

representatives from five different associations of employers and fifteen representatives from five different trade unions in the silk and textile industries.

I need not here refer to the methods of election of officials and to the working of the Council. The Chairman is appointed by the Council and if selected from the employers, the Vice Chairman is elected from the representatives of trade unions and vice versa. The expenses of the Council are met equally by the representatives of the employers' associations and the trade unions.

I have referred merely to Joint Industrial Councils without distinguishing between National District and Factory Councils or Committees, as the main objects of each are similar although limited according to the scope of their operations.

In regard to the actual results obtained from the working of these Joint Industrial Councils, they have been long enough in operation to inspire confidence in their development and usefulness.

While there has been considerable criticism and some opposition to their formation -- not more than one would expect from the existing complex industrial combinations - there is sufficient evidence to show that they will continue to be successful.

THEIR VALUE TO INDUSTRY

Coming to the consideration of their value to industry, whether as Factory Committees, District Councils, National Councils or International Councils. It is believed that in them the best means will be found of breaking down prejudice, suspicion and distrust which have alienated employers and employees with all their attendant evils.

Before employers and employees can jointly undertake to carry out the duties called for in such a constitution as I have read, they must recognize the common interests of their respective organized unions and the industry they represent and realize their joint responsibility. Problems will be approached then with an earnest and sympathetic desire for their solution.