PROVINCE OF BRITISH COLUMBIA

ANNUAL REPORT

OF

THE DEPARTMENT OF LABOUR

FOR THE

YEAR ENDED DECEMBER 31ST

1936

PRINTED BY
AUTHORITY OF THE LEGISLATIVE ASSEMBLY.

VICTORIA, B.C.:
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1937.

To His Honour ERIC W. HAMBER,
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 1936 is herewith respectfully submitted.

GEORGE S. PEARSON,
Minister of Labour.

Office of the Minister of Labour,
July, 1937.

The Honourable George S. Pearson,
Minister of Labour.

SIR,—I have the honour to submit herewith the Nineteenth Annual Report on the work of the Department of Labour up to December 31st, 1936.

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

ADAM BELL,
Deputy Minister of Labour.

Department of Labour,
Victoria, B.C., July, 1937.

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REPORT OF THE DEPUTY MINISTER OF LABOUR FOR 1936.

In submitting the Nineteenth Annual Report of the Department of Labour, 1936 can best be summed up as a year of solid fulfilment of the bright promise of 1935.

The statistical period under review was marked by a further notable recovery from the long period of depression that followed the collapse of the 1929 boom.

The fact that the advance has been steady rather than spectacular should inspire confidence in the future and justify the expectation that employment and purchasing-power will continue to expand.

STATISTICS OF TRADES AND INDUSTRIES.

The continued improvement in business conditions as shown in the following statistical survey is sufficient evidence that the strict enforcement of labour legislation has not had the dire effect upon business conditions so often claimed by those who either do not understand or fail to appreciate its real benefits.

The legislation is intended to fix for employees a minimum return for their labour, to control excessive working-hours, and give to employers equitable competitive conditions in so far as wages and working-hours are concerned.

A study of the statistics will reveal that industry and business has not been handicapped, but, on the contrary, has shown steady growth, resulting in larger pay-rolls, shorter hours, increased earnings for the workers, and increased employment.

EMPLOYERS RETURNS TOTAL 4,357.

The total number of firms reporting in time for tabulation in the tables was 4,357, compared with 4,153 in 1935, an increase of 204, which in itself refutes the claim made by some that labour legislation has been responsible for firms being forced out of business.

PAY-ROLL.

The aggregate of the twenty-five tables as shown in the summary shows a pay-roll for the 4,357 firms of $107,492,076. This figure should not be accepted as the total pay-roll of the Province, as we are only dealing with industrial pay-rolls, and must be augmented by the following, bringing the total to $142,349,591, or an increase of $16,537,451 over 1935.

During 1933 the statistics revealed a pay-roll of $99,126,653; the figures for 1936 thus show an increase of $43,222,938 over the three-year period.

Pay-roll of 4,357 firms making returns to Department of Labour	$107,492,076.00
Returns received too late to be included in above summary	553,965.00
Employees in occupations included in Department's inquiry, not sending in returns (estimated pay-roll)	1,350,000.00
Transcontinental railways (ascertained pay-roll)	12,153,550.00
Dominion and Provincial Government workers	5,500,000.00
Wholesale and retail firms	2,900,000.00
Delivery, cartage and teaming, warehousing, butchers, moving-picture operators, coal and wood yards, and auto transportation	3,500,000.00
Ocean services and express companies	7,500,000.00
Miscellaneous	1,400,000.00
Total	$142,349,591.00

The percentage of the total payable to wage-earners has again shown an increase; this is only to be expected and is additional evidence of either increased employment or higher weekly

earnings for those employed. Fortunately, the figures show both increased employment and increased earnings; the percentages are shown in the following table:—

	1932.	1933.	1934.	1935.	1936.
	Per Cent.	Per Cent.	Per Cent.	Per Cent.	Per Cent.
Officers, superintendents, and managers	12.77	12.08	11.05	11.06	10.54
Clerks, stenographers, and salesmen	14.93	13.62	12.71	12.65	11.70
Wage-earners	72.30	74.30	76.24	76.29	77.76
Totals	100.00	100.00	100.00	100.00	100.00

COMPARISON OF PAY-ROLLS.

Of the twenty-five tables, twenty-three show an increased pay-roll, while two reveal a decrease. The lumber industry again headed the list of industries with an increase of $5,446,047, followed by contracting with $1,379,909 and Coast shipping with $1,322,060; metal-mining increased by $1,252,308; food products with an addition of $1,072,582, followed by metal trades with $877,637; wood (N.E.S.) showed an increase of $659,519; public utilities, $608,265; oil-refining, $437,116; smelting, $402,628; pulp and paper mills, $400,688; coal-mining, $352,028; explosives and chemicals with $265,333; miscellaneous trades, $203,286; house-furnishings, $172,512; builders' materials, $149,569; printing and publishing, $99,019; breweries, $98,532; laundries, cleaning and dyeing, $90,086; paint-manufacture, $73,399; garment-making, $51,459; jewellery-manufacture, $15,446; leather and fur goods, $13,436.

The two industries showing a decrease in the annual pay-roll were headed by cigar and tobacco manufacturing with $17,223 and ship-building, $1,444.

The pay-rolls covering the past three years can be conveniently compared in the following table:—

Industry.	1934.		1935.		1936.	
	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.
Breweries	30	$751,440.20	37	$845,643.30	36	$944,176.00
Builders' materials	63	643,681.40	76	802,305.60	74	951,875.00
Cigar and tobacco manufacturing	7	29,638.20	6	23,532.50	5	6,309.00
Coal-mining	25	3,198,911.30	24	3,064,399.10	27	3,416,428.00
Coast shipping	111	6,932,756.80	110	7,736,267.50	116	9,058,328.00
Contracting	662	4,703,241.50	705	5,717,448.50	787	7,097,358.00
Explosives and chemicals	9	804,290.60	13	985,511.00	16	1,250,844.00
Food products	535	8,790,400.30	562	8,836,143.70	551	9,908,726.00
Garment-making	62	528,344.20	61	613,258.10	59	664,718.00
House-furnishing	48	614,571.50	49	733,428.80	56	905,941.00
Manufacturing jewellery	9	158,874.80	9	177,148.50	10	192,595.00
Laundries, cleaning and dyeing	78	1,013,741.70	87	1,180,647.20	91	1,270,734.00
Manufacturing leather and fur goods	40	305,646.30	46	454.269.10	50	467,706.00
Lumber industries	633	14,951,858.30	656	18,077,711.20	747	23,523,759.00
Metal trades	665	4,819,806.40	683	6,134,803.50	698	7,012,441.00
Metal-mining	389	8,218,487.40	353	8,280,457.60	311	9,532,766.00
Miscellaneous	187	2,729,705.80	262	3,450.312.20	269	3,653,599.00
Oil-refining	20	1,729,387.80	24	1,912,277.80	31	2,349,394.00
Paint-manufacture	10	226,536.40	10	251,019.60	14	323,419.00
Printing and publishing	129	2,723,886.70	130	3,172,740.20	135	3,271,760.00
Pulp and paper mills	15	3,911,116.30	17	4,294,668.00	14	4,695,356.00
Ship-building	34	753,155.20	43	939,555.10	43	938,111.00
Smelting	7	4,313,022.80	4	4,300,083.20	3	4,702,712.00
Street-railways, etc.	94	7,735,931.10	96	8,536,318.90	108	9,144,584.00
Manufacturing wood (N.E.S.)	94	1,175,948.00	90	1,548,917.70	106	2,208,437.00
Totals	3,956	$81,764,381.00	4,153	$92,068,867.90	4,357	$107,492,076.00

INDUSTRIAL DIVISIONS.

With the object of localizing the industrial activities in the Province, we have set up three industrial divisions, consisting of Greater Vancouver, Vancouver Island, and Rest of Mainland; with increased activity in lumbering and mining, it is to be expected that the Greater Vancouver area will suffer and during 1936 the percentage dropped from 39.06 per cent. to 33.97 per cent.; while Vancouver Island increased from 15.84 per cent. in 1935 to 18.43 per cent. in 1936. The Mainland also showing a gain from 45.10 per cent. in 1935 to 47.60 per cent. in 1936.

The percentages quoted are based on the returns received, and the same proportion applied to the other figures which make up the total pay-roll.

	1932.	1933.	1934.	1935.	1936.
Greater Vancouver	$48,183,910.64	$41,831,447.67	$45,972,307.59	$49,142,221.94	$48,356,156.06
Rest of Mainland	37,980,864.59	37,965,508.24	47,289,695.86	56,728,693.99	67,758,405.32
Vancouver Island	16,792,298.77	19,329,697.37	20,305,950.09	19,941,224.22	26,235,029.62
Totals	$102,957,074.00	$99,126,653.28	$113,567,953.54	$125,812,140.15	$142,349.591.00

CHANGES IN WAGE-RATES.

For a number of years we have shown a table giving the number of adult male workers who from the returns are receiving less than $19 per week, and a steady improvement can be seen. A decrease of 2,201 is shown from the 1935 total and of 5,895 from the total for 1933.

ADULT MALE WORKERS EMPLOYED AT LOW RATES OF WAGES.

Weekly Rate.	1927.	1928.	1929.	1930.	1931.	1932.	1933.	1934.	1935.	1936.
Under $6	.....	.....	.....	.....	3	107	96	378	304	243
$6 to $6.99	1	1	.....	.....	35	167	405	166	172	98
7 to 7.99	11	3	.....	.....	81	420	728	191	122	98
8 to 8.99	10	10	.....	3	79	367	592	257	125	111
9 to 9.99	9	26	1	47	147	683	1,187	361	250	308
10 to 10.99	44	70	97	57	526	914	1,063	489	295	273
11 to 11.99	72	44	27	88	550	810	809	473	352	341
12 to 12.99	194	214	49	182	1,174	2,145	2,550	2,742	1,745	761
13 to 13.99	171	143	110	184	953	1,809	2,145	1,372	1,167	911
14 to 14.99	317	283	494	816	1,973	2,204	2,436	1,952	1,413	1,640
15 to 15.99	619	679	588	954	2,675	3,159	2,965	2,502	2,192	1,949
16 to 16.99	502	574	1,267	1,024	3,322	2,754	2,780	4,757	5,300	4,543
17 to 17.99	1,199	1,092	1,550	1,950	1,989	2,318	2,280	2,081	2,267	2,216
18 to 18.99	1,260	1,252	1,409	1,948	2,757	2,574	2,927	3,513	3,575	3,586
Totals	4,409	4,391	5,592	7,253	16,264	20,431	22,972	21,234	19,279	17,078

The following shows the various industries as represented in the tables, with the total number of adult males employed for the week of employment of the greatest number, together with the percentages of those in receipt of less than $19 per week:—

Industry.	Number employed.	Per Cent.
Cigar and tobacco manufacturing	8	75.00
Leather and fur goods	271	47.60
Wood (N.E.S.)	2,104	47.43
Garment-making	173	45.66
Builders' materials	938	37.63
House-furnishing	566	36.93
Miscellaneous trades and industries	2,894	34.11
Laundries, cleaning and dyeing	520	31.54
Food products	9,741	30.71
Metal trades	3,936	28.30

	Number employed.	Per Cent.
Paint manufacture	117	28.21
Lumber industries	23,907	21.22
Oil-refining	1,209	19.27
Explosives and chemicals	766	19.06
Pulp and paper manufacture	3,271	19.05
Breweries	504	18.06
Printing and publishing	1,048	17.56
Contracting	9,084	14.72
Coast shipping	6,252	13.87
Smelting	2,995	13.36
Street-railways, etc.	4,594	12.06
Jewellery-manufacture	48	10.42
Ship-building	1,039	9.72
Coal-mining	2,727	6.89
Metal-mining	7,719	2.76

For the year 1936 considerable improvement is noted in the above figures, the highest percentage employed at less than $19 per week being 75.00 and the lowest, 2.76.

APPRENTICES.

The number of apprentices as shown in the summary of all tables, 902, should not be confused with the number of registered apprentices as shown in the report of the Director of Apprenticeship on page 87.

Under both Male and Female Minimum Wage Acts, the Board of Industrial Relations grants apprenticeship permits in occupations where the Minimum Wage Orders are in effect and which have not at this date been brought within the scope of the "Apprenticeship Act." This partially accounts for the difference in the figures. It may be noticed that six apprentices are shown as in receipt of between $35 and $40 per week, and a reference to the tables will show the particular industry in which these are employed: Contracting, 2; metal trades, 1; street-railways, etc., 3. Seventeen are in receipt of from $30 to $35 per week, distributed as follows: Coast shipping, 1; metal trades, 2; printing and publishing, 5; street-railways, etc., 9. From the above it will be seen that there are apprentices employed who are not subject to either of the "Minimum Wage Acts" or the "Apprenticeship Act" and are in all probability working under union recognition.

Industries in which apprentices have found opportunities during the year are: Explosives and chemicals—increase, 5; garment-making, 16; house-furnishings, 17; leather and fur goods, 6; metal trades, 14; pulp and paper manufacturing, 7; smelting, 26; street-railways, etc., 12; metal-mining and ship-building, 1 each.

Decreases are noticeable in the food products group, 42; laundries, etc., 34; miscellaneous metal trades, 16; printing and publishing, 21; contracting, lumbering, and wood (N.E.S.), 4 each; breweries and coast shipping, 1 each.

AVERAGE WEEKLY WAGE BY INDUSTRIES.

The average weekly wage for adult male employees increased in twenty of the twenty-five tables, and the figures are for the week of employment of the greatest number. It is not claimed the averages shown would be the same for the whole year, as in many industries there is always broken time to contend with; the figures have been computed on the same basis as previous years and thus offer a fair comparison. As an example, Table 1 shows 3 at under $6 (this we have placed at $6), 2 are shown at from $8 to $8.99; we have called this $8.50 and applied the same procedure up to the $30 to $34.99 class. As some of the 45 employees shown in this group would be receiving varying sums between these amounts, we fix the rate for the 45 at $32 and apply the same principle to the following amounts up to those earning $45 to $49.99. The four employees earning $50 and over per week were taken to mean $50 only.

AVERAGE FULL WEEK'S WAGES IN EACH INDUSTRY (ADULT MALES ONLY).

Industry.	1929.	1930.	1931.	1932.	1933.	1934.	1935.	1936.
Breweries	$27.70	$27.40	$27.58	$25.65	$25.70	$25.62	$25.79	$25.00
Builders' materials	28.04	27.38	25.81	21.95	20.54	20.19	22.07	22.28
Cigar and tobacco manufacturing	26.58	25.06	20.40	14.28	14.67	15.86	16.59	17.75
Coal-mining	30.18	29.03	28.40	28.04	26.80	28.11	28.49	28.75
Coast shipping	32.84	31.36	29.63	26.50	27.62	28.58	26.23	31.61
Contracting	30.57	30.34	27.41	24.78	23.37	22.56	22.72	24.13
Explosives and chemicals	24.61	26.66	26.78	23.34	20.66	22.53	25.34	23.76
Food products, manufacture of	26.56	27.79	23.43	21.88	21.12	21.10	22.00	23.16
Garment-making	28.68	28.34	22.51	24.07	25.29	23.52	21.29	22.74
House-furnishing	26.74	25.54	23.18	20.05	18.91	19.49	20.05	21.29
Jewellery, manufacture of	36.61	37.85	31.29	23.40	30.55	28.88	31.54	34.39
Laundries, cleaning and dyeing	23.16	27.16	25.29	23.26	21.78	20.67	21.92	22.25
Manufacturing leather and fur goods	29.03	28.31	25.81	21.62	20.73	22.34	20.06	20.48
Lumber industries	26.54	25.69	21.09	18.73	18.00	21.32	22.41	24.83
Metal trades	29.50	29.96	27.74	24.24	22.70	22.81	23.67	24.41
Metal-mining	35.24	33.31	30.02	25.50	25.62	27.35	28.65	29.10
Miscellaneous trades and industries	26.21	25.88	23.43	22.78	22.13	21.26	22.29	22.07
Oil-refining	30.50	29.78	31.24	29.34	23.78	25.04	25.55	26.21
Paint-manufacturing	25.58	25.85	26.11	25.00	22.53	22.53	21.53	21.44
Printing and publishing	40.81	39.34	39.78	37.05	32.82	32.51	32.31	32.72
Pulp and paper manufacturing	27.87	27.39	25.94	24.63	21.21	23.22	23.53	24.24
Ship-building	30.25	30.35	29.58	26.17	25.25	26.03	25.83	26.38
Smelting	33.09	30.05	30.44	22.98	23.83	23.88	25.82	24.54
Street-railways, gas, water, power, telephones, etc.	30.70	30.02	29.11	28.89	24.51	25.51	27.09	27.50
Manufacturing of wood (N.E.S.)	25.49	26.03	23.67	20.61	18.05	18.97	18.69	20.32

The increases and decreases in the average weekly rates are as follows:—

Increase.

Builders' materials	$0.21	Lumber industries	$2.42
Cigar and tobacco manufacturing	1.16	Manufacturing leather and fur goods	.42
Coal-mining	.26	Metal trades	.74
Coast shipping	5.38	Metal-mining	.45
Contracting	1.41	Oil-refining	.66
Food products, manufacture of	1.16	Printing and publishing	.41
Garment-making	1.45	Pulp and paper manufacturing	.71
House-furnishing	1.24	Ship-building	.55
Jewellery, manufacturing of	2.85	Street-railways, gas, water, power, telephones, etc.	.41
Laundries, cleaning and dyeing	.33	Manufacturing of wood (N.E.S.)	1.63

Decrease.

Breweries	$0.79	Paint-manufacturing	$0.09
Explosives and chemicals	1.58	Smelting	1.28
Miscellaneous trades and industries	.22		

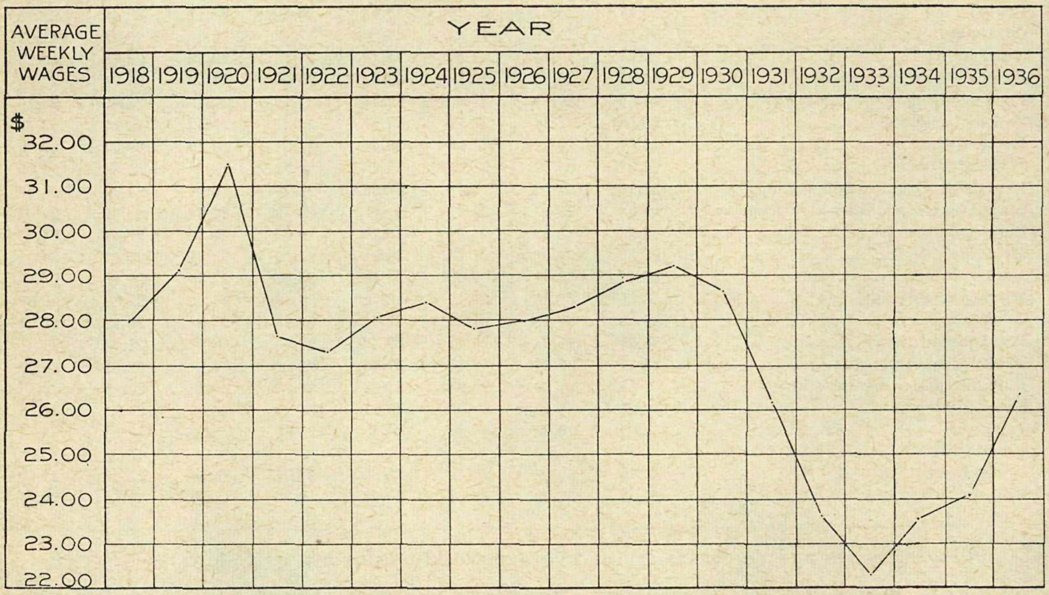
INDUSTRIAL WAGE.

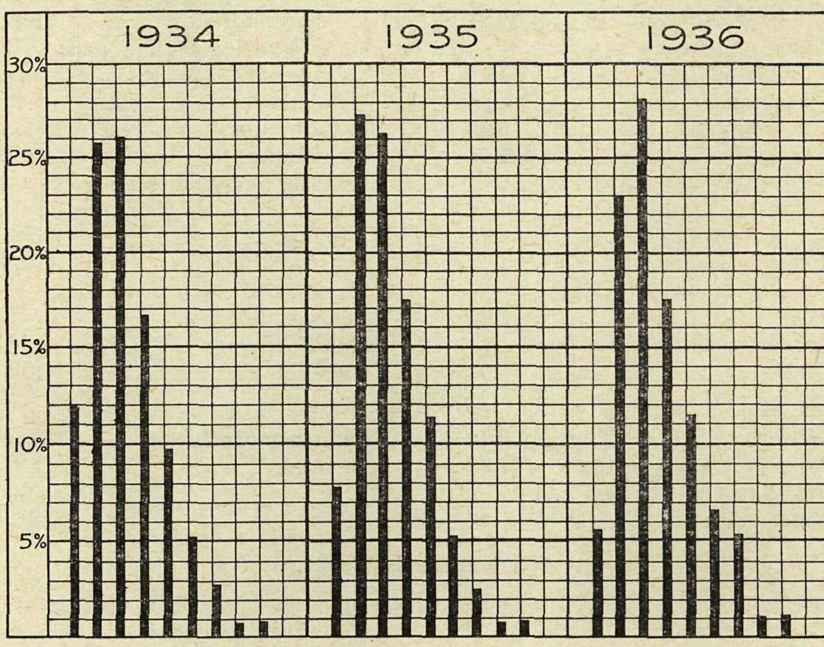
The average weekly wage for all adult male employees was $26.36, an increase of $2.27 over 1935, and the following table shows the average for each year since the formation of the department:—

1918	$27.97	1924	$28.39
1919	29.11	1925	27.82
1920	31.51	1926	27.99
1921	27.62	1927	28.29
1922	27.29	1928	28.96
1923	28.05	1929	29.20

1930	$28.64	1934	$23.57
1931	26.17	1935	24.09
1932	23.62	1936	26.36
1933	22.30		

AVERAGE WEEKLY WAGES PAID TO ADULT MALE EMPLOYEES.
1918—1936





Weekly Wages.	Percentage of Employees.
Under $15	11.94
$15 to 20	25.81
20 to 25	26.04
25 to 30	16.68
30 to 35	9.73
35 to 40	5.17
40 to 45	2.88
45 to 50	.85
50 and over	.90

Under $15	7.91
$15 to 20	27.37
20 to 25	26.27
25 to 30	17.47
30 to 35	11.37
35 to 40	5.16
40 to 45	2.56
45 to 50	.91
50 and over	.98

Under $15	5.53
$15 to 20	22.96
20 to 25	28.21
25 to 30	17.54
30 to 35	11.44
35 to 40	6.62
40 to 45	5.31
45 to 50	1.16
50 and over	1.23

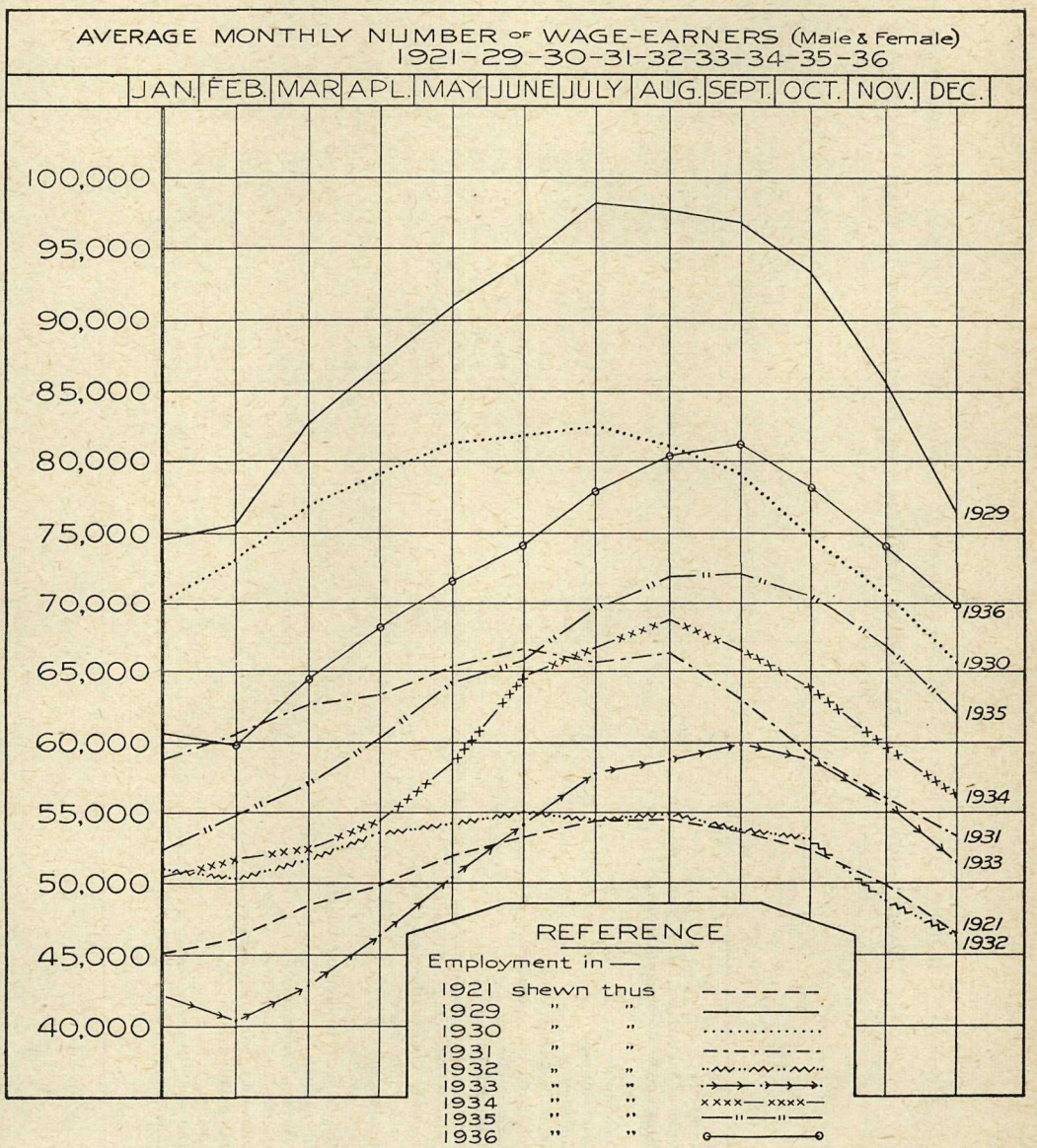
INCREASED EMPLOYMENT.

The average number of wage-earners continued to increase; January, 1936, shows 60,656 employed, which figure increased to a peak during September with 81,203, declining to 69,957 for the month of December, a total of 9,301 in excess of the beginning of the year.

To realize the full effect of the recovery, attention may be directed to the employment figures in January, 1933, when 20,076 wage-earners were shown as employed, and to the figure for December, 1936, when 69,957 were recorded, an increase in four years of 49,881. These figures are only for the firms making returns in time to be classified and do not include officers, superintendents, and managers, or clerks, stenographers, and salesmen, but cover only those who are in receipt of wages as shown in line 3 of question 1 in the summary of all tables.

From the above it will be seen that there is every reason to feel proud of the progress made and gives encouragement to continue creating conditions which will bring a living to those who so far have not found steady employment.

The following chart depicts the employment curve for 1921 and from 1929, the peak year, to 1936:—



The following table shows the variation of employment in each industry during the past two years:—

TABLE SHOWING THE AMOUNT OR VARIATION OF EMPLOYMENT IN EACH INDUSTRY IN THE LAST TWO YEARS.

Industry.	1935.				1936.			
	Month of Most Employment.	Number employed.	Month of Least Employment.	Number employed.	Month of Most Employment.	Number employed.	Month of Least Employment.	Number employed.
Breweries	Dec.	531	Jan.	430	Dec.	672	Jan.	441
Builders' materials	Aug.	742	Jan.	452	July	810	Feb.	523
Cigar and tobacco manufacturing	Aug.	36	June and Dec.	26	Dec.	11	Feb., March, Apr., and Oct.	5
Coal-mining	Jan.	2,802	Aug.	2,191	Nov.	2,705	March	2,389
Coast shipping	May	4,878	Feb.	3,780	Aug.	5,436	Feb.	4,616
Contracting	Sept.	5,167	Feb.	3,386	Aug.	6,089	Feb.	3,926
Explosives, chemicals, etc.	June	734	Jan.	523	Oct.	753	June	615
Food products, manufacture of	Sept.	10,579	Jan.	4,448	Sept.	11,499	Feb.	4,853
Garment-making	May	655	Jan.	490	April	626	Jan.	532
House-furnishing	Nov.	776	April	584	Oct.	897	Jan.	734
Jewellery, manufacture of	Dec.	66	Jan. to June	59	Dec.	70	Jan.	58
Laundries, cleaning and dyeing	July	1,396	Jan. and Feb.	1,244	Aug.	1,560	Feb.	1,355
Manufacturing leather and fur goods	Oct.	392	March	314	Nov.	443	Jan.	340
Lumber industries	Aug.	17,642	Jan.	9,363	Oct.	20,185	Feb.	14,024
Metal trades	Aug.	4,447	Feb.	3,453	Aug.	4,137	Jan.	3,333
Metal-mining	Aug.	5,707	Feb.	4,291	Oct.	6,126	Feb.	4,541
Miscellaneous trades and industries	Sept.	2,680	Jan.	2,086	Aug.	2,920	Feb.	2,014
Oil-refining	Aug.	799	March	558	July	1,177	Feb.	728
Paint-manufacturing	June	128	Jan.	111	May and June	158	Dec.	138
Printing and publishing	Dec.	1,317	Jan.	1,190	Dec.	1,315	Jan.	1,176
Pulp and paper manufacturing	June	2,867	Jan.	2,672	Nov.	3,320	Feb.	2,850
Ship-building	May	853	Dec.	495	May	803	Sept.	569
Smelting	Aug.	2,941	Feb.	2,715	Sept.	3,182	Jan.	2,818
Street-railways, gas, water, power, telephones, etc.	Aug.	5,053	Feb.	4,669	Aug.	5,622	Jan.	4,911
Manufacturing of wood (N.E.S.)	Oct.	1,814	Jan.	1,185	July	2,390	Feb.	1,844
All industries	Sept.	72,124	Jan.	52,339	Sept.	81,203	Feb.	59,964

NATIONALITIES OF EMPLOYEES.

Of the total 106,439 employees reported under nationalities, 80,276, or 75.42 per cent., were natives of English-speaking countries, a decrease of 1.27 per cent.; 15,789, or 14.83 per cent., were originally from Continental Europe, an increase of 0.32 per cent.; natives of Asiatic countries employed showed a total of 7,939, or 7.46 per cent., increasing 0.38 per cent.

Employees from other countries also increased from 1.72 to 2.29 per cent.

	1931.	1932.	1933.	1934.	1935.	1936.
	Per Cent.	Per Cent.	Per Cent.	Per Cent.	Per Cent.	Per Cent.
Natives of English-speaking countries	73.60	75.26	76.30	72.83	76.69	75.42
Natives of Continental Europe	15.48	14.57	14.62	15.25	14.51	14.83
Natives of Asiatic countries	7.07	8.40	7.80	8.28	7.08	7.46
From other countries, or nationality not stated	3.85	1.77	1.28	3.64	1.72	2.29
Totals	100.00	100.00	100.00	100.00	100.00	100.00

FIRMS WITH LARGE PAY-ROLLS.

Following the general trend of recovery indicated in 1935, the number of firms with a total pay-roll of over $100,000 again increased from 150 in 1935 to 174 in 1936.

As in previous reports, pay-rolls of public authorities (Dominion, Provincial, or municipal) are not included, nor are wholesale and retail firms, transcontinental railways, or vessels engaged in deep-sea transportation.

The lumber industry continued to lead, with 63 firms, an increase of 13, followed by food products with 22, an increase of 4; metal-mining, 17, up 1; Coast shipping, 10, up 1; public utilities, 7; general contracting, 6, up 1; garages, printing and publishing, pulp and paper mills, and oil-refining, with 5 each; coal-mining and miscellaneous metal trades, 4 each; breweries and wood (N.E.S.), 3 each; house-furnishing, miscellaneous trades, and shipbuilding, 2 each; builders' materials, electrical contracting, explosives, fertilizers and chemicals, jewellery-manufacture, laundries, machine-shops, paint-manufacture, and smelting, 1 each.

Of the 174 firms reported above, two had a pay-roll in excess of $4,000,000, four between $2,000,000 and $3,000,000, and five between $1,000,000 and $2,000,000.

CONTENTS OF TABLES.

With regard to the tables immediately following, the general headings of such tables are given hereunder and the trades included under each heading:—

No. 1. *Breweries.*—Under this heading are tabulated mineral-water manufacturers and breweries.

No. 2. *Builders' Material, etc.*—Includes manufacturers of brick, cut stone, Portland cement, lime, tiles, and firebrick; also stone-quarries and dealers in sand, gravel, and crushed rock.

No. 3. *Cigar and Tobacco Manufacturing.*—Comprises only these trades.

No. 4. *Coal-mining.*—This group contains also the operation of coke-ovens and coal-shipping docks.

No. 5. *Coast Shipping.*—Includes the operation of passenger and freight steamships, stevedoring, tug-boats (both general and towing logs), and river navigation, but does not include the operation of vessels in the offshore trade.

No. 6. *Contracting.*—Here are grouped building trades, painting and paper-hanging, plumbing and heating, and sheet-metal works; also contractors for industrial plants, structural-steel fabricating, railway-fencing, sewers, pipes and valves, dredging, pile-driving, wharves, bridges, roofing, and automatic sprinklers. Firms making return as building contractors, constructors of dry-kilns, refuse-burners, mills, brick-furnaces, electrical contractors, hardwood and sanitary floor-layers, and bricklayers.

No. 7. *Explosives, Chemicals, etc.*—Includes the manufacture of these commodities, also the manufacture of fertilizers.

No. 8. *Food Products, Manufacture of.*—This table includes bakeries, biscuit-manufacturers, cereal-milling, creameries and dairies, fish, fruit and vegetable canneries, packing-houses, curers of ham and bacon, blending of teas; also manufacturers of candy, macaroni, syrup, jams, pickles, sauces, coffee, catsup, and spices.

No. 9. *Garment-making.*—Includes tailoring, the manufacture of buttons, pleating, embroidery, etc., jute and cotton goods, shirts, overalls, knitted goods, millinery and ladies' outfitting.

