house, or who has a house built for him during the 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 at all sastrogmit

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 adjust-

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. We have set up a new service witch, as fares I

Andw, has not been tried anywhere else. This is our Mangower Consultative Service, and its aim is to

reduce hardship and unamployment caused by technon

ingical changes and technical capacity. It will act in an advisory and technical capacity.

man prover-adjustment programmes in anticipation, of technical changes, We will enter into agreements with employers or foietly with employers and unions,

under which we will pay one-half the costs of research into, the effects on hangower of industrial change, and one-half the costs incurred in the development of

dustry must give reasonable advance notice of in-dustrial change that will adversely affect employment.

ement between our two countries That is becoming a more and more important part of Goss, the border as they are needed, The... Arow nuo

CANADA IN THE ILO o chair saise should also sissing 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 par ticularly 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, manage ment and labour is now accepted as an international The various branches of the construction

## CANADA IN THE OECD | bettells toom need o

Canada, like the United States, is a member of the Organization for Economic Co-operation and Devel opment - 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 15 meaningful for us, and that will repay study and observation.

OECD studies have demonstrated clearly that all its member countries have similar problems of man power 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 8 not unimportant part in the research and the discus' sions 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... tough greatly increased winter sales.

Linked with this have been our efforts to promote our side construction in the winter months.

aking advantage of new techniques available, many

of which have been perfected in this country, was a

wey of co-operating with the concordinge more of provincial governments to encordinge more blic works projects in the water. Here we offer an entire payment, increased by many provincial eventually towards the direct, "on-site" labour overnments, towards the direct, "on-site" labour overnments, towards the direct, "on-site" labour of simost any kind of outside municipal project.

Cast winter we added another incentive, this time med at more house-building. This programme offers incentive payment of 1500, with no strings at-

hed, to the person who bays a new winter-built

The Municipal Winter Works Incentive Programme a way of co-operating with municipalities, through