

pretty weak effort in searching....They averaged less than two responses to advertising or contacts with employers per month, less than two." (18:19)

The demand for labour by economic sectors has also altered. The service sector now utilizes 65 per cent of the work force. Work in the service sector is most likely to be compatible with the flexible attitudes towards hours of work which are emerging. Much of the growth of the service sector is related to the increased demands of Canadians for better education and health care which in turn creates a demand for expansion of government services.

These changes in the characteristics of the Canadian labour market affect the context in which the public employment service functions—"the environment in which the Department operates" as the Minister called it. The Committee received much information from the Manpower Division on how it is attempting to shape its programs to fit the evolving employment situation.

It seems relevant as an introduction to the more detailed assessment which follows to suggest briefly some relationships between the evolving state of the job market and the on-going activity of the Manpower Division. These will be elaborated in the context of the appropriate activity later in the report.

In considering the placement operation of the Division, the fluidity of the work force must be borne in mind. The problems of turnover faced by employers puts pressure on the services available in Canada Manpower Centres. The instability of attachment to the work force affects the application of the specialized programs developed to assist both employers and job seekers.

Part-time employment is a phenomenon directly related to the changing work scene. Twelve per cent of all jobs are now estimated to be part-time. Twenty-five per cent of all females and seven per cent of all males work less than 35 hours a week at part-time jobs. In fact the Minister asked for the comments of the Committee on whether Canada Manpower Centres, should enter this expanding area of placement.

The development of techniques within the operations of Canada Manpower Centres including any future adaptations of the Job Information Centres will have to take into account the surveys of the Economic Council which documented the generally weak effort of the unemployed in their search for a job.

The discrepancy between the rate of unemployment and the number of job vacancies has implications for the formulation of training plans by the Division and for the ordering of its purchase of training seats from the provinces. In setting out training priorities there must also be recognition of the fact that many do not want full-time employment. The training requirements for employment in the service sector must be weighed against those required by industry.

These are just some of the areas where the strong interrelationship between developments in the world of work and the programs of the Manpower Division are already evident. Some approaches to these developments can only