No. 10. *House Furnishings.*—Comprises firms engaged in the manufacture of furniture, beds and bedding, springs and mattresses, upholstering, and carpet and linoleum laying.

No. 11. *Jewellery, Manufacture of.*—Includes the repair as well as manufacturing of jewellery and watches and optical instruments (where same is carried on in a factory).

No. 12. *Laundries, Cleaning and Dyeing.*—Includes these industries only.

No. 13. *Leather and Fur Goods, Manufacture of.*—Comprises manufacturers of boots, shoes, gloves, harness, trunks, and leather Indian novelties; also furriers and hide and wool dealers.

No. 14. *Lumber Industries.*—In this group are included logging, logging-railways, planing-mills, sawmills, shingle-mills, and lumber-dealers.

No. 15. *Metal Trades.*—This group includes marine blacksmithing, oxy-acetylene welding, boiler-making, iron and brass foundries, garages, vulcanizing, machine and pattern shops, galvanizing and electroplating; also manufacturers of handsaws, nuts and bolts, pumps, marine engines, mill machinery, and repairs to same.

No. 16. *Metal-mining.*—Includes all metalliferous mining.

No. 17. *Miscellaneous Trades and Industries.*—Here are grouped returns from trades which are not numerous enough to warrant special categories. They include manufacturers of soap, sails, tents, awning, brooms, paper boxes, and tin containers; also cold storage.

No. 18. *Oil-refining.*—Includes also the manufacture of fish-oil.

No. 19. *Paint-manufacturing.*—Includes also white-lead corroders and varnish-manufacturers.

No. 20. *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.

No. 21. *Pulp and Paper Manufacturing.*—Comprises only firms engaged in that industry.

No. 22. *Ship-building.*—Comprises both wooden- and steel-ship building and repairing, also construction and repair of small craft, and salvage.

No. 23. *Smelting.*—Comprises firms engaged exclusively in that industry.

No. 24. *Street-railways, Gas, Water, Power, etc.*—This group comprises generating and distribution of light and power, manufacture of gas, dissolved acetylene and oxygen; also includes gasoline lighting and heating devices, and supply of water to municipalities.

No. 25. *Wood, Manufacture of (not elsewhere specified).*—Here are grouped manufacturers of sash and doors, interior finish, water-proof ply-wood, 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.

TABLE No. 1.

BREWERIES, DISTILLERS, AND AERATED WATER MANUFACTURERS.

Returns covering 36 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$221,037.00
Clerks, Stenographers, Salesmen, etc.	135,665.00
Wage-earners (including piece-workers)	587,474.00
Total	$944,176.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	373	68	July	514	102
February	397	72	August	508	95
March	412	88	September	457	91
April	424	79	October	480	105
May	467	103	November	505	137
June	497	82	December	521	151

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	3			2	
$6.00 to $6.99				1	
7.00 to 7.99					
8.00 to 8.99	2		1		1
9.00 to 9.99	2	2	1		
10.00 to 10.99	5	3			
11.00 to 11.99			4	2	
12.00 to 12.99	4	3	13		
13.00 to 13.99	2		7		
14.00 to 14.99	10	1	122		
15.00 to 15.99	19	6	27	2	
16.00 to 16.99	10		7		
17.00 to 17.99	14				
18.00 to 18.99	20	2	8		
19.00 to 19.99	21	3			
20.00 to 20.99	62				
21.00 to 21.99	18				
22.00 to 22.99	16				
23.00 to 23.99	6				
24.00 to 24.99	20				
25.00 to 25.99	15	1	4		
26.00 to 26.99	24				
27.00 to 27.99	45				
28.00 to 28.99	36				
29.00 to 29.99	77				
30.00 to 34.99	45				
35.00 to 39.99	16				
40.00 to 44.99	5				
45.00 to 49.99	3				
50.00 and over	4				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	314	158
Great Britain and Ireland	153	32
United States of America	6	2
Australasia	1	
Belgium		
France	1	
Italy	12	1
Germany and Austria	23	2
Central European and Balkan States	2	1
Norway, Sweden, Denmark, Finland, etc.	23	2
Russia and Poland	4	
Other European country		
China	1	
Hindustan	1	
Japan	3	
All other countries	10	

TABLE No. 2.

BUILDERS' MATERIAL—PRODUCERS OF.

Returns covering 74 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$168,830.00
Clerks, Stenographers, Salesmen, etc.	94,640.00
Wage-earners (including piece-workers)	688,405.00
Total	$951,875.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	528	1	July	808	2
February	522	1	August	769	1
March	627	1	September	751	1
April	712	2	October	722	1
May	757	2	November	668	1
June	791	2	December	607	1

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	1				
$6.00 to $6.99					2
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99	10	1			
10.00 to 10.99	5	2			
11.00 to 11.99	2	2			
12.00 to 12.99	20	6			1
13.00 to 13.99	5	9	2		
14.00 to 14.99	52	2			
15.00 to 15.99	45	3	1		2
16.00 to 16.99	103	2			
17.00 to 17.99	65				
18.00 to 18.99	45				
19.00 to 19.99	100	1			
20.00 to 20.99	51	1			
21.00 to 21.99	51				
22.00 to 22.99	51				
23.00 to 23.99	13				
24.00 to 24.99	68				
25.00 to 25.99	26				
26.00 to 26.99	31				
27.00 to 27.99	28				
28.00 to 28.99	28				
29.00 to 29.99	11				
30.00 to 34.99	65				
35.00 to 39.99	16				
40.00 to 44.99	32				
45.00 to 49.99	8				
50.00 and over	6				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	497	3
Great Britain and Ireland	273	
United States of America	17	
Australasia		
Belgium	2	
France	1	
Italy	35	
Germany and Austria	6	
Central European and Balkan States	10	
Norway, Sweden, Denmark, Finland, etc.	46	
Russia and Poland	4	
Other European country	2	
China	76	
Hindustan		
Japan		
All other countries		

TABLE No. 3.

CIGAR AND TOBACCO MANUFACTURING.

Returns covering 5 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$1,820.00
Clerks, Stenographers, Salesmen, etc.	712.00
Wage-earners (including piece-workers)	3,777.00
Total	$6,309.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	4	2	July	4	2
February	3	2	August	4	2
March	3	2	September	4	2
April	3	2	October	3	2
May	4	2	November	6	2
June	4	2	December	8	3

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
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			1		
12.00 to 12.99			2		
13.00 to 13.99	1				
14.00 to 14.99					
15.00 to 15.99	3				
16.00 to 16.99					
17.00 to 17.99	2				
18.00 to 18.99					
19.00 to 19.99					
20.00 to 20.99					
21.00 to 21.99	1				
22.00 to 22.99					
23.00 to 23.99					
24.00 to 24.99					
25.00 to 25.99	1				
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					

Nationality of Employees.

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

TABLE No. 4.

COAL-MINING.

Returns covering 27 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$140,019.00
Clerks, Stenographers, Salesmen, etc.	149,435.00
Wage-earners (including piece-workers)	3,126,974.00
Total	$3,416,428.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,415	1	July	2,455	2
February	2,471	1	August	2,505	2
March	2,388	1	September	2,564	1
April	2,437	1	October	2,621	1
May	2,444	2	November	2,703	2
June	2,440	2	December	2,640	2

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$6.00 to $6.99	1				1
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99	1				2
10.00 to 10.99	2	2			
11.00 to 11.99	1	2			
12.00 to 12.99	12	12			1
13.00 to 13.99	7	7			
14.00 to 14.99	24	1	1		
15.00 to 15.99	23	18	1		
16.00 to 16.99	44	13			
17.00 to 17.99	11	3			
18.00 to 18.99	62	16			
19.00 to 19.99	49	6			
20.00 to 20.99	17	1			
21.00 to 21.99	89	5			1
22.00 to 22.99	84	1			
23.00 to 23.99	47				2
24.00 to 24.99	313	5			
25.00 to 25.99	209	12			
26.00 to 26.99	111				
27.00 to 27.99	200	1			
28.00 to 28.99	75				
29.00 to 29.99	209				
30.00 to 34.99	765				
35.00 to 39.99	212				
40.00 to 44.99	98				
45.00 to 49.99	34				
50.00 and over	27				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	884	4
Great Britain and Ireland	1,129	1
United States of America	38	
Australasia	3	
Belgium	7	
France	4	
Italy	237	
Germany and Austria	33	
Central European and Balkan States	281	
Norway, Sweden, Denmark, Finland, etc.	36	
Russia and Poland	80	
Other European country	1	
China	113	
Hindustan		
Japan	3	
All other countries	127	

TABLE No. 5.

COAST SHIPPING.

Returns covering 116 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$744,640.00
Clerks, Stenographers, Salesmen, etc.	450,317.00
Wage-earners (including piece-workers)	7,863,371.00
Total	$9,058,328.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	4,648	40	July	5,165	84
February	4,577	39	August	5,352	84
March	4,777	42	September	5,271	60
April	4,718	45	October	4,997	46
May	4,926	50	November	5,075	46
June	5,072	62	December	5,379	44

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	38	4			
$6.00 to $6.99	2				
7.00 to 7.99	14	1			1
8.00 to 8.99	3				
9.00 to 9.99	12	2			
10.00 to 10.99	18				
11.00 to 11.99	44				
12.00 to 12.99	31	7			
13.00 to 13.99	4	5	10	3	
14.00 to 14.99	71		3		
15.00 to 15.99	104	73	5	1	
16.00 to 16.99	242	2			
17.00 to 17.99	175	25	3		
18.00 to 18.99	109	4	41	6	
19.00 to 19.99	88		1		
20.00 to 20.99	316	14	2		
21.00 to 21.99	183	18			1
22.00 to 22.99	418	13			
23.00 to 23.99	202	4	6		
24.00 to 24.99	164	2	2		
25.00 to 25.99	281				
26.00 to 26.99	56				
27.00 to 27.99	73				
28.00 to 28.99	66				
29.00 to 29.99	102	1			
30.00 to 34.99	418	2			1
35.00 to 39.99	584				
40.00 to 44.99	2,230				
45.00 to 49.99	137				
50.00 and over	67				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	3,288	69
Great Britain and Ireland	2,375	34
United States of America	99	1
Australasia	25	
Belgium	7	
France	27	
Italy	36	
Germany and Austria	29	
Central European and Balkan States	24	
Norway, Sweden, Denmark, Finland, etc.	113	
Russia and Poland	8	
Other European country	10	
China	216	
Hindustan	4	
Japan	17	
All other countries	350	

TABLE No. 6.

CONTRACTING.

Returns covering 787 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$906,096.00
Clerks, Stenographers, Salesmen, etc	711,587.00
Wage-earners (including piece-workers)	5,479,675.00
Total	$7,097,358.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,921	68	July	5,926	157
February	3,864	62	August	5,938	151
March	4,734	68	September	5,896	87
April	5,269	84	October	5,815	67
May	5,485	130	November	5,296	69
June	5,724	116	December	4,900	61

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	19	6	.....	.....	11
$6.00 to $6.99	10	7	.....	.....	6
7.00 to 7.99	6	7	.....	.....	8
8.00 to 8.99	9	7	1	.....	8
9.00 to 9.99	12	5	1	1	2
10.00 to 10.99	48	11	3	.....	8
11.00 to 11.99	24	15	2	.....	3
12.00 to 12.99	40	11	74	2	6
13.00 to 13.99	29	17	14	.....	3
14.00 to 14.99	234	14	4	.....	3
15.00 to 15.99	112	33	21	.....	1
16.00 to 16.99	170	11	8	.....	6
17.00 to 17.99	316	8	12	.....	1
18.00 to 18.99	308	1	5	.....	1
19.00 to 19.99	1,965	14	6	.....	1
20.00 to 20.99	404	7	1	.....	3
21.00 to 21.99	450	2	4	.....	.....
22.00 to 22.99	1,055	3	2	.....	5
23.00 to 23.99	469	.....	3	.....	.....
24.00 to 24.99	700	1	.....	.....	1
25.00 to 25.99	284	.....	1	.....	.....
26.00 to 26.99	188	1	.....	.....	.....
27.00 to 27.99	217	1	.....	.....	.....
28.00 to 28.99	247	.....	.....	.....	.....
29.00 to 29.99	84	.....	.....	.....	.....
30.00 to 34.99	569	1	3	.....	.....
35.00 to 39.99	739	.....	.....	.....	2
40.00 to 44.99	255	2	.....	.....	.....
45.00 to 49.99	75	.....	.....	.....	.....
50.00 and over	46	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	4,642	158
Great Britain and Ireland	3,297	53
United States of America	157	1
Australasia	9	.....
Belgium	13	.....
France	16	.....
Italy	241	.....
Germany and Austria	173	1
Central European and Balkan States	111	.....
Norway, Sweden, Denmark, Finland, etc	433	.....
Russia and Poland	175	.....
Other European country	30	.....
China	.....	.....
Hindustan	1	.....
Japan	1	.....
All other countries	312	.....

TABLE No. 7.

EXPLOSIVES, CHEMICALS, ETC.

Returns covering 16 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$72,597.00
Clerks, Stenographers, Salesmen, etc	243,373.00
Wage-earners (including piece-workers)	934,874.00
Total	$1,250,844.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	694	10	July	685	12
February	655	10	August	720	12
March	685	10	September	730	12
April	645	15	October	743	10
May	624	12	November	697	10
June	603	12	December	699	12

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	14	2	.....	.....	2
$6.00 to $6.99	3	.....	.....	.....	.....
7.00 to 7.99	2	1	.....	.....	3
8.00 to 8.99	3	1	1	.....	1
9.00 to 9.99	1	.....	.....	1	.....
10.00 to 10.99	5	1	2	1	.....
11.00 to 11.99	3	.....	.....	.....	.....
12.00 to 12.99	17	1	.....	.....	.....
13.00 to 13.99	7	.....	2	.....	1
14.00 to 14.99	9	1	.....	.....	.....
15.00 to 15.99	8	1	1	.....	.....
16.00 to 16.99	51	5	.....	.....	1
17.00 to 17.99	4	1	2	.....	.....
18.00 to 18.99	19	3	2	.....	.....
19.00 to 19.99	36	3	.....	.....	.....
20.00 to 20.99	53	1	1	.....	.....
21.00 to 21.99	38	1	.....	.....	.....
22.00 to 22.99	58	3	.....	.....	.....
23.00 to 23.99	46	8	.....	.....	.....
24.00 to 24.99	67	.....	.....	.....	.....
25.00 to 25.99	46	2	.....	.....	.....
26.00 to 26.99	51	1	.....	.....	.....
27.00 to 27.99	41	.....	.....	.....	.....
28.00 to 28.99	40	.....	.....	.....	.....
29.00 to 29.99	35	.....	.....	.....	.....
30.00 to 34.99	79	.....	.....	.....	.....
35.00 to 39.99	25	.....	.....	.....	.....
40.00 to 44.99	2	.....	.....	.....	.....
45.00 to 49.99	3	.....	.....	.....	.....
50.00 and over	.....	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	401	11
Great Britain and Ireland	295	5
United States of America	28	1
Australasia	.....	.....
Belgium	3	.....
France	1	.....
Italy	14	.....
Germany and Austria	7	.....
Central European and Balkan States	6	.....
Norway, Sweden, Denmark, Finland, etc	36	.....
Russia and Poland	5	.....
Other European country	.....	.....
China	13	.....
Hindustan	.....	.....
Japan	8	.....
All other countries	2	.....

TABLE No. 8.

FOOD PRODUCTS—MANUFACTURE OF.

Returns covering 551 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$1,465,980.00
Clerks, Stenographers, Salesmen, etc.	1,453,608.00
Wage-earners (including piece-workers)	6,989,138.00
Total	$9,908,726.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	4,000	1,207	July	7,263	3,450
February	3,850	1,003	August	7,727	3,659
March	3,975	978	September	7,325	4,174
April	4,441	973	October	6,530	3,277
May	5,117	1,375	November	5,389	1,988
June	5,824	1,690	December	4,442	1,300

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	54	32	127	61	16
$6.00 to $6.99	37	18	81	48	4
7.00 to 7.99	24	13	101	21	.....
8.00 to 8.99	24	29	214	24	6
9.00 to 9.99	141	30	262	21	4
10.00 to 10.99	55	31	431	16	16
11.00 to 11.99	130	29	230	27	.....
12.00 to 12.99	189	110	598	30	10
13.00 to 13.99	165	23	314	19	.....
14.00 to 14.99	398	56	717	30	6
15.00 to 15.99	370	54	445	28	2
16.00 to 16.99	415	46	545	4	2
17.00 to 17.99	335	16	201	6	.....
18.00 to 18.99	654	25	220	2	.....
19.00 to 19.99	684	19	101	1	1
20.00 to 20.99	846	24	107	2	.....
21.00 to 21.99	725	9	84	.....	.....
22.00 to 22.99	476	8	63	1	.....
23.00 to 23.99	398	4	48	.....	.....
24.00 to 24.99	641	2	41	1	.....
25.00 to 25.99	616	5	34	.....	.....
26.00 to 26.99	197	2	45	.....	.....
27.00 to 27.99	255	1	20	.....	.....
28.00 to 28.99	239	2	17	.....	.....
29.00 to 29.99	156	2	18	.....	.....
30.00 to 34.99	615	1	44	.....	.....
35.00 to 39.99	276	.....	16	.....	.....
40.00 to 44.99	245	4	4	.....	.....
45.00 to 49.99	80	.....	3	.....	.....
50.00 and over	301	.....	6	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	4,589	3,660
Great Britain and Ireland	2,407	834
United States of America	97	53
Australasia	8	2
Belgium	12	2
France	24	35
Italy	112	75
Germany and Austria	128	139
Central European and Balkan States	150	36
Norway, Sweden, Denmark, Finland, etc.	652	113
Russia and Poland	120	113
Other European country	62	14
China	1,272	3
Hindustan	3	.....
Japan	815	452
All other countries	100	134

TABLE No. 9.

GARMENT-MAKING.

Returns covering 59 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$124,257.00
Clerks, Stenographers, Salesmen, etc.	83,461.00
Wage-earners (including piece-workers)	457,000.00
Total	$664,718 00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	176	356	July	182	371
February	184	401	August	186	369
March	192	431	September	191	409
April	191	435	October	192	403
May	190	430	November	189	393
June	178	386	December	194	376

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	4	10	.....	.....	1
$6.00 to $6.99	1	2	2	.....	.....
7.00 to 7.99	.....	3	8	1	18
8.00 to 8.99	1	2	1	2	13
9.00 to 9.99	.....	3	.....	.....	7
10.00 to 10.99	1	2	7	2	3
11.00 to 11.99	.....	.....	3	2	4
12.00 to 12.99	8	4	44	7	3
13.00 to 13.99	10	3	65	.....	1
14.00 to 14.99	9	.....	74	.....	.....
15.00 to 15.99	19	1	66	.....	.....
16.00 to 16.99	6	.....	30	.....	.....
17.00 to 17.99	11	.....	24	.....	.....
18.00 to 18.99	9	1	31	.....	.....
19.00 to 19.99	5	.....	6	.....	.....
20.00 to 20.99	5	.....	12	.....	.....
21.00 to 21.99	4	.....	3	.....	.....
22.00 to 22.99	6	.....	4	.....	.....
23.00 to 23.99	1	.....	.....	.....	.....
24.00 to 24.99	8	.....	2	.....	.....
25.00 to 25.99	8	.....	3	.....	.....
26.00 to 26.99	.....	.....	.....	.....	.....
27.00 to 27.99	4	.....	.....	.....	.....
28.00 to 28.99	6	.....	.....	.....	.....
29.00 to 29.99	3	.....	.....	.....	.....
30.00 to 34.99	22	.....	2	.....	.....
35.00 to 39.99	16	1	.....	.....	.....
40.00 to 44.99	5	.....	1	.....	.....
45.00 to 49.99	1	.....	.....	.....	.....
50.00 and over	.....	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	103	312
Great Britain and Ireland	52	105
United States of America	2	7
Australasia	.....	2
Belgium	1	.....
France	.....	1
Italy	2	2
Germany and Austria	3	3
Central European and Balkan States	8	9
Norway, Sweden, Denmark, Finland, etc.	8	5
Russia and Poland	12	3
Other European country	6	5
China	11	18
Hindustan	.....	1
Japan	1	6
All other countries	25	19

TABLE No. 10.

HOUSE FURNISHINGS—MANUFACTURING OF.

Returns covering 56 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$151,084.00
Clerks, Stenographers, Salesmen, etc.	133,333.00
Wage-earners (including piece-workers)	621,524.00
Total	$905,941.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	623	111	July	658	126
February	641	121	August	692	128
March	616	128	September	718	146
April	618	148	October	731	166
May	626	146	November	743	151
June	635	131	December	727	129

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	1	2			6
$6.00 to $6.99		5			
7.00 to 7.99	1	7	3	2	3
8.00 to 8.99	1	15	7	5	6
9.00 to 9.99	1	54	3	2	4
10.00 to 10.99	3	7	2		29
11.00 to 11.99	7	16	8		2
12.00 to 12.99	8	29	5	2	13
13.00 to 13.99	11	17	20		1
14.00 to 14.99	9	8	63		
15.00 to 15.99	28	2	23		1
16.00 to 16.99	81		12		1
17.00 to 17.99	10	1	10		1
18.00 to 18.99	48	1	2		
19.00 to 19.99	69	1	2		
20.00 to 20.99	42		4		
21.00 to 21.99	31		1		
22.00 to 22.99	45	1	3		
23.00 to 23.99	17				
24.00 to 24.99	34		2		
25.00 to 25.99	23		1		
26.00 to 26.99	19				
27.00 to 27.99	16				
28.00 to 28.99	14				
29.00 to 29.99	3				
30.00 to 34.99	25				
35.00 to 39.99	13				
40.00 to 44.99	2				
45.00 to 49.99	2				
50.00 and over	2				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	479	139
Great Britain and Ireland	219	44
United States of America	20	2
Australasia	1	
Belgium		
France	2	1
Italy	5	
Germany and Austria	21	3
Central European and Balkan States	7	
Norway, Sweden, Denmark, Finland, etc.	23	2
Russia and Poland	27	5
Other European country	23	
China		
Hindustan		
Japan	6	
All other countries	4	

TABLE No. 11.

JEWELLERY—MANUFACTURING OF.

Returns covering 10 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$23,830.00
Clerks, Stenographers, Salesmen, etc.	81,419.00
Wage-earners (including piece-workers)	87,346.00
Total	$192,595.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	56	2	July	57	2
February	57	2	August	58	2
March	58	2	September	60	3
April	59	2	October	61	3
May	59	2	November	62	4
June	58	2	December	65	5

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

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

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	39	5
Great Britain and Ireland	25	
United States of America		
Australasia		
Belgium		
France		
Italy		
Germany and Austria	1	
Central European and Balkan States		
Norway, Sweden, Denmark, Finland, etc.		
Russia and Poland	1	
Other European country	2	
China		
Hindustan		
Japan		
All other countries	1	

TABLE No. 12.

LAUNDRIES, CLEANING AND DYEING.

Returns covering 91 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$127,537.00
Clerks, Stenographers, Salesmen, etc	188,409.00
Wage-earners (including piece-workers)	954,788.00
Total	$1,270,734.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	523	854	July	587	974
February	514	841	August	578	982
March	531	849	September	579	943
April	569	886	October	589	924
May	560	898	November	568	902
June	558	904	December	578	900

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		3	7		1
$6.00 to $6.99		1	3	1	3
7.00 to 7.99	1	2	5	7	
8.00 to 8.99		2	15	33	15
9.00 to 9.99	2	2	43	8	7
10.00 to 10.99	5	9	63	5	6
11.00 to 11.99	3		64	3	
12.00 to 12.99	8	3	133	1	4
13.00 to 13.99	19	5	317	1	
14.00 to 14.99	7	3	82		
15.00 to 15.99	42	1	90	1	
16.00 to 16.99	22		24		
17.00 to 17.99	12		5		
18.00 to 18.99	43		11		1
19.00 to 19.99	24		5		
20.00 to 20.99	72	1	8		
21.00 to 21.99	13				
22.00 to 22.99	40	1	4		
23.00 to 23.99	22				
24.00 to 24.99	27				
25.00 to 25.99	58	4	1		
26.00 to 26.99	12				
27.00 to 27.99	18				
28.00 to 28.99	10				
29.00 to 29.99	2				
30.00 to 34.99	38		1		
35.00 to 39.99	11				
40.00 to 44.99	3				
45.00 to 49.99	3				
50.00 and over	3				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	251	544
Great Britain and Ireland	243	324
United States of America	17	34
Australasia		2
Belgium	1	3
France	1	9
Italy	2	14
Germany and Austria	4	11
Central European and Balkan States	2	9
Norway, Sweden, Denmark, Finland, etc.	10	19
Russia and Poland	8	22
Other European country		4
China	14	
Hindustan		
Japan	19	3
All other countries	1	

TABLE No. 13.

LEATHER AND FUR GOODS—MANUFACTURING OF.

Returns covering 50 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$76,315.00
Clerks, Stenographers, Salesmen, etc	70,207.00
Wage-earners (including piece-workers)	321,184.00
Total	$467,706.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	279	61	July	307	88
February	288	60	August	322	92
March	293	61	September	316	101
April	297	65	October	322	111
May	296	71	November	331	112
June	308	78	December	324	101

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					5
$6.00 to $6.99		10			
7.00 to 7.99		14	3	4	4
8.00 to 8.99		8		4	3
9.00 to 9.99	1	1	3	3	2
10.00 to 10.99		11	4	1	3
11.00 to 11.99	3	8	2		
12.00 to 12.99	8	5	6	2	1
13.00 to 13.99	12		7		1
14.00 to 14.99	20		14		
15.00 to 15.99	27	5	15	4	
16.00 to 16.99	13	1	10	1	
17.00 to 17.99	24		5	1	
18.00 to 18.99	21		6		
19.00 to 19.99	10				
20.00 to 20.99	30		5		
21.00 to 21.99	7	2	4		
22.00 to 22.99	13		4	1	
23.00 to 23.99	11		1		
24.00 to 24.99	27		1		
25.00 to 25.99	10		1		
26.00 to 26.99	3				
27.00 to 27.99	8				
28.00 to 28.99	3			1	
29.00 to 29.99	3				
30.00 to 34.99	9				
35.00 to 39.99	6				
40.00 to 44.99					
45.00 to 49.99					
50.00 and over	2				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	136	68
Great Britain and Ireland	132	35
United States of America	2	2
Australasia	1	
Belgium		
France	8	
Italy	25	
Germany and Austria	7	
Central European and Balkan States	4	1
Norway, Sweden, Denmark, Finland, etc.	12	7
Russia and Poland	18	1
Other European country	3	2
China		
Hindustan		
Japan	5	1
All other countries		

TABLE No. 14.

LUMBER INDUSTRIES.

Returns covering 747 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$1,397,851.00
Clerks, Stenographers, Salesmen, etc.	829,127.00
Wage-earners (including piece-workers)	21,296,781.00
Total	$23,523,759.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	14,484	37	July	18,227	56
February	13,987	37	August	19,116	54
March	16,482	43	September	20,066	46
April	17,986	44	October	20,143	42
May	18,458	48	November	19,512	41
June	18,717	52	December	17,686	38

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	5	2	1	1	.....
$6.00 to $6.99	4	3	1	.....	.....
7.00 to 7.99	12	.....	1	.....	.....
8.00 to 8.99	8	5	.....	.....	1
9.00 to 9.99	9	44	.....	.....	2
10.00 to 10.99	16	15	1	.....	.....
11.00 to 11.99	20	30	.....	.....	1
12.00 to 12.99	181	187	6	2	.....
13.00 to 13.99	136	63	1	.....	.....
14.00 to 14.99	152	78	1	.....	2
15.00 to 15.99	195	37	8	1	2
16.00 to 16.99	2,519	120	6	2	.....
17.00 to 17.99	400	21	2	.....	.....
18.00 to 18.99	1,416	27	1	.....	.....
19.00 to 19.99	2,994	75	3	.....	.....
20.00 to 20.99	704	16	6	.....	.....
21.00 to 21.99	2,594	77	3	.....	.....
22.00 to 22.99	939	12	2	.....	.....
23.00 to 23.99	685	21	.....	.....	.....
24.00 to 24.99	2,066	24	3	.....	.....
25.00 to 25.99	764	32	4	.....	.....
26.00 to 26.99	839	6	1	.....	.....
27.00 to 27.99	937	16	.....	.....	.....
28.00 to 28.99	678	3	.....	.....	.....
29.00 to 29.99	368	.....	.....	.....	.....
30.00 to 34.99	2,090	1	3	.....	.....
35.00 to 39.99	1,720	4	.....	.....	.....
40.00 to 44.99	877	2	.....	.....	.....
45.00 to 49.99	312	1	.....	.....	.....
50.00 and over	267	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	11,239	49
Great Britain and Ireland	2,793	8
United States of America	555	1
Australasia	29	.....
Belgium	42	.....
France	123	.....
Italy	229	.....
Germany and Austria	430	3
Central European and Balkan States	1,025	1
Norway, Sweden, Denmark, Finland, etc.	3,652	4
Russia and Poland	875	.....
Other European country	311	.....
China	1,775	.....
Hindustan	596	.....
Japan	1,290	2
All other countries	305	2

TABLE No. 15.

METAL TRADES.

Returns covering 698 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$1,419,386.00
Clerks, Stenographers, Salesmen, etc.	1,758,872.00
Wage-earners (including piece-workers)	3,834,183.00
Total	$7,012,441.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,184	149	July	3,855	180
February	3,319	140	August	3,961	176
March	3,498	144	September	3,810	156
April	3,781	149	October	3,778	144
May	3,768	149	November	3,740	147
June	3,816	157	December	3,707	145

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	2	17	3	.....	46
$6.00 to $6.99	5	17	2	1	22
7.00 to 7.99	6	16	4	1	18
8.00 to 8.99	12	15	1	2	23
9.00 to 9.99	11	25	3	2	15
10.00 to 10.99	29	40	8	3	24
11.00 to 11.99	17	26	5	1	14
12.00 to 12.99	63	47	15	1	16
13.00 to 13.99	50	14	13	.....	10
14.00 to 14.99	65	18	6	1	6
15.00 to 15.99	376	39	69	2	13
16.00 to 16.99	138	45	12	1	1
17.00 to 17.99	171	12	6	.....	3
18.00 to 18.99	169	8	6	.....	.....
19.00 to 19.99	231	16	.....	.....	1
20.00 to 20.99	218	12	4	.....	1
21.00 to 21.99	146	8	1	.....	.....
22.00 to 22.99	244	3	1	.....	.....
23.00 to 23.99	140	5	1	.....	.....
24.00 to 24.99	178	2	.....	.....	.....
25.00 to 25.99	216	1	1	.....	1
26.00 to 26.99	124	.....	.....	.....	.....
27.00 to 27.99	118	.....	.....	.....	1
28.00 to 28.99	141	.....	.....	.....	.....
29.00 to 29.99	160	.....	.....	.....	.....
30.00 to 34.99	490	5	.....	.....	2
35.00 to 39.99	231	2	1	.....	1
40.00 to 44.99	89	.....	.....	.....	.....
45.00 to 49.99	43	.....	.....	.....	.....
50.00 and over	53	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	3,199	126
Great Britain and Ireland	1,412	25
United States of America	154	5
Australasia	14	.....
Belgium	11	.....
France	7	.....
Italy	43	1
Germany and Austria	36	.....
Central European and Balkan States	17	3
Norway, Sweden, Denmark, Finland, etc.	77	1
Russia and Poland	19	1
Other European country	9	.....
China	3	.....
Hindustan	1	.....
Japan	16	.....
All other countries	34	.....

TABLE No. 16.

METAL-MINING.

Returns covering 311 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$944,765.00
Clerks, Stenographers, Salesmen, etc	551,871.00
Wage-earners (including piece-workers)	8,036,130.00
Total	$9,532,766.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	4,536	21	July	5,834	26
February	4,518	23	August	5,872	29
March	4,671	23	September	6,072	31
April	4,724	23	October	6,100	26
May	5,208	29	November	5,844	21
June	5,656	27	December	5,515	20

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	1				
$6.00 to $6.99	2				1
7.00 to 7.99					
8.00 to 8.99	1	1			1
9.00 to 9.99	4	1	1		2
10.00 to 10.99	1	1	1		3
11.00 to 11.99	1	1			
12.00 to 12.99	9	4			1
13.00 to 13.99	3		2		
14.00 to 14.99	27	4	1		1
15.00 to 15.99	52	4	8		
16.00 to 16.99	22			1	1
17.00 to 17.99	49	3	1		
18.00 to 18.99	41	2	2		
19.00 to 19.99	101				
20.00 to 20.99	99	5	2		1
21.00 to 21.99	232	33			
22.00 to 22.99	114	3	1		
23.00 to 23.99	58	1	1		
24.00 to 24.99	986	12			
25.00 to 25.99	384	1	5	40	
26.00 to 26.99	488				
27.00 to 27.99	639	1			
28.00 to 28.99	1,084	3	1		
29.00 to 29.99	419				
30.00 to 34.99	1,953	6	1		
35.00 to 39.99	587	1			
40.00 to 44.99	173				
45.00 to 49.99	110				
50.00 and over	79				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	3,570	27
Great Britain and Ireland	1,670	11
United States of America	232	1
Australasia	18	
Belgium	9	
France	19	
Italy	190	
Germany and Austria	140	
Central European and Balkan States	383	1
Norway, Sweden, Denmark, Finland, etc.	1,264	
Russia and Poland	78	1
Other European country	35	
China	68	
Hindustan		
Japan	15	1
All other countries	218	

TABLE No. 17.

