

In the preceding table figures for adult learners, and for minors and apprentices are shown in a range covering both classes. There is wide variation in the rates for such classes in the several industries and the time allowed for such periods varies in most cases from one year to 18 months. Probationary periods (usually 3 months) without pay are allowed in some cases—beauty parlours, millinery, dress-making in shops, etc.

### Subsection 2.—Minimum Wages for Male Employees.

Provisions for minimum wage rates for male employees are outlined in the *Wages and Hours Supplement to the Labour Gazette*, March, 1939, pp. 130-152, a summary of which follows:—

In Prince Edward Island, the city of Charlottetown, as authorized by an amendment to its incorporating Act, has established by by-law a minimum wage rate of 35 cents per hour for labourers and workmen engaged by contractors.

In New Brunswick the Labour and Industrial Relations Act, 1937, which incorporates the Fair Wage Act, 1936, provides for the establishment of minimum rates of wages and maximum hours for both male and female workers. Orders have been issued for a number of individual establishments but none of general application in any trade or industry. Under the Forest Operations Act, 1934, the Commission, during 1937, established for stream-driving a minimum average rate of \$3 per day and board, net, or its equivalent in case of piece work. For booming and sorting a minimum rate of 28 cents an hour without board was set. After Oct. 1, 1938, for cutting, yarding, and hauling, a minimum rate for each employee of \$30 and a minimum average rate of \$34 per month and board, net, were fixed.

In Quebec, the Fair Wage Act, 1937, replacing the Women's Minimum Wage Act, applies to both male and female workers (see Subsection 1, Table 3). Under the Act to Assure Reasonable Wages for Workmen Engaged in Forest Operations, 1937, a minimum of \$45 per month with board is established. An Order in Council under the Act approved Aug. 30, 1938, provides that for youths of 18 to 20 years, incapacitated persons, and men of 60 years or over the minimum is \$30 per month with board; regular hours are limited to 60 per week and time and a quarter for overtime.

In Ontario, until repealed in 1937, the Minimum Wage Act had provided that wherever a male employee replaces a female employee in any class of industry, the male employee must be paid at least the minimum rate established. This Act was replaced by the Minimum Wage Act, 1937, applying to both male and female workers. At the end of 1938 only one order had been issued under the new Act (textile industry—see Subsection 1, Table 3) and the old orders were still in effect.

In Manitoba, the Minimum Wage Act provides that when a minimum wage scale has been established for any industry, no person of the age of 18 years or over may be paid less than 25 cents per hour except where the Board has passed specific regulations providing for a different rate. As all industries except farming, market gardening, and domestic service are now under regulation, the above minimum rate of 25 cents per hour for male persons of 18 years of age or over applies to all except where special regulations have been made, as follows: in manufacturing, departmental stores and mail-order houses, retail and wholesale stores, and general employees the orders apply to male as well as female employees (see Subsection 1, Table 3). For hotels, restaurants, etc., the minimum for male workers over 18 is