

Prominent Canadians at World Labor Conference

Stormy Sessions International Labor Congress at Geneva

The Arises Over Election of Labor Bureau Vice-Presidents and Charges by James Murdock

GENEVA.—Despite the assertions by James Murdock, Canadian delegate to the International Labor Conference and president of the amendment commission, that there have been no resignations from the commission, and that it will meet as usual this afternoon, five of the delegates say they have presented their resignations in consequence of the controversy over the election of vice-presidents of the labor bureau, and that they will maintain their resignations unless they obtain satisfaction.

Albert Thomas, the French delegate is exerting his influence to smooth out matters.

Mr. Murdock said last night that although there was much heated discussion today among the committee appointed to draw up the procedure for amending conventions, there were no recessions and no resignations.

Says Discontent Appeared. The difficulty, he explained, arose from the fact that two different motions before the commission had resulted in delay which would take first place. This caused some discontent which now had been up-

TWO THOUSAND MEN CALLED FOR RIGHT AWAY IN GATINEAU

Riordon Co. Resuming Lumbering Operations. Posts Notices on Church Doors Calling For Workers.

News which is being hailed with much enthusiasm by those who have suffered from lack of work in the Gatineau district during the past two years was given out on Sunday, to the effect that the Riordon Company is resuming operations immediately, and within a week expects to employ upwards of two thousand men in the bush in lumbering operations.

Notices were posted on the church doors in many of the towns and villages from Montreal down to Grand-Pré Monday by the Riordon Company, calling for shanty-men, sawyers, chainmen, teamsters, and all the other branches of Canada's great winter industry. In addition, foremen already engaged by the company were on hand at Montreal, Maniwaki, Beauséjour, Sherbrooke, etc., after the church services, to take men to start work at once.

Relieve Unemployment. The re-opening of operations in the Gatineau by the Riordon Company will make a possible reduction in the ranks of the unemployed this winter, and will relieve much of the unemployment which has prevailed among the farmers during the past two winters, who for the most part have had to remain idle after winter had set in.

Notary F. A. Labelle, of Hull, who returned from the Gatineau this morning, stated that the company's agents are hiring men as fast as they can get them, and that the Riordon Company is commencing operations immediately and will continue all winter.

WORLD LABOR CONFERENCE OF VAST IMPORTANCE TO ALL WORKERS

Prominent figures in the world of industry from all parts of the globe, both employers and workers, are at present at Geneva, Switzerland, attending the most important meeting of the year on labor conditions—the Fourth International Labor Conference of the League of Nations. Each of the fifty-four States, which are members of the International Labor Organization, is entitled to send four delegates, two representing the Government, and one each the employers and the workers.

The Canadian delegation are as follows: Hon. James Murdock, Minister of Labor, and Hon. Ernest Lapointe, Minister of Marine and Fisheries, to represent the Federal Government Mr. W. C. Coulter, of the Booth-Coulter Copper and Brass Company, Limited, Toronto, to represent the employers; and Mr. Tom Moore, of Ottawa, president of the Trades and Labor Congress of Canada, to represent the workers. Mr. H. W. Macdonnell of the Canadian Manufacturers' Association, Toronto, was appointed as adviser to the employers' delegate; and Mr. John W. Bruce, of Toronto, Canadian representative of the United Association of Plumbers and Steamfitters, as adviser to the workers' delegate.

Lord Burnham, who presided at the Third Conference accepted the invitation of the Governing Body of the Office to be nominated as chairman again this year.

The official items on the agenda, which are to be discussed with a view to formulating international agreements are, firstly, the question of the regular communication to the International Labor Office of figures regarding emigration and immigration, drawn up on uniform lines so that they may be safely and easily compared. In the present state of such figures it has been felt that no permanent solutions of the problems of emigration can be reached without much more standardized and regular information. Secondly, the Conference will deal with the reform of the Governing Body of the Office, criticisms of its present constitution having been received from countries outside Europe on the ground of insufficient representation. It will also deal under the same item, with the advisability of continuing to hold the Conference annually, as laid down by the Peace Treaty, in view of the suggestion that some anxiety is being felt by States with regard to the expenses incurred in sending delegates and a number of technical advisers to each Conference.

The highly important subjects of the unemployment crisis, the general application of the eight-hour day and the world distribution of raw materials, will arise on special reports to be presented with the general report of the work of the International Labor Organization by the Director of the Office, Mr. Albert Thomas.

