

*Industrial Relations*

balance of forces. All the great forces of nature are very neatly balanced, and I think the greatness of Shakespeare as a dramatist lies in the fact that he understood, perhaps more than any other writer of his day, how the internal forces inside of people are also very nicely balanced, and when that balance happens to be upset by a chance happening, or by some flaw in the human character, then these forces have to work themselves out until a new balance has been established. The working out of these forces can often lead to tragedy. It perhaps leads to tragedy more often than to the happy ending which we call comedy.

If a very small number of employers do not treat their employees properly the question naturally arises, why not? What forces are at work preventing their doing it? Are they forces of greed for more gain; are they forces of fear that industry cannot stand the extra cost; or are they purely economic forces which prevent their doing so? I think it is necessary to know, because the great challenge which the free world faces today has arisen from these human forces borne of a sense of injustice and a sense of neglect, which have come about primarily because capitalism failed to realize it is not enough for enterprise to be free. Besides being free enterprise must also be responsible.

I would like to see more emphasis on scientific training in our schools and particularly in our business colleges, because if employers had a better knowledge of the forces of nature I think they would also have a better understanding of how human forces work and of the consequences that would result from their actions.

I have made these observations, Mr. Speaker, because I find myself in a peculiar position with respect to this bill. As far as the principle is concerned no one can disagree with it at all, and I certainly give it my hearty support. On the other hand there is some doubt in my mind as to whether this is the best solution to this problem. As a parliament of Canada our aim should be to build up through the country a system of free and responsible enterprise. How can we ever develop responsible enterprise if government is continually going to intervene and take upon itself responsibility that more properly belongs to the individual? How much better it would be if every employer did the right thing, not because there is a law which compels him to do it but because it is the right thing to do. In those circumstances this type of legislation would not be necessary.

I would hope that the Minister of Labour might consider setting up somewhere in his department—perhaps he already has the

[Mr. Carter.]

machinery with which to do it—some machinery to survey problems like this so we would know exactly how many employers are not treating their employees responsibly, and not only that but also the reasons they are not doing so. We should also have machinery established to assist them to do the right thing. If it is clearly a matter of management or efficiency, then it would be much more positive for us to have someone go into that business and give the necessary assistance in order to enable them to do the right thing merely because it is right.

It seems to me this age is labouring under two misconceptions. One of these is that human nature cannot change. There are hundreds of thousands of people in the world today who can prove that this conception is contrary to the fact. There is abundant evidence in every part of the world to prove that human nature can change and will change voluntarily much more quickly than under legislative compulsion.

The second great misconception is that present social evils will be cured by increased social justice, more education and a greater sharing of wealth even if it is done through compulsion. I am convinced the cure will not come in that way. We cannot obey all the laws we have now, and the only way this problem is really going to be solved is by finding the answer to our human weaknesses. Unless we do find the answer to our human weaknesses humanity will go from crisis to crisis until lawless dictatorship takes over.

Therefore I would suggest that whenever we deal with any social problem of this kind we should know exactly what it is with which we are dealing and all the pertinent information should be obtained. In this case we should know how many employers and employees are involved, and the reasons for their not employing methods which we consider today to be simple elementary social justice. I would like to see this legislation deferred until the Department of Labour has had an opportunity to make this survey and obtain this information, and until it has been able to give more thought to the question of finding a better solution than that presented by passing more legislation.

It seems to me that this type of legislation, which little by little encroaches on the freedom of the individual and limits more and more the freedom of choice, is in the end going to defeat its own purpose because as I see it the answer is responsible enterprise. This represents democracy applied to industry and to economics, and I fail to see how we will ever preserve democracy by curtailing freedom.