

the men, but it was work of very great fineness and required considerable accuracy.

In the office staff of this plant there were 54 employees, 42 of which were male and 12 of which were female.

The highest salary received by a male clerk was \$100.00 per week, the lowest was \$6.00 per week, and the average was \$30.00 per week.

The female clerk's highest salary was \$25.00 per week, the lowest was \$12.00 per week and the average was \$19.00 per week.

The nationality of the women employed was proportioned as follows: 60% were English speaking, 35% were French-Canadian and 5% were foreigners.

Out of 4,464 women which were employed at some time by this plant, 25½% had never been employed previously, and 10% came from domestic service. There were no university graduates among the employees and only 10% had received a business college course. The proportion of married women was 26½%.

The contract for fuses was completed in September, 1918, and the women were gradually dismissed. The plant was then remodelled for the purpose of producing shells. Sixteen of the most efficient girls were retained to be trained in shell production. They were to be the nucleus of a greater venture. The cessation of hostilities put an end to all operations.

Plant No. 3.

Previous to the war this plant was engaged in construction work (stone, marble and mill work.) There were 200 men employed and no women. The highest wage paid at that time was \$.55 per hour, the lowest \$.25 per hour, and the average was \$.45 per hour.

The office staff at this time consisted of 9 male clerks and no female. The average salary of the clerical staff was \$25.00 per week.

The manufacture of munitions was begun in June, 1915, which was the production of shells. The maximum number of men employed in this work was about 2,500. The highest wage paid the men during the war period was \$.85 per hour, the lowest was \$.25 per