

The opinion was 11 to 14 in declaring that women were not as regular in attendance at their work as men.

Regarding the punctuality of women workers the opinion was 17 to 10 in favour of their promptness. It was asserted that discipline had much to do with the exactness or tardiness of employees.

As the answers to Question 4, As manual workers can you name any classes of work which you think women can permanently undertake which they were not doing before the war? were given by men who had actually seen the women successfully perform the kinds of work, they enumerated, the suggestions are most valuable and timely. In the field of manual labour women can do any light mechanical work which is suited to their strength. Opportunities for more varied clerical work have become numerous and women are urged to enter this occupation with a spirit of fearlessness and ambition.

Both as manual and mental workers, the verdict is, that women show better endurance against monotony than men.

In answering Question 6, Is it your opinion that after the war women will be replaced in their new occupations by men? If so, to what extent? The men spoke from their own experience only, and 19 versus 14 felt that for the present at least women would be largely replaced by men. This is not only a result of a surplus in the male labour market, but because in many cases women are unsuitable for the positions they are filling during the abnormal times.

In railway companies women are being paid at the same rate as men for the same work, clerical and manual. The women junior clerks in banks have been paid 20% higher salaries than male clerks. The great mass of employers, however, pay for female labour at a much lower rate than for male. Thirteen men out of sixteen said that this was because women performed less service. The opinion was that women were physically unfit to do the same work as men in the same time, clerical or manual. The employers of men and women labourers in large factories said that men could do heavier work than women and were paid at a higher rate for it. On the other hand it was admitted that women could do fine and intricate work which men