

tion and Investigation in their recommendations on wages. In October, 1941, when comprehensive price control was introduced, the wages-control policy was amplified and extended to cover all employers and workers.

The present policy is embodied in the Wartime Wages Control Order (Order in Council P.C. 5963, July 10, 1942, as amended). Under this Order, wage rates are stabilized at the level in effect on Nov. 15, 1941, though provision is made for raising rates that are unduly low. At the same time, the imposition of undue hardship on wage-earners is avoided by the payment of a cost-of-living bonus which is adjusted with changes in the cost-of-living index.

A National War Labour Board and nine Regional War Labour Boards have been set up to administer both the Wartime Wages Control Order and the Fair-Wages Policy. The National Board consists of three independent members and it is advised by a committee of employers' and workers' representatives. The Provincial Ministers who are in charge of labour matters are the chairmen of the Regional Boards and the members are employers' and workers' representatives. The inspection staffs of the Unemployment Insurance Commission and of the Provincial Departments are used for enforcement purposes.

Manpower and Selective Service.—Manpower policy in Canada as in other countries has developed gradually. At first, the mere absorption of the unemployed into productive work through the normal operation of the labour market was sufficient to meet most manpower requirements. Positive action by the Government soon became necessary, however, and the program has expanded steadily until it now applies to the whole labour force, active and potential, and is designed to secure the most effective distribution of that force both within industry and between industry and the Armed Forces. It is embodied mainly in two sets of regulations: the National Selective Service Civilian and National Selective Service Mobilization Regulations.

All men between the ages of 18½ and 30 and all single men up to 41 are required to undertake military service if they are medically fit. In order to prevent the absorption into the Forces of men needed elsewhere, however, postponement orders may under certain circumstances be granted to men employed in essential industries, seasonal occupations and agriculture. In addition, men who enlist in the Forces or are already serving may be granted leave to return temporarily to industry if they are urgently needed there.

On the purely civilian side, there are two aspects of the policy: control over the movement of workers and direction of certain groups of workers into more essential jobs. The basis of the program is a carefully drafted schedule of labour priorities which shows exactly which establishments should be given first call on available labour in any locality.

Control over the movement of workers is possible because of the fact that, with insignificant exceptions, all employers and workers are required to use the local employment offices. No worker can quit or be released from his job without giving or receiving seven days' notice of separation, a copy of which goes to the local office. Similarly, no employer may interview or engage any worker and no worker may seek or accept employment unless he has a permit from the local office. Except anonymously in the name of Selective Service, employers may not normally advertise for help, and they must requisition all the labour they need from the local employment offices. Moreover, since Sept. 20, 1943, no worker in an establishment with a high labour priority rating has been able to quit or be released from his job without permission.