

in the Act. Industrial inquiry commissions may be appointed to investigate industrial matters or disputes. The Minister of Labour is charged with the administration of the Act and is directly responsible for the provisions affecting the appointment of conciliation officers, conciliation boards, industrial inquiry commissions, consent to prosecute, and complaints that the Act has been violated or that a party has failed to bargain in good faith.

The Canada Labour Relations Board administers provisions concerning the certification of bargaining agents, the writing of a procedure into a collective agreement for the final settlement of disputes concerning the meaning or violation of such agreement, and the investigation of complaints made to the Minister that a party has failed to bargain collectively.

Detailed statistics concerning activities under the Act may be found in the Annual Report of the Department of Labour. In brief, from Sept. 1, 1948 to Dec. 31, 1965, the Canada Labour Relations Board received 1,766 applications for certification, 1,012 of which were granted, 363 rejected, 359 withdrawn and 32 were pending at the end of the period. Of the 1,165 industrial disputes dealt with under the conciliation provisions of the Act, 1,017 were settled by conciliation officers and conciliation boards, 77 were not settled, 33 lapsed and 38 were pending at Dec. 31, 1965.

**Reinstatement in Civil Employment Act.**—This Act provides for the reinstatement in their civil employment of discharged members of the Armed Forces and other designated persons. It was originally passed in 1942, revised in 1946, and broadened in its application in 1954.

**Canada Fair Employment Practices Act.**—This Act, which came into effect on July 1, 1953, prohibits discrimination in employment based on race, colour, religion or national origin. It applies only to industries within federal jurisdiction—those covered by the Industrial Relations and Disputes Investigation Act (see p. 735). This law prohibits acts of discrimination by employers; discrimination by trade unions in regard to membership or employment; the use by employers of employment agencies that practise discrimination; and the use of advertisements or inquiries in connection with employment that express, directly or indirectly, any limitation, specification or preference as to race, colour, religion or national origin.

**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.

**Canada Labour (Standards) Code.**—This Act received Royal Assent on Mar. 18, 1965 when the administration and general provisions of Part V came into effect. The Act provides, in Parts I to IV which came into force on July 1, 1965, minimum standards with respect to hours of work, minimum wages, annual vacations and general holidays in industries under federal jurisdiction; the Annual Vacations Act 1958 was repealed.

The standard hours of work are eight a day and 40 a week, with maximum hours of 48 a week. Overtime pay at not less than time-and-one-half is required for all hours worked in excess of the standard hours. Permits are required in order to work more than 48 hours a week. Where the nature of the work necessitates irregular distribution of hours of work, the hours may be averaged over a period of two weeks or more.

The minimum wage is \$1.25 an hour for all persons 17 years of age or over and the minimum wage for persons under 17 years of age is \$1.00 an hour. Special rates may be set for persons receiving training on-the-job and for any person who has a disability which is a handicap in the performance of work to be done.

Employees are entitled to a two-week vacation with pay after one year of employment, with vacation pay calculated at 4 p.c. of wages. The general holidays are eight in number and every employee is entitled to a holiday with pay on each of them, or substitutes for them.