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DEPARTMENT OF TRADE AND COMMERCE

DOMINION BUREAU OF STATISTICS

EMPLOYMENT STATISTICS BRANCH



**SEX DISTRIBUTION OF THE PERSONS
IN
RECORDED EMPLOYMENT AT OCT. 1, 1943**

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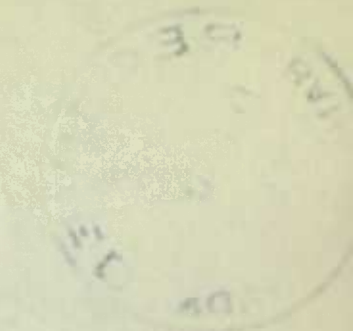
(Supplement to the Oct. 1, 1943, Bulletin on Employment and Payrolls)



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DEPARTMENT OF TRADE AND COMMERCE
DOMINION BUREAU OF STATISTICS
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The Sex Distribution of the Persons in Recorded Employment at Oct. 1, 1943.

(Supplement to the Oct. 1 Bulletin on Employment and Payrolls.)

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INTRODUCTION.

In connection with its monthly survey of employment and payrolls as at Oct. 1, 1943, the Dominion Bureau of Statistics requested employers^{1/} for a statement of the number of females on their staffs in the pay periods for which they were furnishing data, repeating the enquiry undertaken at the same date in 1942. The response to these enquiries was highly gratifying, indicating a very general realization of the present-day importance of information respecting the sex distribution of those in recorded employment. The value of the data for Oct. 1 of the present year is greatly enhanced by the fact that changes in the numbers and proportions of female workers over the 12 months can now be measured, whereas the Oct. 1, 1942, data could be compared only with the information obtained in the 1940 Census of Industry, and with the distribution existing at the date of the 1931 Decennial Census.

The Coverage of Industry.- The monthly surveys^{2/} cover large proportions of the total numbers employed in the following industries:- manufacturing, logging, mining, communications, transportation, construction, services, trade and finance. The more important groups excluded are the following:- agriculture, domestic and personal services, and professional services, such as governmental, educational, etc. In these industries (except agriculture), and in many of the smaller establishments excluded from the current surveys, the proportions of female employees are relatively high, in some cases exceeding the ratios found among the industries for which current statistics are available. The proportions given in this supplement are therefore probably rather lower than those which would be indicated in a census taken at the same date.

In the main, the comparisons made herein reflect the changes in the situation at Oct. 1, 1943, as compared with Oct. 1, 1942. To show the proportions in manufacturing as a whole, however, Table 4 gives comparisons with the latest annual Census of Industry, i.e., for 1941. The data as at Oct. 1, 1942, and Oct. 1, 1943, are summarized on page 2, while Tables 1, 2 and 3 give the statistics at those two dates for a fairly lengthy list of industries in the Dominion, the Economic Areas, and the leading cities.

The Situation at Oct. 1, 1943.- The number of females in recorded employment at Oct. 1, 1943, in the nine leading industrial divisions, was 510,715, constituting 262 per thousand of the total personnel of 1,950,131. At the same date in 1942, 441,156 women had been reported in a staff of 1,879,845. The proportion then was 235 per thousand. In the intervening 12 months, there have been changes in the list of establishments providing monthly statistics of employment and payrolls; had the same employers furnished data at Oct. 1, 1942, as reported for Oct. 1 of the present year, the estimated number of their female workers would have been increased by 2,137, to 443,293, in an estimated aggregate working force of 1,886,352. The adjustment in the various areas and industries is slight, affecting the percentage changes in the 12 months' comparisons by insignificant fractions; the comparisons given in this supplement accordingly are based upon the figures published in the Appendix on the Sex Distribution of the Persons in Recorded Employment at Oct. 1, 1942, then included with the current bulletin on employment and payrolls.

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- 1/ The Bureau takes the opportunity provided by the publication of this supplement on sex distribution, to express again its appreciation of the excellent co-operation generally accorded by employers in the monthly surveys of employment and payrolls, as well as in the special investigations of the number of females in recorded employment.
 - 2/ These are limited in the main to returns from establishments having 15 employees and over. At June 1, 1941, the co-operating employers reported some 59 p.c. of the total number of wage-earners enumerated in the Decennial Census; it may further be estimated from preliminary data now available, that the June 1, 1941, survey of employment and payrolls related to some 81 p.c. of all those enumerated in the Census as at work in the industries covered. At the Census date, 250 in each 1,000 wage-earners were females, a proportion which fell to 182 per thousand in the industries for which monthly statistics are collected.

Summary Table, Showing the Sex Distribution of the Workers in Recorded Employment in the Provinces, the Leading Industrial Cities, and the Main Industrial Groups, as at Oct. 1, 1943 and Oct. 1, 1942.

