

It is because of these dangers that I feel the fullest possible knowledge of all relevant factors is required in collective bargaining whether or not the issues under discussion revolve specifically around wages.

I have been pleased to see during recent years a tendency in collective bargaining toward a freer exchange of facts. This is one of the reasons I have confidence in our collective bargaining system.

Careful study of the economic facts in any given situation can help to reduce areas of disagreement and thus aid in finding a settlement.

Fortunately there has been in recent years, a great increase in economic research, by trade unions, by employers, by universities, and by government departments. The gaps in our economic knowledge, while they are not likely ever to be completely filled, are getting smaller.

The Department of Labour, as you know, has for some years collected information on wage rates, working conditions, employment and unemployment, collective agreements, and other subjects important to labour. The principal results of this research are printed in The Labour Gazette and in special reports.

At present the Department is extending its research into several important fields related to those I have mentioned. Naturally, we wish to make our research as useful as possible. We therefore welcome suggestions from those who are working in the labour field as to which problems it would be most useful to investigate. Many useful suggestions have been received from organized labour in the past, with regard for example, to the development of the Unemployment Insurance Program and other social security measures.

I look forward to the continuance of the constructive relationships between trade unions and the Department of Labour which have assisted our efforts in the past.

In my talk, so far, I have been discussing some of the problems which arise in collective bargaining as a result of differences in interest between the parties to bargaining. In this field, as in the relations between countries, I think we often over-stress differences and ignore areas in which mutual interests can be developed.

The interests of labour and management are not always the same but I think both parties often neglect large and important areas of mutual interest. For example, both sides gain from increased productivity, for the welfare of both fundamentally depends on the productiveness of the whole enterprise. The presence of numerous labour-management production-committees in Canadian industry is evidence of the existence of these areas of mutual interest in which both parties working together can make constructive contributions.

The real genius of a democratic society is its ability to work out mutually beneficial solutions to issues involving conflicting interests.