

work environment identifying areas which might primarily affect women. It published information on subjects directly relevant to the female labour force.

In 1982-83 two commissions of inquiry were set up on the recommendation of the women's bureau: a task force on micro-electronics and employment and a commission of inquiry into part-time work. During 1981 an average of 1.5 million people, mostly women, worked part-time but more than 2.4 million held part-time jobs at some time during that year.

5.1.2 Employment and Immigration Canada

The main objective of the Canada Employment and Immigration Commission (CEIC) is to further the attainment of national economic and social goals by realizing the full productive potential of human resources, while supporting initiatives of individuals to meet their economic needs and pursue satisfactory work. CEIC also administers unemployment insurance, admission of immigrants and the social insurance number program. The commission's activities are carried out in more than 400 employment centres and 109 immigration centres in 10 regions.

The labour market group provides programs and services administered through Canada employment centres. Major objectives are: to provide a placement service for workers and employers; to advise workers or refer them to training programs; and to help employers recruit qualified workers and plan the long-term work force by providing information on occupations and the labour market. The group counsels workers, newcomers to the labour market and students seeking summer employment. Training programs help workers upgrade themselves through courses purchased from provincial or private schools or obtained through contracts with employers. The participants receive a salary, a training allowance or unemployment insurance benefits.

A manpower consultative service assists industries that must reorganize their work force because of technological change. A manpower mobility program helps workers move to areas where jobs are available.

The immigration sector is responsible for selection and reception of immigrants 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. The immigration sector is also responsible for the entry of visitors and for enforcement and control measures to prevent admission of undesirable persons. (See also Chapter 2 Demography, section 2.8.1 Immigration.)

All visitors entering Canada to take temporary work must have an employment authorization from a Canadian immigration office outside the country.

The applicant must have a job offer from a Canadian employer, certified by a Canada employment centre. This regulation protects the labour force against unwarranted use of foreign labour.

The unemployment insurance program (UI) is administered by the Canada Employment and Immigration Commission (CEIC). The commission has representation from labour, management and government, the three partners in financing the UI program. Funded by employers and employees, the UI premium account pays for 80% of program costs. Government general revenue pays for the balance.

The social insurance number (SIN) originated in 1964 as a file identifier for the Canada Pension Plan. Every worker must have a social insurance number. The CEIC issues and monitors SIN cards through its central index.

The social insurance number is used as an account number for government administration and on company payrolls. Applicants must provide proof of their identity and their status under the law governing citizens and immigrants. They apply for social insurance numbers through the mail directly to the central index or to local offices of the commission across Canada.

5.2 Legislation and regulations

The Canada Labour Code (RSC 1970, c.L-1 as amended), which consolidates previous legislation regulating employment practices and labour standards, applies only to federal undertakings and any other operations that Parliament declares to be for the general advantage of Canada or two or more provinces.

Because it imposes conditions on the rights of the employer and employee to enter into an employment contract, 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 therefore become largely a provincial prerogative; a large body of legislation has been enacted affecting working hours, minimum wages, physical conditions of workplaces, apprenticeship and training, wage payment and wage collection, labour-management relations and worker compensation.

5.2.1 Federal labour legislation

Industrial relations. The federal mediation and conciliation service (FMCS) of Labour Canada administers the industrial relations provisions of the Canada Labour Code. It is responsible for the prevention or settlement of collective bargaining