ASBESTOS

VOL. II. ROCHDALE, OCTOBER, 1919. NO. 8.



This allegorical drawing, by Bernard Partridge, is our "House Mark." It represents "Asbestos" standing between Civilization and the destructive elements.

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ASBESTOS

OL. II. ROCHDALE, OCTOBER, 1919. NO. 8.

The Hope of the World.

I.

The world's great heart has burst its chain,
And music comes to birth,
Rivers of healing flow again,
And whisper *Peace on Earth.*

Through streets where mourners bow in prayer
The healing splendour rolls,
The faces in the darkness there
Are like immortal souls.

From earth, till Heaven and earth accord;
From time, till time shall cease;
Praise to the everlasting Lord;
Praise to the Prince of Peace.

II.

If thou forget what wine they shed,
Thy sons on land and sea,
Mother of all our hallowed dead
Shall peace return to thee?

Look on the fields they left so fair,
The hills their passion crowned—
They built a nation's altars there,
And there thy peace is found.

They have not laid aside the sword,
Their warfare shall not cease;
They serve an everlasting Lord,
They serve the Prince of Peace.

III.

Rise on our darkness, healing Sun,
Shine on our storm-beat coasts
Till all the nations move as one
With these thy starry hosts;

Till, as thy worlds from chaos draw,
The broadening ages find,
Bound in the music of thy law
The kingdom of mankind.

From earth, till earth and Heaven accord;
From time, till time shall cease;
Praise to the everlasting Lord;
Praise to the Prince of Peace.

ALFRED NOYES.

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Thoughts from the Editor's Fireside.

Quo Vadis ?*

THE issue has become plain—and political. The doctrine of " direct action " has made it so. Let us see where this doctrine will lead us.

The argument of the Socialistic section of the I.L.P. runs this wise :—

About 15 years since the Labour Party arrived as a force to be reckoned with in Municipal politics. The two historic Parties—Liberal and Conservative—saw the danger and suddenly discovered there was not sufficient difference between their Municipal policies to warrant three-corner fights which would expose them to the risk of Labour men being returned. Since that time recognition of this alleged fact has grown until a three-corner fight in a Municipal election has become a rarity.

These tactics having proved successful in local affairs, were gradually introduced in the arena of Imperial politics, and resulted in bringing the Labour Party face up to a dead wall in the 1916 General Election. Out of the Coalition Government then formed for war purposes sprung the " Political (or Employers) Coalition " of December, 1918.

The effect has been (so it is said) to tie the Labour Party hand and foot, in spite of the results of recent bye-elections in their favour.

What remained?

All the forces of " direct action " were on one side—in the hands of the Government—and the Government by reason of the Coalition—had robbed the Labour Party of the political weapon under the old Party System by which the Constitution had hitherto been run.

The Labour Party began to cast about for a way out. Sectional strikes were found to be of little or no effect. The Triple Alliance was formed, and with the new accession of power by numbers came the " inspiration " of the possibility of abrogating Administrative authority—in other words, the use of Force by " direct action."

It will be noted that the excuse for promulgating the " direct action " doctrine is that the political rights of Labour have been filched from them.

Is that true?

It is true only in the sense and in the same degree as the political rights of all of us have been suspended during the Great Upheaval. Tory and Radical (as such) alike are in similar case. And viewed from the non-political or the industrial standpoint, is Labour the only section of the community called upon to suffer? Is she in worse case than the Middle Classes for instance?

But—having no political axe to grind—the Middle Classes need not concern us. We will dismiss them.

What about the Capitalist? Ah! There you have it!

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* Whither goest thou ?

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We attended a local meeting of workers recently. This is what the " Socialist I.L.P." speaker (his own description) told his audience :—

" You weavers are in the majority in Rochdale. Have you a representative in Parliament? No! I don't want to say anything against the gentlemen who represent you and who last represented you, but you thought you would have a change last November. So you threw out the Liberal—an Employing Weaver—and sent who to Parliament? A Tory Employing Weaver! Have you changed your representation? No! "

Here, then, we have the key to Labour's attitude (according to the speaker)—all that is not I.L.P. is against the workers' interest.

Is that true?

It is not only not true—it is wicked.

Moreover, it is stupid. Such tactics *may* make a " successful politician "—but never a statesman.

And fortunately the " average British workman " is still in the majority, and having more far-seeing sense and political insight than the " average Socialist I.L.P." tub-thumper, he is not yet a revolutionary, and he still prefers a statesman.

A few months since many signposts pointed Labour to Westminster and supreme power. Most of us—even old Tories and Gladstonian Liberals—were sympathetic on the economic side. By the narrow-minded and swelled-headed decision which prevented their leaders from sharing the responsibility of government with the older parties; by the formation of the Triple Alliance, and the promulgation of the doctrine of " direct action " as part of a plan to grasp supreme political power; by the confession of a total lack of cohesion and control evidenced in sectional strikes and disorders; and by reason of the Party's failure to respond to the lead of their strong and sane men, Clynes, Thomas, and Barnes, they have thrown themselves back into the wilderness for another generation—*and they know it.*

[Since the foregoing was written Lord Haldane has spoken thus : " The Labour party is too narrow. It *will* think in sixpences, and it is jealous of its intellectuals. It won't put them into Parliament, but sends trade union secretaries, who have very narrow views." That caused reaction against Labour as was seen in the Pontefract result.]

In one sense it is a great pity. In another it is a blessing in disguise—if Labour will prepare her promising young men for the Science of Government in the meantime. For, in spite of Bernard Shaw and the Labour Research Department, the Labour Party has neither discovered How To Do It, nor How Not To Do It.

Pure tactics will not serve Labour at this stage. The principles for which the Party stand must be made acceptable to a majority of fellow countrymen and women—(at present they are not acceptable to a clear majority of the Trade Union Congress)—and it is evident from the striking occurrences of the past few weeks that Labour's place is yet in the class-room.

Of all Labour's leaders Mr. Clynes stands almost alone in his recognition of the unreadiness of the Party for Government. In addressing University Extension students recently he said that: " having given electoral power to the wage-earners, and placed in the hands of

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millions an authority which formerly belonged to the few, these millions would, before long, resolve themselves into a political force capable of assuming the authority of the Government itself.

" How soon that day would come would depend upon how Labour presented its programme and placed its principles before the electorate.

" It would not convert or convince by giving shocks to the nation, and he was anxious that the reputation of Labour should be safe-guarded.

" Working men had no longer any reason to talk about the governing class. *Working men, if they wished, could be the governing class, and they would be the governing class as soon as they convinced the nation that they were fit to govern well.*"

In the meantime, if the Trade Unionist is wise he will see to it that his organisation is kept free from political entanglement, be it Socialist-I.L.P., Liberal, or Tory.

Mr. Stanton declared recently that the local Trades and Labour Councils had become " dens of conspiracy against the country," and were responsible for " the strike chaos."

Happily, some glimmerings of returning sanity are dawning. The Triple Alliance on second thoughts are not sure that direct action is not a boomerang. The Welsh miners tell the Yorkshire miners that they are not exactly the " hard heads " they have hitherto enjoyed the reputation for being.

The British Constitutional Labour Party condemn the principle of direct action as " an insidious attempt at revolution by a small section of the community against the interests of the people. . . . Every member of any union concerned in the direct action movement has every facility for recording his political views in the ballot-box, and if he cannot get the majority of his fellow countrymen to agree with his views, he must—to be frank—put up with the position until they do so, equally in the same manner that the majority of a trade union always insist on a minority falling into line with the general policy, whatever that may be."

Mr. W. A. Appleton's signature foots the report of the General Federation of Trade Unions which says the next six months will be tragic months unless sanity returns. " Political strikes must either fail or end in revolution. They are not against the capitalist, but against the community. It is not the capitalist who suffers, but the people. Against such strikes the Government must protect the people, or it must surrender its functions.

" *The effect of such strikes is to decrease production and increase the price of all commodities.*"

The National Socialist Party resolved that " As democrats and as practical politicians seeking to realise Socialism," the Party is " opposed to all dictatorships, whether organised by a Church, a King, or Emperor, an aristocracy, an oligarchy, a plutocracy, or by usurpers such as Lenin and Trotsky."

Mr. J. H. Thomas warns the extremists that " in a constitution like ours, where political power is given to the working classes, any section that attempts to hold up the nation to ransom is not only defying the law but is establishing something that is the reverse of all democracy and democratic institutions. . . . Having failed at the General Election with the

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political weapon," to use the industrial weapon to attain their ends " involved the abolition of the Parliamentary Labour Party."

Mr. Stuart Bunning, at the Trade Union Congress warned his hearers that " direct action " meant Revolution— " the project resolved itself into a desperate gamble, with the lives of men, women, and children at stake." He did not believe the Government would surrender.

Mr. Blatchford—the greatest champion of the cause of the workers alive to-day—tells them that direct action would lead to starvation and the paralysis of industry, and " It would be the duty of the Government to use the full powers of the State, military as well as civil, in the interests of the people and for the safety of the Empire."

Mr. J. T. Brownlie, Chairman of the Executive Council of the Amalgamated Society of Engineers, is quickly followed by Mr. F. H. Rose, M.P., a member of the same Society, in severe condemnation of the " direct action " heresy :

" Every man who foments the strike in any form is a social enemy ; any attempt to restrict or impede production is the act of a social assassin."

Mr. G. N. Barnes warns the workers that : " Organisation, if controlled by those animated only by materialistic considerations, might get a strangle-hold on the community," and he expressed the fear that " some organisations on the Labour side were getting under the influence of those who wanted to pull down the pillars of the State on the off-chance that something would arise from the ruins more to their liking."

Even Bernard Shaw denounces " direct action " : " Your children go without their dinners on the off-chance of your employer's children running short of strawberry jam five years hence. It is a mug's game."

And Mr. Clynes sums the situation up by saying : " There are a few men of some standing and influence in Labour circles who regard themselves as the specially authorised spokesmen of what is termed the rank and file. They can settle in a few hours to their own satisfaction what the rank and file may desire to do on almost any subject whatever. Of course, the rank and file are never consulted by them, though efforts are often made to lead masses of men by a pretence that millions of workers are thinking in one way, and desire to use the method of the strike to give effect to some political aspiration."

The fact is that " since the Armistice the purely Trade Union section has been pushed into the background by the wire-pullers of the I.L.P., who have now got the control and direction of the Party almost entirely in their hands. Mainly professional agitators and international politicians, the leaders of this party are not so much concerned to better the industrial conditions of Trade Unionists as they are to exploit the funds and the prestige of the Trade Unions for their own political ends." *

Trades Unionists ! Pull yourselves together ! Assert yourselves ! Don't be led by the nose—neither by Socialist-I.L.P.'ers, nor by gentlemen like Walton Newbold, M.A., who sees in the workings of such Associations as The British Engineers, The British Electrical and Allied Manufacturers, and The British Empire Producers, through the Federation of British Industries, a sinister influence and a menace to the workers. He calls them " The Gang behind the

* *Industrial Peace.*

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Government." It is a silly mare's nest, and he fails to bring one grain of evidence of anything done by either organisation but is bound to prove of service to British Industry, and therefore of good to the British worker.

Prejudice is too easily awakened in the keenest intellect, and we are bound to take it that Professor Newbold knows his audience, but he certainly does not flatter their intelligence in declaring that the Associations named " are rendering Constitutional government a sham and a myth ; they are planning a capitalist *coup d'etât*. They are setting the stage of the Social Revolution in Britain." Was there ever greater piffle written?

Of course, the reason for this line of attack is obvious. The public Press has been full of proof of the Bolshevik origin of industrial unrest which has been introduced into this country by the aid of enemy money. And the M.A. professor knows the value of the *tu quoque*.* It is a smoke screen thrown out to deceive—what we used to call " a red herring."

Thus the whole game stands exposed. As in Russia, so in England, a small but very active—and clever—body of Revolutionaries have laid deliberate plans to capture the British labour machine.* They were within an ace of winning—through the Triple Alliance. The leaders of British Trade Unionism and the constitutional section of the Socialist Party have discovered the plot—we hope in time, though the battle is not yet won.

The issue, however, is now plain, and the way of the level-headed worker lies straight before him. The role of catspaw will not attract the Bulldog Breed, and the modern Revolutionary, with his subtler methods, will fare no better with the British worker than did the gentleman in the black sombrero and cape who used to sling bombs about for the entertainment of a former generation.

* Literally, "You too"—*i.e.*, the opposite party is charged with being equally guilty.

* In this connection the contribution by a Trade Unionist, "Trade Unionism as the Enemy of Democracy," in this issue is interesting.

Editorial Notes.

" OUR GLORIOUS DEAD."

" Proudly you gathered, rank on rank to war,
As who had heard God's message from afar;
All you had hoped for, all you had, you gave
To save mankind—yourselves you scorned to save."

