

## CHAPTER XVIII.—LABOUR\*

### CONSPECTUS

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*The interpretation of the symbols used in the tables throughout the Year Book will be found on p. viii of this volume.*

### Section 1.—The Government in Relation to Labour

#### Subsection 1.—The Federal Department of Labour and Federal Labour Legislation

**The Department of Labour.**—The federal Department of Labour was established in 1900 under the Conciliation Act which provided machinery to aid in preventing and settling labour disputes and required the Department to collect, compile and publish statistical and other relevant information. The Department also assumed the administration of the Fair Wages Policy adopted in the same year for the protection of workmen employed in the execution of Federal Government contracts and on works aided by grants from public funds. Since that time the Department has been charged with the administration of new legislation and has taken on new functions. Its work today falls very broadly into two main areas—industrial relations and manpower supply.

The legislation it administers in the industrial relations area applies to employers, workers and trade unions under federal jurisdiction. The Department is responsible for conciliation procedures in industrial disputes, the investigation of complaints of unfair labour practices, refusals to bargain and violations of legislation, the processing of applications for the certification and decertification of trade unions and the conducting of representation votes. It determines wage rates and hours of work in Federal Government contracts for construction or supplies, and promotes joint labour-management consultation. It also administers legislation to prevent discrimination in employment based on race, religion, colour or national origin, to provide for equal pay for female employees and to provide for annual vacations with pay.

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

\* Except as otherwise noted, this Chapter has been revised under the direction of the Deputy Minister of the Department of Labour, Ottawa.