

week after a year of service; in Ontario, workers are entitled to a vacation of one week after each of the first three years of employment, and of two weeks after the fourth and each subsequent year. In Nova Scotia and in the four western provinces, the annual paid vacation required by law is two weeks and, in Saskatchewan, three weeks after five years of service.

The Provinces of Alberta, British Columbia, Manitoba, Nova Scotia and Saskatchewan have enacted legislation of general application dealing with public holidays. The number of holidays named varies from five to eight, and the provisions for payment also vary.

**Anti-discrimination Laws.**—Eight provinces have adopted fair employment practices laws forbidding discrimination in hiring and conditions of employment and in trade union membership on grounds of race, colour, religion or national origin. In addition, in British Columbia and Ontario, discrimination in employment and trade union membership on grounds of age is prohibited. Eight provinces have equal pay laws that forbid discrimination in rates of pay solely on the basis of sex, and the Quebec statute respecting discrimination in employment forbids discrimination in employment on the basis of sex.

**Accident Prevention and Workmen's Compensation.**—Factory or industrial safety Acts in most provinces establish safeguards for the protection of the health and safety of workers in factories and other workplaces 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 safety standards to be observed in construction and excavation work are in force in most provinces.

Workmen's compensation legislation providing a system of collective liability on the part of employers for accidents occurring to employees in the course of their employment are in force in all provinces. Workmen's compensation laws are described in greater detail on p. 786.

**Labour Relations.**—In all provinces, there is legislation similar in principle to the federal Industrial Relations and Disputes Investigation Act, designed to establish equitable relations between employers and employees and to facilitate the settlement of industrial disputes. These laws guarantee freedom of association and the right to organize, establish machinery (labour relations boards) for the certification of a trade union as the exclusive bargaining agent of an appropriate unit of employees, and require an employer to bargain with the certified trade union representing his employees. Except in Saskatchewan, they require the parties to comply with the conciliation procedures laid down in the Act before a strike or lockout may legally take place, and they provide also that every collective agreement must contain provision for the settlement of disputes arising out of the agreement, and prohibit strikes and lockouts while an agreement is in effect. All prohibit defined unfair labour practices and prescribe penalties.

In most provinces, certain classes of employees who are engaged in essential services, such as policemen and firemen, are forbidden to strike and, in lieu of the right to strike, have recourse to final and binding arbitration. There are special provisions relating to hospital disputes in six provinces.

**Certification of Qualified Tradesmen.**—All provinces have apprenticeship laws providing for an organized procedure of on-the-job training and school instruction in designated skilled trades, and statutory provision is made in most provinces for the issuing of certificates of qualification, on application, to qualified tradesmen in certain trades. In some provinces, legislation is in effect making it mandatory for certain classes of tradesmen to hold a certificate of competency.