In this issue we fulfil our promise to reproduce the Roll of Honour. The Roll records the name and year of joining up of every one of our workers who was called upon to take an active part in the Great War. Every effort has been made to ensure a correct and perfect record—absolutely correct and perfect we found beyond human effort, but at least we may hope that though there are omissions in minor detail, no name has been missed and no serious error appears.

" Our Glorious Dead " are indicated by a Burmese Cross preceding the names, and we stand silent before that which in essence partakes of The Great Sacrifice.

" It may be that these heroes of the Great War, many of them in the first flush of young life, in hazarding their all in as noble a cause as ever inspired great deeds, learnt in a few short weeks or days the lessons of years of weary struggle. They stand henceforward in the full light of universal judgment, not as ordinary men, but as the saviours of civilisation." *

* *The Daily Telegraph.*

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The original painting is now hung in the Exhibition of War Memorials at the Royal Academy of Arts. When it returns it will hang permanently in the General Office of the Firm, where it may be seen by any of our workers at any time.

Full size duplicates, however (in colour) are being prepared for hanging in the works and at Trafford Park respectively, so that the Memorial shall stand for ever before the eyes of all.

It has been suggested that some of the relatives of those who were killed may wish to frame the reproduction contained in this issue. If there are any such we will obtain flat (unfolded) prints on stouter paper. That inserted had necessarily to be on thin paper and to be folded.

* * *

THE 55½-HOURS PROPOSAL.

We have received an important communication from Mr. Entwistle in the form of an Address to the Workers, which we reproduce elsewhere. If there is any argument to present on the other side these columns are open for their frank statement by any workman or other champion.

In the meantime, we are in duty bound to record an aspect presented to us by a worker in our factory, thus: "What," he said, "revert to 55½ hours when I have been fighting for the 48-hour week all my life? No fear." "But," we objected, "the proposition was not to revert to the 48-hour week as a standard. It was a temporary proposal to overcome an extraordinary shortage of supplies, and the 7½ *hours were to count as overtime.*" "Well," was the surprising rejoinder, "if we had been asked to work 'a quarter' overtime daily until further notice we should have agreed. But we were asked *to revert!*" This may cause a laugh, but that is not our intention in recording a mental attitude which is at bottom the cause of many of our industrial troubles, viz., misunderstanding and —suspicion.

We cannot accept as serious, however, the objection of another worker that the proposal was rejected because he "would have had to pay Income Tax!"

Whether viewed from the national standpoint or the standpoint of self-interest, we think the workers have made a false move—in principle as well as in tactics. A sullen attitude acts on the mind like a cancer on the body, and only the radium of knowledge can eradicate it. We must work on.

* * *

NATIONALISATION.

The Great Debate between Sidney Webb and Harold Cox—known to some as "The Coal Commission"—is at an end, but it carried us "no forrader," as these gentlemen evidently recognised, judging from the fact that all the ground has been covered a second time in a number of articles written by both, which appeared in the *Morning Post* during July.

It is highly improbable that many of our readers ploughed through the mass of matter presented, and as the question is a live one we venture to comment upon the main facts and opinions elicited.

One fact emerges clearly, of vital importance; that is, advocate and opponent alike failed to establish a general principle for or against, and were reduced to the discussion of expediency. In this, Nationalisation resembles the great Free Trade *versus* Tariff Reform campaign. Both are a matter of local concern rather than of principle.

The question for us is two-fold: "Is Nationalisation advisable in our case?—and, Nationalisation of what?"

It does not at all follow that if the nationalisation of the Prussian Railways have proved a success, the like success would attend the Nationalisation of British Railways.

Neither does it follow that because a public utility like the Posts and Telegraphs are said by some to be worked efficiently and economically, we should straightway nationalise the mines.

* * *

But, it is objected, "Coal is a public utility too." Quite so; and this is just where loose thinking and confusion has

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arisen. It shows the futility of comparison, and the necessity of deciding each case on its merits.

If comparison is to decide the issue, condemnation of Nationalisation is swift and sure, examples of failure being as thick as blackberries in September—from France, Germany, Belgium, and America.

Referring to the latter country, which he recently visited, Mr. Samuel Turner says: "They put their railways under national control, and their telephones. Their railroads have been so badly managed that nobody has a good word to say for it. Their telephone system, which was previously the best in the world, has gone all to pieces under national control. The country is determined to do away with National Control at the earliest possible moment."

The State-owned railways of Australia, New Zealand, Austria, Italy, and France have all to be subsidised out of taxation, though they charge very high rates, and are inefficient at that.

The operating costs of both the Prussian and French roads are greatly excessive, and the appointments in the latter case are political, resulting in incompetency above and disaffection and lack of discipline below.

* * *

"The controlling consideration is that political control, operating through political methods, is destructive of economic efficiency, and therefore such political control should not be applied to undertakings of an essentially business nature."

That is the finding of a Special Committee appointed to consider the whole question in relation to U.S.A. Nationalisation. One or two others of the Committee's conclusions are pertinent:—

"The operation of Governments in the economic field are generally characterised by inefficient management and excessive cost."

"When the machinery of political action is applied to economic undertakings it works badly and makes impossible the perfect co-ordination which can alone produce efficiency and economy of operation."

"That grave political dangers are inherent in any scheme of Government ownership is obvious. The creation of a preferred class of self-perpetuating office-holders, regulating in a considerable measure their own compensation and working conditions, would constitute a distinct political menace to the electorate and a burden upon the taxpayers. The temptation to demagogues to take advantage of the power thus presented to serve selfish and class interests against the public interest would be constantly present, with the interests of the general public opposed to those seeking disproportionate advantages for themselves within. Class conflicts of serious import would be unavoidable."

* * *

Exactly such a situation arose in New South Wales with the nationalising of its railroads. Railroad employees, by reason of their organised political power, so far over-reached in their demands that a widespread public reaction was created, resulting in the disfranchising of Government railroad employees, thus destroying entirely their political power by depriving them of their voting power.

We all know how Public Control worked under D.O.R.A.—the jobbery, the inefficiency, the waste, delays. Our exasperation has not yet burnt itself out.

But one aspect remains which should clinch the whole matter. It has been put very forcibly by the Hon. F. M. B. Fisher, ex-Minister for Customs and Marine, New Zealand, in the following:

"Great Britain is dependent for her well-being upon her capacity to sell her manufactured goods in the markets of the world. Nationalisation means at once increased cost of production, and increased cost of production means inability to compete with those nations which have had the good sense not to adopt these absurd doctrines."

Shall we barter our birthright for a mess of pottage?

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THE PROFITEERING ASSIZE.

We wonder who hopes to benefit by the proposed Inquisition for Profiteers? Is it really expected that the local Tribunals will succeed in doing much beyond stirring up jealousies, rancour, and corruption? Suppose a conviction is recorded, what good will be done? If traders cannot sell at the market price (*i.e.*, what the goods will fetch), what will happen? What happened with the rabbits when Control fixed the selling price? They kept in their burrows and refused to be shot!

What is profiteering and undue speculation due to? Shortage of supplies—to that and nothing else.

The quickest cure—nay, the only cure —is production in abundance.

The majority of workers have more money to spend than ever they had before, but they find they are not getting the good of it, owing to high prices.

At the same time they restrict output, and send prices higher still! Let them buckle to and produce abundantly, and prices will tumble down—that means, Profiteering will cease.

What are the Unions thinking of—or rather the leaders? Why do they not concentrate on maintaining wages and increasing output? The result would be to raise the real wage value 20 to 30 per cent. They know this craze for raising nominal wages must have an end. Why do they countenance it?

And don't let us forget there has been quite as much profiteering in labour as in goods.

* * *

BOLSHEVISM AND LABOUR.

In case our workers have not had the opportunity of reading the lengthy authenticated reports which have recently appeared in the leading London papers, as to what is happening in Russia under Bolshevik rule, we tabulate below some of the abuses. These are facts—every statement in vouched for.

Free speech is prevented by armed guards—in the factory as well as outside.

Meetings are organised by order, and voting is intimidated by the guards. Those not voting as required are "marked down."

Workmen are compelled to attend, being locked in the factory until the conclusion of the meeting. Work itself is carried on in many factories under the menace of Red Guards.

At elections, "Before polling commenced the Works Committee announced that no White Guard supporters would be suffered in the works; that all persons voting against the Bolshevik candidates would be instantly discharged and would be debarred from finding work in any other establishment in Russia."

In some districts letters must be posted in open envelopes.

Every workman must do the work prescribed to him rapidly and efficiently, and without idling or striking.

Miners may not change their occupation or leave their places of work.

Farmers may not remove their produce except under instruction.

No worker is allowed to throw up his job or strike. He can neither change his work nor his domicile. If he strikes he renders himself liable to be shot.

Permission must be sought before a worker can take a holiday.

If a man is suspected of harbouring possessions of any kind he is marked down for despoilment.

An unguarded expression of opinion, or even a joke at the expense of the regime, may cost him his life.

This is a sample of what is going on in Russia to-day, and in view of the facts it seems incredible that any man of progressive views in this country can seriously support the Bolsheviks. Theirs is a policy which constitutes the complete negation of all democratic ideals. Whatever the original theory of Bolshevism may have been, in practice it has worked out as one of the bloodiest tyrannies ever imposed upon a nation.

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AN ANGLO-AMERICAN PARTNERSHIP.

This is a proposal made by Mr. E. Mackay Edgar, the head of the London firm of Speiling & Co. Mr. Edgar knows his subject, and his proposal is a commercial alliance between Britons and Americans, not between the two Governments, but " between groups of Englishmen and Americans who are engaged in the same lines of business."

Certainly there is a good deal to be said for the idea, whether viewed from the national, the social, or the industrial points of view—especially from the latter viewpoint, when the certainty of continued labour troubles is considered.

Mr. Edgar contends with some show of reason that America's competition in foreign markets will be short-lived. She has a much more profitable market in her 110,000,000 people at home—all she wants when her over-production (due to her late entry into the war, and the stoppage of exports) is exhausted. " Ten years from now we shall win back all that the war has forced us to yield, and American shipowners will be very gladly transferring their vessels to the British register."

America is using up her supplies of basic metals and minerals very improvidently and at an astounding rate, and she will have to look abroad for further supplies at no great distant date. They exist either within the British Empire or they are controlled by British capital.

* * *

" Some day, and before very long, the United States will have to come to us for oil, copper, and perhaps the iron ore she needs, just as she has to come to us for the wool. That is why the removal of the Treasury's restrictions on the export of British capital abroad is so enormously important. It gives us a chance to consolidate our position and to keep in our own hands the control of these vital raw materials. Try and look ahead ten or fifteen years and you will see that it is the Americans and not ourselves who have the greater cause for uneasiness."

" The choice that seems to lie before the two peoples is one between a wasting rivalry and a mutually beneficent partnership. We have assets of the first importance with which to uphold our side of the contract—an Empire scattered over the seven seas and giving us a footing in every corner of the world, an experience of foreign trade far surpassing any that Americans can yet lay claim to, a habit of financial enterprise abroad that is still strange to them, world-wide commercial connections and a merchant marine that is still, and must long remain, in the premier place.

" A working co-operation between what we have to offer and what America possesses would be of the utmost advantage to the peoples of both lands. For the most part it will probably have to be left to individual firms, each in its own line, to arrange the terms of such an alliance, and the degree in which they succeed in doing so will be no small test of the shrewdness of our bankers, financiers, merchants, shipowners, and manufacturers. A decade hence a British firm or group of firms that is not operating in the closest relations with American houses engaged in the same business will have stamped itself either as too powerful to fear competition or as too short-sighted to know how to meet it"—*The Outlook.*

* * *

" ADMIRAL OF THE ATLANTIC."

Admiral Hohenzollern has deserted his post—without affecting the position at sea. The self-styled grandiloquent title came to our mind as we read the interesting remarks of our correspondent upon the Naval aims of America, reproduced elsewhere.

In view of the necessary economies which are now being effected in Naval expenditure—and rightly so—we must not refuse to face all aspects, at home and abroad, be some never so unpleasant.

It will perhaps be remembered that Mr. Daniels, the American Naval Secretary, said that unless the Peace Conference meant disarmament America would build a supreme Navy. We hold the opinion

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that America does not mean this as a threat (though the late Mr. Roosevelt said it *was* both "a threat" and "a bluff"). America's position is that unless Peace is guaranteed in Europe she must look after herself at sea.

Our position was very well put by Mr. Roosevelt thus: "Great Britain is an island separated from the huge military commonwealths of Europe by very narrow seas, and separated from her own greatest Colonies by all the greatest oceans. To her, supremacy in the Navy is a matter of life and death. America ought to have a first-class navy, but if she did not have a ship she might yet secure herself from any invasion. But Great Britain's Empire would not last one week, and she would not make herself safe at home one week if her Navy lost its supremacy. . . . It is emphatically not of any consequence to us (America) to have as big a navy as Great Britain, for we are not in the slightest danger from Great Britain, and in all ordinary circumstances the British Navy can be counted upon as a help to the United States, and never as a menace."

