

## Take This Tip From Experts

Cookery experts agree that the best and most healthful baking powder is made from cream of tartar, derived from grapes.

That is why they insist on

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Made from Cream of Tartar, derived from grapes  
Contains No Alum—Leaves No Bitter Taste  
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## SIDE TALKS.

By Ruth Cameron.

### WHY BE PROUD?

There are many people who seem to take pride in the fact that they do not take any kind of care of themselves. I suppose that pride is a reaction against the super-care that they see someone else take.

Every hypochondriac drives someone to the opposite extreme of ostentatiously neglecting his own health to prove to himself and others that he isn't a hypochondriac.

But is that extreme really any happier than the other?

It is foolish to get the habit of fretting over all one's little pains and aches, or fancying that every minor discomfort is the symptom of some fatal disease, of talking frequently about diseases. It destroys your own happiness and casts shadow onto other people's lives.

### Just as Foolish.

But isn't that equally likely to be the result of determined neglect of some persistent trouble?

A man I know has recently spent a long siege in hospital with appendicitis. He has suffered from that trouble for years, but has refused to consult a doctor. "I'm not going to run to a doctor every time I feel a pain or an ache," he would say when his wife tried to get him to have something done.

When he did finally go to the hospital, the appendix had ruptured, and what would have been a very simple operation if he had had it done in the earlier stages became a very serious operation from which it took him twice as long to convalesce.

Was there anything to be proud of in having caused himself twice as much misery and expense as if he had been willing to take the advice of his family?

### Pain Is Nature's Warning.

Pain is Nature's warning that something is wrong in our complex mechanism, so much more intricate, so much more wonderful than the finest piece of machinery ever built.

A small pain may mean some tem-

porary maladjustment that will right itself. It is only the hypochondriac who worries over every little temporary pain.

But when pain or discomfort persists, in spite of our attempts to ignore it or to banish it by attention to the simple rules of health, isn't it wiser to take the machine to the physician and have it looked over?

Better, surely, than to have it stop suddenly at some time when you have urgent need of its services.

### You Can't Be Sick Alone.

If we lived to ourselves alone this deliberate neglect of Nature's warnings might be foolish but not culpable.

But no one does live to himself alone. Our lives are part of a complex pattern. Sickness almost always puts a burden on someone else—if not of extra work and extra expense, then of anxiety and nerve strain. It is wrong to be sick if it can possibly be helped. It is wrong to make oneself sick by fretting so much about oneself that one weakens one's own resistance. It is also wrong to make oneself sick by neglecting unmistakable warnings.

Don't be thinking all the time of trouble—but when trouble intrudes itself on your notice, deal with it before it becomes serious trouble. That's not cowardice. It's common sense.

### Nfld. Dog on Walking Tour.

"Hero," the Newfoundland dog who saved the lives of ninety-two passengers aboard the mail steamer "Ethie," when he carried a lifeline ashore in his mouth during a raging storm on the Newfoundland coast when the steamer went ashore and later sunk, is now on a walking tour from Halifax to Vancouver with his present master, Dennis Kane.

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## Forty Million Lost Days.

ENORMOUS FOUR YEAR DRAIN ON BRITAIN DUE TO LABOR DISPUTES. CHANGES MUST BE MADE IN ESSENTIAL CONDITIONS.

B. SEEBORN ROWNTREE.

During the last four years, over forty million working days have been lost in Great Britain owing to strikes and lockouts, and on the average the whole of the gain in the worker's standard of living which was obtained during the war has been lost.

Taking these two statements as his text, Mr. Rowntree in an instructive article in the Contemporary Review, suggests practical changes in industrial conditions which he feels must be made before any improvement in the relations between labor and capital can be hoped for.

Ask any hundred business men, says Mr. Rowntree, why they are in business, and ninety-nine will answer: "What do you think? To make money, of course!" Ask any hundred workers why they work, and ninety-nine will reply: "To earn my living." Now, so long as those are the replies which instinctively "leap to the tongue" when we are asked why we are working, there is little hope of making rapid progress in solving the Labor Problem. So long as we accustom ourselves to the idea that industry is merely a scramble, and that everyone is trying to see what he can get out of it for himself, so long shall we have unrest, discord, and insecurity; so long shall we continue to use such phrases as "Capital is on the top" or "Labor is on the bottom," phrases which imply a perpetual conflict. It is this conception of industry that we must change if the Labor Problem is to be solved, and in changing it we shall find ourselves driven to reconsider our relations to the various classes of men and women who make up the State.

What practical changes in industrial conditions should we strive for? Speaking as one who for over thirty years has been engaged in industry, and who has been dealing for the greater part of that time with trade unions and labor problems, I have come quite clearly to the conclusion that, whatever may be the ultimate framework of industry, or by whatever name we may call our industrial system, whether it be Capitalism or Socialism, or anything else, there are certain fundamental conditions which must be observed if the fabric is to endure. I have arrived at my analysis of these conditions slowly, as the outcome of experience and observation.

