Province of
British Columbia

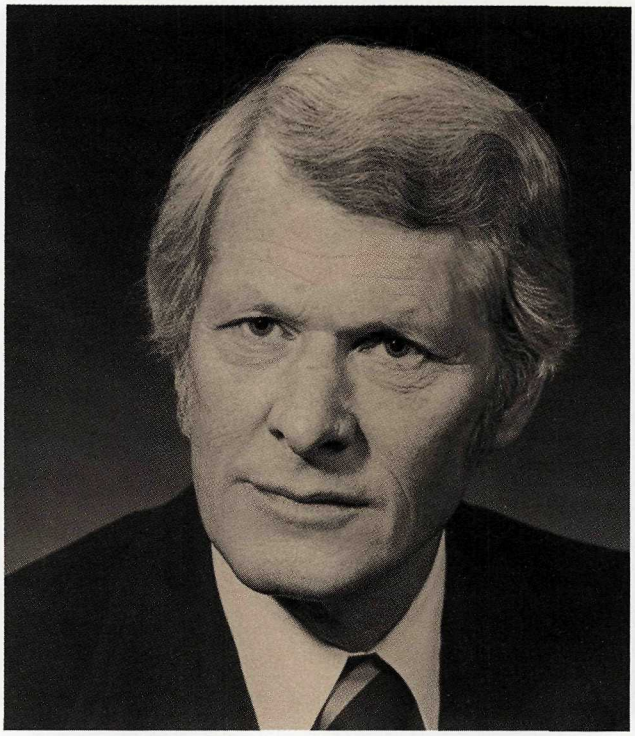
Ministry of Labour

Annual Report

For the year ended
December 31, 1976

HON. ALLAN WILLIAMS, Minister
JAMES G. MATKIN, Deputy Minister

Printed by Authority
of The Legislative Assembly



Allan Williams

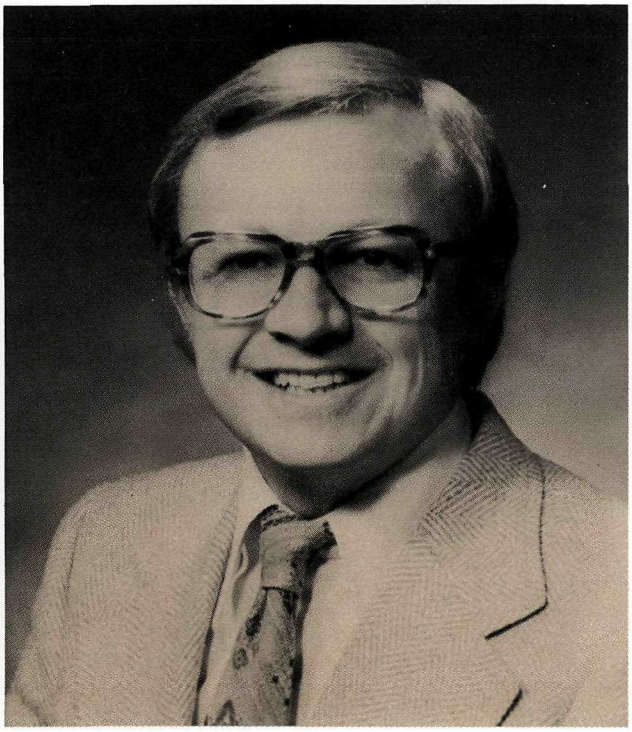
To Colonel the Honourable Walter S. Owen, Q.C., LL.D.,
Lieutenant-Governor of the Province of British Columbia.

May it please Your Honour:

The Annual Report of the Ministry of Labour of the Province for the year 19
is herewith respectfully submitted.

ALLAN WILLIAMS
Minister of Labour

Office of the Minister of Labour,
December 31, 1976.



James G. Matkin

The Honourable Allan Williams,
Minister of Labour.

Sir:
I have the honour to submit herewith the Fifty-ninth Annual Report on the work of the Ministry of Labour up to December 31, 1976.

JAMES G. MATKIN
Deputy Minister of Labour

Ministry of Labour,
Victoria, B.C., December 31, 1976.

Ministry of Labour

Associate Deputy Minister
(Job Training and Employment
Opportunities Division)
R.S. Azad

Executive Director
R.S. Plecas

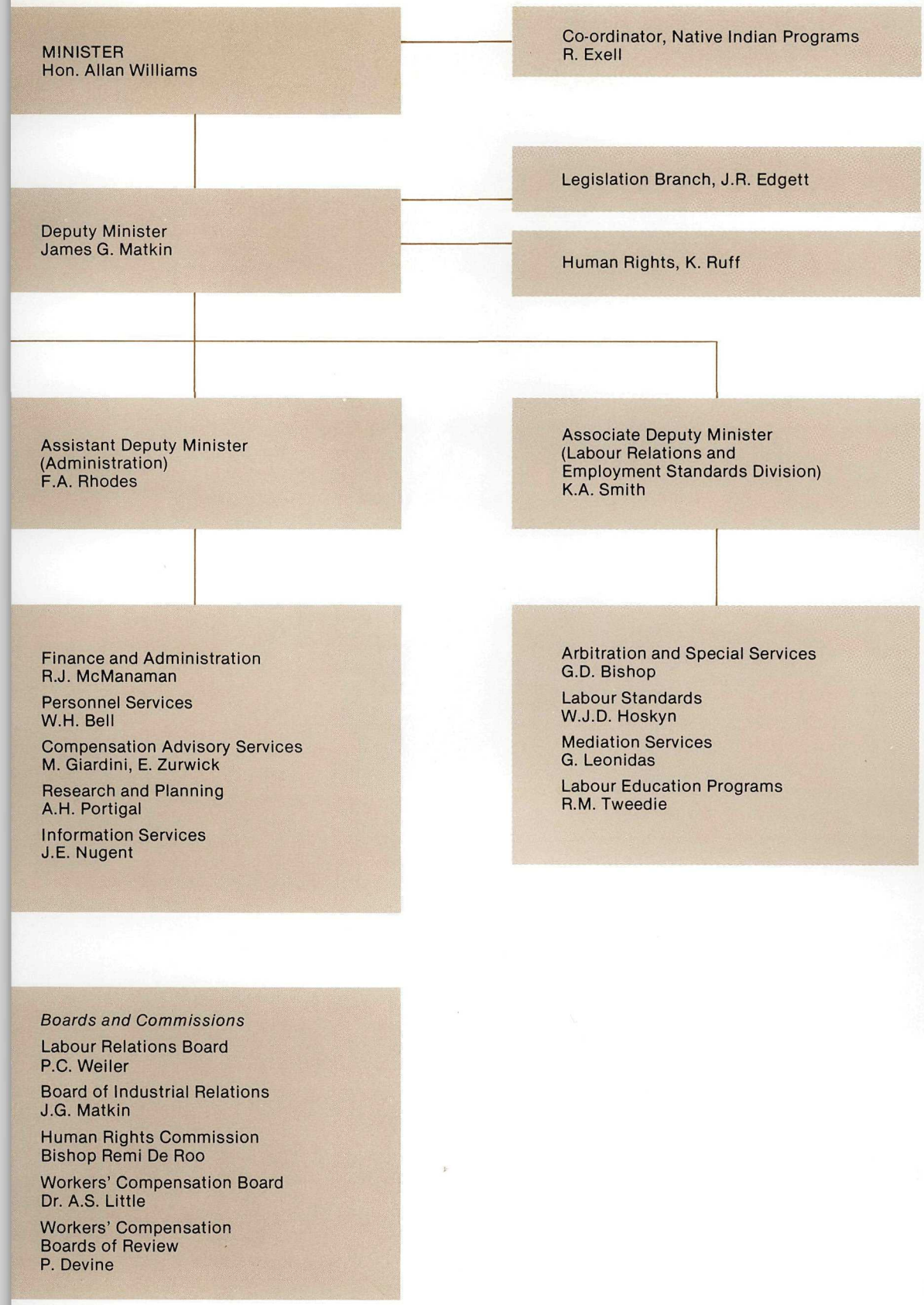
Apprenticeship Training Programs
S.W. Simpson

Employment Opportunity Programs
V. Burkhardt

Manpower Training and Development
Trade-schools Regulation
J. Melville

Elevating Devices
A. Moser

Occupational Environment
K. Martin


MINISTER
Hon. Allan Williams
Co-ordinator, Native Indian Programs
R. Exell
Legislation Branch, J.R. Edgett
Deputy Minister
James G. Matkin
Human Rights, K. Ruff
Assistant Deputy Minister
(Administration)
F.A. Rhodes
Associate Deputy Minister
(Labour Relations and
Employment Standards Division)
K.A. Smith
Finance and Administration
R.J. McManaman
Personnel Services
W.H. Bell
Compensation Advisory Services
M. Giardini, E. Zurwick
Research and Planning
A.H. Portigal
Information Services
J.E. Nugent
Arbitration and Special Services
G.D. Bishop
Labour Standards
W.J.D. Hoskyn
Mediation Services
G. Leonidas
Labour Education Programs
R.M. Tweedie
Boards and Commissions
Labour Relations Board
P.C. Weiler
Board of Industrial Relations
J.G. Matkin
Human Rights Commission
Bishop Remi De Roo
Workers' Compensation Board
Dr. A.S. Little
Workers' Compensation
Boards of Review
P. Devine

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MINISTRY OF LABOUR

Minister's Office

Minister of Labour	HON. ALLAN WILLIAMS	387-6
Co-ordinator, Native Indian Programs	ROBERT E. EXELL	387-3

Office of the Deputy Minister

Deputy Minister	JAMES G. MATKIN	387-3
Director, Legislation	JAMES R. EDGETT	387-3
Director, Human Rights	KATHLEEN RUFF	387-6

Administration Division

Assistant Deputy Minister	FRANK A. RHODES	387-5
Director, Finance and Administration	RAY J. McMANAMAN	387-1
Director, Personnel	WILLIAM H. BELL	387-3
Compensation Advisory Services —		
Compensation Consultant	MARIA GIARDINI	434-5
Employers' Advisor (5255 Heather, Vancouver)	ED ZURWICK	266-0
Director, Research and Planning	ALAN H. PORTIGAL	387-3
Director, Information Services	JACK E. NUGENT	387-1

Labour Relations and Employment Standards

Associate Deputy Minister (4211 Kingsway, Burnaby)	KENNETH A. SMITH	434-5
Director, Labour Standards	WILLIAM J.D. HOSKYN	387-1
Director, Mediation (4211 Kingsway, Burnaby)	GUS G. LEONIDAS	434-5
Director, Labour Education	RONALD M. TWEEDIE	387-5
Director, Arbitration and Special Services	GEORGE D. BISHOP	387-5

Job Training and Employment Opportunities Division

4211 Kingsway, Burnaby

Associate Deputy Minister	RANJIT S. AZAD	434-5
Acting Executive Director, Job Training and Employment Opportunity Programs	ROBERT PLECAS	387-5
Director, Manpower Training and Development Branch and Trade-schools Regulation	JOHN MELVILLE	434-5
Director, Apprenticeship Training Programs	SAMUEL W. SIMPSON	434-5
Acting Director, Occupational Environment	KENNETH MARTIN	434-5
Director, Elevating Devices (4240 Manor Street, Burnaby)	ALFRED MOSER	438-5
Acting Director, Employment Opportunity Programs (808 Douglas Street, Victoria)	VERN A. BURKHARDT	387-1

Boards and Commissions

Board of Industrial Relations
Parliament Buildings, Victoria

Chairman	JAMES G. MATKIN
Vice-Chairman and Secretary	J.R. EDGETT
Members	C. MURDOCH
	A. MACDONALD
	MRS. EMILY OSTAPCHUK
	R.K. GERVIN

Provincial Apprenticeship Committee
4211 Kingsway, Burnaby

Chairman	JOHN MELVILLE
Members	B.H. CAMPBELL
	J.A. GRAY
	E.H. McCAFFERY
	A.E. SMITH
	C. STAIRS
	S.W. SIMPSON
	T.W. TRINEER

Boards of Review (Workers' Compensation Act)
220, 5021 Kingsway, Burnaby

Administrative Chairman	PAUL DEVINE
Chairmen	W.I. AUERBACH
	R.W. STANDERWICK
	F.C.J. NEYLAN
	B. BLUMAN
	J.L.T. JENSEN
Members	W.I. BEEBY
	J.S. DON
	D.C. FRASER
	D. HAGGARTY
	H. HUEBNER
	N. MILLS
	S.J. SQUIRE
	W.N. PEAIN

Workers' Compensation Board
5255 Heather Street, Vancouver

Chairman	DR. A.S. LITTLE
Vice-Chairman	J.B. PARADIS
Commissioners	D. DAVIS
	S. BROWN
Administrative Assistant to Chairman	R. CALDECOTT
Board Counsel and Executive Officer	J.P. BERRY
Executive Director, Legal Services	I.E. TUFTS
Executive Director, Administration and Finance	J.A. TAYLOR
Executive Director, Medical Services	DR. J. DICK
Executive Director, Preventive Services	J.D. PATON
Executive Director, Rehabilitation Services and Claims	A.H. MULLAN

Human Rights Commission
Parliament Buildings, Victoria

Chairman	BISHOP REMI J. DE ROO
Members	LARRY RYAN
	WILLIAM BLACK
	GENE ERRINGTON
	ROSE CHARLIE

Labour Relations Board
1620 West Eighth Avenue, Vancouver

Chairman	PAUL C. WEILER
Vice-Chairman and Chief Administrative Officer	E.R. PECK
Vice-Chairmen	J.A. MOORE
	D.R. MUNROE
	R.S. BONE
	J. BAIGENT
Members	A. MACDONALD
	A.J. SMITH
	J.M. BILLINGS
	J. BROWN
	H.L. FRITZ
	M.L. KRAMER
	G.D.M. LESLIE
	K.R. MARTIN
	P. CAMERON
	J. McAVOY
	C.J. ALCOTT
	B. VAN DER WOERD

Principal Office

Victoria: 880 Douglas Street.

Regional Office Locations

Burnaby: 4211 Kingsway,
4240 Manor Street.
Chilliwack: 24 Victoria Avenue West.
Cranbrook: Room 226, 102 South 11th Avenue.
Dawson Creek: 1201 - 103rd Avenue.
Kamloops: 220, 546 St. Paul Street.
Kelowna: 1913 Kent Road.
Nanaimo: 190 Wallace Street.
Nelson: 310 Ward Street.
Prince George: Room 222, 1488 Fourth Avenue.
Terrace: 4548 Lakelse Avenue.
Williams Lake: 307, 35 Second Avenue South.

1976 in Review

Major Developments in 1976

Labour Market Information

Labour Dispute Statistics

Review of Major Developments in 1976

Improvements over 1975 were evident in the labour relations of the Province in 1976, although high levels of unemployment persisted. There was a very clear downward trend in wage settlement figures for 1976. The reliance on third-party intervention in negotiation was still prevalent in the early part of the year, but there were signs of a new approach to settlements without Government intervention by the end of the year.

Employment growth continued at a level higher than the national average, at 2.8 per cent, and produced an average level of 1,038,000 persons. Unemployment reached 8.6 per cent, or 98,000 persons. The consequent lack of buoyancy in the labour sector was indicated by a 2.9 per cent increase in the total labour force to an average level of 1,135,000 persons.

In terms of man-days lost, dispute activity in 1976 showed a decline of over 20 per cent from 1975 levels. Smaller disputes were evident during the year — 55 per cent of disputes involved fewer than 100 workers, 28 per cent involved at least 100 but less than 500, and 18 per cent involved 500 workers or more.

In the collective bargaining area, settlements during 1976 numbered 229, involving 120,271 employees, and provided for an average annual settlement of 10.7 per cent, or 73 cents an hour.

Lack of certainty with respect to the anti-inflation program, and generally unsettled economic conditions influenced the collective bargaining climate during 1976. There was also a trend toward contracts of shorter duration, and a consequent loading of the collective bargaining calendar for the Province in 1977.

In the industrial and labour relations fields, the year began with the provisions of the *Collective Bargaining Continuation Act* due to expire, and none of the disputes covered by the legislation resolved. With the assistance of the Ministry early in the year, major disputes were resolved in the forest industry, pulp and paper, B.C Railway, and the propane and food industries.

Legislative action was required to settle a dispute in the hospital industry, and the *Railway and Ferries Bargaining Assistance Act* was introduced to assist in the settlement of disputes in the rail and ferry travel industries.

Important steps were taken by the Ministry in the field of apprenticeship and training. In July the Ministers of Labour and Education appointed a Commission of Inquiry, headed by Dean Goard, to study vocational, technical, and trade training. Hearings were conducted across the Province, and recommendations for new institutional structures were made to the Government.

The growth in apprenticeship training increased substantially in 1976, with registration 11 per cent higher than in 1975. New programs were undertaken by the Ministry in these areas, including pilot projects for women in apprenticeship.

The Ministry again facilitated the employment of young people during the summer months, creating almost 12,000 jobs through the various programs undertaken.

Personnel changes included the appointment of Frank A. Rhodes, formerly Director of the Finance and Administration Branch, as Assistant Deputy Minister, Administration.

The Ministry marked the retirement in 1976 of Gerald H. O'Neill, Director, Arbitration Branch, after 42 years' service, and Roy A. MacDonald, Dir tor, Mediation Services Branch, afte 26 years.

Labour Market Information

British Columbia's population reached an estimated 2,494,000 persons in June, for a 12-month increase of 1.5 per cent, a considerably slower growth rate than that experienced in previous years. Throughout 1976 the Provincial labour market experienced high levels of unemployment, and relatively low rates of employment expansion.

Labour force growth was also considerably slower than in previous years, a 2.9 per cent increase pushing the total labour force to an average of 1,135,000 persons. Employment growth was 2.8 per cent, and averaged 1,038,000 persons during the year, while the number of unemployed climbed to 8.6 per cent of the labour force, or 98,000 persons.

A total of 97 major disputes occurred during 1976, and although slightly more workers were involved, the total of 1,470,757 man-days lost was 20 per cent below the figure for 1975.

The number of settlements reported during the year totalled 229 and covered 120,271 employees.

British Columbia continued to enjoy the highest average level of weekly earnings across Canada, with an industrial composite average of $259.78 per week. In terms of real purchasing power, this was 5.1 per cent higher than the 1975 average.

Population

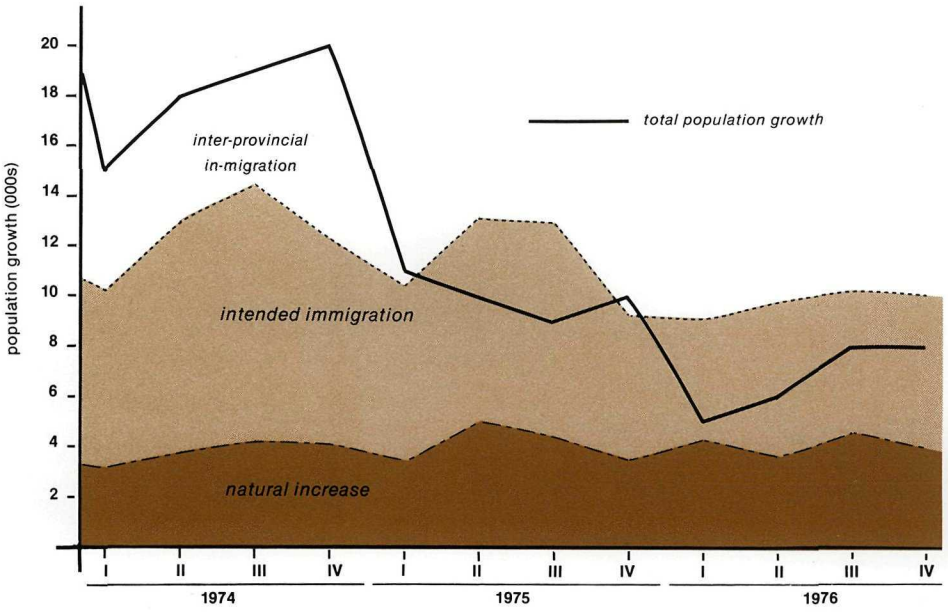
British Columbia's population continued to show substantial growth during 1976, although the 1.1 per cent rate of increase was considerably below the 3.0 per cent and 1.6 per cent increases of 1974 and 1975. By the end of 1976 an estimated 2,510,000 persons resided in the Province (*see* Fig. 1, page 15).

