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EMPLOYMENT AND PAYROLL STATISTICS BRANCH
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STATISTICS OF MAN-HOURS AND HOURLY EARNINGS AS AT FEB. 1 AND JAN. 1, 1945,
AND DEC. 1, 1944.

Dominion Statistician:	S.A. Cudmore, M.A.(Oxon.), F.S.S., F.R.S.C.
Chief, Employment and Payroll Statistics Branch:	M.E.K. Roughsedge.

The present press letter dealing with statistics of man-hours and hourly earnings as at Feb. 1 is the second monthly report on these subjects issued by the Dominion Bureau of Statistics. As was explained in the first bulletin, the published information on man-hours and hourly earnings relates largely to those wage-earners for whom the employer keeps a record of the number of hours worked, thus referring in the main to persons employed at hourly rates. Salaried employees are purposely excluded from the statistics of man-hours, while such data are not available for certain categories of wage-earners, whose earnings also are not directly proportioned to the number of hours worked. Thus the number of wage-earners for whom the statistics are given in the present bulletin is smaller than the number of employees included in the monthly surveys of employment and payrolls. The last column of the attached table shows the number of wage-earners whose average hours of work and average hourly earnings are shown in preceding columns of the table. The firms furnishing statistics of man-hours at Feb. 1 are not necessarily identical with those whose data were tabulated at Jan. 1 and Dec. 1, a fact which to a very limited extent may be responsible for the moderate variations shown in the average hourly earnings and average hours worked at the three dates for which preliminary statistics are given in Table 1. The relatively low figure of hours worked at the beginning of January was of course due to the loss of working time during the year-end holiday season; through curtailment of overtime, this also had some effect upon the average hourly earnings.

The statistics published at present are limited to a fairly lengthy list of manufacturing industries, and to mining, building and highway construction and maintenance. It may later on prove possible to increase the list of industries for which data are published, but at present the statistics for the remaining non-manufacturing industries have not appeared sufficiently accurate and comparable to warrant their publication.

The attached table contains preliminary statistics of average hours worked, average hourly earnings and average weekly wages as at Feb. 1, Jan. 1 and Dec. 1; the figures of average weekly wages are computed by the multiplication of the average hourly earnings at the given date by the average hours worked in the indicated industry in the week preceding. Overtime hours are included, as is the time worked by part-time workers and casual workers. Hours credited to employees absent on vacation with pay are included in the statistics as if the hours paid for had been worked.

The wages reported are those earned mainly by persons employed at hourly rates, and include incentive and production bonuses, overtime payments, etc., as well as sums paid for vacation when the vacation falls within the pay period for

which information is being furnished. The sums reported represent the gross earnings, before deductions are made for taxes, unemployment insurance, etc.

In manufacturing, the total number of hours reported as having been worked by hourly-rated employees in the week of Feb. 1 exceeded 37,907,000, a figure which was higher by some 17 p.c. than the aggregate hours reported at the beginning of January. The number of hourly-rated wage-earners for whom statistics of hours worked were available at the date under review was approximately 835,000.

The wages paid hourly-rated factory employees at the date under review was approximately \$26,593,300, a sum higher by over 17 p.c. than the similar payments reported at Jan. 1, which had been greatly affected by the observance of the year-end holidays. This advance may be compared with that of 10.8 p.c. reported in the weekly salaries and wages distributed to their total personnel by all manufacturers furnishing data of employment and payrolls at Feb. 1. The average hourly rate, however, showed relatively little change. In manufacturing as a whole, the average at Jan. 1 was 70 cents, and that at the first of February, 70.1 cents per hour; the average hours worked increased from 39.6 in the week preceding Jan. 1, to 45.4 in the week preceding Feb. 1. The following summarizes the statistics for manufacturing as a whole for the period for which data are available.

	Average Hours Per Week	Average Hourly Earnings	Average Weekly Wages (Col. 1 x Col. 2)
	(1)	(2)	(3)
	No.	¢	\$
Nov. 1	46.3	70.3	32.55
Dec. 1	46.3	70.5	32.64
Jan. 1	39.6	70.0	27.72
Feb. 1	45.4	70.1	31.83

The slight fluctuations in the average hourly earnings in manufacturing in the period of observation mainly result from variations in the amounts of overtime, together with some changes in the industrial distribution of workers. In particular cases, firms attributed variations in the average hourly earnings of their employees to the employment of larger or smaller numbers of craftsmen at different rates of pay in given pay periods. Fluctuations in the amount of overtime work in different departments of establishments were also indicated as a factor contributing to variations in the average hourly rates.

