
SECOND REPORT.

P R E A M B L E.

To His Excellency the Right Honorable Sir Frederick Arthur Stanley, Baron Stanley of Preston, in the County of Lancaster, in the Peerage of Great Britain, Knight Grand Cross of the Most Honorable Order of the Bath, Governor General of Canada, and Vice-Admiral of the same.

Your Commissioners appointed "for the purpose of enquiring into and reporting on the subject of labor, its relation to capital, the hours of labor and the earnings of laboring men and women, and the means of promoting their material, social, intellectual and moral prosperity, and of improving and developing the productive industries of the Dominion, so as to advance and improve the trade and commerce of Canada; also, of enquiring into and reporting on the practical operation of courts of arbitration and conciliation in the settlement of disputes between employers and employes, and on the best mode of settling such disputes; also of enquiring into and reporting on the expediency of placing all such matters as are to form the subject of such enquiry under the administration of one of the Ministers of the Crown," beg leave to submit their report.

PLACES VISITED.

Your Commissioners have visited and taken testimony in the following places: In Ontario—Toronto, Windsor, Chatham, St. Thomas, London, Petrolia, Hamilton, St. Catharines, Kingston, Cornwall and Ottawa. In Quebec—Montreal, Quebec, Levis, Sherbrooke, Capelton, St. Hyacinthe and Hull. In New Brunswick—St. John, Moncton, Chatham, Newcastle, Fredericton, Marysville, St. Stephen and St. George. In Nova Scotia—Halifax, Dartmouth, Londonderry, Spring Hill, Amherst, Stellarton, New Glasgow, Sidney Mines, Glace Bay and Bridgeport. Nearly two thousand witnesses were examined. The testimony taken is hereto appended.

The witnesses who gave testimony were not in all cases residents of the places visited, but came from the surrounding districts and adjacent towns.

DIRECT ATTENTION TO CHIEF EVILS.

In considering their report, your Commissioners have felt themselves at liberty to direct attention to all the chief evils which were exposed by the testimony, and to ask for their removal, without presuming to determine in all cases what authority possesses the power to correct them.

REASON FOR SUPPRESSING NAMES.

It is to be regretted that a number of witnesses refused to permit the publication of their names, fearing dismissal or other mark of disapprobation on the part of their employers. If that fear was well founded it is greatly to the discredit of those exercising such petty tyranny. In most cases, however, employers were quite willing that their hands should testify, and a few actively interested themselves in aiding the investigation.

TABLE OF WAGES.

A table of wages, as paid in the places visited by the Commission, has been compiled, and will be found annexed.

The testimony taken sustains a belief that wages in Canada are higher than at any previous time, while the hours of labor have been somewhat reduced in some

sections. At the same time, many necessities of life are lower in price than ever before, so that the condition of the working people in this respect has materially improved. Especially has this been the case during the past ten years.

FACTORY LEGISLATION.

As will be seen from the evidence, in many of the factories and workshops the employment of children of tender years prevails extensively. It would be a waste of time to point out the injurious effects likely to arise from this evil. So long as it is allowed to continue the amount of education necessary to fit these children to become useful members of society cannot possibly be acquired.

In addition to their mental injury, there is also the physical ill which naturally follow upon a too early application to continuous work in the close-confined atmosphere of badly ventilated work-rooms.

To remedy this evil it is demanded that the employment of children, of either sex, under fourteen years of age, be strictly forbidden; that factories in which women and children are employed shall not commence work before 7 o'clock, a.m., that the hours of child and female labor shall not exceed fifty-four in one week or more than ten in any one day, and that night work be prohibited in all cases for children under sixteen years of age. (*See Factory System, page 87*).

EXISTING FACTORY LAWS.

Laws regulating the employment of women and children in factories and workshops are on the Statute Books of the Provinces of Ontario and Quebec. So far as could be learned by the Commission, they are largely inoperative, and as long as any doubt exists with reference to the constitutionality of these measures they are likely to remain so. Masters and workmen agreed that it would be desirable to have a general Act upon this important subject. It is earnestly recommended that a test case be made and the jurisdiction settled once for all. If it were found that the power to legislate is vested in the Provinces, existing Acts could be more efficiently enforced, and workingmen in the other Provinces could bring pressure to bear upon their Local Governments to enact similar measures.

STATE OF MORALS.

Careful enquiry was made into the state of morals in manufacturing towns and cities, and especially in cotton mills and other industrial establishments in which large numbers of both sexes are employed. The testimony on this point proves the moral character of the working women in Canada to be as high as that of other classes. It is believed that some scandal would be removed, and possibly some evil prevented, if all employers of mixed labor were required to provide wholly separate conveniences for the two sexes. (*See Morals, page 90*).

FINING OF EMPLOYÉS CONDEMNED.

It is recommended that the system of fining, in active operation in some lines of industry, and stores, be forbidden by law, under a penalty sufficient to ensure the breaking up of this pernicious practice.

Every operative and clerk ought to be reasonably certain that the wages, which by his or her skill and industry has been earned, shall suffer no reductions owing to the petty tyranny sometimes practised by those in authority. The money which is lawfully theirs, by right of the increased value which they have created, ought not to suffer any deduction whatever in reaching their hands.

There are ample means at the disposal of the employer to secure careful attention to work and proper discipline without resorting to these iniquitous exactions. (*See Fining of Employés, page 91*).

BOARDS OF ARBITRATION.

Strikes and lock-outs are the cause of much bitter feeling, vast pecuniary loss, and a wider estrangement of the employed and employing classes. We believe it is

possible to prevent, to a considerable extent, these causes of divisions amongst men by boards of mediation and arbitration, and would recommend that a system of local and voluntary boards, together with a permanent board, be provided, whose duty it shall be to arrive as speedily as possible at an amicable settlement of labor disputes. (See Arbitration, page 92).

LABOR CONTRACTS.

Contracts for labor, in order to be fair in their operations, should be equally binding upon both parties, the buyer and the seller. This is certainly not the case where the employes are compelled to bind themselves to belong to no labor organization as a condition of securing employment. It is a bartering away of the rights of citizenship in a free land. Trade unions are legalized by the laws of this Dominion, and any contract which binds the workman to abstain from attaching himself to one of these organizations, when he thinks that by so doing his material prosperity would be advanced, ought to be declared void and of no effect in law. (See Iron-clad Agreements, page 98).

SHORTER HOURS OF LABOR.

The evidence taken before the Commission shows that efforts are being made by the employes in many lines of industry to shorten the hours of labor. It is believed that with more time for study and recreation the working people of the Dominion would be more contented, more prosperous, and better fitted to discharge the duties of citizens of a free and self-governed community. In order to assist the workers in this laudable ambition it is urged that the Government aid the movement for shorter hours, by stipulating in every contract for work entered into with it that the contractor shall not employ his hands for a longer period than nine hours per day. (See Shorter Hours, page 98).

CASH PAYMENTS ASKED FOR.

Justice demands that the working people of the country should be paid in cash and in full, and whereas evidence has been adduced before this Commission showing that amongst lumbermen, miners, and some other classes, a species of payment in truck exists, to a certain extent, therefore your Commissioners are convinced that a law abolishing such payment would prove a great boon to those immediately the victims of it, and would, in addition, have a stimulating and healthy effect upon the trade of the country.

Your Commissioners are further firmly convinced that the more frequent payment of wages would be a great advantage to employes in all lines of industry, and that legislation enforcing payment of wages at least fortnightly would render the working classes more contented, frugal and prosperous. (See Truck System, page 100.)

COMPENSATION FOR INJURIES.

In only one Province of the Dominion (Ontario) is there any specific legislation providing for the compensation of workmen who are injured while in the discharge of their duties. Employes in the other Provinces—with the exception of Quebec, which has the Civil Code of France—are exempted by the doctrine of common employment from the obligation to compensate their workmen for injuries received while in their service, or the heirs of the workman, in the event of his being killed. In the opinion of your Commissioners a general act upon the subject would be both wise and beneficial, and this law should cover the case of all accidents to workmen while following their customary avocation, which are not brought about by their own carelessness or negligence. If, however, a Federal Act would be *ultra vires*, it is earnestly to be hoped that the workmen of the other Provinces will shortly be placed upon the same footing, in this respect, as are those of Ontario and, to a certain extent, Quebec. (See Employers' Liability, page 102).

CERTIFICATES FOR ENGINEERS.

There is serious danger in permitting unskilled men to control large engines and boilers. It is therefore recommended that strict examination be made and certificates be granted to properly qualified persons; and none that do not hold such certificates be permitted to remain in charge of engines exceeding six horse-power, or of boilers used for heating factories or other large buildings. The practice of placing boilers under the pavements in some cities is a growing source of danger to life and property. And it is further recommended that a system of inspection that would cover all boilers should be made compulsory. (*See Stationary Engineers, page 105*).

SUGGESTIONS FOR SECURING GREATER SAFETY TO RAILWAY EMPLOYÉS.

The evidence of railway employés given before the Commission clearly establishes the need of some legislation on their behalf. Their occupation is of necessity a hazardous one, but much can be done to diminish the risk of accident and death incurred by them, by compelling the companies to remove unnecessary causes of danger. Your Commissioners would recommend that legislation be enacted to provide for a uniform width of running-boards; for the placing of a guard-rail on the outer edge of the roofs of freight cars; making it a penal offence to leave that portion of railway tracks known as frogs in an unprotected condition; to prohibit, if possible, the dangerous style of dead-woods that are attached to some freight cars; that every means be used to induce railway companies to adopt the automatic air brake in place of the hand brake now in use; and for the early introduction of a car-coupler that will remove the necessity for brakemen going between the cars in making up trains. The increasing amount of Sunday work is a matter of grave concern to the community at large, and steps should be taken to prohibit unnecessary labor on that day, and, if possible, put a stop to it entirely, so far as the moving of freight is concerned. (*See Railway Employés, page 106*).

UNSAFE VESSELS.

Sailors on our inland waters complain that their lives are oftentimes imperilled by their having to undertake voyages in vessels which are not seaworthy. As it has been recognized as a duty by most civilized countries to look carefully after the safety of these men, whose occupation is at best a perilous one, it is strenuously urged that legislation be had which will render compulsory a system of inspection for the vessels navigating our inland lakes and rivers; and providing, further, that no vessel shall be permitted to leave port unless she is properly manned with a sufficient staff of competent sailors, supplied with all necessary life-saving appliances, has proper accommodation for all on board, and is not so over-loaded as to prove unseaworthy. (*See Inland Navigation, page 108*).

THE OIL INDUSTRY.

Your Commissioners beg to direct attention to the interesting testimony bearing on the oil industry given at Petrolia. Some important information on the wants of that trade will be found from pages 692 to 730, Ontario evidence. As it is a matter of considerable importance to the people of the Dominion that this article, which enters so largely into domestic use, should be made as perfect and safe as possible, some attention might be given to the present system of testing the oil. In making any change, found necessary in the interest of this industry, every care should be taken that the non-explosive condition of the oil should be maintained. The request that an inspector of tanks be appointed seems a reasonable one, and it is hoped the Government will be able to meet the views of the producers in this respect.

PLATES FOR PRINTERS' USE.

Your Commissioners believe that the importation of stereotype plates and celluloïd matter from foreign countries, to be used in the printing offices of Canada,

operates unjustly to the Canadian mechanic. If, on account of its cheapness, publishers find it necessary to use such matter, it should be obtained from Canadian makers, and thus be made to furnish employment to our own printers and stereotypers. Your Commissioners, therefore, recommend that a sufficient specific duty be levied upon this matter, to prevent its importation. (*See Stereotype Plates and Celluloid*, page 109).

GEAR INSPECTOR.

We would recommend that an inspector be appointed at the principal shipping ports for the purpose of examining the gear to be used at the loading and unloading of vessels, so that accidents from use of defective ropes, chains, etc., may be avoided. (*See Longshoremen and Ship Laborers*, page 110).

PROHIBITION FOR MINERS.

As both managers and men of the coal mines of Nova Scotia expressed themselves very forcibly in favor of a law prohibiting the sale of intoxicating liquors in the vicinity of the mines, your Commissioners recommend a stringent law prohibiting the sale of such liquors within a certain radius of all mines.

LABOR UNIONS.

Workingmen's organizations have spread very rapidly of late years and with much apparent good to their members and trade. They have made it possible, in cities where they are strong, for workingmen to maintain their wages at a living rate. Much testimony was given of their influence for good in the discouragement of strikes and in advocating mediation and arbitration for the settlement of disputes between capital and labor. By stimulating their members to aim at a higher standard of proficiency in their callings they have done much to improve the skill of our artisans. To them is largely due the improved sanitary conditions in factories and workshops, the shortening of the hours for child and female labor and the separation of the conveniences for the sexes. In nearly all of these societies benevolence forms a prominent part of their work—the caring for the sick and injured, and the providing for the families of deceased members by their insurance departments. They inculcate a spirit of self-control, of independence, and of self-reliance in matters that affect their material welfare, and are the earnest promoters of temperance principles among the working classes. Your Commissioners recommend that in view of the good already accomplished the increase of such societies be encouraged by all legitimate means, and that one day in the year, to be known as Labor Day, be set apart as a holiday by the Government. (*See Labor Organizations*, page 111).

ALIEN CONTRACT LABOR.

Canadians are prepared to welcome to the Dominion, farmers and farm laborers who come with the intention of taking up land, but the immigration of mechanics and unskilled laborers should not be encouraged. The labor market of Canada is already overstocked, the only class of help for which the demand exceeds the supply being female domestic servants. The sending to Canada of waifs and strays from the poor houses and reformatories of other countries should be discountenanced. Canadian workingmen feel it to be an injury that alien foreign labor is allowed to be imported under contract. In the opinion of your Commissioners, penalties should be imposed upon the resident contracting party, as well as upon those who undertake the transportation of the alien contract laborer or mechanic into the Dominion. (*See Immigration*, page 114).

CONVICT LABOR.

Some testimony on the subject of convict labor was given before the Commission, but nothing new was elicited by the enquiry. The general feeling of the witnesses examined was in favor of keeping the prisoners constantly employed at some regular

labor, both on physical and moral grounds. Notwithstanding the opinion expressed by Warden Massie, of the Central Prison, Toronto, in favor of the contract system, it was considered by all others that prisoners should be employed on State account only, in the manufacture of such articles as are needed for Government use—that if any goods are made for sale to the public they should be such as will come least into competition with free labor. That all goods of prison make offered for sale should be stamped in a plain manner and a penalty attached for the obliteration or covering of the stamp.

COLLECTION OF RENTS.

We recommend that in the collection of rents landlords should have no preference over other creditors, and that as many articles of household use as are necessary to comfort should be exempt from seizure to satisfy any debt. That tenants should be protected against the growing practice of increasing rents from year to year at the will of the owners of houses or leasehold land. A simple remedy should be provided for arriving at the value of leasehold lands, where a renewal of lease is required, to protect the lessees from excessive costs. (*See Land and Rents, page 115.*)

LIEN LAWS.

Laws giving mechanics and laboring men a lien upon the products of their labor are in operation in most of the Provinces. Workingmen, however, sometimes have difficulty in obtaining their rights under these liens. In order to ensure that the wages due shall with certainty be paid it is recommended that liens for wages shall form a first claim upon a building, machinery or any article upon which a lien can legally be placed.

WAGES SHOULD BE A PREFERENTIAL CLAIM.

Serious loss has in some cases been experienced by working people through the failure of the person or firm by whom they were employed. Wages, to a considerable amount, have been lost in this way, entailing great hardship and much suffering. It is believed by your Commissioners that three months' wages of all operatives should rank as a preferential claim upon all insolvent estates, and that the assignee or other person in charge should settle claims for wages in full before the accounts of other creditors are dealt with.

ACTIONS FOR SMALL DEBTS.

The enormous costs attaching to the collection of small debts by process of law have been clearly set forth by some of the witnesses. It is a serious grievance and one which imperatively calls for legislative intervention. The opinion of your Commissioners is, that in all actions for debts of less than \$25 no greater sum should be allowed for costs than \$1. (*See Collection of Small Debts, page 117.*)

GARNISHMENT OF WAGES.

Some information was obtained on the subject of the garnishment of wages. In several occupations it was stated that a second garnishee secured the dismissal of the workman. Under garnishee laws wage-earners are subjected to a method of compelling payment which cannot be applied to other classes. Laws entirely abolishing garnishment of wages, or leaving a very liberal amount free from attachment, are in force in some of the American States and similar laws we consider would be beneficial in Canada.

SAVINGS BANKS.

The facilities afforded by the Government and Post Office Savings Banks are, we are gratified to find, being largely taken advantage of by the working classes. The system offers a perfectly safe method of laying up funds to be drawn upon in cases of unforeseen emergencies, and thus prevents the degradation of being compelled to seek for charity. We would recommend that, in so far as the interests of the public will permit, the system be further extended, so that it may be brought within the reach of a larger number of working people.

PAYMENT OF WAGES IN SCRIP CONDEMNED.

Believing that only the Government and the chartered banks should be permitted to issue currency, your Commissioners recommend that payment of wages in scrip, notes, tokens, or any other promises to pay, or evidence of indebtedness intended to be used as currency, by any other persons or bodies, be forbidden by law. We would also recommend that in the case of bills intended to be used as currency, issued by any bank holding its charter from the Dominion Government, their acceptance at par value should be made compulsory at any branch of all other banks who derive their authority to do business from the same source.

SANITARY CONDITION OF WORKMEN'S DWELLINGS.

Intimately associated with the material welfare and social and physical well-being of the workingman is the sanitary condition of his dwelling. In the large cities very exhaustive evidence was taken, showing that the poorer classes are laboring under a serious disadvantage in regard to sanitary inspection of their homes, which hinders, in many cases, their moral and physical advancement. Often, by reason of the increase of rentals, the difficulty of obtaining constant employment, and the scarcity of suitable tenements in congested districts, workingmen are unable to exercise that choice which is necessary for their comfort and well-being. In most of the large cities and towns there are municipal laws having reference to sanitary matters, but owing to their indefiniteness, the apathy of inspectors, the influence of landlords, or the helplessness of the tenant, these laws are in a great measure inoperative.

CO-OPERATION

It is to be regretted that co-operation in business has not as yet made any considerable progress in Canada, though the principle, both in its productive and distributive forms, seems to be well understood and has many advocates among workingmen. This plan, as well as that of profit-sharing, has been adopted with success in England, France, and some few places in the United States. It would be productive of much good if carried out in the Dominion, and remove many causes of friction between capital and labor. (*See Labor Organizations, page 111*).

CO-OPERATIVE BUILDING ASSOCIATIONS.

In one or two places co-operative saving associations have been formed, to enable persons in comparatively humble circumstances to acquire homes. It is believed that the principle might be greatly extended in such a manner that weekly or monthly payments, not materially greater than present payments for rent, would in a few years purchase homes.

CHANGE IN SCHOOL CURRICULUM.

The people of Canada are justly proud of the excellent system of education provided in their public schools, though it is a matter of regret that so many children of the working people are unable to take full advantage of the opportunities afforded, because of the early age at which many of our large industries are permitted to employ them. In some places visited by the Commission quite a number of children were found at work who were unable to read or write. It is felt by some that a change should be made in the curriculum of the schools, to render the instruction given more practical. Your Commissioners recommend that as far as possible the instruction be made such as will train the scholar to use his hand, his mind, and his eye together, and so fit him in after life to adapt himself to any mechanical calling he may adopt. And further, that special schools be established in our cities and large towns, where a full course of technical instruction could be had, and that in connection with these schools there should be evening classes for mechanics and apprentices. (*See Education, page 118*).

APPENDICES.

At a meeting of workingmen held in Victoria, B.C., a series of resolutions were passed, which will be found appended to this report, together with a number of letters which your Commissioners deemed it advisable to publish.*

BUREAU OF LABOR STATISTICS.

Your Commissioners are firmly persuaded that the interests of working people will be promoted if all matters relating to them be placed under the administration of one of the Ministers of the Crown, so that a labor bureau may be established, statistics collected, information disseminated, and working people find readier means of making known their needs and their desires to the Government. (*See Bureaus of Labor Statistics, page 121*).

The foregoing recommendations endorsed.

JOHN KELLY,
S. R. HEAKES,
H. A. McLEAN,
U. CARSON,
JOHN ARMSTRONG,
WM. HAGGERTY,
WM. A. GIBSON,
PATRICK KERWIN.

* Also continuation of the evidence of Thomas Stewart, Ottawa.

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OUR FACTORY SYSTEM.

Factories of various kinds having been in existence in Canada for many years, but it was not until the impetus given by the protective tariff of 1879 had been fully felt that they became an important feature of the wealth and prosperity of the Dominion. With us the factory system has not grown slowly; it sprang into existence almost at one bound, and was the creature of the legislation adopted ten years ago. That a vast amount of good has been accomplished in promoting the material prosperity of the country by the large industrial establishments thus called into being is undeniable. To them the growth and consequent prosperity of our towns and cities is largely attributable. As it is impossible for all minds to think alike, so it is equally impossible to build up a country upon one industry alone. Some are attracted to the independent life of the farm, and are happy in its pastoral calm, while others prefer the rattle of the shuttle and the whirr of the spindle. That land is best off which offers to its people a diversity of employment, so that all may find avocations suitable to their inclinations. Nothing can be more certain than that the money which would have been sent out of the country to pay for the manufactured goods, had we continued to import them, would be followed by that class of our citizens who are attracted to the life of the factory operative. In this way both money and population would be sent out of the Dominion, neither of which could be spared, and to the manifest detriment of those who remained to till the soil. By encouraging the growth of industries in our midst we have become practically a self-contained people, able to produce for ourselves all that is necessary to support life in comfort, and even in some degree of luxury.

But it has also to be pointed out that in acquiring the industries at one bound we have also become possessed, just as quickly, of the evils which accompany the factory system, and which, in other lands, were creatures of a gradual growth. These evils have engaged the serious and special attention of the legislators of the motherland for generations. They sprang from the desire to acquire vast fortunes in the shortest possible interval of time, regardless of the suffering which might be caused to the individual or the bad effect upon the State. There seems to be no idea of any obligation existing between the employer and his operatives, any more than the mere payment of wages. To obtain a very large percentage of work with the smallest possible outlay of wages appears to be the one fixed and dominant idea. There is no bond of sympathy existing between the capitalist of the large mill and his employes, such as prevailed when smaller works were the rule, and an intimate personal acquaintance existed between the employer and the workman.

To arrive at the greatest results for the smallest expenditure the mills and factories are filled with women and children, to the practical exclusion of adult males. The reason for this is obvious. Females and children may be counted upon to work for small wages, to submit to petty and exasperating exactions, and to work uncomplainingly for long hours. These are the inducements to employ this class of labor and why it is being utilized so largely. It would be wrong to blame any individual mill-owner or corporation for this state of affairs. It is entirely due to the system which all alike work by. So long as one employer is permitted to fill up his factory with this cheap labor, without any restrictions, the others are compelled to do likewise, or suffer the consequences of being undersold in the general market. There are, however, excrescences upon the system for which individuals are altogether responsible, and for which there ought to be some way of holding them to strict account. One such presented itself in Montreal, where the conduct of a cigar

manufacturer, in a large way of business, was under examination. The evidence in connection with this matter will well repay a careful perusal. It is almost impossible to believe that such things should be done in the latter part of the nineteenth century, and yet it is very clearly proved that in this factory apprentices were imprisoned in a "black hole" for hours at a time. Occasionally the incarceration would stretch beyond the working hours, and a special visit would be made to the factory to release the poor little fellows. A special constable, who still wore his constable's badge, was employed to overawe and strike terror into the hearts of the juvenile offenders, and to carry out the punishment awarded by the proprietor and his foreman. Occasionally this Oriental despot would himself be the executioner of his own decrees, and did, upon one occasion, personally chastise, in a flagrantly indecent manner a girl eighteen years of age. And for all this the law provides no remedy—nay, incredible as it may appear, law, in the person of the Recorder of Montreal, expressly authorized the punishment inflicted. This gentleman, on being examined, stated that he had authorized employers to chastise their operatives at their discretion, so long as no permanent injury was inflicted; and this evidence was given in the Year of Our Lord one thousand eight hundred and eighty-eight, much as it might be wished that it referred to some period of the dark ages, when servants had no rights which their masters were bound to respect. The evidence (of both Mr Fortier and the Recorder—pages 123 and 388, Que.) describes a state of affairs which is simply astounding. So vicious was it that a boy who was one of the witnesses before this Commission asked to be sent to the reformatory as a means of escape from the treatment he received. The cigar manufacturer, when detailing his actions in the case of the young girl whom he so shamefully treated, seemed to think it a matter of very small consequence—a matter-of-fact, every-day occurrence, which it was not worth while making any ado about; and the Recorder was equally complacent when stating that he had empowered employers of labor to chastise their apprentices, because, in his opinion, it was "in accordance with common sense, which is the natural law, and conforms with positive Divine law and the civil law." Comment on such evidence would be superfluous. But it may be said that if there is any civil law in existence which authorizes the infliction of corporal punishment, as stated by the Recorder, it ought at once to be repealed; for so long as it remains upon the Statute Book Canada has no right to class herself with the civilized nations of the earth.

Other cases of brute force being resorted to by employers came before the Commission, but none of so flagrant a character as that referred to above.

What is imperatively required to meet such cases, and what we are convinced the public demand, is a stringent factory law, requiring frequent inspection by officers who will prosecute to the utmost limit men who are so completely regardless of the usages of civilization as to act toward their employés in this way.

A very common rule, one to be found in most factories, is that which requires a certain notice to be given before leaving the employment, under the penalty of forfeiture of wages earned. If this rule were a reciprocal one not much objection could be taken to it, but where, as is most frequently the case, employers hold themselves free to discharge employés without any notice, the rule is an unjust one. So unfair is it deemed to be that in the State of New Jersey an Act has been passed which provides that manufacturers who require from employés, under forfeiture of wages, notice of intention to quit, shall be liable to like forfeiture if they discharge employés without similar notice, unless in case of a general suspension of business.

The general hours of labor are ten per day, but in some instances longer time is worked, and it is particularly noticeable that where this is the case it is in factories where females and children constitute the greater part of the help.

The sanitary conditions of many of the large factories are good, but there is in nearly all the small mills, and in some of the large ones, vast room for improvement in this respect. Cases are frequent where no separate conveniences exist for the use of the two sexes, and cleanliness in flushing closets, etc., is not looked after as closely

as the health of the employ  s require. The locking of doors, which might entail great loss of life in case of a fire panic, is a very common rule, and cases where adequate outside means of escape in case of fire are provided are remarkably scarce. There is very little attention paid to the safety of hoists, and accidents by falling down the well, or defective machinery for the working of these, are far too frequent. There are very few cases met with in which suction fans are used to carry off dust in works where a considerable quantity is generated. Machinery in the larger mills is fairly well guarded to prevent accidents, and this is due to the fact that a large part of the machinery is made in Great Britain, where such guarding is compulsory, and the protection forms part of the machine. In the case of machinery made in our own country, and in mills and workshops where such machinery is used, there might be considerable improvement made in this respect. It is very unfortunate that the question of jurisdiction should have been raised in the case of factory laws. While acts bearing upon this subject, and which, if properly enforced, would remedy many of the evils of factory life, have been passed in the Provinces of Ontario and Quebec, it is notorious that they have so far accomplished little or no good. The Ontario Act was passed some two years before the inspectors provided for by it were appointed. Nearly another two years have elapsed since the appointment of these officers and during the whole of that time, up to the close of this enquiry, only one case had been brought before the courts. This inactivity cannot be for want of material to work upon.

The Act does not include places where less than twenty people work and it is notoriously winked at by employers of labor. Just as long as there is manifested a reluctance to enforce its provisions by process of law it will remain a delusion and a farce upon legislation. It would be better to discard it altogether than to retain it, and yet make no proper effort towards its enforcement. The same remarks, to a limited extent, would also apply to the Quebec Act. It had been passed two years and no inspectors had been appointed until the lamentable state of affairs prevailing in Montreal had been brought to light by evidence given before this Commission. In none of the other Provinces are there any laws regulating factory labor.

The utter uselessness of a provincial law on a matter like this, where all the Provinces are alike interested, has been made clearly apparent. Where a law has been passed by one Province, imposing restrictions upon the number of hours to be worked, or the ages of children who may be employed, and the adjoining Province refuses or neglects to do so, there is a great temptation on the part of the former not to put the law in motion for fear of embarrassing the manufacturers. It is apt to be considered, and rightly considered, that no restrictions should be placed upon one industry that do not apply equally to all who are in the same business. The protection which is given to manufacturers against outside competition proceeds from the Federal Government, and is enjoyed by all in common, and equally all should be placed on the same footing in the matter of restrictions. There is, too, a keen competition between different localities for the securing of these industrial establishments, and as the capitalist will naturally locate his mill at a point where there are no restrictions as to the hours of labor or class of help to be employed in preference to another place, where these laws are in force, an unfair advantage is enjoyed by the Province which refuses to pass a fair, just, and reasonable measure of protection to the factory worker. It must also be considered that the proper enforcement of factory legislation is too expensive for it to be resorted to by the smaller Provinces, which do not contain a large proportion of factory labor. These beneficial provisions would therefore, in all probability, be confined for a considerable period to a portion of the Dominion.

In view of all these circumstances we would strongly urge the desirability of a Dominion Factory Act, wherein uniformity of laws can be obtained. If there be a doubt as to the powers of the Federal Government in the premises there ought to be a way provided for removing that doubt.

The absolute necessity which exists for such a measure, the good results which would follow from the efficient enforcement of a uniform law throughout the Dominion being so much greater than could possibly be achieved by the divers provincial Acts, a united effort should be made to remove any difficulty that may be in the way. The feeling in its favor is general; it has been frequently and strongly expressed, and the working classes are confidently looking forward with the hope that in the not far distant future their wishes will be met. As the request they make is not an unreasonable one, so the difficulty to be overcome should not be an insuperable one. If it can be met in no other way, each of the Provinces might be asked to give their consent to a general Act of the Dominion Parliament.

MORALS.

Grave charges of immorality have from time to time been made against female operatives in the large mills and factories. Whenever such charges have been made very serious apprehension has been felt by the public and careful enquiry has been made, in order to arrive at a correct conclusion upon this all-important subject.

In considering this matter it is necessary to look closely at the conditions of life in which—through no fault of their own—these young girls are placed. Stern necessity obliges them to earn a livelihood, and in pursuance of the avocation by which they earn their daily bread they are frequently compelled to toil for long, weary hours in close, ill-ventilated rooms. In these rooms there is a general commingling of the sexes, which is partly necessitated by the nature of the work in which they are engaged, and which cannot be avoided so long as the division of the task between males and females remains as at present. To this extent employers are not to blame, but when we find that in many cases the closet accommodation is lamentably insufficient, and that no attempt is made at a separation of these conveniences, grave censure is merited. It has been sufficiently demonstrated that in some factories closets are used indiscriminately by the operatives of both sexes, and where the employer is thus careless of the moral feelings of his operatives it should be the duty of the State to interfere and see that the proprieties of life are strictly observed. In further consideration of the case of these girls it must be remembered that for a considerable period after commencing work in a mill or factory they are paid such small wages that it is almost impossible for them to live respectably and clothe themselves decently out of the amount.

Given these conditions, it is not a matter for surprise that one is occasionally driven in despair to a life of sin. But it is monstrous to condemn a whole class because of an occasional sinner, as has been far too frequently done in this matter.

This subject came prominently before the Commission at Montreal, and was also touched upon at other places. At Montreal one witness (page 314 Que.), asserted that a condition of gross immorality prevailed in one of the mills of that City. In reading this witnesses' testimony it will be well to bear in mind that he was an ex-employee of this mill.

His charges were very general in their nature, and provoked an outburst of natural indignation from the present employés of the company. A large number of these appeared before the Commission, and conclusively proved that the statements made by this witness were not warranted by the facts.

To make sweeping assertions of immorality against a whole class seems to be a comparatively small matter with some people; nevertheless, when their assertions are not consistent with the facts the cruelty and injustice involved ought not lightly to be passed over. The bare fact that a girl is willing to work hard during a long and tedious day for a very small allowance ought to be conclusive evidence that she is not inclined to a life of sin. The operatives of this mill who gave evidence before the Commission showed that though the toil is severe and long continued it is but rarely that one of the girls departs from the strict line of virtue. That occasionally

one is led astray is probably true, just as it is equally true, that cases of immorality are found, from time to time, in what are termed the "higher walks of life." We need go no further than the records of the divorce cases in the Dominion to prove that immorality is not confined to the poor, hard-working factory operatives.

In a return furnished by the officials of the penitentiary at Manchester, Eng., to prove how far the ranks of prostitution are recruited from factory girls, it is stated that "while eight out of every fifty proceeded from factories, no less than twenty-nine out of fifty were from domestic service." The percentage of immorality amongst factory girls is not so great as in other classes where the pinchings of poverty do not offer the same direct incentive to vice, and we believe that those who assert to the contrary are common libellers of a class who are nobly striving to live upright, honorable lives, under such conditions as should secure for them that "charity which thinketh no evil."

FINING OF EMPLOYEES,

Of late years a system of fining employés of factories and stores has sprung into existence. This system cannot be condemned too strongly. It provokes feelings of bitter and lasting animosity on the part of the employé against the employer, not so much on account of the amount deducted as from the prevailing idea that it is a form of petty larceny for which the law provides no punishment. It is worthy of note that the fines are only imposed upon females and children, the most helpless class of operatives. Men will not put up with deductions from wages which they have toiled hard to obtain, and therefore the system is not applied to them. As it is not found necessary in the case of adult male operatives, why should it be practised upon working women and helpless children? Not because of the necessity, but simply because it is passively submitted to. Of all the mean, pitiless exactions which labor has to suffer from this is the vilest. A young woman will work hard from Monday morning until Saturday evening for a paltry pittance of three or four dollars, and when pay day comes finds that the sum of 25 or 50 cents, or even \$1, has been deducted for some trifling breach of the rules, or because of the petty spite of the overseer.

It is fortunately true that the system is not extensively practised in Canada. It is as yet only in its infancy; but it is growing and unless some means is taken for preventing its spread is liable to permeate through all our industries. It is a noxious plant which has but recently been transferred to our soil, and before it assumes threatening proportions efforts ought to be made to root it out. If it be found that employers are not to be driven from it by public opinion, legislation should be resorted to to prevent these exactions being made.

Cases were found where females were fined 25 cents for taking a piece of toilet paper with which to curl their hair, and in the factory where this was done, and another factory under the same management, no less a sum than \$2,706.32 was collected, or, more properly, confiscated from the employés in one year. This sum was equal to 1 per cent. of the wages paid, and over one-quarter of the dividend paid to the shareholders, the dividend being 10 per cent. The shareholders had no compunction about receiving this money, but probably had they known the source from which it came they might hesitate before accepting it.

Where this fining system prevails little or no discrimination is exercised. Employés are just as liable to be fined for what is purely and entirely an accident as they are in cases where they have been careless. Advantage is also taken of the system by forewomen and overseers to vent their private spleen upon the operatives. Fines are imposed in these cases for laughing, for speaking to a fellow employé and other similar "offences."

A portion of the fines are collected for damaged, or what is alleged to be damaged, work. Whether the feeling is justifiable or not, there is no doubt of its

existence amongst employés in the fining establishments, that oftentimes they are fined for having damaged goods, which goods are afterwards sold, the damage being so infinitesimal that it is not observable to the buyer.

Employers attempt to justify themselves in imposing these fines by saying that negligence and carelessness are thereby prevented, and that if these fines were not imposed they would have considerably more spoiled work.

Without admitting the truth of these statements, would it not be more honorable, instead of fining an employé who is careless and negligent, or who spoils work, to discharge such employé after due caution, for, by retaining such operatives in their employ, and continuing the fining system to meet their cases, they do a gross injustice to the attentive, careful workers, who are exposed to the spite or malignity of the overseer, and are frequently made to suffer from this cause, and through no fault of their own.

We find this fining system in vogue all over the Dominion. Even Government institutions are not free from this evil. Take, for instance, the Quebec cartridge factory. Amongst the list of fines imposed (and they were many) was one as follows :—

One of the employés (a girl) had a pair of rubbers stolen during working hours, and forty-five of the employés, including the party who lost the same, were fined 5 cents each. The lost articles were valued at 50 cents. After the imposition of this fine the girl did not receive the price of her lost property.

