

An Editor Talks

Our aim in these talks is to reach all kinds of persons so far as the course of our reading and trend of our thoughts prompt to the discussion of various subjects. As any writer who undertakes to produce several columns of printers' copy weekly knows, the chief difficulties that confront him are of finding a sufficient variety of subjects to write up to sustain the readers' interest in what he writes. Our desire and aim in these talks are to make them instructive, interesting and seasonable. In order to accomplish these objects we find it absolutely necessary to replenish our knowledge box with the best thoughts of other writers, for in writing as in other courses in nature, the axiom holds true that from nothing you get nothing. In other words there must be a constant inflow if there is to be a continual outflow.

This week the factory man and industrial worker will receive our consideration at considerable length. The subject to be discussed is some arguments in favor of the eight-hour working day in factories and other machine shops where men are engaged on one kind of work day after day. We have received more convincing information on this much discussed and truly important economic question from reading a thesis entitled "Some Facts Concerning the Eight-hour Day," from the pen of Mr. P. W. Litchfield, factory manager of the Goodyear Tire and Rubber Company, Akron, Ohio, than in all the other articles we have before us. We propose to give our readers in a condensed summary some of Mr. Litchfield's arguments. In his introductory remarks he says: As the Goodyear company started several years ago to introduce the eight-hour day into the factory, and has been steadily increasing the number of departments brought under this system, a statement of our attitude toward and belief in the eight-hour day is in order.

For sake of comparison consider the labor conditions of 100 years ago when agricultural pursuits engaged chief attention. Factories were few and the villages were made up largely of mechanics who worked for the farmers' needs. Society was not classed as now. There were no very rich and no very poor, therefore practically no class distinction between the two. Under these conditions men worked "farmers' hours," usually from daylight until dark, fifteen or sixteen hours a day in the summer and usually very much less in the winter. No one thought of regulating the hours of labor, as each man regulated his own, and a man who didn't do all that he could, and work as many hours as he could, did not have the respect of his neighbors, produced less, and usually lost out in reward and position. Under these conditions, while a fifteen or sixteen-hour day was usual and expected, the conditions of labor were quite different from what they are today. The life was in the open; there was variety to the work, changing from hour to hour, from season to season, giving the man health, increasing his knowledge, and making him more and more efficient as a man, and as a good citizen. These were the days of man power.

Introduction of steam and electric motor power has wrought a "revolution" in manufacturing and in farming operations. Big factories were built to convert the raw materials into finished products and the man-power small shops disappeared. Bigger farms and better farming produced greater bulk and cheap transportation of the raw material to large cen-

ters, where location and volume made the cost of power by steam or electricity low, and the organization of larger groups of men, made the labor cost of production low, and again the cheap and efficient transportation of the finished product back to the consumer made a new industrial system, justified by the test of more economic production. The result on the nature of the work and the time devoted to it was to decrease the variety, narrow the experience of the man, and shorten his working hours to ten or twelve hours per day. He still performed many operations during the day, and made a good percentage of the article on which he worked. This was the day of the craftsman, the all-around carpenter, mechanic, etc.

This introduced another important period: the gathering together of large numbers of workmen necessitated a closer regulation of hours, a subdivision of labor and increasing the importance of organization in industry. The result was naturally increased efficiency of production, the expanding of the country in wealth, power, modern conveniences and standards of living. It gave the inhabitants shorter working hours, so that the thrifty man had more time of his own to improve his education and physical training, but decreased the chances of his acquiring mental and physical efficiency during his working hours. The result was that the man who did not improve his spare time, relatively went backward, while the man who did, advanced in proportion, and thus increased his earning power. Those who in addition to this were thrifty and saving, became capitalists.

The conditions outlined brings the progress of industrial affairs pretty well up to the existing industrial period and its conditions. Those of us who can trace the course of industrial expansion and change to the sub-division of labor as now found can appreciate more place than can the present generation. The percentage of our total population as wage-earners in large corporations is far greater than ever before in our history, and with what result? There is no question as to the increased efficiency of production, the greater total wealth of the country, the improved standards of living, and our ability to manufacture and export our products, even in spite of lower wages in other lands. What, however, is the effect on our wage-earners? Recalling his progress through the first two periods, his present position is a continuation of the same tendency and development.

