

of industries which are not organized, which have no immediate prospect of being organized, especially trades carried on by women, where the conditions of labour are such as to produce with infallible certainty disastrous results both in this and in succeeding generations.

By whatever means shorter hours are to be had, they must be had. In those industries where the hours of labour brought the working day from an immoderate to a moderate length, the gain would far exceed the loss. Several large employers of labour to whom I have spoken upon this subject are of opinion that in the eight hours' working day more work and better work will be done than in a ten or twelve hours' day. An extremely interesting and valuable paper was read recently before the Sheffield Trades' Council by Mr. R. A. Hadfield of Hadfield's Steel Foundry Company. Mr. Hadfield is well known as an original scientific investigator as well as an enlightened employer. The firms who reported to Mr. Hadfield the results of the working out in their experience of the eight hours' day were Messrs. Brunner, Mond, & Co., salt manufacturers, Northwich; Messrs. S. H. Johnson & Co., engineers, Stratford, London, E.; Messrs. Short Brothers, shipbuilders, Sunderland; and Mr. William Allan, engineer, Sunderland. The experience of the firms, as is also that of Messrs. Hadfield, is entirely in favour of the short day.

Among the replies to queries put by Mr. Hadfield to the firms mentioned are the following :—

1. So far as ascertainable the cost of production is less than formerly.
2. More work done.
3. Foreign competition is a "bogey."