

British Would Operate on Society To Remove the Germs of Bolshevism

Workers Will Be Satisfied With Nothing Less Than a Share in Both the Management and the Fruits of Industry—Most Successful Employers View Proposed Changes Without Alarm. Observer Says—Strength and Weakness of the Whitley Plan

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A YOUNG man who had lately joined the R. A. M. C. was being questioned as to what he would do if a person failed:

"I should give him some brandy," he answered readily.

"But suppose you had none," pressed the doctor.

"Then I should promise him some," came the quick reply.

That young man might easily have qualified as an expert adviser to the British government during the past four years; whenever the workingman showed signs of fainting he got a stimulant in the way of higher wages and a promise of quite a number of other things in the near future. Also he was told that he was winning the war. I think we got our "win the war" advertising idea from England. The posters are still about, telling you that sugar, coal, ships, war savings stamps and bonds would win the war, but most particularly was it impressed upon the workers that they were winning the war and that service in the shops was no less honorable than service in the trenches.

Now the men out of the army—the men who know that they won the war—are again in the ranks of labor and the whole lot of them are asking most pointedly what they won in winning the war—the right to starve, which they might have achieved without conscious exertion, or the right to live decently in the country which they saved. In other words, they are asking for the brandy which was not on hand at the time of their fainting, but which was promised to them for a later date. They have been striking to get that brandy. A strike is settled one day here, but another one breaks out somewhere else the next day. If one section has its dispute settled by a grant of shorter hours and higher wages, the next industry strikes to get something better, and so on around the trade union circle. Outside this circle are the Bolshevists, who are daily increasing, and they strike only to cause trouble for capital, and nobody quite knows where trade unionism ends and Bolshevism begins. And the difficulty is that both capital and labor have a certain number of insane spirits who talk quite a good deal of what they would do right speedily to end it all.

Buying Labor Leaders A Futile Practice

Another class of the wealthy imagine that the easiest solution is to buy labor leaders from time to time. But their efforts have not been successful, because the moment they got one safely bought he is kicked out of office. The real leaders of British industry want to get down to brass tacks, stop all jockeying for position, and settle strikes for all time, and not merely for the week end.

For instance, the use of troops in Belfast and on the Clyde and the threats of the government to imprison all strikers on what we would call public utilities by an Order in Council under authority of Dora, is not looked upon as wise, because industry cannot live in a reign of terror, whether the government or the strikers are doing the terrorizing. Look at what some of the leaders have to say and a good idea of the sentiment of big business can be had.

Shooting Programmes Not Very Practicable

The man of income who has never labored sits in his club and advises, "Shoot the impudent beggars." He has his counterpart in the Bolshevist, who would also shoot, but in the opposite direction. The trouble with both shooting programmes is that a most inconvenient number of people have to be shot in order to make any headway.

Another set representing capital would look out the men until they return to their senses and are willing to work. And they have their labor counterparts in the men who would stay out on strike until plants depreciated and the populace was up in arms over the shortages in food, transportation and coal.

Stated in abstract, the tenets of these various groups sound ridiculous, and they are quite so; but that does not in the least prevent them from airing their views and making a rational settlement very difficult. For instance, Sir Eric Geddes the other day proposed somewhat flippantly that if the workers thought that they could run business, why did they not hire any of the munition factories that were up for sale and go to work on their own? The suggestion was uncommonly popular with the audience, but not quite so welcome to the government, which saw flaws in the plan. As a consequence I understand that Sir Eric is to receive a ticket for oblivion, with a stop or two on the way.

For the government and the labor men are earnestly seeking some plan of settlement of the whole social question. The labor situation was the principal theme of both the King's and Lloyd George's addresses, and although the only concrete plan at present in general favor is that contained in the scheme for Whitley councils, I have been given to understand that these councils are only the beginning and that plans are under way for the erection of a new social order that will banish Bolshevism. For it is generally recognized among thinking men here that the cure for Bolshevism is not the isolation of those affected, but an operation on society that will remove the germs of the disease.

As a Captain of Industry Feels

Sir Halwell Rogers, M. P., chairman of the Birmingham Small Arms Company, Ltd. (the celebrated B. S. A.): "What is labor's proper place in management? This proposition demands the most thoughtful consideration on the part of employers and employees. No solution is, however, possible unless both parties approach the facts with that frame of mind which makes adequate allowance for their respective duties and responsibilities. The interests of employers and employees in meeting the new industrial conditions with such competitive power as will insure the continuity of British prestige in the markets of the world are so intertwined that the best constructive faculties of both must cooperate in harmony and good will."