In this establishment one boy had 4 cents and another 7 cents after their week's work, the balance being paid in fines.

It has been found necessary to legislate against this system of robbery in Great Britain, where it was found to prevail extensively amongst manufacturers of hosiery. For the benefit of the employés of this industry an Act was passed in 1874, which, by taking out the trade references and legal verbiage, would read about as follows :—

"1. In all contracts for wages the full and entire amount of all wages, the earnings of labor, shall be made payable in full, in the current coin of the realm, and not otherwise, without any deduction or stoppage of any description whatever.

"2. If any employer shall bargain to deduct, or shall deduct, directly or indirectly, from the wages of any employé, any part of such wages, or shall refuse or neglect to pay the same, or any part thereof, in the current coin of the realm, he shall forfeit a sum of £20 for every offence, to be recovered by any employé or any other person suing for the same in the county court in the district where the offence is committed, with full costs of suit."

During the last session of the Legislature of Massachusetts a Bill was introduced dealing with the subject of the fining of weavers, but did not become law.

In dealing with this question it seems to have been taken up by legislators piecemeal—why, or for what reason, it is difficult to determine. If the employés of hosiery manufacturers or persons employed in weaving are entitled to the protection of the law from these iniquitous exactions, certainly operatives engaged in other lines of manufactures, or employés of stores, should receive an equal measure of justice.

ARBITRATION.

The question of arbitration is one which vitally affect the welfare of the wage-earning classes. Arbitration has been successfully employed in settling disputes between corporations and between nations. Why should it not prove equally efficacious between employer and employé? There is a strong feeling prevailing throughout the Dominion in favor of some system whereby trade disputes can be settled speedily and amicably. This feeling is by no means confined to the workers. Very many employers express themselves favorable to any practical scheme of arbitration which can be produced and chrystalised into legislation. Among the labor organizations sympathy with some form of amicable adjustment of labor disputes is universal, and the stronger and more experienced the organization the more do its members appreciate the good

results likely to follow from the enactment of a practical and operative law on this important subject. Nearly all the trades unions and labor organizations have clauses in their constitutions providing that all possible efforts must be made towards an amicable settlement of disputes before a strike takes place. In many cases a strike must be carried by more than an ordinary majority vote, and in several bodies it is provided that each member voting on a strike must be a certain number of months consecutively in good standing in his trade union or other labor organization. These restrictions go to show that strikes are not looked upon with any degree of favor by the intelligent worker; and it is well that it should be so. Strikes are often far-reaching in their effects, as no one trade can be said to be entirely independent of others. For example, a strike or lock-out among stone cutters often necessitates the enforced idleness of carpenters, bricklayers, plasterers, painters and all skilled and unskilled laborers whose work is required on or about the structure which is being erected.

The loss and ill-feeling which follow in the wake of strikes are fully appreciated, and it is only when it is found to be impossible to rectify a grievance in any other way (and even then very reluctantly) that this method of settlement is resorted to. The strike is at present the only remedy which the wage-earners possess to secure redress of the wrongs which they occasionally suffer from. But the enormous losses which result from strikes do not all fall upon the shoulders of the workers. Both parties bear their share of the burden, and the employer who is far-seeing, and who has the welfare of his class at heart, is looking forward with as much eagerness as the intelligent workman to the time when a peaceful solution of labor troubles will be rendered practicable.

Happily, Canada has not experienced the same disastrous results from trade disputes as have been felt in other lands. Strikes have not been as numerous nor as extensive with us as they have been with other nations working under somewhat similar trade conditions. It should not, however, be forgotten that it is only during the last decade that our factory system has reached the dimensions which it has now assumed. While the workers were small and, as a rule, directly presided over by the proprietor, the terms of social intimacy which existed between employes and employer ensured the speedy adjustment of any differences that might arise. When both parties met frequently and on equal terms an amicable settlement of labor disputes was easily and speedily arrived at. But with the large development that has been going on during the past ten years; with the advent of works employing hundreds of wage-earners, the relations between capital and labor have assumed a different aspect. In the case of these large establishments it is clearly impossible for the proprietor, or head of the firm, to be on terms of intimate personal acquaintance with his employes, as formerly. Indeed, in many cases the capitalist knows nothing of the details of the work carried on, and is therefore seldom seen in the establishment of which he is the head. This new condition of things makes it much easier for trouble to arise, and very much more difficult to arrive at a settlement. The prosperity of the Dominion depends so largely upon the well-doing of the wage-earning class that no cause should be left for discontentment and strife which can be reached by a legislative remedy. The remedy asked for by the employes almost unanimously, and by a considerable portion of the employers, is some method of arriving at conciliation, mediation or arbitration.

But while the feeling on behalf of conciliation and arbitration is so universally prevalent, there is some diversity of opinion as to the exact form which it should assume. In European countries arbitration boards have been in existence for many years. It is claimed that the voluntary system has been very successful in England, that many disputes have been settled, and that many strikes and lock-outs have been prevented with the assistance rendered by voluntary boards of arbitration since first this system was established by Mr. A. J. Mundella, in 1860. Nearly all of the larger industries in England have arbitration boards, to which all trade disputes are

referred. The Act under which these boards are now constituted was passed in 1872. The main provisions of the Act are to—

1st. Provide the most simple machinery for a binding submission to arbitration.

2nd. To extend facilities of arbitration to all questions of wages, hours and other conditions of labor; also, to all the numerous and important matters which may otherwise have to be determined by justice under the provisions of the Masters' and Servants' Act.

3rd. To provide for submission to arbitration of future disputes by anticipation, without waiting for the time when a dispute has actually arisen and the parties are too much excited to agree upon arbitrators.

In France there exists one of the oldest systems of arbitration which is known as the "Conseils des Prud'hommes." These boards have been in existence for many years and provide a simple and effective method of arbitration upon all labor troubles and disputes. The "Conseil" consists of not less than four members, composed equally of masters and workmen. The president of the "Conseil" is chosen by the Government, and must be a master, although under the Republic of 1849 the president was a master or workman for alternate periods of three months.

Mr. J. H. Ralston, in giving an account of these councils, to the International Typographical Union which met at Washington in 1879, says :—

"It was my good fortune to be present at several sessions of the bureaux of the councils, and I was struck with the anxiety shown to render exact justice. The council seemed to me to be emphatically a court of workmen. In our courts we know that the employer is always at an advantage. In France master and man meet upon equal ground, and each defends his own cause. Therein exists a spirit of the most exact equality; the workman and employer each and equally concede its impartiality and justice. Such has been the testimony of all acquainted with the matter with whom I have been brought in contact."

In speaking of these councils of wise men Lord Lyons, British Ambassador, stated that fully 95 per cent. of the cases brought before them were amicably settled.

While, however, these councils have proved so satisfactory in France, it is not at all certain that they would be a success on this side of the ocean. Our systems of Government are not at all similar, and it does not follow that what has been found to work easily and without any friction in that country could be as readily adapted to the circumstances of our people in this western hemisphere.

The presumption, indeed, is rather against it, as it is found that while several of the States of the neighboring Republic have adopted arbitration laws none of them have followed in the line laid down by the legislators of France.

As the condition of our people so closely resembles that of the citizens of the United States it is much more probable that the legislation they have found to be beneficial would meet with an equal measure of success on this side of the line. In the United States we find two distinct systems in existence. The first consists of a voluntary local board, whose jurisdiction is confined to the county in which it is created; and the other is a permanent State board, whose operations extend over the entire State. The first is the prevalent system. Quite a number of States have laws of this nature on their Statute Books, but inasmuch as there is a great similarity in their provisions it would be useless to go over them all. A synopsis of the law in the State of Pennsylvania is given, in order to show how voluntary boards are formed and what powers they possess.

PENNSYLVANIA.

On presentation of a petition signed by fifty workmen, or by five firms, each employing not less than ten men, or by one firm employing seventy-five men, judges of the Court of Common Pleas are to issue a license to a tribunal for the consideration and settlement of disputes between employers and employes. Each workman signing the petition must have been a resident of the judicial district for at least a year; must have been in the trade he represents at least two years, and must be a citizen of the United States. The signing employers must be citizens of the United States

and have been engaged in business within the judicial district for at least one year. The petition is to contain the names of the arbitrators, who must be in equal numbers from both sides, and an umpire mutually chosen. One such tribunal may be created for each trade. It shall continue in existence for one year, and may take cognizance of any dispute submitted to it in writing. The umpire is to be called upon to act only after three meetings have been held, at which full discussion shall be had, and the tribunal has failed to agree. The tribunal is to consist of not less than two employers and two workmen. The chairman is given power to issue summonses and to administer oaths. When the matter is referred to the umpire he is to render a decision within ten days. Counsel are not allowed to appear before the tribunal.

Similar acts are in force in other States, but no material difference is made in their provisions from the foregoing. The main fact in connection with the voluntary county boards is, that although in some cases it is years since they were authorized by law, no use has been made of them. As a reason for this failure to utilize the provisions of these laws it is alleged in some quarters that when men's passions have become excited over differences that affect their profits or their wages it is not possible to get them together to calmly consult and to reach a conclusion as to who would be suitable parties to adjudicate between them. But whatever may be the reason (and the one above is by no means the only one advanced), it is undoubtedly true that these acts, constituting voluntary county boards, have proved a failure. The one prominent fact that they have not been brought into requisition proves very conclusively that they are not suitable to perform the mission for which they were intended.

Before leaving this branch of the subject it may be pointed out that the Province of Ontario has had an Arbitration Act for many years (Revised Statutes of 1887, cap. 140). Its provisions are somewhat similar to those of the voluntary boards of Ohio, Pennsylvania and New Jersey. There is a section in the Ontario Act, however, which destroys the effect of the entire measure, and which is not to be found in any of the other Acts alluded to. It reads as follows:—

"Section 28.—Nothing in this Act contained shall authorize the said board to establish a rate of wages or price of labor or workmanship at which the workmen shall be paid."

Inasmuch as ninety-five one hundredths of the disputes which arise between the employer and employé relate to the rate of remuneration it is difficult to see what object it was hoped to achieve by an Arbitration Act containing such a section. It is needless to say that this Act has never been used, and that its very existence seems to have been forgotten. It ought to be altered, in conformity with the spirit of the age, or entirely rescinded.

But while the Acts constituting voluntary boards have almost universally remained unused, the State boards of Massachusetts and New York have met with a different reception. To say that they have proved an unqualified success would be, perhaps, speaking too strongly of Acts which are as yet largely in the experimental stage. Even at this early date in their existence it is not, however, too much to say that they have very largely fulfilled the expectations and the promises of their promoters. The Massachusetts board has decided, impartially and satisfactorily, quite a number of cases in which their services have been called into requisition. But it is not so much their undoubted success as arbitrators to which attention should be particularly drawn. Since the change in the Act, which enables the board to act as mediators in all cases of trade disputes (whether their services are called upon by the parties or not), they have speedily and unostentatiously decided many cases which, if allowed to proceed the usual length of labor troubles, would have developed into strikes and lock-outs that would doubtless have resulted in serious loss to the parties involved. On this point the Massachusetts board, in their second annual report, say:—

"Besides the hearing and investigation of grievances submitted in due form, on the joint application of both parties, the board has been frequently consulted, as well by employers as by workmen and workwomen, in regard to differences which did not call for any extended inquiry, and were quietly adjusted without publicity, and without any formal hearing or adjudication by the board."

The report also goes on to say :—

"In all the cases regularly submitted by both parties the recommendation of the board has been accepted and acted upon without material variation, and although by law the binding force of a decision is limited to the term of six months, it has generally happened that the status of the parties has remained unchanged after the expiration of the prescribed time. To sum up the result of our experience we have no hesitation in affirming our sincere belief in the efficacy of conciliation, mediation and arbitration, as contemplated by the laws of this State, for the settlement of differences between employers and employed. It is due to the workingmen, considered as a body, and to the members of labor organizations that have come in close contact with the board, to say there appears to be among them an increasing aversion to strikes and a more ready acquiescence in the adoption of methods which appeal to the sense of justice and to right reason. The very existence of a board, ever ready to entertain such appeals, from whatever quarter they may come, is of itself a reminder of the excellence of peaceful methods in comparison with strikes; and thus employers and employes are compelled, as it were, to choose their positions more carefully, to be more reasonable in their demands and more ready to make concessions for the purpose of meeting and proceeding together on a common ground for their mutual advantage. Whatever influence this board has been able to exert has been thrown in this direction; and, without doubt, settlements are more readily arrived at by the parties themselves, because of its existence as a possible board of appeal, easy of access and actuated by the single purpose of doing justice between man and man. It should not be expected that all questions directly involving the earnings and profits of considerable numbers of men and women, having interests that are in some degree conflicting, will be settled at once and for all time by any simple agency. But whatever tends to establish more kindly relations between citizens and neighbors, and to uphold justice and right as the standards by which these questions must sooner or later be tried, is an agency which cannot fail to meet with due appreciation by free and intelligent members of an enlightened commonwealth."

The New York board does not seem to have had quite as many cases before it for decision as the Massachusetts board. This may be owing to the fact that there were not so many labor disputes in the former State, or that their people have not yet been fully educated up to the point of utilizing the board in all difficulties that arise. Or it may be, as the board itself says, that the mere fact of there being such a tribunal in existence has had a deterring effect. In their report for 1887 they say :—

"The anticipations that vesting the power of mediation and investigation at will in the board would exercise a deterrent influence upon disturbing elements in cases of ordinary labor grievances and disputes has, it is fully believed, been realized to a very large extent, and has justified the belief expressed that a power of inquiry and publicity, representing the sovereignty of the State, would have great moral effect in restraining a disposition on the one hand to exact too much from employes and, on the other, to strike without justifiable cause against employers."

The experience of this board (N. Y.) would seem to have led its members to believe that voluntary boards, with an appeal, in cases of disagreement, to the State board, is the most effective means of settling disputes. They say :—

"We are sorry to state that only in a few instances have provisions been made for permanent voluntary boards of arbitration, consisting of an equal number of employers and employes, to whom disputes arising in a particular industry or trade are referred. We are of opinion that if such a board was appointed in each trade or calling, the members thereof to serve for a stated period, and meetings to be held from time to time for the consideration of disputes, provision being made for appeal in case of disagreement to this board, there would be little or no contention between capital and labor and strikes and lockouts would no longer be resorted to."

It may be interesting to mention that one of the cases which this board investigated was a dispute between contractors and laborers in the city of Rochester, in which the contractors refused to employ men who were members of any labor organization, although the employers had themselves formed an organization of contractors.

At the session of Congress held in 1886 President Cleveland addressed a message to that body, recommending legislation upon this subject. In pointing out that the relations between labor and capital were far from satisfactory, the President suggested that in order to prevent disturbances and disputes which arise, a commission be created, to consist of three members, who should be regular officers of the Government, and who should be charged with the consideration and settlement, where possible, of all controversies between capital and labor. The message points out that while the Federal Government must be guarded in its action, owing to constitutional restrictions, there are many of these labor disputes which arise amongst transportation companies who do business in several States, and in these cases Federal

interference would be justifiable, while in other labor disturbances, confined within the limit of one State, the interposition of the Commission might be tendered upon the application of the Legislature or the Executive of the State. Legislation based upon this message was introduced, but, so far, no National measure upon the subject has become law. Such boards as those of Massachusetts and New York are necessarily somewhat expensive. It is a question worthy of consideration whether all the Provinces of the Dominion would feel themselves justified in incurring such an expense. As, however, this Commission has been requested to report on "the practical operation of courts of arbitration and conciliation in the settlement of disputes between employers and employes, and on the best mode of settling such disputes," we would recommend, as the plan best suited to accomplish the object which the Government have in view, and the one most likely to succeed with our people, the following:—

Boards of conciliation and arbitration to be appointed by the Dominion Government in all the larger centres of trade. These boards to consist of three persons—one employer of labor, one selected from some labor organization or one *bonâ fide* workingman, these two to choose a third person, who shall be the chairman; but in case no agreement is reached by these two in thirty days, then the Government to appoint the third arbitrator, who need not necessarily be a member of either of the two classes mentioned. This board to receive no remuneration, except for the time actually engaged in investigating labor troubles or cases submitted to them for adjudication.

In addition to these local boards there should be a permanent board of arbitration—whose members might be connected with the Bureau of Labor Statistics—and their time utilized by that bureau when not actually engaged in their duties as arbitrators (the Bureau of Labor Statistics to be under the control of a Minister of the Crown). This board also should consist of three members, and at least one of them should be a member in good standing of some labor organization. Whenever it should come to the knowledge of this permanent board that a labor dispute is pending, or contemplated, it should be their duty to send one of their number to the scene of the disturbance. On arriving there he should at once place himself in communication with both parties to the dispute and offer his services as mediator in arriving at a settlement. In case this cannot be successfully accomplished, he should endeavor, by all means in his power, to obtain the consent of the parties to a reference of the case either to the local or the permanent board. In conducting this part of his duties the arbitrator should have power to summon witnesses and examine them under oath. Should one party to the dispute refuse to submit the case to either of the boards, then the arbitrator to have power to make a report to the full permanent board, stating the full facts of the dispute, as elicited by him, and which party thereto is mainly responsible or blameworthy.

Should the parties to the dispute prefer to submit the case in the first instance to arbitrators mutually chosen such power should be given, and the decision of such a tribunal to have the same force and effect as though it were given by one of the regularly constituted Government boards.

Where the dispute has first been adjudicated upon by either the local or a voluntary board, and either party is dissatisfied with the decision, then an appeal should lie to the permanent board—the decision of the permanent board, whether in case of appeal or in the event of their having acted in the first instance, to be final and conclusive, and to have the same effect as a decision given by any court of record.

Witnesses summoned before either the local or permanent boards to have the same fees as are allowed in division court cases, but the court may, in its discretion, grant an additional allowance for lost time and travelling expenses incurred. Any one of the members of either the local or permanent boards to have power to issue summonses, to examine witnesses under oath and to require the production of all books and papers bearing on the subject in dispute.

The decision of either the voluntary, local or permanent board to be rendered

within five days of the close of the hearing of the case. A copy of the decision given by any voluntary or local board to be sent within ten days of the close of the hearing to the permanent board.

IRON-CLAD AGREEMENTS.

In some cases, not very numerous we are glad to say, employers have taken advantage of the necessities of the working people to compel them to sign documents which obligate the employé not to belong to any labor organization (*see* page 1,131 Quebec evidence, for specimen of agreement). Inasmuch as there can be no reciprocal arrangement entered into, as it is clearly impossible for workmen to make it a condition precedent to entering employment that the employer shall not belong to any trade organization of employers, no such agreement should be considered binding at law. It may be said that employés are not compelled to sign these agreements, that they do so voluntarily, but it still remains true that no workman would, of his own free will and accord, sign such a document if he were given any choice in the matter. As one writer on this subject put it:—

“To treat it (labor and wages) as a simple exchange between equals is absurd. The laborer must sell his labor or starve, and may be obliged to take such terms for it as to leave him without the means of enjoying the rights which society award him, and discharging the duties which society claims for him. Look on him as a ware if you will, but remember that he is a ware that has life, that has connections, responsibilities, expectations, domestic, social and political.”

These documents are signed only because the employer make it compulsory to do so before entering his service, and when it becomes a case of seeing his family in need of the necessities of life or signing a “cast-iron” agreement there is but little choice, and it can scarcely be looked upon as an entirely voluntary act. It is an infringement of the liberty of the subject which ought not to be tolerated.

It is gratifying to note that steps are being taken to prevent the making of such agreements in some communities. The Legislature of the State of New York, at its 1887 session, passed the following Act:—

“Section 1.—Any person or persons, employer or employers of labor, and any person or persons, or any corporation or corporations, or on behalf of such corporation or corporations, who shall hereafter coerce or compel any person or persons, employé or employés, laborer or mechanic, to enter into an agreement, either written or verbal from such person or persons, employé, laborer or mechanic, not to join or become a member of any labor organization as a condition of such person or persons securing employment, or continuing in the employment of any such person or persons, employer or employers, corporation or corporations, shall be deemed guilty of a misdemeanor. The penalty for such misdemeanor shall be imprisonment in a penal institution for not more than six months, or by a fine of not more than \$200, or by both such fine and imprisonment.”

Such a law would, we believe, be beneficial in this country.

SHORTER HOURS.

The movement among the workingmen for shorter hours of labor has advanced to some extent in the large centres of population. Some trades that have a thorough organization have managed to secure a reduction in the number of hours constituting a day's work. Nine hours per day, with the half-holiday on Saturday, is not by any means the rule in manufacturing and mechanical pursuits, but it has been fought for and obtained in some cases, and the movement is still slowly spreading. Much more might be accomplished in this direction by combined and persistent effort on the part of the organized labor bodies. When it comes to be fully and clearly recognized by those who live by labor that the greatest boon which they can obtain for their class is the shortening of the hours of toil still greater efforts will be made in this direction. The men who assert that to shorten the hours of labor will be simply to add to the gains of the saloon keeper, that the additional time would be spent in the tavern, are not so numerous as they were.

The discussion of this subject has elicited the fact that excessive drinking is far more prevalent amongst the men who work long hours for poor pay than where the worker is employed reasonable hours and is fairly compensated for his labor. On the other hand, the number of men who believe that eight hours for work, eight hours for study and amusement, and eight hours for sleep, constitute a natural division of the hours of the day are becoming numerous. It is true that some employers and capitalists are strongly opposed to the movement, but it must be remembered that there has been no effort ever made for the amelioration of the condition of the worker which has not met with strenuous opposition. Professor Thorold Rodgers in his excellent treatise on "Work and Wages," says :—

"Employers have constantly predicted that ruin would come on the great industries of the country if workmen were better paid and better treated. They resisted and have resisted, up to the present day, every demand which workmen have made for the right of association, for the limitation of children and women's labor, for the shortening of hours, for the abolition of truck, for the protection of their workmen's lives and limbs from preventable accidents, and are now appealing to the doctrine of liberty of contract, after having for centuries denied that liberty."

The necessity for a reduction of the hours of labor is shown by the vast increase in the number of labor-saving machines which are constantly being brought into operation. While these machines are doubtless of inestimable advantage, it is equally true that their first operation is to do away with so much hand labor. This has the effect of constantly unsettling the labor market, and the number of men who are unable to find remunerative employment is very great. The Hon. Carroll D. Wright gives, in his report to the United States Government, an instance of an agricultural machine shop in the west which employs to-day some 600 hands, where, under former conditions of hand-work 2,145 would have found employment. The same official, commenting on the statistics of the last census says "that the industries of the United States were carried on by 4,000,000 of workers, while at the same time there were 1,000,000 unemployed people. If the hours of labor were reduced by one-fifth employment will be found for a large part of this army of unfortunates." Professor Rogers tells us that in the fifteenth century eight hours was the rule; and certainly, with all the improvements that have since taken place in mechanical pursuits, it should not be necessary to continue the ten-hour system all through the nineteenth century. The eight-hour working day is almost universal in Australia, and has been since 1856. In that country the 21st of April is celebrated in each year in commemoration of the establishment of the eight-hour system. Surely we should not be behind our fellow colonists at the antipodes in our trade methods. If it has been found to work satisfactorily there for thirty years it might be worth while trying it in our own Dominion. In several States of the Union eight-hour laws are in operation in all work done for, or on behalf of, the State Government. California goes further, and compels all municipal corporations within its boundary to stipulate in all contracts made by the corporation that eight hours for a day's labor shall be inserted as one of the clauses of the contract. Congress has also passed a law that "eight hours shall constitute a day's work for all laborers, workmen and mechanics employed by, or on behalf of, the Government of the United States."

That a corresponding reduction of pay does not necessarily follow a decrease in the hours of labor has been frequently demonstrated. On the contrary, it has, in many cases, been the means of securing increased remuneration. The reason is obvious,—more workers are able to secure employment, which releases the market of its surplus labor and competition is consequently decreased.

But the most important point for the State to consider is, that in order to increase the value of the citizen it is necessary to educate the man, and education can only be obtained when the worker has some time at his disposal for the acquirement of knowledge. The means are provided by our public libraries, mechanical night schools and mechanics' institutes to a considerable extent; but of what use are these means of education so long as the worker has no time to utilize them. When ten hours labor is demanded upon each day of the week the necessary time is not avail-

able. With these hours the man who lives by the toil of his hands has no leisure in which to acquire the knowledge necessary to fit him to become a more useful tradesman, a more valuable citizen, or a more intelligent being.

Some time must be given up to amusement, recreation, and relaxation, and what little leisure the worker finds himself possessed of now is devoted largely to those purposes. Were it otherwise the human frame would be worn out long before the time is reached when the laborer can retire and live on the savings of the years of his more vigorous manhood.

Many employers, also, are now turning their attention to this question as a possible means for the prevention of over-production so frequently complained of. A reduction in the hours of labor would not mean a total loss of production for the whole of the reduced time, as in many occupations the strain is too great to permit of the worker keeping up the tension to his utmost capacity for ten hours. Commissioner Wright says that Massachusetts, with ten hours work per day in its cotton factories, produces as much per man or per spindle as the other States which work eleven or more hours. He also states that the wages are as high, or higher, than in the States where the mills work the long hours. Whether this ratio could be kept up under an eight or nine-hour system is yet to be demonstrated. If, however, a greater steadiness of production could be obtained under the shorter hours system it would be a boon, not only to the employed, but to the employer also. As the Government is vitally interested in seeing that its citizens are able to take an intelligent part in promoting the prosperity of the country—and as, moreover, it is the duty of all Governments to endeavor to secure a happy and contented people, and as nothing in the power of the Government to bestow would tend further in this direction than the shortening of the hours of labor, it might be asked to do something to aid this movement. The Dominion does now provide that some of its servants shall be employed only during a reasonable period of the day. Six or seven hours constitute the day's work for civil servants, and surely those who labor with their hands are deserving of equal consideration at the hands of the Government. While it may be possible that the people of the Dominion, as a whole, would not favor the passage of a sumptuary law, making it an offence to employ work-people longer than nine hours in any one day, yet it might, and should, be possible to do as has been done by the Legislatures of the United States. In all contracts for public works, it should be a condition precedent to obtaining the contract that no workman should be allowed to work more than nine hours per day. The Federal Government might set the example in this matter and there would then be little difficulty in getting the provincial and municipal bodies to do likewise. This accomplished, it would give an impetus to the shorter hour movement, and would tend to the advantage of the Dominion, in that it would be the means of making the toilers more contented, more prosperous, more intelligent and therefore better and more valuable citizens.

TRUCK SYSTEM AND INFREQUENT PAYMENTS.

The evil consequences of payment of employé's by the "truck system" has been almost universally condemned, and we find where it has prevailed in England special commissions have reported on its evils, and special legislation has been passed for its removal.

Your Commissioners are pleased to report, judging from the evidence which came before the Commission, that the existence of the evil in Canada is limited and that where it does exist it is in a modified form. The cases which came before the Commission were found principally among miners and lumbermen, although there were a few other isolated cases (page 1,105, Que.) The plea of non-compulsion is generally urged by all making use of the truck system, and that the firm or company deal in store goods solely for the accommodation of their employé's, and that the goods furnished by them are as cheap and of as good value as are obtained in other stores.

But in one case we have the testimony of the manager of a large mining store in Cape Breton that the goods which the company furnish to their employés could be given at a cheaper rate. One of the most flagrant instances of this system came to light in Ontario, where cheques and scrip were issued, payable at the company's store in trade, and which, if tendered at any other store, or attempted to be converted into cash, were subject to a large discount, even at the store of the company that issued the scrip. There was one case in which the employer owned all the land in the vicinity and no other store was allowed, thus preventing rival trade and competition.

Nor are the workmen the only sufferers from this pernicious system, but the whole population, both agricultural and commercial, feel its effects. The farmer often finds himself obliged to accept payment in trade from his individual customers, and the supplies required by the company are oftener paid for in trade than in cash.

In this way open competition is frustrated, trade paralyzed, and a certain sort of monopoly created. Take an example from the evidence: A mining firm employs about 600 men and boys. About 300 of these deal in the company's store, under the non-compulsory system. Allow an average of \$20 per month for the supplies of each and we have, during twelve months, the modest sum of \$72,000 monopolized by this firm. We can readily see the effect of this on the trade of the district. And this is not an isolated instance.

Closely allied with the truck system is another evil. Where the system is in vogue it is found that the workman must wait from a month to six weeks for his pay. This length of time is usually longer than the ordinary workman can support his family without running into debt. He must have the necessaries of life, and here comes the advantage to the employers who supply him.

When pay day comes the balance due is paid in cash, but frequently it is small, and often it is found that the balance is against the workman. This process repeated from month to month discourages the workman, and habits of carelessness, extravagance, and dependence, are the result. Very soon, also, will it be learned by the workman, even where no compulsion is used, that he who patronizes the "store" has in many cases the best chance of steady employment and sure advancement.

By means of the truck system, combined with infrequent pay-days, the employer is able to draw a double profit, or more than a double profit, for he has not alone a profit on the man's labor and also a profit on the goods, but he has the use of, and is probably drawing interest on, the money which in all fairness belongs to the employé.

It should be remarked, also, that railroad employés are not paid in truck, but they must wait one month for their pay. These suffer by the monthly system of payment, for they are rendered dependent, to a large extent, on one store for their supplies; are thus deprived of open competition, and are, in a manner, placed at the same disadvantage as the victims of the truck system.

The principal argument advanced by employers for not paying their hands fortnightly is the necessity of employing more clerical assistance, this requiring an extra expenditure of money.

Even admitting the necessity of more office work, it should also be taken into consideration that the benefits which would accrue both to operatives and managers would more than counterbalance this outlay. The hands would be rendered more comfortable and contented, and it would be found that a class of more willing and careful workers would soon offset the expense incurred by extra office work.

Laws have, from time to time, been passed bearing on the truck system. Several of the American States have such Acts in operation; but perhaps the most comprehensive is the English Act, which was passed as far back as 1831. This Act provides:

"That every payment made to an employé by his employer of or in respect of any wages, by the delivery to him of goods, or otherwise than in the current coin of the realm, shall be and is hereby declared illegal, null and void.

"Every employé shall have the right to recover from his employer the whole, or so much of the wages earned, as shall not have actually been paid to him in cash."

If a similar law were in force in this country, and accompanied by an Act compelling employers to settle with their hands at least once a fortnight, it would very soon accomplish the desired end.

Laws requiring weekly or fortnightly payments are in operation in several of the States of the American Union, and it may also be stated that amongst the strikes which have occurred in the United States from 1881 to 1886 no less than seventy-eight were undertaken either against the truck system or for a regular or more frequent pay-day.

Your Commissioners earnestly recommend that some legislation be enacted by the proper authorities for the abolition of the truck system; and also feel convinced that a law requiring the payment of wages at least fortnightly would have the effect of rendering the workmen of the Dominion more willing, more frugal, and more contented.

EMPLOYERS' LIABILITY.

With some of the subjects upon which legislation is desired by the working classes there still remains to be settled the question of jurisdiction. While quite satisfied that legislation is desirable, and that they ask nothing more than they are fully entitled to obtain from their chosen representatives, the employés are unable to decide whether it is to the Parliament of Canada or the Local Legislatures that they ought properly to apply. One of these moot subjects is that of an Employers' Liability Act. From the opinions expressed it is clearly evident that an efficient and comprehensive measure holding employers liable in damage for any injury happening to the employé while in the pursuit of his avocation—when such injury was not caused by the carelessness of the employé—is desired, and is looked upon as a simple measure of justice to the wage-earner.

It is also quite clear that a general Act is likely to prove more effectual than a local one, and that—as in the case of the Factory Act—it would be wrong to place an employer in one Province under the operations of such an Act and allow his business rival, across the provincial boundary, exemption. To do so is to provide an inducement to manufacturers to locate their works in the Province which does not feel called upon to legislate in the interest of the working people. But this does not dispose of the constitutional question; that must still remain to be settled by the regularly constituted tribunals. It is considered quite needless here to dwell at any length upon the main point, viz., whether employers should properly be held liable for accidents occurring to their own workmen? Within the past few years that question has been discussed in most constitutionally governed countries, and the principle laid down by the English judge, Baron Alderson, in 1850, in the case of *Hutchinson vs. The York, Newcastle and Berwick Railway Company*—"that a servant when he engages to serve a master, undertakes, as between himself and his master, to run all the ordinary risks of the service; and this includes the risk of negligence on the part of a fellow servant whenever he is acting in the discharge of his duties as servant of him who is common master of both," has now for some years been over-ridden by specific legislation in the mother land. It was felt to be a cruel injustice to allow a chance visitor to a mill or factory, in the event of an accident occurring, such as a boiler explosion, to be able to recover damages for any injury received, while an employé of the works—to whom the fireman might be as entirely unknown as he would, in all probability, be to the visitor—should be debarred from recovery, because of the fallacious doctrine of common employment.

The Act relating to this subject was passed by the British Parliament in 1880 and was to continue in force for seven years. It provides that the employer shall be liable where the accident occurs:—

- "1. By reason of any defect in the condition of the ways, works, machinery or plant connected with or used in the business of the employer.
- "2. By reason of the negligence of any person in the service of the employer who has any superintendence entrusted to him whilst in the exercise of such superintendence.
- "3. By reason of the negligence of any person in the service of the employer, to whose orders or directions the workman, at the time of the injury, was bound to conform, and did conform, where such injury resulted from his having so conformed.

"4. By reason of the act or omission of any person in the service of the employer, done or made in obedience to the rules or by-laws of the employer, or in obedience to particular instructions given by any person delegated with the authority of the employer in that behalf.

"5. By reason of the negligence of any person in the service of the employer who has the charge or control of any signal, points, locomotive, engine or train upon a railway."

The amount of compensation recoverable under this Act is not to exceed the estimated earnings, during the three years preceding the injury, of a person in the same grade employed during those years in the like employment in the district in which the workman was employed at the time of the injury.

In order to insure themselves against claims made under the Act, employers have, in many cases, formed associations, which undertake, out of funds contributed for that purpose, to defend cases which it may be thought advisable to contest and to pay claims which have been adjudicated upon. In like manner the trades unions of the workmen—notably the United Carpenters and Joiners—for a small sum, payable yearly, undertook to prosecute claims which their members might have to bring before the courts.

In 1886 a Select Committee of the House of Commons was appointed to take evidence upon the operations of this Act. As a consequence of the recommendations of this committee the Act was continued in force, and there was added to it a provision that no contract or agreement made or entered into with a workman should be a bar, or constitute a defence to, an action for the recovery of compensation for any injury, unless in entering into or making such contract or agreement there was some other consideration than that of the workman being taken into or continued in the employment of the defendant. Such consideration, it was pointed out by the committee, should be "the employer contributing to an insurance fund for the benefit of the workman against every accident arising in such employment, and that some authority must certify that the employer's contribution bears full proportion to the contribution of the workman, and that the benefit to be derived by the workman from such insurance is fully adequate to any amount he might recover as compensation under the Act." The Act was also amended so as to hold the employer liable where a workman was injured while in the employ of a sub-contractor, where the plant or machinery causing the accident was owned or furnished by the employer.

In France all questions of this nature were regulated by the common law until 1888. The articles in the Civil Code, under which actions could be brought were:—

"Art. 1382.—Any action whatever of a man which causes an injury to another obliges the person by whose fault the injury has occurred to repair it.

"Art. 1383.—Everybody is responsible for the injury he has caused, not only by his action but also by his negligence and imprudence.

"Art. 1384.—A man is responsible not only for the injuries he causes by his own action but also for that which is caused by the action of persons for whom he is answerable or of things in his charge.

"Art. 1386.—The owner of a building is responsible for the damage caused by its fall, when such fall has taken place in consequence of defective maintenance or faulty construction."

These articles were in operation for nearly a century, forming part of the Napoleonic Code of 1804.

Owing to the enormous number of cases coming before the courts great difficulty was experienced in reaching a conclusion. It is considered that substantial justice was done to the workman under these articles, the only ground of complaint being the want of expedition in trying the cases. Plaintiffs were able to obtain legal assistance, have counsel provided gratis, and all the steps of legal procedure taken free of charge, where they had not the necessary means wherewith to prosecute their suit. Where the sum awarded did not exceed \$300, there was no appeal from the decision of the trial judge, who also settled absolutely the question of responsibility. The judge had also the right to over-rule contracts signed by the workman as a condition to his obtaining employment, in which he contracted himself out of the provisions of the law.

