

An analysis of the 1922 returns by provinces shows that 31·3 p.c. of the total earners employed in manufacturing were in Quebec, but that province reported only 28·4 p.c. of the total earnings paid. In Ontario there were 51·3 p.c. of the total earners, who were paid 54·1 p.c. of the earnings.

As to wage earners, 50·4 p.c. in Ontario earned 53·6 p.c. of the total wages, while in Quebec 32·2 p.c. of the earners received 28·4 p.c. of the wages. The situation in respect of salaried employees was somewhat different in these provinces; Ontario manufacturers employed 55·8 p.c. of such earners, whose salaries formed 55·4 p.c. of the total, while in Quebec 27 p.c. of the salaried employees earned 28·2 p.c. of the salaries.

The largest number of persons engaged in any one group of manufacturing was in wood and paper, which employed 25·6 p.c. of the total workers and paid 26·6 p.c. of the total wages. The textile industries, with 19 p.c. of workers and 15·3 p.c. of earnings, and the iron and steel group, with 16·1 p.c. of employees and 18·2 p.c. of earnings, came next in order.

### Minimum Wages for Female Employees.

Minimum Wage Acts are on the statute books of Manitoba, British Columbia, Quebec, Saskatchewan, Nova Scotia, Ontario and Alberta, but the Quebec Act, passed in 1919, has not yet taken effect. A Minimum Wage Act was enacted in Nova Scotia in 1920, but no Board was appointed under its provisions. During 1924 a new and more comprehensive Act became law. The new Act applies to "every female person in any trade or occupation in Nova Scotia who works for wages." Farm workers and domestic servants, however, are expressly excepted. The Minimum Wage Board will, when it is appointed, consist of five members, two of whom must be women.

Table 25 shows comparatively the weekly wages for experienced adults fixed by the Boards of Alberta, British Columbia, Manitoba, Ontario and Saskatchewan. In Manitoba orders were issued separately for each type of factory; these are grouped in the table under the heading "Manufacturing."

Minimum wage orders in all provinces fix special rates for learners, apprentices or minors, that is, workers under 18 years of age, and some make provision for the physically defective. The learning period ranges from three to eighteen months, according to the nature of the occupation affected by the order, and the rates of wages advance by stages of proficiency until the full minimum wage for experienced adults is reached.

The Boards have power to limit the number of learners and minors employed at a plant. The proportion of these classes to experienced workers varies widely. In British Columbia the proportion for factory workers is 14·3 p.c. and in Manitoba 25 p.c. In Ontario the proportion allowed is 50 p.c. of adult learners and minors combined; neither of these classes, however, can exceed 33 p.c. of the experienced adults employed. The orders so far issued by the Alberta Board have laid down no limits in this respect.

The Boards of all provinces, except Quebec, have power to fix not only the minimum wages, but also the maximum number of hours for which such wages shall be paid. There is, however, a wide divergence in the standards of working hours which have been fixed by the various orders. Many of these orders provide for a working week of 48 hours, but allow latitude in regard to the distribution of these hours throughout the week, to permit of a Saturday half-holiday, with consequent lengthening of working hours beyond 8 hours on the other days of the week.