Geographical and Industrial Unit	1 9 4 3					1 9 4 2				
	Total	Male	Female	Male	Female	Total	Male	Female	Male	Female
	No.	No.	No.	P.C.	P.C.	No.	No.	No.	P.C.	P.C.
(a) Provinces										
Maritime Provinces	148,390	124,891	23,499	84.2	15.8	142,207	123,307	18,900	86.7	13.3
Prince Edward Island	2,719	2,058	661	75.7	24.3	2,325	1,797	528	77.3	22.7
Nova Scotia	92,085	78,771	13,314	85.5	14.5	87,426	77,029	10,397	88.1	11.9
New Brunswick	53,586	44,062	9,524	82.2	17.8	52,456	44,481	7,975	84.8	15.2
Quebec	615,339	454,029	161,310	73.8	26.2	586,931	439,718	147,213	74.9	25.1
Ontario	790,857	552,376	238,481	69.8	30.2	779,410	571,210	208,200	73.3	26.7
Prairie Provinces	207,754	159,019	48,735	76.5	23.5	197,173	159,102	38,071	80.7	19.3
Manitoba	95,749	70,022	25,727	73.1	26.9	95,378	73,596	19,782	78.8	21.2
Saskatchewan	40,423	31,680	8,743	78.4	21.6	39,516	32,183	7,333	81.4	18.6
Alberta	71,582	57,317	14,265	80.1	19.9	64,279	53,323	10,956	83.0	17.0
British Columbia	187,791	149,101	38,690	79.4	20.6	174,124	145,352	28,772	83.5	16.5
CANADA	1,950,131	1,439,416	510,715	73.8	26.2	1,879,845	1,438,689	441,156	76.5	23.5
(b) Cities										
Montreal	307,491	206,214	101,277	67.1	32.9	280,192	191,495	88,697	68.3	31.7
Quebec	41,634	28,217	13,417	67.8	32.2	36,564	23,685	12,879	64.8	35.2
Toronto	287,237	159,324	127,903	59.6	40.4	253,674	160,742	92,932	63.4	36.6
Ottawa	26,390	16,082	10,308	60.9	39.1	24,976	15,698	9,278	62.8	37.2
Hamilton	60,459	41,398	19,061	68.5	31.5	65,426	45,087	18,339	71.1	28.9
Windsor	40,977	33,603	7,374	82.0	18.0	42,784	36,590	6,194	85.1	14.9
Winnipeg	63,156	41,025	22,131	65.0	35.0	59,937	43,022	16,915	71.8	28.2
Vancouver	93,271	67,793	25,478	72.7	27.3	86,862	68,352	18,510	78.7	21.3
(c) Industries										
Manufacturing	1,208,156	870,905	337,251	72.1	27.9	1,137,242	844,501	292,741	74.3	25.7
Durable Goods ^{1/}	684,157	553,625	130,531	80.9	19.1	605,130	512,809	92,321	84.7	15.3
Non-Durable Goods	505,382	300,985	204,397	59.6	40.4	515,428	315,108	198,320	61.4	38.6
Electric Light and Power	18,617	16,294	2,323	87.5	12.5	18,684	16,584	2,100	88.8	11.2
Logging	43,690	42,638	1,052	97.6	2.4	45,005	44,217	788	98.2	1.8
Mining	72,780	70,555	2,225	96.9	3.1	76,831	75,266	1,565	98.0	2.0
Communications	28,432	13,472	14,960	47.4	52.6	28,296	14,905	13,391	52.3	47.7
Transportation	151,588	139,420	12,168	92.0	8.0	140,729	132,298	8,431	94.0	6.0
Construction and Maintenance	172,727	168,683	4,044	97.7	2.3	188,660	186,065	2,595	98.6	1.4
Services	44,478	18,659	25,819	42.0	58.0	41,237	19,962	21,275	48.4	51.6
Trade	163,426	83,188	80,238	50.9	49.1	157,672	86,239	71,433	54.7	45.3
EIGHT LEADING INDUSTRIES	1,885,277	1,407,520	477,757	74.7	25.3	1,815,672	1,403,353	412,319	77.3	22.7
Finance	64,854	31,896	32,958	49.2	50.8	64,173	35,356	28,817	55.1	44.9
TOTAL - NINE LEADING INDUSTRIES	1,950,131	1,439,416	510,715	73.8	26.2	1,879,845	1,438,689	441,156	76.5	23.5

^{1/} This classification comprises the following:- iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries with the exception of electric light and power.

The proportion of 262 women per thousand employees at Oct. 1, 1943, was considerably higher than that of 235 per thousand a year earlier, there being a rise of $11\frac{1}{2}$ p.c. in this comparison. The increase in the number of females, (approximating 67,000, or 15 p.c.), accounted wholly for the general gain of 3.4 p.c. in recorded employment in the nine leading industries; the number of males showed a small decline in the 12 months.

Sources Contributing to the Supplies of Male and Female Workers.- During the year, large numbers of men have been withdrawn from industrial employment to serve in the Armed Forces; the reserve of women has also been affected to some extent by enlistments, although the number involved is naturally much smaller. The virtual maintenance of the number of males in recorded employment, notwithstanding the demands from the various Services, reflects the operation of several factors:- (1) The transfer from the less-essential to the more-essential industries (the latter being heavily represented in the current surveys); (2) The continued movement from the own-account and small-employer classes to employment in industry; (3) The employment of increasingly large numbers of boys of pre-enlistment age, and to a lesser extent of older and physically-handicapped men, to replace those of military age and fitness; (4) The industrial reabsorption of men discharged from the Armed Forces.

The female accessions to the number in recorded employment have also come from various reserves, among which may be mentioned considerable numbers of married women, (either returning to work or as recruits), young girls who under ordinary circumstances would continue at school for a longer or a shorter period, domestic servants, and other women and girls normally engaged in kinds of work which are excluded from the monthly surveys. The employment of part-time workers has considerably increased in the year; the number of such workers is not available, but in some industries is probably fairly substantial.

