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53

REPORT OF THE
Special Committee on the
Co-ordination
OF
Recruiting and Production
TO THE
Annual Meeting, C.M.A.

HAMILTON, JUNE 13th, 14th AND 15th, 1916



REPORT OF THE SPECIAL COMMITTEE ON THE CO-ORDINATION OF RECRUITING AND PRODUCTION

THE problem of raising 500,000 men for the Canadian Expeditionary Force with the least possible disturbance to the economic structure of the country is one which is engaging the attention of all employers of labor. While it is true that the enlistment of 334,209 men for overseas service up to May 31st, 1916, is a matter for congratulation, it has been felt for some time that the recruiting methods used to secure the desired object have been and are wasteful, haphazard and unduly disturbing to production.

During the preliminary stage of the war, when comparatively small forces were raised in haste, the voluntary system was satisfactory, as the enlistment included a large number of unemployed men, whose absence did not interfere to any great extent with the economic life of the country. But when the limit of the Canadian army was raised to 250,000 men and later to 500,000, it became evident that the withdrawal of so large a percentage of the country's citizens could not be accomplished without a serious disorganization of all forms of industry.

As recruiting proceeded it was noticed with concern and regret that thousands of men were enlisting who were urgently needed in Canada, and that many more thousands, who might easily have gone, shirked their duty and evaded their responsibility. As a result of this development, business concerns lost large numbers of highly skilled employees whose replacement was difficult, and the total cost of the war was greatly increased through the enlistment of thousands of married men whose families became a partial charge on the country, requiring the expenditure of immense sums in separation and patriotic fund allowances.

The economic problem connected with the war, which must be solved by the citizen of Canada, is to secure the remaining 165,000 necessary to bring our total forces up to 500,000 with the least expense to the country and the minimum disturbance to all forms of production.

In order to understand this problem it will be advisable to study the following recruiting returns, which have been supplied through Lieut.-Col. George H. Williams, Officer in Command of Recruiting for Military District No. 2:

Enlistments in Canada up to May 31st, 1916.

Military Districts.	Headquarters.	Area of Districts.	Number of Enlistments.
No. 1	London	Western Ontario	28,213
No. 2	Toronto	Central Ontario	75,363
No. 3	Kingston	Eastern Ontario	34,915
No. 4	Montreal	Western Quebec	28,501
No. 5	Quebec	Eastern Quebec	6,402
No. 6	Halifax	Nova Scotia, New Brunswick, Prince Edward Island	31,061
No. 10	Winnipeg	Manitoba, Saskatchewan, Keewatin, Thunder Bay, Rainy River	68,888
No. 11	Victoria	British Columbia and Yukon Territory	30,709
No. 13	Calgary	Alberta, MacKenzie Territory	30,157
Total			334,209

The above table shows that, during the 22 months of war, Canada has raised on the average for overseas service 15,000 men per month. This fact alone proves that the recruiting methods adopted by the military authorities are effective in that they are securing large numbers of men. The trouble is that, in so many cases, they have not secured the right men.

A further examination of recruiting methods shows that some parts of Canada have contributed more recruits than other parts, and also that certain parts of Canada have already given more than their proportion of the 500,000 that are required.

Quotas Needed from Military Districts to Bring the Canadian Expeditionary Force up to 500,000 Men, at the Number Secured.

Military District.	District's Portion of 500,000.	Number of Recruits secured up to May 31, 1916.	Deficit or Surplus of District.	Population of District according to Census of 1911.
No. 1	44,000	28,213	-15,787	635,912
No. 2	86,000	75,363	-10,637	1,235,001
No. 3	53,000	34,915	-18,085	763,986
No. 4.	} 139,000	34,903	-104,097	2,003,232
No. 5				
No. 6	65,000	31,061	-33,939	937,955
No. 10	60,000	68,888	+8,888	858,046
No. 11	27,000	30,709	+3,709	392,480
No. 13	26,000	30,157	+4,157	374,663
Total	500,000	334,209	-165,791	7,201,225

A question that arises in studying the recruiting returns is: What are the occupations of the enlisted men? While it has been impossible for the military authorities to prepare a greatly detailed classification, the following statement shows the seven classes into which the recruits secured up to February 15, 1916, have been mainly divided:

Classes.	Number Enlisted.	Percentage of Total Enlistments.
Professional men	16,153	6.14
Business men	6,530	2.48
Clerks	48,777	18.54
Manual labor	170,369	64.75
Farmers, including farm laborers.	14,200	5.40
Ranchers	2,844	1.08
Students	4,238	1.61
Total up to Feb. 15th	263,111	100.00

The above table shows that the rural districts of Canada did not, up to the date mentioned, make heavy sacrifices of men. Fourteen thousand two hundred, which it must be remembered, includes farm laborers, is only 5.4 per cent. of the total enlistments up to February 15, 1916. The great majority of those listed under the class "Farmers," were farm laborers, most of whom were of British birth. Comparatively few farmers or their sons have been taken from the land. The classes, "Business Men," "Clerks," and "Manual Labor," composed 85 per cent. of the enlistments up to February 15th. While it is true that these broad classes include all kinds of business and industry, it is certain that manufacturing has contributed by far the greatest total.

Another question which is asked is: Who are the recruits according to birth? The answer is given in the address delivered by Brigadier-General, the Honorable James Mason, in the Senate of Canada, on May 4th, 1916, and is contained in the following extract from his speech:

	Census of 1911, Total Males 18-45.	Enlisted.	Proportion of Number Enlisted to Total Number.	Proportion as to Total Enlistments.
Canadian-born				
(English)	667,000	85,000	About 13%	28½%
Canadian-born				
(French)	445,000	12,000	About 3%	4½%
(This includes French battalions and all French names of other battalions.)				
United Kingdom or				
British-born....	307,000	180,000	60%	61%
Foreign-born.....	306,000	18,000	6%	6%
Total enlistments to				
March 31, 1916.		295,000		

	Racial Proportion of Population.	Total Males, 18-45.	Of which
French-Canadian.....	2,000,000	445,000	} 1,112,000 2-5 French 3-5 English
English-Canadian.....	3,000,000	667,000	
United Kingdom born.	1,000,000	307,000	
Foreign.....	1,250,000	306,000	
Total		1,725,000	

Efforts to Systematize Recruiting.

The next section of this report deals with the efforts which were made by the manufacturers in several localities to co-operate with the military authorities for the purpose of preventing the enlistment of indispensable men and of encouraging the enlistment of men who could be spared. In Brampton, Ontario, a conference was called of all manufacturers and other employers and the recruiting officers, and lists were prepared by each employer, dividing his employees into three classes: (a) Indispensable; (b) Important, but can be spared if necessary; (c) Can be spared. As a result the recruiting officers did not attempt to enlist men of the first class and only in special cases men of the second class, and on the other hand the employers co-operated with the recruiting officers to secure men of the third class. The same plan was put into effect at St. Catharines, Ontario, with satisfactory results. An attempt was also made in Toronto to use a similar plan, following the requests of officers commanding newly formed battalions for permission to send their recruiting officers through the factories of the city, and a complete memorandum on the subject was considered by the Toronto Branch.

The members of the Toronto Branch felt that the plan should be enlarged to include other employees besides their own, as for example builders', retailers' and bankers' employees, and that, otherwise, the attention of recruiting officers would be concentrated on factories, to the possible neglect of other employees of less economic importance. It was also felt that the localization of such a plan in any community would tend towards the ultimate assumption by that community of an unfair burden in comparison with that borne by other communities which pursued a policy of indifference. It was pointed out that the principle, to be fair and effective to the greatest extent, should be applied to the country as a whole, and that, in other words, this scheme (which was merely the well-known plan of registering all men available for military service), should be made national.

The Secretary of the Association communicated accordingly with Sir Sam Hughes, Minister of Militia, setting

forth the above views. The fact that the Association was referred by him to Brigadier-General W. A. Logie, Officer Commanding Military District No. 2, whose headquarters are in Toronto, was taken to mean that the Government was not ready to deal with the problem on a national basis.

Munition Factories.

