

## NEW English Leather Goods!

Just received from England and now on display, an assortment of Finest Hand-made Leather Goods. New creations in assorted Leathers—Morocco, Velvet Calf and Levant Seal and in the new Copper Beach finish.

Ladies' Hand Bags,  
\$6.75 to \$21.00

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Leather Wallets,  
\$6.15

Coin Purses,  
\$2.55 to \$3.75

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\$1.75 to \$5.75

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Whiting Davis Fine  
Mesh Bags,  
Satin Lined at \$14.75

**Garrett Byrne**  
Bookseller & Stationer.

## LAST MINUTE SHOPPING

SEE OUR STOCK AND SAVE  
TIME AND MONEY.

FRENCH IVORY  
PERFUMES  
POWDERS  
COMPACTS  
COMBINATIONS SETS  
CHOCOLATES in Great  
Variety.

The kiddies will want some  
Chocolate Novelties. We have  
them from 15c. up.

We have just received a very  
small shipment of Mary T. Gold-  
man's Hair Color Restorer.

**L. G. HARSANT**  
(Look for the Sign)  
G. W. V. A. Bldg. Water St.  
Dec 23, 24

**NOTICE—Elim Pentecostal**  
Mission, No. 7 Barter's Hill (just off  
New Gower St.). Evangelistic Ser-  
vice Sundays, 2:45 and 7 p.m. Week  
nights, Tuesdays and Thursdays.  
Hearty welcome to all. Jy18,6mo.s

**REWARD'S LINTMENT FOR SORES**  
BACK



**Ellis & Co. Ltd**  
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Choice Hen Turkeys.  
Choice Milk Fed Chicken.  
Choice P.E.I. Ducks.  
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Fresh Partridge.

Choice Canadian Steer Beef  
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**FRESH EGGS.**

dec22,tf

## Quebec Southern Power Corp.,

Earnings at present are  
more than 2½ times bond  
interest requirements, and  
are increasing steadily.

Assets are valued at more  
than twice the amount of  
the bond issue.

There are few of the 6½  
per cent. bonds with 20 per  
cent. bonus of common  
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in interest.

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## Vessel Owners Attention

The Western Marine Railway Ltd.  
Burlin, Newfoundland  
Require your patronage.  
Docking Facilities:

Large Cradles—1000 tons, dead-  
weight capacity.  
Small Cradles—500 tons, deadweight  
capacity.

Depth of water—18 feet.  
Hauling—35 cents per gross tons.  
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Lay Days—25 cents per gross tons.  
25 per cent. of ballast on cargo at  
lowest free balance if any 30 cents per  
ton hauling only. We also please  
with service. Address all communica-  
tions to the Company.

C. F. DODMAN,  
Eng. and Secy.  
W. L. BROWN,  
Dock Master  
July 15, 6mo. m. w. s.

## Christmas Carol

The carol has grown old with its bur-  
den of care.  
But at Christmas it always is young.  
The heart of the jewel burns lustrous  
and fair.  
And its song full of music bursts forth  
on the air.  
When the song of the angels is sung.  
It is coming, Old Earth, it is coming  
to-night  
On the snowflakes which cover thy  
soil.  
The feet of the Christ-child fall gen-  
tle and white.  
And the voice of the Christ-child tells  
out with delight  
That mankind are the children of  
God.

On the sad and the lonely, the wretch-  
ed and poor.  
The voice of the Christ-child shall  
fall:  
And to every blind wanderer open the  
door.  
Of hope that he dared not to dream of  
before.  
With sunshine of welcome for all.

The feet of the humblest may walk in  
the field  
Where the feet of the Holiest trod.  
This, then, is the marvel to mortals  
revealed.  
When the silver trumpets of Christ-  
mas have pealed.  
That mankind are the children of  
God.

—PHILLIPS BROOKS.

## Peace in Industry

AND HOW TO ACHIEVE IT.

By the Right Hon. J. RAMSAY Mac-  
DONALD, P.C., M.P., in Answers

When I looked out of my window  
this morning snow lay on the  
roofs below me and clung to the bare  
branches of the trees. It was an early  
reminder that Christmas was coming.  
It went as quickly as it had come, but  
it left Christmas thoughts in my heart.

