

so that a regular system of inspection and enforcement can usefully be instituted. The provinces, in fact, have already indicated their willingness to co-operate in this enforcement.

5. Further Development of Labour Policy:

In addition to its administrative responsibility, the National Labour Board, in conjunction with the Regional Boards, would be responsible for the further development of specific items for an enforceable code of labour policy. Practical policies are needed with respect to the following:

a. Hours of labour and overtime rates: To avoid continual unrest it is necessary to consider the standardization of the length of the regular work-week and of the maximum work-week and to make standard provision for overtime rates, overtime rates on legal holidays, and differential rates for night shifts.

b. Restriction on wasteful labour mobility: With the tightening of labour market mere prohibition of overt enticement of employees will not suffice to check wasteful movement of labour from one employer to another with its consequent tendency to undermine the stabilization of wage rates and to delay war production. A policy must therefore be developed for the restriction of the right of employers to engage workpeople in scarce trades, except with official approval and in accordance with a system of industrial and occupational priorities. This may involve correlative restrictions on the right of individual employees to quit essential occupations and on the right of employers to dismiss or lay off such employees.

c. Planned transfer of labour from non-essential to essential industries: It may not be sufficient simply to check the present uncontrolled and undirected shift of labour from one industry or employer to another. The time may shortly come when it will be necessary to arrange for the compulsory transfer of workers into the more essential industries, perhaps with provision for travelling and living allowances and compulsory reinstatement in their old jobs.

d. Collective bargaining: One of the most pressing and certainly the most difficult problem in this whole field is the practical recognition of the right of collective bargaining under procedures to be developed by co-operation between the Government, employers and employees. The Government has endorsed the principles of collective bargaining and there are few who would challenge these principles in the abstract. Many employers, however, are still fundamentally opposed to collective bargaining in concrete terms. Other employers might be persuaded to accept it were it not for their recognition of the fact that certain unions, perhaps because of inexperience of their leaders and members, are not in a position to guarantee that the union and its