

Third: The payment to the employed of a wage adequate to maintain a reasonable standard of life as this is understood in their time and country.

Fourth: The adoption of an eight hours day of a forty-eight hours week as the standard to be aimed at where it has not already been attained.

Fifth: The adoption of a weekly rest of at least twenty-four hours, which should include Sunday wherever practicable.

Sixth: The abolition of child labour and the imposition of such limitations on the labour of young persons as shall permit the continuation of their education and assure their proper physical development.

Seventh: The principle that men and women should receive equal remuneration for work of equal value.

Eighth: The standard set by law in each country with respect to the conditions of labour should have due regard to the equitable economic treatment of all workers lawfully resident therein.

Ninth: Each State should make provision for a system of inspection in which women should take part, in order to ensure the enforcement of the laws and regulations for the protection of the employed.

Without claiming that these methods and principles are either complete or final, the High Contracting Parties are of opinion that they are well fitted to guide the policy of the League of Nations; and that, if adopted by the industrial communities who are members of the League, and safeguarded in practice by an adequate system of such inspection, they will confer lasting benefits upon the wage-earners of the world.

These general principles and the recital above quoted constitute together a basis upon which international regulation of labour conditions shall proceed. Upon them the Magna Charta of labour throughout the world will be founded in the years to come.

The Labour Convention provides that the original members of the League of Nations shall be the original members of the Labour Convention.

It provides for a permanent organization consisting of a general conference of representatives of the adherent nations and of an international labour office controlled by a governing body. Each adherent nation is entitled to send four representatives to the general conference which is to be held at least once in each year. Of these representatives two shall be government delegates and two others shall be delegates representing respectively the employers and the work people. The conference is entitled to frame proposals which may take the form of a recommendation to be submitted to the adherent nations or of a draft international convention for ratification by each such nation. It is incumbent upon each government concerned to place any such proposal before the proper legislative authority for its consideration. There are also provisions

for inquiry into any alleged grievance or injustice. The first meeting has been convened for the 29th of October next and it is to be held at Washington.

The immense labours and responsibilities which devolved upon the British Plenipotentiaries, and especially upon Mr. Lloyd George and Mr. Balfour, can only be realized by those who were intimately associated with them in the labour of the Peace Conference. When the time comes for a fuller history of the events at Paris between the middle of January and the end of June, there will be an even warmer appreciation and recognition of their service to the Empire and to the world. Nor should I omit a tribute to the representatives of the other Dominions, with whom the Canadian delegates always worked in absolute co-operation and understanding.

It was my privilege to have very intimate relations with General Botha, whose service to his country and to the whole Empire has been so splendid and so conspicuous and whose loss is universally deplored.

I desire further to place on record also my grateful acknowledgment of the invaluable assistance of those of my colleagues who were associated with me in the representation of Canada at the Conference; also to my colleagues in Ottawa with whom we were in very close communication on questions of doubt or difficulty.

I should not omit to mention the valuable assistance which my colleagues and I received from Mr. Lloyd Harris, Chairman of the Canadian Mission in London; Mr. Frank P. Jones, Vice-Chairman of the Canadian War Trade Board; and Dr. James W. Robertson as representative of the Department of Agriculture. During a portion of the time Mr. P. M. Draper aided us with useful advice and suggestions respecting labour questions. The services of Lieutenant Colonel Oliver Mowat Biggar, Judge Advocate General, and Mr. Loring C. Christie, Legal Adviser of the Department of External Affairs, were especially notable. They filled highly important positions on several committees of the Peace Conference and discharged responsible duties in connection with the British Empire delegation. Their services received very warm appreciation from Sir Ernest Pollock, Solicitor General of England, and from Sir Maurice Hankey, British Secretary General of the Peace Conference.

I now come to consider the character of the representation secured by Canada at