

4. All adopting the eight hours' system will be in pocket by the change.

5. Much appreciated by the men.

6. Men more intelligent.

7. Men become dawdlers if compelled to work longer than their physical strength will allow.

8. Four per cent. of absentees at starting instead of twenty per cent.

"The workers' demands," says Mr. Hadfield, "whatever they may be in some cases, are in this case just and needful. The country would in every way benefit from the change, and would have nobly set an example which would probably soon be copied by other nations."

Perhaps, also, you will take in addition to the evidence of these practical men the authority of Professor Marshall, who in a book published the other day fully endorses the short hours movement. He says, for example, "Since material wealth exists for the sake of man, and not man for the sake of material wealth, the fact that inefficient and stunted human beings had been replaced by more efficient and fuller lives would be a gain of a higher order than any temporary material loss that might have been occasioned on the way. This argument assumes that the new rest and leisure raises the standard of life. And such a result is almost certain to follow in extreme cases of overwork. For in them a mere lessening of tension is a necessary condition for taking the first step upwards."*

The old cries have largely lost their charm—new ones have taken their places. Opinion has been marching rapidly; ideas that were revolutionary thirty, twenty, ten

* "Elements of Economics of Industry," p. 365.