

were originally published in 1969 for the period 1951-68 and then projected to the end of 1971. The entire series 1951-71 has been revised, carried back to 1947 and projected to 1975.

### 8.3.3 Employer labour costs

The labour costs survey, instituted in 1967, is designed to measure the content of total employee compensation. The results are of value in collective bargaining, in improving estimates of labour income and in developing better productivity measures. The survey also provides cost data for the various items studied in the Canada Department of Labour's survey of working conditions. In addition, all levels of government use the data in developing labour policy.

Since 1967 yearly labour cost surveys have covered one or more major industry divisions. Starting with 1976 labour cost surveys will cover all industries on a biennial basis. This change in the labour cost program will enable Statistics Canada to determine trends over a period of time.

The results of the 1975 survey of labour costs in the Statistics Canada Industry Group "Services to Business Management" (*Standard industrial classification manual*, revised 1970, Statistics Canada Catalogue No. 12-501) are shown in Table 8.33. This table shows that total compensation in 1975 amounted to \$11,242 for each employee of which \$10,615 represented salaries, wages and other direct payments and the remaining \$627 represented employer payments to employee welfare and benefit plans.

Average costs per employee are derived from total employment. Information obtained in this survey shows that part-time and casual employment in Standard Industrial Classification 851, Employment Agencies and Personnel Suppliers, and in Standard Industrial Classification 855, Security and Investigation Services, represented 90% and 34% of the total employment in these two activities, respectively. Consequently, the average employer costs for the full year for the industry group as a whole are biased downwards. With these two activities removed, the average total compensation amounted to \$12,877 of which \$12,142 represented direct payments and \$735 represented employer payments to welfare and benefit plans.

### 8.3.4 Wage rates, salaries and working conditions

Statistics on occupational wage and salary rates by industry and locality, with standard weekly hours of labour, are compiled by the Canada Department of Labour and published in an annual series of community reports *Wage rates, salaries and hours of labour*. The statistics are based on an annual survey covering some 32,000 establishments in most industries and apply to the last normal pay period preceding October 1. Average wage and salary rates, number of employees, 1st and 9th deciles, 1st and 3rd quartiles and medians are shown for a number of office and service occupations, maintenance trades, labourers and specific industry occupations. Information on concepts and methods of developing these statistics is given in the report.

Table 8.34 presents average wage and salary data for 12 Canadian cities on October 1, 1974 and October 1, 1975. Hourly and weekly rates of pay 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 8.21 gives summary data on working conditions of office and non-office employees in manufacturing industries and in all industries for the years 1974-75. The percentages in this table denote the proportions that office and non-office employees in 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 tabulated.