

The *Vocational Rehabilitation Branch*, through the Regional Manpower Offices, administers the Vocational Rehabilitation of Disabled Persons Act, 1961, under which the Federal Government shares equally with participating provinces in the costs of vocational rehabilitation services to handicapped persons. Staff training is arranged by the Branch and federal financial assistance is given to participating provinces for the training of their rehabilitation staffs. Research projects in the fields of vocational rehabilitation and disadvantaged workers are financed by federal funds when conducted by a federal agency. University research projects in the same areas may be assisted through the Manpower and Immigration Research Grants Program or, if carried out by a participating province, on a cost-sharing basis under the Federal-Provincial Vocational Rehabilitation Program. The Branch maintains liaison with rehabilitation authorities in other countries and with international organizations. The Branch, through its Section on Older Workers, studies developments in the field of aging which relate to employment, both in Canada and in other countries, and carries out a continuing educational program designed to create a more favourable employment climate for middle-aged and older workers.

### Subsection 2.—Federal Labour Legislation and Provincial Labour Legislation

#### Federal Labour Legislation\*

**Fair Wages Policy.**—The Fair Wages Policy applying to all Federal Government contracts was first set forth in a Resolution of the House of Commons (1900) and later incorporated in an Order in Council and amended from time to time. Wages and hours on contracts for construction are now regulated by the Fair Wages and Hours of Labour Act (RSC 1952, c. 108), as amended by an Act to amend the Fair Wages and Hours of Labour Act, effective Apr. 1, 1967 (RSC 1967, c. 24), and by the Fair Wages and Hours of Labour Regulations. Hours of work on construction contracts are limited to eight a day and 48 a week, except in exceptional circumstances approved by the Minister or in such cases as the Governor in Council may prescribe; hours worked in excess of eight in a day or 40 in a week must be paid for at an overtime rate at least equal to one and one half times the rates required under the contract; wages to be paid are those current for the type of work in the district or, if there are no current rates, fair and reasonable rates as determined by the Minister of Labour; in no case shall the rates be less than the minimum hourly rate prescribed by or pursuant to the Canada Labour (Standards) Code.

Wages and hours of work on contracts for equipment and supplies are regulated by Order in Council PC 1954-2029. The hours of such work must be those fixed by the custom of the trade in the district where the work is performed, or fair and reasonable hours. The wages must be current or fair and reasonable but in no event shall they be less than those established by statute or regulation of the province in which the work is being performed.

The Fair Wages and Hours of Labour Regulations and Order in Council PC 1954-2029 both contain a clause prohibiting discrimination against any person in matters of employment because of that person's race, national origin, colour or religion, or because he has made a complaint or given information with respect to such alleged discrimination.

**The Industrial Relations and Disputes Investigation Act.**—This legislation came into effect by proclamation on Sept. 1, 1948, revoking the Wartime Labour Relations Regulations in effect since March 1944 and repealing the Industrial Disputes Investigation Act which had been in force from 1907 until suspended by the Wartime Regulations in 1944. The Act protects proceedings commenced and decisions, orders and certifications made under the wartime legislation in so far as these involve services authorized by the Act.

The Act applies only to industries within federal jurisdiction, viz., navigation, shipping, interprovincial railways, canals, telegraphs, steamship lines and ferries, both international and interprovincial, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or of two or more

\* The Act establishing the Canada Labour (Safety) Code (SC 1966-67, c. 62), proclaimed in effect Jan. 1, 1968, provides for the consolidation, under the title "Canada Labour Code", of the five Acts described under this heading.