The subject is of poignant interest, discussed in the same issue in which the Roll of Honour is reproduced. We must never jib at the last ounce of material sacrifice after the greater sacrifice of the life-blood of our sons.

"How can we" (asks *The Outlook*) "best reward that incomparable Service which has saved the Empire and the world? There are only two ways. The first is to realise, and in all our actions and policies to be guided by, the supreme truth, attested often by history but never so gloriously patent as now, that for us in our island home security, influence, and the whole fabric of national existence depend upon sea-power. The second is to see to it that the Navy is never wanting again in the conditions of service, the equipment, or the organisation that will enable it to do its work with the maximum of willing efficiency."

* * *

"TWO NEW BOOKS— AND AN OLD ONE."*

Militarism and War are hateful things, but while it may be argued that Militarism makes for War, it is none the less true that "When a strong man armed keepeth his palace his goods are in peace."

After reading Andreas Latzko's "Men in Battle," one is seized of a stupifying horror of what war means; Henri Barbusse's "Under Fire" steadies one a little with its frequency of human touch in anecdote and humour, though it does little to tone down one's sense of loathing of the "beastliness" of war. A close study of the march of affairs throughout the world, in the light of the slow and uncertain development of the League of Nations, however, forces us (or should force us) to face the probabilities of the future like men. We may be "fat-witted," as the polite Mr. Wade (of Illinois) says—and again, it is possible that that gentleman's knowledge of us may have been acquired *viâ* the pre-war American school histories. Be that as it may, Mr. Wade, we think, will find that we refuse to quarrel with him—we don't mind laughing with him.

There is, however, a serious side to the matter. It is quite possible the League may fail, after all, to prevent the formation of a *Mittel Europa*, and the German is not so hopelessly beaten as to be negligible if we look beyond the immediate future. When Hindenburg can address the youth of Hanover in August, 1919, thus: "We must again become what we then were when in Versailles the New German Empire was founded. . . . The spirit of that great day must not be lost to us"; when a German pastor, in August, 1919, can thus address a Latin Grammar School at Essen: "Only hatred and revenge may reign over us now as in 1914. We must make our parole the Lissauer's magnificent Song of Hatred"—we have not far to seek the source of the peculiar streak of Anglophobia running through the American Continent just now. We may laugh with Mr. Wade—but—— and this is why our memory went back to the old book by Robert Blatchford ("My Life in the Army").

And since our review was written Mr. Blatchford has felt impelled to utter a grave warning lest, in our anxiety to economise, we blind ourselves to the

* See Review, p. 136.

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stern realities of the present position of world politics.

" We cannot " (he rightly says) " prevent war by hating it or fearing it. . . . This time we muddled through . . . but we ought never again to send out brave men to make a rampart of their dear bodies to save us from the consequences of our own folly."

Our plain duty—if we wish to avoid conscription and disaster alike—is to weave an efficient plan of physical training into our educational system, leading from step to step as outlined by Mr. Blatchford, a plan which ensures the " much-to-be-desired abrogation of all the obsolete paraphernalia of coarse bullying and senseless restriction which, lingering in our professional traditions, have made the Army and Army life so detestable to civilians accustomed to regard themselves and to be regarded as intelligent, responsible, and free men."*

The teaching of history and of civic duty presents a plain course before us. It need not, and does not, necessarily entail the teaching of hatred—except at the hands of teachers unworthy of their profession. But, if the teaching of the truth engenders hatred—what would you?

* * *

OUR ALLOTMENTS.

The second Annual Holders Show is reported elsewhere. Its peculiar significance is that it is the first Peace Show, and we are pleased to note that there is no sign of failing interest. This is as it should be. The tilling of the ground and the labour attending seed-time and harvest, with all the joys and disappointments of the latter time, cannot but have its effect on townsfolk in awakening a wider sympathy for the husbandman, and an understanding of the many minor problems which are inseparable from the land and farming.

Mr. Samuel Turner improved the occasion by emphasing the lesson to be learnt from the example of allotment holders. Only by increased production in all industries could high wages be maintained and the standard of living for the workers be yet further raised.

* *Sunday Chronicle*, Aug. 31st/19.

* * *

MORE NEWS FROM THE ARGENTINE.

Mr. Dulhunty's troubles and difficulties are not confined to dodging machine-gun bullets—some of them are of the spiritual order—or rather, they are a trial to the spirit, which is much the same thing. He says :—

" I have had to postpone my journey to Montevideo until next week owing to difficulties created by new immigration laws, which require that to get back again (even though I left the country 48 hours previously) I have to produce (*a*) a passport duly viséd, (*b*) a certificate that I have never been in gaol, (*c*) a certificate that I have never been in a lunatic asylum. As I am not in possession of the last two, I am obliged to postpone my departure until I can prove to the Authorities that I am entitled to them. This, by the way, is a new Act to keep out Germans, so suppose that one should not complain at any inconvenience it may entail." Certainly not!

* * *

MORE " TRUMPET BLOWING."

" Another type of house organ combines many of the features already discussed. It is more like an ordinary magazine, and its chief function is to assert and uphold the dignity of the Firm, both among employees and in the world of custom. It usually publishes an editorial consisting of a frank exposition of the employer's views on present-day problems, while the body of the paper is taken up by articles of general interest such as might figure in any sound journal. A section is devoted to technical subjects for the benefit of the employee who is really interested in his craft, and also to demonstrate to customers the care with which the product is prepared. It can usually be obtained from the Firm only on application, and therefore depends on its intrinsic merits for circulation.

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" In make-up and general style dignity is the main thing. An impression of solid worth must be given sooner than an exhibition of smart advertising, and candour must be made the keynote of the editorial matter.

" 'ASBESTOS,' the house organ of Turner Brothers Asbestos Co. Ltd., is perhaps the best example of this kind."—*The Organiser*, August, 1919.

* * *

POOR SALES MANAGERS!

Some time since we gave an example of the propositions the Sales Managers are " up against " from time to time, in an attempt to excuse the weary and weighty look sometimes betrayed.

Now you should know that we have an enterprising friend, Paul Coffie—or Kofie—(he spells it both ways), who writes from Togoland for an " advetistment catague " to be " sent quick to your new castormers." He enclosed a print of a German boot, and in replying he is informed that we are not boot manufacturers, and is given an explanation of our line of products. No good! Here is the reply :—

> Dear Sir,—I take the liberty of which informing you that, yours of 2nd instance came to have of which have been noted, but I am quite regret as you defy me that I am under misapprehension, I am sorry to anovounce you that the sucess which you anticipated would crown your endevours has not been granted by you But I put no objections to that as it matters not in my part, and also you failed to send the Catalogue which you promised to send to anyone who have writen for it, that you will be in a favour to send it round to me, I suggested that you thought of much about me which disragarding to my rescue, reason that you refused to send the Catalogue.
>
> I beg to enclosed
>
> yors truly
>
> PAUL KOFIE

" EFFICIENCY."

As one of our " Bow-bells " Managers says, " Efficiency, we worship at thy shri-ine." And because we are members of the cult we can appreciate being brought to book for the non-delivery of one out of one thousand articles at 7d. per dozen! " We have advised the Railway Company of the discrepancy," our correspondent adds, " so that you may take it up with them." And why not? Should we not leave the 999 in the fold and seek that which was lost? And how far should we seek—from the financial standpoint? It reminds us of a man who, having charged a father with the breakage of a window by his boy, and having been shown that the charge was unwarranted, exclaimed: " I don't care. You'll have to pay—it's a matter of principle! "

* * *

HOLIDAY YARNS.

Of the many holiday yarns, here are three :—

Time—Monday, August 25th, 8-30 a.m.: " Hullo!—What's up? What have you turned in to-day for?" " Why? What do you mean?" " You're not due to start until to-morrow. This is the last day of Rushbearing." " Well, of all ———! And we travelled specially ———!!**?*!"

The second isn't exactly a yarn. It hasn't reached that stage yet. The present instalment is associated with diamonds and visions of orange blossoms. Good luck!

The third concerns a member of the staff who went North. They're better off there, and he beams as he recites :—

" The Lord in His goodness sent the grape
To cheer both great and small ;
The little fools, they drink too much,
The great ones none at all."

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"Too Proud to Trade."

LET me set before you two pictures. No modern nation has ever stood in quite so proud a position as that which Spain occupied in the early sixteenth century. The countries which we now call Germany and Austria were her vassal states. Holland, Belgium, Southern Italy were mere provinces of her vast Empire. The Pope was her obedient servant; the King of France, her only serious rival in Europe, was defeated and a prisoner. In the new world her supremacy was unchallenged: its gold and silver and precious stones flowed yearly in an unbroken stream into her Imperial coffers. From Rome to Mexico the peoples trembled at the march of her invincible armies; and on the sea the Spanish galleon was still supreme. Spain was the mistress of the civilised world as no nation had been since the Roman Empire broke and fell, as no nation has ever been since, not even France under Napoleon.

And now look at the picture of Spain painted in 1786 by a great Spanish writer. The date has no particular significance, but the picture is true of Spain at almost any period during the last three hundred years, and it is well to have a native's evidence. "Since the end of the sixteenth century," writes Señor Cadalso y Vasquez, "Spain has been like a great house, once a noble, solid country mansion; now, with the lapse of time, fast falling into decay and overwhelming its inhabitants in its ruin. Here a piece of the roof is off; there a wall down; further off a pillar lies fallen. In the provinces two-thirds of the houses are in ruins. A town that once counted 15,000 families is reduced to-day to 800. How come we to have fallen into this decadence?"

It is the tragedy of a nation which despised trade. Historians may differ as to the causes which led immediately to the downfall, almost without a struggle, of the mighty Spanish Empire. The cause of the completeness of the collapse was beyond question the Spaniard's insensate contempt for trade. If the bigoted pride of the Spanish kings had not driven beyond their borders all the active commercial elements in the nation; if they had encouraged instead of shackling by insane ordinances the commerce of their subject peoples; if they had developed industrially instead of merely pillaging their colonies; if they had sought to bind their allies to them by the golden links of industry instead of the cobwebs of diplomacy, it would have been no more possible for their great Empire to vanish for ever, as it did without trace in less than a generation, than for a granite wall to fall before the spring breeze.

Now let us look at another picture. Thousands of years before Christ there settled on a sandy spit on the northern shores of Palestine a band of Bedouin Arabs. There is no evidence that they were exceptionally talented people. As soldiers they were, and remained, contemptible; as sailors they were daring and enterprising rather than skilful or inventive. They were utterly without political genius; they had, so far as we know, no literature worth speaking of; the slight remains of their art are quite unimpressive. They were abominably cruel masters, treacherous enemies and insincere friends. Their religion was a superstition so hideously inhuman, so foully licentious, that the merely ordinary pagans with whom they traded shuddered

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at it. Yet they traded, and because they traded—because they carried other men's ideas to the limits of the then known world—because their keen brains saw the values of things and their hands were quick and unwearied in turning their knowledge to account—the nations, their contemporaries, respected and admired these rather squalid desert rascals, and sages centuries later have seen in the Phœnicians the founders and authors of all modern civilisation.

Could there be a more dramatic illustration of the part trade plays in the making and unmaking of nations than this contrast? The Empire founded by the valour of the gallant, nobly-gifted nation, by the cunning of its astute diplomatists and the magnificent daring of its soldiers of fortune, vanishes as if it had never been, leaving nothing behind it but a melancholy memory; for the Spaniard was too proud to trade. The people of Tyre and Sidon, with no evident qualities but a tenacious bent for commerce, altered the whole course of the world's history, and will be remembered among its founders and pioneers so long as civilisation shall endure. I might easily amplify the lesson. Men talk of the fallen military might of Germany still with some awe; on what was it founded but on the tremendous commercial organisation which made modern Germany? We talk with pride to-day of the improvised military machine which overthrew it: for how many days would our armies have existed without the support of our industries? Why is it that the vast Chinese nation lies still helpless and inert, independent only on sufferance, while the obscure little island of Japan, with a fraction of the population, has risen in a quarter of a century to the position of a first-class Power? It is the same force which has raised our own small island to be the centre and heart of a great Empire: the force which wherever it operates civilises, and in civilising develops the latent powers of the peoples which feel its influence.

Commerce is to a nation what exercise is to a man's body or education to his mind. Whatever powers are there, these it develops, if it be only by affording a ready means for their development. Exercise will not make a congenital invalid a Samson, and industry cannot make an effete or effeminate nation virile. Education will not turn the born fool into the genius; and commerce cannot endow a people with gifts which it does not naturally possess. But if there be in a nation love of beauty, a vigorous trade will endow it with the wealth to realise its dreams. If there be love of adventure, industry will offer to it the key to enterprises compared with which the quests of the old knights were tame and mean. If there be a reverent realisation of the wonders of the strange dream which we call life, what can deepen it more surely than the knowledge which industry is constantly extending of the infinite variety and unimaginable richness of the stuff of which it is woven?

