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ADVANCE STATEMENT OF HOURS OF WORK AND HOURLY AND WEEKLY EARNINGS OF MALE AND FEMALE
WAGE-EARNERS AND SALARIED EMPLOYEES REPORTED BY LEADING MANUFACTURERS
FOR THE LAST WEEK OF OCTOBER, 1948.

1. Summary.

The present report contains the preliminary results of the third annual survey of hours and earnings of male and female wage-earners and salaried employees in leading manufacturing establishments in the last week of October, 1948. The data are comparable with those published in the 1946 and 1947 reports, except that they relate to the latter part of October rather than of November, as in the two preceding enquiries. As a result, they include differing proportions of workers in certain seasonal industries; for example, sawmills, food processing and apparel manufacturing which, are more active in October than in November. The questionnaire asked for information for all employees in manufacturing establishments usually employing 15 or more persons, with the exception of travelling salesmen, home-workers, charwomen and workers engaged on new construction.

The gross weekly payroll figures from which the averages of hourly and weekly earnings of salaried employees and wage-earners were computed were made up of part-time, full-time and overtime earnings of the reported personnel, whether they were paid on an hourly, weekly, monthly, piecework or commission basis. Incentive, production, cost-of-living and other bonuses earned in the week were included, as were payments made to workers absent with pay during any part of the period covered by the survey.

In the eleven months elapsing between the 1947 and 1948 surveys, the average hourly and weekly wages of both men and women increased substantially. The average earnings of salaried workers showed a moderate increase. The proportions of women employed as wage-earners and as salaried personnel decreased to some extent in October, 1948. The average working time of wage-earners and salaried personnel fell insignificantly in the eleven months. The proportions of wage-earners working more than 48 hours in the week declined slightly, while the percentages working below 48 hours correspondingly increased.

2.- WAGE-EARNERS.

Wage-earners, defined as production workers, route drivers and delivery men, maintenance and related employees, comprise 83.3 p.c. of all persons reported by the manufacturers co-operating in the survey for the week ending Oct. 31, 1948. Homeworkers, charwomen and workers engaged on new construction were excluded from the survey. The proportions of women reported as wage-earners in Canada in the surveys for 1946, 1947 and 1948 are shown in Table A.

As in other years, the lowest proportion of female wage-earners, 11.3 p.c., was reported in British Columbia, where the heavy manufactured goods industries are

Table 1.- Average Hours Worked, Average Hourly and Weekly Earnings of Male and Female Wage-Earners as Reported by Leading Manufacturers for the Last Week in October, 1948.

