

which enters Vancouver, with the exception of the four *Empresses*, is owned in and operated out of British, European and Japanese ports, where their crews originate. As a result of this the demand on the Pacific Coast of Canada for seamen, firemen, and stewards trained in the work of ocean-going vessels, and with special reference to first class passenger vessels is negligible.

There are practically no trained firemen capable of maintaining steam in coal-burning vessels and there are only a limited number capable of successfully and with safety, tending high pressure water-tube boilers of oil-burning vessels.

It is argued that there are large numbers of unemployed seamen in Vancouver, but I do not believe that there are enough to man the Candian Pacific vessels as and when required with men who would be satisfactory to the company, in any one department in which we might be directed to substitute Canadians for Chinese. Vancouver has never been a ship-owning centre of any consequence where deep-sea tonnage is involved, and the training ground for deep-sea personnel has never existed so that the type of seamen required cannot have accumulated on account of their being thrown out of work as the result of depression. Western Canada has a fishing industry and a coasting trade, but an unemployed fisherman, or a casual worker who trucks cargo onto and off a coastal vessel for two or three months of the year when seasonal traffic necessitates extra help and who on being paid off registers as an unemployed seaman, cannot be seriously considered as a qualified candidate in a first class ocean-going service. A ship, to be seaworthy, must be manned by a competent crew. When the lives of passengers are in jeopardy they may be lost or saved by the incompetence or competence of the crew. Apart from the matter of seaworthiness, there is the competition with other ships. Efficiency of the crew has much to do with the reputation for service and the attracting or diverting of business.

*By Mr. Howden:*

Q. Do ordinary able-bodied seamen have to go through a regular apprenticeship?—A. They become more or less automatically able-bodied seamen after serving a certain number of years at sea, provided of course they have good discharges and can produce the reasonable qualifications of able-bodied seamen.

Q. Your contention is that these coastal men have not sufficient experience in deep water?—A. They do not get the experience.

In view of the fact that Vancouver has never, to any extent, had ocean-going vessels of Canadian registry, it would be interesting to know from whence the number of seamen which it is claimed are at present out of employment in Western Canada accumulated.

(4) In dealing with the successful operation of ocean-going passenger vessels in competition with other ships or maritime nations, due consideration must be given to the temperament and mentality of the employees available and their adaptability towards the class of work to be performed arising out of the nature and wants of the clients from whom the company derives its revenue.

Canada as a young and pioneer country has developed a class of people whose independent outlook on life does not fit them for the performance of menial duties such as frequently have to be undertaken to meet the exacting needs and wishes of the travelling public to-day.

While the Chinese members of the crew are not worked an excessive number of hours per day, they are always willing to work as exigencies require, and do not demand stated times for work. The consequence is