

Several of our correspondents recommended to us a book which has been of the greatest value. This is "Saleswomen in Mercantile Stores," by Elizabeth Beardsley Butler, published by the Russell Sage Foundation. This book is a study of the mercantile stores of Baltimore, and, since it was made by a professional investigator who spent several months in her work, it is far more thoroughgoing than anything your committee could attempt. Nevertheless, in its general outlines it was used as a guide for all our inquiries and as a basis for this report. In the matter of the ideal standard for store construction and management we have used this work without making any further study of these matters, and the quotations which follow are without exception taken from this book.

With regard to the sources of information, Miss Butler says: "In undertaking this study I had the aid of both the heads of the establishments concerned and of their employees. Knowledge of the physical conditions was obtained mainly by personal observation. Sometimes I was conducted through a store by the courtesy of a firm, and at other times I entered it as an ordinary customer. The number and occupations of employees were supplied by officers of the stores visited. Information as to weekly wages, details of welfare work, and general facts in regard to nationality of employees were also obtained partly from statements made by officials. In the matter of weekly wages, welfare work and nationality, as well as hours of work and irregular wages, statements were obtained also through intelligent employees who had been for some time in the service of their firms. Here, again, testimony of individuals was not accepted as final without corroboration from co-workers; the agreement of a number of individuals unknown to each other was, however, accepted as final." We quote this because it would be impossible to state more accurately the experience of your committee in making this study.

The department store itself, as well as the employment of women in the mercantile world are developments of the last half century, and are still in process of evolution. There are, however, no final standards for either. In Winnipeg this process of transition may be observed in both these matters. Some of our stores plainly show the addition of annexes forced by the very rapid increase in trade. The woman head of a department now practically established in the largest cities of the continent, is still almost unknown here. In Winnipeg the expansion of trade within the last ten years particularly has been so rapid that conditions change almost from month to month, and any accurate observation is therefore more difficult than in older cities. This is par-