For the first time in many years, the natural increase, at 0.7 per cent of th total population, or slightly over 16,000 persons, provided the majorit of the Province's new population. In fact, 61.7 per cent of the total increase came from this source. The major reason for this turnaround, which could have significant implica tions for British Columbia's labour market, was the Province's tradition sources of population increase: imm gration and net in-migration fell to only 38.3 per cent of the total increase. The comparable figures fo 1975 and 1974 were 58.4 per cent an 78.1 per cent.

The most important reason for this change was probably the high unem ployment rates in this Province, and the effect of expansion and fairly lo unemployment in neighbouring Alberta. These factors combined to cause a net outflow of population numbering an estimated 10,130 persons during the year. Intended imm gration, numbering 20,484 persons during 1976, was also significantly lower than in the preceding two yea That decline has resulted either fron a decrease in total immigration to Canada or from the increased relativ attractiveness of other areas such as Alberta.

The significance of the changing co position of population increases is that it could soon lead to a declining rate of labour force increase. Many o the families or individuals migrating from the Province are experienced o skilled labour force participants, whereas the natural growth provides persons who will not be entering the labour force for at least 15 years.

Quarterly Population Growth by Component



Note: Interprovincial Migration negative in quarters II & III, 1975 and throughout 1976.
Source: Statistics Canada, "Canadian Statistical Review", Ottawa Cat. 11-003.

Population, 1967-1976

Year	British Columbia Population(1)	Population Growth (per cent)	
		Canada	British Columbia
1967	1,945,000	1.8	3.8
1968	2,003,000	1.6	3.0
1969	2,060,000	1.5	3.2
1970	2,128,000	1.4	3.0
1971[2]	2,184,000	1.3	2.7
1972	2,247,000	1.2	2.9
1973	2,315,000	1.2	3.0
1974	2,395,000	1.6	3.5
1975	2,457,000	1.6	2.6
1976[3]	2,494,000	1.4	1.5

1 As of June 1 of each year. 2 Census counts. 3 Preliminary.
Source: Statistics Canada, *Canadian Statistical Review,* Ottawa, Cat. 11-003 (monthly).

Labour Force

British Columbia's labour force continued to show significant expansion during 1976. The yearly average of 1,135,000 participants was 2.9 per cent higher than that of 1975. The labour force grew rapidly during the first half of the year, surpassed the 1975 average level in March, and peaked at 1,191,000 persons in July.

Total growth continued to be led by the increased involvement of women in the labour market. During 1976 this component of the labour force grew by 16,000 persons, up 3.9 per cent over the 1975 level. The male labour force grew by an identical 16,000 persons, but at a significantly lower rate, 2.3 per cent.

Labour Force Growth, Canada and Regions

(Thousands)(1)

	1975 Average	1976 Average	Growth Rate (per cent)
Canada	10,060	10,308	2.5
British Columbia	1,103	1,135	2.9
Prairies	1,634	1,708	4.5
Ontario	3,857	3,931	1.9
Quebec	2,668	2,716	1.8
Atlantic	797	818	2.6

1 Unless otherwise stated, all data in this section and the following two sections are from Statistics Canada, *The Labour Force Survey,* Ottawa, Cat. 71-001 (monthly).

Labour Force, by Sex, 1975-1976

(thousands)

	Total	Men	Women
1975 average	1,103	693	410
I	1,073	674	399
II	1,114	699	415
III	1,121	711	411
IV	1,102	687	415
1976 average	1,135	709	426
I	1,099	686	414
II	1,133	704	428
III	1,173	732	441
IV	1,135	713	423

Labour Force, by Age Group

(thousands)

Age group	1975 Aver-age	1976 Aver-age	1976 I	II	III	IV
15-19	130	129	116	126	153	123
20-24	164	167	158	168	175	166
25-44	500	524	510	524	530	530
45-64	292	299	299	299	299	300
65+	17	18	17	16	16	18

An examination of the age components shows almost half the labour force, or 524,000 persons, aged 25-44 in 1976. The older components, the 45-64 and 65-and-over groups, numbered an average of 299,000 and 18,000. These three groups showed little seasonal variation, the maximum difference between high and low months in the 25-44 group being only 6 per cent.

Seasonality in the other age groups of the labour force was more marked. The youngest component, 15-19, averaged 129,000 persons during the year, but rose to 169,000 and 164,000 persons in July and August, the peak months of student participation. The 20-24 group averaged 167,000 persons over the year, but peaked at 180,000 during July.

The participation rate increased marginally over the previous year. At 61.5 per cent of the labour force, it had risen only 0.3 point over the 1975 rate. The 1976 rate in British Columbia is lower than that of Ontario and Alberta, but higher than that of all other provinces.

The slight increase in this year's participation rate is accounted for by the continued increase in female participation, which rose from an average rate of 45.2 per cent in 1975 to 45.7 per cent in 1976. Although this increase was lower than in previous years, the generally tight labour market and high unemployment among women undoubtedly discouraged some women from entering the labour market. Male participation rates remained at their average 1975 level of 77.6 for 1976, although the seasonably adjusted rate edged upward toward the year's end, perhaps reflecting a slightly improved labour market for these people.

Participation Rates by Sex

	Both Sexes	Men	W
1975 average	61.3	77.6	
1976 average	61.5	77.6	
I	60.0	75.6	
II	61.3	77.4	
III	63.4	80.1	
IV	61.1	77.6	

Examination of age-group participation rates shows increases in rates for the prime working-age groups, 25-44 and 45-64, and decreases for the 15-19, 20-24, and 65-and-over groups. The 25-44 group had an average participation rate of 76.5 and also showed a gradual increase over the year. The 45-65 group's rate of 62.3 was up marginally from 1975's average of 61.9. For the youngest age group, 15-19, participation rates declined to 55.6 from last year's average of 56.5.

Seasonality was another important factor with this group, as the summer influx of students pushed July's rate to 72.6, in contrast to seasonal lows of 49.2 in January and 51.1 in December. The 20-24 group showed a declining participation rate from the previous year, with an annual average of 75.9, down 0.9 from 1975. Seasonality was marked with this group, although the 15.3 per cent low-high month variation was not nearly as great as that exhibited in the 15-19 group — 47.6 per cent. For the 65-and-over age group, participation rates declined from a 1975 average of 7.7 to 7.3 in 1976.

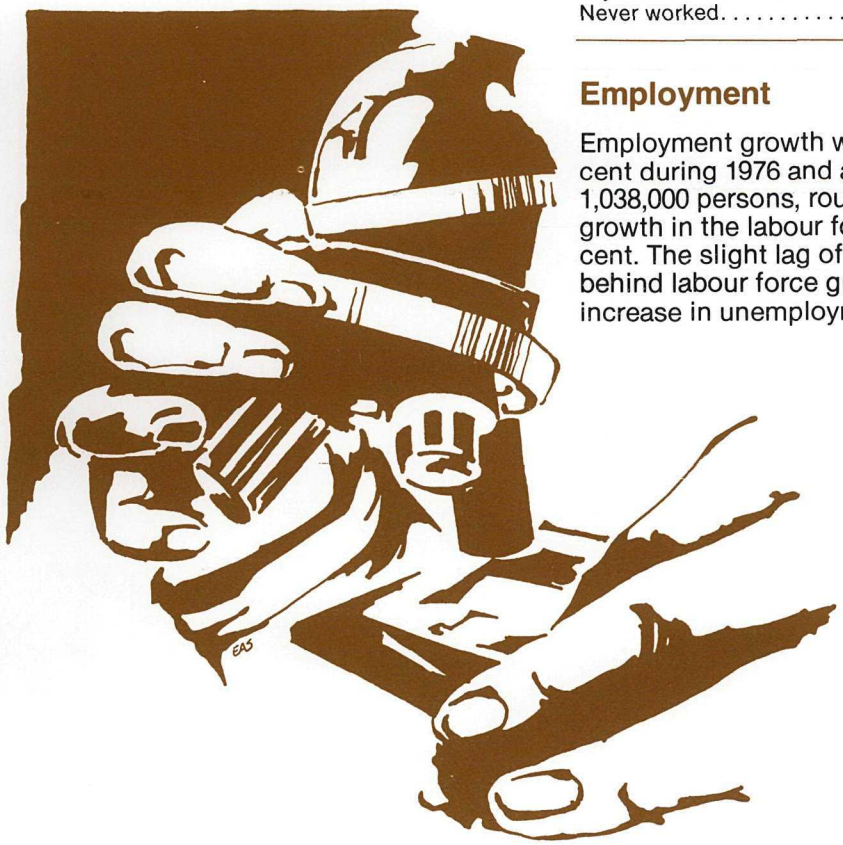
During 1976, 61.5 per cent of the population aged 15 and over participated in the labour market, but the remainder, numbering 710,000 persons, did not participate. The accompanying table lists some of the reasons for non-participation as provided by the Labour Force Survey.

A total of 35.9 per cent of persons stated they had not worked in the last five years, and 22.7 per cent declared they had never worked. Personal responsibilities, retirement, and school attendance were also significant factors in non-participation. Although this table does not attempt to distinguish between those who were voluntary non-participants and those who were discouraged from entering the labour market, the 50,000 persons grouped under "lost job or laid off" would likely be in the latter categories — that is, "discouraged." Most other persons are more likely voluntary non-participants, although a proportion of the people giving school attendance or retirement as reasons for non-participation may also be discouraged workers.

Population Aged 15-and-over not in the Labour Force, by Reason, 1976

(Thousands)

	Number	Per Cent
Total	710	100.0
Own illness	30	4.2
Personal Responsibilities	58	8.2
School	47	6.6
Lost job or laid off	50	7.0
Retired	53	7.5
Other reasons	56	7.9
Not worked in the last five years	255	35.9
Never worked	161	22.7



Employment

Employment growth was up 2.8 per cent during 1976 and averaged 1,038,000 persons, roughly paralleling growth in the labour force at 2.9 per cent. The slight lag of employment behind labour force growth led to an increase in unemployment over

previous years. The number of men employed during the year averaged 656,000, a marked sluggishness in the early months of the year being replaced by the usual seasonal expansion during July and August. During these two months, total male employment numbered 691,000 and 697,000 persons.

The average number of women employed during the year averaged 382,000, an increase of 3.0 per cent over the previous year. Although this was a slightly greater increase than for total employment growth, it was still significantly less than in previous years, when rates of employment growth for women were almost twice those for men. This could have been caused by a lack of new opportunities for women, suggested by the relatively small increase in service sector employment. As with male employment, peak employment months were July and August, although the seasonal increase for women was smaller than for men, peak months being only 3.4 per cent higher than the annual average, compared with 6.3 per cent for men.

Employment by Sex (Quarterly)

(thousands)

	Total	Men	Women
1975 average	1,009	638	372
I	973	614	359
II	1,026	650	376
III	1,029	655	374
IV	1,009	632	377
1976 average	1,038	656	382
I	993	624	369
II	1,030	648	383
III	1,078	688	390
IV	1,049	665	383

Average monthly employment totals by age groups indicate substantial employment growth in the 25-44 bracket (4.9 per cent over 1975) and smaller increases in the 20-24 group and 45-64 group, which were up 1.4 per cent and 2.5 per cent. In the other age groups, the 65-and-over group showed the same level of employment as in 1975, while the youth group, 15-19, actually showed a 2,000-person, or 1.9 per cent, decline in employment.

As expected, seasonal employment factors were most significant in the younger age brackets, and almost non-existent in the 25-and-over groups. In the 15-19 group, there were 140,000 persons working in th peak employment month of August number one third higher than the yearly average for this group. For th 20-24 age bracket, July and August peaks of 160,000 were 9.6 per cent above the yearly average.

Full-time employment as a percenta of total employment decreased slig ly during 1976, as an estimated 86.7 per cent of all jobs were classified "full-time," compared with 87.3 per cent during 1975. Part-time employment was extremely high among women. They occupied 97,000 positions or over 70 per cent of all part-time employment. Among men, 93.7 per cent held full-time positions, whereas only 41,000 or 6.3 per cent, worked part time.

Full-time and Part-time Employme B.C. 1975-1976

(thousands)

	Total	Full-time
Both sexes —		
1975	1,009	881
1976	1,038	899
Men —		
1975	638	601
1976	656	615
Women —		
1975	372	279
1976	381	284

NOTE — Full-time employed are those who usually wor more than 30 hours a week, or those persons working le than 30 hours who consider their employment as full-tir

Estimates of employment by indust groups show that the goods sector grew at a slightly faster rate than th Canadian average, 2.9 per cent in British Columbia versus 2.2 per cer nationally, with a 9.0 per cent increase in manufacturing employme leading the way. Manufacturing employment growth occurred primarily during the summer, but was also maintained into the fourth qua ter. In the primary products group, employment increased by 7.1 per c

over 1975 and averaged 45,000 persons during the year. The construction industry, despite high levels of employment during the last two quarters of the year, was unchanged from last year's average.

Average employment in the service sector was up by only 1.1 per cent over 1975, and tended to be concentrated in two industrial areas, transportation and finance. Average employment in the transportation group was 110,000 persons for the year, a modest 2.8 per cent gain over 1975, and total employment in finance increased 9.1 per cent. Among other service industries, public administration showed a modest 1.5 per cent increase in growth over 1975, the trade group showed no increase, and the communications group showed a slight 0.3 per cent decline in average employment during 1976.

An examination of employment estimates by occupational groups helps to explain the relatively small expansion of employment among women during the past year. In such male-dominated occupational groups as construction, primary occupations, and processing, they showed the largest gains during 1976 — 5.9 per cent, 11.6 per cent, and 7.3 per cent. An estimated 92.2 per cent of average 1976 employment in those occupations was male, whereas 68.8 per cent of all women employed were in the service, clerical, and sales occupational groups. Sales and service occupations grew 0.8 per cent and 1.4 per cent, and the number of clerical positions actually declined by 2.9 per cent from the 1975 level. The management, administrative, and professional group, the largest occupational group, with an average of 219,000 persons employed, expanded by 3.3 per cent, and the smaller transportation and material handling groups expanded by 4.0 per cent and 4.4. per cent.

Estimates of Employment by Industry and by Occupation

(thousands)

	1975	1976				
	Average	Average	I	II	III	IV
Employment by Industry						
Goods	294	313	293	308	333	319
Agriculture	16	18	17	18	19	18
Other primary products	42	45	45	46	47	43
Manufacturing	156	170	163	165	177	176
Construction	80	80	—	—	—	—
Service	716	724	700	722	746	730
Trade	195	195	194	189	199	200
Transport, communication, other utilities	107	110	105	114	115	106
Finance, insurance, real estate	55	60	60	59	63	59
Community, business, personal service	291	290	279	290	295	296
Public administration	68	69	63	70	73	68
Employment by Occupation						
Managerial, administrative, professional	212	219	212	223	222	219
Clerical	173	168	161	168	175	169
Sales	125	126	130	124	123	125
Service	143	145	134	137	157	151
Primary occupations	43	48	42	47	54	48
Processing	136	146	143	147	149	147
Construction	84	89	75	88	101	91
Material handling and other crafts	43	45	47	45	43	46
Totals	1,009	1,038	993	1,030	1,078	1,049

Unemployment

Both levels and rates of unemployment were up slightly in British Columbia during 1976. The monthly level of unemployed averaged 98,000 persons — 53,000 men and 45,000 women, while the rate of unemployment averaged 8.6 per cent during the year. When compared with average levels in 1975, this represents a 3.6 per cent decline in male unemployment, and a 15.4 per cent increase, or 6,000 persons, in female unemployment.

The number of men unemployed was at a fairly high level in January and February of the year, but fell during the summer months as employment opportunties expanded, owing to summer jobs and the general improvement in the goods sector during this period. Although male unemployment again edged upward in the latter months of the year, it di not reach the high of the first quarte

The level of unemployment for women was high in the early months of the year, followed by even higher levels in the summer months, and slight improvement in the last quarte of the year. This anomaly can be explained by recalling the severe shortage of employment opportu ties offered by the service sector during the summer months, when th influx of female students was highest, and also the improvement i part-times sales opportunities in the latter part of the year, as establishments geared up for Christmas sale

Unemployment and Unemployment Rates, by Sex

	Unemployment (Thousands)			Unemployment Rates (per cent)		
	Both Sexes	Men	Women	Both Sexes	Men	Wor
1975 average	95	55	39	8.5	7.9	9
1976 average	98	53	45	8.6	7.5	10
I	106	62	44	9.7	9.0	10
II	102	56	46	9.0	8.0	10
III	95	44	50	8.1	6.0	11
IV	87	47	39	7.7	6.6	9

The effect of increased unemployment levels was, of course, to increase the over-all rates of unemployment, with the female rate increasing the most. The actual rate of unemployment rose to 8.6 per cent of the labour force during 1976. For men it was 7.4 per cent and for women, 10.5 per cent. The unemployment rate for women remained above 10 per cent for all but the final three months of 1976.

Quarterly Unemployment Rates by Age

Age Group	1975 Average	1976 Average	1976 I	1976 II	1976 III
15-19	17.6	19.0	21.0	19.4	17.5
20-24	12.2	12.2	14.2	13.9	10.3
25-44	6.8	6.6	8.1	7.0	6.1
45-64	5.5	5.8	5.7	5.7	5.6
Total	8.5	8.6	9.7	9.0	8.1

Age group unemployment rates continued to show a great deal of variation in 1976. The lowest aggregate rates were experienced among people aged 25-44 and 45-64, reflecting the experience, seniority, and training embodied in this section of the labour force. The average 1976 rate for the first group was 6.6 per cent, down 0.2 percentage points from the previous year. In the second group, a 0.3 percentage point rise in the unemployment rate left the year's average at 5.8 per cent.

Unemployment rates remained discouragingly high among the younger components of the labour force. An average of 19.0 per cent of persons aged 15-19 were without work during 1976. Except for a slight decline in the rates during June, August, and September, extremely high rates persisted all year, and there is not much sign of improvement for the forthcoming year. For the age group 20-24, 12.2 per cent of persons were without work during the year.

Because unemployment was such an important factor in the 1976 labour market situation, a brief examination of some of the reasons given by the unemployed for their predicament, coupled with some additional characteristics of these persons, might be informative.

A summary of reasons is provided in the accompanying table. It shows that the bulk of people were unemployed because of layoff or lost jobs, and that these factors encompassed an estimated 48,000 persons, or 59.0 per cent of the total unemployed.

"Other reasons" affected another 25,000 persons, and could possibly have included new immigrants, in-migrants from other provinces, and spouses of persons transferred within this Province who had not been able to find new employment, persons who voluntarily left part-time or temporary positions to find full-time employment, and recent school graduates and dropouts who may have had previous labour market experience. Factors like own illness, personal responsibilities, and school affected another 18,000 persons. Those who had never previously worked, and who were at that time looking for work, numbered an estimated 4,000 persons.

Unemployed by Reason, 1976

(thousands)

	1976	
	Average Number	Per Cent of Total
Total	98	—
Own illness	5	5.1
Personal responsibilities	7	7.1
School	6	6.1
Lost job or laid off	48	59.0
Other reasons	25	25.5
Never worked	4	4.1

The table dealing with "Estimates of Labour Force, by Education" provides some indication of the educational attainment of the labour force in general and the unemployed in particular. It would be more relevant, however, to have this information available by age group in order to separate education/experience combinations.

Despite this limitation, indications are that the majority of the unemployed fell in the "some high school and no post-secondary school" grouping. Of the total unemployed, 62.2 per cent, or 61,000 persons, fell within this classification. In the total labour force, 53.9 per cent of people were so classified. The relatively low unemployment rates of 6.5 per cent for persons with a post-secondary diploma, and 4.1 per cent for those with a university degree, clearly suggest a correlation between levels of education and unemployment.

One apparent abnormality indicated by this table is the increase in unemployment for persons with higher education, and the decrease for the lesser educated groups, when the 1975 and 1976 averages are compared. An explanation for this change could lie with the employment expansion in some of the goods-producing industries during 1976, which resulted in the recall of some older, experienced workers, but did not affect the difficulty of securing employment for many new labour market entrants.