Some specific legislation in connection with employers' liability was passed in France during 1888, but no reports have been published as to the operations of the Act, so far as known.

In Germany there is a law, passed in 1885, which imposes on employers the obligation:

- "(a). To compensate workmen injured in his service.
- "(b). To pay a pension to the widow of the workmen killed in his service.
- "(d). To maintain the children of the workmen killed in his service until they have reached a specified age."

In Germany, as in England, employers have formed themselves into associations to insure against claims under this Act. At first, workmen employed in the post, telegraph, railway and inland navigation service were not allowed to take advantage of the provisions of the Act, but a subsequent amendment has conferred the same rights in their case as had been accorded to other employés. The only cases in which an employer is relieved from responsibility are:

- "1. Where the injury suffered by the workman has no connection at all with the execution of his practical work—as, for instance, being injured in a quarrel with a fellow workman.
- "2. Where a workman wilfully injures himself, or wilfully causes the accident."

If the accident is caused by gross or criminal neglect of the employer or the working manager the employer is compelled to pay back to the insurance association of which he may be a member the amount received by the workman. Employers are positively forbidden to contract out of the law; any such contract is considered null and void. The liability of the employer only commences after fourteen weeks have elapsed from the date of the accident. For the first thirteen weeks the workman is supported from a sick fund, to which contributions are compulsory. To this sick fund the employer contributes one-third and the employé two-thirds. In case of death the widow and children are awarded a pension proportionate to the wages earned by the husband and father. The law applies to the whole of the German Empire, and over-rides any special laws on the subject in the individual States. It has been too short a time in operation to form any positive opinion as to its operations.

On this continent several of the States of the American Union have passed laws with reference to the liability of the employer. Alabama passed, in 1887, a law which is almost an exact copy of the English Act.

Massachusetts, a State which is always well to the front in labor legislation, had a statute which provided that:

"No person or corporation shall, by a special contract with persons in his or its employ, exempt himself or itself from any liability which he or it might otherwise be under to such persons for injuries suffered by them in their employment, and which resulted from the employers own negligence, or the negligence of other persons in his or its employ."

But this was superceded, in 1887, by an Act framed on the same lines as the English Act, although somewhat differently worded. The amount receivable under the Act is not to exceed \$4,000 in cases of injury, and death claims are to be fixed in accordance with the degree of culpability of the employer or person for whose negligence he is made liable. The minimum amount to be awarded in case of death is \$500 and the maximum \$5,000. The Act is not to apply to domestic servants or farm laborers. The workman is not entitled to recover if he knew of the defect or negligence which caused the injury and failed, within a reasonable time, to give notice thereof.

A number of other States have Acts whose provisions are confined solely to employés of railway companies. As a very large proportion of the accidental deaths and injuries of employés is furnished by these companies, special measures have been passed, or provisions incorporated in general railway Acts, to meet their case.

Thus, the State of Georgia provides that:

"If the person injured is himself an employé of the company, and the damage was caused by another employé, and without fault or negligence on the part of the person injured, his employment by the company shall be no bar to the recovery."

Similar Acts are in force in the States of Iowa, Kansas, Rhode Island and Wisconsin, and the territories of Montana and Wyoming.

In our own country, the Province of Quebec having the same Civil Code as that of France, employés have a remedy in the same articles of the Napoleonic Code.

Ontario has an Act, called the "Workmen's Compensation for Injuries Act," which has been in existence since the 1st July, 1886. It is almost identical with the English Act and, although it is as yet too early in its existence to have had a thorough test, it may be considered as fairly acceptable to the working classes. The compensation recoverable under it is likely to prove too small in some cases. Supposing a man to be working for \$1 per day, and in an accident losing both arms or both legs, or entirely losing his sight, and thereby becoming incapacitated from work for life, the sum of \$900 would be a totally inadequate compensation.* There should be a larger discretion left to the trial judge, the maximum amount being fixed, as in the Massachusetts Act, at say, \$4,000. There is also the singularity in connection with this Act, that whereas most of the States of the American Union which have legislated on this matter have done so specially in the interest of railway employés, the Ontario Act expressly exempted, for a considerable period of time, this class of labor, the fact of there being an insurance association in connection with one of the principal roads leading to this exemption. When it is remembered that the company did not bind itself to give any certain amount to this association, and that it was, and is, kept up by the compulsory subscriptions of the men, it cannot be a matter for surprise that the employés of the company were strongly of opinion that they were being unfairly treated.† The railway employés who gave evidence on this subject were entirely opposed to the way in which their money is deducted to keep up a system of insurance over which they have no control. Notwithstanding these draw backs, however, the Act is welcomed by the workers as a harbinger of a yet fuller measure of justice in the near future.

So far as was ascertained, no other Province had dealt with this subject and, as a consequence, the work people of the Dominion, outside of Ontario and Quebec, are still prevented by the doctrine of common employment from obtaining compensation for any injury they may receive while following their avocations. This is a matter sincerely to be regretted, and it will, we trust, not be long before it is rectified and every citizen of our Dominion placed on an equality in this matter, either by means of an Act of the Federal Parliament or by the other Provinces placing upon their Statute-books Acts which, while doing justice to the hard working and careful wage-earner, will not embarrass the employer who exercises proper caution and has a due consideration for the lives and limbs of those who are aiding, by their skill and industry, to build up his fortunes and add to the wealth of the Dominion.

STATIONARY ENGINEERS.

Your Commissioners beg to draw the attention of the Government to the evidence of the many engineers who appeared before the Commission in the various cities visited. Those witnesses were among the most intelligent examined, and the majority of them appeared to be masters of their business and thoroughly conversant with the details of building and managing engines and the proper care of boilers. And while the testimony was obtained in many places there is a unanimity of

* At the 1889 Session of the Ontario Legislature amendments have been introduced, increasing, to some extent, the amount recoverable.

† The time during which railway companies were, under certain conditions, exempted from the operation of the Act, has lapsed, and the law may now be taken advantage of by all classes of workmen.

opinion running all through their statements as to what they consider necessary for the encouragement of this industry, the turning out of skilled workmen, and the protection of employ  s where steam is used as the motive power for operating machinery. It appears from the evidence that the proportion of skilled mechanics who are in charge of engines and boilers is small, when compared with the number employed at this work; the preference being given to the unskilled or handy man. This is felt to be unfair to the man who has spent several years in learning his trade, and has fitted himself for so responsible a position only to find, when capable of undertaking the charge, that an unskilled man, with little or no previous training, is, by many employers, given the preference, for the reason, apparently, that because of the keen competition in the labor market, and the fact that unskilled labor can be purchased cheaper than the skilled, the profits of the employer are increased; no thought being given to the risk of accidents by explosions, caused through ignorance of the man in charge of engine or boiler. To remedy this state of affairs it is suggested by the witnesses that the Government should pass an Act similar to that governing steamboat engineers, making it compulsory for those in charge of engines and boilers to pass an examination and procure a certificate of competency before being allowed to take the position. This, it is contended by the witnesses, would only be fair to those who have served a regular apprenticeship, and would be the means of stimulating efforts to become thoroughly efficient at the trade by those employed in this industry. It would also add largely to the sense of security of life and limb of other employ  s in establishments where machinery is used, and while it would thus be a benefit to others would entail no hardship on the engineers, who eagerly desire such an Act. The witnesses were of opinion that the certificates should be graded—first, second or third-class—according to the proficiency shown by the candidate for examination. This would also enable those using small engines, or with small factories or mills, to obtain duly qualified engineers at the minimum rate of wages. The proper care and inspection of boilers is another matter to which attention has been drawn in this connection. It is felt that to have proper care, the man in charge of the boiler should have a practical knowledge of the construction and management of the same, and all boilers should be inspected at least once a year by an inspector appointed for that purpose, who should have power to enforce his orders for repairs when necessary. By so doing the risk of accidents would be reduced to a minimum. The necessity for this is more apparent when it is stated that in many of the cities quite a number of boilers are placed under the pavements of the streets, a practice which is becoming quite prevalent, and one which, in the interests of the public, would seem to call for some attention at the hands of the proper authorities. Objection may be made by employers whose business requires the use of small engines, and those only occasionally, that it would be a hardship to compel them to employ a certificated engineer when they already have in their employ mechanics well qualified (yet without certificates) to run an engine at such times as is may be necessary. To meet such objections it might not be out of place to exempt engines of, say, five or six horse-power, and less, from the operation of such an Act as is here contemplated.

RAILWAY EMPLOY  S.

Careful enquiry was made in the large railway centres into the condition of railway men, with a view to obtaining from them information that would assist in arriving at the best means of protecting the lives of those engaged in the hazardous occupation of trainmen. A perusal of the evidence of railway employ  s will clearly establish the fact that far too many accidents take place which are of a preventable character, that many lives are lost which would be spared by a comparatively small outlay by the railway companies. It is surprising to notice that, notwithstanding these matters have frequently been brought to the attention of railway managers, so little should have been done in the direction of removing the causes complained of.

The varying width of the running-boards on freight cars is a matter that ought to receive prompt attention. There can be no excuse offered that will justify the continued use of the narrow board, as described by a Grand Trunk Railway conductor on page 516, Ont. The question of expense ought not to be allowed to stand in the way for a moment.

Running boards, according to the testimony given, ought not to be less than 24 inches, and should project beyond the end of the car far enough to reduce the hazard of jumping from one car to another to a minimum. For the better protection of brakemen, railway authorities should be directed to place a guard-rail on the outer edge of the deck of freight cars. The expense would not be great, but the frequent accidents to men point to the necessity of this means of saving themselves when thrown down on the roof of a slippery car.

The want of uniformity in the height of box cars is also a very great source of danger to the brakemen, and one which presents some difficulty of solution, owing to the large number of refrigerator cars now in use. These cars are built much higher than the common freight cars and it is with difficulty that the brakemen can pass from the deck of an ordinary car to that of the refrigerator. Especially at night is this the case. Much of the difficulty might be removed, however, if railway companies had a standing rule, making it compulsory for their employes, in making up trains, to separate one class of cars from the other, so that in trains where both kinds of cars are used they would form separate portions of the train. The use of automatic air-brakes on freight cars would almost entirely remove the danger from the decks of the cars; for, with the adoption of that brake the necessity of the brakeman to be on the decks of the cars would, to a large extent, be done away with. That the air brake can be successfully operated on freight trains seems to be fully established by the statements of practical railway men who gave testimony before the Commission. (See evidence of J. B. Morford, page 555, Ont.; John Hall, page 771, Ont.; and D. Pottinger, page 311, New Brunswick). It has been operated on the Intercolonial Railway for some time, and has given satisfaction; all the new cars that are now built for that road are fitted with air-brakes, and experiments in the United States prove that trains consisting of forty cars have been controlled without any difficulty by this means. The present systems of coupling cars are, however, responsible for the majority of accidents to trainmen. It is satisfactory to know that the various railway companies are making a special study of this subject, and it is to be hoped that before long a coupler, which will replace those now in use, will be adopted. Attention must be drawn to the unnecessary risk which is incurred in coupling with some of the American cars using the Canadian roads, that of the Delaware, Lackawanna and Western being particularly dangerous. (See page 521, Ont.) It is almost impossible to couple these cars without injury to the men who are obliged to go between them in the discharge of their duty. Accidents from frogs are still very frequent, and some stringent measure should be adopted to compel railway companies to fill these parts of their tracks and thus prevent the feet of their employes from being caught when shunting or switching. The usual hours of train men are from eight to twelve per day, though in some instances they are kept on duty for a much longer period without rest, and in a few instances they are worked nearly seventeen hours each day in the week, Sundays excepted. (See page 250, New Brunswick).

A great deal of Sunday work is done on all the lines, and in some yards the men are at work all that day making up trains. Much of this work might be avoided by a little consideration on the part of the railway authorities. (Page 782, Ontario). In the interest of railway men, some steps should be taken to prevent the increase of this work and, if possible, to stop it altogether.

On all the railways the employes are paid monthly, a system which causes a good deal of feeling on the part of the men, nearly all of whom would welcome a change to fortnightly payments as a great boon. Besides having to wait a month for their pay the company retain fifteen days' wages. In consequence of this system much

unnecessary hardship is entailed upon the poorer paid classes of employés. It is impossible for them to buy for cash, and the pass-book has to be resorted to with all its attending evils. The wages of the men are frequently garnisheed, as a consequence, an event which, if it occurs a second time, invariably brings dismissal from the service. The only plea of any consequence the managers of railways advance in justification of the continuance of this system is that it necessitates the employment of more clerical assistance in preparing pay-lists, a consideration that ought not to be admitted as against the interests of employés, who are the sufferers under the present rules, and some consideration should be given to their views in this matter.

INLAND NAVIGATION.

BETTER INSPECTION OF VESSELS, ETC.

A large amount of evidence was taken by the Commission in respect to the condition of vessels trading between lake ports, the inspection of same, and the treatment of sailors employed on board. While it is difficult to obtain a statement giving the actual number of sailors employed during the summer season on the great inland lakes of the Dominion, it may be safely said that at least ten thousand men find employment during the period of navigation. Many of these incur great danger and hardships in the performance of their duty, and a large number of lives are annually lost which in many instances might be prevented by a thorough system of inspection. At the present time (except for insurance purposes) there appears to be no proper inspection of sailing vessels, therefore no protection is afforded to the crews who are placed entirely at the mercy of the owners, in so far as the proper condition of the vessels as to sea-worthiness is concerned; and it is stated in evidence that a very large number of craft now trading on the lakes are, for this reason, little better than floating coffins. This is particularly the case during the months of October and November, when, from the inducements offered of high freights for cargoes, a large number of vessels are pressed into service, which, from their age and condition, ought not to be allowed to leave port, at least during this part of the season. This class of vessels are almost invariably uninsured, they have consequently not been inspected, and not a few of them are wrecked and the crews lost. Many vessels are also employed during the latter part of the season which may be termed barges, but which frequently are old vessels partially dismantled that are towed by steamboats from port to port. The evidence points out that these vessels do not carry sufficient sail for ordinary working purposes, and when, as it often happens in case of a storm arising, they are cast off by the steamboat, or break adrift from the same; they are completely at the mercy of the wind and waves; whereas, if they carried enough canvas to work with, the crew would at least have a chance of saving the vessels and their lives as well.

Complaints are made of the insufficient number of crew carried on all classes of vessels. Particularly in the cases of barges is this noticeable as they are, at times, sent on trips with three or four men on board, when twice that number would not be more than sufficient for the ordinary handling of a boat under sail. Many men, also, are shipped as sailors who are incapable, from ignorance, of performing the work required of them. An instance of this is given in the evidence taken at St. Catharines, Ont., where it was stated that a vessel lost on Lake Ontario, in the fall of 1887, had but three men on board, only one of whom (who had charge of her) was a sailor and he was disabled through an accident which had occurred some weeks previous. The evidence of Edward Smiley, marine diver of Port Dalhousie, clearly shows how utterly unfit for service this vessel was. Very serious complaint is also made of the practice of overloading. In some cases to such an extent is this done that it is with great difficulty that the crew can move about the deck to perform their

duty. Not only does this add unnecessary toil to the sailor, but it frequently makes the boat unmanageable. Especially is this so when a high sea is running. Thus a vessel when fairly well laden will have more buoyancy to ride over a sea, and will answer her helm freely, and if her rigging and gear be good there is comparatively little danger of disaster; but, when loaded beyond her capacity the reverse is the case. The same vessel, instead of rising with the sea, plunges into it and labors heavily, making it almost impossible to steer a course. The danger from this source is more apparent during the two stormy months of the season mentioned above than during the fine weather which prevails in the early part of the summer when navigation is nearly always possible under any favorable condition of the vessels employed. The sailors who gave evidence before the Commission were a unit in expressing a desire for the Dominion Government to pass a law regulating the loading of vessels, making it compulsory that every vessel, when her cargo is on board, should have sufficient free board to enable her to weather any storm she might encounter, with tolerable safety, when making a trip. They suggest that a mark be placed on the side of the vessel, in such a position as would ensure a free board of from 2 inches to $3\frac{1}{2}$ inches for each foot of depth of draft when loaded, and they believe if this were done the loss of life and property would be very much less than at present. The evidence was also strongly in favor of the appointment of inspectors, with power to go on board at any time during the season of navigation and order all necessary repairs to hull and gear that may, in their judgment, be found necessary to ensure the safety of the vessel and crew. At the present time it appears that inspection for insurance purposes seldom extends beyond the hull, whereas it is claimed by the witnesses examined that the inspection of a vessel should extend from the keel to the truck at the masthead, and should include everything on board used in working the craft, such as canvas, spars, standing and running gear, pumps, anchors and chains, windlass, yawls, etc. Some better provision should also be made for the accommodation of the crew, the forecastles in most of the sailing vessels on the lakes at the present time being not only entirely inadequate, but they are described by some witnesses as being unfit for occupation for want of ventilation and proper fittings. In some cases it is said that the men prefer to sleep on deck rather than subject themselves to the unwholesome atmosphere below. Testimony was given of the want of life-saving appliances. It is not considered a part of the necessary outfit at the present time to have life-preservers for the use of the crews in case of emergency. It is true that each vessel carries one boat of some sort, but experience has shown that it is not safe to depend solely upon this means of saving life. In addition each vessel should have on board at all times a sufficient number of cork life-preservers to supply each member of the crew with one.

It is to be hoped that the Government will see its way clear to act in this matter and by means of necessary legislation protect our people engaged in inland waters; because, if the property of the owner is valuable to him, the lives of the crew are of much more value than the craft.

STEREOTYPE PLATES AND CELLULOID.

Your Commission has taken evidence in the different Provinces which they visited regarding the importation and use of stereotype plates and celluloid in the printing offices, in lieu of set type. One witness in Ontario (pages 925, 926) testifies that in the interest of the Canadian printer and stereotyper a sufficient duty should be imposed to exclude from the Dominion the imported article, and that all matter of this class should be set in Canada by our own mechanics, rather than by those of a foreign country. This can only be accomplished by a high protective duty. Were such a duty imposed it would undoubtedly give more employment to the men in the various branches which are interested in the manufacture of such plate-matter. Another witness (page 323, Que.) testified that imported plate-matter was an injustice to the Canadian workmen. He further stated that an additional injury was com-

mitted by the fact that such matter was exchanged from one city to another in Canada. Such interchange, while being unfair to the public, by circulating stale literature, tended "to take the bread and butter out of the printers' mouths." On pages 165, 166 (New Brunswick evidence) a witness states that plate-matter and celluloid, *alias* "feather weight," when used in newspapers for space-filling purposes, contributed in a marked degree to keep men idle; and further, that "if plate matter were not imported into Canada the position of journeymen printers would be materially improved." The use of plate-matter in newspapers is not considered an evidence of progressive enterprise.

The cost of celluloid, one witness claimed, amounted to only 1 cent per lineal inch, delivered in New Brunswick. The injustice to Canadian printers is thus made apparent. Another reason why American plate-matter should be excluded is upon the ground of immorality. One witness in Ontario (page 1,011) stated before the Commission that to his knowledge plate matter was obliged to be returned on account of its immorality. Literature of an "airy" character, unsuited to the tastes of Canadian readers, is often circulated through the medium of American plate-matter. Your Commission would therefore strongly urge that a sufficient duty be placed on plate and celluloid matter coming into Canada to insure its entire exclusion. If reading matter of this class is absolutely necessary, on account of its cheapness, no valid reason can be advanced why such plates cannot be obtained from Canadian makers.

LONGSHOREMEN AND SHIP LABORERS.

There is one occupation (longshoremen) which has engaged our attention in the principal shipping ports of the Dominion, and a great deal of information was received by the Commission from both merchants and laborers on this subject. It must be remembered that these men, working along shore, exposed as they are to all kinds of inclement weather, toiling from morning until night and, in many cases, from night till morning again, exposed to dangers of every sort at their hazardous work, have many grievances to complain of. For instance, in Montreal, they state that they are sometimes compelled to work continuously thirty-five and forty hours. The remedy for this evil rests in their own hands, for, organized as they are, it is their duty to see that no man should work so long as to injure his physical powers, and the merchant or ship-owner knows that relays of fresh men would do more work in forty hours than one gang could, and both capital and labor would be better satisfied with the change.

In Quebec about 2,000 men are employed during navigation loading and unloading craft of every description, and difficulties have arisen from time to time between the Board of Trade and the Ship-Laborers' Society. But during last season (thanks to the visit of the Commission there previously) several concessions were made by the society, and a better feeling now exists upon both sides.

In St. John, N.B., about 420 men are organized as a union. In former years strikes and disturbances had taken place, but during 1887-88 an agreement was entered into between the merchants and the union (see page 238, N.B. evidence) and both parties have carried out this agreement.

The unnecessary competition of workmen with each other can be seen in the matter of overtime. Every man who works longer than the regular hours of his trade deprives some fellow-workman of his share of labor and adds to the number of men unemployed.

It is admitted by competent judges that in manual labor cheap workmen are unprofitable. It is a great mistake to suppose that the lowest-priced labor is always the cheapest. Sir Thomas Brassey, probably one of the best informed men in the world on that subject, conclusively proves that cheap labor is certainly not the best.

The unions that these men, in the cities named, have formed have certainly aided them to secure better compensation for their labor and more regular payments (see page 1088, Que.) ; but considering the severity of the work, and the short period during which their labor can be carried on, so far as Quebec and Montreal are concerned, their yearly wages cannot possibly be considered excessive.

INFLUENCE OF LABOR ORGANIZATIONS.

Among other matters brought out by this Commission is the interesting and important bearing on the labor question of the influence of workingmen's organizations. Nothing could be more striking than the contrast furnished between organized districts and others where as yet the principles of a trade organization are little known and still less acted upon. And if the progress that has been made towards uniting capital and labor in cities that are comparatively well represented in the ranks of labor bodies is to be taken as a criterion of the usefulness of such societies, we may well believe that they are destined to be a very important factor in the solution of the labor problem. And as the work of consolidating the ranks of labor makes progress, so will its influence extend and its usefulness become more apparent. Slowly but surely are capital and labor becoming drawn more closely together, as the aims and principles of united labor are better understood. In 1887 the President of the English Trades Unions Congress said in his address to that assembly : "The principle of appeal to facts and reason, instead of brute force, is rational, and at once commends itself to the judgment of men." This official declaration is a recognized principle in the operations of labor societies. That great progress has been made in the last few years is evidenced by the fact that a large percentage of the disputes that have arisen between employers and their employes have been amicably adjusted, either by conciliation or arbitration brought about by the efforts of the various trade societies involved. A number of statistics might be quoted from the returns both in Great Britain and the United States, but two or three that have been carefully selected will suffice for the purposes of this report. Thus, Mr. Edward W. Bemis, in the *Political Science Quarterly*, June, 1887, writes of the English trade unions :—

"During the last thirty-five years the percentage of expenditure in trade disputes has been only 3·86 per cent. out of disbursements amounting to \$12,459,000."

Mr. Cadman, in the "Unity of Capital and Labor," page 209, states :—

"It is estimated that 99 per cent. of the union disbursements have in late years been beneficiary and only 1 per cent. has been used in industrial warfare."

And although organization is not so complete in the United States as in Great Britain, the results are in keeping with the progress made. Mr. Powderly, General Master Workman of the Knights of Labor, said on March 8th, 1886 :—

"Since the 1st of January preceding, the Executive Board of the Order had settled 350 cases by arbitration, which otherwise would have resulted in strikes."

The President of the Cigar-makers International Union testified before a committee of the United States Senate, "that in the three years preceding 1883 his union had prevented more than 300 strikes."

One of the good results, therefore, of labor organization in other countries has been to place capital and labor in such a position that it is reasonable to expect that in the near future the strike will be a thing of the past and boards of arbitration will have taken its place. That this is also the goal of Canadian workingmen is fully borne out by the testimony of hundreds of witnesses who were examined by the Commission, many of whom were especially appointed by the societies to which they belonged to give evidence bearing on this matter; and it is gratifying to state that in many instances, where labor organizations existed, very many of the largest employers of labor have endorsed what the men have stated in reference to their desires in this respect.

That the wage question is the most prolific source of trouble there can be no doubt, and it is for the removing of this cause of friction in a friendly way that labor bodies have most strenuously persevered. The claim that workingmen do not receive full value for their labor, that they are too frequently unable to make ends meet, and that capital often takes advantage of their necessities to regulate the price of labor, appears to be well founded, when judged by the evidence given before the Commission. This state of affairs is, however, more apparent in the places that are not organized, and where wages are invariably lowered in the winter season. But in cities and towns where labor is organized, higher wages not only rule, but usually remain the same throughout the year. This is to be attributed to the fact that these societies claim an equal right with the employer in determining the amount to be paid for the labor given, the principle laid down being that the minimum rate shall be a living rate of wages for all. And it is noticeable that the report of the Bureau of Statistics of the State of New Jersey shows that where labor is thoroughly organized, both male and female, females receive the same remuneration as the males for the same class of work. It is pointed out that associations of manufacturers and others meet together and find no difficulty in establishing the selling price of goods, thus determining beforehand the profits to be derived. Workingmen ask why should not capital and labor meet together and fix the rate of wages to be paid for the production of the goods. An industrial partnership of this kind would at once settle the wage question, and in like manner dispose of the question as to the length of the day's labor. Labor says: Remove or settle these two questions, and the unity of capital and labor will be an accomplished fact.

The principal objects of labor societies, until recently, were the protection of the worker in his wages and the prevention of undue competition among them by shortening the hours of labor. But these organizations have extended their field of usefulness, and their educational value cannot be overestimated. They have been very beneficial in promoting a spirit of self-control, in instilling a knowledge of parliamentary proceedings and in conducting meetings. A spirit of independence and self-reliance has grown with their progress, looking rather to their own efforts to accomplish their objects than appealing to the Government for assistance. Though much can be done by legislation, they themselves have, and can do, a great deal to better their condition by united action. In a mob men trample on each other, but in a disciplined army they brace one another up. So labor unions prevent disorder to trade. Nor should the character of those who compose these societies be overlooked. In nearly all of them proficiency in their calling, as well as a good character, is made a condition of membership. Mr. Geo. Howell, in the *Nineteenth Century Magazine*, October, 1882, says:—

“Now whatever differences of opinion may be entertained with regard to the particular objects which these men may have in view, or as to the policy of unionism in general, one fact cannot be ignored, namely, that the workmen who constitute this vast industrial army are, as a rule, the picked men of their several handicrafts, and represent the flower and skill of the various trades to which they belong, and of the industries at which they work.”

He points out that formerly meeting rooms were given free in public houses but now, owing to the little money spent for drink, a fixed rent is charged, showing that such societies are conducive to temperance.

Of late years the principles of social and political science have been added to the aims of workingmen's societies. Co-operation, until recently so little understood, is now a cardinal principle in the constitutions of these bodies, and while as yet not much has been done to bring into practice this principle in business in the Dominion, there is not wanting an intelligent knowledge of the subject, both distributive and productive, which knowledge will doubtless bear good fruit in time to come. There are many advocates in the ranks of labor to-day who claim that in the practice of co-operation, or in what is known as industrial co-partnership, involving profit-sharing with the principal features of co-operation embodied in it, is the only basis on which production can be carried out that will be perfectly just to both capital and labor.

That this principle may be carried out with safety to the capitalist is amply attested by experience in other countries.

In France, up to August, 1887, over fifty firms had adopted profit-sharing with success.

In England the first attempt appears to have been that of the Mitchell Hay Co-operative Manufacturing Society of Rochdale, Lancashire; followed at different periods by others, till in 1882 there were seventy-two companies in the same county, with a paid up capital of \$27,806,100, and all were in a flourishing condition. In 1884 the net annual profits of seventy-one joint stock mills in Oldham, Lancashire, were \$1,369,680, or about 9½ per cent. on the paid-up capital. In the United States there are many noticeable instances of the success of this plan. Messrs. Pillsbury & Co., of Minneapolis, Minn., state: "We doubt very much whether we have lost anything by the extra money we have distributed amongst our men. We think we get the best, most loyal and faithful help in the world—that we are getting back largely if not entirely all we pay out to them." (It is understood this firm distributed in three years, besides paying high wages to their employes, over \$100,000). Mr. Nelson, of the N.O. Nelson Manufacturing Company, of St. Louis, wrote, March, 1887: "After one year's experience of profit sharing the experiment has been an entire success." (H. W. Cadman). Thus it appears that merely as a business matter, apart from any other principle, this subject is worthy of consideration of all employers who are desirous of increasing the returns from their capital without injury to their employes. To the persistent efforts of labor organizations may also be traced, very largely, the advanced state of public opinion in relation to the sanitary condition of factories, workshops, and dwellings of the working classes. It is now impossible in organized labor centres to neglect these matters. Employers find it difficult to carry on business where no attention is given to the health and comfort of their employes. In many places where these societies exist there is now an entire separation of the conveniences for the sexes, and care is taken that no corrupt influence shall gain any foothold where males and females are employed in the same building. The shortening of the hours of labor for women and children has for years been kept before the public by labor organizations, though as yet with indifferent success. Much progress has also been made in preventing the sending to this country, by interested people and charitable societies in other lands, an undesirable class of immigrants, and it is due to the reiterated persistency in protesting against this wrong, by organized labor, that the practice of sending the helpless and pauper classes to become burdens on our people and charities has been very much lessened and will, it is hoped, be prevented altogether.

Thus in many ways the influence of labor organizations have had a beneficial effect to those who have taken advantage of the opportunity they afford of discussing the whole labor problem in its economic, social and political aspects.

Some of the especial benefits are better wages, shorter hours of labor, better protection from accident, a more friendly relation to capital, prevention of child labor, higher education, a better knowledge of their trades through the discussion of their wants, voluntary and compulsory insurance, payment of sick and death benefits, and the extension of relief to the needy.

There have been many mistakes in the past; the enemies of labor can point to follies, and even crimes, that have been committed, for which in some cases the organizations were responsible, but the same may be said of all bodies of men, public or otherwise. Even Parliaments are not free from such errors. The late President Garfield said: "All free Governments are managed by the combined wisdom and folly of the people." It would be unfair, therefore, to expect that associations composed of workingmen, often half educated, or not educated at all, would be free from mistaken motives and acts at times. Tracing such societies from their earliest history to the present time and noting the immense amount of good they have conferred on their members, all must admit that the benefits conferred far outweigh the loss. So good an authority as Professor Ely, says, in his *Labor Movement in America*, page 138:

"The labor movement, as the facts would indicate, is the strongest force outside the Christian church, making for the practical recognition of human brotherhood, and it is noteworthy that at a time when the churches have generally discarded 'brother' and 'sister' as a customary form of address, the trade unions and labor organizations have adopted the habit."

To this may be added the fact that where organization has made much progress the moral standing of the people is also high. No one can become a member who is not sober, and, as a consequence, union men and women are temperate and industrious in their habits. The universal testimony of wage-earners is that the money paid by them to support their societies is as good an investment as they have ever made. In some of the States of the American Union a day has been set apart as a general holiday, known as Labor Day. This movement has spread in our Dominion and of late years several of the towns and cities of Canada have proclaimed one day in the year as a municipal holiday in honor of labor. It would be well to make this system a general one—to chose a suitable day, about the 1st of September in each year, and to proclaim it labor holiday, in the same way as Thanksgiving Day is now proclaimed, and made a holiday throughout the Dominion.

IMMIGRATION.

Considerable evidence has been taken on the subject of immigration, but, with the exception of the testimony of one or two witnesses, there was nothing very definite elicited.

Since the 27th of April, 1888, the policy of the Government has been to grant no assisted passages to anyone. Heretofore, in order to obtain assisted passages, immigrants were required to produce a certificate from some clergyman that they were agricultural laborers or domestic servants.

As to whether the rule in this respect has been violated there is some testimony. Mr. Perrault, Vice-President of the Montreal Chamber of Commerce, stated that while at Liverpool he saw a man dressed in the garb of a clergyman on board an Allan Line steamer signing certificates in hundreds—or what he took to be certificates—showing the holders to be desirable immigrants, although it did not appear that the clergyman had had any previous acquaintance with the parties whose fitness as immigrants he was certifying to.

On being questioned about this statement of Mr. Perrault, the immigration agent at Quebec stated that the party who was supposed by Mr. Perrault to be a clergyman was, in all probability, the purser of the vessel, and that it could not have been the certificates entitling the holder to an assisted passage, as these were invariably given up before getting on board the vessel. This witness stated that the demand for domestic servants was far ahead of the supply. This would also hold good as to farm laborers, but only for a limited period of the year, viz., during the harvest season. At other times the supply would appear to be about equal to the demand. It is felt by the working classes that the labor market throughout the Dominion is over-stocked, and that the only kind of immigrant who should be invited to come to our shores is the agriculturalist who is prepared to take up land.

Immigration of a proper character can still be of benefit to Canada. The thousands of broad and fertile acres which remain untilld invite the agriculturalist to take up his abode with us. The immigration to the Dominion of skilled labor—in some cases under contract—of which there is a sufficient supply already, should not, and we are glad to know is not, encouraged by the Government.

There was some evidence on the subject of importing labor under contract before the Commission. A few cases were given where Germans, Frenchmen and citizens of the United States were imported under contract.

The pernicious use which has been made of the power to import labor under contract calls imperatively for the abolition of that power. It is a fitting subject to engage the attention of Parliament, and it will, we trust, very shortly be dealt with.

The injury done to the working classes by the importation of labor under contract is palpable. Instances are not far to seek where the employers in particular lines of trade have undertaken to resist the just demands of their men and to compel them into submission by bringing in from a foreign country workmen to take their places. It is true that such a means of coercing labor is not always successful, but it is an injustice to the men that such a lever should be placed within the reach of the employer.

Parliament in its wisdom has protected the interests of the manufacturer by the safeguard of a tariff, and the citizen whose only capital is his labor should be not less the object of paternal care.

There might be some objection to placing any restrictions upon our fellow subjects from the British Isles, but this could not apply to those who are aliens, and the experience of Canadian workmen is that their business has been disturbed more by foreigners than by those living under the same flag.

The Act dealing with this subject, passed by the Ontario Legislature, provides that contracts made for the performance of labor or service with a person not a resident of Canada shall be void and of no effect as against the migrating party; but this law has been of no assistance whatever in putting a stop to foreign contract labor in that Province. What is required is a penalty to be inflicted upon the resident contracting party, as well as upon the person who undertakes the transport of the contracted laborer into Canada. Only in this way can an effectual stop be put to this system, which is so hurtful to Canadian workmen.

Another branch of this subject has also engaged the attention of the Commission, viz., that of paying a bounty upon the children brought out by philanthropists from Great Britain and Ireland. Although the Commission had not the benefit of the same expert testimony on this point as was given before the Select Standing Committee on Agriculture and Colonization of the House of Commons during the Session of 1888, there was some evidence on the subject, notably that of Mr. W. H. Howland, ex-Mayor of Toronto. Mr. Howland is of the opinion that it is wicked and cruel to send these children here, as they are, in some cases, sent out by the Poor Law Unions, but of those brought here under the auspices of the different homes he speaks more hopefully. There is, however, a strong feeling that these children are not suitable immigrants to bring to our shores.

We would therefore recommend that the \$2 per head, or whatever the sum may be, which is paid for each of these children on arrival in Canada be discontinued, and that no encouragement be held out to immigrants of any kind, except domestic servants, farm laborers, and those who are prepared upon their arrival to take up land.

LAND AND RENTS.

Among the important questions agitating the minds of the workers is that of rent. The outlay for this purpose has been largely increased of late years, as is conclusively demonstrated by the evidence taken at almost every point visited by the Commission. More especially is this noticeable in the larger centres of population.

The tendency of the age in Canada, as elsewhere, is for laboring classes to crowd into industrial centres and the natural consequence has followed: land values have risen and rents have been correspondingly increased.

Whether any practical remedy has as yet been devised for this state of affairs is very questionable. The one certain feature in connection with it is that a very heavy drain is now made on the purse of the artisan and the laborer to meet the demands of the landlord.

The proportion of the income which can be devoted to payment of rent and leave sufficient for procuring the other necessities of life is an interesting study. It varies considerably in different ages and lands. In the sixteenth and seventeenth centuries the proportion of the laborer's income required to provide himself and family with a shelter was one-thirteenth. With the advance of civilization and the demand of the toiler for a better home the proportion has largely increased. In place of the

one-thirteenth, we find it has reached one-fourth and in many places one-third of their total earnings. It may be interesting, for purpose of comparison, to give here the figures of some of the leading cities in Europe and the United States.

