

CHILDREN UNDER FOURTEEN YEARS ARE PROTECTED

International Labor Conference
Decides They Can't Be Em-
ployed on Sea-Going Ships.

The text has been received here of an international convention adopted at the International Labor Conference at Geneva providing that no children under 14 years of age shall be employed on sea-going vessels.

Further advice received indicates that the conference appointed a special commission to consider the preparation of this Children's Charter of the Sea. The commission was composed of representatives of Governments, shipowners and seamen. It came unanimously to the decision that no children under 14 years of age should be permitted to work on sea-going vessels with two exceptions: (1) on vessels on which "only members of the same family are employed, and (2) in the case of children working on training ships under the supervision of public authorities. The first exception was made to bring the convention into line with the provisions of the Children's Charter, applicable to employment in industrial undertakings, adopted at Washington. In the second case, it was argued, the children are actually pupils and there is no intention of obtaining profits from their work.

A Greek Request Refused.
A third exception was asked for by the Greek representatives on the ground that the special conditions of their country required that children should be trained for the sea at an early age. The commission, however, could not see its way to exempt Greece from the general provisions of the proposed convention. The exception, therefore, was not granted.

Very Arduous Work.
The special commission took the view that work at sea was particularly arduous and children under 14 years of age were unable to perform it without danger of injury to their health. The commission also considered the age at which children or young persons should be allowed to begin work at particularly hard forms of labor at sea, and they brought up recommendations which laid down that no one under eighteen years of age should be employed as trimmer, stoker and no one under the age of seventeen should be employed on night watches between 8 p.m. and 6 a.m.

The British Ministry of Labor is training nearly 3,000 unemployed women war workers in 105 different courses. Thus far domestic work has attracted the most trainees. Industrial manufacturing plants in Indiana now employ more than 100,000 women.

An effort is being made to organize New York city's 12,000 girl telephone operators.

**"There's
OIL
there"**

Says Mr. E. S. Estlin, Ontario Government Oil and Gas Commissioner.

Mr. E. S. Estlin, Ontario Government Oil and Gas Commissioner, says, based upon his vast experience, that he is convinced that we should get oil in abundance from the wells on the properties we control, and from the seven new wells which we purpose drilling.

There is lots of oil in the fields our properties adjoin. We are in the same strata west and south with the Union Natural Gas Company and the Bothwell Oil Company.

It is for this reason that we are offering 100,000 shares to finance the clearing out of 22 wells in the Belle River district that are now producing oil in small quantities, and to finance the drilling of seven new wells, two in the Comber district and five in the Belle River district.

**SHARES
\$1.00
Each
Payable
25c. Monthly**

These shares are \$1.00 each, payable in cash at time of application, or 25c down and 25c per month.

We wish to be perfectly frank about it and say that there is an element of speculation in this enterprise. We are not deluding ourselves and we are not out to delude investors.

Write NOW for Full Particulars

Write your name and address on a piece of paper and pin it to this advertisement and mail it to us, and we will send you full and complete particulars by return mail. Address:

JOHN PRATT & Company,

79 Adelaide Street East, Toronto.

Phone Main 6759.

PROFIT-SHARING NO PANACEA

Profit-sharing with workers is shorn of its glory by the national industrial conference board, representing a score of manufacturers' associations. The board has conducted a nation-wide study of this question and allied plans, such as wage bonuses, stock selling to workers, etc.

Portions of the report sound like a trade union declaration. It says: "Profit-sharing is no panacea. It is no solution of the wage problem. As far as establishing permanent satisfactory relations with their workers is concerned, employers are advised that the profit-sharing efforts 'might better be turned in other directions.'"

It is stated that but few of the many plans put in operation have survived a long period of time, and that "labor unions seem to be uniformly opposed to profit-sharing."

**LABOR SHORTAGE AT
CANADIAN MINES**

Miners Not to Blame For De-
creased Production.

Reports from all centres of mining activity in Canada coincide in mention of a shortage of workmen. Shortages are reported from the coal mines of British Columbia and Nova Scotia and from the mines of Northern Ontario, and in addition to the actual shortage of workmen statements have been appearing in the newspapers that the miners are not working efficiently. It is not fair to the miner that such statements should be allowed to go on without correction of some evident genuine misunderstanding of actual conditions on the part of the public, which leads to laying unmerited blame upon the miner.