The Trend of Average Earnings.- It is worthy of note that despite the virtual stabilization of the number of male wage-earners reported in the year, and the widely-distributed gains in the number of females, there have almost invariably been increases in the average weekly earnings in the various industries and areas between Oct. 1 of 1942 and 1943. Since no general increase in the cost-of-living allowances was authorized during this period, the widespread rises in the average weekly earnings result in specific cases from increases in the rates of wages or bonus, but more generally, from the upgrading of workers (male and female) as they acquire experience. As would probably be expected, there also appeared a tendency for the smallest advance in the weekly averages to be indicated in the industries and areas where the proportions of women workers showed greater-than-average increases. The length of service of the female recruits to industry would obviously be one of many factors contributing to this result.

Comparison with Annual Census of Industry Data.- In many respects, the comparison of the current statistics of employment with the data of the Census of Industry is of greater interest than any other, despite the fact that the comparison is limited to the manufacturing industries. The use of the Census data permits a comparison with pre-war years, so that the steadily upward trend in the proportions of female employees may be roughly measured. It should be noted that the annual and the current statistics are not strictly comparable, the former covering all manufacturing establishments without regard to size, while the latter are limited in the main to those employing 15 persons and over. Under normal circumstances, it is probable that the Census returns would show a rather higher ratio of females, for the reason that the smaller plants are usually found in the food, textile and other consumers' industries, where women generally constitute a greater-than-average proportion of the total personnel. Another reason why the statistics of the Census are not entirely comparable with those of the monthly surveys is that the former are annual averages, while the latter depict the situation existing at Oct. 1, when, under ordinary circumstances, the number of females employed will probably reach the high point in the 12 months. In spite of these qualifications, it is felt that sufficient comparability exists to illustrate the recent trends of female employment in the important manufacturing division.

The females in 1938 constituted 214 per thousand of all persons employed in factories, while in 1939, the proportion was 220 per thousand; the marked increase in activity in the heavy manufacturing industries in the following year as a result of the war, slightly lowered this proportion, which declined to 218 in 1940. The ratio in 1941 was 226 per thousand workers enumerated in the Annual Census. At Oct. 1, 1942, the proportion of females was 260 per thousand, and that at Oct. 1, 1943, 282 per thousand. From 1939 to the latest date, therefore, there has been an increase of roughly 28 p.c. in the number of women in each 1,000 employees in manufacturing, while the proportion of males per thousand has fallen by nearly eight p.c. Table 4 contains comparisons of the 1941 Annual Census of Industry data, with those obtained for the same broad industrial groups of manufacturing in the five economic areas and

the Dominion as a whole at Oct. 1, 1943; these comparisons are briefly discussed on page 8.

The Distribution of the Women Workers in Recorded Employment at Oct. 1, 1943.

Summary.

The table on the opposite page summarizes the statistics reported at Oct. 1, in 1942 and 1943. Of the total of 510,715 women in recorded employment in the nine leading industrial divisions, 337,251, or 66 p.c., were engaged in manufacturing, including electric light and power; the Oct. 1, 1942, proportion had been 66.4 p.c. The next largest groups of female employees were those of 80,238 in trade, 32,958 in finance and 25,819 in services. Communications, transportation, construction, mining and logging together reported approximately 34,450 women workers, or only 6.7 p.c. of the total. Small though this proportion was, it fractionally exceeded that of just over six p.c. at the time of the Oct. 1, 1942 survey.

The number of females engaged in plants turning out heavy manufactured goods constituted 25.6 p.c. of the total at Oct. 1, 1943, as compared with 20.9 p.c. in 1942. On the other hand, the proportion of the total reported by the light goods manufacturers declined from 45 p.c. at the time of the first survey, to little more than 40 p.c. at the date under review; employment in this class was then generally quieter than a year earlier, the falling-off taking place among the male workers. Certain manufacturers of consumers' goods reported growing difficulty in obtaining the services of women and girls; in a few cases, it was stated that shortages of such workers were being made up by the employment of increasingly large numbers of boys of pre-enlistment ages.

Among the provinces, Ontario and Quebec ranked first and second, respectively, in the number of females in recorded employment; 46.7 p.c. of the Dominion total belonged in Ontario, while Quebec firms reported 31.6 p.c. of the aggregate. The greatest gains over the year in the number of women in each 1,000 persons on the reported payrolls were in Manitoba and British Columbia, where the proportions rose by some 27 p.c. and 25 p.c., respectively. The largest increases in the number of females at work were shown in British Columbia, with a rise of 34.5 p.c., and in Alberta, where the number at Oct. 1, 1943, exceeded by 30.2 p.c. that indicated at the same date in 1942.

Firms in Toronto again reported the employment of a larger number, and a higher proportion of female workers than any other of the eight cities for which statistics are regularly segregated in the monthly surveys; 107,903, or rather more than 21 p.c. of the total women on the staffs of the co-operating employers throughout the Dominion were in the Toronto Metropolitan Area, where such workers constituted 404 per thousand of the reported aggregate of both sexes. Montreal took second place in the number of females, there being 101,277 women in recorded employment at Oct. 1, 1942; this was slightly less than 20 p.c. of the Dominion aggregate. The proportion of females in that city was 329 per thousand workers of both sexes. The lowest ratios at the date under review were in Windsor, Vancouver and Hamilton, in all of which, however, the proportions were considerably higher than at Oct. 1, 1942.