In London, Eng., where the enquiry extended over a very large field, and embraced a larger variety of the poorer classes than was the case at any other point, the amount of income required to pay the landlord ranged from one-eighteenth to one-eighth. In Berlin, Germany, it is from one-fifth to one-fourth; in Vienna, Austria, it is one-third; in Paris, France, it is one-fourth; in the city of Edinburgh, Scotland, it is from one-sixth to one-fourth; in Dublin, Ireland, it is somewhat lower, and only required one-seventh of the income; in New York, Philadelphia and Boston, it is from one-fourth to one-fifth, with occasionally an advance to one-third. The cities of our own Dominion show about the same result. In Toronto the rent will average a trifle more than one-fourth of the income; in Montreal, one-fourth, in Quebec city, one-fifth; in St. John, N.B., about one-fifth; and in the city of Halifax, Nova Scotia, one-fourth. In the smaller places the average would not be quite so high.

In the mining districts the land in the vicinity of the mine is usually owned by the company that operates the mine, and in most cases the company have erected on these lands houses for the employés. These houses are, as a rule, cheaply constructed affairs, providing few of the comforts of life, while the rent charged ranges from \$1.50 to \$4 per month. As the total cost of these buildings is only from \$200 to \$400 it will be seen that the interest expected to be derived from money invested in this way reaches a tolerably high rate.

In some cities it is found that a considerable quantity of land is owned by large corporations, and as family estates. These lands are constantly rising in value from the energy, thrift and enterprise of the smaller owners about them. These blocks of land thus held are constantly reaping the harvest of increased value, which their owners have done nothing to bring about. This is one of the reasons for increased rentals. So largely and rapidly have rents increased in the larger cities that it has become a grievous burden upon the laborer. In many of the places visited the increase during the last ten years has been from 20 to 25 per cent. This has been a serious charge upon the purse of the worker, and has, to a certain extent, over-balanced the increase of wages which has been obtained in many lines of industry. It is a cause for regret that no matter how great the increase, how serious the exaction, the landlord is all-powerful; there is no appeal from his decision.

In other lands it has been found necessary to fix a legal rent by the judiciary and if values increase in the same proportion during the next ten years that they have during the past decade it may be possible that some such method will have to be adopted on this side of the Atlantic.

It is difficult to present a practical solution to this problem, but if some means could be provided whereby the rent could be fixed at a fair and legitimate interest on the amount invested it would be a great boon to those who are seriously embarrassed from the high rentals which they are compelled to pay.

If, however, there are dark sides to be pointed out, there is also a bright spot, which may, with some considerable amount of gratification, be alluded to. There is at least one evil from which Canadians are exempt, and that is the tenement-house system, which is so prevalent in the cities and larger towns of Europe and the United States. In few instances that have come under our observation has the number of families in a house been excessive, or beyond what the requirements of civilization and decency would permit of.

And even these few were found amongst the very poorest of our population, and not in the ranks of the industrious workers. Where, in other lands, the crowding together of numerous families in close-confined tenement houses has become an evil of such vast magnitude that legislators have bent their energies to devise some remedy, it is becoming the rule in Canada for each family to be in possession of a house exclusively used and occupied by its own members.

This is a feature of our industrial system which is deserving of special mention and one in which we, as Canadians, may well take pride.

COLLECTION OF SMALL DEBTS.

The addition of excessive costs to the original amount in the collection of small debts "by process of law" is a matter of considerable importance to a large number of artisans and mechanics. In fact it is a matter which affects all wage-earners in subordinate positions, the amount of whose earnings is barely enough to supply sufficient of the necessities of life for the proper maintenance of wife and family. There is usually little or nothing left to put by for old age or infirmity. If misfortune overtakes them, such as loss of employment, sickness, or which may possibly be brought about by their own neglect to use proper precaution in the distribution of the funds at their disposal, the inevitable result is a debt which hangs over them like a mill-stone. It frequently happens that the employer is primarily responsible for the man getting into debt, because of the long periods of time which elapse between pay-days (see page 778, Quebec.) And in the case of small employers by putting the employé off, on the plea that he has no funds at the time available, but if the unfortunate workman will call around some other time he may, possibly—be told when to call again. That usually ends the matter until the sufferer does call again, or until his services are again required. There is also another cause which tends to the continuous indebtedness of the under-paid stratum of society, and that is the facility with which people in anything like steady employment can obtain credit. This is one of the greatest curses they have to contend against, although it may be looked upon at times as an unmixed blessing. The credit system encourages the consumer to buy many things he would possibly not think of purchasing were he dealing with cash in his hand. The cash would be a fixed quantity, and the individual would feel it his duty to make it reach as far as possible.

The merchant, grocer, huckster or other dealer lays in a stock of goods, and in order to get his profit he must dispose of them as quickly as possible. Knowing his customer to have employment at a certain rate of remuneration, with a responsible party, he presses his wares and the consumer buys the goods, not because he really wants them, but partly because he is proud of having credit and partly because he feels he ought to be a little more liberal in his purchases in order to remunerate the merchant for the extra trouble and cost in paper, ink and book-keeping. It is altogether forgotten for the time being that the dealer will add the value of his labor to the price of the goods and also that the day of reckoning will soon come—this latter the more quickly if the victim of the pass-book should fail to find a market for the labor he has to sell. It sometimes happens that this pernicious system is resorted to in times of misfortune, the workman trusting that the tide of events may soon turn in his favor and place him in circumstances that will enable him to pay his way and redeem himself with his creditor. With this class the resort to the credit system is only a temporary expedient to carry them over a present difficulty. In the struggle that is continually going on in our cities to obtain the bare necessities of life these people are, through circumstances over which they have no control, compelled by their needs to depend upon the pass-book and the dealer's indulgence, in order to obtain for their families the necessities of life. It occasionally happens that temporary loss of employment, sickness, or the death of some member of the household, makes it utterly impossible to keep up the payments for food, clothing and rent and then the law, with its enormously disproportioned costs, steps in and completes the ruin which was commenced by some unavoidable misfortune. One such case will be found on pages 88, 602 and 687, Montreal. In this instance the original debt, according to the evidence of the Clerk of the Circuit Court (Montreal, page 602) was \$37.50, and the costs amounted to \$27.50. To satisfy the judgment, furniture, costing originally \$165, but, allowing for depreciation by wear and tear, worth when seized about \$103, was sold at bailiffs' sale for \$29.20, leaving the unfortunate individual still in debt. To satisfy this claim, some six years after his household effects had been sold, his wages, amounting to \$32.85, were also seized.*

*To prevent doubt in their own minds as to the value of the furniture, two members of the Commission, having some knowledge of the cost of such articles as were sold, made an estimate which almost corresponded with that of the witness Greatorex, page 687, Montreal.

Another case, on page 235, Montreal, is a much sadder one. Here a poor family, forced by necessity, had ran into debt to the extent of \$11 for groceries; \$7 of this had been paid when sickness invaded their home. The result was that they were unable to pay the balance and asked for time to enable them to do so, promising to pay as speedily as possible. Time was refused and a judgment for the balance, \$4, was rendered. This, with the costs, amounted to \$15. The wages of the husband were garnisheed, at a time when they were insufficient to meet the pressing needs at home. The sight of a sick wife and a family of small children wanting food; having no hope of being able to satisfy the law, and supply the requirements of his wife and children at the same time, proved too much for the unfortunate man, and in utter despair he took his own life.

Another case will be found on pages 907 and 992, Quebec, where a man working as a tanner, earning \$6 per week, owed \$4.50 for house rent. His wages were seized for that amount, and he was compelled to pay no less a sum than \$13.18. Another witness in Montreal testified that it would be possible to seize, every week, for a small debt, half the wages of a man earning \$7; and that the costs of such seizure would exceed the amount realized, so that the debt would actually be increased instead of being diminished by the process. Such facts as these need no comment. Other cases similar to the foregoing might be cited, but these we feel confident are sufficient to draw the attention of the proper authorities to the unfortunate state of affairs which exists and imperatively call for the enactment of a more equitable scheme for the collection of small debts. The costs of collecting these small debts are, proportionately to the amount involved, enormous and are a source of much suffering to the poorer classes. They are sanctioned by the law, and the unfortunate ones who are hapless enough to come within its clutches may plead in vain for mercy. The majesty of the law must be upheld, regardless of the results which accrue therefrom.

One feature in these cases can not be overlooked. It is one which deserves the severest possible censure. That is the practice that some lawyers have of canvassing dealers for the purpose of getting their accounts to collect (see page 704, Montreal). We feel that too strong language cannot be used in condemnation of this practice. Much of the suffering that is experienced is the direct result of it. These legal harpies make collections for a percentage, and once the accounts are placed in their hands they make the unfortunate debtor pay the full costs allowed by law. The victim is never released until the last cent has been extracted. They have no mercy, but exact the full pound of flesh.

A less costly method of collecting all debts of \$25 and under is imperatively needed, and we would suggest that the recommendation on page 718 Montreal be adopted. It is, that in all actions for sums under \$25 the only costs to be allowed should be the sum of \$1.00; and that the judge before whom such cases are tried should be empowered, "after due enquiry into the circumstances of the debtor," to order such weekly or monthly payments as, in his judgment, the debtor will be able to make, having a due regard to the requirements of his family.

EDUCATION.

Though no special enquiry was made into the working of the various school systems throughout the Dominion, sufficient evidence was obtained to show that in the Provinces visited care is taken to provide a good common school education for all who can make use of the opportunities given. It is gratifying to notice, also, that the facilities given are, as a rule, taken advantage of, the exceptions being chiefly in some of the large manufacturing centres, where children are sent to work at too early an age. Here are to be found far too many who have grown up and are now growing up to manhood and womanhood unable to read or write. This, however, is due rather to the system pursued in factories than to the want of educational facilities.

Very liberal provision has also been made for the higher branches of education. Universities and colleges for the training of professional men appear to be fully up to the requirements of the age, and are thoroughly appreciated by those seeking to enter upon a professional career.

In many places visited by the Commission the desirability of providing all necessary books free of cost to the scholars was urged. It was stated that poor people are unable to send their children to school as long as could be wished, because of their inability to purchase the school supplies needed. On page 202, Ontario, a witness testifies: "Not only should books and everything be supplied, subject to general taxation, but every child should be compelled to attend school." Another, page 280, Ont., says: "Wherever this plan has been tried it has been found that the attendance of the children of the poorer classes has been more regular." It is difficult to see why the school house, teacher, maps, etc., should be provided gratis and a hard and fast line drawn at books. To make our schools really free, all that is necessary to enable a child to prosecute its studies ought to be provided.

The Superintendent of the Public Schools of St. John, N. B., says (page 156 N. B.) that the law of that Province does provide free books in certain cases, presumably where the parents of the scholar are in indigent circumstances. But this would be a species of charity, and the taking of alms in any form carries with it a stigma which neither the parent or the child cares to incur. Some of our Provinces have laws compelling the children to attend school for a certain period of their life, but the law cannot compel the parents to purchase books. As a consequence, where the parents are financially unable to provide their children with the requisite books, the compulsory feature of the law is evaded.

There were complaints, also, as to the monopoly which has been created, whereby the price of the books has been enhanced. A witness (page 113, N. B.,) says: "That were publishers in the Province allowed to print the books they could be furnished 25 per cent. cheaper." In Ontario (page 284) a witness also gives it as his opinion that the publication of school books should be open to all publishers.

No doubt, up to a recent period, the educational systems provided were ample to meet the requirements of our population, but the rapid growth of the industries in the Dominion during the last few years has made it apparent that if we are to become a great manufacturing country more attention must be given to training our people to become artistic and skilled workmen.

There are no adequate facilities provided whereby the workingman can become conversant with that instruction necessary to fit him to become a good artizan, well up in the practice and theory of his business.

The necessity for practical instruction of this nature is more apparent now than formerly, owing to the change in the system of working. The old plan of apprenticeship, by which a young man was taught his trade, has disappeared, and we have nothing in our industrial system to take its place.

To be successful competitors with foreign manufacturers we must have workmen as highly skilled in their respective callings as those with whom they have to compete. To do so, the same facilities must be provided to give the cultivation and training necessary to acquire skill and knowledge as the workmen of other countries have.

The time has apparently arrived when the State should extend the present school system, by providing technical and industrial training schools for the youth of our working classes, where, under competent instructors (who should be practical men in the branches taught), those choosing mechanical callings can obtain a thorough theoretical knowledge of their business, as well as practical skill. A very general unanimity as to the desirability of this training will be found in the evidence in all places visited by the Commission, the manufacturers and the mechanics alike expressing a wish that something should be done to meet this want. There is some difference of opinion as to how these schools can be made effective, some of the witnesses maintaining that the curriculum of the public schools could be altered so as to meet the want and that, after a child has passed the Fourth Book, (page 941,

Ont.) certain subjects might be dropped, others lessened, and more prominence given to free mechanical drawing, modelling in clay, working in wood for boys, and sewing for girls. No doubt these views are worthy of consideration and if adopted would prove beneficial to a limited extent to those who remained at school after reaching the standard indicated; but unfortunately a very large proportion of our young people are, through necessity, obliged to leave school before they could take advantage of such instruction. In 1887 there were over 20,000 children in the public schools in Toronto, and of this number only about 4 per cent. remained at school after the Fourth Book standard was reached. Taking this as a basis of calculation for the Provinces it would appear that very little benefit would result if the course indicated above were adopted.

There were many witnesses who had given very close attention to this subject and who were well qualified to give an opinion on the matter. They stated that some change was imperative, but that the teaching should begin with the lowest classes and be continued right through every grade in the school. One witness (page 280, Ont.) says: "I believe that the proper place for the training of the hand is in the lower classes in schools, where all are attending. What I urge is manual or industrial training, such as the training of the hand to make it expert, and the training of the head to make it clear and definite in controlling the hand, together with some slight training in the use of tools, which should be done without teaching any particular trade." On the same subject another witness (page 228, Ont.), says: "I do not think the aim of industrial education should be to make men skilled mechanics, but to make them see the principles underlying mechanical operations, rather than to perform the operation skillfully. We should not aim at that in school any more than we should teach a boy at the agricultural college to draw a straight furrow with the plough." Another (page 163, Ont.), says: "In the common schools we have no education which is worth anything, which does not educate the boy perfectly. We should train him to use his hand, his mind and his eye together, and when we thoroughly train him to do that, when he is turned out he will be able to learn any trade." A great many others are agreed that a change like the above is a necessity; not alone because of the advantages it would give to those learning trades, but that it would tend to create a desire in the minds of children to select industrial in preference to professional or commercial pursuits. One thing all are agreed upon, viz., that the present system unfits the scholar for mechanical life. As an Ontario witness says: "The fact of the matter is, that to my mind the public school unfits a boy for learning a trade. We are bringing up a nation of shopkeepers. To teach a boy to earn a living by the use of his hands is the proper way in this country." Stronger testimony than this it would be difficult to procure, and it is to be noticed that the witnesses engaged in all mechanical callings, who gave evidence on this subject, strongly corroborated the testimony alluded to. There can be no doubt that the proper authorities must solve this question in a practical manner with as little delay as possible. We must see that the education that the children are receiving is one adapted to our industrial condition. It would be a misfortune to the country at large to continue in the present line. An effort should be made to instil in the minds of the young a preference for industrial avocations rather than the overstocked professional and commercial callings. But while we agree as to the desirability of such a course as is outlined in the evidence referred to, we are of the opinion that in order to obtain the full benefit to be derived from such training it is absolutely necessary that the teaching should be carried on after the pupils leave the schools. It is obvious that the knowledge acquired in the primary schools must of necessity be of the most elementary character, designed rather to create a taste for mechanics in the mind of the scholar than to be of practical use in life. The plan adopted in England, and on the Continent of Europe, of establishing secondary schools, where a full technical course is given, having a direct bearing on the trade selected by the scholar, is the one we would recommend as being best suited to the wants of our people. Very full and complete reports as to the efficiency of this system are to be found in the report of the Royal Commission on Technical Instruction in Great

Britain (1881). These schools, besides giving a full science course during the day to those who can afford to attend the classes, provide evening instruction for mechanics and apprentices, and, so far, have been eagerly taken advantage of by those for whose benefit they were established. This plan has the hearty endorsement of the workmen throughout the Dominion, and would be welcomed by them as supplying a want now keenly felt. This Commission, therefore, recommends: 1st. The re-arranging of the curriculum in the public schools, with a view of making the instruction more practical. 2nd. The establishment of technical schools, with evening classes attached—

A. Because children should deal chiefly with real things during the first years of school life.

B. Because using real things is the most certain way of exercising the child's intellectual faculties.

C. Because it is the right of every one to receive such an education as will best fit him for the proper performance of his duties, in whatever sphere he may labor.

D. Because the system of apprenticeship has been discontinued.

E. Because improving the mechanical skill of the industrial classes must add largely to the wealth and prosperity of the nation.

F. Because the great increase in the use of delicate and intricate machinery in manufacturing demands a more thorough industrial and technical training on the part of those who are to use the machines.

G. Because it will increase the prosperity of the working classes and will elevate their social position.

H. Because the moral effects of such training are good. Improving a working-man's position will make him more contented and happy.

BUREAUS OF LABOR STATISTICS.

The testimony of all the witnesses who appeared before the Commission, who have taken an intelligent interest in the questions at issue between labor and capital, was to the effect that a Bureau of Labor Statistics for the Dominion is greatly needed. There was a practical unanimity of sentiment upon this point.

As described in the declaration of the principles of the Knights of Labor "these bureaus are designed to impart a correct knowledge of the educational, moral and financial condition of the laboring classes," and they are asked for by all intelligent students of the labor problem as an aid in solving the difficulties which will arise from time to time between the worker and the employer.

Where all the witnesses who were interrogated on this point gave identically the same reply, it would be useless to point out any particular testimony as showing the need of a Dominion Bureau.

The evidence, and the action taken by the Legislatures of the different States, as well as by the National Government across the border, proves the necessity which exists, and the want which has, to a considerable extent, been there supplied.

The first of these bureaus to be established was that connected with the Government of the State of Massachusetts. Following this, at intervals, bureaus of labor or industrial statistics have been formed in twenty-one other States, and in 1884 the National Bureau was established at Washington by Act of Congress.

The Acts whereby the bureaus are established are very similar in their terms, nearly all providing that the work to be done shall consist of the collecting of information upon the subject of labor, its relation to capital, the earnings of laboring men and women, their educational, moral and financial condition and sanitary surroundings.

With the National, and most of the State Bureaus, the work to be accomplished was practically a new task, necessitated by the continually changing condition of the relations existing between the laborer and the capitalist. So far as is known the bureau of labor statistics is essentially an American institution. Nothing of the kind has as yet been brought into existence amongst the nations of Europe.

They are designed to—and fairly accomplish the mission—provide for the information of legislators, statistics relatives to the economic condition of the worker, present facts whereon to base such remedial legislation as may from time to time be needed, and generally to enlighten the working classes as to their true condition, and the disadvantage under which they may be laboring in comparison with their brethren in different States and foreign countries.

Incidentally they tend to harmonize the interest of capital and labor, by furnishing facts and figures to the thoughtful minds of both classes, in the careful study of which are frequently found solutions to the difficulties that will arise from time to time between employer and employed.

The statistics furnished by this means, as well as the facts advanced, are of incalculable benefit to the legislator. In this class of literature is found reliable data upon which to frame legislation. Without the information contained in these volumes legislation is, in very many cases, merely a leap in the dark. In our own Dominion this is especially true. By far the larger part of our representatives are returned from and reside in constituencies in which they have no means of studying, by personal observation, the workings of large industrial establishments.

They are consequently not conversant with the wishes and requirements of the workers at the loom and spindle, the lathe, the bench and the anvil. Previous to an intelligent and comprehensive discussion of the labor problem such information is a necessity, and in no way can it be so readily and impartially given as through the medium of a regularly established bureau of industrial statistics. The bureaus already in existence have gathered together and present to the public in a readable form, a vast amount of useful information, upon such subjects as factory laws, shorter hours, co-operation, industrial partnership, apprenticeship, strikes, boycotts, tenement houses, profit-sharing and other kindred topics.

The usefulness of the bureaus is conclusively proved by their rapid multiplication. No less than six States established such offices in 1887. This increase also shows that solicitude for the welfare, morally, economically and socially, of the working classes, is being largely extended, and that the interests of the wage-earner are considered of vital importance to the State. This is a very gratifying feature of the movement in behalf of these bureaus.

As has been pointed out, they are of use not only to the statesman, but also to the worker, in that they disseminate information and figures which are of the very greatest importance to him. By means of the information thus obtained he is able to present his case clearly, forcibly and intelligently, and the study of the questions touched upon in the reports of these bureaus is time well spent, in that it causes reflection in the mind of the worker upon his condition, and practical suggestions for bettering it are the inevitable result.

From a perusal of a number of these reports it becomes clearly evident that in the appointment of the Chiefs or Commissioners care has been taken to choose only such men for the position as would be acceptable to the working classes. A warm and sympathetic desire to be of use to the wage-earner and to promote the success of all legitimate means of improving their condition pervades nearly all of these volumes, and it is only natural that it should be so. If there should arise in the minds of the laborer an idea that the bureau was organized in the interest of the capitalist and the employer its usefulness would vanish. Its success would depend in a very large measure upon receiving full and complete answers to the questions which it would address to the working classes, and as these questions must naturally be of a confidential nature they would not be answered in a very satisfactory way to a man who was known, or even suspected, to be in active sympathy with the employers, or opposed to labor organizations,—or else, that their replies to questions would be used in a manner to injure their cause, would be constantly present, and would impair the good relations which ought to exist between the bureaus and the operatives. Even in the case of some of the offices in the United States it is found difficult to obtain answers from workingmen in sufficient numbers to arrive at an accurate conclusion as to

their condition, because of a feeling of distrust as to the use which the answers will be put to; but as the operations of the bureaux are found to be conducted by men who are thoroughly impartial, greater confidence is manifested. At first all questions to which the bureau required answers were sent out in the shape of blank printed forms, through the mails, but this has not been found to be a success.

In 1879 the Massachussets bureau sent out 6,000 blank forms to workingmen, but so few were returned filled out that the plan was decided to be a failure.

This experience has been repeated in the case of many of the other offices, and now it is almost universal to obtain the necessary information by means of personal interviews.

The expense is, in this way, somewhat greater, but the results are vastly more satisfactory, and the accuracy and completeness of the details furnished more than compensate for the larger expenditure.

Some bureaux report that the details asked for from workingmen are having a good result, in that it causes a more careful scrutinizing of the yearly income and outlay. Parties who, when first asked to reply to the questions, could not do so, because of a lack of the necessary data, were induced to take pains in future years to make a record of these figures, and thus were enabled to stop up any small leaks which they had not previously suspected the existence of.

In the State of New York the Commissioner is given the power to subpœna witnesses, to examine them under oath, and it is made a misdemeanor not to answer the questions, or to reply untruthfully. The Commissioner reports that this power has been of considerable advantage to him in the pursuance of his enquiries.

Some bureaux present very elaborate statistics of the population, industries and commerce of the State, so complete as to be almost of the nature of a census; while one office (Pennsylvania) has a full description of some of the large industries of the State illustrated by cuts.

Some trouble might be caused here, as it has elsewhere, by several different departments going over much the same ground.

Where manufacturing and industrial establishments are asked practically the same questions—though perhaps in a little different form—by two or three different officials, they are naturally apt to take objections to such demands upon their time.

In Massachusetts, Governor Rice, speaking on this point, said: "The difficulty in our method in this State at present arises from the existence of so many offices, each seeking statistics of various kinds and each making investigations on various subjects, often akin in nature and resulting in two-fold work. I am led to believe that if the kindred work of several of these bureaux were consolidated into one general bureau of statistics, and put under one head, it would result in increased efficiency and considerably diminish expense, as compared with that of separate organizations."

No officer of the Dominion Government covers precisely the same ground as would in all probability be taken by a Commissioner of labor statistics. Care should be exercised to have the Federal bureau work in harmony with any Provincial bureaux that may be organized, so as to avoid the necessity of asking the same parties identically similar questions. Objections would, in that case, be raised by manufacturers and employers of labor at the drain upon their time and clerical assistance which such duplication would cause.

All of which is respectfully submitted. On behalf of the Commission,

JOHN KELLY,
Acting Chairman.

(Attest),

A. H. BLACKEBY,
Secretary.

Ottawa, 22nd February, 1889.

The following letters and documents were received at different times by the Commission:—

“POST OFFICE DEPARTMENT, CANADA,

“POST OFFICE, TORONTO, ONT., 25th Nov., 1887.

“SIR,—I have the honor to acknowledge copy of circular issued by the Royal Labor Commission, and your letter of to-day's date, referring to the investment of the savings of the working classes.

“In reply, I would state that the record of depositors' avocations is sent by us, as each new account is opened at the Post Office Savings Bank, to the Head Office at Ottawa. We have only, therefore, a general idea here of the class of people making deposits, whereas the Department at Ottawa can give accurate statistical information. It may be well to add that I can officially give no information on the subject without express permission from the Postmaster-General, to whom your application should be addressed.

“I am, Sir,

“Your obedient servant,

“THOS. C. PATTESON,

“Postmaster.

“A. H. BLACKBIE, Esq.,

“Secretary Royal Labor Commission.”

“TORONTO TYPOGRAPHICAL UNION, No. 91,

“TORONTO, 26th November, 1887.

“DEAR SIR,—Yours of the 25th to hand, and in reply beg to state that owing to the action of the Trades Council and District Assembly, which I hereby endorse, I cannot appear before your Royal Commission, and therefore beg to be excused.

“Yours, etc.,

“W. H. PARR.

“A. H. BLACKBIE, Esq.,

“Secretary Royal Labor Commission.”

“32 BROOKFIELD STREET WEST, TORONTO, November 27th, 1887.

“DEAR SIR,—Yours, dated the 25th, to hand. Contents carefully noted. I might just say that at the last meeting of the Moulders Union there was a committee appointed to appear before your honorable body to give such evidence as required by the Commission, but if the Commission insist on my presence, of course I am at their service.

“Very respectfully yours,

“JOHN H. DANCE,

“32 Brookfield Street, west.

“A. H. BLACKBIE, Esq.,

“Secretary, Labor Commission.”

“BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA,”

“LOCAL UNION No. 27.

“68 SCOLLARD STREET, TORONTO, 1st December, 1887.

“DEAR SIR,—According to promise I laid your communication before our union to-night, when they decided that they would allow themselves to be represented at the Royal Labor Commission by Henry Floyd and others, of the joint committees of carpenters and joiners, who have already made application for admission. Personally I would find it difficult to attend to-morrow evening, but if it is deemed necessary, on the return of the Commission I may be able to attend then.

“I remain yours, etc.,

“WM. COULTER,

“Corresponding Secretary.

“A. H. BLACKBIE, Esq.,

“Secretary Royal Labor Commission.”

CONTINUATION OF EVIDENCE OF THOMAS STEWART.

(See Page 1195, Ontario Evidence).

"In continuation of my evidence, I say that if the Government would establish life assurance, in the same manner as the post office savings banks are, it would be a great benefit to the working classes. Supposing that the officers who now are authorized to receive savings were also to receive the payments for insurance, it would not add very much more to the cost of such office, and people insuring with the Government would have as much confidence as they have now in the savings banks. We having now a superintendent of insurance, who looks after the interest of those who are insured, it would not be a very great extra charge or charge on the country to have a Department of Insurance. By the Government establishing this department, insurance would be obtained at the lowest rates. In the first place, we would not require to have any canvassers, and outside offices or agents to support out of the premiums now paid; besides, those who are unable to pay the whole amount at once, for one year's insurance, could pay it by instalments. Thus, either a pass-book, such as is at present used for the savings banks, or stamps of insurance, like what is used for postage, could be issued, and at the end of the year would be good for the premium on the policy. The Government by adopting some scheme like this, would, in my opinion, greatly benefit the whole country, not only by giving first-class security to the insured, but by retaining in the Dominion the large sums of money now paid as premiums to foreign companies.

"Another thing which, in my opinion, would greatly benefit the working classes, as well as help to build up the country, would be for the Government to grant assistance to those of the working classes at present in the country to enable them to settle on our Dominion Lands. Thus, at present, or at least until lately, a large amount of money has been paid for the purpose of encouraging immigration to Canada. Now, if the Government would apply the whole or part of that sum to this purpose, in something like the following manner, it would be a great success: Let the present Land Commissioners have certain farms improved, by having a house built and enough of land broken up, so that the settler could at once start to put in crops. It might be necessary in some cases to give further assistance until the crops could be harvested—the amount so expended to remain a charge on the farm until paid with interest. Afterwards the settler would get his deed for the land from the Government. This money having to be paid by instalments could then be again used in the same way as required, without any further charge on the country. Now, in my opinion, this would be one of the best ways to encourage immigration of the class required here, as well as being a benefit to those Canadians already here, who have so largely contributed towards making Canada what it is to-day. It would be a means of removing the surplus laborers from the congested parts of the country and placing them where, by industry, they would become able to earn a living for themselves and families, as well as opening up the country with a class of men and women who are already Canadians and understand its institutions. It would also encourage foreigners of that class to come here at their own expense, who, of course, by doing the same, would not, as a great many of them at present do, leave here for the States as soon as they arrive in Canada, even after they were assisted here. As the only advantage they would get by coming here would be having a place ready to live on, which if they left they could not take away with them, therefore the Government would not be paying people to populate another country, but would populate our own, as well as help those already here.

T. STEWART,
Ottawa.

Copy of Correspondence, etc., between the Council of the Quebec Board of Trade and the Quebec Ship Laborers' Benevolent Society:

"28th October, 1885.

"To the President of the
"Quebec Ship Laborers' Society,
"Quebec.

"DEAR SIR,—I have been instructed by the Council of the Quebec Board of Trade to convey to you, as president of the society, their wishes, as passed by unanimous resolution at a recent meeting held by that body, as follows:—

"As it has often been stated by our principle exporters of lumber that some of the rules and regulations of your society were injurious to the interests of our port, the Council of the Quebec Board of Trade would be very happy if you and other officers of your society would be prepared to meet, at an early date, a number of merchants engaged in the shipping business, to discuss the matters which are supposed to affect the interests of our port."

"I have the honor to be, sir,

"Your obedient servant,

"(Signed), F. H. ANDREWS,

"Secretary."

"OFFICE OF THE QUEBEC BOARD OF TRADE,

"3rd November, 1885.

"SIR,—At a meeting of the Council of the Quebec Board of Trade held this day, it was unanimously resolved:—

"That the secretary be instructed to call a meeting of merchants and others interested in the shipping trade of this port, to meet this Council at the Board Room, Exchange Building, on Thursday, 5th November, at 10:30 o'clock, a.m., and there to confer with a delegation of officers of the Quebec Ship Laborers' Society regarding the rules and regulations of that society affecting the interests of the port."

"And I am ordered to communicate the foregoing to you, in order that you may make the same known to the officers of your society, respectfully asking their attendance.

I have the honor to be, sir,

"Your obedient servant,

"(Signed),

F. H. ANDREWS,

"Secretary."

"To P. DINAN, Esq., President,

"Quebec Ship Laborers' Benevolent Society."

"An arrangement was agreed upon to hold the proposed conference, and the following letter forwarded. The meeting was held on the 5th of November, 1885, as follows:—

"Minutes of meeting of committee named at a meeting of the Quebec Board of Trade, merchants and officers of the Quebec Ship Laborers' Benevolent Society, held at the Board room, on the 5th November, inst., for the purpose of considering the rules and regulations of the above society, as affecting the interests of the port of Quebec.

"The meeting of the committee was duly convened to be held (as ordered at the meeting of the 3rd) at the Board room, on Monday, the 5th November, at which the following gentlemen were present:—

"Representatives of the Board of Trade:—

"Joseph Sheyn, President.

"R. R. Dobell,

"W. Rae,

"R. H. Smith,

"F. H. Duval,

"J. Burstall,

"Hans. Hagens.

"W. M. McPherson,

} Councillors.

} Members.

"Merchants represented by F. Carbray.

"The Quebec Ship Laborers' Benevolent Society delegates were: P. Dinan, F. X. Dubé, A. Raymond, Joseph Laberge, P. Fitzgerald, M. Grenier and Ed. O'Connor.

"The meeting was called to order by the chairman, Joseph Sheyn, President of the Board of Trade, who explained the object for which they were assembled.

"The question having been raised as to the necessity of having the press to report the proceedings of the committee, it was decided that, as the discussion that would likely take place would probably be conducted in a very desultory manner, so as to give the fullest freedom in the interchange of ideas between the Society and the Board of Trade and merchants, that it would be better to furnish the press with a full account of the actual conclusions arrived at by the joint committee.

"After a lengthened interchange of ideas and explanations, carried on in the most courteous and friendly manner between the parties representing the various interests.

"The representatives of the Board of Trade and merchants were unanimously of opinion, in order to give Quebec an opportunity of competing with Montreal for the deal trade and induce ships to come to Quebec to load, the following modifications or additions to the rules and regulations of the society should be made, and the same be handed to the president and delegates of the society, with a request that they will lay them before their body as the exact expression of the views held as to what is required to bring back and encourage the trade in the port of Quebec, and that the propositions now submitted being, as is sincerely believed, in the interest of all concerned, should have their concurrence and cordial support—namely:—

"1. That the working day, until the 1st of October, should be ten hours. In Montreal it is ten hours during the whole season, and wages are only \$2. to 2.50 per day.

"2. That work should be allowed on holidays at single wages, when men are themselves willing. That for steamers different rules should be adopted, as their work does not correspond with sailing vessels, the tide having to be studied.

"3. That wages should be 30 cents per hour with 45 cents for overtime, say time and one-half. That men working at steamers should have, without fail, a full hour for breakfast, and the same for dinner and supper, and time to be arranged by the men themselves to suit their own convenience.

"4. That steamers should be allowed to use their steam winches for hoisting timber or other cargo from alongside and lowering it into hold, but not to use steam for stowing or moving timber in the hold.

"5. That in loading mixed cargoes the rule insisting that the men employed in taking in the timber be allowed to continue and finish the ship or cleared, so as to permit them to be paid off after all is in, and only the usual necessary number be kept on to take in the lumber or deals, or if only a small quantity of timber has to be loaded in the ship the stevedore or captain be allowed to take it in with the men who may be engaged to take in the deals or lumber.

"6. That the Ship Laborers' Society do enact a by-law that whenever a captain employs the stevedore at a stated sum for his services, instead of by the thousand feet, the captain shall be at liberty to employ as many men as is deemed advantageous for the proper stowage—say not less than two men for every hundred tons register.

"In conclusion, the merchants present expressed their willingness to use their best endeavors with their trans-Atlantic friends to induce them to discontinue the practice of giving a lump sum for loading their vessels, and on the other hand it was understood that the officers of the Quebec Ship Laborers' Society would, in their turn, do their best at the next general meeting of the society to have the grievances, as put forth by the merchants and others, fully considered, and to have the modifications, as suggested in the above report, viewed favorably.

"The meeting then adjourned.

"(Signed),

F. H. ANDREWS,

"Secretary."

"OFFICE OF THE QUEBEC BOARD OF TRADE,

"QUEBEC, 12th November, 1885.

"DEAR SIR,—I am instructed to furnish you herewith a copy of the proceedings of a meeting of the committee, held on the 5th instant, embracing the resolutions arrived at by the meeting, and unanimously agreed to by the members of the Board of Trade and merchants present, and would thank you, with your brother officers, to present the same in due form at the first general meeting of your society.

"I have the honor to be, Sir,

"Your obedient servant,

"(Signed),

F. H. ANDREWS,

"Secretary Quebec Board of Trade."

"P. DINAN, Esq., President,

"Quebec Ship Laborers' Benevolent Society."

"OFFICE OF THE QUEBEC BOARD OF TRADE,

"QUEBEC, 4th March, 1886.

"SIR,—Enclosed please find copy of resolutions and proceedings of meeting of 5th November last, as promised.

"Yours truly,

"(Signed), F. H. ANDREWS,

"Secretary."

"ANTOINE RAYMOND, Esq., Secretary,

"Quebec Ship Laborers' Benevolent Society."

"OFFICE OF THE QUEBEC BOARD OF TRADE,

"QUEBEC, 23rd March, 1887.

