

**Subsection 4.—Hours and Earnings in Manufacturing Industries\***

Information obtained in an annual survey of earnings and hours in manufacturing relating to the last week of October supplements the monthly data included in the preceding Subsections. Separate figures of hours and earnings of men and women wage-earners and salaried employees are obtained each year, while for some time additional data have been obtained in a triennial rotation. Distributions of wage-earners in a given range of hours were collected each year from 1946 to 1949 and every third year thereafter to 1958, for which statistics are given in Table 18. In 1950, 1953, 1956 and 1959, percentage distributions of wage-earners and salaried employees by amounts earned in the survey week were obtained (1956 data are given in the 1959 Year Book, p. 743; those for 1959 were not available at time of printing); 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 are given in the 1959 Year Book, p. 742).

The annual survey, like the monthly 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 their staffs 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 for the week are required, including regularly paid bonuses, overtime pay and amounts paid for absences in the survey week. The reported hours comprise part-time, full-time and overtime hours worked and hours of paid absence. The general averages obtained 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 decade, men's weekly wages rose by 58.5 p.c. and their salaries by 65.7 p.c. In the same period, women's weekly wages advanced by 54.2 p.c. and their salaries by 65.8 p.c. Because the general trend in working hours has been downward as a result of reductions in the standard work week and other factors, the increases in average hourly earnings of wage-earners have been proportionately greater than in weekly wages, the gains in 1958 over 1949 amounting to 68.2 p.c. for men and 58.8 p.c. for women.

Variations in the magnitude of the changes shown in the general and group averages and in the year-to-year comparisons are obviously related to varying economic and other conditions affecting the component industries in the survey periods, as well as to the industrial and, in some cases, the area distributions of the reported employees. Tables 15 and 16 show the 1958 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 earn consistently lower average earnings than men in the same area or industry unit. This results not only from pay differentials and occupational differences, but also from 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 17.6 p.c. in 1949 to 24.4 p.c. in 1958. This trend is associated with developments in planning,

\* More detailed information is given in DBS annual report *Earnings and Hours of Work in Manufacturing* (Catalogue No. 72-204).