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be paid was 18.18 cents per hour, whereas they were paid 4.43 cents per hour in excess of this in 1933, or 24 per cent. higher than the requirement under the minimum wage law. In so far as Ontario is concerned, the wages paid were slightly higher than in Quebec. As the minimum wage rates in both provinces are practically the same, the Ontario rates are above the requirements of the law by a higher percentage.

It will be observed that the average wages paid in this industry are at least four cents per hour higher than the requirements of the Minimum Wage Law for female workers. As more than one-third of the 15,500 workers in this industry are females, this means that the industry has paid over \$10,000 per week in wages in excess of the requirements of the law, which demonstrates that the employers have not only fulfilled the letter of the law, but have lived up to the spirit of that legislation by paying an average wage well above the required minimum.

Mention has been made of a reduction in wages of approximately 10 per cent. in April, 1933. Half of this was restored in April, 1934, but this increase is not shown in the general schedule of hourly wage rates for 1934. It should be noted that early in 1933 was the time at which the depression had reached its lowest point. Sales had fallen from forty-eight million dollars in 1930 to thirty-four million dollars in 1933. Profits in the cases of some of the mills had completely disappeared, and heavy losses were being sustained. The percentage of profit to net worth throughout the industry had fallen to almost two per cent., and the world had entered the fourth year of depression before any wage reductions were brought into effect. Dividends had already been cut or completely eliminated. Executive salaries had been substantially reduced before the wages of the workers were touched. The policy of the cotton mills in this regard is in sharp contrast to what had taken place in many other industries.

At the conclusion of the inquiry into textiles, the Commission's auditors filed a statement showing the average annual wages of factory workers for the years 1930 to 1933 for all branches of the textile industry. These annual earnings do not include superintendents, or, of course, any executive, office, or sales staff, but cover factory workers only, both male and female, and also include much part time employment, and labour turnover, both very important factors in reducing the actual earnings. The actual earnings thus shown were as follows:

Primary Cotton Textile Industry
Average Annual Wages of Factory Workers

	1930	1931	1932	1933
Average Annual Wages, Male and Female	\$692	\$699	\$690	\$660

These figures should not be taken as possible earnings, but simply as the average amounts which the workers actually received. Their earnings compare favourably with other industries or with industry in Canada as a whole.

The Dominion Bureau of Statistics has reported fully on the earnings of all persons who were gainfully employed in Canada in 1931, the year the census was taken. In the published census reports covering wage earners, the average yearly earnings during 1931 for all males gainfully employed was \$927, and for all female workers \$560.

In considering these figures, it is important to consider the definition given by the Bureau of Statistics for the term "wage earner." The report states:

"The term 'wage earner' as used in the census, means a person who works for salary or wages, whether he be general manager of a bank, railway, or manufacturing establishment, or only a day labourer."

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In order to compare these figures with the earnings in the cotton textile industry, it must be taken into consideration that of the total number of wage earners in Canada, approximately 80 per cent. were male and 20 per cent. were female workers. The weighted average, therefore, for all wage earners in Canada, was \$853. As will be noted above, the factory workers in the cotton textile industry in the same year earned an average of \$699. This included part time workers, and included 40 per cent of women workers. If to this is added the average earnings of the executive and office staff, superintendent, sales staff, and all other employees not included as factory workers, it would approximate very closely the average earnings of all wage earners in Canada. Indeed, the investigation into the whole question of wages both in production and distribution demonstrates that the cotton textile industry on the whole affords steady and well paid employment.

In considering the earnings of factory workers in Canada, it should also be noted that they are far above the earnings of similar workers in Great Britain, and are higher than earnings of workers in this industry in the United States.

The Census of Production issued by the British Government for the year 1930 (the last available) divides the workers in the cotton industry into two groups. This report shows that workers in the spinning and weaving branches of the industry, of whom there were 234,079, earned £19,680,000, which works out at average yearly earnings of £84, which at par of exchange equals \$417. The 67,542 workers employed in the finishing of cotton fabrics earned £7,972,000, or an average of £119 which at par of exchange equals \$590, or a weighted average for both classes of workers of \$455 per year.

The United States Census for 1931 reported 329,962 workers employed in the cotton textile industry, who earned \$219,680,000, or an average of \$666 per year.

Both of the above calculations include both male and female workers. It will be observed, therefore, that the annual earnings in Canada are 54 per cent. higher than in Great Britain, and 5 per cent. higher than in the United States previous to the N.R.A. Since that date the hourly rates in the United States have been increased under the N.R.A., but the working hours have been reduced, the net result being that the actual earnings of Canadian workers are still considerably higher than the earnings of similar workers in the United States.

No comparative figures are available for Japan, but it can be definitely stated that wages in Canada are from five to ten times the wages paid in Japan, which has become the greatest exporter of cotton goods in the world.

It is therefore a simple statement of fact to say that the average earnings of workers in the cotton textile industry in Canada are higher than in any other country in the world.

Not only are the workers rewarded by a larger amount of cash in their pay-envelopes than in other countries, but their working conditions are of the best. The larger companies have non-contributory pension plans for employees with more than 15 years' service, who may retire on pension at 60 or 65 years of age. Opportunities have been afforded to workers to participate in group insurance plans, to which the companies contribute.

At some of the mills outdoor recreation facilities have been provided, and social club houses maintained. These activities are not carried on as a form of industrial paternalism, but are a result of harmonious relations between the workers and officials of the companies.