

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 average 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.

Wages, salaries and working conditions

7.5.3

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 separate booklets for a number of communities and in another booklet covering all Canada. These reports have the general title *Wage rates, salaries and hours of labour*. The statistics are based on an annual survey covering some 30,000 establishments in most major industries and apply to the last normal pay period

About 4.2 million workers in Canada were covered by employer sponsored pension plans in 1978, with contributions from both employers and employees of \$7.5 billion. In plans for more than 680,000 federal and provincial public servants, these funds are paid into consolidated government revenue. In trustee pension funds covering about 2.8 million workers, contributions of about \$4.7 billion were channelled directly into financial markets; with an annual cash flow of this size, trustee pension funds have become one of the largest pools of investment capital in Canada.

preceding October 1. Average wage and salary rates, number of employees, 1st and 9th deciles, 1st and 3rd quartiles and medians are shown for approximately 100 cross-industry office and service occupations, maintenance trades, labourers and 700 specific industry occupations. Information on concepts and methods of producing these statistics is given in the reports.

Table 7.29 presents average wage and salary data on October 1, 1977 and 1978. Hourly and weekly rates of pay are listed for 19 occupations; salaries are shown separately for men and for women engaged in several office occupations.

Table 7.19 gives summary data on working conditions of office and non-office employees in manufacturing industries and in all industries for 1976 and 1977. The percentages denote proportions of office and non-office employees in establishments reporting specific items to the total number of such employees in all establishments replying to the survey; they are not necessarily the proportions of employees covered by the various items tabulated.

Income maintenance

7.6

Pension plans

7.6.1

According to the Statistics Canada pensions data bank, 15,095 private pension plans (employer-sponsored plans) were operating in Canada at the beginning of 1978. These plans covered 4.2 million workers, an increase of 290,746 over the number covered two years earlier.

In terms of social and economic impact, one of the most significant factors is the extent of the labour force participation in employer-sponsored pension plans. The 4.2 million plan members represented nearly 48% of employed paid workers in the labour force including the armed forces. Excluded were unpaid family workers, the self-employed and the unemployed who were not eligible to participate in employer-sponsored pension plans.

The total plans were in both the public and private sectors. Although there were only 661 public sector plans these accounted for 44% of all plan members.