

and when the payment of the men's wages is a heavy loss to the employer.

Here I would offer a remark on the desirability of more frequent and direct personal relations between the shipowners and their seamen.

When shipowners complain that their seamen are not anxious to promote their employers' interests, that they show no gratitude for the care and the money which have been freely lavished, to furnish them with good provisions, to make their forecables comfortable, and to supply them, it may be, with books and other advantages not included in the letter of the bond, it must be remembered that mere liberality will not suffice to arouse the sentiment of personal loyalty. A non-resident proprietor may let his land at low rents, and be more than liberal in the repairs of his cottages, and yet, unless he lives among the people on his estate he will fail to keep up the warm and devoted attachment, which, in feudal times and since, has so often united together the owner and the tillers of the soil.

I have dwelt, I fear, too long on the question of wages. Except in the abolition of the advance note, and perhaps in requiring payment of a certain rate of interest for every day's delay in the settlement of wages, after the arrival of the ship, the subject is beyond the scope of legislation. It is for the shipowners to consider the question, and by a wise generosity to encourage a good class of our working population to follow the sea.

It is now necessary to refer to the subject of training seamen for the Merchant Service. The abolition of compulsory apprenticeship has been deplored by many, and the alleged deterioration of seamen has been attributed to the relaxation of the laws by which it was enforced. We have, however, the testimony of the late Mr. Lamport and others, to show that compulsory apprenticeship led to grave abuses. There is no reason why an ordinary seaman or boy should not pick up seamanship, as well, when serving in that capacity afloat as if he were regularly indentured. It is a fatal objection to the compulsory plan that boys, who are worth anything, are certain to break their indentures. Such, at least, has been the experience of the present training ships. The Managing Committees have, therefore, determined not to ship any more boys as apprentices.

I now turn to another and a less impracticable plan for increasing the supply of seamen by the establishment of additional school ships. I commence by considering the proposal in a politico-economical aspect.

An artificial training system, must, if it is to produce a radical improvement in the *personnel* of our vast Merchant Navy, be carried out on a very extended scale. Now, if by such an extended training system you succeed in producing a large additional number of seamen, you introduce a disturbing element into the maritime labour-market, which must have the effect of depreciating the rate of wages. But it has been already shown that the wages of seamen have, until a recent date, been lower than those earned by any other class of skilled workmen; and the inference has been drawn that the inferiority in