WOMEN WORKERS BY INDUSTRY.

Table 1, giving the sex distribution of workers in a fairly lengthy list of industries at Oct. 1 in 1942 and 1943, shows that, almost without exception, the proportion of female employees in each of these industries was higher at the latter than the former date. In several instances, the gains were slight. Also in a few cases, the number of females reported at Oct. 1 of the present year was rather smaller than at the same date in 1942. Among these may be mentioned boot and shoe manufacturing, edible plant products, textiles (notably cotton, silk and garment manufacturing), and tobacco. The number of male workers in these industries also declined, but to a rather greater degree than in the case of the women employees, so that the proportion of females per thousand workers of both sexes rose during the year.

Among the main industrial divisions, the highest proportions of women workers were found in services, (580 per thousand), finance, (508 per thousand), trade, (491 per thousand), and manufacturing (279 per thousand). These four groups together accounted for over 93 p.c. of the total number of women in recorded employment at Oct. 1, 1943.

Manufacturing.- Women workers in textiles at Oct. 1, 1943, were given as 81,612; this was a decline of some 2,000 from the number of females employed by the co-operating firms a year ago. The later proportion, however, was higher, at 600 per thousand, as against 577 at Oct. 1, 1942. Iron and steel plants reported 80,253 female employees, or 167 per thousand, exceeding in number and proportion the 56,490 women engaged in such establishments at Oct. 1, 1942, when 134 per thousand of the workers had been females. These ratios afford an interesting comparison with those of 79 per thousand in 1941, and 61 per thousand in 1940, according to the Annual Census of Industry. Among the various divisions of the iron and steel group, the largest numbers and the greatest proportions of

female workers were indicated in firearm and aircraft factories. A particularly large percentage increase in the employment of females was also recorded in shipbuilding, in which were reported, however, little more than seven p.c. of the total females in the iron and steel plants furnishing data.

The non-ferrous metal industries also indicated the employment of large numbers of women, engaged mainly on war work; 234 per thousand employees were females. This proportion was a good deal higher than that of 197 per thousand a year earlier. In the lumber divisions, the growth in the employment of women in the 12 months was notable, the reported numbers rising from 6,014 at Oct. 1, 1942, to 9,417 at Oct. 1, 1943, and the proportion, from 94 to 141 per thousand.

In connection with the comparisons given in Table 1 for the manufacturing industries as at Oct. 1, 1942 and 1943, attention is also drawn to the comparisons of the latest data with those of the Annual Census of Industry, given in Table 4.

The Non-Manufacturing Industries.- Some 34 p.c. of all the females in recorded employment at Oct. 1, 1943, belonged in the non-manufacturing divisions, in which the proportion rose from just under 200 per thousand a year ago, to almost 234 per thousand at the date under review. The largest employer of women was the service group, with 25,819 females among the 44,478 persons on the payrolls of the co-operating establishments, or 580 per thousand. At Oct. 1, 1942, the ratio of females per thousand employees had been 516. Rather more than half of the staffs of 64,854 recorded in financial institutions were females, whose numbers increased by 14.3 p.c. over the year; the male employees, on the other hand, declined by 9.7 p.c. At Oct. 1, 1942, 449 per thousand of the personnel had been women, as compared with 508 at the date under review.

While the number of men employed in the co-operating trading establishments was reduced by some ten p.c. from Oct. 1, 1942, the number of females rose by 12.3 p.c., to 80,238; this constituted 491 per thousand of the total personnel. The proportion at the beginning of October of last year was 453 per thousand. In communications, 14,960 women were employed, their ratio of 526 in each thousand in recorded employment being considerably above that of 477 a year earlier. The number was higher by 1,469 or nearly 11 p.c., the slight general gain in the division taking place wholly among the female members of the staff. A noteworthy advance in the employment of women was indicated in transportation, in which such workers increased by 44.3 p.c. In these industries the females constituted only 80 per thousand of the personnel; this proportion was decidedly greater than that of 60 per thousand at Oct. 1, 1942.

The women workers in logging, mining and construction (numbering 1,052, 2,225 and 4,044, respectively) showed relatively large gains over the year, but their proportions to the totals reported in the industries continued small.

WOMEN WORKERS BY ECONOMIC AREAS.

Table 2 shows the sex distribution of workers in recorded employment in the Economic Areas. The highest proportions of female workers were indicated in Ontario and Manitoba; in the year, the ratio in the former has risen from 267 per thousand employees, to 302, and in the latter, from 212 per thousand to 269. Firms in Ontario showed a gain of 14.5 p.c. in the number of women workers on their staffs, while the increase in Manitoba was 30 p.c. On the other hand, the number of male employees in Ontario fell by 3.3 p.c., and that in Manitoba by 4.9 p.c. in the year. In British Columbia, there was an impressive increase (amounting to 34.5 p.c.) in the number of women in recorded employment; the male workers gained by 2.6 p.c. The Maritime and Prairie Provinces also reported important advances in the employment of females, whose numbers grew by 24.3 p.c. in the former, and by 28 p.c. in the latter.

