

eager sanction of the labor members of city councils. The State has also set up elaborate machinery for observing all phases of the labor situation and for gathering statistics and other information that should be helpful in framing labor laws, and has also established state employment agencies and boards of conciliation and arbitration.

This machinery of mediation is significant not because of what it has already accomplished but as evidence of the realization on the part of the State that labor disputes are not merely the concern of the two parties to the labor contract. Society has finally come to realize that, in the complex of the modern State, it also is vitally concerned, and, in despair at thousands of strikes every year, with their wastage and their aftermath of bitterness, it has attempted to interpose its good offices as mediator.

The modern labor laws cannot be credited, however, to labor activity alone. The new social atmosphere has provided a congenial *milieu* for this vast extension of state functions. The philanthropist, the statistician, and the sociologist have become potent allies of the labor-legislator; and such non-labor organizations, as the American Association for Labor Legislation, have added