

I should like to consider this afternoon:-

1. A brief history of the movement towards representative government in industry and the formation of Joint Industrial Councils in England.
2. The functions of Joint Industrial Councils and
3. Their value to industry.

MOVEMENT TOWARDS REPRESENTATIVE GOVERNMENT IN INDUSTRY

For many years students of industry in the ranks of labour and capital have been working towards representative government in industry.

Public opinion has been educated gradually to recognize the place and power of organized labour in the Councils of industrial government, in all matters affecting the progress and well being of industrial workers as a whole. During the past fifty years there has been many serious conflicts between employers and employees in regard to the claims and demands of each. There is no doubt that distrust and suspicion have marred the possibilities of a speedier recognition by both of their common interests in industry.

Here and there during the past thirty years there have been found philanthropists in industry who have done unselfish service to secure better relations between employers and employed, but labour does not want philanthropy nor do employers who have studied the situation believe that it is calculated to produce the best type of worker. Schemes for the reduction of hours of labour such as the eight hours a day were adopted nearly twenty five years ago in England and have proved in ordinary commercial as well as in government establishments, to be of economic advantage to industry, apart from being an advantage to the workers.

Large companies have demonstrated that profit sharing in industry has benefited employers as well as employees.

Labour has demonstrated through its co-operative organisations