

except for 1940, been below the 1939 total; it is temporary assignments that have absorbed the increase. There has also been an increasingly large number of women assigned to positions - 2,036 in 1939 and 36,795 in 1943. While 18 times as many women were assigned jobs in 1943 as in 1939, male assignments increased by less than three times.

While studying these assignment figures it is important to realize that they represent not only the number of newcomers who entered the government service, but also promotions, reassignments and replacements. Each of these, however, requires a similar amount of work on the part of the various departments of the commission.

WAR DEPARTMENTS

Extension and expansion of the government's functions since the outbreak of war have, of course, been the main cause of the great upswing in the work of the Civil Service Commission. Price control was the first new field to be entered. Even before Canada's declaration of war provision was made for the establishment of the Wartime Prices and Trade Board. Between March, 1940, and March, 1944, its personnel had increased more than 100%. The Department of Munitions and Supply, set up early in 1940 to centralize the buying of all supplies necessary for the prosecution of the war, presented a major problem in staffing. During its first year of operation more than 1,000 employees were appointed, and by March, 1944, this number had more than trebled. These wartime departments accounted for 17.2% of the total increase of Civil Service personnel between March, 1939 and March, 1944.

Perhaps the greatest personnel problem has been in connection with the three defence departments, where 42.4% of the total increase has occurred. Before the department was divided into three sections with a separate minister and staff for naval, army and air services, the total staff was 3,592. By the spring of 1944 the civilian staff of the naval department, smallest of the three, was well over that figure, and the total for them all was 29,625. In four years, therefore, some 26,000 civilian employees had to be found for the defence departments alone in addition to any replacements.

Staffing the Unemployment Insurance Commission, though not a war department, has also been a major task. This commission came into being after the Unemployment Insurance Act was passed in August, 1940, and by March, 1944, its staff numbered 5,728 - 8.6% of the total wartime civil service increase. As this branch of the government is to be continued after the war, a limited number of permanent appointments is being made to it.

In addition to the staffing problem, the task of organization and re-organization of the war departments has fallen heavily on the Civil Service Commission which has the responsibility of classifying positions and organizing the staff set-up of each new branch. The Department of National War Services has been one of the most fluid. Originally the mobilization of the armed forces came under this department, but this function was transferred later to the Department of Labour. The Office of the Director of Public Information was also part of it until September, 1942, when it was reorganized as the Wartime Information Board under the Privy Council.

The immensity of the task of staffing the new departments is indicated by Table II (page 16) which shows their growth since inception.

PERMANENT DEPARTMENTS

Permanent departments of the government also have generally been faced during the war by an increased amount of work. These departments are staffed in accordance with the Civil Service Act and its subsequent three amendments, and many positions are classed as permanent. It has been the policy of the Treasury Board and of the commission to make as few permanent appointments as possible, and to limit them to men with military service records, persons appointed by competition before the present war, and to positions normally filled by women. Considerable numbers of employees in permanent departments are class