

severance pay, and costs to employers of compulsory and voluntary welfare and benefit plans.

Since 1967 yearly labour cost surveys have covered one or more major industry divisions. Starting in 1976 the survey covered all industries. This all-industry survey was a sample of 7,600 reporting units representing all components of the economy with 20 or more employees except agriculture, fishing and trapping, but including government administration at federal, provincial and local levels.

Information from the all-industry survey for 1976 shows that total compensation amounted to \$14,383 for each employee; \$13,221 represented salaries, wages and other direct payments and the remaining \$1,162 represented employer payments to employee welfare and benefit plans. These figures represent costs to the employer rather than benefits received by the employees.

### **Job vacancies**

8.3.4

The **job vacancy survey** is a sample survey conducted by both mail and interviews among employers representing approximately 90% of employment. The survey covers all industrial sectors except agriculture, fishing and trapping, domestic service and the non-civilian component of public administration and defence. The industrial classification is based on the 1960 SIC. The basis of the occupational classification of published vacancy data is the *Canadian classification and dictionary of occupations (CCDO), 1971*.

The survey measures unfilled vacancies on six days in a quarter. From these a quarterly average is produced. The estimates should be interpreted as an approximation of the general level of vacancies at any day in the quarter.

For a job to be considered a vacancy, it must meet the following requirements: it must be available immediately; the employer must have undertaken, within four weeks prior to the reference date, some specific recruiting action to fill the vacancy; the job must be vacant for the entire reference day; and it must be available to persons outside the firm.

Data from the survey have been published since 1971. They are published by three categories of job vacancies: all categories, full-time, and longer-term; classified by industry division, by the four-digit CCDO level, by province and by quarter.

### **Occupational employment survey**

8.3.5

The **occupational employment survey** is a sample survey of employers. It is designed to measure the occupational distribution of the paid worker portion of the labour force and to present such distributions by province and industry. During 1975 the survey covered approximately 80,000 reporting units in the public and private sectors. Job title information was collected for some 2,800,000 employees, about 36% of the total paid worker population.

The survey covered all industrial sectors except agriculture, fishing and trapping, domestic service and the non-civilian component of public administration and defence. The industrial classification is based on the 1960 SIC. The basis of the occupational classification of the data is the *Occupational classification manual, Census of Canada 1971, Volume II, Statistics Canada Catalogue 12-537*. The survey collected employment data reported to the monthly employment and payrolls surveys and job titles of paid workers as recorded in the end-month payroll.

Estimates of occupational employment in 1975 are available classified by industry division by the four-digit occupational classification level, for Canada and the provinces. These estimates have been published in Statistics Canada Catalogue 72-515.

### **Wage rates, salaries and working conditions**

8.3.6

Statistics on occupational wage and salary rates by industry, locality and for all Canada, with standard weekly hours of work, are compiled by Labour Canada and published in an annual series of 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