

of the State, and the contract binds the Company also to accept as final the finding of the Industrial State Commission."

This remarkable scheme which has proved to be a success was carried through largely by the efforts and genius of Mr. W. L. MacKenzie King, whose recent treatise on "Industry and Humanity" describes fully the details and methods of organization involved.

Manufacturers in Canada sometimes speak of the difficulty they have in respect to alien labour in the consideration of plans for works committees and district councils. In the Colorado Fuel and Iron Company twenty one per cent of the ten to twelve thousand employees scattered throughout twenty or more coal and iron mining communities in Colorado were native Americans. Fourteen per cent were white and seven per cent coloured. The remainder consisted of Italians, Mexicans, Australians, Greeks, and a mixture of many other foreign nationalities. If what has been accomplished in such a difficult group of industrial camps, which a year before had been plunged into a state of unrest and conflict of serious magnitude, there need be no doubt about solving any of the complex problems between Capital and labour in Canada if the hearts and minds of both representatives are determined on that course.

In October, 1916, there was issued by the Garton Foundation a memorandum containing proposals for the union of Capital and labour, proposals which are believed by many to have inspired the action of the British Government in the appointment of the Whitley Committee. About the same time several independent students of industry made proposals bearing upon the same subject, all of which contributed to the education of that public opinion which is ripening for full representative Government in industry. Perhaps the most important discovery made by the British Government during the war was that members of labour unions and employers associations were honestly and earnestly seeking some common ground