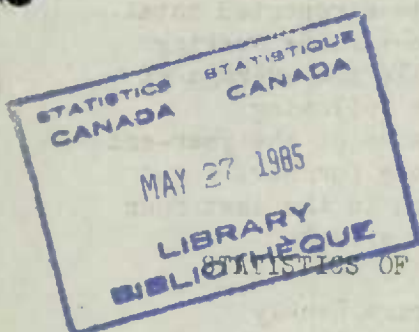


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M E K Roughsedge

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EMPLOYMENT AND PAYROLL STATISTICS BRANCH
OTTAWA - CANADA



STATISTICS OF MAN-HOURS AND HOURLY EARNINGS AT MAR. 1, WITH COMPARISONS AS AT
FEB. 1, AND JAN. 1, 1945.

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The Dominion Bureau of Statistics, in its third monthly report on man-hours and hourly earnings, presents the data reported by employers at the beginning of March, with comparative statistics for Jan. 1 and Feb. 1. These statistics relate in the main to those wage-earners for whom the employer keeps a record of the number of hours worked, thus referring chiefly to persons employed at hourly rates. Salaried persons are purposely excluded from the statistics of man-hours, while such information is not available for certain categories of wage-earners, whose earnings, like those of salaried personnel, are not directly proportioned to the number of hours they work. Consequently, the number of wage-earners for whom data are given in the present bulletin is smaller than the number of salaried employees and wage-earners for whom information on employment and payrolls was published in the Mar. 1 monthly survey on these subjects.

The firms furnishing statistics at the latest date are not necessarily the same as those whose reports were compiled in earlier tabulations; however, the data are generally comparable. For the present, information is being published only for the various branches of manufacturing, and for mining, building and highway construction and maintenance, among the non-manufacturing divisions. Later on, it is hoped to add to the list of industries for which such statistics are given; it is also the intention in the near future to publish data for the provinces and leading cities.

Preliminary statistics are given in the table on page 4, which shows the average number of hours worked per week, the average hourly earnings, and the average weekly wages as at Mar. 1, Feb. 1 and Jan. 1. The figures of average weekly wages are obtained by multiplying the average hours worked at the indicated date by the average hourly earnings then reported. The man-hours data include overtime, as well as the hours worked by part-time and casual workers. Hours credited to persons absent on leave with pay are included in the statistics as though the hours for which payment was made had been worked. The wages reported are mainly those paid to persons employed at hourly rates, or to persons for whom a record of hours worked is kept. Incentive and production bonuses, overtime payment and sums paid persons absent on leave with pay during the pay period for which statistics are furnished are included. The wages reported represent gross earnings before deductions were made for taxes, Unemployment Insurance, etc.

In manufacturing, there was a small decline in employment at Mar. 1 as compared with Feb. 1, but the number of hours worked slightly increased, from

an estimated figure of 38,463,600 in the week preceding that date to a reported total of 38,719,771 in the week preceding Mar. 1, when the number of wage-earners working these hours was 844,673. The average hours per week were 45.8, while the average at Feb. 1 was 45.4; the low figure of 39.6 at Jan. 1, (as shown in the following recapitulation of the available figures), resulted from the observance of the year-end holidays. The declines in the latest averages as compared with those for Nov. 1 and Dec. 1 are largely due to alterations in the industrial distribution in the last four or five months; changes in the reporting firms may also have had an effect.

	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
Mar. 1	45.8	70.1	32.11

The moderate variations in the hourly rates shown in Column 2 in this table are due, in the main, to fluctuations in the amounts of overtime; however, the changes in the industrial distribution of workers in recent months already referred to, no doubt also had an effect upon the average hourly earnings.

The relatively slight changes in the average hourly earnings indicated in manufacturing as a whole in the short period of observation may be due to some extent to the Government's wartime control of wage rates. In many of the industries listed in the table on page 4, however, the fluctuations have been rather more marked. As was explained in the last bulletin on man-hours and hourly earnings, such variations in the average hourly earnings in individual cases are attributed to the employment of larger or smaller numbers of craftsmen at different rates of pay in the given pay period. Another important factor of course is the amount of overtime worked in the plant, or in different departments of the factory.