The shortage of production at Canadian mines, and at Canadian coal mines particular, is due first of all to the actual numerical shortage of workmen. At the Nova Scotia collieries, to take a specific case, the shortage of workmen is not less than five thousand men. In the Mines Report of 1919 the number of men "cutting coal" that is, actively producing coal, is given as having averaged during the mines' year 2,874 men. This is some

500 men less than the number of men of this class employed in the Cape Breton collieries of the Dominion Coal Company alone before the war. Examination will show that the daily production of the contract workers is equal to, and during the war period, was in excess of the daily production of the same class of workers before the war. It is the excess of non-producers, brought about by the unremedied shortage among the producers, that causes the apparent inefficiency in production when the total production is divided by the total force of workmen employed. This condition of affairs will be found generally true in every mining operation in Canada. The unbalanced and inefficient state of the working organizations at the mines is the cause of the reduction in "tons per man employed per day."

Were only one man employed in the actual production of mineral, it would still be necessary, if that lone producer's output is to be marketed, to maintain the whole auxiliary and non-productive organization of the mine. Such a supposition is palpably absurd, but the actual reduction of the productive workers, unaccompanied by the reduction of non-productive workers, has in many instances proceeded almost to the point of practical absurdity, and certainly it has proceeded to the point of financial impossibility.

The productive side of mining employment has always attracted the best class of men, and had paid the highest wages, and generally, has included the largest proportion of native-born or British born workers.

and difficulties are encountered, particularly with unskilled and unintelligent workers.

A study of the history of abandoned plans, moreover, strongly suggests the thought that plans now in operation, which have inspired enthusiastic testimonials of success, are only at one of the stages of the usual course of a profit-sharing plan, that their real test has not come, and that eventually they may fall into disuse.

"In a few instances noted concerns employing profit-sharing for principal employees contemplate extending the plan to cover the rank and file. But in the majority of cases such establishments either have already tried out profit-sharing for all workers and had discontinued it as unsatisfactory, or felt strongly that it would be useless to extend the limit plan to include the rank and file."

The sons of these men are not playing at the mines, and it might perhaps be enlightening if employers of labor were seriously to ask why they are not. From observation of a good many mining towns, we believe that wages are a secondary consideration, and that it is social and cultural considerations that keep the men at their original vocations. If superior living conditions are to be found elsewhere then men will move to these conditions. As was recently stated most industrial companies "have already passed from the position of buying labor to selling employment," and it would appear that employment at mines is the most difficult kind to sell. The farmers are asking themselves why farm work does not attract men, and the im-

provement in farm housing shows that they have found a partial answer to a question that is not less imperatively shrouding itself upon mine executives.

Recently much was made of the abstention of coal miners from work to attend a circus. It was not stated, however, that no circus had visited that mining district for forty-two years previously or that there is not a free library, workmen's club or public park in the whole radius of the mining community.—Canadian Mining Journal.

In Germany the wages of men have increased in lesser ratio than of women. In March, 1914, men's wages and women's wages were in relation of 100 to 44 and in September, 1918, in that of 100 to 48.

BLOOD POISONING.
Last year in a certain firm employing approximately 1,000 hands there were 1,740 lost hours, equal to \$172.95 loss in wages, as a result from poison from cuts.
Many of these were not reported to the first aid office until poison was well advanced.
The result of this delay meant:
1. Suffering to someone.
2. Loss of wages to someone.
3. Inconvenience to some family.
4. Loss in production to the firm equal to the work of one man for 9 months.
Do not let poison develop in a scratch or cut.
A moment at first aid office will prevent it and benefit both your employer and yourself.

WARDEN KING, Limited

Founded 1832. Incorporated 1901.
Manufacturers of "Daisy" and "Viking" Radiators.
Valve Radiators, Screens and Flanges, Fittings,
Sail Pipe and Fittings, Stable Fittings and General Jobbing Castings.
MONTREAL. Branch: 738 Shumac Street, Toronto.

GREAT WEST ELECTRIC COMPANY, Ltd.

61-63-65 Albert Street Winnipeg.
Wholesale Electrical Supplies and Apparatus.
Laco Lamps—Eden Washers—Century Motors—Royal Vacuum Cleaners.

Don't Be a Slave To Poverty Poverty Is No Disgrace, But It Is Mighty Unpleasant

NO man or woman with a spark of self-respect, ambition and thrift need worry about the future if they will awaken to the fact that this world has enough wealth in it for every one. The Reason the few have it is because the many—who are the poor—take no chances. They hold on tight to what bit of money they save, and never succeed, but are always bewailing because the few—who are not afraid to trust the other fellow—get rich quick, and enjoy the luxuries of life.