The morning papers came, but they  
had not seen the white snow on the  
roofs. "The men of strife" (in every  
activity of modern life) were  
bawling from the news papers their  
challenges and counter challenges, and  
no one seemed to care for the silence  
through which "the angels sing."

Europe is so exhausted in men and  
credit that it can fight no more, and  
during the years of exhaustion which  
lie before us we can lay the founda-  
tions of peace. That, unfortunately, is  
not so in our domestic affairs. Our  
very poverty makes us angry with  
each other.

The classes that were well-to-do,  
that lived comfortable lives on small  
but adequate incomes, find their sav-  
ings and their capital diminished by  
the deterioration of securities, high  
taxation, soaring prices. That great  
and worthy class of struggling respect-  
able people, who had to keep up ap-  
pearances on a precarious little, is  
facing, still in its own silent way,  
hardships that take the zest out of life  
and make the heart hard and bitter.

The working classes feel their stand-  
ards of decent life slipping away as  
though they had been built upon dry  
sand, and clutch frantically at any-  
thing which seems to offer them sal-  
vation.

## Wherein Lies the Truth?

If this Christmas we could only see  
the firesides of our people, what pain  
we should behold sitting there, what  
apprehension brooding there—and  
with it all, what heroism ruling there.

And this is true of every class. It  
may not be so easy to awaken sym-  
pathy for those who sell heirlooms  
held sacred for generations in well-  
to-do families as for those who never  
had a penny they did not earn by the  
sweat of their brow, and who now  
have to face unadorned want; but the  
pain of heart that life has brought to  
both is very much akin.

What seems to be the most unjusti-  
fiable kind of strife at the moment is  
industrial. The argument commonly  
heard against it is that our industry  
is seeking a foundation upon which  
to build itself up, and that any stop-  
page of work now not only hits at a  
few employers, but must have per-  
manent evil effects upon our national  
trade. The high costs of British pro-  
duction are referred to and Labour is  
asked to make sacrifices.

The reply is that high wages are  
not responsible for the high costs of  
production, as is shown in the case of  
America, and that, if wages reductions  
were accepted (as has happened, in-  
deed, in recent years), trade would  
not be improved, but the standard of  
British life would inevitably be low-  
ered to "coolie" levels.

## Go-as-You-Please Governments.

These two statements ought to have  
been the subject of scientific and au-  
thoritative inquiry long ago, for, un-  
til the truth which they contain has  
been sifted out from the error, they  
will always be ended by a temporary  
truce and not by an accepted peace.

Knowledge is the first part of the  
way to industrial peace. It is deplora-  
ble that in an industrial country like  
ours, public opinion, which wishes to  
do justice to neither side, has so  
seldom been guided by inquiries, con-  
ducted by men of intellectual author-  
ity and accepted impartiality, into the  
most natural and inevitable funda-  
mental causes of disputes between  
Capital and Labour.

C. F. DODMAN,  
Eng. and Secy.  
W. L. BROWN,  
Dock Master  
July 15, 6mo. m. w. s.

a go-as-you-please policy on the part  
of Governments that ought to be the  
guardians of national interests in  
these conflicts, I should have an in-  
quiry into these matters instituted at  
once.

I know that many people are im-  
patient with inquiries; there have  
been so many profitless ones. But a  
recital of the number of profitless in-  
quiries that have been held can never  
amount to a proof that, given firm  
purpose on the part of a Government,  
there can never be a profitable one.  
Let us know the facts; let both sides  
in our conflicts know the facts.

Another evil lying at the root of our  
industrial strife is the lack of hu-  
mane consideration in the conduct of  
so much of our business. The inter-  
est of money and of the captain of in-  
dustry finds an easier way into the  
public mind than that of workmen.  
That is not solely because the Press  
and other influences which make pub-  
lic opinion are controlled by wealth.  
In the nature of things there is an ag-  
gressiveness and a bluntness in the  
Labour defence. That does not mean  
a wilder or a less reasonable spirit.  
I have taken part in some of these ne-  
gotiations. The other side, as a rule,  
know better how to cloak their stiff-  
ness and determination to get what  
they want.

