

develop their own associations in their own way, and with that I agree. But there are limits to that.

'I spoke some time ago—and I spoke with a purpose—about the recognition of the change in the industrial situation in those works with which I was connected, when for the first time what was done in the way of organising the coal strike suddenly came and hit thousands of men who had nothing to do with it and had no direct interest in it.

'I have not very much more to say. I have just tried to put, as clearly as I can in a few words, my conviction that we are moving forward rapidly from an old state of industry into a newer, and the question is: "What is that newer going to be?" No man, of course, can say what form evolution is taking. Of this, however, I am quite sure, that whatever form we may see, possibly within this generation, or at any rate in the time of the next generation, it has got to be a form of pretty close partnership, however that is going to be arrived at; and it will not be a partnership the terms of which will be laid down, at any rate not yet, in Acts of Parliament, or from this party or that. It has got to be a partnership of men who understand their own work, and it is little help that they can get really either from politicians or from intellectuals. There are few men fitted to judge of and to settle and to arrange the problem that distracts the country to-day between employers and employed. There are few men qualified to intervene who have not themselves been right through the mill. I always want to see, at the head of these