

has on its surface here and there troublesome labour volcanoes which do not represent or disturb the solidity of industry. It is not believed that Joint Industrial Councils will remove surface boils which occasionally disturb society, but one may be confident that the troubles in British industry of which we have read recently would not have reached their present dimensions, had some form of Joint Industrial Councils existed in the industries concerned.

Those who have followed the solid educational work in the ranks of labour do not regard with any apprehension these troublesome outbreaks in industry, as they do not represent the feelings of the important masses of thoughtful and well organized labour. They do point, however, to the need for earnest consideration of the means whereby labour and Capital can work in harmony.

If we interpret rightly the nature of the forces in British Industrial life which are struggling for better conditions amongst the Employers and Employees (without considering for the present those social, religious and educational forces which are of inestimable value) I think we shall find:

- 1) Masses of organized and unorganized labour who are discontented with the measure of profit they obtain from industry.
- 2) Organizations of manufacturers who are seeking to satisfy labour by securing remunerative trade which will admit of the payment of higher wages and the provision of better conditions for labour.
- 3) Organizations of earnest leaders of labour and leading employers who have joined hands in promoting union between employers and employees to determine a fair share in the profits and responsibilities of industry which belong to each.
- 4) Organized and unorganized groups from the ranks of labour and unemployed who are determined to break up the existing machinery of State and use the profits of industry for what they term "the common good".

These different forces have played and are playing their part in the working out of better conditions in industry.