

Apprenticeship. 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 issuing qualification certificates, 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.

Accident prevention. In most provinces factory or industrial safety Acts and workmen's compensation boards regulate conditions of sanitation, heating, lighting and ventilation and prescribe machine-guarding practices to protect the health and safety of workers. Legal standards control the design and operation of mechanical equipment, electrical installations, the use of gas- and oil-burning machinery and radiation-producing equipment such as laser sources, and set qualifications for workers using such equipment. Construction and excavation work are also regulated by specified safety standards.

Workmen's compensation. All provinces have legislation providing for compensation payments in cases of accidental injury at work or to persons disabled as a result of a specified industrial disease. To be entitled to benefits, a worker must be employed in an industry covered by the Act at the time of injury. Compensation is not payable, however, where the disability lasts less than a stated number of days (varying from one to four in the provincial Acts), or where the injury is due to the worker's own misconduct. An employee who is entitled to compensation has no right of action against his employer for injury sustained during employment.

The Acts provide for a compulsory system of collective liability on the part of employers. Industries covered are divided into classes or groups, according to hazard. Employers are required to contribute to the Accident Fund at a rate set according to the accident experience of the class or group. Each class is liable for the costs of all accidents occurring in that class.

The laws apply to enumerated categories but the range of industries covered by each Act is very wide. The principal exceptions are farm workers (who are not covered except in Ontario), domestic servants, casual workers, employees of financial, insurance and professional undertakings, employees of non-profit religious or charitable organizations, and workers in certain service industries in most provinces, for example, barber shops and beauty parlours. Enterprises with fewer than a specified number of employees are exempted from the Act in some provinces, but generally may be included if the employer applies for coverage.

Benefits for disability are based on 75% of earnings, subject to an annual ceiling. Where disability is permanent, a life pension is paid, irrespective of future earnings. Medical benefits are provided without limitation, regardless of a waiting period, and rehabilitation services are available where necessary. Where death results from an employment injury, prescribed monthly payments are made to dependants. Compensation benefits in Quebec and British Columbia are tied to the cost-of-living index. All the provinces frequently review and increase the scales and ceilings of compensation benefits.

A federal Act provides for accident compensation for federal government employees according to the scale of benefits provided by the Act of the province in which the employee is usually employed. Seamen who are not under a provincial Workmen's Compensation Act are entitled to compensation under the federal Merchant Seamen Compensation Act.

All provincial workmen's compensation legislation was amended in 1972, increasing benefits in most provinces. The ceiling on maximum annual earnings on which compensation payments are based was increased from \$6,600 to \$7,600 in Alberta, and in British Columbia from \$7,600 to \$8,600, effective January 1, 1973. In Saskatchewan, the ceiling was raised from \$6,600 to \$8,400 and the average weekly earnings on which the amount of compensation is based was raised from \$126.92 $\frac{4}{13}$ to \$161.53 $\frac{11}{13}$, effective July 1, 1972.

Four provinces amended provisions governing compensation for disability. In Alberta, British Columbia, Manitoba and Nova Scotia, the new monthly rates for permanent total disability are, respectively, \$225, \$250, \$175 or earnings if less, and \$150; new weekly rates for temporary total disability for the same provinces are \$50 or earnings if less, \$39.95 or earnings if less, \$40, and \$47 or earnings if less, respectively.

British Columbia eliminated the three-day waiting period. Disability payment starts on the day following injury. Seven other provinces have a one-day waiting period, New Brunswick has three and Nova Scotia four.

Changes in dependants' allowances included increases in widows' monthly pensions in four provinces: British Columbia from \$145.85 to \$162.15 (including the increase of 4% caused