

In fact, this explains why the average is lower than the figure for 1970.

I recognize, Mr. Speaker, that in view of the contradictions of the present system, it is not easy to suggest solutions to the many problems of workers. Yet, we of the Social Credit have been advocating for many years serious solutions which could solve all this. Indeed, one of these solutions would be to allow Canadian workers to share in the profits and the interests of businesses.

Moreover, we also know that the monetary reform of the Social Credit, by permitting a fairer distribution through social security of our country's wealth, offers an alternative which is attractive for Canadians who want to protect their individuality. However, a reform of the monetary system will never bring about real social peace, that is true justice, if a few individuals continue to control all the means of production. In this case, society will always be at the mercy of the owners of those production means and the workers will still remain second-class citizens.

In fact, I believe that the only way a true social peace might be established is by setting up profit sharing programs for the Canadian workers. Therefore, the real solution is not in the sole ownership by the state, as required in a socialist system, but in a collective ownership.

Mr. Speaker, in 1889, at the International Convention on profit sharing which took place in France, profit sharing was defined in this way:

A freely accepted agreement by which the employee receives a pre-established share of the profits.

At the same time, The Council of Profit Sharing Industries, in Chicago, has given the following definition:

Any method by which an employer pays or makes available to his regular employees, besides their normal wages, immediate or deferred payments based on the corporation profits.

Mr. Speaker, in the magazine *L'Action Nationale*, in the February 1972 issue, Father Jean Genest gave a remarkable analysis of the changing philosophy concerning the participation of the workers to the development and the profits of Canadian corporations. Here are some excerpts of that article:

... makes it a duty for those concerned: "sharing has become a human right. Every man is equally originator, responsible and recipient of the collective work. Every man therefore has the correlative right and duty to participate in that work. In that sense, participation must be considered in terms of right for those concerned and not in terms of duty for the management. Participation must even include a change with the structures of the undertaking. Those new structures must help initiate a dialogue. However, it must not give rise to the sharing of sovereignty." We could discuss at length whether such participation is a right of the labour force, but it remains that business heads on the whole have more often acted according to their interests rather than their duty. Today, we can no longer overlook the labour views. Their systematic refusal to take part in a certain management of the undertaking is often the main reason which has prompted the labour force and their unions to join socialism and in its extreme form of communism. Their unassumed social responsibilities, great and serious, lead us to a decade of violence and confusion. We must act.

... The second aspect of social development is the profit-sharing of workers. Profit-sharing is usually divided into three main forms:

(1) an outright cash bonus as soon as profits are declared, according to a preset percentage; (2) a form of bond saving given out on the occasion of an illness, termination of work or on retirement; (3) the allocation of the firm's shares known as employee shareholding which has the merit of making employees legal owners of the firm as the other shareholders.

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These three forms of profit sharing have a very powerful psychological and social effect first of all through the interest sharing of the employees in the firm and the participation which makes the whole staff jointly responsible to one another. Among these three forms, bonus, savings plan and shareholding, the latter two have held the greatest attention."

Mr. Speaker, this is not the only existing program concerning the profit sharing of employees. There is in the United States another program which is even better known and is advocated by Louis O. Kelso. Besides, the Kelso Plan can be summarized in a few words as follows.

Since Mr. Kelso recognizes that workers happen to put less and less energy into salaried production, mostly because machines and automation replace them, and after having easily observed how industrial concentration is going on, he came to wish that all workers were capitalists, while being provided with means of becoming shareholders in the companies employing them.

Moreover, Mr. Speaker, I should like to draw your attention to one of the suggestions contained in the Kelso Plan which reads as follows:

Recognition by the government of the duty that falls upon it to ensure all members of society a reasonable participation in the production of wealth so as to enable them all to make a decent living.

One can easily imagine that everybody is looking for that, since all Canadians, whoever they are, want to receive an income which will permit them to live.

In a speech which the Minister of Labour (Mr. Munro) delivered at the Craig-Allen Golf Club, in Woodstock, Ontario, on May 8, 1974, we find the following statement:

Worker participation is one of a number of areas which are of special concern to myself and my department. The others are job satisfaction, job security, the need to extend unionism, and the work environment.

Further on, we find this other statement:

Unfortunately such programs of worker participation are still not too prevalent in Canada. Many more companies, in my opinion, should take an active interest in the areas of job enrichment as a starting point for more ambitious employee participation and even profit-sharing programs.

On the other hand, Mr. Speaker, we realize now that the government emphasizes work ethic. But does the same government pay any attention to the fact that automation could liberate mankind from work bondage? Quite the contrary, its main purpose is mainly to maintain this subservient attitude which modern society favours by all possible means.

● (2030)

[English]

The Acting Speaker (Mr. Penner): Order, please. I regret very much having to interrupt the hon. member, but his allotted time has now expired.

[Translation]

Mr. Jacques Olivier (Longueuil): Mr. Speaker, I would also like to thank the hon. member for Kamouraska (Mr. Dionne) who has given us the opportunity to dwell a little longer on the matter of industrial relations as they exist now in Canada. Unfortunately, I cannot thank him further, because, as a result of his remarks, I think I totally disagree with him.