

The surveys cover all full-time, part-time and casual employees on the paylists in the week, except homeworkers and employees absent without pay throughout the week. No data are included for proprietors or firm members, pensioners, or for employees in separately organized sales offices. The earnings comprise the gross remuneration for the week, including regularly paid bonuses and vacation pay, before deduction for taxes, insurance, pension plans, etc. Part-time, full-time and overtime hours worked and hours of paid absence are included.

The period since 1946, when the first survey was made, has been characterized by steadily rising earnings, reflecting upward pay adjustments and increasing cost-of-living bonuses. A more rapid expansion in employment activity in the higher-paid durable goods industries than in the non-durables has also contributed more recently to the upward movement of the general averages. The amounts and proportions of the increases reported for male and female wage-earners and salaried employees are given in Table 19. Reductions in working time, particularly between 1950 and 1951, resulted in generally smaller percentage increases in the weekly wages than in the hourly earnings of the wage-earners.

Tables 20 and 21 show geographical and industrial averages of hours and earnings for wage-earners and salaried employees in the week ended Oct. 31 in 1950 and 1951. Table 21 also gives statistics for office workers in October 1951 which show that 56.8 p.c. of the men and 96.6 p.c. of the women are classified as salaried personnel. Their hours differed insignificantly from those of managerial and professional staffs.

Variations in hours worked, as shown in these tables, are related to the length of the normal work week, which is regulated largely by local custom, union agreements and provincial legislation, and to the levels of industrial activity prevailing in the periods surveyed. The group averages are also influenced by the industrial and occupational distributions of the reported employees, the numbers of men and women, of casual and part-time workers, the duration of their employment in the week and the amounts of overtime worked and of time lost through absenteeism, labour turnover, etc. Women usually average fewer hours than men because their work-week tends to be shorter, part-time work and absenteeism are more prevalent, and above-average proportions are employed in industries where a short work-week is customary.

Disparities in levels of earnings are associated with pay differentials on an industrial and geographical basis, the type and size of the manufacturing operation, occupational differences, fluctuations in activity resulting from seasonal, market and other conditions, variations in the proportions of short-time, casual and part-time workers and in the amount of overtime work, and differences in the proportions of women employed. Area variations are closely related to the industrial distributions of the workers. Salary levels are further affected by the prevalence of head offices, the type and size of establishments, and varying requirements for highly paid professional and executive personnel.

The proportions of women included in the 1950 and 1951 surveys and the relationship of their wages and salaries to men's earnings are given in Table 22. Their earnings are generally lower than those of men, not only because of pay differentials and occupational differences, but also because their hours of work are frequently shorter, part-time work and absenteeism is more common than among men and they tend, on the average, to be younger and less experienced workers.