

workers can find means for expression. In Canada we have felt that such committees can function best on a purely voluntary basis. Our experience has indicated also that co-operation at the level of the undertaking is again here the system best suited to our own particular circumstances.

I have tried to set out some of the characteristics of the Canadian industrial relations system, and the role that government plays in relation thereto. The spirit that underlies these various activities is more difficult to convey.

At the root of our industrial relations system lies the fact that labour and management in Canada--and I am sure in many other countries as well--are succeeding in establishing a kind of dynamic balance of power, in which the two sides are able to feel they have both security and the opportunity for progress. As they succeed, the old bitterness, suspicions and class conflicts are disappearing. In their place we are finding healthy and confident attitudes on both sides of the bargaining table.

This essential honesty and good faith surely characterizes the spirit that we in the ILO wish to see at the base of all industrial relations. It can only be found in an atmosphere of freedom, where principles of freedom of association and of free collective bargaining for which the ILO has stood over the years are scrupulously maintained.

The procedures and techniques of the member countries here assembled may be quite different, but the ILO as one of its outstanding contributions helps us to see that, if we each try to maintain and nurture these basic principles, we shall find ourselves not far apart in the quest for a better international order.

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