

PARALYSED AND HELPLESS

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Bristol, N.B., July 25th, 1914. "I had a stroke of Paralysis in March, and this left me unable to walk or help myself and the Constipation was terrible. Finally, I took 'Fruit-a-lives' for the Constipation. This fruit medicine gradually toned up the nerves and actually relieved the paralysis. By the use of 'Fruit-a-lives' I grew stronger until all the palsy left me. I am now well and attend my store every day."

ALVA PHILLIPS. Fruit juice is nature's own remedy and 'Fruit-a-lives' is made from fruit juices. 50c. a box, 6 for \$2.50, trial size 25c. At dealers or sent on receipt of price by Fruit-a-lives Limited, Ottawa.

THE HOTEL BAR A LIABILITY

(By Daniel A. Poling.) Recently General Secretary Shaw and the writer were the guests of a New York Hotel. In the course of a conversation one of the managers of this great institution, which has more than fifteen hundred rooms, and every night houses a population equal to that of a thriving young city, said, "The hotel bar is a liability and not an asset."

His statement was provoked by our having assured him that in case his hostelry became the headquarters of a Christian Endeavor Convention he must not expect to receive from his Christian Endeavor guests certain revenues that are commonly supposed to be the large part of the profits of a modern hotel.

After making the rather surprising statement referred to and perhaps perceiving the mental reservation with which his hearers received it, the young man proceeded quickly to prove his remarks. He went on to say that there was a time when first-class hotels made "real money" on the bar, but that the license fees have been heavily increased during the past few years, and the selling hours steadily shortened. More serious, however, than legislative action against the bar has been the effect of the rapid change in public sentiment.

"Five years ago," the manager continued, "nearly every business transaction in Greater New York was closed over the tables, but to-day not even a baseball trade is sealed with drinks. Five years ago nine-tenths of our business concerns recognized as legitimate and necessary expense claims for drinking bills contracted by travelling salesmen. To-day I do not know of a single firm that would allow its representatives to buy drinks for a prospective customer. I hardly make an exception of the liquor trade itself. This hotel won't talk to a man who tries to talk business to it with liquor on his breath. In the first place, he isn't in shape to talk business, and in the second place we don't like the smell."

The manager went on to say that the bar they were "compelled" to maintain because every other first-class hotel in the city had one, was a source of worry and a nuisance, and that, if he could bring about national prohibition by casting his vote for it, he would vote "dry" at the next election. "Why," he declared, "a few years ago when a man became 'loud' at an exclusive entertainment or ball, he was just a 'good fellow,' and his vulgarities were laughed down until he had to be carried out. But now, when some scion of aristocracy takes a full cargo at the hotel bar by frequent excursions away from the floor of the reception room, he becomes at once obnoxious is called a fool and the hotel is disgraced. The hotel man is always bordering on nervous prostration when society honors him with her presence, for he cannot afford to have a scene, and he can hardly afford to throw out a maudlin millionaire."

One salesroom of the hotel in which we were being entertained is rented to a drug corporation for \$110,000 a year. The bar-room of this same hotel, which has an equal rental value, nets less than the amount above stated, and is a source of constant annoyance.

The manager brought a distressing arraignment against the women of ultra society when he said that men are drinking less while women are drinking more, and the hotel curethurs of a great city carry far more tipsy women than drunken men. We are glad that God made so many "just common folks."

When our manager friend brought his very interesting and very unusual remarks to a conclusion by earnestly insisting that every first-class hotel in New York City is sick of liquor and anxious to part with it, we fully believed him. And we are glad to believe that his day of deliverance is at hand.—C. E. World.

Minard's Liniment Cures Burns, etc.

WOMEN IN INDUSTRY

One of the most striking results of the war has been its effect on the work and the status of women in the belligerent countries. Prior to the war the leaders of the Women's Movement demanded with vehemence rights and opportunities in industrial life that have now been opened up to them automatically, following upon a series of unexpected events. The women of what is known as the civilized world are at the moment—without any revolution—entering upon a broader sphere of influence. This has been occasioned partly by a desire to prove their ability to undertake responsibilities, and even more because their aid is needed and appreciated by the men in the countries now in the throes of a relentless world struggle. It is yet to be seen to what extent they will make use of the opportunities for which they have striven so long.