Industry or Area	Wage-Earners Reported			Average Hours Per Week			Average Hourly Earnings			Average Weekly Wages		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
(a) Industries	No.	No.	No.	No.	No.	No.	\$	\$	\$	\$	\$	\$
MANUFACTURING	820,128	636,177	183,951	43.6	44.7	39.8	94.6	102.3	65.1	41.26	45.73	26.91
Food and Beverages	99,067	71,906	27,161	44.0	45.9	38.8	83.1	90.8	58.8	36.56	41.68	22.21
Meat products	17,190	14,100	3,090	43.2	44.0	39.2	102.9	107.7	78.4	44.46	47.39	30.73
Dairy products	6,833	5,830	1,003	46.9	48.4	38.2	73.6	76.8	50.3	34.52	37.17	19.21
Canned & Cured Fish	6,148	4,593	1,555	45.5	47.3	40.4	77.9	82.1	63.6	36.44	38.83	25.69
Canned and Preserved Fruits & Vegetables	10,990	5,851	5,139	40.1	44.9	34.6	68.6	76.3	57.1	27.51	34.26	19.76
Grain Mill Products	5,568	5,010	566	45.7	46.3	40.7	90.0	92.5	64.6	41.13	42.83	26.25
Bread and other Bakery Products	14,457	11,219	3,236	45.6	46.9	40.3	81.0	87.8	53.8	36.86	41.18	21.66
Beverages	14,588	13,010	1,578	44.1	44.7	39.7	95.3	98.1	68.7	42.03	43.55	27.27
Other Foods	23,293	12,293	11,000	43.7	47.1	39.8	71.2	84.2	54.0	31.11	39.66	21.49
Tobacco & Tobacco Products	8,055	2,700	5,355	42.6	45.0	41.2	83.6	98.1	75.8	35.53	44.15	31.23
Rubber Products	17,760	13,448	4,312	43.4	44.3	40.8	104.2	112.5	76.4	45.22	49.84	31.17
Leather Products	25,577	15,281	10,296	41.0	42.0	39.5	73.7	84.7	56.4	30.22	35.57	22.28
Boots and Shoes (except Rubber)	16,473	9,111	7,362	40.3	40.8	39.7	71.3	82.9	56.6	28.73	33.62	22.47
Other Leather Products	9,104	6,170	2,934	42.2	43.7	39.1	77.9	87.2	55.9	32.87	38.11	21.86
Textile Products (except Clothing)	62,675	37,555	25,120	44.4	46.4	41.5	76.8	83.9	65.0	34.10	38.93	26.98
Clothing (Textile and Fur)	80,462	24,313	56,149	40.1	42.6	39.0	75.2	100.1	63.4	30.16	42.64	24.73
Knit Goods	23,143	7,607	15,536	42.5	45.7	40.9	68.5	88.1	57.9	29.11	40.26	23.68
Fur Goods	3,684	2,285	1,399	44.4	45.2	43.0	90.1	101.0	71.4	40.00	45.65	30.70
Other Clothing	53,635	14,421	39,214	38.8	40.6	38.1	77.1	107.0	65.5	29.91	43.44	24.96
Wood Products	69,029	64,429	4,600	44.0	44.2	40.8	89.0	90.5	66.9	39.16	40.00	27.30
Saw and Planing Mills	41,643	40,121	1,522	43.9	44.0	40.8	94.1	94.7	77.8	41.31	41.67	31.74
Furniture	15,729	14,180	1,549	43.7	44.0	40.6	83.8	85.6	66.1	36.62	37.68	26.77
Other Wood Products	11,657	10,128	1,529	44.7	45.3	40.9	78.2	81.2	56.7	34.96	36.78	23.19
Paper Products	60,283	52,975	7,308	47.2	48.0	41.3	104.0	109.2	60.5	49.09	52.42	24.99
Pulp and Paper Mills	42,637	41,785	752	48.5	48.6	41.6	112.6	113.2	70.4	54.61	55.02	29.29
Other paper products	17,746	11,190	6,556	44.1	45.7	41.3	81.6	83.3	59.3	35.99	42.64	24.49
Printing, Publishing & Allied Ind.	27,017	20,350	6,667	40.9	42.0	37.8	104.9	117.9	60.7	42.90	49.52	22.94
Iron and Steel Products	132,589	126,623	5,966	44.8	45.0	41.6	104.1	105.8	71.7	46.64	47.61	29.83
Machinery (Except Electrical)	24,249	22,948	1,301	44.9	45.1	41.9	99.9	101.4	72.4	44.86	45.73	30.34
Other Iron & Steel Products	108,340	102,675	5,665	44.8	44.9	41.5	105.1	106.8	71.5	47.08	47.96	29.67
Transportation Equipment	92,509	89,359	3,150	43.2	43.2	40.7	113.2	114.2	83.7	46.90	49.33	34.07
Non-ferrous Metal Products	37,776	33,673	4,102	43.9	44.3	40.6	103.3	107.4	66.6	45.35	47.58	27.04
Smelting and Refining	11,476	11,422	54	43.8	43.9	30.8	116.4	116.5	69.5	50.98	51.14	21.41
Aluminum Products	8,822	8,306	516	45.5	45.9	40.2	101.7	103.8	65.8	46.27	47.55	26.45
