

Similar meetings for conference are held with representatives of the employers and if both the labour and employers' representatives agree with the proposals, meetings are arranged between the representatives of both labour and employers' unions and opportunities are thus afforded for forming Joint Industrial Councils.

So far this propaganda work has met with considerable success in the minor industries such as in the Electric Cable industry, the Rubber manufacturing industry, the Cloth industry, the Silk industry, the Glass industries, the Vehicle building industry and others. In all their propaganda work the officials of the Ministry have avoided the very appearance of coercion in the formation of these Councils, but as a result of persistent and tactful meetings, Joint Industrial Councils have been formed. In fact officials of the Ministry have helped as a rule to draft the constitution of the industrial councils.

#### FUNCTIONS OF JOINT INDUSTRIAL COUNCILS

Leaving then this brief reference to the history of the formation of Joint Industrial Councils I should like to refer to the functions of these councils. It is the object of the Government that where a truly representative Joint Industrial Council is formed, which can be regarded by the industry as a whole as representing the industry, to use such Council as the channel through which the Government is informed of the needs and conditions of the industry.

While Joint Standing Industrial Councils were intended by the Whitley sub-committee to deal with matters relating to the well being and progress of the trade from the point of view of all engaged in it so far as was consistent with the general interests of the communities. Those who have been fathering these councils have seen that the question for instance of wages cannot be discussed by a body of representatives of Labour Unions and employers associations