

Where there is a recognized union - and this is important - there must also be agreement that the employer and the union will participate jointly in research and development.

Where displacement of workers from their jobs cannot be avoided, we will also pay half of the costs involved in moving workers and their dependents to other communities, where work is available for them.

In its work the Manpower Consultative Service will seek the co-operation of the provincial governments for training of workers under federal-provincial training programmes in the plant or otherwise, and will work closely with the National Employment Service, and with any other federal or provincial agency whose services can be helpful. It will be flexible - what it does will depend on the needs and wishes of the industry concerned.

LABOUR-MANAGEMENT RELATIONS

Labour and management have already, in many instances, developed collective agreements that include provisions for the adjustment of their own particular manpower problems caused by technological change.

We can take such new provisions in collective agreements as evidence of a trend in labour relations - a trend that will see labour and management consulting on subjects which go beyond those traditional areas considered to belong to collective bargaining, but which are of the most vital concern to both parties.

Management today must adapt rapidly to changes, often with effects that were not foreseen when collective agreements were drawn up. Unions, however, are bound by collective agreements, so they try to guard workers and the union itself against subsequent changes by introducing security measures into agreements, which may post obstacles to later adjustments.

I think the answer to such problems is going to be found in a closer consultation between labour and management and, more importantly, in a continuous kind of consultation. I think both parties are recognizing that the traditional way of settling all their affairs in the often heated atmosphere of a periodic bargaining session is not good enough today....

Then, there is the international side of labour affairs. Although we are a federal state, in our dealings with the outside world we must speak with one voice in the labour field no less than in other fields.

That is becoming a more and more important part of our work...

CANADA IN THE ILO

Canada has been a member of the International Labour Organization since it was founded, and Canada was host to the ILO during the last War, when it moved its headquarters to Montreal.

At the session of the ILO which ended last month, the Deputy Minister of my Department, Dr. George Haythorne, whom many of you will know, was elected Chairman of the Governing Body for the coming year. This is the third time a Canadian has been so honoured.

I attended this meeting myself, and I was particularly interested in the international convention on employment policy which they adopted there. This convention requires, among other things, that representatives of employers and workers be consulted by government on employment policies, to take into account their experience and views, and to secure their co-operation and support.

Canada, like some other countries, has gone some way in doing this already, and we will go further. However, it is interesting to note that this idea of a three-way co-operation between government, management and labour is now accepted as an international norm.

CANADA IN THE OECD

Canada, like the United States, is a member of the Organization for Economic Co-operation and Development - the OECD.

Although Canada has not embarked on a programme of comprehensive economic and manpower planning in the way that some European countries have done, there is much in the European experience that is meaningful for us, and that will repay study and observation.

OECD studies have demonstrated clearly that all its member countries have similar problems of manpower and development. The recommendation it has made to its members are interesting to us, because they parallel the steps we are taking in this country to deal with manpower problems. We have played a not unimportant part in the research and the discussions which led to these recommendations. All the members of OECD will continue to benefit from each others' experience in developing their manpower and employment policies...

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