

have been of incalculable benefit to the laborer in increasing his general intelligence, so that he is now capable of dealing with more difficult problems, while the knowledge thus gained by the employer has increased his respect for the laboring class, has made him realize the responsibilities of his position, and has given him better and more definite ideas of justice.

Profound sympathy between the employer and the employed, absolute unity in the development of each other's interests, equality of treatment on both sides under all conditions, and the introduction of a spirit of altruism among the employing class, — *these* are the elements of a new system on the basis of which there will be established the highest form of industrial peace. Just in proportion as the personal element comes to be a greater factor in the employer's treatment of his laborers, just in proportion as the spirit of humanity gains more complete possession of the individual, will the workingman be raised to a higher and higher plane, until at last, under the increased possibilities of human achievement, there will be formed a new industrialism which will be permanent in its organization, and whose influence will be felt throughout the civilized world.

