

result of a program undertaken in cooperation with the provincial departments of labour, we have been compiling uniform statistics on conciliation activity undertaken by various departments of labour. These, we hope, will throw light on more positive aspects of collective bargaining, since it provides information on the extent to which parties are succeeding in settling, with assistance, negotiations which had reached the dispute stage. These new conciliation statistics will also, we hope, throw light on the nature of the conciliation process and the stage in the conciliation procedure at which disputes of various kinds are being settled.

Then, looking at the results of collective bargaining, the branch maintains a file which includes copies of almost all the collective agreements which are in effect in Canada and we study the contents of a sample of these agreements, both as to wage changes and as to the incidence of particular clauses, such as seniority, grievance procedure, union security and so on.

Of course a great deal of our work goes beyond the unionized sector of industry. Our annual survey of wage rates, for example, covers some 14,000 establishments in various branches of industry. This survey provides information on the average rates being paid to people in various occupations within particular industries and areas. It also elicits information on salaries paid to office workers.

Our annual survey of working conditions goes to the same mailing list and gives us information on such matters as hours of work, length of paid vacations, number of paid holidays, and the incidence of fringe benefits, such as pensions, group hospital-medical benefit plans, supplemental unemployment benefit, plans, profit-sharing and so on.

All this information is compiled to meet government administrative needs and the needs of labour and management. We are constantly under pressure to get it out more promptly. This has led us to give a good deal of attention to improvements in our survey techniques, processing methods and methods of publication. We feel that we have made, and are making, considerable progress in this respect and it has helped us, we think, to make more effective use of our clerical staff.

I have dealt so far with the statistical and factual information which we provide. Broader analysis and research, as you will see from your chart, is provided by a separate group within the labour-management division. It is a comparatively new group and we have had some problems in acquiring and retaining properly qualified staff.

Broadly, the functions of the research group are threefold, corresponding with our three survey areas: collective bargaining, wages and working conditions.

The committee may be particularly interested in one line of study being carried on in this group. It has to do with some of the problems of older workers. We report on pension plans in relation to unemployment problems of the older worker, study the performance of older workers in a particular industry, the industry we selected being the retail trade, and we have a study under way of the way in which collective bargaining affects the problem of the older worker.

The publications of the labour-management division include four major annual reports dealing with labour organizations, strikes, wage rates and working conditions, articles for the *Labour Gazette*, including a special monthly analysis of trends in collective bargaining, and occasional special reports.

I turn now to the employment and labour market division. This division has the responsibility of keeping the government and the public informed about employment conditions. Each month we analyze the demand for and the supply of labour for Canada as a whole, as well as by region and by