

### Subsection 3.—Salaries and Wages in Manufacturing Industries

In 1944, the 28,483 establishments covered, employed 192,558 salaried employees and 1,030,324 wage-earners, a total of 1,222,882 persons. Out of every 1,000 persons employed in manufacturing 157 were classed as salary earners and 843 as wage-earners; the former earned 20.6 p.c. and the latter 79.4 p.c. of the total amount paid out as remuneration for services.

A notable feature during the past few years was the reduction in the disparity between average annual salaries and wages. Whereas in 1939 average annual wages were only 55.8 p.c. of average annual salaries, in 1943 the percentage rose to 75.8 and declined to 72.0 in 1944. This tendency towards equalization was, in part, due to the controls adopted by the Government which tended to stabilize salaries more so than wages. The increase in average wages was also influenced by the fact that large numbers of wage-earners were employed in the highly paid iron and steel industries and by the increase in number of hours worked, some of it at overtime pay.

Ontario has a larger proportion of females among its salaried employees than the other provinces. The same situation prevails in Quebec with regard to wage-earners, due, no doubt, to the textile industries of the Province. The importance of the textile industries in providing employment to females is strikingly illustrated by the fact that of all female wage-earners engaged in the manufacturing industries of Canada in 1944, 29 p.c. were found in the textile group. Normally, the percentage is much higher. In 1942 to 1944 large numbers of female wage-earners were employed in the aircraft and miscellaneous chemical industries and for this reason the percentage employed in the textile industries declined.

The average salary in Canada in 1944 amounted to \$2,171 which was \$425 or 24.3 p.c. higher than in 1939. Salaried employees in Ontario with \$2,273 received the highest salary. British Columbia came second with \$2,190 and Quebec third with \$2,159. The fact that head offices of many large corporations are located at Montreal, Toronto, Vancouver and Winnipeg tends to raise the average salaries in the provinces in which these cities are located.

#### 21.—Salaries and Wages Paid in Manufacturing Industries, by Provinces and Industrial Groups, 1944, with Totals for Significant Years, 1917-43

Year	Salaries				Wages				
	Salaried Employees		Total Salaries	Average Salaries	Wage-Earners		Total Wages	Average Wages	
	Male	Female			Male	Female			
	No.	No.	\$	\$	No.	No.	\$	\$	
1917	64,918		85,353,667	1,315		541,605		412,448,177	762
1920	78,334		141,837,361	1,811		520,559		575,656,515	1,106
1922	71,586		129,836,831	1,814		384,670		359,560,399	935
1924	54,379	15,641	130,344,822	1,857	322,719	94,871	404,122,853		968
1926 <sup>1</sup>	58,245	17,092	142,353,900	1,890	374,244	109,580	483,328,342		999
1929 <sup>1</sup>	67,731	21,110	175,553,710	1,976	454,768	122,922	601,737,507		1,042
1930 <sup>1</sup>	64,161	20,550	169,992,216	2,007	416,790	113,195	527,563,162		995
1931 <sup>2</sup>	71,198	20,293	172,289,095	1,883	337,636	99,513	415,277,895		950
1932	68,264	18,786	151,355,790	1,739	288,817	92,966	322,245,926		844

<sup>1</sup> The averages of wage-earners and earnings for the years 1931 to 1943 are strictly comparable with those for the years up to 1925 but not with those for the intervening years. The figures for the latest years—as for the earliest—represent the earnings for complete man-years of work, with no allowance for periods of unemployment. The difference amounts only to about 3 or 4 p.c. in the total figures and affects chiefly the seasonal industries.

<sup>2</sup> The increase in the number of salaried employees in 1931 is due to the following changes in method: (1) Prior to 1931 working proprietors, such as bakers, sawmill operators, small clothing manufacturers, etc., were required to report themselves as wage-earners. In 1931 and subsequent years, however, all such proprietors reported themselves as salaried employees. (2) In 1931 travelling salesmen who were attached to the plant, and devoted all or the greater part of their time to selling the products of that plant, were included with salaried employees. Prior to this they were not reported at all.