

The contract was completed by October, 1917, and most of the women were dismissed.

When the writer visited the plant in November, 1918, there were 1,400 employees at work. Of these 70 were women who were engaged in the inspection of shells and were called manual labourers. They were not operators as were the fuse makers. These women were taking the places of men. The highest wage received by them was \$.25 per hour, the lowest was \$.20 per hour, but most of the women received \$.25 per hour.

The nationality of the female workers was French-Canadian and many of them were married. No information was available as to how many of these women had never worked before, or what previous employment they had had.

The office staff in November, 1918, was composed of 20 men, 7 of which were designers, and 12 women. The highest salary received by the women clerks was \$15.00 per week and the lowest was \$12.00 per week, but most of the women received \$12.00 per week. The average male clerk's salary was \$15.00 per week.

Plant No. 2.

This is a munition plant which was erected as such early in 1916. It was given its contract by the Imperial Munitions Board and by June, 1916, it began the production of fuses. The production was carried on mainly by female labour which was introduced from the beginning with great success. The plant gradually increased its output and the number of its employees until it reached its capacity.

By August, 1917, the plant was producing the maximum number of fuses. At that time there were 3,000 employees in the plant. Of this number 2,400 were women. There were 260 additional women who were government inspectors, but cannot be included here as they were not employed by the company.

The highest wage paid a male labourer for a nine hour day was \$.63 per hour, the lowest was \$.23 per hour and the average was \$.34 per hour. The highest wage paid a female labourer was \$.23 per hour, the lowest was \$.19 per hour, and the average was \$.21 per hour. The women did much lighter work than