Brass and Copper Products	9,335	8,410	925	43.1	43.4	40.1	100.4	103.0	74.7	43.27	44.70	29.96
Other Non-Ferrous Metal Products	8,142	5,535	2,607	43.3	44.4	41.1	89.9	101.2	64.0	36.93	44.93	26.30
Electrical Apparatus and Supplies	38,256	27,747	10,509	41.8	42.6	39.5	105.4	112.7	84.6	44.06	48.01	33.42
Non-Metallic Mineral Products ^{1/}	19,873	18,232	1,641	46.4	46.8	42.8	93.1	95.0	70.1	43.20	44.46	30.00
Products of Coal and Petroleum	9,175	9,149	26	42.1	42.1	37.1	119.1	119.2	96.1	50.14	50.18	35.65
Chemical Products	25,967	20,919	5,048	44.0	44.9	40.4	93.3	100.3	61.2	41.05	45.03	24.72
Miscellaneous Manufacturing Industries	14,059	8,518	5,541	42.3	43.6	40.4	80.0	90.2	63.1	33.84	39.33	25.49
Durable Manufactured Goods	390,031	359,063	30,968	44.0	44.3	40.6	103.0	105.2	75.7	45.32	46.60	30.73
Non-durable Manufactured Goods	430,097	277,114	152,983	43.3	45.2	39.7	86.9	98.6	62.9	37.63	44.52	24.97
(b) Provinces												
Nova Scotia	20,813	17,850	2,963	45.8	46.0	44.5	82.4	88.4	45.5	37.74	40.66	20.25
New Brunswick	14,902	12,176	2,724	46.1	47.0	41.9	82.5	88.4	52.6	38.03	41.55	22.04
Quebec	272,374	196,187	76,187	45.2	46.8	40.9	85.4	93.6	61.4	38.60	43.80	25.11
Ontario	402,268	316,394	85,874	42.9	43.9	38.8	99.9	107.3	69.2	42.86	47.10	26.85
Manitoba	28,889	22,419	6,471	43.1	44.1	39.6	91.0	98.6	61.5	39.22	43.48	24.35
Saskatchewan	5,934	5,196	739	43.0	43.6	39.0	93.3	96.6	66.9	40.12	42.12	26.09
Alberta	14,992	12,817	2,175	43.3	43.8	40.7	95.6	100.0	87.1	41.35	43.80	27.51
British Columbia	59,440	52,732	6,708	40.3	40.6	38.0	114.2	118.9	75.2	46.02	48.27	28.58
(c) Cities												
Halifax	5,646	4,533	1,113	43.6	43.3	44.3	85.1	96.6	43.3	37.02	41.39	19.18
Saint John	3,872	3,142	730	45.7	46.6	42.1	80.3	87.0	48.1	36.70	40.54	20.25
Montreal	145,122	100,613	44,509	43.4	45.2	39.4	90.2	99.1	67.2	39.15	44.79	26.48
Quebec	13,088	8,857	4,231	45.5	47.1	42.2	76.1	87.9	46.3	34.63	41.40	20.38
Sherbrooke	6,433	4,196	2,238	46.0	48.0	42.4	75.2	84.2	56.1	34.59	40.42	23.79
Three Rivers	7,634	6,098	1,536	46.3	48.2	38.9	92.8	100.9	53.1	42.97	48.63	20.66
Brantford	10,897	8,946	1,951	43.1	44.0	39.2	102.9	110.0	66.7	44.36	48.40	26.15
Fort William - Port Arthur	4,805	4,699	108	45.9	46.0	42.6	106.2	107.1	64.6	48.75	49.27	27.52
Hamilton	42,404	33,286	9,118	43.5	44.6	39.4	105.0	112.8	72.9	45.68	50.31	28.72
Kitchener - Waterloo	13,019	9,136	3,884	42.7	44.1	39.3	93.9	102.1	72.2	40.10	45.03	28.37
London	12,265	9,061	3,205	41.7	43.4	37.1	92.8	101.6	63.9	38.70	44.09	23.71
Ottawa	7,138	5,736	1,400	45.2	46.1	41.8	84.4	90.9	55.4	38.15	41.90	23.16
St Catharines - Welland	19,210	16,691	2,519	43.7	44.2	40.3	111.3	116.4	74.2	48.64	51.45	29.90
Toronto	125,261	89,553	35,708	41.6	43.0	37.9	99.2	109.1	70.9	41.27	46.91	25.87
Windsor	27,180	24,950	2,230	40.8	40.8	39.8	125.1	128.5	85.8	51.04	52.43	34.15
Winnipeg	26,069	19,896	6,174	42.5	43.6	39.5	90.7	98.8	61.9	36.64	43.08	24.45
Regina	1,626	1,478	148	41.8	42.0	39.7	97.0	99.7	69.3	40.55	41.87	27.51
Saskatoon	1,507	1,313	194	44.0	44.4	40.8	92.5	96.4	64.5	40.70	42.80	26.32
Calgary	6,311	5,647	664	43.1	43.3	41.3	101.5	105.2	68.8	43.75	45.55	28.41
Edmonton	5,076	4,063	1,013	41.9	42.6	39.4	94.9	101.1	67.7	39.76	43.07	26.67
Vancouver	25,469	21,542	3,927	39.8	39.9	39.0	112.8	119.7	73.9	44.89	47.76	28.82
Victoria	3,950	3,619	331	39.4	39.6	37.1	113.7	118.3	59.6	44.80	46.85	22.11

