PROVINCE OF BRITISH COLUMBIA

ANNUAL REPORT

OF

THE DEPARTMENT OF LABOUR

FOR THE

YEAR ENDING DECEMBER 31ST

1918

PRINTED BY
AUTHORITY OF THE LEGISLATIVE ASSEMBLY.

VICTORIA, B.C.:
Printed by WILLIAM H. CULLIN, Printer to the King's Most Excellent Majesty,
1919.

To His Honour Sir FRANK STILLMAN BARNARD, K.C.M.G.,

Lieutenant-Governor of the Province of British Columbia.

MAY IT PLEASE YOUR HONOUR:

The Annual Report of the Department of Labour of the Province for the year 1918 is herewith respectfully submitted.

J. W. DE B. FARRIS,

Minister of Labour.

Office of the Minister of Labour,

February 7th, 1919.

The Honourable J. W. de B. Farris,
Minister of Labour.

SIR,—I have the honour to submit herewith my first Annual Report on the work of the Department of Labour up to December 31st, 1918.

I have the honour to be,
Sir,
Your obedient servant,

J. D. MCNIVEN,
Deputy Minister of Labour.

Department of Labour, Victoria, B.C.,
February 6th, 1919.

REPORT OF THE DEPUTY MINISTER OF LABOUR

for the

YEAR ENDING DECEMBER 31ST, 1918.

Owing to conditions brought about by the continuance of the war the greater part of the period under review was, so far as the leading industries of the Province were concerned, one of unexampled activity. Until the granting of the armistice in November the ranks of those normally engaged in the various extractive, industrial, and commercial pursuits of the Province were very considerably drawn upon to maintain our quota of the Allied Forces at the requisite standard of numerical strength. Such official figures as are available show that up to July, 1918, more than 50,000 men had enlisted or been drafted into the Canadian Expeditionary Forces from this Province, and it is reasonable to state that the great majority of these were drawn from the classes above referred to. This depletion, accentuated by the extraordinary demand made upon the various industries for the greatest possible output of the necessary food and material required by the Allies, resulted in such industries being fully employed and a considerable shortage in the supply of manual and other workers.

Of the leading industries of the Province, ship-building, lumber, and metal-mining, with the interrelated smelting, were those most markedly affected. The building of both wooden and steel vessels was carried on to a degree unexampled in the history of the Province. Existing yards were very greatly extended and a number of new ones established, all of which were fully occupied. The demands which these in turn made upon the lumber industry were further augmented by the call for spruce for aeroplanes.

A further result of the war which had an important effect upon the carrying-on of the various industries of the Province is presented by the rise in the cost of the various necessaries of life. Wages had to be adjusted to meet this increased cost of living. In the great majority of cases this was effected by mutual agreement between the employers and the workers. Such strikes as occurred in the leading industries traceable to this cause were of brief duration. A commendable spirit was shown by both sides to such disputes to get the matter settled as quickly as possible, so that output should not be interfered with.

In anticipation of the conditions which were expected to result from the cessation of hostilities, the Provincial Government entered into an agreement with the Minister of Labour for Canada under the provisions of the "Employment Offices Co-ordination Act," whereby free Government employment offices were to be established in the Province in accordance with the plan formulated by the Dominion Government and adopted by the other Provinces in Canada. Under this arrangement part of the cost of the maintenance of such employment office is borne by the Dominion Government. A uniform system of keeping records of applications for work and applications for help is, under this co-ordination scheme, used throughout the Dominion, which permits of the establishment of Provincial clearing-houses, through the operation of which the problem of the distribution of labour to the points where it is required is treated in Dominion-wide manner. Each employment office is in daily communication with the Provincial clearing-house, which is thus kept in close touch with the situation in the Province. The Provincial clearing-house is, in turn, in communication with the remaining Provincial clearing-houses through the medium of the Dominion clearing-houses at Winnipeg and Ottawa. Immediate contact is thus maintained with the situation throughout the Dominion. One of the most important objects of this co-ordination plan is to assist in the rehabilitation of the returned soldiers into civil life. A representative of the returned soldiers is present in each employment office, whose duty it is to assist in every way possible the returned men looking for employment. In this Province the system was inaugurated by the establishment of an office in Vancouver in July last. During the period it has been in existence this office has done excellent work along the lines indicated. Detailed account of its working will be found in that section of this report dealing with employment offices. Immediately upon the cessation of hostilities preparations were made for the extensive expansion of the system. After a thorough canvass of the situation it

has been decided to open a second office at Vancouver, and to establish offices at Victoria, New Westminster, Nanaimo, Prince Rupert, Nelson, Cranbrook, Kamloops, and Fernie, with an auxiliary system of sub-offices at Prince George, Revelstoke, Rossland, Trail, Grand Forks, Vernon, Kelowna, Merritt, and Chilliwack. All these will be in active operation early in the month of February, and their number will be added to whenever need for such addition becomes evident. At the end of December it may be said that, whilst there was considerable unemployment in some of the larger centres, the situation was not unpromising. There were ample indications that the surplus labour available would be absorbed in such industries as had remained more or less dormant through the period of the war, and the resumption of such public and private improvement work as the outbreak of war had interrupted.

The work of the Minimum Wage Board is fully dealt with in a special section of this report. The principle of the establishment of a minimum wage for women has proved to be acceptable both to the employees in the industries affected, to the employers, and to the public in general.

The splendid work of the women and girls in connection with the saving of the berry, fruit, and other crops of the Province is dealt with in a special section of this report.

A further special section is devoted to a directory of the trade-unions and other organizations of workers in the Province, and will be found to contain the latest information as to the officials, meeting nights, etc., of these organizations.

Special account is also given of the more important strikes which occurred during the year and of the action taken by the Department in effecting conciliation.

Statistical tables relating to the workers in the various industries carried on in the Province have been prepared and will be found in the report.

In closing, I wish to gratefully acknowledge the courteous and painstaking manner in which the majority of the employers in the various industries of the Province and the officials of labour organizations have, from time to time, responded to the requests made upon them by the Department for information. In no case has it been necessary even to hint at the powers vested in the Department for compelling the giving of such information. There is not the slightest doubt but that this co-operation with the Department by the various interests concerned will be still more marked as the nature and scope of the work carried on by the Department becomes better and more widely known.

STATISTICS OF TRADES AND INDUSTRIES.

In connection with the presentation of the annexed tables, attention is particularly directed to the fact that they constitute the first attempt which has been made to lay before the public reliable and up-to-date figures as to the number and wage-rates of the various groups of industries in the Province. The tables are brought down to July 31st. This, it was deemed, would be the latest date to which the investigation could be extended so as to leave the necessary time, as well for the employer to collect and give the required information, as for the limited staff at the disposal of the Department to analyse and tabulate the data supplied in time to incorporate the same in this report. Here it may be said that this work will in the coming year be carried forward and on the next occasion will cover a complete twelve months, and, if possible, will embrace every industry or calling in which labour is employed and, as far as possible, a return from every employer. On the present occasion several trades and occupations had to be omitted. Among these are:—

(1.) The canning industry—fish and fruit and vegetables—which could not be included, as the period under review did not embrace the season during which canneries are working:

(2.) The operation of railways, to give intelligible figures concerning which requires a different form of questionnaire:

(3.) Other trades and callings where it was found difficult to draw a distinct line between employees engaged as salesmen and those engaged as workmen:

(4.) Express companies, hotel and restaurant employees, Dominion and Provincial Government employees.

The broad motive of the present inquiry was to collect and classify reliable information under the heads set out in the tables, regarding those engaged in the Province in manual labour. It is hoped that in the near future it will be found possible to extend the scope of the inquiry to include all labourers, clerical as well as manual. Included in the tables are returns from over 1,000 firms. In addition to these, returns have been received from about 700 others which had been rejected from tabulation for various reasons. Some of these are from employers in the trades mentioned above as being excluded; some were rejected because the answers were unintelligible; others because no workmen were employed; and so forth. All these returns have been carefully gone over and none have been rejected that were of the slightest value to the present investigation.

A very few words will suffice to explain the method in which the information contained in the tables was collected. The index of employers in use by the Workmen's Compensation Board was used as a basis, and to every employer therein mentioned a form of inquiry was sent. The style of the form is an adaptation of such portions of the very excellent questionnaire used by the State of Massachusetts as were best fitted for the purpose of this inquiry. Copy of the form will be found immediately preceding the tables. The replies to these were classified and tabulated with the results shown. Although it was thought that the desired information had been asked for in the simplest and clearest manner, yet it was unfortunately apparent from a very large number of the returns that the persons making the same had failed completely to understand the printed instructions with regard to the filling-in of the form. However, a special and successful effort was made to get returns from all the largest employers of labour in each of the respective groups, and it may accordingly be reasonably claimed that the state of affairs regarding each group disclosed by the tables is fairly representative of the proportional distribution of the workmen in each group as to earnings and hours of labour.

The replies to Query No. 1 of the form have not been tabulated. In the case of companies carrying on several distinct operations, the office-work for which was cared for by one staff, it was found almost impossible to allocate the correct proportion of the management expense to each of the operations. Consideration was also given to the fact that many of the employers were, owing to the conditions brought about by the war, working at very high pressure and with

reduced staffs, and it was not thought desirable to press for anything further in the way of statistics than what was absolutely necessary. For these and other similar considerations, replies to Query No. 1 were not insisted upon.

With regard to the average number of wage-earners in each of the months from January to July, attention is drawn to the fact that the figures represent not the actual number employed, but the average. If, for example, during the first week of the month 10 workmen were employed, during the second 30, during the third 40, and during the fourth 20, the average number employed during the month would be 25, and this is the figure which appears in the tables.

The figures regarding the nationality of the various workers must be accepted as approximate only. Some of the industrial establishments in the Province have no machinery whereby the nationality of their employees is recorded, and save where such machinery exists the employers have undoubtedly given the required information as best they could short of a personal canvass of each man in their employ.

In dealing with the hours of labour, industries where these are well defined (e.g., coal-mining, metal-mining, etc.), the number working 48 or 56 hours per week, and so forth, are definitely given. In other industries (e.g., baking) the number of hours worked varied so greatly, a different scale prevailing in almost each bakery, that the system of grouping has been adopted. The hours are given as "44 per week and under; over 44 and not exceeding 48," and so forth.

No tabulation is made of the hours worked by women. Under the provisions of the "Factories Act" these must not exceed 48 hours per week, and, from the returns made by the firms employing female labour, 48 hours is clearly the standard number worked in the Province.

In connection with the number of hours normally worked per week, it is unfortunate that the answers to Query No. 7 of the form were not given in a large number of cases. With regard to the number of days worked full time during the period under review, it is certain that, owing to the conditions brought about by the war and the shortage of labour, all those engaged in the industries mentioned in the tables were fully employed.

With regard to the industries generally, it will be noted that the tables disclose very little evidence as to the "seasonal" nature of the various groups. This is undoubtedly due, in great measure, to the conditions brought about by the war. Every industry whose products in any way assisted our cause was fully employed, thus absorbing all surplus labour from less necessary occupations. This absorption was particularly marked in the case of the shipyards, where very large numbers of workers in both wood and metal have been continuously employed who in pre-war days would have been affected by the winter lull in the building and other kindred industries. The shortness of the period under review must also be taken into consideration, and, lastly, the fact that such distinctly seasonal industries as canning have been omitted from the present survey. The classification of the returns which have been received from firms engaged in the last-mentioned industries will appear in the next report, when the figures for a full year's operation will be presented.

A summary of the figures of all the tables will be found on page 35.

CONTENTS OF TABLES.

With regard to the tables immediately following (pages 12 to 35), the general headings of such tables are hereunder given and the trades included under such heading:—

Table No. 1. Bakeries.—Includes manufacture of cakes and bread.

Table No. 2. Blacksmithing (Custom).—Includes horse-shoeing, marine blacksmithing, and oxy-acetylene welding.

Table No. 3. Boat and Scow Building.—Here are tabulated the firms engaged in the construction and repair of small craft.

Table No. 4. Boiler-making.—Here are grouped firms engaged solely in boiler-making.

Table No. 5. Breweries.—Under this heading are tabulated mineral-water manufacturers, breweries, soft-drink manufacturers, and bottling departments where the same are operated in connection with breweries.

Table No. 6. Building Trades.—This table includes firms making returns as building contractors, constructors of dry-kilns, refuse-burners, mills, and brick furnaces, electrical contractors, hardwood and sanitary floor layers, and bricklayers.

Table No. 7. Candy-manufacturing.—Also comprises the manufacture of biscuits, confectionery, syrup, macaroni, and spaghetti.

Table No. 8. Cereal-milling.—Includes also rice, flour and feed, and grist mills.

Table No. 9. Cigar and Tobacco Manufacturing.—Comprises only these trades.

Table No. 10. Coal-mining.—This group contains also the operation of coke-ovens and coal-shipping docks.

Table No. 11. Coast Shipping.—Includes the operation of passenger and freight steamships, tug-boats (both general towing and towing logs), and river navigation, but does not include the operation of vessels in the off-shore trade.

Table No. 12. Creameries and Dairies.—Also includes butter and ice-cream manufacturing.

Table No. 13. Explosives.—Includes only the manufacture of that commodity.

Table No. 14. Fertilizers and Chemicals.—Includes the manufacture of these two products only.

Table No. 15. Garages.—Here are grouped garages, auto-repair shops, electric-motor repairing, auto-top and commercial carriage-body builders, storage-battery engineers and automobile electricians, motor-cycle and bicycle repair shops, vulcanizing, and truck-tractor manufacturers.

Table No. 16. Garment-making.—Includes tailoring, the manufacturing of buttons, pleating, embroidery, etc., jute and cotton goods, shirts, overalls, knitted goods, ladies' cloaks and suits, women's garments, ladies' waists, millinery and ladies' outfitting.

Table No. 17. Gas, Water, Power, and Electric Light.—This group comprises generating and distribution of light and power, manufacture of gas, the supplying of water to towns, operation of irrigation systems, manufacture of dissolved acetylene and oxygen, operation of hydro-electric power plants, and gasolene lighting and heating devices.

Table No. 18. General Contracting.—Here are grouped contractors for industrial plants, heating and ventilating, structural-steel fabricating, unloading coal, railway fencing, sewers, public works, pipes and valves, dredging, pile-driving, wharves, bridges, roofing, and automatic sprinklers.

Table No. 19. House Furnishings.—Comprises firms engaged in the manufacture of furniture, beds and bedding, springs and mattresses, upholstering, and carpet and linoleum laying.

Table No. 20. Iron and Brass Foundries.—Includes also brass-manufacturing, stove-manufacturing, and scrap-metal dealers.

Table No. 21. Lime, Stone, Cement, etc.—Includes brick-manufacturers, cut-stone contractors, stone quarries and dressing, manufacturers of Portland cement, lime, tiles and firebrick, dealers in sand, gravel, and crushed rock.

Table No. 22. Logging.—Here are grouped the firms making returns for purely logging operations.

Table No. 23. Logging-railways.—This table is confined to the operation of these only.

Table No. 24. Lumbering.—In this table are grouped all the firms making returns covering two or more operations in the manufacture of lumber; e.g., sawmilling and logging, sawmilling and planing-milling, lumber-manufacturing, lumbering, and so forth. Where separate returns are made covering each of such branches of the industry, the returns are classified each under its own appropriate heading: e.g., logging, sawmilling, etc.

Table No. 25. Lumber-dealers.—Includes importers and exporters of hardwood lumber, operation of lumber-yards, wholesale and retail lumber, and builders' supplies.

Table No. 26. Machine-shops.—Comprises machine and pattern shops, logging-engine manufacturers, manufacturers of pumps, marine gas-engines, canning machinery, elevators, ore-concentrating machinery, lead pipe, babbitt-metal solders, saws, mill machinery, and repairs to same.

Table No. 27. Manufacture of Jams, Blending of Teas, etc.—Comprises also the manufacture of pickles, catsups, spices, extracts, coffee, and jellies.

Table No. 28. Manufacture of Jewellery.—Includes the repair as well as manufacture of jewellery and watches and optical instruments (where same is carried on in a factory).

Table No. 29. Manufacture of Leather and Fur Goods.—Comprises furriers, leather-garment makers, boot and shoe manufacturers, manufacturers of leather Indian novelties, gloves, harness, saddlery, trunks, bags, shoe findings, also leather tanners and hide, wool, and fur dealers.

Table No. 30. Manufacturers of Wood (not elsewhere specified).—Here are grouped general wood-workers, manufacturers of sash and doors, interior finish, water-proof plywood, veneer, store and office fittings, barrels, boxes, ships' knees, ready-cut buildings, wooden pipes and tanks, wooden pulleys, wooden toys, caskets, coffins and undertakers' supplies, cabinetmakers.

Table No. 31. Metal-mining.—Includes all metalliferous mining.

Table No. 32. Miscellaneous Metal Trades.—Here are grouped certain metal trades, the number of returns for which did not warrant a separate table. These comprise nut and bolt manufacturers, manufacturers of bands for wooden pipes and tanks, logging equipment, hand-saws, and galvanizing and electroplating.

Table No. 33. Miscellaneous Trades and Industries.—In a similar manner to the last table there are here grouped various trades which could not conveniently be included in any other of the groups and returns for which were not sufficiently numerous to warrant special treatment. They include manufacture of sails, tents, and awnings, paper boxes, tin containers, corn brooms and whisks, wholesale paper dealers and stationers, wool-pullers, soap-manufacturers, putting up ice for railroad companies, and cold storage.

Table No. 34. Oil-refining.—Includes also the manufacture of fish-oil.

Table No. 35. Packing-houses.—Also comprises ham and bacon curers.

Table No. 36. Painting and Paper-hanging.—Here are grouped also sign-painters, glaziers, kalsominers, decorators, and automobile-painters.

Table No. 37. Paint-manufacture.—Includes also white-lead corroders and varnish-manufacturers.

Table No. 38. Planing-mills.—This table embraces all returns made for this distinct branch of the lumber industry only.

Table No. 39. Plumbing and Heating.—In this table are also grouped installers of heating systems, steam-fitters, and plumbing and heating engineers.

Table No. 40. Printing and Publishing.—This table includes the printing and publishing of newspapers, job-printing, paper-ruling, bookbinding, engraving and embossing, blue-printing, lithographing, draughting and map-publishing, and the manufacture of rubber and metal stamps.

Table No. 41. Pulp and Paper Manufacturing.—Comprises only firms engaged in that industry.

Table No. 42. Sale and Delivery of Fuel.—Includes dealers in wood and coal fuel.

Table No. 43. Sawmilling.—Comprises all returns which refer exclusively to the operation of sawmills.

Table No. 44. Sheet-metal Works.—Here are tabulated also tinsmiths, installers of hot-air furnaces, blower systems for planing-mills and refrigerating apparatus.

Table No. 45. Shingle-mills.—Includes only such returns as refer exclusively to the operation of shingle-mills.

Table No. 46. Ship-building.—Comprises both wooden- and steel-ship building and repairing, also salvage.

Table No. 47. Smelting.—Comprises firms engaged exclusively in that industry.

Table No. 48. Summary of all Tables.—In summarizing the "classified weekly wage-rates" the returns for Coast shipping were omitted, as the custom of the Coast is that the men engaged in this calling receive board in addition to the rate of wages quoted. For obvious reasons it was impossible to give the number of hours normally worked per week by this class of employee, and they do not therefore figure in that summary. They are, however, included in the summary of the average number of wage-earners engaged during the various months, and also in the summary of the various nationalities.

FOR YOUR OFFICE FILE.

ANSWERS FOR THE SEVEN MONTHS ENDING 31st JULY 1918

No. ..... ☞ Nature of Trade or Industry .....

1. Management and office staff.

	Males.	Females.	Total.
18 years of age and over			
Under 18 years of age			
Total wages or salaries paid to above during seven months ending 31st July, 1918	$	$	$

2. Total wages paid to wage-earners during seven months ending 31st July, 1918.

$.....

NOTE.—Do not include salaries.

3. Wage-earners, number, 31st July, 1918, as per pay-roll.

	Males.	Females.	Total.

4. Average No. of wage-earners (do not include salaried officials, etc.).

Average Number of Wage-earners during the Month of	Males.	Females.	Total.
January			
February			
March			
April			
May			
June			
July			

5. Nationality of employees on pay-roll, 31st July, 1918.

Country of Origin.	Males.	Females.	Total.
Canada and Newfoundland			
Great Britain and Ireland			
United States of America			
Australasia			
Belgium			
France			
Italy			
Germany			
Austria			
Norway, Sweden, and Denmark			
Russia or other Slav country			
Other European country			
China			
Hindustan			
Japan			
All other countries			

6. Classified weekly wages (wage-earners only).

Specified *Full-week* Wages (*Rates*) paid for the Week of Employment of the Greatest Number.	Males.		Females.		Totals.
	18 Years of Age and over.	Under 18 Years of Age.	18 Years of Age and over.	Under 18 Years of Age.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99					
12.00 to 12.99					
13.00 to 13.99					
14.00 to 14.99					
15.00 to 15.99					
16.00 to 16.99					
17.00 to 17.99					
18.00 to 18.99					
19.00 to 19.99					
20.00 to 20.99					
21.00 to 21.99					
22.00 to 22.99					
23.00 to 23.99					
24.00 to 24.99					
25.00 to 25.99					
26.00 to 26.99					
27.00 to 27.99					
28.00 to 28.99					
29.00 to 29.99					
30.00 to 34.99					
35.00 to 39.99					
40.00 to 44.99					
45.00 to 49.99					
50.00 and over					
TOTALS					

7. Days in operation during seven months ending 31st July, 1918.

Time.	Days.
A. On full time	
B. On three-quarter time	
C. On half time	
D. On less than half time	
E. Days idle	
Total days	

Number of hours per week normally worked by wage-earners .....

TABLE No. 1.

BAKERIES.

Returns covering 31 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $53,938.55.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	90	13
February	93	13
March	91	14
April	89	14
May	92	15
June	89	16
July	94	17

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00		3		2
$ 6.00 to $ 6.99		1		1
7.00 to 7.99		1	1	2
8.00 to 8.99			1	1
9.00 to 9.99	1		1	1
10.00 to 10.99			4	
11.00 to 11.99			1	
12.00 to 12.99	2		1	1
13.00 to 13.99			1	
14.00 to 14.99			1	
15.00 to 15.99	6		1	
16.00 to 16.99	3			
17.00 to 17.99	6			
18.00 to 18.99	4			
19.00 to 19.99	16			
20.00 to 20.99	6			
21.00 to 21.99	4			
22.00 to 22.99	7			
23.00 to 23.99	1			
24.00 to 24.99	4			
25.00 to 25.99	11			
26.00 to 26.99	3			
27.00 to 27.99	5			
28.00 to 28.99	3			
29.00 to 29.99	1			
30.00 to 34.99	6			
35.00 to 39.99				
40.00 to 44.99				
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	24	6
Great Britain and Ireland	64	10
United States of America	1	
Australasia		
Belgium		
France		
Italy	4	
Germany		
Austria		
Norway, Sweden, and Denmark		
Russia or other Slav country	1	
Other European country	1	
China	1	
Hindustan		
Japan	1	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	2
Over 44 to 48 hours per week	17
Over 48 to 54 hours per week	68
Over 54 to 60 hours per week	9
Over 60 hours per week	
Working hours not given	2

TABLE No. 2.

BLACKSMITHING (CUSTOMS).

Returns covering 13 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $16,746.29.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	24	
February	25	
March	25	
April	24	
May	24	
June	23	
July	22	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99				
10.00 to 10.99	1			
11.00 to 11.99				
12.00 to 12.99				
13.00 to 13.99				
14.00 to 14.99				
15.00 to 15.99				
16.00 to 16.99				
17.00 to 17.99				
18.00 to 18.99				
19.00 to 19.99				
20.00 to 20.99	2			
21.00 to 21.99				
22.00 to 22.99	2			
23.00 to 23.99				
24.00 to 24.99	3			
25.00 to 25.99				
26.00 to 26.99	1			
27.00 to 27.99	5			
28.00 to 28.99				
29.00 to 29.99	1			
30.00 to 34.99	7			
35.00 to 39.99				
40.00 to 44.99				
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females
Canada and Newfoundland	6	
Great Britain and Ireland	9	
United States of America	5	
Australasia		
Belgium		
France		
Italy		
Germany	1	
Austria		
Norway, Sweden, and Denmark	2	
Russia or other Slav country		
Other European country		
China		
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	8
Over 44 to 48 hours per week	3
Over 48 to 54 hours per week	6
Over 54 to 60 hours per week	5
Over 60 hours per week	
Working hours not given	2

TABLE NO. 3.

BOAT AND SCOW BUILDING.

Returns covering 8 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $26,092.11.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	35	
February	39	
March	47	
April	51	
May	52	
June	44	
July	49	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99		1		
9.00 to 9.99		1		
10.00 to 10.99	1	1		
11.00 to 11.99				
12.00 to 12.99	2			
13.00 to 13.99				
14.00 to 14.99				
15.00 to 15.99		2		
16.00 to 16.99				
17.00 to 17.99				
18.00 to 18.99				
19.00 to 19.99	2			
20.00 to 20.99				
21.00 to 21.99	14			
22.00 to 22.99	1			
23.00 to 23.99	1			
24.00 to 24.99	5			
25.00 to 25.99	2			
26.00 to 26.99	2			
27.00 to 27.99	10			
28.00 to 28.99				
29.00 to 29.99				
30.00 to 34.99	9			
35.00 to 39.99	4			
40.00 to 44.99	6			
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	20	
Great Britain and Ireland	11	
United States of America	2	
Australasia		
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark	2	
Russia or other Slav country		
Other European country	1	
China		
Hindustan		
Japan	6	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
Over 44 to 48 hours per week	18
Over 48 to 54 hours per week	30
Over 54 to 60 hours per week	
Over 60 hours per week	
Working hours not given	1

TABLE NO. 4.

BOILER-MAKING.

Returns covering 3 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $81,790.29.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	87	
February	87	
March	83	
April	83	
May	90	
June	110	
July	167	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00		2		
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99		7		
9.00 to 9.99				
10.00 to 10.99				
11.00 to 11.99		1		
12.00 to 12.99		1		
13.00 to 13.99	1	3		
14.00 to 14.99				
15.00 to 15.99				
16.00 to 16.99		2		
17.00 to 17.99				
18.00 to 18.99				
19.00 to 19.99	1			
20.00 to 20.99				
21.00 to 21.99	2			
22.00 to 22.99	7			
23.00 to 23.99	40			
24.00 to 24.99	1			
25.00 to 25.99	42			
26.00 to 26.99				
27.00 to 27.99	3			
28.00 to 28.99	3			
29.00 to 29.99	2			
30.00 to 34.99	31			
35.00 to 39.99	32			
40.00 to 44.99	4			
45.00 to 49.99	2			
50.00 and over	2			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	57	
Great Britain and Ireland	109	
United States of America	10	
Australasia	2	
Belgium	1	
France		
Italy	3	
Germany		
Austria		
Norway, Sweden, and Denmark	4	
Russia or other Slav country		
Other European country	1	
China		
Hindustan		
Japan		
All other countries	1	

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	185
Over 44 to 48 hours per week	
Over 48 to 54 hours per week	
Over 54 to 60 hours per week	
Over 60 hours per week	
Working hours not given	

TABLE No. 5.

BREWERIES.

Returns covering 15 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $54,929.50.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	75	4
February	74	5
March	74	5
April	80	9
May	85	10
June	92	11
July	96	14

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00		1		
$ 6.00 to $ 6.99		1		
7.00 to 7.99				3
8.00 to 8.99		1	2	
9.00 to 9.99		1		
10.00 to 10.99		1		4
11.00 to 11.99		2		
12.00 to 12.99	1	4	1	
13.00 to 13.99	2		4	
14.00 to 14.99	1			
15.00 to 15.99	3			
16.00 to 16.99	2	2		
17.00 to 17.99	2			
18.00 to 18.99	3	3		
19.00 to 19.99	2			
20.00 to 20.99	12			
21.00 to 21.99	3			
22.00 to 22.99	5			
23.00 to 23.99	6			
24.00 to 24.99	11			
25.00 to 25.99	9			
26.00 to 26.99	3	1		
27.00 to 27.99	4			
28.00 to 28.99	1			
29.00 to 29.99	1			
30.00 to 34.99	5			
35.00 to 39.99	3			
40.00 to 44.99	2			
45.00 to 49.99	1			
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	35	5
Great Britain and Ireland	38	8
United States of America	7	
Australasia	2	
Belgium		
France		
Italy	7	
Germany	3	
Austria	1	
Norway, Sweden, and Denmark	6	1
Russia or other Slav country	3	
Other European country	3	
China		
Hindustan		
Japan		
All other countries	1	

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	6
Over 44 to 48 hours per week	66
Over 48 to 54 hours per week	19
Over 54 to 60 hours per week	1
Over 60 hours per week	
Working hours not given	1

TABLE No. 6.

BUILDING TRADES.

