the table entitled, "The Clerical Staff Employed in an Office Building," where women's salaries increased 26% more than men's; but even at that augmented figure, female clerks received only 86% of the average salaries paid men.

In banks in 1914 women received a higher percentage of the men's average salaries than they did in 1918. The reason for this may be that in 1914 most of the women in banks were stenographers, who were paid at a higher rate than junior clerks. In 1918, 41% of the employees were women bank clerks and their rate of remuneration is lower than that of stenographers, so the percentage of men's average salaries paid women declined.

Thirdly, the thousands of women found in munitions were drawn from three sources. They came either from other employments, from domestic service, or from domestic life. It was not possible to obtain statistics relating to this for the whole period of the war, but during the year 1918, out of 2,969 women workers 557 were being employed for the first time; and 330 were from domestic service. The remaining 2,082 came from other industrial employments, factories, departmental stores, laundries and so forth. No college graduates or school teachers were found at this work, although it is thought that they had had temporary employment there at certain periods.

In the railway shops only 28 out of the 280 women were being employed for the first time; and 19 came from domestic service. The great majority of these women came from other factories and plants.

As the factories did not show many changes in the occupations of women there was no need to enquire as to the source from which most of the employees came. The clerical workers in wholesale houses were usually experienced women.

In the departmental stores the new employees were in the 'teen age and came directly from school.

In the banks 54% or 493 of the female clerks had not held previous situations. Out of 913 women 6% had been school teachers. There were a few university graduates among these mental workers, but the exact