

1942, but shortly afterwards the Consultative Committee on Labour Matters was set up to confer with the Minister on questions of labour policy. This Committee consists of employers' and workers' panels, with seven members each, and the Minister may consult them either separately or jointly.

*Industrial Relations.*—There has been little change in the policy relating to industrial relations as outlined in the 1941 Year Book, pp. xxxix-xl. An Order in Council of Sept. 16, 1941, as amended on Nov. 13, prohibits a strike after a board of conciliation and investigation, appointed under the Industrial Disputes Investigation Act, has submitted its findings until a vote has been conducted by the Department of Labour. The importance of clear-cut personnel policies within individual establishments was emphasized in an Order in Council of Mar. 10, 1942, which authorizes arrangements between the universities and the Department of Labour whereby practical courses in the principles of personnel management will be provided for selected candidates.

*Control of Wages.*—With the introduction of a comprehensive price-control policy, the wages stabilization policy put into effect in December, 1940, (see p. xl of the 1941 Year Book) was generalized, with some modification, for all employers by the Wartime Wages and Cost of Living Bonus Order (P.C. 8253, Oct. 24, 1941, as amended). Wage rates are stabilized as of Nov. 15, 1941, but provision is made for the raising of rates that are unduly low, and changes in the cost of living are to be met by a flat-rate cost-of-living bonus. The order is administered by a National War Labour Board set up for the purpose, which is assisted by nine Regional War Labour Boards. Each board consists of an independent chairman (the Dominion Minister of Labour for the National Board and the Provincial Ministers for the Regional Boards) and an equal number of employer and employee representatives. The stabilization of wages was supplemented by the stabilization of salaries under the Wartime Salaries Order, which was first issued on Nov. 27, 1941.

The Order in Council of May, 1941 (see p. xl of the 1941 Year Book) relating to minimum wages on government contracts for the manufacture of supplies was replaced by P.C. 7679, Oct. 4, 1941, which retained the rates of 35 cents per hour for men and 25 cents for women but clarified the provisions relating to the rates for learners and set a rate of 20 cents for workers under 18 years. It also made more effective enforcement provisions. Among other things, it extended to contracts for supplies the provisions of an earlier Order in Council, applying to construction contracts, by which the Deputy Minister of Labour was made responsible for the investigation of claims for unpaid wages and a procedure for settlement of claims was set forth.

The National War Labour Board, on its establishment, was made responsible for the administration not merely of the Wartime Wages and Cost of Living Bonus Order but also of the Government's policy concerning wages and hours on Government contracts as set out in the Fair Wages and Hours of Labour Act, 1935, relating to construction work and in P.C. 7679 relating to the manufacture of supplies. An Order in Council of July, 1941, whereby provincial inspectors and others may be authorized to do inspection work for the purposes of the Fair Wages Policy was replaced by a new Order in Council of Mar. 9, 1942, to permit these persons to act also as inspectors for the Wartime Wages and Cost of Living Bonus Order.

*Organization of Labour Supply.*—A comprehensive man-power program was announced during March, 1942, though several steps had already been taken to deal with the problem of labour supply (see p. xli of the 1941 Year Book). This