

READJUSTMENT PROVING REAL TEST OF EFFICIENCY

Manufacturers and Employers of Labor are Having Their Troubles in Carrying Out After-the-War Work — High Wages in Many Plants Said to Have Driven Efficiency to the Winds.

Manufacturers and employers of labor are having their troubles in readjustment or after-the-war work. The great problem of carrying out their slogan of "His old job or a better one," as was adopted by the American Radiator company in taking back boys who went to the war, is actually proving a real test of efficiency in management.

In many manufacturing plants, it is said, the high wages have driven efficiency to the winds. War work has opened up channels of waste and leak which will require much supervision to solder up. The great problem which the manufacturers face today is to co-operate to bring the purchasing power of \$1 to the level of the wage which will prevail as a postwar measure.

"Cost must lead wages down," is the way some of the employers of labor express it. They are planning co-operation to bring about that result. Labor must assist in that work until the cost and wage problem is solved, employers saw.

In almost every instance since

wages began to soar in 1916 an increase in wages meant a decrease in efficiency, one manufacturer said today. He had tables to prove it, and said he was going to show them to his board of directors at a meeting to be held within a few hours. In a great many instances, the efficiency of men dropped 50 per cent. as wages advanced. Men became excited at the great amount of money they were earning. There was a feeling of unrest in labor, the manufacturers said, which tended to bring down the production power.

Efficiency is Lowered

One instance was shown by a chart to prove that in one large manufacturing plant in Buffalo the production power of the man was 250 units in 1915, as against 88 units in 1918 when the peak of high salaries was recorded.

The unrest of labor was the only reason given by that employer for not being able to keep up the efficiency of 1915, when the 1918 wages were paid. Unrest was described as constant changing from job to job and the inability of the employer to get men to work steady, even if the employees remained in his plant.

The remedy, according to the best informed employers of the city, is to first increase efficiency of labor and of supervision. Pay careful attention to small industrial leaks, which could not be watched as closely during the war period, and that will solve the problem.

"Agitation at this time is going to increase the amount of unemployed and make the getting back of old efficiency hard to accomplish," the employer said. "But if the manufacturer and laborer, employer and employee, will recognize that both have industrial interests to share the problem of readjustment will be simplified."

OLD AND NEW LIFE FLOWS INTO JERUSALEM

Jerusalem.—The life of two periods distant by many centuries, seems to flow along the roads that lead to this ancient city.

The camel, though he has done great things for the British forces, is losing his position as the main means of transport, and the natives driving their camels carrying huge packs of eastern merchandise, are passed by the big engines of the ever-growing British broadgauge railway, at which the country people stare with open-mouthed astonishment. Then along will come an Assyrian or an Arab on his donkey or mule, his wife walking behind and carrying a great pack on her head. In this way they transport much stuff for many miles. Now they are smothered in dust from the great quantity of motor transport on the roads.

Cotton is still made up into rough material in a primitive method on a kind of bow. With the new opportunities now opening up the old spinner is likely to be looking for another job.

Already in some small towns you will see the name of well known London firms. This has aroused the local shops to a kind of competition and all kinds of important signs over small shops, with hardly anything to sell, announce: "The London Stores, Stationery and other Provisions," "The Up to date Hosiery and Dry Goods store," "The Manchester House," and many similar. It is doubtful if five p. c. of the prospective customers can read the signs.

Shepherds on the hills still tend their flocks, dressed in camel hair, and nightly fold them and light their camp fires to keep off the prowling jackals and hyenas. But in the future much of this rich land, now practically barren, is likely to receive the attention of the steam tractor.

Altogether, with the present means of transport by rail, the great improvement in the water supply and the rapid introduction of European methods and customs, it may be hoped a year or two of peace will change this country into a real "land of milk and honey."

General January don't know which side to fight for in Russia this year. Women are made love to in different ways. Some are made love to; others help.

GIRLS ! GIRLS ! TRY IT !

STOP DANDRUFF AND BEAUTIFY YOUR HAIR

Hair stops falling out and gets thick, wavy, strong and beautiful.

Your hair becomes light, wavy, fluffy abundant and appears as soft, lustrous and beautiful as a young girl's after a "Danderine hair cleanse." Just try this—moisten a cloth with a little Danderine and carefully draw it through your hair, taking one small strand at a time. This will cleanse the hair of dust, dirt and excessive oil and in just a few moments you have doubled the beauty of your hair.

