

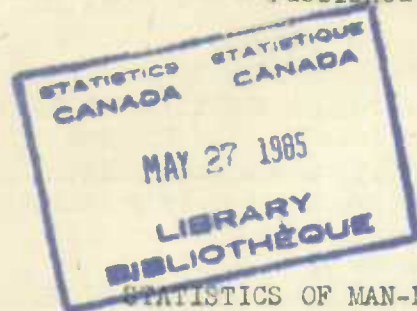
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DEPARTMENT OF TRADE AND COMMERCE
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OTTAWA - CANADA

STATISTICS OF MAN-HOURS AND HOURLY EARNINGS AS AT APRIL 1, WITH COMPARISONS AS
AT MARCH 1, AND FEBRUARY 1, 1945.

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The present bulletin contains statistics of man-hours and average hourly earnings as reported by employers at the beginning of April, with comparisons as at Mar. 1 and Feb. 1; this is the fourth monthly bulletin on these subjects, the earlier reports giving data as at the beginning of November and December in 1944, and January in 1945. As previously explained, the statistics mainly relate 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. The tabulations purposely exclude data for salaried personnel, while information on man-hours is not available for certain classes of wage-earners, whose earnings, like those of salaried employees, are not directly proportioned to the number of hours they work. As a result, 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 statistics on employment and payrolls were obtained in the monthly survey on these subjects for Apr. 1.

The employers furnishing statistics of man-hours and hourly earnings at Apr. 1 are not necessarily the same as those whose figures were included in preceding tabulations, although the data are generally comparable. The accompanying table contains preliminary figures for a considerable list of manufacturing industries, and for mining, building and highway construction and maintenance, and services, consisting of hotels and restaurants and personal services, chiefly laundries; statistics for the service group are herein presented for the first time.

Attention is drawn to the last column in the table, which indicates the proportion of women workers (including those on salary as well as wage-earners), for whom statistics of employment and payrolls were reported at the beginning of April. Information is not available to show the number of females among the wage-earners for whom data on man-hours are given in the present bulletin. However, the large proportions that such persons constitute of the total employees reported by the co-operating firms in the indicated industries ensure a generally high degree of similarity in the figures of sex distribution of the total personnel and the wage-earners, as shown in Column 10 of the accompanying table. Thus, in manufacturing as a whole, statistics of man-hours and hourly earnings are contained in the present bulletin for 77.3 p.c. of the employees of the manufacturers furnishing data on employment and payrolls at Apr. 1. In mining, construction and maintenance and services the workers for whom the employers at that date kept a record of man-hours, constituted 88 p.c., 71.3 p.c. and 57 p.c. respectively of the total numbers in recorded employment in those industries. The close association between variations in the numbers of female employees and those in the rates of earnings generally characteristic of the different industries, warrants consideration of the data

published in the last column of the table on page 4 when comparison is made of the hourly rates and the computed weekly earnings in the various industrial divisions.

The preliminary statistics in the accompanying table show the average number of hours worked per week, the average hourly earnings and the weekly average wages as at Apr. 1, with comparisons as at Mar. 1 and Feb. 1. The figures of average weekly wages result from the multiplication of the average hours worked in the given industry during the period of observation by the average hourly earnings in the same period. The statistics of man-hours include over-time, 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 wage-earners for whom a record of hours worked is kept. Incentive and production bonuses, overtime payments and sums paid persons absent on leave with pay during the pay period for which statistics are reported are included. The wages tabulated represent gross earnings before deductions are made for taxes, unemployment insurance, etc.

In manufacturing as a whole, the 849,758 wage-earners for whom statistics of man-hours were available at Apr. 1 worked a total of 37,003,142 hours in the week preceding Apr. 1, as compared with an estimated figure of 39,377,000 hours worked in the same establishments in the week preceding Mar. 1; mainly as a result of the loss of working time at the Easter holidays, the average hours per week were reduced from 45.8 at Mar. 1 to 43.5 at the first of April. On the other hand, the average hourly earnings reported at Apr. 1 were slightly higher, rising from 70.1 cents in the preceding period of observation to 70.4 cents at the date under review. The following recapitulates the figures for manufacturing as a whole in the period for which statistics are available:

<u>Week</u> <u>Preceding</u>	<u>Average Hours</u> <u>Per Week</u>	<u>Average Hourly</u> <u>Earnings</u>	<u>Average Weekly</u> <u>Wages (Col. 1 x Col. 2)</u>
	(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
Apr.1	43.5	70.4	30.62

The low figure of hours worked at Jan. 1 was due, of course, to the observance of the year-end holidays. Alterations in the industrial distribution of workers in manufacturing during the last few months may have been a factor contributing to the fluctuations in the hours worked and the hourly earnings during the period of observation; it is also possible that changes in the reporting firms may have had some effect upon the figures.

