

is incidental to the business, and can only, your committee think, be lessened by the thoughtfulness of the individual shopper who too often does not realize all that is involved in a seemingly simple operation, and so increases the tension by displaying irritation.

To these hardships may be added the lack of a rest room in these stores which do not maintain one.

Your committee have interviewed a number of employees in each store, most of them being those who had spent some time in the service of the firm, and have found, on the whole, the details of life in the stores as given by the managers corroborated from this different viewpoint. They have also found a general loyalty to the firm which speaks well for conditions in the stores, this loyalty existing even where suggestions for improvement of conditions were freely made. With one exception the women interviewed expressed the opinion that some training preliminary to entering the store would greatly benefit those who enter this part of the industrial world. There was a general feeling also that the opportunities for advancement were continually offering for the woman who had made herself thoroughly efficient. In fact, the belief appears general that the advancement is limited only by the limitations of the individual, and that the department store offers a big field for women. It is a feature of the stores in Winnipeg that very rapid advancement may be hoped for owing to the frequency of marriages in this western country.

Another difficulty encountered by women employed in the department stores, as, indeed, by all women working in Winnipeg, is the difficulty of finding suitable rooming or boarding houses. It would be impossible to overstate this difficulty, and stories so appalling as to be almost unbelievable have been told by different women of their experience in the search of a home.

One or two general considerations arising out of conversations with both employers and employed should be noted. The first is the relation between the general wage and the cost of living. A wage to be considered as adequate minimum should provide for the adequate minimum of food, proper lodging, car fare, clothes, recreation and possible sickness. Your committee have not attempted to make a thorough investigation into the cost of living, and there are no accurate figures available for the cost to the women under consideration. Social workers in the city place the minimum from eight to nine dollars. If this is correct, it will be seen that the efficient adult saleswomen in Winnipeg are earning this minimum. It