

women for department heads the only question was that of the efficiency of the individual.

Where the workroom is connected with a department the manager is in control of the workroom also. As a rule in the Winnipeg stores, the heads of the workroom are women and they appear to be experienced and highly paid employees who have practically, at least, complete control of their force.

By far the largest occupational group in the department stores is made up of women engaged in selling. Among these the only ranking is that which results from the experience and ability of the individual. Below the sales force come the juniors who are first cash or messenger girls, then wrappers, then stock girls and lastly cashiers, this last group including only those girls who operate the cash registers in the departments, other cashiers belonging to the office force. Your committee feeling that the office staff represents an altogether different element among self supporting women, have not taken it into account in this inquiry.

These beginning positions are the positions usually held by the children or very young girls. There being in Manitoba no prohibition as to the employment of children in stores, it is much to the credit of the management of the various establishments that no children under fourteen are employed with the knowledge of the management unless perhaps at Christmas time in one of these stores. The managers themselves declare that this is not a question of humanity but of business acumen in that the employment of cheap labor in the stores is actually a costly proceeding. In spite of the stories to the contrary your committee have not been able to find any children under fourteen in any of the stores. In the case of the one store, if any such employment occurs it is in response to the request of the parent customer at the holiday season, the relation of customer and proprietor in this store being rather intimate. The other stores require all young employees to bring a signed statement from their parents as to age, and your committee is satisfied that an effort is really made to prevent the employment of children, and one store, at least, maintains machinery to carry this out.

With regard to girls between the ages of fourteen and eighteen all stores require that the girls live at home or with friends who will be responsible for them, and as in the previous rule, it is believed that an effort is made to live up to it and the machinery provided in one case for the previous rule is used for this also.

Your committee find that in the month of February, 1914, which is not only one of the dull months of the year but is no doubt affected by the general slackness of business, the num-