Finds Best Brains In Labor Movement

The best brains in England are now in the labor movement. I have talked with most of the men who hold official positions in labor organizations and also in the government, or are members of the House of Commons, and, taking them by and far, they are far above the politician class and are, though it may be heresy to say, a deal more intelligent than the rank and file of the employers. Therefore, I expect labor to lead and capital to follow—that is, industrial capital. The bankers and capitalists are hopelessly behind in their views of conditions. The prosy and sententious addresses which the chairmen of the various large joint stock banks consider it necessary to deliver at the annual meetings and then to have reprinted in the newspapers all deal with the labor question to some degree, but these deliverances are mostly in the form of prayers for "better relations."

It will be surprising if, and within a very short time, some drastic reorganization of the relation between the man who employs

and the man who is employed is not brought about in England. It will be drastic, because otherwise the present labor leaders will have to give way to the Bolshevists. No half measures and no promises will satisfy the British worker. He wants a complete social programme and a share in both the management and the fruits of industry.

Such a looking forward to a new relation would create almost a reign of terror in the United States, but the most successful of the English employers do not view the change with the slightest anxiety. They know English history and they know that the country was all the better for breaking down years ago the feudal system. After a few protests they fell in with Lloyd George's social policies of before the war, those who held land in Ireland have been satisfied to have that taken from them by the government at an appraised value, and generally the whole English body politic, while growing horribly at every change, is remarkably open minded when the change actually happens. And the employers with open minds are those who will to-day meet with the labor men and force the recalcitrants into line. I have talked with many of these men; a few hope for a return to old conditions, and there is also a somewhat humorously regarded class who say that the war should be a great thing in teaching workpeople to obey their masters. These protagonists are mostly in their dotage.

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Sir Vincent Caillard, chairman of Vickers, Ltd., the great war works: "Both employers and employed have been apt to forget the root fact that we are all men. On the one hand, employers have been too ready to regard human beings as machines; on the other hand, the employed have been too ready to regard the 'management' as merely a heartless instrument for getting the biggest possible return for the least possible outlay. Thus there arose a position which was largely regarded by both as being inevitable. But my contention is that it is not inevitable. I will go further and say that it is not inevitable but that it is the very antithesis of the state of things which should exist and which may exist.

"If we all agree, as we must, if we are ready to take the big view—that mutual confidence must be the foundation stone on which must be reared the new industrial fabric, the question arises as to how that mutual confidence is to be secured. And this is where I would like to put a straight issue to all big and progressive employers who realize the issues involved, who see the vast national possibilities on the one hand and the vaster dangers on the other, who render very considerable service in speeches and in writings, but who, it seems to me, could do very much more.

"How far are we prepared actively and definitely to try the great experiment of a harmonious partnership between capital and labor? How far are we prepared so to remodel industry and industrial conditions that industry, with complete representation on both sides and by absolutely constitutional methods, shall govern and develop itself? To what extent are we willing to show that we are in earnest?"

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F. Dudley Docker, C. B., chairman of the Metropolitan Carriage, Wagon and Finance Company, and who is said to command more power than any other industrial man in England: "Labor has many legitimate demands, but those demands depend entirely upon the prosperity and productivity of industry. The demands, which are of themselves perfectly reasonable, are: good wages, reasonable hours, the opportunity of enjoying the leisure thus afforded, proper housing, and a sound and comprehensive system of education which will give the coming generations the opportunities of material advancement and capacity to enjoy real recreation.

"These conditions should not be un-economic. They are conditions which ought to obtain in a civilized state, they are conditions which make for increased efficiency, but they are conditions which depend not upon any legislative short cut nor upon a system of un-economic doles, but the combined effort of those engaged in industry itself.

"We are all more or less agreed upon

this, but somehow the thing does not get done, or if it does, it gets done sporadically and slowly. There is, I believe, an honest desire to carry out these principles, but there is still suspicion, and both sides feel that neither can fulfil its side of the contract without the other.

"The suspicion breeds irritation and delay; both sides hesitate to stigmatize their own black sheep. Both sides are far too willing to discuss general principles and too little willing to face up to the real difficulties, to agree to a solution and above all to carry it out in concrete action. The result is that extremists on both sides carry on and achieve reputations, if not a success which is out of all proportion to their deserts. Both employers and the employed wish to repudiate these false leaders, but each time they fail so to do the task becomes harder."

