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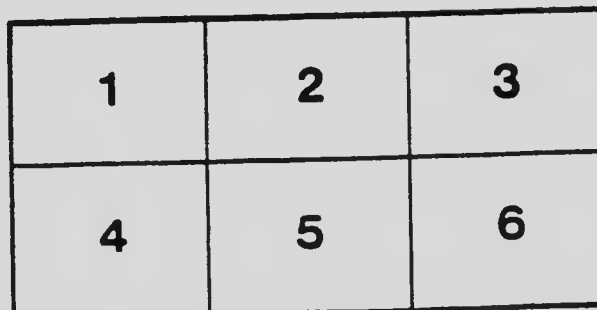
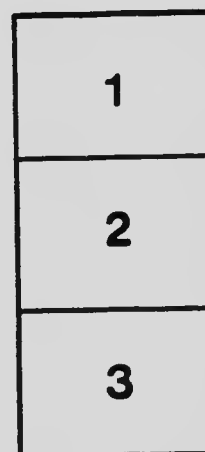
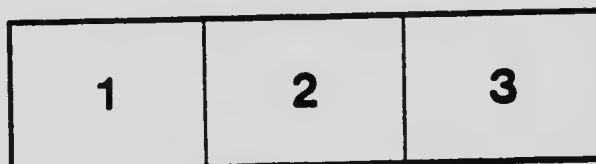
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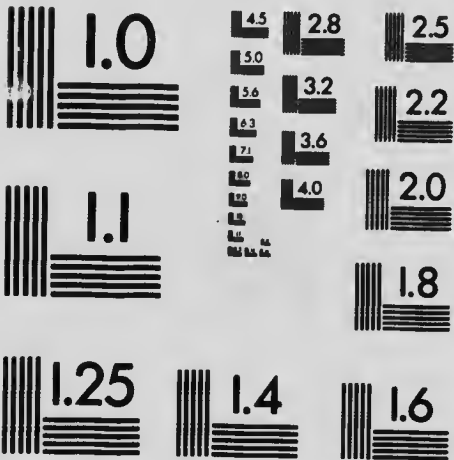
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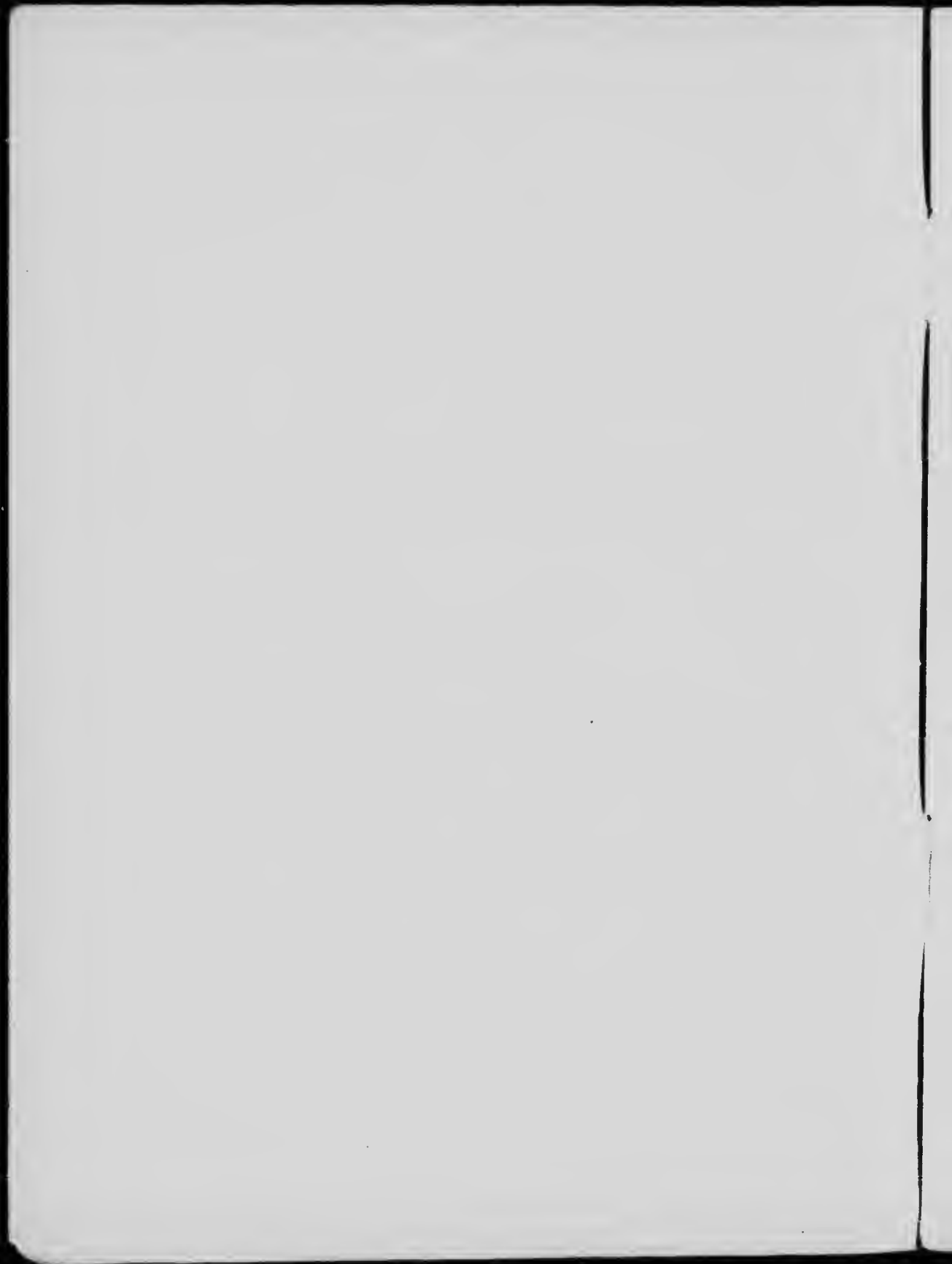
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THE DEPARTMENT OF LABOUR.

