

adjustments from whatever cause which, unless planned carefully well in advance, may have serious if not disastrous effects on the employment prospects of displaced older workers.

ACTION TAKEN

1. Under Part III of the Canada Labour Code effective January 1, 1972, an employer must give an employee with ten years or more service, eight weeks' notice or payment in lieu. Where an employer terminates fifty or more, or 10 per cent or more, of his employees whichever is greater, in any four week period he must

(b) give the employees the following notice:

(i) eight weeks' notice if the employment of fifty or more persons and fewer than 200 persons is to be terminated at an establishment;

(ii) twelve weeks' notice if the employment of 200 or more persons and fewer than 500 persons is to be terminated at an establishment; and

(iii) sixteen weeks' notice if the employment of 500 or more persons is to be terminated at an establishment.⁽¹⁾

2. Most industrial contracts negotiated by management and unions provide for consultation in the event of layoffs or changes affecting workers of all ages.

3. During the fiscal year 1971-72 the Labour Management Consultation Branch of the Department of Labour devoted considerable effort to generating meaningful dialogue between unions and management in all sectors of the economy by actively promoting the formation of joint consultation committees and providing a variety of support services to existing committees. As of March 31, 1972 there were 497 committees representing 180,381 workers in industries under federal jurisdiction and 2,219 committees representing 631,371 employees in enterprises under provincial jurisdiction. Some 60 educational seminars were held to assist both management and workers to come to a better understanding of their roles within the collective bargaining process. Three area labour-management conferences were held in 1971-72. The Branch is also engaged in publishing pamphlets and committee aids dealing with joint consultation. A Branch newspaper, "Teamwork in Industry" is published ten times a year.⁽²⁾ These are designed to meet the needs of all age groups.

Recommendation 10

That an examination be made of those training programs provided for under the Technical and Vocational Training Assistance Act, which have as their object the up-grading of employed workers and the retraining of the unemployed with a view

(1) Regulations made under the Employment Standard Act 1968, as amended. (Part III of Canada Labour Code). Standards relate to only 9 per cent of labour force under federal jurisdiction.

(2) Canada. Labour Canada *Annual Report, 1971-72*, Ottawa.

to determining the reasons for the limited use currently being made of them, and that such measures as are indicated be taken to improve their effectiveness in attracting and holding students especially in the older age range.

ACTION TAKEN

The Adult Occupational Training Act of 1967 replaced the Technical and Vocational Training Assistance Act of 1960-61 under which the Federal Government had shared with the provinces the cost of many training activities.

The A.O.T. Act provides that the Department may purchase training for adult members of the labour force and pay training allowances. Since it has accepted the responsibility for the selection and referral of trainees, the Federal Government pays the full cost of training allowances.

Training services are purchased from Provincial Governments, private schools and industry. Allowances are paid directly to trainees in public and private institutions. In the case of training in industry the employer is reimbursed up to a specified limit for wages paid to employees while in training.⁽³⁾

In July 1972 amendments to the Adult Occupational Training Act involved:

- (1) the removal of the three year labour force attachment requirement for training allowance eligibility;
- (2) the introduction of \$30.00 per week basic allowance for adults in training who live with an employed parent or spouse;
- (3) the redefinition of eligibility criterion with regard to the period adults must have been out of school as being any 12 consecutive months rather than the 12 months immediately preceding referral to training.⁽⁴⁾

During 1972-73 there were 316,188 adults in Canada Manpower Training Program.⁽⁵⁾

The percentage of trainees aged 45 and over enrolled in institutional full-time training has increased from 9.3 in 1967-68 to 11.7 in 1972-73. In 1972-73 only 2.3 per cent of these were in the age group 55-64. The percentage of older persons participating in training-on-the-job is much lower. In 1972-73 only 5.4 were in the age group 45-65. The greatest impact of training-on-the-job is in the age group 20-24 which was 35.4 per cent of the total number.⁽⁶⁾

The Older Workers' Section of the Department of Manpower and Immigration is preparing material for

(3) Canada. Department of Manpower and Immigration. *Annual Report, 1967-68* p. 5.

(4) Statutes of Canada, 1972, Chapter 14, July 1972, pp. 157-160.

(5) Canada Manpower and Immigration. *Annual Report, 1972-73*, p. 6.

(6) Canada Manpower and Immigration. Training Branch. Letter dated October 15, 1973.