Indiscriminate recruiting methods were particularly vexatious and costly to munition factories, where highly skilled men engaged in the manufacture of shells and other military necessities were induced to join the army, leaving their places unfilled until other men could be trained to replace them. The grievances of those engaged in making munitions are contained in the following resolution which was adopted at the organization meeting of the Munitions Section of the Canadian Manufacturers Association:

"WHEREAS it is recognized that in undertaking to raise an army of 500,000 men for overseas service, Canada must necessarily subject her machinery for production to a very severe strain;

"AND WHEREAS in view of the ever-increasing financial obligations she is assuming, it is of prime importance for Canada to maintain not only the volume but the efficiency of her production at the highest degree compatible with the military obligations she has assumed;

"AND WHEREAS efficiency in the production of munitions is obviously of still greater importance, in view of the absolute necessity for an adequate supply of munitions to bring about an early and successful termination of the war;

"AND WHEREAS present methods of recruiting fail to protect the production of munitions in Canada to the extent to which this meeting believes their production should be protected;

"BE IT THEREFORE RESOLVED that the Munitions Section of the Canadian Manufacturers Association in general meeting assembled, place itself on record as of the opinion that the matter is one which should receive immediate attention at the hands of the Government and of the Imperial Munitions Board, and that a joint interview be arranged in Ottawa at the earliest possible date, not only for the purpose of impressing upon those in authority the views of this meeting, but of co-operating with them in an effort to arrive at the most practicable solution of the problem."

That the views of the Canadian manufacturers of munitions in regard to the enlistment of their skilled workmen are shared even by business men in a neutral country is indicated by the following extract from an address, entitled "Organization for Industrial Preparedness," which was delivered by Spencer Miller, member of the American

Society of Mechanical Engineers, at a meeting of that body in New Orleans in April, 1916:

"Clause D. In war as now waged the industrial force has become quite as important as the fighting army. Skilled mechanics in all lines of production work must be kept from enlistment in the regular army and must be retained in the factories, mills and mines for the production of munitions. It is essential, therefore, that the names of these skilled workmen be listed and that the men themselves be enrolled in the industrial reserve. Explanations and instructions as to the detail of such organization will be submitted at a later date. A button or other distinguishing mark will be supplied by the government in the event of war to skilled workmen enrolled in the industrial reserve, and such enrolment will be considered to carry with it honors equal to enrolment in the fighting army. A government card will be issued to each man enlisted."

Action of Council.

Following the organization of the Munitions Section, the following memorandum on the subject of Recruiting was presented to the Executive Council in March last:

"A communication has been received from the newly organized Munitions Section, asking the Association to affirm and actively support a resolution it has adopted on the subject of recruiting. This communication raises a subject upon which, in the opinion of your Executive Committee, it is desirable to have a full and frank discussion, and to that end the following review has been prepared, outlining the situation as it affects manufacturing industry.

"Canada has set out to raise, equip and maintain an army of 500,000 men. We may or may not doubt her ability to raise such an army, but if she accomplishes it by enrolling every eligible man who offers his services, regardless of the part he plays in our scheme of economic production, she will certainly make needless sacrifices in attaining her object, sacrifices that by their very uselessness will weaken the cause they are intended to serve, instead of strengthening it.

"Indiscriminate recruiting may have been a good enough policy for Canada when she had in view the raising of an army of only 100,000, but that same policy is fraught with real danger now that she is attempting to raise an army of 500,000. It would be idle to belittle the need for more men at the front, but it would be criminal negligence not to make sure of leaving at home those who could be depended upon to keep the men at the front clothed and fed and supplied with bullets.

"Every Canadian should be doing something to help win this war. The more it becomes prolonged the more urgent

is the need for everyone to help. Some will have to fight. Those who do not fight should be producing, and those who are doing neither should be paying. The ideal arrangement would be for everyone to offer his services to the State, for under such a system, Canada could get down to nationalized team work, and thus secure the maximum results with the greatest economy.

"Conscription has been freely suggested, but conscription has an ugly sound. Moreover, both political parties have taken a stand against conscription and for that reason it would be impracticable to secure its adoption from the present Government. We do, however, want the results that conscription would make possible, and if those results are as readily obtainable under a system of national service, or any other system with a less objectionable name than conscription, it would seem to be the duty of our Association not only to advocate that plan, but to use every effort to bring about its adoption.

