ASBESTOS

LIC LIBRARY
ASTOR LENOX
FOUNDATIONS

VOL. 1. ROCHDALE, JULY, 1918. NO. 3.



This allegorical drawing, by Bernard Partridge, represents "Asbestos" standing between Civilization and the destructive elements.

Digitized by Google VLA

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/1

This Magazine

is published Quarterly and is Free to all who are sufficiently interested in it to apply for a copy.

Contributions are invited from any member of our Staff or Workpeople, our Business Friends, and well-wishers of the Firm generally.

All communications should be addressed to the Editor, "ASBESTOS," Turner Brothers Asbestos Co. Ltd., Rochdale.

All rights of reproduction are reserved. Applications for permission to reprint should be addressed to the Editor (*Copyright Act, 1911*).

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/2

ASBESTOS

VOL. 1. ROCHDALE, JULY, 1918. NO. 3.

Thoughts from the Editor's Fireside.

DIFFERENCE of opinion in a community may generally be looked upon as a sign of healthy mental activity—*Life*. On the other hand, unreasoning antagonism is a disintegrating force making for stultification, and Death.

Many influences are at work having for their objects the betterment of the working conditions and social life of the workers. The movements are known by various names and the inscriptions on their banners vary, but let us beware of the cheap sneer when we find—as we undoubtedly shall find—words or phrases used which instinctively arouse suspicion of insincerity. It is well to remember that the mode of expression is not always a safe measure of the intelligence—or even goodwill—of the user.

Omelettes cannot be made without the breaking of eggs, and "difficulties"—was it Josh Billings who said it ?—"were made to be overcome." Nevertheless we confess to a feeling of disappointment in the set-back we have recently experienced in our own Organisation—though, thankfully we say it, our disappointment does not amount to discouragement.

It is a common experience of life to find the cause of dispute dissolved by a definition of terms, which after all, is only another way of saying (as quoted in our last) "to understand all is to forgive all." Let us again say then, that the object of the proposed Works Committee is that the workers shall "take a greater share in settling, and in the responsibility for the conditions under which their work is carried on." In another part of our last issue we quoted Lord Leverhulme as saying "that there is a great desire on the part of the workmen to control the factory he works in," but we have reason to suspect the conclusion of the quotation has not received the attention it deserves. It is this: "You cannot take a rank and file worker out of the factory to-day and put him on the Board of Directors and expect he will be able to give valuable help and assistance. *He must be trained* . . . . . It would be madness and ruin to the industry of this country if our Boards of Directors were not trained men."

Lord Leverhulme sprang from the ranks of the workers, and may be presumed to know a little of both sides of the question. But whether he does or not, will any worker seriously contend that the demand which is being advanced from certain quarters—and which has been reflected in our factory lately—that the workers shall control the factory—that they shall be at liberty to both flout the Management and discard the advice of their Trade Union Officials—that this attitude is a sane one ?

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/3

Surely here is need for a definition of terms—for an understanding? The attitude of one or the other of the contending parties is wrong, and the spirit of defiance which sets at nought all conciliatory proposals, even when the latter are supported by the Union officials, is to be deplored.

Remembering the chief cause of the Great War—the worship of Brute Force—all should by this time have well learnt the old lesson that "Force is no remedy," and we believe that to lack of training, and therefore of understanding, is the occasion due which led to the temporary set-back, rather than to undiluted perversity.

The operations of a Works Committee would, we are convinced, provide the necessary training to a great extent, and for this reason, as well as for the reasons we have already urged, we are glad to be able to report a more favourable atmosphere in favour of setting up such a Committee.

We also record with pleasure the general welcome given to the educational proposals which have been set forth by one of our contributors, as we feel that the realization of these proposals will take care of the training of the rising generation—the future part-controllers at least of our organisation. We shall thereby be heading in the right direction for that "Partnership of Knowledge" referred to in another connection.

The greatest need of the moment, and throughout the period of transition, is that of restraint. The tendency to magnify our privileges and exaggerate our "rights" should be tempered with a sense of our responsibilities and our duty to the community of which we are members.

If every advance by the employer is to be judged a weakness by the workers, as a breach in the defence of Capitalism as it were, only a reversion to the former antagonism and a prolongation of the wretched struggle, with an added bitterness of disappointed hopes, is to be looked for.

Anything coming from what quarter it will, which has a tendency to avert such a catastrophe, deserves serious attention, and while we do not pretend to possess a panacea, we would wish to address a few direct and outspoken words to the workers in our own community.

We suspect that the root of the trouble is to be found in Internationalism—though God knows you have had reason enough of late to suspect the source of the teaching. You have been told that "Labour has nothing to hope for, and much to fear from Industrial Reconstruction" . . . . . that you must do "your own re-construction" by "smashing the Wage System and by wresting the control of Industry from the Capitalists."*

You are told further that "the setting up of Workers' Committees will not destroy the Wage System." Your experienced Union officials are termed "back numbers" because they see through this eye-wash.

At the back of this teaching lies the fallacious doctrine which has resulted in Russia's undoing—that "Labour is the foundation of all wealth." If manual labour alone is meant, the doctrine is false†—though here again we are without a definition of terms. This would not be of much importance were it not that the dupes of the doctrine generally construe such wide—and wild—statements according to their restrict-

* *Towards Industrial Democracy* (published by the Paisley Trades and Labour Council).

† Robert Blatchford says: "Manual labour does not create a tenth of the world's wealth, and without the aid of brains would produce hardly any wealth at all."

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/4

ed vocabulary, which too often "suits the book" and is the intention of their teachers —"blind leaders of the blind." The immediate effect of such teaching has been to rob the workers of their official leaders and to surrender the destinies of well-meaning but misguided men in certain industries to the irresponsible firebrand, whose governing motive is found in unreasoning antagonism to employers generally, and in particular to the employer who is conciliatory, the reason for which is well expressed in the suspicious query of the firebrand himself—"What is he (the conciliatory employer) getting at ?"

We will tell you what he is "getting at." He (the conciliatory employer) is an enlightened man with humanitarian sympathies. He is actuated, if you like, by an "enlightened selfishness," but he also loves his fellow-men. He has found by bitter experience that his endeavours to bring about a truce of the so-called Class War have been disseminated over too large an area to have an appreciable effect, and he has gradually come to recognise that, if he wishes to leave any legacy of his enlightenment to posterity, he must restrict the area of his activities, if not of his sympathies. He must, to use a homely phrase, "do the thing to his hand."

This is the sole reason of the adoption of the Works Committee proposal. Given a recognition on your part of honesty of purpose and intention in the proposal, there is no reason why the setting up of a Works Committee in our organisation should not result in all that is reasonable and legitimate in your aspirations, but let us recognise that we have our work to do here and now. We are the best judges of our own case. If, after setting our house in order, we have a message to pass along to other Industries, well and good, but each Industry should—and will have to eventually—settle its own problems. If there is any truth in Internationalism it will grow from the seed, as is the way of all Life, and attempts to hasten the process of Nature are doomed to failure.

Editorial Notes.

OUR MAGAZINE.

The bounds of usefulness of "Our Magazine" are rapidly extending, and we think it right and proper that the members of our community should be made acquainted with the fact. This is the third issue only, and already "our fame has been noised abroad" to such purpose that we have received many applications for "ASBESTOS" from the most unexpected sources at home and abroad, and more important still, certain employers of world-wide repute, as also well-known Trade Union officials and public writers, have demanded further details of the proposals which have been shadowed in former issues. Why do we publish this? Not certainly in any spirit of boasting. It is because we feel that a knowledge of the interest aroused in readers not of our community will tend to engender confidence in ourselves, and to consolidate that Turner *esprit de corps* which visitors to our Works compliment us upon, though (British-like) we are inclined to discount it among ourselves as a result perhaps of being too near our subject to obtain true perspective.

* * *

"WELFARE" WORK.

Having said that, we have a further duty to discharge on the debit side. The only note of criticism which has been sounded in connection with "ASBESTOS" so far is directly traceable to the lack of definition of terms, dealt with more fully in "Notes from the Editor's Fireside." Let us say right here, then, that the term "Welfare" is not our term.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/5

We did not invent it, neither did we wait for the coming of the "Welfare" cult to give us an interest in all that concerns the well-being of every member of our community. Our social activities are the spontaneous outcrop and natural growth of our organisation. There is no forced growth to be found under this head, and consequently there is no ulterior motive to discover. We would go further and say that we are in accord to a large extent with the Labour Correspondent of the *Organiser*, who (in voicing similar criticisms) says: "There is a point at which Welfare work becomes an infliction rather than a help to the worker, and as for the wider schemes, no man in his senses who cares anything for liberty and diversity would consciously set about organising the social life of England on lines which would make the industrial unit the centre and guiding force of social activity. The factory organisation is for the purpose of the production of material commodities. Other social needs require different types of organisation. Certainly the way to industrial peace is not by means of a modern equivalent to the ancient baronial castle, with cottages clustered around, their inhabitants living under its dominance and protection."

* * *

THE WORKS COMMITTEE.

The only criticism we have to pass upon this statement of the case is that it is too general—or too sweeping in its generalisation. There may be some short-haired women or long-haired men who wish to "boss" the worker at play. We have not met him on our "baronial estate" anyway. And were there a specimen hiding somewhere about the grounds, we hope and trust he will find his way into the Star Chamber of the Works Committee when the latter gets going—for, these matters being within the province of a Works Committee, the proceedings will be calculated to remind the blissful one of that torture Chamber.

* * *

LIBERTY AND DISCIPLINE.

No. It is not in this direction that danger lies. It is in the world-old problem of what constitutes "Liberty." We have, each of us, to determine in our own mind, and in the immediate future, how far Discipline is necessary in Industry. But first let us again define our terms. It would be so easy for us to say—as many are saying—that the lamentable state of Russia to-day is due to lack of discipline. It is, however, only a partial statement of the truth, and as an illustration would be fatal to our purpose. We want neither Bolshevism nor Czarism in this country.

The pity of it is that poor human nature is so prone to take refuge in extremes. When the very necessary lesson has been "stamped on our inner consciousness that there can be no liberty without law," we are inclined to allow our minds to dwell upon this truth to the exclusion of truth equally necessary to the life of a sentient community.

Discipline (with its attendant rules and regulations) is necessary, but care should be taken to avoid extreme insistence, otherwise initiative and judgment will be smothered. Moreover, a frank recognition of the characteristically British independence of spirit is in the higher interests of Industry and the State.

"The letter of the law killeth—the spirit giveth life." The difference is as between Germany and ourselves. The colonel of a British Regiment does not have to enforce discipline—*he inspires it.* It should never be forgotten that Discipline qua Discipline is a negation. As a means to an end it is used in its correct relationship—as an end in itself it is a lifeless corpse.

The same truth is somewhat cryptically expressed by the military correspondent of *The Daily Telegraph* thus: "Discipline depends even more on the value of the leader than on the obedience and zeal of the soldier."

* * *

THE RANK AND FILE MOVEMENT.

But while most workers will readily agree to denounce Czarism, many are being led—more or less unconsciously—in the direction identical with that which has landed Russia in the helpless and hopeless slough in which she finds herself to-day. The movement in this country goes under the name of the Rank and File Movement, and should anyone doubt its pernicious influence and our opinion thereon, let the organ and mouthpieces of the movement speak for themselves—

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/6

Solidarity says the object of the Rank and File movement is "to force up wages, force down hours, and insist on such improved conditions of employment that the capitalists will find it cheaper to retire"—*exactly the steps taken by the Bolsheviks.*

And will the members of the Rank and File Movement be content with this programme? Let them answer: "This Rank and File Conference (Birmingham) urges all members to strenuously oppose their respective executives entering into anything in the form of an industrial truce with the employers."

So the accredited Trades Union leaders and officials, who have shown such statesmanlike patriotism and judgment based upon so many years experience, are to be thrown over, to give place to the vanity of untaught young bloods in Shop Steward circles who neither know where they are going nor what they intend doing when they get there—again, *exactly the features which characterised the Bolshevik movement.*

Let them also explain—(as they deny such sympathies)—their pro-German activities. What have they to say in defence of certain of their officials visiting the German internment camp at Hackney, and furnishing money to the prisoners for the purchase of luxuries; money presumably subscribed by British workmen?

The Globe says that Mr. W. Howell, the Erith district secretary, pronounced these Germans "as nice a body of men as you could wish to meet." And *Solidarity* backs this attitude in saying: "Frankly, this war has begun to bore us terribly," advising their readers at the same time to confine their attention to the only fight which matters—the Class War!—*The mental attitude of the Bolsheviks precisely.*

* * *

OUR DUTY.

It is the bounden duty of each and every one of us to do what lies in our power to open the eyes of our misguided fellow-countrymen, and to expose the others, who are pro-German, as well as unbalanced revolutionaries—*upon their own confession.* In this connection a carefully reasoned article appears in this issue from the pen of Mr. Samuel Turner. We commend it to all whose minds are still open to reason—to the Trades Unionist who seldom lacks a sense of responsibility, and to those waverers who have been caught for the moment by the specious arguments of the Rank and File Bolsheviks.

* * *

WHAT WE ARE FIGHTING FOR.

We must never forget also that the Rank and File Movement—as that of Bolshevism—is anti-national. It abhors patriotism, because Internationalism stands no chance against a lively love of country. We are therefore to shake hands all round as soon as may be. And to this end, the way is being paved by throwing doubts on the purity of our aims. "What are we fighting for?" asks the Defeatist, the Pacifist, the Rank and File agitator. *So asked the Bolshevik!* But thank God, it is not easy to fool all the people all the time, and it is most opportune that even in this issue we have two aspects of what we are really fighting for explained by two leading Trades Unionists. Mr. Mostyn W. Parry describes his visit to the Western Front, and explains so far as the Censor would permit the Evil we are fighting to keep out of our country,and to destroy for Civilization. Mr. H. H. Duke tells the British Worker why *as a Worker* he should be patriotic, and what the British Empire can do for him in the future—providing it remains inviolate. Incidentally, Mr. Duke's article provides the strongest argument for a Works Committee conceivable—every point touched upon being in our opinion matter which ought to be frankly discussed by employers and employed face to face.

* * *

THE "TURNER" SCHOOL.

We had prepared a further series of arguments—from the labour and scientific standpoints—in favour of a "Turner" Vocational School, but (we trust the statement is not "premature," as the politicians say)—we have reason to believe the principle is conceded, so we gladly discard our MSS. At the same time the article by Capt. R. E. England, upon "The Aims of Education," which appears in this issue, is most opportune, and puts things in proper sequence—first, the principle; second, the aims; third, the method.

It will be remembered perhaps that in a former issue the author of "T.B.A.Boys"

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/7

foreshadowed State recognition of Industrial Schools. It is now incorporated in the Bill, and the clause has passed the House of Commons which instructs Councils "to have regard to any proposals to provide such Schools." As was stated in the House at the time, this clause "gives a direct instruction to the local authority to consider any proposal of a private firm to set up its own system of Continuation Schools for its own workpeople." So it appears that the Government have put their official seal upon the opinion tentatively expressed by the author of "T.B.A. Boys," that "the problem presented by the needs of the Firm is of too specialised a character to be tackled by the Education Authority." Certainly we agree that it is an impossible proposition to expect the State to provide vocational instruction to supply the technical needs of specialised Industries. The State sphere, speaking broadly, may be said to be bounded by the development of the mind as distinct from the impartation of purely technical knowledge and manipulative skill.

With the all-round raising of the school age we (Industrialists) might fairly expect to have much superior material to work upon in our Vocational Schools—providing the necessary corollary of an improved teaching Staff materialises. In the meantime our energies will be well spent in a consideration of our aims and methods.

* * *

OUR AIMS AND METHODS.

As to the former "with a few honourable exceptions, Employers and Business Men measure the value of Education in terms of Economic Utility," complains a writer in ***The Athenæum*** " At the one end of the scale, are those who ignore the need for Education altogether, having achieved commercial success without it themselves; at the other, those who realise the potential Economic value of Education. . . . . The latter view now has its place in the Reconstruction programme of the business man. The Capitalist theory of Education is simple enough. Stripped of its inessentials, it may be stated in a couple of sentences. Education is necessary and produces its finest flower only in the case of those who are to follow the professions, or to occupy positions of authority. In so far as it is provided for the masses, it should be directed mainly toward economic ends."

