

*Labour Conditions*

The extent to which advance preparations can be made depends, of course, on many factors such as the extent to which technological and market changes, which often vary widely from situation to situation, can be predicted. With this in mind the legislation will provide first for research well in advance on the consequences of technological change for manpower, and second, for technical and financial assistance to labour and management in making advance plans to deal with these consequences.

The third principle is that the legislation will provide for the co-ordination of government efforts at both the federal and provincial levels to deal with the effects of manpower displacement flowing from industrial change. There are many government facilities and agencies which can help to deal with the problem of manpower adjustment. The vocational training programs of provincial governments, the placement facilities of the national employment service, the manpower research facilities of the Department of Labour are among these. It is not the intention of this legislation to duplicate these facilities in any way, but rather to focus their use effectively on this problem. The retraining of workers for the new jobs created by technological change either in the plant or industry for which they work or in other plants or industries in which employment is expanding, is an essential element of manpower adjustment.

Steps to encourage training in industry are provided under the Technical and Vocational Training Assistance Act. Wherever appropriate this new legislation will help ensure that such training is developed as part of an integrated program to assist workers likely to be displaced make the necessary employment adjustments. It also provides for the utilization as part of a co-ordinated plan at the factory or industry level, of the facilities of the national employment service for finding alternative employment for displaced workers, and for bringing to bear in a similar way the research and technical resources of other federal agencies in the effort to promote manpower adjustment.

This legislation will set up an agency which will ensure that such co-ordinated plans of action make the fullest possible use of assistance from any provincial of federal government agency which can help in tackling the problem of manpower displacement at the plant or industry level.

Fourth, the legislation provides financial assistance for the movement of workers to new employment. This is most important, since the lack of financial resources is often a significant barrier which must be overcome if workers are to move long distances to new

employment. The legislation will provide for the participation and co-operation of the provinces and of employers in providing necessary mobility for workers, with assistance by the federal government. This will enable displaced workers to move to new employment opportunities, either directly because of the skills which they now possess or following retraining which may be taken under the provisions of the Technical and Vocational Training Assistance Act.

In summary, the legislation is based on providing financial incentives primarily to employers in co-operation with unions to undertake the measures I have outlined so that constructive action to deal with problems of manpower displacement resulting from technological or industrial changes can be developed. The responsibility for working out the details of the manpower adjustment measures to be taken and for taking the initiative in developing these measures primarily rests with management and with labour. Most of these measures, moreover, must be taken at the level where action counts most.

I do not wish to create the impression, Mr. Chairman, that this legislation will solve all the problems—economic, social and human—created by technological change and automation. If I did I would be less than honest. At the same time it is, I think, an important piece of legislation which will constitute a challenge to management, labour and government. Although pioneering in approach, it provides a means by which the ingenuity of government, management and labour may be turned in the direction of developing some solutions to this most difficult range of human problems. The legislation will provide a framework and a basis through which the human problems of industrial change can be dealt with and through which we can learn by experience.

This legislation will require, for its effective implementation, the wholehearted support of management and labour in this country and of provincial governments, particularly those agencies concerned with manpower and training. There are no firm guidelines for this type of legislation, as it is the first of its kind anywhere in the world. The legislation will, of course, be subject to discussion and to revision in the light of experience. It is not the final or only answer to this problem—

**Mr. Martin (Essex East):** And it is not the first one, either.

**Mr. Starr:** Yes, it is; I have checked on that.

**Mr. Martin (Essex East):** No, there are three others.