"The failure of the Government to initiate a national plan has led to local plans being put into operation, designed to serve local ends. Of such plans, the one reported by the Toronto Branch at the last meeting of this Council is a fair example. While not actually put into operation in Toronto, it was put into operation in various smaller municipalities, where manufacturers, retailers, wholesalers, etc., all contributed in equal proportions towards making it a success. In Toronto, manufacturers were met with a refusal to cooperate from the Board of Trade, Bankers' Association, and the Retail Merchants' Association. The question, therefore, arose: Why should manufacturers invite the concentrated fire of recruiting officers upon their employees when clerks in banks, retail stores, insurance offices, and while builders, teamsters, street railwaymen and others were not going to be similarly exposed? Furthermore, why should Toronto manufacturers make sacrifices out of all proportion to those that might be made by the manufacturers of some other municipality? An additional reason why the plan was not made operative in Toronto was that that no guarantee could be secured from the Minister of Militia with respect to the protection of those employees who might be designated as indispensable.

"While the lack of any additional plan has given rise to a great deal of dissatisfaction, there are two features worthy of special mention because they have served to increase that dissatisfaction in a marked degree. The first is that some sections of Canada have been responding to the appeal for recruits much more promptly and generously than others.

The following figures issued from Ottawa only two days ago tell the story:

Latest recruiting figures show that about 280,000 men have enlisted in Canada. Nearly 118,000 are from Ontario, 55,000 from Manitoba and Saskatchewan combined, 30,000 from Quebec and 25,000 each from British Columbia, Alberta and the Maritime Provinces.

"The second relates to the inconsistency evident in the policy pursued by different departments of the Federal Government. The Minister of Agriculture calls upon farmers for production, and still more production, so that Canada will be able to do her duty to the Empire in the matter of food supplies. The Minister of Finance calls upon manufacturers for production, and more production, so that Canada will be the better able to meet the financial obligations she has assumed. The Imperial Munitions Board insists upon deliveries, and threatens to cancel contracts unless these deliveries are more prompt. Yet all the while the Minister of Militia keeps taking badly needed men from the farm, from the workshop and from the munitions factory, regardless of the damage which his actions may cause to our machinery for production. This inconsistency, this lack of co-ordination, is decidedly unbusinesslike, and impairs to a serious degree the confidence of the public in our administration.

"Believing that it would be inadvisable for the Association to content itself with criticism, without offering to be constructively helpful, it is suggested that a strong delegation be appointed to interview the Government in support of a plan of national service along some such line as the following:

"That a proclamation be issued calling upon every man of 18 years or over to offer his services to the State. Let enrolment offices be opened in every city, town and county where those of eligible age shall be required to register their names, ages, occupations, etc., and be given a badge or armlet to mark them out as men who have answered the call. Let a board be appointed in connection with each enrolment office, constituted of, perhaps a judge as chairman, an officer of the Militia and one or two others, to consider each man's case, and assign him to the class of service which his peculiar qualifications best fit him for, whether that service be overseas, home defence, some form of production, or anything else essential to the conduct of our national affairs in war time."

Policy Followed in Montreal.

It was decided by the Executive Council to send a delegation to interview Premier Borden on the subject of putting national registration into effect and a definite appoint-

ment was made. Owing to certain unavoidable circumstances, this appointment was postponed, and before a new one was made several other delegations interviewed the Premier on the same subject and received no encouragement. The Association consequently, not wishing to invite a refusal, abandoned the proposal to hold a conference with the Premier and his Advisors.

At a largely attended meeting of the Employers and others, held at the Montreal Board of Trade Building, on March 9th last, presided over by Mr. H. B. Walker, the president of the Board, and addressed by the Hon. Minister of Militia and Defence, Major-General Sir Sam Hughes, K.C.B., and by Lord Shaughnessy, K.C.V.O., and others, the following resolution, moved by Mr. J. H. Sherrard, President of the Canadian Manufacturers Association, and seconded by Mr. Z. Hebert, Vice-President of the Montreal Board of Trade, was adopted:

RESOLVED: "That while many of the large business establishments of Montreal have already assisted recruiting by encouraging and enabling their employees to enlist, and have also freely allowed recruiting officers to address their employees collectively, it is desirable that these means of recruiting should be still further extended;

"That while it is recognized that every man should be allowed to decide for himself as to whether or not he will enlist, and while it is not desirable that employers should attempt to influence unduly employees to enlist, it is deemed expedient that every fit man of military age should be asked to consider the question of enlisting at once, or of registering his name for future consideration, and to that end this meeting prays the heads of all industrial establishments, wholesale houses, banks, insurance companies, and all other employers of labour, to offer every facility to recruiting officers desiring to address their employees, and also to furnish to the Citizens' Recruiting Association full list of their employees of military age in order that, if deemed necessary, a personal appeal may be made to them by those officers."

