

34 comprised 25.9 percent of the group, while in 1959 they made up 23.5 percent. On the other hand, the group 35 and over increased to 65.3 percent from 58.9 percent in 1952.

16. **Exhibit V** shows distribution of Canadian Pacific employees by length of service for 1955 and 1959, 1955 being the only year prior to 1959 for which the information was available. All operations are included with the exception of Express employees.

17. In 1955 those with five years service or less comprised 33.4 percent of the total, while four years later this percentage had declined to 24.8. The group six to fifteen years inclusive accounted for 36.7 percent in 1955 and decreased to 35.7 percent in 1959. However, those with sixteen to thirty-five years of service inclusive increased to 30.5 percent from 22 percent in 1955, while those with thirty-six years of service and over also increased from 7.9 percent in 1955 to 9 percent in 1959.

Senator ROEBUCK: I suppose that is by reason of a decrease in size or number of your force?

Mr. RICHARDSON: Yes. We develop later in our brief how that came about, sir.

Senator LEONARD: The sentence that follows is an important one: "Both the latter groups increased in absolute numbers."

Mr. RICHARDSON: Yes. Thank you, Senator.

Senator ROEBUCK: Just the latter group—the other decreased.

Mr. RICHARDSON: Both the latter groups increased in absolute numbers.

18. The above data show that primarily the more junior employees have been affected by declining employment levels.

19. **Exhibit VI** shows the employment trends by major functional groups. The four groups under which the railway companies in Canada report railway manpower figures to the Dominion Bureau of Statistics are:

1. General
2. Way and Structures
3. Equipment
4. Transportation

The occupations in each group will be listed later in this report. It was noted previously (**Exhibit II**) that the overall total declined from 179,315 in 1952 to 145,348 in 1959, 19 percent.

20. Although all groups show an overall decline in employment, the pattern has not been the same in each case. General group is down 5.8 percent, Way and Structures 15.2 percent, Equipment 34.7 percent and Transportation 13.9 percent. This general trend was, however, interrupted due to an upsurge in traffic in 1956 previously noted.

Senator HUGESSEN: In which of these diagrams does diesilization show, under Equipment or Ways and Structures?

Mr. RICHARDSON: Under Equipment.

Senator HUGESSEN: That is why Equipment went down so much more than the others?

Mr. RICHARDSON: Yes.

21. **Exhibit VII** shows an analysis of employment data by major functional groups on a regional basis. All groups followed the familiar pattern of decline from 1952 to 1959 interrupted by an increase in 1956. Of significance is the