In the six months for which statistics of hourly earnings are available, the changes in the average hourly earnings in manufacturing as a whole have been relatively slight, a fact which may be associated to some extent with the Government's wartime control of wage-rates. In many of the industries listed in the accompanying table, however, rather greater fluctuations have been indicated. These are explained, in most cases, by the employment of larger or smaller numbers of craftsmen at different rates of pay in the indicated pay periods, while the amount

of overtime worked in the plant as a whole, or in different departments of the establishment, also affects the average earnings as well as the average hours worked.

As already suggested, differences in the average hourly earnings at Apr. 1, shown in Column 4 of the table on page 4, should be considered in the light of the proportions of women reported by employers at the first of April, as indicated in Column 10. Such a comparison substantiates the belief that almost invariably, high proportions of female labour are accompanied by relatively low rates of earnings. In many of the industries employing large numbers of women, the hours entered in the first columns of the table will also tend to be rather less-than-average, absenteeism being, in general, a factor of greater importance among female workers, especially among those with home responsibilities. Thus the highest rates of earnings in the manufacturing division are found in the production of durable manufactured goods, in which women constituted only 16.7 p.c. of the total personnel reported at Apr. 1. In the non-durable manufactured goods division, where 39.7 p.c. of the employees at the date under review were women, the average, at 60.9 cents per hour, was lower by over 17 cents than that in the durable manufactured goods; obviously, a factor of paramount importance in the variations in the hourly rates in the different industries is the degree of skill generally required of workers engaged therein. The age distribution of persons employed in the industry, and the amount of overtime or of broken time worked, are also important contributors to the fluctuations.

In the durable manufactured goods division, the lowest average earnings are found in the lumber industry, and in clay, glass and stone products, while the highest figures are in the iron and steel industries; at Apr. 1, the maximum earnings reported were those of 86.4 cents in shipbuilding and repairing and 93.8 cents per hour in automobile and parts manufacturing. The proportions of women workers in these industries are generally low, ranging from six p.c. in shipbuilding to 22 p.c. in clay, glass and stone products.

In the light manufactured goods industries, the range in the hourly earnings is fairly wide. The lowest averages in the group are found in textiles, in which 60 p.c. of the total persons in recorded employment at Apr. 1 were women; the general figure in this group at the latest date was 51 cents per hour. The beverage industries, where little more than 20 p.c. of the workers were women, had an average of 65.7 cents per hour. The highest figure in the non-durable manufactured industries was that of 85.9 cents reported in the petroleum products division, in which only 9.2 p.c. of the total employees reported at the beginning of April were women.

As already stated, the observance of the Easter holidays was reflected in generally lower earnings indicated at Apr. 1; the effect of the loss of time due to this factor was obviously greater among hourly-rated employees than among the total personnel, (salaried employees as well as all wage-earners) for whom statistics of payrolls were obtained in the most recent survey. Thus the reported salaries and wages in manufacturing as a whole fell from \$33.50 at Mar. 1 to \$32.48 at Apr. 1, or by \$1.02, while the computed weekly wages (shown in the table on page 4) declined by \$1.49.

Information is given in the table on page 4 for a relatively small number of the non-manufacturing industries. For the first time, statistics of man-hours and hourly earnings are published for the service division, consisting of hotels and restaurants and personal services, mainly laundries and dry-cleaning establishments. The unusually high proportions of female labour in these two divisions are contributing factors to the relatively low earnings therein. It may be noted also that these statistics do not make allowance for the value of board and lodging, frequently provided workers in hotels and restaurants.