These strictures, called forth by the Memorandum on Education published by the Federation of British Industries, do something less than justice to the average employer, though we do not deny that there are a considerable number of under-average employers who deserve all that the author has written, and more.

The Memorandum of the F.B.I. to our mind evidences a body of unformed opinion, —opinion moreover, which is rapidly hardening in the right direction. No good can be done by the statement that "more Education according to the Federation would mean industrial ruin." The Federation neither say this nor do they mean to infer it. Their fear is that hasty legislation would result in a temporary dislocation which might have lasting effects, and knowing the politicians as we do, who shall say their fear is ungrounded ?

On the other side, we rescue the following quotation from the same article, and we cannot refrain from saying that if the whole had been written in this constructive spirit, the writer's words would have carried much farther than they are likely to do, the criticism being what it is:—

"Far-sighted statemanship would realise the fundamental importance of developing to the utmost the human power which works the industrial machine. Poor human material will destroy half the value of the most wonderful tool, appliances and organisations, but good human material will triumph over faulty machinery and defective organisation.

"On a long view—and a great nation cannot afford to take any other—Education is a necessity to industrial development.

"We must learn to conceive of Education as a continuous process as necessary to the full growth of the average person as to the development of the super-business man. Further, we must realize that *one cannot have too much education any more than one can have too much health or too much truth*, nor would a well educated community starve because no one would perform the necessary but menial everyday duties. The result would be rather to place character and merit in the position oft occupied to-day by mere

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/8

wealth or by persons favoured by an education which the majority lack."

* * *

THE NEW "APPRENTICESHIP."

For us at the moment the words of the founder of Vocational Schools in America (Dean Schneider of the Cincinnati University) bear a special message:

"Apprenticeship possessed real educational values but because of specialization it has been gradually disappearing instead of extending to more and higher phrases of human activity. Fortunately we are beginning to realise that our carefully designed mechanisms for production, construction and distribution are in the truest sense laboratories, whose educational worth it were folly longer to ignore."

With full knowledge then of our aims, let us apply ourselves to consideration of the methods whereby we may attain our objects.

* * *

THE EMPLOYMENT DIVISION.

It is doubtless a matter of common knowledge that an Employment Division has recently been established, and it may be of service to express the Editorial view on the functions of such Department. It is too early to particularise in detail, and moreover so much depends upon the moving spirit in an enterprise of this kind, that it would be difficult to find two Employment Divisions in this or any other country exactly alike in functions. We have referred elsewhere to the haphazard method hitherto existing of engaging and placing boys. The same criticism is applicable to labour all round—men, women and girls as well as boys. The bad, callous old hiring and "firing" business has been definitely thrown over-board—so that still one more cause of bitterness as between employers and employees is, so far as our community is concerned, eliminated. Upon the trained chief of the new Division devolves the high responsibility of introducing the right man to a given job, and the method of doing this will allow of re-adjustment, so that should a man be better suited to, or "fancy" another job than that first engaged for—well, he'll go where he *can* make good, inside the organisation. "Firings" will in future be closely investigated.

This is not to say, however, that the Employment Division will interfere with either the functions of the Management on the one hand, or in the legitimate sphere of Trade Union activity on the other. The Department will record all there is to record of each person engaged—for that person's good and in his interest, as well as in the interests of the Firm. It will interpret to the Firm the true needs of all employees, whether sections or individuals. Its attitude will be one of strict impartiality—any other attitude would be fatal to its usefulness, because while the workers' case if imperfectly stated would be dealt with inadequately, the Firm would indeed be leaning on a broken reed could it not rely upon an absolutely just and impartial exchange of views.

The business of the new Division will be to do everything possible to bring about a condition of affairs in the organisation whereunder everyone may find the maximum possibilities of contentment and usefulness. "That is pretty wide," we fancy someone saying. It is—purposely so. We are feeling our way. It doesn't matter whether it is in the establishment of a canteen, the founding of a Cadet Corps or of a Vocational School, the organisation of Social activities generally, or the investigation of a dispute in the works—the office of the head of the new Department is a vicarious one, and we confidently bespeak the goodwill and active support of every member of our community from the highest to the most humble to make straight so far as is humanly possible the way of the man who has had the courage to shoulder responsibilities so onerous and so weighted with potentiality.

What is it that wins a victory on land or at sea? However large a part machinery may play in war, it is the ultimate courage and the ultimate endurance that win victory. This ultimate courage and this ultimate endurance are products of character, and belong only to races that have character. Every one who quails or fears or falters or whose heart fails him weakens the common courage of the mass.—*The American Ambassador* (*W. H. Page*) *Mansion House, April 6th*, 1918.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/9

Impossible Expectations.

By SAMUEL TURNER.

RECENTLY, amidst tumultuous applause, Tom Mann outlined to a Rochdale audience some prospect of a pound a day for six hours work.

He did not tell his hearers that, even if Capitalists, Managers, Foremen, Professional people like Architects, Doctors, Lawyers, etc. all remained unpaid, or were paid only the average of the rest, the *total* income of the United Kingdom would barely suffice to give 50/- a week to each of its 16,000,000 workers. It would have been going into too much detail, to have troubled about such a small item as the necessity of doubling or trebling the national income, before the pound a day prospect could possibly materialise. So Comrade Tom Mann did not do so.

Julian Hawthorne, kinsman of the famous Nathaniel Hawthorne, author of *The Scarlet Letter*, one of the gems of our literature, inheriting in part the family talent for belles-lettres, wrote a company prospectus some time ago. Now the difference between pure romance and a company prospectus is difficult to determine, and especially so for one with the romantic strain in his blood. Be that as it may, Julian drew glowing pictures of cent per cent and everybody was to live happily ever afterwards. And the shareholders, lured by his glowing and picturesque language patiently awaited "the day."

As it appears to be divinely ordained for the good of their souls that shareholders shall not enjoy for long, a return of more than 5 or 10%, it seems strange that they should always be so ready to jump at a cent per cent prospect. However, Julian did not deliver the goods, and his dupes laid mercenary hands upon him, with the result that his artistic and imaginative soul found rest in gaol. Probably he spent a profitable few months trying to determine, once and for all, just what is romance, and just what is a company prospectus. Very few people do actually know where the one begins and the other ends.

Now why should Julian have been thus punished and Tom be still at large ?

These are only one or two ways in which irritating and impossible expectations are fostered; but there are many opinions and views which hold sway, the error of which, though demonstrable, is not so dramatic as that of the pound a day prospect. I intend to deal with a few in this article.

Many people think that the future development of free institutions will involve little by little the elimination of all controlling persons. The pure democratic principle carried to its full logical development would appear to indicate as probable some such result. Nevertheless those who are anxious for the fullest measure of national and industrial achievement would do well to carefully examine this idea before finally accepting it as a part of any possible prospect for the future.

Lincoln's famous definition—"Democracy means government of the people, for the people, by the people"—would appear to mean what it says; although probably in no free country have the principles of Pure Democracy been so largely negatived in actual practice as in America. The same principles applied to industry would appear to mean what is more colloquially termed "the control of the shop by the men who work in it," if they mean anything at all.

Growing out of the propagation of these principles has come a not unnatural expectation on the part of many, that something tangible in this sense might be expected to materialise. But anything resembling a

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/10

literal fulfilment of such promises, if experience may be accepted as an indication of what is probable and practicable, is not in the least likely to occur. I shall give later some reasons which lead me to this conclusion. In fact, all results from the many actual experiments of communities in Pure Democracy, down to and including the last and most dramatic example—the Russian Revolution—demonstrate that Pure Democracy, like most other things, carried to an extreme, tends to become the negation of itself. The only conclusion possible from such experiences is that Democracy and Oligarchy are not mutually exclusive, but that in any successful community under modern conditions, the one is the complement of the other. In fact, Democracy can only know itself through the co-operation of an Oligarchy; or in other words, the many can prosper only through participation in benefits which, in the way alike of material comfort, opportunity, culture and social freedom, would be possible for no-one unless the many submitted themselves to the influence and authority of the super-capable few.

It is vitally necessary, if whole communities are not to give themselves up to lives of vain discontent and impossible aspirations, for this fact to be recognised. It is true of government, it is true of industry, it is true of a trade union; for as everyone knows the latter, and the two former, prosper or decay almost directly in the ratio of the excellence of their leaders and the degree in which their leadership and authority is accepted.

Thus it will be seen that nationally and industrially the oligarchic principle and the democratic principle are not mutually exclusive, but quite the reverse. And if, as I shall show later, it is only possible for the many to achieve prosperity by subjecting themselves to the influence and authority of the super-capable few, is it not time that there was an end to the foolish dreams now sedulously fostered by enthusiastic but generally inexperienced reformers—"when the relationship of employer and employed shall be stricken from the categories of human existence altogether," and "when every man in virtue of his manhood alone, shall have an equal voice in the affairs of the common country"—and may I add, industry, to include the latest and most popular application of the idea.

The reason that the existing system of social relationship holds the field in all prosperous and progressive countries is that it is the only system which so far has been found to work. I admit at once that it has many grave, though in my opinion—remediable defects, and in so far as the aim of reformers is to remove these, then no right thinking man can reasonably oppose the necessary adjustments. But in so far as it is proposed to substitute for our present system another, totally unproved, except in its unique capacity for failure; then I submit that all men of whatsoever class should resolutely oppose such change and discourage foolish expectations based thereon.

This mood of foolish and impossible expectations manifests itself in a variety of ways. For instance, a few weeks ago, Vexatus in the "*Sunday Chronicle*" told how he had received the following communications:—

"A Sheffield reader sends me a fierce attack on wage slavery. He says he is 55 and has worked in foundries since he was 13. And he asks bitterly—"What do *I* owe my country?"

"An Oldham cotton worker says he works 55½ hours a week minding a pair of modern mules for a weekly wage of £2/16/0. And he asks if I think these are enviable conditions of life in 'our free country!'"

Without doubt, the reason of this spirit of discontent and revolt, is a sense of injustice growing out of a belief that someone is depriving the worker of his just reward; and if it were so, then my sympathies would be without qualification with the discontented ones.

But, speaking broadly, whilst it is impossible to deny cases of individual injustice, the truth is, that it is generally among the highest paid workers that discontent is most rife, to wit the engineering trades as compared with the textile trades.

Now, if all capitalists, all employers, all managers, all professional men, all small traders, all workers other than wage earners were abolished, and our *total* national income paid in equal shares, to, let us say, 16,000,000 wage earners, then the amount each would receive per week would be about 50/-. And if the *total* national income were

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/11

reduced by that part of it which comes by way of interest on foreign investments, which sum cannot by any stretch of imagination be deemed to be earned by work done in this country, then the remainder, similarly distributed, would give to each about 45/- per week.

So after all, our textile worker and our foundry worker, sufferers alike from this disease of impossible expectations, if the day of "each for all" were to come, that is a time when we share and share alike—would have to suffer a substantial reduction of income, and the reply to the question "What do I owe my country?"—assuming the Sheffield foundry man to be earning £3 a week—would be readily forthcoming, i.e., 15/- a week. I've no doubt he'd be very surprised.

Probably, our mule spinner and our foundry worker too, are unaware that in A.D. 1800, when, in comparison with the total population, the number of capitalists, employers, mental workers, managers, professional men, etc., was probably not one-third what it is to-day, the total income per head of population in the country was only £20, and men were not divorced from their tools in those days. Further, they are probably unaware, that in India where capitalists and employers are so few that they can hardly be said to exist, the native only earns 40/- a year. In China the wage of an agricultural labourer is 35/- a year, in the cities it is about 120/- a year, and there are no capitalists or employers to speak of in China.

It will thus be apparent how absurd it is, for a well-paid artisan, in an advanced civilisation, to ask such questions in a spirit of contempt or despair.

Happiness is a habit of mind anyway; it must be, for we find so often that it is those who have the most reason to be gratefully content who are the most discontent, and *vice versa.* A man's outward circumstances, in actual fact, bear little relationship to his degree of happiness.

However, let us pursue our theme, and let us consider the fate of those communities which have had the courage of their convictions and actually practised what they preached. Doubtless, if a messenger from Mars could visit our planet and hear the theories about the appalling levies extracted by capitalists and employers from the worker, he would be surprised to find that the workers did not establish businesses themselves and operate them as examples of what ought to be. For the working classes of this country have funds to the amount of about a thousand millions, and a fraction of what they have expended on strikes would have sufficed to finance many huge undertakings.

This old tired world of ours rightly believes in what it sees rather than in what it hears. Hence half-a-dozen successful undertakings, run strictly in accordance with the principle of "eliminating all controlling persons" would advance the movement as much in a decade, as will all the platform talk of fifty years.

Surely until a better system has been demonstrated and proved, it is a foolish egotism to denounce as *wholly bad*, the only one which has stood the test of time.

Probably the reason why such experiments are not made is to be found in the fact that about eighty or ninety such have already been tried, and proved to be failures. I will give details of one of the latest and most extensive. The one I shall refer to is, "New Australia," projected by William Lane about the year 1890. This was the time when Australia was reduced to a state verging upon ruin by a series of strikes so savage, so obstinate, and concerted with such care, that the whole industrial structure barely escaped collapse.

Lane preached to the wage-earner thus: "As a method of getting rid of employers I have hitherto advocated the strike. I was wrong. Instead of withdrawing our labour the proper course is to withdraw our bodily persons. The employers with no-one to steal from, and nothing left to steal, will die like flies, as they should do; but as for us, who produce all wealth already, whatever we produce we shall keep, instead of getting in wages not more than a third of it."

Lane, who was gifted with remarkable powers of persuasion, was soon at the head of a large throng of disciples—men, who, before the strikes, had each been earning on an average £170 a year, and who, if they worked in concert under no other master but themselves would, according to the prospectus, all have incomes of something above £500 per year.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/12

A company was formed, and men of experience went out to Paraguay and selected a territory rich in pasture, in cultivable lands and forests, about half as large as the average English county. The first contingent left with ample capital and arrived, money being so plentiful that one of the first investments was the purchase of instruments for a brass band. The colony was given a good send-off by the Paraguayan Government with much trumpeting, speeches and flag wagging, and the settlement was formally recognised under the title of "New Australia."

The way to the brotherhood of emancipated labour now seemed clear, and the settlers foresaw themselves setting an example which at no distant date the wage slaves of old Australia would follow.

In twelve years New Australia was a thing of the past and most of its members were starving. It would take too long to go into the many vicissitudes of this great experiment in Pure Democracy. One point, however, I will mention, for it bears very directly upon the modern propaganda of the National Guilds League, whose aim is the elimination of the employer, and, incidentally, of all controlling persons. Under the constitution of New Australia the workers were directed and superintended by officials of their own choosing; and so complete was the concession made to the principles of Pure Democracy, that if any group of workers was dissatisfied with the man chosen to direct them, a bell might be rung, a meeting called, the obnoxious official deposed, and another chosen in his place.

The general result was, that in every group, whenever a director tried to secure from his men work which seemed to them either too hard or too orderly, instant revolt ensued. The tocsin of Democracy was sounded, and the director was superseded by another, certain sooner or later to suffer a like fate. The only work, indeed, to which they took with spontaneous vigour was that of ringing the bell—a species of exercise in which the boys delighted.

Towards the end a fresh lot of recruits were induced to come to this New Eden, and a number of men and women who believed themselves to be the victims of capital arrived. Judge of the surprise of the New Australians when they found these recruits so prosperous, and so well clad, that they hardly seemed real. And, judge of the surprise of the recruits on finding the New Australians so reduced in circumstances, that their clothing and houses were such as even a tramp in old Australia would have scorned.

This is the one and only result of about eighty or ninety more or less similar experiments.

The French Revolution did not bring its much heralded "Liberty, Equality, and Fraternity!"

Now we see the Russian Revolution has succeeded, not in establishing a new heaven, but a new hell, its only fruits being misery, degradation and disgrace. Yet, there are those among us who would have Old England do likewise!

Now, I am as enthusiastic a believer in the possibilities of the future as any man, and I condemn unsparingly the failures and shortcomings of the past! But, and this is my object in writing this article, I am absolutely certain the path is the one of evolution, not revolution.

Managers and directing persons will be just as necessary in a Socialist State as they are to-day; the change will be one of name only, not of substance. There will be more discipline, not less, in any Socialist State of the future, if it has to have even a remote chance of success. Let us not be deluded by specious promises of a speedy millenium; but let us rather look to the next common-sense step to take, which is, without doubt, to attempt to achieve real co-operation and sympathy between those who now are directing and working our indutries and agriculture.