As in 1942, the concentration of females in factory employment in the provinces of Quebec and Ontario at the date under review was very great; of the total of 337,251 women in recorded employment in manufacturing, 36.1 p.c. belonged in the former, and 49.7 p.c. in the latter. This proportion of 85.8 p.c. in the two provinces, however, was somewhat lower than that of 88.4 p.c. indicated at Oct. 1, 1942.

The women employed in factories in Quebec made up 291 per thousand of the workers of both sexes at the date under review, a proportion slightly lower than that of 294 a year earlier. In Ontario, on the other hand, the ratio rose from 272 per thousand at Oct. 1, 1942, to 305 per thousand at the latest date. In each of the other economic areas, the proportions also increased, the gain in British Columbia, (from 133 to 188 per thousand), being greatest.

Maritime Provinces.- There was an advance of approximately 24 p.c. in the females in recorded employment in this area; of the total of 23,499 women workers, nearly half were engaged in manufacturing. There was an important gain in the number in iron and steel plants, where the women workers made up over one-third of all those reported in manufacturing; in 1942, the proportion was less than 15 p.c. The number of females employed by trading establishments in the Maritime Area showed a considerable increase, accompanied by a decline in the number of male workers.

Quebec.- The sex distribution of workers in the nine leading industrial groups in Quebec coincided with that indicated in the Dominion at Oct. 1, 1943, 262 per thousand employees in each case being females. However, the number of women employed in manufacturing in that province was relatively higher, and the number in the non-manufacturing divisions relatively lower, than in Canada as a whole. Although there was an increase of some eight p.c. in the number of females reported in manufacturing at Oct. 1, 1943, there was a slight decrease in their proportion, which had been 294 per thousand employees at Oct. 1, 1942, as against 291 per thousand at the date under review; to some extent, the decline was associated with changes in the industrial distribution of workers in the province.

Ontario.- Women constituted a larger proportion of the total working force in Ontario than in any other province, numbering 302 per thousand employees. The proportion engaged in manufacturing, at 305 per thousand, was also above the Dominion average. A comparison with the situation reported at Oct. 1, 1942, shows an increase of over 14 p.c. in the female members of the staffs and a falling-off of almost four p.c. in the number of males. Very nearly half of all the women employed by the co-operating manufacturers in Canada at Oct. 1, 1943, were situated in this province, while the males constituted rather less than 44 p.c. of the indicated total. The iron and steel industries employed the largest group of women in Ontario, followed by the textile, vegetable food, chemical, pulp and paper and electrical appliance divisions. The proportion of workers in trading establishments, at 515 per thousand, was higher than that of 491 per thousand in Canada as a whole.

Prairie Provinces.- The proportion of female employees in all industries in this area rose from 193 per thousand at Oct. 1, 1942, to 235 per thousand at the date under review; in manufacturing, the advance was also large, from 185 per thousand a year ago, to 230 at Oct. 1, 1943. Over the 12 months, the number of men in recorded employment increased by about two p.c., while the number of women gained by some 34 p.c. In manufacturing, the iron and steel, textile and food industries employed the largest numbers of females; in the non-manufacturing groups, trade and finance reported more women employees than any other group.

British Columbia.- There was a noteworthy increase in the employment of women in British Columbia between Oct. 1, 1942, and Oct. 1, 1943. At the latter date, 206 per thousand employees of both sexes were women, as compared with 165 per thousand a year earlier, the gain in the number amounting to over 34 p.c. This greatly exceeds the increase of some three p.c. in the reported male employees in the 12 months. In manufacturing, the females in this province constituted a lower proportion of the total personnel than in any other except Nova Scotia and Prince Edward Island; nevertheless, the number of women engaged in such industries in British Columbia has risen by some 55 p.c. in the year. The increase in the females in iron and steel is particularly marked, from 2,693 at Oct. 1, 1942, to 7,918 at the date under review.

WOMEN WORKERS IN THE EIGHT LEADING CITIES.

The increase of some 16 p.c. in the number of female workers in the larger cities taken as a unit was fractionally higher than in the Dominion as a whole in the 12 months ending Oct. 1, 1943. The proportion of women per thousand employees rose from 311 at Oct. 1, 1942, to 341 at the date under review. The ratios varied greatly as between the cities, ranging from 180 per thousand in Windsor and 273 in Vancouver, to 391 per thousand in Ottawa and 404 in Toronto. Only in Quebec City was the proportion lower than it had been at the beginning of October of last year.

Slightly more than three-fifths of all females reported in manufacturing in the Dominion at Oct. 1, 1943, were situated in the eight leading cities, where the male employees constituted over one-half of the total indicated in manufacturing.

Montreal.- Although the number of males in recorded employment in Montreal at Oct. 1, 1943, was decidedly greater than in any other of the larger centres, the number of females, (101,277) was smaller by over 6,600 than in Toronto. The ratio of 329 per thousand employees was above the Dominion proportion, but was lower than in Toronto, Ottawa and Winnipeg. As compared with Oct. 1, 1942, there was an increase of approximately 14 p.c. in the number of

females; this was slightly smaller than the general gain in Canada. The number of males, on the other hand, increased by over seven p.c., a situation which was considerably at variance with the stabilization in the number of men workers generally indicated in the Dominion. It is probable that the employment of increasingly large numbers of boys of pre-enlistment ages has contributed to this result.

