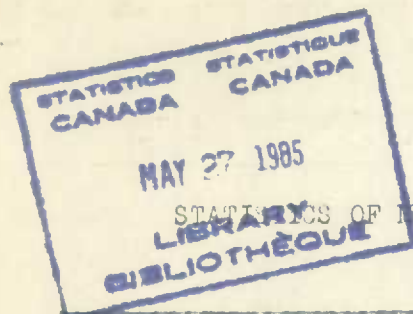


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DEPARTMENT OF TRADE AND COMMERCE  
DOMINION BUREAU OF STATISTICS  
EMPLOYMENT AND PAYROLL STATISTICS BRANCH  
OTTAWA - CANADA

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

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### 1.- Manufacturing

Although there was a reduction in the number of wage-earners employed by manufacturers at the beginning of May, there was a moderate increase in the aggregate hours worked and in the wages paid as compared with Apr. 1, when the situation had been affected by the Easter holidays. The average hourly rate, however, showed no significant change. The co-operating establishments reported a total of 837,849 men and women employed at hourly rates at May 1; the hours which these persons had worked in the preceding week totalled 38,087,382, while the sum of \$26,852,840 was paid for services rendered in these hours. At the beginning of April, the same manufacturers had employed 851,876 persons at hourly rates, whose hours of work had aggregated 37,121,437, while their earnings had amounted to \$26,142,436. The decline of 1.6 p.c. in the number of hourly rated employees at the date under review was thus accompanied by an increase of 2.6 p.c. in the total hours worked, and of 2.7 p.c. in the aggregate hourly wages. The average earnings per hour in manufacturing, at 70.5 cents, showed little change from the hourly rate of 70.4 cents at Apr. 1.

### Definitions -

Wage-Earners.- Employers are asked to furnish statistics of man-hours on behalf of those wage-earners for whom they keep a record of aggregate hours worked, so that the data relate, in the main, to persons employed at hourly rates. Information for salaried employees is purposely excluded, while in many cases, data on man-hours are not available for certain classes of wage-earners, whose earnings, like those of most salaried employees, are not directly dependent upon the number of hours worked; examples of wage-earners most commonly excluded are route drivers, truck men, piece workers in many establishments, etc. In addition, some employers do not keep a record of man-hours for any classes of employees. Accordingly, the number of workers for whom statistics are given in the present bulletin is smaller than the total number of employees, (salaried personnel and wage-earners) for whom statistics of employment and payrolls are obtained in the monthly surveys on these subjects.

Man-Hours.- The statistics of man-hours include overtime, as well as the hours worked by part-time and casual workers. Hours credited to persons absent on leave with pay in the reported pay period are included in the statistics as though the hours for which payment was made had been worked.

Wages.- The wages reported represent gross earnings before deductions are made for taxes, unemployment insurance, etc.; they do not, however, include the value of board and lodging which in some cases is part of the remuneration of workers. Incentive and production bonuses and overtime payments are included, as are sums paid employees absent on leave with pay during the pay period for which statistics are given. The figures of average wages result from the multiplication of the average hours worked during the period of observation, by the average hourly earnings reported in the same period.

The following table recapitulates the statistics for the relatively brief period for which current data on man-hours and hourly earnings have been prepared. The latest figures are subject to revision.

Week Preceding	Average Hours Per Week (1) No.	Average Hourly Earnings (2) ¢	Average Weekly Wages (Col. 1 x Col. 2) (3) \$
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	43.6	70.4	30.69
May 1	45.5	70.5	32.08

The hours worked in manufacturing establishments in the week ending May 1 averaged 45.5, exceeding the general mean of 43.6 indicated at Apr. 1. Apart from the decided declines in the averages at Jan. 1 and Apr. 1, (which in each case had been affected by the observance of holidays), the variations in the averages in the comparatively brief period of observation have been rather slight. The changes which have been indicated are due in part to reductions in the amount of overtime worked, and to alterations in the industrial distribution of workers in manufacturing during the last seven months.

The changes in the average hourly earnings in manufacturing as a whole in the period of observation have also been slight, a fact which is probably associated with the Government's wartime control of wages. Many of the industries listed in the table on page 4 of this bulletin, however, show rather greater fluctuation than has been indicated in the case of manufacturing as a whole. The variations usually are explained by the employment of larger or smaller numbers of craftsmen at different rates of pay in the pay periods for which statistics are furnished. The amount of overtime worked in the plant as a whole, or in its different departments, also affects the average earnings as well as the average hours worked. The matter of sex distribution of the persons employed in the various branches of manufacturing should be considered in studying differences in the indicated hourly earnings in such industries, as shown in Columns 4 to 6 of the table on page 4. Information in this respect was published in the Bureau's semi-annual survey of sex distribution of the persons in recorded employment at Apr. 1, 1945, while the last bulletin on man-hours and hourly earnings showed the percentages of women reported by all co-operating establishments in the industries for which statistics of man-hours were published at Apr. 1. A comparison of these proportions with the hourly average earnings confirms the widely-accepted belief that the presence of large numbers of women workers in an industry is usually associated with relatively low rates of earnings; in many cases, the number of hours worked, as shown in the first three columns of the table on page 4, will also be rather below the average, absenteeism generally being a factor of considerable importance among female workers, especially among those with home responsibilities.