Right Hon. Sir Albert Stanley, president of the Board of Trade: "Whether my experience in America has been an advantage or otherwise, my conduct and actions must be the outcome of it, and I especially recall one particular experience which I had there. I was identified with two separate undertakings—one rapidly succeeding the other. Each of these undertakings had in its employ practically the same number of men—roughly speaking, about 30,000. One of the undertakings was really the last word in trade unionism; very single employ was bound to accept membership of the union. The other undertaking was entirely free from that influence. So far as I know not a single man identified with it had any connection with any trade union movement. What was my experience of that? In the trade union undertaking provision was made whereby any grievance could be brought forward and carried right to the very top for the purpose of adjustment. It frequently came to my notice, as manager of that undertaking, that grievances on the part of the men had a real, genuine foundation. It frequently came to my notice that some sub-official was not justified by the facts in some action he had taken. As a result of the method which existed, many grievances were remedied. No such machinery, at least no adequate and satisfactory machinery, existed in connection with the other undertaking. If there was any grievance it lay smouldering beneath the surface, and having no opportunity for adjustment. The result convinced me that whether it is done by established trade unions or by securing the cooperation of the selected leaders of men, whatever the system may be, it is absolutely essential for the successful conduct of a business in which a large number of men are employed that there should be set

up machinery which will secure to the men an opportunity for bringing their grievances forward and securing them against punishment on the part of the officials."

Failing to Provide For Unskilled Toilers

The strength of the plan is to be the works committee, and it is hoped that the higher councils will deal only with very general matters, leaving to each works a very large measure of self-government. The committee suggested that the following matters at least should come within the purview of the committee:

1. The better utilization of the knowledge of the workpeople.
2. The rate and methods of wage payment and particularly the securing to the people of any increased profits.
3. Machinery for the quick settlement of any differences between management and men.
4. Technical education and training.
5. Securing to workpeople the rights to inventions which they may devise.
6. The general improvement of the industry.

This is rather a large programme, and it is hoped that it will provide the necessary preliminary education, so that the men can actually qualify for a hand in the management. The difficulties with the plan are that the workers are rapidly drifting away from their regular organizations and moving in the direction of workers' rather than craft unions. The Whitley plan provides for the skilled man, but it makes little provision for the unskilled and unorganized man, and it is that man who is to-day the greatest problem, because he threatens to reform himself into a proletariat. And finally the Whitley system appears to many to contain quite too much formality and to hold the danger that the real objects will be lost through excessive particularity in organization and interpretation of rules and statutes.

The Wall Street That Is

WHEN one on the outside thinks of Wall Street there is immediately conjured up a place where the bulls and the bears and the lambs romp and play, a place where fortunes are made and lost in the twinkling of an eye, a place where the innocent investor of money has no business to be. That is far from the fact. Wall Street is really a surprisingly safe place for the investor, if only he will take the trouble to make sure that he is dealing with a legitimate house before parting with his money.

The New York Stock Exchange may be considered the storm centre around which the business of Wall Street and the country, for that matter, converges. It is the place where paper representing billions of dollars equity in leading railway, industrial and other corporations is bought and sold.

Most persons are ignorant of the workings of the New York Stock Exchange. That is why in recent years the exchange management has sought the best channels of publicity, for they have realized that their institution should be cleared of many of the black marks that have been chalked against it. "The New York Stock Exchange," written by H. S. Martin, assistant secretary of the New York Stock Exchange, and published by Francis Emory Fitch, Inc., is the latest work to be added to the literature of stock exchange and stock market information. Mr. Martin's book is both interesting and illuminating and was written with the idea of presenting the story of the exchange, a discussion of the business done and the safeguards provided by the exchange, for the instruction of the layman who has little knowledge of such matters. As would naturally be expected, Mr. Martin has written the book from the viewpoint of the Stock Exchange.

In the beginning the exchange is defended against the criticism and charges that it fosters harmful speculation. "Examination shows that all business is speculation, and that the business of speculation is a trade, just as any other business is a trade; that to be successful in a business or trade the laws of that business or trade must be known and followed."

Mr. Martin, in the foreword, "Examination also shows that the laws of business govern in speculation; that what

causes success or failure in business causes it equally in speculation; that while unhappy and regrettable results have followed foolish speculation by uninitiated persons, earnest men have sought, have partly provided and are seeking, further provision against their occurrence.