There never was a better chance. The war has broadened men's minds, enlarged their sympathies, and given to all a desire to rebuild our country on sound rational lines, giving to each and every man the fullest opportunity of self-development, which is all any self respecting man ought to ask of his country.

Together we can do it, we can make of this country of ours a real and abiding home for all who deserve it; for the others, well—let them emigrate!

Digitized by Google

Key Industries: Asbestos and Rubber.

By Mr. H. H. DUKE.

The observations contained in the following article are extracted from a draft Bill of Rights compiled by Mr. H. H. Duke, the General Organising Secretary of the Society of Indiarubber, Cable and Asbestos Workers, Member of the Committee of Rubber and Cable Industrial Councils.

The object is stated to be to protect the Industry from the Raw Material to the Manufactured Product, and the draft has been carefully drawn up for presenting to all Parliamentary Candidates standing for Constituencies where Rubber, Cable and Asbestos Workers are employed.

The programme outlined is of course a special one applied to the Asbestos and Rubber Industries, and it is to be taken as additional to the general labour programme agreed to by all sections of workers.—*Editorial Note.*

AS the maintenance and advancement of wages and improvement of working conditions in the Asbestos and Rubber Industries of Great Britain are dependent upon adequate and plentiful supplies of raw material, and equitable opportunities in Home, Colonial and Foreign Markets, and as these conditions are threatened by State subsidized syndicates for the purchase of raw material in Germany and by heavily capitalized combinations in other countries, and further, as the Asbestos and Rubber Industries of Great Britain are in every sense Key Industries upon which many other important operations depend, both Industries in fact being vital factors in National Defence, the Amalgamated Society considers the following proposals indispensably requisite to protect the Industries both in the interests of its members and the State alike.

In the first place, steps should immediately be taken for the preservation of the supplies of raw material, especially in view of the restricted areas in which Asbestos is found, and the rapid exhaustion of wild Rubber supplies. Arrangements should be made without delay with our Colonies and Dependencies to ensure continuous and plentiful export of both raw materials to this country. The Government control of Asbestos and Raw Rubber, Gutta Percha and Balata and other materials of a similar character should be continued for not less than three years after the signature of Peace, with a view to the organisation of British and Allied supplies on a basis of preferential consideration before those of enemy or neutral nations.

In this connection we consider it absolutely essential to maintain our Colonial Empire in its full integrity as existing at the Declaration of War, August, 1914. The disturbance of such integrity would seriously affect the position of the workers in both Industries, and the Amalgamated Society has therefore pledged itself to resist the transference or sale of any portion of the British Empire either to Germany or any other Foreign Power, and to resist also the proposal to hand sections of the Colonial Empire (very important for Rubber Production) to an International Committee of European Powers.

The Society state as their emphatic opinion that any disturbance of the British Empire as constituted on the Declaration of War cannot be otherwise than prejudicial to the mass of British Workers.

With regard to the carriage and freight of raw material, the Executive Council is to be asked to recommend that all shipping lines trading between Great Britain and her Colonies be nationalized, or at least nationally controlled, so as to remove the abuses revealed by the Royal Commission on Shipping Rates, and such scandals as the carriage of German goods to New Zealand at cheaper rates than British, as was shewn in the Report of the Dominion Royal Commission.

"We demand preference for British producers," and "we advocate that Colonies or Dependencies producing raw rubber be approached with the object of establishing

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/14

a preference on all rubber exported to and manufactured in Great Britain. Where a Colony is prepared to recommend either a moderate bounty on all goods shipped to a manufacturer in the British Isles or a preferential export duty similar to that recently arranged on palm kernels and cocoa by the Government of the Gold Coast, we contend that the Colony in question should be accorded a reasonable rebate both on inward and outward freight, or in case of such preference being given, the British State shall undertake to consider adequate subsidy for such Colonial outlays as railway extensions, harbour and dry dock accomodation, improved telephone and telegraphic communication, additional cable service, scientific research and experiments applicable to the Colony in question, and in short, to be empowered to propose any reasonable method which shall equitably remunerate the Colony for adopting preferential trade with Great Britain and Ireland."

In the event of any anticipated shortage of raw material, the State should be empowered to offer any reasonable temporary advantage as may be sufficient to induce regular and greater supplies. For instance, in the event of there being a shortage of raw rubber, the State should take prompt steps to bring greater tracts under cultivation.

In all cases where the State shall have facilitated supplies of the raw material to a British Manufacturer, we contend that an essential condition be imposed, that the firm so benefitted shall observe all working arrangements as settled by a Joint Board of Employers and Employed on the lines of the Whitley Report.

We contend that the State shall assume the duty of regularising employment on the lines suggested by the Minority Poor Law Commission Report. The Commercial Intelligence Department could be used to ascertain at fitting intervals the prospects of future employment, and on its becoming apparent that the trade is about to enter a period of slackness and depression, the State should consider the question of the allotment of Government contracts so as to maintain in regular employment the largest possible number of workers. The Government in conjunction with a Board of Employers and Trade Union representatives should (as suggested by the Whitley Report), make the necessary arrangements for any mobilisation of labour forces from one centre to another, which necessity might be entailed by the allotment of such contracts.

To minimise the evil effects of foreign sweated labour as far as is practicable, we advocate that where an extensive import of foreign manufactured goods develops, the Government should at once investigate and report the result of its enquiry as quickly as possible to the Joint Committee of Employers and Trade Union representatives, and upon proof of the extensive imports arising from low wages and bad labour conditions on the part of the importing country, the Government should take immediate steps to prohibit such goods, or at least to fix upon the same an import duty which shall equalise the labour conditions of the importing country to those of Great Britain. This principle should apply equally to goods manufactured of rubber substitutes.

Frequent announcements appear in the Public Press of keen competition which is to be expected after the war, from substitutes such as synthetic rubber from Germany and certain other countries. We here contend that the State should insist on the trade-marking of all such substitutes, also that the goods should bear the name of the country of origin printed or marked in such a manner that the public may be enabled to distinguish such goods. The Government should also establish arrangements whereby goods shall be periodically tested, and fraudulent misrepresentation should be met with heavy penalties.

With regard to Foreign Patent monopolies, in view of the judgment of Justice Parker in 1909 rendering ineffective much of Mr. Lloyd George's Patent Act of 1907, we hold that the latter should be amended so as to enforce all holders of foreign patents to conduct the manufacture of these goods in factories which shall comply with British Trade Union conditions and observe all other conditions imposed for the protection of the health and well being of the workers.

Other points in the programme of the Amalgamated Society are:

The nationalisation of the inter-Imperial cable services as suggested by the Dominion Royal Commission, together with the nationalisation of all wireless telegraph services, also the extension of the latter on a large

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/15

scale in order to relieve the present overloaded lines and to enable a great reduction to be made in the cost of messages between Great Britain and her Colonies.

We contend that British or British Empire Firms observing agreed trade conditions, and whose Directorates consist of British subjects, should alone be permitted to tender for the work of laying or repairing inter-Imperial cables.

Scientific investigation and research is not forgotten. In view of the disasters wrought on British Industry by neglect of research, we are strongly of the opinion that the State should enter immediately into arrangements with our Colonies from whom we receive the raw material for Asbestos and Rubber manufacture, with the object of instituting an extensive programme of investigation, experiment and research in all departments of both Industries. For instance, we consider that decided advances might be looked for along the lines of botanical research upon rubber plantations, improved processes of tapping and coagulation, improved storage and shipping arrangements, investigation of the chemistry of mixing and manufacture, improved arrangement of factories, including better hygiene for the workers, enquiry into the conditions of marketing, transport and export, and the consideration of general proposals for the improvement of productive processes, the betterment of the industrial conditions and elevation of the status of those employed in the industries, not forgetting increased educational facilities for workers who prove their capacity for benefitting, or who show special inventive or scientific abilities.

With regard to the marketing of manufactured goods abroad, in view of the heavy losses entailed upon British Industries by an ineffective Consular Service, we contend that the Government should call upon the Joint Board of Employers and Trade Union representatives to formulate recommendations for improving the method of placing manufactured goods of British origin abroad. As the work would be entirely commercial in character and subject to the laws of the particular country wherein any steps are found requisite, we are of the opinion that no representative of the Foreign Office should be permitted a voice in any arrangement, otherwise than in a purely advisory capacity. As part of this proposal we recommend that the Government should organise special Trade Exhibitions from time to time in all important centres of foreign business.

The foregoing is inserted in "ASBESTOS" in the hope that all workers in the Asbestos and Rubber Industries will inform themselves of the probable requirements for the successful conduct of business after the war in order to maintain the position of British Industry against those of enemy and neutral origin, the former of which may fairly be expected to be unscrupulously severe. It is essential that all workers should take an intelligent interest in matters of such vital interest to their future welfare.—*Ed.*

It is the custom of Selfridges to put a little message in the pay envelopes. Here is one—

WHO AM I?

I steal more from industry than all other criminals combined.

I am the crushing burden that breaks enterprise, that discounts success, that ruins business.

I lurk silently in unseen places, and cast my blighting shadow over every human effort.

I bring sorrow and sickness, degradation and death, yet fools blame me not.

I am CARELESSNESS !

The Autocrat in Business.

Look at the countries and peoples where the Autocrat rules. How do they compare with those where the people are taken into the councils of the nation ? It is the same in business. A "one-man show" (to use an Americanism) never was, is not, or will be remarkable for its successful expansion on a lasting foundation. It may flourish for a while—like the proverbial green bay tree did, then—*Where is that Works Committee* ?

Many of us are troubled with near-sightedness of the mind's eye.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/16

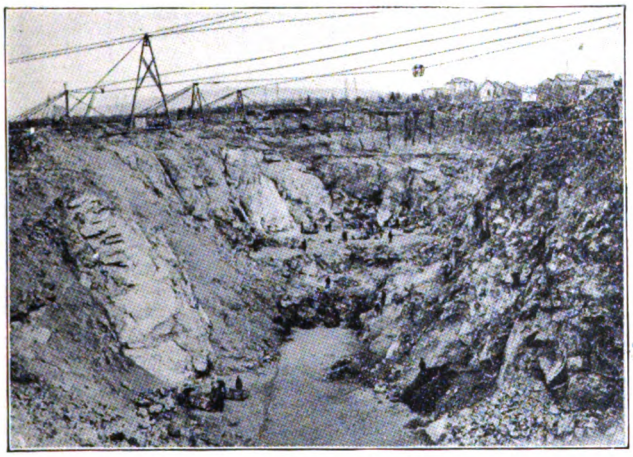
The Origin and Properties of Asbestos.—III.

THE CHEMICAL COMPOSITION OF ASBESTOS.

By H. W. ROWELL.

ASBESTOS is a chemical compound in just the same way as are most other materials that we handle every day. It is a mineral and has no vegetable origin whatever, although it looks like a petrified plant fibre.

Some materials like sulphur, oxygen, iodine, and the pure metals, are called elements because they cannot be split up into component parts and are a single substance all through; other materials like common salt, quicklime, and rust, are simple combinations of a metal and a gas and can be split up into their component parts and belong to a class called inorganic compounds; glycerine, oils, and rubber belong to a very numerous class of complicated organic compounds which all contain carbon in their composition, and were called organic because the first of these compounds classified were derived from animal and plant organisms.



AN ASBESTOS MINE.

Asbestos is one of the complicated inorganic compounds.

Mineral substances are very rarely found in a pure state because in the course of formation in the earth all sorts of impurities become mechanically mixed and chemically combined with them. Most substances which are found as crystals, like diamonds, pyrites, and Iceland spar, have a definite chemical composition when the dirt is separated from the crystals.

The diamond is pure crystal carbon, pyrites is iron sulphide, and Iceland spar is transparent crystals of carbonate of lime or chalk.

Asbestos is a long fibrous crystal and is (when pure) a silicate of magnesia, but unfortunately it is never found pure. There is always a small amount of rock impurity lying between the fibres where minute cracks have developed, and, depending upon the geological formation in which the Asbestos is found, this may be carbonate of lime, magnetic oxide of iron, quartz, or one of the silicate rocks like serpentine. These impurities are practically all separated during the purification of the mineral in the course of manufacture, but the main impurities are other silicates in chemical combination with the silicate of magnesia.

The analyses of clean commercial asbestos vary considerably in the matter of impurities, and some illustrative figures are given in the table (*see next page*).

In considering these analyses it is of course understood that the silica does not exist as such in the mineral or it would be quartz or flint, but is chemically combined with some of the other ingredients to form silicates.

If white Canadian asbestos could be

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/17

	White Canadian Asbestos (Chrysotile).		Theoretically Pure Chrysotile.	Blue Asbestos (Crocidolite).	
	1	2		1	2
Silica ($Si O_2$)	41·6	39·4	43·47	51·4	53·8
Magnesia (Mg O)	33·2	42·1	43·57	3·0	13·5
Protoxide of Iron (Fe O)	6·7	2·0	...	18·5	5·2
Peroxide of Iron ($Fe_2 O_3$)	0·7	0·5	...	18·2	14·9
Alumina ($Al_2 O_3$)	3·2	0·1	...	0·2	2·4
Lime (Ca O)	0·9	0·4	...	0·2	0·3
Soda ($Na_2 O$) \ Potash ($K_2 O$) /	0·3	0·4	...	5·9	8·0
Combined Water ($H_2 O$)	11·5	14·0	12·96	2·3	1·6
Moisture	1·9	1·1	...	0·3	0·3
	100·0	100·0	100·00	100·0	100·0

obtained absolutely pure it would have the composition shown in the third column of the table,* but blue asbestos is such a variable mineral that no definite formula can yet be assigned to the pure theoretical crystal.

Comparatively little chemical investigation has been made on asbestos, and practically nothing has been published, so that it is impossible to give any definite information on the internal structure of the asbestos molecule or the crystal.

From work which is in progress in our Laboratory we can say that instead of 18 atoms, as shown in the formula below, there is probably many times this number of atoms in a chrysolite asbestos molecule, and many more still in a blue asbestos molecule.

The construction or the method in which these atoms are linked together determines some of the vital characteristics of the asbestos fibre, and this, together with the material of the atoms themselves, determines to a great extent the commercial qualities of asbestos.

* Its chemical formula would be $3MgO\,2SiO_2\cdot 2H_2O$

Pictorial art must, to be great—nay, to be acceptable—be the outcome of the painter's vision—of the painter's and the poet's in one, but of the painter's in the first place. It must make its appeal to the eye, to the æsthetic sense, to the corresponding vision in the onlooker who may be gifted with the power (in the higher sense) to see. The appeal must be direct to the imagination that *sees* its human life, that *sees* its poetry, and it must make revelation of a deeper insight, of a higher, larger, more comprehensive vision than that of the ordinary mortal. Vision there must be on both sides—evocation of truth and beauty not principally with the aid of the written-word and our own recollection of beauty, not merely by the expression of a beautiful thought, or an event beautiful and striking in itself. There must be the pictorial power to represent, to see and interpret, to harmonise truth seen and truth imagined into visual as well as spiritual beauty, to appeal straight to the discerning eye and the sense of visual harmony, and thus to pierce direct to the heart and the brain.—*Claude Phillips.*

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/18

The Aim of Education.

By Capt. R. E. ENGLAND.

THE great cry of to-day is for Education. Not even the tumult of the world's greatest war can still the cry, because it is the cry of humanity in its march towards a perfect civilisation. So far from war eclipsing Education it has rather brought the subject into clearer prominence. To-day we live in a strenuous age. We are face to face with hard facts. The world is stripped of its unrealities and shams. We get a deeper insight into the workings of the minds of men and nations, and a clearer idea of the stage of civilisation which we have reached.

It is only those nations, individuals, and things that can stand the test of to-day that can hope to remain, and it is not the test of war alone, but the test of Civilisation—a very comprehensive term. To-day, the nation calls for its men to lead, to produce, and to fight. And the nation which has not neglected its duties to these men will endure. This depends, fundamentally, on Education. One has only to look on the terrible plight of Russia to see the result when a country—large, rich, and populous—allows its people to remain in comparative ignorance. Note that word comparative—it is the keyword. Russia is not a savage or an uncivilised country, but it has failed in its duties, and so cannot keep its place in the ranks of advancing nations. Its education has lacked a definite aim.