As a result of this meeting a supply of printed forms was distributed among the employers of Montreal asking them to return full lists of their employees with particulars in each case to the Citizens' Recruiting Association of Montreal.

In April, the Women's Emergency Corps of Toronto, which has already registered hundreds of Toronto women who are willing to engage in productive or clerical occupations in

order to release men for military service, communicated with the Secretary, and a circular setting forth their offer was sent to the members of the Toronto Branch.

The above attempts to put recruiting on a scientific basis are only a few of the efforts which have been made by boards of trade, recruiting committees, employers' associations and other bodies to induce the Dominion Government to put into effect a plan which will stop the continual drain of highly skilled employees and which will at the same time secure the enlistment of those, especially unskilled, young and single men, who can be most easily spared.

In Other Countries.

A survey of the methods used in other countries to raise armies shows how far Canada lags behind in recruiting methods. Germany and Austria have every man in the nation allotted to the sphere which he can best fill and for which he has been specially trained. This was done long before the outbreak of the war. Drafts for the army are raised by the simple and effective process of requesting certain specified classes to report for duty. Compulsory military service was in effect in all belligerent countries except Great Britain and her Colonies many years before the outbreak of war. Great Britain began with a voluntary system, followed with that semi-compulsion which is created through the concentration of public opinion upon eligible men, advanced to Lord Derby's scheme of calling out volunteers by classes, and has finally adopted conscription. Australia and New Zealand have systems of national registration. The system used in New Zealand is outlined in the following schedule which was used under the provisions of the National Registration Act of 1915:

NATIONAL REGISTRATION ACT, 1915

1. In accordance with a Proclamation issued by the Governor under the above Act, all male residents of New Zealand between the ages of SEVENTEEN and SIXTY, except members of the permanent paid Military Staff of the Defence Department and members of the Expeditionary Force reinforcements in camp undergoing training, are required to furnish to the Government Statistician, at Wellington, the particulars set out in the personal schedule below. This applies to all males who have attained the age of seventeen but have not attained the age of sixty years.

2. Any person to whom the Proclamation relates who wilfully fails to furnish particulars as required, or who wilfully makes any false statement with respect to any such particulars, is liable to a fine of £100 or imprisonment for six months.

3. Every officer employed in the collection of the schedules or in the compilation of the Register who wrongfully divulges or makes use of any information acquired by him in the course of his duties is liable to a fine of £100.

4. The schedule is to be properly completed, signed, dated, and placed in the accompanying envelope, and then handed to an officer of the Post and Telegraph Department or posted to the Government Statistician at Wellington.

The register to be compiled under the above Act is purely a civil register for the purpose of ascertaining the resources of the Dominion in men, and the registration here required does not involve enlistment nor is it in substitution for the present system of enlistment. Those desirous of enlisting can obtain enlistment forms at the nearest Post-office or Defence Office.

All information will be regarded as strictly confidential.

Please do not fold this schedule except where marked.

MALCOLM FRASER, Government Statistician.

NEW ZEALAND NATIONAL REGISTER OF MEN

Name of County }
or Borough. }

PERSONAL SCHEDULE.
(Please write clearly and distinctly.)

CLASSIFICATION.

1. Name (in full)—

Surname:
Christian name:

Address (in full)—

Place of residence:.....
Place of business (if any):.....

This space not to be filled in.

2. A. Date of birth: **Age last }
birthday: }** years.

1A

**B. State Country } (a) Yourself
of birth of } (b) Your father
(c) Your mother**

**3. A. Are you a British } (a) By birth?.....
subject } (b) By naturalization.....**

B. If naturalized, state—

(a) Date of naturalization:.....

(b) Place of naturalization.....

(E.G., United Kingdom, New Zealand, Canada, or as the case may be.)

C. Are you a foreign subject.....

If so, state country of allegiance:.....

C. If suffering from blindness, deafness, loss of limb, or other physical infirmity, give particulars:

.....
.....

7. If you have had military training at any time state—

(a) Arm of the Service:.....

