

extensive changes in the laws, customs, and ideas which regulate the relations between employers and employed, on the ground that nothing but such extensive changes can ever deal effectively with the evils as they exist. We are not prepared, however, to recommend any scheme for the reconstruction of society, being of opinion that, whatever changes in the laws may be considered necessary, much may be done to mitigate the industrial conflicts that now exist by a comparatively simple addition to our established institutions. We have, therefore, addressed ourselves to things as they are: and, without entering on the highly debatable region of social reconstruction, we have considered what reasonable means are within our reach to mitigate, if not wholly to neutralise, the disastrous effects of industrial conflicts. If this can be done quickly and easily, then whatever may stand over as the problem of the future is simplified. We believe that the plan we recommend would very quickly abate existing evils, as the remedy of conciliation and arbitration has already been very largely practised and has been almost uniformly successful.

XXXII. *The late Mr. Fletcher.*—We have had the great misfortune during the course of our inquiry to lose by death the services of James Fletcher, Esq., M.P. He was particularly fitted, by his large experience as a workman and an employer, to aid our deliberations, and to interpret the views and interests of each class, and we desire to place on record our sense of the great loss the Commission sustained by his removal.

XXXIII. *Unanimity.*—We have only to add finally, as indicating the degree of unanimity with which this Commission, representing, as it does, antagonistic interests, has reached its conclusions, that each clause of this report, after discussion and consideration of amendments, has been voted on separately, and that each has been adopted unanimously.

We have, &c.,

ANDREW GARRAN, President.

L. Beaton.	T. J. Houghton.
Jno. Bennett.	Henry Hudson.
Frank Cotton.	Jno. See.
James Curley.	C. F. Stokes.
T. M. Davis.	J. H. Storey.
H. E. Dickenson.	J. R. Talbot.
James Finch.	F. H. Trouton.
Bernard Goode.	

Friday, 22nd May, 1891.

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