

Provisions re Learners and Minors.—Minimum wage orders in all provinces fix special rates for learners, apprentices or minors, that is, workers under 18 years of age, and some make provision for the physically defective. The learning period ranges from 3 to 18 months, according to the nature of the occupation, and the rates of wages advance until the full minimum wage for experienced adults is reached.

The Boards have power to limit the number of learners and minors employed at a plant. The proportion of these classes to experienced workers varies widely. In British Columbia the proportion for factory workers is 14.3 p.c. and in Manitoba 25 p.c. In Ontario the proportion allowed is 50 p.c. of adult learners and minors combined; neither of these classes, however, can exceed 33 p.c. of the experienced adults employed. In Alberta, the proportion of learners allowed to the total female employees is 25 p.c. in factories.

Provisions re Hours.—The Boards of all provinces except Quebec have power to fix not only the minimum wages but also the maximum number of hours for which such wages shall be paid. There is, however, a wide divergence in the standards of working hours which have been fixed by the various orders. Many of these orders provide for a working week of 48 hours, but allow latitude in regard to the distribution of these hours throughout the week to permit of a Saturday half-holiday, with consequent lengthening of working hours beyond 8 hours on the other days of the week.

The Alberta Board has issued orders limiting the working week to 48 hours, (or 9 hours in any one day), except in the case of shops, stores and mail order houses, in which the limit is 52 hours in the week (10½ hours on Saturday, and 9 on any other day). The Board may provide for longer working hours under pressure of seasonal work.

In British Columbia a week of 48 hours is prescribed for workers in offices, in laundries, dyeing and dry-cleaning establishments, in the personal service occupations (including hairdressers, ushers in theatres, and chauffeurs), and in factories except where overtime is permitted under the provisions of the "Factories Act". In emergencies employees in the public housekeeping occupations may work 52 hours and in the telephone and telegraph occupations, 56 hours; payment after 48 hours being at the rate of time and one half in both cases. No regulations have been made regarding hours of labour in the fishing industry; special rules to govern overtime work are laid down for the fruit and vegetable industry.

In Manitoba the regulations of the Board prescribe a 9-hour day and 48-hour week in most factories, also in brickyards and in seasonal and casual employment in industries not covered by special orders. A 9-hour day and 50-hour week is permitted in laundries, dye works and dry-cleaning establishments in Winnipeg and St. Boniface, and a 10-hour day and 48-hour week in hairdressing and beauty parlors and in hotels and restaurants throughout the province.

The Ontario Board has as yet fixed no definite limits for the working day or week, but the recent orders governing office workers provide that the minimum rates for part-time workers shall be based on a regular working week of 48 hours.

In Saskatchewan the limit of working hours in shops and stores, including millinery and dressmaking establishments, florists, etc., is 50 hours weekly. A 48-hour week is fixed as the maximum normal period of employment in laundries, factories and mail order houses, while in hotels and restaurants the limit is 50 hours for a 6-day week and 56 hours for a 7-day week.

Trades Conferences.—The Boards of Alberta, British Columbia, Ontario and Quebec, before fixing minimum wage rates for any occupation, summon conferences consisting of representatives of the workers, their employers, and the general public, and the order generally represents a compromise between the views