Will you say "What has all this to do with turning a handle in a mill for eight hours a day, or shovelling coal in the bowels of a great ship, or hewing it in the grimy blackness of the mine? Where is the beauty or the romance or the wonder of that?" But it is not industry you are accusing: it is life. The stuff of life is plain, not coloured, always and everywhere. Romance, to the unromantic, is the other fellow's job. Ask Marshal Foch if he found it a romantic job beating the Germans, and he will raise his eyebrows at you. Read the tales of the great explorers, and, if they are faithful, you will find them more than three-parts taken up with little dull details of buying stores and hiring servants and chaffering for rights of way. It is not what a man does that makes the colour and warmth in his life: it is the spirit in which he does it. If a dustman—reasonably well paid and not overworked—complain that he is dull, depend upon it, it is not because he is a dustman: it is because he is a dull dustman. That man would be dull if he were a king. The real dullness is to be unable to realise the promptings of the affections and the imagination. Will you say industry robs you of your chances to do that? Think again. Think, if it were swept away. What chance would remain to anyone of us to stretch out towards the fuller life which we all see in our dreams. Is it not plain that in our waking hours this is our one hope of advance?

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Trade Unionism as the Enemy of Democracy.

By R. TURNER (British Workers' League).

TRADE Unions in many instances are being used by certain unscrupulous leaders against Democracy. The power of the Unions is being manipulated by a gang of anti-Britishers who love every country but their own. This is done for the purpose of bringing about a revolution, which they imagine will place them in the position of dictators. It is high time that Democracy realised what disastrous results must follow a continuance of the policy. It is a great pity that the workers do not fully realise what a menace this continuous strife is, and what a detrimental effect it must have upon the whole of the British Empire if allowed to go unchecked. I do not suggest for a single moment that the bulk of the various Unions are anti-democratic, but I am afraid that a large majority of them do not see the precipice over which they are bound to fall if they persist in allowing such type of leaders to act as their generals.

We are a Democracy, and we can obtain any reform in our constitution which the majority desire by the use of the ballot-box. But when the Government has been elected by the Democracy, it should be recognised as the ruling authority.

Immediately after the last election we had more than one of the rejected candidates declaring that they had still the industrial weapon with which to fight. These are men who profess to believe in Democracy, and yet after they had suffered a crushing defeat, openly declare that they will use foul means to defeat the will of the people, for whether these political brigands like to acknowledge it or not, it *is* the decision of the Democracy, and as such ought to be the proper authority in all matters relating to the government of the country. These aspirants to government do not perhaps realise that they are preparing a rod which will beat their own backs if ever they are able to get into power.

Let us see how far some of the Unions in their recent actions have played into the hands of the revolutionary party.

Take the miners as one example of telling directly against Democracy. I hold the opinion that the miners should be given the best possible conditions, and the rate of pay should be as high as industrial conditions generally will afford, but it must not be forgotten that full account will have to be taken of other industries, which depend very much upon the coal supplies for their ability to meet foreign competitors. For we ought not to forget that we are a nation in competition with a world of nations. It is remarkable how many people fail to see the effect that the miners' action may have upon the general prosperity of the country, and how Democracy may be bled white if a section of the people who happen to be in a privileged position are to be allowed to dictate such terms as the leaders of some of the Unions seem to imagine they have a right to do.

At the time of writing we have an example of organised restriction of output by the men. A case is published where two miners have got more coal than their fellow workmen care for, with the result that the men have notified their intention of refusing to work with these two men unless the money earned by the getting of the extra coal is handed over to the whole of the workmen.

Now with respect to the demands made, and which were clearly outside the province of any section of the people to demand—First: They demanded that the duly-elected Government should at once

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nationalise the mines, and this was to be done in the course of a few days! Rather a tall order!

As one who has always believed in the nation owning or controlling all the means of existence, I should much have liked this to have been done long ago, but Democracy has up to now decided otherwise, and this it has done by its choice of Parliamentary representatives; and I must here say that the miners' leaders, in putting forth their demands, are simply looking to the interests of the miners, and are giving no consideration to the rest of the community, and if their leaders' scheme had been accepted we should very soon have found ourselves in a far worse position than ever we were under private ownership.

Another demand which was most unfair to the rest of the community was that miners returning from active service were to have preferential treatment over all other sections. They demanded that miners should receive full pay while unemployed. Could anything be more unfair than this? If the miners, why not the cotton operatives, the iron workers, or any other members of the community who had rallied to their country's call in her hour of need? This is purely an attempt to favour the miners at the expense of the rest of the community.

Another way in which the extremists are using their Unions to the detriment of those who hold different views is demonstrated in a case which recently occurred at a Union meeting, when one who had expressed different views to many of the active members was, by a vote of 12 to 8 (which is supposed to represent the opinion of over 4,000 members), expelled from his Union. The loss of membership means that, as the men will not work with a non-Unionist, the victim of this dastardly act must now, if he is not allowed to continue as a member, leave his occupation and find fresh employment, or starve. And this has been done by men who shout themselves hoarse demanding liberty, free speech, and no secret diplomacy. These are the disciples of Lenin, the High Priest of Bolshevism. It is part of the scheme to bring about the great international revolution which that individual is so anxious to accomplish, and yet the very things which extremists are pretending to desire removing, the Russian leader in his most recent writings is insisting on putting into operation.

After his tour of murder and pillage, Lenin is now endeavouring to organise industry, at the same time as the hot-headed extremists here are endeavouring to make it impossible. Having squandered the capital of Russia, he is now trying to create wealth to be used under his dictatorship, and he has evidently realised the fact that the spending of the capital of any country cannot go on very long, and it would be well if his followers in this country would take this lesson to heart and remember that before we can divide wealth it must first be produced.

The next example which I should like to examine is that of the dockers. No class of men in the past have been treated more harshly, and we might reasonably look to them to show some consideration to their fellow-workers. What do we find? During June thousands of tons of foodstuffs and other perishable goods were being returned to America and other parts owing to labour troubles; in many cases liners were returned with exactly the same cargoes they had brought to this country weeks before, and by their action in refusing to allow these cargoes to be unloaded because of their refusal to open their ranks to thousands of willing unemployed, they forced up the price of food, without the least consideration for their fellow workers, who were, and are still, groaning under the high prices which profiteers are exacting.

It is certain that famine prices will rule while this policy of limitation continues. It is nothing less than industrial suicide, and at every turn we find that it hits the lowest paid worker the hardest, and lowers the standard of life all round.

Another Union which the anti-British extremists have done their best to capture is the Police Union. These agitators thought before the recent police strike that they had the large majority of that Union with them, and it was a bitter pill when it was found that the more level-headed of that responsible

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body were not going to be the tools of the gang of disappointed politicians, who firmly believed that if they could only get the police on their side they would be able to do just as they liked in case of labour troubles. It is up to every Britisher to doff his hat to the men in blue, for by their action the loyal members have given the biggest blow to revolution that has yet been delivered in this country. I think that most people will agree that the police in the past have been most miserably paid, and that they have been at times victims of very harsh treatment from those in authority, with very little chance of obtaining redress. I believe a Union is necessary to afford them an opportunity of having their many grievances attended to without danger of victimisation. The position of the police in their relation to the State, however, is altogether different from the ordinary industrial workman. They are kept and paid by the State for the purpose of upholding the law and keeping order, and they have no right to join hands with any section whose leaders advocate the taking of the law in their own hands, and openly avow their intention of smashing the constitution.

The next example which I will quote is that of another kind of Union. I refer to that of the Licensed Victuallers. The members of this Union, who are in a privileged position, and are the holders of a monopoly by consent of the people, showed the same spirit of dictatorship and greed for gold that seems to be the one prevailing at present. When the Control Board restricted output at the earlier stages of the war it seemed that the trade was going to be hard hit, but instead it has given the distillers, brewers, and the retailers a splendid lever for profiteering, and they have not failed to take full advantage of it. This has been done at the expense of the people. This, I think, shows the need for national control in some form or other.

The farmers are another section who by their strike have grossly abused their power, for in very many instances they have shown no consideration for the people, and have apparently had little or no concern as to the welfare of the sick and young children. Here again I say it is high time the Government took some steps to prevent the evils of this kind of Unionism. One result of the high prices is that in many areas farms are not carrying anything like the number of cattle, as the farmers have found that by combining they can get just as much profit out of a less output; they are now threatening to produce less milk than ever—all to the detriment of Democracy.

I could, if necessary, go on quoting cases of a similar character, but I will conclude the list by referring to the Shipping Combines. They are simply Trades Unions. At the commencement of the war these men held a strangle-hold on the community, and they showed little mercy for the people, and less consideration for the State. At the same time many of them were touring the land pleading for the best of our manhood to rally round the flag, while they showed their respect for the wives and children of those who went forth and risked all by outshining Shylock in extorting profits. Once again the whole of Democracy were the victims.

Having set forth the various ways in which Trades Unionism is being used against Democracy, I put it to all who profess to be Democrats, as to whether they are satisfied to allow things to go on in the same way without making any attempt to stop the rot. It ought to be the concern of every man and woman—and it is up to us all to do our share.

If you are a member of a Union you should attend all meetings, and see that as far as you are concerned no official with anti-British and revolutionary ideas is appointed as a delegate. If you do not happen to be a member of a Trades Union, there are many organisations which are out to combat this revolutionary tendency and at the same time obtain better conditions for the workers, and to raise the standard of life all round, who believe that this can only be accomplished by constitutional means. Therefore I appeal to you to begin your work at once. It is your duty. It is only by these means that Labour can ever hope to come into its full share of the fruits of toil, and that the emancipation of Democracy can ever be attained.

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An Address to the Workers.

RECENTLY you were asked to ballot on the question of whether or not you would agree to work 7½ hours overtime weekly for a period. This was to enable the Firm to cope with orders (which have been pouring in from all parts of the world since the Armistice) until the new machinery is completed, equipped, and running. This overtime would only have brought back your hours to 55½ per week, to which you have been used to work for years. On the other hand, it would have increased your earnings by 20%. For every £1 you earn now you would have been able to earn 24/-. You would have been helping yourself, helping the Firm, and helping the nation.

Over 700 voting papers were distributed. Only 607 were returned. 421 voted against working overtime, and 186 voted for it.

Then Mr. Sam Turner addressed you, feeling that there must be some misunderstanding on your part. He explained the position carefully. He said that if we did not make an effort to supply the most urgent needs of our customers there were other firms in other countries who would, or these customers would find a way of doing without our goods by using something else. He appealed to your reason and to your intelligence, and he asked you to vote again.

What was the result of the second ballot? Again out of over 700 voting papers only 613 were returned, only six more than last time. 355 voted against and 258 for the proposal. The turnover was only 66 votes. This in spite of the urgent plea made by your trade union officials that you should agree to work overtime.

What does this ballot mean?

It means there is only one worker in every three to whom the Firm can appeal, and on whom the Firm can rely with any measure of confidence.

It means that twice you have stated emphatically that you are not interested in the Firm's difficulties, that you are indifferent to their customers'—*your customers'* needs, that the national danger of losing valuable world trade leaves you unconcerned,

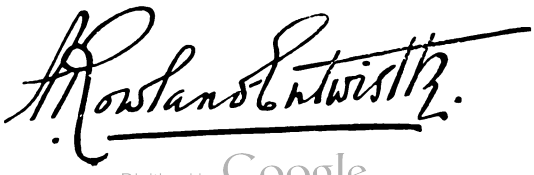
It means that you have admitted that you are earning as much money as you want, even with prices as high as they are. You are prepared to see them go higher without lifting a finger to help bring them down.

It means that you have lost, ignored, thrown away a great opportunity. After this the worker must never talk about controlling industry. He shows quite clearly that he does not possess the will or the intelligence to do so.

You know, or ought to know, that Manchester is the industrial centre of England, that Rochdale is the key to Manchester, and that the Asbestos industry lies between the textile and the engineering trades. You know, or ought to know, that if you had followed your leader, if you had done what your Trade Union asked you to do, your example would have given a lead to the whole of industrial England. To-day your Chief feels like the Captain of a Company whose men have bolted, leaving him to face the enemy single-handed.

For three years past your demands have been met one after another. You fought in common with other workers for a forty-eight hour week, and your employers fought side by side with you to help you to get it. Now the first time that anything is asked of you, the result is a blank refusal. Not only is it a blunt refusal, but it is an insulting refusal. It is insulting because so many ignored the ballot papers altogether, while others defaced them by frivolous and foolish comments. There is no hope for the worker along these lines.

And now, having deliberately flouted your employers, who are doing all they can to help you and the country at large, *what are you going to do next, and what do you expect they will do?* These are questions to which you must find the answers.



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Two New Books—and an Old One.

"Men in Battle."*

The Call.

