

During the war, while so many men were under arms or on special service, women were recruited in all fields of life, including the public services. The regulation requiring the resignation of female employees in the Civil Service from their jobs upon marriage were relaxed; many married women temporaries were engaged. The percentage ratio of women to men in the Civil Service generally increased. At the end of the war, many of the wartime departments reduced staffs, or if still expanding, gave preference to veterans. "In the demobilization of establishments and in the reduction of staffs, a larger number of women have been retained among the temporary employees than was expected at an early stage in the war. At the same time there has been no basic departure in theory from early post-war rules regarding the release of women."<sup>(1)</sup>

It is not necessary to enumerate the women who served in the Department of External Affairs during the Skelton epoch, as was partly attempted in Part I relating to the Pope Epoch. One or two names, however, may be referred to.

Because from the commencement of Dr. Skelton's incumbency, throughout his period of office until his death, and thereafter in special and valuable duties in the Department, Miss Marjorie McKenzie played a quiet but influential role in the Under-Secretary's Office. A special reference to her is justified.

She was born in 1897 at North Bay and was educated at local schools. She first entered on a teaching career,

(1) Ibid.