

Female Employees Equal Pay Act.—This Act came into effect on Oct. 1, 1956, and applies to employers and employees engaged in works, undertakings or businesses coming within federal jurisdiction. The Act, in its principal provision, prohibits an employer from employing a female for any work at a rate of pay that is less than the rate at which a male is employed by that employer for identical or substantially identical work.

Subsection 2.—Provincial Labour Legislation

Labour legislation in Canada is mainly a matter for the provincial legislatures as it usually deals with the contract of service between employer and employee, the contract between members of a trade union which forms the basis of the union, or regulates conditions in local work places. The right to contract is a civil right and the British North America Act, which distributes legislative powers between the Parliament of Canada and the provincial legislatures, grants to the provinces power to enact laws in relation to "civil rights" and, with certain exceptions, "local works and undertakings" In each province a Department of Labour (in Alberta, the Department of Industries and Labour) is charged with the administration of labour laws. Legislation for the protection of miners is administered by departments dealing with mines.

Factory legislation and shops legislation in several of the provinces prohibit child labour, regulate the hours of work of women and young persons and provide for safety and health. Most provinces have minimum wage legislation and maximum hours laws, legislation to ensure freedom of association, to promote collective bargaining and to provide for the settlement of industrial disputes, and legislation dealing with apprenticeship and the licensing of certain classes of workmen. The Industrial Standards Acts of Nova Scotia, New Brunswick, Ontario and Saskatchewan, the Labour Act of Alberta and the Fair Wage Act of Manitoba enable the wages and hours of work agreed upon at a conference of representatives of employers and employees in designated trades to be made the minimum standards throughout the trade concerned. The Quebec Collective Agreement Act permits collective agreements between employers and trade unions to be made binding on all in the industry. The workmen's compensation laws in each province are administered by a board appointed by the Lieutenant-Governor in Council.

Provincial labour legislation enacted in 1956 and 1957 is outlined in the following paragraphs.

Newfoundland.—In 1956 the *Workmen's Compensation Act* was amended to increase the monthly allowances payable to the widows and children of deceased workmen. The allowance to a widow was increased from \$50 to \$60, to a child with one parent from \$12 to \$20, and to an orphan child from \$20 to \$30. The amendment also raised the rate of earnings used in determining compensation in disability cases from 66½ to 75 p.c.

Prince Edward Island.—The *Workmen's Compensation Act* was amended in 1957 to raise the monthly payments to a child living with a parent from \$15 to \$20, and to an orphan child from \$25 to \$30. A further change enables the Board to pay compensation in respect of a child who is over 16 and under 18 years of age at the time of his father's death, in order to assist in furthering his education. Previously, the Board had authority to continue payments for such purpose only if the child had been receiving compensation before the age of 16.

A 1957 amendment to the *Trade Union Act* made the Act apply to employers who regularly employ more than six employees. Formerly, only those with more than 15 employees were covered.

Nova Scotia.—A new *Elevators and Lifts Act* passed in 1956 provides for the licensing and regulation of all passenger and freight elevators and other types of lifts. The Act requires the approval of the Department of Labour before any new installations may be made or any major alterations undertaken. Every elevator or lift must be inspected annually and the Act provides for the appointment of a Chief Elevator Inspector and