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 269 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$680,559.0
Clerks, Stenographers, Salesmen, etc	609,144.0
Wage-earners (including piece-workers)	2,363,896.0
Total	$3,653,599.0

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,707	316	July	2,270	361
February	1,690	324	August	2,429	491
March	1,802	330	September	2,428	458
April	1,983	330	October	1,904	360
May	2,122	335	November	1,860	363
June	2,188	350	December	1,819	347

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	3	8	2		5
$6.00 to $6.99		11	2	4	2
7.00 to 7.99	4	14	5		1
8.00 to 8.99	6	2	11	1	2
9.00 to 9.99	30	13	9		3
10.00 to 10.99	16	9	13	9	6
11.00 to 11.99	10	8	10	1	1
12.00 to 12.99	32	29	32	4	3
13.00 to 13.99	119	16	34	4	1
14.00 to 14.99	152	39	149	11	
15.00 to 15.99	155	25	89	1	
16.00 to 16.99	87	7	24		
17.00 to 17.99	174	4	26	2	
18.00 to 18.99	199	3	40	2	
19.00 to 19.99	297	4	13		
20.00 to 20.99	135	4	13		
21.00 to 21.99	199	4	3		
22.00 to 22.99	220	1	7	1	1
23.00 to 23.99	98	1	4	2	
24.00 to 24.99	294	1	7	1	
25.00 to 25.99	91	1	6		
26.00 to 26.99	64	1	5	1	
27.00 to 27.99	66	1	5		
28.00 to 28.99	49				
29.00 to 29.99	44		3	1	
30.00 to 34.99	201		16		
35.00 to 39.99	76	2			
40.00 to 44.99	33				
45.00 to 49.99	10		1		
50.00 and over	30				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,918	539
Great Britain and Ireland	1,019	131
United States of America	63	9
Australasia	3	
Belgium	4	
France	4	
Italy	9	7
Germany and Austria	74	58
Central European and Balkan States	54	30
Norway, Sweden, Denmark, Finland, etc.	87	9
Russia and Poland	94	19
Other European country	12	
China	38	
Hindustan	16	
Japan	19	12
All other countries	201	130

TABLE No. 18.

OIL-REFINING.

Returns covering 31 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$271,839.00
Clerks, Stenographers, Salesmen, etc.	947,198.00
Wage-earners (including piece-workers)	1,130,357.00
Total	$2,349,394.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	723	15	July	1,156	21
February	711	17	August	1,082	17
March	772	14	September	1,003	16
April	969	21	October	797	14
May	1,010	18	November	812	15
June	1,089	22	December	795	18

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00			1		
$6.00 to $6.99			2		
7.00 to 7.99	2	1	1		
8.00 to 8.99	1				
9.00 to 9.99	35				
10.00 to 10.99	16				
11.00 to 11.99	5				
12.00 to 12.99	3				
13.00 to 13.99	58				
14.00 to 14.99	1	3			
15.00 to 15.99	31	2	2	1	
16.00 to 16.99	42	2	1		
17.00 to 17.99	29	1	3		
18.00 to 18.99	10	4			
19.00 to 19.99	35	3	1		
20.00 to 20.99	44	2	5		
21.00 to 21.99	35	1			
22.00 to 22.99	106		2		
23.00 to 23.99	34				
24.00 to 24.99	68				
25.00 to 25.99	66		1		
26.00 to 26.99	84				
27.00 to 27.99	43				
28.00 to 28.99	38				
29.00 to 29.99	55				
30.00 to 34.99	185				
35.00 to 39.99	103				
40.00 to 44.99	32				
45.00 to 49.99	17				
50.00 and over	31				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	747	38
Great Britain and Ireland	425	8
United States of America	37	
Australasia	4	
Belgium		
France	1	
Italy	2	
Germany and Austria		
Central European and Balkan States	23	
Norway, Sweden, Denmark, Finland, etc.	69	
Russia and Poland	1	
Other European country	2	
China	69	
Hindustan		
Japan	59	4
All other countries	9	1

TABLE No. 19.

PAINT-MANUFACTURING.

Returns covering 14 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$71,700.00
Clerks, Stenographers, Salesmen, etc.	100,122.0
Wage-earners (including piece-workers)	151,597.00
Total	$323,419.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	126	15	July	139	16
February	132	15	August	140	15
March	136	15	September	137	14
April	139	15	October	135	14
May	142	16	November	126	14
June	142	16	December	124	14

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$6.00 to $6.99		2			
7.00 to 7.99		2			
8.00 to 8.99		8			
9.00 to 9.99		2			
10.00 to 10.99	1	4	2		
11.00 to 11.99					
12.00 to 12.99	6	3			
13.00 to 13.99	1	1	3		
14.00 to 14.99	5	8	4		
15.00 to 15.99	7	3	4		1
16.00 to 16.99	2		1		
17.00 to 17.99	4				
18.00 to 18.99	7				
19.00 to 19.99	8				
20.00 to 20.99	19	1			
21.00 to 21.99	2				
22.00 to 22.99	21		1		
23.00 to 23.99	5				
24.00 to 24.99	13				
25.00 to 25.99	3				
26.00 to 26.99	1				
27.00 to 27.99	3				
28.00 to 28.99					
29.00 to 29.99	1				
30.00 to 34.99	5				
35.00 to 39.99	2				
40.00 to 44.99					
45.00 to 49.99					
50.00 and over	1				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	104	13
Great Britain and Ireland	74	4
United States of America	3	1
Australasia		
Belgium		
France		
Italy	1	
Germany and Austria	1	
Central European and Balkan States	1	
Norway, Sweden, Denmark, Finland, etc.	1	
Russia and Poland		
Other European country		
China		
Hindustan		
Japan		
All other countries		

TABLE No. 20.

PRINTING AND PUBLISHING.

Returns covering 135 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$500,571.00
Clerks, Stenographers, Salesmen, etc.	1,043,721.00
Wage-earners (including piece-workers)	1,727,468.00
Total	$3,271,760.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,040	136	July	1,095	172
February	1,054	143	August	1,103	169
March	1,048	150	September	1,103	162
April	1,074	143	October	1,108	160
May	1,103	157	November	1,117	170
June	1,103	192	December	1,139	176

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

For Week of *Employment of* Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	4	8	4	3	8
$6.00 to $6.99		12			9
7.00 to 7.99	4	7	3		3
8.00 to 8.99	7	10	3	10	13
9.00 to 9.99	3	5	2	1	8
10.00 to 10.99	10	16	8	1	13
11.00 to 11.99	4	3	6		6
12.00 to 12.99	10	8	16		14
13.00 to 13.99	6	3	15	1	3
14.00 to 14.99	15	3	23	1	3
15.00 to 15.99	44	4	37		5
16.00 to 16.99	21	1	19		1
17.00 to 17.99	33	1	7		1
18.00 to 18.99	23	1	9		1
19.00 to 19.99	13		6		1
20.00 to 20.99	34	2	37		2
21.00 to 21.99	18		1		1
22.00 to 22.99	18		3		1
23.00 to 23.99	15		1		1
24.00 to 24.99	27	1	1		2
25.00 to 25.99	43	1			4
26.00 to 26.99	18				
27.00 to 27.99	12	1	1		1
28.00 to 28.99	16	2			2
29.00 to 29.99	7				
30.00 to 34.99	57		2		5
35.00 to 39.99	231				
40.00 to 44.99	201				
45.00 to 49.99	98				
50.00 and over	56				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	741	177
Great Britain and Ireland	396	56
United States of America	27	3
Australasia	2	1
Belgium		
France	1	
Italy	3	
Germany and Austria	2	
Central European and Balkan States		
Norway, Sweden, Denmark, Finland, etc.	8	2
Russia and Poland	4	1
Other European country	2	
China	14	
Hindustan		
Japan	3	
All other countries	50	9

TABLE No. 21.

PULP AND PAPER—MANUFACTURING OF.

Returns covering 14 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$406,683.00
Clerks, Stenographers, Salesmen, etc.	381,951.00
Wage-earners (including piece-workers)	3,906,722.00
Total	$4,695,356.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,771	87	July	2,998	97
February	2,761	89	August	3,066	96
March	2,794	89	September	3,209	93
April	2,843	88	October	3,217	97
May	2,894	90	November	3,220	100
June	2,948	93	December	3,214	98

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

For Week of *Employment of* Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	5		3		
$6.00 to $6.99	1		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	5		2		
12.00 to 12.99	3	6	3	8	3
13.00 to 13.99	181	5	38		
14.00 to 14.99	99	17	16	1	3
15.00 to 15.99	70	2	14	4	1
16.00 to 16.99	49	2	10		
17.00 to 17.99	152	7			
18.00 to 18.99	55	4	1		
19.00 to 19.99	150	5			8
20.00 to 20.99	121	2	1		
21.00 to 21.99	549	8	1		1
22.00 to 22.99	347	14			
23.00 to 23.99	59	4			
24.00 to 24.99	395	11			6
25.00 to 25.99	59	1	1		
26.00 to 26.99	140	5			
27.00 to 27.99	65				
28.00 to 28.99	148				
29.00 to 29.99	38				
30.00 to 34.99	262				
35.00 to 39.99	181				
40.00 to 44.99	62				
45.00 to 49.99	13				
50.00 and over	59				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,505	78
Great Britain and Ireland	426	20
United States of America	39	1
Australasia	15	
Belgium		
France	5	1
Italy	32	1
Germany and Austria	18	1
Central European and Balkan States	16	
Norway, Sweden, Denmark, Finland, etc	81	4
Russia and Poland	15	
Other European country	1	
China	99	
Hindustan		
Japan	529	6
All other countries	157	

TABLE No. 22.

SHIP-BUILDING.

Returns covering 43 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$122,942.00
Clerks, Stenographers, Salesmen, etc.	86,191.00
Wage-earners (including piece-workers)	728,978.00
Total	$938,111 00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	640	3	July	605	2
February	605	3	August	677	2
March	639	3	September	567	2
April	751	3	October	689	1
May	801	2	November	637	1
June	645	3	December	668	2

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	21				2
$6.00 to $6.99	3				2
7.00 to 7.99					6
8.00 to 8.99	4				4
9.00 to 9.99	3				4
10.00 to 10.99	4	1			2
11.00 to 11.99	5	2			
12.00 to 12.99	12				16
13.00 to 13.99	6				
14.00 to 14.99	4	1	3		
15.00 to 15.99	5	1			8
16.00 to 16.99	20				
17.00 to 17.99	7	12			2
18.00 to 18.99	7				
19.00 to 19.99	10	4			
20.00 to 20.99	15				
21.00 to 21.99	96				
22.00 to 22.99	200	10			
23.00 to 23.99	28				
24.00 to 24.99	41				
25.00 to 25.99	35				
26.00 to 26.99	11				
27.00 to 27.99	40				
28.00 to 28.99	8				
29.00 to 29.99	129				
30.00 to 34.99	218				
35.00 to 39.99	76				
40.00 to 44.99	28				
45.00 to 49.99	1				
50.00 and over	2				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	528	2
Great Britain and Ireland	423	
United States of America	60	
Australasia		
Belgium	1	
France	2	
Italy	4	
Germany and Austria	5	
Central European and Balkan States	1	
Norway, Sweden, Denmark, Finland, etc.	24	
Russia and Poland	4	
Other European country		
China		
Hindustan		
Japan	33	1
All other countries	29	

TABLE No. 23.

SMELTING.

Returns covering 3 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$240,683.00
Clerks, Stenographers, Salesmen, etc.	624,295.00
Wage-earners (including piece-workers)	3,837,734.00
Total	$4,702,712.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,791	27	July	2,970	25
February	2,839	25	August	3,053	24
March	2,825	24	September	3,158	24
April	2,867	25	October	3,110	23
May	2,993	25	November	3,138	26
June	2,981	25	December	3,092	26

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	63	1			7
$6.00 to $6.99	25	1	2		5
7.00 to 7.99	20				4
8.00 to 8.99	18				4
9.00 to 9.99	17		10		6
10.00 to 10.99	21		1		6
11.00 to 11.99	25	3			2
12.00 to 12.99	33				6
13.00 to 13.99	25	1			2
14.00 to 14.99	22				8
15.00 to 15.99	25	2			2
16.00 to 16.99	22	1	1		2
17.00 to 17.99	29		1		
18.00 to 18.99	55	4			
19.00 to 19.99	82	7			
20.00 to 20.99	128	6	2		
21.00 to 21.99	195	11	2		
22.00 to 22.99	244	15			1
23.00 to 23.99	332	16	2		
24.00 to 24.99	201	12	1		1
25.00 to 25.99	174	5	3		
26.00 to 26.99	236	7			
27.00 to 27.99	194	4			
28.00 to 28.99	138				
29.00 to 29.99	158	1			
30.00 to 34.99	381	1	1		
35.00 to 39.99	84				
40.00 to 44.99	35				
45.00 to 49.99	8				
50.00 and over	5				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,307	12
Great Britain and Ireland	1,015	3
United States of America	85	
Australasia	4	
Belgium	7	
France	4	
Italy	384	
Germany and Austria	51	
Central European and Balkan States	54	
Norway, Sweden, Denmark, Finland, etc.	159	
Russia and Poland	43	
Other European country	16	
China	1	
Hindustan		
Japan	37	
All other countries	4	

TABLE No. 24.

STREET RAILWAYS, GAS, WATER, LIGHT, POWER, TELEPHONES, ETC.

Returns covering 108 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$690,500.00
Clerks, Stenographers, Salesmen, etc	1,731,292.00
Wage-earners (including piece-workers)	6,722,792.00
Total	$9,144,584.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,505	1,406	July	3,934	1,566
February	3,618	1,432	August	4,007	1,615
March	3,517	1,462	September	3,934	1,574
April	3,672	1,476	October	3,896	1,479
May	3,757	1,507	November	3,745	1,487
June	3,946	1,567	December	3,646	1,540

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	4		4		
$6.00 to $6.99	2	1	1		
7.00 to 7.99	1	2	6		
8.00 to 8.99	6	1	2		1
9.00 to 9.99	2	1	1		1
10.00 to 10.99	6		1		
11.00 to 11.99	3	1	14		4
12.00 to 12.99	17		193		
13.00 to 13.99	26	1	15		1
14.00 to 14.99	225	12	6		2
15.00 to 15.99	16	8	368		3
16.00 to 16.99	92	11	64		2
17.00 to 17.99	53	2	22		2
18.00 to 18.99	101	1	61		1
19.00 to 19.99	413		105		
20.00 to 20.99	119		664		
21.00 to 21.99	97		21		1
22.00 to 22.99	237		52		2
23.00 to 23.99	163		5		1
24.00 to 24.99	270	2			
25.00 to 25.99	113				1
26.00 to 26.99	98				3
27.00 to 27.99	187				4
28.00 to 28.99	192				
29.00 to 29.99	152				1
30.00 to 34.99	1,330				9
35.00 to 39.99	454				3
40.00 to 44.99	178				
45.00 to 49.99	38				
50.00 and over	9				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	2,256	1,434
Great Britain and Ireland	2,249	480
United States of America	173	56
Australasia	14	2
Belgium	6	
France	8	
Italy	103	2
Germany and Austria	54	
Central European and Balkan States	21	
Norway, Sweden, Denmark, Finland, etc	129	7
Russia and Poland	42	
Other European country	16	
China	6	
Hindustan	1	
Japan	3	
All other countries	16	5

TABLE No. 25.

WOOD—MANUFACTURE OF (N.E.S.).

Returns covering 106 Firms.

Salary and Wage Payments, 1936.

Officers, Superintendents, and Managers	$361,526.00
Clerks, Stenographers, Salesmen, etc	111,574.00
Wage-earners (including piece-workers)	1,735,337.00
Total	$2,208,437.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,848	68	July	2,228	162
February	1,779	65	August	2,270	108
March	2,001	76	September	2,143	105
April	2,059	106	October	1,985	97
May	2,140	142	November	1,945	86
June	2,181	166	December	1,879	80

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	1	2			1
$6.00 to $6.99	2	21			
7.00 to 7.99	1	26			1
8.00 to 8.99	4	74	2	1	8
9.00 to 9.99	11	53			1
10.00 to 10.99	4	35	1	4	
11.00 to 11.99	29	78	1	1	
12.00 to 12.99	46	76	11		
13.00 to 13.99	28	75	18	2	2
14.00 to 14.99	29	13	70	4	
15.00 to 15.99	172	19	20	1	2
16.00 to 16.99	372	63	19		
17.00 to 17.99	135	5	12		
18.00 to 18.99	164	12	3		
19.00 to 19.99	162	2	5		
20.00 to 20.99	70		5		
21.00 to 21.99	272	14			
22.00 to 22.99	117		1		
23.00 to 23.99	73		1		
24.00 to 24.99	130	1			
25.00 to 25.99	17				
26.00 to 26.99	67				
27.00 to 27.99	34	1			
28.00 to 28.99	28				
29.00 to 29.99	12				
30.00 to 34.99	58				
35.00 to 39.99	57				
40.00 to 44.99	4				
45.00 to 49.99	3				
50.00 and over	2				

Nationality of Employees.

Country of Origin.	Males.	Females
Canada and Newfoundland	1,759	152
Great Britain and Ireland	472	11
United States of America	41	
Australasia	2	
Belgium	2	
France	11	
Italy	20	2
Germany and Austria	50	3
Central European and Balkan States	34	
Norway, Sweden, Denmark, Finland, etc	109	4
Russia and Poland	40	1
Other European country	4	
China	26	
Hindustan	1	
Japan	95	13
All other countries	157	23

SUMMARY OF ALL TABLES.

Returns covering 4,357 Firms.

Total Salary and Wage Payments during Twelve Months ended December 31st, 1936.

Officers, Superintendents, and Managers	$11,333,047.00	
Clerks, Stenographers, and Salesmen, etc.	12,571,524.00	
Wage-earners (including piece-workers)	83,587,505.00	
		$107,492,076.00
Returns received too late to be included in above Summary	$553,965.00	
Estimated pay-roll of employers in occupations covered by Department's inquiry, and from whom returns were not received	1,350,000.00	
Transcontinental Railways	12,153,550.00	
Dominion and Provincial Government workers	5,500,000.00	
Wholesale and Retail Firms	2,900,000.00	
Delivery, Cartage and Teaming, Warehousing, Butchers, Moving-picture Operators, Coal and Wood Yards, and Auto Transportation	3,500,000.00	
Ocean Services and Express Companies	7,500,000.00	
Miscellaneous	1,400,000.00	
		34,857,515.00
Total		$142,349,591.00

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	55,595	5,061
February	55,036	4,928
March	59,476	5,034
April	63,231	5,160
May	65,951	5,741
June	68,104	6,139
July	69 922	8,056
August	72,135	8,375
September	72,492	8,711
October	70,668	7,573
November	67,928	7,288
December	64,368	5,589

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	44,502	7,780
Great Britain and Ireland	23,474	2,225
United States of America	1,953	180
Australasia	153	9
Belgium	128	5
France	270	47
Italy	1,741	105
Germany and Austria	1,296	224
Central European and Balkan States	2,234	91
Norway, Sweden, Denmark, Finland, etc.	7,052	179
Russia and Poland	1,678	167
Other European country	547	25
China	3,815	21
Hindustan	624	1
Japan	2,977	501
All other countries	2,112	323

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	243	99	152	67	111
$6.00 to $6.99	98	111	97	55	57
7.00 to 7.99	98	116	141	36	73
8.00 to 8.99	111	180	259	82	111
9.00 to 9.99	308	244	339	39	70
10.00 to 10.99	273	201	548	42	121
11.00 to 11.99	341	224	352	37	38
12.00 to 12.99	761	551	1,153	59	98
13.00 to 13.99	911	266	897	30	26
14.00 to 14.99	1,640	282	1,359	48	34
15.00 to 15.99	1,949	343	1,316	46	43
16.00 to 16.99	4,543	332	794	9	17
17.00 to 17.99	2,216	122	342	9	10
18.00 to 18.99	3,586	119	449	10	4
19.00 to 19.99	7,547	163	254	1	12
20.00 to 20.99	3,605	99	879	2	7
21.00 to 21.99	6,045	193	128	.....	5
22.00 to 22.99	5,072	88	150	3	10
23.00 to 23.99	2,923	64	73	2	4
24.00 to 24.99	6,738	76	60	2	10
25.00 to 25.99	3,547	66	66	40	6
26.00 to 26.99	2,865	23	51	1	3
27.00 to 27.99	3,243	27	26	.....	6
28.00 to 28.99	3,276	10	18	1	2
29.00 to 29.99	2,229	4	21	1	1
30.00 to 34.99	9,884	25	73	.....	17
35.00 to 39.99	5,722	10	17	.....	6
40.00 to 44.99	4,592	8	5	.....	.....
45.00 to 49.99	1,002	1	4	.....	.....
50.00 and over	1,063	.....	6	.....	.....
Totals	86,431	4,047	10,029	622	902

REPORT OF THE BOARD OF INDUSTRIAL RELATIONS.

Members of the Board.

1. Adam Bell, Deputy Minister of Labour, Chairman	Parliament Buildings, Victoria.
2. William Alexander Carrothers	Parliament Buildings, Victoria.
3. Christopher John McDowell	1000 Douglas Street, Victoria.
4. Fraudena Eaton	1902 Blenheim Street, Vancouver.
5. James Thomson	411 Dunsmuir Street, Vancouver.

Officials of the Board.

Mabel A. Cameron, Secretary	Parliament Buildings, Victoria.
Vancouver Branch Office	411 Dunsmuir Street, Vancouver.

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

SIR,—We have the honour to present the Third Annual Report of the Board of Industrial Relations for the year ended December 31st, 1936.

Since its formation in April, 1934, the Board has continued to make orderly progress in the discharge of its responsibilities.

The first report of the Board laid down the principle upon which the Board intended to proceed in restoring to industry the foundations in wage-structures that had been shattered by the stress of the depression.

The report of the following year disclosed the degree to which that object had been attained in bringing more than 100,000 workers under enactments establishing minimum wages and controlling hours of work.

The present report may properly be termed a record of further advancement for during the period under review a number of new regulations have been promulgated. By the revision of existing regulations minimum wages in some occupations have been raised, and by the application of the additional statutory powers vested in the Board by legislative amendments relating to conditions of labour some improvement in that direction has been accomplished.

That the recovery in industry and business has had its effect upon wages is clearly demonstrated in the statistical tables. The legal minimum has by no means become the standard, but rather has proved to be the fundamental incentive that has stimulated and maintained the upward trend so gratifying to record.

Since its formation the Board has held a total of 181 sessions and 131 delegations have been heard.

During 1936 fifty-four sessions have been held and forty-six delegations have been received, representing employers and employees in all parts of the Province affected by the Board's decisions. To date fifty minimum-wage Orders have been made, affecting the welfare of more than 125,000 employees.

In reaching its decisions the Board has tried to give fair consideration to all angles of the problems of industry and labour, and while it has not been found possible to accede to the requests of both sides in their entirety, the manner in which the findings of the Board have been received would indicate that they have been reasonable and justifiable in the circumstances.

The practice of calling all administrative officers into conference with the Board was again followed this year, and as usual the exchange of views obtained from actual administrative experience was found most beneficial.

STATISTICAL DATA COVERING WOMEN AND GIRL EMPLOYEES.

Statistical returns submitted by 3,565 employers for 1936 furnished information regarding the employment of 21,924 individual women and girl employees. This is the highest total reached since the Department started to gather figures, and surpasses the 1929 record of the former Minimum Wage Board, when 20,766 female workers were reported. In that year, however, 3,602 firms sent in returns, and it is encouraging to note that the peak number was almost equalled during the year under review.

An increase of 263 firms reporting and of 1,990 women and girl employees is shown over the 1935 figures, which would tend to indicate that depression conditions have definitely been overcome.

The following tables have been compiled for the various industries and occupations which are covered by minimum-wage Orders set by the Board. Comparisons may be made with figures of four previous years.

In studying these tabulations the reader should bear in mind that the forms sent out to employers throughout the Province requested figures for the week during 1936 in which most employees were employed.

MERCANTILE INDUSTRY.

	1936.	1935.	1934.	1933.	1932.
Number of firms reporting	479	421	390	379	402
Total number of employees	4,723	4,382	4,239	3,930	3,810
Over 18 years	4,326	3,960	3,870	3,604	3,436
Under 18 years	397	422	369	326	374
Total weekly wages—					
Employees over 18 years	$56,086.46	$51,158.70	$48,968.56	$46,074.00	$45,984.50
Employees under 18 years	$3,523.49	$3,353.22	$2,750.77	$2,622.50	$3,169.00
Average weekly wages—					
Employees over 18 years	$12.96	$12.92	$12.65	$12.78	$13.38
Employees under 18 years	$8.88	$7.95	$7.45	$7.12	$8.47
Percentage of employees under 18 years	8.40%	9.63%	8.70%	8.30%	9.82%
Average hours worked per week	40.58	40.38	40.92	41.03	42.30

With 58 more firms than in 1935, the total number of female employees is 341 in advance of the previous year. A slight increase is noted in the average wage for employees 18 years of age or over, being $12.96 per week, as against $12.92 for last year. A relatively higher increase for girls under 18 years is noted, as the 1936 weekly average worked out at $8.88, which is 93 cents more than the 1935 figure.

A decline from 9.63 to 8.40 in the percentage of young girls is shown for 1936.

The average weekly hours reveal a slight increase over 1935, standing for 1936 at 40.58 instead of 40.38.

Since the Mercantile Order provided for a higher hourly rate of pay for women working less than forty hours per week, there has not been such a marked tendency on the part of employers to bring in so many extras for a few hours during rush periods. The payment of a daily guarantee, equivalent to wages for four or five hours' work, has also helped to curb the former undesirable practice and has tended towards a more regular employment for a greater number of employees.

LAUNDRY INDUSTRY.

	1936.	1935.	1934.	1933.	1932.
Number of firms reporting	81	81	72	65	62
Total number of employees	991	900	847	846	864
Over 18 years	911	857	810	785	818
Under 18 years	80	43	37	61	46
Total weekly wages—					
Employees over 18 years	$11,462.44	$10,517.50	$9,679.17	$8,964.00	$9,979.00
Employees under 18 years	$658.04	$406.74	$309.74	$470.00	$351.00
Average weekly wages—					
Employees over 18 years	$12.58	$12.27	$11.95	$11.42	$12.20
Employees under 18 years	$8.23	$9.46	$8.37	$7.70	$7.63
Percentage of employees under 18 years	8.07%	4.78%	4.37%	7.21%	5.32%
Average hours worked per week	41.94	41.12	39.91	37.92	39.49

Although exactly the same number of firms—namely, 81—completed their returns in 1936 as in 1935, there were 91 more employees on the pay-rolls. The average wage for adult laundry-workers rose from $12.27 in 1935 to $12.58 per week in 1936. For girls under 18 the average dropped from $9.46 to $8.23 and 8.07 per cent. of this class of help appeared on the returns as against 4.78 per cent. in 1935.

While in some instances a shortening of the working-week is looked upon with favour in this industry, the broken time has been so pronounced of recent years that it causes a certain amount of satisfaction to note that the average weekly hours rose from 41.12 in 1935 to 41.94 for the following year. As wages are calculated on a strictly pro rata hourly basis in this line of work, it happens that comparatively few workers receive the equivalent of the legal minimum of $13.50, which is the sum prescribed for a 48-hour week.

Laundry operators contend that the increasing use of electric washing-machines has seriously interfered with the volume of their business; hence staffs are reduced to shorter hours and corresponding reductions are reflected on their pay-rolls.

PUBLIC HOUSEKEEPING OCCUPATION.

	1936.	1935.	1934.	1933.	1932.
Number of firms reporting	500	429	433	352	361
Total number of employees	2,961	2,343	2,256	1,895	1,871
Over 18 years	2,878	2,303	2,209	1,797	1,830
Under 18 years	83	40	47	98	41
Total weekly wages—					
Employees over 18 years	$40,265.89	$30,189.28	$29,243.64	$24,763.00	$26,448.00
Employees under 18 years	$956.54	$452.10	$499.15	$901.50	$504.00
Average weekly wages—					
Employees over 18 years	$13.99	$13.11	$13.24	$13.78	$14.45
Employees under 18 years	$11.52	$11.30	$10.62	$9.20	$12.29
Percentage of employees under 18 years	2.80%	1.71%	2.08%	5.17%	2.19%
Average hours worked per week	42.79	41.31	41.31	42.30	43.26

Substantial increases are noted in this group in the number of firms reporting and in the number of employees recorded. Returns were furnished by 500 in 1936, being 71 firms more than sent in forms for 1935, accounting for 2,961 female employees, or 618 more than were engaged in this type of occupation during the previous year.

Wage increases for both the adult and the younger worker are revealed by the figures. For those 18 years or over the weekly average advanced from $13.11 to $13.99, and for girls under 18 their average weekly remuneration was $11.52 in 1936, an increase of 22 cents per week over the former year's sum of $11.30.

Comparatively few young girls are found in this type of work, the percentage being 2.80 of the whole number of female workers. This, however, is an increase of a little over 1 per cent. in comparison with 1935.

Average hours worked per week by woman and girl employees advanced from 41.31 in 1935 to 42.79 for the year under review.

The Order relating to the Public Housekeeping Occupation provides higher hourly rates for employees working less than 40 hours a week, with a daily guarantee equal to four hours' pay. These provisions have again proved their worth in materially assisting to eliminate the former custom on the part of some employers (chiefly restaurant proprietors) of bringing girls in for about two hours at the midday peak periods, paying them the mere hourly rate and deducting for one meal.

OFFICE OCCUPATION.

	1936.	1935.	1934.	1933.	1932.
Number of firms reporting	1,848	1,727	1,716	1,810	1,772
Total number of employees	5,344	4,827	4,818	4,708	4,614
Over 18 years	5,280	4,809	4,783	4,660	4,575
Under 18 years	64	18	35	48	39
Total weekly wages—					
Employees over 18 years	$94,789.14	$84,596.16	$82,745.51	$80,947.00	$83,938.50
Employees under 18 years	$645.41	$195.20	$347.80	$484.50	$408.00
Average weekly wages—					
Employees over 18 years	$17.95	$17.59	$17.30	$17.37	$18.35
Employees under 18 years	$10.08	$10.84	$9.94	$10.09	$10.46
Percentage of employees under 18 years	1.20%	0.37%	0.73%	1.02%	0.85%
Average hours worked per week	40.88	40.79	40.59	38.95	41.18

There were 5,344 office-workers reported for 1936, in the employ of 1,848 firms. This meant 517 more employees than 1935 and 121 more employers. In 1929, 5,259 females were recorded on 1,985 office staffs, so it will be seen that the current year's figure of 5,344 clerical workers has established a record in this classification.

The average weekly wage for the adult worker stands at $17.95 this year, a slight advance over the 1935 average of $17.59. While cuts that went into effect during the depression years have been restored in many instances, the general upward swing has not yet overcome the drastic salary reductions that occurred a few years ago.

Notwithstanding this somewhat slow recovery, it may be of interest to note that the average wage is practically $3 a week more than the minimum prescribed by the Office Order for experienced employees 18 years of age or over. In tabulating the figures in this group it was revealed that 502 women in the Province were in receipt of salaries of $25 a week or more.

The average weekly hours showed an almost imperceptible advance over the 1935 figure, being 40.88 hours in place of 40.79.

A few more girls under 18 were found engaged in this occupation than was the case during the previous year, although the numbers are still very low. By the time a girl has completed her schooling and taken a commercial course, usually she will have passed her eighteenth birthday.

PERSONAL SERVICE OCCUPATION.

	1936.	1935.	1934.	1933.	1932.
Number of firms reporting	138	108	110	90	122
Total number of employees	427	376	384	305	393
Over 18 years	417	374	378	298	380
Under 18 years	10	2	6	7	13
Total weekly wages—					
Employees over 18 years	$5,486.48	$4,873.84	$4,932.31	$4,319.00	$5,302.00
Employees under 18 years	$66.05	$18.00	$10.25	$48.00	$100.00
Average weekly wages—					
Employees over 18 years	$13.16	$13.03	$13.05	$14.49	$13.95
Employees under 18 years	$6.60	$9.00	$1.71	$6.86	$7.69
Percentage of employees under 18 years	2.34%	0.53%	1.56%	2.30%	3.31%
Average hours worked per week	38.07	36.81	37.95	38.93	36.82

Thirty more firms furnished returns in 1936 than in 1935, placing the figure at 138. These included 427 employees, an increase of 51 over the former total.

Besides beauty-parlour attendants, the Order covers ushers in theatres, whose hours in suburban localities are often very broken. In some country places picture-shows are held on certain nights of the week only, and this has a marked tendency to curtail working-hours. The average working-week was computed at 38.07 hours, which was, however, just about 1¼ hours in excess of the 1935 average.

With an average weekly remuneration of $13.16 for employees over 18 years of age, a gain of 13 cents is recorded from the 1935 figure. The younger workers showed a gain of 1.81 per cent. in numbers from the previous year.

FISHING INDUSTRY.

	1936.	1935.	1934.	1933.	1932.
Number of firms reporting	6	4	2	6	1
Total number of employees	32	11	11	15	55
Experienced	24	10	11	10	48
Inexperienced	8	1	.....	5	7
Total weekly wages—					
Experienced employees	$234.20	$101.35	$96.85	$164.00	$592.00
Inexperienced employees	$26.73	$4.00	.....	$50.50	$42.00
Average weekly wages—					
Experienced employees	$9.76	$10.13	$8.80	$16.40	$12.33
Inexperienced employees	$3.34	$4.00	.....	$10.10	$6.00
Percentage of inexperienced employees	25%	9.09%	.....	33.33%	12.73%
Average hours worked per week	26.24	25.33	26.50	51.60	45.64

Owing to the fact that the Order in this classification specifically excludes the *Canning* branch of the industry there are comparatively few employees covered, and, coupled with the unattractiveness of the work, the result is that very few women are found in this group.

The hours, it will be noted, were short—namely, 26.24 for the average week. The average weekly wages for experienced employees, however, are not so correspondingly low, standing as they do at $9.76.

TELEPHONE AND TELEGRAPH OCCUPATION.

	1936.	1935.	1934.	1933.	1932.
Number of firms reporting	124	120	109	104	112
Total number of employees	1,791	1,689	1,589	1,601	1,646
Experienced	1,571	1,630	1,583	1,536	1,628
Inexperienced	220	59	6	65	18
Total weekly wages—					
Experienced employees	$28.717.26	$27,776.16	$26,909.12	$22,622.00	$28,013.00
Inexperienced employees	$2,462.93	$673.00	$52.50	$606.50	$139.00
Average weekly wages—					
Experienced employees	$18.28	$17.04	$17.00	$14.73	$17.21
Inexperienced employees	$11.20	$11.41	$8.75	$9.33	$7.72
Percentage of inexperienced employees	12.28%	3.49%	0.38%	4.06%	1.09%
Average hours worked per week	40.46	39.53	39.75	38.42	39.77

Out of the 124 firms who sent in pay-roll data for the current year, those employing private switchboard operators are included besides the regular telephone and telegraph companies. A marked increase in the number of operators is recorded for 1936, there having been 102 more women in this type of occupation than appeared in 1935.

It is in this classification that the most noticeable increase in wages occurs. The average rose from $17.04 in 1935 to $18.28 in 1936, and places the average at $3.28 above the rate of $15 set by the Board. The weekly hours were extended from an average of 39.53 to 40.46.