(b) Rank held:.....

(c) Total length of service }
in all capacities: }

8. If between the ages of NINETEEN AND FORTY-FIVE—

(a) Have you volunteered for military service beyond New Zealand as a member of an Expeditionary Force in connection with the present war? }

4. A. State whether single ("S"), married ("M") }
or widower ("W"): }

B. State number of persons dependent on you—
(a) Wholly dependent:... (b) Partially dependent:...

5. A. What is your present occupation?.....

B. In connection with your present occupation, are you—

- (a) An employer of labor? or.....
- (b) Working on your own account }
but not employing labor? or }
- (c) Assisting, but not receiving }
salary or wages? or }
- (d) An employee receiving salary }
or wages? or }
- (e) Unemployed for more than one week?....

Reply
"Yes"
or
"No."

C. If employed, state busi- }
ness of employer: }

Name of employer?.....

D. What other occupation }
(if any) have you had }
practical experience of? }

6. A. State (a) Height:.....ft.....in.
(b) Weight:st.....lb.

B. State whether your general health is: (a) Very good;
(b) Good; (c) Indifferent; (d) Bad:.....
If health indifferent or bad, state cause:.....

If so, have you been accepted for ser- }
vice or rejected? }

(b) If you have not volunteered for service—
(i) Are you (being a single man without }
dependents) willing to become a }
member of an Expeditionary Force? }

(ii) Are you (being a single man with }
dependents, or a married man or }
a widower with dependents) will- }
ing to become a member of an Ex- }
peditionary Force, if required? }

If so, in what arm of the Service }
do you prefer to serve? }

(c) If you have not volunteered for military ser- }
vice and are not prepared to volunteer, are }
you willing to serve in any civil capacity }
in connection with the present war? }

If so, state in what }
civil capacity: }

(d) If there are any circumstances or reasons that pre-
vent you from offering your services, state them:

The situation in Canada is rapidly becoming serious. Thousands of skilled workmen have been taken from factories which are engaged on army contracts and put into uniform, where their military value has been actually diminished. If one simultaneous draft had been made upon the factories working on war supplies and no further levies had been asked, the owners would have been able to estimate the labor problem before them. But, instead of one draft, there have been hundreds. The foreman of one department went one day, his successor a week later, half his staff followed, and those who replaced them were again seized by recruiting officers. The results have been constant disorganization, repeated training of new batches of men, loss of time, unprofitable expenditure of money, and, most serious of all, inability to produce war supplies up to the capacity of factories under normal conditions.

To a greater or less degree the above situation applies to other forms of production.

It is not good policy, from a military point of view, to enlist such men as farmers or farm foremen of long experience, who can get the best results from the land, or business men occupying important positions when there are still thousands of young single men in the country who are obviously indifferent to the call of duty.

What the Census Shows.

Let us consider the last census of wage earners taken by the Dominion Government, and select some of the occupations now filled by men of military age, keeping in mind the question: Cannot a great number of the men engaged in these occupations be enlisted and replaced in civilian life by (a) returned soldiers; (b) rejected men; (c) women and girls; (d) old men and boys?

I. Agricultural—

Fruit pickers, dairy workers, servants, gardeners, florists, nurserymen.

II. Domestic and Personal Class—

Barbers and hair dressers, cooks, elevator operators, bell boys, housekeepers, stewards, launderers, servants, waiters.

III. Fishing—

Employees engaged in taking, curing, drying and canning fish.

IV. Lumbering—

Office staffs, checkers, woodyard foremen.

V. Manufacturing—

The time is approaching when we will have to consider, as they have already considered in England, what industries are essential to the progress of the war. When it becomes necessary to curtail, and, perhaps, altogether absorb all the employees of certain factories, it is inevitable that those which produce luxuries will suffer first. We may as well face the grim fact that, if the war continues over a period of years, it may be necessary to close factories which produce luxuries and comforts that are not considered necessary, in order that factories which are producing war supplies and necessities for the civilian population may be allowed to operate at their full capacity. Recruiting officers have complained that, where they attempt to co-operate with factory owners, those owners include in their lists of indispensable employees men who can be spared. We must realize that some business is bound to suffer and that in all co-operation with the military authorities, which has for its aim the retention of skilled employees, and the release of unskilled employees, manufacturers must play fair.

