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INDUSTRY NEEDS TO HAVE BASIS OF CO-OPERATION

Senator Robertson Explains Work of Industrial Councils to Engineering Institute Branch.

OTTAWA.—That the work of industrial councils should be the basis of organized, co-operative effort between employer and employee, without which there could not be the same control and stability, was one of many interesting statements made by Senator Gideon Robertson, Minister of Labor, in an informative address on Industrial Relations delivered at the luncheon of the Ottawa branch of the Engineering Institute of Canada, at the Chateau Laurier.

In his opening remarks, Senator Robertson addressed the gathering as "his fellow-workers," because, as he stated, all were working, building and planning in their own particular sphere. Although it was not usual or desirable that minds should revert back to war days unnecessarily, he could not refrain from mentioning the part played by the members of the Engineering Institute of Canada in the late war. He had looked with pride on the record of his former fellow-workers of the C.P.R., about 10,000 of whom had enrolled voluntarily and served overseas. He had been equally impressed with the achievement of the employees of the Toronto Street Railway, 35 per cent of whom had answered the call, but it had come to his attention that the Engineering Institute had done even better, 1,900 or one-third of a total membership of 3,000 having given active war service.

Duties of Citizenship.
Dealing with the necessity of a regulation of duties of citizenship, Senator Robertson told the engineers they were a point of contact between the employer or investor and the employe engaged in construction industries. By virtue of their position, the engineers had an opportunity for great usefulness to society.

There had been a tendency on the part of employers to look on the profit side of their business rather than on the other side, the welfare and happiness of their employes, before employes decided that it was necessary that they should organize. Up till that time, profits overshadowed all other considerations. As industries grew or merged, it became more and more difficult for the individual worker to get in touch with the employer, hence there was a lack of contact. There were places in the world where Capital oppressed Labor, and other places where a Labor dictatorship born of a spirit of retaliation was established. To bring the two elements together there must be some medium, some halfway ground where employer and employe might meet, and society benefit generally from the meeting.

The plan up till now had been for the employers to form organizations to protect their interests, with the employes doing likewise. Today, in the large majority of cases, each recognized that the other had rights, and that those rights must be respected. The difficulty was as to how the best results could be obtained. "I am satisfied, Senator Robert-

son stated, with the experiments conducted in this country in the past two or three years, and I believe we are on the right track. To establish confidence and respect for each other is the real foundation on which industrial prosperity must be built. Without mutual confidence in each other's intentions, the same progress could not be made and the same destination could not be reached.

Senator Robertson then dwelt on the value to Canada of the point of contact between employer and employee, and called attention to the invitation extended by the Department of Labor to 15 large employers of labor to send representatives to Ottawa to discuss the questions of Joint Industrial Councils. These employers have in their employ industrial efficiency experts who were devoting their whole time to the task of promoting better industrial relations. The gathering held here under the auspices of the Labor Department had been a pleasant and he hoped a profitable one. There were today in Canada 15 or more large employers giving employment to between 16,000 and 40,000 men who were experimenting with the plan of Industrial Councils. They have reason to believe that the experiments would be of incalculable benefit to all. The 30,000 men who had found that under the Industrial Council plan many things which seemed to be difficult before were no longer difficulties, would be in position to explain its benefits to fellow-workers throughout the country. The work of Industrial Councils should be a basis of organized effort between employer and employe. Without that co-operative effort, there is not the same control and stability.

Better Or Worse.
Relations between Capital and Labor must either grow better or grow worse. There could be no stand-still. Everything was on the move. In buildings and the human structure there was growth or decay. The same conditions applied to industrial relations. A proper balance was needed, or the pendulum would have swung to one extreme or the other. Industrial Councils would provide the balance. In conclusion, Senator Robertson said there were many things to be thankful for in Canada in respect to industrial conditions and relations. There was no country on earth where those relations were more satisfactory and the standards of living better than in Canada. Canada either had to move forward or backward. There had been influences in this country working for the destruction of things which were needed, or the pendulum would have swung to one extreme or the other. Industrial Councils would provide the balance. In conclusion, Senator Robertson said there were many things to be thankful for in Canada in respect to industrial conditions and relations. There was no country on earth where those relations were more satisfactory and the standards of living better than in Canada. Canada either had to move forward or backward. There had been influences in this country working for the destruction of things which were needed, or the pendulum would have swung to one extreme or the other. Industrial Councils would provide the balance.

LOOKING FORWARD.
They had just become engaged. "I shall love," she cooed, "to share all your griefs and troubles." "But, darling," he purred, "I have none."
"No," she agreed; "but I mean when we are married." — Dallas News.

WITH THE WITS.
Millie—How did Mr. Bonds get his eldest daughter off his hands?
Clarence—By putting the mistle on her married on his feet.—New York Globe.
"What shall we do to remedy the high cost of living?"
"I'll see if I can't get a job to assist in investigating it. Maybe the salary will be directing his efforts to us over."—Washington Star.
"The outlook is terrifying."—Mr. Illingworth.

SURPLUS LABOR BEGAN TO SHOW IN EARLY FALL

The Year 1920 Was One of Early Rise and Rapid Fall in the Labor Market.

OTTAWA.—The various indices of employment maintained by the Employment Service agree in showing that 1920 was a year of early rise and rapid fall in the labor market, says the Labor Gazette.

The year 1919 was weighted with the demobilization problem and it was misadvised before industry seemed to get under way. As if to compensate for this tardiness the demand for labor continued into the late autumn and at the end of the year there was no unusual surplus. The year 1920 appeared to give promise of twelve months of activity. The winter dullness passed off quickly. The number of ex-service men registered for the Federal Emergency Appropriation was much smaller than had been expected. The percentage of trade union members unemployed averaged only 3.3 for the first four months of the year as compared with 5 per cent in the first four months of 1919. Demand for labor at the employment offices

began to exceed the supply about the first of April, two months earlier than in the previous year. Reports from employers indicated an expansion in the volume of employment beginning early in April and reaching a peak in July, while building permits in 35 cities registered the largest monthly total of the year in April—\$15,332,183 as compared with a record of \$11,992,513 for 1919, which was not recorded until September.

At the end of July the curve of unemployment in trade unions registered a higher percentage than in the previous year, and in each month following it has exceeded the 1919 mark. A surplus of labor began to appear in the autumn and applications for work at employment offices rose to a position above vacancies offered by employers in the second week of October, a month earlier than in 1919. The employers' weekly report shows that, despite buoyancy in the Prairie Provinces, the volume of employment for the whole country has been shrinking steadily since the last week of September, and in that month the value of building permits was below the figure for 1919 and has so remained. The number of unplaced applicants in the registers of the Employment offices is steadily increasing, while the number of unfilled vacancies has been declining at an equal rate.

It is now evident that 1919 was only the first phase of the readjustment from war to peace. Since last summer there has been much business unsettlement and many industries have been reducing staffs. To this unemployment seasonal inactivity is now adding still further and the total volume of unemployment bids fair to surpass that of the winter of 1915-16.

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