The percentage of inexperienced employees showed a marked increase, which, however, was rather to be expected in view of the greater number employed during the year under review, new hands evidently having been taken on to be trained.

The average wage for the inexperienced employees worked out at $11.20 per week, a slight drop from the former figure of $11.41.

MANUFACTURING INDUSTRY.

	1936.	1935.	1934.	1933.	1932.
Number of firms reporting	314	311	284	284	290
Total number of employees	2,500	2,310	2,249	2,123	2,188
Experienced	2,167	2,111	1,955	1,745	1,838
Inexperienced	333	199	294	378	350
Total weekly wages—					
Experienced employees	$30,694.89	$29,869.50	$26,975.51	$25,627.50	$26,036.50
Inexperienced employees	$3,015.36	$1,734.50	$2,504.27	$3,145.00	$3,340.00
Average weekly wages—					
Experienced employees	$14.16	$14.15	$13.80	$14.68	$14.17
Inexperienced employees	$9.06	$8.72	$8.52	$8.32	$9.54
Percentage of inexperienced employees	13.32%	8.61%	13.07%	17.80%	16.00%
Average hours worked per week	42.92	43.28	42.34	41.92	41.23

Although only 3 more firms sent in returns in 1936, still there were 190 more employees recorded in the industry than in 1935. While the weekly average for the experienced worker remained practically the same as for the previous year, there was a reduction in the working-hours. These dropped from an average of 43.28 to 42.92 hours. Girls under 18 years of age averaged $9.06 per week, which was 34 cents higher than the preceding year's average.

The employees in this group are working in many lines of industrial undertakings. Reference to the summary of Orders will disclose the varied types of factories covered by the regulations.

FRUIT AND VEGETABLE INDUSTRY.

	1936.	1935.	1934.	1933.
Number of firms reporting	75	71	76	62
Total number of employees	3,155	3,096	2,986	2,472
Experienced	2,803	2,681	2,680	2,009
Inexperienced	352	415	306	463
Total weekly wages—				
Experienced employees	$41,831.03	$41,167.84	$40,681.77	$31,116.00
Inexperienced employees	$3,082.70	$4,032.30	$2,824.65	$4,635.50
Average weekly wages—				
Experienced employees	$14.92	$15.36	$15.18	$15.49
Inexperienced employees	$8.76	$9.72	$9.23	$10.01
Percentage of inexperienced employees	11.16%	13.40%	10.25%	18.73%
Average hours worked per week	46.02	46.68	47.17	48.33

There were 59 more employees and 4 more firms about whom the Board received statistical data for 1936 than for the preceding year.

It will be noted that this is the only group in the nine tabulated in which a decrease in the weekly average for experienced employees occurred, a decline of 44 cents having been registered.

The average hours worked during the week was 46.02, a drop from 46.68 in 1935. The actual hours are very broken in this line of work, depending on the run of fruit to the canneries and packing-houses. At certain times the work is spread over a large number of employees who are not on duty for a full day, but in this way they are available when the products roll in in large quantities for immediate handling.

Those engaged in picking fruit are not covered by the Order, as the Act specifically excludes fruit-pickers from its scope.

The processing of glace cherries was carried on in the Okanagan again in 1936 on a larger scale than in 1935, many girls being employed to pit the cherries. This work added materially to the pay-rolls and it happened that in most cases the employees were retained for other work later on after the cherries were taken care of.

SUMMARY OF ALL OCCUPATIONS.

	1936.	1935.	1934.	1933.	1932.
Number of firms reporting	3,565	3,272	3,192	3,152	3,184
Total number of employees	21,924	19,934	19,379	17,895	17,903
Over 18 years, or experienced	20,377	18,735	18,279	16,444	16,436
Under 18 years, or inexperienced	1,547	1,199	1,100	1,451	1,467
Total weekly wages—					
Employees over 18 years, or experienced	$309,567.79	$280,250.33	$270,232.44	$244,596.50	$255,286.00
Employees under 18 years, or inexperienced	$14,437.25	$10,869.06	$9,299.13	$12,964.00	$12,934.00
Average weekly wages—					
Employees over 18 years, or experienced	$15.19	$14.96	$14.78	$14.87	$15.53
Employees under 18 years, or inexperienced	$9.33	$9.07	$8.45	$8.93	$8.82
Percentage of employees under 18 years, or inexperienced	7.06%	6.01%	5.68%	8.11%	8.19%
Average hours worked per week	41.98	41.79	41.81	41.33	42.07

With returns bearing on 21,924 actual women and girl employees an all-high mark has been reached. Since records have been kept by the Department of Labour this is the first time there have been more than 21,000 gainfully employed women reported. The total shows a gain of 1,990 over 1935. For one week their total earnings amounted to $324,005.04, which would go to prove that woman has established for herself a recognized place in the business and industrial life of the community. We, of course, realize that the yearly pay-roll would not amount to fifty-two times the sum above mentioned, for, unfortunately, much of the work in which the women are engaged is of a seasonal nature and sometimes of short duration, as in certain canneries and packing-houses and some branches of the manufacturing industry.

We are glad to note that the weekly average wages for both experienced and inexperienced workers are a little higher for the year under review than for 1935. They stand at $15.19 and $9.33, in comparison with $14.96 and $9.07, the respective averages for the two groups during the prior year.

While the "Female Minimum Wage Act" permits of the employment of not more than 35 per cent. of the female staff at less than the minimum wage fixed by Order for experienced employees, only 7.06 of this percentage was used by all the firms in 1936, which would indicate that the quota set by the Statute is a generous one.

For the entire working force of 21,924 women and girl employees their week consisted on an average of 41.98 hours, which is just a very little longer than was recorded the year before.

During the depression years there was a tendency in certain quarters to place some employees on part time, but this practice is not in such general use at the present time. Staffs have been added to, wage-cuts have been restored, and partial employment has been discontinued in many instances, so that more normal conditions of employment are in vogue now than for several years past.

Name of Industry.	Legal Minimum Wage for Full-time* Experienced Employees.	Received Actual Minimum Wage for Experienced Work.		Receiving More than Minimum Wage for Experienced Work.		Receiving Less than Minimum Wage for Experienced Work.		Total.
		No. of Employees.	Per Cent.	No. of Employees.	Per Cent.	No. of Employees.	Per Cent.	
Mercantile	$12.75	1,912	40.48	1,578	33.41	1,233	26.11	4,723
Laundry	13.50	113	11.40	270	27.25	608	61.35	991
Public housekeeping	14.00	1,040	35.12	1,191	40.22	730	24.66	2,961
Office	15.00	1,364	25.52	3,324	62.20	656	12.28	5,344
Personal service	14.25	126	29.51	157	36.77	144	33.72	427
Fishing	15.50	.....	.....	7	21.875	25	78.125	32
Telephone and telegraph	15.00	165	9.21	1,231	68.73	395	22.06	1,791
Manufacturing	14.00	426	17.04	944	37.76	1,130	45.20	2,500
Fruit and vegetable	12.96	39	1.24	1,857	58.86	1,259	39.90	3,155
Totals, 1936	.....	5,185	23.65	10,559	48.16	6,180	28.19	21,924
Totals, 1935	.....	3,796	19.04	9,724	48.78	6,414	32.18	19,934

* Forty-eight hours a week.

The various Orders of the Board, establishing minimum wages for experienced workers in the respective occupations, also make provision for lower rates for younger or less skilled employees.

There is nothing in the regulations to prevent employees being paid in excess of the amounts prescribed by the Orders.

The accompanying table portrays the situation and shows the numbers and proportions in each industry receiving the actual minimum wage, those in receipt of more than the legal minimum, and those getting less.

Those whose wages were held to the exact minimum amounted to 5,185 or 23.65 per cent., which is over 4 per cent. more than appeared in this category in 1935.

Over 10,000 employees received pay-cheques in excess of the legal minimum, so that 48.16 per cent. of all women and girl employees were paid more than the law actually required. This is surely very tangible evidence that the minimum wage has not become the maximum, as certain people continue to assert when this class of legislation is under discussion.

In the section that shows 6,180 employees, or 28.19 per cent. of the total, getting less than the minimum for experienced workers there are included the less skilled or younger girls, inexperienced employees over 18 years working under permit, and employees working short time. This group contains 4 per cent. less than appeared in a similar classification last year.

TABLE SHOWING LABOUR TURNOVER IN EACH GROUP—NUMBER OF EMPLOYEES IN CONTINUOUS SERVICE OF EMPLOYER REPORTING.

Name of Industry.	Not specified.	Under 1 Year.	1 to 2 Years.	2 to 3 Years.	3 to 4 Years.	4 to 5 Years.	5 to 6 Years.	6 to 7 Years.	7 to 8 Years.	8 to 9 Years.	9 to 10 Years.	10 Years or over.	Number of Employees reported.	Number of Firms reporting.
Mercantile	119	2,280	319	437	291	171	163	158	144	164	106	371	4,723	479
Laundry	35	294	125	110	46	34	34	45	58	54	38	118	991	81
Public housekeeping	104	1,341	292	296	185	151	112	100	81	86	46	167	2,961	500
Office	132	1,117	373	464	389	246	255	291	395	335	236	1,111	5,344	1,848
Personal service	19	163	36	62	39	15	24	14	13	14	9	19	427	138
Fishing	.....	25	1	.....	1	.....	.....	5	.....	.....	.....	.....	32	6
Telephone and telegraph	4	408	133	147	70	21	28	76	184	189	78	453	1,791	124
Manufacturing	149	871	194	256	164	101	126	137	115	103	54	230	2,500	314
Fruit and vegetable	452	1,540	357	267	178	121	56	42	36	39	21	46	3,155	75
Totals, 1936	1,014	8,039	1,830	2,039	1,363	860	798	868	1,026	984	588	2,515	21,924	3,565

The returns received from employers indicated how long each employee had been with the particular firm, and the appended table sets out the length of continuous service with the employer sending in the report.

While the total shown as having been with the employer for a period less than one year may seem rather high, it must be borne in mind that the figures were required for the week of greatest employment. In the mercantile group this would coincide with the busy Christmas season, when numerous extra hands are required to cope with the intensive business occurring at that time. These additional employees do not have steady work and their numbers swell the total for the short term of service.

The fruit and vegetable industry, being of a highly seasonal nature, contributes an imposing figure in the short-term column. It can be quite readily understood how necessary it is to put large numbers to work when the perishable fruits and vegetables are received for immediate handling. Only a comparatively few firms in this type of industry operate twelve months in the year; hence the majority of the staffs automatically drop into the section recording employment for less than one year.

At the other extreme it is noted that 2,515 women had been with their respective employers continuously for ten years or more. The office group contributes 1,111 such persons out of a total of 5,344.

It may be interesting to draw attention to the longest terms of service in each classification.

In the mercantile group 1 employee had served her present employer for 28 years, while two had passed the 25-year mark.

The longest service shown in the laundry and cleaning industry was a 25-year term.

With 28 years of work to her credit, an employee in the public housekeeping occupation surpassed all others for continuity of employment.

When we come to the office occupation we find 10 employees who have served for 30 years or more with the respective employers who sent in the returns, the record service period being one of 39 years.

The personal service group can boast of 1 employee who has put in 27 years of unbroken employment.

Naturally, in the fishing industry, which is extremely seasonal in character, we do not expect to find any very long terms of employment, but there were 5 women who had followed the same line of work with their employers over a period of 6 years.

The telephone and telegraph industry reveals 1 employee with 34 years' uninterrupted service to her credit and 2 with 31 years.

Sixteen operators have devoted 25 years or more to their employers without changing firms.

Quite a record is established in the manufacturing group by 1 employee who has devoted 35 years to one employer.

The employee with 19 years' service to her credit appears at the top in the seasonal fruit and vegetable industry, a rather remarkable achievement, considering the character of the business.

PROPORTION OF SINGLE, MARRIED, AND WIDOWED EMPLOYEES AND THEIR EARNINGS.

Name of Industry	Single.	Earnings.	Married.	Earnings.	Widowed.	Earnings.
Mercantile	3,915	$48,267.79	632	$8,647.81	176	$2,694.35
Laundry	635	7,509.29	299	3,868.80	57	742.39
Public housekeeping	1,934	27,211.16	774	10,450.20	253	3,561.07
Office	4,630	82,206.39	569	10,330.94	145	2,897.22
Personal service	323	4,094.22	90	1,239.07	14	219.24
Fishing	22	108.13	10	152.80	----	----
Telephone and telegraph	1,529	26,567.33	227	3,963.04	35	649.82
Manufacturing	1,852	24,436.93	572	8,079.90	76	1,193.42
Fruit and vegetable	1,701	22,733.55	1,389	21,237.51	65	942.67
Totals	16,541	$243,134.79	4,562	$67,970.07	821	$12,900.18
1936, per cent.	75.45%	----	20.81%	----	3.74%	----
1935, per cent.	74.43%	----	21.58%	----	3.99%	----

The foregoing table depicts the marital status of the women workers and shows the respective earnings of the single, married, and widowed employees in each class of occupation.

It will be noted that during 1936 the single wage-earners increased just over 1 per cent. in comparison with the 1935 numbers. There were fewer married women on the current pay-rolls by about three-quarters of 1 per cent., and widowed workers accounted for the remaining one-quarter of 1 per cent. decrease since 1935.

The relative numerical standing of these three classes of employees has shown very little variation over a number of years, and the Board is still convinced that the married employee retains her place on the labour market through actual financial necessity. There may be a few exceptions, but they do not constitute as serious a problem in the distribution of employment as comments of certain critics would appear to indicate.

INSPECTIONS AND COLLECTIONS.

Steadily and systematically inspections and investigations have been made during the year in all parts of the Province. These inspections amounted to 10,245, and as a result the sum of $60,172.72 was collected and paid over to men and women who had not received wages in accordance with the requirements of the various Orders under which they had been working. Of this amount, $34,796.31 was distributed among men and boys and $21,227.86 to women and girls. The balance, $4,148.55, was ordered paid to employees as a result of Court cases. In all, 1,044 firms were affected and 2.043 employees experienced this very tangible benefit of the protection afforded by the Acts and Orders of the Board.

COURT CASES.

Since the inception of the Board of Industrial Relations we have endeavoured to bring about observance of the orders and regulations by a process of education. In this we have met with a great deal of success. Unfortunately, however, there have been and always will be those who, regardless of warnings, fail to observe the requirements of the Statutes. During 1936 it became necessary to lay charges in the Courts against employers who, when infractions were brought to their notice, failed or refused to abide by the Orders of the Board.

The following summary shows the number of cases and the Statute under which the prosecution was made, also a résumé of the charges and results:—

	Cases.	Convictions.	Dismissed or Withdrawn.
"Female Minimum Wage Act"	72	62	10
"Male Minimum Wage Act"	40	38	2
"Hours of Work Act"	56	53	3
"Factories Act"	9	9	----
"Semi-monthly Payment of Wages Act"	3	3	----
"Truck Act"	1	----	1

COURT CASES—*Continued.*

"FEMALE MINIMUM WAGE ACT."

Name of Employer.	Charge.	Sentence and Remarks.
Mah Wing, Ltd., Grand Forks	Failure to pay minimum wage	Fined $25 and 3.75 costs.
Pacific Café, Greenwood	Failure to pay minimum wage	Fined $25 and ordered to pay arrears.
Mrs. Hazel Fleming, Vancouver	Failure to pay minimum wage	Fined $25.
Harry Blacknall, Courtenay	Failure to pay minimum wage	Fined $25 and ordered to pay arrears, $173.75.
Royal Café, Courtenay	Failure to pay minimum wage	Dismissed.
Martin Peterson, Trail	Failure to pay minimum wage	Fined $20 and ordered to pay arrears, $196.60.
Jack & Jill Coffee Shop, 512 Hastings Street West, Vancouver	Failure to pay minimum wage	Suspended sentence and ordered to pay arrears, $92.70.
Independent Financiers, Ltd., 675 Hastings Street West, Vancouver	Failure to pay minimum wage	Fined $25 and ordered to pay arrears, $9.10.
North West Sack Co., Ltd., 853 Powell Street, Vancouver	Failure to keep records	Fined $10.
P. L. Barter, 850 Hastings Street West, Vancouver	Failure to pay minimum wage	Fined $25.
J. Muckle, Kapoor	Failure to pay minimum wage	Withdrawn, settled; arrears, $176.62.
Grosvenor Hotel, Vancouver	Failure to pay minimum wage	Fined $25.
McDonald's Chocolates, 878 Georgia West and 605 Granville Streets, Vancouver	Failure to keep records	Fined $10.
La Charme Beauty Salon, Mrs. Florence Brown, 3066 Granville Street, Vancouver	Failure to pay minimum wage	Guilty; suspended sentence.
Fred Romano, Trail	Failure to pay minimum wage	Withdrawn upon payment of Court costs and arrears.
Harry Taylor, Trail	Failure to pay minimum wage	Fined $25; costs, $2.50; and pay arrears, $103.10.
Stanley Theatre, 2750 Granville Street, Vancouver	Failure to keep records	Fined $10.
Sargen Singh (Second Avenue Wood Yard), 1722 Second Avenue West, Vancouver	Failure to pay minimum wage	Guilty; suspended sentence; $2.50 costs.
White Star Café, Vancouver	Failure to pay minimum wage	Fined $25 and costs.
Rob Roy Sandwich Shops, Ltd., 812 Hornby Street, Vancouver	Failure to pay minimum wage	Fined $25.
Pacific Dress & Uniform Co., 619 Granville Street, Vancouver	Failure to keep records	Fined $10 and $2.50 costs.
Ziegler Candy Co., 977 Granville Street, Vancouver	Failure to keep records	Fined $10 and $2.50 costs.
Bo-Peep Beauty Shop, 3566 Fourth Avenue West, Vancouver	Failure to keep records	Fined $10 and $2.50 costs.
Bess'tt Beauty Shop, 2604 Granville Street, Vancouver	Failure to keep records	Fined $10 and $2.50 costs.
Canyon View Hotel, Capilano	Failure to pay minimum wage	Dismissed.
Canyon View Hotel, Capilano	Excessive hours of work	Guilty; suspended sentence; ordered to pay costs.
Louis Lubin, Vancouver	Failure to pay minimum wage	Dismissed.
Grandview Lunch, Vancouver	Failure to pay minimum wage	Guilty; suspended sentence.
Mrs. Tada, Vancouver	Failure to keep records	Dismissed.
Wilcox Beauty Parlors, 6031 West Boulevard, Vancouver	Failure to keep records	Fined $10 and $2.50 costs.
Pacific Wood Products, Ltd., 1954 Kent Street, Vancouver	Failure to keep records	Fined $10 and $2.50 costs.
Pacific Wood Products, Ltd., 1954 Kent Street, Vancouver	Failure to pay minimum wage	Fined $25 and ordered to pay arrears.

COURT CASES—*Continued.*

"FEMALE MINIMUM WAGE ACT"—*Continued.*

Name of Employer.	Charge.	Sentence and Remarks.
Star Hotel, 637 Seymour Street, Vancouver	Failure to pay minimum wage	Fined $25 and ordered to pay arrears.
G. Ricardo Kemp, 355 Burrard Street, Vancouver	Failure to pay minimum wage	Fined $25 and ordered to pay arrears, $63.
G. Ricardo Kemp, 355 Burrard Street, Vancouver	Failure to pay minimum wage	Suspended sentence and ordered to pay arrears, $116.10.
Glen Lunch, 513 Pender Street West, Vancouver	Failure to pay minimum wage	Suspended sentence and ordered to pay arrears, $11.47.
Glen Lunch, 513 Pender Street West, Vancouver	Failure to pay minimum wage	Ordered to pay arrears.
Glen Lunch, 513 Pender Street West, Vancouver	Failure to pay minimum wage	Ordered to pay arrears.
Wilcox Beauty Parlor, 6031 West Boulevard, Vancouver	Failure to pay minimum wage	Fined $25 and ordered to pay arrears, $50.
Connaught Apartments, 2515 Vine Street, Vancouver	Failure to pay minimum wage	Fined $25 and ordered to pay arrears, $318.
Dr. Kenneth McRae, Vancouver	Failure to pay minimum wage	Fined $25 and ordered to pay arrears, $127.
Dr. J. L. Turnbull, Braemar Apartments, Vancouver	Failure to pay minimum wage	Suspended sentence and ordered to pay arrears, $50.
Marine Café, 936 Pender Street West, Vancouver	Failure to pay minimum wage	Fined $25 and ordered to pay arrears, $158.75.
Royal Theatre, 142 Hastings Street East, Vancouver	Failure to pay minimum wage (six charges)	Fined $25 and $2.50 costs on one charge; remainder suspended sentence.
Royal Theatre, 142 Hastings Street East, Vancouver	Failure to keep records	Dismissed.
Sam Silas, 796 Robson Street, Vancouver	Failure to pay minimum wage	Guilty and ordered to pay arrears, $75.60.
Miller Stores, Ltd., Rossland	Failure to pay minimum wage	Fined $25 and ordered to pay arrears, $6.90.
Royal Vancouver Yacht Club, Vancouver	Failure to pay minimum wage	Withdrawn when arrears of $176 were paid.
National Café, Cranbrook	Failure to keep records	Fined $10 and $2.50 costs.
Ritz Café, Cranbrook	Failure to keep records	Fined $10 and $2.50 costs.
Sun Lun Café, Cranbrook	Failure to keep records	Fined $10 and $2.50 costs.
Patricia Café, Cranbrook	Failure to keep records	Fined $10 and $2.50 costs.
Ernie Marr, Cranbrook	Failure to keep records	Fined $10 and $2.50 costs.
New Moon Café, 1 Pender Street East, Vancouver	Failure to pay minimum wage	Fined $25 on one charge and ordered to pay arrears.
New Moon Café, 1 Pender Street East, Vancouver	Excessive hours (three charges)	Suspended sentence on remaining charges.
Blue Owl Hamburger, Second and Pender Streets, Vancouver	Failure to keep records	Fined $10.
Blue Owl Hamburger, Second and Pender Streets, Vancouver	Failure to pay minimum wage	Fined $25 and ordered to pay arrears.
Sullivan Hotel, Kimberley	Failure to pay minimum wage	Fined $25; costs, $4.25; and pay arrears, $181.38.
R. P. Hughes, Kelowna	Failure to pay minimum wage	Dismissed in Police Court. Department appealed this case; Judge Swanson reversed the Magistrate's decision and fined defendant $25 and ordered arrears of $38.50 paid.
Maxine School of Beauty Culture, Vancouver	Collusion to defeat Order of Board	Dismissed; ordered to pay $8.43.
Travellers Café, Kelowna	Failure to keep records	Guilty; suspended sentence.
Travellers Café, Kelowna	Failure to pay minimum wage	Guilty; suspended sentence; ordered to pay arrears of $27.56 and $2.50 costs.
Travellers Café, Kelowna	Failure to pay minimum wage	Dismissed.
Green Star Café, Harrison Hot Springs	Failure to pay minimum wage	Guilty; ordered to pay arrears, $12.15; costs, $9.75.
Frank Wilbee, 3327 Kingsway, Vancouver	Failure to pay minimum wage	Guilty; suspended sentence; arrears, $3.75; costs, $2.50.

COURT CASES—*Continued.*

"MALE MINIMUM WAGE ACT."

Name of Employer.	Charge.	Sentence and Remarks.
G. P. Bagnall, Vernon	Failure to pay minimum wage	Fined $50 and costs.
King's Café, 215 Carrall Street, Vancouver	Excessive hours	Dismissed.
Joseph Spence, Vancouver	Failure to pay minimum wage	Suspended sentence; pay arrears, $8.50.
James Bryan, Trail	Failure to produce records	Suspended sentence; Court costs, $2.50.
James Doherty, Trail	Failure to keep proper records	Suspended sentence; Court costs, $2.50.
Alberta Lumber Co., Ltd., Vancouver	Failure to pay minimum wage	Fined $150.
Kenmore Apartments, Vancouver	Failure to pay minimum wage	Fined $50 and pay arrears, $75.64.
Fred Williams, Nelson	Failure to pay minimum wage	Fined $50 and pay arrears.
E. J. Winchcombe, Nelson	Failure to pay minimum wage	Fined $50 and pay arrears, $149.46.
P. Bain Lumber Mills, Ltd., Whonnock	Failure to post notices	Fined $30 and $2.50 costs.
Lazareff & Co., Trail	Failure to pay minimum wage	Fined $50 and $7 costs.
Lazareff & Co., Trail	Failure to pay minimum wage	Fined $50 and $7 costs.
Lazareff & Co., Trail	Failure to pay minimum wage	Fined $50 and $7 costs.
Lazareff & Co., Trail	Failure to pay minimum wage	Fined $50 and $7 costs.
Nick Yoykin, Trail	Failure to keep records	Fined $10 and $3.75 costs.
Windermere Hotel, Victoria	Failure to pay minimum wage	Fined $50 and pay arrears, $77.46.
E. H. Neville, Vancouver	Failure to pay minimum wage	Guilty; pay arrears, $28.50.
Granville Cabs, Ltd., Vancouver	Failure to pay minimum wage	Fined $50 and pay arrears, $83.60.
Vancouver Cabs, Ltd., Vancouver	Failure to pay minimum wage	Fined $50 and pay arrears, $521.09.
General Signs, Ltd., and Victor David Neon Signs, Ltd., Vancouver	Failure to pay minimum wage	Fined $50.
H. A. Roberts, Ltd., Vancouver	Failure to pay minimum wage (three charges)	Suspended sentence; ordered to pay arrears, $116.63.
Rio Vista Auto Camp (F. R. Brown), Burnaby	Failure to pay minimum wage	Arrears paid; case withdrawn.
Refrigerator Fruit Stand, 10 Hastings Street West, Vancouver	Failure to pay minimum wage	Suspended sentence; ordered to pay arrears, $50.
Penticton Sawmills, Ltd., Penticton	Failure to keep records	Fined $50 and $3.75 costs.
Charles Caulter, Penticton	Failure to keep records	Fined $10 and costs.
Motor Transfer, Armstrong	Failure to keep records	Fined $10 and $2.50 costs.
Penticton Sawmills, Ltd., Penticton	Failure to pay minimum wage	Fined $50 and $3.75 costs.
Naranjan Singh, Burnaby	Failure to pay minimum wage (two charges)	Suspended sentence.
Naranjan Singh, Burnaby	Failure to keep records	$7.50 costs.
Dollar Lumber & Fuel Co., North Vancouver	Failure to pay minimum wage (four charges)	Fined $50 and $14 costs; ordered to pay $747.08 arrears.
Wing Lee Co., 258 Keefer Street, Vancouver	Failure to keep records	Fined $10.
General Supply Co., Ltd., 1127 Granville Street, Vancouver	Failure to keep records	Fined $25.
Archibald & Shepherd, Ltd., Vancouver	Failure to pay minimum wage	Suspended sentence; ordered to pay $48.71 arrears in wages.
Archibald & Shepherd, Ltd., Vancouver	Failure to pay minimum wage	Suspended sentence; ordered to pay arrears $29.40 and $2.50 costs.

COURT CASES—*Continued.*

"HOURS OF WORK ACT."

Name of Employer.	Charge.	Sentence and Remarks.
Willock Truck Equipment Co., Ltd., Vancouver	Excessive hours	Fined $25 or two months in prison.
Peter Fomenoff, Castlegar	Failure to keep records	Fined $10 and $3.75 costs.
J. G. Lawrence, Vancouver	Failure to keep records	Suspended sentence.
O. S. Lien, 1049 Sixty-fourth Avenue West, Vancouver	Failure to keep records	Fined $10 and $2.50 costs.
Bowman Creek Lumber Co., Ltd., Nelson	Failure to keep records	Fined $15.
Pioneer Fruit & Vegetable Co., 1436 Government Street, Victoria	Failure to keep records	Fined $10.
Jagat Singh, 779 Market Street, Victoria	Failure to keep records	Fined $10.
Old John Fuel Co., Victoria	Failure to keep records	Fined $10.
A. G. Beattie, Victoria	Failure to keep records	Withdrawn on payment of arrears.
Blackburn Market, Seymour and Robson Streets, Vancouver	Failure to produce records on request	Fined $10 and $2.50 costs.
Ruskin Box Manufacturing Co., Ruskin	Failure to keep records	Fined $10 and $2.50 costs.
Ruskin Box Manufacturing Co., Ruskin	Failure to post notices	Fined $25 and $2.50 costs.
L. L. Robinson, Ymir	Failure to keep records	Fined $10 and $3.75 costs.
McKenzie Construction Co., Vancouver	Failure to post notices	Fined $25 and costs.
Morris Lipson, Vancouver	Failure to keep records	Fined $10 and costs.
Weinstein Produce, Vancouver	Failure to keep records	Fined $10 and costs.
Alberta Wood Yard, Vancouver	Failure to keep records	Fined $10 and costs.
Clover Leaf Dairy, Ltd., Vancouver	Failure to keep records	Fined $10 and costs.
Willock Truck Equipment, Ltd., Broadway West, Vancouver	Excessive hours	Fined $25 and $5 costs.
Wilbee's Service Stores, Ltd., 3327 Kingsway, Vancouver	Excessive hours	Suspended sentence.
Sicamous Hotel, Sicamous	Failure to keep records	Fined $10.
E. W. Johnson, Chilliwack	Failure to keep records	Fined $10 and $2.50 costs.
Rio Vista Auto Camp, Burnaby	Excessive hours	Withdrawn.
Busy Bee Café, 1100 Robson Street, Vancouver	Failure to post notices	Fined $25.
F. R. Stewart & Co., Ltd., Water Street, Vancouver	Failure to post proper notices	Fined $25 and $2.50 costs.
Chess Bros., Ltd., 137 Water Street, Vancouver	Failure to post proper notices	Fined $25 and $2.50 costs.
Chess Bros., Ltd., 137 Water Street, Vancouver	Working excessive hours	Fined $25 and $2.50 costs.
Lum Foo Wing, Vancouver.	Failure to produce records	Fined $10 and $2.50 costs.
Totem Stores. Ltd., Chilliwack	Working excessive hours	Fined $25 and $4.25 costs.
Mrs. H. McLean, 1209 Fifth Avenue, Vancouver	Failure to post notice	Fined $25.
National Lunch, Ltd., Vancouver	Failure to keep proper records	Suspended sentence; $2.50 costs and pay arrears, $74.
National Lunch, Ltd., Vancouver	Failure to keep proper records	Suspended sentence; $2.50 costs and pay arrears, $13.40.
Refrigerator Fruit Stand, 10 Hastings Street West, Vancouver	Failure to keep records	Fined $10.
Refrigerator Fruit Stand, 10 Hastings Street West, Vancouver	Failure to post notice	Fined $25.
McLennan, McFeely & Prior, Ltd., Vancouver	Working excessive hours	Fined $15 and costs.
McLennan, McFeely & Prior, Ltd., Vancouver	Failure to post notices	Suspended sentence.
David Hall Sign Co., Ltd., Vancouver	Working excessive hours	Fined $15 and costs.
International Junk Co., Ltd., Vancouver	Working excessive hours	Fined $10.
International Junk Co., Ltd., Vancouver	Failure to keep true records	Fined $10.
Central Creamery, Ltd., Vancouver	Working excessive hours	Suspended sentence; $2.50 costs.
Coach Lines News Stand, Victoria	Failure to keep records	Fined $10.
Wing Lee Laundry, 258 Keefer Street, Vancouver	Failure to keep records	Guilty; suspended sentence; $2.50 costs.
H. Brown & Sons, Ltd., 50 Water Street, Vancouver	Failure to keep daily records	Fined $10.

COURT CASES—*Continued.*

"HOURS OF WORK ACT"—*Continued.*

Name of Employer.	Charge.	Sentence and Remarks.
Tom Kee Co., 240 Keefer Street, Vancouver	Failure to post notice	Fined $25; in default, 15 days.
Tom Kee Co., 240 Keefer Street, Vancouver	Failure to keep records	Guilty; suspended sentence.
Green Star Cafe, Harrison Hot Springs	Failure to keep proper records	Guilty; suspended sentence.
Classic Cleaners, 278 Tenth Avenue East, Vancouver	Failure to post notice	Dismissed.
Classic Cleaners, 278 Tenth Avenue East, Vancouver	Failure to keep records	Fined $10 and $2.50 costs.
Alma Meat Market, 3685 Broadway West, Vancouver	Failure to produce records	Fined $10 and $2.50 costs.
Mainland Transfer Co., Ltd., Vancouver	Excessive hours (four charges)	Fined $25 and $2.50 costs.
McGavin, Ltd., Vancouver	Failure to keep records	Fined $25.
Canada Billiard Hall, Trail	Failure to keep records	Suspended sentence: $2.50 costs.
Associated Financial Brokers, Ltd., Vancouver	Failure to keep records	Fined $10 and $2.50 costs.

"FACTORIES ACT."

Name of Employer.	Charge.	Sentence and Remarks.
Louis Lubin, 2706 Granville Street, Vancouver	Sec. 12, "Factories Act"	Fined $15 and costs.
Welch's, Ltd., Vancouver	Sec. 63, "Factories Act"	Fined $50 and costs.
Canada Nut Factory, Ltd., 1090 Mainland Drive, Vancouver	Excessive hours in factory	Fined $25.
Arnot & Sons, Vancouver	Employing child in a factory	Suspended sentence and $2.50 costs.
Sam Wo Lee, 831 Caledonia Avenue, Victoria	Open on holiday	Fined $50 and $2.50 costs.
Cee Lee Laundry, 1717 Quadra Street, Victoria	Open on holiday	Fined $50 and $2.50 costs.
Hin Nom, 1719 Quadra Street, Victoria	Open on holiday	Fined $50 and $2.50 costs.
Hing Lund, 858 North Park Street, Victoria	Open on holiday	Fined $50 and $2.50 costs.
Emily O. Elworthy, c/o David Spencer, Ltd., Vancouver.	Sec. 63, "Factories Act"	Fined $50 and $2.50 costs.

"SEMI-MONTHLY PAYMENT OF WAGES ACT."

Name of Employer.	Charge.	Sentence and Remarks.
Gray's Sawmill, Quesnel	Failure to pay wages semi-monthly	Guilty; suspended sentence.
Albert White, Hixon Creek	Failure to pay wages semi-monthly	Fined $100 and costs.
Kennedy Lumber Co., Ltd., Barriere	Failure to pay wages semi-monthly	Fined $100 and $4.25 costs.