" Millions, on either side, are packed into cars—ride, singing, to meet each other at the front—hack, stab, shoot at each other, blow each other into bits, give their flesh and their bones for the bloody hash out of which the dish of peace is to be cooked for those fortunate ones who give the flesh of their calves and oxen to their Fatherland for a hundred per cent. profit, instead of carrying their own flesh to market for fifty cents a day.

" Suppose the word ' War ' had never been invented and had never been hallowed through the ages and decked with gay trappings, who would dare to supplement the empty phrase ' declaration of war ' by the following speech?

" ' After long, fruitless negotiations our emissary to the Government of X left to-day. From the window of his parlour car he raised his silk hat to the gentlemen who had escorted him to the station, and he will not meet them with a friendly smile again until you have made corpses of many hundreds of thousands of men in the country of X. Up then! Squeeze yourself into box-cars meant for six horses or twenty-eight men! Ride to meet them, those other men. Knock them dead, hack off their heads, live like wild beasts in damp excavations, in neglect, in filth, overrun with lice, until we shall deem the time has come again for our emissary to take a seat in a parlour car and lift his silk hat, and in ornate rooms politely and aristocratically dispute over the advantages which our big merchants and manufacturers are to derive from the slaughter. Then as many of you as are not rotting under the ground or hobbling on crutches and begging from door to door may return to your half-starved families, and may—nay, must!—take up your work again with redoubled energy, more indefatigably and yet with fewer demands than before, so as to be able to pay in sweat and privation for the shoes that you wore out in hundreds of marches and the clothes that decayed on your bodies.'

" A fool he who would sue for a following in such terms! But no fools they who are the victims, who freeze, starve, kill, and let themselves be killed, just because they have learned to believe that this must be so, once the mad dog War has burst his chains and bitten the world."

* * *

"Under Fire."†

In the Trenches—Letter-writing.

" In this time of letter-writing the men reveal the most and the best that they ever were. Several others surrender to the past, and its first expression is to talk once more of fleshly comforts.

" Through their outer crust of coarseness and concealment other hearts venture upon murmured memories, and the rekindling of bygone brightness; the summer morning, when the green freshness of the garden steals in upon the purity of the country bedroom; or when the wind in the wheat of the level land sets it slowly stirring or deeply waving and shakes the square of oats hard by into quick little feminine tremors; or the winter evening with women and their gentleness around the shaded lustre of the lamp."

Confidences.

" The huge child was overflowing with sentiment and emotion, and trying to make them speak to me. ' Ah, my boy, there are times when I have just got to hold myself back with a hook,' came the strained and gloomy tones, while the blood flushed to the fleshy parts of his cheeks and neck. ' She's so beautiful, she's—and me, I'm—she's so unlike—you'll have noticed it, surely, you that

* *Men in Battle.* By Andreas Latzko.

† *Under Fire.* By Henri Barbusse.

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notices—she's a country girl, *oui; eh bien*, she's got a God knows what that's better than a Parisienne—even a toffed up and stylish Parisienne, *pas?* She—as for me, I ——'

" He puckered his red eyebrows. He would have liked to tell me all the splendour of his thoughts, but he knew not the art of expressing himself, so he was silent. He remained alone in his voiceless emotion, as always alone."

An Interlude.

" She looks at him and stops, framed by the hawthorn. Her strangely slight and pale face is apprehensive, the lids tremble on her magnificent eyes. She is bare-headed, and in the hollowed neck of her linen corsage there is the dawning of her flesh. So near, she is truly enticing in the sunshine, this woman crowned with gold, and one's glance is impelled and astonished by the moon-like purity of her skin. Her eyes sparkle; her teeth, too, glisten white in the living wound of her half-open mouth, red as her heart."

Doubts and Fears.

" She can't hold her youth in, it's coming out of her all over, and when she's resting in the lamplight, and the warmth, she's *got* to smile; and even if she burst out laughing it would just simply be her youth, singing in her throat. It isn't on account of others, if truth were told; it's on account of herself. It's life. She lives. Ah, yes, she lives, and that's all. It isn't her fault if she lives. You wouldn't have her die? Very well, what do you want her to do? Cry all day on account of me and the Boches? Grouse? One can't cry all the time, nor grouse for eighteen months. Can't be done. It's too long, I tell you. That's all there is to it."

Over the Top.

" We are ready. The men marshal themselves, still silently, their blankets crosswise, the helmet strap on the chin, leaning on their rifles. I look at their pale contracted and reflective faces.

" They are not soldiers, they are men. They are not adventurers, or warriors, or made for human slaughter, neither butchers nor cattle. They are labourers and artisans whom one recognises in their uniforms. They are civilians uprooted, and they are ready. They await the signal for death or murder; but you may see, looking at their faces between the vertical gleams of their bayonets, that they are simply men.

" Each one knows that he is going to take his head, his chest, his belly, his whole body, and all naked, up to the rifles pointed forward, to the shells, to the bombs piled and ready, and above all, to the methodical and almost infallible machine guns—to all that is waiting for him yonder and is now so frightfully silent—before he reaches the other soldiers that he must kill. They are not careless of their lives, like brigands, nor blinded by passion like savages. In spite of the doctrines with which they have been cultivated they are not inflamed. They are above instinctive excesses. They are not drunk, either physically or morally. It is in full consciousness, as in full health and full strength that they are massed there to hurl themselves once more into that sort of madman's part imposed on all men by the madness of the human race. One sees the thought and the fear and the farewell that there is in their silence, their stillness, in the mask of tranquility which unnaturally grips their faces. They are not the kind of hero one thinks of, but their sacrifice has greater worth than they who have not seen them will ever be able to understand.

" They are waiting, a waiting that extends and seems eternal. Now and then one or another starts a little when a bullet, fired from the other side, skims the forward embankment that shields us and plunges into the flabby flesh of the rear wall."

The White Light.

" He crossed his arms and tossed his head: ' The future! ' he cried all at once as a prophet might. ' How will they regard this slaughter, they who'll live after us, to whom progress—which comes as sure as fate—will at last restore the poise of their conscience? How will they regard these exploits which even we who perform them don't know whether one

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should compare them with those of Plutarch's and Corneille's heroes or with those of hooligans and apaches?"

* * *

"My Life in the Army."§

"*And Now*

"I want to say that every girl and boy should be carefully and sensibly developed, exercised, and set up; and that there is, in my opinion, no better method of setting up than the method of military training.

"Gymnastics are good; field-sports are good; dumb-bells and calisthenics are good; but the beauty of the Army training is two-fold; for, in the first place, it is continuous, a soldier must *always* walk smartly and bear himself correctly; and, in the second place, military training implies collective action, the moving and working in close order as parts of an organic whole.

"For the great difference between a regiment and a mob is that while the mob is an inchoate, disunited crowd of isolated individuals, a regiment is a trained, united, and sentient organism. Break a mob, and it will disperse or scatter; break a regiment, and the parts will hold together and will struggle to unite.

"When a few police attack a crowd of undrilled men who are strangers to each other the crowd instinctively opens out and scatters; but attack a scattered crowd of drilled men and they instinctively 'close up.'

"The fact is, a regiment has a collective soul.

"The drilling of masses of men together makes for community of thought and feeling, makes a crowd into a regiment; makes a rabble into a nation; develops in the men a new faculty of humanism.

"Also I have to say, emphatically, that a training which produces such results is good for any youth, and that the nation would be richer materially and morally if every English boy could be so trained. My colleague and I were greatly cheered and delighted by the sight of the splendid young manhood of that brigade. We would have gone hundreds of miles to see it. We felt ten years younger for the sight. And we deplored the lot of the multitude of young men cooped up in smoky towns, tied to a dull round of labour at desk, or bench, or loom, or counter; growing old before their time."

He that hath ears to hear, let him hear.

§ *My Life in the Army.* By Robert Blatchford.

The two new books may be borrowed from the Works Library.

British Character.

"Whatever else may go by the board, the conditions which sustain British character must be conserved. There are associated with the name and fame of Britain—though by no means as a British monopoly—qualities essential to the well-being of the world. What I may define as British spirit may be likened to the Irishman's salt—'stuff that makes praties taste bad if you don't put it on thim.' Verily the world could ill-afford loss or deterioration of the resolution, the courage, the hardihood, the dogged do-or-die spirit so definitely illustrated in British character. It is the very salt of civilisation."—*The Argonaut (San Francisco), June* 14*th*, 1919.

A Warning from U.S.A.

"The League of Nations as interwoven with the Peace Treaty is doomed so far as the United States is concerned because it is now clear that the Senate will not give it the unlimited approval and consent essential to its validity. This action will not be taken in repudiation of the project of a League of Nations, but to the end that the project shall be so considered and reframed as to reserve to the United States its full sovereignty in matters of its own concern and to limit its commitments with respect to the quarrels of other Governments and peoples."—*The Argonaut (San Francisco), June* 14*th*, 1919.

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The Origin and Properties of Asbestos.-VIII.

ASBESTOS-CEMENT.

By H. W. ROWELL.

THE search for a fireproof building material in thin sheets, for roofing, light walls, and such work has resulted in the universal choice of a mixture of one of the types of Portland cement and prepared asbestos fibres.

Inventors have been at work for many years on this problem, and many patents have been secured for a great variety of mixtures, but asbestos cement is the only successful commercial product. It is required to stand severe weather and fire tests, and must be cheap and easily worked with carpenters' and slaters' tools, and it is reasonable to say that the present large manufacture of asbestos cement goods may be classed as one of the triumphs of industry.

The correct sort of cement must be used and the right size and sort of asbestos fibre, and when the board has been constructed on the machines it must be subjected to the proper conditions for setting the cement.

An asbestos fibre has a high tensile strength, and the fibres act in the same way as the steel rods and bars do in a ferro-concrete structure. Cement will withstand a high crushing load, but will not carry much tensile or pulling load and asbestos or steel compensates for this deficiency.

If sufficient load is placed upon an asbestos sheet it bends, as shown in the illustration.

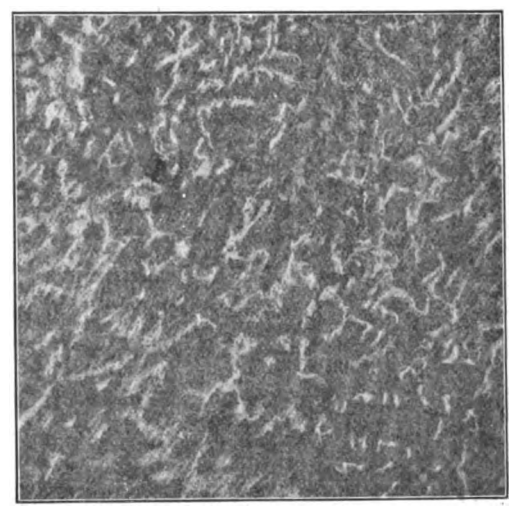


The upper side of the sheet being the concave side, is subject to compression from the edges toward the weight, and the cement withstands this quite well, but the under side is stretched and the asbestos fibres take most of this strain and save rupture of the weaker cement.

In ferro-concrete work the cement does not have any strong hold upon the iron, and in order to make the two hold together and act as one piece, the rods or bars are often notched or otherwise roughened.

The asbestos fibres in asbestos cement goods are practically in one piece with the cement itself because there is chemical combination between the two. The water and soluble constituents of the cement act upon the surface of the asbestos fibres during the course of manufacture, producing a coating of gelatinous silica which remains as part of the fibre. Constituents of the cement combine chemically with this silica, and thus the cement is completely joined to the asbestos.

The asbestos fibres lie in practically all directions in the board or tile, and are thus able to deal with tensile strains in any direction, and there is practically no strongest direction or grain like there is in timber.



ASBESTOS-CEMENT TILE.
Enlarged to show Asbestos fibre.

A product like asbestos-cement sheet and tile may be sound in a scientific sense but it must be adaptable and able to compete against other commercial products used for the same work.

Asbestos-cement goods must be fireproof. Now "fireproof" is a comparative term, for bricks and

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steel, asbestos, cement, and other so-called fireproof materials are all destroyed or become liquid if only the fire is hot enough. " Fire resisting " is a better term and means considerably more than " incombustible."

Asbestos-cement sheets and tiles have been through severe and large scale fire tests both in the works testing department and in burning buildings. A match-board partition wall goes up in smoke in a very short time, whereas partitions built of timber supports covered with asbestos-cement sheets have completely prevented the spread of large fires in many cases. Asbestos-cement is incombustible and a bad conductor of heat, and does not allow the timber underneath to burn. A slate or tile roof splinters and a corrugated iron roof buckles and allows spread of flame, while asbestos-cement tiles resist the heat without movement and protect inflammable rafters beneath.

The weather-proof qualities are of next importance, and asbestos-cement sheets and tiles will last as long as a concrete pier or pile in the sea, or a concrete pavement or building on land.

Frost will destroy any porous brick, stone, tiles, or slates, because when the water in the pores of the material freezes to ice it expands and ruptures the structure, which crumbles away after thawing. The " Ægis " tiles have weathered many severe winters at home and abroad without any change, because they are so constructed and compressed during manufacture that they do not absorb moisture.