The average hourly earnings in the different industries for which data are published in Table 1 show considerable variation, due to several factors. Among these may be mentioned the degree of skill generally required in the industry, the sex distribution of the workers therein, and the amount of overtime worked. In the case of the durable manufactured goods,^{1/} the average hourly earnings in the period of observation were 77 to 78 cents per hour. Within this group of industries, the lowest averages are those of 60 to 61 cents in lumber and its products and 63 to 64 cents in clay, glass and stone, while at the other end of the scale are the averages of 72 to 73 cents in the non-ferrous metals, and 82 cents in iron and steel products.

In the case of the non-durable manufactured goods, the range is somewhat wider, from 49 to 50 cents per hour in textile products and 51 to 52 cents in leather

^{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.

products (both employing high proportions of female workers), to 71 to 72 cents in pulp and paper mills, and 84 to 86 cents in petroleum refining, in which the employment of females is of minor importance. The hourly average in rubber was also relatively high, the Feb. 1 figure exceeding 73 cents per hour.

The variation in the average number of hours worked in the different industries is rather less than that in the hourly earnings. The lowest averages indicated at Feb. 1 were those of 38.9 hours in cocoa and chocolate products and 40.4 hours per week in garments and personal furnishings, while the highest means were reported in pulp and paper mills, machinery-manufacturing and firearm factories; in these, the averages at Feb. 1 were 49.4, 49 and 49.8 hours, respectively. The employment of large numbers of part-time workers and absenteeism are doubtless contributing factors in the case of the industries where the hours worked were relatively low; it is equally probable that overtime is a factor of greater or lesser importance in the industries reporting longer-than-average hours of work.

Statistics are given in the attached table for only a few of the non-manufacturing industries; in these, the average hourly earnings in coal and metallic ore mining and building construction are relatively high, while those in highway construction and the mining of miscellaneous non-metallic minerals are relatively low. In connection with the figures for construction, it may be noted that employment in the period for which statistics are available has tended to be seasonally inactive, thus reducing overtime work, and in some cases, also restricting the employment of some of the more high-paid tradesmen.

In comparing the statistics shown in Columns 7, 8 and 9 of the accompanying table with the weekly average salaries and wages reported at the same dates for all persons in recorded employment, it is interesting to note that greater differences are found among the non-durable manufactured goods than among the heavy manufacturing industries. Thus at Feb. 1, the average weekly salaries and wages reported in the former were higher by 64 cents than the weekly earnings of hourly rated employees, as compared with a variation of \$2.11 in the same comparison in the case of the light manufactured goods. Among the latter, larger number of firms state they keep no record of the hours worked by their piece-workers than is the case among the heavy manufacturing industries; the statement is also made that the amounts earned by piece workers usually exceed those earned by workers at hourly rates. Another factor contributing to the greater disparity in the case of the non-durable goods industries is the fact that the earnings of workers on commission, salesmen and the higher-paid salaried workers undoubtedly constitute a higher proportion of the total earnings reported by the more numerous firms in the latter division than is the case in the heavy manufactured goods industries where the unit of production tends to be larger. The following table shows the variations existing in the computed figures of average weekly wages, and the reported average weekly salaries and wages in the period of observation.

<u>All Manufacturing</u>			<u>Durable Manufactured Goods</u>		<u>Non-Durable Manufactured Goods</u>	
<u>Average Weekly</u>			<u>Average Weekly</u>		<u>Average Weekly</u>	
<u>Wages</u>	<u>Salaries and Wages</u>		<u>Wages</u>	<u>Salaries and Wages</u>	<u>Wages</u>	<u>Salaries and Wages</u>
Nov. 1	\$32.55	\$33.13	\$36.52	\$36.67	\$27.23	\$28.99
Dec. 1	32.64	33.29	36.54	36.83	27.48	29.23
Jan. 1	27.72	30.11	30.61	32.77	24.06	27.05
Feb. 1	31.83	32.98	35.79	36.43	26.95	29.06



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- 4 -

Average Hours Worked and Average Hourly and Weekly Earnings of the Wage-Earners in Canada for whom Statistics of Man-Hours are Available at Dec.1, 1944, Jan.1 and Feb.1, 1945 and Number of Wage-Earners for whom Man-Hours Data were Available at the latest date. (Preliminary Data).