* Indicates industries classed in durable goods division.

1/ Includes asbestos, cement, clay, glass and stone, etc.

Table 2.- Average Hours Worked and Average Weekly Salaries of Male and Female Salaried Employees as Reported by Leading Manufacturers for the last Week in October 1948.

Industry or Area	Salaried Employees Reported			Average Hours Per Week			Average Weekly Salaries		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
(a) Industries	No.	No.	No.	No.	No.	No.	\$	\$	\$
MANUFACTURING	164,487	110,615	53,872	40.3	41.1	38.8	52.93	63.48	31.26
Food and Beverages	11,871	7,774	4,097	40.8	41.8	38.7	51.32	62.47	30.17
Meat products	4,036	3,011	1,025	41.9	42.4	40.6	60.17	69.01	34.18
Dairy products	1,779	1,043	736	43.5	44.9	41.5	39.72	49.33	26.11
Canned & Cured Fish	1,152	841	311	42.8	43.9	39.7	49.60	57.63	27.88
Canned and Preserved Fruits & Vegetables	1,705	1,047	658	41.4	42.5	39.6	47.06	59.38	27.45
Grain Mill Products	1,474	977	497	40.9	41.6	39.5	47.28	56.21	29.72
Bread and other Bakery Products	1,561	923	638	42.6	45.1	38.9	41.05	60.63	27.20
Beverages	3,529	2,653	876	39.4	40.1	37.4	60.89	69.69	34.25
Other Foods	3,602	2,174	1,428	40.9	42.3	38.8	60.06	62.97	30.40
Tobacco & Tobacco Products	1,632	954	678	40.2	40.8	39.3	52.47	64.94	34.92
Rubber Products	4,287	2,935	1,352	39.2	39.7	38.2	51.84	61.95	29.88
Leather Products	3,435	2,285	1,150	41.4	42.5	39.2	47.20	56.83	28.08
Boots and Shoes (except Rubber)	2,135	1,423	713	41.7	42.8	39.4	46.14	55.87	26.72
Other Leather Products	1,299	862	437	41.0	42.1	39.0	46.96	58.42	30.29
Textile Products (except Clothing)	7,792	4,981	2,811	41.0	42.1	39.2	53.32	66.46	30.02
Clothing (Textile and Fur)	10,811	5,968	4,843	40.9	42.2	39.4	46.97	58.76	30.22
Knit Goods	2,407	1,309	1,098	41.6	43.3	39.5	45.80	60.57	28.19
Fur Goods	681	433	248	43.9	44.6	42.4	46.87	58.25	27.01
Other Clothing	7,723	4,226	3,497	40.4	41.5	39.1	45.95	58.26	31.08
Wood Products	7,570	5,470	2,100	42.4	43.6	39.3	51.99	60.46	29.93
Saw and Planing Mills	4,431	3,393	1,038	43.3	44.2	40.2	53.71	60.73	30.77
Furniture	1,886	1,232	654	40.7	42.0	38.2	49.94	61.20	28.72
Other Wood Products	1,253	845	408	42.0	43.4	39.0	48.98	58.27	29.76
Paper Products	10,135	7,255	2,880	40.2	40.7	38.7	62.64	73.69	34.82
Pulp and Paper Mills	6,462	4,949	1,513	40.9	41.3	39.7	69.27	79.36	36.29
Other paper products	3,673	2,306	1,367	38.9	39.5	37.7	50.98	61.62	33.19
Printing, Publishing & Allied Ind.	13,871	6,307	5,564	39.0	39.4	38.3	43.75	53.76	28.82
Iron and Steel Products	28,879	18,936	7,943	40.1	40.7	38.6	53.41	63.09	30.35
Machinery (Except Electrical)	6,963	4,739	2,224	39.9	40.4	38.8	51.23	61.51	29.31
Other Iron & Steel Products	19,916	14,197	5,719	40.2	40.6	38.6	54.18	63.61	30.75
Transportation Equipment	14,713	11,075	3,638	41.6	42.1	40.2	59.72	68.03	34.44
Non-ferrous Metal Products	8,404	5,874	2,530	41.1	41.9	39.1	58.12	68.95	32.99
Smelting and Refining	2,392	2,071	321	43.9	44.1	42.1	70.79	76.04	36.96
Aluminum Products	2,368	1,548	840	40.4	41.4	38.7	64.89	66.68	32.80
Brass and Copper Products	2,006	1,375	631	39.5	40.0	36.4	53.63	63.21	32.77
Other non-ferrous metal products	1,618	880	738	39.7	40.5	38.8	49.73	64.85	31.69
Electrical apparatus and supplies	13,064	8,862	4,212	39.0	39.3	38.3	52.96	62.39	33.14
Non-Metallic Mineral Products ^{1/}	3,564	2,571	993	40.5	41.3	38.2	53.45	62.03	31.22
Products of Coal and Petroleum	2,776	2,201	574	38.2	38.5	37.1	59.97	66.31	35.68
Chemical Products	13,766	6,513	5,253	38.8	39.3	38.0	51.60	63.56	32.41
Miscellaneous Manufacturing Industries	2,951	1,769	1,182	40.0	41.2	38.2	49.50	61.75	31.15
* Durable Manufactured goods	74,194	52,778	21,416	40.6	41.2	38.9	54.97	64.34	31.91
Non-durable Manufactured Goods	90,293	57,837	32,456	40.1	40.9	38.8	51.24	62.70	30.83
(b) Provinces									
Nova Scotia	2,651	1,918	733	41.7	42.4	39.9	48.42	56.49	27.29
New Brunswick	2,049	1,398	651	42.7	43.8	40.4	46.70	55.94	26.86
Quebec	52,018	35,396	16,622	40.6	41.4	39.0	52.39	62.20	31.52
Ontario	87,743	57,733	30,010	39.8	40.6	38.4	53.66	65.22	31.41
Manitoba	4,950	3,464	1,486	41.8	42.5	40.4	49.68	58.98	28.21
Saskatchewan	1,660	1,052	608	41.9	42.4	41.1	44.90	54.52	28.25
Alberta	3,170	2,268	902	42.5	43.2	40.7	48.20	55.81	29.04
British Columbia	10,109	7,314	2,795	40.6	41.0	39.5	56.38	65.16	33.40
(c) Cities									
Halifax	984	645	339	40.3	40.8	39.5	45.70	55.04	27.94
Saint John	763	513	250	40.2	41.0	38.7	45.05	53.91	26.87
Montreal	34,756	23,104	11,652	39.7	40.4	38.4	53.08	63.27	32.88
Quebec	2,410	1,673	737	41.0	41.6	39.6	46.23	55.06	28.25
Sherbrooke	1,031	599	432	42.8	44.2	40.8	42.97	55.43	26.68
Three Rivers	776	597	179	42.9	43.6	40.6	61.77	71.18	30.40
Brantford	2,308	1,539	769	39.0	39.6	37.8	49.89	60.14	29.38
Port William - Port Arthur	742	560	182	42.0	42.7	39.9	57.62	55.99	31.87
Hamilton	7,897	5,181	2,716	39.8	40.5	38.4	54.57	67.00	31.12
Kitchener - Waterloo	2,390	1,581	809	39.7	40.7	37.8	50.54	61.39	29.34
London	2,531	1,602	929	36.9	39.7	37.6	49.33	60.31	30.40
Ottawa	1,791	1,225	566	38.0	38.6	36.6	48.49	56.69	30.74
St. Catharines - Welland	3,551	2,383	1,168	39.9	40.4	39.0	57.31	70.77	29.86
Toronto	36,399	22,329	13,070	38.9	39.6	37.9	52.34	64.12	32.23
Windsor	5,245	3,627	1,618	40.9	41.2	40.1	66.82	80.31	36.66
Winnipeg	4,553	3,152	1,411	41.7	42.3	40.4	49.21	58.62	28.18
Regina	451	299	152	39.2	39.4	38.8	45.67	54.10	29.10
Saskatoon	497	292	205	42.4	43.2	41.2	41.17	50.76	27.50
Calgary	1,265	930	335	41.7	42.2	40.2	49.78	57.56	28.19
Edmonton	1,182	794	388	42.3	43.0	40.7	45.87	55.07	30.11
Vancouver	5,095	3,406	1,689	40.0	40.4	39.1	54.32	64.50	33.79
Victoria	838	643	195	41.0	41.4	39.7	51.32	57.40	31.26