Power is developed to-day by machine rather than by man. Also man's productive efficiency is increased by his ability to oversee and direct the machine and more especially to direct other men to do this. The reader must see that this increased efficiency has brought about a sub-division of labor to such an extent that the average man has now a simple task performed repeatedly over and over, day after day. He learns very quickly and by constant practice makes him extremely skillful, enabling him by the piece-work system to earn a relatively high wage with comparatively little experience. What, however, is the effect of all this on the mental and physical condition of the workman, the steadiness of his employment, his ability to save, his ability to maintain his earning power in case there is an over supply of the product of the particular operation in which he is skilled? There can be no doubt that the present sub-division of labor offers less opportunity for the working man to broaden mentally, or all around physically, during his productive hours, than ever before. It also narrows the scope of his knowledge to such an extent that he is more and more dependent upon one little thing for his prosperity, and cannot adjust himself to shifting conditions of industry without financial loss. What, then, is the justification of this?

The answer is almost self-evident, and yet we quote the writer verbatim here for clearness, as this answer contains the kernel of the 8-hour system. With proper direction and organization, the wage earner of to-day can produce much more in a less number of hours than he could under the "craftsman" system of thirty years ago, or the "jack-of-all-trades" system of one hundred years ago. It is also quite generally conceded that in a very large percentage of factory operations a skillful workman can produce the maximum amount of product in eight hours, while extending his work over a longer period only results in a lesser amount of product per hour, and necessitating the use of increased plant floor space and equipment. The amount of product being constant, the shorter the time, and the less investment in buildings and equipment required, the more economical will be the production. Therefore, the shortest number of hours necessary to produce a given product by the average workman, is economically the most efficient number for the company. Also, the specializing of labor on simple operations many times repeated, narrows the opportunity of the workman to broaden

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mentally, morally and physically, it is only reasonable and just to shorten the productive hours of specialized labor, to allow extra time for self-improvement. No man can stand monotonous work for as many hours a day as he can stand variety. It is for these reasons that we are extending and believe in, the eight productive hour day for many of our operations.

We have long been an advocate of what is known as the School Savings Banks, and believe there should be such a bank in every town and several in large cities. To make this banking system for children's savings effective there must be loyal co-operation and continued interest shown by the teachers and parents. It has truly been said that "Thrifty needs to be encouraged as steadily as any other desirable habit." Dr. James L. Hughes, Toronto, has sent us a circular letter from which we take this bit of good advice and suggestion. The Banks of England have recently sent a circular to the British people urging the necessity for saving the money now spent for things that do not promote either health or happiness. Sir Frederick Williams-Taylor, manager of the Bank of Montreal, urges Canadians to be equally thrifty. A committee in Birmingham, England, sent out the following words of suggestion: "Every penny. Every penny spent unnecessarily helps the enemy. Save your money now; later it may save you. Some can serve their country by fighting. Some can serve their country by working. All can serve their country by saving." Canada may become a country of great influence in two ways; by greater production and by greater thrift. The surest way to train a race or a people to be thrifty is to train them while at school. We should be thrifty always, not merely during the war.

We came across a splendid inspirational article recently that presents in epigrams some wholesome truths and we shall try to reproduce the pith of the article which we think is excellent doctrine for all people regardless of age or circumstances to imbibed freely, but particularly young people who have most of life before them and so can put into practice the teaching of this address from Ford Times entitled "You Get What You Really Want." If you want it bad enough—you'll get it. The power of persistence overcomes all obstacles and lands you where you set out to go. The chief reason why you are not a Caruso, a Lord Kitchener or a Kipling, is because you don't will to do it, or you wouldn't try to carry out don't, or you wouldn't do it, but really you don't, or you wouldn't try to carry out so much excess baggage up the steep path success.