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners Working hours Shown in Col. 1
	Feb.1	Jan.1	Dec.1	Feb.1	Jan.1	Dec.1	Feb.1	Jan.1	Dec.1	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	no.	no.	no.	¢	¢	¢	\$	\$	\$	no.
MANUFACTURING	45.4	39.6	46.3	70.1	70.0	70.5	31.83	27.72	32.64	835,033
Durable manufactured goods	46.0	39.7	46.9	77.8	77.1	77.9	35.79	30.61	36.54	463,526
Non-durable manufactured goods	44.7	39.5	45.5	60.3	60.9	60.4	26.95	24.06	27.48	371,407
Animal products - edible	44.8	39.0	45.8	62.5	63.7	62.8	28.00	24.84	28.76	28,331
Dairy products	47.1	46.9	47.9	59.8	60.1	59.9	28.17	28.19	28.69	7,562
Meat products	43.9	36.0	45.3	66.2	67.9	66.2	29.06	24.44	29.99	18,349
Leather products	44.1	39.1	44.7	51.4	51.5	51.6	22.67	20.14	23.07	19,590
Leather tanning & finishing	46.9	42.5	46.8	62.5	63.1	62.6	29.81	26.82	29.80	3,656
Leather boots and shoes	44.2	39.5	44.8	49.3	48.5	48.7	21.79	19.18	21.82	11,479
Lumber and products	44.6	38.6	44.9	60.8	60.2	61.0	27.12	23.24	27.39	46,340
Rough and dressed lumber	44.6	39.1	44.9	62.6	61.8	62.5	27.92	24.16	28.06	23,528
Containers	43.6	36.6	43.8	57.9	58.0	58.6	25.24	21.23	25.67	6,087
Furniture	44.2	39.2	44.8	57.7	57.2	58.4	22.62	22.42	26.16	9,332
Plant products - edible	43.2	38.6	43.5	53.1	54.6	52.9	22.94	21.08	23.01	34,372
Flour and other milled products	47.4	41.9	47.8	62.4	62.4	62.1	29.58	26.15	29.68	5,010
Fruit and vegetable preserving	42.1	31.9	41.4	48.7	50.9	49.8	20.50	16.24	20.62	8,159
Bread and bakery products	43.9	41.7	44.6	51.8	53.4	49.1	22.74	22.27	21.90	11,322
Chocolate and cocoa products	38.9	35.9	38.5	48.7	49.1	50.0	18.94	17.63	19.25	5,112
Pulp and paper products	45.9	41.3	47.1	69.3	69.3	69.4	31.81	28.62	32.69	59,067
Pulp and paper	49.4	44.7	50.1	71.6	71.5	72.0	35.37	31.96	36.07	31,103
Paper products	42.6	37.2	44.6	54.3	53.9	54.7	23.13	20.05	24.40	12,123
Printing and publishing	41.8	37.6	42.3	75.3	75.9	74.4	31.48	28.54	31.47	15,841
Rubber products	45.2	39.9	46.2	73.3	71.7	70.9	33.13	28.61	32.76	16,453
Textile products	44.1	38.2	44.8	50.0	49.4	49.9	22.05	18.87	22.36	108,425
Thread yarn & cloth	47.9	42.3	48.3	48.1	47.7	48.4	23.04	20.18	23.38	44,508
Cotton yarn & cloth	48.2	44.1	48.5	47.9	47.2	48.0	23.09	20.82	23.28	21,362
Woollen yarn & cloth	47.5	40.3	47.7	48.8	48.0	48.8	23.18	19.34	23.28	9,896
Silk and artificial silk goods	47.9	40.6	48.8	48.3	49.0	48.9	23.14	19.89	23.86	10,469
Hosiery and knit goods	42.7	37.2	44.6	46.5	45.7	46.1	19.86	17.00	20.56	18,489
Garments and personal furnishings	40.4	34.1	40.7	53.4	52.3	52.4	21.57	17.83	21.33	32,091
Tobacco	44.0	31.9	46.1	50.6	48.9	47.4	22.26	14.96	21.86	9,593
Beverages	44.7	42.7	45.5	65.7	65.9	65.7	29.37	28.14	29.89	9,255
Distilled and malt liquors	44.4	42.2	45.4	67.7	68.0	68.9	30.06	28.70	30.37	7,849
Chemicals and allied products	45.6	41.8	48.0	67.2	68.1	66.8	30.64	28.47	30.73	58,177
Explosives & ammunition n.e.s.	46.1	41.4	46.2	67.7	69.0	66.9	31.21	28.67	30.91	-
Acids, alkalis and salts	47.5	44.6	47.6	75.6	76.3	74.7	36.91	34.03	35.56	5,202
