

The Code has special and transitional provisions. Any person may make a submission (under Sect. 51) for deferment or suspension of Part I (Hours of Work). The Minister may grant deferment or suspension where it can be shown that the application of Part I is or would be prejudicial to the interests of the employees or detrimental to the operation of the business. The Minister's order to defer or suspend may be for a period up to but not exceeding 18 months from the date of the order, and the order may or may not contain conditions on hours.

A further deferment or suspension may be made by the Governor in Council, but only after there has been an inquiry, and the order of the Governor in Council must contain conditions on hours of work. Where a business is organized and operated in a local area, the Act provides for the making of a submission (under Sect. 52) for deferment of Sect. 11 (Minimum Wages) but the submission must have been made before July 1, 1965. The Minister may grant the deferment where it can be shown that the application of the minimum wages would be prejudicial to the interests of the employees or detrimental to the operation of the business. The deferment order may not extend beyond Jan. 1, 1967 and shall specify the minimum rate of wages that shall be paid during the period of deferment.

All submissions under Sects. 51 and 52 pending on July 1, 1965 may be listed in the *Canada Gazette*, and this action stays the operation of Part I (Hours of Work) and Sect. 11 (Minimum Wages) until the Minister has rejected the submission or has made an order under Sect. 51 or 52.

Regulations have been enacted to carry out the purposes of the Code. Among other things they provide, where there is irregular distribution of hours of work, that the standard hours and maximum hours of work may be averaged over a period of 13 weeks or fewer without Ministerial approval, and over a longer period with Ministerial approval.

### Provincial Labour Legislation

Because of the authority given by the British North America Act to the provincial legislatures to make laws in relation to local works and undertakings and in relation to property and civil rights in the province, power to enact labour legislation is largely the 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.

**Minimum Wages.**—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 or recommend minimum wages for employees. In most provinces minimum wage orders now cover almost all employment except farm labour and domestic service. In Prince Edward Island, however, the only classes of female workers for which minimum rates have been set are restaurant and laundry workers.

Minimum rates set by the orders apply throughout the provinces except in Nova Scotia, Quebec and Saskatchewan. Nova Scotia is divided into three zones for minimum wage-setting purposes; in Quebec there are two zones. In Saskatchewan minimum rates vary between urban and rural areas. Except in Newfoundland, Nova Scotia and Prince Edward Island, the same rates are set for both sexes. The New Brunswick orders are made