In England the situation is farther advanced above the normal than in Canada, just as the war has touched the English people more closely at every turn. More men have gone to the front, more munitions are being made, the general production has been increased and imports are being curtailed to a greater extent. Thrift is being practised far more universally. Our population in Canada, compared to that of Great Britain, is as 8 to 46. The sending of 500,000 men to the front with all the attendant circumstances, means in reality a far greater sacrifice to us in Canada than an army of 500,000 would mean to the Mother Country. We are furthermore about to pass through the same abnormal conditions in our labour market as have been experienced in England and Scotland. It behoves us, therefore, to study the experiences of the British people and prepare ourselves for the emergency.

As stated above, production in England has increased, notwithstanding that almost every available man of military, and therefore earning age, is being trained and sent to the battle front. Investigation proves that much of his increased production is being accomplished by women. This has been brought about by three main causes. First, when the husband has gone to the front the income of the family has decreased, and the mother and daughters have been forced to supplement it. Secondly, a lack of sufficient men has opened up to women positions in many walks of life hitherto denied to them. Thirdly, women have volunteered their services from patriotic motives, and an intense desire "to do their bit" at home while their men are fighting abroad. The same conditions as have been experienced in the home land are presenting themselves in Canada to-day, and before long we shall find that the problem will have to be faced and dealt with.

Some weeks ago, Baron Shaughnessy, in a speech in the Montreal Board of Trade, stated we could not go on recruiting indiscriminately without injury to the industrial life of Canada. Baron Shaughnessy is one of our foremost men. He stated his opinion and since then has neither retracted nor qualified it. His statement, therefore, should merit our careful attention. In England production has been developed hand in hand with the army since the war and recent statistics show the marvels that have been accomplished by systematic organization, grouped around one central theme, that of winning the war. Every available atom of energy is being gradually pressed into service, cutting out of the non-productive elements wherever possible as time goes on. If we are to prove ourselves worthy members of the Empire we must follow the example thus set to us, and without delay.

When the male wage earner enlists and goes to the front, thereby reducing the income of those dependent upon him, a certain class of women, earning from five to eight dollars per week, drifts into industrial life. No special effort is required to secure the utilization of her energy. She has plenty of opportunities, for the rank and file of the army have left many unskilled positions vacant behind them. When we come to the next class, the \$8 to \$15 a week woman, the problem becomes more complex and difficult to handle. The army leaves vacant not only the unskilled posts, but also what we may term for our purpose the "semi-skilled" posts. Under this designation come clerks in offices and stores, superintendents, etc. Society is a complex unit, formed of many parts, each of which is necessary to complete the whole. The semi-skilled workman has to be replaced just as much as the unskilled. It is obvious that his place cannot be filled by the unskilled \$5 a week woman. Many of the men who have left their positions have received a good education. It is necessary, therefore, to look to similarly educated women to fill their places. This is where the real difficulty arises, for educated women who are comfortably supported by their parents or their husbands have never even considered

ered the possibility of entering business in any form, are not likely to come forward until they realize that such a step is an undoubted necessity. In some cases the care of children—Pat—Yis sor, work is scarce, but I got a job last Sunday that brought me five dollars. Mr. Smith—What? You broke the Sabbath? Pat (apologetically)—Wel, sorr, 'twas wan av us us had t' be broke. In the home absorbs their whole attention. There are, however, many married women and widows without children, and still more unmarried women, whose energy is at present, going to waste. If we are to succeed either in our problem of recruiting or in maintaining the economic status of the Dominion we must gradually utilize all the idle energy of the country.

It is generally felt that educated women will gladly respond to the call from patriotic motives alone. When one considers the sacrifices being made by society girls in Red Cross and other work, whose whole time in the past has been spent on pleasure one finds a spark that can be kindled into a flame. Men are doing their part nobly. Let the women show what they can do. Let them be made to feel that by ceaseless daily toil they can increase the production of the country and as truly "do their bit" as their brothers and husbands who are acquitting themselves gloriously on the battlefields in France.

