

- (a) That the cotton and rayon textile industries are "light industries", not requiring a high percentage of skilled labour;
- (b) That the percentage of female employees is high; and
- (c) That the labour cost is a high percentage of the total cost of production.

In so far as female employees are concerned Exhibit No. 1288 shows artificial silk to be the seventh and cotton yarn and cloth to be the tenth in a list of thirty-five industries classified as to weekly earnings. For male employees the classification is twenty-first and thirty-second respectively out of a total of forty industries.

(3) *How wages are recorded.*

It is obviously of great importance both to the employees and to the Company that a method should be used by which it is possible accurately to determine the amount of wages earned by each employee in every pay period. The system employed by the Company is basically the same throughout its mills, although there may be some variation in detail, as, for example: in Sherbrooke where the record of hours and production is made up in each Department; and in Montmorency where the record of hours and production from each Department is sent to the mill office. Evidence with regard to the payroll system was given at Sherbrooke, at Quebec, and at Montreal. This evidence may be briefly summarized as follows:

There is prepared for each branch, and a copy thereof is in each Department, a titles and occupation list, which gives the standard complement for the full equipment on a full time basis in each mill; it gives the rates of pay for each occupation where the worker is paid upon an hourly basis; it gives the rate paid for each unit of production of every style of goods for use in the case of piece-workers.

The payrolls are made up for fortnightly periods and there are two general classes of employees whose wages must be recorded namely: time workers and piece-workers.

For the former class it is comparatively simple to determine the wages to which they are entitled in any pay period. In each Department there is a time book, which is in charge generally of the second-hand or a departmental clerk. In this book are entered the names of all the persons working in