The Department of Labour for the Dominion of Canada was established in the summer of 1900 under the provisions of the Conciliation Act, which was passed by Parliament that year. Since its creation the Department has grown continuously, and has become of increasing usefulness, not only to the workmen of Canada, in whose interests it was primarily established, but to the country in general. The Department, in addition to a staff of experts resident at Ottawa, has a correspondent in practically every city of the Dominion, and by means of correspondents and in other ways the Government is kept informed of the condition of labour in all parts.

THE LABOUR GAZETTE.

The increased importance of the Labour Gazette may be taken as an indication of the general increase in the work of the Department as a whole. The Labour Gazette is published monthly by the Department of Labour. It relates only to matters of interest to workmen and their employers, and to persons who are interested in the industrial development of the country. At the end of each year the separate numbers of the Gazette are bound in volume form. Volume I., which comprises the numbers of the first year of the Department, contains 599 pages; Vol. 2, 779 pages, and Vol. 3, which was concluded with June of the present year, contains over 1,000 pages.

In the pages of these numbers will be found an account of the important industrial events of the year to which they relate; the substance of all legislation passed by the several provinces of the Dominion in the interests of labour; a record of the nature, causes and results, as well as the principal features of all the important strikes and lockouts in the Dominion; statistical tables giving the current rates of wages in the several trades for the principal localities from the Atlantic to the Pacific; similar tables giving a comparison of the cost of living in different parts of Canada; special articles on the several industries of Canada; a codification of the existing laws for the protection of persons in factories, stores, mines, on railways, &c.; statistical tables showing the extent of the trade union development in Canada, the number of labour unions, localities where situate, date of formation, &c., &c.

The chief legal decisions in the principal courts of the Dominion, which in any way affect labour, are also published, and important labour reports from all parts of the world reviewed.

But for the Department of Labour all this information would never have been collected and put together in a way to be of service to the working classes, or in such a manner as to bring to the attention of the public the nature of the conditions under which they labour. Most of the information has been collected for the first time, the tables, for example, as to strikes and lock-outs in the Dominion, the rates of wages, trade union organization, &c., never having been prepared at any previous time.

The circulation of the Labour Gazette has grown steadily ever since the first number was issued, and at the present time between 10,000 and 12,000 copies are mailed regularly each month to regular subscribers, secretaries of labour organizations, public libraries, &c. The price of the Gazette being only 20 cents a year, has been put at a rate which brings it within the reach of practically everyone who is desirous of becoming informed on labour matters.

THE FAIR WAGES POLICY.

Besides the publication of the Labour Gazette the Department has protected the interests of labour in a variety of other ways. A most important part of its work has been the securing to workmen engaged on all public contract work for the Dominion Government of a fair day's pay for a fair day's work. The system of sub-contracting on public work which was in vogue before the present Liberal administration took office, had gone on to such an extent as to give the sweating system a strong hold in Canada. This evil has been virtually swept out of existence so far as government work is concerned, in consequence of the rigorous measures for the protection of the working classes which have been introduced into all government contracts by the present government. In contracts, for example, for the uniforms of soldiers and post office letter carriers, conditions are inserted requiring that the work shall be performed in places that comply with sanitary regulations, that not less than a certain wage, which is the current wage, shall be paid to any of the men or women engaged upon the work, and that the hours of labour shall not be excessive. Before contractors re-