"SIR,—In view of the approaching annual meeting of the Quebec Board of Trade, to take place on the 4th April next, the council of this body has instructed me to enquire of you what decision was arrived at by the general meeting of your society, held 1st May last, regarding the propositions made by the committee of the Board of Trade and merchants to your officers at the joint meeting, held at the Board room on the 5th November, 1885, a copy of which was duly forwarded you for the consideration of your society.

"Yours truly,

"(Signed), F. H. ANDREWS,

"Secretary."

"P. DINAN, Esq., President,

"Quebec Ship Laborers' Benevolent Society, Quebec.

"No reply was received to the above letter."

“OFFICE OF THE QUEBEC BOARD OF TRADE,

“QUEBEC, 12th August, 1887.

“SIR,—I have been instructed by the council of the Quebec Board of Trade to ask whether you would, in conjunction with the other officers of your society, be disposed to meet the council at an early day, in order to afford them an opportunity of discussing the advisability of repealing certain existing rules and regulations which, in their opinion, are injurious alike to the interests of your body and to the trade of the port of Quebec.

“I have the honor to be, Sir,

“Your obedient servant,

“(Signed), F. H. ANDREWS,
“Secretary.

“To R. LEAHEY, Esq., President,

“Quebec Ship Laborers' Benevolent Society, Quebec.”

QUEBEC, 25th August, 1887.

“DEAR SIR,—I beg to acknowledge receipt of yours of 12th instant. At a meeting of the Executive of Q. S. L. B. S., held last evening, it was decided that instead of sending delegates from our body to meet yours, as heretofore, that you name the by-laws you want modified, and to what extent, etc., and on receipt of same I will place it before the various sections of this society, and will in due course notify you of the result of their deliberation.

“Yours truly,

“(Signed), R. H. LEAHEY,
“President Q. S. L. B. S.

“F. H. ANDREWS, Esq.,

“Secretary Council Q. B. T.”

OFFICE OF THE QUEBEC BOARD OF TRADE,

QUEBEC, 13th October, 1887.

“SIR,—I am instructed by the council of the Quebec Board of Trade to inform you that a special committee of members of the Board has been named to form a delegation to meet the President and officers of the Quebec Ship Laborers' Benevolent Society, for the purpose of considering the rules and regulations of that society, with a view of proposing certain changes which, in the opinion of the Board, would be in the interest of the port of Quebec.

“I beg to ask you to name a day when this special conference could be held, as early as convenient to your Executive.

“I am requested to add that the council expects a reply to this letter on or before the 25th inst.

“I have the honor to be, Sir,

“Your obedient Servant,

“(Signed), F. H. ANDREWS,
“Secretary.

“R. LEAHEY, Esq., President,

“Quebec Ship Laborer's Benevolent Society, Quebec.

“No reply was received to this letter.

“Correct copy.

“Office of the Quebec Board of Trade,

“Quebec, 29th February, 1888.

“F. H. ANDREWS,
“Secretary.”

“FOR THE INFORMATION OF THE MEMBERS OF THE BOARD OF TRADE AND MERCHANTS WHO MAY BE IN UNISON WITH THE BOARD REGARDING THE PROPOSED CHANGES, A COPY OF THE PRACTICAL BY-LAWS GOVERNING THE SOCIETY IS HEREBY GIVEN.

“PRACTICAL BY-LAWS OF THE QUEBEC SHIP LABORERS' BENEVOLENT SOCIETY.

“ART. XXXIX.—The following is the tariff rate of wages demanded by this Association, viz:—

“Holders and swingers.....\$4 per day.

“Winchers and watchmen.....3 “

“Stagers.....2 “

“Any member of this Association who shall work on board ship for less than the established wages, or more than the established hours for said wages, or giving any of his time gratis, such as putting up gear, on being found guilty shall be fined for the first offence, \$5; second offence, \$10, and for the third offence he shall be dealt with as the Association may determine.

“ART. XL.—The necessary complement of men to form a gang will be the following:—

“1st. Vessels working eight winches shall employ no less than 24 winchers, 6 holders, 3 swingers and 2 taggers.

“2nd. Vessels six hundred tons and over, known as double-ported, that is, having a port on the larboard and starboard sides in one end of the lower hold, or similar in the between decks, said ports placed in the bow or stern shall employ no less than 18 winchers, 7 holders, 2 swingers and 2 taggers.

"3rd. Double-ported vessels under six hundred tons shall employ no less than 12 winchers, 5 holders, 2 swingers and 2 staggers.

"4th. Any vessel having a port in the larboard and starboard sides of her between decks in one end, and one port in the lower hold, or *vice versa*, said ports, if placed as described in the bow or stern, shall employ no less than the gang required for double ported vessels under six hundred tons.

"5th. Single-ported vessels shall employ no less than 9 winchers, 5 holders, 1 swinger and 1 stager.

"6th. Any vessel using more than two winches below for the purpose of heaving timber fore and aft shall employ no less than a 6-winch gang.

"7th. There shall be no less than 3 men at a winch while working.

"8th. Vessels of six hundred (600) tons and above, having no bow or stern port holes, taking a part or a whole cargo of timber, shall employ the same gang as double-ported vessels 600 tons and over.

"Under six hundred (600) tons shall employ the same gang as double-ported vessels under 600 tons.

"Steamships loading or discharging general cargo shall employ no less than 16 men in each compartment. The stevedore having the privilege to discharge the men at the finishing of the said compartment.

"9th. All vessels of 600 tons and above taking a cargo of deals, boards, &c., shall employ twenty (20) men at the loading of said vessel; under 600 tons 16 men.

"ART. XLI.—Eight hours will constitute a day's work, commencing at seven in the morning, one hour to breakfast, the same to dinner, and leave off at five in the evening.

"ART. XLII.—No member of this society will work on board any vessel where a donkey-engine is used in loading or discharging timber, deals, boards, &c., except spool-wood.

"ART. XLIII.—Any member of this society who works with a foreman who is not a member will be fined one day's pay for each day he shall have worked.

"ART. XLIV.—Any member of this society who is discharged without a fault, is obliged to inform the other men who are working in the same ship, and if they do not knock off until such time as such man is allowed to resume his work they will be fined one day's pay for each day they have worked.

"ART. XLV.—No member of this society is to work with an outsider under a fine of one day's pay for each day he has worked.

"ART. XLVI.—All members of this society working overtime, that is before working hours in the morning and after working hours in the evening, shall claim at the rate of time and a-half; and double time for Sundays and holidays, under a fine of one day's pay for each day they have worked.

"ART. XLVII.—Any member of this society working with an outside stevedore and called on by a foreman or stevedore belonging to this association, and refuses to go, shall be fined one day's pay for each day he has worked.

"ART. XLVIII.—All members of this society shall receive their wages on each Saturday, on board the ship; in the event of a vessel finishing on any other day during the week they shall be paid on board also, under the penalty of one day's pay for each offence. Steamships to name a pay-day for each week.

"ART. XLIX.—No members of this society will work in any vessels where the sailors are employed in the capacity of laborers at the loading or taking in broken stowage.

"ART. L.—Any member of this society who may be employed by any stevedore or captain to discharge a vessel, such member will be entitled to work at the loading of same vessel; and it shall be the duty of all members to protect each other in this case, under a penalty of one day's pay for each day he has worked. The same rule shall apply to watchmen.

"ART. LI.—All vessels loading a cargo or taking a portion of cargo of deals, staves, boards or any kind of lumber, must employ four men to stow said cargo, at the rate of \$4 per day; and it shall be distinctly understood that the four men stowing are not to carry, under a penalty of one day's pay for each day they have worked.

"ART. LII.—All vessels loading mixed cargoes of timber deals that the full rate of wages be paid to all hands until such time as the last stick of timber is stowed. The stevedore to have the privilege of selecting four men to stow deals, the balance to do whatever necessary work is required. In case of vessels loading part timber, no matter what time the last piece is taken in, the holders and swingers must be paid the full rate of wages for that day.

"ART. LIII.—No member of this society can take a sailor's place unless employed by the captain or stevedore of the vessel.

"ART. LIV.—No member of this society will furnish labor to the loading of any vessel when the said vessel has been discharged by non-members.

"ART. LV.—If any master undertakes to load his vessel with his crew, a record of such shall be taken and he shall be deprived of labor hereafter by the association.

"ART. LVI.—Any member employed in moving a vessel is duly entitled to one day's pay. In all cases wherein men working on board ships and are engaged to move such vessel, they must be paid \$3 for the tide's work, and if they resume their work they must be paid at their usual rate of wages, and no member shall work on any vessel when the master has employed outsiders (non-members) or crews of other ships to perform tide's work, except for taking a ship in or out of dock or gridiron.

"ART. LVII.—Any member being late for work the stevedore can wait two hours for him, but no longer, and if he desires can hire a member in his place.

"ART. LVIII.—No member of this society shall work with sailors who are not shipped before a duly authorized shipping-master at the port from which she sailed for the harbor of Quebec.

"ART. LIX.—Any member working with a stevedore who has been refused labor from the society will be fined the sum of \$10 for each day he has worked.

"ART. LX.—No man can take a boy's place on the stage to hook on; and in all cases of mixed cargoes the boys on the stage to be kept until the final completion of the vessel at stager's rate of wages.

"Stagers are not amenable to be fined for the violation of the by-laws by the men on board ships.

"ART. LXI.—No member of this society shall work in any vessel where there are two stevedores giving orders, under the penalty of a day's pay for each day he has worked.

"ART. LXII.—A vessel working shorthanded or otherwise contrary to the rules, any member or members who first claim the place are in all cases entitled to it. But such member or members shall not leave the vessel until the final completion of the work, under a penalty of one day's pay for each day he has been absent.

"ART. LXIII.—If a master of a vessel keeps members waiting an unreasonable time, say half-past five o'clock on Saturday evening, or a half-hour after the final completion of the job, they shall demand society wages for every hour until paid. Also masters of vessels loading in the stream shall have to provide a boat or other convenience for the laborers employed on board in bringing them to and from the said vessel.

"ART. LXIV.—Any members working at the loading or discharging of vessels and leaving, such members must be replaced by other members, under a penalty of one day's pay for each member working on board.

"ART. LXV.—All stevedores must demand the members of their gang for their tickets of membership, and if they neglect to do so or work short-handed, or violate any of the by-laws, they will be fined the sum total that each man has been fined that is working on board ship.

"ART. LXVI.—That in all cases wherein a suspicion may be entertained that the rate of wages will not be paid to laborers the President and officers have authority from this society to send such vessel a necessary gang of men to load her, to prevent dishonesty of action, captain agreeing thereto; otherwise labor be refused such vessel.

"ART. LXVII.—That in all vessels wherein members of this society are employed in discharging or loading that they be equally divided as to nationality, and where an odd number of men are employed the stevedore to be entitled to the privilege of placing those men, or selecting the odd man from either nationality he pleases. If there are more of one nationality than the other the stevedore shall have the privilege of discharging any member, except the one who has claimed the work. This rule shall also apply to tide's work, putting up gear, and every place that society labor is employed.


"ART. LXVIII.—No member of this society shall work on board any vessel wherein a single rope is used to top up timber or sleepers.

"The foregoing practical by-laws appear as printed in the society's rules and by-laws in 1885—and it is understood that since that date Article 50 has been repealed, and two new articles enacted, which are in effect:—

"That nine laborers be employed in the hold in discharging coal—and that the sailors may attend to the lines on deck, and that in large ships there be an extra winch-man on the after-winchies."

RULES OF CLAYTON & SONS.

(Referred to on page 1, Nova Scotia evidence.)

 Read these Rules carefully, as they will be strictly adhered to in every instance.

11 Jacob Street18

Mr St.

No..... St.

We send herewith to be made:—

| | COATS. | VESTS. | PANTS. |
|---------------------------------------|-----------|-----------|---------------|
| Pockets..... | | | |
| Seamed with..... | | | |
| Inside stitching..... | | | |
| Tack pockets (outside stitching)..... | | | |
| Button-holes..... | None..... | None..... | To be worked. |
| Price of making..... | | | |

They must be well made and pressed. Send one sample first, and then not less than quantities marked on the other side returned at one time.

Count the work and trimmings as soon as received, and if anything is short notify us at once. You will be held responsible for anything short when work is returned, also for bad work.

Work will not be taken unless this paper is returned with it.

CLAYTON & SONS.


SPECIAL NOTICE.

Work will be taken on the following days, and on hours mentioned: Monday, Tuesday, Wednesday and Thursday, between 9 and 12 a.m., and between 1 and 4 p.m. No work will be taken on Friday or Saturdays. No work will be taken after 4 o'clock p.m.

The person who brings the work must wait for the money, or you will be liable to lose it, and be charged with the goods besides.

RECEIPT FOR WORK RETURNED.

| DATE. | COATS. | VESTS. | PANTS. | INITIALS. |
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 You are not to call at the shop, or send there for any purpose whatever in connection with work, except on the days and between the hours named above.

"VICTORIA, B.C., 22nd February, 1888.

"HON. J. ARMSTRONG,
"Chairman of the Royal Labor Commission,
"Ottawa.

"SIR,—I have the honor, as secretary of a public meeting held in this city on the 15th inst., to enclose a resolution passed at that meeting, to be forwarded to you as Chairman of the above Commission. The enclosed was printed in the *Victoria Times* of the 18th inst. An account of the meeting appears in the issue of same paper on Thursday, the 16th inst.

"I have the honor to be,

"Your obedient servant,

"F. L. TUCKFIELD."

RESOLUTIONS ADOPTED.

"The following resolutions were passed unanimously at the labor meeting held in Harmony Hall, Wednesday night last, the 15th inst., on motion of Mr. F. L. Tuckfield, seconded by Mr. E. Bragg:—

"Whereas, the Executive of the Dominion Government, at Ottawa, has been pleased to notify the citizens of this city interested in the enquiries of the Royal Labor Commission of Canada that any evidence or suggestions relative to labor and its relations to capital sent to the Hon. J. Armstrong, Ottawa, Chairman of said Commission, will receive the fullest consideration; therefore, this meeting, called in the interests of labor, in public meeting assembled, hereby resolves:

"That it is the opinion of this meeting that not another acre of land should henceforth be deeded for railways, or any other purpose whatsoever, and in any case shall never be alienated forever from the Crown; that the basis of sales shall be, in country districts, 160 acres to each person, and that railways, telegraphs, etc., traversing the country, shall belong to the nation.

"That the Chinese evil, now universally reprobated in every civilized country in the world, is a portentous political cloud and a gross social outrage, and should be more definitely legislated upon, both in the direction to prevent further immigration, and as a cure for the existing evils in our midst.

"That governmental enquiries should be instituted to prevent, if possible, terrible coal mining accidents, two of which, during the past year, have startled and horrified the Province.

"That manhood suffrage is the true basis of liberty in a country like ours, in which public schools and newspapers are universal.

"That machinery is the greatest blessing from a social and commercial aspect, when used for the benefit of the employes, and, therefore, the profits should certainly be participated in by them; the capital utilized in manufactories should never receive more than legal interest.

"That the lien law is essential where contracts are permitted; the garnishment of wages is an outrage and is virtually class legislation.

"That the practice of distress for rent is a behest of monopoly, is class legislation, is an encouragement to landlordism, unjust speculation and greed, while it militates against the probability and often the possibility of the poor becoming owners of homesteads.

"That labor organizations are the direct result of bad land laws, and the enormous power of capital uncontrolled by the Government, and that they are necessary in this country, where its great natural resources can be operated and owned (with the consent of the Government) by the capitalistic and monopolistic few.

"That strikes are injurious, and arbitration is the only reasonable mode of obtaining justice, where all laws are in favor of vested interest and labor value is ignored; in a country where labor, the great giant that upholds the world, has virtually no rights but maintenance, while at the same time justice adjudges that both commercial profits and agents should be the servants of the workers.

"That child-labor is a disgrace to civilization, also, that under-pay for female labor is a gross violation of common justice where equal work is performed.

"That all legislation should be based upon the principle of the benefit and assistance of the masses; that capital, so called, if driven from the country thereby, is only an imaginary loss, as it is a mere medium of exchange, and can easily be created by legislation.

"That, finally—The magnificent resources of Canada, under the control of wise laws, formulated according to the light and noble spirit of co-operation, and joint ownership founded upon natural laws, would make this great Dominion the most prosperous association of the world.

"Be it also further resolved that the Secretary of this meeting forward the foregoing resolutions to the Chairman of the Royal Labor Commission, as requested in the communication from the Dominion Government."

ERRATA.—QUEBEC EVIDENCE.

Page 85, Que. (Montreal).—Witness says: "The average pay of a mechanic is now \$3 per day." This should be \$2.

Page 745.—Moulders and swingers, as they are called, should be *holders*, etc. Next line same mistake occurs. Looking on the timber should be *hooking*, etc.

Page 750.—Wincher is *winch*.

Page 754.—Last line, aft should read *raft*.

Page 756.—Have it off should be *heave* it off.

Page 757.—Tubs should be *tons*.

Page 759.—Unloading a vessel should be *coaling*, etc.

Page 795.—Hon. John Hearne should spell *Hearn*.

Page 802.—By the accountant, Mr. Heakes, should be *Mr. Heakes' next question*.

Page 815.—Bargemen should read *batteau*man. M. Buchanan, foreman, should be *forewoman*.

Page 872.—Second last question: do they day, should be, do they *pay*.

Page 888.—Answer to last question: trade hero, should be trade *here*.

Page 916.—Kamouraska, in three places, should be *Rimouski*.

Page 918.—Kamouraska should be *Rimouski*. First question, fourth line, should read *loading*, and not unloading.

Page 925.—Twelfth line: cents for factory printing should be cents for *factum* printing.

Page 1019.—Twenty-seventh line: John Thomas (witness) should be *John Thoms*.

Page 1037.—James McDermott, should be *Joseph McDermott*.

Page 1053.—John Roach should be *John Roche*.

Page 1139.—Steamer Borealis should be *Polaris*.

TORONTO,

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYÉ'S | | | |
|----------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Bakers | | | | | 10 00 | | | | | | | |
| Blacksmiths | | | | | | | | | | | 2 25 | 1 25 |
| Box-makers | 25 | 12½ | | | | | | | | | | |
| Box-making, paper; cutters | | | 2 00 | | | | | | | | | |
| girls | | | | | 7 00 | 1 50 | | | | | | |
| Bricklayers | | | | | | | | | 50 | 23½ | | |
| Brassfinishers | | | 2 50 | 2 00 | | | | | | | | |
| Girls, core-making | | | | | 5 00 | 4 00 | | | | | | |
| Builders' laborers | | | | | | | | | 18½ | | | |
| Boot and Shoe Factories— | | | | | | | | | | | | |
| Lasters | | | | | 10 00 | 9 00 | | | | | | |
| Cutters | | | | | 10 50 | 9 00 | | | | | | |
| Machinists | | | | | 15 00 | | | | | | | |
| Pasters and tackers | | | | | 5 00 | 2 00 | | | | | | |
| Women on machines | | | | | 7 00 | 4 00 | | | | | | |
| Carpenters | 27½ | 23½ | | | | | | | 25 | 22½ | | |
| Carriage-makers | | | 1 50 | | | | | | | | | |
| Cabinetmakers | | | | | 12 00 | 10 00 | | | | | | |
| Carters | | | | | | | 36 00 | 31 00 | | | | |
| Cigar-makers | | | | | 9 00 | 8 00 | | | | | | |
| " boys and girls | | | | | 3 00 | 1 50 | | | | | | |
| Cork cutting (men) | | | | | 11 00 | | | | | | | |
| " (boys & girls) | | | | | 3 00 | 2 50 | | | | | | |
| Corset Factory— | | | | | | | | | | | | |
| Cutters | | | | | 15 00 | | | | | | | |
| Ironers | | | | | 15 00 | | | | | | | |
| Assistants | | | | | 10 00 | 6 00 | | | | | | |
| Females | | | | | 8 00 | 3 00 | | | | | | |
| Coopers | | | | | | | | | | | 1 80 | |
| Dressmakers | | | | | 7 00 | 5 00 | | | | | | |
| Dry Goods Stores— | | | | | | | | | | | | |
| Boys | | | | | 6 00 | 2 00 | | | | | | |
| Salesmen | | | | | 12 00 | 10 00 | | | | | | |
| Saleswomen | | | | | 8 00 | 6 00 | | | | | | |
| Girls | | | | | 1 50 | | | | | | | |
| Pant and vest-makers | | | | | 5 00 | 2 00 | | | | | | |
| Gentlemen's neck wear | | | | | 4 00 | 2 00 | | | | | | |
| Gilding | | | | | | | | | | | | |
| Harness-maker | | | | | | | | | | | | |
| Jewellers | | | | | | | | | | | | |
| Machinist | | | | | | | | | | | 2 25 | 1 50 |
| Moulders— | | | | | | | | | | | | |
| General | | | | | | | | | 22½ | | | |
| Agricultural | | | | | | | | | | | 3 00 | |
| Stove-plate | | | | | | | | | | | | |
| Milliners | | | | | 9 00 | 8 00 | | | | | | |
| Printers | | | | | | | | | | | | |
| Painters | | | | | | | | | 20 | | | |
| Plasterers | 30½ | | | | | | | | | | | |
| Steamfitters | | | | | | | | | 33 | 20 | | |

ONTARIO.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|-------|-----------------------|--|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | ¢ c. | | | | |
| | | | | 9 | M | ..... | Given as the average. |
| | | | | 10 | M | ..... |  |
| | | | | 9 | M | ..... | Journeymen said to average 20 cts. |
| | | | | | M | ..... |  |
| | | | | | F | ..... | 49 hours per week. |
| | | | | | M | ..... | Work 10 months in the year. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | F | ..... |  |
| | | | | 9 | M | ..... | Idle 3 mos.in winter. Average yearly earnings, \$275. |
| | | | | | M | ..... | Males usually work 10 hrs. per day in these factories; |
| | | | | | M | ..... | females, 9 hrs. Work about 50 full weeks a year. |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | F | ..... | Very few of these. |
| | | | | | F | ..... |  |
| | | | | 9 | M | 27½ p. hour | Average 45 hours per week. |
| | | | | 9 | M | ..... | Half day off Saturday. |
| | | | | 10 | M | ..... | Apprentices get from \$2 to \$3.50 per week. |
| | | | | 10 | M | ..... | Some laid off during January. |
| | | | | | M & F | ..... | Piece work. |
| | | | | | M & F | ..... |  |
| | | | | | M | ..... | Hours vary with season; commence at 8:30 and |
| | | | | | M & F | ..... | work till dark. |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | F | ..... | Piece work. Hours—52 in summer; 49 in winter. |
| | | | | | M | ..... | Piece work. Work very scarce. |
| | | | | 9 | F | ..... |  |
| | | | | | M | ..... |  |
| 10 00 | 9 00 | ..... | ..... | ..... | M | ..... | Time is 9 to 10 hours per day; but this applies |
| 6 00 | 3 00 | ..... | ..... | ..... | M | ..... | only to a limited part of the city. |
| | | | | | F | ..... |  |
| | | | | | F | ..... |  |
| | | | | | F | ..... |  |
| | | | | 8 | F | ..... | Piece work. |
| 10 00 | | | | | M | ..... |  |
| 10 50 | 5 50 | ..... | ..... | 10 | M | ..... | Slack time during winter for 3 months. |
| 18 00 | 7 00 | ..... | ..... | ..... | M | ..... | Average stated to be 10 hours per week. |
| | | | | 10 | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | 10 | M | ..... | Work 5½ days in summer. |
| | | | | 10 | M | ..... | Outside city. \$2 to \$1.50 per day. |
| 13 40 | | | | | M | ..... |  |
| | | | | | F | ..... | For best workers only. Work only 4 mos. a year. |
| 16 00 | 13 00 | ..... | ..... | ..... | M | ..... | Piece work—prices, 30 cts. per thousand ems on |
| | | | | | | | morning papers, 28 cts. on evening papers, |
| | | | | | | | 33½ cts. in book offices. Women 20 cts. per |
| | | | | | | | thousand. |
| | | | | 10 | M | ..... | Half holiday Saturday in some shops. Average |
| | | | | | | | earnings \$400 a year; 3 mos.in year very slack. |
| | | | | 9 | M | 33½ cts. per | |
| | | | | 9 | M | hour. | Half holiday Saturday during 5 months of year. |
| | | | | | | | Idle season during Jan., Feb. and March. |

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYE'S | | | |
|---------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| Stationary engineers..... | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Show-case makers..... | | | | | 24 00 | 12 00 | | | | | | |
| Street Car Employees..... | | | | | | | | | | | | |
| Drivers..... | | | | | 9 00 | | | | | | | |
| Conductors..... | | | | | 10 00 | | | | | | | |
| Stablemen..... | | | | | 8 50 | | | | | | | |
| Laborers..... | | | | | 8 00 | | | | | | | |
| Overseers..... | | | | | 15 00 | 12 00 | | | | | | |
| Blacksmiths..... | | | | | 10 00 | | | | | | | |
| Saddlers..... | | | | | 10 00 | | | | | | | |
| Carpenters..... | | | 2 75 | 1 66 | | | | | | | | |
| Upholsterers..... | | | | | 16 00 | 14 00 | | | | | | |

| | | | | | | | | | | | |
|--------------------------|--|------|------|-------|------|--|--|--|------|------|--|
| Bricklayers | | 3 00 | 1 50 | | | | | | | | |
| Builders' laborers..... | | 1 25 | 1 00 | | | | | | | | |
| Blacksmiths..... | | 2 00 | | | | | | | | | |
| do helpers..... | | 1 25 | 1 00 | | | | | | | | |
| Box Factory Employés— | | | | | | | | | | | |
| Men..... | | 1 25 | | | | | | | | | |
| Boys..... | | 0 50 | | | | | | | | | |
| Cotton Mill employés— | | | | | | | | | | | |
| Weaver..... | | 0 90 | | 7 50 | 5 00 | | | | | | |
| Carder | | 1 25 | 0 90 | | | | | | | | |
| Dyer..... | | | | | | | | | 1 25 | 0 80 | |
| Sash tender..... | | | | | | | | | 2 00 | 1 10 | |
| Spinner..... | | | | | | | | | 0 80 | | |
| Warp dresser..... | | | | | | | | | 1 75 | 1 00 | |
| Lapper..... | | | | | | | | | 0 90 | | |
| Women..... | | | | | | | | | 1 25 | 0 50 | |
| Engineer..... | | | | | | | | | 1 25 | | |
| Laborer..... | | | | | | | | | 0 90 | | |
| Carpenter..... | | 2 00 | 1 50 | | | | | | | | |
| Corporation laborer..... | | 1 25 | | | | | | | | | |
| Millers | | | | 10 00 | 9 00 | | | | | | |
| " laborers..... | | | | 7 00 | | | | | | | |
| " teamsters..... | | | | 7 00 | | | | | | | |
| " boys..... | | 0 50 | | | | | | | | | |
| Machinists..... | | 2 00 | | | | | | | | | |
| Moulders..... | | 2 00 | | | | | | | | | |
| Plasterers..... | | 3 00 | 2 50 | | | | | | | | |
| Pattern-makers..... | | | | 9 00 | | | | | | | |
| Stone-masons..... | | 3 00 | 1 50 | | | | | | | | |
| Tailors..... | | | | 9 00 | 5 00 | | | | | | |
| Woollen Factory Employés | | | | | | | | | | | |
| Males..... | | | | | | | | | 1 25 | 0 50 | |
| Females..... | | | | | | | | | 0 75 | 0 40 | |

ONTARIO—Concluded.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|------|-----------------------|--|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| 20 00 | 12 00 | | | | M | | All work 6 days a week only—except stable- men. |
| | | | | 10 | M | | |
| | | | | 11½ | M | | |
| | | | | 11½ | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | 10 | M | \$12 to \$11 | |
| | | | | 10 | M | a week. | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | | | | |
| | | | | | | | |

All work 6 days a week only—except stablemen.

ONTARIO.

| | | | | | | | |
|------|------|--|--|-----|---|------------|---|
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| 6 00 | 5 00 | | | 10 | F | | |
| | | | | 10 | M | | |
| | | | | 10½ | M | \$1.50 per | Boys' lowest wages 15 cts per day. |
| | | | | 10 | M | day. | \$2 to \$5 per day for overseers; 10 months work in year. |
| 7 00 | 5 00 | | | 10 | F | | Work 10 or 11 months in year. |
| | | | | 10 | M | | |
| | | | | 10 | F | | |
| | | | | 10 | F | | |
| | | | | 11 | M | | Half day off Saturday. |
| | | | | 10 | M | | |
| | | | | 10 | M | | Average \$1.75 per day. |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | Work all year round. |
| | | | | 10 | M | | |
| | | | | 10 | M | | Apprentices 50cts per day. |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 11 | M | | Half day off Saturday. |
| | | | | 11 | F | | |

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYEE'S | | | |
|-------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|------------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Broom-makers | | | | | | | | | | | | |
| Carpenters | | | | | | | | | | | 2 75 | 2 25 |
| Canning Fact'y Employés— | | | | | | | | | | | | |
| Can-makers | | | 1 50 | | | | | | | | | |
| Women | | | 0 75 | 0 50 | | | | | | | | |
| Girls | | | 0 60 | 0 40 | | | | | | | | |
| Carters | | | | | | | | | 50 | | | |
| Coopers | | | 2 00 | | | | | | | | | |
| Cotton Mill Employés— | | | | | | | | | | | | |
| Skilled males | | | | | 10 00 | 8 00 | | | | | | |
| “ females | | | | | 8 00 | 6 00 | | | | | | |
| Girls and boys | | | | | 4 00 | 2 00 | | | | | | |
| Hand-weavers | | | 1 10 | | | | | | | | | |
| Mule-spinners | | | | | | | | | | | 1 50 | |
| Dyers | | | | | | | | | | | 1 25 | 1 15 |
| Children's car. (boys, girls) | | | | | 5 00 | 4 00 | | | | | | |
| Engineers (stationary)..... | | | | | | | | | | | 1 75 | 1 12½ |
| Emery wheel works | | | | | | | | | | | 2 50 | 1 50 |
| Farm hands | | | | | | | 17 00 | 15 00 | | | | |
| Fruit-picking (women)..... | | | 1 00 | 0 75 | | | | | | | | |
| Hosiery Works— | | | | | | | | | | | | |
| Men | | | 2 00 | 1 50 | | | | | | | | |
| Boys | | | | | 3 00 | 2 00 | | | | | | |
| Females | | | | | 8 00 | 2 00 | | | | | | |
| Laborers (Corporation)..... | | | 1 37½ | 1 25 | | | | | | | | |
| “ (in machine shops)..... | | | 1 50 | 1 15 | | | | | | | | |
| Moulders (general)..... | | | 2 50 | 2 25 | | | | | | | 2 50 | 2 20 |
| “ (stove-plate)..... | | | 2 50 | 3 00 | | | | | | | 3 00 | 2 50 |
| Machinists | | | 2 50 | 1 75 | | | | | | | | |
| Millers | | | | | 10 00 | 8 00 | | | | | | |
| Nail works (nailers)..... | | | | | | | | | | | 4 00 | 3 50 |
| Pattern-makers | | | 2 50 | 1 75 | | | | | | | | |
| Printers | | | | | | | | | | | | |
| Painters | | | | | | | | | | | 2 25 | 1 50 |
| Railway hands (yardmen)..... | | | 2 00 | 1 50 | | | | | | | | |
| “ (cross'men)..... | | | 1 40 | 1 30 | | | | | | | | |
| Rolling Mill Employés— | | | | | | | | | | | | |
| Roller | | | | | | | | | | | 7 00 | |
| Heater | | | | | | | | | | | 6 00 | |
| Heater in forge dept..... | | | 5 00 | 4 50 | | | | | | | 4 50 | 4 00 |
| Rougher | | | | | | | | | | | 3 50 | 3 00 |
| Helper | | | | | | | | | | | 2 50 | |
| Unskilled men | | | | | | | | | | | 1 50 | 1 25 |
| Boys | | | | | | | | | | | 1 00 | |
| Shoe factory (trimmers)..... | | | | | | | | | | | | |
| “ (females) | | | | | | | | | | | | |
| Scale-makers | | | 2 00 | 1 50 | | | | | | | | |
| Sailors (lake)..... | | | 3 00 | 1 50 | | | | | | | | |
| Telegraphers (men)..... | | | | | | | | | | | | |
| “ (women)..... | | | | | | | | | | | | |
| Tobacco Fact'y Employés— | | | | | | | | | | | | |
| Skilled men | | | 1 25 | | | | | | | | | |
| Boys and girls | | | | | 4 50 | 3 00 | | | | | | |
| Unskilled men | | | | | | | | | | | | |

ONTARIO.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|--------------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| 12 00 | 10 00 | | | | M | | Boys get 32 cents per day. |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | | F | | |
| | | | | 8 to 10 | F | | These figures are based on 10 hours work. When employed for longer time earn proportionately more wages. Season lasts but a short time. |
| | | | | | M | | Hours of work not definite. Season for work very short. |
| | | | | | [day | | |
| | | | | 10 | \$7 to \$4 a | | |
| | | | | 10 | F | | |
| | | | | 10 | M & F | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M & F | | This factory is in Berlin, Ont. Proprietor was visiting Hamilton. |
| | | | | 10 | M | | |
| | | | | 10 | M | | With board; yly. hands, \$150 to \$175; \$220 to \$240 without bd. Without, usually get house free. |
| | | | | | F | | Children earn 50 cents to 75 cents day. Season 3 or 4 weeks only. |
| | | | | 10 | M | | Works in Dundas, Ont. |
| | | | | 10 | M | | |
| | | | | 10 | F | | |
| | | | | 10 | M | | Higher rate is for summer (10 hours); lower for winter (9 hours). [\$1.35 a day. |
| | | | | 10 | M | | General average for city said by workmen to be Piece-work. About 2 months slack time. |
| | | | | 9 to 10 | M | | 9 hours on Saturday. |
| | | | | 10 | M | | Unskilled men in mills, \$7.50 per week. |
| | | | | 12 | M | | Boys in works, \$1 to \$1.25 per day. |
| | | | | 10 | M | | 9 hours on Saturday. [1,000 ems. |
| 12 00 | 11 00 | | | 9 to 10 | M | | Piece-work, 32c. morning, 30c. evening papers, per |
| | | | | 10 | M | | 9 hours per day in winter. Average 8 months work in year. Average earnings about \$360 per year. |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| 15 00 | 10 00 | | | 10 | M | | |
| 9 00 | 5 00 | | | 10 | F | | |
| | | | | 10 | M | | 9 hours Saturday. Shut down 6 weeks in winter. |
| | | | | | | | Av. \$35 month for 7 months. On propellers, \$25. |
| | | 55 00 | 30 00 | 9 | M | | Night-work, 8 hours. |
| | | 40 00 | 35 00 | 9 | F | | |
| | | | | | | | |
| 15 00 | 12 00 | | | 9 | M | | Employer gave average of whole. A workman |
| 5 00 | 2 50 | | | 9 | M & F | | says men, skilled and unskilled, will average |
| 11 00 | 8 40 | | | 9 | M | | \$1.50 per day. |

ONTARIO—Concluded.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|------|-----------------------|------------------------------|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| 15 00 | 8 00 | | | 10 | M | | In summer work only 8 hours. |
| 15 00 | 8 00 | ..... | ..... | 10 | M | ..... |  |
| 7 00 | 2 50 | ..... | ..... | 10 | F | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | F | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| | | | | 10 | F | | |

ONTARIO.

| | | | | | | | |
|-------|-------|-------|-------|-------|---|-------|--|
| | | | | | M | | With board. \$1.50 without board; \$1 with board. Work piece-work; \$1.75 to \$2.50 per pair. Can make about four pairs per week. Season lasts about seven months. |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |

ONTARIO.

| | | | | | | | |
|-------|-------|--------|--------|----|---|-------|---|
| 10 00 | | | | 8 | M | | [28c. per 1,000 ems. Eight hours on Saturday. Piece-work; price, Eight hours on Saturday. |
| ..... | ..... | 200 00 | 150 00 | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| | | | | 16 | M | | Mates get \$50 to \$55 a month. Season lasts about seven months. Sailors earn during season \$200 to \$250. |

