

SHORTER HOURS.

The use of machinery and of improved means of transport have enormously facilitated the production and distribution of manufactured goods and natural products. (*See Appendix D*). The wealthy classes have by these means secured more luxuries, the laboring classes more necessities and comforts, and somewhat shorter hours of labor. Your Commissioners believe the ordinary working day may be still further reduced with advantage to workmen and without injury or injustice to employers. They recommend that the employment in stores and factories of women and children for more than ten hours in one day or more than fifty-four hours in one week be forbidden by law; and that all Government contracts stipulate that the daily hours of labor under them shall not exceed nine. (*See Appendix F*).

MASTERS AND SERVANTS ACTS.

The man who sells labor should, in selling it, be on an equality with the man who buys it; and each party to a labor contract should be subject to the same penalty for violation of it. No greater or different punishment should be imposed upon the workman, or even upon the apprentice, who quits his employment without notice than upon the employer who summarily dismisses an employé. Your Commissioners believe some existing provisions of Masters and Servants Acts not to be in accord with the liberal spirit of the present age; and they believe that justice would be secured by the abolition of such Acts, leaving only civil remedies to be sought for the breach of civil contracts. (*See Appendix H*).

MORALS.

The testimony does not sustain a belief that serious immorality exists in Canadian factories in which operatives of both sexes are employed. The proper enforcement of existing Factory Acts will remove the chief existing causes of complaint.

LABOR ORGANIZATIONS.

Labor organizations are necessary to enable workingmen to deal on equal terms with their employers. They encourage their members to study and discuss matters affecting their interests and to devise means for the betterment of their class. It is gratifying to be assured by many competent witnesses that labor bodies discourage strikes and other disturbances of industry, favor conciliation and arbitration for the settlement of disputes, and adopt conservative and legitimate methods for promoting the welfare of the producing members of society. It is in evidence that most labor bodies strive effectively to promote temperance throughout the country, and especially among their members.

CO-OPERATION.

Little evidence was found of co-operation in industry or trade, and none at all of participation in profits by workingmen, though both systems exist in other countries and have been attended with satisfactory results. It is recommended that the Labor Bureau, if established, publish from time to time such information respecting co-operation and profit sharing as may be obtainable.

SAILING VESSELS ON THE LAKES.

It is in evidence that sailing vessels navigating inland waters frequently undertake voyages under circumstances which imperil the lives of the crews. It is earnestly recommended that the State provide by legislation for proper inspection of all vessels on the lakes and rivers of Canada; and further, that such vessels be not permitted to leave port unless found seaworthy, sufficiently manned with competent sailors, provided with life-saving appliances, furnished with suitable accommodation and necessary supplies for all on board, and not overloaded.