

semi-skilled classification of workers. However, this is not so in contracts covering only skilled and/or professional workers. The wage data, therefore, are not necessarily representative of the average increases enjoyed by the workers in the negotiating unit as a whole. Nevertheless, the data on numbers of agreements and workers refer to all occupational groups in the negotiating unit.

Wage-rate data given in Tables 8.28 and 8.29 indicate that approximately 1.8 million workers were covered by 884 collective agreements at December 31, 1975. The average base rate rose 52.3 cents, or 12.8% during the 12-month period ended December 31, 1975, compared with an increase of 48.8 cents or 13.6% during the preceding 12-month period. On a year-over-year basis the consumer price index rose by 9.5% during the 12-month period ended December 31, 1975, and by 12.5% during the preceding 12-month period. When the wage increases are deflated by the consumer price index increase, the average base rate increased in real terms by 2.9% in 1975 and by 1.0% in 1974.

Additional data are available from the Canada Department of Labour on wage settlements during quarterly periods, including number of agreements settled, number of employees covered and duration of contracts. The agreements covered are again limited to negotiating units of 500 or more employees in all industries except construction. Details are not given here but, for 1975 as a whole, 402 contracts, affecting the wage rates of about 738,555 workers, were settled. On the average the 402 settlements provided an annual percentage increase in base rate equal to 16.8% compound over the term of the contracts. The comparable percentage for 1974 was 14.3% compound.

During 1975 settlements of one-year duration produced increases averaging 20.4%, those of two-year duration 21.7% and 11.4% for the first and second years, respectively; and those of three-year duration, 17.2%, 8.9% and 4.0% for the first, second and third years of the contract. These increases compare with those of 1974 as follows: one-year agreements, average increases of 16.1%; two-year agreements, average increases of 17.6% and 10.7%; and three-year agreements, average increases of 14.2%, 7.3% and 6.2% for the first, second and third years, respectively, of the contract.

A further breakdown reveals that of the 402 settlements during 1975, 135 agreements covering 261,160 employees were settled with a Cost of Living Allowance incorporated in the agreement. The 135 settlements produced increases, prior to the calculation of COLA, of 14.2% over the life of the agreement, whereas the 267 agreements (477,395 employees) without a COLA clause produced increases of 18.1%.

Strikes and lockouts

8.8

Statistical information on strikes and lockouts in Canada is compiled by the Labour Data Branch of the Canada Department of Labour on the basis of reports from Canada Manpower Centres and provincial departments of labour. Table 8.30 presents a breakdown by industry of strikes and lockouts in 1974 involving three or more workers and continuing for 10 or more man-days. The 1,216 work stoppages reported involved 592,220 workers and 9.2 million man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. Similarly, no distinction is made between legal and illegal strikes. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. Duration of strikes and lockouts in terms of man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the stoppage was in progress. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator. They are not intended as a measure of the loss of productive time to the economy.