The number of females engaged in textiles in Montreal was large, being 21,889, or nearly 27 p.c. of the total women in recorded employment in those industries at Oct. 1, 1943. Iron and steel plants reported 13,910 females, or 144 per thousand employees; this ratio was very much smaller than that of 314 per thousand in Toronto, and was also less than the Dominion proportion of 167 per thousand.

Quebec City.- The women workers in Quebec constituted 322 per thousand persons in recorded employment at Oct. 1, 1943, a proportion which was considerably below that of 352 indicated a year earlier. The number reported, (13,417), was, however, rather higher than at Oct. 1, 1942. The chemical industries provided employment for a majority of the females engaged in factories.

Toronto.- As already stated, firms in Toronto indicated a larger number and a higher proportion of female workers than in any other city, reporting an aggregate of 107,903 women, who made up 404 per thousand of all employees in the Metropolitan Area; over 21 p.c. of the total females in recorded employment at the date under review were situated in Toronto. This concentration was practically the same as that existing a year earlier.

The co-operating manufacturing establishments employed 72,736 women, who constituted 381 per thousand employees. This proportion was higher than in any other city, also exceeding the Dominion ratio of 279 per thousand. The iron and steel industries in Toronto employed 314 females in each thousand of the personnel; this proportion, which was decidedly greater than in any other city, was also much higher than that of 167 per thousand in the Dominion as a whole. Other large employers of women were the textile, chemical, electrical apparatus, printing and paper-using and food industries. Among the non-manufacturing classes, trade, finance and services showed considerable numbers and large proportions of female workers.

Ottawa.- The number of women in recorded employment in Ottawa was 10,308, as compared with 9,280 at Oct. 1, 1942. The ratio, which had then been 372 per thousand employees, rose to 391 at the date under review. Among the cities, the latter proportion was exceeded only by that of 404 in Toronto. The figures for Ottawa do not include the Civil Service, in which the ratio of females is extremely high. Rather more than one-third of the reported women workers in Ottawa belonged in manufacturing, with trade and finance also employing considerable numbers.

Hamilton.- There was a small increase in the employment of females in Hamilton between Oct. 1 of 1942 and 1943, while the number of males showed a decline. Of the 60,459 employees of both sexes at the latter date, 19,061 were women, who constituted 315 per thousand of the staff, as compared with 289 a year earlier. As in several others of the larger centres, a considerable percentage of the female workers was employed in iron and steel plants, with textiles coming next, and electrical apparatus factories in third place.

Windsor.- As a result of the industrial distribution existing in Windsor, women formed a smaller proportion of the total employees than in any other city for which statistics are given in this bulletin. The 7,374 employed at Oct. 1, 1943, constituted only 18 p.c. of the total. In manufacturing, the ratio was 163 per thousand. Nearly half of the total female employees in Windsor belonged in iron and steel, where they nevertheless constituted only 114 per thousand employees in such industries at Oct. 1, 1943.

Winnipeg.- There was a gain of nearly 31 p.c. in the number of female workers in this city. From 16,915, or 282 per thousand of the personnel of both sexes at Oct. 1, 1942, they increased to 22,131, or 350 per thousand at the date under review. The number of male employees declined by over four p.c. in the year. Within the manufacturing industries, the largest numbers of female workers were reported in textiles, iron and steel, vegetable and animal food factories. The highest proportion was in textiles, in which 711 per thousand employees were women.

Vancouver.- The employment of women in Vancouver showed an important increase in the year ending Oct. 1, 1943. The number on the payrolls of the co-operating establishments was 25,478, or over 37 p.c. more than at the same date in 1942, when the proportion per thousand was 213, as compared with 273 per thousand at the beginning of October, 1943. In manufacturing, the

advance was particularly marked; the total of 12,300 women workers reported at the date under review was larger by practically 75 p.c. than that indicated a year earlier. A high percentage (over 27 p.c.) of the women in recorded employment in Vancouver was employed in iron and steel plants, in which the ratio rose from 71 to 163 per thousand in the 12 months.

Comparison of the Sex Distribution at Oct. 1, 1943, with the Sex Distribution Indicated in the 1941 Census of Industry.

Table 7 shows for the five economic areas and for Canada as a whole, the sex distribution of the employees reported at Oct. 1, 1943, by the co-operating manufacturing establishments^{1/}, grouped according to their chief component materials, together with data for the same industries collected from all manufacturing establishments in the 1941 Annual Census of Industry. The two series are not wholly comparable for reasons elsewhere given; nevertheless, the comparisons possess considerable value in indicating the important changes in the numbers, the distribution and the proportions of female workers which have taken place throughout the Dominion in the last two years. For practical reasons, the monthly surveys are limited to the delineation of the situation existing in establishments ordinarily having a minimum of fifteen employees; this limitation results in a relatively higher coverage in some industries than in others, depending mainly upon the size of the unit of production usual in the industry.

The following shows for 1941, the percentage of the total employees according to the Annual Census, reported by the firms furnishing monthly statistics of employment and payrolls:-

I n d u s t r y	Proportion of Total Employees in the Indicated Industrial Group, Reported by the Firms Furnishing Monthly Returns on Employment P.C.
Vegetable products	75.3
Animal products	78.6
Textile products	88.4
Wood and paper products	77.8
Iron and its products	98.4
Non-ferrous metal products	98.2
Non-metallic mineral products	97.7
Chemical and allied products	82.8
Miscellaneous manufactured products	59.3
All manufactures	87.8

From this table, it is evident that, on the whole, the monthly surveys have a lower representation in the industries which usually employ considerable numbers of female workers (such as the vegetable products and the miscellaneous manufactured products division), than in those in which the unit of production normally is larger, and which, under ordinary circumstances, tend to employ fewer women. It is therefore probable that the proportions of female workers indicated in the latest survey of employment and payrolls are, if anything, rather lower than those which would be shown in a census taken in the same period.