* Indicates industries classed in durable goods division.

^{1/} Includes asbestos, cement, clay, glass and stone, etc.

Table 3.- Average Earnings in Manufacturing Reported in the Annual Surveys for 1946, 1947 and 1948, with Percentage Increases between November, 1947, and October, 1948.

Area or Group	Both Sexes				Men				Women			
	Average Earnings in the last week of			Percentage Increase in 1948 over 1947	Average Earnings in the last week of			Percentage Increase in 1948 over 1947	Average Earnings in the last week of			Percentage Increase in 1948 over 1947
	Nov. 1946	Nov. 1947	Oct. 1948		Nov. 1946	Nov. 1947	Oct. 1948		Nov. 1946	Nov. 1947	Oct. 1948	

(1) WAGE-EARNERS - AVERAGE HOURLY EARNINGS

	in cents				in cents				in cents			
CANADA	74.1	85.1	94.6	11.2	80.7	92.1	102.3	11.1	50.2	58.2	65.1	11.9
Durable Goods	81.6	92.6	103.0	11.3	84.1	94.8	105.2	11.1	55.5	67.7	75.7	11.8
Non-Durable Goods	67.5	78.3	86.9	11.0	76.7	88.8	98.5	10.9	48.9	56.1	62.9	12.1
Nova Scotia	68.8	75.5	82.4	9.1	73.7	81.1	88.4	9.0	39.4	40.6	45.5	12.1
New Brunswick	66.4	73.9	82.5	11.6	71.9	79.5	88.4	11.2	40.0	47.7	52.6	10.3
Quebec	67.2	76.7	85.4	11.3	74.2	84.2	93.6	11.2	47.3	54.1	61.4	13.5
Ontario	77.7	89.7	99.9	11.4	84.3	96.6	107.3	11.1	52.9	62.2	69.2	11.3
Manitoba	72.8	82.0	91.0	11.0	78.8	88.1	98.6	11.9	49.8	57.0	61.5	7.9
Saskatchewan	74.5	84.5	93.3	10.4	77.0	87.5	96.6	10.4	54.5	62.3	66.9	7.4
Alberta	75.0	84.2	95.5	13.4	79.3	88.6	100.0	12.9	51.4	60.4	67.1	11.1
British Columbia	89.4	103.6	114.2	10.2	94.0	107.8	118.9	10.3	58.8	68.2	75.2	10.3

(2) WAGE-EARNERS - AVERAGE WEEKLY EARNINGS

	in dollars				in dollars				in dollars			
CANADA	32.38	37.19	41.26	10.9	36.23	41.35	46.73	10.6	20.08	23.11	25.91	12.1
Durable Goods	35.82	40.93	45.32	10.8	37.17	42.19	46.60	10.3	22.76	27.76	30.73	10.7
Non-Durable Goods	29.36	33.90	37.63	11.0	36.06	40.32	44.52	10.4	19.46	22.16	24.97	12.7
Nova Scotia	31.44	34.58	37.74	9.1	33.90	37.47	40.66	8.6	17.18	17.62	20.25	14.9
New Brunswick	30.54	33.55	38.03	13.4	33.58	37.06	41.55	12.1	17.16	19.22	22.04	14.7
Quebec	30.51	34.82	38.60	10.9	34.95	39.66	43.80	10.4	19.49	22.02	25.11	14.0
Ontario	33.26	38.57	42.86	11.1	37.09	42.70	47.10	10.3	20.53	24.13	26.85	11.2
Manitoba	31.16	35.59	39.22	10.2	34.51	39.20	43.48	10.9	19.72	22.63	24.35	7.6
Saskatchewan	32.78	36.63	40.12	9.5	34.11	39.16	42.12	7.6	22.45	25.10	26.09	3.9
Alberta	32.40	36.81	41.35	12.3	34.50	39.07	43.80	12.1	21.38	25.25	27.31	8.2
British Columbia	36.83	41.85	46.02	10.0	39.01	43.55	48.27	10.8	23.05	26.19	28.58	9.1

