

## 933,000 Women in Britain Replace Men

An analysis of conditions surrounding the employment of women and juveniles in Great Britain during the war is given in a pamphlet issued by the United States Department of Labor's Bureau of Labor Statistics. The material is taken from memoranda made by the British Health of Munition Workers' Committee. In part, the report states:

"Over half a million women were added to the ranks of labor between the outbreak of war and the spring of 1916. Other changes, more important than the mere addition to numbers, have also taken place. Alterations in demand and the shortage of men have brought about transference of women from process to process and from industry to industry, with the result that over half a million women are now directly replacing men."

"In July, 1914, the number of occupied women in the United Kingdom was 5,020,000. In mid-April, 1916, the number had risen to 5,490,000. This was an increase in twenty-one months of war of 470,000. This is about five times the normal peace time increase, which for such a period would have been only about 94,830."

"This accelerated rate of increase is not due entirely to the recruiting of additional women into industry, i.e., of women entering industry for the first time. Probably fewer women have married; certainly fewer women have retired from industry on marriage, and many former workers who had retired from industry have returned for the period of the war."

"The normal increase of occupied females in peace times is not, of course, proportionately, distributed over all industries. In the intercensal period 1901-1911 there had been an actual decrease in the number of females in domestic service, agriculture and clothing. The decline in domestic service and agriculture continued during the war, and there has also been a decline in the number of females in the printing and allied trades, due to scarcity of paper and general slackness in that industry. On the other hand, there has been a fresh influx of women into the clothing trades as a result of increased Government orders for clothing."

### INCREASE IN EMPLOYMENT.

"In all other groups of industry the war has increased the employment of women. The increase has been greatest in what may be called the 'non-industrial' occupations, banking and finance leading, with an increase of 242.7 per cent, as compared with 1914, and transport next, with 168.7 per cent. Among the strictly 'industrial' occupations the group of metal industries shows the greatest increase in the employment of females, 88 per cent, with the chemical group closely following with an increase of 84 per cent over the 1914 figures. The other industrial groups show a relatively low rate of increase, the advance for all 'industrial' occupations being only 13.2 per cent."

"The number of women replacing men in various occupations is larger than the number (470,000) given above as representing the total increase in the employment of women since the war began, as many women have been transferred from their normal occupations to do men's work. As a result of these two factors, it is estimated that in April, 1916, there were 523,000 women directly replacing men and 737,000 replacing men either directly or indirectly. This has involved changes in the relative numbers of men and women engaged in different occupations."

"Even in normal times such changes have taken place to a noticeable degree. A comparative study of the figures in a series of census reports from 1861 to 1911 shows that in most groups of industries women have been increasing relatively to men. In a few, however, the proportion of men to women has risen. This is true of domestic service, transport, agriculture, metals, paper and printing, and dress."

Figures are given to show the increase in employment of various kinds, as follows:

	Females Increase Directly employed to re-	in July, October, placing 1914. 1916. males.
Industrial occupations. . . . .	2,133,000	392,000 314,000
Government establishments. . . . .	2,000	117,000 117,000
Commercial occupations. . . . .	496,000	268,000 264,000
Professional occupations. . . . .	67,500	15,000 15,000
Banking and finance . . . . .	9,500	37,000 37,000
Hotels, public houses, cinemas, theatres, etc. . . . .	176,000	16,000 30,000
Agriculture, permanent labor (Great Britain) . . . . .	80,000	500 20,000
Transport (not municipal) . . . . .	17,000	41,000 41,000

Civil service. . . . .	66,000	67,000	64,000
Local government (including teachers and transport workers under municipal authorities) . . . . .	184,000	34,000	31,000

Total . . . . . 3,231,000 988,500 933,000

### TRADE UNIONS' POSITION.

"The introduction of women into the engineering and allied trades has been accepted by the trade union only on the plea of urgent national necessity, and then not without written guarantees (1) that the women shall go out with the end of the war; (2) that the change shall in no way prejudice the economic position of the men; and (3) that all trade union rights and customs shall be fully restored at the termination of the war."

"Despite the guarantees and the conditions at present in force to safeguard their position, trade unionists, the rank and file especially, are convinced that their pre-war position is being undermined. It is pointed out that, although in a number of instances the employers themselves have been compelled to introduce women against their will, when once the

trouble of training them and of adjusting the shop organization to the new conditions are over—assuming that certain processes can be economically done by such labor—a large reserve will have been created which, at the first favorable opportunity will be called upon."

"It is further maintained that after the war the old struggle against the encroachment by the employer upon the skilled man's ground through the introduction of automatic machinery worked by semi-skilled labor will be resumed with these additional factors operating against the men. The result will only be determined then by the relative strength of the organized forces."

