

est proficiency. In a true democracy, we are all masters in respect to the interests of the community as a whole and servants in respect to our own special abilities. Our greatest mistake so far has been in considering industry as somehow outside of democracy. The great central aim of democracy is the highest welfare of the community as a whole. This can be attained only by opportunity for the greatest development of ability of the great mass of the population, not merely of a few. The resources of the nation must therefore be so organised as to meet in the best way the needs of all, not of a few or of any special classes. Nor can it be just that it should rest with a few to make, independently, great decisions as to policy in which the interests of all, or of many, are concerned. This principle must rule from top to bottom. How supremely important it becomes that for the exercise of the great responsibilities of citizenship in democracy—whether political or industrial—every individual should definitely be prepared! The Whitley Scheme is a remarkable step forward in democratising industry, but, if its benefits are to be realised in reasonable time, it must be backed up by such general economic and ethical enlightenment as shall make clear to the mass of the population, and not merely to a few, the high ideals that inspire it and the most practicable means for attainment of them. This is the minimum technical preparation necessary for efficiently operating the most delicate, but powerful, democratic machinery yet constructed. Those who are deeply interested in industrial relationships (and we all should be) and particularly those who hold constructive views in regard to social welfare, who believe rather in setting in motion well-considered influences calculated to benefit society, than in a policy of drift, or 'wait-and-see,' will, in their attempt to forecast our future social and industrial development and in their desire to set in motion such beneficial influences, find much to ponder over in the 'Whitley Scheme' and in its definite adoption by the British Ministry of Labour.