The table on page 3 contains a comparison of the average weekly wages paid hourly-rated employees, with the weekly salaries and wages reported at the indicated dates for all persons employed in the establishments co-operating in the monthly survey of employment and payrolls. From this table, it is evident that the observance of the year-end and the Easter holidays, reflected in the data at Jan. 1 and Apr. 1, respectively, had a decidedly greater effect upon the weekly earnings of



hourly-rated employees than upon the average earnings of salaried personnel and wage-earners, including hourly-rated workers and those employed on other terms. Thus, in manufacturing generally the decrease in the average salaries and wages at Apr. 1 as compared with May 1 was \$1.02, whereas that in the earnings of persons employed at hourly rates was \$1.42; similarly, the recovery at May 1 was greater in the case of the latter group, in which the earnings advanced by \$1.39 as compared with Apr. 1, while the gain in the salaries and wages generally was \$1.03. It is also interesting

	<u>Manufacturing</u> (Excluding Electric Light and Power)		<u>Durable Manufactured</u> <u>Goods</u>		<u>Non-Durable Manu-</u> <u>factured Goods</u>	
	Average Weekly		Average Weekly		Average Weekly	
	<u>Salaries &amp; Wages</u>	<u>Wages</u>	<u>Salaries &amp; Wages</u>	<u>Wages</u>	<u>Salaries &amp; Wages</u>	<u>Wages</u>
Nov. 1	\$33.13	\$32.55	\$36.67	\$36.52	\$28.99	\$27.23
Dec. 1	33.29	32.64	36.83	36.54	29.23	27.48
Jan. 1	30.11	27.72	32.77	30.61	27.05	24.06
Feb. 1	32.98	31.83	36.44	35.79	29.06	26.95
Mar. 1	33.50	32.11	37.04	36.18	29.46	27.14
Apr. 1	32.48	30.69	35.78	34.48	28.73	26.07
May 1	33.51	32.08	36.97	36.13	29.57	27.10

to note that in the last seven months, the per capita weekly salaries and wages have risen by 38 cents, while the earnings of hourly-rated employees have fallen by 47 cents per week. This is largely due to the moderate decline in the average hours worked, from 46.3 at Nov. 1 to 45.5 at May 1, the average hourly rate, at 70.5 cents at the latter date, showing little change from that of 70.3 cents at the beginning of November.

A brief review of the statistics reported at May 1 shows that the average hourly earnings of wage-earners in the durable goods industries stood at 78.2 cents at May 1, as compared with 78 cents at Apr. 1. The average hours worked by persons in this group of industries rose from 44.2 at that date, to 46.2 at the date under review. In the non-durable manufactured goods industries the average hourly rate was unchanged, at 60.9 cents per hour at Apr. 1 and May 1. The number of hours per week rose from 42.7 at the former date, to 44.5 at the latter. Little general change was shown in the hourly rates reported in the various branches of manufacturing. The greatest difference was a decline of 2.9 cents per hour in the rubber group; this was largely due to an industrial dispute, which also was largely responsible for a reduction in the average hours worked from 44.8 at Apr. 1, to 42.4 at May 1.

## 2.- Non-Manufacturing Industries.

Statistics are given in the table on page 4 for a relatively small number of non-manufacturing industries. It is hoped later on to add to the list of such industries for which data on man-hours are published, as well as to issue the information on a provincial basis.

The average hourly rate in the mining industry as a whole was slightly higher, at 83.9 cents per hour at May 1, as compared with 83.6 cents at Apr. 1. Within the mining division, the highest rate was in coal mining; at 93.2 cents per hour, this was exceeded only by the average of 93.6 cents in automobile manufacturing. Both of these industries employ unusually large proportions of male workers.

In highway construction, the average earnings as well as the average hours were lower, due in the main to the employment of additional workers on relatively unskilled work on a part-time basis. From 65.8 cents per hour at Apr. 1, the rate declined to 61.3 cents at May 1, while the hours at the latter date averaged 33.6, as compared with 36.9 a month earlier. Little change, on the whole, was indicated in the service division.



