

other provinces a similar policy is based on a resolution of the legislature or departmental regulations. Fair wages are defined as those current for competent workmen in the district or those determined as fair by the Minister. The Ontario Government Contracts Hours and Wages Act, 1937, like the Dominion statute, also provides for an 8-hour day and 44-hour week for public works employees.

*Hours of Labour.*—In addition to the limitation of hours of work effected under the Quebec Workmen's Wages Act, the Industrial Standards Acts, and the Minimum Wage Acts, as indicated above, there is statutory regulation in all provinces but Prince Edward Island.

In Alberta and British Columbia Hours of Work Acts apply to both sexes. In British Columbia the Act provides an 8-hour day and 48-hour week for persons employed in mines, factories, construction, retail and wholesale stores, road transport, barber shops, and bakeries, and in catering or as hotel clerks or elevator operators. The Alberta statute fixes a maximum of 9 hours a day and 54 hours a week for male workers and 8 hours a day and 48 hours a week for females in any trade or occupation except agriculture or domestic service. Both Acts permit temporary and permanent exceptions to be made by regulation.

In Quebec and Nova Scotia there are statutes authorizing regulations to limit hours of work. In the former province hours have thus been restricted throughout the province in the building trades, except on small jobs, to 8 a day and 48 a week for all but the skilled workers in the Montreal Division, for whom the weekly maximum is 44. Maximum hours of work have been fixed for beauty parlours and shoe-repair shops on the island of Montreal at 55 and 64, respectively. The Nova Scotia Act may be applied to mining, manufacturing and construction of any kind but no action has been taken to apply it.

The only other legislation in Canada to limit hours of work is contained in statutes applying to certain kinds of undertakings, such as mines, factories, and shops, or certain classes of workers such as motor vehicle operators.

Coal miners below ground have a maximum 8-hour day in Alberta, British Columbia, New Brunswick, and Nova Scotia and in Saskatchewan unless it is agreed otherwise. Work above ground in coal mines is also limited to 8 hours a day in Alberta and, unless employer and employee make a contrary agreement, in Saskatchewan. Metal miners below ground have a maximum 8-hour day in British Columbia, New Brunswick, northern Ontario and Yukon. In Alberta there is a statutory 9-hour day and 54-hour week both above and below ground in metal mines. In British Columbia workers above ground, as below, have an 8-hour day and in Yukon also, unless a special overtime rate is paid.

In factories, hours of women and young persons are restricted by the factory laws of Manitoba, New Brunswick, Ontario, Quebec, and Saskatchewan. Maximum hours fixed by these statutes are: 48 a week in Saskatchewan, 9 a day and 54 a week in Manitoba, 10 a day and 55 a week in Quebec, and 10 a day and 60 a week in New Brunswick and Ontario. A new Act in New Brunswick would limit weekly hours to 50 but it has not been proclaimed. In Manitoba the factory law has been superseded in respect to weekly hours by an order of the Minimum Wage Board which fixes a maximum of 48 for women and for boys under 18 in factories. In all provinces provision is made for longer hours in cases of emergency. There is no limitation of hours in Nova Scotia factories and in Prince Edward Island there is no factory law.