How to deal with this undeveloped mass of human energy is in itself a question. The class of woman that is required has been accustomed to work gratis in a thousand charitable pursuits. But discipline and volunteer work do not go hand in hand. If woman is to replace man in a business house or store, she must accept a salary and subject herself to whatever rules may be in force in whatever vocation she may take up. If financially independent, the salary can be given to the Red Cross or Patriotic Fund. That is a matter for each woman to settle with her own conscience.

A larger question must be dealt with when we consider on what basis the scale of pay is to be determined. The difficulty is that once women have been admitted into walks of life hitherto unopened to them, they cannot be ejected in a body at the conclusion of peace. If they enter industrial life on the principle of equal pay with men for equal work, the same conditions will prevail after the war, and will become part of the foundation of the social structure of the country. If they enter on a lower scale of wages they must make up their minds to accept the results of such a policy as a permanency. It is not intended, however, to enter into a discussion of so complex a question in this short article, involving as it would a study of the experiences of other countries. A question of more immediate concern arises from the fact that our unemployed women have had little or no training for business. In many cases it will be found necessary for them to undergo a short course of instruction in a commercial or technical school, but generally speaking, practical work under an efficient manager, coupled with a keen desire to do well, and the application of some sound common sense, will quickly initiate them into the mysteries of business life.

It has recently been announced that a registration bureau for women will be opened under the auspices of the Woman's Canadian Club at the Royal Victoria College, on the first of June. The object of the bureau will be to replace the men who have enlisted by women, wherever possible, and the work will be carried on with the cooperation of The Recruiting Association, and all the leading business men of the city. This is a practical step in the right direction, and it is hoped that it will receive every available support from the women of Montreal. We are standing on the brink of a crisis in the development of our country, when the influence of every step that may be taken will be felt throughout the years to come. Let us therefore hasten slowly. Let us study the history of the older countries and profit by their experience. Above all let the women of Canada realize that they are needed by their King and Country quite as much as are their husbands and brothers.—The Journal of Commerce.

What They Have Done. "I suffered a great many years with kidney trouble; tried several remedies, and also doctors' medicine, with no result. Two years ago I read an ad. in a newspaper of 'GIN PILLS FOR THE KIDNEYS,' and sent for two boxes. They did me more good than all the medicine I had ever taken. After I used the first two I sent for two more boxes, and I am satisfied, and also know, that Gin Pills are the best kidney remedy made. I used to have to rise three or four times in the night; now I can sleep and don't have to get up at all, thanks to GIN PILLS. Am seventy-two years old. ALEXANDER LA DUE, Waterbury, N.Y. 60c. a box at all Druggists. Sample free upon request. National Drug & Chemical Co. of Canada, Limited, Toronto.



THE EIGHT HOUR DAY

(By Prof. W. W. Swanson)

The Canadian Government has recently made an inquiry into the conditions under which workmen are being employed in munition plants, with special reference to hours of work and wages. The questions now raised are bound to present themselves with even greater insistence after the war, and demand, therefore, the most careful examination and consideration. In the United Kingdom Lloyd George has found his greatest difficulty, in the way of securing an increased output of munitions, in the labor problem, and this not so much in the absence of a sufficient number of skilled mechanics—although his difficulties there have been formidable enough—as in the apparent obstinacy with which the workers declined, without adequate safeguards, to consider any proposals to alter the working day and week. The question of wages is comparatively simple as compared with hours of labor; as the former is one largely determined by market conditions while the latter depends upon custom and practice. And, as everyone knows, it is one of the most difficult of tasks to change habit, tradition and custom, especially where self-interest comes powerfully to their support. It is only in very recent years that the tradition of long hours for the working classes has been broken down, and the labor element is fearful of its being re-established. When it is realized how hard has been the struggle to shorten the working day, and how precious has been the victory to the workers, it may be possible to sympathize the more readily with the demand that, at all costs, the future position of the laboring classes shall, in this respect, be adequately protected. It will not be possible, in this article, to consider all the phases of this problem, but the chief points will be touched upon in a rapid view of the events that have led up to the present situation.

