

In Nova Scotia, the minimum wage law applies only to women, while in Ontario, though the Act applies to both sexes, there is only one order (relating to the textile industry) that applies to men. In Alberta and British Columbia, separate orders are issued for men and women, and in the other provinces all orders apply to both sexes in so far as workers of both sexes are employed in the industries covered.

In Quebec, under the Collective Agreement Act, hours and wages established through collective agreements have been generalized by Orders in Council in given districts or throughout the Province. The Industrial Standards Acts of Nova Scotia, New Brunswick, Ontario, Saskatchewan and Alberta and Part II of the Manitoba Fair Wage Act provide that schedules of wages and hours drawn up by conferences of employers and employees called by the Minister of Labour may be made binding on all employers and employed in the industries concerned. In Nova Scotia, New Brunswick and Manitoba, however, the Acts can be applied only to specified industries.

Hours are regulated in all provinces but Prince Edward Island by statutes governing working conditions in special types of undertakings such as mines, factories and shops. In Nova Scotia, Quebec, Alberta and British Columbia, there are also statutes dealing only with hours of work, and most of the Minimum Wage Acts give the administrative authorities power to regulate hours as well as wages.

The following subsections summarize the provisions relating to wages and hours. Details may be found in the regular issues of the *Labour Gazette* and in the annual Wages and Hours Supplement to that journal.

### Subsection 1.—Minimum Wages

The provisions of the minimum wage orders issued under the provincial minimum wage laws vary greatly among provinces and among different parts of a single province. Table 28, p. 716, covers for the principal cities several important occupations in which rates are in effect in all provinces, and other rates are summarized below. Where work is being performed in any province in execution of a Dominion Government contract, the minimum rates fixed by Dominion Order in Council (see p. 675) supersede any provincial rates that may be lower for the particular workers.

In both the table and the text the rates mentioned are for full-time experienced workers and they apply to a specified number of hours. In most cases, there are lower rates for inexperienced employees and those under 18 or 21 years of age and special rates for part-time workers. There is generally a restriction on the proportion of workers who may be classed as inexperienced or part-time. In some cases, punitive rates are fixed for time worked in excess of the specified number of hours but frequently payment need be only *pro rata*.

In most provinces the rates given for the chief industrial city apply in some other localities as well, but the exact coverage varies. The rates for Vancouver and Edmonton apply on a province-wide basis, except that in Alberta the rate for telephone operators is effective in rural districts only if the exchange has 100 lines or more. The Halifax rates apply to all municipalities in Nova Scotia of 17,000 or more inhabitants and rates of \$1 less are in effect in all incorporated towns. In Saskatchewan, the Regina rates apply to all cities, while in the towns of Canora, Estevan, Humboldt, Kamsack, Lloydminster, Melville, Shaunavon and Wynyard \$12 per week is payable in all the establishments listed except hotels, where the rate is \$10. In Manitoba, also, there are generally two rates, the first applying to