LONDON,

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYEE'S | | | |
|----------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|------------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Agricultural implt. works..... | | | 2 25 | 1 00 | | | | | | | | |
| Bricklayers..... | 33½ | 30 | | | | | | | 33½ | | | |
| " laborers..... | 20 | 18 | | | | | | | | | | |
| Carpenters..... | | | 2 00 | 1 75 | | | | | | | | |
| Cigar-makers (females)..... | | | | | 8 00 | 2 50 | | | | | | |
| Carder and spinner..... | | | | | | | | | | | | |
| Confectionary and Biscuit Works— | | | | | | | | | | | | |
| Men, 1st class..... | | | | | 20 00 | 15 00 | | | | | | |
| Men, other..... | | | | | 9 00 | | | | | | | |
| Females..... | | | | | 3 00 | 2 00 | | | | | | |
| Boys in bake-shop..... | | | | | 5 50 | 3 50 | | | | | | |
| Girls..... | | | | | 2 50 | | | | | | | |
| Engine works (skilled)..... | | | | | 11 00 | 9 00 | | | | | | |
| Furniture Works— | | | | | | | | | | | | |
| Skilled..... | | | 2 00 | 1 50 | | | | | | | | |
| Unskilled..... | | | 1 25 | | | | | | | | | |
| Boys..... | | | | | 4 00 | 2 00 | | | | | | |
| Laborers..... | | | | | | | | | | | 1 25 | 1 00 |
| Moulders, (machinery)..... | | | 3 00 | 1 75 | | | | | | | 2 00 | 1 50 |
| " (stove-plate)..... | | | | | | | | | | | 3 00 | |
| Printers..... | | | | | | | | | | | | |
| Painters..... | | | | | | | | | | | 2 25 | 1 75 |
| Railway shop laborers..... | | | | | | | | | 14 | 12 | | |
| Shoemakers (custom)..... | | | | | 9 00 | | | | | | | |
| Tailors..... | | | | | 10 00 | 9 00 | | | | | | |
| Tin work (tinsmiths)..... | | | 1 50 | | | | | | | | | |
| Wood-worker (machine)..... | | | | | | | | | | | | |

ST. THOMAS,

| | | | | | | | | | | | | |
|---------------------------------|----|-----|------|------|------|------|--------|--------|--|--|------|------|
| Bricklayers..... | | | 2 50 | | | | | | | | | |
| Carriage wood-worker..... | | | 1 75 | 1 00 | | | | | | | | |
| Carpenter..... | 20 | 17½ | | | | | | | | | | |
| Farm hands..... | | | | | | | 18 00 | 16 00 | | | | |
| Feather bone w'ks employes..... | | | | | 7 00 | 2 00 | | | | | | |
| Foundry (skilled men)..... | | | 1 75 | 1 50 | | | | | | | | |
| " (unskilled)..... | | | 1 00 | | | | | | | | | |
| Plasterers..... | | | 2 50 | | | | | | | | | |
| Printers..... | | | | | 6 00 | | | | | | | |
| Planing mill employes..... | | | 2 00 | 1 25 | | | | | | | | |
| Railway Employes— | | | | | | | | | | | | |
| Freight conductors..... | | | | | | | | | | | 2 75 | 1 75 |
| Passenger conductor..... | | | | | | | | | | | 2 50 | 2 30 |
| Engineers..... | | | | | | | 140 00 | 100 00 | | | | |
| Section men..... | | | 1 00 | | | | | | | | | |
| Workshop (skilled men)..... | 20 | 16 | | | | | | | | | | |
| Stonemasons..... | | | 3 00 | 2 75 | | | | | | | | |

ONTARIO.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|------|-----------------------|--|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 10 | M | ..... | 9 hours Saturday. Only 2 men on works beside foreman getting \$2.25. [about 7 months. |
| | | | | 9 | M | ..... | 8 hours Saturday. Earn \$400 to \$500 year. Season |
| | | | | 9 | M | ..... | 8 hours Saturday. |
| | | | | 10 | M | ..... | 9 hours Saturday. Average said to be 19c. to 20c. |
| 7 00 | 1 50 | | | 9½ | F | ..... | per hour, and earning's \$300 to \$500 year. |
| 9 00 | 7 50 | | | 10 | M | ..... | 8 or 9 months' work in year. Boys get \$3 to \$2.50 week. |
| | | | | 10 | M | ..... | 8 hours Saturday. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | F | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | F | ..... | Piece-work ; packing biscuits. |
| | | | | 10 | M | ..... | 9 hours Saturday. |
| 10 00 | 8 00 | | | 10 | M | ..... | 9½ hours Saturday. Piece-workers, \$9 to \$15 week. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... | 9 hours for some in winter. |
| | | | | 10 | M | ..... | Employer's figures are for all classes of moulders. |
| | | | | 10 | M | ..... | Men say they average \$10 week. Employers put it at \$15. About 10 months work per year. |
| 9 00 | | | | 10 | M | ..... | For day men. Piece prices are 28c. morning, 25c. evening, 20c. job work, per 1,000 ems. Morning paper men work 14 hours, and earn \$9 to \$12 per week. Females get 15c. per 1,000 or \$3 a week day work. |
| | | | | 9 | M | ..... | Short time in December and June. |
| | | | | 9 | M | ..... | Average wages of factory hands, \$7.50 a week. |
| | | | | 10 | M | ..... | Male and female vest-makers, piece-work, \$6 a wk. |
| | | | | 10 | M | ..... | Females, soldering, \$5 to \$3 a week. |
| 9 00 | | | | 10 | M | ..... | 9 hours Saturday. |

ONTARIO.

| | | | | | | | |
|-------|-------|-------|-------|-------|---|-------------|--|
| ..... | ..... | ..... | ..... | ..... | M | ..... | ..... |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Average wages given as \$1.25 per day. |
| ..... | ..... | ..... | ..... | 10 | M | ..... | ..... |
| ..... | ..... | ..... | ..... | ..... | M | ..... | With board. Without board \$1 per day. Hours of work during harvest, 8 or 9 a.m. to sundown. |
| ..... | ..... | ..... | ..... | 10 | F | ..... | ..... |
| ..... | ..... | ..... | ..... | 10 | M | ..... | ..... |
| ..... | ..... | ..... | ..... | 10 | M | ..... | ..... |
| ..... | ..... | ..... | ..... | ..... | M | ..... | ..... |
| ..... | ..... | ..... | ..... | ..... | M | 17½c. hour | Apprentices, \$1.50 per week. |
| ..... | ..... | ..... | ..... | ..... | M | ..... | Close down in winter from 6 weeks to 3 months. |
| ..... | ..... | ..... | ..... | ..... | M | ..... | ..... |
| ..... | ..... | ..... | ..... | ..... | M | ..... | ..... |
| ..... | ..... | ..... | ..... | ..... | M | ..... | ..... |
| ..... | ..... | ..... | ..... | 10 | M | \$1.50 day. | ..... |
| ..... | ..... | ..... | ..... | 10 | M | ..... | 9 hours from middle of November to 1st of March. |
| ..... | ..... | ..... | ..... | ..... | M | ..... | ..... |

ONTARIO.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| 2 50 | 2 00 | | | 10 | M | | [week. 5c. per hour at night. |
| 9 00 | 6 00 | | | 9 | F | | Over \$3 per wk. 10c. per hr. at night. Under \$3 per |
| | | | | 10 | M | \$12 week | All night work. Bakers receive \$3 per week and |
| | | | | 10 | M | | board. |
| | | | | 10 | M | | |
| | | | | 9 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 9 | F | | List of prices paid for work: Pants, 25c.; vest, |
| | | | | 9 | F | | 25c.; coat, 65c.; overcoat, \$1; dozen shirts, |
| | | | | 9 | F | | with collars, \$1.80; dozen shirts, without |
| | | | | 9 | F | | collars, \$1.50. |
| | | | | 9 | F | | Apprentices, 1st year, \$1 a week; forewomen, \$800 |
| | | | | 10 | M | | a year. |
| 7 00 | | | | 10 | M | | Some \$1.50 to \$2 per day. |
| | | | | 11 | M | | |
| | | | | 9 | F | | Night-work, 10c. per hour for wages over \$3 per |
| | | | | | | | week; 5c. per hour for wages under \$3 per |
| | | | | | | | week. |
| | | | | 10 | M | | Work 8 months in the year. |
| | | | | 10 | M | | Drill-and-hammer men work 10 months in year. |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | \$2.50 day | |
| | | | | 11 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 9 | M | | [piece-work. |
| | | | | 9 | M | | Night-work, \$12.25 per week; 36½c. per 1,000 ems, |
| | | | | 10 | F | | 25c. per hour overtime. |
| | | | | 10 | F | | Apprentices, \$1.50 per week. |
| | | | | 10 | M | | |
| | | | | | | | And board. |
| | | | | 10 | M | | |
| | | | | 11 | M | | |
| 7 00 | | | | | M | | |
| | | | | 10 | M | | |
| | | | | 10 | F | | |
| | | 24 00 | 16 00 | 10 | F | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | F | | |
| | | | | 10 | M | | |

KINGSTON,

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYEE'S | | | |
|--------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|------------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Blacksmiths..... | | | | | | | | | | | 2 20 | 1 50 |
| “ (helpers)..... | | | | | | | | | | | 1 15 | 1 10 |
| Bakers..... | | | | | | | | | | | | |
| “ (girls, biscuit-making)..... | | | | | | | | | | | | |
| Bricklayers..... | | | | | | | | | | | 3 00 | 2 50 |
| “ (laborers)..... | | | | | | | | | | | 1 25 | |
| Cotton Factory Employes— | | | | | | | | | | | | |
| Men—20 of these, each..... | | | | | 20 00 | 10 00 | | | | | | |
| “ 16, average..... | | | | | 7 29 | | | | | | | |
| Boys..... | | | | | 5 70 | 1 90 | | | | | | |
| “ 20, each over..... | | | | | 6 00 | | | | | | | |
| Women, average..... | | | | | 5 70 | | | | | | | |
| Girls..... | | | | | 5 00 | 1 90 | | | | | | |
| Carpenters..... | | | | | | | | | | | 2 00 | 1 25 |
| Cigar makers (men)..... | | | | | 15 00 | 12 00 | | | | | | |
| “ (women)..... | | | | | 5 00 | 4 00 | | | | | | |
| “ (girls)..... | | | | | 2 00 | | | | | | | |
| Engineers (steamboat)..... | | | | | | | | | | | | |
| Farm hands..... | | | | | | | 16 00 | | | | | |
| Grain shovellers..... | 65 | 60 | | | | | | | | | | |
| Locomotive works..... | | | | | | | | | | | | |
| “ (fitters)..... | | | 2 25 | 1 50 | | | | | | | 2 25 | |
| “ “ (assistants)..... | | | 1 25 | 1 10 | | | | | | | | |
| “ (turners)..... | | | 2 50 | 1 50 | | | | | | | | |
| “ (planers)..... | | | 1 75 | 1 50 | | | | | | | | |
| “ (drillers)..... | | | 2 00 | 1 00 | | | | | | | 1 30 | 1 20 |
| “ (pattern-makers)..... | | | 2 00 | | | | | | | | 2 00 | 1 75 |
| “ (blacksmiths)..... | | | 2 50 | 1 20 | | | | | | | 1 70 | |
| “ (boiler-makers)..... | | | 2 00 | 1 50 | | | | | | | 2 00 | 1 50 |
| “ (moulders)..... | | | 2 00 | 1 40 | | | | | | | | |
| “ (carpenters)..... | | | 1 35 | | | | | | | | | |
| “ (laborers)..... | | | 1 00 | | | | | | | | 1 20 | 0 98½ |
| Laborers (builders)..... | | | | | | | | | 12½ | 10 | | |
| “ (corporation)..... | | | 2 00 | 0 90 | | | | | | | 1 25 | 0 65 |
| Moulders (machinery)..... | | | | | | | | | | | 2 00 | |
| “ (stove-plate)..... | | | 1 85 | 1 60 | | | | | | | | |
| Painters..... | | | | | | | | | | | 1 50 | 1 25 |
| Polisher (piano works)..... | | | | | | | | | | | 2 00 | 1 50 |
| Printers..... | | | | | 10 00 | 9 00 | | | | | | |
| Shipwrights..... | | | | | | | | | | | 2 00 | 1 10 |
| Servants (domestic)..... | | | | | | | | | | | | |
| Sailors..... | | | 2 00 | 1 25 | | | | | | | 1 75 | 1 00 |
| “ captains (barge)..... | | | | | | | 90 00 | 70 00 | | | | |
| “ “ (sailing vessels)..... | | | | | | | | | | | | |
| “ “ (steamboats)..... | | | | | | | | | | | | |
| Shoemaking (custom work)..... | | | | | 12 00 | 4 00 | | | | | | |
| “ females (machine work)..... | | | | | | | | | | | | |
| Transportation Company— | | | | | | | | | | | | |
| Engineers..... | | | 2 00 | 1 75 | | | | | | | | |
| Apprentices..... | | | | | | 1 50 | | | | | | |
| Tinsmiths..... | | | | | | | | | | | | |

NOTE.—A journalist stated that dry goods clerks earned \$5 to \$12 a week, and would average and board; in stores, \$4 to \$5 a week.

ONTARIO.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|------|-----------------------|--|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 10 | M | | [day. |
| | | | | 10 | M | | 9 hours Saturday. Apprentices commence at 35c |
| 10 00 | 9 00 | | | 10 | M | \$12 to \$10 | 9 hours Saturday. |
| 1 50 | 1 25 | | | 10 | F | [week. | |
| | | | | | M | | Workman who gave this information was also |
| | | | | | M | | stonemason. Earnings, \$500 to \$600 year. |
| | | | | | M | | |
| | | | | | M | | Manager who gave this information did not dis- |
| | | | | | M | | tinguish between the different branches of |
| | | | | | M | | the business. |
| | | | | | F | | |
| | | | | 10 | M | | 9 hours Saturday. Shorter time in winter. |
| | | | | 10 | M | | 7 hours Saturday. Can work 50 weeks in year. |
| | | | | 10 | F | | |
| | | 70 00 | 65 00 | 10 | F | | |
| | | | | 12 to 14 | M | | On tugs, \$60 to \$40 month. [and house. |
| | | | | | M | | With board Without board, \$200 to \$250 year |
| | | | | | M | | Hours uncertain. Earn \$15 to \$20 a week. Work |
| | | | | | | \$3 to \$2.25 | lasts about 7 months. |
| | | | | 10 | M | [day. | 9 hours Saturday. Workman says machinists |
| | | | | 10 | M | | average \$1.60 a day. |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | \$1.70 by workman is given as the average. Black- |
| | | | | 10 | M | | smith's helper (given by workman) \$1.25 to |
| | | | | 10 | M | | 90c. a day. |
| | | | | 10 | M | | |
| | | | | 10 | M | | 9 hours Saturday. |
| | | | | | M | | |
| | | | | 10 | M | | Employer says average wages \$1.12½ a day. |
| | | | | 10 | M | | 9 hours Saturday. |
| | | | | 10 | M | | " " work 40 to 45 weeks in the year. |
| | | | | | M | | " " About 7 months steady work. |
| | | | | 10 | M | | 8 hours Saturday. Piece-work, price 25c. per |
| | | | | 10 | M | | 1,000 ems. |
| | | 7 00 | | | F | | With board. In country, \$6 a month and board. |
| | | 25 00 | 10 00 | | M | | Employer says average \$52 a month for season. A |
| | | | | | M | | sailor says average \$1 per day for season. |
| | | | | | M | | \$80 month to \$750 for season (employer's statement). |
| | | | | | M | | \$1,000 for the season (employer's statement). |
| 10 00 | 6 00 | | | 10 | M | | |
| 3 00 | | | | 10 | F | | |
| | | | | 10 | M | | 9 hours Saturday. |
| | | | | 10 | M | | |
| 10 00 | 7 50 | | | 10 | M | | Idle 2 or 3 months in winter season. |

\$400 a year. Female clerks, from \$3 to \$7 a week. Dressmakers in private houses, 75 cents per day.

WINDSOR,

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYE'S | | | |
|------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Brassfinishers..... | | | | | | | | | | | 2 50 | 2 00 |
| Carpenters..... | | | | | | | | | | | 2 00 | 1 75 |
| Coopers..... | | | | | | | | | | | 1 00 | |
| Cabinetmakers..... | | | | | | | | | | | | |
| Grape Sugar Works— | | | | | | | | | | | | |
| Engineers..... | | | 1 65 | | | | | | | | | |
| Millers..... | | | | | | | 55 00 | | | | | |
| Other hands..... | | | 3 00 | 1 25 | | | | | | | | |
| Laborers..... | | | | | | | | | 12 1/2 | | | |
| Machinists..... | | | 3 00 | 2 00 | | | | | | | | |
| Printers..... | | | | | 13 00 | 10 00 | | | | | | |
| Stonecutters..... | | | | | | | | | | | 3 50 | 3 00 |
| Shoemakers..... | | | | | | | | | | | 1 00 | |
| Tailors..... | | | | | | | | | 25 | | | |
| “ female..... | | | | | | | | | | | 1 25 | 1 00 |
| Wire Works— | | | | | | | | | | | | |
| Men..... | | | 3 00 | | | | | | | | | |
| Boys..... | | | | | 5 00 | | | | | | | |
| Watchmen, ferry-boat..... | | | 1 25 | | | | | | | | | |
| Wood-workers, machinist..... | | | | | | | | | | | 1 75 | |

CHATHAM,

| | | | | | | | | | | | | |
|-------------------------------|--|--|------|------|-------|-------|-------|-------|--|--|------|------|
| Agricultural Impl't Works— | | | | | | | | | | | | |
| Skilled men..... | | | 2 00 | 1 50 | | | | | | | | |
| Unskilled men..... | | | 1 50 | 1 00 | | | | | | | | |
| Cabinetmakers..... | | | | | 12 00 | 10 00 | | | | | | |
| Carpenters..... | | | | | | | | | | | 1 25 | |
| Carriage wood-workers..... | | | | | | | | | | | 2 00 | 1 50 |
| Coopers..... | | | | | 18 00 | 10 00 | | | | | | |
| Farm hands..... | | | | | | | 18 00 | 12 00 | | | | |
| Fanning Mill Works— | | | | | | | | | | | | |
| Skilled men..... | | | 2 00 | 1 75 | | | | | | | | |
| Unskilled men..... | | | 1 25 | | | | | | | | | |
| Laborers..... | | | | | | | | | | | 1 50 | 1 25 |
| Millers..... | | | | | 10 00 | 9 00 | | | | | | |
| Men in mills (unskilled)..... | | | 1 50 | 1 25 | | | | | | | | |
| Printers..... | | | | | 9 00 | 8 00 | | | | | | |
| Planing Mill Hands— | | | | | | | | | | | | |
| Skilled men..... | | | | | 11 00 | 9 00 | | | | | | |
| Unskilled men..... | | | 1 25 | | | | | | | | | |
| Painters..... | | | | | | | | | | | 2 00 | 1 50 |
| Woollen Mill Employés— | | | | | | | | | | | | |
| Skilled men..... | | | | | 15 00 | 12 00 | | | | | | |
| Unskilled men..... | | | | | 8 00 | 6 00 | | | | | | |
| Boys..... | | | | | 3 50 | 2 50 | | | | | | |
| Weavers..... | | | | | 6 00 | 3 50 | | | | | | |

ONTARIO.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|-------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 10 | M | ..... | Boys start at \$2.50 a week. |
| | | | | 9 | M | ..... | Work about 9 months in the year. |
| | | | | | M | ..... | Given average for year. Piece-work. Hours not fixed |
| 10 00 | | | | 10 | M | ..... | Given as the average earnings. |
| | | | | 9½ | M | ..... |  |
| | | | | 9½ | M | ..... |  |
| | | | | 9½ | M | ..... |  |
| | | | | 9 | M | ..... | This is summer rate. Work 8 or 9 months in year. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... | Piece-work-price, 25 cts. per 1,000 ems. |
| | | | | | M | ..... | [Journemen. |
| | | | | 10 to 16 | M | ..... | Work piece-work. Given as average earnings of |
| | | | | 9 to 12 | ..... | ..... | Average given at \$9 a week all the year round. |
| | | | | | | | Mostly piece-work. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | | M | ..... | Irregular hours. |
| | | | | | | | Work about 7 or 8 months per year. |

ONTARIO.

| ..... | ..... | ..... | ..... | 10 | M | \$3 to \$2.50 day. | 9½ hours on Saturday. Works closed 6 wks. in year |
|-------|-------|-------|-------|----------|-------|--------------------|--|
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Average wages of factory given at \$1.37½ per day, |
| ..... | ..... | ..... | ..... | ..... | M | ..... | 9½ hours on Saturday. |
| ..... | ..... | ..... | ..... | 10 | M | ..... | 9½ hours on Saturday. Work only 9 mos. in year. |
| ..... | ..... | ..... | ..... | 10 to 11 | M | ..... | Many of the men are laid off for 6 months in the year. |
| ..... | ..... | ..... | ..... | ..... | M | ..... | With board. Hours—Summer, 5 a.m. to 8 p.m. |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... | 9 hours on Saturday; 10 months work in the year |
| ..... | ..... | ..... | ..... | ..... | M | ..... | [per hour. |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Handling lumber on wharf in summer, 20c. to 25c. |
| ..... | ..... | ..... | ..... | 10 | M | ..... | 9 hours on Saturday. |
| ..... | ..... | ..... | ..... | ..... | M | \$12 week | Piece-work-price, 25c. per 1,000 ems. |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... | 9 hours Saturday. Boys, \$4 to \$3 per week; 7 or |
| ..... | ..... | ..... | ..... | ..... | ..... | ..... | 8 months' work in year. |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | F | ..... |  |

MONTREAL,

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYÉ'S | | | |
|--------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Axe-makers | | | 3 00 | 1 50 | | | | | | | | |
| Brass-finishers | | | 3 00 | 1 50 | | | | | | | | |
| Bookbinders | | | | | 14 00 | 7 00 | | | | | | |
| " | | | | | 6 00 | 1 50 | | | | | | |
| Book-rulers | | | | | 15 00 | 10 00 | | | | | | |
| Bricklayers | | | 3 30 | 3 00 | | | | | | | | |
| Bag-makers | | | | | 10 00 | 7 50 | | | | | | |
| " | | | | | 9 00 | 2 50 | | | | | | |
| Builder's laborers | | | 1 75 | 1 50 | | | | | | | | |
| Bakers | | | | | | | | | | | | |
| Clerks | | | | | 15 00 | 5 00 | | | | | | |
| " | | | | | | | | | | | | |
| Cigar-makers | | | | | 17 60 | 8 10 | | | | | | |
| " | | | | | 12 00 | 4 00 | | | | | | |
| Carriage-makers— | | | | | | | | | | | | |
| Blacksmiths | | | | | 15 00 | 13 00 | | | | | | |
| Wood-workers | | | | | 16 00 | 7 00 | | | | | | |
| Upholsterers | | | | | 18 00 | 12 00 | | | | | | |
| Painters | | | | | 15 00 | 7 00 | | | | | | |
| Helpers | | | | | 8 00 | 7 00 | | | | | | |
| Carpenters | | | 2 10 | 1 50 | | | | | | | | |
| Corset-makers | | | | | 8 50 | 1 25 | | | | | | |
| Corporation Employés— | | | | | | | | | | | | |
| Guardians | | | | | | | 50 00 | | | | | |
| Engineers | | | | | | | 50 00 | | | | | |
| Salvage corps | | | | | | | 45 83 | | | | | |
| Firemen | | | | | | | 41 67 | | | | | |
| Coopers | | | | | | | | | | | 2 00 | 1 50 |
| Cotton Factory Employés— | | | | | | | | | | | | |
| Men | | | | | | | | | | | 1 00 | 0 80 |
| Girls | | | | | | | | | | | 0 80 | 0 75 |
| Children | | | | | | | | | | | 0 30 | 0 25 |
| Dressmaker's clerks | | | | | | | | | | | | |
| Dye-shop clerks | | | | | | | | | | | | |
| Express men | | | | | 9 00 | 7 00 | | | | | | |
| Freight-checkers | | | | | | | | | | | | |
| Gas company employés | | | | | | | | | | | 2 75 | 1 25 |
| Glass-blowers | | | | | 43 00 | 2 50 | | | | | | |
| Harness-makers | | | | | 15 00 | 5 00 | | | | | | |
| Ice-cutters | | | 1 50 | 0 90 | | | | | | | | |
| Joiners | | | | | | | | | 20 | 13 | | |
| Laborers | | | | | | | | | | | 1 30 | 0 80 |
| Lumberman's Employés— | | | | | | | | | | | | |
| Sawyer | | | 2 00 | 1 50 | | | | | | | | |
| Laborers | | | 1 25 | 1 10 | | | | | | | | |
| Choppers | | | | | | | 24 18 | | | | | |
| Teamsters | | | | | | | 24 18 | | | | | |
| Drivers | | | 2 00 | 1 25 | | | | | | | | |
| Leather-dressers | | | | | | | | | | | | |
| Longshoremen | 22½ | 17½ | | | | | | | 30 | 20 | | |

QUEBEC.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|-------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 10 | M | ..... | Average \$2 per day. |
| | | | | 10 | M | ..... | Experts earn \$5 per day. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | F | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | F | ..... |  |
| | | | | 10 | M | ..... |  |
| 12 00 | 6 00 | ..... | ..... | 10 to 18 | M | \$15 week | |
| | | | | | F | ..... | Apprentices: 1st year, \$60; 2nd year, \$80; 3rd |
| 12 00 | 5 00 | ..... | ..... | ..... | M | ..... | year, \$100; 4th year, \$6 per week. |
| 11 00 | 4 00 | ..... | ..... | 10 | M | ..... | Some receive \$15 per week. |
| | | | | | | | Work ten months in year. Average \$7 per week. |
| | | | | 10 | F | ..... | Piece-work. Apprentices from \$1 to \$3 per wk. |
| | | | | 10 | M | ..... | Piece-work. |
| | | | | 10 | M | \$25 week | Employer's statement. (Carriage-makers in the |
| | | | | 10 | M | ..... | Reformatory receive from \$7.50 to \$14 per |
| 13 50 | | | | 10 | M | ..... | week.) |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | | F | ..... | Cutters receive \$60 per month. |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... | Hand-work. Machinework, \$1.75 per day. |
| | | | | | M | ..... |  |
| | | | | | F | ..... |  |
| | | | | | M & F | ..... |  |
| 5 00 | 3 00 | ..... | ..... | 10½ to 13 | F | ..... |  |
| 4 00 | 3 00 | ..... | ..... | 12 | F | ..... |  |
| | | | | | M | ..... |  |
| 9 00 | | | | | M | ..... | As many hours, day and night, as required at |
| | | | | 10 to 12 | M | ..... | steamships. |
| 12 00 | 4 00 | ..... | ..... | 10 | M | ..... | Men and boys. Ten months' work. |
| | | | | 10 | M | \$15 week | Apprentices, \$1 per week. |
| | | | | 10 | M | ..... |  |
| | | | | | M | 25c. hour | |
| | | | | | M | ..... |  |
| | | | | | M | ..... | Six months' work. Boys in saw-mill receive \$1.50 |
| | | | | | M | ..... | to \$3 per week. |
| | | | | | M | ..... | Work 6 months in year. |
| | | | | | M | ..... | And board. Work about 5½ months in year. |
| | | | | | M | ..... | " " " |
| 8 00 | 5 00 | ..... | ..... | 10 | M | ..... | Work 5½ months in year. |
| | | | | 10 | M | ..... | Make from \$200 to \$250 per year. Work about |
| | | | | | | | 7 months. |

MONTREAL,

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYÉ'S | | | |
|-------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Laundry | | | | | 10 00 | 2 50 | | | | | | |
| Leather-cutters | | | | | 8 00 | 4 00 | | | | | | |
| Milliners | | | | | | | | | | | | |
| Mantle-makers | | | | | 8 00 | 4 00 | | | | | | |
| Milliners at trimming | | | | | 10 00 | 8 00 | | | | | | |
| Moulders | | | | | | | | | | | 2 50 | 1 40 |
| Marble-cutters | | | | | | | | | | | 1 75 | 1 25 |
| " laborers | | | | | | | | | | | 1 15 | 1 10 |
| Marble-polishers | | | | | | | | | | | 1 25 | 0 90 |
| Machinists | | | | | | | | | | | | |
| Nail-work Employés— | | | | | | | | | | | | |
| Skilled hands | | | 6 00 | | | | | | | | | |
| Laborers | | | 1 45 | 1 00 | | | | | | | | |
| Oil-cloth Manufactory— | | | | | | | | | | | | |
| Skilled hands | | | | | 14 00 | 10 00 | | | | | | |
| Unskilled " | | | | | 8 00 | 6 00 | | | | | | |
| Cloth preparers | | | | | 10 00 | 9 00 | | | | | | |
| Printers | | | | | 25 00 | 15 00 | | | | | | |
| Machine tender | | | | | 14 00 | 12 00 | | | | | | |
| Plasterers | | | 2 50 | 2 00 | | | | | 25 | | | |
| Pilots (steamboat) | | | | | | | | | | | | |
| Printers (newspapers) | | | | | 16 00 | 7 00 | | | | | | |
| " (paper-box) | | | | | 14 00 | 7 00 | | | | | | |
| " (job work) | | | | | 12 00 | 9 00 | | | | | | |
| Paper-box makers | | | | | 8 00 | 1 50 | | | | | | |
| " | | | | | 11 00 | 7 00 | | | | | | |
| Painters and decorators | | | | | | | | | | | 2 00 | 0 75 |
| Railway Employés— | | | | | | | | | | | | |
| Freight conductors | | | | | | | 80 00 | 65 00 | | | 2 15 | 1 75 |
| " brakemen | | | | | | | 60 00 | 30 00 | | | | |
| Engine-drivers | | | | | | | | | | | | |
| Gatemen | | | | | | | | | | | 1 10 | 0 85 |
| Coal shovellers | | | | | | | | | | | 1 25 | |
| Rope-makers— | | | | | | | | | | | | |
| Men | | | 3 00 | 1 20 | | | | | | | | |
| Girls | | | | | 4 80 | 3 75 | | | | | | |
| Roofers— | | | | | | | | | | | | |
| At metal | | | | | 10 00 | 8 00 | | | | | | |
| At slate | | | | | 12 00 | 10 00 | | | | | | |
| Rubber-worker, (men) | | | | | | | | | | | 2 00 | 1 00 |
| " (girls) | | | | | | | | | | | | |
| Street-car Employés— | | | | | | | | | | | | |
| Drivers | | | | | 7 50 | | | | | | | |
| Conductors | | | | | 8 00 | | | | | | | |
| Sugar Refinery Employés— | | | | | | | | | | | | |
| Laborers | | | 3 50 | 1 20 | | | | | | | | |
| Sailors (on steamboats) | | | | | | | | | | | | |
| " | | | | | | | 25 00 | 20 00 | | | | |
| " | | | | | | | 20 00 | 16 00 | | | | |

QUEBEC.—Continued.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|-------|-----------------------|--|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| 10 00 | 7 00 | | | 10 | M & F | | About 10 months work in the year. |
| | | | | 10 | M | | Cutter, \$15 per week. Apprentices work first year |
| | | | | | F | | for nothing; 2nd year, \$13 to \$26; 3rd year, |
| | | | | | | | \$52; after, \$5 to \$1.50 per week. |
| | | | | | F | | Cutter, \$15 per week; 2nd year, \$13 to \$26; 3rd |
| | | | | | F | | year, \$52; after, \$5 to \$1.50. |
| | | | | | M | | |
| | | | | | M | | 1st yr., \$1.50 wk.; 2nd yr., \$1.75 wk; 3rd yr., \$2.25 |
| | | | | | M | | wk.; 4th yr., \$3 wk.; 5th yr., \$4 week. |
| 10 00 | average | | | | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | Out of this amount he pays an assistant. |
| | | | | 10 | M | | |
| | | | | 10 | M | | Work about 9 months in the year. |
| | | | | | M | | Receives \$1,000 per annum. |
| | | | | 12 to 15 | M | \$20 week | Females receive \$13.80 per week, highest wages; |
| | | | | | M | | males, 32c. to 23½c. per 1,000 ems; females, 24c. |
| | | | | | M | | to 15c. per 1,000 ems. |
| | | | | | F | | |
| | | | | | M | | Commencing work, receive \$4 per week. |
| | | | | | M | | Work 7 months in the year. Decorator, \$2.50 per |
| | | | | | | | day; 1st class painter averages, \$500 per year; |
| | | | | | | | ordinary, \$250 per year. |
| | | | | | M | | |
| | | | | | M | | Paid on mileage basis. |
| | | | | | M | | |
| | | | | 12 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | F | | |
| | | | | 10 | M | | Work 6 to 7 months in year. Boys 1st year, \$1.50 |
| | | | | | | | per week; 2nd year, \$2 per week; 3rd year \$3 |
| | | | | | | | per week. |
| | | | | 10 | M | | Work 6 to 7 months. |
| 9 00 | 2 00 | | | 10 | M | | |
| | | | | 10 | F | | Average earnings, \$4 per week. |
| | | | | 16 | M | | Work 7 days per week. |
| | | | | 16 | M | | " " |
| | | | | | M | | |
| | | 15 00 | 12 00 | | M | | With board. |
| | | | | | M | | On Ontario waters, 4 months' work; on Quebec |
| | | | | | M | | waters, 7 months' work. |
| | | | | | M | | Those men employed in shops during winter at |
| | | | | | | | \$1.50 to \$1 p. day; helpers, \$1.10 to 80c. p. day. |

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYÉ'S | | | |
|---------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Steamboat Employés— | | | | | | | | | | | | |
| Firemen..... | | | | | | | 20 00 | | | | | |
| Assistant engineers..... | | | | | | | 32 00 | | | | | |
| Shoe Manufactory— | | | | | | | | | | | | |
| Men..... | | | | | 16 00 | 6 00 | | | | | | |
| Girls..... | | | | | 7 00 | 1 50 | | | | | | |
| Stair-builder..... | | | | | | | | | | | 2 25 | 1 50 |
| Sewing Machine Manuf'y— | | | | | | | | | | | | |
| Men..... | | | | | | | | | | | 1 25 | |
| Boys..... | | | | | | | | | | | 0 85 | 0 50 |
| Shirt and collar manufac'y..... | | | | | 11 00 | 4 50 | | | | | | |
| Sculptor..... | | | 2 50 | 2 25 | | | | | | | | |
| Tailors and Clothiers— | | | | | | | | | | | | |
| Girls..... | | | | | 5 00 | 3 50 | | | | | | |
| Men..... | | | | | 9 00 | 6 00 | | | | | | |
| Tobacco Workers— | | | | | | | | | | | | |
| Men..... | | | | | 8 50 | 6 00 | | | | | | |
| Women..... | | | | | 3 75 | 1 50 | | | | | | |
| Boys..... | | | | | 5 00 | 1 50 | | | | | | |
| Telephone Employés— | | | | | | | | | | | | |
| Men..... | | | 2 00 | 1 25 | | | | | | | | |
| Girls..... | | | | | | | 20 00 | | | | | |
| Tanner..... | | | | | 18 00 | 3 00 | | | | | | |
| Wall-paper Manufactory— | | | | | | | | | | | | |
| Block cutters..... | | | | | 22 50 | 14 00 | | | | | | |
| “ printers..... | | | | | 20 00 | 14 00 | | | | | | |
| “ “ (ordinary)..... | | | | | 10 00 | 1 50 | | | | | | |

RIVER ST. FRANCIS,

[illegible]

CAPELTON,

| | | | | | | | | | | | |
|-------------------------------|--|--|------|------|--|--|--|--|--|------|--|
| Copper Mine Employes— | | | | | | | | | | | |
| Boys..... | | | 0 60 | 0 35 | | | | | | | |
| Laborers (chemical w'ks)..... | | | | | | | | | | 1 15 | |
| " (ore dressers)..... | | | 1 25 | 1 10 | | | | | | 1 25 | |
| " (above ground)..... | | | | | | | | | | 1 00 | |
| " (below ground)..... | | | | | | | | | | 1 15 | |
| Helpers..... | | | | | | | | | | 1 40 | |
| Machine-hands..... | | | | | | | | | | 1 65 | |
| Miners | | | 1 65 | | | | | | | | |

QUEBEC—Concluded.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|-------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| ..... | ..... | ..... | ..... | ..... | M | ..... | With board. |
| ..... | ..... | ..... | ..... | ..... | M | ..... | With board. Earns \$384 in year. |
| 8 00 | 7 00 | ..... | ..... | 10 | M | ..... | Pay boys in Reformatory 15c. per day ; these boys |
| 4 50 | 3 50 | ..... | ..... | 10 | F | ..... | work first 30 days for nothing. |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Average 288 days in year. |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Average \$1.20 per day. |
| ..... | ..... | ..... | ..... | 10 | M | ..... | [employed. |
| ..... | ..... | ..... | ..... | 10 | ..... | ..... | Beginners \$1.50 per week. Men, women and girls |
| ..... | ..... | ..... | ..... | ..... | ..... | ..... | Apprentices five years \$1.50 per week, and four |
| 8 00 | 3 00 | ..... | ..... | ..... | F | ..... | years \$2 per week. |
| 15 00 | 6 00 | ..... | ..... | ..... | M | ..... | Girls average \$4.33½ per week. |
| ..... | ..... | ..... | ..... | ..... | ..... | ..... | Cutters, \$15 to \$20 per week. |
| 12 00 | 9 00 | ..... | ..... | ..... | M | ..... | Summer rate for ten months. In winter \$7.50 |
| 5 00 | 1 50 | ..... | ..... | ..... | F | ..... | per week. |
| 2 25 | 1 25 | ..... | ..... | ..... | M | ..... | ..... |
| ..... | ..... | ..... | ..... | ..... | M | ..... | ..... |
| 20 00 | | | | 9 | F | | Half time \$12 per month. Five hours' work. |
| 9 00 | 4 00 | | | 10 | M | | Yearly average \$7 per week. |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |

QUEBEC.

| | | | | | | |
|-------|-------|-------|-------|-------|---|-------|
| | | | | | M | |
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QUEBEC.

| | | | | | | |
|-------|-------|-------|-------|-------|---|-------|
| | | | | | M | |
| | | | | | M | |
| | | | | 8 | M | |
| | | | | | M | |
| | | | | | M | |
| | | | | | M | |
| | | | | | M | |
| | | | | | M | |
| | | 40 00 | | 9 | M | |

Employed all the year round.