Regulation of Hours of Work in Past Century

It must be admitted that the past century has seen a steady diminution of the number of hours in the working day, and that, in this regard, factory operatives have greatly improved their position. In the United States where war conditions have improved the position of the workers in many directions, there has been a decided advance in this direction. For example in September, 1915, 25,000 employees of the Standard Oil Company of New Jersey were given an eight-hour day. With respect to this change a representative of the company said: "This reduction in hours, from ten to eight is not the result of recent troubles, but is adopted as part of the welfare work that the company has always been interested in." This is significant of a change in workmen's conditions that is making rapid headway in the United States, and holds more of promise, even, than a general increase of wages as experience has abundantly proved; for an increase in wage may be more than offset by an advance in the cost of living. On the other hand, a decrease in the working day provides leisure to the laborer for a life outside of, and beyond, his humdrum daily work.

Workers do not forget, although, others may, that at the beginning of the nineteenth century men worked from sun to sun; and when the factory system had been firmly established in England, and factories were equipped with costly machinery and artificial lighting introduced, the hours of labor were extended far into the night. Since that time, however, the ten-hour day has become general, and in some instances the eight-hour day has been adopted. Nevertheless, the twelve-hour day has not become extinct and although the hours have been greatly reduced in many trades yet, taking the field of labor in general, it may be said that, during the last twenty-five years, the average reduction in the hours of work has not been more than one hour. It is disheartening to observe that employers as a class have always opposed, and still oppose, the shortening of the hours of work, even although it has been clearly established that they have gained as much as the workers, through the increased efficiency of labor. It should be noted, moreover, that the sixteen hour day, or even the fourteen or twelve, was not an ancient custom of the race from which it escaped, but a product of the factory system of the eighteenth and nineteenth centuries. Employers imagined that expensive machinery equipment had to be run to its utmost capacity to take up the yearly depreciation; and hence men and women were required to yield up their last ounce of energy in long and ex-

hausting days of work. In Manchester, during the year 1830-40, the textile mills ran from five in the morning to nine in the evening, with only an hour's rest in the middle of the day for dinner. This, be it noted, took place fifteen years after Robert Owen proved by his experiments in the cotton mills at New Lanark, that the sixteen-hour day could be reduced to ten to the immense benefit of both the employer and employee. Nevertheless the majority of the masters continued to oppose a reduction of the hours of labor, perhaps through instinct, and certainly—in the facts of the facts—through prejudice. At the same time there have been many employers who, through self-interest, as well as the dictates of conscience, have shortened for their workers the hours of labor, and have gained enormously through the added zest and efficiency with which their employees set to work. They, like Owen, have advocated an eight-hour day not only because no loss in industrial results would obtain but because "it is to the real interest of every human being that every other human being should be healthy, intelligent, contented and wealthy"—not an impossible ideal if we substitute for "wealthy" the words "relieved from the menace of want." And if all workers cannot hope to be brilliantly endowed they at least have the right to demand leisure for training and cultural improvement.

It unfortunately remains true that enlightened and philanthropic employers are still too few; and recourse must yet be had to wasteful strikes and unsettling agitations to achieve the desired results. Here and there a Henry Ford may appear, "who recognizes that his business is not entirely his own since the well-being, the interest and the very existence of thousands of thinking and feeling men may depend upon it. But for the most part labor will have to depend on its own efforts, and upon State action, to usher in a reasonable and adequate working day for the mass of the nation's toilers.

Action by the State

In the past, however, the State has done comparatively little to shorten the work day. It is true that the State has set limits to the hours of work of women and children in industry, with the result that, notably in the textile industries, there has come about also an almost automatic reduction in the working day for men as well; but on the whole the reduction has come about rather because of union organization and the employers' recognition of the wastefulness of the twelve-hour day. In certain dangerous or exhausting occupations, however, as in mines and smelters, the State has restricted the hours of labor to eight or nine. Where Governments have been direct employers of labor—as the British and French—the hours of work have been reduced to an average of eight for each day of the week. And both for religious and humanitarian reasons the State has restricted within narrow limits Sunday labor, especially in Canada. On the whole, however, as already pointed out, labor has had to depend largely upon its own efforts to obtain a reasonable working day.