(3) SALARIED EMPLOYEES - AVERAGE WEEKLY EARNINGS

	in dollars				in dollars				in dollars			
CANADA	43.85	49.78	52.93	6.3	53.21	60.21	63.48	5.4	25.91	28.68	31.26	9.0
Durable Goods	45.91	51.73	54.97	6.4	54.46	61.20	64.34	5.2	26.59	29.01	31.91	10.0
Non-Durable Goods	42.29	48.21	51.24	6.3	52.07	59.33	62.70	5.6	25.50	28.47	30.83	8.3
Nova Scotia	39.89	45.34	48.42	6.8	46.86	53.44	56.49	5.7	23.54	25.67	27.29	6.3
New Brunswick	40.33	44.59	46.70	4.7	48.25	53.56	55.94	4.4	22.68	24.78	26.86	8.4
Quebec	44.57	49.45	52.39	5.9	53.30	59.09	62.20	5.3	26.63	28.95	31.52	8.9
Ontario	43.82	50.46	53.66	6.3	54.19	62.01	65.22	5.2	25.87	28.84	31.41	8.9
Manitoba	41.46	46.07	49.68	7.8	48.93	54.62	58.98	8.0	23.76	26.07	28.21	8.2
Saskatchewan	36.78	41.95	44.90	7.0	46.10	50.47	54.52	8.0	24.20	25.90	28.25	9.1
Alberta	39.34	44.32	48.20	8.8	46.30	51.68	55.81	8.0	23.66	26.62	29.04	9.1
British Columbia	46.59	52.89	56.38	6.6	54.10	61.70	65.16	5.6	27.36	30.07	33.40	11.1

of major importance. The highest proportion of women, 28 p.c., was reported in Quebec, where large numbers are employed in the textile and apparel and other light industries.

TABLE A.- PROPORTIONS OF WOMEN REPORTED AS WAGE-EARNERS IN MANUFACTURING.

<u>Division</u>	<u>Last Week of</u>		
	<u>October, 1948</u>	<u>November, 1947</u>	<u>November, 1946</u>
	p.c.	p.c.	p.c.
All Manufacturing	22.4	22.7	23.7
Durable Goods Mfg.	7.9	8.8	9.5
Non-Durable Goods Mfg.	35.6	35.1	35.9

Hourly Earnings.- Substantial increases in average hourly earnings were general in the eleven months between the second and third surveys, although they were not so great as those reported between November, 1946, and November, 1947. Table 3 shows the averages of earnings in the three periods examined, and the percentage increase in 1948 as compared with 1947. The proportion of women's average hourly earnings to those of men again increased slightly, standing at 63.6 p.c. in the last week in October, 1948. In 1947, women's average hourly earnings were 63.2 p.c. of men's average hourly earnings, and in 1946, 62.2 p.c. The payment of increased wage rates on an "across the board" basis in many establishments during the period for which data are available no doubt contributed to this situation, which was also influenced by the varying levels of activity in industries employing larger or smaller numbers of women.

The average hourly earnings varied widely among the provinces, the highest figures being reported for both men and women in British Columbia. Men's earnings increased in the eleven months by more than 10 cents an hour in Alberta, British Columbia and Ontario, while women's earnings increased by 7.3 cents an hour in Quebec and by 7.0 cents in Ontario and British Columbia. The greatest percentage increase for men in 1948 over 1947 was recorded in Alberta, and for women, in Quebec. Variations in the general levels of earnings in different provinces are closely related to the industrial distributions of their working forces, with consequent occupational, sex and age differences, involving disparities in proportions of skilled, semi-skilled and unskilled workers.

Weekly Wages.- Table 3 shows important increases in average weekly wages in all areas as compared with November, 1947; the gains over 1946 amounted to 27.4 p.c., 26.2 p.c. and 29.0 p.c., for both sexes, men and women, respectively. The advances in 1948, in the per capita weekly wages over the preceding year's levels were generally lower than those of 1947 over 1946, the exceptions being the figures for wage-earners of both sexes in Nova Scotia and New Brunswick, and for women in Quebec. Women received 16.4 p.c. of the gross amounts paid to the wage-earners reported for the week ending Oct. 30, 1948. Their average weekly wages were 56.7 p.c. of the average weekly wages paid men, as compared with 55.9 p.c. in 1947, and 55.4 p.c. in 1946.

Hours of Work.- The average hours worked by wage-earners, according to the 1948 survey, varied insignificantly from those reported in 1946 and 1947. The percentage distributions of wage-earners in accordance with their working time were reasonably similar on the whole, in the three periods. The proportions of wage-earners working between 40 and 44 hours were higher in 1948 than in any earlier year, while the numbers and percentages working over 45 hours decreased slightly. The comparative data are given in Table B.

Table 4.- Percentage Distribution of Wage-Earners Reported by Leading Manufacturers in the Last Week of October, 1948, in Specified Groups of Hours Worked, in Canada and Provinces.