Estimates of Labour Force, by Education, B.C. 1975-1976 (000s)

(thousands)

		Labour Force Total	Unemployment	Unemployment Rate
0-8 years of education	(1975)	133	15	11.1
	(1976)	134	13	9.9
Some high school and post secondary	(1975)	568	57	10.0
	(1976)	612	61	9.9
Some post-secondary	(1975)	128	10	8.2
	(1976)	136	10	7.1
Post-secondary diploma	(1975)	160	8(1)	5.3(1)
	(1976)	140	9	6.5
University degree	(1975)	113	3(1)	2.7(1)
	(1976)	113	5	4.1

1 Residual estimates.

Organized Labour Force

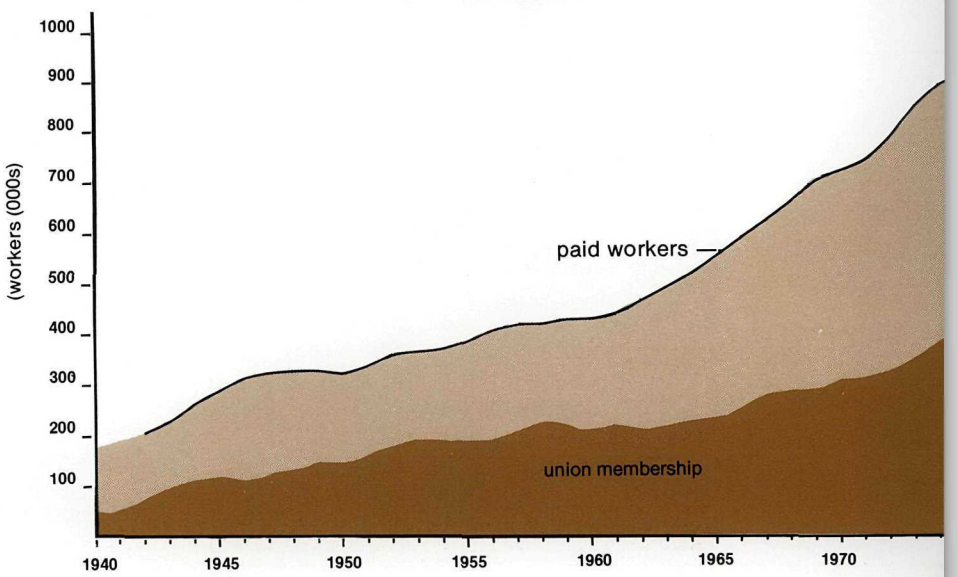
As of January 1, 1976, there was a total of 426,723 workers in British Columbia who were members of trade unions. This represented an increase of 25,115, or 6.3 per cent, over the previous total of 401,608 union members reported for the same date in 1975. These organized workers comprised 44.9 per cent of the total paid workers in the Province in 1976.

Again in 1976, the largest union in British Columbia was the International Woodworkers of America, with 41,875 members in the Province. Rounding out the top five were B.C. Government Employees' Union, 32,764; B.C. Teachers' Federation, 28,415; Canadian Union of Public Employees, 23,105; and the Teamsters, 18,870. In all, 22 unions in British Columbia had memberships larger than 5,000.

Over the year, union membership among women grew by 16,070, or 15.2 per cent, which represents more than double the 6.3 per cent rate of growth for the total union membership. Female union membership stood at 122,117 as of January 1, 1976, and comprised 34.6 per cent of the female paid workers. More than half of male paid workers, 51.0 per cent, belonged to unions as of the same date. Twenty-one unions had female memberships of more than 1,000, led by the Registered Nurses' Association of B.C., with 17,914 members, and followed by the B.C. Teachers' Federation, 15,355, the Hospital Employees' Union Local 180 13,251, and the B.C. Government Employees' Union, 12,380.

Union membership by industry did not shift appreciably over the 12-month period from January 1, 1975, to January 1, 1976. Members in the trade and service sector comprised the largest group, 187,089 employees, with 43.8 per cent of the total union membership in the Province. Manufacturing had 111,402 members, or 26.1 per cent of the total membership

Growth of Paid Workers and Union Membership



Union Membership in British Columbia, 1945-1976

Year	Total Membership	Percentage Change From Previous Year	Total Paid Workers(1)	Organized Labour as a Percentage of Total Paid Workers
1945	110,045	—	283,000	38.9
1950	146,259	—	335,000	43.6
1955	186,951	—	381,000	49.1
1960	215,437	—	430,000	50.1
1965	237,864	4.9	550,000	43.2
1966	256,241	7.7	588,000	43.6
1967	273,946	6.9	626,000	43.8
1968	287,502	5.0	654,000	44.0
1969	292,842	1.9	706,000	41.5
1970	310,222	5.9	713,000	43.5
1971	316,587	2.1	743,000	42.6
1972	332,091	4.9	784,000	42.4
1973	350,175	5.5	850,000	41.2
1974	395,846	13.0	895,000	44.2
1975	401,608	1.5	919,000	43.7
1976	426,723	6.3	950,000	44.9

Source: Statistics Canada, *The Labour Force,* Ottawa; Cat. 71-001 (Monthly).
1 Includes agricultural workers in 1976.

Unions with a British Columbia Membership Greater than 5,000, 1976

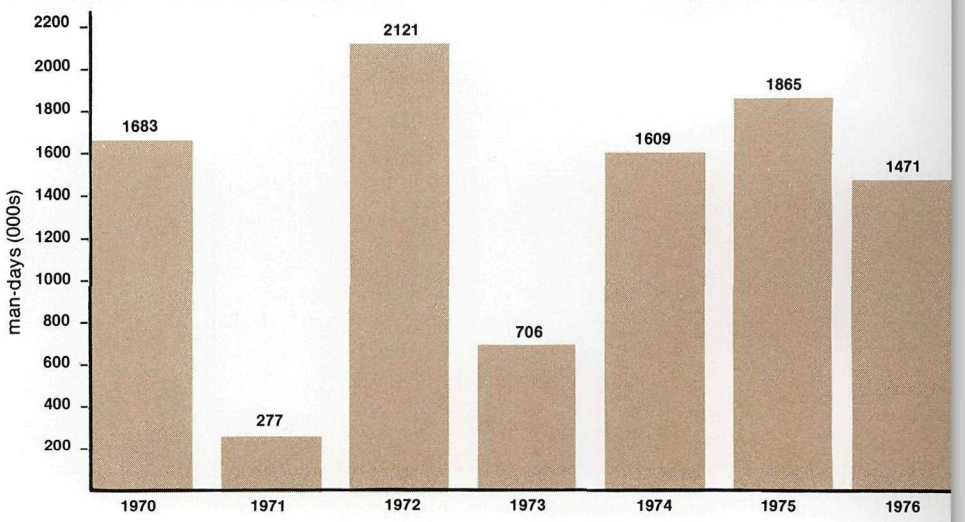
Union	Membership, January 1976	Relative Position, 1976	Relative Position, 1975(1)
International Woodworkers of America (AFL-CIO/CLC)	41,875	1	1
B.C. Government Employees' Union (CLC)	32,764	2	2
B.C. Teachers' Federation (Ind.)	28,415	3	3
Canadian Union of Public Employees (CLC)	23,105	4	5
International Brotherhood of Teamsters	18,870	5	4
Registered Nurses Association of B.C.	18,094	6	6
Hospital Employees' Union, Local 180	16,513	7	8
Carpenters	15,772	8	7
Public Service Alliance of Canada	12,645	9	9
Operating Engineers	11,207	10	12
Hotel Employees	10,882	11	11
United Steelworkers	10,316	12	10
IBEW (Electrical Workers)	10,025	13	15
Labourers' International Union	9,974	14	13
Federation of Telephone Workers of B.C.	9,578	15	14
Canadian Paperworkers' Union	8,636	16	16
Machinists	8,558	17	17
Office and Technical Employees Union	8,167	18	21
Retail Clerks International Association	7,550	19	18
Pulp, Paper and Woodworkers of Canada	6,354	20	20
United Fishermen and Allied Workers	5,794	21	19
Plumbers	5,160	22	(2)

1 As of January 1.
2 Did not have 5,000 members in 1975 survey.

Labour Dispute Statistics

The number of workers directly involved in labour disputes in 1976 rose by more than a quarter over 1975 totals, largely because of two Province-wide construction disputes. The usual measure of dispute activity duration in man-days, however, showed a decline of over 20 per cent from 1975 levels. The 1,470,757 man-days recorded is only the fifth highes total during the past seven years. When expressed as a percentage of total time worked by wage and salary earners in the Province, these disputes are seen to account for only 0.6 per cent of estimated 1976 working-time, down from 0.8 per cent in 1975.

Man-Days of Work Stoppage, 1970-1976



Analysis of Time-loss by Industry, 1976[1]

	Number of Disputes	Workers Directly Involved		Estimated Duration in Man-days	
		Number	Percentage of Total	Number	Percenta of Tota
Jurisdictional Classification					
Provincial	83	81,358	96.2	1,452,646	98.8
Federal	14	3,207	3.8	18,111	1.2
Industrial Classification					
Agriculture	—	—	—	—	—
Forestry (primarily logging)	1	225	0.3	225	0.0
Fishing	1	350	0.4	350	0.0
Mines, quarries, oil wells	8	4,580	5.4	215,844	14.7
Manufacturing	18	5,902	7.0	125,385	8.5
Construction	9	54,702	64.7	840,840	57.2
Transportation	35	10,232	12.1	189,681	12.9
Trade	1	7	0.0	21	0.0
Finance	—	—	—	—	—
Community, business, personal service	21	6,297	7.4	91,041	6.2
Public administration	3	2,270	2.7	7,370	0.5
Totals for all industries	97	84,565	100.0	1,470,757	100.0

1 Figures are subject to revision.

Analysis of Disputes, 1955-1976

Year	Total Paid Workers(1)	Number of Disputes(2)	Estimated Number of Workers Affected	Estimated Man-days Lost	Estimated Time-loss as a Percentage of Total Working-time of Wage and Salary Earners
1956	414,000	35	3,197	39,211	—
1957	430,000	35	8,914	225,869	0.2
1958	422,000	29	11,709	325,211	0.3
1959	438,000	34	33,443	1,423,268	1.3
1960	430,000	14	999	35,848	—
1961	438,000	17	1,638	34,659	—
1962	461,000	33	1,982	32,987	—
1963	488,000	23	824	24,056	—
1964	519,000	29	9,503	181,784	0.2
1965	550,000	40	6,755	104,430	0.1
1966	588,000	39	24,748	272,922	0.2
1967	626,000	54	11,371	327,272	0.2
1968	654,000	66	12,179	406,729	0.2
1969	706,000	85	17,916	406,645	0.2
1970	713,000	82	46,642	1,683,261	0.9
1971	743,000	113	52,358	276,999	0.1
1972	784,000	101	106,399	2,120,848	1.1
1973	850,000	142	96,078	705,525	0.3
1974	895,000	139	86,932	1,609,431	0.7
1975	919,000	173	67,502	1,864,596	0.8
1976	950,000	97	84,565	1,470,757	0.6

1 Does not include persons who operated their own businesses, farms, or professions, or persons who worked without pay on a farm or business owned or operated by a member of the household to whom they were related. Totals include agricultural workers for the first time in 1976. Source: Statistics Canada, *The Labour Force.*
2 Statistics for the years prior to 1970 exclude disputes that did not fall within the scope of the *Mediation Commission Act* or its predecessors. Also, definitional changes made for 1976 make earlier dispute totals non-comparable (revisions forthcoming). *See* March 1976 *Labour Research Bulletin,* p. 27, for details.

Dispute reductions were most evident in industries within Federal jurisdiction. The 14 disputes affecting 3,207 workers for 18,111 man-days in 1976 represented only a fraction of the 348,586 days recorded by 27,430 workers during 1975. Despite an increasing share of dispute activity, man-days recorded in industries within the Provincial jurisdiction also fell in 1976, by 4.2 per cent, to a level of 1,452,646.

An examination of the size of disputes according to number of workers affected reveals that smaller disputes were relatively more common in 1976. During the year, 55 per cent of the disputes involved fewer than 100 workers, 28 per cent involved at least 100 but less than 500, and 18 per cent involved 500 people or more. Comparable figures for 1975 were 45 per cent, 40 per cent, and 15 per cent.

A separate estimate has been made of the numbers of British Columbia workers who participated in the National Day of Protest. This is in keeping with a declaratory opinion of the Provincial Labour Relations Board, published in the October 1976 edition of the Ministry's *Labour Research Bulletin,* which ruled that protesting employees could not be considered to be on strike against their employer, within the meaning of the Labour Code, unless their action specifically contravened a collective agreement, and that decisions in such cases would have to be rendered by an arbitrator.

In addition, the Day of Protest estimate has not been incorporated into the regular dispute series in order to preserve the continuity of that series in its function as an indicator of breakdowns in labour-management relations. Participants in industries within Federal jurisdiction have been similarly counted to preserve the consistency of the estimates.

The estimates showed that 139,150 British Columbia workers, approximately one third of all British Columbia union members, participated in the Day of Protest. Of this total, 13,200 were in industries within

the Federal jurisdiction, and 125,950 in industries within the Provincial jurisdiction.

Definitions

The British Columbia Ministry of Labour has been collecting and reporting labour dispute statistics since 1918. The series has been developed for the purpose of providing a quantitative measure of the extent to which disagreements between labour and management result in disputes. Information about possible disputes is collected from a variety of sources, such as the news media, Ministerial information sources, and other Government and private publications. Specific details for each dispute are then verified by direct contact with the parties involved.

Dispute

The major criterion used in the collection of dispute statistics is the concept of work stoppage. All stoppages, whether or not authorized by the union, legal or illegal, are included, with no attempt at categorization. Consequently, labour dispute statistics for 1975 are composed of strikes, lockouts, and jurisdictional disputes, as well as the occasional sympathy or protest strike.

Small disputes involving less than 10 man-days duration, however, may occasionally be omitted. There is some reservation as to whether such disputes should be included because of the difficulties involved in defining, identifying, and securing information on disputes that last for only a few hours or less.

Workers Involved

Only those workers directly involved in a dispute are reported. Workers indirectly affected by disputes, such as those involved in layoffs resulting from lack of materials, or those respecting picket lines, are not included in the number of workers directly involved. If the number of workers involved varies during the course of the stoppage, the maximum number is shown.

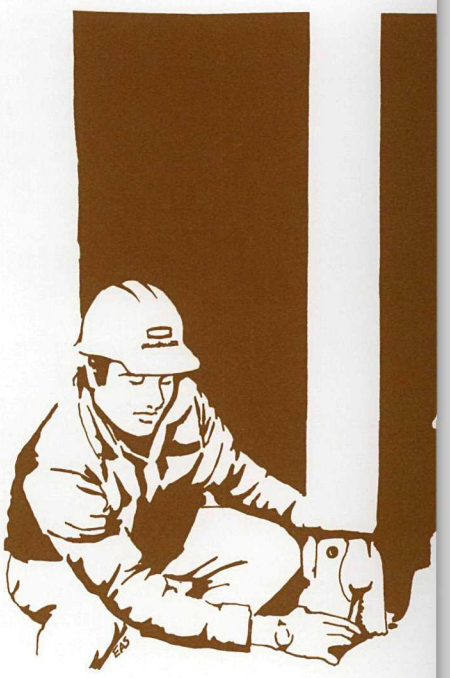
Duration

The duration of a labour dispute is calculated in terms of working-days from the commencement date of the dispute to the termination date. The commencement date is the first day on which normal operations were affected by the work stoppage.

The termination date is the day on which work was resumed. If normal operations could not be resumed after the settlement of a dispute, the day on which the workers were available for work is regarded as the termination date. The days counted as "working" are those on which the establishment involved would normally be in operation.

Duration in Man-days

Duration in man-days is calculated by multiplying the duration in working-days by the number of workers directly involved. For work stoppages involving establishments in which the number of weekly working-days exceeds the work week of individual employees, the duration in man-days is so weighted. As far as information permits, variations in the number of workers directly involved in the course of a labour dispute are also taken into account in the calculation of man-days.



Labour Disputes by Month, 1976[1]

	(2) Disputes	(3) Workers	(4) Duration
January			
Agriculture	—	—	—
Forestry(2)	—	—	—
Fishing	—	—	—
Mines(3)	—	—	—
Manufacturing	6	552	10,532
Construction	2	9	189
Transportation	3	394	3,570
Trade	—	—	—
Finance	—	—	—
Communication	3	132	2,420
Public Administration	1	300	5,400
Totals	15	1,387	22,111
Federal	—	—	—
Provincial	15	1,387	22,111
February			
Agriculture	—	—	—
Forestry(2)	—	—	—
Fishing	—	—	—
Mines(3)	1	180	2,700
Manufacturing	7	1,067	14,295
Construction	2	9	146
Transportation	2	350	2,250
Trade	—	—	—
Finance	—	—	—
Communication	2	123	2,520
Public Administration	—	—	—
Totals	14	1,729	21,911
Federal	1	250	250
Provincial	13	1,479	21,661
March			
Agriculture	—	—	—
Forestry(2)	—	—	—
Fishing	—	—	—
Mines(3)	2	580	7,740
Manufacturing	4	872	10,396
Construction	3	17	220
Transportation	5	4,587	34,330
Trade	—	—	—
Finance	—	—	—
Communication	3	166	2,762
Public Administration	—	—	—
Totals	17	6,222	55,448
Federal	1	318	1,658
Provincial	16	5,904	53,790
April			
Agriculture	—	—	—
Forestry(2)	—	—	—
Fishing	—	—	—
Mines(3)	3	1,210	13,440
Manufacturing	3	292	5,862
Construction	3	17	217
Transportation	5	4,099	44,323
Trade	—	—	—
Finance	—	—	—
Communication	7	1,060	18,806
Public Administration	—	—	—
Totals	21	6,678	82,648
Federal	1	38	152
Provincial	20	6,640	82,496
May			
Agriculture	—	—	—
Forestry(2)	—	—	—
Fishing	—	—	—
Mines(3)	5	2,900	40,640
Manufacturing	4	321	5,418
Construction	1	7	140
Transportation	5	2,132	19,112
Trade	—	—	—
Finance	—	—	—
Communication	9	6,049	58,255
Public Administration	—	—	—
Totals	24	11,409	123,565
Federal	1	100	100
Provincial	23	11,309	123,465
June			
Agriculture	—	—	—
Forestry(2)	—	—	—
Fishing	1	350	350
Mines(3)	6	3,257	64,854
Manufacturing	7	3,290	35,442
Construction	2	7,207	9,854
Transportation	9	2,619	23,754
Trade	—	—	—
Finance	—	—	—
Communication	4	1,005	6,089
Public Administration	—	—	—
Totals	29	17,728	140,343
Federal	5	523	1,923
Provincial	24	17,205	138,420
July			
Agriculture	—	—	—
Forestry(2)	—	—	—
Fishing	—	—	—
Mines(3)	6	3,257	49,597
Manufacturing	4	1,076	18,150
Construction	2	26,507	430,647
Transportation	1	533	4,244
Trade	—	—	—
Finance	—	—	—
Communication	1	15	60
Public Administration	—	—	—
Totals	14	31,488	502,698
Federal	—	—	—
Provincial	14	31,388	502,698
August			
Agriculture	—	—	—
Forestry(2)	—	—	—
Fishing	—	—	—
Mines(3)	4	1,357	27,423
Manufacturing	4	1,735	17,480
Construction	3	26,707	83,747
Transportation	4	1,483	23,363
Trade	1	7	21
Finance	—	—	—
Communication	1	9	9
Public Administration	—	—	—
Totals	17	31,298	152,043
Federal	1	14	14
Provincial	16	31,284	152,029

1 Figures are subject to revision. 2 Primarily logging. 3 Includes quarries and oil wells.
4 Duration in man-days.

Labour Disputes, by Month, 1976(1) — Continued

	(2) Disputes	(3) Workers	(4) Duration
September			
Agriculture	—	—	—
Forestry(2)	—	—	—
Fishing	—	—	—
Mines(3)	3	1,445	9,450
Manufacturing	2	180	3,620
Construction	3	26,578	309,254
Transportation	7	2,011	22,145
Trade	—	—	—
Finance	—	—	—
Communication	1	6	12
Public Administration	—	—	—
Totals	16	30,220	344,481
Federal	1	236	2,832
Provincial	15	29,984	341,649
October			
Agriculture	—	—	—
Forestry(2)	1	225	225
Fishing	—	—	—
Mines(3)	—	—	—
Manufacturing	4	470	4,190
Construction	3	90	1,332
Transportation	5	1,070	5,924
Trade	—	—	—
Finance	—	—	—
Communication	2	36	36
Public Administration	1	1,700	1,700
Totals	16	3,591	13,407
Federal	4	1,964	6,698
Provincial	12	1,627	6,709
November			
Agriculture	—	—	—
Forestry(2)	—	—	—
Fishing	—	—	—
Mines(3)	—	—	—
Manufacturing	—	—	—
Construction	1	7	147
Transportation	4	382	5,461
Trade	—	—	—
Finance	—	—	—
Communication	1	12	72
Public Administration	1	270	270
Totals	7	671	5,950
Federal	1	236	4,484
Provincial	6	435	1,466
December			
Agriculture	—	—	—
Foresty(2)	—	—	—
Fishing	—	—	—
Mines(3)	—	—	—
Manufacturing	—	—	—
Construction	2	1,607	4,947
Transportation	2	70	1,205
Trade	—	—	—
Finance	—	—	—
Communication	—	—	—
Public Administration	—	—	—
Totals	4	1,677	6,142
Federal	—	—	—
Provincial	4	1,677	6,142

Wages and Salaries

British Columbia continued to enjoy the highest level of average weekly earnings across the country during 1976. This year's industrial composite average was $259.78 a week, an increase of 12.9 per cent over last year's $230.01 (revised). By comparison, average weekly earnings in Canada were $228.16 last year, for an increase of 12.2 per cent over 1975. Alberta, with earnings of $236.70 a week, was the province with the second highest average during 1976. Prince Edward Island, with average earnings of $171.63 a week, was the lowest.