Another important feature of this year's Conference will be the re-election of the Governing Body, which is elected for a period of three years. At the initial election in Washington three years ago Canada and the Canadian Workers' delegate obtained seats on the Governing Body and it is hoped they will be retained. The Minister of Labor was elected as the representative of Canada and Mr. P. M. Draper, secretary-treasurer of the Trades and Labor Congress was elected as one of the workers' representatives.

Before sailing for Europe to attend the Conference, President Tom Moore, in an interview to the Press, stated:

"Canadian delegates are not proud of the report they will have to make. On such important recommendations as one day's rest in seven, the eight hour day, the protection of women in industry before and after childbirth, prohibition of the employment of women and children at night and insurance against unemployment practically no definite action has been taken in Canada.

"Now that war seems imminent again the necessity of conference with Labor organizations and the meeting of their demands for recognition of their views in the various European countries is being very quickly demonstrated.

"This will assuredly have its effect on the Geneva conference. The views of the workers' delegates will undoubtedly bear a deeper significance and receive fuller consideration from both Government and employers' representatives than was the case in the conference last year and will regain the importance they had at Washington three years ago following the termination of the war."

FARTHING A MILE OFF RAIL FARES

A reduction in railway fares has been announced by the railway managers of Great Britain.

The new rates will come into operation on Jan. 1, and will take the following form:

Third class fares down by 1/4d. to 11 1/2d. a mile.

First class fares, 2 1/2d. a mile.

Tourist, cheap and excursion fares reduced proportionately.

Rates for perishable goods by passenger trains (excluding milk) reduced from 75 to 50 per cent. above previous rates.

There will be no cuts in the prices of season and contract tickets and workmen's fares.

An official statement issued by the railway companies emphasized the fact that efforts are being made to bring about standardization.

COD FISH HARVEST IS BIG FAILURE

Northern Quebec Faced With Famine.

Conditions in the north-eastern part of the province are reported so bad this season, owing to the failure of the codfish catch, that unless immediate assistance is given, misery and starvation will result.

Such is the contention of Detective Cote and Babin, of the provincial police, who are back from an 800 mile trip to arrest Edward Dunn, of Salmon Bay, charged with violating the fish and game act. He was charged with shooting white foxes, pleaded guilty and was fined \$75 and costs.

It is understood that if conditions do not improve help will be sought from the provincial Government in order to avert loss of life.

THE QUESTION. Guide (on a London sightseeing tour)—"Ladies and gentlemen, we are now passing one of the oldest public houses in the country."

Passenger—"What for?"—Punch.

GEORGE CADBURY'S DAUGHTER RETURNS WEALTH TO PEOPLE

Gives Away Fortune in Belief That Private Holding of Great Capital Root of World's Troubles.

LONDON.—(Toronto Star Cable.)—Glowing memorials to the life and work of George Cadbury, the famous Quaker philanthropist and chocolate manufacturer who died last week, are published in London newspapers, but little space is given to the unusual action of his daughter, formerly Beatrice Cadbury, but now married to a Hollander named Botke.

In a letter to the management of the Bourneville chocolate works, Mrs. Botke gives away outright all her holdings and her husband's in the British cocoa and chocolate company, amounting to 9,000 preference and 27,000 common shares. The whole amount is presented to a trust committee composed of men and women's councils in the Bourneville works, to promote home and foreign activities. Mrs. Botke says that the world war, with its appalling consequences, led her to believe that private holding of great capital lies at the root of nearly all social and economic trouble.

"We therefore feel it our duty," she says, "to surrender the privilege we have so long enjoyed, hoping that if such action is generally adopted peace and happiness could return to suffering humanity."

She recommends in surrendering her wealth that it be used for constructive experiments in production, distribution, education, and the improvement of living conditions. She also recommends work for the reconciliation of those estranged by class war.

COUNTING BALLOTS RAILWAY SHOPMEN

President Tallon Says Result of Strike Vote Will Not Be Made Public.

MONTREAL.—R. J. Tallon, president of Division No. 4, Railway Employees' Department, American Federation of Labor, announced that the result of the ballot to ascertain whether the Canadian railway shopmen wish to strike or negotiate will not be made public. The call for another general ballot was made several weeks ago, the time limit expiring today. The officials of the division were kept busy all today counting ballots at their headquarters in this city.

"We are expecting to hear from the railway authorities, as regards resuming negotiations," said Mr. Tallon, "and in a week's time or so we shall know more definitely how matters stand."

"It will take several days to count the ballots streaming in from all parts of Canada, and a number of them will arrive only in two or three days."

