

Subsection 4.—Earnings and Hours of Work of Male and Female Wage-Earners and Salaried Employees in Manufacturing*

Annual surveys of hours and earnings of male and female salaried employees and wage-earners in manufacturing establishments which usually employ 15 or more persons were instituted in 1946, superseding somewhat similar surveys conducted by the Census of Manufactures from 1932 to 1945.† The two series are not entirely comparable; the earlier survey collected data from manufacturing establishments, regardless of size, for one week in the month of highest employment in each establishment, while the later series relates to one week in the autumn of each year and is limited to the larger establishments. Differences in industrial coverage and in material collected and tabulated also reduce the comparability of the two series. The more recent survey covers more than 86 p.c. of the employees in all manufacturing establishments in Canada.

The data published in Tables 10-12 relate to all salaried employees and wage-earners in the employ of larger manufacturers, except travelling salesmen, homeworkers, watchmen, charwomen and workers engaged on new construction. Proprietors and firm members were also excluded, as were employees engaged in the distribution of products where the sales offices were organized as separate units. Gross earnings were reported, including regular salaries and wages paid on a time or piece-work basis, regularly-paid commissions, incentive or production bonuses, overtime earnings, etc.

Tables 9 and 10 show the average hours worked and the average earnings of wage-earners and salaried employees of both sexes reported for the last week of November, 1946 and 1947, in Canada, in the eight larger provinces, and in the principal manufacturing industries. Significant increases in earnings occurred over the year, resulting, in the main, from upward wage adjustments and, in some cases, from increased cost-of-living bonuses. Other factors influencing the pay levels include the type and size of the manufacturing operation, the proportions of women employed, occupational variations, seasonal influences in many industries, the proportions of short-time, part-time and casual workers, the amounts of overtime work done, and the extent of labour turnover and absenteeism in the week reviewed. There are also variations related to the location of the establishment in areas where general pay levels tend to be above or below average. Provincial variations are closely related to the industrial distributions of the workers in the different provinces. Differences in type and size of the industrial units also affect salary levels, as well as varying requirements for highly-paid executive and professional personnel, the number of head offices and the organization of distributive operations.

Table 11 indicates the percentages women constituted of the wage-earners and salaried personnel in Canada and eight provinces, together with the proportions that women's earnings formed of men's earnings in November, 1946 and 1947. In making comparisons of the figures for each sex, it should be borne in mind that women are more numerous in the industries in which pay levels are below average, that their hours of work are frequently shorter, that part-time work and absenteeism are more common among women, and that they tend, on the average, to be younger and less experienced workers.

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† Figures derived from these surveys appeared at pp. 567-574 of the 1948-49 Year Book.