

less in duration, for example a few days unloading trucks or box cars or a few hours shovelling snow. This is true casual labour, the labourer being paid directly by the employer when the work is completed. It should not be confused with the temporary help operation where the job orders are for short term work, but those who perform it are employed and paid by the employment agency.

In Mr. Coke's opinion casual centres in CMCs "serve no real purpose because the particular markets are adequately served by the private sector." (13:12) Unscrupulous employers who pay off in cash defraud the employee sent by the CMC of his entitlement to Unemployment Insurance and Canada Pension plan contributions. The allegation that the casual centres operated by CMCs encouraged circumvention of the law was rejected by the Division:

The job orders accepted for servicing by the "casual centres" meet the legal requirements as set out in provincial and other legislation. . . . Furthermore, the payroll and related activities of employers are subject to legislation that is enforced by other governments and government departments, e.g.: departments of Labour, National Revenue-Taxation.<sup>3</sup>

The responsibility of the public sector in the whole area of part-time work is a subject of concern in the Division. The Minister pointed out that "12 per cent of all jobs in the labour market now are of a part-time nature, and this seems to be increasing." (26:8) Recognition of this new attitude toward employment has led to a re-examination of the role of Canada Manpower in this area of placement. A move to expand beyond the limited services now provided in the casual centres to something like the temporary help services provided by the private sector is apparently now being considered by the Division, although the Minister confirmed that no decision to do so had been made. (26:22) Such a move would bring the public sector into direct confrontation with the private sector. The private agencies have vigorously defended their interest in retaining exclusive brokerage in this type of placement through the representations of the Canadian Association of Temporary Help Services. The private agencies appear to provide an adequate service in the provision of temporary help. An intrusion into this area of placement by Canada Manpower Centres is not warranted at the present time.

**The placement of job seekers who prefer part-time employment is in general terms a proper responsibility of the public employment service. It is presently fulfilled through the operation of Farm Labour Pools and the referral of job seekers to casual employment. However Canada Manpower Centres should not set up separate formal temporary help services for which they become an employer of record.<sup>4</sup>**

<sup>3</sup>Letter to the Chairman, July 17, 1975.

<sup>4</sup>An employer of record retains a list of registered employees who are available for assignment to jobs of limited duration. The customer pays a fee for service. The employer of record pays all wages and makes the required deductions.