Clay, glass and stone products	46.2	41.2	47.7	63.1	63.7	63.2	29.15	26.24	30.15	12,671
Clay products mfg.	45.7	41.9	47.5	56.9	57.3	58.1	26.00	24.01	27.60	2,806
Glass products	46.1	39.9	47.0	60.1	61.2	60.5	27.71	24.42	28.44	5,372
Stone products	46.6	42.2	48.6	70.3	70.2	69.5	32.76	29.62	33.78	4,493
Electrical apparatus	44.4	39.6	46.1	70.8	69.4	68.6	31.44	27.48	31.62	34,150
Heavy electrical apparatus 1/	-	-	-	77.5	75.8	76.0	-	-	-	-
Iron and steel products	46.4	39.4	47.3	82.1	81.3	82.1	38.09	32.03	38.83	325,553
Crude, rolled, forged products	47.5	41.5	48.5	76.3	75.7	76.4	36.24	31.42	37.05	30,479
Machinery (other than vehicles)	49.0	40.3	49.3	71.9	71.8	72.9	35.23	28.94	35.94	17,377
Land vehicles and aircraft	46.0	36.8	46.6	87.7	86.0	86.4	40.34	33.37	40.26	128,118
Automobiles and parts	46.4	37.3	46.4	94.7	91.3	94.6	43.94	34.05	43.99	36,619
Aeroplanes and parts	46.4	37.8	47.5	83.7	82.9	82.5	38.84	31.34	39.19	-
Steel shipbuilding & repairing	45.4	40.0	47.2	86.6	86.0	87.6	39.32	34.40	41.35	56,004
Iron and steel fabrication n.e.s.	46.5	39.6	47.0	83.6	83.7	83.9	38.87	33.15	39.43	15,818
Tool mfg.	46.7	40.6	48.1	74.1	72.7	72.9	34.60	29.52	35.06	6,702
Firearms	49.8	39.6	49.5	81.5	80.3	80.4	40.59	31.80	39.80	-
Foundry and machine shop products	47.5	38.1	48.5	76.8	76.0	75.7	36.48	28.96	36.71	8,554
Sheet metal work	44.4	37.1	45.4	64.9	64.9	65.9	28.82	24.08	29.92	11,254
Non-ferrous metal products	45.4	42.1	46.7	72.8	73.3	72.7	33.05	30.86	33.95	44,304
Preparation of non-ferrous metallic ores	48.0	45.0	48.1	75.2	76.1	75.3	36.10	34.25	36.22	11,480
Aluminum and its products	45.4	43.6	45.2	74.8	74.8	73.9	33.96	32.64	33.40	9,351
Copper, lead, tin and zinc mfg.	44.2	40.6	47.1	72.1	71.9	71.9	31.87	29.19	33.86	20,168
Non-metallic mineral products	45.9	42.1	46.2	78.9	80.0	78.3	36.22	33.68	36.17	11,284
Petroleum and its products	44.7	41.6	44.8	84.9	86.1	84.1	37.95	35.82	37.68	6,123
Miscellaneous manufactured products	42.6	34.9	44.1	67.6	66.8	69.2	28.80	23.24	30.52	14,226
MINING	45.8	39.0	45.8	82.9	83.5	84.3	37.96	32.67	38.61	60,909
Coal	44.0	32.3	43.7	92.8	95.7	93.2	40.83	30.91	40.73	22,471
Metallic ores	46.9	42.6	46.8	81.1	82.0	82.9	38.04	34.93	38.80	29,460
Non-metallic minerals (except coal)	46.5	43.3	48.0	65.4	67.2	66.7	30.41	29.10	32.02	8,978
BUILDING CONSTRUCTION	40.6	35.1	41.5	81.3	79.6	80.5	33.01	27.94	33.41	24,297
HIGHWAY CONSTRUCTION	40.6	35.2	33.5	64.8	64.6	63.0	26.31	22.74	21.11	19,010

1/At the request of manufacturers of heavy electrical apparatus, and following their undertaking to provide the necessary data, the Dominion Bureau of Statistics prepares a current index of the average hourly earnings of the employees of eight establishments producing such machinery. The index numbers are based upon the hourly earnings paid at June 1, 1941, for services rendered in the last week in May as 100. The three latest figures are as follows Dec. 1, 144.2; Jan. 1, 143.8 and Feb. 1, 147.1; at Feb. 1, 1944, the index was 142.7.