"TRUCK ACT."

Name of Employer.	Charge.	Sentence and Remarks.
J. W. Hughes, Kelowna		Dismissed.

WAGE COMPARISONS, 1918, 1934, 1935, 1936.

The accompanying tables set out in a graphic way the wage trends in non-seasonal occupations for the past three years and afford a convenient comparison with conditions existing in 1918, the year in which minimum-wage legislation was introduced in the Province.

One very noticeable feature in these figures is the decline in the percentage of the younger employees, which shows that employers have not taken undue advantage of the lower rates fixed in the Orders for this class of worker.

Mercantile Industry.

	1918.	1934.	1935.	1936.
Average weekly wages—				
Employees over 18 years	$12.71	$12.65	$12.92	$12.96
Employees under 18 years	$7.70	$7.45	$7.95	$8.88
Percentage of employees under 18 years	15.49%	8.70%	9.63%	8.40%

Laundry Industry.

Average weekly wages—				
Employees over 18 years	$11.80	$11.95	$12.27	$12.58
Employees under 18 years	$9.78	$8.37	$9.46	$8.23
Percentage of employees under 18 years	21.80%	4.37%	4.78%	8.07%

Public Housekeeping Occupation.

Average weekly wages—				
Employees over 18 years	$14.23	$13.24	$13.11	$13.99
Employees under 18 years	$11.77	$10.62	$11.30	$11.52
Percentage of employees under 18 years	5.51%	2.08%	1.71%	2.80%

Office Occupation.

Average weekly wages—				
Employees over 18 years	$16.53	$17.30	$17.59	$17.95
Employees under 18 years	$10.88	$9.94	$10.84	$10.08
Percentage of employees under 18 years	7.45%	0.73%	0.37%	1.20%

Personal Service Occupation.

Average weekly wages—				
Employees over 18 years	$13.83	$13.05	$13.03	$13.16
Employees under 18 years	$6.96	$1.71	$9.00	$6.60
Percentage of employees under 18 years	15.38%	1.56%	0.53%	2.34%

Telephone and Telegraph Occupation.

Average weekly wages—				
Experienced employees	$15.55	$17.00	$17.04	$18.28
Inexperienced employees	$11.90	$8.75	$11.41	$11.20
Percentage of inexperienced employees	8.70%	0.38%	3.49%	12.28%

MANUFACTURING INDUSTRY.

	1918.	1934.	1935.	1936.
Average weekly wages—				
Experienced employees	$12.54	$13.80	$14.15	$14.16
Inexperienced employees	$9.57	$8.52	$8.72	$9.06
Percentage of inexperienced employees	28.64%	13.07%	8.61%	13.32%

NEW ORDERS.

Reference to the Summary of Orders in the Appendix to this report will show that several Orders were revised during the year and, in addition, new Orders were promulgated for occupations that had not been covered previously.

The occupation of taxicab-driver was dealt with under Order No. 33, which replaced the former Order No. 6.

The office occupation came in for revision and Order No. 34 superseded Order No. 4.

By Order No. 35 the wood-working industry was given attention. This replaced Order No. 11, and one of its new provisions prescribed rates of pay for male persons under 18 years of age.

Order No. 36 relating to the sawmill industry was promulgated to apply to the whole of the Province, and in this way took the place of Orders 2 and 14, which formerly dealt with territories west and east of the Cascade Mountains separately. A reduction in the percentage of employees permitted to be paid less than the rate for those over 21 years of age was effected by the Order, which fixed wages for all male employees over or under 21 years of age.

The box-manufacturing industry came in for attention and by Order No. 37 cancelled Order No. 7, set rates for boys under 18 years of age, and reduced the percentage allowance whereby certain employees might be paid less than the rate fixed for males 21 years of age or over.

Order No. 38 relating to the mercantile industry replaced former Order No. 10, and contained new provisions designed to help young men between 18 and 21 and between 21 and 24, who were either totally inexperienced or who were recommencing employment in the industry. Special rates were set for their employment under permit from the Board, and the plan has proved very satisfactory, enabling these youths to find employment where it would otherwise have been difficult for them to find a place in the industry.

Orders varying conditions in the fruit and vegetable industry were passed during the year, and certain temporary measures in connection with the male and female mercantile Orders were also put into effect.

Order No. 39, establishing a minimum wage for first-aid attendants, was a completely new Order, and by its enactment a class of employee which had not previously enjoyed the benefit of the Board's protection now became covered by an appropriate Order.

Order No. 40 established a minimum wage in the carpentry trade for employees in the southerly portion of Vancouver Island. This was a new enactment by the Board.

"HOURS OF WORK ACT."

There still seems to be an opinion in some quarters that the "Hours of Work Act" applies to all workers in the Province, and it is again considered necessary to print for general information the Schedule in the Act when passed by the Legislature.

SCHEDULE.

(1.) Mining, quarrying, and other works for the extraction of minerals from the earth.

(2.) Industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed; including ship-building and the generation, transmission, and transformation of electricity or motive power of any kind, and logging operations.

(3.) Construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gaswork, waterways, or other work of construction, as well as the preparation for or laying the foundations of any such work or structure.

To the above have been added, with the approval of the Lieutenant-Governor in Council:—

Occupation of barbering, August 2nd, 1934.
Mercantile industry, August 9th, 1934.
Baking industry, November 22nd, 1934.
Catering industry, December 1st, 1934.
Transportation industry, June 20th, 1935.
Occupation of elevator operator, February 28th, 1935.
Occupation of hotel clerk, September 25th, 1935.

Employers reported 90,871 employees, of whom 87.12 per cent. were working 48 hours or less per week, 6.42 per cent. between 48 and 54 hours per week, and 6.46 per cent. in excess of 54 hours per week.

A comparison with previous years may be seen in the following table:—

Year.	Firms reporting.	Employees reported.	48 Hours or less per Week.	Between 48 and 54 Hours per Week.	In excess of 54 Hours.
			Per Cent.	Per Cent.	Per Cent.
1930	4,704	87,821	77.60	13.36	9.04
1931	4,088	84,791	83.77	6.79	9.44
1932	3,529	68,468	80.36	7.70	11.92
1933	3,530	71,185	77.95	10.93	11.12
1934	3,953	75,435	85.18	5.76	9.06
1935	4,153	81,329	88.78	5.26	5.96
1936	4,357	90,871	87.12	6.42	6.46

The average weekly working-hours for all employees for same years being:—

1936	47.63
1935	47.17
1934	47.32
1933	47.35
1932	47.69
1931	47.37
1930	48.62

Since the " Hours of Work Act " came into effect we have shown the average weekly hours by industries and the following table continues this effort:—

AVERAGE WEEKLY HOURS OF WORK, BY INDUSTRIES.

Industry.	1932.	1933.	1934.	1935.	1936.
Breweries	46.17	45.81	46.41	45.15	44.98
Builders' materials, etc.	40.64	42.19	44.97	44.55	44.44
Cigar and tobacco manufacturing	46.00	42.71	44.13	44.38	43.45
Coal-mining	46.44	47.93	48.00	47.99	48.03
Coast shipping	51.11	51.82	50.04	49.72	48.58
Contracting	43.97	43.42	43.68	43.81	44.57
Explosives, chemicals, etc.	49.70	42.00	47.76	48.36	43.83
Food products, manufacture of	49.25	47.83	50.60	48.85	50.54
Garment-making	46.58	43.68	44.89	42.60	44.79
House-furnishing	41.53	43.33	43.91	45.50	44.92
Jewellery, manufacture of	39.16	42.00	43.47	43.54	44.43
Laundries, cleaning and dyeing	46.44	44.40	44.05	44.49	44.74
Leather and fur goods, manufacture of	46.69	41.33	46.17	46.18	45.61
Lumber industries—					
Logging	48.28	48.41	48.33	48.46	48.66
Logging-railways	49.34	50.36	49.69	52.46	50.70
Lumber-dealers	45.80	45.28	45.93	47.30	45.07
Planing-mills	48.55	48.26	48.00	49.16	48.45
Sawmills	48.48	49.15	48.37	48.35	48.50
Shingle-mills	47.12	45.50	46.69	47.46	47.28
Metal trades	45.70	45.85	45.39	45.02	45.36
Metal-mining	50.34	52.11	51.51	50.05	49.89
Miscellaneous trades and industries	46.51	44.96	45.82	48.93	46.17

AVERAGE WEEKLY HOURS OF WORK, BY INDUSTRIES—*Continued.*

Industry.	1932.	1933.	1934.	1935.	1936.
Oil-refining	47.03	46.29	44.82	42.76	47.29
Paint-manufacturing	44.07	43.68	44.01	43.81	43.87
Printing and publishing	44.61	44.09	44.37	44.10	44.54
Pulp and paper manufacturing	44.79	48.30	47.93	47.99	47.85
Ship-building	42.81	43.53	44.06	43.97	43.75
Smelting	53.24	46.47	41.39	44.27	47.90
Street-railways, gas, water, power, etc.	45.43	44.87	44.67	44.87	45.29
Wood-manufacture (not elsewhere specified)	44.72	45.33	44.19	46.09	46.05

Enforcement of the " Hours of Work Act " during the year has been very satisfactory, and employers are now realizing that overtime cannot be worked without first making application for a permit.

During the year under review 1,053 such permits were granted for emergency work not exempt by regulations made pursuant to the Act.

Prior to the " Hours of Work Act " employees on a weekly or monthly rate had to work overtime when required, usually with no remuneration for the additional hours.

In an endeavour to curtail overtime the Board of Industrial Relations has adhered as closely as possible to the policy that overtime permits be granted on condition that not less than time and one-quarter of the employee's rate of pay be paid; this ruling has been a boon to many workers who would otherwise have worked the additional hours without additional remuneration.

A return of overtime worked must be made to the Department showing the names of the employees who worked overtime, their rate of pay, and the amount paid under the permit, thus affording a complete check on each permit.

Although the number granted for 1936 exceeds the previous year, this has resulted from closer inspection on the part of the staff, who are on the lookout, even after business hours, for any infraction of labour legislation.

CONCLUSION.

In concluding this report, we again acknowledge with appreciation the assistance and co-operation from many quarters which has proved invaluable in assisting the Board and its officials in the performance of their duties.

We have the honour to be,

Sir,

Your obedient servants,

ADAM BELL, *Chairman.*

WILLIAM ALEXANDER CARROTHERS.

CHRISTOPHER JOHN MCDOWELL.

FRAUDENA EATON.

JAMES THOMSON.

APPENDIX.

SUMMARY OF ORDERS MADE PURSUANT TO "MALE MINIMUM WAGE ACT, 1934," AND "FEMALE MINIMUM WAGE ACT, 1934."

BAKING INDUSTRY (MALE).

ORDER NO. 17, EFFECTIVE NOVEMBER 23RD, 1934.

Includes all operations in or incidental to the manufacture and delivery of bread, biscuits, or cakes.

Occupation.	Hourly Rate.	Weekly Hours.
Bakers—		
21 years of age and over	40c.	48
18 years and under 19 years	25c.	48
19 years and under 20 years	30c.	48
20 years and under 21 years	35c.	48
Delivery salesmen	40c.	54

BARBERING (MALE).

ORDER NO. 42, EFFECTIVE JUNE 14TH, 1937.

(Superseding Order No. 8, Effective August 3rd, 1934.)

Barbering shall have the meaning set out in section 2 of the "Barbers Act," chapter 5, Statutes, 1924, and amendments.

Occupation.	Rate.	Hours per Week.
Barbers	$18.00 week	40 to 48 hours.
Barbers	45c. per hour if	less than 40 hours.
(Maximum hours, 48 per week.)	Daily minimum, $1.80	

BOX-MANUFACTURING (MALE).

ORDER NO. 37, EFFECTIVE APRIL 1ST, 1936.

(Superseding Order No. 7, Effective August 3rd, 1934.)

Includes all operations in or incidental to the making of wooden boxes, barrels, kegs, casks, tierces, pails, or other wooden containers.

	Hourly Rate.	Hours per Week.
Adult males	35c.	48 (except June, July, August, and September).
Not more than 10 per cent. of adult males may be employed at not less than	25c.	
Males 18 to 21 years of age	25c.	
Males under 18 years of age	20c.	

BUS-DRIVERS (MALE).

ORDER NO. 31, EFFECTIVE OCTOBER 28TH, 1935.

Includes every male person in charge of or driving a motor-vehicle with seating accommodation for more than seven passengers used for the conveyance of the public, for which a charge is made.

Area.	Hourly Rate.	Hours.
Victoria, Esquimalt, Oak Bay, Saanich	45c.	40 to 50.
	50c.	Less than 40.
	67½c.	In excess of 9 hours in any one day or 50 hours in any one week.

CARPENTRY TRADE (MALE).

ORDER NO. 40, EFFECTIVE FEBRUARY 1ST, 1937.

Includes all work usually done by carpenters in connection with the construction and erection of any new building or structure or part thereof, and of the remodelling, alteration, and repairing of any existing building or structure or any part thereof.

Area.	Hourly Rate.
Land Districts of Victoria, Lake, North Saanich, South Saanich, Esquimalt, Highland, Metchosin, Goldstream, Sooke, Otter, Malahat, and Renfrew	70c.

CONSTRUCTION INDUSTRY (MALE).

ORDER NO. 12, EFFECTIVE OCTOBER 19TH, 1934.

Includes construction, reconstruction, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gaswork, waterways, or other work of construction, as well as the preparation for, or laying, the foundations of any such work or structure.

Area.	Hourly Rate, 21 Years and over.	Hourly Rate, 18 to 21 Years.	Hours per Week.
Vancouver, West Vancouver, North Vancouver, Victoria, Nanaimo, New Westminster, Prince Rupert, Esquimalt, Saanich, Burnaby, Oak Bay	45c.	35c.	48
Rest of Province	40c.	30c.	48

ELEVATOR OPERATORS (MALE).

ORDER NO. 32, EFFECTIVE NOVEMBER 28TH, 1935.

(Superseding Order No. 19, Effective March 1st, 1935.)

Occupation.	Rate.	Hours per Week.
Elevator operators, 18 years of age and over	$14.00 per week. 37½c. per hour.	40 to 48. Less than 40.

For female operators' wages and hours *see* Public Housekeeping Order No. 30.

ENGINEERS, STATIONARY STEAM (MALE).

ORDER NO. 18, EFFECTIVE MARCH 1ST, 1935.

Includes every employee engaged in producing steam in a steam plant under the authority of a certificate of competency, or who is in charge of, or responsible for, any steam boiler or engine while under steam-pressure or in motion. "Special engineer" means holder of a special or temporary certificate. (*See* "Boiler Inspection Act," section 28 (1).)

Occupation.	Hourly Rate.	Hours per Week.
Engineer	50c.	48
Engineer, special	40c.	48

NOTE.—(*a.*) Where engineers do not come within the provisions of the "Hours of Work Act" 48 hours per week may be exceeded but hourly rate must be paid.

(*b.*) For engineers in apartment buildings *see* Janitors' Order.

(*c.*) Engineers employed in a plant which does not require a certificate of competency shall be paid 40 cents per hour (Order 18B).

FIRST-AID ATTENDANTS (MALE).

ORDER NO. 39, EFFECTIVE AUGUST 1ST, 1936.

First-aid attendant means every male employee employed in whole or in part as a first-aid attendant under the authority of a certificate of competency in first aid, satisfactory to the Workmen's Compensation Board of British Columbia, and designated by his employer as the first-aid attendant in charge.

	Hourly Rate.	Daily Rate.
First-aid attendant	----------	$4.00
Assistant first-aid attendant	----------	4.00
Overtime rate when engaged in first-aid work	50c.	----------

NOTE.—(*a.*) "Hours of Work Act" regulates the daily hours in the industry.

(*b.*) If a higher minimum wage has been fixed for any industry or occupation within an industry, the first-aid attendant employed in such industry or occupation must be paid such higher rate.

(*c.*) Actual expenses and transportation costs, in addition to the minimum wage, must be paid any first-aid attendant while attending a patient being conveyed to the medical practitioner or hospital.

FISHING INDUSTRY (FEMALE).

EFFECTIVE SINCE FEBRUARY 28TH, 1920.

This includes the work of females engaged in the washing, preparing, preserving, drying, curing, smoking, packing, or otherwise adapting for sale or use, or for shipment, any kind of fish, except in the case of canned fish.

Weekly Minimum Wage.

Experienced Workers.	Inexperienced Workers.
$15.50 per week. 32 7/24c. per hour.	$12.75 per week for 1st 4 months. 13.75 per week for 2nd 4 months. 14.75 per week for 3rd 4 months. Licences required for inexperienced employees 18 years of age or over.

FRUIT AND VEGETABLE INDUSTRY (MALE).

ORDER NO. 47, EFFECTIVE JULY 15TH, 1937.

(Superseding Order No. 22, Effective April 18th, 1935.)

Includes all operations in or incidental to the canning, preserving, drying, packing, or otherwise adapting for sale or use of any kind of fruit or vegetable or seed.

	Hours per Day.	Hourly Rate.
Experienced rate	First ten hours	38c.
(Payable to 90 per cent. of employees.)	11th and 12th hours	57c.
	In excess of 12 hours	76c.
Inexperienced rate	First ten hours	28c.
(Payable to 10 per cent. of employees.)	11th and 12th hours	42c.
	In excess of 12 hours	56c.

NOTE.—(1.) Where an employee is paid a higher hourly rate than the minimum fixed for the first ten hours, the overtime rate for all hours in excess of ten shall not be less than the rates fixed in the Order.

(2.) Piece-workers to receive not less than minimum rates.

(3.) After five (5) hours continuous employment, employees must have one (1) hour free from duty, unless shorter period approved by the Board of Industrial Relations.

FRUIT AND VEGETABLE INDUSTRY (FEMALE).

ORDER NO. 46, EFFECTIVE JULY 12TH, 1937.

(Superseding Order No. 21, Effective April 16th, 1935.)

Includes the work of females engaged in canning, preserving, drying, packing, or otherwise adapting for sale or use any kind of fruit or vegetable or seed.

	Hours per Day.	Hourly Rate.
Experienced rate	First ten hours	30c.
(Payable to 90 per cent. of employees.)	11th and 12th hours	45c.
	In excess of 12 hours	60c.
Inexperienced rate	First ten hours	25c.
(Payable to 10 per cent. of employees.)	11th and 12th hours	37½c.
	In excess of 12 hours	50c.

NOTE.—(1.) Where an employee is paid a higher hourly rate than the minimum fixed for the first ten hours, the overtime rate for all hours in excess of ten shall not be less than the rates fixed in the Order.

(2.) Piece-workers to receive not less than minimum rates.

(3.) After five (5) hours continuous employment, employees must have one (1) hour free from duty, unless shorter period approved by the Board of Industrial Relations.

JANITORS (MALE).

ORDER NO. 43, EFFECTIVE JUNE 1ST, 1937.

(Superseding Order No. 23, in Effect from April 18th, 1935, and Order No. 23A, in Effect from October 3rd, 1935.)

1. Includes every person employed as janitor, janitor-cleaner, or janitor-fireman.

2. Janitor, when employed by the hour, thirty-seven and one-half cents (37½c.) per hour.

3. (*a.*) Resident janitor in apartment buildings of four (4) residential suites and under, thirty-seven and one-half cents (37½c.) per hour.

(*b.*) Resident janitor in apartment buildings, containing:—

5 residential suites, $22.00 per month;
6 residential suites, $25.00 per month;
7 residential suites, $28.00 per month;
8 residential suites, $31.00 per month;
9 residential suites, $34.00 per month;
10 residential suites, $37.00 per month;
11 residential suites, $40.00 per month;
12 residential suites, $43.00 per month;
13 residential suites, $46.00 per month;
14 residential suites, $49.00 per month;
15 residential suites, $52.00 per month;
16 residential suites, $55.00 per month;
17 residential suites, $58.00 per month;
18 residential suites, $61.00 per month;
19 residential suites, $64.00 per month;
20 residential suites, $67.00 per month;
21 residential suites, $70.00 per month;
22 residential suites, $73.00 per month;
23 residential suites, $75.00 per month;
24 residential suites, $77.00 per month;
25 residential suites, $79.00 per month;
26 residential suites, $81.00 per month;
27 residential suites, $83.00 per month;
28 residential suites, $85.00 per month;
29 residential suites, $87.00 per month;
30 residential suites, $89.00 per month;
31 residential suites, $91.00 per month;
32 residential suites, $93.00 per month;
33 residential suites, $95.00 per month;
34 residential suites, $97.00 per month;
35 residential suites, $99.00 per month;
36 residential suites, $101.00 per month;
37 residential suites, $103.00 per month;
38 residential suites, $105.00 per month;
39 residential suites, $107.00 per month;
40 residential suites, $109.00 per month;
41 residential suites, $111.00 per month;
42 residential suites, $113.00 per month;
43 residential suites, $115.00 per month;
44 residential suites, $117.00 per month;
45 residential suites, $119.00 per month;
46 residential suites, $121.00 per month;
47 residential suites, $123.00 per month;
48 residential suites, $125.00 per month;
49 residential suites, $125.00 per month;
50 residential suites, $125.00 per month;
over 50 residential suites, $125.00 per month.

(*c.*) In any apartment building where two or more janitors are employed, at least one shall be designated as resident janitor, and be recorded as resident janitor on the pay-roll, and shall be paid according to the rates fixed in clause (*b*).

Where more than one janitor is designated and recorded on the pay-roll as resident janitors, each janitor so designated and recorded must be paid the rates fixed in clause (*b*).

Other janitors in the same apartment building shall be paid thirty-seven and one-half cents (37½c.) per hour for each hour worked.

4. Where suite is supplied, not more than $20 per month may be deducted for two (2) rooms and bath-room, and $5 for each additional room, but in no case shall the rental value deducted exceed $25 per month.

A deduction of not more than $4 per month may be made for electricity and (or) gas.

5. (*a.*) In any apartment building containing twenty (20) residential suites and over, every janitor shall be given twenty-four (24) consecutive hours free from duty in each calender week.

(*b.*) In any apartment building containing not more than nineteen (19) and not less than twelve (12) residential suites, every janitor shall be given eight (8) consecutive hours free from duty in each calender week.

6. During the rest periods, substitute janitor (including any member of the janitor's family) shall be paid by the owner or agent of the apartment building according to the provisions of this Order.

7. Where there is no central heating plant, or facilities for supplying central heat to the tenants, the resident janitor may be paid on an hourly basis according to section 2 of this Order.

JANITRESSES (FEMALE).

ORDER NO. 44, EFFECTIVE JUNE 1ST, 1937.

(Superseding Order No. 29, in Effect from October 3rd, 1935.)

1. Includes every person employed as janitress, janitress-cleaner, or janitress-fireman.

2. Janitress, when employed by the hour, thirty-seven and one-half cents (37½c.) per hour.

3. (*a.*) Resident janitress in apartment buildings of four (4) residential suites and under, thirty-seven and one-half cents (37½c.) per hour.

(*b.*) Resident janitress in apartment buildings, containing:—

5 residential suites, $22.00 per month;
6 residential suites, $25.00 per month;
7 residential suites, $28.00 per month;
8 residential suites, $31.00 per month;
9 residential suites, $34.00 per month;
10 residential suites, $37.00 per month;
11 residential suites, $40.00 per month;
12 residential suites, $43.00 per month;
13 residential suites, $46.00 per month;
14 residential suites, $49.00 per month;
15 residential suites, $52.00 per month;
16 residential suites, $55.00 per month;
17 residential suites, $58.00 per month;
18 residential suites, $61.00 per month;
19 residential suites, $64.00 per month;
20 residential suites, $67.00 per month;
21 residential suites, $70.00 per month;
22 residential suites, $73.00 per month;
23 residential suites, $75.00 per month;
24 residential suites, $77.00 per month;
25 residential suites, $79.00 per month;
26 residential suites, $81.00 per month;
27 residential suites, $83.00 per month;
28 residential suites, $85.00 per month;
29 residential suites, $87.00 per month;
30 residential suites, $89.00 per month;
31 residential suites, $91.00 per month;
32 residential suites, $93.00 per month;
33 residential suites, $95.00 per month;
34 residential suites, $97.00 per month;
35 residential suites, $99.00 per month;
36 residential suites, $101.00 per month;
37 residential suites, $103.00 per month;
38 residential suites, $105.00 per month;
39 residential suites, $107.00 per month;
40 residential suites, $109.00 per month;
41 residential suites, $111.00 per month;
42 residential suites, $113.00 per month;
43 residential suites, $115.00 per month;
44 residential suites, $117.00 per month;
45 residential suites, $119.00 per month;
46 residential suites, $121.00 per month;
47 residential suites, $123.00 per month;
48 residential suites, $125.00 per month;
49 residential suites, $125.00 per month;
50 residential suites, $125.00 per month;
over 50 residential suites, $125.00 per month.

(*c.*) In any apartment building where two or more janitresses are employed, at least one shall be designated as resident janitress, and be recorded as resident janitress on the pay-roll, and shall be paid according to the rates fixed in clause (*b*).

Where more than one janitress is designated and recorded on the pay-roll as resident janitresses, each janitress so designated and recorded must be paid the rates fixed in clause (*b*).

Other janitresses in the same apartment building shall be paid thirty-seven and one-half cents (37½c.) per hour for each hour worked.

4. Where suite is supplied, not more than $20 per month may be deducted for two (2) rooms and bath-room, and $5 for each additional room, but in no case shall the rental value deducted exceed $25 per month.

A deduction of not more than $4 per month may be made for electricity and (or) gas.

5. (*a.*) In any apartment building containing twenty (20) residential suites and over, every janitress shall be given twenty-four (24) consecutive hours free from duty in each calender week.

(*b.*) In any apartment building containing not more than nineteen (19) and not less than twelve (12) residential suites, every janitress shall be given eight (8) consecutive hours free from duty in each calender week.

6. During rest periods, substitute janitress (including any member of the janitress's family) shall be paid by the owner or agent of the apartment building according to the provisions of this Order.

7. Where there is no central heating plant, or facilities for supplying central heat to the tenants, the resident janitress may be paid on an hourly basis according to section 2 of this Order.

LAUNDRIES, CLEANING AND DYEING (FEMALE).

ORDER IN EFFECT SINCE MARCH 31ST, 1919.

Experienced Employee—Weekly rate, $13.50. Hours per week, 48.

Inexperienced employee	Under 18 years of age. Weekly rate. $8.00 for 1st 4 months. $8.50 for 2nd 4 months. $9.00 for 3rd 4 months. $10.00 for 4th 4 months. $11.00 for 5th 4 months. $12.00 for 6th 4 months.	18 years of age and over. Weekly rate. $9.00 for 1st 4 months. $10.50 for 2nd 4 months. $12.00 for 3rd 4 months. Licences required in this class.	Hours per week, 48

NOTE.—(*a.*) Above rates are based on a 48-hour week.
(*b.*) Hours of work governed by "Factories Act."

LOGGING (MALE), WEST OF THE CASCADE MOUNTAINS AND EXCLUSIVE OF SKEENA RIVER BASIN EAST OF KHYEX RIVER.

ORDER NO. 1, EFFECTIVE APRIL 27TH, 1934.

Includes all operations in or incidental to the carrying-on of logging; pole, tie, mining-prop, and pile cutting; and all operations in or incidental to driving, rafting, and booming of logs, poles, ties, mining-props, and piles.

	Rate.	Hours per Week.
Adult males	40c. per hour	48
Trackmen	37½c. per hour	48
Cook- and bunk-house employees	$2.75 per day	Unlimited.

NOTE.—Certain exemptions regarding working-hours. (*See* "Hours of Work" Regulations.)

LOGGING (MALE), EAST OF THE CASCADE MOUNTAINS AND SKEENA RIVER BASIN EAST OF THE KHYEX RIVER.

ORDER NO. 13, EFFECTIVE OCTOBER 19TH, 1934.

Includes all operations in or incidental to the carrying-on of logging; pole, tie, mining-prop, and pile cutting; and all operations in or incidental to driving, rafting, and booming of logs, poles, ties, mining-props, and piles.

	Rate.	Hours per Week.
Adult males	35c. per hour	48
Cook- and bunk-house employees	$2.75 per day	Unlimited.

MANUFACTURING INDUSTRY (FEMALE).

ORDER NO. 25, EFFECTIVE JULY 1ST, 1935.

(Superseding Order in Effect since November 20th, 1923.)

Includes the work of females engaged in the making, preparing, altering, repairing, ornamenting, printing, finishing, packing, assembling the parts of, or adapting for use or sale any article or commodity, exclusive of fish, fruit, or vegetable drying, canning, preserving, or packing.

	Weekly Rate.	Hours per Week.
Experienced employees	$14.00	48

Inexperienced Employees—Schedule 1.

Includes the manufacture, preparation, or adapting for use or sale of: Tea, coffee, spices, essences, sauces, jelly-powders, baking-powders, molasses, sugar, syrups, honey, peanut butter, cream and milk products, butter, candy, confectionery, bread, biscuits, cakes, macaroni, vermicelli, meats, eggs, soft drinks, yeast, chip and shoe-string potatoes, cereals, cooked foods, salads, ice-cream cones, other food products, cans, fruit and vegetable containers, paper boxes and wooden boxes, buttons, soap, paint, varnish, drug and toilet preparations, photographs, ink, seeds, brooms, brushes, whisks, pails, wash-boards, clothes-pins, matches, explosives, munitions, gas-mantles, window-shades, veneer products, batteries, plant fertilizers, maps, saw-teeth and holders, mats, tiles, ropes, and shingles	Whether on a time-work or piece-work basis. Not less than— $8.00 a week for the first two months of employment. 10.00 a week for the second two months of employment. 12.00 a week for the third two months of employment. 14.00 a week thereafter. Hours per week, 48.

Inexperienced Employees—Schedule 2.

Includes the manufacture of: Cotton bags, paper bags, envelopes, overalls, shirts, ladies' and children's wear, uniforms, gloves, hats, caps, men's neckwear, water-proof clothing, boots and shoes, tents, awnings, regalia, carpets, furniture, bedding, pillow-covers, loose covers, mattress-covers, draperies, casket furnishings, factory-made millinery, knitted goods, blankets, machine-made cigars, pulp and paper-mill products, artificial flowers, lamp-shades, flags and other decorations, worsted-mill products, baskets, wreaths, and other floral pieces, pianos, optical goods, aeroplanes, toys and novelties, rayon products, stockings and lingerie (including repair of same), and dipped chocolates	Whether on a time-work or piece-work basis. Not less than— $8.00 a week for the first four months of employment. 10.00 a week for the second four months of employment. 12.00 a week for the third four months of employment. 14.00 a week thereafter. Hours per week, 48.

Inexperienced Employees—Schedule 3.

Includes bookbinding, embossing, engraving, printing, dress-making, men's and women's tailoring, taxidermy, and the manufacture of ready-to-wear suits, jewellery, furs, leather goods, hand-made cigars, and hand-made millinery	Whether on a time-work or piece-work basis. Not less than— $7.00 a week for the first six months of employment. 10.00 a week for the second six months of employment. 13.00 a week for the third six months of employment. 14.00 a week thereafter. Hours per week, 48.

NOTE.—Licences required for inexperienced employees 18 years of age or over.

MERCANTILE (MALE).

ORDER NO. 38, EFFECTIVE JULY 20TH, 1936.

(Superseding Order No. 10, dated August 10th, 1934.)

Includes all establishments operated for the purpose of wholesale and (or) retail trade.

Experienced Employees.	Rate.	Hours.
(2.) 21 years of age and over	$15.00 per week	37½ to 48 hours per week.
(3.) 21 years of age and over	40c. per hour	If less than 37½ hours.
Minimum rate per day	$1.60 per day.	

MALES UNDER TWENTY-ONE (21) YEARS OF AGE.

Minimum Rates for Beginners under Eighteen (18) Years of Age.

37½ to 48 Hours per Week.	Age.	Less than 37½ Hours per Week.	
		Hourly Rate.	Daily Minimum.
(4.) (1.)			
$6.00 per week	Under 17 years	16c.	65c.
7.50 per week	17 and under 18	20c.	80c.
9.00 per week	18 and under 19	24c.	95c.
11.00 per week	19 and under 20	29c.	$1.15
13.00 per week	20 and under 21	35c.	1.40
15.00 per week	Thereafter	40c.	1.60

Beginners and those recommencing, Eighteen (18) Years and under Twenty-one (21), to whom Permits have been issued by the Board, under Section 6 of the "Male Minimum Wage Act."

37½ to 48 Hours per Week.	Age.	Less than 37½ Hours per Week.	
		Hourly Rate.	Daily Minimum.
(4.) (2.)			
$8.00 per week, 1st 12 months	18 to 21	21c.	85c.
10.00 per week, 2nd 12 months	18 to 21	27c.	$1.10
13.00 per week, 3rd 12 months	18 to 21	35c.	1.40
Thereafter rates as shown in 2 or 3.			

Casual Employment.

	Hourly Rate.	Daily Minimum.
Male persons 18 and under 21 years of age, whose work does not exceed five (5) days in any one calendar month, may be employed without permit at not less than	30c.	$1.20

(5.) MALES TWENTY-ONE (21) YEARS AND UNDER TWENTY-FOUR (24).

Beginners and those recommencing, to whom Permits have been granted, under Section 6 of the "Male Minimum Wage Act."

37½ to 48 Hours per Week.	Age.	Less than 37½ Hours per Week.	
		Hourly Rate.	Daily Minimum.
$9.00 per week, 1st 6 months	21 and under 24	24c.	95c.
11.00 per week, 2nd 6 months	21 and under 24	29c.	$1.15
13.00 per week, 3rd 6 months	21 and under 24	35c.	1.40
Thereafter the rates as shown in 2 or 3.			

NOTE.—Bicycle-riders and foot messengers, employed in wholesale and (or) retail establishments, shall be paid at the rates shown in the above Order, and are deleted from the Transportation Order No. 26.

DRUG-STORES (MALE).

APPRENTICE SCALE FOR INDENTURED APPRENTICES APPROVED BY THE BOARD OF INDUSTRIAL RELATIONS.

Weekly Rate.	Hours per Week.
$6.00 for 1st 6 months 7.00 for 2nd 6 months 9.00 for 3rd 6 months 11.00 for 4th 6 months Thereafter according to Mercantile Order No. 38	Employees under the "Pharmacy Act," 52 hours.

MERCANTILE (FEMALE).

ORDER NO. 24, EFFECTIVE JULY 1ST, 1935.

(Superseding Order dated September 28th, 1927.)