In our own country we are taking a new interest in the subject. We have the new experience of a Minister of Education who is a practical educationalist. We have a new Education Bill (which in all probability will be on the Statute Book ere this appears in print) which marks a decided step in progress—a Bill in which the "man in the street" feels a direct interest. We have discovered that it is possible to find money for educational purposes, and that such money is a good investment, even though the interest is not actually returnable to the generation making the investment.

This is an age of specialisation—in Education as well as in Commerce. It is the age of organisation. But the more highly organised a concern is, the more complex it becomes, and the more difficult to understand. The great fault to-day is ignorance of what Education has been, is, and ought to be, and, until some idea is obtained of this knowledge, there can be no real or correct appreciation of Education. The forces of Education have been active for centuries, and to-day have reached a very elaborate stage. And yet all the colossal intricate machinery of Education, whose results are not cold material things like asbestos or rubber, is often supposed to be easily understood by those whose knowledge of the subject is of the thinnest. To these I would ask this question—"What is the aim of Education?"

The object of this article is to show that there is an aim, and a definite aim. I am not talking about something that concerns schools only. School, home, and work-a-day life combine to give us Education. When I point out that only 8-10 years of your allotted span are spent in school, and only 5-6 hours out of each 24, you will see what I am driving at. Where we err is in neglecting the home and work-a-day portions; because Education, like life, is never stationary.

Education is only possible because man possesses the faculty of being able to benefit by past experiences—not only of himself but of others. This, and this alone, counts for his supremacy. And there is also a fundamental difference between man and the lower animals—that he *must* be put through a system of Education before he can complete his development.

You will thus see the meaning, the need for, and the all embracing influence of Education. It affects you all your days, both in your work and leisure.

There are several ways in which the aim of Education may be viewed, and I wish to put several points of view before you. Being points of view they must be productive of thought.

Many a busy man and woman will say, "Why question the aim?—It is obvious.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/19

We have to earn our living in this world, and it would indeed be a poor living if we were illiterates." They are not to be blamed for holding this view. It is an aim which has a direct influence on all of us. Some there be—we describe them as being ambitious—who extend the view as one of "Earning a *better* living." More power to them. But I want you to realise that it is not the aim we should keep before us—not the true, complete aim. It does not go far enough. After all, it is purely an individual matter, and Education will be a poor sickly thing if it is only to be a means of helping us to earn our bread and butter. Being a purely individualistic aim it is of necessity one which makes us narrow minded, because our sole thought is "self." Such a short sighted view cannot be entertained as complete, if our lives are to be complete—if we are to *live*, instead of merely existing.

On second thoughts we may hear the answer: "Well, I want to know things, and I am anxious to learn all I can." We may even hear quoted, in all sincerity, too, that "Knowledge is power." But I am afraid this is hardly correct. Let us take the case of the miser who hoards his gold. Is there anyone that can imagine his money to be a power in his hands? Of course not. We despise him because of his hoarding, knowing that his money can never be productive of good to himself or others unless he uses it. It is precisely the same with mental misers—those who acquire knowledge for the express purpose of hoarding it up. They can never obtain the maximum efficiency from the knowledge acquired, and all too late they learn that it would have been wiser to have translated their maxim thus—"Knowledge, *only when applied*, is power."

Others, again, when the question arises, often say they wish to be cultured, and that Education is the only medium to Culture. When we come to probe this so-called culture, we usually find a desire to reach a certain standard set up as a prevailing fashion. It is a survival of the ages. Note the respect paid to those who can lisp a few French or German phrases. Do not misunderstand me. If your object in learning a language is to enable you to widen your sphere of reading, or to increase your business capacities, by all means do so. But it is so often a question of individual prestige—a desire to shine. As such it is a relic of snobbery, and so, to-day, must go by the board.

Some good people look to Education to improve the morals of the individual. To a certain degree it does this. The child is *un*moral, and in the course of Education he acquires certain morals. But the difficulty is that there is still such a divergence of opinion as to what morality really means. What we really mean by it, so far, is "control of impulses." Formation of character is a laudable, but incomplete aim.

I have taken exception to the usual replies to my question, and I have endeavoured to show that the chief defect in them is that the aims are too individualistic. But surely we are all individuals? True. But we are, besides, members of a great social community.

The complete aim of Education, in my view, is the development of the "Socially Efficient" individual. This includes all the other aims I have mentioned. Note carefully the two words "socially" and efficient," and mark the fact that the "individual" is not lost sight of. In all the other aims the question was what it would mean to the individual alone. In this aim the question is: Will "Society" profit to the fullest extent? The individual, being a member of a community, must be educated as a member of that community, and, as such, must be "socially efficient."

You are not socially efficient if you cannot pull your own weight. You may be engaged directly in producing, or you may be engaged in directing, encouraging or educating others to produce. Both are essential to production, and if you do not pull your weight it is obvious you must be a drag on the community of which you are a member. Can you wonder that the community objects to you if you are found to be a drag?

Further, not only must you pull your weight, but you must interfere as little as possible with the efforts of others if you are to be socially efficient. Here we begin to see that "self" must be stripped of "selfishness," because we are members of that great community. As a "community" we live; as "self" we must perish.

Moreover, we must lend our efforts consciously and persistently to social advance-

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/20

ment. "Self" has now merged into "all".

Consider this statement carefully and the full weight of its meaning will be felt. You will be conscious of the necessity for education, and, whether you have in view the education of yourself, or of others, you will realise that this must be the true aim. Keep it before you, and strive for social efficiency. Do not dwell on the past in considering education, do not look to some Utopian future—the one is done with, and the other will come when Civilisation is ripe for it. Think only of the immediate future because of that alone can we reasonably measure the requirements.

By so doing, Education will come into its own, and life itself will be fuller and happier. If we all work for this one aim we are not only going to improve the individual, but also the great social community of which we are all members.

"I call, therefore, a complete and generous education that which fits a man to perform, justly, skilfully and magnanimously, all the offices, both private and public, of peace and war." (Milton, "*Tractate on Education*," 1644).

Shop Committees: Unionist's Plea.

(The following letter, addressed to the Editor of the *Rochdale Observer*, is reproduced by permission):—

May 29th, 1918.

Sir,—I saw in your issue of the 22nd inst., under Trade and Commerce, an article suggesting the establishment of shop committees in cotton mills. I may say that I was chairman of the shop committee at a national factory in the Midlands for the year 1916-17 and to my mind the committee was a success. The organisation of labour for the future is certainly a subject that requires serious consideration, and I think the time is opportune for labour to consider the matter. There is no doubt that the establishment of shop committees serves as a fine purpose to employer and employee, if run on straight lines; but before they can be a success the feeling of animosity which exists in each other's minds must be got rid of. I know that jealousy existed between heads of departments and the shop committee at the factory, to which I refer, when we commenced, but gradually it ceased, and by discussion and discretion all concerned began to see things in a different light. After this we arranged weekly meetings with the management to discuss grievances which occurred during the week, to exchange views, and to try and improve working conditions in the factory. These efforts proved a great success. If the employers will only take these shop committees into their confidence and work in conjunction with them they will find a great change, which will be to the advantage of all concerned. I may add that the manager of the factory in question is a strong advocate of shop committees. I am a trade unionist, and a member of the A.S.E. (Rochdale), and I trust my fellow unionists will adopt the idea I advocate.—

Yours, etc.,

WILLIAM TURNER.

18 Norwich Street, Rochdale.

"For the first time in memory unemployment is *nil*. Why? Simply because, by the deliberate policy of the State, production is in full blast, and nothing is imported which can be grown or made at home. It is difficult to believe that the present prosperity of the wage earners can long survive the closing of the omnivorous and insatiable military market. But it is also difficult to think that this great object-lesson in production, as the true economic basis of social betterment, will not be remembered and utilised. If it is desired to maintain the new scale of productive industry, the practical question is how to create a permanent and expansive capacity of consumption, approximating at the outset to that which has been temporarily created by the stupendous wastage of the war."—*Production*.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/21

Educational Efficiency.

By WALTER REDDING.

"The world is a comedy to those that think, a tragedy to those who feel."

—Horace Walpole.

NO man or woman with any degree of feeling can fail to be struck by the tragic seriousness of the lack of intellectual fitness at the present time of the major portion of the young of both sexes for the battle of life which lies before them, and which they must face and fight to the bitter end. The words of Horace Walpole should bring home to everyone who has the future of the Empire at heart, what a tragedy it will be if, through lack of properly directed energies—through our apathy and failure to tackle with all earnestness and in a truly unselfish manner the educational problems which are before us—we are left behind the other nations of the earth, and from the premier position which we have hitherto held are relegated commercially to a fifth or sixth place.

We are now in the throes of the greatest war in the world's history; the resources of this country and that of our noble Allies have either been, or will be tapped to their utmost to bring this terrible conflict to a victorious conclusion. But after peace has been declared (that is so far as the force of arms is concerned) there will come the fight for commercial supremacy, the victory of which will undoubtedly go to those who are best equipped for the conflict. How can we equip ourselves? By increasing our educational efficiency, and by seeing that those who follow after us are better prepared, are better equipped in that direction than we have been ourselves. We are standing on the shoulders of those who have gone before us; then let us look to it that those who have to stand upon ours, will not find a less sure foundation than that which we found.

It is my opinion that the cause for so much social unrest and its consequent evils is largely to be traced to the lack of real, sound, practical education. Does the fault lie with the material? I say most emphatically, "No!" I think that the fault is entirely due to our educational system. The curriculum of our elementary schools seems to have been framed with the object of covering the widest possible field of subjects, with little or no thought to their relative depth, or, whether they would be any help to, or have any bearing upon the trade or profession the child would be likely to adopt. To put it plainly, we have either "educated" our children too far, or not far enough. By "too far," I mean that we have just brought them to what I would call, for want of a better term, "the dissatisfied state" in which they think themselves above the common drudgery of life, cause their parents considerable pain and trouble, and set all forms of discipline at defiance. At 14 years of age, or thereabouts, the mind is most open to influence, especially of the kind which is against authority; it is a most fertile ground in which to sow the seeds of discontent, and events have shown how readily they flourish. If the child had not been taken so far educationally, it is open to contention that he would have been happier and in many cases a better citizen, satisfied with the position in which he had been placed, but with no ambition beyond that. But let us look at it from the other standpoint. If we had taken him farther than we have hitherto done, what would have been the probable result? We would doubtless have created a hunger for further knowledge, and a healthy and genuine ambition to better his position, and to develop his intellectual powers in order to make himself capable of undertaking whatever responsibilities might ensure.

How are we going to bring about an alteration in our present system? To me it seems that there is only one way, and that is to use every means in our power, and every bit of influence we possess to make it compulsory for both sexes to attend

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/22

evening continuation classes up to say from 18 to 21 years of age.

The effect would be twofold. It would in the first place fertilize and develop the seed sown in the elementary schools; it would keep the channels of the mind open, and in a far healthier state for the solution of the problems arising out of whatever work the student may be engaged upon in his everyday life. Secondly, it would take the young of both sexes off the streets in the evening when they are at a most dangerous age, it would teach them the true value of self respect and also the respect due to others. In short, we would have a better people, intellectually, morally, physically and spiritually, whose minds having been broadened by the proposed process, would realize more fully their own responsibilities, the due proportion of things generally, and would give them a happier and far brighter outlook on life. They would find work a pleasure instead of a toil, they would cease to be clockwatchers and suspicious of everything even when it is intended for their ultimate benefit.

It certainly will take a time to revolutionise the effects of our present educational system, but it will come, and when it does I trust it will make everyone students in the real sense of the word to the end of their days, gaining and imparting knowledge for the benefit and happiness of all.

A Parliament of Men.

By A. ROWLAND ENTWISTLE.

This article is intended to express the viewpoint of the average well-informed worker. It must not be regarded as necessarily the personal opinion of the writer.—Author's note.

"When the War drums throb no longer
And the battle flags are furled
In the Parliament of Man, the
Federation of the World."
—*Tennyson.*

WE used to think in terms of "eras" and "ages,"—the stone age, the Victorian era, the ages of steam and electricity. Now we think of only two periods—"Before the War" and "After the War." Before the war we evidently were rushing downwards to destruction. It was only when we found ourselves actually bumping against the sides of the pit that we realised we were in it. We know now what was only a pious belief before—that the pit is bottomless. So we are turning our faces upwards and "Reconstruction" has become our watchword.

The upward path is difficult; (we were always told it was, but we didn't believe it). We have a lot of deadweight to carry. There is a terrible struggle going on against forces which are hard at work to drag us down, always further down.

We are going to rise. There must be no doubt about that. There may be employers and workmen who want the "*status quo ante*" or "as you were" policy, but they can't have it. That way is destruction.

"We shall know each other better by and bye" sounds fine in a hymn, and it is true, but we have to know each other *now*. The result of getting to know each other now may be that we shall know each other *worse*, but that is just what we must find out. At present we are guessing, and it's not good enough. You can't guess right all the time.

I want to know what kind of man my employer really is, what he really thinks and why. I want him to know (and I hope he wants to know) what I am and what I want to be and why. Then there are those office people. I've a profound conviction that many of them are deep doubled-dyed snobs,

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/23

but I'm open to be convinced by them that I'm wrong.

For a long time I've thought that my section of the mill was the only one that mattered, but lately I've had a suspicion that there are other sections which count for something. I want to know just how much they count and how much I count. I've been deceiving myself long enough. In the language of our long lost Cousins it's time to "*quit kiddin'*."

In other words, not to put too fine a point upon it, what I want and what we all surely need is that Works Committee or Works Council—A Parliament of Men. You suspected I was leading up to something didn't you? Well this is it. We ought to have a Works Council. We've been given the chance. Let's take it.

The arguments against it don't amount to anything. A Works Council cannot interfere in any way with the functions of a Trade Union. The greatest safeguard against this sort of thing even beginning to happen is, that the employer is tremendously determined that the Works Council shall not interfere with or assume the functions of Management.

The sphere of a Works Council is limited. It can discuss any mortal subject it likes. It can even pass resolutions, *but it cannot give effect to them.* It can make recommendations and suggestions to both Trade Unions and the Management, but that is the most it can do in that direction.

The effect of a Works Council may be unlimited. No one knows. It is a great experiment. It may result in our knowing each other as better or worse than we thought, but in either case we shall *know*, and that matters. The distance which exists between the office and the works, between one department and another, between the employer and the employee, will be lessened, and the results must be beneficial. We have to come to grips with one another sooner or later, and there seems to be no sense in shouting through megaphones at one another or shaking fists when we might be talking quietly or fighting. It's only small boys who are content to shout and make rude and aggressive gestures.

There is another point. Other people are trying this Works Council idea. They may be doing it either in the right or the wrong way, but anyway, they'll be coming along presently with very superior airs to tell us something we don't know. We can't have that. We shall have to test this thing out sooner or later and we might just as well be pioneers ourselves. Rochdale is noted for pioneers. Other people may be able to profit by our experience. If this idea is no good we can set to work to stop it spreading and doing mischief. We're not selfish—are we? We do really want to help other people as well as ourselves to make the place in which we live a better place in which to make a living, don't we?

Anyhow, I propose to the Management that they ask us to elect representatives to the T.B.A. Works Council forthwith. We'll hold our first meeting and decide what we're going to do and how, and issue our report. Will someone please second the motion?

[The Management have already issued such an invitation, but possibly Mr. Entwistle intends to suggest its re-issue now that the subject has been well ventilated.—*Ed.*]

"We need better training in two directions, and it must be a matter of balance rather than of setting one against the other [the needs of the employer and the workman] as is unfortunately being done. We want technical training so that we may have skilled workers, and so that our unskilled workers may be more intelligent and efficient. The interests of employers and of employed and of the community at large are in harmony here; it gives a man self-respect to feel that he knows his job, and there are thousands in industry to-day who are muddlers and who know it. But we want also more general education."—*The Organiser.*

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/24

Capital and Labour.

By J. CONNOLLY.

THE question which is exercising the minds of all thoughtful men and women to-day is—What are going to be the relations between Capital and Labour when the convulsions of this awful war's visitation have passed away. In the incandescent heat which is threatening to melt away our very existence as a free and prosperous people, we have seen our mistakes of the past. We have seen how utterly futile was the antagonistic attitude of Capital towards Labour, and of Labour towards Capital. We have seen the handwriting on the wall warning us that if we are to win in the war for the world's trade when peace once more reigns supreme in the land, we must not allow the spirit of defiance, prejudice and jealousy to dominate our Industrial Councils as we did before the war. Friends of the Asbestos Trade, Masters and Men, listen !