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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 Feb.1, Mar.1 and Apr.1 1945, and Number of Wage-Earners for whom Man-Hours Data were Available at the Latest date. (Preliminary Data).
(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Earnings			Wage-Earners working hours shown in Col.1	Proportion of Women in Recorded Employment
	Apr.1	Mar.1	Feb.1	Apr.1	Mar.1	Feb.1	Apr.1	Mar.1	Feb.1		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
MANUFACTURING	no.	no.	no.	¢	¢	¢	\$	\$	\$		p.c.
Durable manufactured goods	43.5	45.2	45.4	70.4	70.1	70.1	30.62	32.11	31.83	849,758	27.4
Non-durable manufactured goods	44.2	46.5	46.0	78.0	77.8	77.8	34.48	36.18	35.79	466,667	16.7
Animal products -edible	42.7	45.0	44.7	60.9	60.3	60.3	26.00	27.14	26.95	383,091	39.7
Dairy products	45.0	46.5	44.7	63.2	62.6	62.7	28.44	28.48	28.03	25,292	22.0
Meat products	47.4	47.1	47.1	58.7	60.0	60.0	27.82	28.28	28.26	7,091	18.9
Leather products	43.9	44.5	43.9	67.5	66.3	66.2	29.63	29.50	29.06	15,423	23.8
Leather tanning & finishing	42.5	44.3	44.1	51.5	51.4	51.4	21.89	22.77	22.67	20,791	42.4
Leather boots and shoes	44.6	46.5	46.9	62.2	62.5	62.5	28.01	29.06	28.31	3,789	15.0
Lumber products	42.7	44.8	44.2	49.2	49.2	49.3	21.01	22.04	21.79	12,393	44.8
Rough and dressed lumber	42.3	45.2	44.6	60.6	60.6	60.8	25.63	27.39	27.12	48,226	12.9
Containers	42.8	45.6	44.6	62.2	62.2	62.6	26.62	28.36	27.92	24,321	8.2
Furniture	41.0	44.4	43.6	57.7	58.0	57.9	23.66	25.75	25.24	6,731	18.8
Plant products - edible	41.7	44.6	44.0	57.7	57.8	57.7	24.06	25.78	25.50	9,463	12.3
Flour and other milled products	42.2	43.8	43.2	53.9	53.2	53.0	22.75	23.30	22.79	36,661	37.5
Fruit and vegetable preserving	47.1	47.9	47.4	62.4	61.8	62.4	29.39	29.60	29.58	5,325	16.7
Bread and bakery products	39.1	43.7	42.1	48.5	48.6	48.7	18.96	21.24	20.50	7,227	43.7
Chocolate and cocoa products	43.5	43.9	43.7	52.9	52.0	51.2	23.01	22.83	22.64	12,354	35.1
Pulp and paper products	38.2	40.1	39.6	48.8	48.6	47.6	18.64	19.49	18.85	5,656	61.1
Pulp and paper	45.6	46.4	45.9	69.5	69.1	69.0	31.69	32.06	31.67	62,327	23.8
Paper products	49.6	50.0	49.4	71.6	71.5	71.2	35.51	35.75	35.17	51,343	7.7
Printing and publishing	41.8	43.8	42.6	55.1	54.9	54.3	23.08	24.05	23.13	12,876	47.4
Rubber products	41.5	41.8	41.8	75.2	74.5	75.5	31.21	31.24	31.56	18,108	32.6
Textile products	44.8	45.3	45.2	72.6	72.3	73.3	32.52	32.75	33.13	18,166	32.0
Thread, yarn & cloth	40.9	44.2	44.1	51.0	50.3	50.0	20.86	22.23	22.05	115,826	60.0
Cotton yarn & cloth	44.2	47.7	47.9	48.8	48.4	48.1	21.57	23.09	23.04	48,077	45.2
Woolen yarn & cloth	44.4	47.9	48.2	48.1	48.2	47.9	21.36	23.09	23.09	21,272	45.7
Silk and artificial silk goods	42.9	47.2	47.5	48.9	49.0	48.8	20.98	23.13	23.19	10,674	47.2
Hosiery and knit goods	45.0	48.3	47.9	50.4	48.4	48.3	22.68	23.38	23.14	11,286	47.4
Garments and personal furnishings	40.1	43.3	42.7	47.4	46.4	46.5	19.01	20.09	19.86	19,524	68.2
Tobacco	37.6	40.8	40.4	54.6	54.3	53.4	20.33	22.15	21.57	36,923	71.2
Beverages	37.3	45.2	44.0	51.6	50.9	50.6	19.25	23.01	22.26	9,166	64.8
Distilled and malt liquors	42.3	44.6	44.7	65.7	66.2	65.7	27.79	29.53	29.37	9,509	20.4
Chemicals and allied products	41.6	44.4	44.4	68.0	68.3	67.7	29	30.33	30.06	8,028	21.2