Besides beautifying the hair at once Danderine dissolves every particle of dandruff; cleanses, purifies and invigorates the scalp, forever stopping itching and falling hair.

But what will please you most will be after a few weeks' use when you will actually see new hair—fine and downy at first—yes—but really new hair growing all over the scalp. If you care for pretty, soft hair and lots of it, surely get a small bottle of Knowlton's Danderine from any drug-gist or toilet counter, and just try it.

A QUAIN QUESTION.

Jane Adams, of Hull House, said at a mother's meeting:

"How quaint the minds of children are! One New Year day I gave a little girl a present of a diary.

"This is a diary, I explained to her. 'Every day you must write in it a record of your life, a record of how you live.'

"The little girl turned the blank pages of the book and asked:

"But why isn't it called a lively instead of a diary, ma'am?"

LIKE A DUCK

The donkey is both shrewd and bold.

The elephant is game,

The camel has no brains at all,

But gets there just the same!

Some men are so tight they wouldn't give a floating kidney to an aquarium.

Mrs. Nettle Kibby says the biggest fool on earth is the one who tries to pull himself out of trouble with a corkscrew. We hope the guy who tries to pry himself out with an opener isn't going to get by without a reprimand.

WHY BELGIANS STILL NEED HELP

"In travelling through Belgium with the Belgian armies, I have been able to see the country recently tenanted by the Bochs in the condition in which they left it, and never was there such desolation anywhere. One cannot get away from signs of destruction, no matter where one goes, along the country roads or in the city streets.

Not only has property been destroyed and every means of livelihood taken away from the people, but the peasants, especially in the country districts, have been left destitute both of home and food. We travelled twelve miles yesterday through open country and as but one small instance of the vast plundering of the Germans, let me state that in all twelve miles not one solitary live animal did we see, and practically every tree had been felled, so you can imagine the dreary aspect of the scenery.

All the peasant women and children we met on our way, said a news correspondent, while they greeted us with cheers and received us into their homes with open arms, those that had homes, showed the greatest suffering

HEAD AND NOSTRILS STUFFED FROM COLD

Don't stay stuffed-up! Quit blowing and sniffling! A dose of "Pape's Cold Compound" taken every two hours until three doses are taken will end gripe misery and break up a severe cold either in the head, chest, body or limbs.

It promptly opens clogged-up nostrils, clears air passages; stops nasty discharge or nose running; relieves sick headache, dullness, feverishness, sore throat, sneezing, soreness and stiffness.

"Pape's Cold Compound" is the quickest, surest relief known and costs only a few cents at drug stores.

In real life the young man never asks father for the girl's hand. Father wouldn't know what on earth to say.

from insufficient food and nourishment. They did not complain, but merely stated as a fact that they had not tasted meat for two months and had lived largely on soup and coffee.

The cry of the Belgians today is for food and clothing and those who would help, no matter how little, should send their contributions to their committee, or direct to the Central Committee, Belgian Relief Fund, 59 St. Peter street, Montreal.



War to Peace

Article No. 8
Cut out for
Reference

Making the Soldier A Civilian

EARLY in the war, the Government realised that the returned soldier would need one of three things.

- (1) If he was ill, he would want to be made well.
- (2) If he was so disabled by service that he could not follow his old occupation he would want an opportunity to recover his power to "make good" as a civilian.
- (3) If he was fit, he would want to be put into touch with employment opportunities.

To help in this three-fold service the Department of Soldiers' Civil Re-Establishment was organized.

The Medical Branch.

The Medical Branch of this Department gives the special after-care that soldiers who have suffered through war service need.

On his return to Canada the invalided or wounded soldier is treated in military hospitals. If the Medical Board decides that his case requires extended treatment in certain diseases, he is discharged from the army and comes under the care of this Department.

The Medical Branch then provides free medical and surgical treatment;

- free artificial limbs and special boots for deformed feet;
- free surgical appliances, eyeglasses, etc.;
- free dental treatment.

At present this service is available not only on the soldier's discharge from the army, but whenever he becomes ill again on account of disease or wounds due to war service.

The Vocational "Re-Training" Branch.

Some soldiers have so suffered on war service that they are prevented from working at the trade or occupation they followed before enlisting. This branch of the Department arranges for such men

free re-training in some trade or occupation.

