

more efficient, and to give permanent employment to more hands ; the immediate objective is to give profitable employment to boys (or girls) of the farmer's own family until such time as they have accumulated enough capital and gained sufficient practical experience to take over a section of the farm, or strike out for themselves. The outstanding advantage of the scheme is that members of the farmer's family are kept together, conserved for rural work, and made immediately self-supporting.

To enable boys to be employed in trade, commerce, or industry, we recommend that employers be permitted to employ boys as temporary " assistants " or supernumeraries, and in such cases the provisions of the Factories Act, Shops and Offices Act, or awards or agreements under the Industrial Conciliation and Arbitration Act or the Labour Disputes Investigation Act shall not apply so far as they may relate to the rate of wages fixed under such awards, agreements, or Acts referred to above.

In any case where a boy is employed in accordance with the foregoing recommendation, any worker who may be dismissed from employment as the result of the employment of such additional boy shall have the right of appeal to a Magistrate, whose decision will be final.

NOTE.—" Boy " shall mean any male person under the age of twenty years.

SUGGESTED PLAN OF LOCAL ORGANIZATION.

Divisions of Activities and Sections.	Section Details.	Organization Details.
<i>Physical development—</i> Physical culture	Instruction in swimming, boxing, wrestling, gymnasium	Secure co-operation of clubs ; life-saving.
Athletics	Running, jumping, hurdling, vaulting, cricket, football, tennis, baseball, rowing	Co-operation of clubs ; enter competition teams for Saturday games, &c.
Allied activities	Life-saving ; first-aid ..	Ambulance Association.
<i>General educational development—</i> Classes, study circles, debating, library, history, &c.	Short courses covering literature, science, general subjects	Collection of books, magazines ; reading-rooms ; boxes in public places for book-collection.
<i>Vocational and pre-vocational development—</i> Classes — Industrial, commercial, professional	Visits to industries, business houses, &c.	Vocational estimates and guidance. Co-operation of tradesmen, accountants, &c.
<i>Ethical development—</i> Instruction in ethics and allied subjects ; citizenship through organization of self-government	..	Co-operation — Churches, Y.M.C.A., &c.
<i>Social development—</i> Club organization ; entertainments	Picnics, walking-tours ..	Develop youth committees to control.

ADMINISTRATION.

General Council deals with matters of policy, extension of activities, &c., and represents the citizens.

Executive Committee consists of the convenors of the sub-committees, and co-ordinates all activities.

Sub-committees undertake the special duties for which they have been appointed. The convenor of each sub-committee is appointed by the General Council and co-opts the services of persons qualified and willing to assist as desired.

Sub-committees, subject to such modifications as will meet the requirements of the district concerned, may be constituted as follows : Finance, country, commercial and professional, education, industrial, recreation.