

A MODEL VILLAGE.

A System That Makes Work a Pleasure.

Cadbury, the chocolate manufacturer, was the prime mover in establishing the model village of Bourneville, which is about five miles from Birmingham, England.

The following is from a description of this ideal village by F. H. Stead in the April Review of Reviews:

"Through a rustic wicket, along a winding path, amid overhanging trees and shrub and flower, the visitor makes his way to the chief offices—a range of beautiful rooms, two stories high, built in the chalet style, and in the summer time running over with flowers inside and out. The wonder grows as the entrance is found to be a fair sample of the interior. The dining halls are spacious, well-lighted and decorated with pictures and flowering plants. Across the massive mahogany counter only the best food is served at cost price. The work rooms keep up the glamour. They seem designed to make a pleasure of toil and to idealize it.

"The thermometer of the work-rooms is carefully consulted, and even in July coolness is maintained. The organization of the work, like the structure, has for its end human well-being not less than industrial efficiency. The eight-hour day has long been established. There are 2,300 women employed at Bourneville and the Cadburys have arranged that this great army of women shall be officered entirely by women.

"For the men there are playgrounds, open air bathing places, bath, gymnasium and refreshment bar in a highly ornate pavilion. The old mansion to which the park belonged has been turned into a residence for some fifty workgirls who are orphans or too far away from home to reside there. The old vineyard attached is carefully cultivated, and the grapes grown there are taken to the sick among the workers. For visiting invalid employees two trained nurses are regularly engaged. The grounds of the hall form the women's playground, with special facilities for gymnastic development. They have a rustic pavilion of their own and a picturesque cycle house.

"Mr. Cadbury believes strongly in organized labor. He has again and again intervened in industrial disputes with substantial help for the workers. He backed the Midland miners in their fight for a 'living wage,' he liberally supported the Amalgamated Society of Engineers in its struggle for an eight-hour day, and he has openly sided with the Penrhyn quarrymen.

"Bourneville is a village paradise. It covers 850 acres, and the beautiful cottages that line the winding road house nearly 2,000 souls. Scarcely two houses are outwardly the same. Each workingman's cottage has been designed and developed with as much care as a rich man usually lavishes on his own mansion.

"The land, with houses and shops, valued at \$900,000, has been made over by Mr. Cadbury to a trust at present composed of Cadburys, but to be filled up as they drop out by nominees of the Society of Friends, the Birmingham corporation, and certain district councils. The trust is both ground landlord and house landlord to the village. It gathers in rents (generally about \$1.50 a week) now equal to \$26,330 a year. After paying expenses the balance is devoted to building new cottages and beautifying the estate.

"This work has been going on for several years, and the founder did not intend to call public attention to it for several years more, but the large housing schemes of the London County Council and other municipalities compelled him to give the world the benefit of the experiment."

Trade-Union Economics.

The product of a wageworker's day's work is one thing. The market value to the employer of that day's product is a different thing. The market value of a wageworker's day's labor is still a different thing. It is the confusion of these three entities which puzzles many persons in discussing wages.

The wageworker does not receive in pay the product of his day's labor. He does not receive the market value of that product. What he receives is merely the value of his day's labor according to its rate in "the labor market"—a figurative phrase describing the continual bargaining over wages going on between employees and employers everywhere.

Labor as a commodity—something that is bought and sold—is governed in price by the commercial principles of supply and demand. The first of these principles is this:

When a market is overstocked with any commodity, the value of that commodity falls. On the other hand, when a commodity is withheld from a market by its owners, it rises in value as the demand for it increases.

The workingman's individual sale of his labor is commonly forced, as he is impelled to part with his labor by necessity. Further, individuals of one wageworking occupation offering their labor in the market inevitably find themselves competing with one another. Thus, forced to sell and forced to compete, their market is usually overstocked with their commodity, labor.

For this individual sale and competition a trade-union substitutes collective bargaining. That is: (1) The individuals in the union cease competing and through union benefits put an end to the necessity that compels the wageworker to part with his labor. (2) The union, in proportion to its strength, withdraws its joint commodity, labor, from the market. Thus reducing the overstock, the value of the day's labor of each union man is enhanced. By this business method it may be moved up toward the full value of the product of the wageworker's day's labor.—J. W. S., in Weekly Bulletin of the Clothing Trades.

It has been reported that the differences between the Cooks' and Waiters' Union of Seattle and the Hotel Butler has been adjusted. It is also expected that this will relieve the boycott on the beer of the Seattle Brewing Co., which was placed upon the latter because a stockholder in the Hotel Butler was also a stockholder in the Seattle Brewing company. The boycott was also levied by the labor council against the beer against the wishes of the Brewers' Union, who were bound by the brewing company with a contract. In this instance the Seattle labor council got off easy, as its action was not based upon a fair sense of reason. While the council accomplished its purpose it could have secured the same result by more just methods. It could have made less enemies with outsiders and established a more united feeling between members. It will take a long time to reconcile the conflicting spirit of those unjustly attacked, and the circle is larger than it should have been.

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