

speaking the English language; and on the other hand, provide for taking an interest in the employee, who comes into the country a stranger, who has lived and worked and existed under totally different conditions of both social and labouring life. Then you have also the fact that in industrial and technical conditions here, as is inevitable, there must certainly be differences in certain respects from other countries. You have all this difficulty to meet with on the top of the difficulties that all countries of standing homogeneous populations have met and dealt with. In addition to that you have long distances; your towns are some distance apart from one another; then your winter months naturally preclude a good deal of the work that is done in the summer time. All this means that some machinery has to be set in force. First of all see the difficulties fairly and squarely in the face, adjust them, and get the co-operation of government, employers and workers in carrying out the whole system efficiently with good-will one towards another.

I tell you, gentlemen, that in Germany, where these labour bureaux were started in 1865, and where I have, myself, seen them, they have won out so splendidly all along the line that the trade unions and the trade guilds have in many cases shut up their offices and have joined forces with the labour bureaux, and co-operate with them in every possible way. You will understand from this what a wonderful effect the whole system may have upon the conditions of industrial and commercial life in the country.

At the present time there is no efficient agency for doing this work, apart from the commercial employment agent—and if I seem to speak in rather harsh terms of him it is because I have good cause. For two months a grant out west, which was passed by a city council, was held back by the employment agents. When we succeeded in winning the city council around and got our grant paid, the whole of the employment agents tried to take out an injunction in the Supreme Court of the province to stop the work. Those were only two instances in which they deliberately tried to wreck an organization for the good of the community at large. At the present moment the business, the morale, the education, and the general outlook of those men are inferior in the very greatest degree. Just to cite one case alone: In one of the big western cities the chief employment agent to whom immigrants and resident workers are always asked to go by the mayor of the city, is a man who was in the police force but was turned out for very dishonest behaviour and whose reputation is of the shadiest. That man, mind you, is the person to whom the city hall authorities send every person to get employment. Then, the practices of the employment agents, from a business point of view, are absolutely injurious, and in many cases very dishonest. In the first place, as I mentioned to Dr. Roche, although they have to keep the law—by the Order in Council which was passed last year, with regard to only charging the immigrants \$1—as far as the resident and English-speaking worker living in the country, or coming from the United States, is concerned, they still continue to charge him anything from one to ten dollars for a job that may last only a week; because even if the job only lasts a week they never return a penny of the fee that has been paid. Workers have brought me their receipted slips of paper showing me the amount they have paid, sometimes they have come back again and told me that they were misinformed about the job, and that in the first case the employer only wanted help for a few days, or some other circumstance cropped up which made it impossible for them to hold the job for a decent period. If those workmen had the money to pay their railway fare, I could bring down here men who could give evidence on oath as to another practice which exists. It is this, the foreman of contractors for big works, lumbering camps and railway camps and so on, will enter into collusion with the employment agent and arrange with him to send up instalments of workers, say at periods of from ten days to a fortnight. These men will pay their own railway fare. The foreman gives the men ten days or a fortnight's work; then without rhyme or reason discharges the whole of them. The employment agent has another party on the way up, and the foreman and employment agent share the fees. This is a fact, because the men who made those arrangements boasted what they made during a season's work—sometimes