

compel the employer to carry on business at a loss, or the artisan to go on working for less wages than he could get elsewhere? Has there been any clear case of practical enforcement of such an award? Mediation may, of course, be useful in bringing disputants together and inducing reflection on both sides. The famous agreement between the coal-owners and the men appears not to have been a case of arbitration, properly speaking, but of mediation, though brought about and morally enforced by public opinion. It was not the award of a court of law.

There has seemed to me sometimes to be a needless air of peremptoriness in the demands for increase of wages or other terms, and generally a needless air of mistrust and hostility toward employers which must enhance the difficulty of concession. The best of tempers can hardly fail to be tried by the intrusion of a walking delegate. Why aggravate by discourtesy the perils of the industrial situation? Capital and Labour must settle down in harmony at last, or both must be ruined.

Earnestly to be deprecated is the habit of