

is also legislation for the restriction of hours of labour. In Quebec, Ontario, Manitoba, Alberta and British Columbia the minimum rates for female employees are applicable to males in certain respects. Minimum wage legislation for female employees became effective in the various provinces as follows: British Columbia and Manitoba in 1918; Saskatchewan in 1919; Alberta and Ontario in 1920; Quebec in 1926, the statute having been passed in 1919; Nova Scotia in 1930, the statute having been passed in 1920. In New Brunswick a statute was passed in 1930 to come into force on proclamation but it has not yet been proclaimed.

Hours of labour are regulated in some of the provinces by the Minimum Wage Boards and in others under the factory acts, etc.

Minimum wage rates for males separately had been established prior to 1934 to a slight extent only in British Columbia since 1925, and in Manitoba since 1931. During 1934, however, provision was made for this and rates were established for comparatively large numbers of male workers in British Columbia, Manitoba, Quebec and New Brunswick, and in 1935 in Ontario. (See section on Labour Legislation.) A supplement to the *Labour Gazette* for January, 1936, on Wages and Hours of Labour in Canada 1929, 1934, and 1935 contains an appendix giving information as to minimum wages for males as well as for females in some detail.

Information as to minimum wage rates on Dominion Government contracts for the manufacture and supply of equipment, stores, etc., appears in the paragraphs on Fair Wages in the section on the Dominion Department of Labour at pp. 747-748.

Subsection 1.—Minimum Wages for Females.

The accompanying table gives information as to minimum rates of wages and as to hours under the orders of the various boards and commissions in effect at the end of 1935.

The information here given is intended to afford merely a statistical summary of the minimum wages and restricted hours of labour in the provinces and industries affected, and while some of the more significant details have been given in footnotes, it has been found impossible to include the information in such form as to indicate any more than the general conditions under these provisions.

For complete information it is necessary to refer to the orders as issued by the various provincial boards. These have been given in summary form in the *Labour Gazette* from time to time as issued, and in more detailed form in the *Wages and Hours Supplement to the Labour Gazette*, January, 1936. In some provinces these orders include regulations as to employment conditions, sanitary conditions, etc. The boards have power to issue licences for lower rates of pay for handicapped workers and to meet special conditions in the nature of emergencies.

In this table the figures for adult learners and for minors and apprentices are shown in a range covering both classes. There is considerable variation in the rates for such classes in the various industries and the time allowed for such periods varies considerably, from a few weeks to two years and upwards. Probationary periods without pay are allowed in some cases—beauty parlours, millinery, dress-making in shops, etc. The number of learners and apprentices is usually restricted to 25 p.c. of the employees.

The hours of labour shown in Table 3 are those for which the minimum rates are payable, or the maximum hours of work (except under special conditions, provision for overtime pay, etc.) established by the minimum wage boards or provided for under other legislation, such as factory acts.