

Manpower Mobility Program. The third level is designed for clients who require concentrated counselling. Counsellors may use outside agencies for special assistance in helping people in this group to become employable. They are then referred to a job or may make selections from a "job bank".

**The Immigration Division**, under the Assistant Deputy Minister, Immigration, is responsible for the selection and reception of people coming to Canada who will be able to establish themselves economically, culturally and socially. They include people whose skills are required by the Canadian economy, relatives of Canadian residents, and refugees and non-immigrants entering on a short-term basis.

As of January 1, 1973, all non-immigrants entering Canada to take temporary work must have an employment visa. Visitors are not permitted to come to Canada to look for work. This regulation protects the Canadian labour force against the unwarranted use of short-term foreign labour.

To obtain an employment visa, the person concerned must have pre-arranged employment and certification by a Canada Manpower Centre that no Canadian citizen or landed immigrant is available for that job. Preliminary arrangements should be made at an Immigration office in the person's own country.

Other immigration regulations are discussed in Chapter 3.

**The Strategic Planning and Research Division**, formerly the Program Development Service, collects and analyzes information on national, regional and local labour market conditions in order to give direction to the Department's policies and programs. In addition, it carries out research programs in support of its own and other divisions' activities and develops career and occupational counselling and training materials.

These responsibilities are assigned to four branches and groups: Research Projects Group, Economic Analysis and Forecasts Branch, Strategic Planning and Evaluation Group, and Occupational and Training Analysis and Development Branch.

**Administration Division**. Headed by an Assistant Deputy Minister, the Administration Division comprises units responsible for providing professional and technical support to line management: information service, personnel, financial management, data processing, organization and methods, security and general administrative services.

### 8.1.3 Federal and provincial labour legislation

#### 8.1.3.1 Jurisdictions

The Canada Labour Code (RSC 1970, c.L-1) applies only to federal undertakings and any other operations that Parliament declares are for the general advantage of Canada or two or more of its provinces. The Code consolidated previous legislation regulating employment practices, labour standards, etc., in the federal jurisdiction.

Because it imposes conditions on the rights of the employer and employee to enter into a contract of employment, labour legislation is, generally speaking, law in relation to civil rights and provincial legislatures are authorized to make laws in relation both to local works and to property and civil rights. Power to enact labour legislation has become, therefore, largely a provincial prerogative, under which a large body of legislation has been enacted affecting working hours, minimum wages, the physical conditions of workplaces, apprenticeship and training, wage payment and wage collection, labour-management relations and workmen's compensation.

#### 8.1.3.2 Federal labour legislation

**Industrial relations**. The Conciliation and Arbitration Branch of the Department of Labour administers the provisions of Part V of the Canada Labour Code (Industrial Relations) relating to the application of formal conciliation procedures (i.e. the appointment of conciliation officers, conciliation commissioners and the establishment of conciliation boards). The Branch also provides mediation services to parties throughout the direct bargaining stage and in post-conciliation negotiations, including strike and lockout situations. If a dispute or difference between any employer and employees exists in an industry, the Minister of Labour may refer the matter to an Industrial Inquiry Commission for investigation. On behalf of the