

money is, if possible, less than her knowledge of what she ought to eat and wear and when and for how long she ought to rest. These statements are not guesses. They are facts.

What duty has the public towards the girl who receives less than a living wage? The first and obvious reply is to say that the employer should be compelled to pay a living wage. Cities have adopted a minimum wage, it is said, with good results. It may be necessary to adopt a minimum wage in Canada. There are employers who pay less than they can easily afford to pay and less than their employees earn. But the average employer is as anxious as the average citizen can be to do what is right for his employees. To arrive at a fair wage, that a business can bear and on which a worker can live reasonably with a reasonable margin, is a problem which can be dealt with only by experts. It is surely a matter in which a government should have some supervision, if in no other case, at least in the case of girls who are known to receive less than a living wage.

But one of the chief reasons why girls get less than a living wage is because they are untrained and inefficient workers. No true remedy has been proposed when it is said that a government should fix a living wage, if the worker is not actually worth the living wage. In this case, the inefficient girl worker will tend to be driven out of employment and will be in a worse case than before. At least part of the remedy is to be found in a change in the public school curriculum. A girl's public school training should include the teaching of how to keep personal and household accounts. The education of a girl ought to teach her the value of money, both for her own sake and the sake of the nation, since women save practically all that is saved in a country. A girl should be taught food values, and personal hygiene, and the care of children. To turn a girl out into the world to earn her living, when the girl is ignorant of the value of money, when she does not know how to buy or how to save, when she does not know how to take care of herself, and when she has no trade by which to earn a living, is an unsatisfactory result of public school education. It will be said that the girl's mother ought to teach her these things. But school takes up a good deal of a girl's time. Besides this the mother often has not the knowledge herself, nor does she know how to teach her daughter; if the mother knows she has no time, or she is foolish enough to think that her daughter can get on without knowing. The Canadian public school does not seem to help effectually in making the girl efficient either at work or at home. It is probable that the findings of the Commission on Technical Education will recommend that classes be opened for girls in technical schools which will offer instruction in design, home dress-making, millinery and other subjects, which will be of use to factory and shop workers. Excellent work is being done already in the departments of cooking, dress-making, and so on in the night classes of technical schools. But it is the exceptional girl who takes advantage of these classes, not the average girl. Public school education in Canada reaches the average girl and it is the efficiency of the average girl which should be increased.

SCIENTIFIC investigation only can show what part the foreman and forewoman should have in the increase of the girl worker's earning power. Perhaps the most promising recent development in the situation of the worker is the advent of scientific management in business and industry. To discover what periods of work and rest and what speed in work will produce the highest results in production and the best results for the worker are questions which can be answered only by scientific investigation. It appears likely that these periods of work and rest and rate of speed will prove to be different for men and women workers. Unquestionably, the person who directs the girl worker has a great deal to do with her success as a worker. How the girl ought to work is a question which has been little studied. This promising field of investigation is one which will give results greatly in the interests of humanity.

The girl worker who does not live at home gets less than a living wage because of competition by the girl who lives at home. It must have remained in the memory of anyone who listened to the evidence before the Government Commission which

investigated the wages of telephone girls in Toronto that the girl who does not pay for her washing, because she lives at home, or with relatives, helps to make a living impossible to the girl who has to pay for her washing. Get it down to a case of Annie Brown, who boards and has no home help, and of Jessie Smith, who pays for her board at home, true enough, but is helped out in many little extra ways. To

live at all,
the former
pays out
from her
reserve



"What the shop girl has to learn is to make sales."

supply of health and strength and youth, and she knows that it is the girl at home who helps to make

her pay. What is the remedy for this competition by the girl who lives at home and who also cannot live without her wages? The present writer does not know of any remedy. But there must be a remedy of some kind. Is the trade union a remedy? Then it will have to come for the women in industry, although so far trade organizations have taken little hold of women workers in Canada.

WHAT is wanted first and most of all is a study of the woman wage-earner in Canada. Statistics should be collected which will show what a living wage is in various Canadian cities where girls work in large numbers. We know too little about the girl who works for wages, and accurate knowledge is the first essential. Increased efficiency on the part of the working girl will help to solve the problem of low wages, and the country, through its schools, can help to teach the girl efficiency. The employer should begin at least the introduction of scientific management, if it is no more than to recognize the principle that his foreman and forewoman, and that he himself, should know more about the best use of the girl employees who work in his factory, shop or office.

