

22.—Male and Female Employees on Salaries and Wages in Manufacturing Industries and Average Salary and Wage, by Provinces, 1923.

Provinces.	Employees on salaries.			Average salaries.	Employees on wages.			Average wages.
	Male.	Female.	Total.		Male.	Female.	Total.	
Prince Edward Island...	179	31	210	\$ 828.55	1,495	1,040	2,535	\$ 178.58
Nova Scotia	1,210	348	1,558	1,572.72	12,230	3,391	15,621	689.85
New Brunswick.....	1,263	370	1,633	1,631.07	10,997	3,591	14,588	699.52
Quebec.....	17,464	3,836	21,300	1,901.10	102,812	39,510	142,322	869.85
Ontario.....	33,205	10,405	43,610	1,811.28	172,244	46,916	219,160	1,044.33
Manitoba.....	2,640	649	3,289	1,787.20	8,997	2,530	11,527	1,035.83
Saskatchewan.....	867	157	1,024	1,676.75	2,788	293	3,031	1,190.51
Alberta.....	1,545	310	1,855	1,694.17	5,938	974	6,912	1,033.77
British Columbia and Yukon.....	3,301	490	3,791	1,888.70	26,952	4,296	31,248	990.38
Canada	61,677	16,596	78,273	1,813.18	344,453	102,541	446,994	959.14

Especially noteworthy in this table is the steady rise in average wages from east to west to Saskatchewan; that province, with a small and almost entirely male manufacturing population, chiefly engaged in the more highly paid iron and steel industries, reported the highest average wage in the Dominion. Alberta reported practically the same average as Manitoba, while in British Columbia the average wage was lower. This is due to the seasonal nature of many of the industries in that province, notably fish-curing and packing, in which wages are paid only for a short active season and therefore tend to reduce average yearly wages. The same is true also of the saw-milling industry, which, however, has a longer active season in British Columbia than elsewhere. This seasonal factor is also reflected in the average wages paid in the Maritime Provinces, where the lumber and fish groups are especially important. In Prince Edward Island, in fact, fish-preserving establishments (numbering 199) reported 75.87 p.c. of the total number of employees covered by the census of industry in 1923; of these 199 factories, 87 worked less than 60 days and 111 worked from 60 to 119 days during the year.

In Quebec, a large proportion of female labour is employed; 38.5 p.c. of the aggregate of female wage earners are reported there, as compared with 29.9 p.c. of the total of male factory operatives. Further, many of the industries in which the yearly average wages are below the general average are strongly represented in Quebec. Ontario manufacturers gave employment to 49.0 p.c. of the wage earners, 50.0 p.c. of the total male and 45.8 p.c. of the total female workers, and paid out 53.4 p.c. of the aggregate wages. In that province the average wage was \$1,044.33, as compared with the Dominion average of \$959.14.

As to salaries, an analysis shows that the highest averages in 1923 were paid in Quebec and British Columbia, both of which employ a lower proportion of female salary earners than of males. In Ontario, on the other hand, the proportion was 62.7 p.c. of the total female and 53.8 p.c. of the male workers on salary, while the average salary was \$1,811.28. The average for Canada was \$1,813.18.

Average Earnings in Forty Leading Industries.—In the forty industries for which average earnings are calculated, the highest salaries were paid in the pig iron and ferro-alloy, the leather tanning and the pulp and paper groups, in all of which the proportion of female office help was below the average. Fifteen industries paid average yearly salaries exceeding \$2,000, while in only four were average salaries below \$1,500. Of these four industries, two—the butter and cheese and fish-curing and packing groups—employed a low percentage of females, but are highly seasonal. The other two industries paying salaries averaging less than \$1,500, were the gas lighting and heating and electric light and power groups, in both of which the proportion of women workers was above the average. In these groups the regularity of the work is also an important factor.