"Examination also shows that most men are conscious or unconscious speculators—either they personally use their money in speculation or others use it for them; that the great business nations are the great speculating nations; that a nation without stock exchange is a nation without commerce or advancement. Examination also shows that investment and speculation differ in no essential details; that speculation is never gambling, and gambling is never speculation; their nature is unlike, their results dissimilar, that the very wide distribution of material wealth has flown out of speculation. Examination also shows that progress would have been impossible without the formation of corporations and the invention of the stock certificate; that these have made it possible for the poorest and least intelligent to become partners in business with the richest and most intelligent."

He tells what the New York Stock Exchange stands for, thus: "The exchange has helped honesty in trade; has steadied prices; has put the man with small capital on the same footing in trading as the man with large capital, and it has tried to earn the good will and high regard of its neighbors. Examination shows that while now and again an unworthy member is uncovered, the standard of integrity and business morals on the exchange is as high as in any business in the world. Examination also shows that the interest of the exchange has always been to lessen unwise speculation, to secure honest corporation management, to safeguard stockholders, that it has been the pioneer in efforts toward those ends and has secured more in this direction than the acts of the Federal and state governments, and that its rules are intended to prevent and its committees are working for the prevention of wrongdoing and of unwise speculation."

Considerable space is given over to a historical discussion of the evolution of markets and the widespread prejudice against markets of all kinds. Another chapter is devoted to a discussion of business and speculation. Speaking of speculation, Mr. Martin points out that all temptations are not suited to assuming the risks of speculation either in the stock market or in general business. "The amount of money one has at risk is not a factor," he says, "but the wise or unwise way in which one risks it is a factor, and the person who engages in a venture feeling at the outset that he can afford to lose is apt to exercise so little caution as to almost insure a loss."

Defending the exchange against the charge that it is little more than a gambling institution, with securities as the pawns, says Mr. Martin: "The prices made upon the exchange are often referred to as being 'mere bets' upon market values, and this form of speculation is considered as not differing from gambling, from betting, and as essentially only the risk of money on a contingency. . . . The law is quite clear in its distinction between a specula-

New Mexican Congress May Provide For Interest on Railroad Bonds

Although Military Guards Are Still Necessary on Many Roads, Conditions Are Steadily Growing Better. Observer Asserts—New Safeguards for Labor Urged in Press—Carranza Defends Early Attitude Toward Banks on Ground of Necessity

By L. J. de Bekker

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MEXICO CITY, April 2.—Railway development in Mexico began during the rule of Porfirio Diaz, under concessions he granted to private companies. In most cases these concessions provided for the automatic return of the roads to the government after ninety years, on compensation for rolling stock, buildings and materials on hand at the date of transfer. The government began buying stock in the three most important lines toward the close of the last century, and in 1906, having united the three most important lines under the name of the National Railways of Mexico, and owning 50.3 per cent of the stock, extended its control over other roads. In 1910, when President Diaz retired, the government owned or controlled 8,200 miles of track. There remained under private ownership 7,800 miles, of which 3,000 was local narrow gauge of relatively small importance. To be exact, the government was a majority stockholder in a system comprising the National Railroad of Mexico, the Mexican International, the Hidalgo and Northeastern, the Vera Cruz and Isthmus, the Pan-American, the Mexican Southern, and operated the Inter-oceanic Railway of Mexico under lease. Most of the stock not government owned was held by Americans, who were also interested largely in all other important lines.

U. S. Rail Holdings In Mexico Large

In 1902 it was estimated by the American Consul General that 70 per cent of the \$500,000,000 American capital invested in Mexico was in railroads. Five years later, according to our Department of Labor and Commerce, the American investments had grown to \$750,000,000, of which two-thirds was in rails. By 1912 Consul Marion Letcher, at Chihuahua, estimated the total American investments in Mexico at \$1,057,770,000, and British investments at \$321,303,000. According to his figures, railroad investments were as follows:

American capital	\$235,454,000
British capital	\$1,238,000
Mexican capital	\$125,000,000
Holdings in railroad bonds:	
American capital	\$468,926,000
British capital	\$7,680,000
Mexican capital	\$2,275,000

But while Mr. Letcher's figures are generally accepted as correct in regard to the amount of American, British and Mexican capital invested in rails, he appears to have overlooked the fact that the French have in-

vested \$143,466,000 in Mexico, and that of this sum \$17,000,000 is in railway bonds.