Returns covering 55 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $634,819.95.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	795	
February	801	
March	725	
April	819	
May	871	
June	887	
July	920	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00		2		
$ 6.00 to $ 6.99		1		
7.00 to 7.99	1	1		
8.00 to 8.99	1			
9.00 to 9.99		2		
10.00 to 10.99	4	2		
11.00 to 11.99		1		
12.00 to 12.99	2	1		
13.00 to 13.99	1	1		
14.00 to 14.99	6	2		
15.00 to 15.99	3			
16.00 to 16.99	7			
17.00 to 17.99	64			
18.00 to 18.99	5			
19.00 to 19.99	19			
20.00 to 20.99	11			
21.00 to 21.99	44			
22.00 to 22.99	95			
23.00 to 23.99	34			
24.00 to 24.99	127			
25.00 to 25.99	4			
26.00 to 26.99	13			
27.00 to 27.99	49			
28.00 to 28.99	54			
29.00 to 29.99	37			
30.00 to 34.99	262			
35.00 to 39.99	128			
40.00 to 44.99	78			
45.00 to 49.99	5			
50.00 and over	10			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	276	
Great Britain and Ireland	254	
United States of America	71	
Australasia	3	
Belgium	1	
France	10	
Italy	43	
Germany	9	
Austria	24	
Norway, Sweden, and Denmark	99	
Russia or other Slav country	33	
Other European country	15	
China	25	
Hindustan	4	
Japan	65	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	268
Over 44 to 48 hours per week	89
Over 48 to 54 hours per week	27
Over 54 to 56 hours per week	92
Over 56 to 60 hours per week	407
Working hours not given	1

TABLE No. 7.

CANDY-MANUFACTURING.

Returns covering 13 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $102,666.03.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	109	192
February	114	196
March	119	210
April	119	207
May	113	217
June	114	205
July	115	193

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00		1	1	21
$ 6.00 to $ 6.99		2	19	19
7.00 to 7.99		6	14	11
8.00 to 8.99	1	9	20	25
9.00 to 9.99	1	3	22	18
10.00 to 10.99	3	5	15	4
11.00 to 11.99	3	2	9	5
12.00 to 12.99	3	1	14	1
13.00 to 13.99	6		2	1
14.00 to 14.99	6		4	
15.00 to 15.99	6	1	6	
16.00 to 16.99	1		1	
17.00 to 17.99	2		1	
18.00 to 18.99	9		1	
19.00 to 19.99				
20.00 to 20.99	11	1		1
21.00 to 21.99	2			
22.00 to 22.99	3			
23.00 to 23.99	5			
24.00 to 24.99	4			1
25.00 to 25.99	8			
26.00 to 26.99	1			1
27.00 to 27.99	2			
28.00 to 28.99	5			
29.00 to 29.99				
30.00 to 34.99	1			
35.00 to 39.99	5			1
40.00 to 44.99	1			
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	56	140
Great Britain and Ireland	23	50
United States of America	13	11
Australasia	1	
Belgium		
France		
Italy	2	5
Germany		
Austria		
Norway, Sweden, and Denmark	1	1
Russia or other Slav country	2	
Other European country		
China	9	
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
Over 44 to 48 hours per week	21
Over 48 to 54 hours per week	91
Over 54 to 60 hours per week	
Over 60 hours per week	
Working hours not given	2

TABLE No. 8.

CEREAL-MILLING.

Returns covering 7 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $41,180.98.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	72	
February	71	
March	74	
April	73	
May	78	
June	81	
July	81	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99		1		
9.00 to 9.99				
10.00 to 10.99				
11.00 to 11.99				
12.00 to 12.99		2		
13.00 to 13.99				
14.00 to 14.99				
15.00 to 15.99	2			
16.00 to 16.99	9			
17.00 to 17.99	26			
18.00 to 18.99	4			
19.00 to 19.99	1			
20.00 to 20.99	17			
21.00 to 21.99	16			
22.00 to 22.99	1			
23.00 to 23.99	1			
24.00 to 24.99	1			
25.00 to 25.99	2			
26.00 to 26.99				
27.00 to 27.99				
28.00 to 28.99	3			
29.00 to 29.99	1			
30.00 to 34.99	2			
35.00 to 39.99				
40.00 to 44.99	1			
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	13	
Great Britain and Ireland	48	
United States of America	2	
Australasia		
Belgium		
France		
Italy		
Germany	3	
Austria		
Norway, Sweden and Denmark		
Russia or other Slav country	1	
Other European country	1	
China	33	
Hindustan		
Japan	3	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
Over 44 to 48 hours per week	
Over 48 to 54 hours per week	28
Over 54 to 60 hours per week	59
Over 60 hours per week	
Working hours not given	

TABLE No. 9.

CIGAR AND TOBACCO MANUFACTURING.

Returns covering 11 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $65,305.95.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	111	18
February	112	21
March	116	19
April	112	17
May	111	17
June	107	16
July	97	14

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00	3	3		1
$ 6.00 to $ 6.99		1		
7.00 to 7.99	1	1		1
8.00 to 8.99	2		4	1
9.00 to 9.99	1		1	
10.00 to 10.99	2		3	1
11.00 to 11.99	1	1		
12.00 to 12.99	1		5	
13.00 to 13.99	3			
14.00 to 14.99	3		2	
15.00 to 15.99	7	1		
16.00 to 16.99	6			
17.00 to 17.99	10			
18.00 to 18.99	7			
19.00 to 19.99	5			
20.00 to 20.99	10			
21.00 to 21.99	7			
22.00 to 22.99	9			
23.00 to 23.99	11			
24.00 to 24.99	4			
25.00 to 25.99	7			
26.00 to 26.99				
27.00 to 27.99	1			
28.00 to 28.99	3			
29.00 to 29.99	2			
30.00 to 34.99	3			
35.00 to 39.99	1			
40.00 to 44.99				
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	34	1
Great Britain and Ireland	13	10
United States of America	30	1
Australasia		
Belgium	1	
France		
Italy		1
Germany	4	
Austria	1	
Norway, Sweden, and Denmark	4	1
Russia or other Slav country	1	
Other European country		1
China		
Hindustan		
Japan		
All other countries	1	

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	6
Over 44 to 48 hours per week	84
Over 48 to 54 hours per week	
Over 54 to 60 hours per week	
Over 60 hours per week	
Working hours not given	1

TABLE No. 10.

COAL-MINING.

Returns covering 10 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $4,226,786.65.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	5,243	
February	5,120	
March	5,071	
April	5,136	
May	4,917	
June	4,861	
July	4,858	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99		1		
8.00 to 8.99				
9.00 to 9.99		3		
10.00 to 10.99		2		
11.00 to 11.99	1	21		
12.00 to 12.99		9		
13.00 to 13.99	61	15		
14.00 to 14.99	37	6		
15.00 to 15.99	76	36		
16.00 to 16.99	68	8		
17.00 to 17.99	113	3		
18.00 to 18.99	112	8		
19.00 to 19.99	79	15		
20.00 to 20.99	78	3		
21.00 to 21.99	91	5		
22.00 to 22.99	276	2		
23.00 to 23.99	130	2		
24.00 to 24.99	235	1		
25.00 to 25.99	363	22		
26.00 to 26.99	205	13		
27.00 to 27.99	313			
28.00 to 28.99	254			
29.00 to 29.99	131			
30.00 to 34.99	645			
35.00 to 39.99	526			
40.00 to 44.99	436			
45.00 to 49.99	330			
50.00 and over	325			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	431	
Great Britain and Ireland	2,256	
United States of America	95	
Australasia	4	
Belgium	43	
France	15	
Italy	599	
Germany	34	
Austria	516	
Norway, Sweden and Denmark	25	
Russia or other Slav country	267	
Other European country	68	
China	940	
Hindustan		
Japan	112	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
48 hours per week	3,532
54 hours per week	1,322
Over 54 to 60 hours per week	
Over 60 hours per week	
Working hours not given	29

TABLE No. 11.

COAST SHIPPING.

Returns covering 34 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $825,535.67.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	1,509	11
February	1,532	12
March	1,804	14
April	1,810	13
May	1,868	14
June	1,860	14
July	1,926	15

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00	23			
$ 6.00 to $ 6.99	6			
7.00 to 7.99	24	1		
8.00 to 8.99	34			
9.00 to 9.99	1	6		
10.00 to 10.99	134	3	1	
11.00 to 11.99	51			
12.00 to 12.99	154		10	
13.00 to 13.99	20		2	
14.00 to 14.99	60			
15.00 to 15.99	68			
16.00 to 16.99	238			
17.00 to 17.99	173			
18.00 to 18.99	394			
19.00 to 19.99	31			
20.00 to 20.99	70		1	
21.00 to 21.99	20			
22.00 to 22.99	47			
23.00 to 23.99	21		1	
24.00 to 24.99	20			
25.00 to 25.99	46			
26.00 to 26.99	10			
27.00 to 27.99	21			
28.00 to 28.99	31			
29.00 to 29.99	10			
30.00 to 34.99	91			
35.00 to 39.99	58			
40.00 to 44.99	33			
45.00 to 49.99	15			
50.00 and over	16			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	609	7
Great Britain and Ireland	891	8
United States of America	86	
Australasia	11	
Belgium	1	
France	4	
Italy	11	
Germany	1	
Austria		
Norway, Sweden, and Denmark	74	
Russia or other Slav country	13	
Other European country	6	
China	199	
Hindustan		
Japan	42	
All other countries	24	

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
Over 44 to 48 hours per week	
Over 48 to 56 hours per week	
Over 56 to 60 hours per week	
Over 60 hours per week	
Working hours not given	

TABLE No. 12.

CREAMERIES AND DAIRIES.

Returns covering 21 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $109,159.01.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	144	10
February	150	12
March	158	15
April	174	21
May	182	20
June	191	18
July	175	15

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99			2	
7.00 to 7.99				
8.00 to 8.99		1		1
9.00 to 9.99			10	
10.00 to 10.99			4	
11.00 to 11.99			1	
12.00 to 12.99	10	2		
13.00 to 13.99	1		2	
14.00 to 14.99	7			
15.00 to 15.99	9	1		
16.00 to 16.99	9			
17.00 to 17.99	5		1	
18.00 to 18.99	11	2		
19.00 to 19.99	6			
20.00 to 20.99	25			
21.00 to 21.99	11			
22.00 to 22.99	13			
23.00 to 23.99	5			
24.00 to 24.99	8			
25.00 to 25.99	14			
26.00 to 26.99	7			
27.00 to 27.99	8			
28.00 to 28.99	7			
29.00 to 29.99	6			
30.00 to 34.99	12			
35.00 to 39.99	6			
40.00 to 44.99	1			
45.00 to 49.99	2			
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	68	12
Great Britain and Ireland	67	3
United States of America	12	
Australasia		
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden and Denmark	3	
Russia or other Slav country	1	
Other European country	1	
China	10	
Hindustan		
Japan	9	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
Over 44 to 48 hours per week	
Over 48 to 54 hours per week	40
56 hours per week	62
60 hours per week and over	15
Working hours not given	12

TABLE No. 13.

EXPLOSIVES.

Returns covering 3 Plants.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $583,626.67.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	741	47
February	763	45
March	981	40
April	1,061	45
May	970	50
June	958	88
July	803	100

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99			3	3
10.00 to 10.99	1			
11.00 to 11.99		1		
12.00 to 12.99				
13.00 to 13.99	1	1	1	
14.00 to 14.99	12			
15.00 to 15.99	34	11	45	36
16.00 to 16.99	37	1	1	
17.00 to 17.99	87		4	
18.00 to 18.99	9		5	1
19.00 to 19.99	13			
20.00 to 20.99	5		1	
21.00 to 21.99	22	3		
22.00 to 22.99	16			
23.00 to 23.99	97	1		
24.00 to 24.99	32	3		
25.00 to 25.99	93			
26.00 to 26.99	70			
27.00 to 27.99	28			
28.00 to 28.99	124			
29.00 to 29.99	9			
30.00 to 34.99	50			
35.00 to 39.99	162			
40.00 to 44.99	29			
45.00 to 49.99	2			
50.00 and over	1			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	128	42
Great Britain and Ireland	315	53
United States of America	14	2
Australasia	2	1
Belgium	3	1
France	2	1
Italy	52	
Germany		
Austria		
Norway, Sweden, and Denmark	9	
Russia or other Slav country	1	
Other European country	1	
China	217	
Hindustan		
Japan		
All other countries	1	

Hours of Labour.

Number of men, on 31st July, 1918, working	
44 hours per week and under	
Over 44 to 48 hours per week	
50 hours per week	228
54 hours per week	522
Working hours not given	

TABLE No. 14.

FERTILIZERS AND CHEMICALS.

Returns covering 2 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $60,283.77.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	73	
February	79	
March	81	
April	80	
May	85	
June	100	
July	121	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99		1		
8.00 to 8.99				
9.00 to 9.99				
10.00 to 10.99				
11.00 to 11.99				
12.00 to 12.99	1			
13.00 to 13.99				
14.00 to 14.99				
15.00 to 15.99				
16.00 to 16.99	11			
17.00 to 17.99	5			
18.00 to 18.99	4			
19.00 to 19.99	11			
20.00 to 20.99	6			
21.00 to 21.99	17			
22.00 to 22.99	4			
23.00 to 23.99	10			
24.00 to 24.99	3			
25.00 to 25.99	1			
26.00 to 26.99	2			
27.00 to 27.99	5			
28.00 to 28.99	2			
29.00 to 29.99	1			
30.00 to 34.99	11			
35.00 to 39.99	7			
40.00 to 44.99	13			
45.00 to 49.99	6			
50.00 and over	6			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	44	
Great Britain and Ireland	47	
United States of America	1	
Australasia		
Belgium		
France	1	
Italy	1	
Germany		
Austria		
Norway, Sweden, and Denmark		
Russia or other Slav country		
Other European country		
China	39	
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—	
44 hours per week and under	
Over 44 to 48 hours per week	
48 hours per week	35
63 hours per week	96
Working hours not given	

TABLE NO. 15.

GARAGES.

Returns covering 40 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $167,484.34.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	237	
February	261	
March	258	
April	268	
May	286	
June	291	
July	289	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00	1	8		
$ 6.00 to $ 6.99	5	8		
7.00 to 7.99	3	8		
8.00 to 8.99	6	4		
9.00 to 9.99	5	7		
10.00 to 10.99		4		
11.00 to 11.99	3	5		
12.00 to 12.99	5	5		
13.00 to 13.99	4	4		
14.00 to 14.99	5	2		
15.00 to 15.99	9	3		
16.00 to 16.99	7	1		
17.00 to 17.99	2			
18.00 to 18.99	9			
19.00 to 19.99	18			
20.00 to 20.99	15			
21.00 to 21.99	17			
22.00 to 22.99	10			
23.00 to 23.99	9			
24.00 to 24.99	14			
25.00 to 25.99	16			
26.00 to 26.99	7			
27.00 to 27.99	40			
28.00 to 28.99	9			
29.00 to 29.99	35			
30.00 to 34.99	20			
35.00 to 39.99	9			
40.00 to 44.99	1			
45.00 to 49.99	1			
50.00 and over	1			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	221	
Great Britain and Ireland	90	
United States of America	19	
Australasia	1	
Belgium		
France		
Italy		
Germany	1	
Austria	1	
Norway, Sweden, and Denmark	3	
Russia or other Slav country	4	
Other European country	1	
China	2	
Hindustan		
Japan	5	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	116
Over 44 to 48 hours per week	28
Over 48 to 54 hours per week	138
Over 54 to 60 hours per week	15
Over 60 hours per week	
Working hours not given	16

TABLE NO. 16.

GARMENT-MAKING.

Returns covering 21 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $135,721.40.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	71	311
February	75	310
March	74	320
April	75	324
May	76	336
June	70	336
July	73	335

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00	1	1	7	6
$ 6.00 to $ 6.99		1	4	5
7.00 to 7.99		2	10	7
8.00 to 8.99	1	2	21	28
9.00 to 9.99		1	23	12
10.00 to 10.99	5		44	3
11.00 to 11.99	2	1	36	3
12.00 to 12.99	3	1	35	1
13.00 to 13.99	2		22	
14.00 to 14.99	2		18	
15.00 to 15.99	1		20	
16.00 to 16.99	4		18	
17.00 to 17.99	2		9	
18.00 to 18.99	3		6	
19.00 to 19.99	6		3	
20.00 to 20.99	3		3	
21.00 to 21.99			2	
22.00 to 22.99	3		2	
23.00 to 23.99	1			
24.00 to 24.99			1	
25.00 to 25.99	5			
26.00 to 26.99	1			
27.00 to 27.99	13		1	
28.00 to 28.99	1			
29.00 to 29.99	1			
30.00 to 34.99	8		1	
35.00 to 39.99	3			
40.00 to 44.99	1			
45.00 to 49.99				
50.00 and over	1			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	23	154
Great Britain and Ireland	26	154
United States of America	5	19
Australasia		1
Belgium	1	1
France		1
Italy		
Germany		1
Austria	3	1
Norway, Sweden, and Denmark	6	3
Russia or other Slav country	3	2
Other European country	2	
China	14	
Hindustan		
Japan		
All other countries		1

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	4
Over 44 to 48 hours per week	58
Over 48 to 54 hours per week	12
Over 56 to 60 hours per week	
Over 60 hours per week	
Working hours not given	6

TABLE No. 17.

GAS, WATER, POWER, AND ELECTRIC LIGHT.

Returns covering 20 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $139,071.36.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	171	
February	174	
March	167	
April	181	
May	193	
June	202	
July	193	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99	1			
7.00 to 7.99	1			
8.00 to 8.99				
9.00 to 9.99	2			
10.00 to 10.99	1			
11.00 to 11.99				
12.00 to 12.99				
13.00 to 13.99				
14.00 to 14.99	1			
15.00 to 15.99				
16.00 to 16.99	2			
17.00 to 17.99				
18.00 to 18.99	14			
19.00 to 19.99	6			
20.00 to 20.99	5			
21.00 to 21.99	14			
22.00 to 22.99	15			
23.00 to 23.99	3			
24.00 to 24.99	2			
25.00 to 25.99	19			
26.00 to 26.99	5			
27.00 to 27.99	8			
28.00 to 28.99	26			
29.00 to 29.99	10			
30.00 to 34.99	29			
35.00 to 39.99	14			
40.00 to 44.99	4			
45.00 to 49.99	4			
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	79	
Great Britain and Ireland	73	
United States of America	16	
Australasia		
Belgium		
France		
Italy	25	
Germany		
Austria		
Norway, Sweden, and Denmark	3	
Russia or other Slav country	1	
Other European country	1	
China	8	
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	56
Over 44 to 48 hours per week	31
Over 48 to 54 hours per week	57
56 hours per week	19
60 hours per week and over	7
Working hours not given	32

TABLE No. 18.

GENERAL CONTRACTING.

Returns covering 36 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $295,735.73.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	319	
February	358	
March	426	
April	462	
May	442	
June	474	
July	483	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00	1			
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99		2		
10.00 to 10.99				
11.00 to 11.99				
12.00 to 12.99	4	1		
13.00 to 13.99				
14.00 to 14.99	3	2		
15.00 to 15.99	5	2		
16.00 to 16.99	7	2		
17.00 to 17.99				
18.00 to 18.99	3	1		
19.00 to 19.99	20			
20.00 to 20.99	10			
21.00 to 21.99	47			
22.00 to 22.99	46			
23.00 to 23.99	7			
24.00 to 24.99	91			
25.00 to 25.99	41			
26.00 to 26.99	19			
27.00 to 27.99	20			
28.00 to 28.99	20			
29.00 to 29.99	4			
30.00 to 34.99	199			
35.00 to 39.99	63			
40.00 to 44.99	22			
45.00 to 49.99	8			
50.00 and over	9			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	192	
Great Britain and Ireland	90	
United States of America	33	
Australasia		
Belgium		
France	1	
Italy	45	
Germany	1	
Austria	1	
Norway, Sweden, and Denmark	22	
Russia or other Slav country	4	
Other European country	3	
China	8	
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	200
Over 44 to 48 hours per week	79
Over 48 to 54 hours per week	148
Over 54 to 60 hours per week	58
Over 60 hours per week	3
Working hours not given	20

TABLE NO. 19.

HOUSE FURNISHINGS.

Returns covering 6 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $96,528.48.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	207	11
February	190	12
March	174	14
April	165	14
May	173	15
June	162	16
July	160	15

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	MALES.		FEMALES.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99		3	1	
7.00 to 7.99		2		
8.00 to 8.99		4		
9.00 to 9.99		1	2	
10.00 to 10.99	4	3	1	
11.00 to 11.99		2	1	
12.00 to 12.99	3	2	3	
13.00 to 13.99			3	
14.00 to 14.99		1	1	
15.00 to 15.99	2	3	1	
16.00 to 16.99	6		2	
17.00 to 17.99	3		2	
18.00 to 18.99	9			
19.00 to 19.99	2			
20.00 to 20.99	9			
21.00 to 21.99	55			
22.00 to 22.99	11			
23.00 to 23.99	4			
24.00 to 24.99	10			
25.00 to 25.99	3			
26.00 to 26.99	6			
27.00 to 27.99	3			
28.00 to 28.99	5			
29.00 to 29.99	1			
30.00 to 34.99	2			
35.00 to 39.99	3			
40.00 to 44.99				
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	77	9
Great Britain and Ireland	79	6
United States of America	8	
Australasia		
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark	2	
Russia or other Slav country		
Other European country		
China		
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
Over 44 to 48 hours per week	26
Over 48 to 54 hours per week	137
Over 54 to 60 hours per week	
Over 60 hours per week	
Working hours not given	

TABLE NO. 20.

IRON AND BRASS FOUNDRIES.

Returns covering 18 Firms.

Total wages paid to wage-earners during seven months ending July 31st, 1918, $223,063.68.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	288	
February	309	
March	320	
April	327	
May	340	
June	342	
July	333	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	MALES.		FEMALES.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99	2	13		
7.00 to 7.99		4		
8.00 to 8.99		4		
9.00 to 9.99		2		
10.00 to 10.99	1	1		
11.00 to 11.99	1	5		
12.00 to 12.99	2			
13.00 to 13.99	4			
14.00 to 14.99	1	1		
15.00 to 15.99	3			
16.00 to 16.99	2	1		
17.00 to 17.99	2			
18.00 to 18.99	12	2		
19.00 to 19.99	2	1		
20.00 to 20.99	4			
21.00 to 21.99	23			
22.00 to 22.99	23	1		
23.00 to 23.99	16			
24.00 to 24.99	46			
25.00 to 25.99	18			
26.00 to 26.99	9			
27.00 to 27.99	9			
28.00 to 28.99	5			
29.00 to 29.99	5			
30.00 to 34.99	77			
35.00 to 39.99	34			
40.00 to 44.99	7			
45.00 to 49.99	3			
50.00 and over	3			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada aud Newfoundland	109	
Great Britain and Ireland	163	
United States of America	22	
Australasia	1	
Belgium	2	
France	1	
Italy	7	
Germany	1	
Austria	9	
Norway, Sweden, and Denmark	8	
Russia or other Slav country	6	
Other European country	3	
China		
Hindustan	1	
Japan	1	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	235
Over 44 to 48 hours per week	59
Over 48 to 54 hours per week	27
Over 54 to 60 hours per week	
Over 60 hours per week	
Working hours not given	3

TABLE No. 21.

LIME, STONE, CEMENT, ETC.

Returns covering 14 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $172,412.75.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	271	
February	248	
March	260	
April	264	
May	309	
June	308	
July	286	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99				
10.00 to 10.99				
11.00 to 11.99				
12.00 to 12.99				
13.00 to 13.99				
14.00 to 14.99	1			
15.00 to 15.99	46			
16.00 to 16.99	31			
17.00 to 17.99	13			
18.00 to 18.99	32	1		
19.00 to 19.99	2	1		
20.00 to 20.99	21	1		
21.00 to 21.99	12			
22.00 to 22.99	6	2		
23.00 to 23.99	12			
24.00 to 24.99	33			
25.00 to 25.99	11			
26.00 to 26.99	6			
27.00 to 27.99	12			
28.00 to 28.99	4			
29.00 to 29.99	7			
30.00 to 34.99	38			
35.00 to 39.99	21			
40.00 to 44.99	4			
45.00 to 49 99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	43	
Great Britain and Ireland	55	
United States of America	6	
Australasia		
Belgium		
France		
Italy	50	
Germany	1	
Austria		
Norway, Sweden, and Denmark	8	
Russia or other Slav country		
Other European country		
China	109	
Hindustan	4	
Japan	2	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	1
Over 44 to 48 hours per week	23
Over 48 to 54 hours per week	56
Over 54 to 60 hours per week	147
Over 60 hours per week	11
Working hours not given	40

TABLE No. 22.

LOGGING.

Returns covering 132 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $2,893,331.24.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	3,875	12
February	3,908	142
March	4,032	15
April	4,265	22
May	4,488	22
June	4,381	33
July	4,430	40

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00		1		
$ 6.00 to $ 6.99		1		
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99				
10.00 to 10.99				
11.00 to 11.99				
12.00 to 12.99	9	1		
13.00 to 13.99				
14.00 to 14.99	1		1	
15.00 to 15.99	38	2	7	
16.00 to 16 99	23		1	
17.00 to 17.99	37		5	
18.00 to 18.99	211	2	2	
19.00 to 19.99	171	3	3	
20.00 to 20.99	122	1	1	
21.00 to 21.99	494	2	7	
22.00 to 22.99	346		2	
23.00 to 23.99	64	1	1	
24.00 to 24.99	495	4	1	
25.00 to 25.99	279	1	3	
26.00 to 26.99	84	1		
27.00 to 27.99	397	2	1	
28.00 to 28.99	190	4		
29.00 to 29.99	86	1	1	
30.00 to 34.99	1,429		2	
35.00 to 39.99	593			
40.00 to 44.99	194		1	
45.00 to 49.99	112		1	
50 and over	96			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,202	13
Great Britain and Ireland	467	11
United States of America	487	6
Australasia	6	
Belgium	13	
France	75	
Italy	141	
Germany	20	
Austria	192	
Norway, Sweden and Denmark	817	1
Russia or other Slav country	622	2
Other European country	36	
China	228	
Hindustan	16	
Japan	77	
All other countries	16	2

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
48 hour per week	2,809
Over 48 to 54 hours per week	488
Over 54 to 60 hours per week	940
Over 60 hours per week	
Working hours not given	

TABLE NO. 23.

LOGGING-RAILWAYS.

Returns covering 11 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $213,482.07.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	269	
February	287	
March	291	
April	287	
May	327	
June	298	
July	319	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99				
10.00 to 10.99				
11.00 to 11.99				
12.00 to 12.99				
13.00 to 13.99				
14.00 to 14.99	16			
15.00 to 15.99	1			
16.00 to 16.99	3			
17.00 to 17.99	4			
18.00 to 18.99	19			
19.00 to 19.99	3			
20.00 to 20.99	9			
21.00 to 21.99	20			
22.00 to 22.99	16			
23.00 to 23.99				
24.00 to 24.99	100	2		
25.00 to 25.99	11			
26.00 to 26.99	1			
27.00 to 27.99	44			
28.00 to 28.99	1			
29.00 to 29.99	3			
30.00 to 34.99	69	2		
35.00 to 39.99	24			
40.00 to 44.99	8			
45.00 to 49.99	2			
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	57	
Great Britain and Ireland	32	
United States of America	18	
Australasia		
Belgium	2	
France	4	
Italy	41	
Germany		
Austria	44	
Norway, Sweden, and Denmark	58	
Russia or other Slav country	32	
Other European country		
China	26	
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
48 hours per week	170
Over 48 to 54 hours per week	9
Over 54 to 60 hours per week	132
Over 60 hours per week	
Working hours not given	10

TABLE NO. 24.

LUMBERING.

Returns covering 46 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $570,442.38.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	2,339	4
February	2,500	4
March	2,481	4
April	2,517	5
May	2,656	5
June	2,508	6
July	2,476	7

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99			2	
7.00 to 7.99				
8.00 to 8.99	1	1		
9.00 to 9.99	3	3		
10.00 to 10.99	3		2	
11.00 to 11.99	3	1		
12.00 to 12.99	5	1	1	
13.00 to 13.99	35	1		
14.00 to 14.99	9	1		
15.00 to 15.99	242	3	2	
16.00 to 16.99	134	1		
17.00 to 17.99	124		1	
18.00 to 18.99	241	2		
19.00 to 19.99	228	2		
20.00 to 20.99	87			
21.00 to 21.99	255	4		
22.00 to 22.99	284			
23.00 to 23.99	122			
24.00 to 24.99	424			
25.00 to 25.99	67		1	
26.00 to 26.99	73			
27.00 to 27.99	90			
28.00 to 28.99	16			
29.00 to 29.99	29			
30.00 to 34.99	218			
35.00 to 39.99	74			
40.00 to 44.99	34			
45.00 to 49.99	16			
50.00 and over	22			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	473	5
Great Britain and Ireland	152	
United States of America	103	1
Australasia		
Belgium	8	
France	9	
Italy	45	
Germany	6	
Austria	54	
Norway, Sweden, and Denmark	145	
Russia or other Slav country	195	
Other European country	26	
China	723	
Hindustan	185	
Japan	325	
All other countries	148	

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	22
Over 44 to 48 hours per week	229
Over 48 to 54 hours per week	889
Over 54 to 60 hours per week	1,431
Over 60 hours per week	
Working hours not given	76

TABLE No. 25.

LUMBER-DEALERS.

Returns covering 4 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $28,886.58.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	45	
February	48	
March	49	
April	50	
May	53	
June	55	
July	56	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99				
10.00 to 10.99				
11.00 to 11.99				
12.00 to 12.99				
13.00 to 13.99	1			
14.00 to 14.99				
15.00 to 15.99	2			
16.00 to 16.99				
17.00 to 17.99	28			
18.00 to 18.99	10			
19.00 to 19.99	6			
20.00 to 20.99	1			
21.00 to 21.99				
22.00 to 22.99	2			
23.00 to 23.99				
24.00 to 24.99	4			
25.00 to 25.99				
26.00 to 26.99	1			
27.00 to 27.99				
28.00 to 28.99				
29.00 to 29.99				
30.00 to 34.99				
35.00 to 39.99	1			
40.00 to 44.99				
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	15	
Great Britain and Ireland	5	
United States of America		
Australasia		
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark		
Russia or other Slav country		
Other European country	3	
China	29	
Hindustan		
Japan	4	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
Over 44 to 48 hours per week	3
Over 48 to 54 hours per week	53
Over 54 to 60 hours per week	
Over 60 hours per week	
Working hours not given	

TABLE No. 26.