Includes all establishments operated for the purpose of wholesale and (or) retail trade.

	Rate.	Hours per Week.
Experienced employees 18 years of age or over	$12.75 a week.	40 to 48
Experienced employees 18 years of age or over	35c. per hour	If less than 40 hours per week.
Minimum, 18 years of age or over	$1.40 per day.	

INEXPERIENCED EMPLOYEES UNDER 18 YEARS OF AGE.

40 to 48 Hours per Week.	Less than 40 Hours per Week.
$7.50 a week for 1st 3 months.	20c. per hour during 1st 3 months.
8.00 a week for 2nd 3 months.	21c. per hour during 2nd 3 months.
8.50 a week for 3rd 3 months.	23c. per hour during 3rd 3 months.
9.00 a week for 4th 3 months.	25c. per hour during 4th 3 months.
9.50 a week for 5th 3 months.	26c. per hour during 5th 3 months.
10.00 a week for 6th 3 months.	27c. per hour during 6th 3 months.
10.50 a week for 7th 3 months.	29c. per hour during 7th 3 months.
11.00 a week until age of 18 years is reached.	30c. per hour until age of 18 years is reached. Minimum of $1.00 per day.

INEXPERIENCED EMPLOYEES 18 YEARS OF AGE OR OVER.

40 to 48 Hours per Week.	Less than 40 Hours per Week.
$9.00 a week 1st 3 months.	25c. per hour 1st 3 months.
10.00 a week 2nd 3 months.	27c. per hour 2nd 3 months.
11.00 a week 3rd 3 months.	30c. per hour 3rd 3 months.
12.00 a week 4th 3 months.	35c. per hour 4th 3 months.
12.75 a week thereafter.	Minimum of $1.25 per day.

NOTE.—(*a.*) Licences must be obtained for inexperienced employees 18 years of age or over at above rates.
(*b.*) Maximum working-hours, 48 per week.

OFFICE OCCUPATION (FEMALE).

ORDER NO. 34, EFFECTIVE JANUARY 30TH, 1936.

(Superseding Order No. 4 of May 25th, 1934.)

Includes the work of females employed as stenographers, book-keepers, typists, billing clerks, filing clerks, cashiers, cash-girls (not included in other orders), checkers, invoicers, comptometer operators, auditors, attendants in physicians' offices, dentists' offices, and other offices, and all kinds of clerical help.

EXPERIENCED EMPLOYEES 18 YEARS OF AGE OR OVER.

37½ to 48 Hours per Week.	Less than 37½ Hours per Week.
$15.00 per week.	40c. per hour. Minimum, $1.60 per day.

INEXPERIENCED EMPLOYEES 18 YEARS OF AGE AND OVER.

(Licence required in this Class.)

37½ to 48 Hours per Week.	Less than 37½ Hours per Week.
$11.00 a week for 1st three months. 12.00 a week for 2nd three months. 13.00 a week for 3rd three months. 14.00 a week for 4th three months. 15.00 a week thereafter.	30c. per hour for 1st three months. 32½c. per hour for 2nd three months. 35c. per hour for 3rd three months. 37½c. per hour for 4th three months. 40c. per hour thereafter. Minimum in any one day must equal four hours' pay.

INEXPERIENCED EMPLOYEES UNDER 18 YEARS OF AGE.

37½ to 48 Hours per Week.	Less than 37½ Hours per Week.
$11.00 a week for 1st six months. 12.00 a week for 2nd six months. 13.00 a week for 3rd six months. 14.00 a week for 4th six months or until employee reaches age of 18 years. 15.00 a week thereafter.	30c. per hour for 1st six months. 32½c. per hour for 2nd six months. 35c. per hour for 3rd six months. 37½c. per hour for 4th six months or until employee reaches age of 18 years. 40c. per hour thereafter. Minimum in any one day must equal four hours' pay.

NOTE.—Office employees are not allowed to exceed eight hours per day without a permit.

PERSONAL SERVICE OCCUPATION (FEMALE).

ORDER NO. 27, EFFECTIVE SEPTEMBER 5TH, 1935.

(Superseding, in part, Personal Service Order Effective since September 15th, 1919.)

This includes the work of females employed in manicuring; hairdressing; barbering; massaging; giving of electrical, facial, scalp, or other treatments; removal of superfluous hair; chiropody; or other work of like nature.

	Rate.	Hours per Week.
Experienced employees 18 years of age or over	$14.25	40 to 48
Experienced employees 18 years of age or over	37½c. per hour	Less than 40 hours per week.
Minimum	$1.50 per day	

INEXPERIENCED EMPLOYEES UNDER 18 YEARS OF AGE.

40 to 48 Hours per Week.	Less than 40 Hours per Week.
$10.00 a week for 1st 6 months. 11.00 a week for 2nd 6 months. 12.00 a week for 3rd 6 months. 13.00 a week for 4th 6 months, or until employee reaches age of 18 years. 14.25 a week thereafter.	27c. per hour during 1st 6 months. 29c. per hour during 2nd 6 months. 32c. per hour during 3rd 6 months. 35c. per hour during 4th 6 months, or until employee reaches age of 18 years. 37½c. per hour thereafter. Minimum, $1.25 per day.

INEXPERIENCED EMPLOYEES 18 YEARS OF AGE OR OVER.

40 to 48 Hours per Week.	Less than 40 Hours per Week.
$10.00 a week for 1st 3 months. 11.00 a week for 2nd 3 months. 12.00 a week for 3rd 3 months. 13.00 a week for 4th 3 months. 14.25 a week thereafter.	27c. per hour during 1st 3 months. 29c. per hour during 2nd 3 months. 32c. per hour during 3rd 3 months. 35c. per hour during 4th 3 months. 37½c. per hour thereafter. Minimum, $1.25 per day.

Licences required for inexperienced employees 18 years of age or over.

NOTE.—Employees waiting on call to be paid according to rates to which they are entitled as set out above.

PERSONAL SERVICE OCCUPATION (FEMALE).

EFFECTIVE SINCE SEPTEMBER 15TH, 1919.

This includes the work of females employed as ushers in theatres, attendants at shooting-galleries, and other public places of amusement, garages, and gasoline service-stations, or as drivers of motor-cars and other vehicles.

(Other classes of work originally in this Order now covered by Order No. 27.)

Wage Rate.	Weekly Hours.
$14.25 per week. 29$^{11}/_{16}$c. per hour.	48 hours.

NOTE.—(*a.*) Ushers in theatres, music-halls, concert-rooms, and the like, engaged after 6 p.m., on legal holidays, and for special matinees, are entitled to a wage of not less than 30 cents an hour, with a minimum payment of 75 cents.

(*b.*) Ushers working more than 18 hours a week, but not in excess of 36 hours, are entitled to not less than $10.80 a week. (Ushers in this category may be employed only between 1.30 p.m. and 11 p.m.)

(*c.*) Ushers working in excess of 36 hours a week up to 48 hours are entitled to not less than $14.25.

(*d.*) No distinction is made for ushers under 18 and over 18 years of age. No apprenticeship considered necessary for ushers.

PUBLIC HOUSEKEEPING OCCUPATION (FEMALE).

ORDER NO. 30, EFFECTIVE OCTOBER 3RD, 1935.

(Superseding Order No. 5 of May 24th, 1934.)

This includes the work of waitresses, attendants, housekeepers, cooks, and kitchen-help in restaurants, hotels, tea-rooms, ice-cream parlours, light-lunch stands, and other places where food is cooked, prepared, and served for which a charge is made; and the work of chambermaids in hotels, lodging-houses, and apartments where lodging is furnished, whether or not such establishments are operated independently or in connection with any other business; and the work of all female elevator operators.

EXPERIENCED EMPLOYEES 18 YEARS OF AGE OR OVER.

40 to 48 Hours per Week.	Less than 40 Hours per Week.
$14.00 per week.	37½c. per hour. Minimum daily rate, $1.50.

INEXPERIENCED EMPLOYEES 18 YEARS OF AGE OR OVER.
(Licence required in this Class.)

40 to 48 Hours per Week.	Less than 40 Hours per Week.
$12.00 per week for 1st three months. 14.00 per week thereafter.	30c. per hour for 1st three months. Minimum of $1.20 per day.

EMPLOYEES UNDER 18 YEARS OF AGE.

40 to 48 Hours per Week.	Less than 40 Hours per Week.
$12.00 per week.	30c. per hour. Minimum, $1.20 per day.

NOTE.—(*a.*) Time and one-half for hours in excess of 48.

(*b.*) When lodging is furnished, deduction limited to not more than $3 per week.

(*c.*) When board or meals are furnished, 25 cents may be deducted for each meal consumed by the employee.

PUBLIC HOUSEKEEPING (FEMALE).

ORDER NO. 30A, EFFECTIVE JUNE 15TH, 1937, TO SEPTEMBER 15TH, 1937.

Varies Order No. 30 in establishments outside the boundaries of any municipality or any village municipality incorporated under the "Village Municipalities Act."

Allowing:—

Hours not to exceed ten (10) in any one day, nor more than fifty-four (54) in any one week.

Hours in excess of forty-eight (48) in any one week shall be paid at not less than time and one-half (1½) of the legal rates fixed in Order No. 30.

SAWMILLS (MALE).

ORDER NO. 50, EFFECTIVE AUGUST 16TH, 1937.

(Superseding Order No. 2 of April 27th, 1934, Order No. 14 of October 19th, 1934, and Order No. 36, Effective April 1st, 1936.)

Includes all operations in or incidental to the carrying-on of sawmills and planing-mills.

	Hourly Rate.	Weekly Hours.
Adult males	40c.	48
Not more than 10 per cent. of all employees at not less than	30c.	48
Males under 21 years of age	30c.	48

NOTE.—(*a.*) Certain exemptions under "Hours of Work Act." (*See* regulations.)

(*b.*) For engineers *see* Engineer Order.

(*c.*) For truck-drivers *see* Transportation Order.

(*d.*) 90 per cent. of all employees not less than 40 cents per hour.

SHINGLE-BOLTS (MALE).

ORDER NO. 1B, EFFECTIVE JANUARY 4TH, 1935.

Includes employees engaged in felling, bucking, and splitting shingle-bolts.

Rate, $1.30 per cord.	Hours, 48 per week.

SHINGLE-MILLS (MALE.)

ORDER No. 16, EFFECTIVE NOVEMBER 23RD, 1934.

Includes all operations in or incidental to the manufacture of wooden shingles.

	Hourly Rate.	Weekly Hours.
Adult males	40c.	48

NOTE.—(*a.*) For engineers *see* Engineer Order.
(*b.*) For truck-drivers *see* Transportation Order.

SHIP-BUILDING INDUSTRY (MALE).

ORDER No. 20, EFFECTIVE JUNE 14TH, 1935.

Includes all operations in the construction, reconstruction, alteration, repair, demolition, painting, and cleaning of hulls, putting on or taking off the ways, or dry-docking, of any ship, boat, barge, or scow.

Occupation.	Hourly Rate.	Weekly Hours.
Ship-carpenter, shipwright, joiner, boat-builder or wood-caulker	67½c.	48
All other employees	50c.	48
Employees under 21, not more than 10 per cent. of total male employees in plant may be employed at not less than	25c.	48

TAXICAB DRIVERS (MALE).

ORDER No. 33, EFFECTIVE JANUARY 30TH, 1936.

(Superseding Order No. 6, Effective June 29th, 1934.)

Includes an employee in charge of or driving a motor-vehicle with seating accommodation for seven passengers or less than seven passengers, used for the conveyance of the public and which is driven or operated for hire.

Area.	Drivers.	Daily Rate.	Working-hours.
Vancouver, Victoria, Esquimalt, Oak Bay, Saanich	All ages.	$2.50	Unlimited.

NOTE.—If uniform or special article of wearing is demanded by employer, it must be without cost to the employee.

TELEPHONE AND TELEGRAPH OCCUPATION (FEMALE).

EFFECTIVE APRIL 5TH, 1920.

This includes the work of all persons employed in connection with the various instruments, switch-boards, and other mechanical appliances used in connection with telephony and telegraphy, and shall also include the work of all persons employed in the business or industry of the operation of telephone or telegraph systems who are not governed by any other Order of the Board.

Experienced Workers.	Inexperienced Workers.	Weekly Hours.
$15.00 per week. 31¼c. per hour.	$11.00 per week for 1st 3 months. 12.00 per week for 2nd 3 months. 13.00 per week for 3rd 3 months. Licences required for inexperienced employees 18 years of age or over.	48 48 48 In case of emergency, 56 hours.

NOTE.—(*a.*) Time and one-half is payable for hours in excess of 48.
(*b.*) Every employee must have one full day off duty in every week.
(*c.*) Where telephone and telegraph employees are customarily on duty between the hours of 10 p.m. and 8 a.m., 10 hours on duty shall be construed as the equivalent of 8 hours of work in computing the number of hours of employment a week.
(*d.*) In cases where employees reside on the employers' premises, the employer shall not be prevented from making an arrangement with such employee to answer emergency calls between the hours of 10 p.m. and 8 a.m.

TRANSPORTATION INDUSTRY (MALE).

ORDER NO. 26, EFFECTIVE JULY 4TH, 1935.

Includes all operations in or incidental to the carrying or transporting for reward, by any means whatever, other than by rail, water, or air, any goods, wares, merchandise, article, articles, or material the property of persons other than the carrier, and the carrying or delivering of goods, wares, merchandise, article, articles, or material by or on behalf of any manufacturer, jobber, private or public owner, or by or on behalf of any wholesale, retail, private, or public vendor thereof, or dealer therein, and the carrying or delivering to or collecting from any other carrier of goods by rail, water, air, or road transport for the purpose of being further transported to some destination other than the place at which such aforementioned carriage or delivery terminates.

	Weekly Hours.	Weekly Hours.	Weekly Hours.
(1.) Operators of motor-vehicles of 2,000 lb. net weight or over, as specified on the motor-vehicle licence, exclusive of those specified in section 7 hereof	Less than 40	40 and not more than 50	In excess of 50 and not more than 54
Hourly rate	45c.	40c.	60c.
(2.) Operators of motor-vehicles of less than 2,000 lb. net weight, as specified on the *motor-vehicle licence, exclusive of those* specified in sections 3 and 7 hereof	Less than 40	40 and not more than 50	In excess of 50 and not more than 54
Hourly rate	40c.	35c.	52½c.
(3.) Operators of motor-cycles	Less than 40	40 and not more than 48	
Hourly rate	30c.	25c.	
(4.) Bicycle-riders and foot-messengers employed exclusively on delivery or messenger work	Less than 40	40 and not more than 48	
Hourly rate	20c.	17c.	
(5.) Swampers and helpers	Less than 40	40 and not more than 50	In excess of 50 and not more than 54
Hourly rate	40c.	35c.	52½c.
(6.) Drivers of horse-drawn vehicles other than those covered by section 7 hereof	Less than 40	40 and not more than 50	In excess of 50 and not more than 54
Hourly rate	45c.	40c.	60c.
(7.) Drivers of vehicles employed in the retail delivery of bread or in the retail delivery of milk			
Hourly rate		40c.	

NOTE.—(*a.*) Where vehicle is provided by employee all reasonable costs while vehicle is in use on employer's behalf shall be in addition to above rates.

(*b.*) Where uniforms are required these are to be furnished without cost to employee.

(*c.*) Employees waiting on call to be paid at above rates.

(*d.*) Milk-delivery men may work fifteen (15) hours in excess of 48 per week, provided not more than ten (10) hours is worked in any one day, nor more than three hundred and seventy-eight (378) hours over a period of seven (7) weeks.

(*e.*) Bicycle-riders and foot-messengers in mercantile industry, *see* Order No. 38.

WATCHMEN—LOGGING CAMPS (MALE).

ORDER NO. 1A, EFFECTIVE NOVEMBER 29TH, 1934.

	Wages.	Hours.
Watchmen where operations of camp are suspended	No minimum wage fixed.	Not fixed.

WOOD-WORKING.

ORDER NO. 49, EFFECTIVE AUGUST 16TH, 1937.

Superseding Order No. 35 of April 1st, 1936, and Order No. 11 of August 24th, 1934.

Includes all operations in establishments operated for the purpose of manufacturing sash and doors, cabinets, show-cases, office and store fixtures, wood furniture, wood furnishings, veneer products, and general mill-work products.

Class.	Hourly Rate.	Weekly Hours.
Adult Males	40c.	48
18 to 21 years of age	30c.	48
Under 18 years	25c.	48

NOTE.—After November 14th, 1937, total male employees receiving less than 40 cents must not exceed 33⅓ per cent. of all male employees.

BOARD OF INDUSTRIAL RELATIONS MINIMUM WAGE ORDERS.

The following is a complete list of all Orders made by the Board of Industrial Relations, compiled as at August 10th, 1937:—

Serial No.	Industry.	Date of Order.	Date Gazetted.	Date effective.	Minimum Wage Act.	Date cancelled.
17	Baking	Nov. 1/34	Nov. 8/34	Nov. 23/34	Male	
8	Barbering	July 12/34	July 19/34	Aug. 3/34	Male	June 14/37
42	Barbering	April 5/37	April 8/37	June 14/37	Male	
7	Box-manufacture	July 12/34	July 19/34	Aug. 3/34	Male	April 1/36
37	Box-manufacture	March 23/36	March 26/36	April 1/36	Male	
31	Bus-drivers Victoria and District)	Oct. 15/35	Oct. 17/35	Oct. 28/35	Male	
40	Carpentry	Dec. 1/36	Dec. 3/36	Feb. 1/37	Male	
12	Construction	Sept. 28/34	Oct. 4/34	Oct. 19/34	Male	
45	Construction	June 14/37	June 17/37	July 5/37	Male	July 8/37
45A	Construction (Cancelling 45)	July 2/37	July 8/37	July 8/37	Male	
48	Construction	July 29/37	July 29/37	July 29/37	Male	
19	Elevator Operators	Feb. 8/35	Feb. 14/35	March 1/35	Male	Nov. 26/35
32	Elevator Operators	Nov. 26/35	Nov. 28/35	Nov. 28/35	Male	
18	Engineers, Stationary Steam	Feb. 8/35	Feb. 14/35	March 1/35	Male	
18A	Engineers, Stationary Steam	April 17/35	April 18/35	April 18/35	Male	
18B	Engineers, Stationary Steam	June 26/36	July 2/36	July 2/36	Male	
18C	Engineers, Stationary Steam	May 14/37	May 20/37	June 1/37	Male	
39	First-aid Attendants	June 26/36	July 2/36	Aug. 1/36	Male	
....	Fishing		Jan. 15/20	Feb. 28/20	Female	
3	Fruit and Vegetable	May 2/34	May 3/34	May 18/34	Female	April 18/35
3A	Fruit and Vegetable	June 12/34	June 14/34	June 29/34	Female	April 18/35
21	Fruit and Vegetable	April 16/35	April 18/35	April 18/35	Female	July 12/37
21A	Fruit and Vegetable (Emergency)	Dec. 2/35	Dec. 5/35	Dec. 5/35	Female	March 31/36
21B	Fruit and Vegetable	July 21/36	July 23/36	July 23/36	Female	July 12/37
21C	Fruit and Vegetable	Aug. 26/36	Sept. 3/36	Sept. 3/36	Female	July 12/37
22	Fruit and Vegetable	April 16/35	April 18/35	April 18/35	Male	July 12/37
22A	Fruit and Vegetable (Emergency)	Dec. 2/35	Dec. 5/35	Dec. 5/35	Male	March 31/36
22B	Fruit and Vegetable	July 21/36	July 23/36	July 23/36	Male	July 12/37
22C	Fruit and Vegetable	Aug. 26/36	Sept. 3/36	Sept. 3/36	Male	July 12/37
46	Fruit and Vegetable	July 2/37	July 8/37	July 12/37	Female	
47	Fruit and Vegetable	July 2/37	July 8/37	July 12/37	Male	
23	Janitor	April 17/35	April 18/35	April 18/35	Male	May 31/37
23A	Janitor	Sept. 25/35	Oct. 3/35	Oct. 3/35	Male	May 31/37
43	Janitor	May 14/37	May 20/37	June 1/37	Male	
5A	Janitresses (Public Housekeeping)	Nov. 9/34	Nov. 15/34	Nov. 30/34	Female	April 18/35
5B	Janitresses (Public Housekeeping)	April 17/35	April 18/35	April 18/35	Female	Oct. 3/35
29	Janitresses	Sept. 26/35	Oct. 3/35	Oct. 3/35	Female	May 31/37
44	Janitresses	May 14/37	May 20/37	June 1/37	Female	
....	Laundry, Cleaning and Dyeing		Feb. 27/19	March 31/19	Female	
1	Logging (West of Cascade Mountains)	April 7/34	April 12/34	April 27/34	Male	
1A	Logging (Watchman)	Nov. 9/34	Nov. 15/34	Nov. 29/34	Male	
1C	Logging (Skeena and Khyex Rivers)	Jan. 24/36	Jan. 30/36	Jan. 30/36	Male	
9	Logging and Sawmills	July 12/34	July 19/34	Aug. 3/34	Male	Oct. 19/34
13	Logging (East of Cascade Mountains)	Sept. 28/34	Oct. 4/34	Oct. 19/34	Male	
13A	Logging (Skeena and Khyex Rivers)	Jan. 24/36	Jan. 30/36	Jan. 30/36	Male	
15	Cancelling No. 9	Sept. 28/34	Oct. 4/34	Oct. 19/34	Male	

BOARD OF INDUSTRIAL RELATIONS MINIMUM WAGE ORDERS—*Continued.*

Serial No.	Industry.	Date of Order.	Date Gazetted.	Date effective.	Minimum Wage Act.	Date cancelled.
28	Logging and Sawmills (Cost of Board, Cranbrook Area)	Sept. 25/35	Sept. 26/35	Sept. 26/35	Male	
25	Manufacturing	May 29/35	June 6/35	July 1/35	Female	
10	Mercantile	July 24/35	July 26/35	Aug. 10/35	Male	July 20/36
10	Mercantile (Supplementary, 1935)	Nov. 26/35	Nov. 28/35	Nov. 28/35	Male	Dec. 31/35
10A	Mercantile (Christmas Cards, 1935)	Oct. 15/35	Oct. 17/35	Oct. 17/35	Male	Dec. 31/35
24	Mercantile	May 29/35	May 30/35	July 1/35	Female	
24	Mercantile (Supplementary, 1935)	Nov. 26/35	Nov. 28/35	Nov. 28/35	Female	Dec. 31/35
24A	Mercantile (Christmas Cards, 1935)	Oct. 15/35	Oct. 17/35	Oct. 17/35	Female	Dec. 31/35
24B	Mercantile (Supplementary, 1936)	Dec. 1/36	Dec. 3/36	Dec. 3/36	Female	Jan. 2/37
38	Mercantile	June 26/36	July 2/36	July 20/36	Male	
38	Mercantile (Supplementary, 1936)	Dec. 1/36	Dec. 3/36	Dec. 3/36	Male	Jan. 2/37
4	Office Occupation	May 2/34	May 10/34	May 25/34	Female	Jan. 30/36
34	Office Occupation	Jan. 24/36	Jan. 30/36	Jan. 30/36	Female	
....	Personal Service		Aug. 14/19	Sept. 15/19	Female	
27	Personal Service	Aug. 29/35	Sept. 5/35	Sept. 5/35	Female	
27A	Personal Service (Temporary)	Dec. 17/35	Dec. 19/35	Dec. 19/35	Female	Dec. 31/35
5	Public Housekeeping	May 2/34	May 10/34	May 25/34	Female	Oct. 3/35
30	Public Housekeeping	Sept. 26/35	Oct. 3/35	Oct. 3/35	Female	
30A	Public Housekeeping	April 2/37	April 8/37	June 15/37 to Sept. 15/37	Female	Sept. 15/37
2	Sawmills	April 7/34	April 12/34	April 27/34	Male	April 1/36
14	Sawmills (East of Cascade Mountains)	Sept. 28/34	Oct. 4/34	Oct. 19/34	Male	April 1/36
28	Sawmill and Logging (Cost of Board, Cranbrook Area)	Sept. 25/35	Sept. 26/35	Sept. 26/35	Male	
36	Sawmills	March 23/36	March 26/36	April 1/36	Male	Aug. 16/36
50	Sawmills	August 3/37	Aug. 4/37	Aug. 16/37	Male	
1B	Shingle-bolts	Dec. 14/34	Dec. 20/34	Jan. 4/35	Male	
16	Shingle-mills	Nov. 1/34	Nov. 8/34	Nov. 23/34	Male	
20	Ship-building	May 28/35	May 30/35	June 14/35	Male	
6	Taxicab-drivers	June 13/34	June 14/34	June 29/34	Male	Jan. 30/36
33	Taxicab-drivers (Vancouver, Victoria, and District)	Jan. 24/36	Jan. 30/36	Jan. 30/36	Male	
....	Telephone and Telegraph		March 4/20	April 5/20	Female	
2A	Tie-cutting	May 2/34	May 3/34	May 18/34	Male	Sept. 30/34
26	Transportation	June 19/35	June 20/35	July 4/35	Male	
26A	Transportation	June 26/36	July 2/36	July 20/36	Male	
11	Wood-working	Aug. 1/34	Aug. 9/34	Aug. 24/34	Male	April 1/36
35	Wood-working	March 23/36	March 26/36	April 1/36	Male	Aug. 16/37
49	Wood-working	Aug. 3/37	Aug. 4/37	Aug. 16/37	Male	

LABOUR LEGISLATION.

FIRST SESSION.

"*Barbers Act Amendment Act.*"—Board of Examiners increased to four members, three elective, one who is an employer, two who are journeymen or employees for hire, and one appointed by the Minister of Labour.

Providing for examination fee of $10 and, if unsuccessful, $5 for any subsequent examinations.

Providing for apprenticeship in accordance with "Apprenticeship Act," "Male Minimum Wage Act," and the "Female Minimum Wage Act."

Transferring the administration from the Provincial Secretary to the Minister of Labour.

SECOND SESSION.

"*Apprenticeship Act.*"—The "Apprenticeship Act, 1935," was amended to provide for apprenticeship for youths over 21 years of age; the Act as passed in the 1935 session limited its application to those between the ages of 16 and 21 years.

"*Male Minimum Wage Act.*"—This Act was amended, giving the Board of Industrial Relations power to stipulate "conditions of labour and employment" when promulgating minimum wage orders. It also makes it an offence for any person to impersonate an Inspector of the Board of Industrial Relations.

"*Female Minimum Wage Act.*"—This Act was amended, giving the Board of Industrial Relations power to stipulate "conditions of labour and employment" when promulgating minimum wage orders. It also makes it an offence for any person to impersonate an Inspector of the Board of Industrial Relations.

"*Fire Department Hours of Work Act.*"—This Act was amended to grant firemen in any municipality where there is a paid fire department two full days of twenty-four hours each in each week off duty.

"*Trade-schools Regulation Act.*"—This is new legislation having for its purpose Provincial regulation of all trade-schools. Its principal objects being:—

(1.) To prevent the exploitation of students.

(2.) To assure that all trade-schools have a proper course of study.

(3.) To prevent alleged trade-schools from competing unfairly with properly equipped and *bona-fide* establishments.

(4.) To require trade-schools to keep proper records of all their transactions.

(5.) The Act comes into operation January 1st, 1937.

"*Factories Act.*"—Where an employer is found guilty of employing women and girls under conditions whereby their health is endangered the penalty is increased.

Boxing Day has been deleted as a holiday under the "Factories Act," also a factory has been given the option of closing either on Good Friday or Easter Monday; prior to this amendment it was compulsory to close on both days.

Strict provisions known as Part II. deal with home-work in an endeavour to regulate factory-work being done in private homes. Any employer who gives out home-work must obtain a licence from the Factory Inspector. The home-worker must also secure a permit.

"*Barbers Act.*"—This Act was amended to bring barber-schools in conformity with the "Trade-schools Regulation Act." The Board of Examiners have been increased by a fourth member appointed by the Minister of Labour, to eliminate criticism arising regarding examinations and the granting of certificates.

"*Hairdressers Act.*"—This Act was amended, bringing "schools" in conformity with the "Trade-schools Regulation Act." The Board of Examiners have been increased by a fourth member, appointed by the Minister of Labour, to eliminate criticism arising regarding examinations and the granting of certificates. The cost of examinations has been reduced where partial examination or examination in certain subjects is taken.

"*Workmen's Compensation Act.*"—This Act has been amended, bringing silicosis and infected blisters within its scope.

"*Metalliferous Mines Regulation Act.*"—This Act was amended to conform to the change in the "Workmen's Compensation Act." It is also amended that (except as permitted by the "Workmen's Compensation Act") a workman whose employment takes him into a mine, or into any ore-crushing or rock-crushing operation of any mine, except where the ore or rock is crushed in water or a chemical solution, and is kept constantly in a moistened or wet condition, shall be examined by a physician at the expense of the employer at least once in every twelve months.

LABOUR DISPUTES AND CONCILIATION.

The year 1936 was one of comparative peace; sixteen disputes took place, affecting 5,741 employees, resulting in 75,311 working-days being lost.

During the year many employers increased the wage-rates after consultation with their workmen, and we are happy to record that, on the whole, relations between employers and employees have been of a cordial and helpful nature.

The question of organization is one of great importance. The more progressive employers do not appear to be adverse to dealing with a regularly constituted organization of workers, and it is sincerely hoped that both employer and employee will approach any differences in that spirit of mutual helpfulness which has been in evidence during 1936.

There is no dispute which cannot be settled to the satisfaction of both parties, if only a reasonable attitude is adopted in the early stages.

The officials of the Department are at all times ready in the cause of industrial peace to assist in so far as statutory powers will allow.

Most serious of the 1936 strikes was that of salmon-fishermen in the Rivers Inlet area, resulting in a loss of 40,000 working-days by 2,500 fishermen, followed by the strike of lumber-workers in the Vancouver Island and Coast District, which affected 2,000 men, with a loss of 20,000 working-days. The other disputes did not assume the proportions of those above mentioned.

The following table shows the record for the past five years:—

Year.	No. of Strikes.	Employees affected.	Time lost in Working-days.
1931	11	2,322	79,310
1932	11	4,136	37,740
1933	14	2,397	25,760
1934	17	4,427	73,977
1935	23	7,321	140,706
1936	16	5,741	75,311

GOLD-MINERS, CAMBORNE.

A strike of gold-miners at Camborne occurred on January 8th, 1936, when some twenty-four men ceased work against a reduction from the prevailing scale of $4 to $4.50 per day of eight hours to $3.50 to $4. After being out one day and unsuccessful in securing their demands, most of the workers resumed work on January 10th, the remainder being replaced. Favourable to the employer.

SHINGLE-MILL WORKERS, PORT MOODY.

On January 15th a strike occurred involving shingle-weavers and packers employed at a shingle-mill at Port Moody, the dispute arising over the discharge of a Union worker, discrimination, and a 10-per-cent. reduction in the Union wage scale.

Following a period of ten days, during which negotiations were carried on between both parties, an agreement was signed, reinstating the Union workers, and a compromise was reached regarding wages, the reductions being modified, and work resumed on January 28th at the reduced scale.

RESTAURANT EMPLOYEES, VANCOUVER.

Seven waiters in one café in Vancouver went out on strike on February 18th, demanding an increase in wages to meet the Union scale, and back pay.

The management was approached by the workers requesting a $2 per week increase in wages. On the refusal of this request the staff of seven men ceased work and all wages were paid up to the time of the strike. The restaurant continued to operate, the strikers being replaced by new workers commencing at the previous rate of wages with no change in conditions. Favourable to employer.

LOGGERS, COWICHAN LAKE.

Employees in one camp of a lumber company ceased work on March 10th in protest against the discharge of two workers, alleged to be for Union activity. Picketing was carried on at the logging camp and at localities where the employer might be securing new employees.

On March 20th employees in another camp of the same company ceased work in sympathy.

The strikers were members of the Lumber Workers' Industrial Union, but this Union has been transferring its membership to the Lumber and Sawmill Workers' locals of the United Brotherhood of Carpenters and Joiners of America, in accordance with the policy adopted by the Workers' Unity League in 1935 and applied by the various central bodies and local unions affiliated with it.

On May 26th the strike was terminated.

LOGGERS, SAWMILL AND SHINGLE-MILL WORKERS, VANCOUVER ISLAND AND COAST DISTRICT.

Employees in a number of logging camps and in sawmills, shingle-mills, etc., ceased work on May 4th, demanding recognition of the locals of the United Brotherhood of Carpenters and Joiners of America which had been formed by the transfer of members from the Lumber Workers' Industrial Union. This was done in accordance with the policy adopted in 1935 by the Workers' Unity League—namely, the transfer of the membership of its various organizations to the International Unions. The Union scale of wages in the State of Washington and Oregon was also demanded, this involving increases of $1.50 per day and upward, or about 20 per cent. The reinstatement of the two Union members discharged at Cowichan Lake was also demanded by some of the strikers. The employers had been granting increases of about 10 per cent. before these demands were made and this continued while the dispute was in progress, so that work was resumed in many of the camps and mills between May 11th and May 18th. On May 26th the strike was called off and work was resumed generally on May 28th. Many of the employers reported that their employees were not on strike, but owing to the interference of pickets the camps and mills were closed for an interval.

SALMON-FISHERMEN, UPPER FRASER RIVER.

Commencing on May 26th, a strike involving some seventy salmon-fishermen on the Upper Fraser River occurred, the fishermen demanding 1 cent a pound increase in the price paid for salmon, or 7 cents per pound, the rate paid on the lower part of the river, instead of 6 cents.

Owing to flood conditions preventing fishing and the fresh-fish market being supplied by shipments from the Coast, employment conditions were no longer affected by June 3rd.

Following lower-water conditions on the river, fishing was resumed, with no change in conditions. (Indefinite.)

SALMON-FISHERMEN, LOWER FRASER RIVER.

In sympathy with the fishermen's strike of May 26th on the Upper Fraser River, a further dispute occurred on June 3rd among fishermen on the Lower Fraser River. This strike was similarly affected by flood conditions and the receipt of supplies for the market from the Coast, so that by June 3rd employment conditions were no longer affected, and by June 10th, the flood conditions having abated, some men resumed work. (Indefinite.)

LABOURERS (EXTRA GANG), TERRACE.

A number of men in extra gangs engaged in track-maintenance work near Terrace ceased work on June 24th, demanding an increase in wages from 25 cents per hour, the extra gang rate, to 40 cents, the sectionmen's rate, and improved camp conditions.