The actual numbers of persons reported in the current survey for Oct. 1, 1943, and those reported for 1941 should not be directly compared, the comparisons, in the main, being limited to the proportions. However, it is noteworthy that in Canada as a whole, the number of women employed by the larger manufacturers at Oct. 1 in each of the industrial groups except textiles, was substantially greater than the number reported by all factories in 1941. Without exception, the proportion of females in each thousand persons on the staffs, was substantially higher at the later date.

The largest increases, and those which are perhaps of the greatest significance under present-day conditions, are those which have generally taken place in iron and steel. The females employed at Oct. 1, 1943, in these industries numbered 80,253, a number nearly four times as great as was reported in all such establishments in 1941. The former figure constituted almost 24 p.c. of the total number in manufacturing at the date under review, while according to the 1941 Census, just over nine p.c. of the total females in factory employment then belonged in the iron and steel group. In the Dominion as a whole, the women made up 167 in each thousand persons employed in iron and steel

^{1/} Exclusive of electric light and power.

plants at Oct. 1, 1943, a proportion which considerably exceeded that of 134 per thousand at Oct. 1, 1942, and 79 per thousand in 1941. In Ontario, 217 per thousand employees were women, representing a substantial increase over the proportion of 94 per thousand in 1941.

The non-ferrous metal industries also reported large-scale employment of female help at Oct. 1, 1943, when 307 in each thousand workers were women and girls, while the 1941 ratio had been only 193 per thousand; substantial increases in the number and the proportions of females were reported in the manufacture of electrical apparatus and in other branches of the non-ferrous metal division.

The textile industries are traditionally large employers of women and girls; these constituted 600 per thousand of the staffs of both sexes at the date under review, a proportion considerably exceeding that of 539 in 1941. The chemical division also greatly relied upon female labour, 401 in each thousand employees at Oct. 1, 1943, being women and girls; in 1941, the ratio was 254 per thousand.

Among the broad industrial groups still employing relatively small proportions of women are the non-metallic mineral products, iron and steel (already dealt with above), and the wood and paper industries; nevertheless, the ratio of female labour in each of these has considerably increased since 1941.

11/12/43.

Table 4.-Sex Distribution of Wage-Earners in Recorded Employment at Oct. 1, 1945, in Manufacturing Establishments, with Comparative Data from the Annual Census of Manufactures for 1941.

