

seasonal employment, the older worker, dying industries and worked-out mines, redundancy and retirement.

Finally, spend some time on the general relationship between industry as a whole, where people work and earn their living on the one hand, and on the other hand think about the community where they have their homes and where the rights, privileges and responsibilities of citizens fall upon them.

It is quite impossible to define the exact division of responsibility between the activities of management and unions in the interests of their people in industry, and the activities of the civic and Government authorities in the interests of their citizens. Countries and even localities differ very greatly in this, but I believe it is most important for both sides -- that is the people in authority in Government and industry -- to cooperate in the interests of the individual.

A single example will show what I mean. Communities need recreation facilities such as playing fields and swimming pools. Some of these are provided for all the citizens by the civic authorities, but many companies provide recreation facilities also, exclusively for their own work people. This is obviously very thoughtful of the companies and much appreciated by the work people, but does it benefit the community as a whole? Is recreation in fact an industrial responsibility, or should industry help the civic authorities to provide these facilities for the citizens?

Other areas of overlap exist in technical education and training, development or redevelopment of urban and industrial sites, river and air pollution, transport facilities, and so on.

There is no difficulty in finding and stating these problems. The real