"The attitude of the skilled men's trades unions to women is largely determined by these considerations. With a view to simplifying the return at the end of hostilities to pre-war conditions, they prefer that women rather than men should now come into the industry, since the line of sex demarcation is clearer than any line based upon classes of men. On the other hand, if the influx of unskilled and semi-skilled labor is to remain or increase after the war, they prefer that men rather than women should now come into the industry on the ground that the former are stronger in their support of trade unionism, and the probability of a reduction in the skilled man's standard of life by their competition is, therefore, less."

## The Allan Line

### Retirement of Mr. Hugh A. Allan—An Address from the London Staff.

The acquisition of the Allan Line of Steamships by the Canadian Pacific Railway Company has led to changes in the office arrangements which were completed recently when the agencies in London, Eng., were consolidated.

On the occasion of the retirement, on July 15, of Mr. Hugh A. Allan, chairman of the Allan Line Steamship Co., Ltd., the directors and staff presented him with an illuminated address.

### ALLAN LINE'S HIGH STANDARD.

Mr. W. McK. Rodan, one of the directors, in making the presentation, said:—"We can only in a measure realize what the wrench must be to you in terminating your long and close association with the Allan Line, a line founded by your forefathers almost a hundred years ago, and carried on so successfully by yourself and other members of the Allan family, but I am sure I am speaking for every member of the staff when I say that your retiral is to us a real and personal loss. We appreciate more than we can convey to you in words our pride in the fact that since you took over the full control of the Allan Line in 1909, by your great business capacity and power of organization, by your unremitting attention to every detail in the management of the line in all its ramifications, and last but not least, especially by the additions to the fleet including the building of the Alsatian and Calgarian, in every detail of the design and construction of which you took such a personal interest and pride, and which with other steamers of the fleet are doing such splendid service for the country in this time of trial, you brought the Allan Line up to a standard which, if equalled, certainly not excelled in the shipping world. It must be gratifying to you to know the important work the Alsatian and Calgarian are performing in the present war, and the fact that the Alsatian was selected as the flagship of the Armed Merchant Cruiser Squadron."

"Your whole business career is a record any man might be justly proud of. You have, however achieved, in our opinion, even a greater triumph, inasmuch as in placing the Allan Line flag in the forefront of British shipping, you have by your unflinching courtesy and kindness gained the respect, the esteem, and the affection of every member of your staff—and to live in the hearts of those with whom we have been associated is the greatest triumph any man can achieve. We can assure you, Sir, you have earned this in the fullest measure."

"In view of our very long and close association, I would like to add a personal reference—that during that long period we have been through many strenuous times together, and have undertaken many important and long business journeys, but never can I recall on your part one unpleasant word, or one jarring note in our relationships, and whatever the future may have in store for me, this remembrance will be my happiest memory. This I mention, because I know it is only characteristic of your attitude towards every member of the staff."

The address was then read by Mr. Thom, the oldest

employee of the Allan Line, with a record of almost fifty years' service.

### MR. ALLAN'S REPLY.

Mr. Hugh A. Allan, in responding, said:—"I hope if on this occasion I show more emotion than usual you will excuse me and remember that a connection of forty years with the Allan Line, and the last eight years over here working with you all, cannot be lightly cast aside. When I came over here in 1909 we were practically strangers to each other, and I felt some doubt as to whether I should be able to make good. From the first, however, you trusted me and showed me in many unmistakable ways that I could depend upon your loyal support. Helped as we were by the favourable trade conditions, the results of the work from the start turned out most satisfactorily, and these results have surpassed all previous records of the Allan Line in times of peace. This success was due for the most part to the excellent organization we were able to establish and the esprit de corps that existed amongst the staff. By your devotion to your work you have enabled us to continue to show good profits, and I am sure you will all agree with me that up to the outbreak of war we were more than holding our own in the severe contest for business in the North Atlantic trade."

"It is pleasing to look back and realize that in bringing about these happy results we have at the same time been engaged in work which very materially helped to build up one of the most important parts of the British Empire. For fifty years and more the name of the Allan Line has been to the fore in Canada, and I must say I am proud of that name and proud to feel that we have together not only maintained but I may say have added to its prestige since 1909. The Allans have been in the North Atlantic trade for ninety-eight years, and now that my brother Andrew and I, the last representatives of the family, are giving up the agencies on both sides of the Atlantic, I feel that the connection is broken."

"You have, Mr. Rodan, made kindly reference to our personal relations, and I would like to take this opportunity of acknowledging the many acts of yours which have enabled me to carry on the business and without which I could not have hoped to succeed, and I would like to add that during all the time we have been together I have always found you willing and ready to give me that support which your thorough knowledge made so valuable. I thank you all a thousand times for your loyal support, and I hope you may all enjoy a successful and prosperous career under the new conditions that are being brought about. In my retirement I shall watch the progress of you all, and shall hope that we may meet from time to time. I will have before me this beautiful address, which will not only be much appreciated by my dear wife and daughter and myself, but will, I feel I may say, be a token unto them and others that I have gained the esteem of those whose esteem I most valued, the tried and trusty friends with whom

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