

week of October in subsequent years. In 1950, data were included for most of the large plants in Newfoundland. The distribution of male and female wage-earners by hours worked in the survey week was obtained in 1946-49; the 1950 survey showed the distribution of wage-earners and salaried employees of each sex by amounts earned in the week.

The data for 1949 (Tables 9 and 10) relate to all employees on the payrolls of the larger manufacturing establishments in the reported week, except homeworkers, travelling salesmen, watchmen and charwomen; the 1950 figures include all categories but homeworkers. Proprietors and firm members, pensioners, personnel in separately organized sales offices, and employees absent without pay throughout the survey week are excluded. The reported earnings comprise gross earnings, before deduction for taxes, unemployment insurance, etc., including time, piecework and commission earnings, regularly paid bonuses, overtime pay and payments to persons absent with pay in the survey week. The hours include part-time, full-time and overtime hours worked, and any hours of paid absence in that week.

Tables 9 and 10 show the average hours worked and the average earnings of wage-earners and salaried employees of both sexes, by provinces and industries. The trend in earnings has been consistently upward in the period covered, largely as a result of pay increases and rising cost-of-living bonuses. Other factors influencing pay levels include the type and size of the manufacturing operation, the proportion of women employed, occupational differences, variations in activity resulting from seasonal, market and other conditions, the proportions of short-time, part-time and casual workers, the amounts of overtime work done, and the extent of absenteeism and labour turnover in the week surveyed. There are also variations associated with the location of the plant in areas where general pay levels tend to be above or below average. Provincial variations are closely related to the industrial distribution of the workers in the different areas. Salary levels are also affected by the type and size of establishment, the varying requirements for highly paid executive and professional personnel, the prevalence of head offices, the organization of distributive operations, etc.

Table 11 shows the proportions of women among wage-earners and salaried employees and the relation of their earnings to those of men. Women's wages and salaries are generally lower than men's earnings, not only because of pay differentials and occupational differences, but also because their hours of work are frequently shorter, part-time work and absenteeism are more common than among men, and they tend, on the average, to be younger and less experienced workers.

The distribution of wage-earners by sex and hours worked in the last week in October 1949 is shown in summary form in Table 12. Provincial variations are related to the industrial distribution of workers, to variations in the normal work week, and to seasonal and other differences in amount of part-time, short-time and overtime work. Table 13, giving the distribution of wage-earners and salaried employees by amounts earned in the last week of October 1950, supplies information on the components of the general averages of earnings, indicating the extent to which unusually high or low earnings were factors in the general figures.