What of the Future?

In the light of what has been said it will be realized why the trade unions of the United Kingdom have so jealously guarded the position they have won with respect to the ten-hour, and in some instances, the eight-hour day. For this they have been bitterly assailed for class and political purposes. They are charged with having taken advantage of the war to gain illegitimate and party ends. Notwithstanding the slanders—who, unfortunately, are always present in every country, war or no war—the working classes of the United Kingdom have risen nobly to the occasion, and are courageously and willingly subjecting themselves to a terrific physical and mental strain. The men in the trenches are scarcely more patriotic. History cannot show the equal of this voluntary response, whether for duty on the field of battle or in the factory, in the case of any other great nation. The factories of the Motherland are working day and night and British men and women intend to keep them going until the enemy is crushed. At the same time they want it distinctly understood, and rightly, so, that the present long hours and overtime work are to last during the war, and during the war only.

There are not wanting pessimists in England who maintain that the world will be a harder one to live in after the war and because of the war. They argue that hours of labor will be longer and wages smaller in Germany and that English workmen will, therefore, be compelled to share with their masters the burden of increased competition. Germany will, without a doubt, be a poorer Germany and a chastened Germany; but not a more efficient Germany. War taxes will crush her industries; frightful losses of men will lessen her labor power. England, no doubt, will have suffered; but capital will be ample for her needs and her labor power will not sensibly be diminished. Relatively, Britain's place in the markets of the world will



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be higher and more secure than before the war. Finally—and for the purpose of our argument it will suffice—it can be proved that the United Kingdom will best meet German competition by raising wages and shortening the working day, rather than by following the reverse methods. The United States, the world's greatest manufacturing nation, has already demonstrated the soundness of this contention. In that country wages are higher than elsewhere, and the hours of work per day fewer; and yet—with the possible exception of England the United States is the most formidable of competitors in the neutral markets of the world. Surely the pauper labor argument at this late date needs no refutation. Once more, let us emphasize the fact that long hours and low wages for workers in Germany will not make them more effective in the competitive struggle, but will diminish their country's industrial power. Germany will not willingly adopt these conditions for her laboring population; rather, they will be thrust upon her as a vanquished nation.

The Position of Women Workers A brief reference in closing may be made to the future position of women workers in the field of industry in the United Kingdom, with respect to their probable attitude to this particular problem. A few extreme feminists—Miss Sylvia Pankhurst among others—have objected to State regulation of the hours of work for women. They have obviously, however, in this regard been more intent on securing formal rather than real rights when they have demanded absolute equality with men and protested against special State regulations for the protection of those of their own sex. The common-sense of the world, however, proves that hard facts whether of nature or limited experience, must be considered in dealing with the position of women in industry. For these reasons, women are forbidden to work in the mines, in Great Britain; and night work is also either forbidden or greatly curtailed. In the same way they are protected with respect to hours of work—nine or ten per day being the maximum usually allowed, a maximum which also generally becomes the minimum.

Most enlightened men will welcome women to a broader field of industry; as the work of the world will provide scope for the energies of all. Here again the old "lum of labor" theory is being gradually abandoned. It is no longer felt that work is limited in amount, and that it must not be shared by too many. It is recognized that by setting a limit to human desires and needs can the world's work be curtailed. However, that is another story. The point we wish to make here is that men will be glad to admit women to the ranks of the workers provided that they will not thereby be subjected to "sweated" conditions. That means, again, the acceptance of equal conditions for both men and women with respect to hours of work and wages. Here the advanced feminists are on safe ground. Women in industry should neither ask for, nor accept, favors. Neither should they be compelled longer to subsidize them while they go out and cut wages by means of that subsidy. The war may and probably has, done more towards advancing the cause of both women and men in industry than all the agitation of the past fifty years has accomplished. We may hope, therefore, not without reason, that women workers will stand firm with the men in demanding that, in the Anglo-Saxon world, labor shall not only get the means of life, but the opportunity to learn how to live nobly.

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