A comparison of provincial earnings across the country during the past four years, and the percentage variation of 1976 provincial levels from the Canadian average, is provided in the accompanying table.

Average Weekly Earnings by Province (Industrial Composite)

	1973	1974	1975	1976(1)	Province a Percentag of Canad Average
Newfoundland	149.09	168.48	196.44	222.14	97.4
Prince Edward Island	111.17	126.92	149.84	171.63	75.2
Nova Scotia	134.43	149.98	172.40	193.17	84.7
New Brunswick	133.97	154.58	182.40	204.24	89.5
Quebec	154.30	172.89	199.22	222.35	97.5
Ontario	165.70	181.43	204.85	228.85	100.3
Manitoba	144.76	170.49	197.26	208.46	91.4
Saskatchewan	142.30	162.71	186.10	215.19	94.3
Alberta	161.12	173.72	207.38	236.70	103.7
British Columbia	178.29	200.30	230.01	259.78	113.9
Canada	160.46	178.09	203.34	228.16	100.0

1 Preliminary.
Source: Statistics Canada, *Employment, Earnings & Hours,* Ottawa, Cat. 62-002 (monthly).

Average weekly earnings data can be expressed in terms of real purchasing value, as well as current-dollar value. The real purchasing value (or constant-dollar value) is simply a process by which average weekly earnings are deflated by the consumer price index (CPI) and expressed in terms of dollars of equal purchasing value.

Average weekly earnings for Canada and British Columbia are presented for the past few years, both in terms of current dollars (Column 1) and in terms of constant-dollar value (Column 3). Column 2 shows that, over the past six years, average weekly earnings in British Columbia have tended to increase at a slightly faster rate than those in Canada as a whole. This year's average weekly earnings in British Columbia were 12.9 per cent above the 1975 average, while in Canada as a whole, average weekly earnings increased 12.2 per cent over 1975.

Average Earnings, Canada and British Columbia 1971-1976

Year	(1) Average Weekly Earnings	(2) Annual Change in Earnings	(3) CPI (1971 = 100)	(4) Constant Dollar Earnings (1) ÷ (3)	Changes in Constant Dollar Earnings
CANADA	$	Per Cent		$	Per Cent
1971	137.64	—	100	137.64	—
1972	149.22	8.4	104.5	142.79	3.7
1973	160.46	7.5	112.7	142.38	—0.3
1974	178.09	11.0	125.0	142.47	0.1
1975	203.34	14.2	138.5	146.82	3.1
1976	228.16	12.2	148.9	153.23	4.4
BRITISH COLUMBIA					
1971	152.50	—	100	152.50	—
1972	165.08	8.2	104.5	157.97	3.6
1973	178.29	8.0	112.7	158.20	0.1
1974	200.31	12.4	125.0	160.25	1.3
1975	230.01	14.8	138.5	166.07	3.6
1976	259.78	12.9	148.9	174.47	5.1

Source: Statistics Canada, *Employment, Earnings & Hours;* Ottawa, Cat. 72-002 (monthly).

In constant-dollar terms, the real value of average weekly earnings has been considerably reduced by the impact of inflation. In terms of 1971 dollars, average weekly earnings during 1976 were worth $174.47 in British Columbia and $153.23 in Canada. Despite inflation, real earnings increased by 5.1 per cent in British Columbia and 4.4 per cent in Canada, a significant increase over 1975.

Large-firm estimates of average weekly earnings showed increases for all major industrial groups in the Province during 1976. Industrial composite weekly earnings averaged $259.78 a week, an increase of $29.78, or 12.9 per cent, over 1975. Employees in the construction industry continued to enjoy the highest average wages during the year at $380.30 a week, 10.4 per cent higher than in 1975. Mining, $331, and forestry, $328.99, maintained their relative positions as second and third highest paid industries during the year, exhibiting average weekly increases of $33.50 and $50.86.

At the other end of the scale, the service industry remained the lowest paid major industry in the Province, averaging $169.05 a week during 1976, followed by trade at $212.43, and finance, insurance, and real estate at $219.15. In these three industries, annual percentage increases of 12.9 per cent, 11.8 per cent, and 10.6 per cent were recorded over the past year. Despite these fairly significant increases, earnings in all three remained well below the Provincial average. Service industry earnings

were, in fact, only 65 per cent of average earnings in the Province, and only 44 per cent of the average enjoyed in the construction industry, and the actual dollar gap between those industries continued to increase.

The foregoing information, and the accompanying tables, are from a Statistics Canada survey covering only firms employing 20 persons or more. Coverage can vary considerabl by industry, and this in turn can affec the reliability of the information.

Average Weekly Earnings in Major Industries

Year	Industrial Composite	Forestry (Mainly Logging)	Mining and Milling	Manufacturing		Construc-tion	Transpor-tation, Communi-cation, and Utilities	Trade	Finance, Insurance, and Real Estate	Serv
				Total	Wood Products					
	$	$	$	$	$	$	$	$	$	$
1967	114.40	138.57	142.97	119.76	114.66	165.24	123.55	88.55	97.19	78.
1968	120.76	150.82	152.43	128.44	123.54	162.11	131.74	96.63	105.11	83.
1969	129.20	158.07	160.23	137.78	130.76	178.65	140.15	106.15	113.89	89.
1970	137.80	162.31	177.37	146.97	138.62	196.37	153.75	113.15	118.12	94.
1971	152.50	178.01	191.10	162.67	156.56	224.68	169.00	123.06	127.60	102.
1972	164.75	196.76	206.00	178.82	177.64	246.71	183.69	132.36	139.12	107.
1973	178.22	225.05	226.67	193.28	189.73	246.43	194.24	148.04	150.95	119.
1974	200.31	246.71	262.37	217.87	195.26	282.64	218.18	166.96	172.51	132.
1975	230.00	278.13	297.50	252.77	249.05	344.41	251.64	190.08	198.18	149.
1	218.26	261.57	292.56	244.41	240.54	304.60	235.92	179.74	189.10	142.
2	228.43	306.14	291.59	251.59	247.30	334.83	245.01	186.73	197.49	145.
3	233.94	280.07	296.91	251.55	247.98	382.91	256.76	196.77	201.53	151.
4	239.39	264.75	309.06	263.53	260.48	355.29	268.88	197.08	204.58	159.
1976(1)	259.78	328.99	331.00	288.52	291.39	380.30	287.19	212.43	219.15	169.
1	249.07	314.48	318.52	276.97	278.83	363.56	275.74	201.73	211.42	162.
2	258.30	334.79	333.51	283.96	282.98	375.76	284.28	213.99	221.58	168.
3	264.82	344.36	328.91	293.28	296.65	392.46	292.29	216.50	221.18	172.
4 (1)	267.22	289.38	340.15	300.12	307.12	389.88	296.66	218.13	222.46	172.
Estimated per cent of coverage(2)	42		64		74	25	82	43	54	20

1 Preliminary.
2 Monthly *Employment & Earnings Survey* employment as a percentage of Labour Force Survey results; 1976 averages.
Source: Statistics Canada, *Employment, Earnings & Hours, Ottawa,* Cat. 72-002 (monthly).

Estimated industrial coverage by the survey is provided at the bottom of the Average Weekly Earnings table, and varies from 20 per cent of employees in the service industry to 74 per cent in manufacturing and 82 per cent in the transportation, communications, and public utilities group. Certain industries — agriculture, fishing and trapping, education and related services, health and welfare services, religious organizations, defence, and public administration — are not covered by the survey. The earnings data cited throughout refer to gross pay and include straight-time wages, piece work, bonuses, overtime earnings and commissions, before deductions for taxes, Unemployment Insurance, and Canada Pension Plan contributions.

Industrial composite average weekly earnings for the 10 regions of British Columbia during 1976 are provided in the adjacent table. Because the information source continues to be large firms, this can cause some industrial sectors to be under-represented, especially in smaller population areas, and the average earnings figures could be somewhat biased toward earnings in large primary industry and manufacturing establishments.

The relatively high earnings in those sectors could tend to provide regiona earnings estimates somewhat higher than the actual figures would be if information for all employees were available.

Average Weekly Wages and Salaries, British Columbia, by Geographic Area (Industrial Composite)

	1975 Average	1976 Average	1976 I	1976 II	1976 III	1976 IV
	$	$	$	$	$	$
East Kootenays	251.81	283.90	274.79	276.76	290.59	293.44
West Kootenays	316.72	324.61	319.13	314.88	334.42	330.00
Okanagan	213.69	238.74	231.08	235.02	239.79	249.05
Lower Mainland	224.00	254.01	244.58	252.93	257.04	260.79
Vancouver Island	222.43	259.98	246.06	261.26	268.56	264.02
Southern Interior	214.02	249.54	239.29	244.18	255.63	259.05
Lower Coast	288.01	328.51	300.65	321.96	347.50	343.92
Central Interior	240.23	276.70	268.18	268.91	283.82	285.91
Northwest	275.02	322.20	306.35	317.30	326.85	338.29
Peace River	243.71	285.97	265.70	265.63	302.78	309.76
Provincial average	230.00	259.78	249.07	258.30	264.82	267.22

Source: Statistics Canada, *Employment, Earnings & Hours,* Ottawa, Cat. 72-002 (monthly).

During 1976 the Lower Coast region exhibited the highest level of average weekly earnings at $328.51, for an increase over 1975 of 14.1 per cent, or $40.50 a week. Last year's earnings leader, the West Kootenays, dropped to second highest in 1976, with average earnings of $324.61 a week for a moderate increase of 2.5 per cent.

The Northwest region, with a 17.2 per cent increase over 1975, experienced average earnings this year of $322.20 a week, and so remained in third spot, followed by Peace River, $285.97; East Kootenays, $283.90; Central Interior, $276.70; Vancouver Island, $259.98; and Lower Mainland, $254.01. Lowest average weekly earnings in the Province continued to be in the Okanagan, $238.74, and Southern Interior, $249.54, where average 1976 earnings levels were 11.7 per cent and 16.6 per cent ahead of the 1975 averages.

Wage Settlements*

Reported settlements during 1976 numbered 229, and covered 120,271 employees. The average annual increase for the reported settlements over this 12-month period was 10.7 per cent or 73 cents an hour.

This contract average is about 2 per cent more than the annual rate of increase in the Vancouver Consumer Price Index, which is running at 8.7 per cent on an annual basis. It should be remembered, however, that AIB rollbacks would have the effect of reducing the contract average figure; but it now appears that negotiated settlements were keeping ahead of the rate of increase of prices in Vancouver by several percentage points.

Wage settlement figures during the same period are contained in the table on page 32. The industries with contracts containing the largest annual percentage wage increases during 1976 were transportation, 13.0 per cent; municipal services, 12.8 per cent; and miscellaneous manufacturing, 12.5 per cent. The industries with contracts containing the smallest percentage increases were machinery, electrical products, and transportation equipment, 8.0 per cent; and mining, 8.6 per cent.

In terms of average cents-per-hour increases, however, the largest were in transportation, 88 cents; construction, 86 cents; wood products, 83 cents; metals, 82 cents; and municipal services, 82 cents. The smallest average cents-per-hour increases occurred in food and beverages, 57 cents; trade, 60 cents; mining, 61 cents; and miscellaneous services, 64 cents. As can be seen from the foregoing, some industries, such as miscellaneous services, can have relatively high percentage increases that translate into one of the smaller

* Technical notes on the calculation of wage settlement data can be found on page 20 of the February 1976 edition of the *Labour Research Bulletin,* or by contacting the Ministry's Research and Planning Branch.

average cents-per-hour increases. This occurs typically in industries that are low-paying to begin with.

The table on page 33 also provides a breakdown of settlements affecting both skilled and unskilled jobs during 1976. The average annual increase for those engaged in skilled jobs was 10.3 per cent, or 76 cents an hour; for those in unskilled jobs, the percentage increase was larger, averaging 11.4 per cent, but the cents-per-hour increase was smaller — 63 cents. As the skilled percentage increases are computed on a larger base figure generally, a smaller percentage increase can produce a larg cents-per-hour increase.

Wage Settlements, by Quarter, 1976

	Number of Contracts	Employees Covered	Percentage	Cer per H
First Quarter —				
Contract average (1)	38	9,555	11.9	60
Skilled classes	—	—	11.5	84
Unskilled classes	—	—	11.7	58
Second Quarter —				
Contract average	69	27,482	10.8	73
Skilled classes	—	—	10.1	78
Unskilled classes	—	—	12.0	71
Third Quarter —				
Contract average	83	58,207	9.7	74
Skilled classes	—	—	9.2	76
Unskilled classes	—	—	11.1	64
Fourth Quarter —				
Contract average	39	25,027	12.6	72
Skilled classses	—	—	12.3	74
Unskilled classes	—	—	10.5	48
Average Four Quarters —				
Contract average	229	120,271	10.7	73
Skilled classes	—	—	10.3	76
Unskilled classes	—	—	11.4	63

1 As represented by the arithmetic average of the modal skilled and modal unskilled pay rates. Footnote refers to all contract averages.

B.C. Wage Settlements by Industry, January 1 to December 31, 1976

Industry	Number of Contracts	Employees Covered	Contract Average				Skilled		Unskilled	
			Annual Increase		First-year Increase		Annual Increase		Annual Increase	
			Percentage	Cents per Hour	Percentage	Cents per Hour	Percentage	Cents per Hour	Percentage	Cents per Hour
All	229	120,271	10.7	73	11.5	76	10.3	76	11.4	63
Manufacturing	80	37,080	10.5	69	11.1	71	9.5	72	12.0	67
Food and beverage	27	16,408	9.5	57	9.7	58	8.4	59	10.9	56
Wood products	9	13,020	12.0	83	12.2	80	10.2	83	14.5	83
Metals	7	2,681	12.1	82	16.4	1.06	12.4	94	11.5	70
Machinery *et al.*(1)	18	3,955	8.0	58	9.1	64	8.0	64	8.0	52
Miscellaneous manufacturing	19	1,197	12.5	79	13.6	84	11.0	79	14.9	81
Construction	29	30,080	9.1	86	9.1	86	8.9	86	10.1	86
Trade and service	88	40,682	11.8	65	13.2	70	11.8	72	10.5	46
Trade	16	2,311	9.5	60	10.2	64	9.4	71	9.7	51
Education	29	5,630	10.0	70	10.0	71	10.0	80	10.8	62
Municipal services	9	839	12.8	82	12.9	81	12.6	93	13.2	72
Miscellaneous services	34	31,902	12.3	64	14.0	70	12.3	70	10.4	41
Other industries	32	12,248	11.7	80	13.2	86	11.0	83	12.3	77
Mining	16	3,598	8.6	61	10.3	71	8.8	68	8.3	54
Transportation	16	8,650	13.0	88	14.4	92	11.9	89	14.1	87
Communications and utilities	—	—	—	—	—	—	—	—	—	—

1 Machinery, transportation equipment, and electrical products.

Major Settlements Reported, 1976

During the first quarter of the year the major settlements reported were between the Government of Canada and PSAC, clerical and regulatory group (3,876 employees); Alcan and CASAW Local 1 (1,719 employees); and the T. Eaton Corporation and Eaton's Employees' Association (728 employees).

The second quarter was somewhat busier, with major agreements being signed by the Fisheries Association of B.C. (cannery, fresh fish, and cold storage and tendermen sections) and the United Fishermen and Allied Workers' Union (5,600 employees); Lenkhurt Electric and IBEW Local 264 (675 employees); Pulp and Paper Industrial Relations Bureau and CPU (7,200 employees); Lornex Mining Corporation and Steelworkers Local 7619 (585 employees); FVMPA, Palm, and Silverwood Dairies and Milk Sales Drivers and Dairy Employees, Local 464 (1,100 employees); Vancouver Car Dealers Association and IAMAW Lodge 1857 (750 employees); School District 43 and CUPE Local 561 (592 employees); and by the Government of Canada and PSAC public administration and welfare components (2,800 employees).

In the third quarter of 1976, major agreements were reached by the Pulp and Paper Industrial Relations Bureau and the Pulp, Paper and Woodworkers of Canada (5,500 employees); Utah Mines and International Union of Operating Engineers Local 115 (600 employees); Cassiar Asbestos Corporation and United Steelworkers Locals 6536 and 8449 (545 employees); CNR and the Non-Operating Engineers, United Transportation Union, and seven shop unions (2,630 employees); Fisheries Association of B.C. and the Native Brotherhood, cannery workers and tendermen (1,200 employees); and by the B.C. Hotels Association and the Hotel and Restaurant Employees' and Bartenders' Union Local 40 (7,000 employees).

In the fourth quarter of the year, six agreements, each covering more than 500 employees, were concluded. These included an agreement among Burrard Drydocks and Yarrows and the Joint Shipyard Conference (1,000 employees); the Okanagan Federated Shippers and B.C. Interior Fruit and Vegetable Workers Local 1572 (2,000 employees); UBC and CUPE Local 116 (1,500 employees); Finning Tractor and IAMAW Lodge 692 (1,000 employees); Hyatt Regency

Hotel and Hotel and Restaurant Employees Local 40 (500 employees); and two agreements between Health Labour Relations and the Registered Nurses Association and the Health Science Association (3,700 employees).

There has been a good deal of collective bargaining activity in British Columbia during the past several years, and indications are that the schedule will be even heavier in 1977. Waiting to be renegotiated are some 472 agreements covering 279,226 employees. Both figures are the highest since 1974, when this information first began appearing in the Ministry's then newly introduced Labour Research Bulletin.

Collective Agreements Expiring in 1977, by Month

	Agreements	Employees Covered
January	37	8,194
February	32	10,571
March	72	15,899
April	86	50,201
May	40	6,541
June	60	60,433
July	23	43,740
August	24	8,920
September	15	3,236
October	18	4,206
November	5	519
December	60	66,766
Totals	472	279,226

The months in 1977 with the greatest number of expiries will be April, with 86; March, 72; and December and June, each with 60. The months in which the greatest number of employees will be involved should be December, 66,766; June, 60,433; April 50,201; and July, 43,740. The least number of expiries is expected to occur in November.

The industries with the greatest number of expiries are manufacturing, with 206, and trade and service, with 125. The trade and service expiries, however, affect the largest number of employees, 105,924, and manufacturing follows with 89,856.

