

are obtained each year. In addition, percentage distribution of wage-earners in a given range of hours were obtained annually for the years 1946 to 1949 and every third year thereafter (1955 data given in Table 19); in 1950, 1953 and 1956, percentage distributions of wage-earners and salaried employees by amounts earned in the survey week were obtained (1956 data given in Table 18); and in 1951, 1954 and 1957, hours and earnings of office workers were segregated from those for managerial, supervisory, professional and other senior salaried employees (1957 data given in Table 16).

The annual survey is limited to establishments usually employing 15 or more persons and covers approximately 90 p.c. of all employees reported to the Annual Census of Manufactures. Establishments are asked to report for all casual, part-time and full-time employees on staff in the survey week, excluding proprietors, firm members, pensioners, homeworkers, employees absent without pay throughout the week and staffs in manufacturers' separately organized sales offices. Gross earnings, including regularly paid bonuses, overtime pay and amounts paid for absences, are reported for the week. The reported hours comprise part-time, full-time and overtime hours worked and hours of paid absence in the survey week. The general averages are usually very similar to those derived from the corresponding monthly survey.

The annual survey reflects a continued upward movement in wages and salaries throughout the postwar period. Table 14 provides year-to-year comparisons of average earnings from 1949. In the eight years, men's weekly wages rose by 52.6 p.c. and their salaries by 60.0 p.c. In the same period, women's weekly wages advanced by 45.3 p.c. and their salaries by 58.9 p.c. Since the general trend in hours worked has been downward because of reductions in the standard work week and other factors, the increases in the average hourly earnings of wage-earners have been proportionately greater than in their weekly wages, the eight-year advances amounting to 63.6 p.c. for men and 54.4 p.c. for women.

Variations in the general and group averages and the year-to-year comparisons are, of course, related to varying economic and other conditions affecting the component industries in the survey periods and to the industrial and, in some cases, area distributions of the reported employees. Tables 15 and 16 show the 1957 averages of hours and earnings for wage-earners and salaried employees, respectively, for the provinces, the six largest metropolitan areas, the major industry groups and several important industries. It will be noted that women average consistently lower earnings than men in the same area or industry unit. This is a result not only of pay differentials and occupational differences, but also of such factors as a frequently shorter work week for women, a greater incidence of part-time work and absenteeism among them, their higher proportions of younger and less experienced workers, and their industrial distributions.

Salaried employees comprise increasing proportions of manufacturing staffs as a whole. Table 17 shows that the proportion of salaried employees has risen from 16.3 p.c. in 1946 to 23.8 p.c. in 1957. This trend is associated with developments in planning, administration and record-keeping which have increased requirements for professional and clerical personnel, and with changes in manufacturing processes which have frequently reduced manpower requirements per unit produced. Changes in industrial distributions of employment also contribute to variations in the ratio of salaried personnel to wage-earners, which in any one period is further influenced by seasonal, market and other conditions affecting levels of production. These usually cause sharper fluctuations in numbers of wage-earners than of salaried employees.