

naturally enough is willing to pay him his honest due ; but in some cases employers are not far-sighted nor honorable enough for this. In some instances, let us hope not many, employers have been known to engage a really clever man at a low salary "for the winter months" with the promise of a substantial rise directly the season opens.

As the long-looked-for season draws on, this promise is not fulfilled, and then the unfortunate assistant has the option of putting up with his seven dollars a week or looking out for another situation, where one of the first questions will probably be : "How long were you in your last situation?" followed by the information that "the services of a man who cannot retain his situation more than three months are not required." In this case, it will be observed, the duly qualified assistant has only an equal chance with the incompetent of one year's amateur experience. The advertisement quoted is by no means an isolated case ; every week, in one or other of the journals, advertisements of a similar nature are to be seen, the majority of applicants, perhaps, keeping secret the fact of their very limited experience.

How often we see the advertisement of a man who, among his numerous qualifications, can "retouch a little, work up enlargements in oils or black and white, print, tone, take a negative, etc., etc., wages \$7.00 a week."

How is it possible to tell the true from the false ?

Often do we see employers' advertisements bearing this rider : "No amateurs need apply"! How much better for both capital and labor, if a certain grade of certificates, in any branch, signified talents of a certain value, suited to a certain class of business! It would then only be necessary for

advertisers to add : "Must hold 1st grade retoucher's certificate," or "holder of 2nd grade printer's certificate," to enable employes and employers alike to know at once what class of work was indicated, and the amount of the salary attached thereto could be very closely approximated.

GELATINE-BROMIDE PAPER.

W. ETHELBERG HENRY



W. ETHELBERG HENRY.

Numerous enquiries have reached me of late in reference to the preparation of bromide paper suitable for development.

There seems to be a popular idea that the manufacture of an emulsion requires the accurate skill of an accomplished chemist.

To fulfil the necessary conditions of a large factory, such as Eastman's, where enormous quantities of emulsion have to be turned out each day and every batch has to be of exactly similar speed, such skill is of paramount importance ; but any photographer, who knows enough to carefully follow instructions, can easily make small batches for home consumption without possessing extraordinary skill or special utensils.

The principal thing to bear in mind is that light of an actinic nature must be most rigorously excluded from the emulsion during the whole time of its preparation. It is also well to follow directions faithfully—not try a little alteration of one's own and then pronounce the formula useless.

For instance, if hard gelatine is recommended in conjunction with bromide