



THE CAUSEWAY OF CAPITAL AND LABOUR

S. E. BRENT

THIS book is written with a view to securing peace in the industrial world. The author makes a penetrating analysis into the claims of the employer and employee, and shows that the method he advocates has already passed the test of experience.

Social Aspects of Industrial Problems

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partment of Social Studies,
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CONTENTS.—Human Value
in Economics—Organisation
of Industry: (a) Capital, (b)
Labour—Unemployment—
Women in Industry—Gov-
ernment and Industry.

This book attempts to dis-
cuss certain important indus-
trial problems in the light of
a social standard. It does
not try to exhaust all that
might be said on each, but
rather traces recent develop-
ments and examines the
probable social consequences
of different policies.

**THE CAUSEWAY OF CAPITAL AND
LABOUR**

THE CAUSEWAY OF CAPITAL AND LABOUR

comprising

UNIVERSAL MINIMUM WAGES FOR EVERY
WORKER BASED ON THE COST OF LIVING

UNIVERSAL INDUSTRIAL PARTNERSHIPS

UNIVERSAL OLD-AGE PENSION
AND SICK PAY

CO-OPERATION OF WORKERS AMONGST
THEMSELVES WHERE POSSIBLE

BY

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PREFACE

SOME years ago it occurred to the writer that there must be some way of securing industrial peace. After studying the works of some leading economists, so far as they dealt with matters concerning capitalists and workers, he was convinced that the problem to be solved was not one for economists to deal with : they consider only the past and present facts of life. When, however, new schemes are presented to them, such for instance as the nationalization of land and industries, Socialism, Syndicalism, Communism, etc., from their wide experience of the natural laws brought into play in the vast field of economics, they demonstrate the problems brought under their notice. It does not appear to be within their province to suggest new schemes. In the natural order of things, Industrial problems are matters for employers of labour to study and experiment with. For many years, individual employers have instituted different methods of remunerating their workers, with a view of inducing them to work more efficiently. Industrial peace can never be secured by the actions of

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individual employers. Whatever methods are applied, must be such, that so far as is humanly possible, no class of worker will be placed at a disadvantage to any other class, so far as *methods* of remuneration are concerned. Employers have not got the time to devote to the larger problem, and their personal self-interests tend to unfit them for doing so.

It occurred to the writer that in order to understand the position himself, he might at least endeavour to treat the matter as a phase of work in his own calling of life. The proper division of newly created wealth may quite reasonably be regarded as a problem in the higher branches of accountancy, where, for instance, an accountant with a full knowledge of the accounts he has examined, is called upon to advise as to policy. This is the plan he ultimately adopted. It is therefore clear that this review is not in any way a treatise on economics, but must be looked upon merely as an accountant's report on the question, which he now places before the public, because his conclusions appear to be sound. Whether the view he has taken of the subject is worthy or otherwise, his readers must judge for themselves.

The writer is painfully aware of his own lack of literary art and scientific method: he has by force of circumstances had to find ways of his own, but trusts that he has made himself intelligible. He does not claim that the method he

recommends is the only way to bring about better social conditions. He claims that it is built up on measures which have already passed the test of experience—that it is a complete organization in which all the parts will run smoothly together. For the above reasons, it will not be subject to those risks, which are liable to beset any piecemeal innovations; no matter how desirable they may appear to be.

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