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[Canadian Industry Statistics \(/eic/site/cis-sic.nsf/tpl-eng/eng/home\)](http://www.cis-sic.gc.ca/tpl-eng/eng/home)

## Manufacturing (NAICS 31-33): Salaries and wages

Under this topic you will find information on total, average compensation paid in Canada's **Manufacturing (NAICS 31-33)** sector, broken down between production and administrative employees, and average hourly wage paid employees. This information can be used as a benchmark to evaluate the salary and wage structure of your business and may help you to identify important trends in how labour is being used.

- [Average Annual salaries by type of Employee](#)
- [Total Salaries and Wages by Type of Employee](#)
- [Notes on Salaries and Wages Data](#)
- [Earnings, Average Hourly Wage Paid Employees, by Industry](#)
- [Notes on Earnings, Hourly Wage data](#)

### Average annual salaries by type of employee

Average annual salaries for both production and administrative workers can be calculated by dividing the total wages paid by the number of employees.

**Average annual salaries by type of employee: 2004-2012  
Manufacturing (NAICS 31-33)**

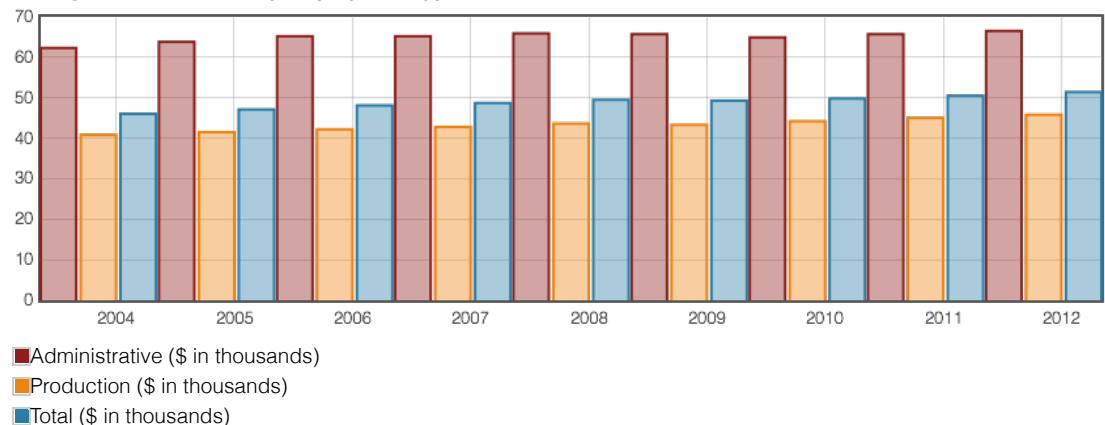
| Type of Employee | Value in \$ thousands |        | CAGR <sup>1</sup><br>2004-2012 | % Change<br>2011-2012 |
|------------------|-----------------------|--------|--------------------------------|-----------------------|
|                  | 2004                  | 2012   |                                |                       |
| Production       | 40,759                | 45,783 | 1.5%                           | 1.8%                  |
| Administration   | 62,257                | 66,491 | 0.8%                           | 1.2%                  |
| All Employees    | 46,001                | 51,367 | 1.4%                           | 1.7%                  |

**Source:** Statistics Canada, special tabulation, unpublished data, Annual Survey of Manufactures and Logging, 2004 to 2012.

The average annual salaries for employees of the Manufacturing sector rose from \$46,001 in 2004 to \$51,367 in 2012, or at an average rate of 1.4% per year. There was an increase of 1.7% over the 2011-2012 period.

### Manufacturing (NAICS 31-33)

**Average annual salaries by employment type: 2004-2012**



► **Average annual salaries by employment type: 2004-2012 - Table**

**Source:** Statistics Canada, special tabulation, unpublished data, Annual Survey of Manufactures and Logging, 2004 to 2012.

The average annual wages for production workers in the Manufacturing sector grew at an average annual rate of 1.5% over the 2004-2012 time period, and increased by 1.8% over the course of the latest year. In the case of administrative employees, the average annual salaries and wages increased by 0.8% per year on average between 2004 and 2012 and increased by 1.2% between 2011 and 2012.

## Total Salaries and Wages Paid by Type of Employee

Initially we examine the total salaries and wages paid, including a breakdown of the amounts paid to [production workers](/eic/site/cis-sic.nsf/eng/h_00005.html#production_worker) (/eic/site/cis-sic.nsf/eng/h\_00005.html#production\_worker) and [administrative workers](/eic/site/cis-sic.nsf/eng/h_00005.html#administrative_employee) (/eic/site/cis-sic.nsf/eng/h\_00005.html#administrative\_employee).

### Wages and Salaries Paid by Type of Employee: 2004-2012

#### Manufacturing (NAICS 31-33)

| Type of Employee | Value \$ in billions |      | % of Total<br>2012 | CAGR <sup>1</sup><br>2004-2012 | % Change<br>2011-2012 |
|------------------|----------------------|------|--------------------|--------------------------------|-----------------------|
|                  | 2004                 | 2012 |                    |                                |                       |
| Production       | 56.2                 | 50.9 | 65.1%              | -1.2%                          | 3.4%                  |
| Administration   | 27.7                 | 27.3 | 34.9%              | -0.2%                          | 3.8%                  |
| Total            | 83.9                 | 78.2 | 100.0%             | -0.9%                          | 3.6%                  |

**Source:** Statistics Canada, special tabulation, unpublished data, Annual Survey of Manufactures and Logging, 2004 to 2012.