Ever since the introduction of steam power and the invention of machinery in the latter part of the 18th century, which completely revolutionised industrial conditions, the labouring classes of this and other industrial nations have been smarting under a deep rooted sense of injustice. No conscientious student of the economic history of this country, from that time on to the present day, can claim that the workers have been fairly treated. Prior to the war, the predominant question of the time was the social condition of the masses who work, as compared with the condition of the classes who toil not neither do they spin. The problems of Capital and Labour, and the evils due to the extremes of wealth and poverty, were constantly being forced in front of the Legislative Assemblies of nearly every country in the world by earnest men and women who undoubtedly had the best interests of humanity at heart. Statistics have been compiled by eminent men which show an appalling state of things. Professor Bowley, teacher of Statistics, London University, stated in a lecture which he gave in 1911, that half the wealth of the nation was owned by one-ninth the population. He estimated that 8,000,000 adult men were employed on regular occupations in the United Kingdom, and that full weekly wages when in ordinary work were as follows:—

4%	under 15/-			
8%	between 15/-	and	20/-	
20%	,,	20/-	,,	25/-
21%	,,	25/-	,,	30/-
13%	,,	35/-	,,	40/-
7%	,,	40/-	,,	45/-
6%	over 45/-			

According to his estimate 32% were earning less than 25/- per week. Against these figures, we have figures given in the Board of Trade Returns of Wages, which gives the percentage of men earning less than 25/- per week as 40.4%. Even taking into consideration the comparatively low cost of living at the time, the wages paid were totally inadequate to provide the bare necessities of life, and one wonders how many managed to live at all; indeed in many instances it was only possible for a family to live a decent life by sending the wife, and in some cases young children, out to work. The result is seen in the perfectly appalling infantile death rate of the industrial areas, and the physical deterioration of the children who happened to survive these unnatural and inhuman conditions. Figures given by Dr. Dukes to the Commission on Physical Training, Scotland, show that when fully grown the children of such parents are about 2½ inches shorter and 16lbs lighter on the average, than children of the better paid and housed classes.

Again, the Old Age Pensions Act has proved that with very few exceptions workers who pass the age of 70 are practically destitute and have to live upon charity.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/25

It was given in the report of the Royal Commission on the Aged Poor, that nearly half of the working people who reached the age of 65 were living on the Poor Law, and this in the vast majority of cases after living an industrious, useful and decent life, and after giving us the men who on the Calais road "gathered the spears of the Prussian legions to their breasts." Do you wonder at the strained relations between Capital and Labour? "Oh! would that my tongue could utter the thoughts that arise in me."

Doubtless, when you read the foregoing you will say, "Oh, but we are going to put a stop to this scandalous state of things." Have you thought of how you are going to accomplish this? That is the question. How?

Friends, let us not deceive ourselves; remember that the workers only gave up their trade rules and restrictions on the understanding that they would be reinstated after the war. Now this means that we are to return to the old system of ca'-canny with its restriction of output and the consequent loss of incalculable wealth to the nation as a whole. *We are bound to lose—you and I and all of us. This is an indispensable condition of restriction of output.*

No, friends, the solution of this vast problem lies not in a return to the old system. There can never be industrial peace until Masters and Men co-operate, and, applying scientific methods to their callings, each must aim at the elimination of all waste whether in labour or materials. All employed must be trained to work scientifically. Industry in the future will be required not only to provide a reasonable return for Capital, but the future welfare of even the most menial worker must also be provided for. The spectre of the "rainy day" which has always haunted the lives of the workers, must for ever be removed from the horizon. That this agreeable consummation is within the range of practical economics, no intelligent person will doubt if the mind is cast retrospectively over the past three years. We know now that nearly two-thirds of the nation's energy must have been wasted before the war. We also know how wonderfully near the truth was Sir Thomas Moore in his book *Utopia*, when he argued that if we all worked six hours a day on essential forms of industry, the result would be an accumulation of vast superabundance of supplies of all kinds, for practical use, for pleasure and for mental stimulation. He says of his Utopians, seeing that they bestow six hours in work, perchance you may think that the lack of some necessary things may ensue. But this is not so. For that short time is not only enough, but too much for the store and abundance of all things that be requisite either for necessity or for commodity, yea, or for pleasure, so that the same may be true and natural.

I believe that all this can be accomplished, and more, by the universal adoption of the system of Scientific Management which was originated by Mr. F. W. Taylor in America, the basic principle of which is the elimination of all waste human effort and scientific selection of materials. Mr. Taylor proved that by teaching workers to use the best possible tool in the best possible way, and by scientifically selecting workpeople for each operation, output could be increased from two to nine times the amount previously produced. This system has already been tried in this country in a tentative way, but has not yet met with any considerable success except in isolated cases.

It is with fear and trepidation that the subject is approached by managers generally, on account of the hostile attitude of Trades Unionists. That this hostility is not unjustified will be conceded when one considers the suicidal policy adopted by managers generally, of cutting rates when the workers earnings have exceeded their own selfish conception of what constituted good wages. Of course it is obvious to all of us that scientific management in the hands of an unscrupulous manager could very well be a curse and a snare, and wholly against the workers' interests; but given the proper and necessary safeguards, such as recommended by the Reconstruction Committee's Sub-Committee's interim Report on "The Relations between Employers and Employed," there is no possible shadow of doubt whatever that scientific management will go a long way towards solving the problem of Capital and Labour, and that England will once more resume her former proud position of the Workshop of the World.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/26

Factory Costing.

By JAMES HELLIWELL.

A FACTORY without an adequate costing system is like a ship without a rudder. The ship's equipment may be perfect, but without its rudder, the captain and crew cannot keep it steadily to its true course. When the weather is fair, and sailing plain and easy, the helm enables the vessel to log fine distances, but it is when the weather turns foul, and the ship is in deadly danger, that the rudder becomes essential to the ships mere safety.

The parallel holds good with a factory. It is through costing statistics that production is guided forward, making great progress with favourable circumstances; and, if the business is fighting for its life among adverse market conditions, the cost figures are the only guide that holds the factory straight till conditions improve again.

The setting up and accurate keeping of cost records is therefore a most serious business. It is most important that they should be designed to fit the conditions of the factory whose efforts they record, and that they be kept up with unfailing regularity and exactness.

It is universally agreed that the true aim of factory production—the ship's true course—is to adequately supply public needs at the lowest price consistent with a sound article. It follows that a good system of costing must reflect the efforts of the factory in this direction.

It is sometimes argued that costing is only done for the purpose of fixing selling prices, or again, that its use is solely to help the owner of the factory to make bigger profits. Both these views are wrong in being too narrow. The fixing of selling prices and the making of profits are both obvious necessities, but the broader view, that the cost system is there chiefly for the purpose of helping to make a factory a more efficient public supplier, is the sounder one.

Its chief duty becomes the elimination of *waste* whether this waste is of material, machinery or other equipment, or of the workers' time. Careful cost records should inevitably bring these items of loss into special prominence.

Of course, the cost statistics require intelligent use. Mere records, however accurate, are valueless until their significance is appreciated, and the lessons they teach acted upon. This is true of every kind of statistics.

A point of view which is often missed, is the enormous importance of adequate costing to the workers in the factory, from the manager to the last boy engaged.

Careful cost records properly used, benefit the employer by increasing his profits; and the public by ensuring a sound article at a reasonable price; and they benefit the worker just as much, by ensuring that his labour is not wasted but used to the best advantage, so that the factory can afford to pay him good wages.

The experience of manufacturing under war conditions, and for war necessities, has shown this in a most remarkable manner. There has been an enormous advance in the close study of the cost of production, a greatly increased attention to the cutting out of all waste of workers' time, and a special effort to devise machinery and methods which will make the best use of the men and women who are left to industry. The results have been wonderful in the enormous increase in the productive power of the individual, both as to quantity and quality.

A very great help in this wonderful expansion has been the care taken to have every process properly recorded and costed. A very large staff has been employed, and the last three years of intense industrial activity form an object lesson in the value of costing. Similar methods, if pursued in peace times, must inevitably produce like results. Obviously, the increased productive ability of the individual means increased earning power.

It is not always remembered that the cost (not the price) of any article, is simply the sum of the labour expended on it. If we trace the manufacture of an asbestos cement

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/27

roof, we shall see this clearly. While the asbestos is in the mine, unknown and inaccessible, it is valueless, but as soon as labour is spent, whether to bring a railway near it, or to mine it, it begins to have value or cost. The cost of the labour at the mine is the first item, then the cost of the carriage by rail and sea is the cost of a definite portion of the labour expended on building the railway and steamer, and of the labour of running them. The same facts of cost values hold good of every process in the cost of the cement, in the cost of buildings and machinery, and of everything else used in the production of asbestos cement. The labour spent at the Trafford Park works is another link in the chain, and finally labour fixes the product on the roof perhaps of an aeroplane shed. It follows that the great problem for all production is—"How to obtain the best from our labour." The steady attempt to solve this in our own factory, by whatever gradual steps and painful effort, or, as we may hope will sometimes happen, by wonderful discoveries and rapidly improving methods, should all be reflected in a sound system of "Factory Costing."

[It should be noted the writer's appreciation of Labour is expressed in relation to Costing only. The term "Labour" is not confined to manual labour, and "Cost" (as the writer points out) should not be confused with "Price."—*Ed.*]

Stray Thoughts about Asbestos Weaving.

By a T.B.A. BELT WEAVER.

"And this our life, exempt from public haunt,
Finds tongues in trees, books in the running brooks,
Sermons in stones, and good in everything."

THE above lines by the greatest of dramatic poets should encourage the thoughtful weaver to look for instruction and amusement even in so prosaic an occupation as Asbestos Weaving.

Let us try to get a wrinkle or two that will be useful in the great commercial war following the proclamation of peace when we shall probably realise the truth of Arnold White's words "Money is no longer earned. It is won after the result of a struggle which is more like war than the exchange of commodities."

Perhaps the most noticeable feature of a loom in tune is the unity of action of the various parts. All seem to be aiming at one object—the production of a good piece.

If we are to hold our own after the war every workshop will have to be well-organised and all employed in unison, from manager to bobbin lad.

I can imagine Tom Hood, the prince of punsters, being shown over the Weaving Department where Beltings are woven, and the following conversation taking place.

The Manager: This loom contains Belting and it is important that the halfmoon should keep in or the weaver will suffer loss.

Tom Hood: I think Turner Brothers should present each weaver with a copy of *Old Moore's Almanack* so that they will know when the half-moon is going to come out.

The Manager: This weaver is weaving long asbestos pieces. It is necessary that the empty shuttle be taken out before the other is put in or there will be a smash.

Tom Hood: I should put this admonitory notice up: "Don't put two shuttles in unless you want the police, as the instant result will be a breach of the piece (peace).

"Weave, brothers, weave! toil is ours;
But toil is the lot of men:
One gathers the fruit, one gathers the flowers,
One soweth the seed again!
There is not a creature, from England's King
To the peasant who delves the soil,
Who knows half the pleasures the seasons bring,
If he has not his share of toil."

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/28

Efficiency and Safety.

By F. CUNLIFFE HOWARTH.

DURING the past century, as a result of the introduction of more complicated machinery, with a correspondingly greater number of persons attending to them, the number of accidents in Industry rapidly increased. Unfortunately the idea that works' accidents are necessarily part and parcel of industrial conditions, and that casualties are inevitable, militated against improvement. This attitude is shared by many employers and workers to-day, though it has been demonstrated beyond question to be a wrong attitude. Not only is it a humane policy, but it is practical and profitable to the employer, to attempt to prevent industrial accidents as far as it is possible to do so. The progressive employer provides safeguards because he realises that it is good business, and one of the factors working towards higher efficiency.

Employers differ however in their opinions as to what is dangerous and what is safe. Let us therefore consider the best course to adopt to induce that mental attitude which will tend to the prevention of accidents generally.

The appeal of "Safety First" is world-wide. No matter what the station of life may be, safety appeals more or less forcibly. *Humanity demands safety.*

The "Safety First" campaign is gaining ground rapidly in this country, and several firms have elaborated methods having for their object the elimination of the causes which give rise to industrial accidents. A "Safety First" Council, having special reference to industrial conditions, is in process of formation, and its deliberations are awaited with interest.

It must be conceded that accidents in a greater or lesser degree are inseparable from our complex industrial system. Every industry has its element of risk; at no moment can this element be said to be entirely absent.

Accidents may be divided into two classes:—(*a*) preventable, and (*b*) non-preventable.

Whilst it is impossible to give accurate figures as to the percentage of preventable accidents—that is to say, preventable in the sense that when safeguards are properly used and maintained in good condition accidents are reduced to a minimum—it is estimated that approximately 30% of industrial accidents are preventable by the adoption of safeguards. On the other hand, 60% at least of this class of accident can be eliminated entirely by the proper education of employees in preventitive measures. Employees should be taught that in every operation—mechanical or otherwise—they should exercise thought and care, at all times bearing in mind their own safety and that of their fellow-workers. Training should be directed particularly to the discouragement of taking unnecessary risks. One authority goes so far as to say that fully 90% of industrial accidents are preventable; that being so the fact may be said to be established that "accident prevention is a business proposition."

Thus we arrive at our first postulate, "Safety Pays."

What is safety? Safety is the condition arrived at when the workers have been educated to thoroughly understand the best means by which to work, the sustained and proper use of adequate safeguards, and the true meaning underlying and embodied in the principles of Efficiency. The three essential stages in the safety campaign are: Education, Efficiency and Safety. The stages are closely allied, and represent all that is best in the industrial world.

In factories permeated by an enlightened spirit of ideals and commonsense principles of management, efficiency is now a throbbing reality, pulsating energy and enthusiasm at every turn, releasing the worker from that drudgery which he was prone to think was his lot eternally.

To be efficient, we must carefully assimilate all the cogent factors of scientific management, and one of the chief of these is "Safety." No company, by any stretch of imagination, can be termed efficient that has many accidents, because safety is

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/29

essential to efficiency. Is there any efficiency in the methods and conditions which allow 30% preventable accidents, and 60% which can be remedied by educating the workers, particularly when it is remembered that education and efficiency are inseparable ?

Accidents have a soul-destroying effect—a destructive effect on the moral of any working force.

But, although safety is conducive to efficiency, it is as well to always bear in mind that safety is not efficiency as much as efficiency is safety; it is a part of efficiency to be safe— *efficiency is inseparable from safety.*

It is a noteworthy fact that wherever the safety campaign has been in operation for any length of time, there is a remarkable gain in efficiency in other respects; the spirit of carefulness aroused in the management and reflected throughout the organisation, by its sustained efforts to lessen the toll of human life and limb, is the begetting cause, not safety *per se.* No success ever attended any safety propaganda until the management itself experienced a thorough-going change of heart.

If through the leverage of the Workmen's Compensation Acts, and the proven high cost of industrial accidents and ills, some managements have been brought to see the light sooner than they would have done otherwise, then all credit to those who individually and severally set the economic levers to work.

While safety is a good thing in itself, and every effort which tends to increase the safety of the workers is to be applauded, efficiency is still better, and entitled to even greater support.

Efficiency must be systematically and thoroughly carried out, and we must not be driven to a *degree* of efficiency through safety; that is to say, we must not make it our sole aim to seek efficiency through safety, but rather, through a broad-minded interpretation of the fundamentals of efficiency, to come naturally and inevitably to safety, if not indeed to anticipate the conditions which make for safety.

If we accept efficiency in its entirety, and apply its principles with understanding, human values, no less than property values, will be abundantly safeguarded. For scientific management takes full cognizance of the human factor—is, in fact, mindful of it first and above all.

Efficiency is essentially an educative force, and education being the keynote to universal safety, employers are now teaching their workers, with the full realisation that safety and efficiency are complementary. In the scientifically managed plant nine-tenths of the problem is already solved by the application of the principles of efficiency, and to reduce the remaining one-tenth heavy artillery is scarcely necessary.

The success of scientific management is due to the fact that it handles safety as it handles everything else—by anticipating, or planning ahead; it leaves nothing—or as little as possible—to afterthought.

By having right working conditions, the right "atmosphere" as it were, it secures the full and complete co-operation of the workers, the lack of which is undoubtedly a prominent cause of casualties—moral as well as physical.

