

labour; but in the large stores especially it seems that there is room for the employment of both men and women, the particular sphere of each being different. As in all other employments entered by women, the probability of marriage is a drawback to the permanency of their employment.

4. *Stenography, Typewriting, Book-keeping and other Office Work.*

It is in office work more particularly that women of late years have displaced men; and it is probably in part the result of this is that the standard of wages for men in this kind of work has been perceptibly lowered. Another reason, however, for the low wages is that the supply is becoming greater than the demand. Although it is true that really efficient and competent workers can get positions, the market is overstocked with inexperienced clerks, owing to the system adopted in some business colleges and schools of accepting as pupils any who offer themselves for instruction, whether they have sufficient education or not. This is particularly true of typewriting and amateur stenography. The larger business colleges, it is true, state in their circulars that they prefer those with a good common education, but as yet there is no standard absolutely required for those who wish to pursue a commercial education. In Ontario there is a commercial course in the high schools for which certificates are granted, but the instruction does not include all branches of a business education. If a check is to be placed on this overcrowding, the business colleges will have to insist on some standard of excellence in the branches of an ordinary English education before accepting a pupil, and positions should only be given to those who are known to be competent. Women seem as fitted for this work as men, and have proved as competent where the work was not too severe.

5. *Telegraphy.*

In telegraphy it is generally believed that women do not receive as good pay as the men. In Ontario men do all the night work; and where men and women are employed in the same office the men work the heavier lines. In this employment, as in others, one result of the competition of women is the lowering of salaries. In a few cases, it is true, women do as good work and receive as good pay as some men. In some cases girls, after learning the business in Canada, have found more lucrative positions in the States, where the salaries are as a rule much higher than here. That these higher salaries are to a large extent counterbalanced by the higher cost of living is usually not realized before migrating.

6. *Teaching in Public Schools.*

That the number of men in the teaching profession in Ontario is decreasing, and the number of women increasing is shown from the following figures:—In 1877 the number of men teaching in the public schools in Ontario was 3,020, and the number of women 3,448. In 1889 the number of men was 2,774, and of women 5,193. Although the whole number of teachers had increased by 1,499 in twelve years, the number of men had decreased 226, and the number of women had increased 1,345. In 1889 the average salary for a male public school teacher was \$421, the highest being \$1,500, and the average salary for a woman was \$296. This difference is partially explained by the fact that men hold the positions of head masters especially in the graded schools of the towns and cities, and as a consequence receive larger salaries. Still, in the small ungraded schools, where women have frequently charge of a whole school, their salaries are undoubtedly smaller than those of men in similar positions. The large increase of women teachers at low salaries has led to the abandonment of the profession by men in most cases, except as a stepping stone to some other work.

The objection generally urged that women do not take up work with the intention of remaining at it for any length of time applies equally to men as far as public school teaching is concerned, especially in the smaller schools. Women remain in this profession fully as long as, if not longer than, men do, and in some cases teach equally well if not better;