Explosives & ammunition n.e.s.	43.5	46.1	45.6	68.2	67.4	67.2	29.67	31.07	30.64	57,241	38.6
Acids, alkalis and salts	43.3	46.7	46.1	68.2	68.1	67.7	29.56	31.90	31.21	-	36.7
Clay, glass and stone products	46.5	47.6	47.5	76.8	75.9	75.6	35.71	36.13	36.91	5,093	10.1
Clay products mfg.	44.7	46.4	46.2	64.1	63.7	63.1	28.65	29.66	29.15	12,510	22.2
Glass products	43.1	45.4	45.7	57.5	57.3	56.9	24.78	26.01	25.00	2,861	17.8
Stone products	45.2	46.6	46.1	60.8	61.1	60.1	27.48	28.47	27.71	5,424	34.9
Electrical apparatus	45.2	46.8	46.6	71.9	70.9	70.3	32.50	33.18	32.76	4,525	10.8
Heavy electrical apparatus 1/	41.9	44.7	44.4	71.1	70.9	70.3	29.79	31.89	31.44	32,897	42.6
Iron and steel products	47.2	44.4	-	75.1	79.7	77.5	35.45	35.89	-	8,134	-
Crude, rolled, forged products	44.8	47.0	46.4	82.1	82.0	82.1	36.78	38.54	38.09	325,885	14.1
Machinery (other than vehicles)	43.3	47.3	47.5	76.9	76.2	76.3	34.24	36.37	36.24	29,920	9.5
Land vehicles and aircraft	45.5	49.2	49.0	72.3	71.6	71.9	32.90	35.23	35.23	17,349	15.6
Automobiles and parts	44.8	46.6	46.0	87.8	87.5	87.7	39.24	40.78	40.34	122,712	14.8
Aeroplanes and parts	43.7	46.0	46.4	93.8	94.0	94.7	40.99	43.24	43.94	36,282	14.2
Steel shipbuilding & repairing	45.0	47.0	46.4	85.0	84.3	85.7	38.25	39.62	38.84	-	26.5
Iron and steel fabrication n.e.s.	45.2	45.7	45.4	86.4	86.4	86.6	39.05	39.48	39.32	58,376	5.0
Tool mfg.	44.6	48.7	47.5	81.3	81.0	81.9	36.26	39.45	39.90	15,490	11.6
Firearms	45.7	47.3	46.7	76.1	74.6	74.1	34.78	35.29	34.60	6,029	17.8
Foundry and machine shop products	46.3	50.4	49.9	81.5	81.5	81.5	37.73	41.08	40.50	-	25.3
Sheet metal work	45.0	48.6	47.5	77.3	76.7	76.8	34.79	37.28	36.48	2,736	9.0
Non-ferrous metal products	40.8	45.1	44.4	65.9	65.7	64.9	26.89	29.63	29.82	12,242	27.9
Preparation of non-ferrous metallic ores	43.2	46.1	45.5	74.8	73.9	72.6	32.67	34.07	33.03	46,228	23.5
Aluminum and its products	47.0	48.0	48.0	75.7	74.4	75.2	35.58	35.71	36.10	11,307	10.6
Copper, lead, tin and zinc mfg.	45.5	48.0	45.4	75.3	74.9	74.8	34.26	34.46	33.96	9,630	14.8
Petroleum and its products	41.5	45.6	44.4	76.4	74.6	71.8	31.29	34.02	31.88	22,022	30.5
Miscellaneous manufactured products	44.8	46.2	45.9	80.1	78.6	79.1	35.94	36.31	36.31	11,585	9.6
MINING	43.8	45.1	44.7	85.9	84.1	84.9	37.62	37.93	37.85	6,230	9.2
Coal	39.2	43.7	42.6	65.1	66.8	67.4	25.52	29.19	28.71	14,262	40.4
Metallic ores	43.7	45.4	45.8	83.6	83.9	82.9	36.63	38.09	37.96	61,901	3.0
Non-metallic minerals (except coal)	39.3	42.9	43.7	93.0	92.9	92.9	36.55	39.85	40.60	23,662	1.3
BUILDING CONSTRUCTION	46.3	46.9	47.1	82.1	82.2	81.0	39.01	38.55	38.15	29,515	5.0
Highway construction	46.6	47.4	46.5	87.2	87.1	86.4	31.32	31.31	30.41	8,724	6.8
SERVICES	39.6	41.4	40.6	81.4	82.1	81.1	32.23	33.59	32.95	26,009	5.5
Hotels and restaurants	36.9	40.6	40.6	65.3	64.8	64.8	24.28	26.51	26.51	18,241	4.1
Personal (chiefly laundries)	44.2	45.1	43.5	42.6	42.7	41.8	18.93	19.26	19.18	28,268	55.3
	45.4	46.7	44.8	40.9	41.4	40.0	19.57	19.33	17.92	19,134	55.7
	41.7	41.7	41.0	46.5	45.6	45.6	19.39	19.02	19.70	9,134	66.2

1/ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100, the latest figures are as follows Feb.1, 147.1; Mar.1 151.2; Apr.1, 142.5; at Apr.1 1944 the index was 143.5.

2/ These percentages are based upon total numbers of salaried employees and wage-earners reported at April 1, 1945.