Contract work.

[illegible]

P. Q.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|-------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 9½ | M | ..... | Ship biscuit only ; work done by machinery. |
| | | | | 11 | M | \$10 to \$11 | All night work ; 7 to 11 hours in winter ; 8 to 13 |
| | | | | | M | per week. | hours in summer. |
| | | | | | M | ..... | Winter rates. In summer \$2 per day. |
| | | | | | F | ..... | ..... |
| | | | | | M | ..... | All year. |
| | | | | | M | ..... | 5 or 6 months in winter ; get \$2 day. |
| | | | | | M | ..... | \$140 to \$200 earned in season ; 5 months work ; \$1 per |
| 5 00 | 2 00 | ..... | ..... | 10 | F | ..... | Piece-work ; fines imposed. [hundred standard. |
| | | | | 10 | F | ..... | ..... |
| | | | | | M | ..... | Winter rates 12½c. hour. |
| | | | | | M | ..... | ..... |
| | | | | 10 | F | ..... | Summer rates. In winter work 8 hours, with corres- |
| | | | | 10 | M | \$3 per day | ponding reduction of pay. Not paid extra for |
| 5 00 | 4 50 | ..... | ..... | 10 | M | ..... | overtime; fines imposed on women and child'n. |
| | | | | 10 | M | ..... | Work less number of hours per day in winter. |
| | | | | 10 | M | ..... | Work less number of hours per day in winter, and |
| | | | | 10 | M | ..... | paid in proportion. |
| | | | | 10½ | M | ..... | } Work only 7½ hours Saturday. Girls work in factory; wages not given. |
| | | | | 10 | M | ..... |  |
| | | | | 10½ | M | ..... |  |
| | | | | 10 | M | ..... | Summer rate. In winter \$1.25 for 8 hours' work. |
| | | | | 10 | M | ..... | Summer hours. In winter 8 hours. |
| | | | | 10 | M | ..... | Summer rates. In winter 90c. to 75c. for 8 hrs. work. |
| 7 00 | | | | | M | ..... | 4 afternoons and 4 nights off in month ; balance |
| | | | | 24 | M | ..... | 50 men on force. [time engaged. |
| | | | | 24 | M | ..... | ..... |
| | | | | | M | ..... | First-class men. |
| | | | | | M | ..... | Second-class men. |
| | | | | | M | ..... | ..... |
| | | | | | M | ..... | Piece work ; over \$300 paid in one year. |
| 8 00 | 7 00 | ..... | ..... | 11 | M | ..... | Work sometimes 16 hours per day ; some clerks |
| | | | | 10 | F | ..... | receive \$2 per week and board. |
| | | | | 10½ | M | ..... | Summer rates. In winter 60c. per day. 10 |
| 10 00 | 7 00 | ..... | ..... | 9½ | M | \$30 p week | January to May, 9 hours; May to January, 10 hrs. |
| 3 00 | | | | 9½ | F | \$27.50 per | Eve of holidays 14 hours employed. |
| | | | | 10 | M | week. | Summer rate. In winter 75c. for 8 hrs. |
| | | | | | M & F | ..... | ..... |
| | | | | | M | ..... | ..... |
| | | | | | M | ..... | 500 men engaged at this business. |
| | | | | 8 | M | ..... | ..... |
| | | | | 10 | M | \$2.25 per | Summer rate, for 10 mths. of year. Winter, \$1 to 90c. |
| | | | | | | day. | p. day. Empl. states men earned \$400 p. year. |
| 9 00 | 5 00 | ..... | ..... | 9 | F | ..... | Winter hours. In summer work 10 hours. |
| 8 00 | 3 50 | ..... | ..... | ..... | M | \$15 p week | Piece-work. |
| | | | | | F | ..... | ..... |
| | | | | 10 | M | \$10 p week | Extra time ; one-half. |
| | | | | | M | ..... | ..... |
| | | | | | M | ..... | ..... |
| | | | | | M | ..... | ..... |
| | | | | | M | ..... | Work all year. |
| | | | | | M | ..... | Summer rate. In winter, 90c. to 75c. per day. |

QUEBEC,

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYEE'S | | | |
|--|-----------------------|---------|----------|---------|-----------|---------|------------|---------|------------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Painters | | | | | | | | | | | 1 50 | |
| Printers | | | | | 8 00 | | | | | | | |
| Pressmen | | | | | 10 00 | | | | | | | |
| Paper-makers | | | 1 00 | | | | | | | | | |
| " | | | 0 40 | | | | | | | | | |
| Roofers | 18 | 15 | | | | | | | 15 | | | |
| Railroad Employés (Q. & L. St. J. R.R.)— | | | | | | | | | | | | |
| Engineers | | | | | | | 60 00 | 50 00 | | | | |
| Conductors | | | | | | | 60 00 | 45 00 | | | | |
| Firemen | | | | | | | 30 00 | | | | | |
| Brakemen | | | | | | | 30 00 | | | | | |
| Ship Laborers— | | | | | | | | | | | | |
| Holders | | | | | | | | | | | 4 00 | |
| Swingers | | | | | | | | | | | 4 00 | |
| Winchers | | | | | | | | | | | 3 00 | |
| Laborers | | | | | | | | | | | 3 00 | |
| Hookers-on | | | | | | | | | | | 2 00 | |
| Stevadores | | | | | | | | | | | | |
| Saddlers | | | | | | | | | | | 1 25 | 1 00 |
| Stonemasons | 30 | 25 | | | | | | | | | | |
| Stonemasons' laborer | | | | | 8 00 | 6 00 | | | | | | |
| Stonecutter | | | | | | | | | | | 2 25 | 2 00 |
| Street Car Employés— | | | | | | | | | | | | |
| Drivers | | | | | 7 00 | | | | | | | |
| Conductors | | | | | 7 50 | | | | | | | |
| Stablemen | | | | | 6 00 | | | | | | | |
| Steamboat Employés— | | | | | | | | | | | | |
| Engineers | | | | | | | 55 00 | 36 00 | | | | |
| Deck hands | | | | | | | 20 00 | 12 00 | | | | |
| Steamfitters | | | 2 00 | 1 50 | | | | | | | | |
| Shoemakers— | | | | | | | | | | | | |
| Lasters | | | | | 13 00 | 8 00 | | | | | | |
| Peggers | | | | | 8 00 | | | | | | | |
| Heelers | | | | | 7 25 | 7 00 | | | | | | |
| Finishers | | | | | | | | | | | | |
| Girls | | | | | | | | | | | | |
| Machine stitchers | | | | | | | | | | | 0 70 | |
| Tailoring— | | | | | | | | | | | | |
| Vest-makers | | | | | 3 00 | | | | | | | |
| Pants-makers | | | | | | | | | | | | |
| Shirt-makers | | | | | | | | | | | | |
| Vest-makers | | | | | | | | | | | | |
| Overcoat-makers | | | | | 5 00 | 3 00 | | | | | | |
| Undercoat-makers | | | | | | | | | | | | |
| Tailors | | | | | 7 00 | | | | | | | |
| Tanner (fur) | | | | | | | | | | | | |
| (leather) | | | | | 8 00 | | | | | | | |
| Tobacco workers | | | | | 9 00 | 5 00 | | | | | | |
| " (boys) | | | 0 50 | 0 40 | | | | | | | | |
| " (girls) | | | 0 20 | | | | | | | | | |
| " (women) | | | | | 6 00 | 5 00 | | | | | | |

P. Q.—Continued.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|------------|---------|------------|---------|----------------------------|------|------------------------|--|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| 8 00 | | | | 10 | M | | Summer rates. Winter, \$1 to 80c. per day of 8 hrs. |
| | | | | 9 | M | \$11 a week | 30 cents per 1,000 ems. |
| | | | | | M | | |
| | | | | 12 | M | | |
| | | | | 10 | F | | |
| | | | | 10 | M | | Summer rates. In winter, 13½ cents for 9 hours a day; \$300 yearly wages earned. |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | 8 | M | \$4 to \$6 per day. | (One-half English and one-half French—employed at all work). 1 month in year. |
| | | | | 8 | M | | \$300 earned in one year. |
| | | | | 8 | M | | Great deal of time lost waiting for timber, etc. |
| | | | | 8 | M | | Earns about \$250 in season. |
| | | | | 8 | M | | |
| | | | | | M | | Contract work. |
| | | | | 10 | M | | Earns, say, \$150 per year. |
| | | | | | M | | Summer rate. In winter 15 cents per hour. |
| | | | | | M | | All year. |
| | | | | | M | | |
| | | | | 11½ | M | \$8 a week in summer | Summer rates. In winter, \$5 to \$4 for 9 hours. Work half day extra on Sunday. |
| | | | | 11½ | M | | Summer rate. In winter \$5 to \$4 for 9 hours. |
| | | | | 19 | M | \$7 a week in winter. | Summer rate. In winter \$5 per week for same hours. Live in stable most of time. |
| | | | | | | | |
| | | | | 15 | M | | Ferry service—work Sunday one-half day extra. Board paid by steamboat owners. |
| | | | | 15 | M | | |
| | | | | 10 | M | | |
| 12 00 | 10 00 | | | 10 | M | | |
| 8 00 | 7 00 | | | 10 | M | | |
| | | | | 10 | M | | |
| 8 00 | 6 00 | | | 10 | M | | |
| 1 25 | 0 60 | | | 10 | F | | |
| | | | | 10 | F | | |
| | | | | 10 | F | | |
| | | | | 10 | F | | |
| | | | | 10 | F | | |
| | | | | 10 | F | | |
| | | | | 9 | M | | |
| 5 00 | | | | 10 | M | | |
| 5 00 | | | | 10 | M | | Summer rate. In winter, \$3.50 per week. Work done with feet. |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | F | | No extra time for night-work. |
| | | | | 10 | F | | |

QUEBEC,

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYÉ'S | | | |
|-------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Woollen Fac'y Employés— | | | | | | | | | | | | |
| Spinners..... | | | | | | | | | | | 0 45 | |
| “..... | | | | | | | | | | | 0 15 | |
| Worsted Fac'y Employés— | | | | | | | | | | | | |
| Men..... | | | 1 00 | | | | | | | | | |
| Women..... | | | 1 00 | 0 25 | | | | | | | | |
| Girls..... | 0 3 | | | | | | | | | | | |

LEVIS,

| | | | | | | | | | | | | |
|---------------------------------|--|--|------|------|------|------|--|--|--|--|------|------|
| Book-binders | | | | | 1 00 | 0 80 | | | | | | |
| Boiler-maker's (rivetters)..... | | | | | | | | | | | 1 25 | |
| “ (shippers) | | | | | | | | | | | 1 00 | 0 80 |
| Carpenters..... | | | | | | | | | | | 1 25 | |
| Deck hands..... | | | | | | | | | | | | |
| Laborers..... | | | 1 50 | 1 00 | | | | | | | | |
| Moulders (stove-plate)..... | | | | | | | | | | | | |
| Printers..... | | | | | 8 00 | 1 50 | | | | | | |
| Ship laborers..... | | | | | | | | | | | | |

ST. ROMUALD,

| | | | | | | | | | | | | |
|-------------------------|--|--|--|--|--|--|--|--|--|--|------|--|
| Laborers..... | | | | | | | | | | | 1 00 | |
| Employés Match Factory— | | | | | | | | | | | | |
| Men..... | | | | | | | | | | | 0 60 | |
| Boys and girls..... | | | | | | | | | | | | |
| Children (boys)..... | | | | | | | | | | | 0 15 | |
| Laborers..... | | | | | | | | | | | 0 60 | |
| Sawyers..... | | | | | | | | | | | | |

EAST ANGUS,

| | | | | | | | | | | | | |
|-------------------------|--|--|------|------|--|--|--|--|--|--|--|--|
| Mill Hands— | | | | | | | | | | | | |
| Gang-men (head)..... | | | 1 60 | 1 50 | | | | | | | | |
| “ (tail)..... | | | 1 75 | | | | | | | | | |
| Pilers..... | | | 1 25 | | | | | | | | | |
| Pulp mill employés..... | | | 1 50 | 1 10 | | | | | | | | |

SHERBROOKE,

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYÉ'S | | | |
|----------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Brick-yard Employés— | | | | | | | | | | | | |
| Builders | | | 2 00 | | | | | | | | | |
| Laborers | | | 1 10 | | | | | | | | | |
| Moulders | | | 2 00 | | | | | | | | | |
| Bricklayers | | | 3 50 | 2 25 | | | | | | | | |
| Bakers | | | 9 00 | | | | | | | | | |
| “ (confectionery) | | | 1 00 | | | | | | | | | |
| Cotton factory employés | | | | | | | | | | | | |
| (girls) | | | | | 6 00 | 4 00 | | | | | | |
| Corset factory, (women)..... | | | | | 6 50 | 3 00 | | | | | | |
| “ (men and boys) | | | | | 12 00 | 4 00 | | | | | | |
| “ (children) | | | | | 2 50 | 2 00 | | | | | | |
| Clothier, (men) | | | | | 12 00 | 10 00 | | | | | | |
| “ (women) | | | 1 00 | 0 60 | | | | | | | | |
| Cellar-man | | | | | 8 00 | | | | | | | |
| Carpenters | | | 2 00 | | | | | | | | | |
| Cabinetmakers | | | 1 75 | 1 50 | | | | | | | | |
| Cigar factories (boys) | | | | | 3 00 | 1 00 | | | | | | |
| “ (men) | | | | | 9 00 | 5 00 | | | | | | |
| “ (girls) | | | | | 2 00 | 1 00 | | | | | | |
| “ (shippers, girls) | | | | | 1 75 | 1 00 | | | | | | |
| Joiners | | | 2 00 | 1 75 | | | | | | | | |
| Laborers | | | 1 50 | 1 00 | | | | | | | | |
| Lathers | | | | | | | | | | | | |
| Lumbermen | | | | | | | 20 00 | 8 00 | | | | |
| Machinists | | | 2 25 | 1 50 | | | | | | | | |
| Moulders (general) | | | | | 10 00 | 7 50 | | | | | | |
| “ (stove-plate) | | | 2 00 | 1 50 | | | | | | | | |
| Maltsters | | | | | 8 00 | | | | | | | |
| Painters | | | | | 12 00 | 7 00 | | | | | | |
| Pattern-makers | | | 2 00 | 1 50 | | | | | | | | |
| Stonemasons | | | 2 50 | 2 00 | | | | | | | | |
| Stair-builders | | | 2 00 | | | | | | | | | |
| Shoemakers | | | | | 8 00 | 7 00 | | | | | | |
| Tailors (men) | | | 1 75 | | | | | | | | | |
| “ (women) | | | | | 4 50 | | | | | | | |
| Tinsmiths | | | | | | | | | | | | |
| Wood workers (mach. hands) | | | 1 75 | | | | | | | | | |
| Woolen Factory, children | | | 0 25 | | | | | | | | | |
| “ (spinners, girls) | | | | | 2 37 | 2 00 | | | | | | |
| “ (weavers, men) | | | | | | | | | | | | |
| “ (“ women) | | | | | 6 00 | 5 00 | | | | | | |
| “ (weavers on flannel) | | | | | 5 00 | 3 50 | | | | | | |
| “ (spinners “) | | | | | 3 00 | 2 50 | | | | | | |

QUEBEC.

| STATEMENT. | | | | Hours per day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|-------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | \$2.25 day. | Sometimes wages run from \$4 to \$4.50 per day, 6 months work in year. |
| | | | | 10 | M | \$12 week. | Night work. Boys \$6 to \$3 per week. |
| | | | | 9½ | M | \$17 week. | |
| | | | | | F | ..... |  |
| | | | | | F | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M & F | ..... |  |
| | | | | | M | ..... | 6 months work in year. |
| | | | | | F | ..... |  |
| | | | | 10 | M | ..... | Summer rates. In winter \$1.40 per day for 7½ hours. Apprentices 60c. per day 1st year to \$1 per day 3rd year. |
| 10 00 | | | | 10 | M | ..... |  |
| 7 00 | 6 50 | ..... | ..... | ..... | M | ..... |  |
| | | | | | M | ..... | \$5 per thousand. |
| | | | | | F | ..... | Pasting on labels. |
| 1 10 | 0 60 | ..... | ..... | ..... | F | ..... |  |
| | | | | | M | ..... | 7 or 8 months' work. Apprentices 50c. per day 1st year to \$1 3rd year. |
| | | | | | M | ..... |  |
| | | | | | M | ..... | 10c to 12½c. per bunch. |
| | | | | | M | ..... | Winter season only—say 4 months. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | \$17.50 wk. | |
| | | | | 10 | M | ..... |  |
| | | | | | M | ..... | Work 9 months in year. |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| 10 00 | 5 00 | ..... | ..... | 9 | M | ..... | Cutters, \$18 per week. |
| | | | | 9 | F | ..... |  |
| 10 00 | 8 50 | ..... | ..... | ..... | M | ..... | Apprentices start at \$1.50 per week. |
| | | | | | M | ..... |  |
| | | | | 10 | M & F | ..... |  |
| | | | | 10 | F | ..... |  |
| 9 75 | | | | 10 | M | ..... |  |
| 8 50 | 5 50 | ..... | ..... | 10 | F | ..... |  |
| | | | | 10 | F | ..... |  |
| | | | | 10 | M & F | ..... | Boys and girls. |

ST. HYACINTHE,

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYÉES | | | |
|-----------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Agricultural Impl't Works-- | | | | | | | | | | | | |
| Blacksmiths..... | | | | | 8 00 | | | | | | | |
| Painters..... | | | | | 7 50 | | | | | | | |
| Wood-workers..... | | | | | 9 00 | 8 00 | | | | | | |
| Boot and Shoe Factories-- | | | | | | | | | | | | |
| Cutters..... | | | | | 10 00 | 8 00 | | | | | | |
| Lasters..... | | | | | 10 00 | 5 00 | | | | | | |
| Other men employés..... | | | | | 10 00 | 6 00 | | | | | | |
| Women..... | | | | | 7 00 | 4 00 | | | | | | |
| Knitting Factory | | | | | | | | | | | | |
| Carders..... | | | | | | | | | | | 0 75 | 0 33 |
| Laborers..... | | | | | | | | | | | 1 00 | |
| Boys..... | | | | | | | | | | | 0 33½ | |
| Organ Factory..... | | | | | | | | | | | | |
| Men and boys..... | | | | | 18 00 | 2 00 | | | | | | |
| Key-makers..... | | | | | 11 00 | | | | | | | |
| Printers..... | | | | | 9 00 | 6 00 | | | | | | |
| Tanners-- | | | | | | | | | | | | |
| Men..... | | | | | 18 00 | 3 50 | | | | | | |
| Women..... | | | | | 10 00 | | | | | | | |
| Girls..... | | | | | 2 00 | 50 | | | | | | |

HULL,

| | | | | | | | | | | | | |
|--------------------------|--|--|------|------|--|--|--|--|--|--|------|------|
| Corporation Employés-- | | | | | | | | | | | | |
| Policemen..... | | | | | | | | | | | | |
| Laborers..... | | | 1 25 | 75 | | | | | | | | |
| Match Factory Employés-- | | | | | | | | | | | | |
| Men..... | | | 1 50 | 1 00 | | | | | | | | |
| Women..... | | | 0 75 | 0 35 | | | | | | | 0 60 | 0 45 |
| Girls..... | | | 0 35 | 0 25 | | | | | | | | |
| Mixers..... | | | 1 75 | | | | | | | | | |
| Boys..... | | | 0 75 | 0 45 | | | | | | | | |
| Machinists..... | | | 1 75 | | | | | | | | | |
| Carpenters..... | | | | | | | | | | | 1 75 | 1 30 |
| Wood pilers..... | | | | | | | | | | | 1 25 | |
| Saw Mill Employés-- | | | | | | | | | | | | |
| Men..... | | | 1 50 | 0 50 | | | | | | | | |
| Boys..... | | | 1 00 | 0 50 | | | | | | | | |

QUEBEC.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|-------|-----------------------|--|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| 10 00 | 9 00 | ..... | ..... | 10 | M | ..... |  |
| 7 00 | 6 60 | ..... | ..... | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | F | ..... |  |
| | | | | 11 | F | ..... |  |
| | | | | 11 | M | ..... |  |
| | | | | 11 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| 7 00 | | | | 10 | M | ..... |  |
| | | | | | M | ..... | Apprentices commence at \$1 per week for first |
| | | | | | | | year and are raised \$1 per week each subse- |
| | | | | | | | quent year. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | F | ..... |  |
| | | | | 10 | F | ..... |  |

QUEBEC.

| | | | | | | | |
|-------|-------|-------|-------|-------|---|--------------|--------------------------|
| ..... | ..... | ..... | ..... | ..... | M | ..... | \$700 to \$450 per year. |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | \$2.50 a day | |
| ..... | ..... | ..... | ..... | ..... | F | ..... |  |
| ..... | ..... | ..... | ..... | ..... | F | ..... |  |
| ..... | ..... | ..... | ..... | 8 | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | 10½ | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | 9½ | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |

ST. JOHN, NEW

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYÉ'S | | | |
|--------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Bricklayers..... | | | 2 75 | 2 00 | | | | | | | | |
| Brickmakers..... | | | 2 50 | 1 25 | | | | | | | 1 50 | 1 00 |
| Box-making & Match-works | | | | | | | | | | | | |
| Skilled men..... | | | 1 50 | 1 25 | | | | | | | | |
| Unskilled men..... | | | 1 00 | | | | | | | | | |
| Females..... | | | 1 00 | 0 60 | | | | | | | | |
| Boys..... | | | | | 3 00 | 2 00 | | | | | | |
| Blacksmiths..... | | | 1 50 | | | | | | | | 2 00 | 1 75 |
| " helpers..... | | | | | 8 00 | 6 00 | | | | | 1 30 | 1 00 |
| Brush-makers..... | | | | | 15 00 | 10 00 | | | | | | |
| "..... | | | | | 5 00 | 1 00 | | | | | | |
| Broom-makers..... | | | | | 9 00 | | | | | | | |
| " (partly skilled)..... | | | | | | | | | | | | |
| " (boys)..... | | | | | 1 50 | 1 25 | | | | | | |
| Biscuit-making— | | | | | | | | | | | | |
| Skilled men..... | | | 2 00 | 1 60 | | | | | | | | |
| Unskilled men..... | | | 1 10 | 0 75 | | | | | | | | |
| Females..... | | | 0 50 | 0 40 | | | | | | | | |
| Boys..... | | | | | | 1 50 | | | | | | |
| Bookbinders..... | | | | | 12 00 | 9 00 | | | | | | |
| Book-folders..... | | | | | 5 00 | 3 00 | | | | | | |
| Brass Foundry— | | | | | | | | | | | | |
| Finishers..... | | | 2 00 | 1 50 | | | | | | | | |
| Unskilled men..... | | | 1 25 | 1 00 | | | | | | | | |
| Moulders..... | | | 2 75 | 2 25 | | | | | | | | |
| Boys..... | | | | | | 1 50 | | | | | | |
| Carpenters..... | | | | | | | | | | | | |
| " apprentices..... | | | | | | | | | | | | |
| Collar-makers..... | | | | | | | | | | | | |
| Carters..... | | | | | | | | | | | 2 50 | |
| Cotton Factory..... | | | | | | | | | | | | |
| Beamers..... | | | | | | | | | | | | |
| " (boys)..... | | | | | | | | | | | | |
| Card-room..... | | | | | | | | | | | | |
| "..... | | | | | | | | | | | | |
| Dye-house..... | | | | | 8 00 | | | | | | | |
| Mule spinners..... | | | | | 9 00 | 8 00 | | | | | | |
| Reeling-room..... | | | | | 7 00 | 3 00 | | | | | | |
| Spinning-room..... | | | | | 4 00 | 1 00 | | | | | | |
| Twisting-room..... | | | | | 4 00 | | | | | | | |
| Winding-room..... | | | | | | | | | | | | |
| Warpers..... | | | | | | | | | | | | |
| Weavers..... | | | | | 7 00 | 4 00 | | | | | | |
| Confectionery Works— | | | | | | | | | | | | |
| Men..... | | | 2 00 | 1 40 | | | | | | | | |
| Boys..... | | | | | 4 00 | 2 00 | | | | | | |
| Females..... | | | | | 6 00 | 2 50 | | | | | | |
| Coal Mining— | | | | | | | | | | | | |
| Cutters..... | | | 1 50 | | | | | | | | | |
| Surface men..... | | | 1 50 | 1 00 | | | | | | | | |
| Boys..... | | | 0 90 | 0 65 | | | | | | | | |
| Carriage-making— | | | | | | | | | | | | |
| Blacksmiths..... | | | 2 50 | 1 50 | | | | | | | | |
| Painters..... | | | 2 50 | 1 00 | | | | | | | | |
| Trimmers..... | | | 4 00 | 1 50 | | | | | | | | |

BRUNSWICK.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|-------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| ..... | ..... | ..... | ..... | 9 | M | ..... | About 9 months' work in year. |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | \$2 per day | |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | F | ..... | Commence at 15c. per day. |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| 15 00 | 10 00 | ..... | ..... | 10 | M | ..... | Piece-work. |
| 5 00 | 3 00 | ..... | ..... | 9 | F | ..... | " |
| 10 00 | 9 00 | ..... | ..... | 10 | M | ..... |  |
| 6 00 | 5 00 | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | F | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| *8 00 | ..... | ..... | ..... | 10 | M | ..... | *Average. |
| 4 00 | 2 00 | ..... | ..... | 10 | F | ..... | Commencing at \$1. |
| 10 00 | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| 9 00 | 7 00 | ..... | ..... | 10 | M | ..... | 10 hours is for inside work ; outside work 9 hours. |
| ..... | 2 00 | ..... | ..... | 10 | M | ..... |  |
| 12 00 | 10 00 | ..... | ..... | 10 | M | ..... |  |
| | | | | | | | |
| ..... | ..... | ..... | ..... | ..... | ..... | \$40 to \$10 | For self and horse. |
| 10 00 | 6 00 | ..... | ..... | 10 | M | ..... | per week. |
| 4 00 | 2 00 | ..... | ..... | 10 | M | ..... |  |
| 10 50 | 3 50 | ..... | ..... | 10 | M | ..... |  |
| 6 00 | 3 00 | ..... | ..... | 10 | F | ..... |  |
| 9 00 | 7 00 | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| 6 00 | 1 50 | ..... | ..... | 10 | F | ..... | Average, \$3. |
| 4 00 | 2 00 | ..... | ..... | 10 | F | ..... |  |
| 4 00 | 1 00 | ..... | ..... | 10 | F | ..... |  |
| 4 00 | 3 50 | ..... | ..... | 10 | F | ..... | Commence at \$2. |
| 8 00 | ..... | ..... | ..... | 10 | M | ..... |  |
| 6 00 | 3 00 | ..... | ..... | 10 | F | ..... | Commence at \$1. |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | F | ..... | Commence at \$1.50. |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Mines at Joggins. |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Apprentices in all branches, \$4.50 to \$1.50 week. |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Average \$2. * |

ST. JOHN, NEW

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYE'S | | | |
|------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Carriage-making— | | | | | | | | | | | | |
| Wood-workers | | | 2 10 | 1 35 | | | | | | | | |
| Cigar-makers | | | | | 20 00 | 8 00 | | | | | | |
| " | | | | | 6 00 | 2 00 | | | | | | |
| " (boys) | | | | | 3 50 | 2 00 | | | | | | |
| Caulkers | | | | | | | | | | | 2 50 | |
| Car-building | | | | | | | | | | | | |
| Blacksmiths | | | | | 10 00 | 7 00 | | | | | | |
| " helpers | | | | | 6 00 | | | | | | | |
| Carpenters | | | | | 10 00 | 7 00 | | | | | | |
| Moulders | | | | | 12 00 | 7 00 | | | | | | |
| Machinists | | | | | 12 00 | 7 00 | | | | | | |
| Painters | | | | | 9 00 | 7 50 | | | | | | |
| Boys | | | | | 4 50 | 2 00 | | | | | | |
| Cabinet-makers | | | | | 12 00 | 7 00 | | | | | 9 00 | 8 00 |
| " (finishers) | | | | | | | | | | | | |
| " (boys) | | | | | 5 00 | 1 50 | | | | | | |
| Edge-Tool Works— | | | | | | | | | | | | |
| Forgers | | | 2 00 | | | | | | | | | |
| " helpers | | | 1 25 | | | | | | | | | |
| Lathe-men | | | | | 10 00 | 9 00 | | | | | | |
| Earthenware Manufactory— | | | | | | | | | | | | |
| Skilled men | | | | | 12 00 | 9 00 | | | | | | |
| Unskilled men | | | 1 00 | | | | | | | | | |
| Boys | | | | 0 40 | | | | | | | | |
| Engineers (stationary) | | | | | | | | | | | | |
| Harness-makers | | | | | | | | | | | | |
| Lumbering— | | | | | | | | | | | | |
| Raftsmen | | | 2 75 | 1 75 | | | | | | | 2 25 | 1 75 |
| Engineers | | | | | 10 50 | | | | | | | |
| Deal-pilers | | | 1 80 | | | | | | | | | |
| Gang-men | | | 1 80 | | | | | | | | | |
| Tail-men | | | 1 50 | | | | | | | | | |
| Middle-men | | | 1 60 | | | | | | | | | |
| Circular-men | | | 1 80 | 1 60 | | | | | | | | |
| Lath-sawyers | | | 1 80 | | | | | | | | | |
| Steamboat captains | | | | | | | 60 00 | 40 00 | | | | |
| " engineers | | | | | | | 40 00 | | | | | |
| " firemen | | | | | | | 30 00 | | | | | |
| " deck-hands | | | | | | | 30 00 | 15 00 | | | | |
| Laborers (corporation) | | | | | | | | | | | 1 10 | |
| " (in machine shops) | | | 1 25 | 1 00 | | | | | | | | |
| Moulders | | | | | 10 00 | 8 00 | | | | | | |
| Mantle-makers | | | | | 6 00 | 4 00 | | | | | | |
| Milliners | | | | | 8 00 | 6 00 | | | | | | |
| Machinists | | | | | | | | | | | | |
| " (apprentices) | | | | | | | | | | | | |
| Marble-cutters | | | 2 50 | 2 00 | | | | | | | 2 50 | 2 00 |
| Marble-polishers | | | | | | | | | | | 1 00 | 1 00 |
| Nail Works | | | | | | | | | | | | |
| Machine-men | | | | | 12 00 | | | | | | | |
| Piece-men | | | | | 8 00 | | | | | | | |
| Feeders | | | | | | | | | | | 1 50 | 1 10 |
| Making horse-nails | | | | | | | | | | | 2 00 | |
| Other hands | | | | | 7 50 | 7 00 | | | | | | |

BRUNSWICK—Con.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|------|-----------------------|--|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 10 | M | | |
| 12 00 | 8 00 | | | | M | | |
| 3 00 | 2 00 | | | | F | | Workman says two girls on piece-work earn from |
| 3 00 | 1 00 | | | | M | | \$5 to \$6 per week. |
| | | | | 9 | M | | Make about \$300 per year. Season lasts 4 to 5 |
| | | | | | | \$13 to \$24 | months. |
| | | | | | | [week. | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | Piece-workers, \$10 to \$18. |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| 10 00 | 8 00 | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | Piece-work. |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| 10 00 | 8 00 | | | 10 | M | | |
| 9 00 | | | | 11 | M | | |
| | | | | 10 | M | | |
| | | | | 8 | M | \$2.25 day | About 8 months' work a year. |
| | | | | | M | | Winter time, 8 hours; summer, 10 to 12 hours. |
| | | | | | M | | Another employer paid his raftsmen \$16 to |
| | | | | | M | \$2.50 day | \$20 per month and board. |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | 10 | M | | 7 to 8 months' work. |
| | | | | 10 | M | | |
| | | | | 9 | M | | |
| | | | | | F | | |
| | | | | | F | | For best hands only. |
| 12 00 | 8 00 | | | 10 | M | | |
| 5 50 | 1 00 | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | Boys commence at \$1.50 per week. |
| | | | | 10 | M | \$2.50 to | |
| | | | | | | \$3.25 day. | |
| | | | | 10 | M | | |
| 9 00 | 8 00 | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |

ST. JOHN, NEW

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYEE'S | | | |
|-----------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|------------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Nail Works— | | | | | | | | | | | | |
| Females..... | | | | | 4 00 | | | | | | | |
| Boys..... | | | 0 60 | | | 2 00 | | | | | | |
| Nut and Bolt Works— | | | | | | | | | | | | |
| Skilled men..... | | | | | 12 00 | 10 00 | | | | | | |
| Boys..... | | | | | | 1 50 | | | | | | |
| Planing Mills— | | | | | | | | | | | | |
| Bench hands..... | | | | | 10 00 | 9 00 | | | | | | |
| Machine “..... | | | | | 12 00 | 10 00 | | | | | | |
| Unskilled hands..... | | | | | 6 00 | | | | | | | |
| Boys..... | | | | | 4 00 | 2 00 | | | | | | |
| Pattern-makers..... | | | | | | | | | | | | |
| Paper Mills..... | | | | | | | | | | | | |
| Skilled men..... | | | 2 33 | 1 50 | | | | | | | | |
| Unskilled men..... | | | 1 25 | | | | | | | | | |
| Females..... | | | 0 60 | 0 40 | | | | | | | | |
| Paper-bag makers..... | | | | | 5 00 | 4 50 | | | | | | |
| Plasterers..... | | | 2 50 | 2 00 | | | | | | | | |
| Printers— | | | | | | | | | | | | |
| Job hands..... | | | | | 10 00 | | | | | | | |
| Compositors..... | | | | | 10 00 | | | | | | | |
| “..... | | | | | 14 50 | 12 00 | | | | | | |
| Boys..... | | | | | | | | | | | | |
| Painters (furniture)..... | | | | | 8 00 | | | | | | | |
| Paper-box makers..... | | | | | 6 00 | 2 00 | | | | | | |
| Plumbers..... | | | | | | | | | | | | |
| Railroad Hands, N.B. R.— | | | | | | | | | | | | |
| Brakesmen..... | | | | | | | 36 00 | | | | | |
| Baggage-masters..... | | | | | | | | | | | | |
| Conductors (passenger)..... | | | | | | | | | | | | |
| Engineers..... | | | | | | | | | | | | |
| Laborers..... | | | 1 10 | | | | | 25 00 | | | | |
| Yard-masters..... | | | | | | | | | | | 2 00 | |
| Brakesmen, I.C.R..... | | | | | | | | | | | 1 35 | |
| Baggage-masters, I.C.R..... | | | | | | | | | | | | |
| Conductors, I.C.R..... | | | | | | | | | | | 2 50 | |
| Engineers “..... | | | | | | | | | | | 2 50 | |
| Fireman “..... | | | | | | | | | | | 2 00 | 1 50 |
| Freight clerks “..... | | | | | | | 45 00 | 30 00 | | | | |
| Porters “..... | | | 1 25 | 1 10 | | | | | | | | |
| Rope-making..... | | | | | 9 00 | 6 00 | | | | | | |
| “..... | | | | | 3 50 | 1 50 | | | | | | |
| “ (boys)..... | | | | | 4 00 | 2 00 | | | | | | |
| Roofers, gravel..... | | | | | 8 00 | 7 50 | | | | | | |
| Rolling Mills— | | | | | | | | | | | | |
| Rollers..... | | | 2 00 | | | | | | | | 2 00 | |
| Heaters..... | | | 2 50 | | | | | | | | 2 50 | |
| Helpers..... | | | 1 50 | 1 40 | | | | | | | | |
| Other hands..... | | | 2 50 | 1 75 | | | | | | | | |
| Laborers..... | | | 1 20 | 1 10 | | | | | | | 1 40 | 1 10 |
| Boys..... | | | 0 80 | 0 60 | | | | | | | | |
| Stonecutters..... | | | | | | | | | | | 3 00 | 2 00 |
| Stonemasons..... | | | 3 00 | 2 00 | | | | | | | | |
| “ helpers..... | | | 1 75 | 1 25 | | | | | | | | |