ceive a contract they are obliged to furnish a statement of the rates of wages and hours of labour and other conditions governing the employment of those to be engaged on the work which is being done for the government, and these conditions are first submitted to the Department of Labour for its approval. If necessary a fair wage officer of the Department is sent to inspect the premises and report as to what would be a fair rate of wages and a fair number of hours work. Not only are the workers in the clothing trades protected, but the fair wages policy of the government is extended to all branches of its work. For example, in contracts given out by the Public Works Department for the building of public buildings such as post offices, court houses, custom houses, armouries and the like, fair wages schedules are inserted along with other conditions for the protection of labour to be employed on such work. These schedules are prepared by fair wages officers of the Department of Labour, and they specify in plain language what minimum rates of wages shall be paid to the several classes of labour engaged upon the work, and the hours to be worked. The schedule is published in the Labour Gazette, so that the workmen, as well as the public generally, know what are the wages to which they are entitled. In the event of these rates not being paid, and the matter being brought to the attention of the government, the fair wages officers of the Department of Labour make investigations and report upon the conditions, and contractors are required to comply with the terms of their contract. The Department of Labour, since its creation, has investigated some 60 or more claims of workingmen for wages alleged to be due in accordance with the schedules inserted in the contracts given to their employers, and

in a large number of cases have compelled the payment by contractors of amounts to which the men were entitled, but which they might otherwise not have received. Where contractors have refused to make payment, the Department which has awarded the contract, has made payment itself to the workmen through the Department of Labour, and has deducted the amount from what is owing to the contractor under the contract. Similar schedules are inserted in the contracts of the Marine and Fisheries Department for the building of ships, lighthouses, &c., and in the contracts of the Department of Railways and Canals for railways, railway stations, &c., constructed by that Department. During the past three years the Department of Labour has drawn up several hundred schedules, all of which have become part of contracts awarded by different departments of the government.

An indirect effect of this work of the Department has been that the example has been largely followed by some of the provincial governments, municipalities and councils throughout the several provinces of the Dominion, with the result that a general movement has been stimulated which has in view the securing to the workers engaged on public contract work a just reward for their labour, as well as its performance under proper conditions as to hours, sanitation and the like.

SETTLEMENT OF STRIKES AND LOCK-OUTS.

In the settlement of strikes and lock-outs the Department of Labour has also rendered a most valuable service to the industrial classes and to the community. Under the provisions of the Conciliation Act the De-

partment may appoint a conciliator to endeavor to effect a settlement of industrial disputes wherever appeal is made to the Department by either of the parties interested. As a consequence of this legislation, and the effective administration of the Act by the Department, some of the largest and most important strikes of the Dominion have been settled through its intervention. The industries affected by this settlement have been among the largest and most important of the Dominion, embracing coal and metalliferous mines, cotton and paper mills, iron and tool works, piano manufactories and shipping interests, and the disputes themselves have been distributed pretty generally over all parts of Canada. In almost every case in which the Department has been appealed to, within a reasonable time after the commencement of the dispute, a settlement resulting in an immediate termination of the strike or lock-out has ensued. The numbers affected in most of the industries and establishments have been large, between 10,000 and 12,000 employees in all having been immediately affected. Among some of the most important settlements may be mentioned the following:

A strike of cotton mill operatives at Valleyfield in October, 1900. Three thousand (3,000) employees were involved. At the time the intervention of the Department had been requested the militia of Canada had been brought up by the corporation from Montreal to maintain order in the place.

Core-makers and other employees of the Ontario Malleable Iron Works at Oshawa, Ont., December, 1900, in which 300 employees were involved.

A strike of the employees at the Canada Tool Works, Dundas, Ont., January, 1901, involving 55 employees.

Strike of employees of the Laurentide Pulp Co., Grand Mere, Que., April, 1901, involving 800 employees.

A threatened strike of the miners employed by the Nova Scotia Steel Company at Sydney Mines, N. S., in June, 1901, involving 700 employees.

A strike of 150 employees in the cotton mills at Valleyfield, Que., in October, 1901.

A strike of the miners in the employ of the Wellington Colliery Co., at the Alexandria mines, South Wellington, B.C., in November, 1901, involving 260 employees.

A strike of piano-workers at Toronto in December, 1901, involving 450 employees.

A strike of furniture factory employees at Berlin, Ont., March, 1902, involving 40 employees.

A strike of furniture factory employees at Berlin, at Halifax, N. S., in April, 1902, involving in the neighborhood of 1,200 employees, which had the effect of virtually paralyzing business in the harbour of Halifax in the week previous to its settlement. All the steamship companies and a large number of merchants were immediately affected by the strike.

A strike of wharf-builders at Port Burwell, Ont., in June, 1901, involving 30 employees.

A strike of the employees of the Ste. Croix cotton mills at Milltown, N.B., during April of the present year, involving 300 men.

