

her work is naturally varied like that of the physician, for each plant and industry constitutes a separate problem and requires distinctive individual efforts of solution. She gives first aid, visits homes, supervises lunch and rest rooms and recreation centres, unless Welfare workers are employed for these last mentioned purposes. By the practical help she is able to give, she is in a splendid position of confidence to serve not only the individual worker, but through him, the employer, the home and the community.

Welfare Work has not such a good name in the United States as it has in Great Britain because a great deal of this work in the States has been made take the place of increased wages. The workers naturally resent too much paternalism and prefer and claim the intelligence to be able to look after themselves. Many outstanding exceptions, however, to this bad policy show ~~the~~ recognition by an increasing number of employers of the fact that not only is such work better business for them, but also that it is more humane and no more than is due the men who make the money. Industrial history usually records any amelioration in the lot of the worker as due chiefly to fear and not humanity on the part of the employer. In the main, this has been true, - but we discount the intelligence, at least, of modern employers if we do not credit them with the realization that better conditions, hours and wages, make in the end for better business.

The Annual Report of the Chief Inspector of Factories and Workshops in Great Britain for 1920 states that although substantial progress has been made during the year toward securing safety, cleanliness, and fresh air and light