Following negotiations, work was resumed on June 25th, the officials agreeing to improve camp conditions, the same wage-rates prevailing. Favourable to workers.

SALMON-FISHERMEN, RIVERS INLET, ETC.

A number of fishermen at Rivers Inlet (approximately 1,400) ceased work on July 5th, demanding an increase in the minimum price of fish from 40 cents each to 50 cents. An agreement as to the scale of prices for the season had not been reached before the season opened and the cannery-owners issued a scale. The Provincial Minister of Labour and Commissioner of Fisheries proposed that the dispute be referred to arbitration under the "Fisheries Act," so that fishing might proceed in the meantime, but the fishermen's committee insisted on collective bargaining with the cannery operators. Meetings were held on July 14th and July

15th and they offered to accept 45 cents per fish, but the operators preferred to have arbitration. Numbers of fishermen in neighbouring districts also ceased work later, in some cases resuming work in a short time.

At Alert Bay 315 fishermen were out from July 5th to July 15th. At Smith Inlet 370 went out on July 12th and small numbers were reported to be out for short periods at Butedale and Prince Rupert. Several canneries were closed, fish not being available, and about 1,000 employees were thus indirectly involved in the dispute.

On July 22nd and July 23rd about 100 fishermen resumed work under police protection at Rivers Inlet. Other fishermen left for southern districts, where the fishing season was opening. By the end of the month, the sockeye run in the district being over, the dispute lapsed. (Indefinite.)

GOLD-MINERS, ATLIN.

On July 17th some fifty gold-miners employed by a mining company at Atlin went out on strike, demanding an increase in wages. The prevailing rate at the time of the dispute was $7 per day, the strikers demanding this be increased to $8.25 per day for shaft-work.

Following an interval of some twenty days, the workers returned to their work on August 10th under the previous rates, no changes being effected. In favour of employer.

RAILWAY-CONSTRUCTION WORKERS, MIDWAY.

A group of employees of one contracting firm (approximately thirty in number) engaged in demolition of a railway-line at Midway went out on strike on August 10th, demanding shorter hours and an increase in the scale of wages paid. The workers reported they were working long hours, and asked an eight-hour day on the job, with an increase from 40 to 50 cents per hour wages, and improvements in the board supplied.

Following arbitration between a representative of the Department of Labour on behalf of the workers and officials of the Company involved, a satisfactory agreement was reached, the demands of the workers being granted, and the men resuming work on August 17th under the new agreement. In favour of the workers.

RESTAURANT EMPLOYEES, VANCOUVER.

A number of the employees in one restaurant ceased work on August 29th, demanding increases in wages and reduced hours. The employees were members of the Hotel and Restaurant Employees' International Alliance, Local 28 (Cooks and Waiters), and thirty-four other employees were reported to be indirectly involved.

Following negotiations, a Union agreement was signed providing Union conditions, and resulting in wage increases of $2 to $4 per week and a forty-eight-hour week, the dispute terminating on September 5th, 1936. In favour of the workers.

BAKERY EMPLOYEES, DRIVERS, ETC., VANCOUVER.

Drivers employed at one bakery establishment ceased work on September 19th, their demand for a Union agreement not having been complied with. The drivers were paid $15 per week plus a commission on sales. The agreement in force in one large establishment provides for a minimum rate of $23 per week. The Union claimed that it had presented the agreement to the employer in July, but the management stated that the employees had not made any complaints prior to the strike. It is reported that bakers, etc., also sought Union rates, but it is not clear that any of them ceased work, but several appear to have become involved indirectly. At the end of the month a settlement had not been reached.

The Deputy Minister of Labour for British Columbia had met representatives of the parties involved on October 1st, but the Union refused to accept proposals of the employer that work should be resumed for thirty days pending a settlement or that the employer would recognize a Union of its own employees. The employer stated that the Union demands could not be accepted until approval was secured from the head office of the Company. The Union offered to refer the dispute to arbitration. The agreement as finally reached is reported to provide that the new conditions shall not go into effect for thirty days and also that bakers in the establishment will receive Union wages. (Favourable to workers.)

SEAMEN, VANCOUVER.

A minor dispute, involving six members of the crew of one ship at Vancouver, occurred on October 21st, 1936. The men refused to sign on when the ship was preparing to resume service, requesting the dismissal of four workers who were not members of the Seafarers' Industrial Union. This request was refused, the strikers being replaced next day, and the ship went on its voyage. (In favour of employers.)

LONGSHOREMEN, VANCOUVER, VICTORIA, ETC.

Members of the locals of the International Longshoremen's Association at Vancouver, Victoria, and New Westminster declared a strike on November 23rd in sympathy with the strike of water-transportation workers on the Pacific Coast in the United States. The members of these Unions had been employed to some extent on work for coastal shipping since the strike which terminated in December, 1935, but had very little work on ocean-going ships, as this was done since the strike by members of independent Unions which have agreements with the Shipping Federation of British Columbia. The Unions involved in the strike of 1935 had been affiliated with the Longshoremen and Water Transport Workers of Canada and to a great extent ceased to exist after the strike, but the Coastwise Longshoremen's Union at Vancouver and those at Victoria and New Westminster later became locals of the International Longshoremen's Association. From time to time the members of these Unions have attempted to obtain a greater proportion of the work in the ports and have been supported by the crews of United States ships, these on some occasions having refused to work the ship if loaded or unloaded by members of other Unions. In some cases cargoes were not handled and in other cases compromises were reached. In the present strike the members of these Unions are demanding jurisdiction over all longshore-work in the ports and have been picketing the docks. Large quantities of cargoes to and from United States ports, carried by the railways, have been handled at British Columbia ports owing to the strike in the United States. The shipping companies have, therefore, been employing about 1,400 longshoremen, almost twice the normal force. Some time ago the coastal shipping employers joined the Shipping Federation and notified the longshoremen to join the Unions with which the Federation had agreements. Some of them did so and are not involved in the present dispute. The strike was finally called off.

MEAT-PACKING WORKERS, VANCOUVER.

A number of employees in one establishment (202 out of 280) ceased work on December 29th, against the dismissal of eighteen workers, including officers of the Meat Cutters' Union, organized some months previously. The management stated that the men were dismissed partly owing to slackening of trade and partly for inefficiency. At the request of the officers of the Trades and Labour Council, the Provincial Deputy Minister of Labour and the Western Representative of the Department of Labour interviewed the manager, who expressed willingness to meet a committee of the strikers, but not if it included any of the men dismissed or the Union officers, as it was not the policy of the Company to recognize Unions. The strikers insisted on the inclusion of two of the men dismissed.

Mediation by the Provincial Deputy Minister of Labour and the Western Representative of the Department of Labour not having resulted in a settlement, the Provincial Minister of Labour arranged a meeting of the representatives of both parties with the officials on January 19th. The management refused to reinstate the men dismissed or to recognize the Meat Cutters' and Packing House Employees' Federal Union, No. 95, affiliated with the Trades and Labour Congress of Canada. Proposals were made for the reference of the dispute to a Board under the "Industrial Disputes Investigation Act" or to an investigation under the "Public Inquiries Act" of British Columbia.

On February 23rd the Government of British Columbia appointed Mr. Justice J. C. McIntosh a Commissioner under the "Public Inquiries Act" to inquire into the dismissal of employees, to report on the effect of the strike, and to endeavour to bring about a settlement. The inquiry under the "Public Inquiries Act" began on March 17th and evidence was taken until March 30th, when the inquiry was adjourned pending negotiations for a settlement. Evidence had been given as to the dismissal of twenty-five workers in December, 1936, claimed by the Union to be for Union activity, following which over 150 of the remaining employees ceased work on December 29th.

The report of His Honour Judge MacIntosh to the Administrator follows:—

To His Honour the Administrator of the Province of British Columbia.

MAY IT PLEASE YOUR HONOUR:

By virtue of the Commission issued to me under the Great Seal of the Province to hold an inquiry, under the provisions of the "Public Inquiries Act," into the causes leading up to the labour dispute between Burns & Company, Limited, and its employees; into the question of what efforts have been made towards settlement of the said dispute; into all matters incident to the foregoing; and to report in writing as soon as conveniently may be after concluding such inquiry, and to include recommendations as to settlement of the dispute in a fair and amicable manner; and such inquiry having been held, no objection having been taken by either party to its jurisdiction or the right to pass upon and adjust the present differences between the parties, it is expedient and in the public interest, because of the serious and emergent situation which exists, that immediate effect be given thereto by the instant making and public release of such report and recommendations, which procedure you have graciously approved, and with the consent of the Honourable George S. Pearson, Minister of Labour, the following is submitted:—

The situation disclosed is unusual in labour disputes in Canada. No question of wage scale, hours of work, or working conditions has arisen or is involved, as all such conditions were and are satisfactory to those affected, but consisted wholly of the activities of the newly formed Labour Union to which the majority of the employees belonged and the retaliatory action of the employing Company's manager in relation thereto. Much valuable data was supplied relating to the operations of the Company here, the uninterrupted continuity of which is so important to the community, the difficulties which beset those operations, and the contemplated plans for pensions and improved working and social conditions, but such recitals are unnecessary in deciding the main issue as they are merely corollary thereto. It is also considered unnecessary to set forth in detail all the happenings which have taken place, as many were unfortunate and ill-advised, and their repetition would only tend to disrupt the avowed desire of both parties to reach a satisfactory conclusion of their differences, aided by the conduct of the employees during a very trying period, which has, generally speaking, been admirable. Several indecisive conferences of an authorized committee of the employees and the management of the Company, at the request of your Commissioner, have been held during the inquiry without reaching a satisfactory conclusion. Therefore the real issue only will be dealt with, and the resulting conclusions and recommendations stated.

In April, 1936, a number of the plant employees considered it desirable and in the interest of all to form a Trades Union, and in due course a charter was granted to them by the Trades and Labour Congress of Canada, as Meat Cutters' and Packing House Employees' Union, Federal Local 95, and a constitution was adopted which contained no power for the extension of membership to others than craftsmen. This Union was formed with the sole purpose of advancing and protecting the interests of the Company's plant employees and meat-cutters generally in Vancouver and vicinity, and to improve the conditions of the workers, and with no ulterior motive. As is usual in such cases, a business agent was appointed in the person, unfortunately as it developed, of one confessedly and wholly without experience in trade-union practices, and whose activities outran his discretion and authority as to the Union's true objectives. He received from some unknown source the unfortunate and mistaken idea of recruiting owners of retail butcher-shops, being employers of labour, in addition to those workmen properly eligible as trade-unionists, to extend the membership and to increase his remuneration, and with the object of increasing the force of the Union by adding such retailers as members of a section of it, which is foreign to regular trade-union practice in the type of employment here involved. This mistake was later recognized and rectified by the formation of a separate and distinct organization by the retail butchers concerned. His activities in this direction were unknown to many members of the Union, but must have been known to the members of the executive. This repugnant affiliation had serious repercussions in the broken relationships of the Company and its customers, and was later greatly detrimental to its business operations. The activities of the business agent, the wearing of Union buttons by certain employees of the Company while at work, and the general activities of the Union, so disturbed the manager (only recently appointed and not fully conversant with local conditions and the personnel of the plant) that in November he had the employees of several departments in the plant brought before him in groups and as individuals, and informed them (among many other things) that they must discontinue their Union activities or be penalized in the manner described by reliable witnesses; that he would not allow Union activities to interfere with or be projected into the business of the Company. No complaint was made by the manager of the service rendered by the employees, and an increase in pay was promised and later put into effect. He also informed the employees that they should seek to deal with the Company in matters of mutual concern only through the medium of a plant or Company Union with no outside affiliations, this being the method adopted by most packing plants of consequence in Canada and the United States, of bargaining between the employees and employer, functioning in many cases side by side with a local Union in such plants.

On December 29th, 1936, on instructions of the manager, nineteen employees of the Company were discharged, all being members of the Union, and including all members of the Union's executive and its officials, without assigning any legitimate reason or excuse for such action, although most of these employees had been long with the Company and the previous service of most of them satisfactory. These men thus reasonably assumed that they had been dismissed for their Union activities and not for unsatisfactory service. The executive of the Union thereupon, acting upon the authority vested in them by a resolution of the Union previously passed in general meeting, declared a strike of the employees of the Company, which action was confirmed the following day by a secret ballot of the members at a general meeting with only three dissenting votes, and was further considered and confirmed on January 12th, 1937.

Two major mistakes were thus made by the two representatives of the parties, that of the business agent of the Union and that of the manager of the Company, which precipitated the present crisis. The provocation of the Union in bringing in as a section of the Union the retail butchers, many of whom were customers of the Company, was followed by the retaliatory discharge by the Company of the nineteen employees without (although not legally necessary) assigning a proper and legitimate reason for such drastic action. The intermingling of those nine employees against whom cause could be assigned, and those ten against whom no cause could be assigned except

their activities as executives of their Union, left only one implication. The manager must have known and anticipated that his action would culminate in a walk-out of the employees, being members of the Union.

Both mistakes were grave errors of judgment, made without proper deliberation and thought as to the results. Both parties were equally culpable in the making of them and both are equally responsible for the strike which ensued. The result has been far-reaching in its effects, and the community in general as well as the Company have suffered from the disruption of normal business relations, and the employees have suffered from the consequent misery and privation of themselves and their families, all established citizens of the community and not transient labour. This unfortunate condition would never have arisen if just consideration had been given to the rights of each by reasonable and deliberate discussion at the proper time. Settlement could have been had if the mediation offered by Government labour officials had been accepted, or by a Conciliation Board established under the prescribed conditions of the Department of Labour of Canada. The unnecessary loss of business by one and the unnecessary loss of employment by the others has happily brought forth the *bona-fide* desire of the parties to effect a fair and reasonable settlement. Both are agreed in principle that the present condition is untenable and should be ended. This can only be accomplished by the agreed return of the employees to their regular employment with the Company, and difficulty in reaching such a desired conclusion lies only in the detail to be worked out and followed. This detail is the manner of return, in what numbers, and the time for re-employment of the employees affected. There is also the question of the dismissal and disposal of the nineteen employees, members of the Union, and of its executive, seemingly dismissed for their Union activities, nine of whom, however, it is found, were discharged in fact for services unsatisfactory to the Company. The situation is complicated by the fact of a number of employees, not members of the Union, continuing in their employment, the taking-on by the Company of new employees in the place of those who left, and the lapse of time since the strike occurred, all making for some difficulty of adjustment. As is usual in such cases, the men taken on for the duration of the strike will probably leave of their own accord on settlement being made.

No agreement having been arrived at by the parties, it has devolved upon your Commissioner to supply a plan of settlement which is possible of application, workable, and effective within a reasonable time.

It is submitted as a reasonable plan for the reinstating in employment of the 131 employees affected, apart from the nine mentioned, that the Company shall re-employ 50 of these former employees in April, 1937; 41 in May, 1937; and the remainder, being 40, in June, 1937, accelerating the numbers if the opportunity offers, at the scale of wages and working conditions now existing, with the following provisoes:—

(*a.*) The selection of such employees shall be by some arrangement agreeable to the parties, married men in any event to be first selected when possible.

(*b.*) Upon this settlement being made effective, the Union shall immediately return the products of the Company to the fair list.

(*c.*) There shall be no discrimination on the part of the Company towards returning employees because of their former Union activities.

(*d.*) The employees shall have the right to belong to any organization or association of their own choosing, and the Company shall recognize a committee elected by all of its employees to represent them in their dealings with the Company's management.

(*e.*) The nine employees objected to by the Company for cause shall have the privilege of appearing before the management of the Company and being heard.

It is considered advisable that the President and General Manager of the Company, Mr. John Burns, or his personal representative, meet the committee of the Union which had been appointed during the negotiations, at the earliest possible date to implement these recommendations. The services of your Commissioner (if required) to be at all times available.

It is not submitted, but suggested for obvious reasons, having regard to the future harmony of all concerned, that both the business agent of the Union and the manager of the Company be transplanted by their respective employers to other fields of endeavour.

It is to be expected that the lessons of the past will so heavily weigh upon the minds of everyone concerned that future disturbances will be carefully avoided by the use of conciliatory methods.

Effective machinery should be provided by the Legislature of the Province for the amelioration of industrial disputes, as the subsisting legislation is sadly inadequate.

A pleasing and satisfactory factor apparent throughout the proceedings was the consistently pacific attitude of Mr. John Burns, President and General Manager of the Company, who reached far in friendly advances toward settlement, reminiscent of the late lamented Senator Burns, whose just and generous treatment of his employees is still a living memory.

Due recognition is given to the efforts of the Department of Labour of British Columbia through its Minister, Honourable George S. Pearson; its Deputy Minister, Mr. Adam Bell; and the Department of Labour of Canada through its Western Representative, Mr. F. E. Harrison, to end this complicated dispute.

My personal thanks are due to C. H. Locke, Esquire, K.C., of counsel for the Company, and to W. W. Lefeaux, Esquire, of counsel for the Union, for their unfailing courtesy and their fair and reasonable presentation of the claims of their respective clients, which has proved invaluable.

All of which is respectfully submitted.

I have the honour to be,
Sir,
Your obedient servant,
(Signed) J. C. McINTOSH,
Commissioner.

On May 26th the Union called the strike off, when the Company took back six females and nineteen males who had been on strike and agreed to re-employ others as soon as business returned to normal, the Union agreeing to cease interfering with the Company's business and to do all in their power to regain the business lost through the strike.

SUMMARY OF LABOUR DISPUTES, 1936.

Industry or Occupation.	Particulars.	No. of Employees affected.	Time lost in Working-days.
Gold-miners, Camborne	Commenced January 8th, against decrease in wages. Workers replaced, strike terminating January 10th. Unsuccessful	24	24
Shingle-mill workers, Port Moody	Commenced January 15th, against discharge of Union workers and reduction in wages. Terminated January 28th, with compromise: Reduction modified; workers re-employed	26	200
Restaurant employees, Vancouver	Commenced February 18th, demanding increased wages. Workers replaced; no change in conditions. Terminated February 20th. Favourable to employer	7	14
Loggers, Cowichan Lake	Commenced March 10th, against discharge of workers, allegedly for Union activity. Terminated May 26th. Camp closed. Indefinite	140	4,000
Loggers, Cowichan Lake	Commenced March 20th, in sympathy with strike of March 10th. Negotiations and return of workers. Terminated May 28th. Favourable to employer	120	5,500
Loggers, Sawmill and Shingle-workers, Vancouver Island and Coast District	Commenced May 4th, for Union recognition and increased wages. Return of workers, strike terminating May 28th in favour of employer. Some wage increases made	2,000	20,000
Salmon-fishermen, Upper Fraser River	Commenced May 26th, for increase in price per fish. Strike lapsed owing to flood conditions. Work resumed June 3rd. Indefinite	70	450
Salmon-fishermen, Lower Fraser River	Commenced June 1st, in sympathy with strike on Upper Fraser. Lapsed owing to flood conditions. Situation no longer affected by June 3rd. Indefinite	270	500
Labourers (extra gang), Terrace	Commenced June 24th, for improved camp conditions and increase in wages. Terminated June 25th, with improvement in camp conditions. No increase in wages. In favour of workers	50	50
Salmon-fishermen, Rivers Inlet	Commenced July 5th, demanding an increase in the price per fish. Strike lapsed at close of season. Work resumed July 31st. Indefinite	2,500	40,000
Gold-miners, Atlin	Commenced July 17th, for increase in wages. Return of workers under previous rates. No change effected. Terminated August 10th in favour of employer	50	700
Railway-construction workers, Midway	Commenced August 10th, for shorter hours and increase in wages and conditions. Terminated August 17th. Wage increase granted. Favourable to workers.	30	210
Restaurant employees, Vancouver	Commenced August 29th, to secure Union recognition with an increase in wages with reduced hours. Terminated September 5th in favour of the employees; a Union agreement being signed and wage increase granted, with 48-hour week observed	14	63
Bakery employees, drivers, etc., Vancouver	Commenced September 19th, for Union wages and working conditions. Following negotiations and conciliation, with intercession by representatives of the Provincial Department of Labour, a Union agreement was signed and work resumed October 29th. Favourable to the workers	38	1,200
Longshoremen, Vancouver, Victoria, etc.	Commenced November 23rd, in sympathy with the strike of water-transportation workers on the Pacific Coast in the United States, the workers demanding Union recognition. Unterminated at the end of year	200	2,000
Meat-packing employees, Vancouver	Commenced December 30th, against alleged dismissal of workers for Union activities. Unterminated at end of year	202	400
	Totals	5,741	75,311

INSPECTION OF FACTORIES.

VANCOUVER, B.C., July 15th, 1937.

Adam Bell, Esq.,

Deputy Minister of Labour, Parliament Buildings, Victoria, B.C.

SIR,—I herewith submit the annual report of the Factories Inspection Branch for the year 1936.

During the year under review, almost without exception all lines of industry experienced an increased demand for manufactured goods. In order to meet this demand some factories operated two eight-hour shifts, and a number of factories which had during the depression moved into smaller rented premises found it necessary to acquire more room in their present location or move to larger quarters because of improved industrial conditions. In the majority of cases this procedure was followed voluntarily by the employer. We had to prohibit suggested structural additions in a number of instances, which, if introduced, would have resulted in overcrowding and unhealthy working conditions. Continued industrial improvement throughout all portions of the Province changed the view-point of a great many employers and employees who not so long ago could see little hope for the future.

INSPECTIONS.

During the year 1936, 1,840 inspections and reinspections of factories were made.

ACCIDENT-PREVENTION.

One of the most encouraging features noted throughout the turmoil and complexity of conditions during the past few years was that at no time was the need or importance of accident-prevention questioned. The successful elimination or minimizing of industrial accidents depends very largely on whether or not the employer has the right attitude and accepts his responsibility; he must do his part in a visible way by eliminating practical hazards through the installation of safeguards and safety appliances, and insist on safety being at all times a necessary part of the process of production. If the employer does not accept responsibility for the safety and welfare of his employee (and I regret to state that not all do), it is our responsibility to see that the factory in which he is employed is a safe place in which to earn a livelihood. As an example of the failure on the part of an employer to realize his responsibility in this connection, we give the following:—

While making an inspection of a factory we found a motor-driven machine being operated at such an excessive speed that it was a constant source of danger to the operator and other employees of the factory. Following our placing a notice on this machine suspending its operation until such time as the speed would be reduced to permit safe operation, the owner, resenting the fact that production had been retarded, discharged the machine operator, telling him he had done so because he had given information to the Inspector regarding same. As such a statement was not in accordance with the facts, we were instrumental in having the operator resume his employment with the company the following day.

Comment was made in a previous report regarding the responsibility of management, superintendent, and foreman in instructing the young entrant to factory-life of the dangers of industrial occupations; such instruction, widely applied, affords the best hope of producing a new generation of workers that will avoid dangerous practices as a matter of course due to the result of early training. Severe accidents due to the absence or removal of safeguards required by law are always particularly regrettable, and never more so than when the victims are young workers who may be needlessly handicapped at the outset of their career by permanent injuries. One of the most distressing accidents investigated during the year, for which the superintendent of the plant must bear a large share of responsibility, occurred to a boy 18 years of age while operating a rip-saw from which the guard had been removed—he losing four fingers of the left hand as a result. While injured would not admit he had removed the guard, it was an admitted fact the saw was being operated unprotected for some considerable time and should have been noted by the superintendent in charge. Furthermore, the

type of work being performed could have been done more safely and expeditiously on a resaw. This fact was admitted by the superintendent in charge, and he informed us that a resaw had been purchased since the accident.

The fact that we have less accidents to investigate each succeeding year should be conclusive proof that the majority of employers realize " prevention is a benefaction, compensation an apology."

PROSECUTIONS.

Four proprietors of Oriental laundries were each fined $50 and costs upon being convicted of operating their laundries on a statutory holiday.

A proprietor of a furrier's workshop was fined $15 for working female employees excessive hours. The proprietor of a peanut-butter factory was fined $25 and costs for working female employees excessive hours.

The managers of two confectionery-factories were each fined $50 and costs for working their employees on a Sunday.

CHILD-LABOUR.

The proprietor of a wood-working plant was prosecuted for employing a boy under 15 years of age. Upon a conviction being secured, the Magistrate imposed a fine of $2.50 and costs. We are paying tribute to the owners and managers of factories when we state that this is the first instance of employment of child-labour to come before the Courts of British Columbia.

OVERTIME PERMITS.

During recent years, when competition was so exceptionally keen for the business offered, factories eager to procure this business were inclined to make commitments for delivery of manufactured articles which quite frequently could not be fulfilled without making application for an overtime permit. In every case these requests were thoroughly investigated, in order to determine as far as possible whether or not the firm making the request for an overtime permit had secured the business at the expense of a competitor who had submitted a tender which would permit of delivery without resorting to overtime.

It would be much more satisfactory to all concerned if it were more fully realized by manufacturer, wholesaler, and retailer that demands made and service given during the depression years are not applicable to the present day.

In 1936 forty-seven overtime permits limiting the hours to nine in the day and fifty-four in the week were issued, as authorized under section 14 of the Act.

HOLIDAY PERMITS.

Permits granting permission to operate factories on certain specified statutory holidays numbered 592 in 1936, 274 of which were issued for the King's Birthday, June 23rd, 1936. Also fifteen were issued in December, 1936, for New Year's Day, January 1st, 1937. Each application (written) for permit stated therein reason for making request.

FACTORY CONDITIONS.

Ventilation and the removal of dust-fumes and harmful vapours in factories to the satisfaction of all concerned are problems which at times are hard to solve. In some instances the dusty processes can be segregated, exhaust systems installed, and the dust removed at its point of origin; this also applies to the removal of fumes and harmful vapours. The value of this removal as a preventive of industrial diseases can hardly be questioned. When this equipment has been installed for the protection of the worker, it is hard to understand why he at times renders the whole system ineffective by removing the hoods or other appliances forming part of the suction system. While it is realized that operations being carried on in some plants are of such a diversified nature dust-removal appliances must be temporarily removed, it is only reasonable to expect their replacement as soon as the nature of the operation will permit. While dust can be effectively removed from the work-room, once it is stored away in the lungs there is not much that can be done about it.

Proper and adequate lighting in industry increases production efficiency and decreases hazardous accidents, and also has a great deal to do with the health and comfort of the worker. Frequently we inspect factories in which the best of tools and equipment are installed, but

find the management has failed to consider the importance of the eyes of the worker and the handicap of poor lighting. We have in mind a particular plant in which the entire lighting system was rearranged because it was found the employees were being subjected to excessive glare.

The provision of adequate sanitary conveniences for male and female factory employees always receives our attention. Deplorable conditions which will not permit of details in a report of this nature are sometimes found to exist because a class of employer and employee does not seem to have the slightest conception of industrial hygiene.

AMENDMENTS.

At the fall session of the Legislature several important amendments were made to the "Factories Act." Clauses (2) and (3) of section 4 were struck out and clarifying clauses substituted; these deal with working conditions in laundries.

While a substantial fine has always been imposed upon a conviction being secured for an infraction of section 12, a Magistrate before whom an employer was convicted for working his female employees 14½ hours a day disposed of the case by imposing a nominal fine. In order that the penalty to be imposed should not in future be left entirely to the discretion of the convicting Magistrate, section 11, which prescribed the penalty, was so amended that upon conviction being secured a fine of not less than $50 and costs must be imposed.

Section 63 was repealed and clauses (1) and (2) now more clearly define the statutory holidays to be observed throughout the year.

HOME-WORK.

Recognizing the introduction of industrial home-work in the Province as an industrial and social evil, the 1936 second session of the Legislature passed a very important amendment to the "Factories Act," making it a statutory requirement for every employer who in his trade or business in personal or household articles gives out any work to be performed in the home, to first obtain a permit from this Department. And, further, this work when given out can only be performed by home-workers in possession of a permit issued by this Department. Following the passing of this amendment letters were mailed to all firms manufacturing personal or household articles, requesting the names and addresses of all persons performing work in the home; replies received and investigations made revealed that home-work of considerable magnitude was being performed almost exclusively by Japanese women.

Owing to the irregularity of the work, it was impossible to obtain information regarding hours worked from the home-workers visited, as it was stated that household duties were included in the day's work. We were, however, successful in a number of instances, where a time record was kept and the piece-work rate set, in establishing the fact home-workers were being paid as low as 27 cents for an eight-hour working-day. One of the outstanding facts brought out during the investigation was that the small remuneration received by home-workers was not the only source of income, as in most instances the husbands were employed in some line of industry.

Our survey has proven there is no justification for such a large volume of work being performed in homes, and we have, without exception, refused to grant Japanese applicants either an employer's or home-worker's permit authorizing work to be given out or performed in the home, as we are of the opinion this should be carried out in factories where it can be regulated in accordance with the statutory requirements relating to the industry. This policy has resulted in home-work being discontinued, and contractors that previously had the work performed in homes have requested us to inspect several proposed factory premises previous to leases being taken and power-driven machinery installed.

ELEVATORS.

The "Factories Act" being entitled an "Act for the Protection of Persons employed in Factories," the titular expression would indicate that its provisions extend only to persons employed in and around factories. I do not think the public generally realize that certain sections are embodied therein delegating to the Department of Labour through the Factory Inspection Department the responsibility of subjecting all passenger-elevator equipment to a very rigid inspection, in order to safeguard the thousands using this form of conveyance daily.

While passenger-elevators are operated by licensed operators required to first pass a written examination as to their competency, the manner of performing certain operations in connection with their operation depends to a large extent upon the human element, such as to closing the hoistway doors and car-gate before the car is started and vice versa, or attempting to level the car after the doors are opened. These unsafe practices have over a period of years proven a prolific cause of persons receiving major and fatal injuries. In order to prevent accidents attributable to these causes, mechanical devices in the form of interlocking equipment are now being installed on the hoistway doors and car-gate of passenger-elevators and the hoistway doors or gates of freight-elevators, in compliance with rules and regulations issued under Order in Council February 4th, 1935.

I am pleased to report that no fatal or major accidents occurred to any person while being transported on passenger or freight elevators during the year under review. This record has been achieved largely because a great many of the hoistway doors and gates of the older elevator installations have had interlocking equipment installed as required by the "regulations." In order that this record be maintained, all elevators still requiring this equipment should have same installed before the amended expiry date, which is February 28th, 1938.

ELEVATOR OPERATORS' LICENCES.

In 1936, 812 operators' licences were renewed and 227 temporary and 204 permanent licences issued.

NEW ELEVATOR INSTALLATIONS.

The following number of plans and specifications relating to installation of modern elevator equipment were approved: Six freight-elevators, seven passenger-elevators, and one power dumb-waiter.

ELEVATOR INSPECTIONS.

During the year 1936, 1,121 passenger and freight elevators were inspected.

CONCLUSION.

We wish to take this opportunity of thanking all officials and employees connected with industry for their co-operation with us during the year.

Respectfully submitted.

H. DOUGLAS,
Factories Inspector.

EMPLOYMENT SERVICE.

General Superintendent ..... Jas. H. McVety.

B.C. Workmen's Compensation and Labour Offices, corner Homer and Dunsmuir Streets, Vancouver.

Branch Offices.

Vancouver, cor. Homer and Dunsmuir Streets	Jas. Mitchell, Superintendent.
Vancouver (Women's Branch), cor. Homer and Dunsmuir Streets	
Victoria, Langley and Broughton Streets	W. G. Stone, Superintendent.
Victoria (Women's Branch), Langley and Broughton Streets	
New Westminster	Robt. MacDonald, Superintendent.
Nanaimo	J. T. Carrigan, Superintendent.
Kamloops	J. H. How, Superintendent.
Penticton	A. Coy, Superintendent.
Nelson	J. M. Dronsfield, Superintendent.
Prince Rupert	J. M. Campbell, Superintendent.

Handicap Section.

Vancouver, cor. Homer and Dunsmuir Streets	G. S. Bell, Clerk. R. L. Mavius, Clerk. H. Parry, Clerk.
Victoria, Langley and Broughton Streets	W. A. Turner, Clerk.

The following report is submitted by the General Superintendent of the Employment Service:—

This is the Eighteenth Annual Report of the British Columbia Branch of the Employment Service of Canada, a branch of the Department of Labour, and covers the work for the calendar year 1936.

There are ten offices operating within the Province, as follows: Vancouver (2), Victoria (2), New Westminster, Nanaimo, Prince Rupert, Nelson, Kamloops, and Penticton. Separate offices are provided in Vancouver and Victoria for the employment of women, as well as separate sections dealing with the employment problems of men handicapped through war service and industrial occupations.

INTRODUCTION.

As in the previous five or six years, the Province was confronted with a large surplus of labour, creating a situation which was intensified by the influx of large numbers from other Provinces. The usual difficulties were met in the conducting of public employment offices wherever the number seeking employment is much greater than the jobs available, but it is gratifying to report that the tact displayed and the sympathetic consideration given by the staff to the many appeals of those seeking employment was equal to the occasions, with the result that no disturbances occurred in any of the offices during the year and no serious criticisms regarding their operations and administration have been voiced. While the year just ended was heralded in with considerable agitation on the part of the camp workers and other factions of relief recipients, it is somewhat remarkable that it did not long survive the coming of the new year, with the result that there was only one demonstration in Vancouver resulting in serious property damage during the period under review.

Early in the year it was decided to discontinue the shipment of men to the National Defence camps and this phase of our work came to an end during February. These camps continued to operate to the end of July, but during the months of May, June, and July the men engaged in them were given the opportunity of employment with the Canadian National and Canadian Pacific Railways on track-work during the summer months.

The improvement shown in the industrial and commercial activities was unfortunately not sufficient to absorb the men available and a further experiment in the operations of camps for single, homeless, destitute men was agreed upon, and these men were offered employment in both Public Works and Forestry projects at the rate of 30 cents per hour, with the understanding that the period of employment would be terminated as soon as the men had accumulated sufficient deferred pay to their credit to maintain them over a given period. The success of this scheme was more than demonstrated by the attitude of both the men and their leaders, in that they were at all times ready and willing to proceed to the camps as directed. This

Service was called upon to provide these men with transportation both to and from the camps, and in this connection arranged with the shipping companies for a 50-per-cent. reduction in the tariff rates, which resulted in a very considerable saving in transportation costs.

Early in the year it was decided to again offer a limited number of the young men of this Province an opportunity of receiving training in placer-mining and forestry and, as in the previous year, a large number of young men eagerly enrolled for these projects. The suitability of the applicants was passed on by the staff of this Service and many of those not accepted have expressed their keen disappointment. The training of young men in the basic industries of the Province met with the general approval of the public and appears to have been entirely satisfactory to the men concerned, and many have expressed the hope that the policy of training which has proven itself so beneficial would be greatly extended.