The total holdings of all other countries in Mexican rails is \$75,000 in stocks and \$38,535,380 in bonds. The Mexican figures in the above tabulation are representative of private capital only.

What happened to the railways is told by President Carranza in a message to Congress:

"Since the First Chief entered the capital, the government has felt the necessity of taking over some of the principal railway lines of the country, not only for the purpose of moving troops, provisions, arms and ammunition promptly and at the proper time, but also to facilitate the necessary means of communication and transportation to the people in the territories occupied by the Constitutional forces.

"But when the revolution triumphed and rebel hands of importance were disbanded I thought the time had arrived for returning these lines to their former owners and, therefore, began by relinquishing the railway line running from this capital to Vera Cruz, known as the Mexican Railway.

"Since the railway was returned to its owners developments have demonstrated that they are unable to keep it in service, as they could not prevent frequent assaults on trains by small bands of bandits. As it is of vital importance that this line be kept in operation and that passengers be protected, I have deemed it absolutely necessary to again take it over, and have appointed as its manager Lieutenant Colonel Paulino Fontes, who will carry on the administration independently from the other lines that make up the national railway system.

"The First Chief has also just ordered the taking over of the National Tehuantepec Railway, appointing Mr. Rosendo Mauri as manager.

"Finally, the attachment of the Alvarado to the Vera Cruz railway and the terminal station at Vera Cruz have been decreed."

Fast Piling Up Of Debts by Rails

After making the above explanation of his motives in taking over the railroads, President Carranza admitted that the National Railways of Mexico were "debtors for capital and interest matured up to July 1, 1917, for the sum of 71,388,794.26 pesos." Doubtless this sum has been considerably increased, as net earnings of the railways appear to be devoted to the expenses of government and the payment of interest has not been regarded as an "indispensable expenditure" for the time being. But the President added:

"The Mexican government is responsible for part of that sum, which is that representing the interest on the 4 per cent guarantee bonds of general mortgage of the National Railways, in accordance with the organization plan of said company and the decree of July 6, 1907, and which will up to July 1 of the present year (1917) amount to the sum of \$6,089,829, United States currency.

"This debt has been created by the impossibility of the company meeting such obligations owing to the attachment of its lines in accordance with the dispositions of the railway law, and it possesses legal status derived from the obligations contracted by the Mexican government toward the holders of the bonds of the above referred general mortgage."

Included in the roads taken over by the government are:

Southern Pacific Railway of Mexico, which owns 1,341 miles of track and is still operated through the American management representing the owners.

Mexican & Northwestern Railway Company, which controls 496 miles of track between El Paso and Chihuahua, or did until the "patriotic" Villistas wrecked it. Owned by British capital.

Mexico City & Vera Cruz road, built by British capital and operating 402 miles of track between port and capital. On strong diplomatic representations this property was returned to the owners by the Mexican government September 1, 1916. Attacks by Zapata interrupted traffic to such an extent that the government resumed control March 31, 1917.

The American owned Kansas City, Mexico & Orient Railway, with 349 miles of track, has not changed hands.

The Director General of the Constitutional Railways is an engineer, Alberto J. Pani, who also is Secretary of Commerce, Industry and Labor in President Carranza's Cabinet. His last budget for repairs disclosed the following items, the figures standing for pesos: Tracks, 27,393,617, in which are included the purchase of 16,000 cross ties, 86,671 tons of rails, tools, etc.; repair and reconstruction of buildings, 2,774,000; bridges, 8,559,000; new rolling stock, 5,000,000; repair of rolling stock now in use, 4,000,000; new fuel stations, 759,000; small buildings, leading stations, fences, etc., 379,000. The total bill would be on this estimate 31,878,635 pesos.

Bond Holders May Hear Good News

On the recommendation of the President, Congress authorized a foreign loan of 500,000,000 pesos for the purpose of rehabilitating the railways, and of establishing a new national bank of issue, but up to this time the money markets of the world have been disinclined to make favorable terms and the loan has not been consummated.

Military guards are still necessary on many of the roads, including the line between Mexico City and Laredo, but I can testify to the excellence of the system by which the Vera Cruz road is guarded, and two parties of Americans who have arrived here within the last week assure me that conditions are satisfactory on the Laredo line.

But there is every reason to believe that the extraordinary session of the Mexican Congress, which will be convened in the first part of May, will devote itself to solving the triangular financial problem of the republic, and that the foreign holders of bonds and stocks in Mexican rails will hear good news before the end of the summer.