Moreover, scientific management reacts on labour policy in a thoroughly stable working force. If, as statistics show, new hands furnish a very heavy percentage of accidents, by reducing the labour turnover to an inconsequential figure, efficiency again scores heavily on the side of safety. This will be better grasped by a consideration of the point as enumerated, viz: (1) low turnover of labour; (2) co-operative working force; (3) careful training and instruction of workers; (4) right working conditions; (5) prevention of fatigue; (6) shorter hours and elimination of overtime; (7) an orderly procedure in everything. The conclusion manifestly is that "Efficiency is a paying proposition." It is an ideal to which all managements, acting alike in an enlightened self-interest and in the interest of the community at large, will aspire.

In a word, the adoption of the principles of scientific management means not only the intelligent conservation of human values, but the intelligent conservation of all our resources to the desired end, *i.e.*, that the world is a goodly place for those who "truly live."

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/30

Chaos or Order—Which ?

By B. E. MacDONNA.

THE industrial condition of England (and Lancashire particularly) is such that it urgently calls for the thoughtful and earnest attention of all who have the ideals of the highest Democracy at heart. In Industry in the future some method must be devised whereby the blending or welding together of Capital and Labour in one common bond will become not an Utopian chimera, but an accomplished fact.

Too long has there been a sort of "No Man's Land" in existence between the Employer and Employed, and across this tortured and riven space each side has gazed with anxious eye, and looked, so far without success, for a solution which will bring about permanent Industrial Peace.

To pass from the general to the particular, how can we as workers at Turner Brothers Asbestos Co. help to solve the problem ? There are several ways in which we can at least help. First, by making the Works Committee a success, so that conditions of working, and other matters vital to the interests of the workers as a whole, can be discussed ; secondly, by giving our wholehearted support to any scheme which the Firm may set up for the benefit of the workers, for without this co-operation, the maximum benefit cannot be obtained, nor can the full productive output be realised.

If this England of ours, with the Industries which form part of her bulwarks, is to be saved from German domination—economically, commercially, and militarily—we must endeavour to become more and more efficient, and be able to intelligently appreciate the need of upholding our national and commercial integrity. It is the efficiency of the Central Powers, coupled with a single Executive power, which has enabled them to accomplish the measure of success hitherto attained by them. Let us learn even from the enemy.

Unity in Industry is in like manner absolutely essential for success in the future. Workers at Turner Brothers should look upon the works as their own in a personal sense ; this will give them a certain pride in their work, and be an incentive to efficiency. When a domestic disturbance occurs, let us meet in friendly discussion, tolerant of each others views, and in this way, I think a medium will be found which shall lead to an adjustment of most difficulties.

The moral is plain. All, from the Directors downwards, who are in any way connected with the firm should earnestly try to develop that faculty which gives the true perspective and range of vision necessary to ensure the well-being of the works in general. Turned into an actual reality this spirit will go far on the road to the Reconstruction of Industry, and will bring about a state of brotherliness and good feeling in all who have imagination and ideals above immediate financial reward.

Let us do away with factions in our midst, and let us by our own individual efficiency and energy, try to make our working contribution "a thing of beauty" which will go down in Industrial history as "a joy for ever."

In conclusion, let me remind my fellow workers of one or two facts which may have been forgotten in these strenuous days.

First, that the old idea of limitation of output has gone for ever. Our virility as a commercial and industrial nation after the war will depend upon the individual efficiency of each unit, the total of which forms the nation.

Second, the markets of the world are denuded of supplies due to causes which are obvious. Let us then have unlimited production to supply the wants which will arise, and let us study as far as we can, foreign trade, and the larger aspects of our business and works, so that when once again the Angel of Peace shall spread her pinions over the stricken lands, when the thunder of the guns has given place to the music of the ploughshare, we may bend our best energies to the great and glorious work of Reconstruction and Brotherhood, which is the task that lies before us. The magnitude of the task is stupendous, but "high hills grow less as we ascend them," and although we may never reach the Pisgah heights, let us remember that by having left our mark on Industrial history, we shall have left the world better than we found it, and our successors will by emulation succeed where we have failed.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/31

The Gospel of Energy.

"And without a parable spake He not unto them."

By A. G. ALLEN.

I. MYTHOLOGICAL.—Perfection went out before the Father of our Race. She did not wait to witness the donning of the apron by our first parents. Immediately the acid of the apple came into contact with the teeth of Adam, moral decay set in—and she fled.

Pandora was supposed to have held Perfection captive in her box, and the prying Ipimetheus permitted her to escape back to the inner circle of Eternal Light.

Believe which you will—the fact remains: Perfection fled.

Pandora's mission was to punish Man for his audacity in thinking he could wield the fire of Jove.

She lost to Man. He wields it now.

Whether by virtue of his inherent lordship, or the working influence of the later Counsel of Perfection—Man has triumphed, and by the aid of Prometheus has gathered the fires of Jove from the vault of Heaven, and secured it to the Earth—harnessed to the Car of Commerce.

Such is the Spiritual (or Mythic) History of perfected Energy in its latter-day manifestations.

* * *

II. "IT IS WRITTEN."—Genius is the fruit of sentimental dreaming. The wild thought of the "unevenly balanced" mind is responsible for all great discoveries.

Men speak of Genius thus, forgetting that Reason would be for ever unborn did not Sentiment consent to labour for its birth.

Herein lies the strength of Reason. The Material is always begotten of the Spiritual.

Success, Greatness, Fame, do not come to a man like a drifting log on the Stream of Tendency, however. Schopenhaüer failed to learn the grand lesson of Energy. He was a man of means, and without incentive to Energy; his experience was "Drift," not Tendency. The one is all down stream, the other MAY be up. He was thankful he didn't have to toil for his daily bread, whereas he should have toiled, and been thankful he could do so in a big way.

We do not inherit money to keep us in idleness; it is to enable us to work the harder, and lift for those who can't lift.

Lack of Energy causes the dreams of Genius to become vain, effectually dams the Stream of Tendency, forming Stagnant Pools, and robbing the world of incalculable benefits.

This is Failure.

Bacon held every man a debtor to his profession. Energy begets Knowledge, and the two combine to pay that debt.

It was Energy that enabled Kitchener to conjure Armies of Heroes out of Clerks and "Counter-jumpers." It was Energy that took Beattie into the thick of the Jutland

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/32

Fight. It was Energy that enabled Lloyd George to save the Empire, first with Munitions, then by replacing "Wait and See" with "Push and Go."

We say "These men are splendid!" They are.

The same may be written of others—those who put their hearts into their work.

That is Energy.

* * *

III. GETTING DOWN TO IT.—The man who "works" for, and is content with "so much a week" may earn his wage. So would a machine. And a machine would not be born tired.

Never be afraid of doing more work than you are paid for.

You ARE paid to think, obedience notwithstanding. If you were not, a machine would be quickly devised to supercede you.

If you are not anxious to see wheels and cams at your bench—or, if you wish to leave your bench behind—look around you and think. Get outside of yourself. Some orders are incomplete; others can be improved. Welcome, with Milton, a judgment on your work.

Remember the Latin proverb: "I *think*, therefore I am."

He who opens a business "to make a comfortable living" has already qualified for the workhouse, and will receive his ticket in due course.

The successful employer works harder than the average workman—with his brains.

That is his line.

You may clasp your hands, show the whites of your eyes, and murmur piously "God will provide," but you'll not have to stop there all day, or the other man will get in before you.

Then blame yourself.

How can a man expect to get out of the gutter if he refuses to bend his body either to the right or left?

There is only one post on earth he is suitable for.

That's a Waxwork Exhibition.

The late Mrs. Hetty Green was credited with being the richest woman in America. That did not in itself constitute her an authority on Labour questions.

But there is no deformity of brain betrayed in her views on why so many young men fail.

"The trouble," she said, "with young men who work on salaries is that they're always afraid of doing more than they're paid for. They don't enter into their work with the right spirit. To get on and be appreciated a young man must do more than he's paid to do. When he does something that his employer has not thought of he shows that he is valuable. Men who can be relied upon are always in demand. The scarcest thing in the world to-day is a thoroughly reliable man."

Examine yourself, young man, and see that you are not a fool in anything, then in all that you consider right, BE YOURSELF!

By Heaven! What is Man born Man for, if he has to subject himself to every accidental condition of life he comes in contact with?

Is Free Will—that gift of the Creator which should distinguish Man above all creatures—to degenerate into a means of sycophancy, abjectness and fear—a condition of mind below the serene dignity of a beast?

Be a Man—if you can. If you cannot—get yourself locked up in a Home for Irresponsibles.

If you don't work—don't pray. The one without the other is of no use.

The French proverb runs: "Help yourself and Heaven will help you."

Finally, stick this in your hat, or have it engraved on the face of your watch:

LIFT!

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/33

A Visit to the Western Front.

By MOSTYN W. PARRY.

A VISIT to the Western Front provided an opportunity which, even after considering the unavoidable risks, could not be lightly cast aside, and so in response to an invitation from the War Office, I reported myself in London on Sunday, February 10th, 1918.

thousands of "Tommies" returning to the Front and all of us moving in a very packed mass, was an experience in itself.

Arriving at Victoria, our passports were examined, and at 6-30 our train, loaded from end to end with British "Tommies," left for Folkestone. Arrived at Folkestone, our





THE CHURCH AT ALBERT, SHOWING THE GRAND ORGAN.
Before and after the Bombardment.

A very amiable and gallant Officer who bears honourable scars of service at the Front, gave our party an outline of the programme, admonishing us as to the danger of disclosing the position of reserves of guns or men, etc. We were told that we must consider ourselves under Military discipline and carry out instructions in the least possible time. His first order was—you will be called at 4-15 a.m., breakfast at 4-45, and depart at 5-15 a.m.

Punctuality was evidently one of his strong points for he had us rattled up at 4-5 a.m. departing at 5-15 prompt for Victoria, where we joined one of the Troop trains. The journey by the tubes as we mingled with the

passports were again examined and we received our permits to sail. What an eventful moment that seemed to me ! How many of those gallant fellows were looking for the last time on their native shore ?

A cold wind with a high sea made us glad to get ashore where we were met by the Officer who was to conduct us on the tour.

A roll call followed, another examination of our passports, and we were hustled into an uncushioned char-a-banc and driven to an hotel, the starting and finishing point of our tour in France.

After lunch we were driven to a camp well out of Boulogne, and handed over to the

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/34

charge of a Sergeant-Major, who provided us with gas masks and drilled us in the use of them. When we had become quite expert in their use we were ordered to fix our masks and were marched into a gas chamber and kept there for a short time with closed doors as a practical test.

We next received our steel helmets and were ready for the morning's call at 5-30, when we left for Amiens *via* Etaples, Novelles-Suir-Mer, Abbeville, etc.

Leaving Amiens we travelled along the Great Albert Road to Albert. Long before we arrived at Albert we could see the Church tower from which the huge figure of the Madonna depended at an angle of about 45 degrees, presenting a remarkable land mark for miles around. All along the Albert Road we continually met detachments coming and going with guns, munitions, etc. Albert itself is a desolation, many buildings levelled with the ground, others so badly damaged by shell fire as to be a hopeless mass of ruins.

After Albert, Bapaume—a mass of ruins, with no civil population. This town provided a striking opportunity of seeing the wilful destruction done by the Huns. Most of the buildings were blown out before the enemy cleared; not a building was left intact. Everybody seemed busy here. Some idea of the scene can be got by imagining Rochdale with every building in the place wrecked, no civilian population, soldiers everywhere, and transport wagons continually coming and going.

It was at Bapaume, among the ruins, that I got a message from the boys who are fighting so bravely for us. "Well, how's things in Blighty?" they asked. "Is it true that you are short of food? Is it true that the women have to stand for hours waiting for food and then have to go away without?" "It is true" I replied, "that they have to wait at times for food, but we do get it, and we are much better off than you, because after all, we do go home at night to a comfortable bed free from shell shocks, so we are not doing so badly after all. But I want a message from the boys at the front. I want you to answer me a question." "What is it," they asked. "Well its just this. Is your message Home 'stop the war,' or 'carry on.'" I was afraid of the answer coming, and it came as a great relief to me when they replied—"No, its not stop the war; its 'carry on.' But tell them at Home to send the single class A men from the Munition Factories and take some of these older married men with families back in their places. We fought at Cambrai, and are ready again, because we can beat the Boche any day in hand to hand fighting, but we don't think it right that we should be doing this to shield single fit men at home who are piling up quids whilst we hardly get bacca brass." Just at this point the Officer swooped down and I had to move off.

But what a mixture of recollections Bapaume left me with—smiling warriors who have fought the Huns and were ready to do so again; whose only desire was that it should be hand to hand. And these smiles and good spirits amongst the ruins of a town that had been sacked, and from which the population had fled for their lives!

We passed through what was once the pretty village of Le Sars; all that was left was the shattered foundations. The bombardment of this place was as complete as the vilest enemy could wish for.

The village of Pozieres, where such fierce fighting occurred, was also a terrible picture of the devastating effects of modern warfare. Not a building left; the tree tops blown away as if a mighty wind had swept the branches off, and the trunks splintered into matchwood. The shell and machine gun fire must have been terrific.

Then the battlefield of the Somme. Walking over this great field of battle was an experience I shall never forget. The crater caused by our mine explosion at the commencement of the battle is a huge excavation. Our Officer guide told us that the explosion demoralised the whole German line. The shattered trenches and the remains of barbed wire fences also bore evidence of that terrible battle.

A halt was called some short distance out of Arras and we were shown a spot that had been turned into a cemetery in one day, where the civil population who had been killed during the bombardment of Arras were buried. These sights make one begin to feel very thankful that the war has not

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/35

been carried into our own country, and also to feel some of that sorrow that is reflected in the features of the French women folk who are facing these dreadful experiences with calmness and fortitude. Arras is a city of ruins with guards mounted at almost every turn, wearing their steel helmets and gas masks ready for use. Great gaping holes right through buildings, where some large shells had passed through to burst a little further on; some with roofs lifted off, others with ground floors blown away, and needing but a few more stones disturbing to bring the whole stack of ruins down in a heap. And the Cathedral—once a grand building was now a complete wreck. We walked up the stone entrance steps and entered the ruined building; portions of the walls remained standing to bear witness to the terrific bombardment. I understand the Cathedral is to be kept in its present state as an historic memorial of France's fight for liberty



A Devastated Village.

Next Petit Vimy, where we were conducted over the battlefield, passing some fine specimens of dug-outs, made very deep down in the ground. Out we went over Vimy Ridge towards the valley beneath, and here we had an excellent view of Lens across the Valley to our left with Plouvain to the right and the trenches in the ground between. We could hear the dull thud of the guns and a few seconds later the crash of the explosion. One little patch of ground on the ridge was turned into a neat little cemetery and on the crosses over these graves we read the names of the gallant dead.

The following day we were rattled along until we arrived at . . . . . Here we were shown over the ammunition dumps, hundreds of thousands of pounds worth in the form of small arms ammunition, hand grenades, bombs, aerial torpedoes, bombs for trench mortars, etc., in fact everything up to twelve inch shells.

We were driven to a rest camp. On the way, we witnessed a grand procession of aircraft. They were Allied aircraft and came from the direction of the German frontier, probably returning from a raid. When near their hangars, the leader gave a beautiful example of looping the loop.

We next inspected Ordnance Factories where thousands of pounds are saved by dealing with the goods recovered from the battlefields by the Salvage Corps. Chinese labour is largely used.

The sight of a young Frenchman over seventeen and under forty was quite a novelty, and when I did see one he was a cripple.

An interesting feature of the tour so far as I was concerned, was the large number of crates, etc. of Asbestos goods which I had packed myself at Messrs. Turner Brothers. I met them everywhere; almost every detachment of A.S.C. men seemed to have some on one of their motors.

Back at Boulogne our passports were again examined and we received permits to embark. The troops accompanying us this time were Officers and Men going to Blighty on furlough.

As I watched the coast line of France recede from view, I felt that we should indeed be thankful that the war is being waged across the water and not in this little island of ours. Also, that we should not be shirkers in any sense of the word, but that we should put our heart and soul into the effort to beat the Huns if we have any serious intention of saving what we are pleased to call "British Democracy." Some of the places we visited, such as Albert and Bapaume, are once again in German hands. Those little white crosses I spoke of on the Somme will now be wiped out, and if we should ever allow the Huns to reach old England, Democracy and our Freedom will be gone for ever. I say fight to win, or die.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/36



PTE. MARK W. CRAGG,
Killed Nov. 5th, 1914.
Warehouse Section.



