0.07	0.12	0.10	0.09
Total paid absence	9.70	10.62	10.33	11.22
<b>WAGE-EARNERS</b>				
Paid holidays	3.52	3.99	2.97	3.70
Vacation pay	5.55	6.17	6.64	7.20
Paid sick leave	0.35	0.32	0.12	0.18
Personal leave and other paid absence	0.04	0.07	0.05	0.05
Total paid absence	9.46	10.55	9.79	11.14

## 8.25 Employer payments to employee welfare and benefit plans as percentages of basic pay for regular work

Plan	Manufacturing		Mining	
	1968	1971	1969	1972
<b>ALL EMPLOYEES</b>				
Workmen's compensation	1.10	1.15	3.08	2.66
Unemployment insurance	0.90	0.88	0.88	0.94
Canada/Quebec Pension Plan	1.41	1.27	1.41	1.16
Private pension plans	3.24	3.18	2.48	3.45
Life and health insurance plans	2.91 <sup>1</sup>	3.04 <sup>1</sup>	2.03 <sup>1</sup>	2.03 <sup>1</sup>
Other plans	0.17	0.45	0.34	0.57
Total employer expenditure	9.73	9.97	10.22	10.81
<b>SALARIED EMPLOYEES</b>				
Workmen's compensation	0.79	0.82	1.69	1.53
Unemployment insurance	0.48	0.47	0.40	0.59
Canada/Quebec Pension Plan	1.15	1.02	1.06	0.90
Private pension plans	3.79	3.84	4.01	5.17
Life and health insurance plans	2.40 <sup>1</sup>	2.52 <sup>1</sup>	1.96 <sup>1</sup>	1.57 <sup>1</sup>
Other plans	0.20	0.34	0.67	0.97
Total employer expenditure	8.88	9.02	9.79	10.73
<b>WAGE-EARNERS</b>				
Workmen's compensation	1.30	1.34	3.99	3.41
Unemployment insurance	1.12	1.12	1.17	1.17
Canada/Quebec Pension Plan	1.53	1.41	1.64	1.33
Private pension plans	2.92	2.80	1.53	2.29
Life and health insurance plans	3.20 <sup>1</sup>	3.32 <sup>1</sup>	2.06 <sup>1</sup>	2.33 <sup>1</sup>
Other plans	0.15	0.51	0.12	0.31
Total employer expenditure	10.22	10.49	10.52	10.84

<sup>1</sup>Includes provincial medicare plans and private plans.

<sup>2</sup>Includes private plans and Quebec Health Insurance Board. Other provincial medicare plans are deemed to be taxable benefits and are included under "Miscellaneous payments to employees" (see Tables 8.22 and 8.23).

## 8.26 Index numbers of average wage rates for certain main industrial groups, 1968-72 (1961 = 100)

Year	Logging	Mining	Manufacturing			Con- struction	Trans- porta- tion, commu- nication and other utilities	Trade	Service	Local govern- ment	General index
			Durable goods	Non- durable goods	All manu- fac- turing						
1968	162.5	138.9	139.7	141.4	140.6	154.0	143.4	144.5	141.8	146.7	143.8
1969	179.8	146.2	149.7	152.5	151.2	167.0	154.9	155.2	154.0	163.4	155.1
1970	192.8	159.4	162.3	163.2	162.9	195.5	166.2	166.1	166.4	183.3	167.8
1971	212.3	169.9	175.7	176.9	176.3	223.7	183.8	178.9	178.0	200.2	182.3
1972	226.1	190.1	190.1	191.5	190.8	239.9	196.6	195.7	191.7	217.2	197.4