Prepared for Battle. Mr. Tallon added that the attitude of the Canadian Pacific Railway in rejecting the award in connection with their clerks and stated that "they were prepared for a hard battle."

Nothing has developed on the part of the railway companies in regard to the shopmen's dispute. This was brought to the fore when a general wage cut was declared by the railways on July 15 last. The controversy has been going on ever since with varying success for both sides.

A ballot taken several months ago showed a majority of ninety-seven per cent of the Canadian shopmen voting for strike, and the union officials have this mandate to back their demands. Following lengthy and fruitless parleys, it was decided to again direct negotiations between the disputants, but after less than two days' session these were abandoned. An arbitration board had previously given its majority report, agreeing with the claims of the railway companies. This was contested by the unions and appeals were made to the federal governments.

Whether a compromise will be arrived at, through further negotiations, depends now upon the new ballot, now going forward, the result of which is not to be made public until the negotiations are actually called.

This contrasts with 79 per cent. on Sept. 1. The figure now recorded is lower than that for any date since October, 1917.

HISTORICAL SURVEY

Continued from last week.

The idea of using the Soldiers' Settlement Board has been presented in various published articles, e.g., one in the January number of the Journal of the Canadian Bankers' Association. It appeals to me because it is based on the experience gained in the big task of soldier settlement and because it envisages the problem of the agricultural immigrant as one side, just as that of Soldier Settlement is on the other side, of the general problem of agricultural reconstruction in Canada as a whole.

The desiderata for the settler today are three:

(1) Land with reasonable marketing facilities. This means for the most part non-homesteaded land, inasmuch as the remaining crown land, in the present stage of development, has in general the handicap either of being next to the railway but of inferior quality, or of good quality but too remote from railways. The question is: Is there then any considerable amount of such land in private ownership but not under cultivation?

The answer is, Yes. The Western Canada Colonization Association, a body recently established for the encouragement and direction of land settlement, estimates at twenty million acres the unoccupied land suitable for settlement within twenty miles of existing railways, practically all of it privately owned, either by industries or by railway companies. The Department of Natural Resources has listed twenty-two million acres of privately owned but unoccupied land. Perhaps these figures are too high. But it is to be expected that the Soldiers' Settlement Board, if its duties were extended, would make it its first duty to undertake a complete survey of such lands.

At this point may I emphasize the very intimate connection between Land Settlement and the Railway Problem. The country is owner of the Canadian National Railways and has to meet obligations in the neighborhood of 70,000,000 per annum. Until the railway can reach a paying basis, the deficit must be met by the taxpayers. The limits within which the freight rates and fares can be raised or costs of operation reduced are apparently narrow. For the moment the position is one of over-building, relatively to the traffic available. The surest way to a permanent increase in traffic is an increase in permanent land settlement. It is stated, for example that each farmer adjacent to that railway to the value of \$700. I would not be mistaken here. It would be altogether too preposterous to bring in any kind of immigration regardless of quality, merely because he professes a willingness to be dumped in the first instance on the land. That would be an endeavour to rectify one mistake by committing another; and two blacks do not make a white. But it is an argument for directing to the land permanent settlers with civilized wants who will increase the gross produce of the country by the extra crops they grow for the market and the extra goods they consume in return.

(2) The second desideratum is the right kind of land for the settler and may one add, the Highlander is not unaware of it. You know the tale of the Highlander woman when she was told the war was over and her three sons were coming home. "Well," she said, "there are two remarkable things about this war, one is that we've won it; and the other is the extra help the Highlander gets, now that it's over."

Some may protest that I have confused the issue by mixing up the immigrant with the Canadian. I have done so purposely, because I maintain that both are part of the one main problem. The same forces that draw and hold good settlers from the Old Country will draw and hold good settlers from the cities and towns of Canada. And here I have it at the back of my mind to say that the British settler will set the same value on a country life as he finds in set by the Canadian with whom he expects to associate as an equal. If he finds ability of a rural life used as many as possible excluding that 15, he will hardly be persuaded to go there himself. You cannot "give" the British settler into agriculture and expect to succeed if you hang back yourselves and if your trade policy, your personal preferences and the influence of your teachers and clergy are not unshakably in favor of the town.