But what is needed more than anything else is the scientific study of the subject. Who should undertake this study, if not Canadian universities, and such Government agencies as the Commission for Conservation? The case of the Canadian working girl is a subject of so many phases that to deal with it properly nothing less than scientific study is adequate. And in studying it the universities and Government bodies would be doing a service the importance of which it is hard to over-estimate.

(The last article in the series deals with standards of Canadian family life and the responsibility of women at home for the welfare of the Canadian girl wage-earner.)

Re-peopling a Province

By HAROLD BROWN

NEW BRUNSWICK has decided to keep young farmers in the East and to encourage immigrants of an agricultural turn to settle on lands as yet unfarmed in that Province. Spending \$12,000,000 to make a national harbour of Courtenay Bay does not epitomize the progressive policy of modern New Brunswick. There, as in all other fertile areas of Canada, the land is the thing. New Brunswick is still a province of large unclaimed areas of arable land. While the mad rush for free land is still on in the valleys of the Saskatchewan; while the trek to the free lands of the Peace River is going ahead of the railroads; while large areas of good land are being settled upon in British Columbia; and while Ontario is still pushing back the unsettled boundaries of its huge clay belt—the Maritime Provinces are beginning to realize that it is better economics for the East and better for the immigrant, to settle land which has lain idle along the Atlantic since the Micmacs first hunted the moose in Nova Scotia.

New Brunswick's forward policy on the land question began in a vigorous protest against the continual exodus of thousands of her best young agriculturists to the West; and against the almost more serious efflux of productive population to the Eastern States. Newspapers and Boards of Trade, merchants and manufacturers and people in general made the protest something of an organized howl. The howl became an intention. The intention took form in legislation. The bill to encourage the Settlement of Farm Lands was the result.

Precedent to the bill, however, and the direct cause of it, was a somewhat remarkable paper read at the recent Immigration Conference in Fredericton, by Charles H. McIntyre, now of Boston. Mr. McIntyre was born on a stone-knob farm in New Brunswick. While still a youth he managed to get an education as far as graduating from the University of New Brunswick at Fredericton; after which he studied at Harvard, took a course in American law and set up a legal office in Boston, where he is now a prominent citizen, a past President of the Boston Canadian Club, and as much interested in his native province as though he were still living in Fredericton.

The paper on land, read by Mr. McIntyre, was published in the CANADIAN COURIER, issue of March 23, 1912. The title of the article was, "How to

Put People on the Land." Mr. McIntyre set forth several ways—how. As an axiom he assumed that the intending or the potential farmer must be given accommodation by government aid.

"Speaking generally," he said, "the average young man without funds cannot purchase a farm and from its proceeds redeem himself from debt before he is worn out."

Mr. McIntyre cited the examples of several other countries in dealing with the manless land question: England, Germany, Ireland, Brazil, Australia, New Zealand. The basic principle in all these somewhat varying methods of getting idle people on to idle land, and of building homes for workingmen was—some form of State assistance. Most of the aid given by the State took the form of loans to farmers. Mr. McIntyre outlined three methods of government aid to potential farmers, and he recommended the appointment of a land settlement commission to be the agency by which any one of the three methods should be carried out.

The first-mentioned was the case of the fund in government savings banks on provincial credit as advance loans to farmers. The second was provincial debentures. The third was bonds issued by the Land Settlement Commission itself, under provincial guarantee.

The bill of the New Brunswick Legislature, born of this idea set forth by Mr. McIntyre, makes the idea into a fact. It provides for the creation of a "Farm Settlement Board" of three commissioners, one of whom must be the Provincial Superintendent of Immigration, who becomes the Secretary of the Board.

So far so good. Mr. McIntyre's basic Land Settlement Commission is assured. The Government is enlisted as a co-agent.

THE principle of government aid, however, does not under this bill take the form of a loan in money. Embodying the same principle the Farm Settlement Board is authorized: To purchase farm land from the Province; to improve the same and erect buildings thereupon; to sell the said land so improved to intending settlers at cost, on a basis of twenty-five per cent. down on possession, the balance with interest by instalments over a period not to exceed ten years.

Thus the Government makes it possible for