Area	P.C. Distribution												
	30 hours and less	31-34 hours	35-39 hours	40 hours	41-43 hours	44 hours	45-47 hours	48 hours	49-50 hours	51-53 hours	54 hours	55-64 hours	65 hours or more
	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
<u>WAGE-EARNERS - BOTH SEXES</u>													
CANADA	6.1	3.0	8.4	13.2	10.9	9.3	18.9	11.8	6.1	4.0	1.3	6.0	1.0
Durable Goods Manufacturing *	4.4	2.6	7.8	13.0	11.7	10.7	21.5	11.2	5.6	3.9	1.3	5.5	0.9
Non-Durable Goods Manufacturing	7.6	3.4	8.9	13.3	10.2	8.0	16.7	12.5	6.5	4.1	1.3	6.5	1.0
Nova Scotia	6.0	2.9	3.8	8.4	4.6	12.3	9.7	25.8	5.6	5.4	3.5	10.5	1.5
New Brunswick	7.7	2.3	4.6	7.9	4.7	9.7	11.7	14.9	9.9	5.9	5.4	13.1	2.2
Quebec	5.7	3.0	8.0	8.1	9.4	6.9	17.8	12.0	9.6	5.4	1.9	10.5	1.7
Ontario	6.3	3.0	8.7	13.5	11.6	8.9	23.0	12.4	4.6	3.4	0.8	3.4	0.5
Manitoba	5.3	1.7	7.1	10.8	21.8	18.5	13.0	6.7	4.7	4.3	1.0	4.5	0.6
Saskatchewan	5.5	1.6	4.4	11.3	7.4	39.6	11.0	9.1	3.8	1.7	1.0	3.3	0.3
Alberta	4.9	2.0	4.6	15.0	10.9	20.7	17.5	13.9	3.7	2.7	1.1	2.6	0.4
British Columbia	6.8	3.5	11.8	37.9	12.5	11.8	5.4	4.3	1.6	1.3	0.4	2.2	0.5
<u>MALE WAGE-EARNERS</u>													
CANADA	4.4	2.2	6.4	12.9	9.9	9.7	19.4	13.8	6.7	4.6	1.5	7.3	1.2
Durable Goods Manufacturing *	4.1	2.3	7.1	12.7	11.4	11.0	21.6	11.7	5.8	4.0	1.4	5.9	1.0
Non-Durable Goods Manufacturing	4.7	2.1	5.6	13.1	7.8	8.1	16.5	16.6	7.8	5.4	1.7	9.2	1.5
Nova Scotia	5.9	2.4	3.5	9.1	3.4	11.9	8.8	28.6	5.5	4.8	3.6	10.9	1.7
New Brunswick	6.6	1.8	3.2	6.8	4.5	9.9	10.6	15.7	10.3	6.6	6.4	14.9	2.7
Quebec	4.1	2.0	5.2	7.1	7.2	6.8	17.9	14.1	10.7	6.6	2.3	13.7	2.3
Ontario	4.2	2.3	7.0	12.9	10.7	9.4	24.0	14.8	5.1	3.9	1.0	4.1	0.6
Manitoba	3.6	1.1	4.3	8.4	24.3	19.5	13.5	7.8	5.1	5.0	1.1	5.5	0.8
Saskatchewan	4.2	1.5	3.4	11.6	7.0	39.8	11.4	9.8	4.2	1.9	1.1	3.8	0.3
Alberta	4.5	1.8	3.8	13.2	9.9	21.9	18.8	14.4	4.1	2.9	1.2	3.0	0.5
British Columbia	5.6	3.4	11.5	39.0	12.5	11.6	5.7	4.4	1.7	1.3	0.4	2.3	0.6
<u>FEMALE WAGE-EARNERS</u>													
CANADA	12.2	5.6	15.0	14.1	14.5	7.9	17.4	5.1	4.1	2.0	0.5	1.5	0.1
Durable Goods Manufacturing *	8.2	5.0	16.2	16.6	15.0	8.1	18.7	4.6	3.5	2.3	0.5	1.2	0.1
Non-Durable Goods Manufacturing	13.0	5.7	14.8	13.6	14.5	7.8	17.1	5.2	4.5	1.9	0.5	1.5	0.1
Nova Scotia	6.6	5.8	6.1	3.8	12.0	14.3	15.6	9.4	6.4	8.6	3.4	8.0	-
New Brunswick	12.7	4.8	11.1	13.0	5.1	8.7	16.9	10.7	7.7	3.0	1.0	5.2	0.1
Quebec	9.8	5.5	15.5	10.9	14.9	7.2	17.6	6.7	6.6	2.3	0.7	2.2	0.1
Ontario	14.3	5.9	15.1	15.7	14.8	6.9	19.1	3.5	2.2	1.5	0.3	0.6	0.1
Manitoba	11.3	3.7	17.0	19.0	13.1	14.9	11.3	3.0	3.3	1.9	0.6	0.9	-
Saskatchewan	14.9	3.0	11.5	8.9	10.4	38.2	8.7	3.5	0.8	-	-	0.1	-
Alberta	7.3	2.6	9.8	25.9	16.7	13.5	9.8	11.1	1.6	1.4	0.2	0.1	-
British Columbia	16.0	4.4	14.0	29.2	12.4	13.6	2.9	3.4	1.2	1.3	0.3	1.0	0.3

The number of wage-earners reported in the last week of October, 1948 are given in Table 1. * See footnote on Table 1.

