To provide training for the unskilled men and women entering war industries, the Department of Labour set up the War Emergency Training Program in July, 1940. Full and part-time classes have been carried on in 129 plant schools and 105 other training centres (including vocational schools) since that time.

Since its inception, 325,000 persons have enrolled under the scheme; approximately 105,000 have taken full-time pre-employment industrial classes, 42,500 were trained as foremen, 2,800 rehabilitation cases were handled, and nearly 80,000 were given various other types of industrial trades training.

During the war years the manpower situation in Canada has passed through three general phases:

1. From the outbreak of war until well into 1940 there was no planned manpower program in the sense of organized compulsory control and regulation over civilian employment.

2. Partial compulsory regulation over military service and civilian employment began in the summer of 1940.

3. Over-all compulsory control or regulation began early in 1942.

A series of orders-in-council passed in March, 1942, was amended and consolidated in the National Selective Service Regulations of January, 1943. These are designed to maintain and increase the manpower available for the armed forces and vital industries and services by reducing the number of persons employed in less essential activities.

With few exceptions, employers and employees are prohibited from advertising for jobs, from terminating employment without seven days' notice, and from seeking, being interviewed for or offered employment without a permit from a Selective Service Officer.

Under compulsory measures since passed, employers in a wide range of non-essential or low priority industries and occupations are prohibited from retaining male workers between the ages of 16 and 40 without a special permit.

Special steps have been taken to guarantee an adequate labour force for the nation's agriculture.

Persons in a growing list of occupations, including teachers, hospital assistants, and civil servants as well as workers in high priority industries, have been required to remain at their type of employment.

Job freezing proved of benefit to employers in all high priority industries. Along with lay-offs in various war plants which were releasing workers for absorption into other undermanned plants, the freezing order had a stabilizing effect on the dominion-wide manpower situation.

Under mobilization regulations men who were single, or children's widowers at July 16, 1940, who are between the ages of 18 and 45, inclusive, and medically fit, are eligible for military service in Canada and its territorial waters. So far, single men between the ages of 18½ and 38 and married men up to 30 years of age have been called up for compulsory military service. By order-in-council, authority may be given to despatch such men to areas outside Canada.