Asbestos-cement withstands all changes in weather and has high tensile strength, and withstands crushing and transverse strains to a high degree. Samples of all batches of Turner products are subjected to test in these directions in order to check the process of manufacture and protect the customer.

The mixture and the process of manufacture can be varied to meet commercial requirements so that the material may be cut with a carpenter's saw or chisel, be nailed or screwed in position without any sign of splitting or be milled, turned or ground to required shapes.

Correspondence.

To the Editor of "Asbestos."

ENGLAND AND AMERICA.

In a certain alternative America means to be on top. Now that is plain, and further, *it is honest.*

" Britain may feel inclined to reason and possibly to argue. But reason does not enter into it. It is quite enough for all practical purposes that *America means it.* Nothing else matters. Further—she has begun. SHE HAS ACTED. *She will continue to act.* No doubt we shall continue to argue—or to talk brotherhood or similar futilities.

Should we not face the position: accept the terrific burden of a larger armament than ever and be always ready? Or, make terms now when it is still possible.

But we find that the possibility of conscription is already swept away, and we are to go back to the old weak state —simply inviting trouble.

We cannot persist in the idea of supremacy really—for the reason that comparatively speaking we do not possess the resources (and possibly not the willingness to face the terrible cost). Thus it would seem that it would be better to face things rather than drift down a disastrous middle course—neither one thing nor the other.

One thought more: Have just finished reading your admirable chief's " From War to Work." Now, there is the weak spot in our character laid bare. It is the proneness to " drift "—the lack of " conscious aim."

Now all my previous reasoning amounts, in effect, to a plea to avoid lack of " conscious aim " in our dealings with America. Because time is valuable and once she sets her hand to the task the opportunity to stay her will be gone. In great events, impetus once having been given to a movement, inexorably does it roll to the appointed end.

ANON.

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Spotland.—III.

By EDMUND OGDEN.

I WONDER what is the cause of the decay of robust custom which obtained in the days when Spotlanders took a just and holy pride in window plants? Well do I remember my mother's care of her "fuchsias" and her homely treatment and training of them. If following a spell of hot dry weather there came a thunderstorm she would put all her plants outside the house door and let the rain give pot, plant, and soil a good washing. To my boyish ideas this seemed drastic treatment, and akin to the brimstone and treacle method of healing; but I understand these things better now, and I can see that the "thunder rain" had a much more healthy and wholesome effect on the plants than any amount of our present-day syringing. Now whilst I love to treasure things of the past I am quite as ready to accept and revere real improvements which come up with experience and the consequent unfolding of ideas, and so I rejoice to find so many working men who own greenhouses and can hold their own with wealthy growers both in quality and quantity. I have in mind just now the growing of tomatoes and the production and treatment of the finest grades and species of chrysanthemums, requiring intelligence and skill in management. And as I move about amongst my fellow gardeners observation yields pleasure in acknowledging the broad spirit of fellowship which is growing—the interchanging of ideas, the keen interest in any new development, the exchanging of cuttings and seedlings—all making for the advancement of horticulture and the sure and certain elevating influence on national well-being—this, then, is progress.

Some time ago I was talking to an old-time Spotlander, and the conversation turned on gardening, and he expressed much surprise when I repeated correctly names of plants, both wild and cultivated. Evidently he had in mind the "old days" when my environment was rounded by the narrow sphere of looms, warps, and cloth. You see, in my walks about another way to enjoyment has opened out to my consciousness, and so the spade, the hoe, and the rake have been found to be implements of more service than the cultivation of the ground, for alongside of all this I have learned that mental *inactivity* is the very antithesis of right and healthy living, and so I keep trying to keep my thinking in unison with the things which are bright and from above, looking for the best in all I come in contact with.

Well now, let me change the theme a little. I left this end of the countryside the other Sunday to be present at Spotland School Anniversary—"Singing Day" was the old-style appellation—and "Sing" was always a welcome day for us youngsters because of the close proximity to Whit-Friday—blessed holiday of youthful merriment, coffee and buns. Of course, the "girls" had a bit of a pull over us boys because they could display their white frocks and have their hair done up in curls, and sit in all their glorious splendour on the singing stage; but then in return we enjoyed a holiday, unless watchful parents anticipated the youthful plans and marched us in "Church parade" to service and purgatory.

Th' owd schoo' is now pulled down, and Ings Lane and Shawl Hall no longer know the little feet which trod the mud and stones in all weathers to be taught wholesome lessons, which in my case—and hundreds more—have been as guardian angels in after experiences.

To you young folks, you will pardon a few old-time jottings from the pen of a writer who was but a few months old when his mother carried him inside those four walls for the first time. No richly-

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decorated walls and ceilings and elaborate furniture in that old temple of God, just simply clean and plain painted walls, on which were hung a few printed texts, picked out in colours and framed in plain wood. About half of the room was filled with pews with doors, and the other half with forms, some with backs on, thus constituting chapel behind, school in front. I used to wonder then why the children's places were in front, but I see now the wisdom of that arrangement, for evidently our elders thought it as well that only the theological crumbs should fall from the pulpit to the children whilst the full loaf was hurled at the pews.

One institution in connection with the school, and which even yet stands out in bold relief is the Improvement Class, or, in short, " The Improve." In my day the meetings were held on Friday evenings in a cosy vestry behind, and, of course, ladies did not attend; for being cleaning-up night it was not thought fitting that the housework should be left undone, even at the cost of a little education. Generally about 20 youths and men turned up to listen to papers introduced by one of the little band, and as the subjects ranged from " Creation " to " How to cultivate the art of music " you can easily understand the varied ideas which were brought forth, and also the searching, reading, and debating which had to be got through. Many a young man's first effort at public speaking was made at these meetings, and effort and experience brought proficiency.

Thomas Ogden was the guiding hand at that class in all the years of my youth and many more, and if ever a man deserved a rest and reward, then to him be it given.

Ah well, the walls of the " old place " have gone, but the spirit which hallowed it cannot be destroyed, and my pen is firm as I fearlessly make this statement—that if you blot out from the picture of Old Spotland the old school, then you have a Spotland bare, barren, lean, colourless.

Whilst on this matter of schooling I should be much amiss if I omitted to mention here another school which has been " something " to Spotland in the years that are gone. I refer to St. Clement's Day School, or best known as John Oldham's. Now whilst St. Clement's Sunday School was, and is now, a " live fact," I trust the adherents of that institution will not think me uncharitable or unkind by this reference to the day school only. I have a kind thought for all associated with St. Clement's as a religious body, and fervently revere the good work done, but my closer experiences are mainly and largely with the school, so well known through its past master.

On attaining the age of five years I was entered as a scholar in the " bottom " school at Willbutts, then under the care of a mistress named Miss Carter, who ultimately married a gentleman named Mr. Leach. I have still yet the kindly feeling for my first teacher and her school, for the atmosphere was kind and homely, and when the time came for me to move up higher—into the " top " school—I was very reluctant to go, for the tall, thin form of the schoolmaster loomed large, and I was afraid.

Now I want just here to bring in an incident which in itself may seem trifling enough, but which has in my consciousness a grateful remembrance. When on that Monday morning half a century ago I faced John Oldham as a scholar he placed me in a class which was taught by a teacher named Samuel Butterworth, who, seeing the timidity of the " sma' " lad, took him kindly by the hand and said these comforting words: " Come along, boy, I'll not send you out." Years have passed since then, and during the long interval " S. B." and I worked together in harness and achieved something. Whatever Samuel Butterworth took in hand he put his whole energy into it, whether the work was at " Turners " or at " Clement's," and the world values men of that character.

When I left school at 12 years of age (passed full-time) I had about gained such a position in mathematics as to be able to do vulgar fraction sums—not a very high achievement; but I was but a dull scholar, so I have had to make up " leeway," first by attending evening classes in my youth, and second by marking time in the rough school of experience.

(Continued on page 152)

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Home Notes.

THE COUNCIL OF EMPLOYEES.

A REVIEW OF THE WORK OF THE COMMITTEES.

[COMMUNICATED.]

When you mention the Workers' Committee or the Officers' Committee of the Council of Employees to the average worker employed at Turner Brothers you are impressed by an obvious lack of interest. "I don't see what good they do" is a characteristic comment. The attitude of the employers, the management, and the workers towards this great experiment is one of aloofness. It is well that it should be so. If this Council wins recognition for itself it will become firmly rooted as a permanent institution, affording to the workers and the management a constitutional vehicle for the expression of the thoughts, the desires, the hopes, and the will of all engaged in the work of building up and carrying on this great business.

The Council held its first meeting in July. Mr. Samuel Turner was invited by both Committees to be present. He witnessed and heard the proceedings from start to finish, and afterwards entertained the members with his impressions of America and her people, with particular reference to the industrial outlook. Prior to this meeting the Officers' Committee had met ten times and the Workers' Committee five times. One of the first matters to be referred to the Officers' Committee for consideration was the failure of the Suggestion Scheme. This matter was discussed very thoroughly, and a lengthy report was submitted, after it had been referred to the Workers' Committee, who endorsed it. Many of the recommendations contained in this report were adopted by the Executive, and a revised scheme is in preparation.

Early in June an appeal was made by the Mayor of Rochdale to the various mills and factories in the town for a collection to be made by the workers amongst themselves on behalf of the National Institute for the Blind. This matter came before the Workers' Committee, who recommended that collections should be made, but stated emphatically that the care of soldiers who had been blinded in the war should not be a matter for charity but should be the care of the State. This minute was referred to the Officers' Committee, who endorsed it, and decided that a letter should be written by the Council to the local Member of Parliament, urging upon the Government its responsibility in this matter. This letter, and the reply from Mr. A. J. Law, M.P., promising to bring the matter before the House, were published in the local papers. In response to the Mayor's appeal, collections were made by practically every firm in Rochdale for this charity, but this firm's employees were the only ones in Rochdale who were able to voice, not only on their own behalf but also on behalf of workers everywhere, their common sentiments with regard to the care and re-education of soldiers and sailors blinded in the war.

Three or four months ago a dispute arose between the firm and the workers in a certain section which threatened to assume serious proportions. At a specially convened emergency meeting of the Council the Executive placed the full facts of their case before the Council in order that employees in every section of the works might be correctly informed. The Council promptly invited the Trade Union officials of all the Trade Unions represented in the works to attend another meeting of the Council and make any statements they wished with regard to their side of the question. This invitation was accepted by the Trade Union officials to whom it was sent, but happily before a meeting could be arranged the dispute was settled.

These illustrations are given to show that these Committees are working actively. Meeting on alternate weeks, a host of matters are brought up by the various members, and these matters are

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discussed, questions are asked, grievances are settled, investigations are made, and points of order are decided.

There has not been time yet for the work of these Committees to permeate through the whole body of the workers and make itself thoroughly understood and appreciated. The last instance of the activities of the Workers' Committee must not be overlooked. With the introduction of a 48-hour week a more rigid discipline with regard to time-keeping was enforced by agreement with the Industrial Council of the Industry. The works gates are closed on the stroke of seven, and any worker arriving after that time is not allowed to commence work until the next starting period, which is nine o'clock. Many instances have occurred of workers who have been late through no fault of their own, owing to delay in the car service, through bad weather conditions, breakdown, and other reasons. Owing to the housing conditions brought about by the war a large number of workers are compelled to live a considerable distance from the works. The Workers' Committee thought that there was a case for relaxation of the rules, and it accordingly made very strong representations to the Executive with a view to securing some alteration. The Executive, however, remained firm in the matter, and pointed out that the car service was a public service run primarily for the benefit of the worker, and that it was up to them to see that their requirements with regard to running were fulfilled. What did the Workers' Committee do? It did not behave like a spoilt child and sulk, or attempt to stir up strife or discontent because it could not get its own way; it did not do these things because it knew better. What it did do was to promptly appoint a deputation to wait on the General Manager of the Tramways Department of the Corporation to lay its difficulties before him and ask for his co-operation to secure a better service. The General Manager received the deputation, and as a result of their representations the time of one car was altered in the morning to enable it to reach the works before seven o'clock, and a special car was put on in the evening to relieve the congestion and delay which caused so many workers to lose their connections to different parts.

Enough has been said here to indicate the variety and scope of the work of the Council, although its usefulness is not limited to the channels indicated by the examples cited. These Committees are not mere forms periodically galvanised into action by exterior impulse. They are living organisms which have grown of themselves, and their continued growth will in time re-act vitally upon the whole community of workers in the factory.

WELFARE AND SOCIAL WORK.

In this factory a guiding principle of the greatest importance has been laid down as a basis for the development and encouragement of all welfare and social activities. This principle may be expressed briefly in the dictum, "The initiative must come from the worker."