The average hourly earnings in the various industries for which data are published on page 4 show considerable diversity; this obviously results from several factors, among which may be mentioned the degree of skill generally required of workers in the industry, the sex and age distributions of the persons employed therein, and the amount of overtime or of broken time worked. The highest rates, in general, are indicated in the production of durable manufactured goods, in which the average was 77.8 ¢ per hour at Mar. 1 and also at Feb. 1. The averages in this group of industries were in most cases considerably above those reported in the production of non-durable manufactured goods, where the employment of women is usually a factor of much greater importance. Within the industries engaged in the production of durable manufactured goods, the lowest averages at the date under review were those of 60.6 ¢ in lumber products and 63.7 ¢ per hour in clay, glass and stone products, while the high figures were those of 86.4 ¢ in steel shipbuilding and 94 ¢ in automobile and parts manufacturing.

In the case of the light manufactured goods industries, the range was somewhat greater, a fact which is also associated with variations in the sex distribution. Thus, in the textile industries, where the majority of employees are females, the hourly earnings are relatively low, the general average therein being 50.5 ¢ at Mar. 1, while in the beverage division, (in which women workers at the last survey of sex distribution constituted little more than one-fifth of the

reported employees), the hourly earnings were comparatively high, at 66¢ per hour. In the petroleum products industry, the average of over 84¢ per hour was considerably in excess of the average in manufacturing as a whole; in this industry, also, the proportion of female workers is small.

The variations in the average hours worked are relatively slight. In manufacturing as a whole, the average hours worked per week rose from 45.4 at Feb. 1 to 45.8 at Mar. 1. The lowest averages of hours worked at Mar. 1, were those of 40.1 hours in the production of chocolate and cocoa and 40.7 in garments and personal furnishings. At the other end of the scale, come the averages of 50 hours in pulp and paper, and 50.4 hours in firearm manufacturing.

The table on page 4 contains statistics for a relatively small number of non-manufacturing industries, namely, mining, building and highway construction. Among these industries, the earnings in highway construction and in the production of non-metallic minerals, except coal, tend to be relatively low, while those in building, coal and metallic ore mining are relatively high.

The following table gives a comparison of the average weekly wages paid hourly-rated employees with the weekly salaries and wages reported at the same dates for all persons employed by the co-operating establishments.

	<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	36.44	26.95	29.06
Mar. 1	32.11	33.50	36.18	37.04	27.14	29.47

It is interesting to note that a much greater similarity is found in the weekly averages in the case of the durable goods industries than in the non-durable manufactured goods industries. At Mar. 1, the weekly wages of hourly-rated employees in the heavy manufacturing industries were \$36.18, only 86 cents lower than the average weekly salaries and wages of all workers reported in the group at the same date. In the non-durable goods industries, the indicated salaries and wages averaged \$29.47, exceeding by \$2.33 the average of \$27.14 resulting from the multiplication of the average number of hours worked by the average hourly earnings. The generally larger size of the individual establishments in the former division contributes to this situation, the earnings of the supervisory staff, salesmen, etc., constituting a smaller proportion of the total wage-bill in the case of the larger establishments than in the case of the much more numerous but smaller establishments classified in the production of non-durable manufactured goods. Another factor lies in the fact that employers in the latter quite frequently do not maintain a record of hours worked by their piece-workers; it is also claimed that piece-workers, in general, are paid at higher rates than hourly-rated employees.

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Average Hours Worked and Average Hourly and Weekly Earnings of the Wage-Earners in Canada for whom Statistics of Man-Hours are Available at Jan.1, Feb.1 and Mar.1, 1945, and Number of Wage-Earners for whom Man-Hours Data were Available at the latest date.
(The latest figures are subject to revision)

