

appoint Industrial Disputes Inquiry Commissions to inquire into certain disputes or any other situations considered to be detrimental to the most effective use of labour in the War. It also authorized the Minister to appoint a commission to examine into allegations of discrimination for trade union activity or coercion to join or refrain from joining a trade union and to issue orders to give effect to the commission's recommendations. The other Order in Council prohibited a strike after a board of conciliation and investigation had submitted its report unless in a vote conducted by the Minister a majority of the employees affected voted in favour.

The Government's statement of principles for the regulation of labour conditions during the War (1941 Year Book, p. xxxix) is unaffected by the new Regulations.

*Wages.*—A new War-time Wages Control Order was issued in December, 1943, and was amended in March and May, 1944. Under it a cost-of-living bonus is no longer payable but the bonuses paid under the previous Order have now been incorporated in wage rates. No employer may, without written authorization, change a wage rate or range of rates from that established after the incorporation of the cost-of-living bonus, although he may raise or lower a rate either within the limits of an established range or upon the promotion or demotion of an employee to a new occupational classification for which there is an established rate or range of rates. No special authorization is necessary, moreover, for altering an incentive rate, if the change is made to compensate for a change in the work, provided the labour cost is not increased and the time rate used in conjunction with the incentive rate is not changed. Time rates may be changed to existing incentive rates if the same method of calculation is followed.

Provision is made for increasing rates in order to rectify gross inequalities or gross injustices and a fair and reasonable raise may also be authorized if a cost-of-living bonus and wage increase already granted since August, 1939, have not yielded the full standard bonus. The Order permits employers to raise rates in order to comply with provincial minimum wage rates, provided that any increased rate is not above 35 cents per hour or, if above that figure, was a provincial rate which had been in effect on Nov. 15, 1941.

The Order is administered by a National War Labour Board and nine Regional War Labour Boards. The National Board consists of a chairman and an employers' and employees' representative, each Regional Board of a chairman, in most cases the provincial Minister of Labour and equal numbers of employers' and workers' representatives.

The Fair Wages Policy of the Dominion Government has remained unchanged since 1941 (see 1941 Year Book, p. xl; 1942, p. xxxvii). Its administration, however, is no longer in the hands of the National War Labour Board but has reverted to the Department of Labour.

*Manpower.*—The Government's manpower policy is now largely embodied in two sets of regulations, the National Selective Service Civilian and National Selective Service Mobilization Regulations. Both sets of Regulations, together with some special Orders in Council, are administered under the Minister of Labour by the Director of National Selective Service, who is assisted by an Advisory Board, Associate Directors and regional and local staff. Under the Civilian Regulations, labour turnover has been carefully controlled, certain groups of workers have been directed into more essential work and labour has been combed out of non-essential industries. The Mobilization Regulations require all men between the ages of 18½ and 30 and all single men up to 41 to undertake military service. Further details regarding the manpower policy will be found on p. 695-696.