

FINING.

The system of fining employ es, which prevails in some factories, is unjust, and is sometimes made an instrument of petty tyranny by foremen. The laws should secure to every operative the full sum his employer has agreed to pay him. The proprietor has at command ample means to enforce discipline and secure good workmanship without depriving his hands of any part of the wages lawfully due. (*See Appendix O.*)

INSPECTION OF FACTORIES.

Frequent and thorough inspection of factories should be made, and stringent laws should imperatively require safety and proper sanitary conditions in the buildings, protection of the machinery against accidents, and ample means for escape in case of fire. Female inspectors should visit factories in which females are employed, in order that enquiries may be made which men cannot properly make of women. Where considerable numbers of women and children are employed their immediate supervision should, where it is possible, be entrusted to women. Both employers and employ es desire that the main provisions of Factory Acts be similar in all the Provinces. That this agreement is quite feasible is evident from the fact that at the time the Commission visited Ontario and Quebec the laws on the Statute Books of those Provinces were almost identical. Inspectors should not be entrusted with the enforcement of the Acts, but should report frequently—say weekly—to their official superiors, who should take action when necessary. Reports of inspectors should be promptly published. There will be no injustice in this, since the man who violates the law must not complain if the fact be made known; and fear of publicity will generally secure compliance with proper legal requirements. In some foreign countries workingmen have been greatly benefited by provisions in Factory Acts requiring the regular inspection of temporary structures and appliances, such as scaffolds and derricks, and also of chains, tackle and other gear used in loading and unloading vessels. Your Commissioners recommend the adoption of such requirements in Canadian Acts. Many employers, as well as employ es, asked that the Factory Acts be applied to stores and to small shops in which less than twenty persons are employed. Your Commissioners believe that if these requests be granted the sanitary conditions of these places will be improved, and the evils of the sweating process will be diminished, if not wholly removed.

SUMMARY SUITS FOR WAGES.

Testimony received leads your Commissioners to think that artisans, laborers, domestic servants, and others, should have power to obtain from magistrates or county courts summary judgment for wages due. If courts corresponding to the *Conseils des Prud'hommes*, of France, be established, they might be given jurisdiction in such cases. In cases of bankruptcy wages should have preference over all other claims, and, where practicable, workingmen's wages should constitute a lien upon the products of their labor. This could not be done in cases of articles of ordinary merchandise, since sales could not be effected if any legal claim were to follow the goods; but it should apply to public works, to buildings, and even to saw-logs and timber. (*See Appendix L.*)

COURTS OF ARBITRATION.

Strikes and lock-outs are the most expensive and the most irritating means for settling disputes between employers and employed. Courts of arbitration, conciliation and the settlement of minor differences, have proved successful in other countries, and it cannot be doubted that they would be of great advantage to workingmen and to employers of labor in Canada. (*See Appendix I.*)