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gains a significance as respects their well-being, paralleled only by its significance as regards the development of industry itself.

AII. Industrial relations may be investigated from many points of view---some of them diametrically opposed. The aim of the present investigation must be determined by the purpose of the Foundation under which it has been instituted. With an appreciation of the scope and significance of industrial relations, as set forth, it will be apparent that the Foundation having been created "to promote the well-being of mankind throughout the world," the aim of the present investigation can be that only of investigating industrial relations with a view of promoting the sum of human well-being. It should be not less apparent that this end will be best attained by having regard primarily, to the contacts of workmen and women in industry as carried on at the present time.

The consequences of such an investigation upon industry itself, are secondary considerations. What is likely to prove destructive of industry is not likely to be of lasting benefit to those employed in it. A philosophy which accepts the maxim that the whole is affected by what affects the parts, will allow that what is calculated to permanently improve the well-being of industrial workers is certain to be of value to the industries in which they are employed. Those who wish justification for the analogy of society as an organism will be the first to admit that what improves the well-being of an essential and vital part of society, is certain to promote the highest needs of society itself.

Accordingly, then, the aim of the present investigation is to

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