MACHINE-SHOPS.

Returns covering 37 Firms.

Total wages paid to wage-earnest during seven months ending 31st July, 1918, $570,442.38.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	752	
February	770	
March	809	
April	819	
May	829	
June	945	
July	821	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00	1	15		
$ 6.00 to $ 6.99		17		
7.00 to 7.99		8		
8.00 to 8.99	1	8		
9.00 to 9.99	8			
10.00 to 10.99		3		
11.00 to 11.99	3	7		
12.00 to 12.99	3	2		
13.00 to 13.99	6	3		
14.00 to 14.99				
15.00 to 15.99	7	4		
16.00 to 16.99	2			
17.00 to 17.99	13	3		
18.00 to 18.99	28			
19.00 to 19.99	26			
20.00 to 20.99	5			
21.00 to 21.99	31	1		
22.00 to 22.99	47			
23.00 to 23.99	32			
24.00 to 24.99	37			
25.00 to 25.99	54			
26.00 to 26.99	24			
27.00 to 27.99	24			
28.00 to 28.99	39			
29.00 to 29.99	9			
30.00 to 34.99	276			
35.00 to 39.99	69			
40.00 to 44.99	29			
45.00 to 49.99	5			
50.00 and over	8			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	316	
Great Britain and Ireland	288	
United States of America	53	
Australasia	2	
Belgium	1	
France	2	
Italy	18	
Germany	2	
Austria	1	
Norway, Sweden, and Denmark	13	
Russia or other Slav country	18	
Other European country	3	
China	2	
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	598
Over 44 to 48 hours per week	15
Over 48 to 54 hours per week	188
Over 54 to 60 hours per week	
Over 60 hours per week	
Working hours not given	2

TABLE NO. 27.

MANUFACTURE OF JAMS, BLENDING OF TEAS, ETC.

Returns covering 9 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $58,547.05.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	64	75
February	64	81
March	62	80
April	64	80
May	70	88
June	86	99
July	98	110

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00		2		
$ 6.00 to $ 6.99		1		
7.00 to 7.99		3	10	
8.00 to 8.99		1	15	
9.00 to 9.99			6	5
10.00 to 10.99	3	6	57	1
11.00 to 11.99			5	5
12.00 to 12.99			7	3
13.00 to 13.99				
14.00 to 14.99		1	1	
15.00 to 15.99	14			
16.00 to 16.99	4			
17.00 to 17.99	12			
18.00 to 18.99	4			
19.00 to 19.99	7			
20.00 to 20.99	3			
21.00 to 21.99	19			
22.00 to 22.99				
23.00 to 23.99	6			
24.00 to 24.99	2			
25.00 to 25.99	5			
26.00 to 26.99				
27.00 to 27.99	2			
28.00 to 28.99				
29.00 to 29.99				
30.00 to 34.99	1			
35.00 to 39.99	1			
40.00 to 44.99	1			
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	47	59
Great Britain and Ireland	29	37
United States of America	10	1
Australasia		
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark		
Russia or other Slav country		
Other European country		
China	7	
Hindustan		
Japan	1	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	5
Over 44 to 48 hours per week	12
Over 48 to 54 hours per week	66
Over 54 to 60 hours per week	3
Over 60 hours per week	....
Working hours not given	....

TABLE NO. 28.

MANUFACTURE OF JEWELLERY.

Returns covering 9 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $40,912.65.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	72	4
February	73	4
March	74	4
April	73	4
May	70	4
June	68	8
July	70	7

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00		4		
$ 6.00 to $ 6.99		4		
7.00 to 7.99	1	2		1
8.00 to 8.99		1		1
9.00 to 9.99		2		
10.00 to 10.99	1	1	2	1
11.00 to 11.99		3		
12.00 to 12.99	1	1		
13.00 to 13.99		3		
14.00 to 14.99		1		
15.00 to 15.99				
16.00 to 16.99		1		
17.00 to 17.99				
18.00 to 18.99				
19.00 to 19.99				
20.00 to 20.99	4			
21.00 to 21.99	1			
22.00 to 22.99	11			
23.00 to 23.99	2			
24.00 to 24.99	2			
25.00 to 25.99	4			
26.00 to 26.99				
27.00 to 27.99	2			
28.00 to 28.99	3			
29.00 to 29.99	1			
30.00 to 34.99	11			
35.00 to 39.99	2			
40.00 to 44.99				
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	41	6
Great Britain and Ireland	26	1
United States of America	7	
Australasia		
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark	1	
Russia or other Slav country		
Other European country	1	
China	1	
Hindustan		
Japan		
All other countries	1	

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	8
Over 44 to 48 hours per week	6
Over 48 to 54 hours per week	55
Over 54 to 60 hours per week	....
Over 60 hours	....
Working hours not given	....

TABLE No. 29.

MANUFACTURE OF LEATHER AND FUR GOODS.

Returns covering 13 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $64,873.46.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	83	32
February	79	31
March	89	33
April	89	33
May	89	36
June	101	40
July	101	41

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00		2		
$ 6.00 to $ 6.99				1
7.00 to 7.99		1		1
8.00 to 8.99				2
9.00 to 9.99		2		2
10.00 to 10.99			8	3
11.00 to 11.99		1	2	
12.00 to 12.99	1		9	
13.00 to 13.99		2	1	
14.00 to 14.99		1	14	
15.00 to 15.99	3	1		
16.00 to 16.99	4	2		
17.00 to 17.99	4			
18.00 to 18.99	6			
19.00 to 19.99	6			
20.00 to 20.99	5		1	
21.00 to 21.99	9			
22.00 to 22.99	13			
23 00 to 13.99	7			
24.00 to 24.99	3			
25.00 to 25.99	6			
26.00 to 26.99	4			
27.00 to 27.99	6			
28.00 to 28.99	5			
29.00 to 29.99	2			
30.00 to 34.99	5			
35.00 to 39.99	3			
40.00 to 44.99				
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	40	16
Great Britain and Ireland	45	22
United States of America	11	1
Australasia	1	
Belgium		
France	1	
Italy	1	
Germany	1	
Austria		
Norway, Sweden, and Denmark		3
Russia or other Slav country	1	
Other European country	1	
China	1	
Hindustan		
Japan	1	
All other countries	1	

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	1
Over 44 to 48 hours per week	3
Over 48 to 54 hours per week	98
Over 54 to 60 hours per week	
Over 60 hours per week	
Working hours not given	4

TABLE No. 30.

MANUFACTURE OF WOOD N.E.S.

Returns covering 32 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $531,187.33.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	923	10
February	954	11
March	992	12
April	963	15
May	984	13
June	919	14
July	754	14

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00	3	3		
$ 6.00 to $ 6.99		1		
7.00 to 7.99	1	1		
8.00 to 8.99		2		
9.00 to 9.99		2	1	1
10.00 to 10.99	3	2	2	2
11.00 to 11.99	2	1	1	
12.00 to 12.99	7	6	7	
13.00 to 13.99	28	2		
14.00 to 14.99	67	1		
15.00 to 15.99	35	8		
16.00 to 16.99	137			
17.00 to 17.99	27			
18.00 to 18.99	103	1		
19.00 to 19.99	78	1		
20.00 to 20.99	45		1	
21.00 to 21.99	118			
22.00 to 22.99	36			
23.00 to 23.99	37			
24.00 to 24.99	65			
25.00 to 25.99	19		1	
26.00 to 26.99	16			
27.00 to 27.99	38			
28.00 to 28.99	11			
29.00 to 29.99	7			
30.00 to 34.99	90			
35.00 to 39.99	19			
40 00 to 44.99	10			
45.00 to 49.99	2			
50.00 and over	6			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	249	12
Great Britain and Ireland	168	2
United States of America	30	4
Australasia		
Belgium		
France		
Italy	9	
Germany		
Austra	2	
Norway, Sweden, and Denmark	16	
Russia or other Slav country	16	
Other European country	52	
China	214	
Hindustan	48	
Japan	93	
All other countries	1	

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	20
Over 44 to 48 hours per week	127
Over 48 to 54 hours per week	772
Over 54 to 60 hours per week	64
Over 60 hours per week	
Working hours not given	8

TABLE No. 31.

METAL-MINING.

Returns covering 94 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $3,918,307.71.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	3,867	21
February	3,882	22
March	3,860	20
April	3,710	20
May	3,511	24
June	3,218	25
July	3,616	30

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99	1			
9.00 to 9.99		1		
10.00 to 10.99			2	
11.00 to 11.99	1			1
12.00 to 12.99	6		4	
13.00 to 13.99	1			
14.00 to 14.99	10			
15.00 to 15 99	12		2	2
16.00 to 16.99	17			
17.00 to 17.99	5			
18.00 to 18.99	4	1	5	1
19.00 to 19.99	3		1	
20.00 to 20.99	10		3	
21.00 to 21.99	24	1		
22.00 to 22.99	43		4	
23.00 to 23.99	129			
24.00 to 24.99	282	3	2	
25.00 to 25.99	67			
26.00 to 26.99	259			
27.00 to 27.99	239			
28.00 to 28.99	272		1	
29.00 to 29.99	320	1		
30.00 to 34.99	1,171	1	3	
35.00 to 39.99	1,026			
40.00 to 44.99	327			
45.00 to 49.99	66			
50.00 and over	35			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	980	14
Great Britain and Ireland	709	7
United States of America	289	8
Australasia	4	
Belgium	11	
France	25	
Italy	405	
Germany	17	1
Austria	191	
Norway, Sweden, and Denmark	542	3
Russia or other Slav country	228	
Other European country	172	
China	186	
Hindustan		
Japan	119	
All other countries	31	

Hours of Labour.

Number of men, on 31st July, 1918, working—

48 hours per week and under	319
Over 48 to 54 hours per week	384
56 hours per week	2,862
Over 56 to 60 hours per week	8
Over 60 hours per week	81
Working hours not given	79

TABLE No. 32.

MISCELLANEOUS METAL TRADES.

Returns covering 6 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $22,434.36.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	34	
February	37	
March	37	
April	36	
May	34	
June	33	
July	32	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99	1			
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99				
10.00 to 10.99				
11.00 to 11.99				
12.00 to 12.99				
13.00 to 13.99				
14.00 to 14.99				
15.00 to 15.99				
16.00 to 16.99				
17.00 to 17.99				
18.00 to 18.99	5			
19.00 to 19.99	1			
20.00 to 20.99	7			
21.00 to 21.99				
22.00 to 22.99	4			
23.00 to 23.99	1			
24.00 to 24.99	1			
25.00 to 25.99	5			
26.00 to 26.99				
27.00 to 27.99	2			
28.00 to 28.99				
29.00 to 29.99				
30.00 to 34.99	6			
35.00 to 39.99				
40.00 to 44.99	1			
45.00 to 49.99	1			
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	15	
Great Britain and Ireland	11	
United States of America	5	
Australasia		
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark		
Russia or other Slav country		
Other European country		
China		
Hindustan		
Japan		
All other countries	2	

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	7
Over 44 to 48 hours per week	3
Over 48 to 54 hours per week	18
Over 54 to 60 hours per week	4
Over 60 hours per week	....
Working hours not given	....

TABLE No. 33.

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 14 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $285,277.30.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	366	227
February	386	222
March	384	222
April	375	239
May	406	237
June	403	235
July	480	229

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				1
$ 6·00 to $ 6.99		5	2	16
7.00 to 7.99		1	2	6
8.00 to 8.99		17	11	21
9.00 to 9.99	1	31	25	16
10.00 to 10.99	3	32	57	18
11.00 to 11.99	6	10	33	3
12.00 to 12.99	1	1	2	1
13.00 to 13.99	13	1	27	
14.00 to 14.99	7			
15.00 to 15.99	22	4	4	
16.00 to 16.99	3			
17.00 to 17.99	5			
18.00 to 18.99	54		1	
19.00 to 19.99	26			
20.00 to 20.99	17			
21.00 to 21.99	27			
22.00 to 22.99	12			
23.00 to 23.99	23			
24.00 to 24.99	27			
25.00 to 25.99	7			
26.00 to 26.99	4			
27.00 to 27.99	6			
28.00 to 28.99	5			
29.00 to 29.99	1			
30.00 to 34.99	8			
35.00 to 39.99	13			
40.00 to 49.99	3			
45.00 to 49.99	1			
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	137	98
Great Britain and Ireland	184	132
United States of America	27	16
Australasia	2	
Belgium		
France	1	1
Italy	10	12
Germany		
Austria		
Norway, Sweden, and Denmark		2
Russia or other Slav country	6	5
Other European country	5	1
China	5	
Hindustan	2	
Japan	1	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	3
Over 44 to 48 hours per week	25
48 to 54 hours per week	339
Over 54 to 60 hours per week	....
Over 60 hours per week	....
Working hours not given	....

TABLE No. 34.

OIL-REFINING.

Returns covering 2 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $162,380.18.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	209	
February	110	
March	199	
April	215	
May	218	
June	211	
July	220	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8 99				
9.00 to 9.99				
10.00 to 10.99				
11.00 to 11.99				
12.00 to 12.99				
13.00 to 13.99				
14.00 to 14.99				
15.00 to 15.99				
16.00 to 16.99		2		
17.00 to 17.99	1			
18.00 to 18.99	12	2		
19.00 to 19.99	1	2		
20.00 to 20.99				
21.00 to 21.99	5	1		
22.00 to 22.99	2			
23.00 to 23.99	7	1		
24.00 to 24.99	7			
25.00 to 25.99	14			
26.00 to 26.99	17			
27.00 to 27.99	7			
28.00 to 28.99	8			
29.00 to 29.99	10			
30.00 to 34.99	69			
35.00 to 39.99	34			
40.00 to 44.99	14			
45.00 to 49.99	8			
50.00 and over	3			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	66	
Great Britain and Ireland	99	
United States of America	15	
Australasia	2	
Belgium		
France		
Italy	5	
Germany	1	
Austria	1	
Norway, Sweden, and Denmark	6	
Russia or other Slav country	6	
Other European country		
China	10	
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of men, on 31st, July, working—

44 hours per week and under	....
Over 44 to 48 hours per week	....
48 hours per week	191
Over 54 to 60 hours per week	....
Over 60 hours per week	....
Working hours not given	20

TABLE No. 35.

PACKING-HOUSES.

Returns covering 6 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $181,392.95.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	268	20
February	258	20
March	258	25
April	251	29
May	255	28
June	263	24
July	273	23

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99		1		
9.00 to 9.99		1		
10.00 to 10.99	5		2	
11.00 to 11.99	6		2	
12.00 to 12.99	2	7	2	
13.00 to 13.99	3		13	
14.00 to 14.99	2	2	2	
15.00 to 15.99	1	1	2	
16.00 to 16.99	1			
17.00 to 17.99	1	1		
18.00 to 18.99	4	2		
19.00 to 19.99	21	1		
20.00 to 20.99	17	2		
21.00 to 21.99	42			
22.00 to 22.99	14			
23.00 to 23.99	26			
24.00 to 24.99	28			
25.00 to 25.99	23			
26.00 to 26.99	11			
27.00 to 27.99	11			
28.00 to 28.99	10			
29.00 to 29.99	9			
30.00 to 34.99	13			
35.00 to 39.99	13			
40.00 to 44.99	1			
45.00 to 49.99	1			
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	105	12
Great Britain and Ireland	118	9
United States of America	28	1
Australasia		
Belgium	8	
France	7	2
Italy	14	
Germany	2	
Austria	1	
Norway, Sweden, and Denmark	6	3
Russia or other Slav country		
Other European country	1	
China	10	
Hindustan		
Japan		
All other countries	1	1

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
Over 44 to 48 hours per week	
Over 48 to 54 hours per week	273
Over 56 to 60 hours per week	
Over 60 hours per week	
Working hours not given	

TABLE No. 36.

PAINTING AND PAPER-HANGING.

Returns covering 15 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $34,710.07.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	45	
February	43	
March	61	
April	73	
May	75	
June	82	
July	71	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $6.99		1		
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99		1		
10.00 to 10.99				
11.00 to 11.99				
12.00 to 12.99	2			
13.00 to 13.99				
14.00 to 14.99				
15.00 to 15.99				
16.00 to 16.99				
17.00 to 17.99				
18.00 to 18.99				
19.00 to 19.99	2			
20.00 to 20.99	3			
21.00 to 21.99	1			
22.00 to 22.99				
23.00 to 23.99	16			
24.00 to 24.99	4			
25.00 to 25.99	1			
26.00 to 26.99				
27.00 to 27.99	29			
28.00 to 28.99				
29.00 to 29.99				
30.00 to 34.99	16			
35.00 to 39.99	1			
40.00 to 44.99				
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	30	
Great Britain and Ireland	41	
United States of America	3	
Australasia		
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark		
Russia or other Slav country		
Other European country		
China		
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	48
Over 44 to 48 hours per week	1
Over 48 to 54 hours per week	
Over 54 to 60 hours per week	
Over 60 hours per week	
Working hours not given	16

TABLE No. 37.

PAINT-MANUFACTURE.

Returns covering 5 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $14,027.45.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	22	
February	24	
March	25	1
April	26	1
May	27	1
June	25	1
July	25	1

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99	1			
10.00 to 10.99			1	
11.00 to 11.99				
12.00 to 12.99				
13.00 to 13.99				
14.00 to 14.99	2			
15.00 to 15.99				
16.00 to 16.99	1			
17.00 to 17.99	1			
18.00 to 18.99	5			
19.00 to 19.99	4			
20.00 to 20.99	3			
21.00 to 21.99				
22.00 to 22.99	3	1		
23.00 to 23.99				
24.00 to 24.99	1			
25.00 to 25.99				
26.00 to 26.99				
27.00 to 27.99	2			
28.00 to 28.99				
29.00 to 29.99	1			
30.00 to 34.99	3			
35.00 to 39.99				
40.00 to 44.99				
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	9	1
Great Britain and Ireland	11	
United States of America	5	
Australasia		
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark	2	
Russia or other Slav country		
Other European country		
China		
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of men, on July 31st, working—

44 hours per week and under	15
Over 44 to 48 hours per week	
Over 48 to 54 hours per week	10
Over 54 to 60 hours per week	
Over 60 hours per week	
Working hours not given	

TABLE No. 38.

PLANING-MILLS.

Returns covering 16 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $259,565.69.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	378	
February	394	
March	486	
April	539	
May	552	
June	592	
July	545	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99	2			
10.00 to 10.99				
11.00 to 11.99	6			
12.00 to 12.99	28			
13.00 to 13.99	38			
14.00 to 14.99	48			
15.00 to 15.99	65			
16.00 to 16.99	42			
17.00 to 17.99	22			
18.00 to 18.99	51			
19.00 to 19.99	9			
20.00 to 20.99	4			
21.00 to 21.99	41			
22.00 to 22.99	54			
23.00 to 23.99	48			
24.00 to 24.99	24			
25.00 to 25.99	15			
26.00 to 26.99				
27.00 to 27.99	9			
28.00 to 28.99	1			
29.00 to 29.99				
30.00 to 34.99	28			
35.00 to 39.99	9			
40.00 to 44.99	5			
45.00 to 49.99	2			
50.00 and over	5			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	97	
Great Britain and Ireland	36	
United States of America	21	
Australasia		
Belgium	4	
France	2	
Italy	6	
Germany	3	
Austria		
Norway, Sweden, and Denmark	17	
Russia or other Slav country	1	
Other European country		
China	210	
Hindustan	5	
Japan	122	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
Over 44 to 48 hours per week	
Over 48 to 54 hours per week	227
Over 54 to 60 hours per week	153
Over 60 hours per week	
Working hours not given	66

TABLE NO. 39.

PLUMBING AND HEATING.

Returns covering 9 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $39,154.20.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	68	
February	56	
March	57	
April	58	
May	61	
June	62	
July	68	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99		4		
7.00 to 7.99		1		
8.00 to 8.99		2		
9.00 to 9.99	1			
10.00 to 10.99	1			
11.00 to 11.99	2			
12.00 to 12.99	2			
13.00 to 13.99				
14.00 to 14.99				
15.00 to 15.99	1			
16.00 to 16.99	1			
17.00 to 17.99				
18.00 to 18.99	1			
19.00 to 19.99	2			
20.00 to 20.99	6			
21.00 to 21.99	1			
22.00 to 22.99	11			
23.00 to 23.99				
24.00 to 24.99	1			
25.00 to 25.99	1			
26.00 to 26.99				
27.00 to 27.99	9			
28.00 to 28.99				
29.00 to 29.99				
30.00 to 34.99	27			
35.00 to 39.99	3			
40.00 to 44.99				
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	32	
Great Britain and Ireland	34	
United States of America	5	
Australasia	2	
Belgium		
France		
Italy		
Germany	1	
Austria		
Norway, Sweden, and Denmark	1	
Russia or other Slav country		
Other European country		
China		
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	61
Over 44 to 48 hours per week	
Over 48 to 54 hour per week	21
Over 54 to 60 hours per week	1
Over 60 hours per week	
Working hours not given	1

TABLE NO. 40.

PRINTING AND PUBLISHING.

Returns covering 44 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $334,882.66.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	444	59
February	447	57
March	451	61
April	475	69
May	481	66
June	468	67
July	463	68

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00	3	13		4
$ 6.00 to $ 6.99		17	10	5
7.00 to 7.99	8	9	8	6
8.00 to 8.99	2	9	9	5
9.00 to 9.99	2	10	6	2
10.00 to 10.99	2	8	6	2
11.00 to 11.99	2	1	8	
12.00 to 12.99	5	4	5	
13.00 to 13.99		1	3	
14.00 to 14.99	2	1	1	
15.00 to 15.99	8	3	1	
16.00 to 16.99	4		1	
17.00 to 17.99	3	1		
18.00 to 18.99	11	2		
19.00 to 19.99	5			
20.00 to 20.99	10			
21.00 to 21.99	5	1		
22.00 to 22.99	6			
23.00 to 23.99	1			
24.00 to 24.99	14			
25.00 to 25.99	11			
26.00 to 26.99	4			
27.00 to 27.99	15			
28.00 to 28.99	14			
29.00 to 29.99	3			
30.00 to 34.99	151			
35.00 to 39.99	18			
40.00 to 44.99	4			
45.00 to 49.99	3			
50.00 and over	3			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	270	34
Great Britain and Ireland	170	29
United States of America	45	5
Australasia	2	
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark	2	
Russia or other Slav country		
Other European country		
China	8	
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	9
Over 44 to 48 hours per week	431
Over 48 to 54 hours per week	5
Over 54 to 60 hours per week	
Over 60 hours per week	
Working hours not given	20

TABLE No. 41.

PULP AND PAPER MANUFACTURING.

Returns covering 4 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $1,881,151.69.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	2,007	15
February	2,036	16
March	2,156	15
April	2,261	18
May	2,276	22
June	2,478	27
July	2,488	26

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99			5	
10.00 to 10.99				
11.00 to 11.99				
12.00 to 12.99		2		
13.00 to 13.99				
14.00 to 14.99	1			
15.00 to 15.99	2	1	8	
16.00 to 16.99	4			
17.00 to 17.99	10			
18.00 to 18.99	6	12	12	
19.00 to 19.99	23	8		
20.00 to 20.99	29	1	1	
21.00 to 21.99	41			
22.00 to 22.99	198	3	1	
23.00 to 23.99	121			
24.00 to 24.99	111	3		
25.00 to 25.99	254		2	
26.00 to 26.99	115			
27.00 to 27.99	134			
28.00 to 28.99	167			
29.00 to 29.99	106			
30.00 to 34.99	524			
35.00 to 39.99	336			
40.00 to 44.99	167			
45.00 to 49.99	88			
50 and over	90			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	353	12
Great Britain and Ireland	408	10
United States of America	195	6
Australasia	3	
Belgium	9	
France	29	
Italy	189	
Germany	4	
Austria	82	
Norway, Sweden, and Denmark	263	1
Russia or other Slav country	164	
Other European country	59	
China	208	
Hindustan	68	
Japan	506	5
All other countries	4	

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
48 hours per week	567
50 hours per week	326
60 hours per week	1,527
72 hours per week	105
Working hours not given	

TABLE No. 42.

SALE AND DELIVERY OF FUEL.

Returns covering 26 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $125,321.74.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	245	
February	256	
March	249	
April	221	
May	225	
June	230	
July	235	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99				
10.00 to 10.99				
11.00 to 11.99				
12.00 to 12.99				
13.00 to 13.99				
14.00 to 14.99	1			
15.00 to 15.99	2	2		
16.00 to 16.99	1			
17.00 to 17.99	3			
18.00 to 18.99	57			
19.00 to 19.99	12	3		
20.00 to 20.99	16			
21.00 to 21.99	31	2		
22.00 to 22.99	73	1		
23.00 to 23.99	8			
24.00 to 24.99	26			
25.00 to 25.99	7			
26.00 to 26.99	1			
27.00 to 27.99	9			
28.00 to 28.99				
29.00 to 29.99				
30.00 to 34.99	1			
35.00 to 39.99				
40.00 to 44.99				
45.00 to 49.99				
50.00 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	88	
Great Britain and Ireland	46	
United States of America	10	
Australasia	1	
Belgium		
France	1	
Italy	9	
Germany		
Austria		
Norway, Sweden and Denmark	2	
Russia or other Slav country		
Other European country	2	
China	60	
Hindustan	3	
Japan	1	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
Over 44 to 48 hours per week	7
Over 48 to 54 hours per week	134
Over 54 to 60 hours per week	66
Over 60 hours per week	
Working hours not given	15

TABLE NO. 43.

SAWMILLING.

Returns covering 58 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $1,816,321.44.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	2,792	3
February	2,857	4
March	3,065	5
April	3,404	7
May	3,493	9
June	3,537	10
July	3,529	10

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99		1		
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99	4	3		1
10.00 to 10.99	4	1	1	
11.00 to 11.99	9			
12.00 to 12.99	80	1	1	
13.00 to 13.99	164	1		
14.00 to 14.99	35			
15.00 to 15.99	373	9	2	
16.00 to 16.99	308	4		
17.00 to 17.99	274	1		
18.00 to 18.99	437	3		
19.00 to 19.99	259	1		
20.00 to 20.99	78			
21.00 to 21.99	451	1	2	
22.00 to 22.99	234			
23.00 to 23.99	120			
24.00 to 24.99	239		1	
25.00 to 25.99	90			
26.00 to 26.99	10			
27.00 to 27.99	118	1		
28.00 to 28.99	40			
29.00 to 29.99	13			
30.00 to 34.99	202			
35.00 to 39.99	113			
40.00 to 44.99	59			
45.00 to 49.99	28			
50.00 and over	39			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	645	
Great Britain and Ireland	290	6
United States of America	142	3
Australasia	2	
Belgium	6	
France	9	
Italy	18	
Germany	9	
Austria	10	
Norway, Sweden, and Denmark	80	
Russia or other Slav country	47	
Other European country	15	
China	1,071	
Hindustan	226	
Japan	861	
All other countries	7	

Hours of Labour.

Number of men, on 31st July, 1918, working—

48 hours per week and under	51
Over 48 to 54 hours per week	2,098
Over 54 to 59 hours per week	75
60 hours per week	1,124
Over 60 hours per week	11
Working hours	191

TABLE NO. 44.

SHEET-METAL WORKS.

Returns covering 13 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $30,026.69.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	38	
February	37	
March	42	
April	48	
May	50	
June	49	
July	47	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00		1		
$ 6.00 to $ 6.99	1			
7.00 to 7.99		1		
8.00 to 8.99		1		
9.00 to 9.99				
10.00 to 10.99		2		
11.00 to 11.99		2		
12.00 to 12.99				
13.00 to 13.99	1	1		
14.00 to 14.99				
15.00 to 15.99				
16.00 to 16.99				
17.00 to 17.99				
18.00 to 18.99	1			
19.00 to 19.99	3			
20.00 to 20.99	2			
21.00 to 21.99	6			
22.00 to 22.99	6			
23.00 to 23.99				
24.00 to 24.99	1			
25.00 to 25.99	1			
26.00 to 26.99	3			
27.00 to 27.99				
28.00 to 28.99				
29.00 to 29.99				
30.00 to 34.99	15			
35.00 to 39.99	5			
40.00 to 44.99				
45.00 to 49.99				
50 and over				

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	31	
Great Britain and Ireland	6	
United States of America	5	
Australasia		
Belgium		
France		
Italy	1	
Germany		
Austria		
Norway, Sweden, and Denmark		
Russia or other Slav country	1	
Other European country		
China		
Hindustan		
Japan	1	
All other countries		

Hours of Labour.

Number of men, on July 31st, 1918, working—

44 hours per week and under	25
Over 44 to 48 hours per week	2
Over 48 to 54 hours per week	10
Over 54 to 60 hours per week	....
Over 60 hours per week	....
Working hours not given	12

TABLE No. 45.

SHINGLE-MILLS.

