



# Industrial Review From Many Sources



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### Women in Industry

Others Won't Have Them at Any Price.

The whole question of women in industry is a problem which is now exciting economists in every country. To simple and justice-loving people it presents no difficulties. The solution is easy. An enormous number of women are dependent for their living upon their own earnings. Let every occupation be thrown open to them; provide equal opportunities and equal pay for equal work. The woman in industry will thus find her true level; there will be no undercutting men, and all will be well. Unfortunately nobody but the women themselves and a minority of men believe in and are ready to put this ideal into practice. And the opposition is most adamant in the quarters where so much is heard about equality and the rights of democracy!

During the war the exigencies of the times made it originally clear that women should engage upon work from which they had previously been excluded. It is an indisputable fact that they proved their capability in practically every new field of labor. In England they excelled in that peculiarly "masculine" province—the engineering trade. Men have now topped nothing each other; but the war that is being waged upon the women in industry is more ruthless than ever. It can no longer be said that women are being urged for their exclusion. There is not enough work to go round, and the men must have all that is going. Or: the presence of women would be a danger to the solidarity of the position built up by labor. Organization coupled with equal pay for equal work would, of course, rule out of court the last contention. But certain big unions in Great Britain will not admit women at any price.

It was the Amalgamated Society of Engineers that more than any other body was so insistent upon the equal pay rule being enforced during the war. Indeed they entered into an informal agreement with the National Federation of Women Workers and undertook to assist and support the women's union in enforcing the demands jointly agreed upon. They also joined the women in a devotion to the Minister of Munitions in order to put before him certain specific proposals relating to payment.

At the recent conference of delegates, which meets but once in five years, it was decided by an enormous majority not to admit women to their union. Not all the pleadings and powerful arguments put forward by the representatives of women in favor of their admission could move them to any other course.

And it is not only in the engineering trades that antagonism to women's labor has assumed so virulent a form. A short time ago the firm which employed both men and women before the war, came out on strike. They demanded that if there should be any shortage of work in the firm "all the men should be put on part time and the work shared equally among them." And women to be first turned off!

In a letter to a women's organization from a transformed aircraft firm desirous of employing women in the furnishing trade it is stated: "We have been willing to pay to women the same rates as paid to men should the quality and output of work be equal; and if not equal to pay them in proportion; but the opposition of the trade union officials is unrelenting."

There are some unions that realize that it is in their own interests to organize and admit women on the same terms as men. But they would still relegate the women to inferior or semi-skilled work. The National Union of Railwaymen now accepts women members. The London Society of Compositors also takes women who have the same rates as men. The great Cotton Weaving Union was built up from the beginning by women as well as men, and equal has always obtained in that trade.

Although the equal pay basis is now generally accepted, it is seldom put into practice except in the liberal professions. Even during the war when women were in urgent demand various devices were resorted to in order to get the same work as the men. The higher grades of the civil service are still inaccessible to women. In the lower grades women are not paid the same rates as men for the same work. The salaries of the national health authorities are the same for men and women in the highest and lowest posts. The pay of London County Council women medical officers is the same as that of the men doctors.

### Labor Statistics For Saskatchewan.

The following table shows the number of persons employed in the province during the months ending April 30, 1919, recently issued by the Saskatchewan Bureau of Statistics. It covers a variety of subjects, such as coal mine inspection, factory inspection, farm labor, public employment offices, strikes and labor legislation, etc. A table shows a total of 13 fatal and 171 non-fatal industrial accidents in 1918-19, as compared with 18 fatal and 671 non-fatal in the preceding year. Of the total accidents in the year 1918-19 the largest number, 564, or 41.5 per cent, were connected with common labor. The report also gives a table showing the rate of wages paid for the past four years in building trades, based on returns from three of the cities in the province, and which "would in most cases apply to the country districts as well."

**Wages in Building Trades in Saskatchewan, Canada, 1915 to 1918.**

Trade	1915	1916	1917	1918
	Cents.	Cents.	Cents.	Cents.
Bricklayers	70	76	75	85
Carpenters	40	45	50	65
Electricians	40	62 1/2	65	75
Plumbers	65	65	65	80
Plasterers	35	45	45	60
Painters	20-25	40	40	45
Woodworkers	25	30-35	30-35	40
Building	20	27 1/2	30	35

shoe trade, and the glove trade. The last named was originally for and won many advantages and then admitted men to their union on equal terms. The International Plumber and Pipefitters Union is staffed entirely by women. The national president (United States) is, however, a man, the vice-president and secretary being women. Equal pay statutes exist in several states, but it is not difficult, by introducing some slight alteration into the work to evade the law.

In Italy women teachers, school inspectors, and employes in the administration of antiquities and fine arts receive the same salaries as their male colleagues. In Holland the state does not differentiate between its men and women employes, except that the former have more chances of promotion. The same is true in an equal-pay campaign, was instituted and conducted for many years by the women's organization in Denmark. As a result a commission on wages was appointed by the Government in July, 1917, "to investigate the question of the principles which should govern the general support of those in the service of the State." The commission recently presented its report, and on its recommendation a law was passed making equal pay compulsory in all state employments. In Norway men and women in the civil service are treated on an equal basis, and in teaching profession receive the same pay.

On the whole the position of women in industry is much better than in the past. The status is higher and the adoption of the basis of equal pay by the trade unions, is still a gain.

### WITH THE CANADIAN CORPS DURING THE LAST 100 DAYS.

Canadian artillery work in the war was the subject of the brilliant address of Brig-Gen. Andrew G. L. McNaughton, C.M.G., D.S.O., before the Toronto Canadian Club recently. As he commanded the heavy artillery in that capacity he was more than qualified to speak on the subject. He was a professor at McGill before the war.

Gen. McNaughton paid a high tribute to the infantry, and called the artillery "only an auxiliary army." But his facts, rather than his assertions, showed how helpless the infantry was without the big guns behind. Here are only a few of his facts: In the autumn of 1914, the British army in France had 484 guns. At the armistice the total was 6,437. The maximum range in 1914 was 3 1/2 miles. In 1918 it was 13 miles. All rounds the German guns outranged ours by 30 per cent. In March, 1915, the Canadian artillery had only three rounds of ammunition per gun per week. In the last hundred days we had 7 1/2 guns per 1,000 troops against the Americans' 6 1/2 per 1,000 troops. In taking the key to Valenciennes shortly before the armistice—it had been taken and evacuated by other troops, there was a gun for every five infantrymen. In 1,140 tons of ammunition were fired on a front of 2,000 yards. The Germans were driven out and made no attempt to come back. After the armistice 800 Germans were buried. We lost 60 killed and the German casualties of 254, were 500 more than our total losses. That was a special, but typical illustration of the battle-winning life-saving quality of abundant artillery. In the battle of the Somme, the Canadian division, with the help of 4 French divisions, had the ammunition expended by the Canadian artillery, as measured in rounds per 1,000 troops per day, was over three times as much as that of the American artillery. The casualties inflicted by the Americans per German division defeated, were 2,000 against 1,000. The Canadian division defeated 47 German divisions and elements of 22 other divisions. The Americans defeated 46 German divisions, and had the help of 4 French divisions. The ammunition expended by the Canadian artillery, as measured in rounds per 1,000 troops per day, was over three times as much as that of the American artillery. 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