PTE. G. SPEDDY.
"B" Co., 6th Batt. R.I.F.
Missing, 1915
Proofing and Tables Section.



PTE. RICHARD ASHWORTH,
East Kents.
Killed May 24th, 1915.
Proofing and Tables Section.



PTE. JAMES WILSON,
L.F.
Killed June 4th, 1915.
Proofing and Tables Section.

ROLL OF HONOUR.

THOUGH details for insertion in the design for the Roll of Honour which is in preparation are growing apace, the completion will naturally take some little time yet, and in the meantime we have decided to reproduce photographs of those who have offered the great sacrifice, and of those who have otherwise distinguished themselves, as we can find space for them.

We have inserted those photographs received to date, so far as we have been able, but we have



PTE. CHAS. WRIGHT,
H.L.I.
Killed Dec. 7th, 1915.
Proofing and Tables Section.



PTE. WM. KYLE,
Killed Dec. 22nd, 1915.
C.A.F. Section.



L.-CORP. J. D. GOODWIN,
L. North Lancs.
Killed May 3rd, 1916.
Purchase Dept.



L.-CORP. RICHARD COLLINGE,
2nd Gordon Highlanders.
Killed, France, July 1st, 1916.
Balata Section.



PTE. AVISON W. ASHWORTH,
Cameron Highlanders.
Missing July, 1916.
Purchase Dept.



PTE. F. MILNE,
21st (Public Schools) R.F.
Missing, Delville Wood, July 27th, 1916.
"R" Dept.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/37



2nd-LIEUT. J. ALEX. LOCK,
Northumberland Fusiliers.
Killed, September, 1916.
Newcastle Branch.



PTE. JOHN WHALLEY,
L.F.
Killed, France, April 1st, 1917.
Balata Section.



PTE. JAMES HIGHAM,
L.F.
Killed, France, July 3rd, 1917.
Balata Section.

still a few to insert of those posted as killed or "presumed killed," and there are quite a number who are believed by their relatives and friends to have been killed whose photographs have not yet been handed in. Perhaps this will serve as a reminder to anyone in a position to secure or furnish a missing portrait.

The portraits of Prisoners of War and Discharged men will be inserted later.

The final Roll of Honour will, we hope, be complete with the names of everyone who has joined up from T.B.A. Co. to take their part in the Great War for Civilisation.



PTE. ROBT HAMMOND,
L.F.
Killed Sept. 6th, 1917.
Proofing and Tables Section.



PTE. TOM KENNY,
8th Devon Regt.
Killed, France, Nov. 5th, 1917.
Balata Section.



PTE. HUGH MCDONOUGH,
L.F.
Killed, Somme, April 10th, 1918.
C.A.F. Section.

"These are thrilling deeds that give new heart to a people, not merely for the hour, but when they come to be read by our children and our children's children, for ages to come. They enrich our history. They enrich the character of our people. They fertilise the manhood of our land."—LLOYD GEORGE.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/38

Paying the Price.

Written in Memory of Flight Commander W. H. Williams.



FLIGHT COMMANDER W. H. WILLIAMS.

TO the Astronomer looking upon a chart of the Spheres, the Alps appear small and insignificant. But for Napoleon they had quite another meaning and importance.

So too, the Nile, looked at upon a map of the world would not impress one as a river of vast importance. But to the Egyptian it is the lifeblood of his country.

Day by day we hear of death and destruction wrought upon a colossal scale, and we call it—the Great War. Such gigantic issues are at stake, that, viewed in the light of their eventual solution, a few lives more or less given here or there would not appear to matter overmuch. But every soldier lad is a mother's son, and his loss means darkness and despair to some anguished heart.

That everything should matter more than it seems to do, and at the same time, that it should matter less than it seems to do, is a sorely perplexing fact of life. Nevertheless many thoughtful and earnest people now regard the war as a time of trial and discipline in the life of our Nation; destined to play therein the same role as do the great crises and trials of life in the experience of the individual.

The man or the woman who wins through to greatness of heart and mind inevitably travels one road—the road of suffering and sacrifice. It is the law; we cannot escape it. And just as, in the lives of men and women, order and balance emerge from disorder, so too, we believe, order and balance will emerge from disorder in the life of our Nation.

We think the analogy between mankind and the individual is sound, for mankind is for ever renewing its youth; the world begins afresh with every new baby and each generation has to learn its own lesson.

The only school for individuals, as for nations, is the school of experience; it's no use telling a child that fire burns; it must burn itself before it can really know. It is no use warning nations of their errors; history shows clearly that calamity is the only teacher they heed. Again it is the law; we cannot escape it.

May we not, however, find in these thoughts some consolation for our sorrows of to-day?

The death of our colleague, Flight Commander W. H. Williams, a life as full of promise and possibility as could well be, has brought home to us all a bitter sense of loss.

For many years he was one of us. He came to us a youth—handsome, debonair, brimful of the very joy of life—yet sanely tempered by a high sense of duty and responsibility.

Everyone liked him instinctively—it was the natural and obvious thing to do.

From the first he applied himself to the task of learning the business with quite unusual zeal and diligence. Although a six o'clock man he was never late once all the time he was here.

One of the Managers under whom he worked, answering enquiries as to his pro-

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/39

gress, reported, "Splendid, send me some more like him. He will make good."

He endeared himself to all his fellow-workers: and there can be no doubt that, had he been spared to return, he would very soon have made his presence felt in some post of responsibility—for after all, his diligence, his sense of duty, his integrity and genial affability, are just those qualities most sought after in those destined for high office.

But it is not to be !

And yet we are not willing to accept his death as only loss, as just so much waste, for we believe that he himself would not have so regarded it. He wrote to us from time to time whilst away, and from his letters we could see that the ordeal had served to strengthen not to spoil his character. The old desire, to be of service, to achieve something, was with him to the end. The plans he made for himself seemed always to be prompted by this motive.

He believed himself to be fulfilling some necessary part in the great adventure; such a belief was natural to him who had always made it an object in life to have a useful purpose.

Strengthened by this faith, we are sure, even had he known in advance of his impending fate, he would have gone willingly forward to his task even unto death—just as in actual fact he did.

Glorious and splendid are these young heroes ! And the instinctive knowledge they seemed to possess, that their work was worth while, was surely founded in a sound if unconscious reason; a reason to be found in that mysterious and little understood law of life—the law alike for individual and for nation—the law that redemption may only come through sacrifice.

And what if the sacrifice should happen to be for them, and the redemption for others ? Well ! these boys seem to have accepted that fact with a laugh, for the irony of it. More honour to them !

So we leave our gallant comrade, leave him with the thought that our Heavenly Father will be very tender and kind to a worthy and a broken son.

But for us who remain, this is not enough. Let us therefore seek a meaning of the redemption which must surely come of so great a sacrifice; if for no other reason, that we may the better deserve it, and be able the better to play therein a worthy part.

Guided by a faint glimmer of light from the lanterns held before it by its finer spirits, mankind has ever stumbled blindly forward along the path of its evolution . . . . . .

Fired by the glorious example of our slain the future company of these fine spirits will be greater than before. They will more bravely and more nobly lead, and the rest will more loyally and more willingly follow.

And herein—in this event alone—will be found the redemption of which we speak.

There is the raw material of a new and better world in the newly inspired heart of man to-day—a heart purified by sacrifice and by sorrow, infinitely more tender and full of human understanding than ever before.

And, if the future shall be moulded by those who thus come forth purified from the fire, may we not believe that our lost comrades will be joyous, if invisible partakers in the harvest which shall grow from the soil they have so richly watered with their blood ? . . . . . .

Eternally we mortals dream our dreams, the more so when our days are dark and full of dread.

The spirit of man for ever reaches upward and onward—whither we know not—but hope and faith give us courage to go on—on towards some better and some brighter day.

There are those who will hold as vain such thoughts and hopes; but there are those who will not.

Yet finally we shall have to leave our problem—still a problem. We may unravel many a tangled skein, but there remains ever the master knot of human destiny.

Nevertheless, we shall do so in better heart, if we have diligently sought after the truth, and the more so if, in the process, we have sought at all times to amend ourselves and to encourage others.

That we may only see through a glass darkly, seems no good reason for ceasing to try to see at all.

But there will remain always those who, in spite of every endeavour, still fail to gain a measure of understanding fitted to their needs.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/40

For these, the beautiful prayer of Coventry Patmore will have a message and a comfort not to be denied, and with this we conclude for more cannot be said.

"Ah, when at last we lie with trancèd breath,
Not vexing thee in death,
And thou remembrest of what toys
We made our joys,
How weakly understood
Thy great commanded good,
Then, fatherly not less
Than I, whom thou hast moulded from the clay,
Thou'lt leave thy wrath, and say:
I will be sorry for their childishness."

Captain and Flight Commander W. H. Williams was 27 years of age, and was educated at Carnarvon and Oxford. He had approached the close of his apprenticeship with the Firm when war broke out, and he joined up in August, 1914, as 2nd-Lieut. in the 1/6th Lancashire Fusiliers. In July, 1915, he proceeded to the Dardanelles, and went through the Gallipoli campaign safely—being the only officer of his company who was spared. After a spell with a poisoned arm, he was gazetted Lieut. in September, 1916, and returned to Egypt two months later. At Alexandria he transferred to the R.F.C., getting his "wings" in three months. He was appointed instructor at Aboukir, having received his captaincy some time before. He became Flight Commander in six months, and on March 3rd was ordered to Palestine, where he met his death by colliding with a tree upon the return journey from duty over enemy country, on May 3rd, 1918. He lies buried at El Ramle, and a cross of ash fashioned by the men of his Flight marks his last resting-place.

THE ETERNAL QUEST.

That most fatally dowered
Prometheus, of all men's seed
Lifted up restless eyes
From our most gentle earth,
And sought the glint of the skies,
And stole immortal fire
To our immortal woe.

For that keen flame of heaven,
Swifter than glancing light
Or leap of sound, than the air
More subtle, than day more bright—
Thought! which to God is given
Creative, is our despair,
And a weight we cannot bear.

It flickereth in the brain,
It throbbeth in the heart,
Before its flashing our eyes
Dazzle; we reel and go
Whither our hot thought flies,
Up to the deathless Gods.
O fools! it is in vain.

Man is a cage of pain.
His thought is a pure thin fire
That beateth against the locks
And bonds of his grosser part,
Astrain for the sky. And behold!
The flame roareth and rendeth
And the war nor stayeth nor endeth.

Maurice Hewlett.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/41

Distinction List.

Sergt. EDWIN SMITH.

SERGT. Edwin Smith had served two years in the French Army previous to the war (1910-12). He had standing orders from that time, and answered the call immediately war was declared, in August, 1914.

Joining the 164th Regiment of Infantry, the well known Verdun regiment, he took part in various actions around Verdun from August, 1914, to March, 1916, including the Battle of the Woëvre (April, 1915), when he was made Sergeant on the field.



SERGEANT EDWIN SMITH.

Later, when the Crown Prince hurled his army against Verdun, the 164th Regiment was in the first line trenches in front of Douaumont Fort, and was one of the regiments to bear the first shock with its terrific bombardment, lacrimonious gas and liquid fire. A full week's fighting day and night in snow was then sustained against far superior numbers.

Sergt. Smith also saw service in the Battle of the Somme, 1st July, 1916. He was then attached to the 20th Corps, known as the Elite Corps of the French Army. Its proud boast is that it has never been known to give way. All its flags are decorated, and the men are entitled to wear a special distinction.

Sergt. Smith's decorations include the Médaille Militaire, the most coveted of French decorations, and the highest military award. This was granted by General Joffre; the Croix de Guerre granted with star by the Colonel commanding the 164th Regiment and mentioned in the Regimental Order of the Day, also granted with palm by General Joffre, and mentioned in the Order of the Day of the Armies; the actual War Ribbon which is granted to French soldiers after wounds.

Previous to the war Sergt. Smith was employed in "C" Dept. Since his discharge —he has suffered the amputation of a leg as a result of wounds—he has spent the period of convalescence in gaining a closer acquaintance with the business and with us, first in our Paris Office and later at Rochdale; he recently represented the Firm at the Lyons Fair, which was held at this time at the express wish of the French and British Governments.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/42

Capt. H. R. TURNER.

(DIRECTOR.)



CAPT. H. R. TURNER.

CAPT. H. R. TURNER volunteered in August, 1914. He was first refused, but not accepting the decision of the Authorities, in December he went to France with the 1st Convoy of the British Ambulance Committee to the French Red Cross as driver of the motor ambulance presented by the Firm.

In July, 1915, he obtained his Commission in the Royal Field Artillery, and, after training, was ordered to India, where he served with the 21st Brigade until July, 1916. Then followed Mesopotamia, where he was wounded (Jan. 11th, 1917). He returned to India, followed by a spell at home when he received his first star.

In July, 1917, he went to France with the 102nd Brigade, Royal Field Artillery, and in October, 1917, was gassed, and sent to hospital in London.

He was mentioned in General Maude's dispatches, and awarded the Military Cross for services in Mesopotamia.

He is now on special service.

Sergt. ALBERT E. HEANLY.

(A/CS DEPT.)

SERGEANT A. E. HEANLY was one of the first to volunteer from the Office, August, 1914. Enlisted in Cameron Highlanders; later transferred to Machine Gun Corps; wounded three times, viz.:—November, 1915; August, 1916; and September, 1917.

He was awarded the Certificate for gallantry and devotion to duty (July, 1916) at Auchy la Bassée, High Wood, the Somme; and the D.C.M. in September, 1917. The *London Gazette* reported that "During an enemy counter-attack, when the flank was in danger of being penetrated by the enemy, he immediately occupied a shell-hole in a very exposed position with his machine gun. When his ammunition ran out he used his rifle with great effect at close range. His prompt and courageous action was of the greatest service at a critical moment."



SERGT. A. E. HEANLY.

We regret to record the death of Friend Harvey, 17th Lancashire Fusiliers. He was struck by a shell whilst in the front line trenches, on June 1st.

The management and workers also wish to express their deepest sympathy with Friend's parents and family at the loss of such a promising son.

Digitized by Google 4166 05 A

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/43

"Turners'" Allotments.

SEASONABLE ADVICE.

By A. BLAGDEN.

IN a large measure your crops will now (in early July) be taking care of themselves, and you may doubtless consider that—to some extent at least—the anxieties and activities of the Season are over. Though this is in part true, let me warn you not to adopt a "rest and be thankful" attitude. Rather must you work on, as much still remains to be done.

There are several things that may yet be planted—celery and leeks for instance. Both require much the same treatment. In the case of celery, if the trenches have been well prepared beforehand, and the plants watered in, the chances are that this late batch may do as well—or even better—than those planted out weeks earlier; they are less liable to run to seed or grow hollow. If the weather is hot and dry, shade lightly and give plenty of water, as celery ought never to be allowed to suffer a check after being planted; and if the plants are dusted over with soot or wood ashes after planting, and occasionally whilst growing, it will do much towards warding off that pest, the celery fly. Leeks may be grown in single or double lines, in trenches as prepared for celery. They should be earthed up to blanch, and can be left in the ground till wanted for use.

Late cabbages, Autumn broccoli, borecole or Winter greens, and savoys, may yet be planted, and every available inch of ground should be filled up with these useful Winter vegetables. I should like to say in passing that savoys are not nearly so largely grown as they deserve to be, as they are at once the hardiest and best Winter green we have.

Lettuces may still be sown, and the seedlings transplanted at every favourable opportunity. The Bath black-seeded (cos), all the year round, and Lee's immense hardy green (cabbage) are all good hardy varieties for present sowing.

Up to about the middle of the month small sowings of turnips may be made; the Altrincham yellow, and the white and yellow stone varieties are all good for the purpose. As turnips must have lime in some form, it is well to use up any spent lime, plaster or old mortar rubbish in the preparation of the ground, and a good dusting of dry lime applied to the seedlings whilst the dew is on them will do much to keep away the fly.

This is also a good time to sow a row of parsley in a sheltered situation, as by thinning out the plants and giving shelter on the North and East sides of the row, you may probably be able to pick a bit of parsley the Winter through. On the other hand, a few roots lifted and planted under a frame light or an old window on a few bricks would probably secure all you want and a bit to spare.

