

\$100, \$150, \$200 by this process. You see the injustice and hardship that this practice inflicts upon the worker as well as upon the employer. The employer is not cognizant of and is not a party to this practice; naturally he cannot undertake the whole of the arrangements, and a great deal is left in the hands of his foreman, as it has to be in every big business. Then there is another point, and that I would like very strongly to press home—that naturally a great many women go to those men seeking work. That is a very great source of danger in many ways. In the first place, the commercial employment agent does not take into consideration the fitness of the woman for one particular job or another. A well-trained domestic servant may be picked out to go to the country to help with the chores and the rough farm work, regardless of her previous experience and fitness for work in the city. There are other evils, too, touching the safety of women and girls, which have grown to a very great extent under the Commercial Agent system.

There is yet another way in which a man or woman may get employment, and that is by advertising. Gentlemen, you read the papers; you have seen the column after column of advertisements that go in; and any one who thinks for only one moment can realize the tiring, wearing, embittering search, it may be, to get work in any way at all through searching advertisements in the columns of a newspaper. Dozens and dozens apply for the same post; you either rush up to take the place or you take other trouble, and you find that somebody else has just filled it.

Taking all this into consideration, some of the biggest organizations in the country have now for two years been petitioning the government to practically take up this question and follow the principle, though not necessarily the method of other countries, which have worked the system out for themselves, and have found its solid worth, and it is going to do a great deal more good than it has done even up till now. Five provincial premiers are in favour of this plan, and I may mention a few of the organizations that are taking an active interest in it—the Alberta Legislature in committee, the whole of the Boards of Trade for Manitoba, Saskatchewan and Alberta, the Boards of Trade for British Columbia, the Ontario Boards of Trade, the Ontario Builders' Exchange, Retail Clerks' Association, Canadian Federation of Labour, the Union of Saskatchewan and Alberta municipalities, the Lumbermen's Association, and a great many other boards of trade, builders' exchanges, national societies, both French and English, of every description.

The suggestion made to the government by petition is that the federal government should establish here in Ottawa a central bureau with a competent commissioner at the head of this special kind of work, then that district labour bureaus should be established, according to the decision made by the government, in the principal towns and districts. I would say, go slow and try the experiment first with your big towns, and then work it out afterwards for the smaller ones, which can come into line by degrees. Institute an office for women, and an office for men, with a woman in charge of the women's work and a man in charge of the men's. Provide practical well drawn-up registration cards to show every single detail as to the experience, age, nationality, family, history and every other particular of the worker. Provide proper forms for the employers. And on the top of that, arrange for an advisory committee to act with each labour bureau composed of the representatives of the civic authorities, the employers and workers, to advise and help them in the administration of the organization of the labour bureau for that particular district. I may say that this advisory committee has been adopted by practically every country; it is in the United States bill; it has been worked for a great number of years in Germany; it is used in England; and it has been adopted in a great many other countries. It brings all the factors in the situation together. What has struck me much is this, that among the organizations which have sent in all these resolutions to the government, some are pretty strongly in support; I could mention one out in British Columbia, where the Boards of Trade for that province, not content with starting with a labour bureau for the principal towns, sent in a particular request that every town, big and small, should have a