

on co-operation, which should be carefully studied by anyone interested in its working.

As it has been pointed out, each separate trade or business would necessitate a different scheme of co-operation. It would appear a great problem to introduce a system of co-operation in a lumber mill, for instance. But such a problem, though difficult, would not be impossible of solution. It might take a considerable time to work it out successfully, but the increased efficiency of the mill, and the immunity it would enjoy from labour complications, would amply repay the time and trouble taken. It is a matter of study and patience on the part of the employer, and of an honest effort on the part of the employee. Let labour as an organised body turn its attention towards this problem of co-operation, and a great deal of the bitterness at present apparent between labour and capital would disappear naturally. Broadly speaking, co-operation should be based on:

1. A certain percentage of the net profits earned by the business.
2. The sum thus set aside should be divided among the employees.
 - (a) In ratio to the wages earned by each employee.
 - (b) Plus an extra percentage according to the length of service.
3. The direct representation of the employees in the management of the business.

With co-operation fairly established in a business, such questions as insurance (life, accident or sickness, as in Germany) might be left to the judgment of the employees themselves. The funds now subscribed to unions might be diverted to the more profitable form of insurance, the percentage of subscription to each being a matter of choice. That some form of insurance is advantageous is undeniable, especially life or sickness (accident is generally looked after by the employer, his liability being strictly defined by law), and with the disappearance of the present strained relations between labour and capital anything tending to increase the safety and general well-being of the life of labour would naturally be well received by the men, because of the knowledge that their well-being was assured, and by the corporations, because of the increased efficiency of their labour.

Many things have contributed toward the great unrest and the strained relations now existing between labour and capital on the American continent, and the difficulty is that it is impossible to place a finger on any special act and diagnose the disease which has caused the irritation. It has been a succession of small ailments which have poisoned the health of the whole body. But at the same time it might be possible to suggest the reasons which have led naturally to the existing suspicions and distrust between labour and capital.