

share of what they produce, in terms of an adequate standard of living, in terms of something that cannot be provided by individuals alone, namely security against those things that hit us and over which we have no control.

So I express the hope that the next time a vote like that is to be taken there may have been some enlightenment among that other group. I also hope it will not be long until the Canadian federal government will be able to say, not that it just got under the wire by having programs that meet the minimum standards in three fields, but that it will have programs that meet the minimum standards in all nine fields of this very interesting and very significant document.

I am prepared to let it go at that, on the first item at any rate. But I do urge most earnestly that the study which the minister's officials are to undertake in respect of labour matters be a thorough and conscientious study of all these things that are of concern to the workers in this country, and a thorough and conscientious study of what we believe to be the rights of the workers of Canada.

Mr. Hees: Mr. Chairman, I wish to take about half a minute to add my voice to that of the hon. member for Cape Breton South in regard to what he had to say about an industrial pension. I think it is an absolute must in this country, and I want to say why.

Most workers have to retire at the age of 65. The old age pension does not take effect until the age of 70, and thus there is a gap of five years which has to be filled in some way. The great majority of workers today have not been able to save up enough money to tide them over that period of time. Many firms today have no pension plan. The reason they do not is that if their competitors do not have to bear the cost of a plan, the addition of the cost of such a plan to their cost of production would price them out of the market.

I know from practical experience that if all firms throughout this country were required to contribute toward a universal industrial pension, they would welcome it; because then their competitors would have to bear exactly the same increase in cost as they do. I feel this would be a very popular move, both for management and labour; and I urge the minister to do everything he can to push forward what I consider to be a very desirable and necessary measure.

Mr. Herridge: Mr. Chairman, I had intended to make a few remarks about industrial pensions. However, I shall support what has been said by the hon. member for Cape Breton South. I shall support, too, what was said by the hon. member for Winnipeg North Centre, who said everything I had intended to say, and a great deal more besides.

Mr. Low: Mr. Chairman, I do not wish to hold up the committee, but I must say that the estimates of the Department of Labour have been discussed in such an interesting fashion this evening that I felt I would have to make one or two comments.

I think the real solution was provided by the hon. member for Simcoe North. I imagine he was speaking for the Progressive Conservative party when he said, "What we have to do is bring in a law that forces everybody to provide for his old age." Well, that is a new approach, I must say, for a representative of the Progressive Conservative party. I would be interested in having some elaboration upon it, and some explanation as to just how it would be accomplished. Perhaps we could have that before the evening closes.

I was interested particularly in the efforts made by all speakers to try to impress upon the Minister of Labour the importance of having something done by the federal government to make it possible for the workers of Canada to have security. We all realize that that would be an ideal, and a very important ideal, toward which to work—that is, to have arrangements made so that all our workers shall have security.

But do not limit it to workers. I think we have to keep in mind that the measure of security we have for Canadians ought to be indivisible. That is, if it is good for one group, it ought to be good for the others. Let us keep them all in mind. And when we are all talking about guaranteed minimum annual wages, let us not just make it for the labouring class. Let us see that we all have a chance at it.

Mr. Ferguson: Do you not consider yourself to be in the labouring class?

Mr. Low: Well, the hours we keep here would lead me to suspect that we are.

Mr. Ferguson: I believe we are.

Mr. Low: I suppose we are doing our share of labour. But while we are talking about the necessity for merging all these industrial pensions throughout the country into some form of national pension, or retirement allowance, it brings me right back to what you are struggling for, and what we have been