

needs of employers and workers alike, just as a bank serves its depositors and its clients.

The transfer of certain functions of the Department of Labour to the new Department of Manpower leaves the Labour Department free to concentrate on labour-management relations, labour standards and those allied matters that loom so large in the lives of most Canadians.

These two Departments, Labour and Manpower, will, I can assure you, be operating in close harmony toward the long-range objectives of a comprehensive and co-ordinated programme, covering all aspects of labour-management relations and all aspects of manpower development and utilization.

The two Departments will have a joint interest in such matters as the general upgrading of the skills of Canada's working force, and in the attraction of those immigrants whose skills are needed for the continued expansion of our economy....

LABOUR-MANAGEMENT RELATIONS

Speaking for my Department of Labour, we fully realize that there are many complex questions being raised by the continuing advance of technology and automation, questions which will call for the fullest whole-hearted co-operation between labour and management....

...It would be a sad commentary on this age if that new technology, which is designed to bring about a better life for mankind, was to create instead a state of anxiety and feeling of loss of security among great numbers of our people.

In the Department of Labour we intend to continue to expand our promotion of labour-management committees, of which there are now some 2,000 throughout Canada, involving more than 600,000 workers. We shall also continue to encourage these committees to deal with those questions of vital concern to employers and workers facing advancing technology.

We shall continue in our endeavours to improve the working conditions of all Canadians, not hesitating to give leadership where we feel leadership is needed. In this respect, we shall be introducing at this session of Parliament amendments to the Fair Wages and Hours of Work Act, and introducing a Canada Labour Safety Code, about which you will be hearing more in the near future.

We shall also continue with renewed vigour our efforts to ensure that discrimination due to race, sex, colour or religion has no place in the lives of Canadians.

YEAR OF PROGRESS

We have many reasons for viewing the year 1965 as one of great progress and prosperity for Canadians as a whole. Employment rose by the year end to roughly 7,000,000 - the highest level in our history, with an increase in the working force of 305,000 or 4.6 per cent over the previous year. As well, unemployment as of January 15 was at 5.1 per cent, the lowest rate for this period in more than a decade, and compared to a rate of 5.9 per cent in the year 1964.

Also 1965 saw a continuing upward trend in wages. In the first nine months, earnings were up

nearly 5 per cent above the comparable period in 1964. In other words, many more Canadians - hundreds of thousands of them, in fact - are now working in more jobs and at better wages and salaries than ever before in Canada's history.

Though unemployment remains a cause for concern, our attention must now be directed increasingly towards assistance measures for those sections of the country and those persons who, for whatever reason, are not receiving their full share of the national prosperity.

With the increase in job opportunities and the decline in unemployment, labour shortages in certain occupations exist in different parts of the country. These shortages may well be more critical this year especially within the construction industry.

Programmes have been initiated to help meet those particular shortages but, to a large extent, our more serious shortages are of skills rather than manpower.

With the enormous success of our programmes to encourage technical and vocational training at the secondary school level and beyond, we must now concentrate more on the training and retraining of adults, those who are unemployed, those who are at work in industry but whose skills are becoming obsolete, and those immigrants who need further education or training....

It is our intention as a Government to ensure that every Canadian, regardless of his social circumstances or place of residence, is given the fullest opportunity to work towards that greater tomorrow which is our heritage. We need and welcome your support and your full co-operation, gentlemen, in this gigantic but essential work.

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OIL-LIFT TO ZAMBIA

The Secretary of State for External Affairs, Mr. Paul Martin, recently made the following announcement:

On December 20, 1965, the Prime Minister announced that the Canadian Government had decided to participate in an airlift of oil supplies to Zambia. This decision was taken at the request of President Kaunda of Zambia, supported by Prime Minister Wilson of Britain. At the time, the Prime Minister said that Canada would provide four Royal Canadian Air Force *Hercules* aircraft for approximately one month. This was subsequently extended to the end of February.

Late in January, the Zambia Government expressed its gratitude for the assistance rendered by Canada, and in particular by the RCAF, and asked if Canada would be prepared to prolong its participation in the airlift until the end of April, should this be required. The Canadian Government recently agreed to do this but, because the air-transport resources of the RCAF will be heavily taxed in meeting other prior commitments, the Canadian contribution to the airlift will be reduced from four to two *Hercules* craft at the beginning of March.