

hourly earnings, and average weekly hours are derived from this collected information. Employment indexes are based on 1961=100; the data are compiled on the 1960 Standard Industrial Classification (SIC).

Employment areas not covered are agriculture, fishing and trapping, education and related services, health and welfare services, religious organizations, public administration and defence, and private households.

**Monthly employment statistics** relate to the number of employees drawing pay in the last seven days in the month. Respondents report gross wages and salaries paid before deductions are made. Reported payrolls represent gross remuneration and paid absences, including salaries, commissions, piecework and time-work payments, and such items as shift premiums and regularly paid production, incentive and cost of living bonuses. Statistics on hours relate to regular and overtime hours of wage-earners for whom records of hours are maintained, and to hours credited to wage-earners absent on paid leave. Data were requested for all employees except homeworkers and casual employees working less than one day in the pay period. Also excluded were working owners and partners of unincorporated business and professional practices.

**Industrial employment.** Table 5.16 indicates that, over the 1979-82 period, the industrial composite index of employment (1961=100) for Canada declined by 3.1%. Among industry divisions showing losses, forestry led with a 25.9% decrease, followed by construction (12.1%), manufacturing (10.5%) and trade (2.2%). Compared with 1981, the industrial composite index for 1982 decreased by 6.1%.

**Weekly earnings in industry.** Average weekly earnings at the national industrial composite level have increased from \$288.32 in 1979 to \$390.75 in 1982. In the recent period, gains have been 11.9% in 1981 and 10.0% in 1982.

**Hourly wage rates.** The monthly survey covers statistics of hours of work and paid absence of wage-earners for whom records of hours are maintained, plus corresponding totals of gross wages paid; these wage-earners are mainly hourly-rated production workers. Information on hours is frequently not kept by employers for ancillary workers nor, in many industries and establishments, for any wage-earners. Salaried employees are excluded from the series. Thus data are available for fewer industries and workers than are covered in the statistics on employment and average weekly earnings.

During 1979-82 average weekly hours declined while average hourly earnings rose substantially, mainly because of upward wage-rate revisions in all industries. Technological changes, which often involve the employment of more highly skilled

workers at the expense of those in the lower-paid occupations, also contributed to the advance of average hourly earnings. From 1979 to 1982 average hourly earnings rose by 44.1% in mining, by 33.8% in construction and by 37.5% in manufacturing. During the same period, average weekly hours declined by 3.6% in mining, by 3.3% in construction and by 2.8% in manufacturing. Comparing 1982 to 1981, average hourly earnings increased by 8.2% in construction, by 11.6% in manufacturing and by 13.8% in mining; weekly hours decreased by 1.5% in mining, by 2.1% in manufacturing and by 2.1% in construction.

#### 5.6.2 Labour income

Labour income, comprising wages and salaries and supplementary labour income, is defined as all compensation paid to employees residing in Canada and to Canadians who are employed abroad by the federal government. Not included are earnings received by self-employed persons such as independent professionals, proprietors of unincorporated businesses and farmers. Also excluded are military pay and allowances because they are shown as a separate item in the national income accounts.

Wages and salaries include director fees, bonuses, commissions, gratuities, income in kind, taxable allowances and retroactive wage payments. Wages and salaries are estimated on a gross basis, before deductions for employee contributions to income tax, unemployment insurance and pension funds. Remuneration accumulating over time, for example, retroactive payments, are accounted for in the month and year of payment.

Supplementary labour income, defined as payments made by employers for the future benefit of their employees, comprises employer contributions to employee welfare and pension funds, worker compensation funds and unemployment insurance.

#### 5.6.3 Help-wanted index

This is a measure of the demand for labour insofar as help-wanted advertisements reflect requests by employers for manpower. The index is constructed by measuring the volume of columns of help-wanted advertising in the classified sections of 18 newspapers in major metropolitan areas for a specific Saturday each month. Advertisements which are labelled "careers" are not included. No attempt is made to measure the number of jobs related to the advertisements. The index is available monthly on a seasonally-adjusted basis for all of Canada and for the five regions of Canada from 1962.

#### 5.6.4 Wages, salaries and working conditions

Statistics on occupational wage and salary rates by industry, locality and for all Canada, with standard weekly hours of work, are compiled and published by Labour Canada. 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 preceding October 1.