

This industrial growth is one of the factors causing us in Canada to look abroad with keener interest. Much of the capital, much of the manpower, for the development of our resources has to come from beyond our borders. Canada has been getting from outside new investment capital at a great rate. We have also been getting from outside many new Canadian workers, and we hope to do so for many more years to come.

Much of our income in Canada comes from international trade. We are vitally concerned in measures that will keep trade flowing. We are firmly pledged to international co-operation in this field - through the study not only of tariff and monetary questions but also of the means whereby each country can maintain high employment and income levels.

The ILO's objective of reducing poverty in all parts of the world lies very close to our hearts. We still have much to accomplish ourselves in this direction. Furthermore, we know that we, as a nation, have everything to gain from the success of the ILO's objectives, not only within our own borders but in other countries as well. Thus, we give our support also to the imaginative plan known as technical assistance, and to other forms of aid devoted to raising productivity in areas and countries where there is special need for industrial development.

These things form part of the framework within which the question of productivity has to be studied. Within it, however, the Director-General has suggested that we discuss productivity in relation to welfare. This takes us, I believe, to the heart of the question. For the ILO through its debates and reports - in fact through its very existence - says to all of us who are concerned with productivity, not only "How can productivity be increased?" but also "For whose benefit do we seek to raise productivity? Who is to get the rewards?" This is a challenge to the conscience that cannot be ignored by any of us.

Such questions are not easy to answer. Though we would all agree that benefits should go as widely as possible to all who have a stake in an enterprise as well as to members of the community as a whole, there is much room for discussion as to the means by which this may best be done.

The discussion should not take place from any narrow viewpoint. Any attempt to determine the precise ratio in which rewards should accrue is not only doomed to failure but may even have an adverse effect on the size of the rewards themselves. The important thing is to strive to establish the general conditions whereby each group in the country may have confidence that it shares, equitably, directly or indirectly, in the general economic improvement. This applies also to the wider world community.

Productivity gains can only reach their maximum with the full consent of those engaged in the production processes. For this reason we must ever keep in mind the human factors involved.