Returns covering 40 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $744,927.25.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	1,145	4
February	1,239	4
March	1,315	5
April	1,340	6
May	1,378	5
June	1,345	6
July	1,272	6

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99		1		
9.00 to 9.99		1		
10.00 to 10.99	1			
11.00 to 11.99			1	1
12.00 to 12.99			1	
13.00 to 13.99	2	1	2	
14.00 to 14.99			1	
15.00 to 15.99	85	1		
16.00 to 16.99	68			
17.00 to 17.99	35			
18.00 to 18.99	183			
19.00 to 19.99	54			
20.00 to 20.99	99			
21.00 to 21.99	111			
22.00 to 22.99	77			
23.00 to 23.99	27			
24.00 to 24.99	96			
25.00 to 25.99	138			
26.00 to 26.99	31			
27.00 to 27.99	63			
28.00 to 28.99	32			
29.00 to 29.99	29			
30.00 to 34.99	157			
35.00 to 39.99	75			
40.00 to 44.99	44			
45.00 to 49.99	10			
50 and over	16			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	235	1
Great Britain and Ireland	90	1
United States of America	85	4
Australasia	1	
Belgium		
France		
Italy	1	
Germany	1	
Austria		
Norway, Sweden, and Denmark	10	
Russia or other Slav country		
Other European country	1	
China	806	
Hindustan	5	
Japan	158	
All other countries	1	

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	
Over 44 to 48 hours per week	72
Over 48 to 54 hours per week	654
Over 54 hours to 60 per week	548
Over 60 hours per week	61
Working hours not given	64

TABLE No. 46.

SHIP-BUILDING.

Returns covering 15 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $4,962,927.89.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	6,623	
February	6,477	
March	6,971	
April	9,980	
May	6,445	
June	7,047	
July	7,155	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00	6			
$ 6.00 to $ 6.99	9	17		
7.00 to 7.99	16	16		
8.00 to 8.99	11	139		
9.00 to 9.99	9	6		
10.00 to 10.99	6	6		
11.00 to 11.99	24	12		
12.00 to 12.99	19	7		
13.00 to 13.99	45	16		
14.00 to 14.99	4	3		
15.00 to 15.99	76	16		
16.00 to 16.99	22	5		
17.00 to 17.99	142	10		
18.00 to 18.99	33	1		
19.00 to 19.99	187	7		
20.00 to 20.99	92	2		
21.00 to 21.99	1,257	20		
22.00 to 22.99	564	3		
23.00 to 23.99	386	6		
24.00 to 24.99	507	3		
25.00 to 25.99	185	4		
26.00 to 26.99	85	1		
27.00 to 27.99	482			
28.00 to 28.99	98	1		
29.00 to 29.99	260	2		
30.00 to 34.99	1,172	6		
35.00 to 39.99	1,897	2		
40.00 to 44.99	218	3		
45.00 to 49.99	103	1		
50.00 and over	128	2		

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	2,429	
Great Britain and Ireland	3,719	
United States of America	385	
Australasia	14	
Belgium	5	
France	40	
Italy	127	
Germany	2	
Austria	2	
Norway, Sweden, and Denmark	149	
Russia or other Slav country	62	
Other European country	13	
China	3	
Hindustan		
Japan		
All other countries	3	

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week	6,895
48 hours per week	17
56 hours per week	32
Over 60 hours per week	
Working hours not given	
Prior to June 1st many yards worked 48 hours per week	

TABLE NO. 47.

SMELTING.

Returns covering 6 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $1,957,168.60.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	2,023	21
February	2,119	21
March	2,025	25
April	1,998	25
May	2,037	30
June	1,975	31
July	2,167	31

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00				
$ 6.00 to $ 6.99				
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99				
10.00 to 10.99	1			
11.00 to 11.99				
12.00 to 12.99				
13.00 to 13.99				
14.00 to 14.99		3		
15.00 to 15.99		1		
16.00 to 16.99		3		
17.00 to 17.99		2		
18.00 to 18.99		1		
19.00 to 19.99	1	1		
20.00 to 20.99	1			
21.00 to 21.99	7			
22.00 to 22.99		5	31	
23.00 to 23.99	1	2		
24.00 to 24.99	1	2		
25.00 to 25.99	293			
26.00 to 26.99	10	1		
27.00 to 27.99	305			
28.00 to 28.99	16			
29.00 to 29.99	156			
30.00 to 34.99	129			
35.00 to 39.99	851			
40.00 to 44.99	462			
45.00 to 49.99	80			
50.00 and over	16			

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	483	31
Great Britain and Ireland	612	
United States of America	146	
Australasia	4	
Belgium	7	
France	9	
Italy	451	
Germany	11	
Austria	125	
Norway, Sweden, and Denmark	116	
Russia or other Slav country	151	
Other European country	12	
China	42	
Hindustan		
Japan	2	
All other countries		

Hours of Labour.

Number of men, on 31st July, 1918, working—

48 hours per week and under	
Over 44 to 48 hours per week	
54 hours per week	4
56 hours per week	1,897
63 hours per week	286
Working hours not given	

TABLE NO. 48.

SUMMARY OF ALL TABLES.

Returns covering 1947 Firms.

Total wages paid to wage-earners during seven months ending 31st July, 1918, $30,809,059.95.

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	39,667	1,124
February	40,016	1,137
March	41,648	1,178
April	42,590	1,237
May	42,537	1,284
June	42,948	1,346
July	43,052	1,361

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.	
	18 Years and over.	Under 18 Years.	18 Years and over.	Under 18 Years.
Under $6.00	19	62	8	35
$ 6.00 to $ 6.99	19	95	40	47
7.00 to 7.99	32	70	45	38
8.00 to 8.99	27	127	83	85
9.00 to 9.99	41	86	105	61
10.00 to 10.99	56	80	211	39
11.00 to 11.99	75	80	100	18
12.00 to 12.99	210	63	98	6
13.00 to 13.99	423	56	81	1
14.00 to 14.99	290	28	46	
15.00 to 15.99	1,201	116	101	38
16.00 to 16.99	991	38	24	
17.00 to 17.99	1,093	23	23	
18.00 to 18.99	1,736	46	32	2
19.00 to 19.99	1,356	43	7	
20.00 to 20.99	925	10	10	1
21.00 to 21.99	3,410	45	11	
22.00 to 22.99	2,609	17	40	
23.00 to 23.99	1,577	13	1	
24.00 to 24.99	3,136	19	5	1
25.00 to 25.99	2,226	30	7	
26.00 to 26.99	1,113	17		1
27.00 to 27.99	2,581	1	2	
28.00 to 28.99	1,457	1	1	
29.00 to 29.99	1,300	3	1	
30.00 to 34.99	7,208	9	6	
35.00 to 39.99	6,201	2		1
40.00 to 44.99	2,191	3	1	
45.00 to 49.99	892	1	1	
50.00 and over	825	2		

Nationality of Employees 31st July, 1918.

Country of Origin.	Males.	Females.
Canada and Newfoundland	10,990	690
Great Britain and Ireland	12,517	569
United States of America	2,588	89
Australasia	73	2
Belgium	127	2
France	248	5
Italy	2,340	18
Germany	139	2
Austria	1,261	1
Norway, Sweden, and Denmark	2,527	18
Russia or other Slav country	2,177	9
Other European country	840	2
China	5,928	
Hindustan	567	
Japan	2,754	5
All other countries	305	4

Hours of Labour.

Number of men, on 31st July, 1918, working—

44 hours per week and under	8,804
Over 44 to 48 hours per week	9,228
Over 48 to 54 hours per week	9,752
56 hours per week	4,902
Over 54 to 60 hours per week	6,839
Over 60 hours per week	676
Working hours not given	751

UNION DIRECTORY.

The compilation of a complete up-to-date directory of the several organizations of workers established in the Province will fill a long-felt need. The information in lists of these available up to the present has been unreliable if for no other reason than that a considerable time has elapsed between the collection and the publication of the information. This has resulted in the appearance in such lists of organizations defunct at the time of publication; in the omission of others which have been established; and, in cases where the officials are elected at shorter intervals than one year, of errors in the names of the officials. In the present instance the whole of the information given has been checked over by direct reference to the various organizations immediately before the presentation of this report, and the information is therefore reliable and brought down to the latest possible date.

The Trades and Labour Congress of Canada—President, Thomas Moore, Organizer, Brotherhood of Carpenters and Joiners, Niagara Falls, Ontario. Vice-Presidents, Arthur Martel, member of Executive Council United Brotherhood of Carpenters and Joiners, Montreal, Que.; Robert Baxter, President, Amalgamated Mine Workers of Nova Scotia, Glace Bay, N.S.; David Rees, member of United Mine Workers, Vancouver, B.C. Secretary-Treasurer, P. M. Draper, member of International Typographical Union, Ottawa, Ont.

B.C. Federation of Labour—President, J. Kavanagh, 431 Georgia Street East, Vancouver; Vice-Presidents, Vancouver, W. H. Cottrell, 4308 Dumfries Street, P. McDonneil, 33 Larne Street East; Victoria, J. Taylor, P.O. Box 1315, Victoria; Vancouver Island, J. Naylor, P.O. Box 415, Cumberland; Prince Rupert, Geo. B. Casey, Prince Rupert; Interior, T. B. Roberts, P.O. Box 85, Silverton; Crowsnest Pass, W. B. Phillips, 176 McPherson Avenue, Fernie; New Westminster, Geo. McMurphy, New Westminster. Secretary-treasurer, A. S. Wells, Labour Temple, Vancouver.

TRADE AND LABOUR COUNCILS.

Victoria and District—President, E. S. Woodward; Secretary, Christian Sivertz, 1278 Denman Street. Meets first and third Wednesdays of each month at Labour Temple.

Vancouver—President, E. Winch, 1218 Howe Street; Secretary, V. R. Midgley, 210 Labour Temple. Meets first and third Thursdays of each month at Labour Temple.

Prince Rupert—President, W. E. Thompson, Box 271; Secretary, Geo. Rudderham, Box 271. Meets second and fourth Tuesdays of each month at Carpenters' Hall.

New Westminster—President, George Cameron, 436 Second Street; Secretary, William Yates, 906 London Street. Meets second and fourth Wednesdays of each month at Labour Temple.

METAL TRADES COUNCILS.

Vancouver—President, A. J. Crawford, Labour Temple; Secretary, F. W. Welch, Labour Temple. Meets every Wednesday of each month at Labour Temple.

Victoria—President, J. Dakers, Box 127; Secretary, W. A. Davies, 793 Hillside Avenue. Meets every Friday at Labour Temple.

District Lodge, No. 78, International Association of Machinists—President, C. A. Palliser, 923 Selkirk Avenue, Esquimalt; Secretary, James H. McVity, 211 Labour Temple. Meets at call of Executive Committee at Labour Temple.

ALLIED PRINTING TRADES COUNCILS.

Victoria—President, Robert Malcolm, 1405 Grant Street; Secretary, W. H. Ozard, 3066 Albany Road. Meets fourth Thursday of each month at Odd Fellows' Hall.

Vancouver—President, J. F. McConnell, P.O. Box 66; Secretary, R. Neelands, P.O. Box 66. Meets second Monday of each month at Labour Temple.

CARPENTERS' DISTRICT COUNCILS.

Vancouver—President, W. Thomas, 3945 Georgia Street; Secretary, F. L. Barratt, 1137 Robson Street. Meets first and third Tuesdays of each month at Labour Temple.

TRADE UNIONS.

Ashcroft.

Maintenance-of-way Employees, No. 210, International Brotherhood of—President, J. Fraser, Ashcroft; Secretary, D. T. H. Sutherland, Ashcroft. Meets third Saturday of each month at Ashcroft.

Central Park.

Carpenters and Joiners, No. 2605, United Brotherhood of (Amalgamated Section)—President, F. Platt, Joyce Road, P.O., Collingwood, B.C.; Secretary, John Muirhead, 2572 Monmouth Avenue, Collingwood, B.C. Meets first and third Fridays of each month at 2572 Monmouth Avenue, Collingwood.

Chilliwack.

Maintenance-of-way Employees, No. 31, International Brotherhood of—President, G. Johnson, Mount Lehman, B.C.; Secretary, P. F. Creik, P.O. Box 102. Meets third Saturday of January, April, July, and October at Chilliwack.

Cranbrook.

Locomotive Engineers, No. 563, Brotherhood of—President, G. M. Barney, Cranbrook; Secretary, H. J. Brock, Cranbrook. Meets on alternate Mondays at Cranbrook.

Locomotive Firemen & Enginemen, No. 559, Brotherhood of—President, George Morrison, Cranbrook; Secretary, M. H. Johns, Cranbrook. Meets at Maple Hall, Cranbrook.

Maintenance-of-way Employees, No. 229, International Brotherhood of—President, George C. Brown, P.O. Box 739; Secretary, C. Fransen, P.O. Box 45, Moyie, B.C. Meets every three months at Cranbrook.

Railroad Trainmen, No. 585, Brotherhood of—President, R. W. Leonard, Cranbrook, B.C.; Secretary, P. C. Hartnell, P.O. Box 865, Cranbrook, B.C. Meets every Sunday at 19.30 o'clock at Maple Hall.

Railway Carmen of America, No. 173, Brotherhood of—President, J. Lawrie, 204 Dewar Avenue; Secretary, W. J. Lawrie, 204 Dewar Avenue. Meets second and fourth Wednesdays of each month at Maple Hall.

Railway Conductors, No. 407, Order of—President, J. Jackson, Cranbrook; Secretary, D. Hopkins, Cranbrook. Meets second and fourth Sundays at 1.30 p.m. at Maple Hall.

Barbers' International Union of America, No. 632, Journeyman—President, F. E. South, Cranbrook; Secretary, A. H. Bullock, Cranbrook. Meets last Monday of each month at A. H. Bullock's Barber Shop.

Corbin.

Mine Workers of America, No. 2877, United—Secretary, C. Scarpelli, Corbin, B.C. Meets at Corbin.

Cumberland.

Mine Workers of America, No. 2299, United—President, David Rees, Cumberland; Secretary, John Macmillan, Cumberland. Meets alternate Sundays of each month at United Mine Workers' Hall.

Duncan.

Maintenance-of-way Employees, No. 5330, International Brotherhood of—President, W. H. Smith, Parksville, B.C.; Secretary, H. W. McKenzie, Duncan, B.C. Meets every three months at Duncan.

Fernie.

Brewery and Soft Drink Workers, No. 308, International Union of the United—President, A. M. Peterson, Fernie; Secretary, D. M. Rae, P.O. Box 1071, Fernie. No meetings; out of business.

Mine Workers of America, No. 2314, United—President, William Hunter, Fernie; Secretary, Hy. Martin, P.O. Drawer 829. Meets every other Friday night at Miners' Union Hall.

Teamsters, Chauffeurs, Stablemen & Helpers of America, No. 141, International Brotherhood of—President, J. Hebb, Fernie; Secretary, E. Patterson, P.O. Box 681, Fernie. Meets at Andrews' Hall.

Golden.

Maintenance-of-way Employees, No. 165, International Union of—President, C. Gotfridson, P.O. Box 56; Secretary, William Johnson, P.O. Box 125. Meets at Golden, B.C.

Hedley.

Mine, Mill & Smelter Workers, No. 161, International Union of—President, John Hancock, N.P. Mine, Hedley; Secretary, William A. Smith, N.P. Mine, Hedley. Meets second Wednesday of each month at N.P. Mine, and also Hedley Town.

Hole-in-the-Wall.

Telegraphers' Union of America, No. 53, Commercial (Dominion Government Telegraphs Division)—President, C. W. Mitchell, Hazelton, B.C.; Secretary, C. W. Mitchell, Hazelton, B.C. All business done by mail and wire.

Ioco.

Oil Refinery Workers' Union, No. 15977—President, E. C. Whitlaw, Ioco, B.C.; Secretary, Patrick Johnson, Ioco, B.C. Meets first and third Tuesdays of each month at Canadian Order of Chosen Friends' Hall.

Kamloops.

Locomotive Engineers, No. 821, Brotherhood of—President, H. B. McDonald, P.O. Box 753; Secretary, F. E. Brown, P.O. Box 753. Meets first and third Wednesdays of each month at Orange Hall.

Locomotive Engineers, No. 855, Brotherhood of—President, George H. Purvis, Kamloops; Secretary, M. R. Lewis, P.O. Box 95. Meets at Kamloops.

Railroad Trainmen, No. 519, Brotherhood of—President, S. W. Best; Secretary, Vernon H. Mott, P.O. Box 734. Meets first and third Sundays of each month at I.O.O.F. Hall, 113 Main Street.

Railway Carmen of America, No. 148, Brotherhood of—President, O. E. Klemmer, P.O. Box 256; Secretary, John Clarke, P.O. Box 776. Meets fourth Thursday of each month at Orange Hall.

Railway Conductors of America, No. 611, Order of—President, Charles Todd; Secretary, R. C. Woods, P.O. Box 715. Meets second and fourth Sundays at Orange Hall.

Locomotive Firemen & Enginemen, No. 258, Brotherhood of—President, B. Goddard, Kamloops, B.C.; Secretary, H. Elliott, P.O. Box 380, Kamloops, B.C. Meets second and fourth Wednesdays of each month at Orange Hall.

Kimberley.

Mine, Mill & Smelter Workers' Union, No. 100—President, Fred Bidder, Kimberley, B.C.; Secretary, A. J. Neuman, Kimberley, B.C. Meets at Sullivan Mine, Kimberley, B.C.

Ladysmith.

Mine Workers of America, No. 2388, United—President, John Ledward, Ladysmith; Secretary, George Hoggan, Ladysmith. Meets second and fourth Saturday evenings of each month at United Mine Workers' Hall.

Lucerne.

Maintenance-of-way Employees & Railway Shop Labourers, No. 15, United Brotherhood of—President, Ed. Murphy, Hinton, Alta; Secretary, T. Tostenson, Boulder, via Kamloops. Meets first Sunday in January, April, July, and October.

Michel.

Mine Workers of America, No. 2334, United—President, Joseph Mangles, Michel, B.C.; Secretary, Henry Beard, Michel, B.C. Meets at Michel Hall.

Moyie.

Mine, Mill & Smelter Workers' Union, No. 71, International—President, Roy Burch, Moyie,

B.C.; Secretary, George D. Garden, P.O. Box 47. Meets every Monday at Conrad Hall.

Nanaimo.

Mine Workers of America, No. 2155, United—President, James Turner, Brechin, near Nanaimo; Secretary, Robert Mossey, P.O. Box 628. Meets every Sunday night at Foresters' Hall.

Typographical Union, No. 337, International—President, J. J. Begg, Free Press Office; Secretary, F. C. Gilbert, P.O. Box 476. Meetings held at call of President.

Nelson.

Barbers' International Union, No. 196, Journeymen—President, Eli Sutcliffe, Nelson, B.C.; Secretary, Lorne McCullough, P.O. Box 894. Meets third Thursday of each month at 505 Baker Street.

Carpenters & Joiners of America, No. 524, United Brotherhood of — President, D. G. Moses, Nelson, B.C.; Secretary, G. H. Fraser, P.O. Box 254. Meets at Labour Temple.

Locomotive Engineers, No. 579, Brotherhood of—President, J. Simmons, 203 Silica Street; Secretary, J. Cross, P.O. Box 805. Meets at K. of P. Hall.

Locomotive Firemen & Enginemen, No. 631, Brotherhood of — President, George Turner, P.O. Box 1084; Secretary, Stanley Smith, P.O. Box 1084. Meets at I.O.O.F. Hall.

Maintenance-of-way Employees, No. 181, International Brotherhood of — President, F. R. McCharles, P.O. Box 776; Secretary, F. Gustafson, P.O. Box 265. Meets at Nelson.

Mine, Mill & Smelter Workers' Union, No. 96, International—President, Emil Peterson, Ainsworth, B.C.; Secretary, Marcus Martin, Nelson. Meets 15th and last of each month at Nelson, Ainsworth, and Riondel.

Railway Carmen of America, Brotherhood of, Division 98—President, A. F. Austin, Box 967; Secretary, Wm. Bartholomew, Box 1187. Meets second and fourth Thursdays at Annable Block, Nelson.

Railroad Trainmen, No. 558, Brotherhood of—President, C. J. Wright, 822 Baker Street; Secretary, A. Kirley, 820 Carbonate Street. Meets at Trades and Labour Council Rooms.

Railway Conductors, No. 460, Order of—President, A. B. Hall, Nelson; Secretary, H. L. Genest, P.O. Box 216. Meets second Sunday of each month at Nelson.

Typographical Union, No. 340, International—President, Edward D. Baker, P.O. Box 746; Secretary, Vernon Chapman, P.O. Box 1155. Meets last Sunday afternoon of each month at Labour Hall.

New Westminster.

Barbers' International Union, No. 573—President, George Halverson, 33 Eighth Street; Secretary, W. H. Parlett, 714 Columbia Street. Meets second and fourth Wednesdays of each month at Labour Temple.

Brewery and Soft Drink Workers of America, No. 286, International Union of the United—President, E. J. Holbrook, 214 Keary Street East; Secretary, James A. Munday, 334 Columbia Street East. Meets first Monday of each month at 334 Columbia Street East.

Cigarmakers' International Union of America, No. 486—President, Lewis Witt, 406 Agnes Street; Secretary, James F. Feeney, 312 Ninth Street. Meets first Wednesday of each month at Labour Temple.

Civic Employees' Association—President, Frank Higham, 222 Sandringham Avenue; Secretary, Thomas Wood, 310 Hospital Street. Meets first and third Tuesdays of each month at Labour Temple.

Postal Employees, Federation of Western—President, H. Broughton, 1102 Eighth Avenue; Secretary, William Taylor, 1428 Tenth Avenue. Meets second Wednesday of each month at Boy Scout Rooms.

Railway Carmen of America, No. 280—President, W. L. Aitcheson, Central Park; Secretary, A. H. Mitchell, 212 Fifth Avenue. Meets fourth Tuesday of each month at Labour Temple.

Railway Employees of America, No. 134, Amalgamated Association of Street and Electric—President, R. P. Jameson, 520 Eighth Street; Secretary, Robert Bell, 1038 Hamilton Street. Meets second and fourth Tuesdays of each month at Labour Temple.

Retail Clerks' Protective Association, No. 1306—President, George Blake, 906 St. Andrews Street; Secretary, S. Johnson, 304 Eighth Avenue. Meets second and fourth Fridays of each month at Labour Temple.

Typographical Union, No. 632, International—President, H. S. Walsh, P.O. Box 1024; Secretary, R. A. Stoney, P.O. Box 1024. Meets first Sunday of each month at Labour Temple.

Phoenix.

Mine, Mill & Smelter Workers, No. 8, International Union of—President, Fred Graham, Phoenix; Secretary, J. E. Goddard, P.O. Box 288. Meets every Thursday at Union Hall.

Powell River.

Papermakers, No. 142, International Brotherhood of—President, Grady Pickett, Powell River; Secretary, William Hutchinson, Powell River. Meets at Central Hall.

Pulp, Sulphite & Paper Mill Workers, No. 76, International Brotherhood of—President, D. Gillis, 14 River Side; Secretary, C. Hill, 18 River Side. Meets first and third Sundays of each month at Powell River.

Prince Rupert.

Boilermakers, Iron Shipbuilders & Helpers, No. 146, International Brotherhood of—President, John Harris, P.O. Box 494; Secretary, E. G. Cragg, P.O. Box 464. Meets first and third Thursdays of each month at Carpenters' Hall.

Carpenters & Joiners of America, No. 1735, United Brotherhood of — President, W. E. Thompson, P.O. Box 694; Secretary, Stanley Doiron, P.O. Box 694. Meets first and third Wednesdays of each month at Carpenters' Hall, cor. Eighth and Fraser Streets.

Electrical Workers, No. 344, International Brotherhood of—President, L. Dalton, P.O. Box 457; Secretary, A. B. Love, P.O. Box 457. Meets at Carpenters' Hall.

Locomotive Engineers, No. 111, Brotherhood of—President, J. R. McIntyre, Prince Rupert; Sec-

retary, F. V. Foster, P.O. Box 474. Meets at Prince Rupert.

Longshoremen's Association, No. 38-41, International—President, Nicholas Madsen, P.O. Box 531; Secretary, William A. Pilford, P.O. Box 531. Meets every Monday at Longshoremen's Hall.

Machinists, No. 207, International Association of —President, Joe Tracey, Prince Rupert; Secretary, C. N. Poole, P.O. Box 54. Meets second Thursday and fourth Wednesdays at Carpenters' Hall.

Maintenance-of-way Employees & Railway Shop Labourers, No. 335, International Brotherhood of—President, H. B. Tames, Inverness P.O., via G.T.P. Rly.; Secretary, Patrick O'Brien, Usk, B.C., via G.T.P. Rly. Meets third Sunday every other month at Prince Rupert.

Mine, Mill & Smelter Workers, No. 97, International Union of—President, Ralph Bretters, P.O. Box 425; Secretary, A. H. MacLeod, P.O. Box 425. Meets second and fourth Fridays of each month at Exchange Block.

Railway Carmen of America, No. 426, Order of—President, William Duff, Prince Rupert, B.C.; Secretary, L. C. Eby, P.O. Box 597. Meets second Tuesday of each month at Carpenters' Hall.

Railroad Trainmen, No. 869, Brotherhood of—President, A. Greenhalgh, P.O. Box 12; Secretary, H. H. Oleson, P.O. Box 12. Meets at Railwaymen's Hall.

Steam & Operating Engineers, No. 510, International Union of—President, George Rudderham, Prince Rupert; Secretary, F. W. Chandler, Prince Rupert. Meets at Carpenters' Hall.

Typographical Union, No. 413—President, Charles Kemp, c/o McRae Bros., Prince Rupert; Secretary, S. D. Macdonald, P.O. Box 268, Prince Rupert. Meets last Thursday in month at Union Hall.

Retail Clerks' International Protective Association—President, Cyril Westaway, Prince Rupert; Secretary, Harry Zeffert, Box 667, Prince Rupert. Meets first and third Mondays at Carpenters' Hall.

Prince George.

Locomotive Engineers, No. 843, Brotherhood of—President, C. H. Guile, Prince George; Secretary, J. G. Bartle, Prince George. Meets second and fourth Sundays of each month at 2 p.m. at Rogers' Hall.

Locomotive Firemen & Enginemen, No. 827, Brotherhood of—President, George W. Taylor, Prince George; Secretary, F. Armstrong, Prince George. Meets first and third Sundays of each month at Prince George.

Maintenance-of-way Employees, No. 202, International Brotherhood of—President, D. O'Connell, Rider, B.C.; Secretary, A. S. Martin, Loos, B.C. Meets at Prince George.

Railway Conductors, No. 620, Order of—President, L. P. Chase, Prince George; Secretary, J. E. Parihal, Prince George. Meets at Prince George.

Railroad Employees, No. 28, Canadian Brotherhood of—President, Richard Allen, P.O. Box 207; Secretary, George Tapping, P.O. Box 109. Meets first and third Tuesdays of each month at Prince George.

Revelstoke.

Blacksmiths, No. 407, International Brotherhood of—President, James Mathie, Third Street; Secretary, James M. Goble, P.O. 283. Meets at Selkirk Hall.

Boilermakers and Iron Shipbuilders and Helpers of America, No. 446, International Brotherhood of—President, T. McMillan, Second Street; Secretary, D. S. Bell, P.O. Box 115. Meets third Saturday of each month at Selkirk Hall.

Locomotive Engineers, No. 657, Brotherhood of—President, W. Tomlinson, Revelstoke; Secretary, J. P. Puvis, P.O. Box 27. Meets first and third Wednesdays at Revelstoke.

Machinists, No. 258, International Association of—President, Robert Miller, P.O. Box 234; Secretary, Dugald Bell, P.O. Box 234. Meets at Smyth's Hall.

Maintenance-of-way Employees, No. 208, International Brotherhood of—President, J. Alliffe, Revelstoke; Secretary, A. Blackberg, Revelstoke. No definite meeting night.

Railway Trainmen, No. 51, Brotherhood of — President, W. Maxwell, Revelstoke; Secretary, W. J. McDonald, P.O. Box 511. Meets first Sunday at 14 o'clock and third Monday at 20 o'clock at Smyth's Hall.

Railway Carmen of America, No. 481, Brotherhood of—President, A. Watt, Revelstoke; Secretary, H. Parsons, Revelstoke. Meets third Tuesday of each month at Smyth's Hall.

Railway Conductors, No. 487, Order of—President, B. Van Horne, Revelstoke; Secretary, R. McDonald, Revelstoke. Meets at Smyth's Hall.

Rossland.

Teamsters, Chauffeurs, Stablemen & Helpers, No. 364, International Brotherhood of—President, Robert Morrow, Rossland, B.C.; Secretary, Samuel Reed, Rossland. Meets every other Friday of each month at Miners' Union Hall.

Salmon Arm.

Maintenance-of-way Employees, No. 193, International Brotherhood of—President, A. E. Boyde, Pritchard, B.C.; Secretary, C. G. Andrews, P.O. Box 49, Notch Hill. Meets at Finn Hall, Salmon Arm, at the call of the Chair.

Sandon.

Mine, Mill & Smelter Workers, No. 81, International Union of—President, C. F. McMillan, Sandon; Secretary, James Mack Bootes, Sandon, B.C. Meets at Sandon.

Silverton.

Mine, Mill & Smelter Workers, No. 95, International Union of—President, Harry Isnor, Silverton; Secretary, T. B. Roberts, Silverton. Meets every Thursday at Silverton Miners' Hall.

Smithers.

Maintenance-of-way Employees, No. 340, International Brotherhood of—President, H. J. Johnston, Tinigal, via Burns Lake; Secretary, F. O. Miller, P.O. Box "B," Telkwa. Meets every three months at Smithers.

Trail.

Carpenters & Joiners of America, No. 285, United Brotherhood of—President, John Young, Trail, B.C.; Secretary, H. Bell, Trail, B.C. Meets at Union Hall.

Machinists, No. 763, International Association of—President, H. A. Johnston, Trail, B.C.; Secretary, Alex Balfour, P.O. Box 114. Meets at Miners' Union Hall.

Mine, Mill & Smelter Workers, No. 105, International Union of—President, A. E. Butler, Trail, B.C.; Secretary, P. J. Bolam, P.O. Box 26. Meets at Union Hall.