Again, if Labour is driven to the  
wall and it must fight or surrender  
to what seems to be intolerable injus-  
tice, it is easy to represent the trouble  
as having been created by Trade Uni-  
onism, and as being "a holding up of  
society."

That is not fair. In innumerable  
ways employers do exactly the same  
thing, but nothing, or very little, is  
made of that. The workmen feel this  
unfairness and resent it bitterly, and  
it makes them less amenable to nego-  
tiation than they would otherwise be.  
It creates a class war by destroying  
faith in justice.

It gives rise to that thoroughly bad  
feeling that society is not a co-operat-  
ing organisation to promote the com-  
mon wealth, but two rival sections,  
each using what power it has to get  
the maximum advantage for itself.  
When we condemn ideas as being bad,  
we had better not bludgeon them, but  
rather find out from what untoward  
experience they have arisen.

This means that we should strive to  
cultivate a new mind for dealing with  
our industrial difficulties and conflicts.  
Perhaps I might call it a Christmas  
mind. It is a mind that sees both  
sides sympathetically, that can value  
reality and understand, for instance,  
that a blunt, "wild" speech by a Lab-  
our leader may not be more ominous  
to society, or reveal more aggressiv-  
ness, than the almost silent but stiff  
attitude of the leader of the other side.

The Workers' Stake in Industry.  
We need far more humane consid-  
eration than prevails to-day. The  
workman is a partner in industry.  
His living interests should be as great  
a concern for the general public as  
those of property. His stake of a suf-  
ficient income is as great as the stake  
of those who put money into a con-  
cern.

The development of large limited  
liability companies has been attended,  
unfortunately, by a weakening of the  
human bond between the management  
and the workpeople. Our industry, to  
the extent of about seventy or eighty  
per cent. is now being carried on, not  
by those who own the capital and who  
can share the ups and downs of indus-  
try with their workpeople, but by  
those who are responsible to share-  
holders, whose sole interest is to re-  
ceive dividends regularly, and who  
never come in contact with the work-  
ers.

This, whatever its industrial advan-  
tage may be, is not a good moral sys-  
tem and must result in opposition and  
conflict. For one thing, it tends to  
subordinate everything to dividends.  
I am one of those who think that di-  
vidends of twenty and thirty per cent.  
ought not to be paid until the prosper-  
ity of the business has been made a  
security for the workers as well.

To say that these profits have been  
earned by managerial skill is not  
enough. They often mean monopoly  
and excessive price, and, where they  
are possible, they impose special re-  
sponsibilities that care should be taken  
in every way to establish the most  
friendly relations with the whole  
staffs. I know some companies where  
this has been done and their managers  
have no tale to tell of "ce' canny" of  
enmity, or unreasonable trouble.

The desire to make as much as pos-  
sible out of industry has serious re-  
actions of a moral kind upon work-  
men, who are not fools, but who watch  
with critical intelligence everything that  
is going on, and adopt as their own  
rule of conduct the rule of their  
employers. That is a debased code of  
conduct, but who is to blame for  
uttering it?

When the War experiences were  
still fresh in our memories, the Gov-  
ernment encouraged the formation of  
a kind of Industrial Parliament, con-  
sisting of representatives of both em-  
ployers and employed, which was to  
discuss all sorts of industrial prob-  
lems, come to decisions regarding  
them, advise Governments and so on.  
It was actually started and was fairly  
representative from the beginning.

Of course, suspicions had to be over-  
come, but I am sure that with pa-  
tience and perseverance the unions  
that had gone out or remained out

could have been brought in, and thus  
would have begun an important stage  
in the evolution in the relationships  
between Capital and Labour.

There can be no improvement until  
there is systematic consultation, until  
the two sides agree to form from  
amongst themselves a body that, be-  
cause it includes both, will represent  
interests and points of view superior  
to either. Unfortunately, the Gov-  
ernment withdrew its support from  
this promising creation and the In-  
dustrial Council of the Nation has yet  
to come.

We can deal with industrial strife  
in one of two ways. We can try to  
beat it down by force; we can leave  
the workpeople to fight things out with  
the bias of legislation and of opinion  
against them—we can show our hos-  
tility to trade unions; we can, in other  
words, range society against all work-  
men who claim to have rights in in-  
dustry and are not mere passive, profit-  
making machines.