Collective Agreements Expiring in 1977, by Industry

	Agreements	Employees Covered
All Industry	472	279,226
Manufacturing	206	89,856
Food and beverage	50	16,121
Wood products	41	58,405
Metals	31	6,470
Machinery, transportation equipment, and electrical products	20	2,404
Miscellaneous manufacturing	64	6,456
Construction	54	44,696
Trade and service	125	105,924
Trade	29	5,774
Education	33	33,972
Municipal services	22	1,474
Miscellaneous services	41	64,704
Other industries	87	38,750
Mining	18	7,341
Transportation	53	22,293
Communication and other utilities	16	9,116

20 Largest Expiries During 1977[1]

Employer	Union	Date of Expiry	Employees Covered
B.C. Food Industry Labour Relations Council (3 units)	Bakery Workers, Food and Allied, Retail Clerks	Mar. 31	4,340
B.C. Roadbuilders	Labourers, Operating Engineers, Teamsters	Feb. 23	6,000
Cominco (Trail, Kimberley, Salmo)	Steelworkers	Apr. 30	4,600
CLRA	Building Trades	Apr. 30	36,500
Fisheries Association (5 units)	UFAWU, Native Brotherhood	Apr. 15	6,000
Forest Industrial Relations (Coast Master)	IWA	June 14	28,000
B.C. Government	BCGEU (master)	July 31	37,135
Health Labour Relations Association (3 units)	Health Sciences, Hospital Employees, Registered Nurses	Dec. 31	20,300
Pulp & Paper Industrial Relations Bureau (2 (2 master agreements)	CPU; PPWC	June 30	12,700
Southern Interior Forest Labour Relations	IWA	June 30	6,000
Transport Labour Relations (Master Freight and Cartage)	Teamsters	Dec. 31	4,500

1 Covering 4,000 or more employees.

EAS

Administration Division

Finance and Administration

Personnel Services

Information Services

Research and Planning

Compensation Advisory Services

Finance and Administration

The Finance and Administration Branch of the Ministry is broadly charged with responsibility for the general financial management of the Ministry and attendant administrative programs.

Throughout 1976 the Branch undertook to improve financial management in various programs offered by the Ministry. This process involved ongoing evaluation and appraisal of various initiatives, and development of improved reporting systems to facilitate more effective decision-making.

Among the major activities of the Branch is budget administration. The following table indicates the financial resources available to the Ministry for the Province's fiscal year ended March 31, 1976:

Details of Estimates of Expenditure, Ministry of Labour — Fiscal Year Ended March 31, 1976

Vote	Summary	Estimates
		$
120	Minister's Office	94,135
121	General Administration, Human Rights, Research	2,548,966
122	Labour Standards, Mediation, Arbitration	1,869,168
123	Manpower Development	10,635,689
124	Labour Relations Board	989,175
125	Salary Contingencies	1,893,827
	Total	18,030,960

During 1976 the Branch undertook restructuring of Ministry estimates for the fiscal year 1976/77, including re-definition of activities to improve financial evaluation, and management of programs. The inclusion of Provincial job-creation funds for youth employment programs also made a significant impact on financial management activities.

In the realm of general administration, the Branch is responsible for accommodation requirements of all Ministry staff and several related boards and commissions. Throughout 1976, steps were taken to improve accommodation and to encourage more effective use of present facilities. New offices were occupied in Nanaimo, and plans were made to expand facilities in Cranbrook, Kamloops, Prince George and Terrace. In the Ministry's major offices in Burnaby and Victoria, redesign of existing accommodation resulted in improved utility and increased staff efficiency.

Personnel Services

The Ministry's approved establishment consisted of 370 positions in early 1976. Reorganization activity, normal turnover, retirements, and delays in the recruitment process resulted in the Ministry's operating at roughly 5 per cent below full establishment levels throughout the year.

There were 31 appointments, three retirements, 37 resignations, five in-service transfers, and 38 promotions and reclassifications. The Ministry also engaged the services of 45 temporary employees, 25 student employees under the "Work in Government '76" plan, and an additional 101

temporary employees for administration of the Youth Employment Program.

Many of the Ministry's employees were granted financial assistance during the year to enrol in a variety of courses, including upgrading for secretaries, business writing, principles of supervision, testing and measurement, oral communications and public speaking, personnel practices, personnel management, and computer components and uses.

In addition, a number of in-house seminars dealing with staff development were conducted by Labour Standards and Occupational Environment Branches. A number of officers employed in these operations were enrolled in courses in instructional techniques.

A seminar on alcoholism was conducted by the Employee Development Service of Occupational Health for management and supervisory personnel in both Burnaby and Victoria.

Staff of the Personnel Services Branch attended courses in personnel management, interviewing techniques, behavioural sciences aspects of personnel management, and public administration.

H.H. Cumming, Elevator Inspector with the Elevating Devices Inspection Bureau, enrolled in the Executive Development Training Program, and was also graduated from a correspondence course in public administration. P.J. Thomas, Factory Inspector with Occupational Environment Branch, enrolled in the latter course.

Information Services

The Information Services Branch is primarily concerned with communicating the activities and services of the various branches of the Ministry to the general public, labour and management representatives and organizations, and academic institutions.

This objective is achieved through the provision of public information programs for the various branches of the Ministry.

The main responsibility of the Information Services Branch in 1976 was preparation of the Ministry's new apprenticeship training manual. Titled *Apprenticeship Training: Doorway to Opportunity,* the manual is in the final stages of development.

In other areas of public information, the Branch produced the Ministry's Annual Report, 1975, and assisted in the preparation of some 50 pamphlets dealing wih courses in pre-apprenticeship and apprenticeship training. The pamphlets were distributed throughout the Province.

The Branch also co-ordinated production of two other pamphlets, one for Occupational Environment Branch, and one for Employment Programs Branch. "Make where you work a people place" outlined the services offered by Occupational Environment to business and industry. "Summer Work in Government" advised young people on the steps to be taken in applying for summer employment with the various ministries of Government.

Information Services proposed and co-ordinated production of a new format for the monthly Labour Research Bulletin, published by Research and Planning Branch, and it was scheduled to appear for the first time in the January 1977 issue. Similar modifications were adopted for other Branch publications to provide a related visual identity.

During the year the Branch rewrote the Ministry's segment of the manual of organization published by the Public Service Commission, updated the Ministry's section in *Welcome to B.C. — Suggestions for Immigrants,* published by the Office of the Provincial Secretary, and assisted in the preparation of an article on appren-

ticeship training for the careers counselling edition of the Ministry of Education's *Education Today.*

In other areas dealing with public information, the Branch prepared press releases and messages for the Minister, produced newspaper advertisements concerning the services offered by various branches, assisted in the production of an audio-visual presentation on apprenticeship training, arranged for the Province-wide distribution of a brochure on maternity benefits produced by the Unemployment Insurance Commission, and investigated the value of proposals made to the Ministry by organizations in the private sector interested in the Province's industrial relations system.

Other projects engaging Branch attention during the year included completion of a report on the Ministry's jointly sponsored Duncan seminar on occupational alcholism; editing of feature articles on alcoholism, and of reports from the Human Rights Branch, for the *Labour Research Bulletin*; expansion of contacts with advertising and other outside agencies equipped to assist the Ministry's public information program; and establishment of information links between Ottawa contacts and the information services of other British Columbia Government ministries.

In the area of internal communications, the Branch evaluated, for the Director of Personnel, a proposed employee manual; circulated to the various branches of the Ministry copies of addresses delivered by the Minister and senior officials; and directed to the appropriate personnel important magazine articles dealing with industrial relations themes.

Research and Planning

The general purposes and objectives of the Research and Planning Branch are principally the application of social science techniques and methodology to problems in the fields of Labour Relations, Labour Standards, Human Rights, Health and Safety, and Manpower.

The Branch is primarily a service unit, providing advice and information to the Minister and senior officials, and support for the various program areas of the Ministry. The Branch also engages in joint activities with other ministries, assists various boards and commissions, distributes information to the public through the collection of statistics and the issuing of publications, and provides answers to inquiries on labour and manpower matters.

During 1976 the Research and Planning Branch completed a substantial body of work, including significant assistance to a number of special commissions and Government task forces.

Publications produced by the Branch included the 1976 *Labour Directory,* the 1976 *Calendar of Expiring Collective Agreements,* and *Negotiated Working Conditions, 1975.* The *Labour Research Bulletin* was published monthly throughout the year, and presented a number of feature articles, including "Women in the Labour Force," "Pensions," the "Meaning of Unemployment Statistics," and "Profile of Low-Wage Workers in B.C."

Branch research support was provided for a number of boards and commissions, including the Kinnaird Commission on the Construction Industry, the Goard Commission on Vocational Training, the BC/NKK Steel Mill Study, the Kinnaird Industrial Inquiry Commission, the Community Employment Strategy Technical Committee for Programs Evaluation, and the Manpower Subcommittee of the Northeast Coal Committee.

The Branch provided the B.C. Labour Relations Board with regular statis-

tical compilations and special reports on section 8 of the *Labour Code of British Columbia* and dependent contractor applications, as well as continuing research on decertifications, first contracts, unfair labour practices, and reinstatements.

Papers on job satisfaction, labour dispute methodology, and pension information resources were provided for the annual meeting of the Canadian Association of Administrators of Labour Legislation, Research and Statistics Committee. There was also participation in another subcommittee of CAALL to develop a common national plan for the coding of collective agreements.

The Branch continued to participate in joint economic outlook studies for the Manpower Needs Research Committee, and developed a Canada Manpower Training Program and a Training Aid Plan.

There was also participation in Trade Advisory Committees and in the Federal-Provincial Manpower Planning Committees. A number of other studies were completed, in addition to the major articles produced for the *Labour Research Bulletin.*

Special manpower studies made by the Branch included a study of the training of industrial instrumentation technicians, and supply-and-demand studies for the mechanical construction and hospitality industries. In addition, the first draft of an econometric forecasting model for the supply of tradesmen was completed. Other manpower studies included an evaluation of the 1976 Work-in-Government Program, and a paper on labour force survey methodology.

Labour relations studies produced by the Branch dealt with worker-directors at a forestry operation in the Kootenays, right-to-work legislation, legislation in different jurisdictions affecting the construction industry, first agreements imposed under section 70 of the *Labour Code of British Columbia,* and union raiding.

The Branch also provided commentary on various Federal Government documents and legislation, including changes in the *Unemployment Insurance Act,* the Federal Anti-Inflation Program, and the White Paper, "The Way Ahead." In addition, a paper was prepared on the subject of manpower issues in economic development.

Compensation Advisory Services

Under the provisions of section 77 of the *Workers' Compensation Act,* a Compensation Consultant and Employers' Adviser are appointed by the Province of British Columbia to provide independent advice to both workers and employers concerning problems arising out of the *Workers' Compensation Act* (*see* Tables 1 and 2, page 68).

The Compensation Consultant and staff assist any worker or dependent having a claim under the *Workers' Compensation Act.* They communicate with or appear before the Workers' Compensation Board, boards of review, or any other tribunal established under the *Workers' Compensation Act* on behalf of workers or dependents whose claims are of such complexity or importance that, in their opinion, assistance is required. They also advise workers and dependents with regard to interpretation and administration of the Act, and of any regulations or decisions connected with the Act.

The Employers' Adviser performs similar functions on behalf of employers, and assists them with claims, policies, and procedures related to the Act.

Officers of the Compensation Services Branch have complete access to claim files at the Workers' Compensation Board.

Job Training and Employment Opportunities Division

Introduction

Apprenticeship Training Programs

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Women's Employment

Trade-schools Regulation

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Introduction

The Job Training and Employment Opportunities Division has consolidated the restructuring and growth activities that have taken place over the last several years, and 1976 served as a period of review and planning for improvements in various programs.

In July the Commission on Vocational, Technical, and Trade Training was appointed by the Ministers of Education and Labour. Representatives on the Commission were Dean Goard (Chairman), Ms. B. McDonald, and A. Blakeney, M. McCaffery, C. Stairs, and W. Trineer. Public hearings were held in 12 locations across the Province, and over 200 briefs were heard. The Commission expects to present a report early in 1977 on the training activities of the Ministry.

The Minister appointed the Mining and Smelting Advisory Committee to advise on manpower needs in the Province, a function similar to that performed by the Construction Industry Advisory Council, which was established in 1975. These committees are the first of several to be appointed to represent the various industrial sectors in the Province.

The growth in apprenticeship training throughout the Province continued to be strong, with an increase in registration of 11 per cent over the comparable figure for 1975. This growth has been accompanied by innovative approaches to the field. For example, a pre-apprenticeship course was offered at the Haney Vocational Centre to provide trade orientation for women. The success of the program is now being evaluated, and this should lead to further program adjustments next year.

The Ministry again facilitated the employment of young people during the summer, almost 12,000 jobs being created in the process. The project was aided by the introduction of a computerized referral service that provided one central referral agency for Government jobs.

The Division continued to implement its policy of decentralization during the year. For example, the Occupational Environment Branch opened an office in Nanaimo to aid in the providing of services to this area of the Province. Over 10,500 business and industrial establishments were inspected during 1976 in the Branch's continuing efforts to ensure good working conditions for employees. Public information brochures and other literature concerning health in the work place were prepared and distributed throughout the Province.

To provide more efficient service in the Trade-schools Regulation Administration, changes were made during the year to various regulations concerning trade schools. At an interprovincial meeting held in Banff, and attended by the Administration's Director, national standards were discussed with a view to providing greater consistency in licensing practices.

Reorganization of the Elevating Devices Branch was completed, and a Director recruited. Productivity continued to increase, although staff levels remained constant.

The Province continued to expand relationships with the Federal Government in training and employment creation programs. Policy and administrative actions of this Government and the Federal Department of Manpower and Immigration were coordinated through co-chairmanship of the Manpower Needs Committee. Participation on interprovincial committees also remained strong. A Federal-Provincial Manpower Ministers' conference in Toronto continued the dialogue established during the last two years.

The Executive Director of the Division was invited to represent Canada at the Ninth Conference of the Training and Retraining of Coal Miners, held at ILO headquarters in Geneva. He was elected chairman of the conference

and participated in the preparation of materials that were subsequently published and distributed on a world-wide basis.

The Job Training and Employment Opportunities Division continued during 1976 with its plan to provide service to all areas of the Province, and is gradually realizing accomplishment of this objective.

Apprenticeship Training Programs

The Apprenticeship and Industrial Training Branch is responsible for the promotion and operation of apprenticeship and industrial training throughout the Province, and for the certification of tradesmen.

The Branch supervises the on-the-job work experience of apprentices, assigns their in-school technical training, and prepares and conducts examinations to certify the competence of apprentices and tradesmen. It is responsible also for operating an extensive pre-apprentice, trades training program for young men and women seeking employment as apprentices.

The Branch works closely with vocational schools, colleges, school boards, the Ministry of Education, and Canada Manpower in the development of all training programs. Branch personnel periodically visit secondary schools to disseminate information about pre-apprenticeship and apprenticeship programs.

As of December 31, 1976, the Apprenticeship Training Programs Branch listed 14,599 apprentices on its records, up 1,460 from the same date last year. The need for highly skilled, trained tradesmen is great, and to meet this need, the Branch continues to work with industry, trade unions and Government agencies to fulfil its responsibilities for the promotion and operation of apprenticeship training throughout the Province, and for the certification of tradesmen.

The responsibilities associated with conducting pre-apprenticeship, apprenticeship, and journeymen certification programs include supervision of on-the-job work experience, assignment of technical training, preparation and conducting of examinations, development of course outlines and class schedules, and enrollment of classes. In addition to performing these duties, Branch Training Counsellors spent many hours investigating requests for training under the Canada Manpower Industrial Training Program.

Administration connected with the training programs has been improved by the decentralization of operations, computerization, and the data processing of records. All of these aids are expected to become fully operational by 1977.

Apprenticeship Training

The Branch is responsible for arranging technical training for indentured apprentices in the Province. The technical training classes range from four to eight weeks duration, depending on the trade, and apprentices attend annually during their term of apprenticeship.

Training classes are located at the B.C. Vocational School, Burnaby; Camosun College, Victoria; Malaspina College, Nanaimo; Okanagan College, Kelowna; Cariboo College, Kamloops; College of New Caledonia, Prince George; Selkirk College, Nelson; Northern Lights College, Dawson Creek; and Northwest Community College, Terrace.

The Haney Educational Centre is now being used, and a number of apprenticeship and pre-apprenticeship classes have been established. Courses in tilesetting, drywall installer, and drywall finisher have been moved from the Vocational School in

Burnaby to Haney, where the accommodation is more spacious.

During the year, technical training in 46 trades was offered to 10,461 apprentices in day-school classes and 586 in evening classes. The evening classes are offered in locations where day classes are unavailable. In addition, upgrading training is being provided to a considerable number of apprentices seeking to acquire extra skill and knowledge related to their present trades. (For a breakdown of apprentices by trade, *see* Table 3 on pages 69 and 70.)

Pre-Apprenticeship Training

Pre-apprenticeship training courses are designed to prepare individuals for entry into the skilled labour force by providing them with basic trade skills and technical knowledge. The training also ensures that industry will have a supply of manpower from which to draw its new apprentices.

The courses are from four to six months duration, depending on the trade, and are offered at various times during the year. All tuition costs of students enrolled in pre-apprenticeship classes are paid by the Branch, and the students also receive subsistence and travel allowances.

Pre-apprenticeship training in 25 trades was provided for 1,856 students in 116 classes during 1976. Many of the courses offered attracted such large numbers of applicants that the Branch was obliged to add 22 additional classes in various vocational training institutions throughout the Province. This extension of facilities provided training for an additional 352 students. Graduates of the program are employed as apprentices in the various skilled trade areas.

Two new pre-apprenticeship courses, refrigeration and inboard/outboard marine repair, were introduced in 1976. Another innovation, a pre-training program, offered women assistance in exploring career possibilities in the various trade areas. Known as Women's Exploratory Apprenticeship Training, the program began as an eight-week pilot project. After the successful completion of two training sessions, and assessment, the program was expanded to provide 12-week courses on an ongoing basis.

Advisory Committee

Members of the Provincial Apprenticeship Committee held six regular meetings in 1976 to consider and approve new contracts of apprenticeship, cancellation of apprenticeship contracts, transfer of apprentices between employers, extension of apprenticeship contracts, issuing of apprenticeship certificates to successful graduate apprentices, and applications for pre-apprenticeship training (*see* Table 4, page 71).

At a public hearing of the Committee in Burnaby, members considered submissions concerning compulsory certification of oil-burner mechanic tradesmen.

A public hearing was also held for the purpose of considering representations calling for the addition of the trade of embalming and funeral arranging to Schedule A of the *Apprenticeship and Tradesmen's Qualification Act.*

Provincial Trade Advisory Committees, which were established to ensure that training programs provide the manpower to meet existing trade requirements, and to plan for new technologies within the various trades, convened 97 meetings during the year. Five of these meetings were held away from the Branch's main offices.

With the addition of two new committees in 1976, for the trades of elevator mechanic and optical technician, the number of Trade Advisory Committees was increased to 60. Representatives of the optical and elevator industries subsequently met with their respective committees to discuss the possibility of establishing apprenticeship training programs for the two trades.

Federal-Provincial Co-operation

British Columbia, with the participation of Manitoba, Saskatchewan, the Yukon, Northwest Territories, and Canada Manpower, continued to enrol out-of-province apprentices in British Columbia technical training programs. The funding for this is

made possible by Canada Manpower, and it provides for maximum use of training facilities.

Under the terms of the *Adult Occupational Training Act,* and the aegis of the Interprovincial Standards Coordinating Committee, directors of apprenticeship and examination coordinators from the various provinces and territories met with representatives of the Department of Manpower and Immigration to discuss interprovincial examinations, course outlines, new testing procedures, trade analyses, and other topics related to apprenticeship training, tradesmen's upgrading, and the certification of apprentices and tradesmen.

Notwithstanding the standardizing effect of the Canadian Interprovincial Standards Examinations for certification, the scope and organization of training programs has differed considerably from province to province, depending on local requirements and preferences. Consequently, the four western provinces have undertaken the task of identifying the differences and common features of their respective programs, with a view to establishing greater uniformity. When that goal is reached, apprentices will be able to move to and from these provinces without disrupting the continuity of their training.

Within the Province, Program Development Officers met with officials of other Government ministries, Federal agencies, and the Canadian Armed Forces to discuss matters related to training and certification.

Industrial Training

British Columbia and the Department of Manpower and Immigration jointly administer the Canada Manpower Industrial Training Program. Staff of the Apprenticeship and Industrial Training Branch investigate, report on, and recommend or reject industrial training contracts that are directly related to skill training and apprenticeship.

