

Out of the fourteen men who affirmed that women would not be replaced in their new occupations, seven were managers of banks. Most of them said that women were better than men as junior clerks and as such they would be permanently retained. The women who are already in banks will remain for the most part but no additional ones will be hired until the returning soldiers have been re-instated.

The manager of a large fur factory said that the war had shown that both men and women have a place in the industrial world. During the last four years women have found new kinds of work which are better suited to them than to men, and in the future they will be considered as women's occupations.

The manager of one of the largest Canadian banks said that in the past many intelligent men had held positions inferior to their capabilities. Now that women had been found to perform the routine business of a bank so satisfactorily, the average man's training could be completed in a much shorter time than before, and he could advance to more responsible positions. Women, therefore, would not be entirely replaced in banks.

Owing to the fact that women displaced junior bank clerks during the war period their salaries could not be considered comparatively, except in relation to what the junior male clerks received before the war. In about 90% of the banks the salaries of female clerks were about 20% more than those of male clerks before the war. Even early in 1919 several of the banks were paying women clerks more than men. Thus Question 7, Women's Wages, manual and mental still average a good deal below those of men for the same or similar work: to what do you attribute this? Is it (a) because the women really perform less service? (b) a mere matter of the labour market women being in keener competition with one another, than men? did not apply to banks.

There remained about twenty or more men to give their opinions as to why women received less remuneration than men. Four of these men said that in their factories or railway shops women were paid at the same rate as men for the same work, but as men