On the other hand, we can pursue  
the policy of conciliation, of impress-  
ing upon the employer his moral re-  
sponsibility to gain and retain the  
confidence and good-will of his work-  
people by bringing them directly or  
indirectly into a partnership in con-  
sultation (I do not mean a partnership  
in shares, which is of doubtful value),  
and of equally impressing upon the  
workers that reason will do what their  
history has proved sheer power of  
force never will—give them something  
that is secure, something that will not  
be challenged so soon as the beam is  
tilted in favor of the other side.

The former method will never bring  
peace. It may for a moment bring  
submission for one side or the other;  
but modern industry, which calls  
more and more for both the brains  
and the hearts of men, can never be  
conducted under conditions of subjec-  
tion.

I would set up a National Consultative  
Industrial Council to deal with  
industrial matters of general and na-  
tional concern; I would have, for ev-  
ery separate industry of any impor-  
tance, a Business Vigilance Commit-  
tee of Employers and Employed, meet-  
ing to receive information upon, and  
to discuss the prospects of, the in-  
dustry, its organisation, its strategy  
its difficulties—a complete Court of  
Assize; I would also establish work-  
ers' Consultative Committees similarly  
composed for similar work as regards  
the industrial concern.

I can see no other policy for ending  
present divisions than by implanting  
in the minds of both workmen and  
employers the society view, the human  
view, the view of the complete in-  
dustry; and until that is done we  
shall not have peace.

Vague and general federations and  
alliances of employers and employed  
are not enough. They may indeed be-  
come obstacles. At best, they begin  
with pity and end with pity, and  
perhaps an annual dinner. We must  
get down to reality, to the actual con-  
trol of industry, and to the actual  
problems of the workshop.

The idea of a common partnership  
between different but essential forms  
of service must run throughout. Each  
side must educate the other, not only  
in knowledge but in understanding  
(a very different thing), in toleration,  
in the accommodation spirit. Compul-  
sory arbitration, which the Australian  
experience shows can never be en-  
forced, the outlawry of strikes, and  
such like, offer no prospect of peace,  
because, at its foundations, peace must  
rest on good will.

One other thought about peace it-  
self—a concluding one—the approach  
of Christmas brings. As the life of  
the Master shows, peace is not to be  
pursued for its own sake. Peace is not  
stagnation. Peace is not a mindless  
land. When peace in industry has  
been secured many problems will still  
have to be faced, and the great ques-  
tions of industrial organisation, the  
relative positions of Capital and Lab-  
our in production, will still demand  
practical answers.

But against those who say that no  
answer can be given except by, or af-  
ter, a revolution, I set up the contrary  
doctrine, that from peace will arise  
the mind and the understanding  
which will give the best answer. For  
further progress in industrial orga-  
nisation, in social enrichment, in the  
freedom of the workmen; a concordat  
between Management and Labour is  
required.

Let us have the spirit of partnership  
and good will, and the forms and in-  
stitutions of society will respond to  
the change.

## Early Tea Caddies

Toronto, Dec. (By Canadian Press)

When tea was introduced into Eng-  
land, the orange tea-caddy of the  
time was equipped with a musical  
lock to protect the priceless treas-  
ure, said Miss Doris Haines in the  
concluding lecture of her series on  
the history of English furniture in  
the Home-makers' Course at the Mu-  
seum. Her talk, which was on the  
subject of "English Homes in the  
18th century," included an account of  
the introduction of domestic archi-  
tecture, with illustrations from the  
master craftsmen of the cabinet-  
makers' golden age.

## The Fifth-Avenue-Store

—THANK THEIR—  
CUSTOMERS FOR THEIR PATRONAGE IN THE PAST  
AND WISH THEM

## A Merry Christmas and A Happy New Year

## Tel-aviv-The New Jewish City in Palestine

"This remarkable city, which lies  
to the north of Jaffa on the coast,  
has been termed 'the Los Angeles of  
the East,' a very apt description,"  
writes Mr. Harold J. Shepherson,  
F.R.G.S., in the World To-day, about  
Tel-Aviv, in his contribution in that  
magazine on 'Britain in the Holy  
Land.' He goes on to state:

"This first purely Jewish city to  
arise since the days of the Romans  
reminds one of a Western American  
boom town. Its mayor, officials, po-  
lice and all its citizens are Jews.  
Where a few years ago there was  
nothing but sand dunes there is now  
a busy, prosperous city of 35,000  
souls, growing rapidly. Its thor-  
oughfares are spacious, lined with  
trees and gardens and lit by electric  
light.