The averages are based on short-time, full-time and overtime hours actually worked, plus any hours of paid absence in the week to which the survey relates. Important causes of differences in working time include the employment of varying numbers of part-time and casual workers, short-time or overtime work due to seasonal and other circumstances, variations in working time on different jobs, absenteeism, and labour turn-over during the week under review, as well as variations in the standard number of hours in the working week in different areas and industries.

TABLE B.- PERCENTAGE DISTRIBUTION OF WAGE-EARNERS IN MANUFACTURING
ACCORDING TO HOURS WORKED

Hours Worked	<u>Both Sexes</u>			<u>Men</u>			<u>Women</u>		
	<u>Last Week of</u>			<u>Last Week of</u>			<u>Last Week of</u>		
	Oct. 1948 p.c.	Nov. 1947 p.c.	Nov. 1946 p.c.	Oct. 1948 p.c.	Nov. 1947 p.c.	Nov. 1946 p.c.	Oct. 1948 p.c.	Nov. 1947 p.c.	Nov. 1946 p.c.
Under 40	17.5	17.4	17.5	13.0	12.8	12.7	32.8	32.8	32.8
40-44	33.4	31.3	31.7	32.5	29.8	30.9	36.5	36.2	34.3
45-48	30.7	31.6	31.9	33.2	34.7	34.6	22.5	21.6	23.2
49-54	11.4	12.1	12.0	12.8	13.5	13.4	6.6	7.4	7.5
55 and over	7.0	7.6	6.9	8.5	9.2	8.4	1.6	2.0	2.2

3.- SALARIED EMPLOYEES

Salaried employees, such as executive, managerial, office and factory clerical staffs, made up 16.7 p.c. of the employees reported by leading manufacturers in the last week of October, 1948. In this group were included 14.8 p.c. of the men and 22.7 p.c. of the women reported in the survey. Women made up 32.8 p.c. of the salaried personnel in 1948, 33.1 p.c. in 1947, and 34.1 p.c. in 1946. The proportions of women among the salaried workers reported in different provinces varied considerably, ranging from 27.6 p.c. in Nova Scotia and British Columbia, to 36.6 p.c. of the comparatively small number of salaried persons reported in Saskatchewan. Women comprised 28.9 p.c. of the salaried personnel in the durable goods manufacturing and 35.9 p.c. in the non-durable goods category. These percentages were slightly below the proportions of 29.4 p.c. and 36.1 p.c. reported for heavy and light industries, respectively, in 1947.

The ratios of the salaried personnel to the total staffs vary considerably in different industries; to some extent, this is because of differences in the classification of certain groups of employees. More important causes of variations are related to the size and organization of the typical industrial units, with their varying requirements for comparatively highly-paid professional personnel, and the degree to which distributive functions are undertaken by the administrative group. When separate sales offices are maintained, their employees are classified in the distribution industry, and are not included in this annual survey.

Weekly Salaries.- Moderate increases in average weekly salaries were reported in all areas between November, 1947, and October, 1948. In general, the advances were smaller both in amount and proportion than those reported for the wage-earners. In the preceding year, the increases in the earnings of the salaried staffs over 1946 had been greater than those recorded for the wage-earners, although the percentage gains were smaller. The average weekly pay of salaried men was highest in Ontario and British Columbia, but Alberta showed the



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largest advances, absolutely, and in relation to the 1947 level. Salaried women in British Columbia were, on the average, most highly paid; the increase of \$3.33 in their earnings in the eleven months was greater in amount and percentage than in any other province. The average salary paid women was 49.2 p.c. of the average paid men in October, 1948; in November, 1947, the proportion was 47.6 p.c., and in 1946, 48.7 p.c. It should be noted that occupational and age differences contribute materially to the disparities in the salaries of men and women.

Hours of Work. - The average working time reported for the salaried staff in 1948 fell slightly from the 1947 level, and was 3.3 hours below the average reported for the wage-earners. Table C shows the general changes in average hours in the periods covered by the three annual surveys. In comparing hours for salaried and wage-earner staffs, it must be remembered that the time of salaried persons is generally less carefully recorded than that of wage-earners, whose earnings are usually related more directly to the hours worked. The standard week of office workers tends to be shorter; on the other hand, higher proportions of wage-earners are reported as casual workers, or as working short time.

TABLE C.- AVERAGE HOURS REPORTED FOR SALARIED PERSONNEL AND WAGE-EARNERS IN MANUFACTURING

Employees	<u>Salaried Employees</u>			<u>Wage-Earners</u>		
	Last Week of			Last Week of		
	October 1948	November 1947	November 1946	October 1948	November 1947	November 1946
Both Sexes	40.3	40.4	41.1	43.6	43.7	43.7
Male	41.1	41.2	42.0	44.7	44.9	44.9
Female	38.8	38.9	39.5	39.8	39.7	40.0

A bulletin to be published later will give more detailed information for the provinces, cities and industries.

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