Industrial Groups	Distribution at Oct. 1, 1945, as Reported by the Co-operating Manufacturers					Distribution in 1941, as Reported to the Annual Census of Manufactures				
	Total	Men	Women	Men	Women	Total	Men	Women	Men	Women
	No.	No.	No.	P.C.	P.C.	No.	No.	No.	P.C.	P.C.
<u>MARITIME PROVINCES</u>										
Vegetable products	3,950	2,098	1,852	55.1	46.9	6,045	3,781	2,264	62.5	37.5
Animal products	4,125	3,104	1,021	75.2	24.8	5,271	4,229	1,042	80.2	19.8
Textiles and textile products	4,093	1,491	2,602	36.4	63.6	4,533	1,972	2,561	43.5	56.5
Wood and paper products	10,965	9,782	1,205	89.0	11.0	15,095	13,976	1,119	92.6	7.4
Iron and its products	35,682	30,028	3,654	89.2	10.8	11,353	11,044	309	97.3	2.7
Non-ferrous metal products	571	420	151	73.6	26.4	-	-	-	-	-
Non-metallic mineral products	1,088	998	92	91.5	8.5	1,596	1,550	46	97.1	2.9
Chemicals and allied products	554	442	92	82.8	17.2	539	484	55	89.8	10.2
Miscellaneous industries	557	356	221	60.5	39.7	302	185	117	61.3	38.7
TOTAL ^{5/}	59,565	48,677	10,888	81.7	18.3	45,282^{2/}	37,713^{2/}	7,569^{2/}	83.3	16.7
<u>QUEBEC</u>										
Vegetable products	27,804	15,721	12,083	56.5	45.5	35,185	23,229	11,954	66.0	34.0
Animal products	23,027	14,602	8,425	63.4	36.6	28,987	20,251	8,736	69.9	30.1
Textiles and textile products	72,463	29,875	42,590	41.2	58.8	84,401	40,591	43,810	48.1	51.9
Wood and paper products	46,864	39,685	7,181	84.7	15.3	55,579	49,644	5,935	89.3	10.7
Iron and its products	136,152	120,181	15,971	88.5	11.7	62,185	57,725	4,468	92.8	7.2
Non-ferrous metal products	50,152	35,239	14,913	70.5	29.7	22,054	17,854	4,200	81.0	19.0
Non-metallic mineral products	7,620	6,648	972	87.2	12.8	7,383	6,865	518	93.0	7.0
Chemicals and allied products	43,149	25,535	17,616	59.2	40.8	26,784	18,490	8,304	69.0	31.0
Miscellaneous industries	4,033	2,696	1,337	66.8	33.2	5,037	3,699	1,338	72.8	27.2
TOTAL ^{3/}	411,264	290,176	121,088	70.6	29.4	327,591	238,508	89,283	72.7	27.3
<u>ONTARIO</u>										
Vegetable products	52,502	32,507	20,195	61.5	38.5	56,964	40,598	16,366	71.3	28.7
Animal products	23,631	16,649	6,982	70.5	29.5	31,272	23,932	7,340	76.5	23.5
Textiles and textile products	55,909	21,321	31,388	40.0	60.0	61,821	27,640	34,181	44.7	55.3
Wood and paper products	80,555	45,429	15,128	75.0	25.0	67,272	55,450	11,822	82.4	17.6
Iron and its products	225,818	176,917	48,901	78.3	21.7	155,830	141,133	14,697	90.6	9.4
Non-ferrous metal products	65,665	42,845	20,820	67.3	32.7	46,108	36,374	9,734	78.9	21.1
Non-metallic mineral products	16,445	15,550	2,893	82.4	17.6	15,437	13,867	1,570	89.9	10.2
Chemicals and allied products	30,833	17,780	13,053	57.7	42.3	22,085	17,128	4,957	77.6	22.4
Miscellaneous industries	15,726	9,248	6,478	58.8	41.2	11,443	7,703	3,740	67.3	32.7
TOTAL ^{3/}	542,482	376,046	166,436	69.3	30.7	468,230	363,825	104,405	77.7	22.3
<u>PRAIRIE PROVINCES</u>										
Vegetable products	7,606	5,377	2,229	70.7	29.3	9,223	7,454	1,769	80.8	19.2
Animal products	12,576	8,758	3,818	69.6	30.4	11,309	9,384	1,925	83.0	17.0
Textiles and textile products	4,875	1,317	3,558	27.0	73.0	4,665	1,493	3,172	31.9	68.1
Wood and paper products	7,504	5,875	1,631	78.5	21.7	13,224	11,719	1,505	88.6	11.4
Iron and its products	30,327	26,518	3,809	87.4	12.6	11,565	11,247	318	97.5	2.7
Non-ferrous metal products	1,227	910	317	74.2	25.8	945	872	73	92.3	7.7
Non-metallic mineral products	4,250	3,590	660	84.5	15.5	3,009	2,805	204	93.2	6.8
Chemicals and allied products	3,475	2,800	675	80.6	19.4	2,652	2,397	255	90.4	9.6
Miscellaneous industries	559	352	207	61.6	38.4	957	776	181	81.1	18.9
TOTAL ^{3/}	72,379	55,475	16,904	76.6	23.4	57,569	48,147	9,422	85.6	16.4
<u>BRITISH COLUMBIA</u>										
Vegetable products	8,276	4,499	3,779	54.5	45.7	6,337	4,126	2,211	65.1	34.9
Animal products	6,681	5,276	1,405	79.0	21.0	5,292	4,233	1,059	80.0	20.0
Textiles and textile products	1,262	376	874	30.2	69.8	1,423	550	873	58.7	41.3
Wood and paper products	24,475	20,617	3,858	84.2	15.8	28,788	27,316	1,472	94.9	5.1
Iron and its products	53,870	45,752	7,918	85.2	14.8	12,740	12,387	353	97.2	2.8
Non-ferrous metal products	6,219	5,038	1,181	81.0	19.0	3,843	3,722	121	96.9	3.1
Non-metallic mineral products	1,818	1,677	141	92.2	7.8	1,389	1,354	35	97.5	2.5
Chemicals and allied products	984	721	263	73.3	26.7	1,954	1,777	177	91.9	8.1
Miscellaneous industries	472	279	193	59.1	40.9	701	561	140	80.0	20.0
TOTAL ^{3/}	103,649	84,257	19,612	81.1	18.9	62,447	56,026	6,421	89.7	10.3
<u>CANADA</u>										
Vegetable products	100,140	60,002	40,158	59.9	40.1	113,755	79,189	34,564	69.6	30.4
Animal products	70,040	48,589	21,651	69.1	30.9	82,151	62,029	20,122	75.5	24.5
Textiles and textile products	155,992	54,580	81,612	40.0	60.0	156,892	72,280	84,612	46.1	53.9
Wood and paper products	150,383	121,384	28,999	80.7	19.3	179,967	158,123	21,844	87.9	12.1
Iron and its products	479,649	399,396	80,253	83.3	16.7	255,701	233,586	20,115	92.1	7.9
Non-ferrous metal products	121,854	84,452	37,582	69.5	30.7	73,450	59,272	14,178	80.7	19.3
Non-metallic mineral products	31,219	26,461	4,758	84.8	15.2	28,829	26,455	2,374	91.8	8.2
Chemicals and allied products	78,375	47,276	31,699	59.9	40.1	54,014	40,287	13,727	74.6	25.4
Miscellaneous industries	21,327	12,891	8,436	60.4	39.6	18,441	12,895	5,546	69.9	30.1
TOTAL ^{3/}	1,189,539	854,611	334,328	71.8	28.2	961,176^{2/}	744,076^{2/}	217,102^{2/}	77.4	22.6

1/ The group figures do not add to the totals given for the Maritimes, certain data being included only in the totals to prevent disclosure of information for individual establishments. 2/ Includes a small number of persons employed in factories in the Northwest Territories. 3/ Not including electric light and power.

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