

of the present and foresee-able requirements from Canada, whether they fall into the Military or civilian category or relate to specialised or non-specialised forms of employment. This would clearly necessitate bringing into account the development, so far as is known, of the more specifically military effort of Canada in case it became apparent that the total potential effort of the Empire required, for its most economical distribution, a greater or less emphasis on the supply of military as compared with non-military personnel.

6. In considering this question it is necessary to bear in mind certain factors which affect the problem from the Canadian point of view. For instance, while there is obligatory service in the armed forces of Canada, there is no compulsion for service overseas which is, and is likely to remain, on a voluntary basis. The future intake for the information or maintenance of units for overseas service is thus to some extent an unknown factor in the problem. Moreover, while civilian labour from Canada might for certain purposes suit us and them as well as military units, there are difficulties to be overcome in providing for suitable control of civilian labour serving outside its country of origin and terms must take into account Canadian wages and other conditions in relation to wages and conditions here and also the hazards of the journey. Recruitment on a voluntary basis is unfavourably affected by such questions of status, pay, living conditions and compensation in the case of death or disablement. Unemployment insurance and the transfer of labour are new questions to Canada. Further the recruitment of women in Canada, except for industrial purposes, is in its infancy and as yet there is little provision in the fighting services for the release by this means of able-bodied men for more active roles.

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