

where happier relations and more prosperous conditions could be established between capital and labour.

It was early in 1917 that a sub-committee of the British re-construction committee, consisting of representatives of employers and employed was appointed to consider the relation between employers and employed under the Chairmanship of the Rt. Hon. J. H. Whitley, M.P., whose committee in March 1917, recommended the adoption of Joint Standing Industrial Councils in each industry. Such Councils to consist of equal representation of the employees and employers, their functions being to consider problems of industry effecting the conditions of the workers and improvements in production. Conditions about which labor unions had hitherto no adequate expression in their direction or control.

This was a great recommendation, the far reaching results of which were not realized by the Committee or the British Government who endorsed the Committee's proposals. To advocate a change in the vast industrial machine at a time when the country was involved in war looked like an attempt to invite complete disaster. This view was held by not a few. These, however, who had followed the educational influences at work in the workers' Educational Association and Kindred Institutions as well as in the ranks of labour unions and in employers associations were not surprised to find a willing response from many employers and employees to the suggestions made in the Whitley report.

The proposals were approved by the parliamentary Committee of the Trade Unions Congress, by different Trade Unions and by a number of the employers' associations, but the propaganda work necessary in forming the Joint Industrial Councils in each industry became a matter of serious concern. The question arose as to how far the Government could father the Committees' plans or whether the propaganda work should be left to the associations of employers and labour unions.