Experience has shown here and elsewhere that where the starting point in these matters has been from the employer the interest of the worker has been spasmodic and uncertain. The value and the success of all welfare and social activities depend upon the extent to which the heart as well as the mind of the worker is bound up with them. It is interesting to see how the application of this principle works out. Two or three examples may be cited briefly by way of illustration. Early in January of this year the Balata Division decided to establish a Benevolent Fund amongst themselves. They felt that the constant charitable appeals which were being made to them as individuals could be dealt with better if they all agreed to subscribe to a common fund, which could be administered by a Committee selected from among themselves. This movement spread quickly until it embraced the whole of the Rubber Making Divisions, and on the 16th January the Society formally came into being with a membership of 33 and no funds.

On September 12th the number of members was 184.

	£	s.	d.
Receipts from contributions were	41	13	8
Receipts from socials, etc., were	1	12	0
Total	£43	5	8

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£24 19s. 7d. has been paid out in sick benefits, and the cash balance in hand is £18 6s. 1d. There are no expenses, all services being voluntary.

A special grant of £3 made to one member was doubled by the firm. This is the only outside help which has been given. The workers in the Rubber Making Divisions feel the benefit of this movement so much that they want to see it extended to the whole works and offices. They are willing to accept members from other divisions until the membership becomes general. Then they propose to hand over the fund to the Workers' Committee.

The Planning Department has a Savings Club for holidays or for any other purpose. During the past year its members saved an average amount of about £10 each. This club is willing to receive members from other sections.

Members of Office Departments formed a Hockey Team. They have extended membership to the entire works. Sixteen matches have been arranged with other hockey clubs. They are renting their own ground and have purchased their own equipment. A Girls' Hockey Club is also in process of formation.

A Football Club has been formed, and a team is busy preparing for inter-works matches. A movement is on foot among the mills of Rochdale and district to form a Mill League, and Turners' footballers have been asked to co-operate to make this league a success.

Workers' and Officers' Committees of the Council of Employees have considered and adopted a plan for unifying all the sports and recreative interests of the workers. A Central Sports and Recreation Committee has been formed. The Chairman and Secretaries of both Works' Committees and the Employment Manager form the nucleus. One representative will be asked to serve on this Committee from each club or society. It is expected that Football, Hockey, Cricket, Tennis, Boy Scouts, Girl Guides, Dramatic, Orchestral, Choral, and Debating Societies will be represented. The primary functions of the Central Committee will be to consider questions of finance and accommodation. The object of the Committee is to prevent overlapping and confusion, and generally to foster and encourage the development of the recreative side of the workers' lives on the best possible lines. The effort, the initiative, and the enthuaism are all coming from the workers. This should encourage those who are feeling downcast and pessimistic with regard to the present outlook. The race marches forward on the feet of the young and strong.

EMPLOYEES' COUNCIL.

At a recent joint meeting of the Officers' and Workers' Committees one of the speakers, in picturing how little troubles grow into big ones in the factory, said that perhaps one reason is through the Workers' Committee not being quite so well known as it ought to be.

"We meet," he said, "from time to time, and, in my opinion, what is done does not get known to the workers as it should do. It ought to be advertised to the workers. They ought not to be in the dark as to what is going on. I believe there are some who do not know that there is a Workers' Committee."

We are convinced that there is a great deal to be said for this criticism, and we have taken certain steps which we hope will ensure that all matters of interest which come before both Committees will be duly reported in this Journal.

We do not, of course, mean that there shall be a detailed report of all the little troubles which arise from time to time, and which are immediately disposed of. This would be to no one's interest, but there are many other questions of great and sometimes permanent interest which should not be allowed, in the interests of Industrial Peace, to sink into oblivion. It is to these we refer.

One such instance has occurred during the last quarter in the visit of over 50 delegates from the Amalgamated Society of Engineers, representing branches from every part of the world—South Africa, New Zealand, Australia, America, and from all over England, Ireland, Scotland, and Wales.

They came to Rochdale at the invitati of the local branch, and their secre

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arranged for them to visit our factory at Spotland.

At a meeting which was held afterwards they raised the question as to whether the Employees' Council had the approval of the Trades Unions, and Mr. Entwisle was able to say, with the authority and approval of the local Secretary, Mr. T. E. Parkinson, that the Trades Union officials and Trades Unions concerned took no exception to the existence of the Council, and were prepared to co-operate with it. Surely we have a fact here worthy of permanent record.

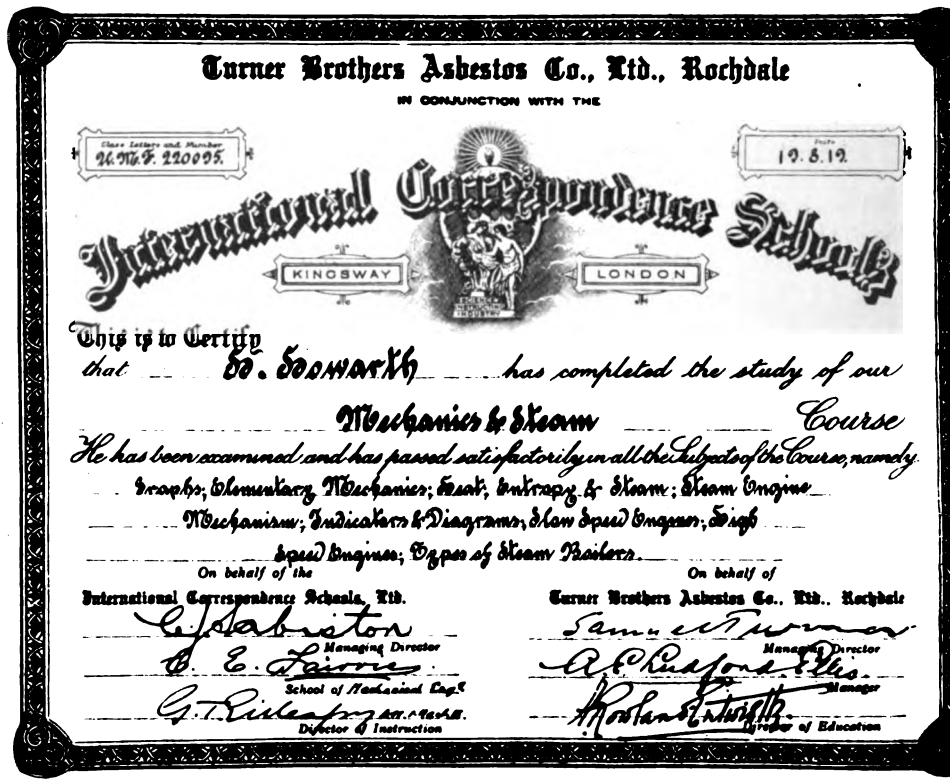
Further than that, however, Mr. Entwistle was able to report that the Trades Unions had received enquiries from other Trades Unions for particulars of the constitution of the Council, and these Unions in their turn have expressed their approval of the principle.

This is so contrary to the reports which have appeared from time to time recently in the public Press, and is of so great importance to industry generally that the facts should be given full publicity.

THE OPPORTUNITY PLAN.

Review of a Year's Work.

We reproduce herewith the first joint diploma issued by the Firm and the International Correspondence Schools. This diploma is awarded for successful study, coupled with good work. The holder, Mr. Harry Howorth, is the son of Mr. H. S. Howorth, Secretary of the Turner Companies. Mr. Harry Howorth enlisted in May, 1916, was gazetted in April, 1917, to the Royal Garrison Artillery, and was wounded in action at Zillibeke (Ypres) on the 1st November, 1917. He was demobilised about a year ago. In addition to obtaining the above diploma he has graduated in the Emerson Efficiency Course and the Sheldon Course of Business Science. He was appointed in May of this year to an important position in "C" Department. This is one of a record of successes which far exceeds any previous record in the history of the firm. Details are given above.



Turner Brothers Asbestos Co., Ltd., Rochdale

IN CONJUNCTION WITH THE

Class Letters and Number 24.M.F. 220095. Date 19.5.19.

International Correspondence Schools

KINGSWAY LONDON

This is to Certify that H. Howarth has completed the study of our Mechanics & Steam Course

He has been examined and has passed satisfactorily in all the Subjects of the Course, namely Graphs; Elementary Mechanics; Heat, Entropy & Steam; Steam Engine Mechanism; Indicators & Diagrams; Slow Speed Engines; High Speed Engines; Types of Steam Boilers.

On behalf of the International Correspondence Schools, Ltd.

C. J. Stabriston, Managing Director

T. E. Fairne, School of Mechanical Engt.

G. T. Risley, M.M.E., M.I.A.E., Director of Instruction

On behalf of Turner Brothers Asbestos Co., Ltd., Rochdale

Samuel Turner, Managing Director

R. C. Rudyard Giles, Manager

Rowland Entwistle, Director of Education

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The following successes have been gained by students who have attended evening classes and have been examined by the Lancashire and Cheshire Union Institute, the London City and Guilds Institute, the Society of Arts, and other examining bodies :—

Name.	Department.	Subject.	No. of hours per week.	Result.
Ashworth, Hilda	Wages	Commercial English	1	1st Class
		Typewriting	2	1st Class
		Shorthand (Theory)	1½	2nd Class
Ashworth, Ivy	Correspondence	English and Commercial Correspondence, 4th year	1¼	1st Class
		Shorthand, 60	1¼	Distinction
Brookes, James	Opening (Textile)	Cotton Spinning, Grade I.	1½	1st Class
		,, ,, ,, II.	1½	1st Class
Butterworth, Irene	Carding and Spinning	Shorthand, 60	2¼	Distinction
		Typewriting, 4th year	2	1st Class
		English and Commercial Correspondence	2	1st Class
Carter, Eric	Draughtman's	Engineering Drawing	2	1st Class A
		Mathematics	2	2nd Class
Dawson, Kathleen	Correspondence	Practical Cookery, 4th year	2	1st Class
		Principles of Cookery, 3rd year		2nd Class
		Dressmaking	2	2nd Class
Disley, Mary	Correspondence	English and Commercial Correspondence	1¼	1st Class
		Shorthand, 60	1¼	1st Class
Gibson, Harold	Planning	Engineering Science	2	2nd Class
		Engineering Drawing	2	2nd Class
Harling, Doris	Invoicing	Shorthand, 60	1¼	1st Class
		Commercial English	1	2nd Class
Harling, Nora	"A"	Commercial Correspondence	1	2nd Class
Hattersley, J. E.	Accounts	French	1½	2nd Class
		English	1½	2nd Class
		Book-keeping	2	2nd Class
Knight, R. L.	Accounts	Arithmetic	1¼	1st Class
		Book-keeping	2	1st Class
		French	1½	
Leach, Annie	Correspondence	Shorthand, 80	2½	2nd Class
Leach, Clifford	"C"	Preliminary Technical Course..	6	2nd Class
Leach, Ethel	Correspondence	English and Commercial Correspondence	1¼	2nd Class
		Shorthand, 80	1¼	1st Class
Meadowcroft, Hilda H.	Filing	English and Commercial Correspondence	2¼	1st Class
Nutter, W.	Purchase	Arithmetic, 3rd year	1¼	1st Class
		English and Commercial Correspondence, 3rd year	1¼	1st Class
		Arithmetic and Accounts	2	
Peace, Lois	Correspondence	English and Commercial Correspondence, 4th year	1¼	1st Class
Prescott, Wm. C.	I.S.I. Rubber.	Inorganic Chemistry	3½	1st Class A
		Chemical Mathematics	1½	Distinction

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LIST OF SUCCESSES—*continued.*

Name.	Department.	Subject.	No. of hours per week.		Result.
Ridings, W.	Planning	Cotton Spinning, Grade I.	2	...	1st Class
		Textile Mechanics		...	1st Class
		Textile Drawing		...	1st Class
		Textile Mathematics		...	1st Class
		Practical Mathematics	2	...	1st Class
Rudman, Edna	Filing	Typewriting	2	...	1st Class
		Commercial Correspondence	1	...	2nd Class
Stevenson, F.	Planning	Book-keeping, 3rd year	2	...	1st Class
		English and Commercial Correspondence, 3rd year	1½	...	2nd Class
		Arithmetic, 3rd year	1½	...	
Studd, Lily	Wages	Book-keeping	2	...	1st Class

A total of 47 Certificates, 3 of which are Distinction and 28 First Class.

Casson Office Course Lectures.

In addition to the five lectures of which an account appeared in the last issue of "ASBESTOS," a further five lectures have been given; a brief account of these appears elsewhere.

A further series of lectures on subjects of general interest is being arranged for the Autumn.

Lectures to Managers and Foremen.

An important series of lectures is being given weekly to Managers and Foremen on "The Mastery of Speech." Six of these lectures have now been given.

Other Study Courses.

The following students have graduated in the Emerson Efficiency Course—Harry Howorth, "C" Department; O. Price, Purchase Department; A. P. Ritchie, I.S.I. (Rubber) Section; J. Riley and Frank Dearden, Warehouse.

Twenty-four additional students are taking other special courses of study.

The Case of Edward L. Dawson.