VI. Mining—

Most mining operations are of military value during a war. Canadian mines have already given many recruits. A few may still be left among office staffs.

VII. Miscellaneous—

Baseball players, billiard room attendants, bill posters, theatrical employees.

VIII. Professional Class—

Actors, architects' apprentices, artists and teachers of art, astronomers, authors and literary men, clergymen, decorators, dentists' assistants, government clerks, government officials, interpreters, inventors, journalists, lawyers, lawyers' clerks, librarians, municipal clerks, municipal officials, musicians and teachers of music, notaries and conveyancers, opticians, professors, sculptors, sculptors' assistants, stenographers, surveyors, teachers.

IX. Trade and Transportation Class—

Accountants, advertising agents, express agents, insurance agents, auctioneers, bookkeepers, carpet layers, cashiers, checkers, bank clerks, office clerks, rent collectors, commercial travellers, drivers, errand boys, office boys, line-

men, parcel boys, baggage men, oilers, porters, section and track men, storekeepers, watchmen, laborers, motormen, conductors, timekeepers, toll gate keepers, weighers, gaugers, measure managers.

X. Salesmen—

Men engaged in selling books and stationery, boots and shoes, carpets, ladies' wear, china, glass and crockery, cigars and tobacco, men's clothing and furnishings, confectionery, dry goods, fancy goods, flowers, fruit, furniture, jewellery, liquor and beverages, sewing machines, hardware.

XI. Students—

While the universities and other institutions of learning have contributed a considerable number of soldiers, there are still thousands of young men of military age carrying school bags instead of rifles. It is necessary to keep up the supply of doctors and technical men, but application to such subjects as classics, philosophy, or history, seems unprofitable in war time. Students, with some exceptions, are not performing any military duty by continuing at school. They are not helping to run factories or farms; they are not of financial assistance to their parents. On the contrary, they are a temporary burden on the country, which has to pay a considerable part of the cost of their education. If students remain peacefully acquiring the luxury of higher education during a crisis like the present, the country will begin to question the value of an educational system which attracts and holds such men.

The Three Armies.

The time is at hand when our available men should be divided into three armies:

I. The Fighting Army—

This should contain a large proportion of young, single men, who can most easily be spared from industry, and such technical men as are needed.

II. The Industrial Army—

This should include the technical men not needed for special services in the army, enough men to form permanent staffs for the industries which are needed to prosecute the war. Such employees should be enrolled by the military authorities and should be given distinctive armlets or buttons to show that they were on active service. These armlets or buttons should be issued by a central authority on a common principle.

Workmen to man enough factories to supply the civilian population with necessaries should be provided in addition.

III. The Agricultural Army.

This should retain the experienced farmers and farm foremen, and a reasonable number of assistants. Its object would be to supply all three armies and the civilian population with food.

Distributed through the Industrial Army and the Agricultural Army should be the returned soldiers, rejected men, women and girls, old men and boys, who would take the places of those engaged in more active military service.

While the conditions existing in Canada and Europe are scarcely capable of comparison, we are all aware of the great extent to which the places of able-bodied men of military age have been taken by ineligible men and by women and children. In Europe women are doing most of the work which is not directly connected with military activity, and are also doing much of the manufacturing of war supplies.

Recommendations of the Committee.

Your Committee believes sincerely that 500,000 men should be enlisted and can be enlisted, but that, in accomplishing this great and worthy object, there should be more co-ordination of military, industrial and agricultural activities.

Your Committee, therefore, begs to lay before this Convention the following resolution, which has already been adopted by the Executive Council, but upon which no action has been taken by the Government:

"That a proclamation be issued calling upon every man of 18 years or over to offer his services to the State. Let enrolment offices be opened in every city, town and county, where those of eligible age shall be required to register their names, ages, occupations, etc., and be given a badge or armet to mark them out as men who have answered the call. Let a board be appointed in connection with each enrolment office, constituted of perhaps a judge as chairman, an officer of the militia, and one or two others, to consider each man's case, and assign him to the class of service which his peculiar qualifications best fit him for, whether that service be overseas, home defence, some form of production, or anything else essential to the conduct of our national affairs in war time."

G. M. MURRAY,
Secretary.

S. R. PARSONS,
Chairman.