WHY ARE MEN RICH?

Do you think that if the Rockefellers, Harrimans, Sages, Morgans, Vanderbilts, Fields, Westinghouses, Posts, and such men had been afraid to trust their money in industrials that they would ever have been any better off than the majority of their schoolmates? Listen to their own evidence:

"It is the keen-brained man who invests at the start of an enterprise who makes all the money. The stragglers who come in later are the men who help him make it."—E. H. Harriman.

"Five thousand men are millionaires because they invested in new things."—George Westinghouse.

"The foundation of wealth is the first \$100 well invested."—J. P. Morgan

"Other men's brains have made me money—'tis said I have more money than some. If so, 'tis because I have more courage than some."—Andrew Carnegie. "Don't delay, get in while you can."—John D. Rockefeller.

Now you can have wealth, too, but you have to disabuse your mind of the idea that the Bank, or that Real Estate, is the best place to put your money. The wealth of a nation is created by Industry—the wealth of individuals is the result of Industrials.

A hundred dollars has started thousands on the road to prosperity, and a hundred dollars will start you on the same road—if placed in the proper Industrial.

\$100 invested in the original Gillette Safety Razor Co.
is now worth \$52,000
(Providing an annual income of over \$3,000).
\$100 invested in Goodyear Tire Co. is now worth \$25,000
\$100 invested in Bell Telephone Stock has returned .. \$54,000
\$100 invested in Goodrich Tires is worth \$69,600
\$100 invested in Cream of Wheat is worth \$10,000
\$100 invested in Dunlop Tires is worth \$31,000

\$100 invested in Prestolite is worth \$100,000
\$100 invested in Diamond Tires is worth \$16,700
\$100 invested in Burroughs' Adding Machine Co. is worth \$41,340
\$100 invested in Morgan and Wright Tires is worth ... \$24,000
\$100 invested in National Cash Register Stock is worth \$42,870
\$100 invested in Welsbach Mantles is worth \$50,000
Taken from Poor & Moody's Manuals.

Now, do not stand in the path of your own prosperity, and hinder the multiplication of your money.

One hundred dollars invested in OAKOAL stands the same chance today that one hundred dollars did in any of the above stocks in their infancy. Not one of the above discoveries was of so much importance to the life and prosperity of the people as fuel. "Fuel is king," says Hugo Staines, the richest and most powerful man in the world today. "Without coal you can do nothing. With coal you can make iron and steel and with them ships and locomotives, and go on to all the various industries, but fuel is basic and fuel is king," and OAKOAL is the "King of fuels."

OAKOAL must not be confounded with other coal substitutes, because no other coal substitute has stood the test, independent, scientific and domestic, that OAKOAL has shown. No other substitute has shown anything like the lasting, economical and efficient results that OAKOAL has shown, and no coal has ever shown better results.

These facts, plus Ontario's dependence on foreign fields, and the prices fixed by foreign magnates, plus freight rates and wholesale and middlemen and retailers' profits, make an unpleasant aspect of the fuel situation for citizens of this province. As OAKOAL will supply 25 to 35 per cent. of the domestic needs from the wastes of Ontario Cities, and keep 25 to 30 per cent. of the money now going out of the province into foreign fields, surely none are so blind they cannot see that it is folly to delay another day in laying the foundation now for multiplied returns on a few hundred dollars.

There are gold and oil stocks, but no one knows when they may become exhausted. Oakoal raw material increases with increased populations, and likewise the demand. OAKOAL wealth will rival any of the best industrials of today—and you, Sir or Madam, are surely making a mistake if you do not now—today—get in on this wonderful fuel industry. Take timely advice and secure as much of this stock as you can today, remembering that history repeats itself. You who hesitate will look back and grieve with regret: "I might have shared in its wealth, but I had not the courage to take the chance." Take it now, today, go to our nearest agency or come direct to us, or write or wire for reservation—shares \$5.00 each. If you have any doubt about the magnitude of one of these plants, see the equipment and mountain of raw material at foot of Booth Avenue.

H. J. BIRKETT & CO. C. P. R. BUILDING TORONTO

At Meals and Whenever
You Feel Thirsty

DRINK

Frontenac BEER



It is a Real Beer, superior
to all others, a drink that
pleases, stimulates and
satisfies.

The Frontenac
Breweries, Ltd.
Montreal

MACDONALD'S PRINCE OF WALES



"The Tobacco
with a heart"

The Workman's
favorite chew—
everywhere

2 sizes 15¢ & 20¢