This student's record is most praiseworthy. He entered the employ of the firm at the age of 14 on the 30th November, 1914, winning in that year a Taylor Scholarship from the Central to the Technical Evening School. In 1915 he obtained distinction in the Preliminary Technical Course. The next year he gained a first-class certificate for the Mechanical Engineering Course, and also obtained a renewal of his Taylor Scholarship. On January 1st, 1917, Dawson was transferred from the Office to the Laboratory. During this year he obtained a first-class certificate in Inorganic Chemistry, theoretical, third year; a first class in Engineering Science, fourth year; and a second class in Engineering Drawing, fourth year. He again obtained an extension of his Taylor Scholarship for another year. During 1918 a first class certificate in Theoretical Inorganic and Organic Chemistry and a pass in French, first year, were added to the list.

This year Dawson has been studying at the Manchester Municipal School of Commerce for Matriculation to London University—the only University where he can obtain a non-resident degree in Science. He sat for this examination in July, but unfortunately failed in French. He passed successfully in English, English History, Mathematics, Chemistry, and Physics.

His record as a worker in the Laboratory is as consistently good as his scholastic record, and he is going to secure his B.Sc. (London), one of the highest scientific degrees obtainable, and become a fully-qualified analytical chemist.

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THE CASSON OFFICE COURSE LECTURES.

It is regretted that available space forbids more than a brief mention of these lectures. The sixth of this series was on " Standards of Work," and was given by Mr. K. Harris of Trafford Park. Mr. W. Brookes was in the chair. A most interesting discussion on standardisation followed.

The following week Mrs. Cudworth lectured on Filing, with Mr. H. Spiller in the chair, acting as deputy for Mr. Allen, who was prevented from being present. This subject was dealt with very ably, not only from the technical standpoint but also with regard to the skill and intelligence required of the filing clerk.

The seventh lecture was on " Correspondence, with special reference to the Dictaphone." Mrs. Cudworth was in the chair, and the Employment Manager gave the lecture.

His criticisms of those who dictated letters were felt to be severe but just, but in his eulogies on the work of the Correspondence Department, a distinct impression was given that he was playing for safety, or that any rate he realised the desirability of being on the side of the angels.

Mr. A. E. L. Ellis took the chair at the next lecture, which was given by Mr. S. Abraham on " Figure Efficiency." Mr. Abraham gave his lecture just that human touch necessary to rivet the attention of his audience. He dwelt on the value to the worker of " taking thought " to do his work in the best possible way.

The final lecture of the series was given by Mr. W. Gibson on " Records and Reports." Mr. H. Hanson occupied the chair. The lecture was given in Mr. Gibson's best professional manner, and a lively discussion arose over his definition of what constituted a report.

ADULT HIGHER EDUCATION.

The attention of those adults wishing to improve their knowledge of English literature, or to take up the study of the French language, is directed to the announced intention of the Littleborough Branch of the Workers' Educational Association to hold University Tutorial Classes during the winter, providing sufficient entrants come forward. The fee is merely a nominal one, 2s. 6d. The class will be under the direction of a tutor from the Manchester University. Names of intending students should be sent in as soon as possible to: J. Dearden, 7, Central Avenue, Littleborough (for English Literature); and to G. F. Wild, Council Offices (for French).

THE RUBBER MAKING DIVISION'S BENEVOLENT SOCIETY held their first half-yearly general meeting on Tuesday, July 8th, at the Pioneers' Hall. After the transaction of business, which was of a purely formal character, the members enjoyed an evening's dance. The attendance, 70 members, augurs well for the success of this new movement.

CHORAL SOCIETY.

Rehearsals have now commenced for the season, and new members are assured of a hearty welcome. The place of meeting is Meanwood School every Monday evening at 8 o'clock.

This Society provides a splendid opportunity for the training of the voice free of charge, and its success during the three years of its existence ought to induce every employee, with a voice worth developing, to take advantage of it.

Some of the members, with friends, visited Belle Vue on June 28th last, and a very enjoyable outing resulted.

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AT "THE ROYAL."

Here is an interesting snapshot of our exhibit at the Royal Agricultural Show, which was held at Cardiff in June last.

The object of the exhibit was to demonstrate the practical application of Asbestos-Cement Building Materials for Farm and Estate Buildings, and the interest was so great that the building was continuously filled with visitors throughout the week.



The exhibit comprised Shippon, Cart Shed, and Hay Barn, 42′ × 31′; also Poultry Houses. The ground space occupied by the whole being 75′ × 70′.

Beside the actual exhibits, beautiful illustrations in colour were distributed, showing all kinds of buildings in Asbestos-Cement—from Bungalows to Factories. The smaller illustration shows the interior of a bungalow built in Asbestos-Cement, and the loose inset shows the roof of the Dunlop Cotton Mills (Castleton), covered with the same material.

It is not our intention to burden this Magazine with technical detail, which is published in another form, and we take this opportunity of saying that we shall at all times be pleased to furnish all the special or technical information required by any of our readers—whether inside or outside our own organisation.

LEATHER SUBSTITUTES EXHIBITION.

This exhibition was recently held in London, and it is very interesting to note that all the prizes in the Balata Section were won by repairers who used Turners' Balata Soling. The prizes were awarded as follows: Class I. (*a*), Balata-sewn, Mr. Costello, 116, Gloucester Road, Regent's Park, London; Class I. (*b*), Balata-riveted, Mr. W. J. Smith, 21, St. Andrew's Street, Hertford; Class I. (*c*), Balata-cemented, Mr. W. J. Smith, 21, St. Andrew's Street, Hertford.

The superiority and economy of Balata



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over leather for soling purposes is gradually being recognised, and all praise is due to the organisers of the exhibition for their efforts to dispel the prejudice—which is bred of want of knowledge—both amongst the public and the repairers, against any material other than leather, no matter how much more efficient or convenient it may be.

ALLOTMENTS.

SECOND ANNUAL HOLDERS' SHOW.

SOME INTERESTING FIGURES.

The second annual Vegetable Show took place on Saturday, August 30th, and while the exhibits were less in number than last year, there was a considerable improvement in quality.

In calling upon Mr. Samuel Turner to declare the show open, Mr. Brierley said it was due to Mr. Turner more than anyone else that the allotment scheme was started three years ago. Now that the war was over there was just the same need for the produce because the world was short of food.

Mr. S. Turner congratulated the allotment holders and the officials on the very excellent results which had been obtained, not only as represented by the produce displayed there but also in the competition last year, when those allotments were judged to be the best in the district. It was to him a source of much gratification that the movement which he helped to initiate had progressed so well. When the Firm bought the Hollows estate it was with a view to extensions of the works, but they had had preliminary plans of all the extensions they were likely to make during the next ten years, and as far as he could see they were not likely to encroach on the allotments for a long time, if at all. That must not be taken as a guarantee, but at the same time it was unlikely that the allotment holders would be disturbed, and if they were there was a condition providing for compensation for disturbance.

Speaking of the importance of the work nationally and the profitable nature of it, Mr. Turner gave some interesting figures which he said represented the production from an average plot and had been taken by three plot-holders in 1918.

It was found, he said, that :

45 lbs. of seed potatoes produced 456 lbs.

½ oz. of beetroot seed, 35 lbs.

¾ oz. turnip seed, 42 lbs.

3 gills of peas, 120 lbs.

2 score of celery (cost 1s. 4d.), 13s. worth.

2 cucumber plants (cost 1s.) produced 22 full-size cucumbers.

2 marrow plants, 33 lbs.

Estimating, without taking the labour into consideration, that rent, manure, lime and seeds cost £2 7s. 6d., whilst the income from the produce was £7 9s. 6d., it meant that the 164 plots had a total value of £1,000 to £1,100 per year. So that every 10 or 12 acres brought in a revenue of £100 per acre, which was a very exceptional increase over what the farmer got.

On the proposition of Mr. B. Walmsley, seconded by Mr. James Howarth, Mr. Turner was cordially thanked.

THE PRIZE WINNERS.

The prizes were awarded as follows :—

Celery : 1, J. Shepherd ; 2, C. Dewhirst ; 3, A. Stafford.

Cauliflower : 1, H. Lambert ; 2, C. Dewhirst ; 3, S. Schofield.

Cabbage : 1, A. Cheetham ; 2, F. Pragnall.

Red Cabbage : 1, A. Sheldon ; 2, Longthorne Bros.

Lettuce : 1, C. Dewhirst ; 2, James Ellis.

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Leeks : 1, J. Shepherd ; 2, C. Dewhirst.

Carrots : 1, A. Stafford ; 2, T. Ellis ; 3, Longthorne Bros.

Turnips : 1, J. Shepherd ; 2, J. Farrow ; 3, A. Cheetham.

Onions : 1, J. Shepherd ; 2, A. Stafford.

Cucumber : 1, J. Shepherd ; 2, C. Dewhirst.

Tray of Vegetables : 1, J. Shepherd ; 2, A. Stafford ; 3, J. Farrow.

Peas : 1. C. Kershaw ; 2, H. Lambert ; 3, J. Ellis.

Broad Beans : 1, A. Hammond ; 2, A. Cheetham.

Kidney Potatoes : 1, J. Farrow ; 2, A. E. Whittaker ; 3, G. Hollows.

Round Potatoes : 1, Longthorne Bros. ; 2, F. Pragnall ; 3, C. Dewhirst.

Heavy Potatoes : 1, Longthorne Bros. ; 2, A. E. Whittaker ; 3, E. Pilling.

Beet : 1, W. Burgess ; 2, A. Sheldon ; 3, J. Shepherd.

Sage : 1, A. Stafford , 2, J. Shepherd.

Parsley : 1, J. Farrow ; 2, J. Shepherd.

Parsnips : 1, Longthorne Bros. ; 2, F. C. Howarth.

Swedes : 1, H. Lambert ; 2, A. Stafford ; 3, J. Shepherd.

Marrows : 1, E. Pilling ; 2, T. Threlfall.

Kidney Beans : 1, H. Lambert ; 2, A. Hammond.

Runner Beans : 1, C. King ; 2, J. E. Buckley.

Kale : 1, J. Shepherd ; 2, J. Farrow.

Neatest and Best Cultivated Allotment : 1, J. Shepherd ; 2, A. Stafford ; 3, J. E. Buckley ; 4, J. Farrow ; vhc, Peter Hulse ; hc, J. Jenkins ; c, C. Dewhirst, A. Hammond, and A. Sheldon.

Most prizes in show : J. Shepherd.

The officials who arranged the show were Mr. James Brierley (president), Mr. Ernest Royds (vice-president), Mr. F. C. Howarth (general Secretary), and Mr. R. Bentley (show secretary).

TRIP TO CHELFORD.—A party of workers interested in bowling had a very pleasant " out " on Saturday, July 12th, culminating in a bowling match at the Dixon Arms Hotel, Chelford, Cheshire. Tea and social followed the match. Mr. L. Clegg acted as secretary.

" SPOTLAND—III."—*continued.*

And now I must hurry on, and in leaving behind " old times " just give this record. When 14 years of age I entered the mill to learn to weave, and I stayed long enough to get three looms near the mechanics' shop in the " old shed." Then I became conscious that weaving was not " my trade " and I left to enter a small office in town. In 1879 I came back, this time to the office, in the days of grey drills, twills, satteens, etc. Time brought many changes, the cotton velvet period and the installation of the heavy underpick looms ; then the change on to the fringe of the coloured trade, and finally the plunge into the vortex of flannelettes, dress goods, and unlimited " fancies." These transitions entailed huge exertions in transforming old buildings to fit into the order of new things, new buildings, new machinery, additional workpeople, augmented staff, change of systems, change of ideas. All these things I saw and experienced up to 1901, in which year I put down my pen, gave out my last order, shook hands with those who had worked with me, and so walked up " Shade Broo " to enter other spheres and other activities ; yet never to forget.

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THERE IS NO DEATH.

THERE is no death! The stars go down
To rise upon some fairer shore,
And bright in heaven's jewelled crown
They shine for evermore.

There is no death! The dust we tread
Shall change beneath the summer showers
To golden grain or mellowed fruit,
Or rainbow tinted flowers.

The granite rocks disorganise
And feed the hungry moss they bear;
The forest trees drink daily life
From out the viewless air.

There is no death! The leaves may fall
And flowers may fade and pass away;
They only wait through wintry hours
The coming of May day.

There is no death! An angel form
Walks o'er the earth with silent tread
And bears our best loved ones away,
And then we call them "dead."

He leaves our hearts all desolate,
He plucks our fairest, sweetest flowers;
Transplanted into bliss, they now
Adorn immortal bowers.

Where'er he sees a smile too bright,
Or hearts too pure for taint and vice,
He bears it to that world of light
To dwell in paradise.

Born unto that undying life,
They leave us but to come again;
With joy we welcome them the same,
Except their sin and pain.

And ever near us, though unseen,
The dear immortal spirits tread;
For all the boundless universe
Is life—there are no dead.

J. L. McCreery.

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