

For 1978-82, Table 5.23 gives summary data on working conditions of office and non-office employees in major industries and Table 5.24 gives a summary for employees in manufacturing industries.

Table 5.25 presents average wage and salary data on October 1, 1981 and 1982. Hourly and weekly rates of pay are listed for 24 occupations; salaries are shown separately for men and for women engaged in several office occupations.

5.7 Income maintenance

5.7.1 Pension plans

Private pension plans. Socially and economically, one of the most significant factors is the extent of labour force participation in employer-sponsored pension plans. At the beginning of 1982 there were 15,232 private pension plans (employer-sponsored) operating in Canada, according to a pensions data bank maintained by Statistics Canada. These plans covered 4.7 million workers, an increase of 182,500 in two years (Table 5.26).

Plan members represented nearly 47% of the employed paid workers in the labour force including the armed forces. Excluded from the labour force data were unpaid family workers, the self-employed and the unemployed who by definition are not participants in employer-sponsored pension plans.

Plan sponsors included both the public and private sectors. Although there were only 729 public sector plans they accounted for 42% of all members.

Small plans tend to be funded with insurance companies. Although there were 10,623 of these plans, they covered only 13% of the members. Large plans were funded on a trustee basis. A trustee pension fund is an arrangement under which contributions to a pension plan are deposited with a trustee who is responsible for holding and investing the funds and paying the benefits in accordance with the terms of a trust agreement.

Only 28% of all plans were trustee but they covered 3.2 million members. Some of the largest were the 19 plans for federal and provincial public servants, covering 686,487 members with contributions paid into consolidated government revenue funds and not held in cash or securities.

Other pension plans including the old age security program, the Canada and Quebec pension plans and other income maintenance programs are described in Chapter 6, Social security.

5.7.2 Unemployment insurance

Unemployment insurance is a major social program which provides as much as 50 weeks of income support (benefits) to unemployed workers. Some 95% of workers are covered by UI. Self-employed workers are not covered, including people running small businesses and employers of larger enterprises.

UI benefits can be divided into two categories: regular and special benefits. Regular benefits are paid to people who are unemployed because they can't find work. Special benefits are paid to people who can't work because they're sick, injured, in quarantine or pregnant. There is also a special one-time payment to workers who reach age 65. Adoption benefits were available beginning January 1984.

The commission paid out almost \$8.6 billion in UI benefits in 1982, up from about \$4.8 billion in 1981 and nearly \$4.4 billion in 1980. The average claimants each month were over 1.1 million in 1982, up from 720,000 in 1981 and 703,000 in 1980.

Statistics Canada publishes monthly, quarterly and annual unemployment insurance statistics. The information is obtained from the employment and immigration commission. The data show, for example, the number of claims received, payments made to beneficiaries, employee contributions and the number of persons receiving benefits. Table 5.30 summarizes unemployment insurance in the years 1979-82.

5.7.3 Compensation payments

Fatal occupational injuries and illnesses. Data on fatal occupational injuries and illnesses compiled by Labour Canada are collected from provincial worker compensation boards. From 1972 to 1981, an annual average of 1,127 industrial workers sustained fatal injuries and illnesses. Of 830 fatality reports received in 1981 (excluding Quebec), collisions, derailments or wrecks caused 243 deaths; being struck by or against an object, 119; falls and slips, 69; drowning, 35; being caught in, on or between objects or vehicles, 59; occupational illnesses, 105; fire, explosion, temperature extremes, 19; and the remaining 181 resulted from miscellaneous accidents (Tables 5.28 and 5.29).

5.8 Volunteer work

About 15% of the adult population takes part in unpaid voluntary work in Canada, supporting such things as community projects, worthy causes and special interests. Statistics Canada added a series of questions about volunteering to the Labour Force Survey of February 1980. Initial analysis showed that 2.7 million adult Canadians worked as volunteers in the year ending February 1980. Of these 54% were female, 46% were male.

Altogether they contributed 374 million hours, equal to about 212,000 person-years of volunteer work during the year. The highest rate of volunteering was in Saskatchewan (27%), followed by Manitoba (21%), Alberta and Prince Edward Island (19%), British Columbia and Nova Scotia (17%), Newfoundland (16%), Ontario (15%), New Brunswick (14%) and Quebec (11%).

Volunteers were drawn from 18% of married people, 10% of single people and 12% of others. They