Finding only metallic money in use in

Mexico City, I wished to open a small checking account as a matter of convenience, and took the letter of credit issued by one of the best known banking houses in New York to the institution named in its printed list of correspondence.

Probably I was the only caller that day at the palatial offices of the Banco de Londres y Mexico. They seemed deserted, although an office force remained in possession—a very small office force indeed. Finally the manager presented himself, and explained that to his deep regret he could do nothing for me.

Was there any disposition to question either my identity or the credit of my New York banker?

Not the slightest, but it seemed incredible that a so well known New York house should not be aware that for a period of six years the government had not permitted the bank to transact business. I would do well to make myself known elsewhere, for example, at the offices of the Bank of Montreal, Avenida 5 de Mayo.

Profiting by this excellent advice, I made myself known to the Bank of Montreal, where I speedily transferred dollars from a letter of credit into pesos at a much better rate of exchange than the peso and ninety centavos I had been obliged to accept in Vera Cruz, and was provided with a pass-book and checkbook such as we use at home, only, of course, with Spanish substituted for the English language. There was no trouble at all, but I was informed that a stamp must be affixed to all checks under 100 pesos to the value of five centavos, and to the value of ten centavos for each 100 pesos on checks for larger amounts.

And then I learned that there were two small but sound private American banks in the capital, a strong German bank and plenty of other banks representing foreign or domestic interests. This aroused my curiosity regarding the "London Bank." I turned to the treasury of information I have so often quoted, President Carranza's speech to Congress in 1917, where I found this explanation:

"Commencing with General Diaz's government, the banking system of Mexico, placed on a concessionary basis, implied a system of privilege, the defects of which had been apparent for a long time.

"The banks of issue of Mexico loaned to Huerta's government to help it in its struggle against the Constitutional government approximately 46,500,000 pesos. Huerta decreed in exchange the obligatory creation of their bills, which the Constitutional government found still in circulation upon occupying the City of Mexico.

"The Constitutional government, busy with other details of the campaign, could not immediately take up banking matters, notwithstanding the fact that it was notorious that the banks were its financially powerful enemies."

The Demands for Labor Reform

There is also a possibility that the Congress may be called upon to enact constructive legislation based on Article 123 of the Constitution, establishing the relations of capital and labor.

"Le Courrier du Mexique," oldest of the Mexican dailies and representing the conservative element of the foreign colonies in the republic, is of the opinion that while this article is "full of the best intentions, in practice it will be at least as regards certain paragraphs—the occasions of many conflicts and the cause of a growing enmity and a nuisance to the collective interests of employer and worker.

Article 123 provides that "Congress and the state legislatures shall make laws relative to labor with due regard for the needs of each region of the republic and in conformity with the following principles, and these principles and laws shall govern the labor of skilled and unskilled workmen, employees, domestic servants and artisans and in general every contract of labor."

The principles set forth are an eight-hour maximum for a day's work, seven-hour maximum for night work, no labor for women and children after 10 o'clock at night, no dangerous or unhealthy occupations for women and children under sixteen, no work beyond six hours for children over twelve and up to sixteen, no contract for labor of children under twelve, one day's rest for every six days' work.

Minimum Wage Is Proposed

Women shall not be physically overtaxed during three months immediately preceding parturition; shall necessarily enjoy a period of rest for one month following parturition, with full pay, with retention of employment and the rights they may have acquired under their contracts. During the period of lactation they shall have two half-hour rest periods daily in which to nurse their children.

The minimum wage shall be sufficient to satisfy the normal needs of the life of the workman, his education and his lawful pleasures, considering him as the head of a family, according to conditions prevailing in the region where he may reside.

The provisions so far quoted are in accord with the most advanced labor legislation of the day in other countries than Mexico, and will not be objected to.

"Le Courrier du Mexique" had in mind such paragraphs as Section IX, which reads:

"The determination of the minimum wage and of the rate of profit sharing described in Clause VI (in all agricultural, commercial, manufacturing or mining enterprises the workmen shall have the right to participate in the profits) shall be made by special commissions to be appointed in each municipality and to be subordinated to the Central Board of conciliation to be established in each state."

Other sections providing for employers' liability, hygiene and sanitation, legalization of unions and syndicates, recognition of the rights of workmen and employers to strike and to lock out, arbitration and conciliation of labor disputes, social insurance, cooperative associations for building purposes, etc., will be found in the laws of New Zealand and other progressive commonwealths.



The Market Place



In the Beginning