While undergoing medical or surgical treatment in the hospitals of the Department, or "Re-Training," the soldier receives pay, and his family and dependents are granted adequate allowances.

Information and Service Branch.

This branch of the Department has been organized recently to give special service to the demobilized soldier.

This branch first comes into contact with the soldier in France and England. Here it finds out the soldier's previous experience, the employment he now prefers to take up, and the locality in which he intends to settle.

Representatives of the Department keep in constant touch with returning soldiers before they reach Canada to let the men know just what the country is prepared to do for them, to advise them, and to give them information.

This service will be extended throughout Canada and by means of it the returned soldier will be placed in touch with Government Employment Offices, where details of existing opportunities for employment are available.

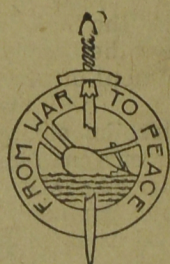
The representatives of the Department will themselves be returned men—those who can appreciate the soldier's problem.

The work these branches do will be described more fully in later announcements.

To any one interested in the work of this Department information will be gladly given on application to—

The Department of Soldiers' Civil Re-Establishment—OTTAWA, 22 Victoria St.—HALIFAX, N.S., Leith House, Hollis St.—FREDERICTON, N.B., Royal Bank Building—MONTREAL, P.Q., Room 301, Drummond Building, Cor. St. Catherine and Peel Streets—QUEBEC, P.Q., Langlois & Paradis Building—TORONTO, Ont., 185 Spadina Ave.—KINGSTON, Ont., Golden Lion Block—LONDON, Ont., London Technical School—HAMILTON, Ont., Clyde Block—WINNIPEG, Man., Notre Dame Investment Bldg.—CALGARY, Alta., Beveridge Bldg.—EDMONTON, Alta., Whyte Block—REGINA, Sask., McCallum-Hill Bldg.—SASKATOON, Sask., Y.M.C.A. Building—VANCOUVER, B.C., Board of Trade Building—VICTORIA, B.C., Central Building.

[Signature]
Director of
Repatriation



The Repatriation Committee

OTTAWA

THE SPRING SEEDING OPERATIONS

The Provincial Government Has a Plan to Assist Farmers and Seed Growers to Get Together.

The attention of farmers, seed growers and others living within the Province who have for sale or wish to purchase common farm seeds is called to the following offer made by the Provincial Department of Agriculture, Fredericton.

The Division of Soils & Crops will list the name and address of any person who has for sale, or wishes to purchase, seed of the common farm crops, the quantity and price per bushel or pound, and will refer correspondents who wish to purchase to those whose names are listed as sellers who have the kind, variety and quantity asked for by the enquirers.

No general Municipal or Government action for the purchase of farm seeds is anticipated in the Province this spring as there is evidence of a sufficient seed supply of oats, wheat and barley now in the farmers' hands, though there is scarcity in many parishes due to damaged crops by bad harvest weather.

There is a general scarcity of seed oats in the Prairie Provinces and a large demand for seed in Southern Alberta and Saskatchewan and in south western Manitoba. It is estimated that the Canadian Government Purchasing Commission has to provide approximately 3,000,000 bushels of seed oats. Shipments from Eastern Canada and the United States have already started westward to fill orders from the western provinces.

In this Province the plan of bringing the buyer and the seller together should solve the difficulty in those parishes where only a limited quantity of seed is available, and where an increased area may in consequence be placed under crop.

The forehanded farmer will have made a calculation of the quantities of fodder and grain required which he will have to buy. He will have satisfied himself whether or not his home grown seed is suitable and of sufficient quantity for his own seeding requirement and if a surplus is on hand.

An inventory of this sort should be made by every farmer not later than the month of February and preparations made for selecting, screening and fitting for seed all grain of good quality. Already a quantity of seed oats, wheat, buck-wheat, turnip and clover seed has been listed besides a list of names who have high-grade potato seed stock for sale.

Correspondence is invited from members of Agricultural Societies and others who wish to avail themselves of this offer of assistance in the marketing or buying of farm seeds.

If you have sound, clean pump seed for sale, or if you wish to purchase home-grown grade farm seeds, write to the Division:

O. C. Hicks,
Soils & Crops Division,
Department of Agriculture
Fredericton, N. B.