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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 Mar.1, Apr.1 and May 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 Wages			Wage-Earners Working Hours Shown in Col. 1
	May 1	Apr.1	Mar.1	May 1	Apr.1	Mar.1	May 1	Apr.1	Mar.1	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	no.	no.	no.	¢	¢	¢	\$	\$	\$	no.
MANUFACTURING	45.5	43.5	45.8	70.5	70.4	70.1	32.08	30.62	32.11	837,849
* Durable manufactured goods	46.2	44.2	46.5	78.2	78.0	77.8	36.13	34.48	36.18	459,553
Non-durable manufactured goods	44.5	42.7	45.0	60.9	60.9	60.3	27.10	26.00	27.14	378,296
Animal products - edible	45.5	45.0	45.5	62.8	63.2	62.6	28.57	28.44	28.48	25,890
Dairy products	48.8	47.4	47.1	58.5	58.7	60.0	28.55	27.62	28.26	7,436
Meat products	44.1	43.9	44.5	68.0	67.5	66.3	29.99	29.63	29.50	15,352
Leather products	44.2	42.5	44.3	52.0	51.5	51.4	22.98	21.89	22.77	21,043
Leather tanning & finishing	46.7	44.6	46.5	62.2	62.8	62.5	29.05	28.01	29.06	3,724
Leather boots and shoes	44.5	42.7	44.8	60.0	49.2	49.2	22.25	21.01	22.04	12,648
* Lumber products	44.3	42.3	45.2	61.0	60.6	60.6	27.02	25.63	27.39	48,240
Rough and dressed lumber	44.3	42.8	45.6	62.2	62.2	62.2	27.55	26.62	28.56	24,575
Containers	43.2	40.8	44.4	58.4	58.1	58.0	25.23	23.70	25.75	6,558
Furniture	44.7	41.7	44.6	57.9	57.7	57.8	25.88	24.06	25.78	9,376
Plant products - edibles	42.8	42.2	43.8	54.3	53.9	53.2	23.24	22.75	23.30	35,493
Flour and other milled products	46.1	47.1	47.9	62.5	62.4	61.8	28.81	29.39	29.60	5,314
Fruit and vegetable preserving	40.9	39.1	43.7	50.7	48.5	48.6	20.74	18.96	21.24	6,360
Bread and bakery products	43.5	43.5	43.9	52.8	52.9	52.0	22.97	23.01	22.63	12,092
Chocolate and cocoa products	39.9	38.2	40.1	48.7	48.8	48.6	18.43	18.64	19.49	5,567
Pulp and paper products	46.3	45.6	46.4	69.8	69.5	69.1	32.32	31.69	32.06	63,378
Pulp and paper	49.8	49.6	50.0	71.6	71.6	71.5	35.66	35.51	35.75	32,529
Paper products	43.3	41.8	43.8	55.8	55.1	54.9	24.16	23.03	24.05	12,774
Printing and publishing	42.1	41.5	41.8	76.3	75.2	74.5	32.12	31.21	31.14	18,075
Rubber products	42.4	44.8	45.3	69.7	72.6	72.3	29.55	32.52	32.75	17,890
Textile products	43.5	41.0	44.2	51.1	51.0	50.3	22.23	20.91	22.23	113,846
Thread, yarn & cloth	47.4	44.7	47.7	48.8	48.8	48.4	23.13	21.81	23.09	44,738
Cotton yarn & cloth	47.5	44.4	47.9	48.3	48.1	48.2	22.94	21.36	23.09	20,698
Woolen yarn & cloth	46.7	42.9	47.2	49.4	48.9	49.0	23.07	20.98	23.18	10,637
Silk and artificial silk goods	48.0	47.1	48.3	49.7	50.4	48.4	23.86	23.74	23.58	10,565
Hosiery and knit goods	42.6	40.1	43.3	47.5	47.4	46.4	20.24	19.01	20.09	19,173
Garments and personal furnishings	40.1	37.6	40.8	55.0	54.6	54.3	22.06	20.53	22.15	36,973
Tobacco	44.0	37.3	45.2	52.0	51.6	50.9	22.88	19.25	23.01	17,890
Beverages	45.5	42.3	44.6	65.7	65.7	66.2	29.89	27.79	29.53	9,715
Distilled and malt liquors	45.4	41.6	44.4	67.7	68.0	68.3	30.74	28.29	30.33	8,171
Chemicals and allied products	45.9	43.5	46.1	68.2	68.2	67.4	31.30	29.67	31.07	54,897