During 1976 the Branch collaborated with Manpower officials to process 5,388 applications for training in industry. In all, 13,308 trainees were placed, 1,520 of them in apprenticeable areas. The program has been instrumental in providing job opportunities for many persons who might not otherwise have obtained employment. It has also helped employers over the periods of relatively low productivity that occur while trainees are learning to adapt to a new environment. As the Federal funding of the program rises, increased training activity and more job opportunities can be expected.

Program Development

The Program Development Section of the Branch expanded operations during the year with respect to courses of instruction, examinations, and trade analyses connected with Provincial and interprovincial programs of apprenticeship and tradesmen's qualification.

National trade (or occupational) analyses are prepared and published by the Federal Government with the participation of the provinces. These documents provide the nucleus from which training programs and examinations are developed. Program Development Section participated in the validation of nine such analyses in 1976, and from these, pre-apprenticeship and indentured apprenticeship course outlines were developed or revised for 16 trades.

A comprehensive training manual for the steamfitting and pipefitting trade was developed with the assistance of the Federal Government. Published in British Columbia, the manual was made available to all provinces for use in their training programs. A similar publication for the plumbing

trade is being prepared for printing, and another for the boilermaking trade is being developed.

The Province has also accepted the responsibility of comparing the electrical trades curricula offered by the four provinces, and the other three western provinces are making similar comparisons for the trades of carpentry, automotive mechanical repair, and heavy-duty mechanic.

Examination Development

A number of examinations were drawn up for use in the apprenticeship training classes. The progress of heavy-duty mechanic trade apprentices was monitored by standardized examinations in all of the training institutions at each session of their technical training. A similar series of examinations was developed for the automotive mechanical repair trade, and for bookbinding. Examinations for the millwright trade are being prepared.

Interprovincial Standards Examinations for several trades were revised in co-operation with other provinces and the Government of Canada. The trade of boilermaker was added to the schedule of trades in the interprovincial program, and British Columbia accepted the responsibility of developing an appropriate examination.

For tradesmen who have not had the benefit of apprenticeship training, the Branch conducts tradesmen's qualification examinations that lead to certification in 26 trades. Revision of these Provincial examinations is a continuing process, and 10 of them received attention this year, with participation by representatives from industry. Persons who obtain tradesmen's qualifications through these examinations can become eligible to obtain interprovincial endorsement by completing the Canadian Interprovincial Standards Examinations in those trades encompassed by the interprovincial program.

Employment Programs

Employment Programs Branch is responsible for the administration of Provincial job-creation programs under the authority of the *Special Provincial Employment Programmes Act* (1974).

The objective of the Branch is to reduce the disproportionately high unemployment rates among youth and the disadvantaged in British Columbia by providing employment opportunities that will enable these groups to acquire the skills and related work experience required for full-time participation in the labour force.

To attain this objective, the Branch has established and promoted direct-employment programs for specific groups such as students, and physically disabled, mentally disadvantaged, and socially disadvantaged youth.

The Provincial Youth Employment Program administered by the Employment Programs Branch provided a total of 11,931 jobs for youth in 1976 — 2,274 through municipal and regional district governments, 653 through universities, 4,300 through Provincial Government ministries, 2,680 through farms and businesses, and 2,024 through non-profit organizations.

The Provincial Youth Employment Program, while providing the Province's youth with work experience and the funds needed to continue their education, has also benefited employers and communities through the productive work accomplished by the students.

A major innovation during the 1976 program was the introduction of a computerized Youth Referral Service. This Service was designed to provide a centralized agency for Provincial Government hiring of youth for

summer jobs. The Service provides young people with equal access to jobs in Government ministries, and reduces the time formerly spent by individual ministries in recruitment and selection. In addition, the Service facilitated the hiring of youth from local communities throughout the Province for Government jobs in their home areas.

The Youth Referral Service operated by collecting applications from candidates in universities, colleges and secondary schools throughout British Columbia, and used a computer program to refer youths to jobs available on the basis of education, skills and work experience.

During the year the Service made 43,000 referrals of youth to 4,209 summer jobs from a file of 22,000 applicants.

Women's Employment Bureau

The prime objective of the Women's Employment Bureau is to increase equal employment opportunities for women by promoting their integration into industry, and by encouraging the establishment of training and upgrading programs to further their fuller participation in the economy.

To facilitate these endeavours, newsletters are mailed regularly to employers, unions, information centres, resource boards, and women's organizations to make them aware of the services offered by the Bureau. The newsletters also emphasize the opportunities available to women through apprenticeship training.

Throughout 1976 the Women's Employment Bureau continued to stimulate research into various aspects of women's employment, to disseminate information concerning women in the economy, and to encourage adequate occupational preparation for women so that they may participate more effectively in the total labour force.

Many women believe that they could function as efficiently as males in certain occupations, but, until given a chance to develop some expertise, are hesitant to apply for such positions, even when encouraged to do so by employers and unions. To prepare them to investigate such opportunities, the Bureau has established special pilot programs to train women in the basics of 20 trades, all formerly occupied almost exclusively by men.

These pilot programs, known as "Women's Exploratory Apprenticeship Training," were introduced for the first time at the Haney Educational Centre early in 1976. Tuition fees and training allowances were paid by the Apprenticeship and Industrial Training Branch, in accordance with the rates paid to all pre-apprenticeship students.

Under section 11 of the *Human Rights Code of British Columbia,* special permission was granted by the Human Rights Commission so that the programs could be directed to women who had never had the opportunity of access to apprenticeship training, or who had been discouraged from attempting to enter training for non-traditional occupations.

The training courses introduced have been designed to help women explore various trade areas, and to develop primary skills in the occupation of their choice. The curriculum includes use of basic hand tools, maintenance and use of power tools, safety practices, the reading and designing of simple drawings, and selection and use of material appropriate for completion of specific projects.

Performance evaluation of the pilot project's initial graduates led to a slight change in format. In the fall of 1976, the program was lengthened to 12 weeks, and a system of staggered intake dates, three weeks apart, was instituted.

The women selected for training came from throughout the Province, and were widely divergent in age, educational background, and work experience. Graduates of the courses have gone on to enrol in pre-apprenticeship classes in the trade of their choice, or have made a direct entry to employment. Others have opted for non-traditional occupations outside the purview of apprenticeship. Some women enrolled in special upgrading classes, particularly mathematics, before continuing further training.

Information about the Women's Exploratory Apprenticeship Training Program carried by the media resulted in an increase in the number of women requesting counselling. Women are anxious to know about training programs that will enhance their career aspirations in all aspects of employment.

The exploratory nature of the training enables trainees to make a realistic determination of both their skills and their suitability for a particular trade. In addition, continuance of this training should effect a more equitable male-female balance in the Province's work force.

The Bureau's Director continued to serve on committees dealing with vocational advancement for women. In addition, she accepted invitations to speak, or serve as a resource person at conferences, work shops and career days in the Province. She also attended the convention of the Canadian Association of Administrators of Labour Legislation in St. John's, Newfoundland, in her capacity as an executive member of the Women's Policy Committee.

Trade-schools Regulation

Supervision of private trade-schools includes approval of premises and equipment; health, sanitary, and safety conditions; hours of operation; courses offered; fees charged; form of contract; teacher qualification; performance bond; cancellation provisions; advertising copy; and any other procedures that may serve to protect the public and exclude would-be practitioners.

The issuing of a certificate of registration authorizes an institution to operate a trade-school, and provides the public with the assurance that certain standards have been met.

During 1976, Trade-schools Regulation personnel held 13 meetings, out of which came recommendations to the Minister of Labour concerning registration, re-registration, requests for changes in tuition fees, requests for approval of new courses, the general conduct of private trade-schools, and other matters related to administration of the *Trade-schools Regulation Act.*

As of December 31, 1976, 98 schools offering correspondence and practical courses, or combined correspondence and practical training, were registered under the *Act.*

Eighty-five schools were re-registrations from the year 1975, and 13 new schools were considered and recommended to the Minister and approved for certificate of registration during the year. Ten schools discontinued operation in British Columbia in 1976.

In addition to the inspections conducted in each school at least twice a

year, special visits were made to schools to resolve specific problems and complaints. Students wishing to discontinue training, and who had prepaid tuition fees owing them, were granted refunds.

During the year, Branch Officers reviewed the regulations made pursuant to the *Trade-schools Regulation Act,* and proposed amendments to Regulations 13 and 14 of the General Regulations Governing Trade-schools, and to Regulations 1 and 7 of the Special Regulations Governing Hairdressing Schools. These recommendations were adopted as was the proposal for a new regulation governing bonding in hairdressing schools.

Student Assistance

Two private trade-schools in British Columbia were designated in 1976 as eligible institutions under the B.C. Student Assistance Program. This program was introduced by the Ministry of Education to ensure that post-secondary students would not be denied the opportunity to reach their educational objectives because of financial problems.

During the year, an interprovincial meeting of Private and Vocational and Trade-schools Act Administrators was held in Banff, Alta., for the exchange of information, discussion of common problems, and development of nationally uniform concepts and principles. The subjects debated included reciprocal provincial accreditation, bonding, contract forms, fee increases, and refunds.

Manpower Training and Development

The efforts of the Manpower Training and Development Branch are directed toward supporting industrial development throughout the Province, expanding employment opportunities for unemployed and underemployed workers, alleviating persistent skill shortages, preventing the layoff of workers through technological or economic change, and encouraging employers to establish training programs and improve the quality of training within industry in order to increase productivity and economic growth.

The Mining and Smelting Manpower Committee, composed of representatives of management, labour, and Government, was appointed by the Minister in late 1976. This is the second industry committee to be appointed to assist the Government in considering employment and training needs.

The committee, which serves in an advisory capacity to the Ministry of Labour on the provision and maintenance of an adequate, well-trained labour force for the mining and smelting industry, held two meetings to establish guidelines and identify priorities for research and action during 1977.

Research priorities will include development of a profile of the work force in terms of numbers, skills and geographic location; establishment of a manpower forecasting capability; conducting of a study on turnover; and recommendations to improve the manpower areas of the legislative and regulatory framework within which the industry operates.

The Construction Industry Advisory Council on Manpower, which has the responsibility of advising the Minister, the Government, and the construction industry on matters pertaining to the supply and training of personnel for the construction industry, met frequently during the year.

The council submitted a report to the Minister of Labour concerning the responsibility for offering trade and vocational training. The members perceived a need to bring together all interested parties to deal with, and

make recommendations concerning, matters affecting identification, projection, and planning of programs to meet the future manpower needs of the construction industry, and they urged that an extensive review of those needs be undertaken.

The major concerns of the council were in the areas of (1) the role of the regional colleges with trades and technical training, (2) the quality of counselling advice and assistance being provided to young people in secondary schools, and (3) the administration and control of the Province's major training facilities.

Subsequent to their review of the council's report, the Ministers of Labour and Education appointed a six-person Commission, under the chairmanship of Dean Goard, to conduct hearings throughout the Province and make recommendations with respect to technical and vocational training.

During the year, members of the council formed part of a delegation that visited Britain to examine and evaluate British construction and training methods and procedures.

Occupational Environment Branch

The primary responsibility of the Occupational Environment Branch, under the *Factories Act, 1966* and regulations, is to ensure that workers employed in factories, stores, and offices have been provided a working environment conducive to their health, comfort, and well-being.

The Branch administers the *Act* and the regulations pursuant to the *Act.* The legislation sets out the various standards and requirements, thereby having the effect of maintaining at least a minimum acceptable occupational environment.

To ensure that acceptable minimum standards are being observed, the Branch's Inspectors must assess the adequacy of illumination systems, heating, make-up and exhaust systems, air-contamination controls, sanitation, and interior painting. Employee amenities related to comfort and personal hygiene, such as lunchrooms, washrooms, shower rooms, locker rooms, and seating provision, also receive priority.

In the case of new factory construction, or additions and alterations to existing buildings, the *Act* and regulations require that engineering plans and specifications be submitted to an Inspector, who determines to what extent they conform to established standards.

In 1976 the Occupational Environment Branch continued to provide consultative services to employers, architects, consulting engineers and construction companies concerning performance standards for building services in proposed factories and other work places. Plans and specifications for 803 proposed factories, offices, and stores were approved by the Branch. The purpose of this service is to assist employers in designing and providing working environments suited to the number of employees present, together with systems adequate to maintain healthy working conditions in relation to the industrial processes and materials being used.

The principal service provided by the Branch is the program of field inspections used to ensure that reasonable working conditions are being maintained in industrial establishments. Advice is provided on the technical means required to achieve at least minimum standards, and adequate time is allowed for completion of improvement requests. The number of individual visits to work places totalled 10,557 during the year, and 4,830 separate items were brought to the attention of employers for improvement.

Where possible, employees are

requested to make suggestions that will lead to the maintenance of reasonable working conditions, and to participate in discussions that will promote development of a co-operative approach in the provision of an acceptable working environment.

Decentralization Program

Phase one of the Branch's decentralization program was completed in 1976 with the establishment of a branch office at Nanaimo. Services are now provided for all of Vancouver Island.

The burgeoning of industrial and commercial development experienced by the Province in recent years dictated the need to locate inspectors at branch offices within designated regions. These are now functioning within seven large geographical areas from regional offices located at Victoria, Nanaimo, Chilliwack, Kamloops, Kelowna, Nelson and Prince George. Basic services are now provided throughout the Province.

Elevating Devices

The Elevating Devices Inspection Bureau is responsible for the inspection of all forms of elevating devices — passenger and freight elevators, escalators, dumbwaiters, moving walks, and workers' construction hoists — to ensure safe operating conditions. These responsibilities are met through licensing and periodic safety inspections designed to ensure that both legislation and implementing regulations are complied with.

Before any such vertical transportation devices are put into service, inspectors of the Bureau conduct full-scale acceptance tests. Subsequent to acceptance, all installations are inspected periodically to ensure that the safety standards are being maintained and also improved as changes occur.

The Bureau also provides a consultative engineering service to unions, management, building owners and the general public, as well as to Government ministries. Safety legislation itself is constantly under review as technology advances, and recommendations for change are made periodically to the Minister.

The Bureau's headquarters at 4240 Manor Street, in Burnaby, are located at the geographic centre of operations for the Lower Mainland. Field offices are located at Victoria, Prince George and Kelowna.

During 1976 the Elevating Devices Inspection Bureau conducted a total of 7,379 inspections of vertical transportation equipment throughout the Province. These inspections resulted in the issuing of 8,167 directives requiring repairs to ensure that the equipment was in safe operating condition.

In addition, 425 engineering plans and specifications were approved for new installations and extensive modernization of existing equipment.

Despite an increasing work load, staff levels during the year were held to the 1975 establishment by means of a reorganizing of Bureau activities and responsibilities, and the co-operation of staff members.

During 1976 the Bureau's co-operative arrangements with the Federal Government were discharged, and elevating devices in buildings under Federal jurisdiction throughout the Province were inspected.

The elevating devices on British Columbia ferries were also inspected, and foreign ocean-going vessels continued to avail themselves of the Bureau's services.

Other ministries of Government resorted to use of the Bureau's consultative services during the year. As a consequence, Bureau personnel were involved with the engineering sections of the Federal Department

of Public Works, the B.C. Hospital Insurance Services, and the B.C. Hydro and Power Authority on projects at both the planning and implementation stages. The Workers' Compensation Board also provided co-operation in resolving mutual problems.

Bureau representatives attended the annual convention of the Canadian Standards Association Code Committee in Quebec City from September 20 to 24. The Committee's responsibility is to ensure that the safety standards of all elevating devices throughout Canada are thoroughly examined and regularly updated. Included among the delegates were representatives from inspection services in all of the provinces, and from elevator and hoist manufacturers in Canada, the United States, Britain and Sweden.

Industrial Relations Division

Introduction

Labour Standards

Mediation Services

Arbitration and Special Services

Human Rights

Introduction

1976 was a critical year in the field of industrial relations, despite the 20 per cent reduction from 1975 in the number of man-days lost owing to strikes. The year began with the provisions of the *Collective Bargaining Continuation Act* (Bill 146) due to expire, and none of the disputes covered by the legislation resolved.

A settlement was reached in the forest industry dispute, leaving the Minister to deal with other critical disputes in the pulp and paper, rail, propane, and food industries. Recognizing their responsibility to the community, and particularly to customers, the disputants in the latter case agreed to submit their dispute to binding arbitration. In addition to the foregoing, a number of equally critical disputes developed.

Ironically, as common sense prevailed, some of the disputes that could have been most detrimental to the public gained very little attention. They were either prevented from reaching the stage of work stoppages, or settlements were reached when stoppages of a very short duration occurred.

One of the most critical disputes involved only 12 persons, but such was the nature of the industry that the emergency services organizations were already talking in terms of evacuating the entire town of Fort St. John, and the Water Resources Board was concerned about water pollution. Diligent work on the part of the Ministry and the Industrial Inquiry Commissioner prevented an industrial dispute from cutting off the entire natural gas supply for the Interior of British Columbia.

The Ministry was not so fortunate in the dispute that erupted in the health care industry, causing a midsummer strike that required the passing of the *Hospital Services Collective Agreement Act.*

The special legislation, titled the *Railway and Ferries Bargaining Assistance Act*, was also introduced to deal with labour relations problems in these industries.

Disputes that resulted in strikes of some three years duration at two shingle mills ended, or were close to settlement, in 1976.

An experiment in environmental control was introduced in 1976, following a dispute in Cassiar in 1975. At the request of the union and the corporation, an overview committee embracing all agencies having responsibility in this field were brought together under the chairmanship of the Deputy Minister. The committee includes representatives of the Ministry of Mines and Petroleum Resources, which has the major responsibility for enforcement, the Workers' Compensation Board, the Ministry of Health's Occupational Health Branch, the Ministry of Labour's Occupational Environment Branch, the corporation, and the Steelworkers Union. It appears that others are watching the experiment closely.

Although the number of man-days lost owing to strikes or lockouts in 1976 was down by 20 per cent from 1975, the number of workers involved in disputes in the same period rose by one quarter. Parties to disputes during the term of collective bargaining agreements increasingly resorted to the use of arbitrators or arbitration boards for settlements.

Although the Labour Relations Board reports separately, it is worth noting that it was called upon to deal with 56 complaints of illegal strike action and 11 of alleged illegal lockouts. In all, 294 disputes were settled by arbitration, for which awards were filed with the Minister.

Arbitration, however, as an accepted procedure for settling disputes, is causing concern because of its high cost. This problem surfaced dramatically in teacher salary negotiations when School District No. 11 in Trail refused to waive the remuneration for arbitrators of $40 a day provided under the *Arbitration Act.*

Labour Standards Branch personnel recovered $1,752,233.99 on behalf of 10,466 employees whose employers had not met statutory obligations. What should not go unnoticed in this report is the diplomacy demonstrated by the men and women who pursue these claims, and who experience all the frustration of dealing with an employer's bankruptcy on the one side, and the inability of employees to meet their commitments on the other.

Special mention is also deserved for the contribution made to the industrial relations field by all those who accepted responsibility as Industrial Inquiry Commissioners, Special Officers, and Arbitrators.

Labour Standards

The Labour Standards Branch administers a large number of statutes, Orders, and Regulations affecting the quality of the work place and the conditions of employment of most employees.

The diversity of the program may be gauged from the variety of statutes affecting labour. Included are the *Payment of Wages Act, Minimum Wage Act, Maternity Protection Act, Employment Agencies Act, Control of Employment of Children Act,* and *Annual and General Holidays Act.*

In addition to enforcing the foregoing legislation, the Branch's Industrial Relations officers are directly involved with the administration of the requirements of the Province's Labour Code and Human Rights Code. In fact, they perform a unique and important function in sensitive areas of industrial relations.

Offices of the Branch are located in Victoria, Vancouver/Burnaby, Chilliwack, Williams Lake, Prince George, Terrace, Dawson Creek, Kamloops, Kelowna, Nelson and Cranbrook.

The Labour Standards Branch continued, in 1976, to place major emphasis on its educational program for employees, employers and unions, and Industrial Relations Officers addressed a variety of seminars, schools, business associations and trade unions.

The IROs also made a total of 61,076 calls and investigations in connection with enforcement of labour standards legislation. Adjustments totalling $1,752,233.99 were made on behalf of 10,466 employees by 4,498 employers.

The majority of payments were the direct result of employer inability to meet payroll commitments owing to financial instability. Recoveries effected represented an increase of approximately 20 per cent over the figure for 1975. There has been a marked decrease in the number of adjustments effected under the *Minimum Wage Act,* which may be indicative of a greater awareness and acceptance by employers of the need to comply with the legislation.