In the Manufacturing sector, total salaries and wages paid to employees have decreased from \$83.9 billion in 2004 to \$78.2 billion in 2012, an average annual decrease of -0.9%. Between 2011 and 2012, salaries and wages increased by 3.6%.

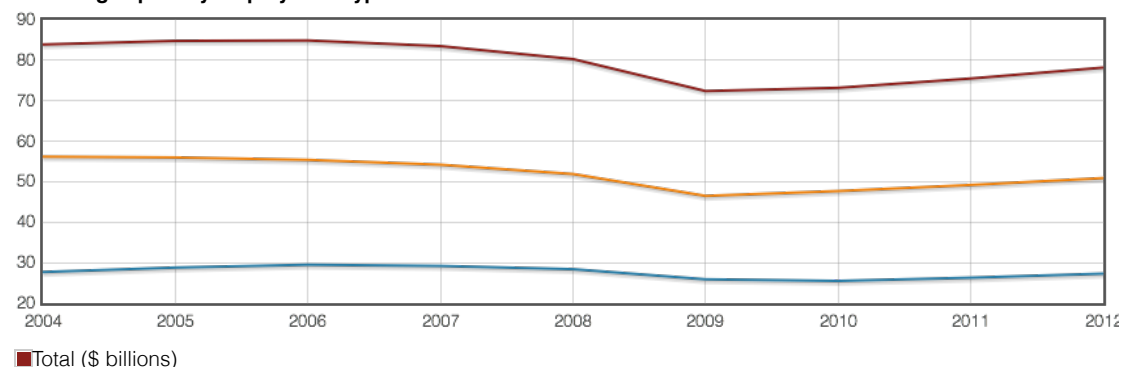
Changes in total salaries and wages depend, for the most part, on the relative fortunes of particular industries, as some become more significant to the Canadian economy and others decline in significance. This may be due to changes in comparative advantage with other countries, shifts in consumer tastes or changes in the cost or availability of supplies, to name a few factors.

When broken down by type of employee, in the Manufacturing sector production worker wages decreased from \$56.2 billion in 2004 to \$50.9 billion in 2012 or at an average rate of -1.2% per year. Between 2011 and 2012 production worker wages increased by 3.4%.

The salaries and wages of administrative workers, on the other hand, declined from \$27.7 billion to \$27.3 billion over the 2004-2012 period, yielding an average annual decrease of -0.2%. Between 2011 and 2012, these salaries and wages increased by 3.8%.

## Manufacturing (NAICS 31-33)

### Total wages paid by employment type: 2004-2012



- Production (\$ billions)  
■ Administrative (\$ billions)

► **Total wages paid by employment type: 2004-2012** - Table

**Source:** Statistics Canada, special tabulation, unpublished data, Annual Survey of Manufactures and Logging, 2004 to 2012.

## Notes on Salaries and Wages Data

Compensation packages can fluctuate in response to a number of factors, including changes in orders received, revenues, manufacturing costs, technology and the labour market. However, compensation for production and administrative workers may not change at the same rate, as establishments within an industry may respond to the dynamics of the marketplace in various ways.

The percentage share of salaries and wages paid to production or administrative workers can be compared to their share of the total workforce. Not surprisingly, the share of salaries and wages for administrative workers is often higher than their share of the total workforce, as a large proportion of administrative employees are managers and professionals.

Salaries and wages paid to employees are gross amounts before deductions for income tax and employee contributions to various benefit plans. Vacation and overtime pay are included, but not expenses associated with contract workers, employment agencies or casual labour. Employer contributions to employee benefit plans are also excluded.

## Earnings, Average Hourly Wage Paid Employees, by Industry

Under this topic you will find information on Earnings, Average hourly wage paid employees for the **Manufacturing (NAICS 31-33)**.

### Earnings, Average Hourly Wage Paid Employees, by Industry <sup>2 3 4</sup> Manufacturing (NAICS 31-33)

| Average Hourly Wage | Current dollars |      |      |      |      |
|---------------------|-----------------|------|------|------|------|
|                     | 2009            | 2010 | 2011 | 2012 | 2013 |
| Employee            | 20              | 21   | 21   | 22   | 22   |

Source: Statistics Canada, Cansim, Table 281-0030.

## Notes on Earnings, Hourly Wage data

The Survey of Employment, Payrolls and Hours (SEPH) is a business census of non-farm payroll employees. Its key objective is to provide a monthly portrait of the level of earnings, the number of jobs and hours worked by detailed industry at the national, provincial and territorial level.

Estimates of average weekly earnings and hours are based on a sample and are therefore subject to sampling variability. Payroll employment estimates are based on a census of administrative data and are not subject to sampling variability. Non-farm payroll employment data are for all hourly and salaried employees, as well as the "other employees" category, which includes piece-rate and commission-only employees.

Average weekly hour's data are for hourly and salaried employees only and exclude businesses that could not be classified to a North American Industry Classification System (NAICS) code.

## Footnotes

- <sup>1</sup> Compound Annual Growth Rate

2 x : suppressed to meet the confidentiality requirements.

3 0 : not available any reference period.

4 Data does not include overtime.

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