

latest survey in Table 19. Percentage distributions of wage-earners and salaried employees by amounts earned in the survey week were obtained triennially from 1950-59 and again in 1964. Table 20 summarizes data on earnings of both groups of manufacturing employees.

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 their staffs in the survey week, excluding proprietors, 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.

Over the past 16 years, total employment as reported to this survey has increased 44.1 p.c., the durable goods industries absorbing 53.1 p.c. of the expansion. The relative sex composition of the manufacturing work force did not alter significantly over the period, although an increase of 68.4 p.c. was reported in the number of males employed compared with a gain of 37.6 p.c. in female employees; the relative proportion of men in the work force rose to 76.4 p.c. from 75.3 p.c. in 1949. During the same period, the percentage increase in salaried employees was three times as high as for wage-earners, being 97.7 p.c. for the former as against 32.7 p.c. for the latter. It should be noted, however, that the acceleration in the increase in the number of salaried employees was more pronounced in the first half of the period, a trend associated with developments in planning, administration and record-keeping which 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 the industrial distribution of the employees 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. Nevertheless, Table 16 shows that since 1956 this group has ranged between 22.9 p.c. and 24.4 p.c. of all employees in manufacturing. Of more particular interest in this regard is the pronounced shift within the salaried class from the clerical category to the "other salaried" personnel group, which includes managerial, professional, technical and supervisory employees. Since 1951, when statistics for clerical workers were first segregated from all salaried staff, the "other salaried" component has expanded from less than one third to one half this class of employee. Within the clerical category itself there has been a marked shift in the sex-composition, men now constituting just over one half of the total number compared with 58.3 p.c. in 1951.

The upward movement in hourly earnings and weekly wages and salaries in the 1956-65 period is apparent from Table 15. In each of these categories of income, men recorded advances of 40.4 p.c., 40.6 p.c. and 40.3 p.c., respectively, since the earlier year; in the same period, women's average hourly earnings increased by 41.0 p.c., their weekly wages by 39.6 p.c. and their salaries by 40.6 p.c.

Tables 17 and 18 show the 1965 averages of hours and earnings for wage-earners and salaried employees, respectively, for major industry groups, the provinces and the six largest metropolitan areas. Average weekly earnings of the clerical and "other salaried" components of the salaried class are also included for 1965 in the latter table.

It will be noted that women earn consistently lower average wages and salaries than do men in their industrial distributions. 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.