

## Bibliographie

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## BIBLIOGRAPHIE

Cette liste indique, sans approuver pour autant leur contenu, certaines publications récentes où le lecteur pourra se renseigner sur l'évolution des idées et des faits dans le domaine des relations industrielles.

## VOLUMES ET TRACTS

- Economie humaniste** — Paul ALBERT — 1 volume, 144 pages.  
**Le principe de la liberté syndicale** — Frédérique VILLOT — Paris, 1941.  
**Techniques de l'organisation professionnelle** — Raymond BOISDÉ — Presses universitaires de France, 1942.  
**Le salaire proportionnel** — FAU — Presses universitaires de France, Paris, 1945.  
**Ma conversion au syndicalisme catholique** — Alfred CHARPENTIER — Fides, 1946.

## Périodiques

## CANADA

- Pourquoi le peuple veut-il l'assurance-santé?** — *Trades and Labour Congress Journal*, août 1946.  
**Is Labour Asking Too Much?** — *Canadian Unionist*, août 1946.  
**Trade Union Policy Under Full Employment** — Eugene FORSEY — *The Canadian Journal of Economic and Political Science*, août 1946.  
**Some Management Responsibilities For Good Industrial Relations** — Elliot M. LITTLE — *The Canadian Journal of Economic and Political Science*, août 1946.

## ÉTATS-UNIS

- How Do Women Rate With the Boss** — *Fortune*, septembre 1946.  
**Why Output Per Man-Hour Must Go Up** — *Factory*, août 1946.  
**Indices of Personnel Management** — *Personnel*, juillet 1946.

## FRANCE

- La fédération syndicale mondiale** — Louis SAILLANT — *Revue française du travail*, juillet 1946.  
**Le syndicalisme « chrétien » est plus nécessaire que jamais** — *Le Syndicalisme*, 15 août 1946.  
**La fonction des syndicats et des comités d'entreprises** — *Servir*, avril 1946.

## NOTE DE LA DIRECTION

Nous avons le plaisir d'annoncer que Monsieur Jean-Pierre Després, secrétaire du Département des Relations industrielles depuis sa fondation, vient d'accepter l'invitation du B.I.T., faite depuis longtemps déjà, de joindre les rangs du personnel de ses services techniques. Cet heureux choix du B.I.T., dont l'honneur rejaillit sur la Faculté des Sciences sociales où Monsieur Després fut un ouvrier de la première heure, prive le Département de l'un de ses plus dévoués collaborateurs dont tous ceux qui le connaissent ont pu apprécier l'activité inlassable et l'esprit d'initiative toujours en éveil. Monsieur Després demeure toutefois attaché à la Faculté comme professeur et comme collaborateur au *Bulletin des Relations industrielles*. Nous lui offrons, avec nos félicitations, nos meilleurs vœux de succès.

## REFLEXIONS ON STRIKES

(From page 7)

activity. It will also be the most thorny problem on the agenda of the conference of October 7<sup>th</sup>. Would it be right to drop Order in Council P.C. 9384 relating to the control of wages? In ninety-nine cases out of a hundred it caused the rates of wages to be raised. The Regional Boards, which used to carry out the said Order in Council, frequently by ordinance or by authorization, raised 1941 wages by 40% on an average. By doing so they warded off many labour disputes. Every day, labour organizations request their services which prove very useful despite the fact that such Boards are often the object of criticism.

Is the economy of our country stabilized to such an extent that employers and employees may recover absolute liberty of negotiation without labour disputes becoming utterly countless? If the control of wages is lifted, will it still be possible to maintain price ceilings? We are just mentioning these problems here without solving them.

May we add a final remark concerning the vital policy of wages. It would be advisable that the next conference of Labour Ministers approach it from a particular angle. If it is necessary, in a modern industry, to establish scientifically the graded rates of pay for each category of wage-earners, why does not public authority suggest, on a national basis, after an extensive investigation has been made by industrial engineers, comparative average wage rates for most industries, trades and services? For instance, is the average wage of the textile worker equitable at \$0.60 per hour, when services rendered and the requirements of a national economy are taken into account? The construction worker's at \$1.00? the iron worker's at \$0.90? What is the relative hourly value of labour in the various industries in consideration of factors such as productivity, hygiene and security, skill, regularity of employment, service rendered, etc.? The investigation would be widespread and should be carried out on a national scale. The standard averages given by the analysis of the industrial engineers would be useful to employers and employees alike. They would guide them in their bargainings and would allow present injustices to be intelligently rectified. Why should one section of economy be less favoured than another. Enlightened public opinion would impose the corrections required. One might object that this would be controlled economy. We are already engaged therein, but in a haphazard way. At the outset of the atomic age, would it not be right to streamline the relation which exists between the service rendered by a human being and the reward owed him by his fellow-men? And to close this article, may it be added that the scientific organization of wage rates in an industry and the establishment of the relative economic value of labour in industries, trades or services, would reduce the number of labour disputes to an insignificant figure.

GÉRARD TREMBLAY.