In the planting out of any or all of the cabbage family use soot and lime freely both before and after planting, and on light soils soot and salt is also beneficial when sprinkled between the rows; if possible dust also the *underside* of the leaves with dry powdered lime whilst they are damp; a very effective precaution against caterpillar attacks.

Much routine work will now, and for some time to come, be crowding in upon you, and a few words of advice may not be out of place. In watering, where systematic irrigation can be carried out, the best results are assured, but ordinary watering, where every drop has to be dipped and carried, is very often injurious, for the simple reason that it is *only half-done*. Except to newly-planted stuff, abstain from watering as long as possible, and then give a *thorough soaking*, spreading the operation over a few evenings; a slight dribbling at one attempt tends to entice the roots to the surface in search of moisture when they become parched up by the drying winds and sun.

Weeding must of course be rigorously attended to. Hand weeding is necessary amongst rows of seedling plants, but where the hoe can be used it should be kept fre-

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/44

quently moving. The flat or Dutch hoe is best for the purpose, as, by its use the ground can not only be kept clean, but the surface soil can be thoroughly broken up and ærated, which is of vital importance to all growing crops. A Dutch hoe with a 4½ or 5 inch blade can with a little practice be used between rows of the tenderest seedlings with very beneficial results.

Continue the earthing up of potatoes and all other plants growing in drills or rows, as this operation not only tends to save them being broken down by strong winds and heavy rains, but in the case of potatoes keeps the tubers covered and prevents them from getting "greened" and consequently spoiled for food.

If not already done, May crops will now want thinning out to give the seedlings the necessary light and air. Discretion must always be used, and the strongest plants left in for the crop, except with beetroot, in which case the best coloured plants are generally chosen for furnishing the final crop. Thinning out seedlings of any kind should always be done when the soil is moist, and also in two or three operations. Onions, carrots, parsnips etc., should first be thinned to two inches apart, afterwards to six, and finally to eight or nine according to requirement. Thin out turnips to four inches first and later to six or seven according to variety.

After thinning out, if you have to tread on the beds run the hoe between the rows, and in the case of onions dust freely (plants and ground as well) with dry soot, and sprinkle a little soot and salt thinly between the rows, but not near enough to touch the plants. With carrots, turnips, and parsnips, frequent dustings of soot, or soot and dry powdered lime, flue-dirt, or dry wood ashes, tends to check the fly from depositing its eggs, and so saves the crop.

A word in conclusion: keep your ground clean and free from weeds. Crop your land to the utmost extent, but always remember that hard cropping necessitates abundant manuring and frequent stirring of the soil. Give novelties a fair trial, but depend for the main supply on the sorts that are known to be the best in their several classes. Select the best of everything, and grow everything well. The generous hand will not only be entitled to, but will obtain, the largest harvest.

Home Notes—Trafford Park.

CHORAL SOCIETY.

This Society has not rendered of its repertoire publicly for some time because so many of its male songsters are swelling the ranks of the Army choir, where we hope they will assist in whiling away some of the hours of the brave boys whose voices are *not* the most prominent blessings bestowed upon them.

GIRL GUIDES.

This movement the Fates oppose for the moment, inasmuch as our endeavours to secure a suitable captain have not been responded to as yet. However, undaunted are we; patience a little longer and our young lasses will be garbed in the apparel of "England's Future Women" to which we know they will do credit.

"TURNERS' OWN"
II. TRAFFORD PARK BOY SCOUTS.

Fire! Fire! This disastrous echo resounded in the early hours of the morning about a couple of months ago, which was speedily effective in disturbing the slumbers of the Eccles and Patricroft Fire Brigades, and securing their services in courageous efforts to extinguish the flames which were leaping through the Headquarters of our troop. Alas! success was not their reward, for the mighty heat was too powerful to combat with. In a nutshell, the late centre of indoor activities has thus been demolished, and fortune has not yet favoured us with the securing of a suitable substitute.

Five of our boys have gained the medal for woodwork; those studying for the electricity and signalling have not yet sat for the examinations. The lack of an instruction room, coupled with the temptations of the light summer evenings, may be said to have deterred progress in this connection.

The Scouts of Eccles attended a lecture on "The Moon," by Mr. W. T. Alexander, on May 14th, which proved very instructive.

Mr. Norman Jones is now in office as Acting Scoutmaster. We are glad to say the Troop generally is maintaining its numbers and prestige.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/45

Home Notes.

ALLOTMENTS.

The number of plots now under cultivation is 146, an increase of 75 over last year. The plots are beginning to show good results, and give promise of bumper crops. Experience—ably assisted by Mr. Blagden—has taught the holders a few things, particularly in the sowing of seeds. Last year some sowed continuously in drills; this year according to the required distance each variety should be, and whilst last year the allotment holders in the main worked empirically, they are now rapidly approaching a commendable degree of efficiency.

Allotment holders are reminded of the Exhibition which it is proposed to hold on August 31st next. The number of entries received has not come up to expectations; it has therefore been decided to extend the period for entering until July 13th. This being the first Exhibition all are invited to assist in making it a success. The Committee is desirous that every allotment holder should enter and compete for as many of the classes as possible. Prizes will be awarded in 23 classes, so that there is ample range for everyone. Further particulars as to time and place will be published later.

CHORAL SOCIETY.

The nett proceeds of the Concert held on March 20th were £19/13/3. This amount has been divided equally between the Rochdale Infirmary and the Crippled Children's Home (Soldiers' Fund). The Choir and friends were entertained to tea by the Directors on March 28th, and a thoroughly enjoyable evening was spent. During the evening Mr. S. Turner presented Mr. B. Rowley, the Conductor, with a smoking cabinet and gentleman's outfit, which was inscribed "Presented to Mr. Bertram Rowley by the President, Vice-Presidents, and Members of Turners' Choral Society, Spotland, Rochdale, in appreciation of his services." Mr. Rowley having joined H.M. Forces, Alderman Diggle has consented to act as Conductor during his absence. Rehearsals are being held monthly during the Summer Season, and the Society will be glad to welcome new members.

ORCHESTRAL SOCIETY.

This Society is making good progress. The total membership is 14, and additional members will be welcomed.

The Orchestra made their first public appearance along with the Dramatic Society on 13th June, and proved an unqualified success.

The Programme of Music which was played during the intervals under the able conductorship of Mr. W. B. Price, was as follows:—Characteristic March (*S. R. Henry*) "Peter Piper;" Valse Lente (*A. Joyce*) "Chanson de mon Cœur;" Piece Characteristique (*J. W. Bratton*) "In a Pagoda;" Air de Ballet (*E. Gillet*) "Fifres et Tambours;" Excerpt (*Wagner*) "Bridal March from Lohengrin;" Air de Ballet (*E. Gillet*) "Le Royaume de Papillons;" Turkish Intermezzo (*Paul Lincke*) "On the Bosphorus."

We predict a successful career for Turners' Orchestral Society. The renderings were really excellent, and appreciation was general.

During the Summer rehearsals will be held monthly.

DRAMATIC SOCIETY.

On Thursday evening, the 13th June, the Society gave its first public performance when "Playgoers," (Sir A. Pinero), "Rosalind" (Sir J. M. Barrie) and "The Dear Departed" (Stanley Houghton) were presented. Viewing the plays as a whole, the characters were well chosen, and it would be somewhat difficult to make more than passing mention of the various castes. The players worked with a will and put a great amount of enthusiasm in their work.

Taking the order in which the plays appeared; "Playgoers" (produced by Mr. H. W. Rowell) gave us the entertaining result of an attempt to introduce welfare work in domestic life. Miss C. J. Ogden, as Mistress; Mr. H. W. Rowell, as Master; Mr. B. McDonna, as Odd Man; and Miss D. Jenkins, as Cook, all did splendidly, whilst Miss A. Rorke, as Parlour Maid; Mrs. Thomasson, as House Maid; Miss F. Johnson, as Kitchen Maid; and Miss G. Edwards, as Useful Maid, played their parts with commendation.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/46

The second play was "Rosalind" and a really fine exposition was given. Mrs. F. J. Errock, as Mrs. Page, gave us an excellent rendering of an actress wishing to escape from the hurly burly of the stage, to a quiet retreat, in an endeavour to enjoy the "cosy comfort of middle age," and to find solace —if that were possible—in the thought that one was really "forty and a bit." The play ordains that Charles (Mr. F. J. Errock) one of the "expenses" about town, shall seek shelter from a storm, and by the aid of a photograph eventually discover that Mrs. Page is really "Beatrice" the actress whom Charles fatuously adores. The latter part of the play in which Mrs. Page (now Beatrice) receives a wire to return to town for rehearsal as "Rosalind," was admirably performed. Miss Ratcliffe gave quite a capable rendering of Dame, Landlady of "Mrs. Page." The play was produced by Mrs. F. J. Errock.

As a finale "Dear Departed" was a great success. The play went with a swing all through. The situation created by the division of the furniture of a grandfather who was thought to be dead, but who had only "dined not wisely but too well" is somewhat interrupted by the sudden appearance of the old man. Miss Wright might have performed her part in real life, so well did she represent Mrs. Slater—the daughter of Abel Merryweather (Mr. A. Lowther). Victoria, (Mrs. Slater's daughter) was admirably taken by Miss H. Cussons, and particularly so when she rushes into the room saying "Grandpa is getting up," needless to say, to the consternation of the people assembled. "Henry Slater" (Mr. J. Webster) did very well; and Miss Winn, as "Mrs. Jordan" the sister of Mrs. Slater, performed her part excellently, well supported by her husband "Ben Jordan" (Mr. F. F. Brierley). Produced by Mrs. F. J. Errock.

Our thanks are due to the Orchestral Society for their able services in providing music during the intervals (further reference will be found under the Orchestra head); to our Stage Manager, Mr. C. Bolton; also to all who assisted in any way we tender our thanks; and especially would we express our high appreciation of the services rendered by Mrs. Errock, who is not of course connected with our Works organisation.

The profits will be handed to the St. John's Ambulance Drill Hall.

The Committee are preparing to embark upon a larger scheme next season, which it is hoped will embrace a Dramatic School, and additional members will be welcomed.

GIRL GUIDES: 5th ROCHDALE "TURNERS."

Sundry picnics have taken place during the early Summer by different patrols. In April all Companies of B.P.G.G. were entertained by Mrs. Watson in connection with the B.W.T.A. Our Company gave a sketch.

On Empire Day, which this year fell on Whit-Friday, Mr. Williams invited the Guides to "Crimble Cottage," where sports and games were indulged in. During a picnic tea, the Guides were "snapped" by their host. As they left the grounds one of the Guides was heard to remark "Out of the Gates of Happiness," which it was agreed expressed the feelings of all.

Several Guides have taken their Second Class Badge, and five have passed for the Gymnast Badge.

XIX. ROCHDALE "TURNERS' OWN" BOY SCOUTS.

During the Quarter the Scouts have taken full advantage of the opportunities afforded by the excellent weather for outdoor life and scouting, and some very pleasant times have been spent.

At Whitsuntide a camp was organised at Calderbrook, just outside the Littleborough district, where a party of about 30 boys camped for four days, and took part in scouting games and work beneficial both to physical and moral expansion. The troop took the whole of their equipment, including all utensils, and the bulk of their provisions.

On Saturday, June 8th, the troop took part in a botanical ramble, along with several adult members of the staff, ably led by Mr. Clegg of the Corporation Electricity Works. During the ramble, several interesting and instructive chats were given by Mr. Clegg. The party left Spotland Bridge shortly after 2 p.m. proceeding by way of the Crippled Childrens' Home, through Coal Bank Wood to Carr Wood, where tea was partaken of. The ramble then continued through Carr Wood as far as Jericho, and the return journey was taken through Bamford. The

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/47

Scouts were encouraged to collect leaves, wild flowers, and other specimens, and will be invited to write an essay on the ramble. Mr. Clegg very kindly offered to act as examiner, and prizes will be given for the best results. The party arrived home at 10 p.m. after an exceedingly enjoyable trip. Arrangements are being made to continue these tramps, under the direction of similarly competent leaders, so that the boys may reap the greatest possible benefit.

SUGGESTION SCHEME.

Though criticisms are sometimes heard of the Suggestion Scheme, they do not appear to apply to that in operation in the T.B.A. organisation. The total number of suggestions received during the Quarter were 195, and the amount paid out in awards £33/2/6.

GENERAL.

A number of outings and social evenings have been organised by various sections of the Works. A brief summary is given below.

PROOFING SECTION, April 20th; dance and social. Realised £5. A similar amount was contributed by the Firm, making a total of £10, which was handed to a sick colleague.

TABLES SECTION, April 23rd; dance and social. Realised £9. Also on behalf of a sick worker.

A party from the Rubber Making Division visited Belle Vue on May 18th, and a second part from the Ring Section on June 8th. An interesting incident occurred on the first occasion in one of the lady members of the party unexpectedly meeting her brother in the train, on his way home from France after an absence of twelve months.

Some of the Rubber Making Division visited the Manchester Fire Station, Whitworth Street, on April 25th. The new system for receiving calls was explained, and the engines were afterwards inspected. The party had an opportunity of comparing an old hand manual, which was used in 1720, with the latest type of engine.

An inter-departmental billiard match took place at the Temperance Billiard Hall, Drake Street, between teams drawn from A. Dept. Office and Works, and B. Dept. Office and Works. The latter proved victorious, the scores being B. Dept. 1,193; A. Dept. 1,075. (13 a-side).

On June 8th, an inter-divisional bowling match was played at Bamford. The competing teams were from A and B Warehouses, and Balata Division. "Balata" proved the winners by a score of 174 to 172 (15 a-side, 11 up).

The Textile Division organised a successful social which was held on May 10th. Songs were rendered by Miss Chaffer and Miss Hines. About 250 persons were present.

PLAITING SECTION. On June 8th, a party of 28 from the Plaiting Section journeyed to Northenden on picnic. From Manchester the journey was made by car and bus—that at least was the intention, but a long queue decided the party to walk. Arriving at Northenden, boating and other diversions were thoroughly enjoyed.

Mr. T. R. Wrigley of Merefield Street, Rochdale writes:—"A friend of mine has recently shown me a copy of your Magazine 'ASBESTOS,' and in running through its pages I notice in the Portrait Gallery an article on Mr. Brierley, where it states the Office Staff at the time of his appointment as Manager consisted of three persons. As I was one of these three, I am naturally much interested in your Magazine, as it takes one back through the years that have gone. I spent 13 years in all at Spotland Works, a period of 12 years elapsing between the first 10 years, and the remaining three. I might say that the training I received at Spotland in my early days made me unafraid of going elsewhere, as its trade has from its early days been world-wide, giving one a broader experience than purely home trade. Wishing your Magazine and all your Societies for the welfare of the workers every success."

WANTED a junior employee, musically inclined, to be given free tuition on the *Flute* and *Piccolo*, with the object of ultimately becoming a member of the Orchestral Society. Some knowledge of music an advantage, but not essential. Applications in writing, giving musical abilities (if any) to W. B. Price, Conductor.

PUBLISHED BY TURNER BROTHERS ASBESTOS CO., LTD., ROCHDALE, ENGLAND.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/48

THE BLOOD OF MARTYRS.

Guided by a faint glimmer of light from the lanterns held before it by its finer spirits, mankind has ever stumbled blindly forward along the path of its evolution . . . . . .

Fired by the glorious example of our slain, the future company of these fine spirits will be greater than before. They will more bravely and more nobly lead, and the rest will more loyally and more willingly follow.

From "Paying the Price," in this issue.

THE ENGLISH BREED.

Now set the teeth and stretch the nostril wide,
Hold hard the breath and bend up every spirit
To his full height! On, on, you noblest English,
Whose blood is fet from fathers of war-proof! . .
Dishonour not your mothers; now attest
That those whom you call'd fathers did beget you!
Be copy now to men of grosser blood,
And teach them how to war! And you, good yeomen,
Whose limbs were made in England, show us here
The mettle of your pasture; let us swear
That you are worth your breeding; which I doubt not;
For there is none of you so mean and base,
That hath not noble lustre in your eyes.

King Henry V. Act III., Scene 1.

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/49

Digitized by Google

Published by AsbestosClaims.Law
asbestosclaims.law/library/14806/50