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The failure to recognize the significance of this inter-
that employers of today have come to adopt more generally than
relation, between the component elements of the law of peace, work
at any time previously those methods of preserving industrial
and health and its action and reaction as between industry and the
peace and conserving industrial health which lie at the very root
community, is responsible for most, if not all, of the unrest in
of all industrial progress.
industry and the evils that arise in industrial communities. The
mistake that many employers of labor and many industrial corpora-
tions have made has been that of seeking to enforce some form of pre-
sumed industrial efficiency which lays its emphasis upon the
quantity of work to be performed, but neglects the elements that
contribute to industrial peace and that have a regard for industrial
health. And yet they wonder why Labor does not like certain forms
of industrial remuneration and is suspicious at times of Scientific
Management and even of certain kinds of industrial training. It
is not that Labor does not recognize that right adjustments and
skill in industry are things to be desired quite as much in its
own interest as in that of Capital. It is rather that Labor in
such cases instinctively discerns that the law of peace, work and
health is one, and that in the long run its interests are best
conserved by those forms of employment that accord this kind of
recognition. Where Labor is not infrequently at fault in its
condemnation of Scientific Management is in its failure to perceive
that the scientific management or any other method of promoting
industrial efficiency which does not recognize this essential
characteristic of the law of peace, work and health is unworthy of
the name, and that it is to the attention that has been given this
class of industrial studies, almost more than to anything else,

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