"There is nothing tawdry or mean  
about its residences, while its shops,  
cafes and hotels are modern and up-  
to-date.

"Tel-Aviv is a striking object les-

initiative is capable of accomplish-  
ing. What surprised me most was to  
find every post in the place, from the  
very meagre to the highest, even the  
camel-drivers, filled by Jews.

"Originally, I believe, Tel-Aviv  
was to have been a garden city, a  
place for the retired and well-to-do.  
When that stage was passed many  
began to wonder what its inhabitants  
would do for a livelihood. Cynics in  
Jerusalem assured me it was a case  
of taking in one another's washing.

"But Tel-Aviv has become a busy  
industrial centre. Over seventy dif-  
ferent enterprises have been founded  
within the last year or two for the  
manufacture of various textiles,  
shoes, hats, thread, stoves, corks,  
mirrors, electric batteries, leather  
goods, furniture, and a host of other  
products, all in demand.

"One of its industrial wonders is a  
silicate brick factory, which I found  
working day and night in three  
shifts. At the time of my visit it  
was turning out between 60,000 and  
70,000 bricks a day. The factory is  
situated on the seashore and the  
principal raw material it requires—  
sand—is at its very doors. The only

other ingredient necessary is chalk  
or lime and this comes from Afula  
in the hills of Judea.

"These two substances are mixed  
together in certain proportions, pressed  
by special machinery, and then  
baked in ovens at a high temperature  
for ten hours. It is during this  
hardening process that certain chem-  
ical changes take place and calcium  
silicate is formed, a substance which  
is as hard and as durable as stone.

"Not far away, on the River  
Audjah, is Palestine's first modern  
water-power station, another Jewish  
enterprise, and it is from this station  
that light and power is sup-  
plied to Tel-Aviv, Jaffa, and the sur-  
rounding district. When this power-  
station was first mooted the Arabs  
would not avail themselves of its  
electricity. The station started with  
two engines of 500 horse-power each.  
Soon a third of 250 horse-power fol-  
lowed and now a fourth has been  
laid down of 1,000 horse-power, and  
the cry is still 'more power!' It is  
a striking instance of what cheap  
power will do."

A dainty pair of curtains of ging-  
ham, planned for bathroom or kitchen,  
make novel bridge prizes.



## Bill's dead—pass the hat!

"SO poor old Bill is dead! I'm  
downright sorry. He was  
one of the best of fellows—  
a great spender and one of the  
biggest-hearted men that ever  
lived. Sure, I'll chip in."

"How much have you got there  
—\$242? My! that won't go far  
with the widow and three child-  
ren. Only \$242! Poor old Bill!"

Your name may not be Bill—  
but if you dropped off to-mor-  
row, would your family be  
provided for? Or, would some  
kind friend have to pass the hat?

You don't care what happens  
after you're gone? Yes, you

do. You don't want to leave  
your loved ones to the tender  
care of friends or relatives who  
probably have troubles of their  
own. And you don't need to.

If you are now in good health  
and will agree to deposit with  
us a portion of your savings for  
a few years we will undertake  
to pay a regular monthly in-  
come to your widow—an  
income which will commence  
at your death and continue as  
long as she lives.

Just write your name and address on the  
coupon and mail it to us. Then we'll  
send you our booklet which tells all  
about it. There's no obliga-  
tion involved.

## COUPON

The Imperial Life  
Assurance Company  
of Canada  
Please send me your  
free booklet about  
Monthly Income Policies

**THE IMPERIAL LIFE**  
ASSURANCE COMPANY OF CANADA  
HEAD OFFICE : TORONTO, ONTARIO

J. A. Mackenzie, Mgr. for Newfoundland,  
St. John's