

**Canadian Century Research Infrastructure**  
**EMPLOYMENT\_STATUS\_IND**

Definition: Refers to whether or not those recorded with an occupation were employees, employers or working on own account.

Source: Census Question

The table below indicates, for each census year, the numbers of the census questions corresponding to this variable.

	Schedule 1a	Schedule 1b	Schedule 1c	Schedule 2	Schedule 2a
1911					
1921	30	30			
1931	30	30			
1941	34	34			
1951				27	27

**Census Guide, 1921**

A. Census Question	Employer "E". Employee or Worker "W". Working on own account "O.A."
B. Question Number	Column 30 of Forms 1A and 1B.
C. Variable(s) and Codes	EMPLOYMENT_STATUS_IND
D. Reference Point	As of Census Day, June 1, 1921.
E. Total Target Population	3 173 169
F. Statistical unit	The person.
G. Targeted Population	Every person of ten years and over who is gainfully employed.
H. Enumerators' Instructions	121. Column 30 - Employer, Employee or Working on Own Account. If persons such as mill owners, storekeepers, manufacturers, large farmers, etc., employ helpers other than domestic servants in their own business, they are to be classed as employers, and the entry "E" (for employer) made in this column. The term "employer" does not include managers, superintendents, foremen, agents or other persons who may engage help to carry on a business, but who are conducting the enterprise for some

## Canadian Century Research Infrastructure

### EMPLOYMENT\_STATUS\_IND

	<p>other person than themselves. All such persons should be returned as employees, for while any one of these may employ persons, none of them does so in transacting his own business. Thus no individual working for a corporation, either as an officer or otherwise, should be returned as an employer.</p> <p>122. Employee. A person who works for salary or wages (column 30), whether he be the general manager of a bank, railway or manufacturing establishment or only a day labourer, is an employee, and should be so recorded.</p> <p>123. Working on own account. Persons who are employed in gainful occupations and who are neither employers nor employees are considered to be working on their own account. Such persons as farmers, physicians, lawyers, small storekeepers, country blacksmiths, etc., who employ no helpers, -- in short, independent workers who neither receive pay nor salaries or regular wages are to be classed as working on own account. Dressmakers, washerwomen, laundresses or other persons of similar occupations who work out by the day are employees, but if they perform the work in their own home or shop they are to be classed as working on own account unless they employ helpers, in which case they are to be returned as employers.</p>
I. Remarks	

### Census Guide, 1931

A. Census Question	Class of worker
B. Question Number	30 on schedules 1A and 1B.
C. Variable(s) and Codes	EMPLOYMENT_STATUS_IND
D. Reference Point	As of census day, June 1, 1931.
E. Total Target Population	3,927,230
F. Statistical unit	The person.

**Canadian Century Research Infrastructure**  
**EMPLOYMENT\_STATUS\_IND**

G. Targeted Population	Each person 10 years of age or more reported as gainfully employed (in Column 28).
H. Enumerators' Instructions	<p>167. Column 30: Class of Worker. For an employer—that is, one who employs helpers other than domestic servants in transacting his own business—write “E” in Column 30; for a wage or salary worker write “W”; for a person working on his own account write “O”; for an unpaid family worker—that is a member of the family employed without pay on work which contributes to the family income—write “NP.” For all persons returned as having no gainful occupation, leave Column 30 blank.</p> <p>168. Employer, “E.” If persons such as millowners, storekeepers, manufacturers, large farmers, etc., employ helpers other than domestic servants, in their own business, they are to be classed as employers, and the entry “E “.(for employer) made in this column. The term “employer” does not include managers, superintendents, foremen, agents or other person who may engage help to carry on a business, but who are conducting the enterprise for some other person than themselves. All such persons should be returned as employees, for while anyone of these may employ persons, none of them does so in transacting his own business. Thus no individual working for a corporation, either as an officer or otherwise, should be returned as an employer but as an employee.</p> <p>169. A “farmer” who does not hire any help the year round should be entered in column 30 as “O.A.” for “own account” but a farmer who has one or more employees the year round should be entered in this column as employer “E.”</p> <p>170. Employee “W.” A person who works for salary or wages whether he be the general manager of a bank, railway or manufacturing establishment or only a day labourer, is an “employee” and should be so recorded, and the entry “W” (for wage-earner) made in this column. The term employee does not include such persons as lawyers, doctors and others who work for fees and who in their work are not subject to the control and direction of those served. A domestic servant should always be returned as an employee, although the person employing a domestic servant may not always be returned as an employer.</p> <p>171. Working on own account, “O.A.” Persons who are employed in gainful occupations and who are neither employers nor employees are considered to be working on their own account and the entry “O.A.” (for “own account”) made in Column 30. Such persons as farmers, physicians, lawyers, small storekeepers, country blacksmiths, etc., who employ no helpers—in short, independent workers who neither receive pay nor</p>

