

The data published in Tables 11-14 relate to all wage-earners and salaried personnel in the employ of leading manufacturers in the weeks surveyed, except travelling salesmen, homeworkers, charwomen and workers engaged on new construction. Proprietors and firm members are also excluded, as are employees engaged in the distribution of products where the sales offices are organized as separate units. The reported hours include short-time, full-time and overtime hours actually worked, plus any hours of paid absence in the periods covered by the surveys. The wages and salaries represent gross earnings for the week, before income tax, unemployment insurance and other deductions are made; they comprise regular wages and salaries paid on a time or piece-work basis, regularly paid commissions, incentive or production bonuses, overtime earnings, etc. In 1948, the period of the survey was changed from the last week in November, as in 1946 and 1947, to the last week in October. Except for a few seasonal industries, this change did not materially affect the comparisons.

The tables show average hours and average earnings of wage-earners and salaried employees of both sexes for the weeks surveyed in 1946, 1947 and 1948, in Canada, in eight provinces, and in the principal manufacturing industries defined according to the new standard industrial classification coming into use by government departments. Earnings continued to rise in the eleven-month period ended Oct. 31, 1948, although, in general, not so sharply as between 1946 and 1947. The average working time showed little change. Variations in the general provincial averages are closely related to the industrial distributions of the workers. Factors influencing levels of earnings in different industries include: type and size of the manufacturing operation; proportions of women employed; occupational variations; seasonal influences; proportions of short-time, part-time and casual workers; amounts of overtime work done; extent of labour turnover and absenteeism in the week reviewed; and location of the plant in areas where pay levels tend to vary from the average. 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 and size of head offices, and the organization of distributive operations.

The percentages that women constituted of the reported wage-earners and salaried staffs in Canada and eight provinces, and the proportions that their earnings formed of men's earnings in November, 1947, and October, 1948, are shown in Table 13. Differences in pay-levels of men and women reflect not only variations in rates for each sex, but also other factors such as occupational differences, the higher proportion of women employed in industries in which pay levels are generally below average, the tendency for women, on the average, to be younger and less experienced workers, the shorter hours of women workers, and the higher incidence of part-time work and absenteeism.

Table 14 gives the percentage distribution of wage-earners of each sex in five main groups of hours for the last week in November, 1947 and for October, 1948. The proportions of employees working less than 45 hours tended to increase in 1948; in most areas the variations were not extensive. As in preceding years, a high percentage of the women worked less than 40 hours. The general provincial figures for manufacturing are influenced by the industrial distributions of workers, by variations in the standard working week, and by differences in amounts of short-time, part-time and overtime work, due to seasonal and other causes.

"Earnings and Hours in Manufacturing, 1948", published by the Dominion Bureau of Statistics, provides more complete information on these subjects for Canada, by provinces and the 22 large industrial cities. Statistics are given in the