

Industrial and geographical variations in working time as well as year to year changes, as shown in these tables, result from a variety of causes—variation in the length of the standard work week; the numbers of casual and part time workers employed and their hours in the reported week; amounts of overtime worked, and of time lost through absenteeism, labour turnover, industrial disputes, layoffs, etc.; differing occupational requirements and varying proportions of men and women. Women generally average substantially shorter time than men. Their standard work week tends to be lower, as relatively small proportions of women are employed in industries where the work week is above average, and they show a higher frequency of part time work and of absenteeism.

Levels of average earnings are related to the distributions of employees in industries or areas where pay rates are above or below average. They also reflect differences in basic pay rates, in occupational skills, in amounts of bonus, commission and overtime payments, variations in levels of activity in component groups and in particular establishments, and other factors. The averages of salaried personnel are further affected by the incidence of head offices, the type and size of establishments, and varying requirements for highly paid professional and executive personnel, most of whom are men. Women's earnings generally average well below those of men in the same industries, chiefly as a result of pay differentials, occupational variations, a greater incidence of part time work and absenteeism among women, and their higher proportions of younger and less experienced workers. The proportions of women reported in the 1953 and 1954 surveys and the relationship of their earnings to men's earnings are given in Table 13, p. 750.

### 11.—Average Hours and Earnings of Male and Female Wage Earners for the Last Week of October 1954

(As reported by manufacturers usually employing 15 or more persons.)

Province, City and Industry	Average Hours Worked			Average Hourly Earnings			Average Weekly Earnings		
	Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes
	No.	No.	No.	cts.	cts.	cts.	\$	\$	\$
<b>Province</b>									
Newfoundland.....	43·3	38·3	42·8	142·5	54·8	134·5	61·67	21·01	57·57
Nova Scotia.....	41·4	39·3	41·1	126·5	58·5	117·6	52·41	23·01	48·37
New Brunswick.....	43·3	37·6	42·6	127·4	68·4	120·5	55·16	25·70	51·28
Quebec.....	43·7	38·7	42·3	137·9	87·2	125·3	60·28	33·80	53·04
Ontario.....	41·8	38·6	41·2	159·0	100·0	147·7	66·54	38·56	60·83
Manitoba.....	41·9	38·7	41·2	144·9	87·1	133·1	60·70	33·67	54·85
Saskatchewan.....	42·3	35·8	41·5	146·4	98·8	141·4	61·86	35·41	58·67
Alberta.....	42·1	36·6	41·4	152·1	103·2	146·9	64·00	37·81	60·82
British Columbia.....	40·0	35·6	39·6	175·2	110·3	169·2	70·07	39·31	66·95
<b>Totals.....</b>	<b>42·3</b>	<b>38·5</b>	<b>41·5</b>	<b>151·3</b>	<b>93·3</b>	<b>139·8</b>	<b>63·98</b>	<b>35·90</b>	<b>57·99</b>
<b>City</b>									
Montreal.....	42·7	37·9	41·2	145·1	93·4	130·2	61·97	35·37	53·65
Toronto.....	41·7	38·6	40·9	163·9	102·9	148·9	68·35	39·66	60·88
Hamilton.....	41·0	38·2	40·4	170·0	106·9	157·9	69·69	40·80	63·80
Windsor.....	40·5	39·3	40·4	176·5	125·1	172·1	71·54	49·21	69·59
Winnipeg.....	41·6	38·6	40·9	144·1	87·3	131·7	60·00	33·72	53·89
Vancouver.....	39·3	36·9	38·9	176·1	111·1	167·0	69·16	40·97	65·00
<b>Industry</b>									
Food and beverages.....	43·3	37·9	41·8	132·1	85·5	120·1	57·20	32·40	50·17
Meat products.....	41·7	38·2	41·0	155·3	115·9	148·2	64·72	44·21	60·75
Canned and preserved fruits and vegetables.....	43·6	35·7	39·4	107·4	74·2	91·7	46·85	26·49	36·16
Bread and other bakery products.....	45·2	41·2	44·5	126·6	76·2	118·0	57·29	31·38	52·50
Tobacco and tobacco products.....	42·1	39·5	40·5	154·0	128·7	138·9	64·82	50·85	56·28
Rubber products.....	42·0	40·0	41·6	154·2	106·7	144·1	64·82	42·69	59·91
Leather products.....	38·7	36·5	37·8	114·8	78·9	100·2	44·48	28·78	37·87