

occupations and industries from which men might be directed to more essential employment. A change was made in the age group subject to the orders by abolishing the reference to the age classes subject to military service, so that thus, later, the compulsory employment transfer orders were made to apply to all men who had passed their 16th birthday and who had not passed their 41st birthday.

19. The next extension of the compulsory provisions of the Regulations came in May, 1943, when a special order was made to deal with the coal mining situation. This provided that men with certain specified periods of coal mining experience or certification must be directed to coal mining employment, unless they were found physically unfit, regardless of their occupation at that time. A further Regulation was made to provide for the compulsory direction to employment of any male person between 16 and 65 to fuelwood cutting, fishing, fish processing and coal mining. This provision, it will be noted, is very wide with respect to the group who may be directed. The latest compulsory feature of the Regulations deals with male persons examined and rejected as physically unfit for military service. These persons may be directed to any high priority employment by a Selective Service officer.

20. In order to ensure that hardship would not be suffered by persons compulsorily directed to employment, the Regulations provided a right to reinstatement in their original employment on the completion of the work to which these men were directed. This placed the directed civilian worker on the same footing as a man undergoing active military service, in respect to reinstatement in former employment, and for this purpose the provisions of the Reinstatement in Civil Employment Act, 1942, were made applicable. It may also be noted that this right of reinstatement was available to all persons compulsorily directed to employment under any of the additional compulsory features of the Regulations, which will be noted immediately.

21. In all compulsory directions to employment, special safeguards were set up to ensure that the new employment would be suitable to the health, experience, family and financial obligations of the male employee concerned. As already indicated a right of reinstatement was provided. As will be indicated later, a right of appeal from such directions was provided. Special procedures were established in order to determine the worker's physical fitness for the proposed employment. All these and many other means were taken to minimize the hardships which might ordinarily be expected to result from these compulsory features of the Regulations.

22. It will be seen that there has been a gradual widening of the compulsory features of the Regulations from that limited to unemployed men, until it reached a large group of men employed in various occupations. It is noteworthy that these compulsory directions were resorted to only when the available supply of manpower for high priority industry, offering voluntarily, had been exhausted, and it had become necessary to take employed men from certain non-essential or low priority occupations and place them in employment of higher priority.