BRUNSWICK—*Con.*

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|------|-----------------------|--|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 10 | F | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | Piece-work, \$3 to \$1 per day. |
| | | | | 10 | M | | |
| | | | | 10 | M | [day. | |
| | | | | 10 | M | \$1.75 to \$2 | Works close down about 2 months in the year. |
| 10 00 | 7 00 | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| 13 00 | 9 00 | | | 10 | M | | |
| | | | | 10 | M | | Mill at Springdale. |
| | | | | 12 | M | | |
| | | | | 12 | M | | |
| | | | | 12 | F | | |
| 5 00 | 2 00 | | | 9 | F | | Average, \$3 per week ; commence at \$1.25. |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | Day-work. |
| 13 00 | 12 00 | | | 14 | M | | Piece-work prices, 30 cts. per 1,000 ems for morn- ing paper ; 28 cts. evening paper. |
| | 1 30 | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 9 | F | | Average, \$3.50 ; piece-work. |
| 10 00 | 9 00 | | | 10 | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | 36 00 | | | M | | |
| | | 60 00 | | | M | | |
| | | 65 00 | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | 50 00 | 40 00 | 14 | M | | And \$10 per month bonus in addition. |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | \$10 week | |
| | | | | 10 | F | | |
| | | | | 10 | M | | About 8 months' work in the year. |
| | | | | 10 | M | | |
| | | | | 8 to 10 | M | \$5 to \$4 day | |
| | | | | " | M | | |
| | | | | " | M | | |
| | | | | " | M | | |
| | | | | " | M | | |
| | | | | 9 | M | | Summer rates ; about 8 months. Winter, occasional work at \$8 per week. |
| | | | | | M | | About 9 months' work in the year. |
| | | | | | M | | " " |

BRUNSWICK—*Concluded.*

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|-------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Shut down about 4 weeks in year. Piece-work. } All piece-work men together aver- " " } age \$8 per week. |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | F | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M & F | ..... |  |
| 15 00 | 11 00 | ..... | ..... | 11 | M | ..... |  |
| ..... | ..... | ..... | ..... | 11 | M | ..... |  |
| ..... | ..... | ..... | ..... | 9 | F | ..... | In stores. Piece-work. |
| ..... | ..... | ..... | ..... | 10 | F | ..... | The hours are given as applicable to the larger stores only. |
| ..... | ..... | ..... | ..... | 12 | M | ..... |  |
| 8 00 | 6 00 | ..... | ..... | ..... | M | [week | |
| ..... | ..... | ..... | ..... | 10 | M | \$11 to \$10 | |
| ..... | ..... | ..... | ..... | ..... | M | ..... | Work about six and a-half months in year. |
| 9 00 | 8 00 | ..... | ..... | 10 | M | ..... | Apprentices about \$2 a week first year. |
| 12 00 | 9 00 | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Summer rates: \$3 on steamers. \$2.50 on sailing vessels. Winter rates, for eight hours' work, \$2 both sail and steam. Summer rates in force from 1st of April to 1st November. |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Six months' work in year. |
| 20 00 | ..... | ..... | ..... | 10 | M | ..... |  |
| 7 00 | 6 00 | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | \$25 week.. | |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| 8 00 | 5 50 | ..... | ..... | 10 | M | ..... |  |
| 12 00 | 9 00 | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 9 | M | ..... |  |
| ..... | ..... | ..... | ..... | 9 | F | ..... |  |
| ..... | ..... | ..... | ..... | 9 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| 11 00 | 10 00 | ..... | ..... | 10 | M | ..... |  |

NEW BRUNSWICK.

| | | | | | | | |
|-------|-------|-------|-------|----|---|-------|---|
| ..... | ..... | ..... | ..... | 10 | M | ..... | Work about eleven months in year. |
| ..... | ..... | ..... | ..... | 10 | M | ..... | 50c. first year, \$1 third year. |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Average given by both employer and workman at \$2. Yearly earnings, \$450 to \$500. |

MONCTON, NEW

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYE'S | | | |
|---------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Carpenters | | | | | 10 42 | | | | | | 1 75 | 1 25 |
| " apprentices..... | | | | | | 4 00 | | | | | | |
| Coopers | | | 2 50 | 2 00 | | | | | | | | |
| " helpers (young men)..... | | | 1 00 | | | | | | | | | |
| Car-shops— | | | | | | | | | | | | |
| Apprentices | | | 1 00 | 0 50 | | | | | | | | |
| Boiler-makers | | | 2 20 | 1 70 | | | | | | | 2 20 | 1 80 |
| " helpers | | | 1 50 | 1 25 | | | | | | | 1 50 | 1 25 |
| Blacksmiths | | | 2 70 | 1 60 | | | | | | | 2 75 | 1 50 |
| " helpers..... | | | 1 35 | 1 15 | | | | | | | | |
| Carpenters | | | 1 85 | 1 28 | | | | | | | 1 85 | 1 25 |
| Laborers | | | 1 35 | 1 10 | | | | | | | | |
| Machinists | | | 2 64 | 1 40 | | | | | | | 2 10 | 1 50 |
| Pipe-fitters | | | 1 80 | 1 50 | | | | | | | | |
| Tinsmiths | | | 1 70 | 1 50 | | | | | | | | |
| " helpers..... | | | 1 40 | 1 25 | | | | | | | | |
| Painters..... | | | 2 30 | 1 35 | | | | | | | 2 30 | 1 50 |
| Cotton Factory— | | | | | | | | | | | | |
| Carders..... | | | | | 7 00 | | | | | | | |
| " (females)..... | | | | | 4 00 | | | | | | | |
| Card-grinders | | | | | | | | | | | 1 25 | |
| " (helpers)..... | | | | | | | | | | | 1 00 | |
| Girls (in weaving-room)..... | | | | | 2 25 | 1 50 | | | | | | |
| " (in cloth-room) | | | | | | | | | | | | |
| Spinners | | | 1 80 | | | | | | | | | |
| " (boys)..... | | | | | | | | | | | 0 40 | 0 30 |
| " (girls) | | | | | | 1 25 | | | | | | |
| Throstlers | | | | | 3 60 | | | | | | | |
| Winding-room | | | | | 3 25 | 2 40 | | | | | | |
| Weavers | | | | | | | | | | | | |
| Men in cloth-room..... | | | | | | | | | | | | |
| Engineer (stationary)..... | | | 1 40 | 1 00 | | | | | | | 1 50 | 0 30 |
| Fitters | | | 1 50 | 1 00 | | | | | | | | |
| Hosiery works (winders)..... | | | | | 2 50 | 2 00 | | | | | | |
| " (other help)..... | | | | | 5 50 | 3 00 | | | | | | |
| Laborers (in machine-shop)..... | | | 1 20 | 1 00 | | | | | | | | |
| Moulders (stove-plate)..... | | | 2 50 | 2 00 | | | | | | | | |
| " (machinery) | | | 2 00 | 1 50 | | | | | | | | |
| Melters..... | | | 1 50 | 1 30 | | | | | | | | |
| Millers..... | | | | | | | 50 00 | 40 00 | | | | |
| Machinists..... | | | | | 12 00 | 8 00 | | | | | | |
| Plasterers..... | | | | | | | | | | | | |
| " laborers..... | | | 1 25 | | | | | | | | | |
| Pattern-makers | | | 1 40 | | | | | | | | | |
| Railway Hands— | | | | | | | | | | | | |
| Brakemen | | | 1 50 | 1 25 | | | | | | | | |
| Conductors | | | 2 50 | 1 75 | | | | | | | | |
| Engineers | | | 2 75 | 1 90 | | | | | | | | |
| Firemen | | | 1 50 | 1 30 | | | | | | | | |
| Section-men | | | 1 15 | 1 05 | | | | | | | | |
| Train-despatchers | | | | | | | 50 00 | | | | | |
| Yardmen | | | 1 55 | 1 25 | | | | | | | | |
| Sugar Refinery— | | | | | | | | | | | | |
| Skilled men | | | 3 00 | 1 25 | | | | | | | | |
| Unskilled men..... | | | 1 20 | 0 90 | | | | | 11 | | | 0 90 |

BRUNSWICK—Concluded.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS |
|--------------|---------|---------------|---------|----------------------------|------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 11½ | | | \$208 to \$475 per year. Head clerk, \$720. |
| | | | | | M | | |
| | | | | | M | | |
| | | | | | M | | |
| | | | | 10 | M | | |
| | | | | 11 | M | \$40 month | |
| | | | | 10 | M | | Boys, \$35 per year |
| | | | | 10 | F | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | Piece-work ; about 9 months' work in year. |
| | | | | 10 | F | | " " " |
| | | | | 10 | F | | " " " |
| | | | | 10 | M | \$2.25 day | Apprentices, \$2 per week. |
| | | | | 10 | M | \$2.10 day | 9 hours only in winter. Apprentices, \$4 to \$2 week. |
| | | | | 10 | M | | |

NEW BRUNSWICK.

| | | | | | | | |
|--------|-------|--|--|----|-------|------------|--|
| *11 00 | | | | 10 | M | | *Average. |
| | | | | 10 | M | | |
| *15 00 | | | | 10 | M | | Those receiving \$25 are foremen. *Average. |
| | 5 00 | | | 10 | M | | |
| | | | | 10 | F | | |
| | | | | 10 | F | | |
| | | | | 10 | M | | Apprentices, \$3 per week. |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | Work about 8 months in the year. |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| | | | | 10 | M | | |
| *7 50 | | | | 10 | M | | Boys in this room, 65 cts. to 90 cts. per day. |
| | | | | 10 | M | | *Average. |
| | | | | 10 | M & F | | |
| | | | | 10 | M | | |
| | | | | 10 | M & F | | |
| | | | | 10 | F | | |
| | | | | 8 | M | | |
| | | | | 8 | M | \$2.50 day | |
| | | | | 8 | M | | |
| | | | | 10 | M | | \$1.25 summer; \$1 winter. |
| 18 00 | 12 00 | | | 10 | M | | Piece-work. |
| | | | | 10 | M | \$20 week | |
| | | | | 10 | M | | |
| | | | | 10 | F | | |
| | | | | 10 | M | | Day-workers. |
| 9 00 | 8 00 | | | 10 | M & F | | Piece-workers. |
| | | | | 10 | M | | |
| | | | | 10 | M | | |

NEW BRUNSWICK.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|-------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 10 | M | | Apprentices, \$40 per year and board. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | | Earn \$150 to \$175, with about 3 months' work in the year. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | | Average, \$1.50. Given by workman. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | F | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | | Run about 6 months in the year. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | | And board. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | | | | " |
| | | | | | | | " |

NEW BRUNSWICK.

| | | | | | | | |
|-------|-------|-------|-------|----|---|---------------|-------------------------------------|
| | | | | 10 | M | | Boys in this room, \$2.40 per week. |
| ..... | ..... | ..... | ..... | 10 | F | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | F | \$1.50 to \$2 | |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| | | | | 10 | M | | Average, \$1 per day. |
| ..... | ..... | ..... | ..... | 10 | F | ..... |  |
| 10 00 | ..... | ..... | ..... | 10 | M | ..... |  |
| | | | | 10 | M | | And board. |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| | | | | 10 | M | \$4 per day | About 7 months' work. |

[illegible]

BRUNSWICK.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|------------|---------|------------|---------|----------------------------|------|-----------------------|--|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 10 | M | | Six or seven months' steady work in year. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | 80 00 | 50 00 | | M | | |
| | | | | 10 | M | | Apprentices \$1 to \$3 a week. |
| | | | | 10 | M | \$13 week. | |
| | | | | 10 | M | \$1.80 day. | |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | | Summer rates. In winter, \$1.50 to \$1.40. |
| | | | | | M | | About \$350 for season. |
| | | | | 10 | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | | M | | Branch railway. |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | | Six or seven months in summer at these rates. In winter, \$1.30 to \$1.20 a day. |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | | About six months work. Earn from \$150 to \$200 in season. |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | | Work six or seven months in year. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | | \$2 per day *Average. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | 18 00 | 14 00 | | M | | And board. |
| | | | | 10 | M | ..... |  |

FREDERICTON,

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYÉ'S | | | |
|-----------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Agricultural Impl't Works— | | | | | | | | | | | | |
| Machinist..... | | | | | 9 50 | 9 00 | | | | | | |
| Moulders..... | | | | | 9 50 | 9 00 | | | | | | |
| Journeymen (Average)..... | | | 1 50 | | | | | | | | | |
| Apprentices..... | | | | | 4 00 | 1 50 | | | | | | |
| Carriage painters..... | | | | | 10 00 | 7 00 | | | | | | |
| “ blacksmiths..... | | | | | 10 00 | 7 00 | | | | | | |
| “ trimmers..... | | | | | 16 00 | 15 00 | | | | | | |
| Engineers (stationary)..... | | | | | | | | | | | 2 00 | 1 25 |
| Laborers..... | | | | | 7 50 | 7 00 | | | | | 1 50 | |
| Larrigan-makers..... | | | | | | | | | | | | |
| Planing mill..... | | | | | 10 00 | 8 00 | | | | | | |
| “ (boys)..... | | | | | 5 00 | 2 00 | | | | | | |
| Small Hardware Works— | | | | | | | | | | | | |
| Hames, &c..... | | | | | 10 00 | | | | | | | |

HALIFAX,

| | | | | | | | | | | | | |
|------------------------------|--|--|------|------|-------|------|-------|-------|--|--|------|------|
| Box-makers..... | | | | | | | 20 00 | 12 00 | | | | |
| Brass foundry (skilled men) | | | | | 12 00 | 8 00 | | | | | | |
| Baker & Confectionery W'ks | | | | | | | | | | | | |
| Men bakers..... | | | | | 12 00 | 6 00 | | | | | | |
| Biscuit bakers..... | | | | | 10 00 | 4 00 | | | | | | |
| Boys..... | | | | | 1 50 | 1 00 | | | | | | |
| Girls..... | | | | | 4 00 | 1 25 | | | | | | |
| Bricklayers..... | | | 3 00 | 2 50 | | | | | | | 2 50 | |
| Boiler-makers..... | | | | | 10 00 | | | | | | | |
| Broom-makers..... | | | | | 12 00 | 7 00 | | | | | | |
| “ helpers..... | | | | | 5 00 | 4 00 | | | | | | |
| Brewery hands..... | | | | | 7 00 | 6 00 | | | | | | |
| Bookbinders— | | | | | | | | | | | | |
| Men..... | | | | | 12 00 | 9 00 | | | | | | |
| Girls..... | | | | | 4 00 | 1 00 | | | | | | |
| Clerks (grocery)..... | | | | | | | | | | | | |
| Cotton Factory— | | | | | | | | | | | | |
| Card-room (females)..... | | | | | | | | | | | 0 94 | 0 30 |
| “ (boys)..... | | | | | | | | | | | | |
| Cloth-room (boys)..... | | | | | | | | | | | | |
| Children..... | | | | | | | | | | | | |
| Foremen..... | | | | | 15 00 | | | | | | | |
| Reelers..... | | | | | 2 25 | | | | | | | |
| Picker-room (men)..... | | | | | 6 00 | | | | | | | |
| “ (boys)..... | | | | | 2 50 | | | | | | | |
| Spinning-room (men)..... | | | | | | | | | | | | |
| “ (boys)..... | | | | | | | | | | | | |
| “ (girls)..... | | | | | 3 25 | | | | | | | |
| Weavers (males)..... | | | | | | | | | | | | |
| “ (females)..... | | | | | 5 50 | 4 25 | | | | | | |
| “ (boys in weaver-room)..... | | | | | 2 50 | | | | | | | |
| Winders..... | | | | | 6 00 | 4 00 | | | | | | |
| Warpers..... | | | | | 6 00 | 4 00 | | | | | | |
| Twisters..... | | | | | *4 25 | | | | | | | |

NEW BRUNSWICK.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 10 | M | \$3 per day | |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 12 | M | ..... | Summer rates. In winter, \$6.50 to \$6. |
| | | | | 10 | M | ..... | Boys in works, \$2.50 per week. |
| | | | | 10 | M | \$10 week | Idle 6 weeks in year. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |

NOVA SCOTIA.

| | | | | | | | |
|----------|-------|-------|-------|--------|-------|------------|---|
| ..... | ..... | ..... | ..... | ..... | M | ..... | With board. Work out of city. |
| ..... | ..... | ..... | ..... | ..... | M | ..... | Boys earn \$1 to \$1.50 per week. |
| 10 00 | 5 50 | ..... | ..... | 11 1/2 | M | \$12 week. | Men say they occasionally have to work from 3 a.m. |
| ..... | ..... | ..... | ..... | 10 | M | ..... | to 6 p.m. |
| 2 75 | 1 00 | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | F | ..... |  |
| ..... | ..... | ..... | ..... | 9 | M | ..... | Season lasts 5 to 8 months. |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Boys get \$3 to \$2 per week. |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... | During about 3 months of year work only 8 or 9 h'rs. |
| ..... | ..... | ..... | ..... | 10 | M | ..... | Boys, \$1.50 to \$1 per week. |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | F | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... | \$400 to \$800 a year. Book-keeper, \$500 to \$1,000. |
| ..... | ..... | ..... | ..... | 10 | F | ..... |  |
| 2 62 1/2 | 1 50 | ..... | ..... | 10 | M | ..... | Manager says men average \$7.50 per week. |
| 4 50 | 3 00 | ..... | ..... | 10 | M | ..... | Women average \$3.90, and children \$1.25. |
| ..... | 1 00 | ..... | ..... | 10 | M & F | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| 2 14 | 1 16 | ..... | ..... | 10 | M & F | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| 11 00 | 10 00 | ..... | ..... | 10 | M | ..... |  |
| 1 50 | 1 25 | ..... | ..... | 10 | M | ..... |  |
| 3 40 | 1 50 | ..... | ..... | 10 | F | ..... |  |
| 8 25 | 4 00 | ..... | ..... | 10 | M | ..... |  |
| 4 75 | 4 25 | ..... | ..... | 10 | F | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| 3 50 | 1 75 | ..... | ..... | 10 | F | ..... |  |
| ..... | ..... | ..... | ..... | 10 | F | ..... |  |
| ..... | ..... | ..... | ..... | 10 | F | ..... |  |
| ..... | ..... | ..... | ..... | 10 | F | ..... | *Average. |

HALIFAX,

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYÉ'S | | | |
|-----------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Carpenters..... | | | 2 00 | 1 25 | | | | | | | 1 75 | 1 40 |
| Carriage-makers— | | | | | | | | | | | | |
| Wood-workers..... | | | | | 15 00 | 9 00 | | | | | | |
| Blacksmiths..... | | | | | 11 00 | 8 00 | | | | | | |
| Painters..... | | | | | 10 50 | 6 00 | | | | | | |
| Upholsterers..... | | | | | 9 00 | | | | | | | |
| Boys..... | | | | | 3 00 | 1 00 | | | | | | |
| Coopers..... | | | 1 70 | 1 20 | | | | | | | | |
| Distillery Hands— | | | | | | | | | | | | |
| Still-men..... | | | | | 7 00 | | | | | | | |
| Mash-men..... | | | | | 8 00 | | | | | | | |
| Engineers..... | | | | | 11 00 | | | | | | | |
| Carpenters..... | | | | | 8 00 | | | | | | | |
| Laborers..... | | | | | 6 50 | 6 00 | | | | | | |
| Coopers..... | | | | | 11 00 | | | | | | | |
| Electric Light Company's | | | | | | | | | | | | |
| Employés— | | | | | | | | | | | | |
| Skilled men..... | | | | | 10 00 | 8 00 | | | | | | |
| Unskilled men..... | | | 1 40 | 1 10 | | | | | | | | |
| Firemen (drivers)..... | | | | | 8 00 | | | | | | | |
| Fishermen..... | | | | | | | | | | | | |
| Hatters and furriers (girls)..... | | | | | 4 00 | 1 50 | | | | | | |
| Longshoremén..... | | | 1 50 | | | | | | | | | |
| Laborers— | | | | | | | | | | | | |
| Corporation..... | | | 1 25 | 1 00 | | | | | | | | |
| In machine shop..... | | | 1 50 | 1 25 | | | | | | | | |
| Builders..... | | | 1 25 | 1 10 | | | | | | | | |
| Drying fish..... | | | 1 25 | | | | | | | | | |
| Lobster Packing— | | | | | | | | | | | | |
| Men..... | | | | | | | 40 00 | 25 00 | | | | |
| Women..... | | | | | | | 12 00 | 8 00 | | | | |
| Can-makers..... | | | 2 00 | | | | | | | | | |
| Machinists..... | | | 1 75 | | | | | | | | | |
| Miners (gold)..... | | | 1 50 | | | | | | | | | |
| Pattern-makers..... | | | | | 15 00 | 12 00 | | | | | | |
| Plumbers..... | | | | | 10 00 | 6 00 | | | | | | |
| Plasterers..... | | | 2 75 | 2 50 | | | | | | | 2 50 | |
| Painters..... | | | | | 11 00 | 10 00 | | | | | | |
| Printers..... | | | | | | | | | | | | |
| Policemen..... | | | | | | | | | | | | |
| Sergeants..... | | | | | | | | | | | | |
| Deputy marshals..... | | | | | | | | | | | | |
| Detectives..... | | | | | | | | | | | | |
| Sail makers..... | | | | | 10 50 | | | | | | | |
| " (boys)..... | | | | | 3 00 | 2 00 | | | | | | |

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYÉ'S | | | |
|--------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| Seamen— | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Able (Europe)..... | | | | | | | 25 00 | 20 00 | | | | |
| " (West India trade)..... | | | | | | | 20 00 | 14 00 | | | | |
| On steamers..... | | | | | | | 20 00 | 18 00 | | | | |
| Stokers..... | | | | | | | 22 00 | 20 00 | | | | |
| Ship-carpenters..... | | | 2 70 | 2 50 | | | | | | | | |
| Sugar Refinery— | | | | | | | | | | | | |
| Men..... | 11 | | | | | | | | | | | |
| Boys..... | | | | | 5 00 | | | | | | | |
| Shoe Factory— | | | | | | | | | | | | |
| Men..... | | | | | 10 00 | 6 00 | | | | | | |
| Females..... | | | | | 6 00 | 2 00 | | | | | | |
| Boys..... | | | | | 3 00 | 2 00 | | | | | | |
| Stonemasons and cutters..... | | | | | | | | | | | 2 50 | |
| Street Railway Employés— | | | | | | | | | | | | |
| Blacksmiths..... | | | | | 14 00 | | | | | | | |
| " helpers..... | | | | | 7 00 | | | | | | | |
| Drivers..... | | | 1 25 | | | | | | | | | |
| Stablemen..... | | | | | 7 00 | | | | | | | |
| Telephone Co. Employés— | | | | | | | | | | | | |
| Skilled men..... | | | | | | | 60 00 | | | | | |
| Unskilled men..... | | | | | | | 40 00 | 30 00 | | | | |
| Female operators..... | | | | | | | 25 00 | 12 00 | | | | |
| Teachers (female)..... | | | | | | | | | | | | |
| " (male)..... | | | | | | | | | | | | |
| Tobacco Works— | | | | | | | | | | | | |
| Males..... | | | | | 6 50 | 6 00 | | | | | | |
| Females..... | | | | | 6 50 | 3 00 | | | | | | |
| Tailors— | | | | | | | | | | | | |
| Journey men..... | | | | | 12 00 | 5 00 | | | | | | |
| Women..... | | | | | 6 00 | 1 50 | | | | | | |
| Boys..... | | | | | 1 50 | 1 00 | | | | | | |
| Cutters..... | | | | | | | | | | | | |
| Pressmen..... | | | | | | | | | | | | |
| Wood-workers (machinists)..... | | | | | 11 00 | 8 00 | | | | | | |

SPRINGHILL,

[illegible]

NOVA SCOTIA—*Concluded.*

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|-------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | | M | | } Ordinary seamen about \$2 less. |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | 8 to 10 | M | ..... |  |
| | | | | 10 | M { | \$1.50 to | About 6 months' work in the year. |
| | | | | 10 | | M { |  | $1.60 day. |
| 7 00 | 6 50 | ..... | ..... | 10 | M | \$3 week | |
| | | | | 10 | F | ..... |  |
| 4 00 | 1 50 | ..... | ..... | 10 | M | ..... |  |
| | | | | 9 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 9 | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | F | ..... |  |
| | | | | | | | With "B" certificate, \$300 to \$450 per year; with "C" certificate, \$250 to \$400. If in charge of schools, \$500 to \$750. |
| | | | | | | | Average, \$460. |
| | | | | 10 | M | | Mostly piece-work. |
| | | | | 10 | F | ..... |  |
| | | | | 10 | M | Average, \$7 to \$9. | Average, \$7 to \$9. " 3 to 4. |
| | | | | 10 | F | ..... |  |
| | | | | 10 | M | ..... |  |
| 13 00 | | | | 10 | M | ..... |  |
| 10 00 | 9 25 | ..... | ..... | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |

NOVA SCOTIA.

| | | | | | | | |
|-------|-------|-------|-------|-------|-------|-------|---|
| | | | | | | | Manager gives average wages for mines \$2.02, and number of days worked in year 279. |
| | | | | 8 | M | | Average \$1.40 to \$1.65 per day—\$300 to \$400 per year. |
| ..... | ..... | ..... | ..... | 8 | M | ..... |  |
| ..... | ..... | ..... | ..... | 8 | M | ..... |  |
| ..... | ..... | ..... | ..... | 8 | M | ..... |  |
| ..... | ..... | ..... | ..... | 8 | M | ..... |  |
| ..... | ..... | ..... | ..... | 8 | M | ..... |  |

NEW GLASGOW,

| OCCUPATION. | EMPLOYER'S STATEMENT. | | | | | | | | EMPLOYÉ'S | | | |
|-------------------------------|-----------------------|---------|----------|---------|-----------|---------|------------|---------|-----------|---------|----------|---------|
| | Per Hour. | | Per Day. | | Per Week. | | Per Month. | | Per Hour. | | Per Day. | |
| | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. | Highest. | Lowest. |
| | cts. | cts. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | \$ c. | cts. | cts. | \$ c. | \$ c. |
| Bakers— | | | | | | | | | | | | |
| Biscuit..... | | | | | 15 00 | 7 50 | | | | | | |
| Boys..... | | | | | 3 50 | 2 50 | | | | | | |
| Girls..... | | | | | 2 00 | | | | | | | |
| Soft bread..... | | | | | 12 00 | 7 50 | | | | | | |
| Foundry— | | | | | | | | | | | | |
| Blacksmiths..... | 17 | | | | | | | | | | 2 00 | |
| Boiler-makers..... | 17½ | 16 | | | | | | | | | 1 87 | |
| Laborers..... | | | 1 10 | | | | | | | | | |
| Machinists..... | 15½ | | | | | | | | | | | |
| Moulders..... | 17½ | | | | | | | | | | | |
| Glass Works— | | | | | | | | | | | | |
| Gaffers..... | | | 3 50 | 2 50 | | | | | | | | |
| “(assistants)..... | | | 1 50 | 1 10 | | | | | | | | |
| Finishers..... | | | 3 00 | | | | | | | | 3 00 | |
| “(boys)..... | | | 0 90 | 0 80 | | | | | | | 0 80 | |
| Gatherers..... | | | 1 50 | 1 10 | | | | | | | | |
| Press-men..... | | | 3 00 | 2 25 | | | | | | | 2 50 | |
| Boys carrying in..... | | | 0 70 | 0 50 | | | | | | | | 0 42 |
| Girls wrapping..... | | | 0 70 | 0 60 | | | | | | | | |
| Laborers..... | | | 1 10 | 1 00 | | | | | | | | |
| Men at annealing furnace..... | | | | | 8 75 | | | | | | | |
| Grindstone making..... | | | | | | | 25 00 | 13 00 | | | | |
| Miners..... | | | 2 25 | 1 60 | | | | | | | | |
| “(loaders)..... | | | 1 40 | 1 25 | | | | | | | | |
| “(drivers)..... | | | 1 00 | 0 60 | | | | | | | | |
| “(trappers)..... | | | | 0 50 | | | | | | | | |
| Steel Works— | | | | | | | | | | | | |
| Heaters..... | | | 2 00 | | | | | | | | | |
| Rollers..... | | | 6 00 | 4 00 | | | | | | | | |
| Melters..... | | | 2 50 | | | | | | | | | |
| Machinists..... | | | 2 00 | 1 50 | | | | | | | | |
| Blacksmiths..... | | | 2 00 | 1 50 | | | | | | | | |
| Bolt-cutters..... | | | 2 00 | 1 25 | | | | | | | | |
| Gasmen..... | | | | | | | | | 12½ | | | |
| Laborers..... | | | 1 10 | | | | | | | | | |
| Tanners (skilled men)..... | | | | | 9 00 | 7 50 | | | | | | |
| “(unskilled men)..... | | | | | 6 00 | | | | | | | |
| Tobacco Factory— | | | | | | | | | | | | |
| Piece hands..... | | | | | 10 00 | 7 00 | | | | | | |
| Floor hands..... | | | | | 7 00 | 3 00 | | | | | | |
| Boys..... | | | | | | 2 00 | | | | | | |
| Woollen Mill— | | | | | | | | | | | | |
| Skilled men..... | | | 2 00 | 1 15 | | | | | | | | |
| Weavers (female)..... | | | | | | | 20 00 | | | | | |
| Girls..... | | | | 0 54 | | | | | | | | |
| Boys..... | | | 0 90 | 0 54 | | | | | | | | |

NOVA SCOTIA.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|------|-----------------------|---|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 10 to 11 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | F | ..... |  |
| | | | | 10 to 11 | M | \$12.50 w'k | |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| 10 00 | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| *14 00 | | | | 7½ to 9 | M | ..... | Works close down 5 weeks in summer. *Average. |
| | | | | " | M | ..... |  |
| | | | | " | M | ..... |  |
| | | | | " | M | ..... |  |
| | | | | " | M | ..... |  |
| | | | | " | M | ..... |  |
| | | | | 9 | F | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 7½ to 9 | M | ..... | With board. Works out in the country. |
| | | | | 5 to 7 | M | ..... | Average, \$2. |
| | | | | " | M | ..... |  |
| | | | | " | M | ..... |  |
| | | | | " | M | ..... |  |
| 15 00 | 12 00 | ..... | ..... | 10 | M | ..... |  |
| 6 00 | 3 00 | ..... | ..... | 10 | M | ..... | When working day's work, \$2 per day. |
| 3 25 | 3 10 | ..... | ..... | 10 | M | ..... |  |
| 2 25 | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... | Tannery at Pictou. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... | Summer hours. In winter only work 8 hours. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | F | ..... | Only one at \$2. Mill 7 miles from New Glasgow. |
| | | | | 10 | F | ..... |  |
| | | | | 10 | M | ..... |  |

NOVA SCOTIA.

| STATEMENT. | | | | Hours per day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|------|-----------------------|-------------------------------------|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | F | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | | M | ..... |  |
| | | | | 10 | M | ..... | Hours in winter, 7 to 9. |
| 7 00 | 6 00 | ..... | ..... | 10 | F | ..... | Piece-work. |
| | | | | 10 | M | \$9 a week | |
| | | | | 9 | F | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | N | ..... |  |
| | | | | 10 | M | ..... | Have to pay boy out of this amount. |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |

NOVA SCOTIA.

| | | | | | | | |
|-------|-------|-------|-------|-------|---|----------------------------|--|
| 12 00 | 10 00 | | | 10 | M | | Boys, \$3 per week. With board, or free house and firewood. And board. Work about 3 months in year. For summer. In winter work 9 hours, at proportionate pay. |
| 12 00 | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| 12 00 | 10 50 | ..... | ..... | 10 | M | \$18 a week | |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| | | | | 10 | F | | Beamster, \$12 per week. Average wages given by employer at \$9 per week. |
| ..... | ..... | ..... | ..... | 10 | F | ..... |  |
| 5 00 | 2 50 | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | F | ..... |  |
| 9 00 | ..... | ..... | ..... | 10 | M | \$11 a week | |
| 12 00 | 9 00 | ..... | ..... | 10 | M | ..... |  |
| 8 50 | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| ..... | ..... | ..... | ..... | ..... | M | ..... |  |
| 10 00 | ..... | ..... | ..... | 10 | M | \$2.50 to \$3 [per day. | |

LITTLE GLACE BAY,

[illegible]

NOVA SCOTIA.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|------|-----------------------|--|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 to 16 | M | ..... | Piece-work. |
| | | | | | M | ..... | " |
| | | | | | M | ..... |  |
| | | | | 9 | M | ..... |  |
| | | | | 12 | M | ..... |  |
| | | | | 12 | M | ..... |  |
| | | | | 10 to 16 | M | ..... |  |
| | | | | " | M | ..... |  |
| | | | | " | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 9 | M | ..... |  |
| | | | | 9 | M | ..... | Miners working by piece average \$1.50 per day. |
| | | 20 00 | 15 00 | 9 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 9 | M | ..... |  |
| | | | | 10 to 16 | M | ..... | Night-work, week about; night-shift work 12 hours. |
| | | 60 00 | 45 00 | " | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 to 16 | M | ..... |  |
| | | | | 10 | M | ..... |  |
| | | | | 10 | M | ..... |  |

NOVA SCOTIA.

| | | | | | | | |
|-------|-------|-------|-------|---------|---|-------|---|
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | 9 to 10 | M | ..... |  |
| ..... | ..... | ..... | ..... | " | M | ..... |  |
| ..... | ..... | 40 67 | 22 50 | " | M | ..... | \$250 to \$350 per year. Pay out of this for oil and powder. Employers give yearly earnings at from \$290 to \$460. |
| ..... | ..... | ..... | ..... | " | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 | M | ..... |  |

NOVA SCOTIA.

| STATEMENT. | | | | Hours per Day Employed. | Sex. | Pay of Foremen. | REMARKS. |
|--------------|---------|---------------|---------|----------------------------|------|-----------------------|--------------------------|
| Per Week. | | Per Month. | | | | | |
| Highest. | Lowest. | Highest. | Lowest. | | | | |
| \$ c. | \$ c. | \$ c. | \$ c. | | | | |
| | | | | 9 to 10 | M | | \$300 to \$350 per year. |
| | | | | " | M | ..... |  |
| | | | | " | M | ..... |  |
| | | | | " | M | ..... |  |
| | | | | " | M | ..... |  |

NOVA SCOTIA.

| | | | | | | | |
|-------|-------|-------|-------|---------|---|-------|--|
| | | | | 10 | M | | In summer. Mens say they average from \$12 to \$36 a month in winter, and \$30 to \$40 in summer. Employers say they average \$1.68 per working day for the year. |
| ..... | ..... | ..... | ..... | 8 to 12 | M | ..... |  |
| ..... | ..... | ..... | ..... | " | M | ..... |  |
| ..... | ..... | ..... | ..... | " | M | ..... |  |
| ..... | ..... | ..... | ..... | 10 1/2 | M | ..... |  |