A strike of the employees of the Hawkesbury Lumber Co., Hawkesbury, Ont., during April, involving 250 employees.

A lock-out of carpenters at Calgary, Alta., which was settled on the 18th of July, which lock-out was commenced at the beginning of the month of June.

In addition to the benefit which these settlements have conferred upon the workers involved in the dispute, it is also fair to estimate that the saving to capital in consequence of the settlements has amounted to several thousand dollars.

OTHER WORK OF THE DEPARTMENT.

But the Department of Labour has not confined itself solely to the carrying out of existing legislation. The interests of the working people have also been advanced by the enactment of new legislation. There was for a time a strong public sentiment in favour of compulsory arbitration, and in 1902 the Minister of Labour introduced into Parliament a measure looking to a settlement of railway labour disputes by compulsory arbitration. It was not the intention, at the time the measure was introduced, that it should be passed until a full expression of opinion had been given in regard to its provisions by labour organizations and the public generally. The Department of Labour was instru-

mental in gathering a large number of opinions from labour organizations all over the Dominion, and also from other parties. The general concensus of these opinions was adverse to the adoption of a compulsory arbitration measure, but there was a strong sentiment in favour of a measure which would lead to the compulsory investigation of strikes on railways. During the session of 1903 the Minister of Labour accordingly introduced a new measure for the settlement of disputes on railways, which provided, in the first place, for settlement by conciliation, if possible, and in the event of conciliation failing, making provision for a compulsory investigation by an investigating board, this board to have power to examine witnesses under oath, and to compel the production of books and other documents as required. This measure is now law, and it is expected will have a salutary effect in preventing the recurrence of strikes on the railways throughout the Dominion.

The alien labour law as first enacted, required the consent of the Attorney-General of the Dominion before any action could be brought for a violation of its provisions. In response to a general feeling on the part of workmen that the law should be amended in such a way as to place its enforcement in their hands, the law was amended, enabling any person to bring an action of his own accord, where he believed that the provisions of the Act had been violated, and in order that no loss might be sustained by the person bringing the action where it was rightly brought a provision of the Act specified that as much as fifty per cent. of the fines imposed on conviction might be paid to the original informant. As an example of the

effective operation of the amended provisions of the act may be mentioned the case recently decided, of *Rex v. Geiser*, where the informant was a miner in the employ of the Le Roi Mining Company at Rossland, B.C. He laid an information against the defendant here named that the law had been violated by him in two cases, and fines were imposed to the amount of \$500 in the one case and \$50 in the other. The miner who laid this information has since received from the Department a cheque for \$275, being half of the penalties, to which he was entitled under the Act.

An important labour commission to investigate the nature and causes of industrial disputes in the Province of British Columbia was created by the Department during the present year. The Commission heard a large number of witnesses, including both employers and employees, officers of trade unions and others; went fully into the causes of strikes existing at the time in the province, and dealt generally with questions affecting the rights of both employers and employed as well as of organized labour. The Department of Labour is distributing the report of this Commission and has undertaken the printing of the evidence which will be soon available for distribution as well.

THE RECORD OF THE CONSERVATIVES AND LIBERALS TOWARD LABOUR COMPARED.

In 1886 the Conservative government of the day appointed a commission to deal with the subject of the relation of labour and capital. That Commission took about three years to prepare a report, which cost the

country over \$81,000. The chief recommendation contained in the report was that a Bureau of Labour for the Dominion was urgently needed. An Act was passed establishing a Department of Labour just previous to the election of 1890, but after the return of the Conservative party to power in that year, nothing ever was heard of the Act, and no Department of Labour was established.

Prior to the election of 1896 the Conservative party appointed a Commissioner to investigate the alleged existence of the sweating system in Canada. This commission reported that there did not appear to be any sweating system in the Dominion.

When the Liberal government assumed office in 1896 they at once directed their attention to the condition of labour in the Dominion. They had every evidence to believe that notwithstanding the report of the commissioner appointed under the previous Conservative administration, that the sweating system had gained a very strong foothold in the Dominion. The present Minister of Labour appointed a special commissioner to investigate this matter, and he reported to the government that in practically all of the clothing contracts which had been executed for the government during the preceding 10 years a system of sub-contracting had prevailed, which had resulted in sweating in its extreme forms. It was this report which led the government to adopt its anti-sweating regulations and fair wages policy, which it has since carried out.

The Department of Labour was established in 1900 without any special recommendation from a Commission, and has increased in importance ever since. The

total cost of the Department, including the salaries of all its officers, the printing, binding and distributing of the Labour Gazette, the travelling expenses of fair wage officers, expenses of the conciliator engaged in the settlement of strikes and all other departmental expenses have come to about what the Conservative government paid for its commission on capital and labour, which extended its work over a similar period of time, and from the work of which there have been absolutely no results.