Vancouver.

Bakers' Union, No. 179—President, Harry Leeworthy, 3240 Pender Street East; Secretary, J. W. Keivell, Room 212, Labour Temple. Meets second and fourth Saturdays of each month at Labour Temple.

Bakery Salesmen's Union, No. 371—President, Frank Ayling, Labour Temple; Secretary, Archie Granger, 1782 Fourth Avenue West. Meets second Monday of each month at Labour Temple.

Barbers' International Union, No. 120, Journeymen—President, C. C. Heritt, 71 Hastings Street East; Secretary, S. H. Grant, 320 Cambie Street. Meets second and last Tuesdays of each month at Labour Temple.

Blacksmiths and Helpers, International Brotherhood of, Victoria, Vancouver, and New Westminster—President, J. K. Russell, 667 Hornby Street, Vancouver, B.C.; Secretary, Chas. C. Rouse, 202 Labour Temple, Vancouver, B.C. Meets first and third Saturdays of each month at Labour Temple, Vancouver.

Boilermakers and Iron Shipbuilders and Helpers, No. 194—President, M. A. McEachern, 212 Labour Temple; Secretary, A. Fraser, 212 Labour Temple. Meets every Monday at Labour Temple.

Bookbinders, International Brotherhood of, No. 105—President, R. D. Willoughby, 2110 Semlin Drive; Secretary, J. F. McConnell, 1044 Pacific Street. Meets third Wednesday at Labour Temple.

Boot and Shoe Workers' Union, No. 505—President, John Hardy, 1359 Pender Street West; Secretary, William Elvin, P.O. Box 1057. Meets first Tuesday of each month at Labour Temple.

Bricklayers and Masons, International Union, No. 1—President, C. F. Smith, 4316 Union Street; Secretary, William S. Dagnall, 1244 Twentieth Avenue East. Meets second and fourth Wednesdays of each month at Labour Temple.

Bridge and Structural Iron Workers, No. 97, International Association of—President, James Hastings, P.O. Box 1196; Secretary, Roy Massecar, Room 218, Labour Temple. Meets second and fourth Mondays of each month at Labour Temple.

B.C. Loggers' Union—President, none; Secretary, E. Winch, 61 Cordova Street West. Meets second and fourth Sundays of each month.

Carpenters and Joiners of America, No. 617, United Brotherhood of—President, Murdock McKenzie, 5032 Elgin Street, South Vancouver; Secretary, J. R. Campbell, 124 Twentieth Street West, North Vancouver. Meets second and fourth Mondays of each month at Labour Temple.

Carpenters and Joiners of America, No. 2647, United Brotherhood of (Amalgamated Section)—President, J. G. Smith, 1927 Thirtieth Avenue East; Secretary, W. Taylor, McKay P.O., B.C. Meets second and fourth Tuesdays of each month.

Carpenters and Joiners, No. 1803, United Brotherhood of (Shipwrights, Joiners, Boat Builders & Millmen)—President, J. H. Nixon, 1107 Sophia Street; Secretary, H. A. McDonald, 73 Twenty-fourth Avenue West. Meets second and fourth Thursdays of each month at Labour Temple.

Carpenters and Joiners, No. 1958, United Brotherhood of (Mill and Factory Woodworkers)—President, J. F. Gibbons, 2283 Eighth Avenue West; Secretary, P. A. Evans, 1030 Robson Street. Meets second and fourth Fridays of each month at Labour Temple.

Caulkers' Union, No. 1621—President, A. McSween, North Vancouver; Secretary, M. McDonald, 536 Eighteenth Avenue East. Meets second and third Thursdays of each month at Labour Temple.

Cigarmakers' International Union of America, No. 367—President, Gabe Thomas, 418 Georgia Street West; Secretary, R. J. Craig, 36 Kootenay Street. Meets first Tuesday of each month at Labour Temple.

City Hall Employees—President, Hector Urquhart, 1145 Semlin Drive; Secretary, H. R. Simmers, 2216 Fourth Avenue West. Meets first and third Fridays of each month at Labour Temple.

Civic Employees' Federal Union, No. 28—President, James White, 3344 Inverness Street; Secretary, George Harrison, 1335 Woodland Drive. Meets first and third Fridays of each month at Labour Temple.

Deep Sea Fishermen's Union of the Pacific—President, Russell Kearley, 437 Gore Avenue; Business Agent, Russell Kearley, 437 Gore Avenue. Meets every Tuesday at 437 Gore Avenue.

Dominion Express Employees' Union, No. 15, Brotherhood of—President, J. McDonald, 529 Ninth Street, New Westminster; Secretary, W. F. Alton, 2466 York Street, Vancouver, B.C. Meets first Wednesday and third Sunday of each month at Labour Temple.

Electrical Workers, No. 213, International Brotherhood of—President, H. Burns, 1162 Powell Street; Secretary, W. Foulkes, Labour Temple. Meets every Monday at Labour Temple.

Engineers, Amalgamated Society of, No. 992—President, Thos. Fender, 612 Victoria Drive; Secretary, Chas. Hadaway, 2287 Eighth Avenue West. Meets second and fourth Mondays of each month at Labour Temple.

Fire Fighters' Union, No. 18—President, Charles P. Watson, No. 3 Fire Hall; Secretary, George J. Richardson, No. 1 Fire Hall. Meets first week in each month at Labour Temple.

Granite Cutters' International Association of America—President, George Fordyce, 150 Twenty-eighth Avenue East; Secretary, George Robertson, 936 Granville Street. Meets third Friday of each month at Labour Temple.

Garment Workers of America, No. 160, United—President, Miss Helena Guttridge, 210 Labour Temple; Secretary, Mrs. A. Hawksworth, 3516 Fleming Street, South Vancouver. Meets first Thursday of each month at Labour Temple.

Home Workers' League—President, Mrs. C. M. King, 159 Hastings Street East.; Secretary, Miss M. Jarrett, 1958 Barclay Street. Meets first Tuesday and third Thursday of each month at Room 201, Labour Temple.

Hotel and Restaurant Employees' International Alliance, No. 28—President, Harry E. Wood, 4282 Welywen Street; Secretary, Wm. Mackenzie, 209 Labour Temple. Meets first and third Wednesdays of each month at Labour Temple.

Jewellery Workers' International Union, No. 42—President, W. A. Holmes, Colonial Apartments, Burrard Street; Secretary, D. J. Snell, 916 Dunsmuir Street. Meets second and fourth Fridays of each month at Labour Temple.

Laundry Workers' Union, No. 37—President, J. W. Little, 1162 Eleventh Avenue East; Secretary, Ernest Levy, 116 Alberni Street. Meets every Wednesday at Labour Temple.

Locomotive Engineers, No. 320, Brotherhood of—Chief Engineer, A. E. Solloway; Secretary, A. E. Solloway, 1157 Harwood Street. Meets second Tuesday evening and fourth Tuesday afternoon of each month at I.O.O.F. Hall.

Locomotive Firemen & Enginemen, No. 656, Brotherhood of—President, John C. McRae, 904 Davie Street; Secretary, R. A. Burnet, 34 Thirteenth Avenue East. Meets first and third Tuesdays of each month at Labour Temple.

Machinists, No. 182, International Association of—President, A. Donaldson, 211 Labour Temple; Secretary, James H. McVety, 211 Labour Temple. Meets second and fourth Tuesdays of each month at Labour Temple.

Machinists, No. 720, International Association of (Automobile Lodge)—President, George Eustes, 519 Salisbury Drive; Secretary, R. W. Youngash, 2142 Second Avenue West. Meets first and third Mondays of each month at Labour Temple.

Machinists, No. 777, International Association of—President, C. Edward, Labour Temple; Secretary, W. Wareham, Labour Temple. Meets second and fourth Tuesdays of each month at Labour Temple.

Maintenance-of-way Employees, No. 167, International Brotherhood of—President John T. Stewart, 2267 Seventh Avenue West; Secretary, A. D. McDonald, 559 Howe Street. Meets third Thursday of each month at Labour Temple.

Marine Firemen and Oilers' Union—President, Thomas Baldie, Hotel Europe; Secretary, Thomas Scott, 258 Hastings Street East. Meets first and third Tuesdays of each month at Labour Temple.

Meat Cutters and Butchers' Union, No. 643—President, H. E. Wills, 3248 Twenty-eighth Avenue East; Secretary, Thomas W. Anderson, 431 Seventh Avenue East. Meets first and third Tuesdays of each month at Labour Temple.

Moulders' Union of North America, No. 281, International—President, James Wilson, 22 Dufferin Street East; Secretary, John Brown, 638 Broadway West. Meets first and third Fridays of each month at Labour Temple.

Moving Picture Operators' Union, No. 348—President, A. O. Hanson, St. Helen's Rooms, Granville Street; Secretary, A. Corriveau, Labour Temple. Meets first Sunday of each month at Labour Temple.

Musicians' Mutual Protective Union, No. 145, A.F. of M.—President, Fred R. Weaver, 305 Labour Temple; Secretary, Edward A. Jamieson, 305 Labour Temple. Meets second Sunday of each month at Labour Temple.

Painters, Decorators & Paperhangers of America, No. 138, Brotherhood of—President, H. Grand, 303 Labour Temple; Secretary, Samuel Gould, 2149 Georgia Street East. Meets every Thursday at Labour Temple.

Pattern Makers' Association—President, J. Bamforth, 2543 Euclid Avenue, Collingwood East; Secretary, E. Westmoreland, 3247 Point Grey Road. Meets second and fourth Mondays of each month at Labour Hall.

Pile Drivers and Wooden Bridgemen, Derricks & Riggers, No. 156—President, B. Reid, P.O. Box 320; Secretary, W. F. Ironsides, P.O. Box 320. Meets every Friday at Labour Temple.

Plasterers' International Union, No. 89, Operative—President, William Daeron, 65 Eighth Avenue East; Secretary, John Williamson, 1073 Twenty-eighth Avenue East. Meets first Wednesday of each month at Labour Temple.

Plumbers and Steamfitters of America, No. 170, United Association of—President, F. W. Welch, P.O. Box 1131; Secretary, W. Vincent, P.O. Box 1131. Meets second and fourth Fridays of each month at Labour Temple.

Policemen's Union, No. 12—President, D. Mitchell, 3142 Twentieth Avenue East; Secretary, Thos. Noble, 356 Eighteenth Avenue East. Meets first and third Mondays of each month at Labour Temple.

Postal Employees, Western Federation of—President, Fred Knowels, 252 Twenty-second Avenue East; Secretary, G. E. James, 1639 Woodland Drive. Meets third Friday of each month at Labour Temple.

Printing Pressmen and Assistants' Union, No. 69, International—President, Frank P. Lacey, 1250 Seventeenth Avenue East; Secretary, E. B. Stephenson, P.O. Box 894. Meets second Tuesday of each month at Labour Temple.

Railroad Employees, No. 59, Canadian Brotherhood of—President, A. N. Lowes, 5260 Sherbrooke Street; Secretary, Charles Bird, 2030 Union Street. Meets second Sunday at 3 p.m. and fourth Tuesday of each month at 8 p.m. at Labour Temple.

Railroad Trainmen, No. 144, Brotherhood of—President, C. A. Mitchell, 1198 Eleventh Avenue East; Secretary, D. A. Munroe, 636 Broadway East. Meets first Tuesday at 7.30 p.m. and third Sunday at 2 p.m. of each month at I.O.O.F. Hall, corner Pender and Hamilton Streets.

Railway Clerks, No. 626, Brotherhood of—President, Ernest Gibson, 106 Victoria Drive; Secretary, David G. McMartin, 1058 Comox Street. Meets at Labour Temple (no regular meeting nights).

Railway Conductors, No. 267, Order of—President, L. A. S. Machin, 1350 Walnut Street,

Kitsilano; Secretary, J. B. Physick, 1156 Thurlow Street. Meets fourth Thursday of each month at O'Brien's Hall.

Railway Employees of America, No. 101, Pioneer Division, Amalgamated Association of Street and Electric—President, W. H. Cottrell, 4308 Dumfries Street; Secretary, A. V. Lofting, 2561 Trinity Street. Meets second and fourth Wednesdays of each month at Labour Temple.

Retail Clerks' International Protective Association, No. 279 — President, O. L. Bowman, Hardly P.O.; Secretary, Ernest F. Ray, 139 Thirty-ninth Avenue West. Meets first and third Tuesdays of each month at Eagle Hall.

Sailors' Union of the Pacific (Seamen's Union of America) — President, Andrew Furuseth, 59 Clay Street, San Francisco, Cal.; Secretary, W. G. Millard, 58 Powell Street. Meets every Monday at 58 Powell Street.

Sheet Metal Workers, International Union of, Local No. 280—President, J. Douglass; Secretary, R. Ferrie, 4192 Windsor Street, South Vancouver. Meets second and fourth Thursday of each month at Labour Temple.

Shipyards Labourers, Riggers & Fasteners' Union, No. 38A-3, I.L.A.—President, John Sully, Eighth Avenue W.; Secretary, W. Lee, Labour Temple. Meets second and fourth Friday of each month at Labour Temple.

Soft Drink Dispensers' Union, No. 676—President, Frank McCann, 3451 Fleming Street; Secretary, Wm. Mottishaw, P.O. Box 424. Meets first Sunday at 2.30 p.m. and third Sunday at 8 p.m. of each month at Labour Temple.

Stationary Firemen & Oilers & Gas Workers, No. 289, International Brotherhood of—President, John W. Friend, cor. Fifty-first and Main Street, South Vacnouver; Secretary, Arthur Watson, 1261 Twenty-eighth Avenue East. Meets second and fourth Wednesdays of each month at Labour Temple.

Steam Shovel and Dredgemen, No. 62, International Brotherhood of—President, Dan Clark, Aldergrove, B.C.; Secretary, Charles Ferree, 203 Carrall Street. Meets first Sunday of each month at Labour Temple.

Steam and Operating Engineers, No. 620, International Union of—President, J. R. Flynn, 810 Moodie Street; Secretary, W. A. Alexander, 216 Labour Temple. Meets every Monday at Labour Temple.

Stereotypers and Electrotypers' Union of North America, No. 88, International (Victoria and Vancouver)—President, Chris. Horne Word, 595 Kingsway, Vancouver; Secretary, Charles J. Crook, 952 Hornby Street, Vancouver. Meets second Monday of each month at Labour Temple, Vancouver.

Stewards' Union, B.C. Coast—President, Percy Scott, 901 Davie Street; Secretary, W. R. Field, 529 Richards Street. Meetings arranged for convenience of ships in port.

Tailors' Union of America, No. 178, Journeymen—President, A. R. Gatenby, P.O. Box 503; Secretary, W. W. Hocken, P.O. Box 503. Meets first Monday of each month at Labour Temple.

Teamsters, Chauffeurs, Stablemen & Helpers, No. 655, International Brotherhood of—President, William Brown, Labour Temple; Secretary, Bert Schowler, 587 Homer Street. Meets first and third Wednesdays of each month at Labour Temple.

Telegraphers' Union of America, No. 63, Commercial—President, Thomas O'Connor, P.O. Box 432; Secretary, W. D. Brine, P.O. Box 432. Meets second of each month at Labour Temple.

Telephone Operators' Organization of B.C., No. 29—President, Mrs. M. Smirl, 1972 Whyte Street; Secretary, Mrs. Ruth Lloyd, Suite 5, 1446 Fifth Avenue West. Meets third Thursday of each month at O'Brien's Hall, Homer Street.

Tile Layers and Helpers' International Union, No. 62—President, Fred Pringle, 1364 Hornby Street; Secretary, T. H. Abercrombie, St. Regis Rooms, 712 Richard Street. Meets first Wednesday of each month at Labour Temple.

Typographical Union, No. 226, International—President, R. G. Marshall, P.O. Box 66; Secretary, H. Neelands, P.O. Box 66. Meets last Sunday of each month at Labour Temple.

Upholsterers and Trimmers' Union—President, R. Forsyth, 4583 Windsor Street; Secretary, H. Dungate, 1037 St. George's Avenue, North Vancouver. Meets second and fourth Monday of each month at Labour Temple.

United Warehousemen's Association (Vancouver and New Westminster)—President, John Shaw, 250 Twenty-second Avenue East; Secretary, A. R. Robertson, 587 Homer Street. Meets first and third Fridays of each month at Labour Temple.

Wood Wire and Metal Lathers, No. 207—President, Sam White; Secretary, William C. McKenzie, 315 Holden Building. Meets first and third Thursdays of each month at Labour Temple.

Sawmill Filers and Sawyers' Association—President, John F. Murphy, 1342 Sixth Avenue West; Secretary, George Gray, 1638 First Avenue East. Meets second Sunday of each month at 2.30 p.m. in Labour Temple.

Telephone Operators' Organization, No. 77A—President, Miss J. Trotter, 350 Tenth Avenue East; Secretary, Miss E. McLean, 7431 Hamilton Street. Meets first and third Mondays of each month at Room 207 Labour Temple.

Victoria.

Barbers' International Union, No. 372, Journeymen—President, J. L. Blakeman, 1322 Government Street; Secretary, George W. Woods, 1307 Government Street. Meets fourth Monday of each month at Tighe & Wheeler's Hall.

Blacksmiths and Helpers, No. 312, International Brotherhood of—President, Sidney T. Mitchell, 853 Church Road; Secretary, F. Morrison, 2740 Avebury Avenue. Meets first and third Wednesdays of each month at Foresters' Hall.

Boilermakers and Iron Shipbuilders, No. 191, International Brotherhood of America—President, T. Moir, 3414 Bethune Avenue; Secretary, Alex. Stewart, 538 Fraser Street, Esquimalt. Meets second and fourth Tuesdays of each month at Labour Temple.

Bookbinders, No. 147, International Brotherhood of—President, George Low, General Delivery; Secretary, John W. Gorle, General Delivery. Meets fourth Friday of each month at Knights of Columbus Hall.

Brewery and Soft Drink Workers of America, No. 280, International Union of United—President, E. Orr, 12 Sims Avenue; Secretary, W. E. Bryan, 2642 Scott Avenue. Meets second Thursday of each month at Labour Temple.

Bricklayers and Masons' International Union, No. 2—President, John Floyd, 2409 Douglas Street; Secretary, Alex. Riach, 2399 Florence Street. Meets second Monday of each month at K. of P. Hall.

Bridge, Structural & Ornamental Iron Workers & Pile Drivers, No. 185, International Association—President, T. Collins, P.O. Box 236; Secretary, A. M. Davies, P.O. Box 236. Meets every other Wednesday of each month at Labour Temple.

Carpenters and Joiners, No. 1848, United Brotherhood of—President, William Lambie, Labour Temple; Secretary, A. Jacques, Labour Temple. Meets second and fourth Mondays of each month at Labour Temple.

Carpenters and Joiners, No. 2004, United Brotherhood of—President, W. M. Clark, 3243 Seaton Road; Secretary, Wesley Sidwell, 2627 Quadra Street. Meets first and third Mondays of each month at Labour Temple.

Carpenters and Joiners, No. 2651, United Brotherhood of (Amalgamated Section)—President, H. Starkey, P.O. Box 770, Labour Temple; Secretary, Joe Ley, P.O. Box 770, Labour Temple. Meets second and fourth Thursdays of each month at Labour Temple.

Carpenters and Joiners, No. 1598, United Brotherhood of (Ship Carpenters, Caulkers, Joiners, Boat Builders & Millmen)—President, Alex. McLellan, 628 McPherson Avenue; Secretary, Dan McLellan, 670 Pine Street. Meets first and third Mondays of each month at Labour Temple.

Cigarmakers' International Union of America, No. 211—President, J. Martin, 576 Johnston Street; Secretary, G. Roabe, 813 Cormorant Street. No meetings now; business poor.

Civic Employees' Protective Association, No. 50—President, J. Beyers, City Hall; Secretary, W. Wright, City Hall. Meets second Wednesday of each month at Labour Temple.

Cooks, Waiters & Waitresses' Union, No. 459—President, Alfred Hoskyns, P.O. Box 14; Secretary, William H. Hatcher, P.O. Box 14. Meets first Tuesday at 3 p.m. and third Tuesday at 8.15 p.m. at Tighe & Wheeler's Hall.

Electrical Workers, No. 230, International Brotherhood of—President, A. H. Barnes, Belmont Avenue; Secretary, W. Reid, 2736 Asquith Street. Meets every Monday night at Labour Temple.

Fire Fighters' Union—President, Sam Henry, No. 8 Fire Hall; Secretary, Herb. Medley, 315 St. James Street. Meets first day of each month at Headquarters.

Garment Workers of America, No. 219, United—President, Mrs. Milln, 1058 Monterey Avenue, Oak Bay; Secretary, Amy Warburton, 2533 Grahame Street. Meets first Thursday of each month at A.O.F. Hall.

Longshoremen's Association, No. 38-46, International (Riggers and Stevedores)—President, J. Taylor, K. of P. Hall; Secretary, Frank Varney, 2107 Blanshard Street. Meets first and third Thursdays of each month at Longshoremen's Hall.

Machinists, No. 456, International Association of—President, C. Palliser, 923 Selkirk Avenue; Secretary, H. G. Horne, 622 Burleith. Meets first and third Thursdays of each month at Labour Temple.

Metal Workers' International Alliance, No. 134, Amalgamated Sheet—President, George Cameron, Collison Street; Secretary, George Kreakling, 1539 Wilmot Place. Meets third Thursday of each month at Labour Temple.

Moulders' Union of North America, No. 144, International—President, W. Neil; Secretary, James Dakers, P.O. Box 127. Meets second Wednesday of each month at Labour Temple.

Musicians' Mutual Protective Union, No. 247—President, S. G. Peele, 1241 Oxford Street; Secretary, A. E. Greenwood, 1135 Hilda Street. Meets first Sunday of each month at Labour Temple.

Painters, Decorators & Paperhangers of America, No. 5, Brotherhood of—President, A. E. Sellick, 2808 Rock Bay Avenue; Secretary, James Beckett, 2211 Sayward Street. Meets first and third Mondays of each month at Labour Temple.

Plumbers and Steamfitters of America, No. 324, United Association of—President, J. W. Fox, Marigold P.O.; Secretary, J. L. Taunton, 422 Parry Street. Meets second and fourth Tuesdays of each month at Labour Temple.

Postal Employees, Federation of Western—President, G. Pretty, 2326 Howard Street; Secretary, J. White, 939 Pandora Avenue. Meeting nights now being arranged.

Printing Pressmen and Assistants' Union, No. 79, International—President, Robert Malcolm, 1405 Grant Street; Secretary, William Neil, 2928 Blackwood Street. Meets every other Monday at Labour Temple.

Railroad Trainmen, No. 613, Brotherhood of—President, W. R. Fletcher, Metropolis Hotel; Secretary, F. W. Dibbs, 845 Devonshire Road. Meets second Tuesday and last Friday of each month at Foresters' Hall, Broad Street.

Railway Carmen of America, No. 50, Brotherhood of—President, A. J. Clunk, 506 Wilson Street; Secretary, J. Work, Russell Street, Victoria West. Meets third Tuesday of each month at the Labour Hall.

Railway Employees of America, No. 109, Amalgamated Association of Street and Electric—President, R. W. Munn, 2349 Clark Street; Secretary, P. C. Wallace, 1020 Empress Avenue. Meets first Tuesday at 10 a.m. and third Tuesday at 7 p.m. of each month at Hall, cor. Broad and Yates Street.

Retail Clerks' International Protective Association, No. 604—President, James Talbot, 1737 Bank Street; Secretary, W. B. Christopher, 634 Speed Avenue. Meets first and third Thursdays of each month at Odd Fellows' Hall.

Seamen's Union, International (Sailors' Union of the Pacific)—Business Agent, J. Etchells, 1424 Government Street.

Stage Employees, No. 168, International Alliance of Theatrical—President, Harry Marsh, 1053 North Park Street; Secretary, L. D. Foxgord, 1463 Bay Street. Meets first Sunday of each month at Labour Temple.

Steam and Operating Engineers, No. 446, International Union of—President, A. C. Pike, 122 Cambridge Street; Secretary, H. Huby, P.O. Box 92. Meets second and fourth Tuesdays of each month at Labour Temple.

Shipyards Labourers, Riggers & Fasteners, No. 38A-6—President, George Schofield, 749 Pandora Avenue; Secretary, Charles Wylie, Labour Temple. Meets second and fourth Tuesdays of each month at Labour Temple.

Stonecutters' Association of North America, Journeymen—President, William McKay, P.O. Box 507; Secretary, J. Barlow, P.O. Box 507. Meets second Tuesday of each month at K. of P. Hall.

Tailors' Union, No. 142, Journeymen—President, James Gardner, Cecelia Street; Secretary, E. Christopher, P.O. Box 387. Meets first Tuesday of each month at 1314 Douglas Street.

Teamsters, Chauffeurs, Stablemen & Helpers, No. 365, International Brotherhood of—President, L. Smith, Erie Street; Secretary, J. Bowcott, 1510 Blanshard Street. Meets first and third Mondays of each month at Labour Temple.

Typographical Union, No. 201, International—President, W. H. Ozard, 3066 Albany Street; Secretary, Felix Forneri, 1770 Denman Street. Meets last Sunday of each month at K. of C. Hall, Fort Street.

Upholsterers and Trimmers' International Union of North America, No. 25—President, W. A. Hurd, 1220 North Park Street; Secretary, F. W. Jenkins, 858 Fleming Street. Meets second and fourth Mondays of each month at Labour Temple.

Vernon.

Typographical Union, No. 541, International—President, George Truxler, P.O. Box 5; Secretary, W. B. Hilliard, P.O. Box 541. Meets at Vernon, B.C.

Wellington.

Mine Workers of America, No. 872, United—President, James Bateman, South Wellington; Secretary, William Macdonald, South Wellington. Meets first Sunday in each month at 3.30 p.m. in Richards' Hall.

MARINE ASSOCIATIONS.

Victoria.

Merchant Service Guild, Canadian—Vice-President, Pilot W. H. Whiteley, 311 Union Bank Building; Secretary, T. H. Brown, 311 Union Bank Building. Meets second Monday of each month at 311 Union Bank Building.

Marine Engineers, No. 6, National Association of—President, Alfred W. Greaves, 410 Union Bank Building; Secretary, Alexander McNiven, 410 Union Bank Building. Meets at 410 Union Bank Building; no regular night.

Vancouver.

Merchant Service Guild, Canadian—President, Captain C. W. Wearmouth, Rogers Building; Secretary, Andrew Goodlad, Rogers Building. Meets first Tuesday and third Thursday of each month at Rogers Building.

Marine Engineers' Council—President, Lorne A. McAlpine, 884 Bute Street; Secretary, E. Read, 407 Hastings West. Meets every Friday evening during November, December, January, March, and April; second and fourth Fridays during May, June, July, August, September, and October, at Room No. 10 Jones Building.

PROVINCIAL GOVERNMENT FREE EMPLOYMENT BUREAU VANCOUVER.

The system of Provincial Government Free Employment Bureaus was inaugurated by the opening, on July 24th, of the first of these offices at 140 Cordova Street West, Vancouver, in charge of Mr. W. S. Dickson. The institution has proved itself to be popular, both with employers and those seeking work, right from the outset, its services being made use of in a steadily increasing ratio as its establishment and the scope of its activities became more widely known.

From September the system of co-ordination with other Provincial offices throughout the Dominion was introduced in accordance with the agreement entered into with the Dominion Department of Labour. Records are now kept in a manner uniform with those of the various offices throughout the Dominion, and by the interchange of information thus obtained the problem of unemployment is studied and dealt with in the most comprehensive manner possible. So far as may be judged from the brief experience available of the working of this system, it promises to be one of the most efficient means of dealing with the difficulties of the labour situation.

As the result of conditions consequent upon the termination of hostilities, many of the local industries have considerably reduced their staffs. This, added to the return of our soldier citizens from active service, has brought about an unbalanced state of affairs in the ranks of labour of all classes. At the close of the year there was a pronounced surplus of workers. There were not wanting signs, however, that this condition would not continue in an aggravated form. Both public bodies and private enterprises have announced their intentions of immediately proceeding with projects of expansion which will in no small measure relieve the pressing need of the hour. Whilst it is not possible to estimate, even approximately, the number of presently unemployed workers who will be thus absorbed, it is confidently expected that the work thus provided will reduce the most trying period to one of short duration.

Immediately following is given an analysis of the work carried out by the office since its inception. The figures will demonstrate the useful part which the Bureau has played in the polity of the Province. Separate figures are given of the number of returned soldiers assisted in procuring employment through the medium of the Bureau. The particulars of the salaries and wages paid by the employers in all cases where help has been furnished will, it is hoped, be of interest to sociological and other observers.

TABLE No. 1.—TABLE SHOWING THE CLASSIFICATION ACCORDING TO THE VARIOUS KINDS OF OCCUPATION OF THE APPLICATIONS FROM EMPLOYERS FOR HELP AND THE POSITIONS FILLED SINCE THE INSTALLATION IN SEPTEMBER OF THE CO-ORDINATION SYSTEM OF KEEPING RECORDS.

