

been found impossible to include the information in such form as to indicate any more than the general provisions.

For complete information it is necessary to refer to the orders of the various provincial boards. These have been given in some detail in the *Labour Gazette* from time to time as issued, and in summary form, by provinces, in the *Wages and Hours Supplement to the Labour Gazette*, March, 1940. In some provinces these orders include regulations as to employment conditions, sanitary conditions, etc. The boards have power to issue licences permitting lower rates of pay to handicapped workers and to meet special conditions in the nature of emergencies.

In Table 29, pp. 790-791, 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, dressmaking 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, 1940, 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, 1938, which incorporates the Fair Wage Act, 1936, provides for the establishment of minimum and overtime 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, from Apr. 1, 1939, established for stream-driving a minimum average rate of \$2.50 per day and board, net, or its equivalent in case of piece work. For booming and sorting a minimum rate of 25 cents an hour without board was set. After Oct. 1, 1939, for cutting, yarding, and hauling, a minimum rate for each employee of \$36 and a minimum average rate of \$40 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 Table 29, pp. 790-791). 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 Sept. 13, 1939, provides that for youths of 18 to 20 years, handicapped persons, and men of 60 years or over, the minimum is \$30 per month of 26 days, with board; regular hours are limited to 60 per week, with time and a quarter for overtime. No one under 18 years of age may be employed, and not more than 12½ p.c. of employees are to be paid less than the regular minimum of \$45.

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. By the end of 1939 only one order, which covers the textile industry, had been issued under the new Act and the old orders were still in effect.