

organization of putting the worker and the employer together may be remedied scientifically through the operation of the government, the employers and the workers; any abuses which exist may be looked into and justly dealt with; also whereby a certain adjustment may be made so that a certain amount of labour which is superfluous in one district may be provided with information as to openings and employment in another district, and may reach those openings, to the benefit of the employer and the worker without waste of time in advertising, without waste of time in tramping about to wrong places, and without waste of time to the human being which constant disappointment, intermission of employment, and its resultant effects must inevitably work upon the human unit.

Gentlemen, practically today Canada is facing the question as to whether she is going to manufacture machinery and relics for the junk-heap, or whether she is going to undertake the work of conservation of human resources. I happen to belong to an international association for the study of the question of unemployment. It met last year in Belgium. There were representatives of 23 countries, 158 cities, labour unions, social service organizations of every kind. They had during two weeks a long series of earnest discussions. This question of the organization of labour bureaus as a necessary factor in the State administration of every country, small or big, was brought up and thoroughly sifted, and the discussion ended in the whole congress deciding unanimously for it.

In the country which is such a very near neighbour to Canada, and in many respects similar—the United States—up till now they have attempted to deal with this question by means of spasmodic labour bureaus, that is to say, under the state and under a few municipalities. At the large employment conference which was held in New York in February, to which practically every state and city sent representatives, it was stated clearly by every authority that the system did not work out well, because it ought to be national, with one central authority, and it ought all to be linked up, each state working with each state when necessary, and each city with each city, to overtake the whole burden of the problem of unemployment. The result of that has been very remarkable. I have private information that a Bill is now before Congress to create a federal system of labour bureaus throughout the United States. I have just recently been asked to become a member of the American Association for Labour legislation, so I am fairly in touch with their doings, and they tell me there is not the least fear that the Bill will not pass.

Now, to turn to your own conditions here in Canada, I will ask you to believe that first of all my experience is practical. I spent three months under tent in mining, lumbering, and logging camps right away up in Northern Ontario. I had to reach the place by canoeing 500 miles up the Montreal river. I spent some time down in the Niagara fruit district. I spent five weeks out on the prairie in the depth of winter with snow on the ground, where every drop of water had to be carried a quarter of a mile and the whole of the wood had to be cut outside for the fires. One of the heads of a big departmental store in the west, allowed me to go 'incog,' to see the working of the store, both as to men and women, and I was there two weeks; he allowed me to take notes and make suggestions as to what could be done in the way of improving conditions. So I think possibly you will understand that I am not speaking theoretically, but as far as possible I have investigated the whole of the information and conditions. Then too I have studied on the spot the working of the British Labour Exchanges, the German Labour Exchanges, and the United States Labour Exchanges, so that I feel, as far as my personal knowledge goes, it is fairly solid.

At the present moment you have in Canada practically no organization at all which is going to handle this big problem; first of all in its relation to the employer and the employee, in seeing that your employers, who are now struggling to build up industries in the country, often using human material which is not always skilled and which sometimes is foreign in speech, do not have to depend upon men who do not