Occupation.	No. of Men asked for by Employer.	No. of Men Furnished by Bureau.	Average Pay for Regular Work.
Axemen	59	52	50 cents per hour.
Blacksmith	4	4	60 cents per hour.
Boiler-makers	20	9	68 cents per hour.
Boiler-makers' helpers	2	1	50 cents per hour.
Brass-finishers	1	1	Arranged.
Caretakers	18	17	$70 per month and apartment.
Carpenters	79	67	67½ cents per hour.
Carpenters' helpers	40	34	50 cents per hour.
Cooks	25	25	$85 per month.
Dairymen	2	2	Arranged.
Deck-hands	41	36	$70 per month.
Drillers	2	1	$8 per day.
Electricians	3	3	75 cents per hour.
Engineers, stationary	16	15	75 cents per hour.
Engineers, marine	6	6	67½ cents per hour.
Farmers	12	11	$70 per month.
Firemen, stationary	11	7	$4 per day and board.
Firemen, marine	29	25	$75 per month and board.
Fitters	12	9	75 cents per hour.
Flunkies (city)	6	4	$65 per month and board.
Flunkies, marine	28	28	$40 per month and board.
Gardeners	6	..	$3.50 per day.
Gas engineers	2	1	$5 per day and board.
Game wardens	6	6	$5 per day.
Handymen	15	14	50 cents per hour.
Laundry-workers	4	2	$30 per week.
Machinists	29	18	$6 per day.
Machinists' helpers	2	1	60 cents per hour.
Miners	6	6	50 cents per hour.
Orderlies	82	82	$60 per month and board.
Paper-hangers	2	2	Arranged.
Painters	5	5	42½ cents per hour.
Pipe-fitters	12	12	68 cents per hour.
Plasterers	3	3	$4 per day.
Plumbers	3	1	67½ cents per hour.
Shipper	1	1	$75 per month.
Seaman (mates)	7	7	$95 per month.
Storkeepers	1	1	$75 per month and board.
Swampers	55	55	50 cents per hour.
Teamsters	18	18	$4 per day and board.
Tie-makers	40	40	16 to 18 cents per tie.
Warehousemen	2	2	$100 per month.
Watchman	4	4	$75 per month.
Miscellaneous	16	13	60 cents per hour.
Labourers	1,523	1,333	50 cents per hour.
Clerical Workers.			
Book-keepers	1	1	$75 to $150 per month.
Clerk	1	1	$80 per month.
Hotel clerks	2	2	$75 per month, room and board
Salesman	6	4	Arranged.
Sawmill-men.			
Edgerman	1	1	$6.75 per day.
Millwrights	38	25	67½ cents per hour.
Planerman	1	1	$6 to $8 per day.
Sawyers	3	1	$150 per month and board.
Lumbermen.			
Head loader	1	1	$8 per day and board.
Hook-tender	1	1	$7.50 per day and board.

TABLE No. 1—*Concluded.*

Occupation.	No. of Men asked for by Employer.	No. of Men Furnished by Bureau.	Average Pay for Regular Work.
Lumbermen—Concluded.			
Blacksmiths	2	2	$140 per month and board.
Blacksmiths' helpers	2	2	$5 per day.
Boom-men	3	2	50 cents per hour.
Buckers	13	8	$5.50 per day.
Bull cooks	3	3	$60 per month and board.
Chasers	2	..	$6 per day.
Chokermen	16	8	$6 per day.
Donkey engineers	4	4	$130 per month and board.
Donkey fireman	1	1	Arranged.
Fellers	32	26	$6.50 per day.
Flunkies	8	8	$75 per month and board.
Rigging-slingers	18	7	$6.50 per day.
Sawyers	3	3	$8 per day.
Signalman	1	1	$4.50 per day.
Setter	1	1	$6 per day.
Railroad-work.			
Bridgemen	55	42	$5 per day.
Car-repairers	6	6	$5 per day.
Extra gang foreman	1	1	$5 per day.
Extra labourers	125	125	45 cents per hour.
Locomotive engineer	1	1	58 cents per hour.
Sectionmen	32	32	40 cents per hour.
Section foreman	1	1	52½ cents per hour.
Stationmen	88	88	50 cents per hour.
Totals	2,733	2,394	

TABLE No. 2—TABLE SHOWING THE TOTAL NUMBER OF APPLICATIONS FOR HELP RECEIVED FROM EMPLOYERS, OF THE POSITIONS FILLED, AND OF APPLICANTS FOR WORK UNPLACED, MONTH BY MONTH, SINCE THE OPENING OF THE BUREAU.

Month, 1918.	Applications from Employers for Help.	Positions filled.	Applicants for Work Unplaced.
August	669	452	392
September	851	659	231
October	927	724	256
November	973	744	430
December	570	534	352
Totals	3,990	3,113	1,659

NOTE.—In connection with the above tables, it must be explained that Table No. 1, wherein the applications for help and positions filled are classified according to the various kinds of occupation, only accounts for the results obtained since the installation of the co-ordination system in September. During the first six or seven weeks such detailed records were not kept, as it was not thought expedient to incur the expense of putting in a system of cards, books, etc., which would at an early date have to be discarded.

In Table No. 2 it will be noted that a surplus of "Applicants for work unplaced" is shown. In this number are men to whom the wages or other circumstances connected with positions offered did not appeal, and also men applying for a particular form of work in which there were no vacancies. The figures for the last two weeks in December respectively were very considerably affected by large gangs supplied for the Canadian Northern Railway in Sooke District in the one case and the Dominion Public Works Department on the pipe-line at William Head in the other.

Up to December 31st 773 returned soldiers had applied to the Bureau for assistance in procuring employment. Of these, 618 were placed; of the 155 unplaced, the following are the main groups: 8 applying for work as stationary engineers; 12 applying for work as extra gang railroad labourers; 13 applying for work as watchmen; 23 applying for work as carpenters; 60 applying for work as labourers.

STRIKES IN BRITISH COLUMBIA DURING 1918.

JANUARY.

Canadian Collieries (Dunsmuir), Ltd., Union Bay.—The machinists, blacksmiths, moulders, carpenters, and their helpers and outside labourers employed by the company at Union Bay, and numbering about twenty-seven, made a demand, towards the latter part of January, that they be paid time and a half instead of straight time for overtime work. The employers demurred and the men came out on strike. Through the intervention of the Deputy Minister of Labour, who persuaded both parties to submit to a local arbitration, the men returned to work after being out one day. Later the men asked the Dominion Government for a Conciliation Board under the "Industrial Disputes Investigation Act," which was granted, and Mr. Justice Eberts was appointed Chairman, assisted by Thos. R. Stockett as nominee of the employers and Joseph Naylor representing the men. A majority of the Board recommended that the increase be not given. The report is dated June 4th, 1918.

MARCH.

Shipyard Strike, all Coast Points.—Following protracted negotiations between the representatives of organized labour and the employers in the ship-building industry with the object of having the scale of wages fixed by the United States Macey Board apply to ship-building plants in this Province, a Commission was appointed by the Dominion Government, acting on the advice of the Department, to go into the whole question. The Commission sat under the Chairmanship of Mr. Justice Murphy, and assumed two functions: (1) To give decisions on the various points at issue, and (2) to make recommendations with a view of stabilizing labour conditions in the ship-building industry in British Columbia for the period of the war. The men demanded that: (1) They were entitled to an all-round 10-per-cent. increase in the wages then being paid in wooden and steel ship-building yards; (2) that the differentiation which then existed in the yards as between men classed as house-carpenters and those classed as ship-carpenters was unjust and should be abolished; (3) that ordinary labourers should be paid $4 per day; and (4) that an agreement should be entered into between the Imperial Munitions Board and organized labour. Other matters before the Board were: (1) The question of the shortage of caulkers and the attitude of the Caulkers' Union with regard thereto; (2) the efficiency of organized labour; (3) as to whether the night shift should receive an increase over the rates paid to the day shift; and (4) as to the position of the machine-shops which had contracts to supply material to the shipyards in the event of wages being increased.

The Commission, after a lengthy review of the circumstances, found that the men in the wooden shipyards were entitled to a 10-per-cent. increase provided they worked a 48-hour week, except during June, July, and August, and provided they accept the ruling in the Macey award as to carpenters and labourers; in other words, provided carpenters should work three months in the yards at the house-carpenters' rate of $4.50 per day before being entitled to the full rate of $6 per day awarded ship-carpenters. The Commission recommended that common labourers be paid $3.85 per day provided they worked a 48-hour week, and further turned down the proposal of the Metal Trades Council with regard to the agreement which it was proposed should be entered into between organized labour and the Imperial Munitions Board, on the ground that the money contributed to the munitions industry was raised by taxes on the people of Canada generally, and there should be no interference with the unrestricted right of any individual to obtain employment, which would be the case were the agreement to be entered into as it provided for a "closed shop." With regard to the additional 10 per cent. for the night shift, the Commission found that the men were entitled to it, but suggested that where the shift was of five hours' duration the increase should be only 5 per cent. The Commission was unanimous in its decision that organized labour in British Columbia was as efficient as any on the Coast. Other recommendations were made covering the adjustment of wages in the future to the cost of living, etc., and provided for the classification of new grades of labour. The finding of the Board was not acceptable to the men, and following numerous ballots in the unions embraced by the

Metal Trades Council a strike was called on May 23rd, whereby about 5,000 men quit work. The strike lasted until June 4th, when it was settled through the mediation of Senator Robertson, who was successful in prevailing upon both the employers and the men to accept an agreement, the main features of which were that the week should be forty-four hours in place of the forty-eight hour week established by the Murphy Commission; that quarterly revisions of the scale of wages should be made and the same adjusted to meet the cost of living; the establishment of shop committees composed of representatives of the men and the employers for the settlement of grievances arising in the yards; the settling of a scale of wages covering all grades of work in shipyards. The Boilermakers' and Electrical Workers' Unions respectively were not parties to the Robertson agreement.

APRIL.

Freight-handlers, C.P.R., Vancouver.—On April 4th the freight-handlers at the freight-sheds of the C.P.R., Vancouver, struck work in protest against the dismissal of one of their number. They also wished to have a definite arrangement with the company along similar lines to that obtaining at Calgary and Winnipeg. On the 5th they resumed work as the result of direct negotiation between the company and the union officials.

Employees of "White Lunch," Victoria.—The employees at this restaurant, members of the Cooks and Waiters' Union, being refused their demand for an eight-hour instead of a ten-hour day, came out on strike on April 16th. On the 18th work was resumed as the result of the employers conceding the demand. About fifteen persons were affected.

Civic Employees, Vancouver.—The outside employees of the City of Vancouver having presented a demand for increase of wages varying from 75 cents to $1 per day, which the Council refused to grant, a strike involving about 300 men was the result. The strike started on April 27th. After it had lasted a week the Council conceded the demands of the men, and the following rates were established: Waterworks labourers, $4.25 per day; maintenance-men, $4 per day; construction-men, $4.25 per day; teamsters, $4.50 per day; with eight-hour day and forty-four-hour week.

MAY.

Machinists, Victoria.—The machinists employed at the engineering and ship-building plants in Victoria went out on May 1st to enforce their demand for an increase in wages from 68⅝ cents to 82½ cents per hour. About 200 men were affected. The dispute was settled, together with other matters affecting shipyard labour, by the Robertson agreement, full notation as to which will be found in the notice of the shipyard strike.

Electricians, Coughlan's Yard, Vancouver.—About forty men quit work to enforce their demand for an increase in wages from $5.25 to $6 per day without the sanction of the Metal Trades Council. In response to the representations of the union officials they resumed work on May 9th after being out about a week.

Fish-packers, Prince Rupert.—The fish-packers who had gone on strike to enforce their demand for an increase in wages from 50 cents to 62½ cents per hour resumed work on May 10th and accepted a compromise of 60 cents per hour offered by the employers.

JUNE.

Boiler-makers, Victoria.—One hundred boiler-makers at the Victoria Machinery Depot struck on June 14th in support of their demand that they be paid extra for working on the night shift. The strike was settled by direct negotiation between the parties, resulting in the conceding of the demands of the men.

Bakers, Vancouver.—A strike involving about thirty men was the result of the employers turning down the men's demand for an increase in wages and a reduction of hours from nine to eight per day. The strike commenced on the evening of June 17th and was settled by negotiation between the parties on July 28th, when the masters conceded the demands of the employees.

JULY.

Employees of the British Columbia Electric Railway and the Employees of the Western Power Company.—This strike, which involved the employees of the above companies on the street-cars and at the power-houses at Vancouver, Victoria, and New Westminster—in all about 1,350 men—began on July 1st. It had for its object the securing for the men of an eight-hour

day and an increase in wages. At the time the strike began there was sitting in Vancouver a Conciliation Board appointed under the provisions of the "Industrial Disputes Investigation Act," which, however, the men ignored. Work was resumed on July 11th as the result of direct negotiations between the men and the companies, whereby the men secured the advances asked for and the eight-hour day.

Pulp, Sulphite, and Paper-mill Workers, Powell River.—The men engaged at the works of Powell River Company, Limited, numbering about 450, struck on July 2nd to enforce their demands for a raise in wages of 5 cents per hour, a written agreement embodying same, and a "closed shop." The strike terminated on July 5th, a compromise being accepted whereby the men secured the raise asked.

Truckmen, Warehousemen, and Machinemen, Brackman-Ker's, Victoria.—The above-mentioned employees, numbering about twenty-five, who had been working a ten-hour day at 36 cents per hour, presented a demand to their employers for an increase to 40 cents and a nine-hour day. The firm conceded the reduction in hours, but offered a compromise of 38 per cent. The men went out on strike on the morning of the 4th to enforce their demands. The Deputy Minister of Labour was successful in arranging a conference between the representatives of the men and the firm, at which he was present, and the result of which was that the demands of the men were conceded in full. Work was resumed on the morning of the 5th.

Miners and Smeltermen, Anyox.—About 2,000 men went on strike on July 20th to enforce their demand for an increase in wages. After being out about two weeks work was resumed as the result of satisfactory negotiations carried on between the men and the employers.

Postal Clerks, etc.—In company with the letter-carriers throughout the Dominion, those of British Columbia went out on strike on July 22nd to enforce their demand for increased wages and the payment of certain bonuses which had been voted by Parliament but not yet paid. In some of the cities the postal clerks joined in the movement. On July 31st the men in the Western points returned to work on the understanding that their grievances would be immediately inquired into by the Civil Service Commission.

Steam and Operating Engineers, Province-wide.—The steam and operating engineers throughout the Province went on strike to enforce their demands for increased wages and shorter hours. With regard to hours, the principal demand of the men was for the establishment of an eight-hour day. After protracted negotiations carried on between the representatives of the men and of the employers, a settlement was reached upon terms favourable to the men in a number of cases, although it did not concede all their demands.

August.

Painters, Vancouver.—Strike commenced on August 1st, involving about 150 men, to enforce their demand for increased wages. The strike was settled by direct negotiation between the parties, as a result of which the increase was granted and work resumed on August 15th.

Chambermaids and Waiters, Vancouver Hotel, Vancouver.—This strike, involving about fifty hands, was called on August 1st for the purpose of enforcing the demands of the employees to increased wages. After about a week's duration the strike was settled as the result of negotiation between the parties, whereby partial increases in wages were given.

Millmen and Factory-workers, Vancouver.—About 150 men went on strike on August 1st to enforce their demand for increased wages and shorter hours. A compromise was accepted and work resumed on August 13th, the basis of settlement being that the men accepted from 50 cents to 55 cents instead of 50 cents to 65½ cents originally asked for a nine-hour day instead of an eight-hour day as demanded. Saturday afternoon was conceded the men, with time and a half if they worked. The eight-hour question will be arbitrated by a Board which is to commence its sittings on February 1st.

Carpenters, Vancouver.—A strike involving about 300 men began on August 1st to enforce demand of carpenters for the standardization of carpenters' wages whether working in or outside of shipyards. This meant an increase in wages from $5.50 to $6.60 per day. A compromise was effected and work resumed on August 12th.

All Trades, Vancouver.—A strike of twenty-four hours was called on August 3rd in all trades in Vancouver as a protest against the shooting of Albert Goodwin, a draft-evader, by Dominion Constable Campbell. In the face of pronounced adverse public opinion the strike collapsed after lasting a few hours.

Masters and Mates, Coasting Steamers.—The masters and mates of all coasting passenger and freight steamships and tugs resigned their positions on August 24th to enforce their demand for recognition of the Canadian Merchant Service Guild and for increased wages. As a result of the strike the coasting services were completely tied up for four days. A Royal Commission having been appointed by the Dominion Government to go into the whole of the question, work was resumed at 1 a.m. on the 28th.

SEPTEMBER.

Dominion Express Employees, Vancouver.—Part of a Dominion-wide movement to obtain an increase in wages in place of the system of war bonus in force in the company's service and for the recognition of the union. Work was resumed on September 14th after four days' cessation. The demand for recognition of union was withdrawn and an increase of 35 per cent. in wages granted in place of the bonus.

Victoria Civic Firemen.—On October 1st the members of the City Fire Brigade went on strike to support their demands for the reinstatement of the Chief of the Brigade, who had been dismissed by the Council; the introduction of the double-platoon system; and the adjustment of the wage-scale to conform to that of Vancouver. After the strike had lasted thirty-three hours the men returned to work on October 3rd, when the Council, acting upon the recommendation of a special joint committee appointed to go into the matter, reinstated the Chief and referred the whole matter of the double-platoon system and wage-adjustment to a joint committee of members of the Council, representatives of the men, and officials of organized labour—the latter in advisory capacities only.

Garbagemen, Victoria.—On October 18th twenty-six men engaged in this work by the City of Victoria went on strike to enforce their demand for higher wages. After the strike had lasted four days the demands of the men were acceded to, wages being raised from $3.75 to $4 per day, whilst one truck-driver was raised from $99 to $110 per month. Work was resumed on the 22nd.

NOVEMBER.

Laundry-workers, Vancouver.—About 300 laundry-workers in Vancouver went out on strike on September 9th to enforce their demands for increased wages and recognition of union conditions. Immediately it was apparent that a speedy settlement would not be effected by direct negotiations between the employers and the union officials, the Deputy Minister proceeded to Vancouver and placed his services as mediator at the disposal of the opposing interests. Numerous conferences were held with both the employees and the employers and several propositions and counter-propositions submitted, none of which was accepted. At intervals during the course of the strike the proprietors of some of the laundries made attempts to run their plants with the assistance of strike-breakers, and disturbances resulted. Still further attempts were made by the Department to bring about a settlement, which culminated in the following proposition on the part of the employers:—

October 8th, 1918.

J. D. McNiven, Esq.,
Deputy Minister of Labour, Vancouver, B.C.

DEAR SIR,—With further reference to the laundry-workers' strike and our conference with you this morning, we beg to state through yourself that we are prepared to adopt the scale of wages submitted to us by the workers this morning, with the exception that the drivers will be paid commission on collections as heretofore, and that piece-workers will be paid on the basis of the present price-list, with a minimum of $15 per week.

We are still prepared to reinstate union workers in the various laundries as their services may be required, with the exception of those who may have been convicted of offences.

We are also prepared to enter into an agreement with the laundry-workers giving effect to these proposals, but under no consideration shall we entertain the closed-shop principle. As far as these questions are concerned, this is positively final.

Yours respectfully,

VANCOUVER LAUNDRY OWNERS.

Per W. L. DAVID."

At a subsequent conference with the employees this proposal was submitted to them by the Deputy Minister, but was not accepted.

During the further continuance of the strike an inquiry was held by the Minimum Wage Board into the laundry industry of the Province in accordance with the "Minimum Wage Act." Following upon the recommendation of the conference called in connection with that inquiry, a minimum wage for women workers in the laundries of the Province was fixed at $13.50 per week. This was $1.50 per week in excess of the demands of the strikers in Vancouver.

Eventually, after it had lasted sixteen weeks, the strike collapsed and the employees went back to work on the terms offered them by the employers in their letter of October 8th, quoted above, as modified by the order of the Minimum Wage Board referred to. Work was resumed at the beginning of the New Year.

Moulders, Vancouver.—Moulders in Vancouver to the number of about 150 struck work on the morning of November 22nd for the purpose of enforcing their demand for an increase in wages from $6 to $6.60 per diem. They contended that they were not parties to the Robertson agreement which terminated the ship-yard strike, and refused to be bound by the terms thereof. On December 12th work was resumed following a conference between the representatives of the employers and the men, at which the men agreed to withdraw their demands and return to work at the scale of wages which came into force on December 1st for machinists. There were seven or eight shops in Vancouver, North Vancouver, and New Westminster which were affected by the strike.

December.

Shipyard Employees, Coughlan's Shipyard, Vancouver.—A strike of about 3,000, the employees at the above yard, was the result of the firm's refusal to reinstate a returned soldier engaged as a blacksmith in the yard and who had been discharged. After the strike had lasted a week the man was reinstated and work resumed.

CONCILIATION.

As will be noted in that part of the report which deals with the various strikes during 1918, agreement between conflicting interests has on several occasions been effected directly through the intervention of the Department. The policy of the Department has been to offer its services in the capacity of mediator whenever it was apparent that a deadlock had been reached in direct negotiations. On such occasions moderation with justice has been the key-note of the Department's recommendations, and it is gratifying to be able to record much success in dealing with such situations, with resultant re-establishment of mutual goodwill and respect between employer and employee at the termination of the several disputes.

On other occasions the Department has actively intervened to avert a threatened strike. For example, during the course of events which led up to the unsatisfactory state of affairs in the ship-building industry in the early months of the year, and which culminated in a threatened general strike in this vitally important work, the Department maintained close touch with the situation and with the Dominion Department of Labour. When the crisis seemed eminent in February, the following telegrams were sent to the Department of Labour in Ottawa:—

February 21st, 1918.

F. A. Acland,
Department of Labour, Ottawa.

After consultation with Metal Trades Council at Victoria and Vancouver I have reached the conclusion that unless the Imperial Munitions Board concedes the ten per cent. demanded a strike cannot be averted on March first. Men refuse to arbitrate this matter, claiming they had a distinct understanding with Mr. Buchart that scale finally agreed upon for Pacific Coast would be paid by Board. That they had not accepted the first award of the U.S. Wage Adjustment Board as final, but continued to work under protest until final decision was reached. Believe they have some grounds for this contention, and will mail you to-morrow from Victoria correspondence on this matter, together with copy minimum-wage scale and agreement submitted to employers to become effective March first. Situation looks very serious. Going to Victoria to-night.

J. D. McNIVEN.

February 26th, 1918.

F. A. Acland,
Deputy Minister of Labour, Ottawa.

After thorough canvass of strike situation am satisfied there will be general suspension of work on March first. Believe this should be averted if at all possible, and with that object in view would recommend that Commission be appointed to-morrow notwithstanding previous refusal of men to accept. To-morrow is mentioned in order to afford persons named on Commission time to get in touch with men and request suspension of strike order and grant time for investigation and decision on merits of demand. Gordon J. Kelly, President of Vancouver Trades and Labour Council, would be acceptable to labour men as member of Commission, and believe no objection would be raised to Judge Murphy as Chairman. If Imperial Munitions Board would suggest third member and establishment of Commission is announced to-morrow, believe crisis may be averted or at least deferred. Scope of Commission should be broad enough to include all claims and matters in dispute. If strike occurs, dispute will be eventually referred to Commission; therefore think it preferable that work should proceed while Commission investigates.

J. D. McNIVEN.

That the authorities at Ottawa should be fully apprised of the gravity of the situation and the necessity for immediate action the following message was sent by the Hon. the Minister of Labour to the Dominion Minister of Labour:—

February 26th, 1918.

Hon. T. W. Crother,
Minister of Labour, Ottawa.

Regard situation shipyards strike serious. Strongly urge that suggestion offered you by Deputy Minister McNiven as to Commission be acted upon without delay. This Government glad to co-operate in any way towards solution of difficulty.

J. W. de B. FARRIS,
Minister of Labour.

As the result of the above telegrams the Commission was appointed under the Chairmanship of Mr. Justice Murphy, and throughout its sittings work in the shipyards was continued.

When the Commission had brought down its award containing the unpopular forty-eight-hour week stipulation, the situation was again clearly placed before the Dominion authorities by the following telegram, in which the immediate appointment of some adjusting authority with full power to act was urged:—

May 9th, 1918.

F. A. Acland,
Deputy Minister of Labour, Ottawa.

All machinists in city still on strike and remain firm in demand for six-sixty, with not much likelihood of return to work until demands are conceded or whole shipyards scale finally agreed to by Metal Trades Council. That body is awaiting official information before taking definite action. Believe Judge Murphy's report and recommendations are generally acceptable, except that portion relating to forty-eight-hour week. Opinion amongst the men against this proposal is very pronounced and will likely precipitate a general shipyard and machine-shop strike if attempt at enforcement is made. It might be possible to avert this calamity by prompt appointment of proposed Adjustment Board with instructions to immediately deal with the matter. Will inform you of any new development locally.

J. D. MCNIVEN.

As set out in the report of the shipyard strike, the general cessation of work predicted in the above telegram eventually took place, and was settled by the intervention of the Department at Ottawa in the manner above indicated, the agreement effected by Senator Robertson being the outcome.

Miners in Slocan District.—In the early part of the year a dispute arose between the Miners' Union at Silverton and the employers as to the disposal of certain moneys deducted by the employers from the wages of the men for the purpose of defraying the cost of medical attention. The Workmen's Compensation Board being a third interested party further involved matters. The dispute threatening to cause a strike, the Department, at the request of the various parties, intervened to avert this if possible. Conferences were held with the representatives of the various interests concerned, which, whilst they did not result in the settlement of the matter in direct dispute, advanced the amicable discussion of the situation to a point which obviated the threatened cessation of work.

At the beginning of July the miners, through their union officials, presented a demand for an increase of 50 cents per day for every man employed in or about the mines; for a maximum working-day of eight hours for surface men; and for a closed shop with the check-off system. Failing these demands being complied with, a strike threatened. To avert this if possible the Deputy Minister again went to Silverton and was successful in bringing about an amicable settlement of the matters in dispute. From inquiries made upon the ground he found that ever since the camps had been established the men boarding at the boarding-houses maintained by the operators had been charged $1 per day. Under the unprecedented conditions caused by the war, the employers found it impossible to continue boarding the men at that rate.

After both sides had duly considered the various aspects of the case, a settlement was arrived at whereby the 50 cents per day increase was conceded, making the wages of miners, skilled labourers, and mechanics $5 per day, and of muckers $4.50. The employers were to charge $1.25 per day instead of $1 to such as boarded at the boarding-houses. This arrangement chiefly affected the unmarried workers. Those who were married and maintained their own homes got the full benefit of the 50-cent increase. The question of the closed shop was not pressed by the men in view of the above concessions. About 400 men were involved in the dispute.

Municipal Employees, Kamloops.—The Deputy Minister spent two days in Kamloops in the early part of June endeavouring to bring about an amicable understanding between the municipal authorities and the city employees, who wished to form a trade organization. Matters had, however, reached a stage that it was impossible to do anything, and the efforts of the Department were unavailing.

BERRY AND FRUIT PICKING, ETC.

To co-operate in the campaign for greater food production which was initiated throughout the Dominion, the Department of Labour made a special effort to cope with the shortage of labour in the agricultural and fruit-growing districts of the Province, caused by the enlistment of the men for service at the Front, by organizing and distributing such girls and women as were willing to undertake this class of work.

Arrangements were made with the Young Women's Christian Association of the Province, through Miss Gertrude M. Perry, Dominion Service Secretary of the National Council of that organization, whereby the association undertook the management of the registration and distribution of the above class of help, a special grant of $2,000 being set aside by the Legislature to defray the estimated expense of carrying on the plan.

Towards the end of March the Women's and Farmers' Institutes throughout the Province were communicated with by the Department; the scheme of co-operation with the Y.W.C.A. was fully explained, and the attention of all intending employers directed to the duty cast upon them of suitably providing for the comfort of the girls during their engagement and of paying them fair wages. A supply of special forms was sent to each of the institutes for distribution among such of their members as desired to bespeak workers, wherein the applicants were required to state the kind of work offered, what was supplied in the way of sleeping accommodation, the arrangements for serving meals, the wages, both time and piece, and the date when, and length of time for which, the assistance was required. At the same time another special circular was distributed through the various branches of the Y.W.C.A. amongst their members, and through them to such other girls and women as wished to undertake this class of work, which circular was accompanied by a registration card whereon the worker was asked to give particulars of when she could commence work and the length of time she could stay with it. This circularizing was supplemented by ample notice to both employers and workers through the medium of the press.

As a result of the above propaganda 1,586 workers registered with the Vancouver office of the Y.W.C.A., of whom 1,149 were placed as follows:—

Fraser Valley, picking, 659; general, 14	673
Kelowna, picking, 100; cannery, 145	245
Vernon, picking, 116; general, 2	118
Keremeos, picking, 38; general, 7; cannery, 22	67
Summerland, picking, 2; general, 6	8
Penticton, cannery, 5	5
Oyama, picking, 5	5
Peachland, picking, 2	2
Vancouver Island, picking, 26	26
Total	1,149

With the Victoria office 750 registered, of whom 658 were placed as follows:—

Fraser Valley, picking, 229	229
Penticton, picking, 6	6
Westbank, picking, 1	1
Summerland, picking, 5	5
Ewing's Landing, picking, 2	2
Naramata, picking, 6	6
Kelowna, picking, 16; cannery, 7	23
Vernon, picking, 30; general, 2	32
Okanagan Landing, picking, 1	1
Vancouver Island, picking, 350; general 3	353
Total	658

At the New Westminster office 228 registered, of whom 174 were placed as follows:—

Fraser Valley, picking, 109; general 1	110
Kelowna, picking, 16; cannery, 5; general, 1	22
Vernon, picking, 14	14
Keremeos, picking, 23; general, 3	26
Summerland, general, 2	2
Total	174

Summarizing, 2,564 were registered, of whom 1,981 were placed—1,756 as pickers, 184 in the canneries, and 41 as general farm help.