I n d u s t r i e s	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Earnings			Wage-Earners Working Hours Shown in Col.1
	Mar.1	Feb.1	Jan.1	Mar.1	Feb.1	Jan.1	Mar.1	Feb.1	Jan.1	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	no.	no.	no.	¢	¢	¢	¢	¢	¢	no.
MANUFACTURING	45.8	45.4	39.6	70.1	70.1	70.0	32.11	31.83	27.72	844,673
Durable manufactured goods	46.5	46.0	39.7	77.8	77.8	77.1	36.19	35.79	30.61	466,255
Non-durable manufactured goods	45.0	44.7	39.5	60.3	60.3	60.9	27.14	26.95	24.06	378,418
Animal products - edible	45.5	44.7	39.0	62.5	62.7	63.7	28.48	28.03	24.84	25,815
Dairy products	47.1	47.1	46.9	60.0	60.0	60.1	28.26	28.26	28.19	7,202
Meat products	44.5	43.9	36.0	66.3	66.2	67.9	29.50	29.06	24.44	16,210
Leather products	44.3	44.1	39.1	51.4	51.4	51.5	22.77	22.67	20.14	20,594
Leather tanning & finishing	46.5	46.9	42.5	62.5	62.5	63.1	29.06	29.31	26.82	3,798
Leather boots and shoes	44.8	44.2	39.5	49.2	49.3	48.5	22.04	21.79	19.16	12,182
Lumber and products	45.2	44.6	38.6	60.6	60.8	60.2	27.39	27.12	23.24	47,682
Rough and dressed lumber	45.6	44.6	39.1	62.2	62.6	61.8	28.36	27.92	24.16	23,790
Containers	44.4	43.6	36.6	58.0	57.9	58.0	25.75	25.24	21.23	6,606
Furniture	44.6	44.2	39.2	57.8	57.7	57.2	25.78	25.50	22.42	9,462
Plant products - edible	43.8	43.0	38.6	55.2	53.0	54.6	23.30	22.79	21.08	35,902
Flour and other milled products	47.9	47.4	41.9	61.8	62.4	62.4	29.60	29.58	26.15	5,216
Fruit and vegetable preserving	43.7	42.1	31.9	48.6	48.7	50.9	21.24	20.50	16.24	7,405
Bread and bakery products	43.9	43.7	41.7	52.0	51.8	53.4	22.83	22.64	22.27	11,927
Chocolate and cocoa products	40.1	39.6	35.9	48.6	47.6	49.1	19.49	18.85	17.63	5,776
Pulp and paper products	46.4	45.9	41.3	69.1	69.0	69.3	32.06	31.67	28.62	61,186
Pulp and paper	50.0	49.4	44.7	71.5	71.2	71.5	35.75	35.17	31.96	31,556
Paper products	43.8	42.6	37.2	54.7	54.3	53.9	23.96	23.13	20.05	12,355
Printing and publishing	41.8	41.8	37.6	74.5	75.5	75.9	31.14	31.56	28.54	17,275
Rubber products	45.0	45.2	39.9	73.1	73.3	71.7	32.90	33.13	28.61	16,335
Textile products	44.1	44.1	38.2	50.5	50.0	49.4	22.27	22.05	18.97	113,506
Thread, yarn & cloth	47.7	47.9	42.3	48.4	48.1	47.7	23.09	23.04	20.18	45,491
Cotton yarn & cloth	47.9	48.2	44.1	48.2	47.9	47.2	23.09	23.09	20.82	21,395
Woollen yarn & cloth	47.2	47.5	40.3	49.0	48.8	48.0	23.13	23.18	19.34	10,627
Silk and artificial silk goods	48.3	47.9	40.6	48.4	48.3	49.0	23.38	23.14	19.89	10,623
Hosiery and knit goods	43.1	42.7	37.2	46.4	46.5	45.7	20.00	19.86	17.00	19,650
Garments and personal furnishings	40.7	40.4	34.1	54.7	53.4	52.3	22.26	21.57	17.83	34,563
Tobacco	43.2	44.0	31.9	50.9	50.6	46.9	23.01	22.26	14.96	9,457
Beverages	44.6	44.7	42.7	66.2	65.7	65.9	29.53	29.37	28.14	9,302
Distilled and malt liquors	44.4	44.4	42.2	68.3	67.7	68.0	30.33	30.06	28.70	7,836
Chemicals and allied products	46.1	45.6	41.8	67.4	67.2	68.1	31.07	30.64	28.47	57,706
