In the manpower supply area the Department has been increasingly concerned with promoting the best use of all available manpower resources. Under federal-provincial agreements, assistance is provided to the provinces for the construction and equipping of technical and vocational schools and for the operation of a variety of training programs, including training for the unemployed in provincially organized courses. The Department is responsible for the co-ordination of the national program for the vocational rehabilitation of the civilian disabled, and provides financial assistance, also under federal-provincial agreements, to provincial rehabilitation programs.

To stimulate winter activity and so increase winter employment it organizes, in co-operation with the National Employment Service, the annual nation-wide, "Do It Now" winter employment campaign to persuade home and business owners to plan inside renovation and repair work for the cold months. It is also responsible for the Municipal Winter Works Incentive Program, through which the Federal Government contributes toward winter works projects undertaken by municipalities.

Research, involving regular surveys and analyses of economic and social trends affecting the labour force, is an important part of its work. It studies wages and working conditions, employment and unemployment, particular occupations, the training and utilization of manpower, union organization and collective bargaining.

Through the Women's Bureau and the Division on Older Workers, it investigates the problems of women and of older persons in the labour force. It assists in the movement of farm workers between provinces and between Canada and the United States, under federal-provincial agreements. It operates a plan of workmen's compensation for seamen on Canadian ships, and arranges workmen's compensation for Federal Government employees.

The Department publishes the monthly *Labour Gazette*, maintains records of labour legislation in the provinces and in other countries and operates a labour lending library. It provides liaison between the International Labour Organization and the federal and provincial governments, and is responsible for the sale and administration of Canadian Government annuities.

**Federal Labour Legislation.**—*Fair Wages Policy.*—The Fair Wages Policy applying to all Federal Government contracts was first set forth in a Resolution of the House of Commons (1900) and later incorporated in an Order in Council and amended from time to time. Wages and hours on contracts for construction are now regulated by the Fair Wages and Hours of Labour Act and Order in Council P.C. 2029 of Dec. 22, 1954. Hours of work on construction contracts are limited to eight per day and 44 per week, except in an emergency or in special circumstances where exemption is granted by Order in Council; wages to be paid are those current for the type of work in the district or, if there are no current rates, fair and reasonable rates as determined by the Minister of Labour.

Wages and hours of work on contracts for equipment and supplies are also regulated by Order in Council P.C. 2029. The hours of such work must be those fixed by the custom of the trade in the district where the work is performed, or fair and reasonable hours. The wages must be current or fair and reasonable but in no event shall they be less than those established by statute or regulation of the province in which the work is being performed. This Order in Council contains a clause prohibiting discrimination against any person in matters of employment because of that person's race, national origin, colour or religion, or because he has made a complaint or given information with respect to such alleged discrimination.

*Government Prevailing Rate Employees.**—Many departments and agencies of government employ non-office workers in public buildings, defence establishments, parks and

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* Statistics on numbers and earnings of prevailing rate and other groups of federal employees exempt from the Civil Service Act are given at pp. 134-139.