The reports received at the end of the season from the various employers are at one in commending the women and girls for the splendid manner in which they responded to the call made, and of the way in which they stayed with their work and undoubtedly saved the season's fruit and berry crops, the value of which is estimated to have been $2,200,000. A great deal might be said as to the determination shown by the workers in overcoming the difficulties resulting from inexperience in the work and the altered conditions of living, and special mention is certainly due to those who so courageously faced and endured the exquisite tortures of the mosquito-infested Fraser Valley. The determination of the women and girls of the Province to do their part was nowhere better shown nor more severely tested than in the last-mentioned district. Throughout the whole Province the patriotic manner in which our women and girls undertook the work of saving the crops will be remembered as one of the most inspiring incidents of the time of the Great War. They did their duty, and did it well.

Unfortunately, when we come to deal with the earnings and treatment of the workers, the summary is not so uniformly satisfactory. Although in the great majority of cases the girls spoke most highly of their employers in both above respects, in some—and they stood out the more distinctly by reason of the contrast—conditions were far from satisfactory. The main cause in bringing about this state of affairs was the overestimate made by the farmer of the number of helpers he would require. In a great many of the cases now being dealt with requisition was made for such a number of hands (in many instances more than double the number necessary) that, work as hard as they would, the girls were unable at piece-work rates to make their expenses, some even going behind. This particular phase of the question will be dealt with during the coming season, when it is hoped to arrange a system of remuneration which will guarantee a requisite minimum wage to the workers. During the coming season, also, particular attention will be given to the subjects of accommodation and food, and girls will not be sent to any point where matters are not satisfactory in both these respects. The reports of the past season from both the employers and the workers have been very completely gone into and will form the basis for the coming season's work.

The Department wishes to acknowledge in no uncertain manner the valuable and untiring services of Miss Perry, in charge of the Vancouver Branch of the Y.W.C.A. work. The able way in which she conducted the supervision of matters on the Mainland contributed very largely to the success which attended the undertaking. Similarly, for her splendid work on Vancouver Island, the thanks of the Department are extended to Miss Marlatt, of the Victoria Branch of the Y.W.C.A. Grateful acknowledgment is also made of the courteous assistance of the officials of the Ordnance Department at Vancouver and Esquimalt in lending tents and camp equipment, and to the press and Women's Institutes throughout the Province for their co-operation in making the aims of the Department clearly known to all interested. It is extremely gratifying to be able to record that in a work of such national importance no request made by the Department for co-operation or assistance was refused.

REPORT OF THE MINIMUM WAGE BOARD OF BRITISH COLUMBIA.

To the Honourable the Minister of Labour,
Province of British Columbia.

SIR,—We have the honour to present the first report of the Minimum Wage Board of British Columbia. Before entering into the activities of the Board, it may be of interest to note the development of public sentiment in British Columbia which finally culminated in a "Minimum Wage Act" (chap. 56, 1918, S.B.C.).

Owing to the popular belief that less than living wages were being paid women and girls in many occupations in British Columbia, sufficient representation was made in 1914 to a Provincial Commission on Labour to elicit comment in their report on the recommendation made to them at that time by the labour unions of New Westminster. The Commission—consisting of Messrs. H. G. Parsons, Golden (Chairman); A. M. Harper, Vancouver; J. S. McKelvie, Vernon; R. A. Stoney, New Westminster; John Jardine, Esquimalt—expressed themselves as not supporting the introduction of a minimum wage on the rather vague and indefinite basis then suggested, and as therefore unable to recommend the introduction of the blanket wage then proposed. These statements were apparently based upon opinion concerning, not the theory or principle of a minimum wage for women, but merely the rate and plan proposed. We cannot assume that it included any survey to ascertain the correctness of the current impression that women and girls were receiving inadequate wages.

Various organizations interested in social reform and social economics, principally those consisting of women, continued to discuss the theory of minimum wage for women and girls, and to pass resolutions endorsing the same. In 1917 a delegation approached the present Government urging the enactment of such legislation in this Province, supported as they were by the endorsation given the principle by nearly all public organizations, and supplied with definite information not only as to the theory of such wage, but facts as to the then prevalent labour conditions amongst women, the delegation was able to place convincing evidence before the Government of the need for the Act. The obvious trend of public sentiment in this direction and the fact that various members of the Government had advocated a reform of this nature upon the public platform brought matters to culmination, and the Bill was introduced as a Government measure and successfully piloted through the Legislative Assembly by Mrs. Ralph Smith, M.L.A., receiving assent April 23rd, 1918.

The advantages of the fixing of a minimum wage are not alone to the employee. Such wage is the fair employer's protection against the unfair employer, who otherwise is able to undersell his competitor by paying his workers starvation wages. The satisfied, contented employee is an important factor in industrial success. It requires no argument to prove that the woman worried by debt or harassed by the difficulty of making both ends meet cannot give good or efficient service. If no employer may pay his experienced workers less than a living wage, then the serious handicap is removed under which the employer with broader vision at present struggles. This might not be true if all underpaid labour meant inefficiency or incompetency. It does not. Some competent workers are totally lacking in the power to bargain, and it is this class that needs protection; the right-minded employer should be protected from the worker's lack of ability to successfully demand a proper wage from his grasping competitor and from the underselling of a commodity necessary to his business.

The business that cannot pay its employee a reasonable, living wage either has no legitimate existence and is parasitic, or the financial and business management is poor, and for this the employee is paying the price. In such case the employer, instead of improving his methods, is penalizing his employees.

The theory, then, of the minimum wage is that no person or class has a right to make money at the expense of the health or well-being of any other person or class, and the community has a right to be protected from economic conditions which cannot exist without the detriment to all.

The "Minimum Wage Act" of British Columbia (chapter 56, 1918) declares that the minimum wage shall be "adequate to supply the necessary cost of living." Elsewhere it defines "employee" as including every "female person who is in receipt of or entitled to any compensation for labour or services performed for any employer"; and the term "wages" shall include "any compensation for labour or services measured by time, piece, or otherwise."

Provision is made for administration by a Board of three persons, one of whom shall be the Deupty Minister of Labour, who shall be the Chairman. The Lieutenant-Governor in Council appoints the other two, and the law requires that one of these shall be a woman. On July 19th, 1918, the first Minimum Wage Board of British Columbia was appointed, consisting of J. D. McNiven, Esq., Deputy Minister of Labour and Chairman; Mrs. Helen Gregory MacGill, Judge of the Juvenile Court, Vancouver; and Thomas Mathews, Esq., of the Vancouver Board of School Trustees.

The purpose of the Act set forth in the last clauses of section 7, stating that the minimum wage should be "adequate to supply the necessary cost of living," is held to apply to female employees eighteen years of age or over, since by section 11 the Board is specifically empowered to determine for girls under eighteen both wages and conditions of labour, and is authorized to issue obligatory orders concerning the same.

The first formal meeting of the Board was held in Vancouver on August 1st, 1918. It was arranged that Mrs. MacGill act temporarily as Secretary (without salary) until a permanent officer should be required. At this meeting the Chairman submitted suggestions for forms of inquiry in regard to wage schedules being then paid, as authorized under section 5. Another form was prepared for employees, both forms to be sent out broadcast over the Province. The forms appended were finally decided upon, and were sent to employers in accordance with the duty of the Board as set forth in section 5. (*See* Appendix.)

The second form to be used for the purpose of ascertaining as accurately as possible the cost of living in various industries and occupations was to be distributed to employees; the returns made in connection with both forms, as stated on the form itself, to be held in strict confidence by the Board. (*See* Appendix.)

Many communications had been received already, urging the Board to take up the question of the wages paid girls and women employed in stores and shops. It was therefore resolved to deal with the mercantile occupations first and to investigate the wages paid.

To carry on such an investigation properly and obtain approximately accurate returns necessarily required a certain length of time, and hence in the eyes of the public seeming delay on the part of the Board.

The Minimum Wage Board of Washington State, known there as the "Industrial Welfare Commission," extended an invitation to the Minimum Wage Board of this Province to attend a War Emergency Conference to be held in Olympia, Washington, on August 28th and 29th, 1918. Owing to war conditions this Conference was unusually wide in scope, and the Board, realizing that conditions on the Coast are very similar, took advantage of this opportunity, particularly since it was plain that some time must elapse before the returns from the forms already printed and sent out could be secured and properly tabulated. The War Emergency Conference proved very illuminating, and the British Columbia Board wishes to acknowledge the courtesies offered upon that occasion. Office methods and records were demonstrated and matters of policy discussed. The Washington Commission has also supplied this Department with much literature and many printed forms, copies of orders, minutes, etc.

The Oregon Industrial Welfare Commission was next visited by the Chairman and the Secretary (Mr. Mathews being obliged to return to Vancouver). The very highly developed system of licences to minors and apprentices which had been evolved in the latter State was exhaustively explained, to which thanks are due to Mrs. Millie Trumbull, Secretary of the Oregon Board.

In San Francisco the methods of the California Industrial Welfare Commission were compared with those already visited and many hours spent in their office. This last Board, which is slightly different in constitution from that of British Columbia and Washington, carries on a very wide range of work, and many times is called upon to act as a Board of Arbitration in cases of industrial troubles and threatening strikes and lock-outs. Again, the British Columbia Board received many courtesies and much assistance, for which grateful acknowledgment is hereby offered.

The British Columbia Board met again in Vancouver on October 18th, and the Chairman reported that the returns from the replies already received showed that the wages paid in the mercantile industries frequently were not adequate, and that the minimum wage actually indicated by these reports was $4 a week.

The investigation justifying the calling of a public meeting as authorized by section 7 of the Act, the Chairman was empowered to notify all those interested that the first Conference would be held on November 13th, 1918, in the Court-house, Vancouver. Advertisements were inserted in newspapers having Provincial circulation, in which the mercantile occupation was defined as follows:—

"Places where goods are sold, exposed, or offered for sale, including cigar-stands, news-stands, fruit-stands, millinery-stores, drug-stores, book and stationery stores, bakery and confectionery shops, produce houses, dairies, machinery-supply houses, etc."

The health authorities in the meantime placing a ban upon all public meetings, the Conference purposed to be held on November 13th was postponed until December 4th.

Preliminary to this, the first Minimum Wage Conference held in British Columbia, a public meeting was held in Vancouver at the Labour Temple on Tuesday, November 26th, 1918. The Deputy Minister, Mr. McNiven, having been called to Ottawa with the Premier on war-emergency business, Mrs. MacGill presided, assisted by Mr. Mathews. The meeting was well attended, the Hon. J. W. de B. Farris, Minister of Labour, of whose Department the Board is made a branch, gave an address explaining the Act and its various provisions, indicating the protection the Government hoped this legislation would give the workers. Mrs. Ralph Smith, M.L.A., gave a brief account of the passing of the Act through the Legislature and the general principles of such laws. Other speakers took part in the programme and very general interest was displayed.

A public meeting of a similar sort was held in Victoria on Thursday, November 28th, in the Belmont Building. At this Miss Helen G. Stewart and Mrs. Ralph Smith were the principal women speakers. The Honourable John Hart, Minister of Finance, explained the purpose of the Act and voiced the Government's wishes and intentions in the matter. Messrs. Hall, M.L.A., and Giolma, M.L.A., in short addresses declared their sympathy, accompanied by the hope that the women workers of the Province would receive substantial benefit therefrom. Upon both occasions Mrs. Sutton, Mrs. Ellis, Miss Hartney, Mrs. Thexton, and other employees took an active part in the discussion.

One of the most gratifying features of these two meetings was the deep interest displayed by the women's organizations in the welfare of their sisters, all the most important associations authorizing their presidents or other officers to take seats upon the platform and to express sympathy in the proposed Conference.

Previous to the departure of the Chairman, the Board elected those persons whom they purposed calling to the Conference to represent the three groups designated in section 7. Letters were mailed to each person selected, enclosing copies of the Act and the form in which the question of the minimum wage proper in the mercantile occupation would be submitted.

Upon Mr. McNiven's return from Ottawa, the Board held a meeting on December 3rd, 1918, in Vancouver, when the replies from those elected to take part in the Conference to be held the next day were confirmed, and rules adopted for the governing of the same. Inquiry bringing out the fact that all the larger Court-rooms were in use for legal purposes, the Board determined to obtain a larger meeting-place in order that all those who desired should be able to attend. Through the courtesy of the City Council the Council Chamber of the City Hall was secured, and the change of place advertised as widely as possible. The mode of procedure and rules adopted for the Conference were very simple:—

(1.) Speeches to be limited to five minutes (except by general consent):
(2.) Bourinot to be the Parliamentary authority:
(3.) No speaker to speak twice on the same question until all others who desire to speak have done so:
(4.) All formal resolutions and recommendations from the Conference to the Board to be in writing.

The question having been raised as to the definition of mercantile industry and what employees are included in any minimum-wage order, the Board ruled as follows:—

"That the expression 'mercantile industry' shall include all establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise; and any order made in this connection shall apply to all female employees engaged therein on the sales force; the

wrapping force; the auditing or check-inspection force; the shoppers' force in the mail-order department; the receiving, marking, and stock-room employees; sheet-music saleswomen; and those otherwise engaged in the sale, purchase, or distribution of any goods or merchandise."

The public hearing held on December 4th, 1918, in the City Hall, Vancouver, called forth a good attendance, Mr. J. D. McNiven, Chairman of the Board, presiding, and Mrs. MacGill acting as Secretary, assisted by Mrs. N. G. Warke. The following were the members forming the Conference:—

Employees: Mrs. Sutton, Miss Dunbar, and Miss Howatt.

Employers: R. W. Wood, H. T. Lockyer, and Chris. Spencer.

Disinterested public: Rev. Wm. O'Boyle, Miss H. G. Stewart, and Mrs. W. H. Griffin. (Mrs. Griffin being suddenly attacked by illness, her place was taken by Mrs. J. A. Clark.)

The morning session opened at 10 o'clock according to programme as previously arranged.

The first consideration at the public meeting was the cost of living as itemized in the forms sent out by the Board, namely:—

"A fair estimate of the amount required yearly by a prudent, self-supporting woman employed in a mercantile, mechanical, or other industrial establishment, in order to maintain herself in reasonable comfort."

The Board presented tabulations made from the various forms returned to the Department, which with other estimates and schedules offered at the meeting were fully discussed. Representatives of the Retail Clerks' Association and Miss Helena Gutteridge submitted estimates on various items, and Miss Hartney and Mr. M. Cotsworth also spoke on the cost of living. After two sittings, ending with a short session in the afternoon, the public meeting adjourned, and the Board and those selected to represent the three groups—employees, employers, and disinterested public—as under section 7, went into Conference.

The Board submitted average on cost of living compiled from returns made by employees in the mercantile industry.

AVERAGE ANNUAL COST OF EACH ITEM FROM RETURNS MADE BY EMPLOYEES TO THE BOARD.

No. of Estimates.		
20.	Meals	$245 95
20.	Room	169 70
29.	Shoes and rubbers	25 60
29.	Repairing shoes	4 02
29.	Stockings	7 20
28.	Underwear	10 44
28.	Petticoats	8 03
29.	Suit	37 33
29.	Coat	29 80
28.	Dresses and aprons	33 43
29.	Shirt-waists	14 88
28.	Handkerchiefs	2 30
27.	Skirts	12 46
28.	Night-gowns	7 00
29.	Corsets	7 35
27.	Corset-waists	4 52
29.	Gloves	5 64
24.	Neckwear	3 57
29.	Hats	19 20
29.	Umbrella	3 22
26.	Kimono	4 88
21.	Raincoat	13 51
20.	Repair of clothing	5 55
23.	Laundry	23 20
28.	Medicine and dentistry	18 98
28.	Street-car fare	44 13
25.	Newspapers and magazines	6 31
	Carried forward	$768 20

AVERAGE ANNUAL COST OF EACH ITEM—*Concluded.*

No. of Estimates.		
	Brought forward	$768 20
28.	Stationery and postage	7 65
16.	Association dues	5 97
13.	Insurance	12 82
27.	Vacation expenses	29 82
24.	Amusements	17 30
28.	Church and other contributions	16 25
24.	Incidentals	16 14
	Total for year	$874 15

Average, $16.81 per week.

NOTE.—*Meals and Rooms.*—In addition to the twenty estimates mentioned above, eight persons made estimates in which these items were combined. The average of these latter combined estimates show $334.38.

While in all such conferences there will inevitably arise many contentious matters, good feeling and restraint was shown on all sides. After several hours of frank and full discussion the members of the Conference submitted this recommendation to the Board:—

"Be it *Resolved*, That this Conference on the Mercantile Industry in the Province of British Columbia, meeting in the City Hall, in the City of Vancouver, B.C., on the 4th day of December, 1918, do hereby make the following recommendation to the Minimum Wage Board of the Province of British Columbia: That it shall be unlawful for any employer in the Province of British Columbia to employ or pay any female employees of eighteen years of age or over, engaged in the mercantile industry, less than twenty-six and nine-sixteenths cents (26 9-16c.) per hour and less than twelve dollars and seventy-five cents ($12.75) a week.

"Be it further *Resolved*, That this rate shall remain in force for twelve (12) months from the date of the Order made thereon, subject to section 9 of the Act, chapter 56, 1918, S.B.C., being the 'Minimum Wage Act.'

"(Signed.) R. W. WOOD.
H. T. LOCKYER.
CHRISTOPHER SPENCER.
MISS DUNBAR.
MISS HOWATT.
REV. WM. O'BOYLE.
MISS H. G. STEWART.
MRS. J. A. CLARKE."

All the members of the Conference (except one employee not voting) being in favour of the recommendation.

Throughout this Conference the Board had the valuable advice and assistance in matters of procedure of Mrs. W. D. Udall, of the Industrial Welfare Commission of Washington.

The Board met again in Vancouver on December 5th, 1918, and adopted the recommendation of the Conference as before given, and the Chairman was authorized to take the necessary steps to put it in force.

The next Conference called was that upon the laundry and dyeing and cleaning industries of British Columbia, held on Wednesday, December 18th, 1918, in the Court-house, Victoria, forms and notices having been sent to employers and employees and advertisements again duly inserted.

Upon this occasion Mrs. MacGill presided, assisted by Mr. J. D. McNiven and Mr. Thomas Mathews. The conferees called were:—

Employers: M. W. Graham, H. Barrett, and E. Granville.

Employees: Agnes Thexton, Martha Dearman, and Mary E. Laxton.

Disinterested public: Rev. Robert Connell, Helen G. Stewart, and Pauline B. Saunders.

As at the other Conference, the first consideration was the cost of living in this occupation. The Board submitted estimates compiled from the tabulations of the forms returned to them.

Average Annual Cost of each Item calculated from Returns made by Employees to the Board.

No. of Estimates.		
37.	Meals and room	$354 54
34.	Shoes and rubbers	23 72
35.	Repairing shoes	6 47
35.	Stockings	7 62
34.	Underwear	8 43
35.	Petticoats	7 07
35.	Suit	32 59
35.	Coat	26 03
34.	Dresses and aprons	19 75
32.	Shirt-waists	14 71
35.	Skirts	15 43
31.	Handkerchiefs	2 29
36.	Night-gowns	5 50
34.	Corsets	4 17
34.	Corset-waists	5 94
35.	Gloves	4 65
26.	Neckwear	5 86
35.	Hats	13 98
35.	Umbrella	2 98
29.	Kimono	4 65
31.	Raincoat	12 35
22.	Repair of clothing	5 57
24.	Laundry	20 48
30.	Medicine and dentistry	27 46
33.	Street-car fare	30 09
26.	Newspapers and magazines	7 84
32.	Stationery and postage	5 79
18.	Association dues	8 75
26.	Insurance	15 05
24.	Vacation expenses	33 96
28.	Amusements	13 97
34.	Church and contributions	11 27
24.	Incidentals	13 56
	Total for year	$772 52

Average, $14.85 per week.

Other figures presented at the meeting showed estimates of $19.90, $19.86, and $17.30 weekly, this last being a combination of other forms brought to the meeting by several witnesses.

One of the most difficult items discussed was the cost of board and lodging, an item upon which there seemed to be much variety of opinion.

The public meeting again consisted of two sittings, one in the morning and a short one in the afternoon. After its adjournment the members of the Conference met to consider their recommendation.

Following a short discussion, it was resolved to omit the second part of the question relating to the fixing of a piece-work rate, it being agreed by the employers and employees that this matter was not of material consequence.

Cost of living was again discussed, and the Conference unanimously agreed to make the following recommendation:—

"Be it *Resolved*, That this Conference on the Laundry, Cleaning, and Dyeing Industries in the Province of British Columbia, meeting in the Court-house, Victoria, B.C., on December 18th, 1918, do hereby make the following recommendation to the Minimum Wage Board of the Province of British Columbia: That it shall be unlawful for any employer in the Province of British Columbia to employ or pay female employees of eighteen years or over, engaged in the laundry,

cleaning, and dyeing industry, less than twenty-eight and one-eighth cents (28⅛c.) per hour and less than thirteen dollars and fifty cents ($13.50) a week.

"And be it further *Resolved*, That the minimum wage recommended by this Conference be effective ninety (90) days after the approval of this recommendation by the Board.

"(Signed.)	M. W. GRAHAM.	Representing Employers.
	E. GRANVILLE,	
	H. BARRETT.	
	AGNES THEXTON.	Representing Employees.
	MARY E. LAXTON.	
	MARTHA DEARMAN.	
	ROBT. CONNELL.	Representing the Public."
	PAULINE B. SAUNDERS.	
	HELEN G. STEWART.	

The members of the Board met again on December 19th, 1918, in the Parliament Buildings, Victoria, B.C., to discuss the wage to be fixed in the mercantile occupation for apprentices (section 10) and those under eighteen years of age (section 11), but adjourned in order to obtain further information.

At a meeting called on January 3rd, 1919, in the Minimum Wage Board Room 3, Fifth Floor Provincial Court-house, Vancouver, B.C., the Board again took up this question and the same subject in regard to the laundry and cleaning and dyeing industries in British Columbia. At this meeting the laundry employers called the attention of the Board to the unfair competition they met from the Chinese and Oriental laundries, and requested the Board to make recommendations at the next sittings of the Legislature which would bring all laundries under the "Factories Act" and similar restrictive legislation.

At a meeting held on January 4th in the Minimum Wage Room in the Court-house, Vancouver, representatives of laundry employers met the Board for the purpose of discussing the matter of hours, etc. It was suggested by some of the delegation that all laundries might be prohibited from operating between the hours of 7 p.m. and 7 a.m. The delegation also informed the Board that it was difficult to get out their work in those weeks in which there is a legal holiday. It was concluded that no effective solution of these difficulties can be arrived at without carefully considered legislative action. That there is unfair competition is obvious, but how this condition can be best remedied may be a serious problem.

Again at this meeting the important matter of the length of apprenticeship necessary in the mercantile industry was gone into, and after comparison with the decisions of other Minimum Wage Boards and Commissions, and careful inquiry among employees and employers, the general consensus of opinion seemed to the Board to favour one year. It being the experience of other Boards that better results are obtained if this period be divided into four equal periods of three months, each beginning at a fixed wage and rising a stated amount upon the termination of each period, the British Columbia Board therefore resolved to rule that such apprenticeship be for one year, and that it be divided into periods based upon the rising wage.

The Board met again in Victoria on January 15th, 1919, and agreed that the order on the mercantile industry in British Columbia should be made effective on and from February 24th, 1919, and authorized the Chairman to issue the same and have the proper notices published in the British Columbia Gazette as required by law. (These Orders, Nos. 1, 2, and 3 will be found in the Appendix to this report.)

At this meeting the vexed and complicated question of a wage schedule for those under eighteen was again taken up. To the members of the Board this is a subject presenting many perplexing phases. If the wage be fixed on a low standard the unfair employer is thereby offered an inducement to employ very young girls, discharging them when they arrive at the age at which they would be eligible for the minimum wage. On the other hand, if it be fixed high, mercenary parents are tempted to remove their children from school to thrust them into the wage-earning world upon their reaching the age-limit for compulsory attendance at school.

The question also was raised, if a young girl under eighteen has been employed a full year or more in the mercantile industry before attaining that age, should she be required to serve another year after that age as an apprentice at apprentice wages? Since a girl may enter

business life very young and serve several years while under age, it seems plainly unjust to require a further term of apprenticeship. Having all this in mind, the Board therefore decided to rule:—

"That any girl who shall have been employed for a total period of at least one year shall be deemed to have completed her apprenticeship, and on her attaining the age of eighteen years she shall be paid the minimum wage for adult workers fixed by Order No. 1 and no further apprenticeship shall be allowed: Provided always that if, when she attains the age of eighteen years, the said girl shall not have completed one year's employment, she may, with the consent of the Board in accordance with the provisions of section 10 of the 'Minimum Wage Act,' be permitted to complete her apprenticeship of one year."

At the same meeting it was determined that the wage schedule for girls under eighteen should be issued as Order No. 2. Here again the members found a very involved and many-angled subject. One of the phases calling for much thought being whether a wage should be set for girls under sixteen different from that for girls over sixteen and under eighteen, or whether the same schedule should apply to all girls under eighteen. In concluding in favour of the latter proposal, the Board based its decision upon the belief that it is not in the best interests of the community to encourage the entry into business life of extremely young girls who might otherwise continue at school. This, it is held, is more justified in view of the fact that there is a large and growing section of our citizens who hold that the school age should be raised to sixteen. This ruling is embodied in Order No. 2, which sets forth the wage schedule for girls under eighteen, and may be found in the Appendix. The Board authorized the Chairman to issue Order No. 3 concerning the wages, etc., in the case of apprentices. This order also may be found in the Appendix.

All three orders become effective on and from February 24th, 1919. While no ruling can be equally just to all, and there must always be inequalities and injustices so long as men and women are merely human, so of limited finite wisdom, it is only right to point out that all the members of the Board spent many hours of anxious deliberation before coming to any final conclusions, and in making these orders have no thought that they are perfect or lasting, but such as appear best suited to the present conditions.

Much valuable data has been collected in the Department of Labour, to which the Minimum Wage Board belongs, during the investigation as to the wages current in the mercantile and the laundry and dry-cleaning and dyeing industries in British Columbia. Tabulations made from numerous returns as made by employers both as to wages and hours will be found in the Appendix.

Among other interesting details, these returns indicate that 2,043 women are employed in the mercantile industry in British Columbia. This is probably only approximately correct, as some employers have not yet learned the necessity of making complete returns to the Board. Of these, 73.8 per cent. received less than the minimum wage of $12.75 a week now fixed by the Board and 26.2 per cent. received over that sum, and 83.2 per cent. were eighteen years old or over and 16.8 per cent. were under that age. At $10 and $11 the peak was reached; that is, the largest number to receive any one wage is found at this sum. The highest wage reported was given, in accordance with the printed form sent employers, as $25 or over, and only 1.22 per cent. were in receipt of this.

There is not seemingly much part-time work in the mercantile industry, and the peak is found at forty-nine hours in Vancouver and outside places, while the peak in Victoria is reached at 46½ hours. The returns show not only that a forty-eight-hour week was not thoroughly established, but in several cases the extremely long hours stated appear to call for explanation, such as a week of seventy hours, the maximum, found in Vancouver. The maximum for Victoria was sixty hours and in outside points fifty-seven hours.

Some information of value may be obtained from the figures submitted in the laundry and dry-cleaning and dyeing industry investigation. In the laundry industry a large proportion of the employees are women, while in the dry-cleaning and dyeing industry few women are found. Of the women in laundries, 80 per cent. were eighteen years of age or over, while 20 per cent. were under that age. In the laundries the minimum wage paid women eighteen or over was between $6 and $7 while the maximum was reached at $20 to $21. The average wage under the minimum of $13.50 recommended by the Conference and approved by the Board, and paid to

women eighteen years and over in laundries, was $10.36, and the average over the minimum wage of $13.50 was $14.83. The average wage paid to all women eighteen or over was $11.22.

For girls under eighteen in the laundries the minimum wage was between $6 and $7 and the maximum was between $13 and $14, though less than 6 per cent. of these girls received the maximum wage, and 78.9 per cent. of the total number of laundry-workers reported received less than the minimum wage recommended by the Conference; only 21 per cent. were in receipt of a larger sum.

In the cleaning and dyeing industries the weekly wages paid were considerably higher, and 75 per cent. were receiving more than the recommended minimum wage of $13.50 in these occupations, 90 per cent. were eighteen years of age or over, and 10 per cent. were under that age. The minimum wage for those eighteen and over was between $11 to $12, and the maximum was reached at from $20 to $21. The average minimum wage below $13.50 was $12.25, and the average above $13.50 was $16.16.

The minimum wage for those under eighteen was between $9 and $10 and the maximum between $12 and $13, and the average wage received by those over eighteen years of age was $11.50. The average wage to all girls in these industries was $15.10.

One of the inevitable impressions left upon those interested in these investigations was the futility of endeavouring to fix a just and equitable minimum wage where there is no power to control hours of labour. While it is true that the greatest number of employers reported a forty-nine-hour week, there were a sufficiently large number reporting longer hours to call for comment.

As Professor Michell, of the Department of Political Economic Science in Queen's University, has well said: "Not only are excessive hours of labour injurious to the health and longevity of the worker, but they are injurious to the employer as going beyond the maximum time profitable for him to keep his operatives at work, in causing the returns accruing from the hours above the ideal maximum to fall below his running expenses." We therefore arrive at the obvious conclusion that excessive hours of toil are injurious to worker and employer alike.

These statements have been so often and so convincingly proven that, as Mr. Gompers recently declared, the demand for an eight-hour day "is justified by experience as an economic, social, moral, and political necessity."

Finally, in closing this report, the Board beg to state that in their opinion more effective results could be obtained were the same power given us to regulate hours and conditions as have been given elsewhere to the Minimum Wage Boards, well named Industrial Welfare Commissions or Boards.

In conclusion, we desire to thank those who have extended to this Board so many courtesies, including the Commissions in Washington, Oregon, and California, and those labour leaders, employees, employers, and public-spirited citizens, both men and women, who aided and encouraged us with their advice and assistance; also we thank you yourself, sir, for the help and advice so freely given.

