

premiers and employment officials and representatives of the Department of Labour, questions of policy have been decided, and many plans worked out in connection with the organization of the system and the details of office routine, forms and records.

It must be remembered that employment work on a national basis has been undertaken in very few countries as yet, and the work of organization presents formidable though not insuperable difficulties, especially in a country of Canada's extent. The new system will have a very good basis in the employment work that has already been done in the province of Ontario and Quebec, as well as in the agricultural employment work of the western provinces. Quebec was the pioneer in this field in Canada, and for some years had had employment offices in the cities of Montreal, Quebec, and Sherbrooke. In the last two years Ontario has opened offices in ten of the more important industrial centres, while the prairie provinces have been doing some employment work, chiefly with regard to farm labour. British Columbia has a difficult problem in distributing the floating labour in the shipping, lumbering, and mining industries, but the work is being taken in hand seriously by the Provincial Government, and an office has already been opened in Vancouver.

The plan of organization drawn up by the Department of Labour was submitted to the provincial officials, and with their co-operation and criticism the whole organization scheme was worked out in the most minute detail. A local office will be opened in every important industrial centre, and in the larger cities it is proposed to have separate offices for unskilled labour and for skilled workers. These offices will report daily to a provincial clearing-house the number of workers unemployed, and the situations unfilled by trades, and on the clearing-house *personnel* will fall the duty of matching up vacancies in one part of the province with unabsorbed workers in another locality. Upon the provincial organizations will be superimposed a federal system of two clearing-houses, located at Winnipeg and Ottawa. When the provincial clearing-houses have done their best to relate workers to positions in the provinces, and find that there is still a deficiency or a surplus of labour in some parts, the federal clearing-house will take up the work at this point and will try to locate the surplus labour or secure the labour required in other provinces. The clearing-house at Winnipeg will function in this way for all the western provinces, while the Ottawa clearing-house will perform a similar task in the east. By this plan the Dominion Government will have always at hand accurate information as to the demand and supply of labour in all parts of the country, the extent to which private industry is absorbing the returned soldiers and demobilized war-workers, the volume of public employment that must be provided to take up any surplus, and the localities and trades in which such employment is required. It is hoped that each of the larger offices will have for a time at least one or more employment solicitors, who will canvass employers for positions. It will fall upon these men to "sell" the new employment service.

In placing this machinery at the disposal of employers and employees the Dominion and Provincial Governments are anxious that it shall be operated for the common interest of both classes, and to that end advisory committees, equally representative of employers and employees, will be connected with all the larger offices. A national advisory committee, to be called the Employment Service Council of Canada, will be organized at once to supervise the administration of

the entire organization. The Provincial Governments will appoint one member each on this committee, and the Soldiers' Civil Re-establishment Department, The Great War Veterans, the Canadian Manufacturers' Association, the Trades and Labour Congress, the Railway War Boards, the Railway Brotherhoods, and the Canadian Council of Agriculture will also be represented. The Department of Labour appoints three members, two of whom must be women. A provincial advisory committee to safeguard the interests of employers and employees will also be appointed in each province.

The task of re-establishing the soldier in civil life has been assigned to the Soldiers' Civil Re-establishment Department. This department will have a representative, who is to be a returned soldier, in each employment office, who will be responsible to the Returned Soldiers' Commission of the province, and through them to the Soldiers' Civil Re-establishment Department. When the soldier applies at the office the Civil Re-establishment representative will give him such information as he may require, and will deal with complaints. When employment is sought the applicant will be passed on to the employment superintendent. If for any reason the returned soldier proves temporarily or permanently unfit for employment, the employment office will report the case to the Soldiers' Civil Re-establishment Department's representative for action by his department.

It is admitted by all who have given attention to the subject that a well-thought-out system of employment offices is indispensable in any programme of demobilization and reconstruction. The British system of labour exchanges has proved a most valuable instrument in organizing British labour to make its maximum contribution to war effort, and it is expected to play as important a part in the demobilization period. The United States Government is devoting much energy and money to the establishment of an efficient employment service. Canada, it is hoped, will soon have an organization that will materially assist employers and workers to make the transition from a war to a peace basis.

—From *The Veteran*.

True to Life.

Did it ever occur to you that a man's life is full of crosses and temptations? He comes into the world without his consent, and goes out against his will, and the trip between is exceedingly rocky. The rule of contraries is one of the features of this trip.

When he is little the big girls kiss him; when he is big the little girls kiss him. If he is poor, he is a bad manager; if he is rich, he is dishonest. If he needs credit, he can't get it; if he is prosperous, everyone wants to do him a favour.

If he is in politics, it is for graft; if he is out of politics, you can't find a place for him, and he is no good to the country. If he doesn't give to charity, he is a stingy cuss; if he does, it's for show. If he is actively engaged in religion, he is a hypocrite; if he takes no interest in religion he is a hardened sinner.

If he gives affection he is a soft specimen; if he cares for no one, he is cold blooded. If he dies young, there was a great future before him; if he lives to an old age, he missed his calling.

If you save money you're a grouch; if you spend it, you're a fool. If you get it, you're a grafter; if you don't get it, you're no good . . . so what the hell's the use?