

- Effective labour adjustment policies in the developed countries which promote skills acquisition and labour mobility would likely reduce the public's and labour's concerns with trade liberalization and globalization.
- In the longer term, a failure to develop a flexible/high-skill work force could lead to more polarized income distribution and a reaction against market forces.
- Within Canada, because of the Constitutional division of legislative authority, there is a need for intergovernmental dialogue and cooperation. To facilitate Canada's possible participation in a multilateral dialogue, a joint federal-provincial task force to examine labour policies to address the adjustment pressures of globalization and global competition may be warranted. It is not too soon for trade and labour policymakers to start developing the appropriate expertise, implementing mechanisms for policy integration, and planning for the challenge of a future multilateral negotiation which encompasses labour issues.
- Other stakeholders, business and labour organizations, need to participate in the domestic policy process. The globalization and labour issue promises to be an increasingly important element of the trade and investment policy agenda.⁷²
- Canada is unlikely to have a competitive advantage in low-skilled industries. Consequently, domestic firms reliant upon low-skilled labour will face strong competition, and global firms reliant on low-skilled labour are unlikely to locate in Canada.
- Canada has taken steps to improve the system of training and adjustment programs available for Canadian labour. The pressure of globalization and trade liberalization are such that this type of strategy needs to continue. However, adjustment pressures due to foreign competition as a result of globalization and trade liberalization should not be seen as fundamentally different from adjustment pressures arising from other reasons, such as shifts in consumer tastes, technological change, or firms going out of business or reducing their labour force for any other reason.

⁷² A widely held view is that Canadian employers provide less training to their workers than those in other OECD countries. A recent study by Constantine Kapsalis, "Employee Training in Canada: Reassessing the Evidence", Canadian Business Economics, Summer 1993, pp.3-11, challenges this view. Kapsalis concluded that there is no evidence that Canadian employers train less than employers in other industrial countries, but that there is also "wide scope for much greater synergy among educational institutions, business, labour, and government in providing training. The training gap that needs to be filled in Canada is not in the resources devoted to training, but in the development of more innovative ways of building on the strengths of all labour market partners and helping individuals with labour market difficulties to integrate successfully into the labour market."