

Knowledge rather than skill is becoming the base of the economy and work force. For this reason workers are more mobile and more independent of their labour leaders and co-workers. They can move and bring their knowledge with them. They are very independent, resourceful, responsible and mobile. That all adds up to a new social framework in the economy, the work place and the work force. No Government legislation forged that change any more than Government legislation will force management, labour and Government to sit down and iron out the problems if one or more of the partners do not want to co-operate. Today three out of five workers are in the service industries and the bulk are knowledgeable workers rather than semi-skilled. This situation evolved because the creator of this new structure was technology itself. Human society created technology and now technology is remoulding society. This adds up to the fact that where the adversary system is badly needed in a free industrial society or economy it does not work nearly as well in the half free service economy which we have.

● (1710)

The adversary today is often the society or the government bureaucracy rather than the employer. Therefore, the knowledgeable worker, in looking for a new type of society, can see that it is being moulded. Perhaps the recession has hidden the degree to which we have changed. I was looking back with particular interest at 1972 and saw that the change has been quiet and dramatic yet almost unobtrusive. It is evident only now as the recession ends—the buzz word is technology—that we are realizing that there has been a subtle change in social patterns in society and in the make-up of the workers.

The Government should take time and re-analyse the characteristics of the work force. The average worker today will follow the union leader only if the union leader makes sense. The worker is a fairly independent individual. The new emphasis on technology, dramatic as it is, is simply accelerating that change which I have been talking about. Thirty per cent of the present products for sale in this country were totally unknown 20 years ago. New products mean shifts in material, manpower, plants and population. It means problems in urban transportation and it means that regional industries are left behind. New priorities are set up, credit is allocated and people are trained.

Directly or indirectly, public funds support half of the country's scientists. Out there is that huge challenge of coordinating research.

Technology as I see it does not ask for a planned co-operative; it asks for a new society that plans and co-operates. This means a new working relationship between government, business and labour. Labour understands that. The knowledgeable workers, who form the majority of the workers today, understand and appreciate that that working relationship is important to their future and to the application of their knowledge. They understand that government and business should sit down, and plan our future. They expect their labour leaders to understand that. The day has long passed when workers in an

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industrial union were hauled out on May Day for some strange philosophy. However, if the worker is pushed far enough—doctors are a good example—he will strike and fight for what he thinks is right.

Therefore I believe that labour has come to recognize its stake in productivity. That was evident in the six and five program when it was accepted by the labour movement quietly, with the usual ritual, but the average knowledgeable worker, the member with college education who goes to work with his knowledge and not necessarily with his tools and who makes up three out of five members in the country, understood the relationship between inflation and wage settlements. Those workers more than anyone told their leaders to get with it. They were telling their labour leaders to sit down with management and government to plan future productivity and how to divide the profits that will come to the country as a result of that planning.

Management can no longer ignore the workers because Canada's consumers are more knowledgeable today of private enterprise and public offerings. They are more prone than ever before to be participants in the industry through such things as pension plans. They demand that as well of the employer, which is very evident in the approach taken by Chrysler, as we have mentioned.

Technological change and equality brought about by education are pushing our institutions toward a genuine economic partnership. Eventually, long term mutual goals will override short term self-seeking goals. I suggest that this will lead to self-regulation by the managers of capital whose thousands and thousands of investment decisions based on private profit are vastly superior to those of a central planning board.

In the 1950s when I worked for a large corporation, we were expected to conform and dress in acceptable fashion, to punch a clock, to think in terms of corporate values and to subordinate family life to corporate needs. This has changed. The success of Whyte's *The Organizational Man* was its obituary. The new society's need to educate people in many disciplines underwrote a new declaration of independence.

[Translation]

The Acting Speaker (Mr. Guilbault): Order, please! The time allotted to him having expired, I invite the Hon. Member to resume his seat.

[English]

Mr. Taylor: Mr. Speaker, I rise on a point of order. In order to facilitate the business of the House now, I think there would be general agreement to dividing the time in the following way. There are 45 minutes left, which would leave 15 minutes for a PC speaker, 15 minutes for another Liberal speaker, and then members of the NDP should have the right to close their own debate. If we forgo the questions now and let the next speaker begin, we should be able to complete the debate with all Parties participating. I would ask for unanimous agreement to this suggestion.