

vices at a later date than men, and that it would take longer for them to receive adequate compensation.

Three men mentioned the fact that women generally had not organized themselves into "Labour Unions" and therefore could not demand the remuneration they desired to obtain.

Two men pointed out the fact that most women look upon employment as a temporary occupation and they are not interested sufficiently to demand equal wages with men.

Several men in official positions in large companies said that although women gave the same service as men at the time, they were not as stable an economic investment as men. The training a man receives as a clerk fits him to undertake more responsible positions which make him of more value to the company. A woman on the other hand rarely aspires to executive positions. It is therefore more in the interests of the company to pay higher wages to a clerk who will be an asset in years to come. Many men consider this an answer to Questions 2, 3 and 5 as well.

A manager of an insurance company and a general manager of a bank said that many women working in offices came from homes where there was no need for increased earnings. They were therefore content with a small salary. Such a statement evidently refers to banks and a few other offices, but is not generally applicable.

Men are paid more for heavier work, which women cannot do, two men at the head of a large factory pointed out, and therefore the average wages of men are higher than those of women. Men's labour organizations fix the wages for skilled labour, such as bricklayers, plasterers and so forth, as women do not do such work, here is another case where the average men's wages would be higher.

The manager of a large railway company gave it as his opinion that the chief reason women received smaller wages than men was because they had not been long in the labour market as manual workers, and the employers have been able to secure them at reduced rates. The war period has shown that women can take their places beside men and the tendency is to pay them accordingly.