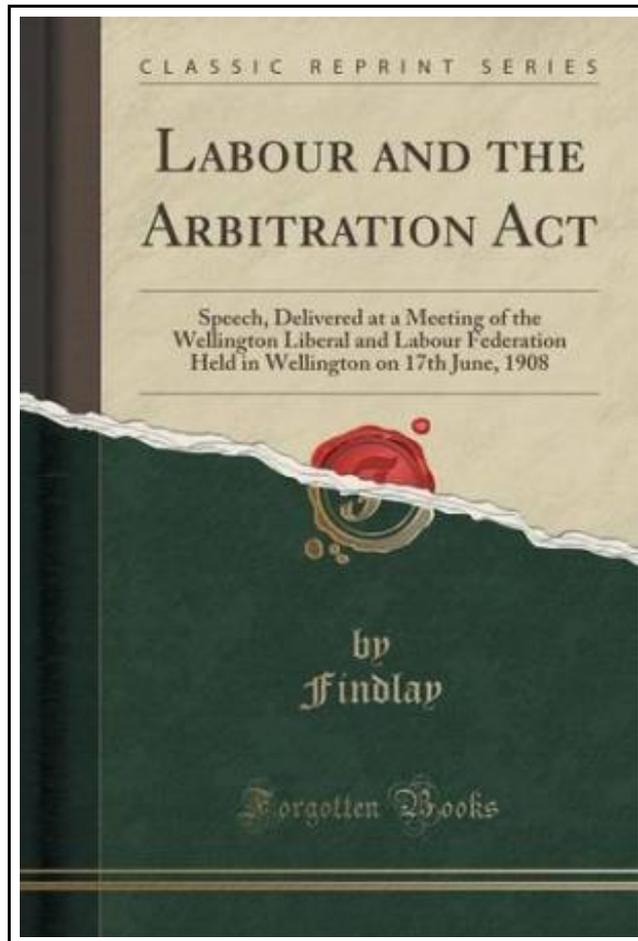


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Forgotten Books, United States, 2015. Paperback. Book Condition: New. 229 x 152 mm. Language: English . Brand New Book ***** Print on Demand *****.Excerpt from Labour and the Arbitration Act: Speech, Delivered at a Meeting of the Wellington Liberal and Labour Federation Held in Wellington on 17th June, 1908 One general result of its award rates of wages fixed as a minimum has been to make that wage the standard - at once the minimum and the maximum - with such discouraging effects upon the workers as I have already fully indicated. Now the Court must not and does not proceed by haphazard methods. What basis then for fixing wages has it mainly employed? Plainly not a competitive standard, for that would fix itself without the intervention of the Court by the market rate; and, moreover, the competitive standard was one which the Court was especially established to check. Equally plainly it cannot be a profit-sharing standard. This the Court has indeed expressly stated and declined, as it had to decline, to enter upon an inquiry as to the profits of all the employers as a basis of wages. Profit-Sharing Impracticable. Profit-sharing, indeed, as a method of industrial remuneration has been found illusory and unsatisfactory. I cannot now enter upon its history, but even under a voluntary system, where employer and workers have mutually agreed to a basis, it has broken down in countless cases after fair trial. A system under which - (a) The workers have no voice or control in the management; (b) In which a worker may work much harder and produce more, and yet, owing to the management in which he has no share, the business makes a loss and all the worker s extra efforts go unrewarded; (c) In which the industrial worker, however much...

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