

1959. Hours and earnings of clerical and related workers, given in Table 16 for 1960, were segregated from those for managerial, professional, supervisory and other salaried employees in 1951, 1954, 1957, 1959 and 1960.

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 12 years from 1949, men's weekly wages rose by 69.7 p.c. and their salaries by 78.1 p.c. In the same period, women's weekly wages advanced by 61.7 p.c. and their salaries by 77.7 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 1960 over 1949 amounting to 80.4 p.c. for men and 67.6 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 1960 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 wages or salaries 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 number of such workers has risen from 18.5 p.c. of the total reported in 1950 to 24.4 p.c. in 1960. 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 employment for production workers per unit produced. Changes in industrial distributions of the employees reported also contribute to variations in the ratio of salaried personnel to wage-earners, which in any one period may be 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.