Another possibility is assistance from the Dominion Government, in cooperation with the Soldiers' Settlement Board. I note in the press of February 1922, that a Cabinet Committee is sitting to report on a policy which will bring to Canada men and women who will devote themselves to agricultural pursuits on their arrival here. The Committee will doubtless consider the feasibility of the financial assistance suggested in the article from which I have several times quoted, namely, that settlers should be assisted with loans provided by the issue of Dominion Land Settlement Bonds, repayable over a period of 25 years, the settler to pay down 25 per cent. of the purchase price at the outset, and the government further to advance dollar for dollar with the settler for the purchase of building material. The conditions of financial assistance would be that the settler should, when necessary, work for one year at least with a farmer before taking up land; and Canadian Citizens would also be eligible.

The necessity for preliminary experience as a laborer before working on a farm is emphasized in another experiment, due to begin next month. The moving spirit in this case is a Catholic Padre, who is arranging for a settlement in Charing Cross, Kent County, Ontario, of ex-soldiers (Protestants as well as Catholics) from the West Highlands of Scotland. The first batch of 150 is due to arrive this March. The plan is that the men should work for established farmers for a year or more as laborers, and then, if possible, qualify for assistance under the Canadian Soldiers' Settlement Scheme. This scheme too, we shall watch with hope; for the Highland stock has proved already its worth in Canada as well as in France; and may one add, the Highlander is not unaware of it. You know the tale of the Highlander woman when she was told the war was over and her three sons were coming home. "Well," she said, "there are two remarkable things about this war, one is that we've won it; and the other is the extra help the Highlander gets, now that it's over."

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Quarter section at \$20	\$5,200
House and barn	1,500
Implement	1,500
18 Months subsistence	1,800
	\$10,000

The class of settlers possessing such an amount is very limited. Never less it exists. For example, the Memorial Settlers' Association, established in 1920 on the centenary of the Settlement of the Eastern Province of Cape Colony, established 150 settlers in South Africa in 1921. The settler must have \$1,500 as a minimum (say \$7,000). He gets some financial assistance to cover the cost of the

voyage, and in South Africa is received by an established farmer who provides him with board and lodging and a free practical training for two years. Meanwhile his capital is kept intact and he is assisted by the Association in the selection of his farm. But for any large movement on the class of land which immediately awaits settlement in Canada it seems likely that some financial assistance by way of loan (that 25%) would be required either by a private corporation or by the state.

One big scheme that we shall follow with interest is that of the C. P. R. for the settlement of the Royal Irish Constabulary (a force of 12,000) on land in Alberta. I know nothing beyond the notices that appeared in the press on February 1922, 1923. The terms there said to be (1) on the part of the C. P. R. the sale of 200 acres per man, 160 acres dry and 40 irrigable, on easy terms and a loan of \$2,000 for development (2) on the side of the British Government a capital payment in lieu of pension due to members of the force—2000 in addition to the cost of transport, and to inspect and select their land before agreeing to purchase. The standing of this company and the work it has already done in originative promise that the scheme if adopted will be given every chance.

To be continued.

C.P.R. REFUSES REPORT OF BOARD

Claim That Industrial Conditions Require Reduction in High Cost of Operation.

MONTREAL.—That the company cannot see its way to adopt the report of the majority of the members of the board of reconciliation appointed in the question of the dispute between the Canadian Pacific Railway Company and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, is the effect of a communication forwarded from the head office of the Canadian Pacific Railway to the Deputy Minister of Labor.

The majority report favored the employees to the extent of declaring against any wage reductions, and further suggested negotiations with a view to adjusting seeming inequalities in rates paid at different points for the same class of work.

Letter to Deputy Minister. The letter to the deputy minister of labor follows:

"In the matter of the dispute between Canadian Pacific Railway Company and certain employees, being clerks, checkers, freight handlers, baggage men, etc.

"The majority and minority reports of the board of reconciliation in the above matter have received our careful consideration, and I have to inform you that the company cannot see its way to adopting the report of the majority of the board.

"We are satisfied that industrial conditions require the reduction of the high cost of labor in railway operation, and that justification exists in the large increases given in the past among others to the class of employees concerned for the reduction which the company proposes. Other large classes of employees, maintenance of way, shop crafts, telegraphers, and others, are working under reductions proposed at the same time, either as the result of voluntary agreement or as the result of a report of a board of conciliation in which the reductions were found to be justified. On railways in the United States, under an award of the Labor Board, and on railways in Canada controlled by United States lines, as a result of Canadian Boards of Conciliation, the same class of employees are working at the reduced scale of wages which we propose.

Report Not Justifiable. Having regard to these circumstances, the company cannot think the report of the majority justifiable."

