

founded. The Minister deeply regrets this attitude on the part of so many employers, believing it too well calculated to produce serious labor disturbances. He maintains that every man must be at perfect liberty to associate himself with his fellow-workers in any legitimate labor organization without thereby subjecting himself to penalties or discriminations of any character. He expresses the hope that employers may accept his attitude in this regard, and that hereafter no just cause for such complaints may arise."

Increasing Government attention to industrial questions has been indicated in the announcement that in order to keep in closer touch with labor conditions, a sub-committee of the Reconstruction and Development Committee of the Cabinet has been created under the chairmanship of Hon. G. D. Robertson. The duties of the sub-committee are:

(a) To investigate the social and economic conditions of the workers of Canada.

"(b) To recommend for the consideration of the Reconstruction Committee, policies and measures to be adopted in respect of labor problems both during the war and in the reconstructions period to follow."

Labor is well represented on both the sub-committee and the Appeal Board.

NEW METHODS NEEDED

In opening the Canadian National Exhibition, Sir Thomas Shaughnessy, touching on the problems of reconstruction, said:—"Firstly there is the relation that must exist between the employer and employee. We cannot do our best if we have these periodical disturbances in industrial work that are so seriously unprofitable to both parties to the contest and cause the public such inconvenience. Something should be devised whereby the relations between the employer and the employee can be put on a

more satisfactory and more lasting basis. It has occurred to me that probably one of the difficulties we might overcome to begin with is the manner in which the subject of dispute is approached. In the past it has generally been the case that both parties combating did so with the determination of granting only the minimum that could be granted. If we could only reverse that and approach the subject with the desire of granting the maximum, I imagine an amount of trouble would be avoided. It might be met in a broader way. The plan recently adopted by the railway companies throughout the country of the appointment of a given number of railway officials and of a like number or representatives of the employees of the companies to take up and discuss, and so far as possible decide, every question that comes up between the companies and the men, would to my mind have the most beneficial results."

This association between labor and capital is the new spirit of the times. The changed industrial attitude that is apparent in Great Britain and the United States is discernible in Canada. In a manifesto issued on August 14, the Toronto Labor Party expresses its belief that "by the introduction of ethical ideals into industry; by recognizing that employers and employees are partners in the joint service of the community, the affairs of the community can be so ordered and regulated as to provide every human being with a normal happy life." The Canadian Reconstruction Association appeals to employers and industrial companies to have conferences with their workmen in order that the staffs of manufacturing and other business enterprises may have fuller knowledge of conditions affecting raw materials, available markets, the character and the degree of competition to which they are exposed and the problems of readjustment when peace is restored.