## Canadian Century Research Infrastructure

### EMPLOYMENT\_STATUS\_IND

	<p>salaries or regular wages—are to be classed as working on “own account.” Dressmakers, washerwomen, laundresses or other persons of similar occupation who work out by the day are employees, but if they perform the work in their own home or shop they are to be classed as working on own account unless they employ helpers, in which case they are to be returned as employers.</p> <p>172. Domestic, gainful and non-gainful occupations. If female dependants or children of ten years of age or over carry on a gainful or wage-earning occupation in any capacity, the kind of occupation will be given in Column 28 and the business in which employed in Column 29, and they will be classed as employers or employees, as the case may be, in Column 30 but if they are only carrying on domestic affairs in a household without wages they are no to be classed as having any occupation in Column 28.</p> <p>173. Piece-work at home. A person doing piece-work at home will be entered in Column 28 according to the occupation. whether employed under contract or agreement with a manufacturer or other employer of labour or as help to the person so employed, and will be classed in Column 30 as an employee by the letter “W.”</p>
I. Remarks	

### Census Guide, 1941

A. Census Question	Employer, own account, wage-earner or unpaid family worker.
B. Question Number	34 on schedules 1A and 1B.
C. Variable(s) and Codes	EMPLOYMENT_STATUS_IND
D. Reference Point	As of census day, June 2, 1941.
E. Total Target Population	3 676 563 (including active service) 3 363 111 (not including active service)
F. Statistical unit	The person.
G. Targeted Population	Each person gainfully employed.
H. Enumerators'	110. It is important that the entries in the occupation and industry columns

Instructions	<p>accurately and adequately describe the trade or profession of the individual and the kind of business or industry in which his occupation is carried on. Under Instruction 124 are given a number of examples of acceptable designations of occupation and industry. The words in heavy type are essential to the proper description of the occupation and of the industry.</p> <p>The Commissioner has been instructed not to certify Enumerators' vouchers for payment if he does not find entries in both occupation and industry columns for every person with a gainful occupation.</p> <p>123. Column 34.—Status. (1) Where an occupation has been entered in Column 31, there must be an entry indicating the status of the person in Column 34. Following is a list of the different types of workers and the abbreviation which shall be entered in each case in this column.</p> <p>(2) Employer "E" defined. If persons such as mill owners, storekeepers, manufacturers, farmers, etc., employ helpers (or workers other than unpaid family workers or domestic servants) in conducting their business on farms, they are to be classed as employers, and the entry "E" (for employer) made in this column. The term "employer" does not include managers, superintendents, foremen, agents or other persons employed to manage establishments or businesses. All such persons should be returned as wage-earners ("W"), for while anyone of these may employ persons, none of them does so in transacting his own business. Thus no individual working for a corporation either as an officer or otherwise, should be returned as an employer but as a wage-earner. No person who himself works for wages, salary, or commission is to be returned as an employer. On the other hand, the farmer, or independent carpenter, etc., who hires a man to help on his own farm or in his business for money wages or for room, board, or pay in kind, or who pays money wages to his son or other relative to help him in his work should be reported as an "employer."</p> <p>(3) Own Account, "O.A." defined. Persons who are employed in gainful occupations and who are neither employers nor employees are considered to be working on their own account and the entry "O.A." (for own account) will be made in the status column. Such persons are farmers, physicians, lawyers, small storekeepers, country blacksmiths, etc., who employ no helpers other than unpaid family workers,—in short, independent workers who receive neither salaries nor regular wages—are to be classed as working on own account ("O.A."). Dressmakers, washerwomen, laundresses or other persons of similar occupation who work out by the day are wage-earners, but if they perform the work in their own home or shop they are to be classed as working on own account ("O.A.") unless they employ helpers</p>
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in which case they are to be returned as employers ("E").