The main vehicle for wage recovery is the *Payment of Wages Act,* and the Board of Industrial Relations issued 725 certificates under this legislation. Additionally, 520 Demand Notices were issued to persons and institutions owing money to employers who in turn owed unpaid wages to employees.

Registrations at a fee of $50 were issued to 97 employment agencies after investigation to determine the extent of compliance with the provisions of the *Employment Agencies Act.*

There were 239 permits issued under the *Control of Employment of Children Act*, authorizing the employment of children under the terms and conditions of the permit. In every case, applications were thoroughly investigated to ensure that the proposed employment would not be injurious to the employees or adversely affect their scholastic and educational standards.

Statistical data on a number of the Branch's activities during 1976 appear in Tables 5 to 8 on pages 71 to 72.

Mediation Services

Mediation Services Branch has as its prime objective the settling of labour disputes within the Province. To this end, the Branch provides assistance to management and trade unions during negotiations concerning either the renewal of a collective agreement or an initial collective agreement.

Trade unions and employers, either separately or jointly, may apply for the assistance of a Mediator by making application, under the *Labour Code of British Columbia,* to the Director, Mediation Services Branch, Seventh Floor, 4211 Kingsway, Burnaby, B.C. The appropriate application forms may be obtained from the Branch office or from any office of the Ministry of Labour in the Province.

The assistance of a Mediator is also available, on an unofficial or informal basis, if a labour-management dispute results in a strike or lockout. Mediation assistance is also provided to Government employees under the *Public Service Labour Relations Act,* and to teachers under the *Public Schools Act.*

The Branch maintains files of collective agreements and certifications that are available for scrutiny by trade unions and employers.

During 1976, officers of Mediation Services Branch were involved in a total of 342 disputes — 264 of them were completed at year-end, 76 were carried forward into 1977, and two appointments were rescinded. The comparable figures for 1975 were 431, 342, 81, and eight (*see* Table 9, page 73).

In addition, Mediation Officers were involved on an ongoing basis in 13 disputes, subsequent to the report of the officer, and in three disputes in which no official appointment was made. Of the 264 disputes completed at year-end, 206 resulted in settlement with the assistance of Mediation Officers.

Upon request, the Branch provided speakers, panelists and moderators for trade union and employer organizations, as well as for such educational institutions as The University of British Columbia, University of Victoria, BCIT and junior colleges. Numerous inquiries were received from many parts of the Province and from other centres in Canada concerning legislation affecting collective bargaining.

Representatives from the Branch attended the CAALL and ALMA conferences, as well as a Federal Government-sponsored seminar for mediators in Montreal.

The Branch also continued its communications with various conciliation and mediation services in Canada and the United States, for the purpose of exchanging information on matters of administration, legislation, and trends and problems of mutual interest and concern.

Arbitration and Special Services

Arbitration and Special Services Branch maintains a register of arbitrators, correlates arbitration awards, and makes these awards available to persons interested in decisions concerning grievances that arise out of collective agreements. Copies of awards may be viewed at the office of the Director of Arbitration and Special Services, 880 Douglas Street, Victoria, or may be obtained at a charge of 25 cents a page (to a maximum of $2.50). Cheques or money orders should be made payable to the Minister of Finance.

Award summaries are published monthly in the Ministry's *Labour Research Bulletin,* and copies are forwarded for publication in *Labour Arbitration Cases* and *Western Labour Arbitration Cases.*

The Branch also assists the Minister in selecting persons to act as chairmen of arbitration boards.

In addition, the Branch maintains a constant surveillance of ILO activities, determining the extent of compliance with ILO Conventions and Recommendations, and weighing the implications of such instruments for the labour force of British Columbia.

The Branch regularly prepares material that enables the Ministry to respond to industrial relations issues of concern to the Province that are raised by other national and international bodies such as CAALL, OECD, and IAGLO.

Two branches of the Ministry, Arbitration Services and Special Services, were merged in 1976 to form a new entity, the Arbitration and Special Services Branch.

The Branch operation now encompasses both the functions and responsibilities related to arbitration procedures in the Province, and the duties and obligations associated with issues of concern to the Province that are raised by national and international organizations connected with industrial relations.

During the year, there was again an increase in the use of arbitration to settle labour-management disputes arising out of the terms of collective agreements. In all, 294 arbitration awards were filed with the Minister, 27 per cent more than the 231 filed in 1975. Of the 295, 129 were the decisions of arbitration boards, 166 the decisions of single arbitrators.

Most arbitration boards are selected by the parties to a collective agreement. The Labour Code, however, states that if there is failure to appoint or constitute an arbitration board under a collective agreement, the Minister of Labour may, at the request of either party, make such appointments as are necesary to constitute a board. In 1976 the Minister made 24 such appointments, of which 13 were for chairmen of arbitration boards and 11 were for single arbitrators.

Eighty-one of the awards handed down in 1976 dealt with the discharge of employees. In discharge cases covered by the Labour Code, the average elapsed time between the date of the alleged violation of the collective agreement and the date of the award was 166.4 days. The shortest length of time required by an arbitration board to deal with a discharge case was 19 days; the longest was 504 days.

Arbitration awards deal with a variety of matters as extensive as those covered by collective agreements. The frequency of occurrence of issues in cases reported in 1976 is outlined in Table 10 on page 73. Table 11 on page 73 indicates the average number of days necessary to complete arbitration cases during 1976.

The Special Services function of the Branch continues to provide the International and Provincial Affairs Branch of Labour Canada with British Columbia's response in the preparation of the Canadian position on ILO

questions. As an outgrowth of these efforts, the Branch is often able to initiate action directed toward the improvement of Provincial legislation.

The Branch also continues to circulate ILO descriptions of job vacancies in foreign countries. These positions call for expert help in vocational training, manpower and employment planning, and related labour fields. Tenure generally ranges between six months and two years. Further details may be obtained from the Branch.

The Branch continues to undertake special studies for the Deputy Minister, Associate Deputy Ministers, and the Board of Industrial Relations, with a view to identifying new directions and initiatives for industrial relations policies. One of these was a preliminary study on the subject of hours of work and hours-of-work legislation. Another was a report on the operations of employment agencies in British Columbia.

A third study, conducted for the Ministry's Labour Standards Branch, examined the area of wage protection and provided a survey of wage insurance schemes currently in use in various European countries.

Human Rights Branch

The role of the Human Rights Branch is to promote equal opportunity for all persons in the Province, without regard to race, religion, colour, sex, marital status, ancestry, or place of origin, and to prohibit discrimination against any other category of persons unless reasonable cause exists.

The Branch administers the *Human Rights Code of British Columbia,* which prohibits all forms of discrimination in the areas of employment, tenancy, and public services. The Code is based on the principle that every individual shall be free and equal in dignity.

Complaints are investigated by an officer of the Branch, and every effort is made to resolve the matter amicably between the parties. If this is not possible, the case may be referred by the Minister of Labour to a Board of Inquiry which, after holding a hearing, brings down a written decision.

The Branch conducts educational programs for schools, employers, unions, and community organizations around the Province, and provides resource persons to assist and speak at seminars and conferences.

The Human Rights Branch processed 578 formal complaints and 3,500 informal complaints and inquiries in 1976. The largest number of complaints, 64 per cent, continued to fall in the area of employment, followed by 14 per cent related to public services, and 13 per cent to tenancy (*see* Tables 12 to 14, page 74).

Boards of Inquiry heard 11 cases, and a number of significant legal precedents were established. In one, a Board of Inquiry ruled that handicapped persons are covered by the Human Rights Code.

In another, discrimination on the basis of pregnancy, against landed immigrants, and on the basis of homosexuality were ruled to be contraventions of the Human Rights Code.

During the year the Branch participated in over 200 educational programs in communities around the Province, and another 7,000 copies of the leaflet, *Your Rights,* were distributed.

In other areas, the Branch worked with a committee of personnel practitioners brought together by the Industrial Relations Management Association in order to develop a guide for pre-employment inquiries. The Branch was also involved in establishing an equal employment opportunity program at the Vancouver Resources Board and the City of Vancouver.

Settlements

It is the responsibility of the Human Rights Branch, under the Human

Rights Code, to investigate complaints of discrimination, and endeavour to bring about a settlement acceptable to all parties. Most complaints are resolved through a settlement. In some cases, investigation reveals no evidence of discrimination, or brings to light a misunderstanding. In other cases, investigation indicates that discrimination was involved.

Among the cases settled under the Human Rights Code in 1976 were the following:

A 50-year-old woman complained that she had been fired from her restaurant job because of age discrimination. The settlement awarded her payment of $1,000 in lost wages, and the restaurant owner agreed to abide by the Code.

An employee who had been dismissed by an insurance company because he was an epileptic was subsequently rehired.

The complaint of a 17-year-old female bakery sales clerk, who quit her job because of sexual harassment by her employer, was resolved through payment of $100 in lost wages and the issuing of a serious warning to the employer.

A complaint of refusal to rent living quarters because of racial origin was settled when the defendant offered an apartment, an apology, and a commitment to abide by the Human Rights Code.

A complaint of a woman who had been denied employment as a night driver by four separate taxi companies resulted in the dropping of restrictions against women night drivers, and the plaintiff's application for such work was accepted by one of the companies.

A supermarket employee who had been fired because of criminal charges that were unrelated to the work he was doing was reinstated in his job and paid $2,000 in lost wages.

A policy that allowed a School Board to deny female students entry into an industrial arts course was rescinded, and the course opened to all students regardless of sex.

A motel that had refused to consider a woman for a job because of her sex was required to change its policy, apologize to the woman, and pay her damages of $500.

A child-care worker who had not been referred to work in her chosen field because of a physical handicap received an apology from a job counsellor and was provided with a referral to work.

Equal Opportunity

The Vancouver Resources Board, in August 1975, following proposals put forward jointly by the Branch and CUPE Local 881, formed a joint Union-Management Committee to design and oversee an equal employment opportunity program. The committee reported back to the Board in February 1976, presenting an over-all plan that was accepted unanimously.

Simultaneously, the three unions represented at the Vancouver Resources Board — CUPE Local 881, Vancouver Municipal and Regional Employees Union, and Social Services Employees Union — negotiated with the Board for inclusion of an affirmative action clause in their contract. This is the first such clause in Canada to be included in a collective agreement.

The union-management committee subsequently reported to the Board that a survey of the Board's staff indicated an under-representation of racial minorities, native Indians, and handicapped persons. The committee also reported that job classifications such as clerk, housekeeper, and janitor were segregated by sex, and that the income level for female employees was lower than for male employees. The Board responded by approving adoption of a program of positive recruitment to find and encourage qualified members of the under-represented groups who could be hired by the Vancouver Resources Board as openings become available. The Board also approved the setting of modest hiring goals for these groups for the next five years.

The Board then applied to the Human Rights Commission for approval of the program under the Human Rights Code, which provides that the Commission can approve programs designed to assist groups in need of special assistance to achieve equal

employment opportunity. Approval was granted.

The City of Vancouver also established, in July 1975, a joint Union-Management Equal Employment Opportunity Committee to design and oversee a similar program. Council recently received funds from the Secretary of State that will enable the EEO Committee to hire research staff to assist with the collection and analysis of information on the present composition of the City's work force. A report on this information, together with recommendations on the future direction of the City's equal employment opportunity program, is expected in June of 1977.

These two programs distinguish themselves from similar programs by the participation of the unions, and the attention addressed to opportunities for racial minorities, native Indians, the physically handicapped, and women. They are the first such programs in the Province. The Branch is represented on both Equal Employment Opportunity Committees.

Boards and Commissions

Board of Industrial Relations

Boards of Review, Workers' Compensation Act

* The annual reports of the Labour Relations Board, the Workers' Compensation Board, and the Human Rights Commission are submitted separately to the Legislature through the Minister of Labour.

Board of Industrial Relations

The Board of Industrial Relations is a quasi-judicial body, appointed under the *Minimum Wage Act.* Its responsibilities include establishment of minimum wage orders and regulations; establishment of hours-of-work regulations; issuing of overtime permits and variance in hours of work; establishment of orders regulating the observance, and pay, for general holidays; and the issuing and enforcing of certificates for the recovery of unpaid wages.

An order, titled "Overtime Minimum Wage Order 3 (1976)," became effective on August 1, 1976, establishing the minimum wage for overtime for employees covered by, or subject to, the negotiation of a collective agreement at the rate established in the collective agreement, but not less than $4.50 for each of the first three hours worked in excess of eight in any one day and 40 in any one week, and $6 for each hour worked in excess of 11 in any one day and 48 in any one week.

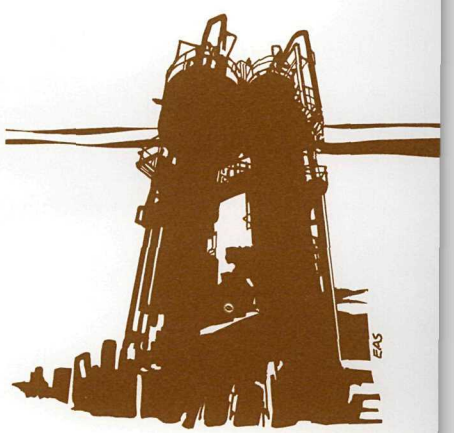
Pursuant to the *Minimum Wage Act,* seven regulations exempted certain employees from the Act. They were:

- Regulation 51 (1976), for non-substitute teachers in School District No. 59 (Peace River South) who are not teachers as defined in the *Public Schools Act;*
- Regulation 52 (1976), for child-care workers employed by the Browndale Care Society;
- Regulation 53 (1976), for employees of the British Columbia Lions Society for Crippled Children's Easter Seal Camps;
- Regulation 54 (1976), for house-parents employed at the Northern Training Centre, Smithers;
- Regulation 55 (1976), for mentally handicapped persons employed in the rehabilitation program of the Artaban Training Centre of the Powell River Association for the Mentally Handicapped, for the period expiring July 31, 1977;
- Regulation 56 (1976), for the Director and child-care workers of the Wilson Creek Residential Treatment Centre, Sechelt; and
- Regulation 57 (1976), for handicapped employees of Goodwill Enterprises for the Handicapped employed on Vancouver Island.

The Board considered numerous applications for overtime permits, and when the requirements of the legislation were satisfied, permits were issued. The Board also considered and granted many requests for scheduling and varying hours and overtime rates to accommodate short-week, flextime, and other working arrangements.

The Board confirmed many certificates for wages owing under the *Payment of Wages Act.* (For details, reference should be made to the annual report of Labour Standards Branch, page 57). Several requests for exemption from section 15A of the *Payment of Wages Act* were also dealt with.

During the year the Board held 50 regular meetings and 33 hearings throughout the Province.



Boards of Review

Boards of review were established under section 76A of the *Workers' Compensation Act* in 1974. They are appellate bodies, set up independent of the Workers' Compensation Board, whose purpose is to handle appeals by workers, dependants of deceased workers, and employers, against decisions of the Board concerning workers.

The 1975 report of the boards of review briefly outlined the functions of the boards and the manner in which they were constituted in 1974. The report also outlined some apparent trends in the appeal process, and provided a brief statistical summary of the activities of the boards during the first three years of their existence.

Current practice calls for an indication, at the time of appeal, as to whether a meeting with a board of review is required, or whether the board of review is to undertake its own investigations and deal with the appeal without further oral presentations by either a worker or an employer. If meetings are requested, or subsequently found to be necessary by a board of review, they are held either at the offices of the boards of review in Vancouver, or in a major community as close as possible to the home of the worker or employer bringing the appeal. In 1976, approximately 40 per cent of meetings were conducted in communities outside the Lower Mainland.

In addition to conducting meetings in the presence of workers and employers, boards of review may conduct additional inquiries concerning claims under appeal. They may, for example, obtain further evidence from persons who have witnessed industrial accidents.

Boards of review may also arrange additional examinations by, and obtain additional opinions from, doctors employed by the Workers' Compensation Board, and from private physicians. In 1976, this course was followed in 134 cases.

Decisions of the boards of review, accompanied by reasons, are communicated in writing to workers and employers, and also to the Workers' Compensation Board. If a decision of a board of review does not confirm an original decision of the WCB, the Commissioners reconsider the decision of the board of review. There are additional appeal provisions by means of which the worker or employer affected by the decision may appeal directly to the Commissioners of the Board.

During the past three years, there has been a steady increase in the number of appeals reaching the boards of review. The numbers have risen from 1,018 in 1974, to 1,617 in 1975, and 1,905 in 1976. There has also been an increase in the number of appeals carried over during each of the last three years. At the end of 1974, there were 220 appeals requiring disposition, and at the end of 1975 that figure had risen to 416. Only two of the three boards of review, however, were fully operational in the last six months of 1976 (the Administrative Chairman resigned in mid-1976 and was not replaced until January of 1977), and, at the end of 1976, a total of 1,125 cases were pending.

During those three years, 798 cases were adjudicated in 1974, 1,421 in 1975, and 1,196 in 1976. From an examination of the statistics for the last six months of 1976, it is obvious that a substantial increase in the number of appeals pending at the end of the year could have been anticipated, even if the boards of review had been at full strength during the entire year.

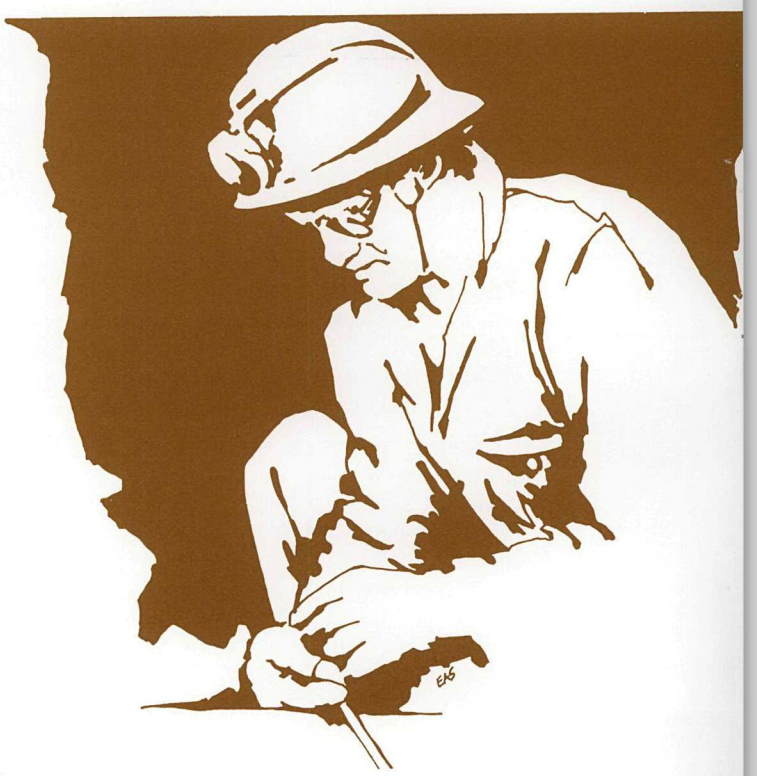
More than 600 of the appeals received in 1976 involved decisions in which the applications of workers had been disallowed in the first instance. More than 500 appeals involved the refusal to reopen claims; and another 365

were initiated by workers who believed either that their claim had been closed prematurely, or that time-loss benefits had been terminated prematurely.

A total of 134 employer appeals reached the boards of review in 1976. Most of these were concerned with the question of whether injuries had arisen out of and during employment.

The remaining appeals were primaril concerned with the adequacy (or otherwise) of permanent partial disability awards, and the refusal of time-loss and medical-aid benefits.

Back injuries resulted in a total of 777 claims. The remaining injuries fell into approximately 15 major cate gories, and are listed in the statistica tables on page 68 of this Report.



Statistics

Compensation Advisory Services

Table 1 — Origin of Compensation Claim Referrals to Consultant and Counsello

Criminal injuries	
Hearing loss	2
WCB Commissioners	4
Medical review panel	4
Boards of review	45
Union representatives	6
Inquiries from lawyers	1
Referrals from Legal Aid	1
Inquiries from CBC "Ombudsman"	
Pensions	7
Rehabilitation consultants	4
Industrial diseases	1
Counselling widows and children	
Out-of-Province claims	
Canada Manpower	1
St. John Ambulance	
Disability Rights Association of B.C	
Third-party cases	
Miscellaneous	
Total	84

New claimants assisted in 1976: 862. New claims reviewed in 1976: 918.