Explosives & ammunition n.e.s.	46.7	46.1	41.4	68.1	67.7	69.0	31.96	31.21	28.57	-
Acids, alkalis and salts	47.6	47.5	44.6	75.9	75.6	76.3	36.15	35.91	34.03	5,201
Clay, glass and stone products	46.4	46.2	41.2	63.7	63.1	63.7	29.15	29.56	26.24	12,607
Clay products mfg.	45.4	45.7	41.9	57.3	56.9	57.3	26.01	26.00	24.01	2,819
Glass products	46.6	46.1	39.9	61.1	60.1	61.2	28.47	27.71	24.42	5,322
Stone products	46.8	46.6	42.2	70.9	70.3	70.2	33.18	32.76	29.62	4,466
Electrical apparatus	44.7	44.4	39.6	70.9	70.8	69.4	31.69	31.44	27.48	33,575
Heavy electrical apparatus 1/	44.4	-	-	79.7	77.5	75.8	35.39	-	-	8,126
Iron and steel products	47.0	46.4	39.4	82.0	81.3	81.3	38.54	38.09	32.03	326,932
Crude, rolled, forged products	47.3	47.5	41.5	76.9	76.3	75.7	36.37	36.24	31.42	30,473
Machinery (other than vehicles)	49.2	49.0	40.3	71.6	71.9	71.8	35.23	35.23	28.94	17,393
Land vehicles and aircraft	46.6	46.0	38.8	67.5	67.7	66.0	40.78	40.34	33.37	125,592
Automobiles and parts	46.0	46.4	37.3	94.0	94.7	91.2	43.24	43.94	34.05	36,678
Aeroplanes and parts	47.0	46.4	47.8	84.3	83.7	82.9	39.62	38.94	31.34	-
Steel shipbuilding & repairing	45.7	45.4	40.0	86.4	86.6	86.0	39.48	39.32	34.40	57,405
Iron and steel fabrication n.e.s.	48.7	47.5	39.6	81.0	81.8	83.7	39.45	38.90	33.15	16,386
Tool mfg.	47.3	46.7	40.5	74.6	74.1	72.7	35.29	34.60	29.52	6,709
Firearms	50.4	49.8	39.6	81.5	81.5	80.3	41.08	40.59	31.80	-
Foundry and machine shop products	48.6	47.5	38.1	76.7	76.8	76.0	37.28	36.48	28.96	8,637
Sheet metal work	45.1	44.4	37.1	65.7	64.9	64.9	29.63	28.82	24.08	11,924
Non-ferrous metal products	46.1	45.5	42.1	73.9	72.6	73.3	34.07	33.03	30.86	44,884
Preparation of non-ferrous metallic ores	48.0	48.0	45.0	74.4	75.2	76.1	35.71	36.10	34.25	11,366
Aluminum and its products	46.0	45.4	43.5	74.9	74.8	74.8	34.45	33.96	32.54	8,865
Copper, lead, tin and zinc mfg.	45.6	44.4	40.6	74.6	71.8	71.9	34.02	31.88	29.19	21,365
Non-metallic mineral products	46.2	45.9	42.1	78.6	79.1	80.0	36.31	36.31	33.68	11,482
Petroleum and its products	45.1	44.7	41.6	84.1	84.9	86.1	37.93	37.95	35.82	6,166
Miscellaneous manufactured products	45.6	42.6	34.9	67.1	67.4	66.6	29.26	28.71	23.24	14,331
MINING	45.9	45.8	39.0	83.7	82.9	83.5	38.42	37.96	32.57	61,131
Coal	43.8	43.7	32.3	93.2	92.9	95.7	40.82	40.60	30.91	22,328
Metallic ores	47.0	47.1	42.6	87.0	81.0	82.0	38.54	38.15	34.93	29,839
Non-metallic minerals (except coal)	47.4	46.5	43.3	67.1	65.4	67.2	31.81	30.41	29.10	8,964
BUILDING CONSTRUCTION	41.4	40.6	35.1	52.1	51.1	49.6	23.99	23.93	27.94	24,301
HIGHWAY CONSTRUCTION	40.6	40.6	35.2	64.9	64.8	64.6	26.31	26.31	22.74	18,162

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 establishment 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 Jan.1, 143.8; Feb.1, 147.1 and Mar.1, 151.2; at Mar.1 1944 the index was 143.1.