

*Canada Labour Code*

With regard to section 5(8), it is not easy to ensure that an employee has his wages in hand on his regular pay day at all times. An employee may be required to be away on a particular pay day. There are many occasions when it will be costly to comply with this section. Nevertheless, in a general way I think all agree with the thrust of the amendment.

We are always dealing with labour, management and unemployment. We are always concerned about what unemployment statistics mean. In the United States, it has recently become the practice to express the cost of living index with three indices: the cost of living varies among retired people, working people and other groups. When we measure our cost of living index, we forget that it is not always exact and it is sometimes very inaccurate. We should bear this in mind when dealing with the cost of living. The cost of living index is directly related, primarily, to the middle income group and to what that group buys.

It has been suggested that the cost of living index does not truly reflect the situation of the well-to-do or of the poor, and that it does not reflect the situation of those who perhaps do not buy very many commodities because of retirement.

Are the unemployment statistics we are using correct? It has been pointed out that the highest rate of unemployment is among people who are under 25, and that among people 25 years of age and over the unemployment rate is only 4.8 per cent, half a percentage point higher than a year ago. This should be borne in mind when we examine the unemployment situation.

We must also remember the problems with regard to youth unemployment and that the benefits paid by way of unemployment insurance give youth a greater opportunity to experiment with finding the kind of work they want. They have a much greater opportunity than their parents ever had. I think it can be said that young people are leaving school without being qualified for employment in certain jobs. I think educators have some responsibility for this. It is not unusual to see young people coming out of educational institutions with the idea they are worth \$15,000 or \$16,000 a year—and they are, if they can find jobs. It is important that we consider unemployment statistics when we assess what we should do by way of job-creation. Unless productive jobs are created, an unnecessary amount of job-creation by the government will not lead to lasting employment in the long run.

I would like to say a few words about the withdrawal of the United States from the International Labour Organization. The withdrawal coincided with the election of Mr. Joe Morris to the top office of the CLC. Mr. Morris regretted—and I think rightly so—the decision of President Carter, along with the national labour organization of his country and business, apparently against the advice of the state department, to withdraw American support from the ILO. We should not, however, be too critical of the position taken by the United States. The ILO seems to have fallen under the domination of the Soviet Union and Third World countries which are inclined toward communism. These countries have used the

[Mr. Ritchie.]

ILO to put forward their views and as a political forum in which to berate western countries.

It is significant that in those countries there are not true labour movements with unions which are free to become established and to express views. I think this withdrawal will be significant, because the United States contributed about 25 per cent of the total contributed which was, I think, in the area of \$25 million. This withdrawal has been likened by a few people to the German withdrawal from the League of Nations, and its subsequent downfall.

In closing, I would like to say that I hope in the Standing Committee on Labour, Manpower and Immigration there will be a complete study of the implications of the amendments contained in this bill. On the surface, they do not seem to be too severe, but in the area of grain handling they will have a major effect. About 90 per cent of grain handling is involved with export movements. Considering our balance of payments situation, that export trade is important, and if this bill causes serious problems for grain handling at country elevators it will not have served its purpose in that sector.

● (1552)

[*Translation*]

**Mr. Charles-Eugène Dionne (Kamouraska):** Mr. Speaker, I paid great attention to the Minister of Labour (Mr. Munro) when he introduced this new legislation before the House yesterday. The only thing I could point out at the outset of my remarks is that the working conditions mentioned in the minister's speech have been existing long enough in Canada and that we should have passed such legislation a few years ago. I realize that Bill C-8 does contain positive improvements which should contribute to avoiding certain delays in employer-employee relations.

Several clauses of this legislation provide workers with the protection they are entitled to. I have found very interesting the clauses which allow a worker to refuse to perform some duties presenting immediate risks without having to suffer a salary loss. I had the opportunity to realize that too often unfortunately that employees were exposed to dangerous work without being adequately protected, especially on construction sites. It is one essential point in working conditions. So we must have clearly drafted, safety regulations and an experienced team responsible for supervising the ways work is assigned on a construction site.

Too often workers who had been looking for a job for a considerable time and are anxious to work suffer from conditions that should not be tolerated in this day and age, when the means are available to guarantee protection against safety hazards. This is fundamental, and union leaders and labour representatives should work in that direction and supervise construction sites.

I myself worked on hydroelectric dam projects, where I found that we were sometimes directed to unsafe work places. This is especially true at times where the unemployment rate is abnormally high. For fear of losing their jobs, workers take the chance of working in unsafe conditions. In that respect, I am