We have the honour to be,
Sir,
Your obedient servants,

J. D. McNIVEN, *Chairman.*
HELEN GREGORY MACGILL.
THOS. MATHEWS.

APPENDIX TO REPORT OF MINIMUM WAGE BOARD.

FORMS TO BE SENT TO EMPLOYERS.

MINIMUM WAGE BOARD.

PROVINCE OF BRITISH COLUMBIA.

Pursuant to the requirements of Chap. 56 of the Statutes of 1918, being the "Minimum Wage Act," you are requested to make a complete statement on the form below regarding the rates of wages (for a full week) paid to women in your employ at the present time, and to mail the same within five days to the Minimum Wage Board, Parliament Buildings, Victoria, B.C.

Name of firm .....

Nature of business .....

	Number of Women 18 years of Age and over.	Number of Girls under 18 Years of Age.	Total.
Under $6.00 per week	.....	.....	.....
$ 6.00 and under $ 7.00 per week	.....	.....	.....
7.00 " 8.00 "	.....	.....	.....
8.00 " 9.00 "	.....	.....	.....
9.00 " 10.00 "	.....	.....	.....
10.00 " 11.00 "	.....	.....	.....
11.00 " 12.00 "	.....	.....	.....
12.00 " 13.00 "	.....	.....	.....
13.00 " 14.00 "	.....	.....	.....
14.00 " 15.00 "	.....	.....	.....
15.00 " 16.00 "	.....	.....	.....
16.00 " 17.00 "	.....	.....	.....
17.00 " 18.00 "	.....	.....	.....
18.00 " 19.00 "	.....	.....	.....
19.00 " 20.00 "	.....	.....	.....
20.00 " 21.00 "	.....	.....	.....
21.00 " 22.00 "	.....	.....	.....
22.00 " 23.00 "	.....	.....	.....
23.00 " 24.00 "	.....	.....	.....
24.00 " 25.00 "	.....	.....	.....
25.00 and over	.....	.....	.....

Number of hours normally worked per week .....

Have you any bonus on profit-sharing system in effect in your establishment? If so, please indicate same on space below:

.....

I, the undersigned, ..., do hereby certify that the
(Here state your official capacity.)
above statement is correct and includes all the women employed by .....

Dated at ....., this

.....day of ....., 1918. .....

It shall be the duty of the Board to ascertain the wages paid to employees in the various occupations, trades, and industries in which women are employed in this Province, and to fix the minimum wage. The Board shall have full power and authority, either by any member of the Board or by any duly authorized representative, to inspect and examine any and all books, pay-rolls, and other records of any employer that in any way appertain to or have any bearing upon the question of wages of any employees, and to take extracts from or make copies of any entries in such books, pay-rolls, and records, and to require from any employers full and true statements of the wages paid to his employees. A register of the names, ages, and residence addresses of all employees shall be kept by employers.—Sec. 5 of chap. 56 of the Statutes of 1918.

FORMS FOR ESTIMATING COST OF LIVING.

MINIMUM WAGE BOARD,

VICTORIA, B.C.

Below is given a statement which I believe to be a fair estimate of the amount required yearly by a prudent, self-supporting woman employed in a mercantile, mechanical, or other industrial establishment, in order to maintain herself in reasonable comfort.

DESIGNATE ANNUAL COST OF EACH ITEM.

	$			$	
Meals			Neckwear		
Room			Hats		
Shoes and Rubbers			Umbrella		
Repairing Shoes			Kimono		
Stockings			Raincoat		
Underwear			Repair of Clothing		
Petticoats			Laundry		
Suit			Medicine and Dentistry		
Coat			Street-car Fare		
Dresses and Aprons			Newspapers and Magazines		
Shirt-waists			Stationery and Postage		
Skirts			Association Dues		
Handkerchiefs			Insurance		
Night-gowns			Vacation Expenses		
Corsets			Amusements		
Corset-waists			Church and other Contributions		
Gloves			Incidentals		
				$	
			TOTAL FOR YEAR		

WRITE REMARKS ON OTHER SIDE OF THIS SHEET.

Are you employer or employee.....Nature of business.....

Name.....

Address.....

NOTE.—The above estimate is desired by the Minimum Wage Board for the express purpose of determining the average of opinion and as a guidance for the Conferences composed of representatives of the *Employers*, *Employees*, and *the Public*, who will recommend to the Board an estimate of a minimum wage as provided by the law. It is not intended as a direct means of establishing a minimum wage. *Your name in connection with this matter will be held in strict confidence by the Board.* Please complete this form at your earliest convenience and return to **Minimum Wage Board, Parliament Bldgs., Victoria.**

If, after investigation, the Board shall find that in any occupation, trade, or industry the wages paid to employees are inadequate, the Board is empowered to call a conference composed of an equal number of representatives of employers and employees in the occupation or industry in question, together with one or more disinterested persons representing the public; but the representatives of the public shall not exceed the number of representatives of either of the other parties; and a member of the Board shall be a member of such conference and chairman thereof. The Board may make rules and regulations governing the selection of representatives and the mode of procedure of said conference, and shall exercise exclusive jurisdiction over all questions arising as to the validity of the procedure and of the recommendations of said conference. On request of the Board, it shall be the duty of the conference to recommend to the Board an estimate of the minimum wage proper in the occupation or industry in question, and adequate to supply the necessary cost of living. The findings and recommendations of the conference shall be made a matter of record for the use of the Board.—Sec. 7, Chap. 56, Statutes, 1918.

CIRCULAR TO ACCOMPANY COST OF LIVING FORMS.

MINIMUM WAGE BOARD FOR PROVINCE OF BRITISH COLUMBIA.

READ CAREFULLY.

Before filling in the accompanying estimate of the annual cost of living of a prudent, self-supporting woman, please read over carefully the following and adhere strictly to the instructions. By so doing you will furnish an estimate that will be of real value to the Conference which is about to be called for the purpose of fixing a minimum wage for women and girls employed in the industry at which you are engaged.

First: Do not give any estimate for items in the list of which you have no personal knowledge. It is your own personal estimate which is desired with regard to each item, and if, with regard to any of them, you are not in a position to give an estimate, rather leave it blank than fill in the estimate of some other person, the correctness of which you have no means of testing.

Secondly: Do not merely copy the estimate of some friend. If you feel unequal to making the estimate required, it is better that you make no return at all.

Thirdly: Immediately after your signature at the foot of the estimate give your age in brackets—[18] or [30] or whatever it may be. This is necessary as a guide to the Conference when deciding upon the minimum wages for women and girls respectively.

Fourthly: Note particularly that the estimate desired is that of the amount required by a *prudent* self-supporting woman to maintain herself in *reasonable* comfort. It is the *minimum* wage that will be fixed—not the usual or maximum wage. An employer will be free to pay such higher wage than the minimum fixed as he may think fit. In fixing the minimum, however, it is essential that the estimates placed before the Conference should be based upon a consideration of the words italicized above.

Fifthly: When you have carefully made your estimate, mail the same directly to: *The Minimum Wage Board, Parliament Buildings, Victoria, B.C.* As it is your *own* personal estimate that is desired, and as you are particularly asked to give an estimate only in regard to items in the list of which you have a personal knowledge, the usefulness of your estimate to the Conference will be lost if, before sending it in, you allow any person to intervene between yourself and the Board.

Sixthly: Complete and mail your estimate so that it will reach the Board at least five days before the date fixed for the Conference. The information contained in all the estimates has to be tabulated and analysed before the sitting of the Conference.

Lastly: Note particularly that the identity of any of the informants is not disclosed to the Conference. This is guarded by the Board as strictly confidential. The results of the tabulation and analysis mentioned above is all that is submitted.

MINIMUM WAGE BOARD.

FORM IN WHICH WAS SUBMITTED THE QUESTION OF THE MINIMUM WAGE PROPER IN THE MERCANTILE OCCUPATIONS AND ALSO IN THE LAUNDRY AND CLEANING AND DYEING INDUSTRIES IN BRITISH COLUMBIA, 1918.

(QUESTION SUBMITTED.)

What is the minimum wage in the mercantile occupation in British Columbia adequate to supply the necessary cost of living to maintain a prudent, self-supporting female employee over eighteen (18) years of age in reasonable comfort?

(It is suggested that the Conference in its recommendation define the minimum wage at so much per hour and not less than so much a week.)

(QUESTION SUBMITTED.)

What is the minimum wage in the laundry and cleaning and dyeing industries in British Columbia adequate to supply the necessary cost of living to maintain a prudent, self-supporting female employee over eighteen (18) years of age in reasonable comfort?

(It is suggested that the Conference in its recommendation define the minimum wage at so much per hour and not less than so much a week.)

N.B.—What provision (if any) should be made for piece-work rate?

At the Conference it was unanimously agreed to omit the clause relating to piece-work as immaterial.

TABULATED STATEMENTS BASED ON RETURNS FROM 174 EMPLOYERS SHOWING WEEKLY WAGES OF 2,043 WOMEN ENGAGED IN THE MERCANTILE INDUSTRY IN BRITISH COLUMBIA, 1918.

	No. of Women 18 Years of Age and over.	No. of Girls under 18 Years of Age.	Total.
Under $6.00 per week	4	78	82
$ 6.00 and under $ 7.00 per week	18	88	106
7.00 " 8.00 "	56	46	102
8.00 " 9.00 "	166	49	215
9.00 " 10.00 "	192	34	226
10.00 " 11.00 "	328	21	349
11.00 " 12.00 "	153	6	159
12.00 " 13.00 "	255	14	269
13.00 " 14.00 "	98	1	99
14.00 " 15.00 "	56	3	59
15.00 " 16.00 "	124	1	125
16.00 " 17.00 "	54	.....	54
17.00 " 18.00 "	44	1	45
18.00 " 19.00 "	56	.....	56
19.00 " 20.00 "	12	.....	12
20.00 " 21.00 "	39	1	40
21.00 " 22.00 "	4	.....	4
22.00 " 23.00 "	13	.....	13
23.00 " 24.00 "	1	1	2
24.00 " 25.00 "	1	.....	1
25.00 and over	25	.....	25
Totals	1,699	344	2,043

Number of firms reporting: Vancouver, 101; Victoria, 53; other places, 20.

TABLE SHOWING NUMBER OF HOURS WORKED PER WEEK BY EMPLOYEES OF 174 FIRMS ENGAGED IN THE MERCANTILE INDUSTRY IN BRITISH COLUMBIA.

Number of Hours.	No. of Firms.	No. of Employees.	Number of Hours.	No. of Firms.	No. of Employees.
40	3	3	51	3	8
41	1	1	52	11	48
42	1	1	52½	4	50
43	2	22	53	7	15
43½	2	5	53½	1	26
44	9	20	54	11	28
44½	2	6	55	1	1
45	7	14	56	5	10
46	13	196	57	1	3
46½	12	279	57½	1	2
47	9	383	58	3	11
48	36	606	59	1	3
49	13	206	60	2	9
49½	3	22	66	1	1
50	8	30	70	1	1

TABULATED STATEMENT BASED ON RETURNS FROM 17 EMPLOYERS SHOWING WEEKLY WAGES OF 476 WOMEN ENGAGED IN THE LAUNDRY INDUSTRY IN BRITISH COLUMBIA, 1918.

	No. of Women 18 Years of Age and over.	No. of Girls under 18 Years of Age.	Total.
Under $6.00 per week	2	4	6
$ 6.00 and under $ 7.00 per week	10	11	21
8.00 " 9.00 "	51	30	81
9.00 " 10.00 "	54	12	66
10.00 " 11.00 "	70	20	90
11.00 " 12.00 "	44	2	46
12.00 " 13.00 "	55	11	66
13.00 " 14.00 "	30	5	35
14.00 " 15.00 "	25	.....	25
15.00 " 16.00 "	28	.....	28
16.00 " 17.00 "	7	.....	7
17.00 " 18.00 "	2	.....	2
18.00 " 19.00 "	2	.....	2
19.00 " 20.00 "	.....	.....	.....
20.00 " 21.00 "	1	.....	1
21.00 " 22.00 "	.....	.....	.....
22.00 " 23.00 "	.....	.....	.....
23.00 " 24.00 "	.....	.....	.....
24.00 " 25.00 "	.....	.....	.....
Totals	381	95	476

Number of firms reporting: Vancouver, 9; Victoria, 3; other places, 5.

TABULATED STATEMENT BASED ON RETURNS FROM 13 EMPLOYERS SHOWING WEEKLY WAGES OF 29 WOMEN ENGAGED IN THE CLEANING AND DYEING INDUSTRY IN BRITISH COLUMBIA, 1918.

	No. of Women 18 Years of Age and over.	No. of Girls under 18 Years of Age.	Total.
$ 9.00 to $10.00 per week	.....	1	1
10.00 " 11.00 "	1	.....	1
11.00 " 12.00 "	1	.....	1
12.00 " 13.00 "	3	2	5
13.00 " 14.00 "	4	.....	4
14.00 " 15.00 "	3	.....	3
15.00 " 16.00 "	4	.....	4
16.00 " 17.00 "	5	.....	5
17.00 " 18.00 "	.....	.....	.....
18.00 " 19.00 "	2	.....	2
19.00 " 20.00 "	1	.....	1
20.00 " 21.00 "	2	.....	2
Totals	26	3	29

NOTE.—Since, under the provisions of the "Factories Act," the hours to be worked in the laundry and cleaning and dyeing industries must not exceed forty-eight per week, no returns as to this item were received.

ORDER No. 1.—FIXING THE MINIMUM WAGE FOR EXPERIENCED WOMEN EIGHTEEN YEARS OF AGE OR OVER IN THE MERCANTILE INDUSTRY IN BRITISH COLUMBIA.

Upon the receipt of the recommendations from a Conference held on the fourth day of December, 1918, pursuant to the provisions of the "Minimum Wage Act," touching the minimum wage proper in the mercantile industry, as follows:—

"Be it Resolved, That this Conference on the Mercantile Industry in the Province of British Columbia, meeting in the City Hall in the City of Vancouver, B.C., on the fourth day of December, 1918, do hereby make the following recommendation to the Minimum Wage Board of the Province of British Columbia: 'That it shall be unlawful for any employer in the Province of British Columbia to employ or pay any female employees of eighteen years of age or over, engaged in the mercantile industry, less than twenty-six and nine-sixteenths of a cent per hour (26 $^{9}/_{16}$c.) and less than twelve dollars and seventy-five cents ($12.75) a week.'

"Be it further Resolved, 'That this rate shall remain in force for twelve (12) months from the date of the Order made thereon, subject to section 9 of the Act, chapter 56, Statutes of British Columbia, 1918, being the "Minimum Wage Act."'"

And this Board having approved all of the said recommendations of the Conference, it is hereby ordered as obligatory on all persons, copartnerships, associations, and corporations, pursuant to the provisions of the said Act, as follows:—

The minimum wage for every female person eighteen years of age or over that age (except as to women and apprentices to whom a special licence is issued by the Board under section 10 of the said Act) who is in receipt of or entitled to any compensation for labour or services performed for any employer, within the meaning of the said Act, in any mercantile industry in the Province of British Columbia shall be the sum of twenty-six and nine-sixteenths cents (26 $^{9}/_{16}$c.) per hour and the sum of twelve dollars and seventy-five cents ($12.75) a week.

And, where used in this Order, the expression "mercantile industry" shall include all establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise; and this Order shall apply to all female employees engaged therein on the sales force; the wrapping force; the auditing or check-inspection force; the shoppers' force in the mail-order department; the receiving, marking, and stock-room employees; sheet-music saleswomen; and those otherwise engaged in the sale, purchase, or distribution of any goods or merchandise.

This Order shall come into force and be effective on and from the twenty-fourth day of February, 1919.

MINIMUM WAGE BOARD.
J. D. McNIVEN, *Chairman.*
HELEN GREGORY MACGILL.
THOMAS MATHEWS.

Section 13 of the Act provides that: "Every employer employing an employee for whom a minimum wage has been fixed under this Act, at less than the minimum wage, or who violates any other provision of this Act, shall be liable, upon summary conviction, to a penalty of not less than twenty-five dollars nor more than one hundred dollars."

Each employer is required to post a copy of this Order in each room in which employees affected by the Order are employed. ("Minimum Wage Act," section 8.)

ORDER No. 2.—FIXING THE MINIMUM WAGE FOR FEMALES UNDER EIGHTEEN YEARS OF AGE IN THE MERCANTILE INDUSTRY IN BRITISH COLUMBIA.

Take notice that by virtue of the authority vested in the Minimum Wage Board by the "Minimum Wage Act," being chapter 56 of the Statutes of British Columbia, 1918, the said Board, having inquired into the wages and conditions of labour of girls under eighteen years of age employed in the mercantile industry in the Province of British Columbia, and having determined wages and conditions of labour suitable for such girls, hereby orders that:—

1. No employer shall employ any girl in the mercantile industry in the Province of British Columbia under the age of eighteen years at less than the following wage, namely:—

$7.50 a week during the first three months of such employment.
$8.00 a week during the second three months of such employment.

$8.50 a week during the third three months of such employment.
$9.00 a week during the fourth three months of such employment.
$9.50 a week during the fifth three months of such employment.
$10.00 a week during the sixth three months of such employment.
$10.50 a week during the seventh three months of such employment.
$11.00 a week during the eighth three months of such employment.

Any girl who shall have been employed for a total period of at least one year shall be deemed to have completed her apprenticeship, and on her attaining the age of eighteen years she shall be paid the minimum wage for adult female workers in the mercantile industry fixed by Order No. 1 of this Board, and no further apprenticeship shall be allowed: Provided always that if, when she attains the age of eighteen years, the said girl shall not have completed one year's employment, she may, with the consent of the Board in accordance with the provisions of section 10 of the said Act, be permitted to complete her apprenticeship period of one year.

And, where used in this Order, the term "employer" shall include every person, firm, or corporation, agent, manager, representative, contractor, sub-contractor, or principal, or other persons having control or direction of any employee in the mercantile industry, or responsible, directly or indirectly, for the wages of another.

And, where used in this Order, the expression "mercantile industry" shall include all establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise; and this Order shall apply to all female employees engaged therein on the sales force; the wrapping force; the auditing or check-inspection force; the shoppers' force in the mail-order department; the receiving, marking, and stock-room employees; sheet-music saleswomen; and those otherwise engaged in the sale, purchase, or distribution of any goods or merchandise.

This Order shall come into force and be effective on and from the twenty-fourth day of February, 1919.

MINIMUM WAGE BOARD.
J. D. McNIVEN, *Chairman.*
HELEN GREGORY MACGILL.
THOMAS MATHEWS.

Section 13 of the Act provides that: "Every employer employing an employee for whom a minimum wage has been fixed under this Act, at less than the minimum wage, or who violates any other provision of this Act, shall be liable, upon summary conviction, to a penalty of not less than twenty-five dollars nor more than one hundred dollars."

Each employer is required to post a copy of this Order in each room in which employees affected by the Order are employed. ("Minimum Wage Act," section 8.)

ORDER No. 3.—BEING THE WAGE SCHEDULE FIXED BY THE BOARD FOR APPRENTICES (INEXPERIENCED WOMEN EIGHTEEN YEARS OF AGE OR OVER) IN THE MERCANTILE INDUSTRY IN BRITISH COLUMBIA.

To Employers in the Mercantile Industry:

The Minimum Wage Board have, by Order No. 1 of the said Board, fixed the minimum wage to be paid women employees in the mercantile industry eighteen years of age and over that age; and have, by Order No. 2 of the said Board, fixed the minimum wage to be paid women employees in the mercantile industry under eighteen years of age; both of which Orders become effective on and from the twenty-fourth day of February, 1919.

By section 10 of the "Minimum Wage Act" (chapter 56, Statutes of British Columbia, 1918) the Board is empowered to issue to any woman apprentice a special licence authorizing her employment in the above industry (being an industry for which a minimum wage has been fixed) at a minimum wage to be fixed in the licence, less than the minimum wage fixed for the said industry; the licence to remain in force for such period as is fixed by the Board: Provided that the number of employees holding special licences under said section employed in any plant or establishment shall not exceed in number one-tenth of the whole number of the employees in that plant or establishment.

To obviate unnecessary correspondence and delay in the issue of such licences, the Board desire that you take notice that such licences will only be issued under the following conditions, namely:—

The length of apprenticeship term for female employees eighteen years of age or over that age in the mercantile industry in British Columbia shall be one year, and such apprenticeship term shall be divided into four periods of three months each. No employer shall employ any such apprentice during the first period at a weekly wage of less than $9; or during the second period at a weekly wage of less than $10; or during the third period at a weekly wage of less than $11; or during the fourth period at a weekly wage of less than $12.

The length of apprenticeship term for female employees under eighteen years of age in the mercantile industry in British Columbia shall not extend beyond the said apprentice attaining the age of eighteen years (save as provided in said Order No. 2 of the said Board), and no employer shall employ any such apprentice at a weekly wage less than the weekly wage fixed by said Order No. 2 for female employees under eighteen years of age in the said mercantile industry.

Where used in this Order, the term "employer" shall include every person, firm, or corporation, agent, manager, representative, contractor, sub-contractor, or principal, or other persons having control or direction of any employee in the mercantile industry, or responsible, directly or indirectly, for the wages of another.

And, where used in this Order, the term "mercantile industry" shall include all establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise; and this Order shall apply to all female employees engaged therein on the sales force; the wrapping force; the auditing or check-inspection force; the shoppers' force in the mail-order department; the receiving, marking, and stock-room employees; sheet-music saleswomen; and those otherwise engaged in the sale, purchase, or distribution of any goods or merchandise.

This Order shall come into force and be effective on and from the twenty-fourth day of February, 1919.

MINIMUM WAGE BOARD.
J. D. McNIVEN, *Chairman.*
HELEN GREGORY MacGILL.
THOMAS MATHEWS.

Each employer is required to post a copy of this Order in each room in which employees affected by the Order are employed. ("Minimum Wage Act," section 8.)

CHAPTER 56.

AN ACT TO FIX A MINIMUM WAGE FOR WOMEN.

[*Consolidated for convenience only, March 31st, 1919.*]

HIS MAJESTY, by and with the advice and consent of the Legislative Assembly of the Province of British Columbia, enacts as follows:—

1. This Act may be cited as the "Minimum Wage Act."

2. In this Act the following expressions shall have the following meanings respectively:—

The term "employer" shall include every person, firm, or corporation, agent, manager, representative, contractor, sub-contractor, or principal, or other persons having control or direction of any employee in any trade, business, occupation, or calling, or responsible directly or indirectly for the wages of another:

The term "employee" shall include every female person who is in receipt of or entitled to any compensation for labour or services performed for any employer:

The term "wage" and "wages" shall include any compensation for labour or services, measured by time, piece, or otherwise:

The term "minimum wage" shall mean the amount of wages fixed by the Board:

The term "Board" shall mean the Minimum Wage Board constituted under the provisions of this Act.

3. For the purposes of administering and carrying out the provisions of this Act, there shall be in the Department of Labour of this Province a Board, to be called the "Minimum Wage Board," which shall consist of three members, one of whom shall be the Deputy Minister of Labour, who shall be Chairman of the Board, and the other members shall be appointed by and hold office during the pleasure of the Lieutenant-Governor in Council. One member of the Board shall be a woman. Two members of the Board shall constitute a quorum.

4. No member of the Board shall receive any salary as such. The Board may employ a secretary and such expert clerical and other assistants as may be necessary to carry out the purposes of this Act, who shall hold office during the pleasure of the Lieutenant-Governor in Council. All necessary expenses incurred by said Board shall be paid by the Department of Labour from the Consolidated Revenue Fund unless moneys have been appropriated by the Legislature for that purpose.

5. It shall be the duty of the Board to ascertain the wages paid and the hours and conditions of labour and employment in the various occupations, trades, and industries in which females are employed in this Province, and to fix the minimum wage, the maximum hours, and such conditions of labour and employment as in the opinion of the Board seem necessary or expedient for the welfare of employees. The Board shall have full power and authority, either by any member of the Board or by any duly authorized representative, to inspect and examine any and all books, pay-rolls, and other records of any employer that in any way appertain to or have any bearing upon the question of wages, hours, or conditions of labour and employment of any employees, and to take extracts from or make copies of any entries in such books, pay-rolls, and records, and to require from any employer full and true statements of the wages paid to his employees and the hours and conditions of labour and employment of such employees. A register of the names, ages, and residence addresses of all employees shall be kept by employers.

6. The Board may from time to time hold public meetings at a time and place to be fixed by them, at which employers and employees and all persons interested may appear and be heard. For the purpose of obtaining information, the Board shall have the powers and authorities conferred by the "Public Inquiries Act" on a Commission issued or appointed by the Lieutenant-Governor in Council, and the provisions of that Act shall, mutatis mutandis, extend and apply to any inquiry held by the Board under this Act. All witnesses subpœnaed by the Board shall be paid the same witness fees and mileage as are now allowed by law to witnesses before the Supreme Court of British Columbia.

7. If, after investigation, the Board shall find that in any occupation, trade, or industry the wages paid to employees are inadequate or the hours of labour are excessive, the Board is empowered to call a conference composed of an equal number of representatives of employers and employees in the occupation or industry in question, together with one or more disinterested persons representing the public; but the representatives of the public shall not exceed the number of representatives of either of the other parties; and a member of the Board shall be a member of such conference and chairman thereof. The Board may make rules and regulations governing the selection of representatives and the mode of procedure of said conference, and shall exercise exclusive jurisdiction over all questions arising as to the validity of the procedure and of the recommendations of said conference. On request of the Board, it shall be the duty of the conference to recommend to the Board an estimate of the minimum wage proper in the occupation or industry in question, and adequate to supply the necessary cost of living; and also, when so requested, to recommend the maximum hours of labour proper in the occupation or industry. The findings and recommendations of the conference shall be made a matter of record for the use of the Board.

8. Upon the receipt of such recommendations from a conference, the Board shall review the same, and may approve any or all of such recommendations, or it may disapprove any or all of them and recommit the subject or the recommendations disapproved of to the same or a new conference. After such approval of the recommendations of a conference the Board shall issue an obligatory order specifying the minimum wage for employees in the occupation affected, and may also specify such maximum hours of labour and such conditions of labour and employment as are deemed necessary or expedient for the welfare of the employees. Such order shall become effective in sixty days from the date thereof, or if the Board shall find that unusual conditions necessitate a longer period, then the Board shall fix a later date on which such order shall become effective. Said order shall be published in one issue of the British Columbia Gazette at least

thirty days before the same becomes effective. After such order is effective, it shall be unlawful for any employer in the occupation named in said order to employ or pay employees less than the minimum wage or to require or to permit employees to work for longer hours or under conditions of labour and employment contrary to the terms specified in said order. The Board shall send by mail, so far as practicable, to each employer in the occupation named a copy of said order, and each employer shall be required to post a copy of said order in each room in which employees affected by the order are employed.

9. After a minimum wage has been fixed by the Board in any occupation, upon petition of either employers or employees the Board may in its discretion reopen the question and reconvene the former conference or call a new one, and any recommendations made by such conference shall be dealt with by the Board in the same manner as the original recommendations of a conference.

10. (1.) In the case of women who are physically defective, and in case of female apprentices in any occupation in which apprentices are usually employed, the Board may in respect of any occupation as to which a minimum wage has been fixed issue to any such woman or apprentice a special licence authorizing her employment in that occupation at a minimum wage, to be fixed in the licence, less than the minimum wage fixed for that occupation. Such special licences shall be issued only in the discretion of the Board, and in cases where the Board is satisfied that the application therefor is made in good faith, and in the case of apprentices shall remain in force for such period as is fixed by the Board.

(2.) The number of employees holding special licences under this section employed in any plant or establishment shall not exceed in number one-seventh of the whole number of the employees in that plant or establishment: Provided, however, that in any plant or establishment, where less than seven employees are employed, one apprentice holding a special licence may be employed.

11. The Board may at any time inquire into wages and conditions of labour of girls under eighteen years of age employed in any occupation in the Province and may determine wages and conditions of labour suitable for such girls. When the Board has made such determination in the cases of girls under eighteen years of age it may proceed to issue an obligatory order in the manner provided for in section 8 of this Act, and after such order is effective it shall be unlawful for any employer in said occupation to employ a girl under eighteen years of age for less wages or for longer hours than is specified for girls under eighteen years of age in said occupation, or under conditions of labour prohibited by the Board for said girls under eighteen years of age in its order.

12. Any employer who discharges or in any other manner discriminates against any employee because such employee has testified or is about to testify, or because such employer believes that said employee may testify, in any investigation or proceedings relative to the enforcement of this Act shall be liable, upon summary conviction, to a penalty of not less than twenty-five dollars and not more than one hundred dollars.

13. Every employer who employs an employee for whom a minimum wage has been fixed under this Act, at less than the minimum wage, or who employs an employee for whom maximum hours of labour have been fixed under this Act, for longer hours than the maximum so fixed, or who neglects or fails to comply with any order made under this Act as to conditions of labour and employment, or who violates any provision of this Act, shall be liable, upon summary conviction, to a penalty of not less than twenty-five dollars and not more than one hundred dollars.

14. If any employee is paid less than the minimum wage to which she is entitled under this Act, the said employee shall be entitled to recover from her employer, in a civil action, the balance between the amount of the minimum wage and the amount paid, together with costs and solicitors' fees, to be fixed by the Court.

15. This Act shall not apply to farm-labourers, fruit-pickers, or domestic servants or their employers.

VICTORIA, B.C.:
Printed by WILLIAM H. CULLIN, Printer to the King's Most Excellent Majesty,
1919.