Perhaps you pruned your young shade tree this spring. You trimmed off the superfluous twigs so the little tree could shoot on up toward the sun. How lately have you snipped off your useless branches? Did you quit that card club because it was interfering with your getting down to the office on time the morning after? Did you cut out that trashy story stuff to have time to read books of man-and-information building value? Did you lop off the hundred and one other little useless sprouts that were diverting your energy and leading you away from the main chance? Did you? If you didn't, it was because you don't want the big thing you are after bad enough to deserve to get it. And you won't get it unless you prune yourself.

Cats-Up.

"Sarah," said her mistress during the dinner hour, "will you go down to the basement and get the catsup?" Sarah departed, and a few minutes later the family heard a great shouting and scuffling of feet. Shortly after Sarah came breathlessly into the dining room and said to her astonished mistress "They're up, mum."

"What are up?"

"The cats, mum."

Safety First and Last.

Mrs. Catterson—I am actually afraid to get my bank book balanced for fear I have made a mistake. Mrs. Hatters—Why don't you do as I do? I keep on drawing the money out until they won't let me have any more.

PRACTICAL FARMING



The Farm Home Grounds.

During 1915, an agricultural survey was conducted by the Commission of Conservation on 400 farms in Ontario. In answer to the question "Are the grounds around the house neat?" it was found that 53 per cent. of the replies were in the negative. In travelling over Canada one cannot but be impressed by the general untidiness and the absence of plan or system in the planting and care of the farm home grounds.

Clean-up and Arbor Day campaigns, conducted each spring in many of our towns and cities, should be extended to rural communities. The first question the farmer asks is: "What will it cost?" feeling that he cannot afford it. It will cost a little time in planning and work in planting, but the attraction and consequently increased value of the farm. In many parts of Canada trees and shrubs for planting can often be secured from the wild. Nothing is better for home planting than the common weeds from the surrounding woodland; no shrubs purchased from an agent are superior to those native to the district, and no purchased vines can surpass some of those growing wild, such as the Virginia creeper, bitter sweet or the wild grape. Many of the choicest wild flowers, when transplanted to the flower border, often flourish more than in the wild. Yet in spite of the ease with which these attractions may be obtained, many farm home grounds are unplanted, untidy and unattractive. All that is needed to make them really beautiful is a little planting and care.

The morning glories, used to beautify the cabin, were planted by the housewife. In fact, it is usually the woman who takes an interest; the man is too busy with the crops to bother with such things.—F.C.N. in Conservation.

Try Alfalfa Again.

Although it is now generally admitted that alfalfa is the one best feeding crop for live stock, and despite the fact that it has been proved suitable to nearly every district in Ontario, many farmers refuse to give the plant a trial on their farm, while others give up trying to grow it after making a very feeble effort for success.

Those who wish to excuse themselves for neglecting to even try alfalfa say that it interferes with their rotation, is hard to break up if once established, and is not suited for pasturing; while those who give up trying to grow the crop say that their land is unsuited for it. The first reason given for not sowing alfalfa is perhaps the best, but is not a very good reason at that. Alfalfa is known to improve with the length of time that it occupies a field, but even if the third or fourth year are sacrificed to maintaining a rotation the whole benefit of the crop is not lost; and what cuttings are made in the first few years of its life are equal, if not superior, in value to cuttings of any other crop in the same period.

As for the trouble of breaking up a field of alfalfa, this only occurs in very old fields, and the fault found by the plowman—that the roots run his plow out—is often due to the occurrence of an odd plant of alfalfa that comes as a surprise after the plow has been running through light or poor sod for some time.

The third reason for objection to alfalfa cannot be very well maintained by many who make it, and is especially so valuable as hay, and is capable of producing so many cuttings in a season that other ground than the alfalfa field may well be given over to pasture and the alfalfa crop used for soiling if the Summer feed is insufficient.

The Contented Cow.

There is a firm, whose business it is to supply milk to city consumers, who make a specialty of advertising that their milk is drawn from contented cows. There is a lot in this for the farmer to consider. Milk production bears close relationship to nervous condition. An excited cow will not readily "let down" her milk, an eventuality body knows. Excitement is an enemy to self-preservation, and the milk making process is a journey's activities to allow her to meet the apprehended emergency.