(4) Wage-Earners, "W" defined. A person who works for salary, wages, commission, or on piece rates, whether he be the general manager of a bank, railway, or manufacturing establishment or a day labourer, is a wage-earner and shall be so returned, and the entry "W" (for wage-earner) will record his status. The term wage-earner does not include such persons as lawyers, doctors, and others who work for fees, and who in their work are not subject to the control and direction of those whom they serve.

(5) Unpaid family worker, "N.P." (No pay) defined. This entry will be made where persons, usually boys or girls working for parents, are employed full time on a farm, in a store, etc., but receive no fixed money payment.

124. Illustration of occupation, industry, and status. The Enumerator shall study very carefully the following examples of occupation, industry and status descriptions. The words in heavy type are necessary for an accurate ready of the nature of the occupation and the kind of industry of each gainfully occupied person.

Occupation (Col. 31)	Industry		Status (Col. 34)
	Kind of Product or Service (Col. 32)	Branch of Industry (Col. 33)	
Farm labourer	Dairy prod.	Farming	N.P.
Stationary engine-man	Coal	Mining	W.
Foreman	Flour	Mfg.	W.
Seamstress	Dresses	Mfg.	W.
Wooden pattern maker	Iron foundry prod	Mfg.	W.
Timekeeper	Lumber	Mfg.	W.
Metal polisher	Hardware	Mfg.	W.
Electrical engineer	Street Rlwy	Trans. M.G.	W.
Civil Engineer	Highways	Const. P.G.	W.
Sales Agent	Drugs	Mfg.	W.
Insurance Agent	Life insurance	Service	W.
Manufacturer's agent	General merchandise	Whole. Tr.	O.A.

**Canadian Century Research Infrastructure**  
**EMPLOYMENT STATUS IND**

	Purchasing agent	Groceries	Whole. Tr.	W.
	Manufacturer	Paper boxes	Mfg	E.
	Cook	Pulpwood	Forestry	W.
	Servant	Domestic	Service	W.
	Waitress	Tea room	Service	W.
	Car inspector	Steam Rlwy	Trans. D.G.	W.
	Building Inspector	City	Service M.G.	W.
	Sales clerk	General merchandise	Ret. Tr.	N.P.
	Office clerk	Department store	Ret. Tr.	W.
	Commercial traveller	Furniture	Mfg.	W.
	Salesman	Tobacco	Whole. Tr.	W.
	Contractor	Buildings	Const.	E.
	Plumber	Plumbing	Const.	O.A.
	Truck driver	Dairy prod.	Ret. Tr.	W.
	Teamster	Lumber	Whole. Tr.	W.
	Graduate Nurse	Private training	Service	W.
	Nurse in training	Hospital	Service	W.
	Nurseryman	Nursery prod.	Farming	E.
	Sales agent	Nursery prod.	Ret. Tr.	W.
	Dynamo man	Electric power	Mfg. P.G.	W.
	Coil winder	Electrical prod.	Mfg.	W.
	Radio repairman	Electrical prod.	Repair	W.
	Stenographer	Post Office	Service D.G.	W.
	Ship's engineer	Fish	Fishing	W.
	Custom's examiner	National Revenue Dept	Service D.G.	W.
	Trapper	Furs	Trapping	O.A.
	Skidder	Logs	Forestry	W.
Riveter	Rlwy. cars	Repair	W.	
I. Remarks				

