

prerogative of the provinces. Since it imposes conditions on the rights of the employer and employee to enter into a contract of employment, labour legislation is, generally speaking, law in relation to civil rights. Under this authority, the provincial legislatures have enacted a large body of legislation affecting the employment relationship in such fields as working hours, minimum wages, the physical conditions of workplaces, apprenticeship and training, wage payment and wage collection, labour-management relations, workmen's compensation and other matters. In each province a Department of Labour is charged with the administration of labour laws. Legislation for the protection of miners is administered by departments dealing with mines. The workmen's compensation law in each province is administered by a Workmen's Compensation Board appointed by the Lieutenant-Governor in Council.

As a means of ensuring adequate living standards for workers, all provinces have enacted minimum wage legislation. These laws vest in a minimum-wage-fixing board authority to set minimum wages for employees. Five provinces have general hours-of-work laws, which either limit daily and weekly working hours or require the payment of an overtime rate if work is continued beyond specified daily and weekly hours.

Hours of work are also restricted and minimum wages established for certain types of employment under industrial standards legislation in Nova Scotia, New Brunswick, Ontario, Saskatchewan and Alberta, under the Manitoba Fair Wage Act and under the Quebec Collective Agreement Act. Industrial standards legislation establishes a procedure whereby a schedule of minimum wages and maximum hours of labour may be put into effect for a trade or industry in a given area. Under these laws a conference is convened by the Minister of Labour on the request of employer or employee representatives in an industry. If at such conference "a proper and sufficient representation" of the employers and employees affected agree on wages and hours conditions, the government may declare them legally binding on the entire industry in the district concerned. In Manitoba, the Fair Wage Act provides similar machinery for fixing wages and hours. Although the Act may be applied in other industries, its application has been confined to the construction industry. The Quebec Collective Agreement Act enables the wages, hours, vacations, apprenticeship and social security benefit provisions of a collective agreement to be made applicable by decree to all employers and employees in the industry throughout the province or in a defined area, provided the parties to the agreement represent a sufficient proportion of the industry. As with industrial standards schedules, the standards made binding by the decree are minimum standards.

Eight provinces have passed annual vacations laws. In four provinces employees have a right to an annual vacation with pay of one week after a year of employment, and in the remaining four a two-week vacation must be granted after one year of service. In most provinces there is legislation setting a minimum age for the employment of young workers in various industries and occupations. A weekly day of rest is provided for by law in most provinces. In two provinces there are statutory requirements regarding the observance of certain public holidays.

Factory Acts in eight provinces establish safeguards for the protection of the health and safety of workers in factories with respect to such matters as sanitation, heating, lighting, ventilation and the guarding of dangerous machinery. Long-established laws regulating the design, construction, installation and operation of mechanical equipment such as boilers and pressure vessels, elevators and lifts and electrical installations, have been revised in recent years in line with technological changes, and legal standards have been set in new fields involving hazards to workers and the public, such as the use of gas- and oil-burning equipment. This legislation also prescribes standards of qualification for workers who install, operate or service such equipment. Laws requiring measures to be taken to eliminate accidents in construction and excavation work are in force in a number of jurisdictions.