Annoyance in any form produces some degree of worry, irritability, and consequently excitement. Keep the cows contented, and functional activity in milk secretion will be the more generous.

Hence it is that dogs, unusual odors, sudden chills or draught of air, irregular feeding or watering noise, roughness in handling, all help to decrease the milk yield. Keep the animal quiet and contented, in well ventilated but quiet quarters, feed regularly, and act in a kindly and gentle manner when about the cattle.

The War on Smut.

The prevalence of smut in the Ontario grain crop last season induced many farmers to treat their seed before sowing this spring. One drug-

gist in a small town told a representative of this paper before seeding started that he had sold 200 pounds of formalin and expected to sell 75 pounds more before the season was over. This is significant, especially where his sales of this material amounted to very little in 1915. There are farmers in the Province who have treated their seed for the past ten or fifteen years annually, and without fail, and the results have well repaid them for their trouble. We have also known of farmers who have never treated for smut, and their grain has become so badly infested and their threshings so dirty that the neighbors refuse to assist them at threshing time. Fruit growers are obliged to spray in order to produce a marketable commodity, and the time may come when farmers generally will be obliged to treat their seed grain in order to prevent severe loss. Anyway, it is a precaution that costs little except labor and trouble, and, like it, what the season will do when you get there, David?" (David being the name by which he is called at home). "I think I'll grow a beard for one thing," he answered.

Harrow or Roller?

There is often a considerable difference of opinion as to whether a field of grain should be harrowed or rolled in the spring, and if it is to be both harrowed and rolled, whether the rolling or the harrowing should be performed first. The proper method of procedure is really determined by the state of the soil. If the soil is lying very light and open on the surface, then the rolling is the best; for it will consolidate the soil round the plants; but in nearly every case the rolling should be followed by a light harrowing with a chain harrow or a set of very light seed harrows, so that the top half inch or so shall be again broken up. When the soil is inclined to be solid, then rolling is generally a mistake, and should not be undertaken unless it is necessary to smooth the surface somewhat or press in the stones in anticipation of harvest. Rolling is very seldom really required unless the land is quite light on the surface.

Little Potato Disease.

The Little Potato disease causes little potatoes as big as a pea or a little larger to form on the potato stems, and not on the roots. The reason is that this disease closes up the pores in the stem so the starch made in the leaves cannot go back to the roots to form potatoes. Potatoes affected with this disease have small spots on the surface made up of germs, masses, that look like a little soil stuck on the surface. The difference comes out when one tries to remove the spots. They do not come off the whole soil will. This disease is also called Russet Scab and Rhizoctonia. It is best not to use affected potatoes for seed. If they must be used first treat for two hours in a solution of 4 ounces corrosive sublimate to 30 gallons of water. (Corrosive sublimate is now four dollars a pound.)—D. G. M., North Dakota Experiment Station.

Doctor Tells How To Strengthen Eyesight 50 per cent In One Week's Time In Many Instances

A Free Prescription You Can Have Filled and Use at Home.

Philadelphia, Pa. Do you wear glasses? Are you a victim of eye strain or other eye trouble? If so, you will be glad to know that according to Dr. Lewis there is real hope for you. Many whose eyes were failing say they have had their eyes restored through the principle of this wonderful free prescription. One man says, after trying it: "I was almost blind; could not see to read at all. Now I can read everything without any glasses and my eyes do not water any more. At night they would pain dreadfully; now they feel as if they were in a mitre to me." A lady who used it says: "The atmosphere seemed hazy with or without glasses, but after using this prescription for fifteen days everything seems clear. I can even read fine print without glasses." It is believed that thousands who wear glasses can now discard them in a reasonable time and multitudes more will be able to do so.

It is sold in Toronto by Valmas Drug Co.

Notes: Another prominent Physician to whom the above article was submitted, said: "This is a very remarkable remedy. Its constituent ingredients are well known to eminent eye specialists and widely prescribed by them. The remedy guarantees to strengthen eyesight 50 per cent in one week's time in many instances or refund the money. It can be obtained from any good druggist and is one of the very few preparations I feel should be kept on hand for regular use in any family."

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