**Canadian Century Research Infrastructure**  
**EMPLOYMENT\_STATUS\_IND**

Census Guide, 1951

A. Census Question	What class of worker does this person belong to?
B. Question Number	27 on Form 2 and 2A.
C. Variable(s) and Codes	EMPLOYMENT_STATUS_IND
D. Reference Point	As of census day, June 1, 1951.
E. Total Target Population	5 286 153
F. Statistical unit	The person.
G. Targeted Population	Each person 14 years of age and over reported as having "worked."
H. Enumerators' Instructions	<p>Wage or Salary Earner:-- Mark this oval for any person who worked for wages, salary, piece rates, commissions, tips, or payment in kind or board and room. Examples:</p> <ul style="list-style-type: none"> <li>(a) insurance salesman working on commission.</li> <li>(b) waitress working for tips.</li> <li>(c) government employee.</li> <li>(d) salaried manager of a bank.</li> <li>(e) university professor, or school-teacher.</li> <li>(f) executive of a Hydro Electric Power Commission.</li> <li>(g) person on jury duty.</li> <li>(h) store clerk.</li> <li>(i) cleaning woman who works for different people each day.</li> </ul> <p>Own-Account:-- In order to be classed as "Own-Account", a person must have worked during the week ending June 2, 1951, in a business or profession owned and operated by himself without any paid employees. If a person paid any salary, wages, or payment in kind to any employees in his business, he should not be classed as "Own-Account" but as "Employer". Examples:</p> <ul style="list-style-type: none"> <li>(a) farmer who has no paid help (may have unpaid family workers).</li> <li>(b) proprietor of a grocery store who does not hire anybody to assist him.</li> <li>(c) doctor, lawyer, or other professional person who works for fees and hires no assistants, receptionists, nurse, secretary, etc. (He may hire a maid</li> </ul>



	<p>in his own home, but since this is not in connection with his business he would still be classed as "Own-Account".)</p> <p>(d) woman who operates a boarding or rooming house and does not hire anyone to assist her.</p> <p>(e) partner in a business in which no salaried persons are employed.</p> <p>(f) huckster who neither employes any paid workers, nor is employed by another person.</p> <p>(g) retail oil-agent who buys oil in bulk from an oil company and resells it.</p> <p>(h) a skilled tradesman who does not hire any person to work for him, and who does sub-contract work for larger contractors. (For the occupation of such a person enter his skilled trade, e.g., "Carpenter").</p> <p>Employer:-- Mark this oval for any person who operated his own business, farm, or profession, and employed any paid helpers or workers during the week ending June 2nd, in connection with his business. Do not class as an employer any superintendent, manager, foreman, or other executive employed to manage an establishment or business, for although such a person may hire or fire people, he does not do so in the operation of his own business. A person employed by a company cannot himself be considered an employer.</p> <p><i>Examples of employers:</i></p> <p>(a) farmer who hires a man to help on his farm for money wages, room and board, or payment in kind, or who pays regular money wages to his son or other relative to work on the farm.</p> <p>(b) a partner in a business which employs wage or salary workers.</p> <p>(c) physician, dentist, or other professional person who works for fees, and hires one or more paid workers in the operation of his profession.</p> <p>(d) a contractor who hires one or more helpers.</p> <p>No Pay:-- Mark this oval for any person who worked without pay on a farm or in a business owned and operated by a member of the household to whom he is related by blood or marriage. The work done must have contributed to the operation of this family enterprise.</p> <p><i>Examples of no pay workers:</i></p> <p>(a) a farmer's son who helps his father on the farm without pay during his vacation from school or after school hours.</p> <p>(b) a woman who works in her husband's grocery store without wages or salary.</p> <p>(c) the wife of a physician with his own medical practice who keeps her</p>
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**Canadian Century Research Infrastructure**  
**EMPLOYMENT\_STATUS\_IND**

	<p>husband's books and other recorrd without wages or salary.  (d) a fisherman's son who works without pay in a fishing boat owned by a member of the family.</p> <p><i>Do not include as "unpaid family workers" the following:</i></p> <p>(a) the son of a school caretaker who helps his father without pay. (Reason: the father is himself an employee and it was not his own business in which his sone was helping him).  (b) a son working in the family's vegetable garden (non-commercial).  (c) a daughter who helped her mother with the housework. (Reason: such work has no direct connection with the family's farm or business).</p>
I. Remarks	

**Codes**

1 "Employer"  
2 "Worker"  
3 "Own account"  
4 "Unpaid family worker"  
99999001 "Blank"  
99999002 "Damaged"  
99999003 "Illegible"  
99999004 "In Error"  
99999005 "Suspicious"  
99999006 "Missing -- Mandatory Field"  
99999007 "Not Applicable"  
99999008 "Not Mapped"  
99999009 "Correction"  
99999010 "Suggestion"  
99999011 "Unknown - Suggestion"  
99999012 "Multiple Response - Suggestion"  
99999901 "None"  
99999902 "Not Given"  
99999903 "Unknown"  
99999904 "Invalid Value"  
99999999 "Uncodable"

Remarks: Between 1911 to 1931, occupation questions were reported for all persons 10 years of age and older. In 1941, they were reported for all persons gainfully employed, without reference to age. In 1951, they were reported for all persons 14 years of age and older.