

of America and the co-operative institutions of Great Britain.

But the people on this side of the water need not look to England alone in order to ascertain whether co-operation has been a success or not; if they turn their eyes to France they will see that in spite of the efforts of the socialists to associate themselves with the movement, co-operation has kept well clear of all such charlatan factions, and has made steady progress both as regards increase in membership and capital, and the removal of prejudice on the part of French trade unions. The people see the wide gulf that exists between co-operators and socialists and the trade unions now recognize the great benefits which co-operation can give to working men and which the unions cannot hope to equal.

The few failures that have resulted from co-operation in France are directly traceable to the failure to recognize the fact that the gulf between wage-paid labor and self-employment cannot be cleared at a bound. The French, as all know, are inclined to be impetuous in all things, and hasty action will not do with regard to co-operation. The change from position of employee to that of self-employer must be gradual to be successful. A man who has had no administrative experience cannot be

expected to manage properly the affairs of a business of which it has taken somebody else a lifetime to master the details. None recognizes this better than does the Englishman who is content to go slow and sure in bringing about the change. Nothing is more certain either than that co-operation to be successful must be brought about by gradual stages. The first step is mere profit-sharing, which gives the workman an interest in the business; the second, labor co-partnership; the third, representation on the board of directors. After this has been reached it is an easy step to ownership of the business by the men. Many institutions in Great Britain and France have reached this point to-day.

The gradual improvement, both moral and economic, of the workingman's condition, culminating in his final emancipation, has, it seems to us, placed the workman of those two countries very far in advance of the workman of America, from a sociological standpoint at all events. In view of this, is it not time for America to consider the adoption of co-operation seriously and pay less attention to trade unions?

Are Canada and the United States prepared to allow the countries of Europe to be more democratic than they?

