

Wages Stabilization Policy.—In accordance with the Government's general anti-inflationary policy, P.C. 7440, Dec. 16, 1940, as amended, set forth a wages policy that was to be observed by boards of conciliation and investigation in their recommendations regarding wages and was recommended for all employers. With the introduction of a comprehensive price-control policy, P.C. 7440 was replaced by the Wartime Wages and Cost of Living Bonus Order (P.C. 8253, Oct. 24, 1941, as amended) by which its principles were generalized, with some modification, for all industries. Wage rates are now stabilized at the level of Nov. 15, 1941, though provision is made for the raising of rates that are unduly low. At the same time, the imposition of undue hardship on wage-earners is to be avoided by the payment of a cost-of-living bonus which is to be adjusted with changes in the cost-of-living index.

P.C. 8253 also provides for permanent enforcement machinery in the form of the National War Labour Board which, with the help of nine Regional War Labour Boards, is to administer the order and the fair wages policy. Each board consists of an independent chairman (the Dominion Minister of Labour for the National Board and the Provincial Ministers for the Regional Boards) and an equal number of employers' and workers' representatives. The assistance of the provincial departments is secured through the Regional Boards, and provision is made in P.C. 1774 for the use of their inspection staffs (see p. 675).

Subsection 2.—Provincial Labour Departments and Bureaus

Labour legislation in Canada is, for the most part, a matter for the provincial legislatures. In each province, except Alberta and Prince Edward Island, there is a special department or bureau charged with the administration of labour laws. The Province of Prince Edward Island has enacted little labour legislation. In Alberta the Department of Trade and Industry administers most labour legislation, the Board of Industrial Relations having charge of statutes regulating wages and hours. Legislation for the protection of miners is administered in each province by the department dealing with mines. Factory legislation in eight provinces and shops legislation in several provinces prohibit child labour, regulate the hours of women and young persons, and provide for safety and health. Minimum-wage legislation for both male and female workers in each province, except Nova Scotia and Prince Edward Island, is administered by a special board which, in each case, forms part of the Labour Department. Other legislation administered by individual provincial departments includes the laws in each province providing for public employment offices and for the licensing of certain classes of workmen. The Industrial Standards Acts in Alberta, Saskatchewan, Ontario, New Brunswick and Nova Scotia enables the wages and hours of work agreed upon by representatives of employers and employees to be made legal throughout the industry concerned, and the Collective Labour Agreements Act in Quebec permits collective agreements between employers and trade unions to be made binding on all in the industry. Workmen's compensation laws in all the provinces except Prince Edward Island are administered by independent boards.

For up-to-date information regarding individual provincial Departments of Labour, reference should be made to the annual reports of the Departments concerned, or to the Deputy Ministers of Labour of the Provincial Governments.