

making Ontario the second province, after British Columbia, to ban discrimination in employment on grounds of age. The Alberta Act binds the Crown and its agencies. An amendment in Ontario in 1965 also brought the provincial government and its agencies under the Human Rights Code.

*Industrial Safety.*—The major change was the complete revision and up-dating of the industrial safety legislation of three provinces—Manitoba, Nova Scotia and British Columbia. All three laws were broadened in scope. The Manitoba and Nova Scotia Acts contain general principles and authorize the setting of detailed safety standards by regulation. The new legislation in British Columbia sets general standards for the working environment in such matters as hygiene and the welfare and comfort of employees. The general Accident Prevention Regulations under the British Columbia Workmen's Compensation Act, which constitute the province's safety code, were also revised. In New Brunswick and Ontario, the first detailed regulations under general industrial safety Acts passed in 1964 came into effect in 1965. The Ontario Loggers' Safety Act was proclaimed in force and regulations were issued under it.

Steps were taken through a revision of regulations in some provinces to strengthen safety standards governing construction, grain elevators and passenger and freight elevators.

*Workmen's Compensation.*—Benefits under workmen's compensation laws were increased in most provinces. Five provinces increased the maximum yearly earnings on which compensation may be paid. The principle of adjusting pensions to the cost of living in line with increases in the Consumer Price Index was introduced in the British Columbia legislation. Compulsory coverage of farm workers was introduced in Ontario.

*Labour Relations.*—Developments in labour relations legislation related in the main to groups which were brought under collective bargaining legislation for the first time or which had only recently become organized for bargaining purposes. The Ontario Hospital Labour Disputes Arbitration Act was enacted to prohibit strikes and lockouts in disputes involving hospital employees and to provide for the settlement of such disputes by arbitration. In the general field of public service, a new Civil Service Act was enacted in Quebec, which gave public servants employed by the province the right to bargain collectively with the government regarding salary and other conditions of employment and the right to strike, provided essential services were maintained. These changes and somewhat similar changes in the law in Manitoba and Alberta have led to collective agreements between the government of those provinces and their employees. Special provisions for teachers were added to the Quebec Labour Code, placing delays upon strike action but not prohibiting it. Amendments in Nova Scotia brought employees of provincial boards and commissions under the Trade Union Act.

A number of changes were also made in the general labour relations law of several provinces. In Ontario and Manitoba, amendments to dispute settlement provisions were designed to encourage the use of a mediator selected by the parties to a dispute as an alternative to the use of conciliation boards. The jurisdiction of the Ontario Labour Relations Board was extended to cover disputes over work assignments and the Manitoba Labour Board was given authority to deal with unfair labour practice complaints.

*Apprenticeship.*—Nova Scotia replaced its Apprenticeship and Tradesmen's Qualification Act and six provinces designated new trades for the purpose of apprenticeship training.

## Section 2.—The Labour Force\*

Since 1946, reliable information for analysis of employment in Canada, at the national level and for the five major regions, has been provided through a labour force survey. Between November 1945 and November 1952, quarterly surveys were undertaken and, thereafter, the survey has been carried out on a monthly basis. The sample used in the survey has been designed to represent all persons in the population, 14 years of age or over, residing in Canada, with the exception of residents of the Yukon and Northwest Territories, Indians

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