

could do much heavier work than women, for which a higher rate was paid, their wages averaged a good deal more than women's.

Thirteen men said that women performed less service than men and gave several reasons why this was so. Both managers of factories and managers of banks said that women could perform the same service as men, but they have not the physique. Just as women are physically unfit to work heavy machinery so are they unfit to sustain the strain of a heavy post in a bank. In times of stress when work is behind a man can be pushed to the limit of his strength without ill effects, but a woman could not stand overwork. In a cotton factory it took 12 women to do the work of 10 men on nappers. Also one man could do heavy lifting that would require 7 or 8 women. Two men in charge of offices containing about 500 women clerks each said that women were not as well equipped educationally as men, and therefore could not give as good service. A manager of a large bank which employed several hundred women in Montreal said that women required more supervision at their work, for the same reason.

The president of a factory said that greater domestic responsibility rested on men and therefore they should receive more remuneration. If the same practice were applied to women with responsibilities, there would be no cry for justice.

Three men considered that the labour market was responsible for the low wages of women. One of the executives of a telephone company said that women did not remain long enough in the service of any company to reach as high positions as men held. Their salaries, therefore, would never average as high as men's.

Many of the men gave reasons of their own to explain why women were not paid at the same rate as men for the same work. Four men who have had wide experience in dealing with labour problems said that women did not demand the same wages for manual work, or the same salaries for clerical work, and therefore they did not receive them. One of these men added that women have realized the value of their ser-