"We note that the Board refers to certain possible inequalities in the wages paid to employees at different points, and recommends that as to these there should be further negotiations. We shall, of course, be glad to consider any representation made by employees in regard to inequalities and other matters of detail. It will be remembered that the company's original proposition as submitted to the employees and confirmed in subsequent negotiations, distinctly contemplated further negotiations before definite rates of pay should be finally agreed upon."

TAKING EMPLOYEES INTO CONFIDENCE

A Method of Solving Problems of Employers Urged by Babson Expert.

That the best means of finding a solution for the problems facing the employers of labor in Canada and the United States, and which spring from price resistance and labor opposition, was a direct method of taking the employees into the confidence of the employers, and ending a policy of keeping them in the dark concerning the things and conditions that must decide the action of the manufacturer and employer generally, was the recommendation of G. H. MacLewin, director of Human Relations Department of Babson's Statistical Organization, Wellesley Hills, Mass., to the members of the Ottawa Rotary Club, at their weekly luncheon at the Chateau Laurier yesterday.

Mr. MacLewin's address was on "Giving the Workers the Facts" and he said that in his opinion the working classes have stood for the policy of being kept in the dark regarding trade conditions which fix their wage and living conditions, quite long enough. He thought that cooperation between the employer and the employee would greatly add to the happiness of the people and the success of the manufacturer.

"The time has come to deal with the working people as fellow workers," Mr. MacLewin declared, "and to take them into the confidence of the employer."

Mr. MacLewin dealt with the fundamental business conditions of the American continent, and the situation in the employer's own industry. He said that it was his belief that if the masters gave the workers the same information and facts that they themselves have, to influence their opinion, the employees would come to the same conclusion regarding business, wages, and everything else, that the employers has. It was all a question of sincerity and cooperation.

But it is not so easy commencing this policy of cooperation and confidence as it may seem. "Mr. MacLewin said, "and then trying to get from under it again." The policy must be kept up and the workers made to feel that they are really being taken into the confidence of their employers, he said.

A chair from Enfield County School, which competed in the open staging class at the Blackpool Musical Festival, carried off the first prize after travelling all the way by air-rail. They also returned by road.

Interest in this success is increased by the fact that the chair from the south triumphed over competitors from Cumberland, Belfast, and Stoke-on-Trent, and by the way in which the journey to the north was made.

As the organizers of the party could not obtain cheap travelling facilities from the railways, a charabanc was chartered, and the trip successfully made. The singers left Enfield at 6:15 a.m. on Saturday, breakfasted on the way, and dined at Derby, reaching Blackpool at 11 p.m.

CRUEL HOAX IS PERPETRATED

LONDON.—Two boxes of unemployed men of a kind that have been very common of late, are reported from Ougar and from Stanford-le-Hope, Essex.

An advertisement appeared in a local paper for shipyard workers, and 20 men belonging to Hebburn, in Durham, paid premiums of \$20 each to get jobs.

They all travelled to Stanford-le-Hope, a distance as the crow flies, of roughly 250 miles from Hebburn, only to find on their arrival that there was no work for them.

Some of the men had sold furniture to raise the necessary funds and were able to return to their homes at Hebburn only with great difficulty.

An equally cruel hoax was carried out on a number of unemployed in the Ougar district.

James Thomas Newman toured the villages in the neighbourhood and told the men that the Post Office were erecting telegraph poles between Chelmsford and Cambridge, and that he had been asked to obtain workers at 1s. 6d. an hour. The jobs would last for 12 months.

Bought Their Own Hopes. The men would have to buy their own ropes for pulling up the poles, he explained, and he induced them to give him sums up to 5s. to obtain the necessary ropes from Chelmsford. The money would be returned when they had their first payment.

One man gave him food and a night's lodging and loaned him some money. The next morning the men who had decided to take the "jobs" were assembled and were told to wait for a letter, which would advise them of their work.

Newman and another man went to Bishop's Cleeve ostensibly to fetch the letter, but at that village Newman left his companion on the pretext of going to buy some cigarettes.

Some months ago a hoax was perpetrated on about 1,500 unemployed men, by an advertisement inserted in a London paper stating that "two strong men" were wanted at £3 10s. a week by a corn merchant at Walsingham.

There were about 200 personal applicants for the job, while 1,300 letters came by post from places as far afield as Ipswich and West Bournemouth.

Only last week about 50 unemployed men at Dulkheth were the victims of a hoax by a man who represented himself as an agent of a contractor laying a cable.

The men were taken a distance of 12 miles on charabancs, only to "discover" on their arrival that they had been victimized.