The essential conditions to be fulfilled are concerned with: wages, hours, economic security, the status of the worker, and his share in the prosperity of the industry in which he is engaged. I propose briefly to indicate the changes which, in my opinion, are absolutely necessary under each of these headings.

**Wages.**—There can, I think, be no doubt at all that before the war millions of people in this country belonged to families whose total earnings, no matter how economically spent, were insufficient to meet the bare needs of physical efficiency. The war brought about a marked improvement in the economic condition of practically all wage earners, but, taking the nation as a whole, that improvement has been lost. The estimated average increase in wages over 1914 now coincides almost precisely with the estimated increase in the cost of living. I think, therefore, that we are fully justified in assuming that, as a decade ago, there are in England millions of people who are living below the poverty line. While that is the case we shall never have industrial peace; indeed, we ought not to expect or even desire it. All who, either directly as employers, or indirectly as shareholders or financiers, are engaged in industry, should set before them as a definite object the elimination of "poverty wages," and the payment throughout the industry of minimum wages which, in the case of a man, will enable him to marry, to live in a decent house, and to bring up a family of normal size in a state of physical efficiency, whilst leaving a margin for contingencies and recreation, and which, in the case of a woman, will enable her to live in similar comfort whilst providing for herself alone.

**Hours.**—Since a forty-eight-hour week is so nearly universal in Britain, I need not occupy space in asking what may be considered the rightful claims of the worker with regard to leisure. I think it will be generally agreed that no system of industry is satisfactory unless it allows him ample time for adequate self-realization outside the factory gates.

**Economic Security.**—It is not easy for those who have never really known the full meaning of economic insecurity to appreciate how heavily it weighs on the minds of the workers. No scheme of industry can be regarded as satisfactory in which this sense of insecurity continues. In industry as we know it to-day, the average worker is always liable to get himself robbed of his means of livelihood, whether by unemployment due to trade depression, by long-continued sickness, or by old age. The level of wages in this country, save in a few exceptional trades, is too low

to enable him, unaided, to make such provision as will safeguard him from risks to which he is constantly exposed or to render his economic position secure. There will be differences of opinion as to what the benefits should be. I would suggest that if they provided every worker with half his normal wages when unemployed, with an addition of 10 per cent. for a dependent wife and 5 per cent. for each dependent child under sixteen, with a

maximum of 75 per cent. of his earnings, this problem might be regarded as adequately solved.

**The Status of the Worker.**—Another condition which must find a place in any industrial programme is that the status of the workers shall be such as befits free men living in a democratic country in the twentieth century. Employers have for so many generations been accustomed to being "masters in their own house," that they are conscious of something like an electric shock when it is proposed that workers shall be given a quite definite say in determining the conditions under which they work. If, however, we are to solve the Labor Problem, we must not allow ourselves to be bound by old customs. We must be prepared to investigate every question on its merits, and when we approach this demand of the workers with an open mind it does not after all seem unreasonable.

Giving the workers a share in the prosperity of the industry in which he

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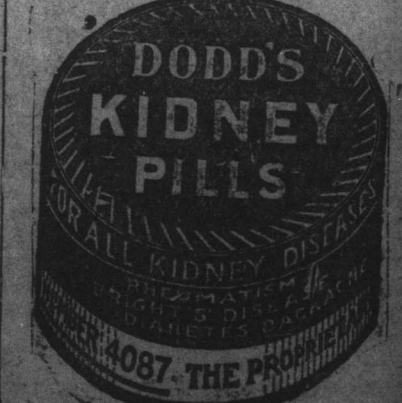
Giving the workers a share in the prosperity of the industry in which he

is engaged. I now come to my last point. I believe that no scheme of industry can be regarded as satisfactory unless the workers have a direct share in the prosperity of the enterprise in which they are engaged. This appears to me to be an inevitable and logical outcome of the conception that industry exists for the benefit of the

community generally, and not merely for that of a favoured few. To express this conclusion in practical terms, some scheme of profit-sharing or co-partnership is obviously desirable. Now profit-sharing establishes a fresh relationship. Its principle is this. The workers receive their standard wage, and Capital also receives its standard wage, with a premium varying in accordance with the risk run. If the enterprise succeeds in earning more than will pay its expenses, including these two items, the surplus is divided among those who have contributed towards its creation, both workers and capitalists receiving a share. The usual argument against profit-sharing is to ask, "But what about loss-sharing?" In the scheme that I have outlined, however, Capital receives, in addition to the wages of secured capital, such a premium as may be necessary to cover its peculiar risks in business enterprises. This premium is paid before any

question arises of a surplus to be divided between Capital and Labor, and, therefore, by the very fact of its payment, the workers have contributed towards safeguarding the industry against loss.

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