

*Canada Labour (Standards) Code*

or classes of employees by order of the Lieutenant Governor in Council. No regulations have yet been made. Farm workers are excluded in all provinces. Perhaps that is an area in which we will have to move in the future, just as we have moved in the matter of unemployment insurance. In addition, British Columbia excludes persons employed in horticulture; Manitoba and Saskatchewan, in ranching and market gardening. In Ontario, workers in certain occupations related to farming are covered—for example, raising of fur-bearing animals, egg-grading, greenhouse and nursery operations, the growing of flowers for the retail and wholesale trade, silviculture, tree trimming and surgery.

Similarly, in Saskatchewan the act applies to egg hatcheries, greenhouses and nurseries, and bush clearing operations.

We have reviewed the situation all across the country. We can see the great diversity of economic pursuits in this country and the difficulty which often exists for a federal government to establish norms which can be emulated at some time within the foreseeable future, and just as in the matter of federal minimum wages we have to establish realistic standards relating to holidays with pay. We are making a good deal of progress in this field, despite the feeling we all have at times that we are not going quickly enough and despite the frustration of those impatient for change.

• (4:50 p.m.)

The movement in favour of the granting of annual holidays with pay is characterized by a very slow, initial period starting some 60 or 70 years ago, followed by a period of rapidly spreading recognition of the right of workers to paid holidays. The practice of granting vacations to state officials and public employees, which was current in a number of countries in the nineteenth century, began to be followed at the turn of the century by certain private employers on an extremely limited scale.

These early measures were soon reflected by the adoption of holiday legislation applying to some categories of workers such as apprentices, women workers, salaried employees or persons employed in shops. Following the First World War came the first legislation entitling workers in general to an annual holiday with pay. Yet by 1934, really a short time ago relatively speaking, there were only 12 countries with holiday legislation applying to wage and salary earners in general, and in countries where these matters were regulated by collective agreements it was not by any means the general practice to grant holidays by such voluntary action.

However, from 1936 on—the date of the adoption of the first, trail-blazing convention on the subject—there was a pronounced impetus in the movement favouring entitlement to holidays. Since then the right to annual vacations has come to be recognized by law or has become part of the normal practice in practically all countries, except in some small territories or countries where there are few wage earners. This progress in regard to annual holidays has not been limited to the geographical extension of the principle. Considerable

[Mr. Perrault.]

advance has also taken place during the past 30 years in the minimum duration of annual leave. Increases from one to three weeks or even more are not unusual, and there has been considerable advance in the conditions subject to which holidays are granted.

I know that it may not be possible at this time to implement the meritorious proposal which has been advanced by the hon. member. Surely in the future we will need to evolve a method to distribute the undoubted benefits of the new technology and of cybernation so that the workers of Canada and elsewhere will benefit from these great advances. We may find, 20 years from now, that three weeks' holiday for three years of service with one employer will be regarded as conservative in the extreme. I spell "conservative" there with a small "c".

**Mr. Knowles (Winnipeg North Centre):** Hear, hear! It is not even "liberal" with a small "l".

**Mr. Perrault:** One writer said the other day that in the future we face oceans of leisure time. But we must distribute that time. Inevitably that will mean shorter working hours and more holidays for the worker. Nevertheless, I am not standing here as Parliamentary Secretary to the Minister of Labour and attempting to advance the proposal that Canada, now, should unilaterally provide for infinitely longer holidays and a massive redistribution of "leisure time" for workers. Unilateral action is clearly impossible because of the competitive economic situation and because of the competitive aspects of world trade. Nevertheless, we must come to grips with the fact that more and more people are going to be on the planet and that more and more technology will be applied to the productive process. We must come to grips ultimately with these economic facts of life, and we must be able to equate technological progress with better living conditions for the people and with more opportunities for people to enjoy the world into which they have been born. Unless we can do all that, we shall face a very real crisis indeed. Those facts must be recognized.

**The Acting Speaker (Mr. Richard):** Order, please. The hon. member's time has expired.

**Mr. P. M. Mahoney (Parliamentary Secretary to Minister of Finance):** Mr. Speaker, a great deal has been made this afternoon about the idea that although only about one-tenth of the labour force in Canada is under federal jurisdiction and the remaining 90 per cent under provincial jurisdiction, labour legislation passed here in Ottawa nevertheless has far greater mathematical importance in the country than those figures would indicate, because not only does it affect the one-tenth of the labour force that it governs but it shows the way to the provinces and generally establishes the lead for the provinces to follow in a fairly short time.

I was interested in the opening remarks of the hon. member for Winnipeg North Centre (Mr. Knowles) who spoke of the appropriateness of dealing with a bill like this immediately after the government business which the House has been considering during the last two days. I was quite struck by the appropriateness of the circum-