Explosives & ammunition n.e.s.	46.6	43.3	46.7	69.3	69.2	68.1	32.29	29.96	31.80	-
Acids, alkalis and salts	47.3	46.5	47.6	75.4	76.8	75.9	35.66	35.71	36.13	5,038
* Clay, glass and stone products	45.8	44.7	46.4	64.5	64.1	63.7	29.54	28.65	29.66	12,830
Clay products mfg.	45.6	43.1	45.4	60.0	57.5	57.3	27.36	24.78	26.01	2,804
Glass products	45.0	45.2	46.6	60.6	60.8	61.1	27.27	27.48	28.47	5,476
Stone products	46.9	45.2	46.8	71.8	71.9	70.9	33.67	32.60	33.18	4,650
* Electrical apparatus	44.6	41.9	44.7	71.3	70.9	70.9	31.80	29.71	31.69	32,069
Heavy electrical apparatus 1/	47.0	47.2	44.4	74.9	75.1	79.7	35.20	35.45	35.39	8,104
* Iron and steel products	46.8	44.8	47.0	82.4	82.1	82.0	38.56	36.78	38.54	319,990
Crude, rolled, forged products	47.8	45.3	47.3	77.2	76.9	76.9	36.90	34.84	36.37	29,675
Machinery (other than vehicles)	47.9	45.5	49.2	72.8	72.3	71.6	34.87	32.90	35.23	17,039
Land vehicles and aircraft	45.6	44.8	46.6	88.2	87.6	87.5	40.22	39.24	40.78	119,532
Automobiles and parts	45.3	43.7	46.0	93.6	93.8	94.0	42.40	40.99	43.24	35,215
Aeroplanes and parts	47.2	45.0	47.0	85.4	85.0	84.3	40.31	38.25	39.62	-
Steel shipbuilding & repairing	47.4	45.2	45.7	86.8	86.4	86.4	41.24	39.05	39.48	58,412
Iron and steel fabrication n.e.s.	47.4	44.6	48.7	81.0	81.3	81.0	38.39	36.26	39.45	14,991
Tool mfg.	47.1	45.7	47.3	75.3	76.1	74.6	35.47	34.78	35.29	6,428
Firearms	49.2	46.3	50.4	81.3	81.5	81.5	40.00	37.73	41.08	-
Foundry and machine shop products	48.7	45.0	48.6	77.4	77.3	76.7	37.69	34.79	37.28	8,410
Sheet metal work	45.4	40.8	45.1	66.4	65.9	65.7	30.15	26.89	29.63	12,272
* Non-ferrous metal products	45.6	43.8	46.1	74.4	74.6	73.9	33.33	32.67	34.07	45,903
Preparation of non-ferrous metallic ores	47.3	47.0	48.0	76.3	75.7	74.4	36.32	35.58	35.71	10,798
Aluminum and its products	44.9	45.5	46.0	75.3	75.3	74.8	33.81	34.26	34.45	10,259
Copper, lead, tin and zinc mfg.	45.3	41.5	45.6	74.5	75.4	74.6	33.75	31.29	34.02	21,636
Non-metallic mineral products	45.6	44.8	46.2	79.7	80.1	78.6	36.34	35.88	36.31	11,458
Petroleum and its products	43.5	43.8	45.1	86.8	85.9	84.1	37.76	37.62	37.93	6,238
Miscellaneous manufactured products	44.1	39.2	43.7	65.8	65.1	66.8	29.02	25.52	29.19	14,002
MINING	44.5	43.7	45.4	83.9	83.6	83.9	37.34	36.53	38.09	60,523
Coal	41.5	39.3	42.9	93.2	93.0	92.9	38.68	36.56	39.85	23,522
Metallic ores	46.3	46.3	46.9	82.5	82.1	82.2	38.20	38.01	38.55	28,377
Non-metallic minerals (except coal)	46.9	46.6	47.4	65.8	67.2	67.1	30.86	31.52	31.81	8,624
BUILDING CONSTRUCTION	40.7	39.6	41.4	81.8	81.2	82.1	33.29	32.16	33.99	27,532
HIGHWAY CONSTRUCTION	33.6	36.9	40.6	61.3	65.8	64.8	20.60	24.28	26.51	24,826
SERVICES	44.1	44.2	45.1	43.1	42.6	42.7	19.01	18.83	19.26	28,544
Hotels and restaurants	45.1	45.4	46.7	41.7	40.9	41.4	18.81	18.57	19.53	19,341
Personal (chiefly laundries)	41.9	41.7	41.7	46.4	46.5	45.6	19.44	19.39	19.02	9,203

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 Mar.1, 151.2; Apr.1, 142.5; May 1, 142.1; at May 1, 1944 the index was 143.6.

\* The industries classed in the durable manufactured industries are indicated by an asterisk.