CONDITIONS DURING THE YEAR.

General improvement continued in all basic industries of the Province, and, as expected, the increased opportunities for employment during 1936 attracted a large number of workers from other parts of Canada, so that the number of those seeking employment very materially increased the surplus labour already available, which necessitated the continuance of direct-relief measures on a large scale.

The services of the Department are, as in the past, freely utilized by those seeking employment. The co-operation of this Service with the Department of Immigration has been maintained and many applications were received for permission to import labour from foreign countries. As the Immigration regulations prohibit the admission of contract labour, it is necessary to very carefully review all applications and to investigate the possibilities of securing the required labour in Canada. Every effort has been made, with good results, to induce those seeking the importation of labour to train local men for the positions available, and many of the firms have readily agreed to this procedure and limited their applications for importation to persons required for training citizens of Canada.

BUSINESS TRANSACTED DURING THE YEAR.

While the tables of figures indicate that portion of the Service's operations which can be translated into figures, they only represent a small portion of its total activities and varied duties it is called upon to assume, many of which are self-imposed by members of the staff and readily undertaken in an effort to render a real service to the communities they serve.

All the offices, with the exception of Penticton, which was placed on a part-time basis in September, have been operated on a full-time basis to meet the steadily increasing volume of business in connection with both employment and relief matters.

The returns show a marked increase in the number of applicants and reapplicants seeking employment, which amounted to 202,264 for the year under review, against 118,040 for 1935. It is, of course, impossible to tabulate the work of the staff in meeting and dealing with applicants under existing conditions.

WORK IN THE HANDICAP SECTIONS.

The Dominion Government continues to recognize its responsibility for the care of unemployed handicapped ex-service men and maintains a staff in the Vancouver and Victoria offices. With the passing of the years, the problems which confront this class of applicant grows greater. This is due to the fact that the men are growing older and many of them, due to their experiences, are prematurely aged. The situation which confronts these men is not only intensified by the continuation of the depression, but also by the application and speeding-up of machinery, which makes it almost impossible for them to successfully compete in the labour market. Here again there continues to be a steady influx of ex-service men into this Province, not only seeking employment, but also the more congenial climatic conditions to be found here.

Slowly but surely the number of men handicapped in the industrial activities of the Province is increasing, many of whom are to-day limited to light work and sedentary occupations which many are not qualified or trained to perform. This class of men, together with those suffering from the effects of the Great War, presents a serious problem, especially in those cases where their pensions and Workmen's Compensation awards are insufficient to

maintain them and their families. The light work which the major industrial firms have to offer is already largely taken up by men who were injured in the employ of the firms, with the result that the prospects of these two classes of men being absorbed in industry are extremely doubtful.

The co-operation of this Service was sought by those in charge of the training of the deaf and dumb, and as a result of the knowledge and experience gained in the past eighteen years suggestions were offered regarding suitable training whereby the students could become qualified in occupations which the students could start and complete without in any way involving any hazards to normal employees. Trades and occupations suggested did not require the use of high-speed machinery, where the prevention of accidents requires full exercise of the faculty of hearing.

OTHER BRANCHES OF ACTIVITY.

During the year public interest was aroused regarding the question of industrial and commercial training of the youth of this Province. The agitation was based on the belief that there existed a serious shortage of trained mechanics and commercial workers and many of those interested approached this Service regarding the matter. While it is not suggested that industrial and commercial training is not desirable, a review of the married applicants on relief in the City of Vancouver revealed that many were trained in the various industrial and commercial callings and that no real shortage existed of men fully qualified to meet any reasonable demands. The view-point expressed by those in favour of public training could not, in many instances, be supported solely on the ground that a shortage of skilled labour exists, unless the workers from middle age up are disregarded and discarded.

In the women's sections, both Vancouver and Victoria offices continue to show a steady improvement in the wages and conditions offered to domestics, and they report very little trouble in placing experienced applicants with good families paying above the average wages for this class of work. Unfortunately, the demand continues for help of a domestic nature from families who, owing to sickness, are in need of help but are unable to pay more than a low standard of wages or to offer accommodation of the more desirable type. In the Vancouver office a feature has been introduced having for its purpose closer personal contact between young women seeking employment for the first time than is possible in the general office. Here, in a room specially furnished to create an atmosphere of friendliness, women are given an opportunity to discuss their affairs frankly and privately and are encouraged to report employment conditions as they find them. Information gained in this way is of material assistance in correcting conditions where such correction by the Service is possible. Another branch deals with women in receipt of relief or applying for it. Every effort is made to persuade relief recipients to accept employment and to encourage those who have lost hope that employment is preferable to relief from whatever standpoint it is considered. The work of these sections is a complete answer to those who are pleased to allege that nothing is being done to assist unemployed women either to secure work or to improve conditions of employment.

The Service continues to be utilized to a very great extent in matters relating to relief-work, and includes the arrangements and checking of medical examinations of all men proceeding to the various relief-work projects, furnishing transportation to and from the projects, as well as maintaining records and files dealing with such men. During the early part of the winter the Service was called upon by the City of Vancouver to engage the men required for snow-shovelling, which necessitated keeping the office open for many extra hours to adequately meet the situation created by snow-storms. To prevent the necessity of men waiting long periods, the co-operation of both the *Vancouver Daily Province* and *Vancouver Sun* radio news services were utilized to broadcast to those waiting at home the hours at which their services would be required. Not only was satisfaction expressed by the city officials at the new and more humane method of handling this class of temporary help, but the men themselves expressed a wish that it be continued in all other phases of the city's employment activities.

The Service was also called upon to co-operate with the general contractors and Provincial Public Works Department in connection with the Dominion and Provincial highway projects, and, contrary to the generally accepted opinion that men who had been on relief for a considerable period of time would be unsuited for such work, proved themselves, in a very short space of time, capable of performing the heavy work in question, and in some cases the men in receipt of relief who were furnished the contractors to meet the requirements of the quota

demanded by the agreement between the Dominion and Provincial Governments were the last to be discharged, in spite of the fact that their quota requirements were considerably exceeded.

The Service and members of the staff continue to hold the confidence of the vast majority of people they come in contact with and are called upon to deal with many problems outside the sphere of employment, and every effort is made to see that the information given is reliable and advice on matters which the citizens of the Province require is sound.

CONCLUSION.

With a continuation of the improvement already shown in the industrial and commercial activities of the Province, it is the hope of the Service that the numbers on direct relief or engaged in relief projects will steadily decrease and enable the Service to again more fully enter into the industrial employment activities in the interests of the *bona-fide* residents of this Province, which can only be realized by a closer co-operation of the business firms and a service of this nature, whereby the employers can be induced to greater consideration of the applications for employment from the responsible citizens definitely established in the Province. The Service is to-day recognized in British Columbia and throughout the Dominion of Canada as necessary in the industrial life of the country, and the past few years have more than proven its value. The knowledge gained in the eighteen years of its operation has been freely used, not only by the residents of our own Province and Dominion, but also by many outside of these boundaries. With the closing of the period under review, it appears that the clouds of depression of the past few years are slowly but surely lifting, and that with the co-operation of all sections and classes and their recognition of the responsibilities involved in their varied activities, the future prosperity of the Province and the stabilization of industrial and commercial operations will be greatly improved.

BUSINESS TRANSACTED MONTHLY, BRITISH COLUMBIA OFFICES, 1936.

Month.	Applications.	Employers' Orders.	Placements.	Transfers in B.C.	Transfers out of B.C.
January	21,364	3,894	3,912	12	.....
February	17,944	3,235	3,224	15	.....
March	16,500	2,125	2,113	32	3
April	15,772	2,267	2,259	14	.....
May	20,038	2,889	2,873	16	.....
June	14,582	2,613	2,585	14	.....
July	17,326	3,398	3,371	26	.....
August	15,114	2,594	2,569	23	.....
September	13,850	2,068	2,054	16	.....
October	19,988	2,574	2,565	27	.....
November	15,713	2,031	2,017	13	.....
December	14,073	2,474	2,470	9	.....
Totals	202,264	32,162	32,012	217	3

BUSINESS TRANSACTED BY BRITISH COLUMBIA OFFICES, 1936.

Office.	Applications.	Employers' Orders.	Placements.	Transfers in B.C.	Transfers out of B.C.
Kamloops	3,543	783	728	.....	.....
Nanaimo	5,442	4,978	4,975	.....	.....
Nelson	2,577	2,191	2,192	28	.....
New Westminster	5,251	1,891	1,891	.....	.....
Penticton	3,263	893	841	.....	.....
Prince George	158	83	57	.....	.....
Prince Rupert	5,110	1,326	1,326	.....	.....
Vancouver	136,661	5,243	5,230	142	3
Vancouver (Women)	21,790	4,183	4,182	35	.....
Victoria	14,007	9,098	9,097	8	.....
Victoria (Women)	4,462	1,493	1,493	4	.....
Totals	202,264	32,162	32,012	217	3

REPORT OF ADMINISTRATOR OF UNEMPLOYMENT RELIEF, 1936.

During the year under review there was a more marked improvement in the relief situation than in the previous year. The decrease in the average monthly numbers receiving relief in the Province as a whole was over 10 per cent. The percentage reduction in unorganized territory was almost double that shown in the municipalities, being 16 per cent., with approximately 8 per cent. reduction in organized territory. The peak number receiving relief was in March, 1933, when 128,858 received assistance. The lowest number was 64,996 in October, 1936.

This Department continued to absorb 80 per cent. of the cost of relief afforded to municipal residents, the municipalities paying 20 per cent. In addition, the Province continued to pay the whole cost of transient and Provincial cases residing within municipal limits. Effective in April, 1936, the Federal Government reduced the grant in aid by 15 per cent., and in July, 1936, there was a further reduction of 10 per cent., the whole of which was absorbed by the Province. It has been noticeable that many municipalities increased their relief expenditures during 1936 as compared with 1935, despite the general improvement in the employment situation. It is reasonable to assume that in some municipalities greater leniency has been shown since the Province has been paying approximately 85 per cent. of the cost of relief to all categories residing in organized territory.

Registration.—Since August 1st, 1934, when a reregistration took place, a total of 79,439 applications for assistance has been received. This is made up of the following categories: Standard, 61,044; farmer, 5,954; transient, 12,441; each application representing either a head of family or single person.

Grub-stakes.—We continued the policy of affording grub-stakes to enable men to follow placer-mining or lode prospecting. The average monthly number of men receiving grub-stakes was sixty.

Garden Seeds.—A total of 8,342 collections was distributed to relief recipients in unorganized territory.

Camps.—The Department of National Defence ceased to operate work camps for transient single men by the end of June. The Federal Department of Labour arranged with the Canadian National and Canadian Pacific Railways to carry out deferred maintenance-work in order to afford employment to the men being discharged from camps.

Assistance to Settlers Plan.—An agreement was entered into with the Federal Department of Labour on December 31st, 1936, whereby assistance could be provided to destitute farmers for the purpose of re-establishing them by granting assistance for the clearing of more land and the purchase of a limited amount of farm stock, poultry, implements, etc. Where a farmer was located on unproductive land, provision was made for moving him to a more suitable location. Due to existing weather conditions it is doubtful whether any action can be taken under the plan before the expiry date, March 31st, 1937, but it is anticipated that the Federal Government will renew the agreement.

Forestry Training Plan.—The scheme inaugurated in 1935 of giving training in forestry-work to young men was continued. The age-limit was broadened to take in young men between the ages of 18 and 25, inclusive, instead of 21 to 25. The work was carried out by the Forestry Branch and the total number of men on the pay-roll was 544. One hundred and twenty-nine who qualified did not accept appointments for various reasons, while 100 who could not be absorbed under the Forestry Scheme were transferred to Placer-mining Training, but of this number 71 did not accept. The total applications numbered 1,348. Of the men enrolled, 41 secured employment through Government endeavours, 85 secured employment through their own efforts, 34 left camp to return to school or because of illness, 18 quit, 15 were discharged as unsatisfactory, while the balance were laid off on termination of the projects. The young men were given training in Forestry Experimental Stations and on trail crews, with about 20 per cent. being enrolled as Forest Ranger Assistants.

Placer-mining Training Plan.—This form of training was continued during the current year with the operation of two large camps. The men were handled in two training periods of six weeks each, enabling us to double the number of men handled. A total of 306 received six weeks' training, 31 failed to report, and 249, including those transferred from the Forestry

Training Plan, were unabsorbed or rejected, the total number of applications dealt with being 586. After completing the course the young men were given an opportunity to prospect on their own. Eighty-one enrollees in the first group trained took advantage of this plan and went to various parts of the Province. The men were assisted with transportation, equipment, and grub-stakes. Most of the parties consisted of four men and some of the parties made considerable gold-recoveries. The enrollees took a keen interest in the training and no doubt a large number of the young men will go prospecting next year without asking for assistance from this Department.

Winter Work Projects.—An agreement was entered into with the Federal Department of Labour for the purpose of providing work for single homeless men during the winter months. Camps have been established to take care of approximately 2,500 men, about half on forestry-development and the balance on Public Works projects. There are twenty-one Forestry Camps and twelve Public Works Camps. The men are being paid at the rate of 30 cents per hour for an eight-hour day, with 75 cents per day deducted for board and shelter. They are required to purchase their own clothing. A proportion of their earnings will be withheld, so that when their period of employment terminates they will be paid an amount of $4 per week until the amount withheld has been paid. On a rotation basis it is estimated that we will be able to provide useful work for possibly 6,000 men. The agreement expires on March 31st, 1937.

The details of all expenditures made in connection with unemployment relief appear in the Annual Report of the Department of Public Works and Public Accounts.

E. W. GRIFFITH,
Administrator.

STATEMENT OF RELIEF ADMINISTERED IN THE PROVINCE OF BRITISH COLUMBIA, 1936.

(As from Returns received from the Field.)

Classification.	Numbers.			
	Heads of Families.	Dependents.	Single Individuals.	Total.
January.				
Municipal—				
Resident families	11,916	31,796	.....	43,712
Provincial families	1,502	3,998	.....	5,500
Transient families	946	2,584	.....	3,530
Single men	.....	.....	11,151	11,151
Single women	.....	.....	903	903
Provincial—				
Resident families	4,870	15,381	.....	20,251
Transient families	255	922	.....	1,177
Single men	.....	.....	3,094	3,094
Single women	.....	.....	141	141
Camps—				
Hospital	.....	.....	196	196
Totals	19,489	54,681	15,485	89,655
February.				
Municipal—				
Resident families	12,317	32,677	.....	44,994
Provincial families	1,548	4,106	.....	5,654
Transient families	1,025	2,708	.....	3,733
Single men	.....	.....	11,257	11,257
Single women	.....	.....	931	931
Provincial—				
Resident families	5,155	16,358	.....	21,513
Transient families	290	1,049	.....	1,339
Single men	.....	.....	3,166	3,166
Single women	.....	.....	142	142
Camps—				
Hospital	.....	.....	222	222
Totals	20,335	56,898	15,718	92,951

STATEMENT OF RELIEF ADMINISTERED IN THE PROVINCE OF BRITISH COLUMBIA, 1936—*Continued.*

Classification.	Numbers.			
	Heads of Families.	Dependents.	Single Individuals.	Total.
March.				
Municipal—				
Resident families	12,485	33,234	.....	45,719
Provincial families	1,475	3,928	.....	5,403
Transient families	981	2,636	.....	3,617
Single men	.....	.....	11,634	11,634
Single women	.....	.....	957	957
Provincial—				
Resident families	5,275	16,733	.....	22,008
Transient families	277	1,007	.....	1,284
Single men	.....	.....	3,285	3,285
Single women	.....	.....	143	143
Camps—				
Hospital	.....	.....	188	188
Totals	20,493	57,538	16,207	94,238
April.				
Municipal—				
Resident families	12,012	31,815	.....	43,827
Provincial families	1,418	3,773	.....	5,191
Transient families	946	2,559	.....	3,505
Single men	.....	.....	11,361	11,361
Single women	.....	.....	970	970
Provincial—				
Resident families	5,074	15,916	.....	20,990
Transient families	260	985	.....	1,245
Single men	.....	.....	3,328	3,328
Single women	.....	.....	155	155
Camps—				
Hospital	.....	.....	190	190
Totals	19,710	55,048	16,004	90,762
May.				
Municipal—				
Resident families	11,259	29,876	.....	41,135
Provincial families	1,331	3,504	.....	4,835
Transient families	897	2,406	.....	3,303
Single men	.....	.....	10,285	10,285
Single women	.....	.....	946	946
Provincial—				
Resident families	4,697	14,860	.....	19,557
Transient families	259	968	.....	1,227
Single men	.....	.....	3,107	3,107
Single women	.....	.....	154	154
Camps—				
Hospital	.....	.....	192	192
Totals	18,443	51,614	14,684	84,741
June.				
Municipal—				
Resident families	10,798	28,549	.....	39,347
Provincial families	1,233	3,228	.....	4,461
Transient families	813	2,176	.....	2,989
Single men	.....	.....	9,327	9,327
Single women	.....	.....	912	912
Provincial—				
Resident families	4,461	14,075	.....	18,536
Transient families	239	924	.....	1,163
Single men	.....	.....	2,868	2,868
Single women	.....	.....	145	145
Camps—				
Hospital	.....	.....	175	175
Totals	17,544	48,952	13,427	79,923

STATEMENT OF RELIEF ADMINISTERED IN THE PROVINCE OF BRITISH COLUMBIA, 1936—*Continued.*

Classification.	Numbers.			
	Heads of Families.	Dependents.	Single Individuals.	Total.
July.				
Municipal—				
Resident families	10,199	26,952	.....	37,151
Provincial families	1,084	2,856	.....	3,940
Transient families	750	1,978	.....	2,728
Single men	.....	.....	8,144	8,144
Single women	.....	.....	877	877
Provincial—				
Resident families	3,987	12,550	.....	16,537
Transient families	226	865	.....	1,091
Single men	.....	.....	2,375	2,375
Single women	.....	.....	139	139
Camps—				
Hospital	.....	.....	177	177
Forestry Training	.....	.....	457	457
Placer-mining Training	.....	.....	153	153
Totals	16,246	45,201	12,322	73,769
August.				
Municipal—				
Resident families	9,472	25,013	.....	34,485
Provincial families	979	2,544	.....	3,523
Transient families	732	1,904	.....	2,636
Single men	.....	.....	7,989	7,989
Single women	.....	.....	842	842
Provincial—				
Resident families	3,616	11,403	.....	15,019
Transient families	201	808	.....	1,009
Single men	.....	.....	2,141	2,141
Single women	.....	.....	142	142
Camps—				
Hospital	.....	.....	169	169
Forestry Training	.....	.....	447	447
Placer-mining Training	.....	.....	288	288
Totals	15,000	41,672	12,018	68,690
September.				
Municipal—				
Resident families	9,787	25,568	.....	35,355
Provincial families	989	2,597	.....	3,586
Transient families	688	1,779	.....	2,467
Single men	.....	.....	8,030	8,030
Single women	.....	.....	839	839
Provincial—				
Resident families	3,146	9,810	.....	12,956
Transient families	183	722	.....	905
Single men	.....	.....	1,875	1,875
Single women	.....	.....	141	141
Camps—				
Hospital	.....	.....	176	176
Forestry Training	.....	.....	447	447
Placer-mining Training	.....	.....	155	155
Totals	14,793	40,476	11,663	66,932

Statement of Relief administered in the Province of British Columbia, 1936—*Continued.*

Classification.	Numbers.			
	Heads of Families.	Dependents.	Single Individuals.	Total.
October.				
Municipal—				
Resident families	9,498	24,417	.....	33,915
Provincial families	943	2,484	.....	3,427
Transient families	730	1,881	.....	2,611
Single men	.....	.....	8,614	8,614
Single women	.....	.....	841	841
Provincial—				
Resident families	2,955	9,181	.....	12,136
Transient families	156	628	.....	784
Single men	.....	.....	1,992	1,992
Single women	.....	.....	136	136
Camps—				
Hospital	.....	.....	190	190
Forestry Training	.....	.....	350	350
Totals	14,282	38,591	12,123	64,996
November.				
Municipal—				
Resident families	9,662	24,847	.....	34,509
Provincial families	969	2,562	.....	3,531
Transient families	735	1,876	.....	2,611
Single men	.....	.....	10,610	10,610
Single women	.....	.....	871	871
Provincial—				
Resident families	2,983	9,181	.....	12,164
Transient families	150	633	.....	783
Single men	.....	.....	1,944	1,944
Single women	.....	.....	152	152
Camps—				
Hospital	.....	.....	188	188
Farm Improvement and Employment	.....	.....	77	77
Totals	14,499	39,099	13,842	67,440
December.				
Municipal—				
Resident families	10,251	26,812	.....	37,063
Provincial families	1,060	2,806	.....	3,866
Transient families	776	2,035	.....	2,811
Single men	.....	.....	12,112	12,112
Single women	.....	.....	862	862
Provincial—				
Resident families	3,390	10,702	.....	14,092
Transient families	180	754	.....	934
Single men	.....	.....	2,298	2,298
Single women	.....	.....	155	155
Camps (Provincial)	.....	.....	195	195
Forest Development Project	.....	.....	668	668
Farm Improvement and Employment	.....	.....	173	173
Public Works Project	.....	.....	583	583
Totals	15,657	43,109	17,046	75,812

REPORT OF APPRENTICESHIP BRANCH.

Provincial Apprenticeship Committee.

W. A. Carrothers, Chairman	Parliament Buildings, Victoria.
Adam Bell, Deputy Minister of Labour	Parliament Buildings, Victoria.
J. F. Keen	6446 Churchill Street, Vancouver.
James Thomson	411 Dunsmuir Street, Vancouver.

Officials of the Branch.

Hamilton Crisford, Director of Apprenticeship	907 Stock Exchange Building, Vancouver.
Thomas V. Berto, Assistant Director of Apprenticeship	907 Stock Exchange Building, Vancouver.

The fiscal year of 1936 was the first complete year of the operation of this Branch established under the provisions of the " Apprenticeship Act."

The year commenced with a total of twenty-three apprentices, largely consisting of those youths who had been signed up under contract under the voluntary system, inaugurated in the City of Vancouver, who had not yet completed their period of apprenticeship.

The Act originally covered only the following trades:—

(1.) Carpentry and joinery (bench-work).
(2.) Painting and decorating.
(3.) Plastering.
(4.) Sheet-metal working.
(5.) Plumbing and steam-fitting.
(6.) Electrical work.

On the recommendation of the Provincial Apprenticeship Committee, the additional trades as under have been added during the period:—

(7.) Automobile maintenance.
(8.) Sign and pictorial painting.
(9.) Ship and boat building.
(10.) Servicing and repair of current-consuming electrical appliances.
(11.) Jewellery manufacture and repair.

At March 31st, 1937, the number of active apprenticeship contracts was as follows:—

Carpentry and joinery	31
Painting and decorating	10
Sheet-metal work	21
Plumbing and steam-fitting	16
Electrical work	26
Automobile maintenance	51
Sign-painting	6
Ship and boat building	28
Jewellery manufacture and repair	7
Other trades not designated under the Act	65
Total	261

In addition to the above, two apprentices completed their apprenticeship period and were issued certificates.

It is the established principle of the Provincial Apprenticeship Committee to consider each apprenticeship contract individually before approval and to maintain a standard of training on the job and through Night School and Correspondence Courses that will offer every facility to the apprentice of making himself proficient.

During this first year's operation of the Provincial Act the principle of apprenticeship in skilled trades has become generally recognized and firmly established, and, with extending facilities and continued stability in business generally, the youth of this Province and industry should materially benefit and the number of apprentices should steadily increase. Care, however, is being taken that these increases are controlled to the extent that apprentices shall not displace qualified help and that there is every reasonable likelihood of continued employment in the industry at the end of the period of training.

Minimum wages with periodic increases have been established in all trades designated under the Act, and it is a matter of some interest that over one-third of the apprentices indentured are already receiving more than the required minimum.

The period of apprenticeship varies in different occupations, and in individual cases may be shortened, at the discretion of the Committee, where the prospective apprentice is able to show some previous experience or special training and aptitude in any trade.

At the last session of the Legislature an amendment to the "Apprenticeship Act" was passed to make it possible to extend the benefits of apprenticeship to those over 21 years of age. This was thought necessary owing to the large number of young people from 21 to 25 years who, during the depression period, had materially suffered through lack of opportunity. Some of these are now learning a trade and are signed up under contract at wages considerably above the minimum.

The Provincial Apprenticeship Committee have under advisement at the present time a recommendation to bring the metal trades under the provisions of the Act and to extend the scope of the activities of the Branch in other suitable channels.

HAMILTON CRISFORD,
Director of Apprenticeship.

"TRADE-SCHOOLS REGULATION ACT."

Administrative Offices.

Mr. J. A. Ward Bell, Chief Administrative Officer.
Mrs. Rex Eaton, Administrative Officer.
Mr. Hamilton Crisford, Administrative Officer and Secretary.

At the 1936 session of the Legislature an Act was passed, to be known as the "Trade-schools Regulation Act," which had as its object the protection of the public and particularly the young people of this Province by correcting abuses and eliminating unfair practices in the operation of trade-schools.

The Act provides for the registration with the Department of any trade-school or place or any course of study carried on by correspondence, teaching or purporting to teach the skill and knowledge requisite for or intended for use in an industrial or commercial occupation, calling, or vocation. It further provides that the Minister of Labour must be satisfied that competent instruction and sufficient equipment is provided, reasonable rates are charged, and that fair and ethical practices are abided by both in obtaining students and their tuition.

The Act came into force on January 1st, 1937, and allowed thirty days for registration.

Practically all business colleges and trade-schools operated in the Province readily complied with the requirements of the Act. Investigation showed that, as far as business schools were concerned, they were, generally speaking, operated on a high standard, minor adjustments being asked for in some cases and willingly carried out.

Trade-schools teaching definite trades under personal supervision required a great deal more attention, and it was found that, in some cases, special regulations would be required, notably in the cases of barbering and hairdressing schools, as it had become their common practice to use their schools more or less as shops operated by student-labour in competition with the legitimate shops paying their employees the minimum wage.

Special regulations were therefore passed by Order in Council and these are reacting to the benefit of the students, legitimate schools, and the industry.

By far the greatest problem that has arisen in connection with the administration of the Act occurs in connection with some correspondence and home-study schools. It has been found that such schools, operating under the cloak of educational institutes or colleges, prostitute the name and objects of the legitimate educational organization. Misrepresentation, excessive charges for out-of-date instruction, unfair contracts, advertising and sales talks that are misleading, and false promises of many descriptions have been uncovered. Such schools usually approach inexperienced youths and their parents and obtain their signatures on the dotted line of an irrevocable contract, frequently for a course that is unsuitable and that seldom opens up the avenues of employment represented.

The task of sorting out the legitimate from the illegitimate school is one of some magnitude, but considerable progress is being made and special regulations satisfactory to the best type of school have been prepared. When such special regulations are passed, we believe that much can be done to safeguard the interests of the students, the legitimate school, and the public generally.

HAMILTON CRISFORD,
Secretary.

TEXT OF THE NEW ACT.

CHAPTER 288.

AN ACT TO REGULATE TRADE-SCHOOLS.

His Majesty, by and with the advice and consent of the Legislative Assembly of the Province of British Columbia, enacts as follows:—

Short title.

1. This Act may be cited as the "Trade-schools Regulation Act." 1936 (2nd Sess.), c. 54, s. 1.

Interpretation.

2. In this Act, unless the context otherwise requires:—

"Minister" means the Minister of Labour:

"Trade" means the skill and knowledge requisite for or intended for use in an industrial or commercial occupation, calling, or vocation, and, without derogation from the generality of the foregoing, includes the construction, building, repair, and operation of aeroplanes, automobiles, steam-engines, boilers, internal-combustion engines, machinery of all kinds, bricklaying, building, carpentry, the work of a stone-mason, plastering, plumbing, the fabrication of iron and steel, aviation, mining, lumbering, barbering, beauty-culture, hair-dressing, dress-making, millinery, and any other occupation, calling, or vocation designated as a trade by the regulations:

"Trade-school" means any school or place or any course of study by correspondence kept or operated by any person, other than the University of British Columbia or a Board of School Trustees or Official Trustee under the "Public Schools Act," wherein or whereby any trade is taught or purported to be taught. 1936 (2nd Sess.), c. 54, s. 2.

Operation of trade-school without registration prohibited.

3. No person shall keep or operate any trade-school in the Province unless he is registered pursuant to this Act. 1936 (2nd Sess.), c. 54, s. 3.

Application for registration of future trade-schools.

4. After the coming into operation of this Act, every person desirous of commencing the keeping or operating of a trade-school in the Province shall make application for registration in writing to the Minister in such form and with such particulars as he may prescribe in respect of the proposed trade-school. 1936 (2nd Sess.), c. 54, s. 5.

Expiration and renewal of registration.

5. Every registration under this Act shall expire on the thirty-first day of December of the year in respect of which the registration is effected, and every person who is registered may make application to the Minister for the renewal of his registration in the same manner as hereinbefore provided in the case of a first registration. 1936 (2nd Sess.), c. 54, s. 6.

Certificate of registration.

6. Upon the applicant for registration or for renewal of registration, as the case may be, complying with the requirements of the Minister and satisfying him that the trade-school is provided with competent instructors and sufficient equipment for the teaching of any specified trade or trades, and is furnishing or is prepared to furnish proper instruction in such trade or trades, at reasonable rates, the Minister may cause the applicant to be registered as the keeper or operator of a trade-school for the teaching of the specified trade or trades, and may issue a certificate of registration accordingly. 1936 (2nd Sess.), c. 54, s. 7.

Power to inspect trade-schools.

7. The Minister, or any person authorized by him in writing, may inspect any trade-school at any time during which the same is being kept or operated, to observe the method of instruction given therein, and to inspect the business books and records, and all circulars, pamphlets, and other material

used for advertising the trade-school and the instruction afforded therein, and any person who obstructs the Minister or authorized person in making any inspection or observation or who refuses or neglects to produce any business book or record upon demand shall be liable, on summary conviction, to a fine of not more than one hundred dollars, and, in default of payment, to imprisonment for a term of not more than two months. 1936 (2nd Sess.), c. 54, s. 8.

Cancellation of registration.

8. If, as a result of any inspection of any trade-school, or upon being otherwise credibly informed, the Minister is satisfied that a trade-school in respect of which registration has been made under this Act is insufficiently provided with the means of instruction, or that the charges made for the instruction given are unreasonable, or that any regulation pursuant to the provisions of this Act is not observed therein, he may cancel the registration, and thereupon the registration and the certificate thereof shall be null and void. 1936 (2nd Sess.), c. 54, s. 9.

Offences and penalties.

9. Every person who:—

(*a.*) Keeps or operates a trade-school at a time when he is not registered pursuant to this Act as the keeper or operator of that trade-school; or

(*b.*) Keeps or operates a trade-school for the purpose of giving instruction in a trade not specified in his certificate of registration; or

(*c.*) Enters into any contract for the furnishing of instruction in a trade other than the contract set out in the application for registration, or a contract which has been approved by the Minister,—

shall, in addition to any other liability, be liable, upon summary conviction, if a corporation to a penalty of not more than five hundred dollars, and if a natural person to a penalty of not more than two hundred and fifty dollars, and, in default of payment, to imprisonment for a term of not more than three months. 1936 (2nd Sess.), c. 54, s. 10.

Regulations.

10. The Lieutenant-Governor in Council may from time to time make regulations:—

(*a.*) Prescribing the security to be provided by the keeper or operator of any trade-school operated in the Province for the due performance of his contracts:

(*b.*) Prescribing the minimum number of hours of instruction in any trade which shall constitute a course of instruction in that trade:

(*c.*) Prescribing the maximum fees which shall be paid for a course of instruction in any trade:

(*d.*) Prescribing the terms and conditions upon which money paid for or on account of instruction in any trade-school shall be either retained by the payee or be repayable to the payer:

(*e.*) Prohibiting the use within the Province of any advertising relating to any trade-school which may tend to mislead, and requiring the discontinuance of any specified advertisement or means of advertisement by the keeper or operator of any trade-school:

(*f.*) Prescribing the amount that may be asked, charged, or received from the public for any article produced entirely or in part in any trade-school, or for the material used by or for the services of any employee or student of the trade-school:

(*g.*) Limiting the amount of articles, goods, or commodities produced in any trade-school so that it may not compete unfairly with the production of similar articles, goods, or commodities in any factory or shop:

(*h.*) Fixing the times during which the public may obtain service in any trade-school:

(*i.*) Designating any calling or vocation as a trade within the meaning of this Act:

(*j.*) Fixing the fees that shall be payable on application for registration or renewal of registration under this Act:

(*k.*) Providing, in the case of any specified trade-school, that no certificate or other document as to the competency of any person shall be issued by that trade-school unless that person has submitted himself to such examination and by such persons as may be prescribed by the regulations; and prescribing fees for such examination and certificate:

(*l.*) Generally, as to the conduct, operation, and management of trade-schools or any of them, and the nature of any examinations for certificates of competency, the manner, times, and places of holding such examinations, and the persons who shall sit as examiners. 1936 (2nd Sess.), c. 54, s. 11.

Supremacy of Act in case of conflict.

11. (1.) The provisions and requirements of this Act and the regulations shall be in addition to all provisions and requirements made by or under any other general or special Act of the Legislature, and no examination held or certificate or other document granted by virtue of this Act or the regulations shall in any way be deemed to be a compliance with the provisions or requirements made by or under any other general or special Act respecting examinations to be held or certificates or documents to be granted thereunder.

(2.) Subject to the provisions of subsection (1), in case of any conflict arising between the provisions of this Act and the regulations and the provisions of any other general or special Act of the Legislature, the provisions of this Act and the regulations shall govern. 1936 (2nd Sess.), c. 54, s. 12.

Appointment of staff.

12. For the purpose of carrying out the provisions of this Act, the Lieutenant-Governor in Council may appoint such officers as may be considered necessary or expedient. 1936 (2nd Sess.), c. 54, s. 13.

Appropriation for expenses of administration.

13. The expenses necessarily incurred in the administration of this Act shall, in the absence of a special appropriation of the Legislature available for that purpose, be payable from the Consolidated Revenue Fund. 1936 (2nd Sess.), c. 54, s. 14.

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