

The evidence given the Committee by Dr. André Raynauld, Chairman of the Economic Council of Canada underscored the problems that confront the policy makers in solving the unemployment problem in Canada. Over two million Canadians experienced some period of unemployment during 1973. One in three Canadians changed their job sometime during the year and many changed it several times. In the course of that year there were close to four and one-half million individual moves in and out of employment and perhaps as many as eight million individual lay-offs or separations. It is estimated that fifty per cent of all prime age males, that is those between twenty-five and forty-four, who are presently employed will leave their place of employment within three or four years. For females in the same age bracket, fifty per cent will leave within two to three years.

The Committee was constantly made aware of the changing attitudes of the work force. It was assured by many witnesses that the work ethic is indeed alive even if altered in its application. This fact has been recently documented in a study published by the Strategic Planning and Research Division.<sup>1</sup> While people want to work, they do not necessarily want to work every week in the year or all day every week. There has been a substantial reduction in the total number of years making up an average working life.

For many reasons workers are more selective about the jobs they are willing to fill. The alteration in the traditional relationship by which increased job vacancies used to reduce the rate of unemployment is an indicator of this new selectivity. Dr. Raynauld told the Committee that since 1971 this relationship has broken down. Job vacancies have increased considerably without affecting the rate of unemployment. (18:8) There are a number of factors contributing to this change. In 1951 less than one-third of all families had more than one bread winner. Today two-thirds are multiple earner families. Yet in only one family out of three such families experiencing unemployment at present has the principal wage earner been affected. The improvement in Unemployment Insurance benefits has allowed people to wait a longer time for the right job to come along. Unemployment insurance may also lead to increased participation in the labour force by people who are working the minimum period to qualify for benefits.

Job choices are also influenced far more than previously by perceptions of prestige and the desire for challenging, interesting employment. Unpleasant working conditions and unsocial hours of employment are important factors contributing to the problem of turnover in industry. Employer representations to the Committee were explicit that the fluidity of movement into and out of the work force had created severe recruitment problems in many sectors.

The intensity of activity in the job search has changed. Dr. Raynauld emphasized that in the surveys made by the Economic Council of Canada it was found that "most persons whether young or old, male or female showed a

<sup>1</sup> *Canadian Work Values: Findings of a Work Ethic Survey and a Job Satisfaction Survey.* Department of Manpower and Immigration April 1975.