

creased by 49 p.c. from 1917 to 1938, compared with a decrease of 3.7 p.c. in wage-earners, while the horse-power used per wage-earner has increased from 3.06 in 1917 to 9.53 in 1938. The factor of better organization is not susceptible to measurement. However, salaried employees have increased 86 p.c. since 1917, or more nearly in proportion to the growth in production than wage-earners. The result of these developments has been the increase of 61.7 p.c. in the efficiency of production per wage-earner and a smaller increase of 47.2 p.c. per employee, owing to the increased proportion of salaried employees in the total. The indexes may be considered as supplying satisfactory evidence of a general gain in volume of production per person employed. In this connection it should be remembered, however, that in 1917, owing to the large numbers overseas, many persons of low efficiency were being employed, their inefficiency being concealed at the time by the prevailing inflation of prices; it is possible that the sudden rise in the indexes of efficiency in 1921 and 1922 may be partly accounted for by the elimination of less competent workers in the contraction of industrial operations that occurred at that time. During the recent depression years the reduced volume of production lowered the indexes of efficiency.

#### 15.—Salaried Employees and Wage-Earners in the Manufacturing Industries of Canada, with Volume of Manufacturing Production and Comparative Efficiency of Production, 1931-38

NOTE.—Figures, with qualifications as to comparability, for 1917 to 1930 are published at p. 421 of the 1939 Year Book.

(1917=100)

Year	Salaried Employees	Wage-Earners	Total Employees	Percentages Relative to 1917		Index Number of Volume of Mfd. Products	Indexes of Efficiency of Production	
				Of Wage-Earners	Of Total Employees		Per Wage-Earner	Per Employee
				p.c.	p.c.			
1931.....	91,491	437,149	528,640	80.7	87.2	124.1	153.8	142.3
1932.....	87,050	381,783	468,833	70.5	77.3	105.0	148.9	135.8
1933.....	86,636	382,022	468,658	70.5	77.3	105.1	149.1	136.0
1934.....	92,095	427,717	519,812	79.0	85.7	123.7	156.6	144.3
1935.....	97,930	458,734	556,664	84.7	91.8	136.4	161.0	148.6
1936.....	104,417	489,942	594,359	90.5	98.0	149.4	165.1	152.4
1937.....	115,827	544,624	660,451	100.6	109.1	169.1	168.1	155.0
1938.....	120,589	521,427	642,016	96.3	105.8	155.7	161.7	147.2

**Distribution of Employees in 1938.**—In 1938, the 25,200 establishments covered, employed 120,589 salaried employees and 521,427 wage-earners, a total of 642,016 persons. Out of every 1,000 persons employed in manufacturing, 188 were classed as salary earners and 812 as wage-earners; the former earned 29.4 p.c. and the latter 70.6 p.c. of the total amount paid out as remuneration for services.

Ontario had a lower percentage of both salaried employees and wage-earners than its proportion of gross production (51.3 p.c.) or of net production (53.0 p.c.). In Quebec, on the other hand, the percentages of both salaried and wage-earning employees were higher than the proportions of gross (29.5 p.c.) and net (30.0 p.c.) production. The percentages of salaries are usually relatively high in both Ontario and Quebec, as these provinces contain the head offices of many large corporations with their salaried executives. In Ontario the percentage of female salaried employees was higher than that of the male, i.e., it had a larger proportion of females among its salaried employees than the other provinces. The same was true of Quebec with