Table 1a — Date of Origination of Claims

Date of Origination	Number of Claims	Date of Origination	Numb of Clai
1920s	1	1971	22
1930s	3	1972	27
1940s	15	1973	87
1950s	21	1974	127
1960s	78	1975	271
1970	11	1976	252

Table 2 — Compensation Claim Referrals to Employer's Adviser

Origin	Numb
Hearing loss	1
WCB Commissioners	45
Medical review panel	6
Boards of review	65
Industrial diseases	6
Total	123

New claimants assisted in 1976: 462.
New claims reviewed in 1976: 499.

Table 2a — Date of Origination of Claims

Date of Origination	Number of Claims	Date of Origination	Numb of Clai
1920s	*nil*	1971	9
1930s	1	1972	4
1940s	*nil*	1973	23
1950s	6	1974	39
1960s	24	1975	101
1970	4	1976	288

Apprenticeship and Industrial Training

Table 3 — Summary of Apprentices in Trades

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served					Total Number of Apprentices in Training	Completed in 1976
		First	Second	Third	Fourth	Fifth		
Aircraft maintenance	4	2	—	—	—	—	2	—
Anvilman	3	—	—	3	—	—	3	—
Automotive —								
Auto parts, warehousing, and merchandising	3	38	12	4	—	—	54	2
Body repair	4	72	112	118	116	—	418	61
Diesel-engine machinist	4	2	—	1	1	—	4	2
Diesel engine repair	4	23	8	11	16	—	58	9
Diesel fuel injection	4	1	1	2	4	—	8	—
Electrical	3	1	—	4	—	—	5	—
Electrical and tune-up	3	7	4	6	—	—	17	4
Farm machinery mechanic	4	—	1	2	2	—	5	1
Forklift mechanic	4	—	—	—	1	—	1	—
Front-end alignment and brake service	2	8	15	—	—	—	23	6
Front-end alignment and frame straightening	4	6	2	1	5	—	14	—
Glass installation	3	—	—	1	—	—	1	—
Heavy-duty mechanic	4	292	202	286	470	—	1,250	255
Hydraulic servicing	4	1	—	—	3	—	4	—
Machinist	4	8	11	9	10	—	38	7
Marine-engine mechanic	4	9	1	5	7	—	22	5
Mechanical repair	4	284	276	306	430	—	1,296	236
Motor-cycle repair	4	—	1	—	—	—	1	—
Painting and refinishing	2	31	48	—	—	—	79	26
Partsman	3	34	26	116	—	—	176	24
Radiator manufacturing and repair	3	8	6	7	—	—	21	4
Small-engine repair	4	9	5	6	2	—	22	1
Springmaker	4	—	—	—	1	—	1	1
Tire repair	2	6	3	—	—	—	9	1
Transmission repair	4	9	4	5	2	—	20	1
Trimming	4	2	1	2	—	—	5	—
Truck-body building	4	1	—	—	—	—	1	—
Baking	3	21	13	11	—	—	45	1
Bandsaw benchman	1	1	—	—	—	—	1	—
Barbering	2	31	63	—	—	—	94	29
Blacksmith	4	1	2	—	—	—	3	—
Boatbuilding	4	11	13	8	15	—	47	5
Boilermaking	3, 4	1	6	3	5	—	15	—
Boilermaking (erection)	3, 4	26	25	14	14	—	79	11
Bricklaying	4	47	53	54	68	—	222	32
Carman	4	12	2	6	7	—	27	1
Carpentry	4	419	469	589	567	—	2,044	314
Cement mason	3	—	2	22	—	—	24	9
Cladding	2	15	16	—	—	—	31	16
Cook	3	29	11	14	—	—	54	8
Dental mechanic	4	9	3	6	5	—	23	4
Dental technician	4	21	17	29	20	—	87	17
Draughtsman (mechanical)	5	1	—	—	—	—	1	—
Drywall finisher	3	25	16	47	—	—	88	19
Drywall installer	2	28	105	—	—	—	133	57
Electrical work —								
Appliance repair	3	4	1	3	—	—	8	2
Armature winder	4	3	1	3	2	—	9	—
Cableman	3	—	—	5	—	—	5	1
Construction section	4	179	289	273	420	—	1,161	210
Domestic radio and TV servicing	4	7	8	8	16	—	39	7
Industrial	4	115	113	151	182	—	561	99
Lineman	4	32	36	73	44	—	185	36
Marine section	4	3	1	4	4	—	12	2
Meterman	3	4	—	8	—	—	12	2
Neon section	4	—	2	1	4	—	7	1
Operator	3½	—	6	6	—	—	12	—
Shop section	4, 5	8	16	13	20	—	57	12
Electronics —								
Community antenna TV	4	4	24	12	28	—	68	12
Electronics	4	4	1	1	1	—	7	—
Industrial	5	4	1	—	1	—	6	—
Instrument repair and calibration	5	—	—	—	—	1	1	1
Marine	4	—	—	—	—	—	—	—
Panels and controls	4	—	—	—	—	—	—	—
Radio communication	4	2	1	—	—	—	3	—
Sound communication	4	—	4	1	7	—	12	2
Technician	4	3	4	5	5	—	17	3
Telecommunications	4	1	4	9	2	—	16	4
Telecontrol technician	4	1	—	7	10	—	18	2

Table 3 — Summary of Apprentices in Trades — Continued

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served					Total Number of Apprentices in Training	Completed in 1976
		First	Second	Third	Fourth	Fifth		
Electroplating	4	2	2	3	2	—	9	1
Floorcovering	3	40	44	109	—	—	193	63
Florist	2	—	5	—	—	—	5	3
Funeral directing and embalming	2	6	10	—	—	—	16	4
Gas fitter	4	—	1	1	—	—	2	—
Glassblowing (scientific)	4	—	—	—	1	—	1	—
Glazier	4	53	50	46	45	—	194	25
Graphic arts	2-5	74	71	51	58	15	269	52
Hairdressing	2	281	409	—	—	—	690	263
Heat and frost insulation	4	21	14	26	20	—	81	14
Industrial instrumentation	5	15	14	29	23	15	96	27
Industrial mechanic	4	—	1	—	—	—	1	—
Industrial warehousing	3	11	—	—	—	—	11	—
Ironwork	3	93	66	68	—	—	227	42
Jewellery manufacture and repair	4	6	5	6	7	—	24	3
Jewellery engraver (machine)	4	6	—	—	2	—	8	1
Joinery (benchwork)	4	39	44	34	52	—	169	20
Lathing	4	—	—	1	5	—	6	4
Leadburner	4	—	1	1	—	—	2	—
Lumber manufacturing industry —								
Construction millwright	4	3	2	5	7	—	17	3
Benchman	1	20	—	—	—	—	20	9
Saw filer	1	59	—	—	—	—	59	28
Saw fitter	2	50	52	—	—	—	102	23
Steamfitting/Pipefitting	4	2	—	3	7	—	12	—
Machinist	4	61	57	58	99	—	275	41
Machinist fitter	4	2	6	8	5	—	21	1
Maintenance mechanic	4	—	—	2	2	—	4	2
Maintenance mechanic, pipeline	4	2	5	1	20	—	28	10
Meatcutting	3	19	16	19	—	—	54	5
Millwright	4	149	134	180	330	—	793	149
Moulding	4	1	4	10	5	—	20	2
Moulding and coremaking	4	1	—	—	1	—	2	—
Office-machine mechanic	4	4	5	5	14	—	28	7
Oil-burner mechanic	4	7	2	1	6	—	16	3
Optical technician	4	1	—	—	—	—	1	—
Orthodontic technician	4	—	—	—	1	—	1	1
Painting and decorating	3	50	40	75	—	—	165	35
Patternmaking	5	—	9	4	—	—	13	1
Pile-driver and bridgeman	3	—	14	11	—	—	25	—
Plastering	4	3	4	3	3	—	13	—
Plastic and rubber fabrication	4	1	3	4	1	—	9	1
Plastic-sign making	4	—	1	—	1	—	2	2
Plumbing	4	183	161	128	188	—	660	114
Practical horticulture	4	5	19	12	7	—	43	6
Refrigeration	5	24	26	43	20	9	122	22
Roofing, damp and waterproofing	3	54	25	24	—	—	103	11
Sail-making	4	1	1	2	—	—	4	1
Sawmaking and filing	4	2	1	—	—	—	3	—
Sheet-metal work	4	91	85	108	151	—	435	87
Ship and boatbuilding	4	—	1	1	—	—	2	—
Ship's plater	4	2	1	4	2	—	9	1
Shipwright	4	7	11	10	10	—	38	5
Sign painting	4	5	6	6	7	—	24	4
Silversmithing and plating	5	—	—	—	1	—	1	—
Sprinklerfitting	4	4	17	20	21	—	62	10
Steamfitting and pipefitting	4	43	74	73	71	—	261	41
Steel fabrication	4	43	50	71	61	—	225	26
Tile setting	3	26	7	—	—	—	33	—
Tool and die maker	5	3	3	2	—	1	9	1
Upholstery	4	9	6	6	1	—	22	1
Watch repairing	5	—	—	—	2	—	2	—
Welding	3	22	11	32	—	—	65	10
Totals	—	3,532	3,663	3,587	3,776	41	14,599	2,750

Table 4 — Tradesmen's Qualification Certificates and Exemptions Issued in 1976

Trade	Certificate Issued	Exemption Issued
Automotive body repair	8	—
Automotive mechanical repair	445	—
Boilermaker (erection)	37	—
Bricklaying	19	—
Carpentry	448	—
Cook	118	—
Heavy-duty mechanic	415	—
Industrial, electrical	167	—
Industrial, instrumentation	30	—
Ironwork	68	—
Joinery (benchwork)	24	—
Lumber manufacturing industry —		
Benchman	12	—
Circular-saw filer	35	—
Saw fitter	54	—
Machinist	77	—
Millwright	379	—
Oil-burner mechanic	18	—
Painting and decorating	67	—
Plumbing	201	60
Radio and TV, domestic	13	—
Refrigeration	47	4
Roofing, damp and waterproofing	79	39
Sheet-metal work	95	1
Sprinklerfitting	13	6
Steamfitting and pipefitting	137	38
Totals	3,006	148

Labour Standards

Table 5 — Payment of Wages Act

	1975	1976
Certificates —		
Made under section 5 (1) (*c*)	668	725
Confirmed under section 5 (2) (*a*)	537	641
Cancelled under section 5 (2) (*b*) (ii)	22	17
Cancelled and remade under section 5 (2) (*b*) (i)	20	22
Paid before confirmation	71	61
Paid before filed in court	24	50
Confirmed under section 5 (2) (*b*) (i) filed with Registrar of —		
County Court	436	574
Supreme Court	32	60
Appeals under section 5 (4)	—	6
Demands made under section 6 (1)	488	520

Table 6 — Comparison of Investigations and Wage Adjustments, 1975 and 197

	1975	1976
Inspections and investigations	60,560	61,07
Annual and General Holidays Act —		
Firms involved	1,012	88
Employees affected	1,414	1,40
Arrears paid	$ 122,705.35	$ 122,782.9
Minimum Wage Act —		
Firms involved	349	30
Employees affected	763	49
Arrears paid	$ 99,477.25	$ 66,148.9
Payment of Wages Act —		
Firms involved	3,204	3,31
Employees affected	10,954	8,57
Arrears paid	$1,416,157.77	$1,752,233.9
Total adjustments	$1,638,340.37	$1,941,165.9

Table 7 — Court Cases, 1976

Name of Act	Number of Employers	Charges	Convictions	Dismis
Payment of Wages Act	3	8	8	—
Minimum Wage Act	2	6	6	—
Hours of Work Act	—	—	—	—

Table 8 — Summary of Permits Issued, 1976, Under Control of Employment of Children Act

	District												
	Burnaby	Chilliwack	Cranbrook	Dawson Creek	Kamloops	Nanaimo	Nelson	Prince George	Terrace	Victoria	Williams Lake	Tot
Amusement	3	6	—	3	—	1	1	—	—	—	2	16
Automobile service stations	6	2	1	—	5	—	—	—	—	—	2	16
Catering	51	2	13	2	10	10	11	—	4	2	4	8	117
Construction	1	—	—	—	—	5	—	—	—	—	1	3	10
Electricity	—	—	—	—	—	—	—	—	—	—	—	—	—
Laundry, cleaning, dyeing	—	—	—	2	—	—	—	—	1	—	—	—	3
Logging	1	—	—	2	—	2	—	2	4	—	—	—	11
Manufacturing	4	1	—	—	1	—	—	1	2	2	—	—	11
Mercantile	18	1	1	2	2	1	4	1	6	7	5	—	48
Shoe-shine stands	—	—	—	—	—	—	—	—	—	—	—	—	—
Shipbuilding	—	—	—	—	—	—	—	—	—	—	—	—	—
Transportation	4	—	—	1	1	—	—	—	—	—	—	1	7
Totals	88	12	15	12	19	19	16	4	16	12	10	16	239

Mediation Services

Table 9 — Analysis of Mediation Services for 12 Months of 1976 (January 1 to December 31, 1976)

	1976	1975
Appointments continued from previous year	81	80
Appointments made	258	337
No official appointment	3	14
Totals	342	431
Appointments rescinded	2	8
Appointments continuing	76	81
Total appointments completed	264	342
Settlements —		
During term of officer's appointment	190	201
Following officer's report	13	24
No official appointment	3	14
Total settlements	206	239
Employers involved	698	967
Bargaining units involved	696	992
Employees involved	63,495	123,115

Arbitration and Special Services

Table 10 — Frequency of Occurrence of Issues Reported in 1976

Issue	Frequency of Occurrence(1)	Issue	Frequency of Occurrence(1)
Allowances	6	Past practice	2
Annual holidays	3	Permanent employment	1
Annual vacation pay	5	Probationary employees	3
Arbitrability	7	Promotion	3
Bargaining unit	1	Reclassification and revaluation	3
Benefits	9	Retroactive pay	1
Contracting-out	8	Scheduling hours	2
Demotion	4	Seniority	36
Discharge	81	Sick leave	4
Disciplinary action	3	Statutory holidays	3
Failure to work	1	Statutory holiday pay	6
Hiring practices	1	Suspension	29
Hours of work	3	Technological change	2
Interpretation	22	Termination	3
Job classification	15	Terms of agreement	15
Job posting	9	Timeliness	1
Layoff	12	Transfer	1
Leave of absence	3	Union security	3
Management rights	3	Wages	38
Overtime	10	Work assignment	9

1 These figures do not correspond to the number of awards received, as some awards deal with more than one issue.

Table 11 — Average Number of Days to Complete Arbitration Cases in 1976

Events in the Span	Single Arbitrators	Arbitration Boards
Date of dispute to date of award	199.73	238.67
Date of discharge to date of award	141.10	191.78
Date of appointment by Minister to date of award	78.00	93.16
Date of hearing to date of award	28.02	38.51

Human Rights

Table 12 — Number of Complaints Investigated, by Section of the Human Rights Code (January 1 to December 31, 1976)

Section	Total Complaints	Settled by Officer	Unsubstantiated	Referred to Board of Inquiry	Held Over to 1977	Withdrawn	No Jurisdiction	Not Pursued
Discriminatory publication	1	—	—	—	1	—	—	—
Discriminatory public facility	80	19	15	1	39	4	—	2
Discriminatory property purchase	3	1	—	—	2	—	—	—
Discriminatory tenancy	75	32	10	—	25	7	—	1
Discriminatory wages	17	1	1	—	15	—	—	—
Discrimination in employment advertising	19	11	—	—	8	—	—	—
Discrimination in employment	373	101	54	2	180	30	1	5
Discrimination by trade unions and occupational associations	9	3	2	1	3	—	—	—
Protection of complainant	1	—	—	—	1	—	—	—
Totals	578	168	82	4	274	41	1	8

Table 13 — Number of Complaints Investigated Under the Human Rights Code, by Nature of Complaint (January 1 to December 31, 1976)

Nature of Complaint	Total	Settled by Officer	Unsubstantiated	Referred to Board of Inquiry	Held Over to 1977	Withdrawn	No Jurisdiction	Not Pursued	Total Complaints Handled, 1976
Race	52-98	19-30	17-13	1-0	0-46	8-7	0-0	7-2	150
Sex	77-210	31-64	15-19	2-1	1-111	14-13	1-0	13-3	287
Sex and marital status	0-22	0-9	0-3	0-0	0-10	0-0	0-0	0-0	22
Marital status	14-53	8-25	3-7	0-0	0-16	2-4	0-0	1-1	67
Religion	0-9	0-5	0-1	0-0	0-3	0-0	0-0	0-0	9
Place of origin	10-29	2-5	5-7	0-0	0-14	1-3	0-0	2-0	39
Ancestry	1-1	0-0	1-1	0-0	0-0	0-0	0-0	0-0	2
Age	16-32	6-9	6-3	1-0	0-12	2-6	0-0	1-1	47
Political belief	6-5	1-0	3-1	0-1	0-2	1-1	0-0	1-0	11
Criminal conviction	15-14	6-1	5-5	1-0	0-7	2-1	0-0	1-0	29
Without reasonable cause	49-82	12-16	13-17	1-3	2-42	11-2	4-1	6-2	132
Colour	3-22	0-6	0-3	0-0	0-10	3-3	0-0	0-0	25
Totals	243-578(1)	85-170	68-80	6-4	3-273	44-40	5-1	32-9	821

NOTE — Figures in left-hand column indicate 1975 complaints handled during 1976. Figures in right-hand column indicate complaints opened in 1976.

1 This figure includes one complaint of retaliation, filed under section 10.

Table 14 — Boards of Inquiry

	1975	1976
Total cases referred to Boards of Inquiry	16	11
Cases settled prior to hearing	5	4
Hearings held	11	7

Boards of Inquiry Hearings

	1975	1976	Total 1975/76
Total hearings	11	7	18
Cases upheld	9	5	14
Cases dismissed	2	1	3
Decisions pending	—	1	1

Acts Administered by the Ministry of Labour

	$
*Annual and General Holidays Act (R.S. 1960)	0.25
†Apprenticeship and Tradesmen's Qualification Act (R.S. 1960)	.25
*Control of Employment of Children Act (R.S. 1960)	.25
Department of Labour Act (R.S. 1960)	.25
Elevator Construction Industry Labour Disputes Act (1974)	.25
*Employment Agencies Act (R.S. 1960)	.25
Essential Services Continuation Act (1974)	.25
Factories Act, 1966	.30
Human Rights Code of British Columbia Act	.25
*Hours of Work Act (R.S. 1960)	.25
*Minimum Wage Act (R.S. 1960)	.25
*Payment of Wages Act (1962)	.25
Public Construction Fair Wages Act (1976)	.25
Special Provincial Employment Programmes Act (1974)	.25
Trade-schools Regulation Act (R.S. 1960)	.25

Other Statutes Involving Labour

Barbers Act (R.S. 1960)	.25
Boiler and Pressure Vessel Act	.30
Coal Mines Regulation Act (1969)	1.20
Deceived Workmen Act (R.S. 1960)	.25
Fire Departments Hours of Labour Act (R.S. 1960)	.25
Fire Departments Two-platoon Act (R.S. 1960)	.25
Hairdressers Act (R.S. 1960)	.25
Hospital Services Collective Agreement Act (1976)	.25
Labour Code of British Columbia Act (1973)	.50
Labour Regulation Act (R.S. 1960)	.25
Master and Servant Act (R.S. 1960)	.25
Maternity Protection Act (1966)	.25
Mechanics' Lien Act (R.S. 1960)	.30
Mines Regulation Act (1967)	.75
Railway and Ferries Bargaining Assistance Act (1976)	.25
Truck Act (R.S. 1960)	.25
Woodmen's Lien for Wages Act (R.S. 1960)	.25
Workers' Compensation Act (1968)	.80

Copies of these Acts are available, at the prices indicated, from: Queen's Printer, Legislative Buildings, Victoria, B.C. V8V 1X4. Please make your cheque payable to the Minister of Finance.

Plans are under way to consolidate these Acts in a single labour standards statute.
These Acts will be repealed upon proclamation of the new *Apprenticeship and Training Development Act*, scheduled for presentation in the Legislature by the Minister of Labour on August 2, 1977.