

rights code. Most of these codes cover general matters, employment and employment-related subjects, and occupancy and property matters.

Most jurisdictions prohibit discrimination on grounds of race, religion, national origin, colour, sex, age and marital status. In selected cases the prohibited grounds include political beliefs, ethnic origin, physical handicap, creed and source of income.

Equal pay provisions are in force everywhere in Canada. Criteria for determining the meaning of equal work vary from one act to another. Methods of enforcement also vary.

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 Canada the provincial legislatures have the power to enact laws and regulations concerning the protection of workers against industrial accidents or diseases. Legal standards designed to ensure the safety, health and welfare of persons employed in industrial and commercial establishments, in mines and quarries and in other work places exist in all provinces. The authorities responsible for the administration of such standards are, in the main, the departments of labour, health and mines, and the workmen's compensation boards.

General safety laws and regulations cover a great part of all employment in the country except agriculture, mining and domestic service. They deal with most aspects of industrial safety and health in the working environment. Safeguards for the protection of workers are established with respect to such matters as sanitation, heating, lighting, ventilation, the guarding of dangerous machinery, etc.

Other safety laws and regulations are of a more specific application. They are concerned with hazardous equipment and installations such as boilers and pressure vessels, electrical installations, elevating devices and gas and oil burning equipment. Others are directed toward hazardous industries such as mining, construction, excavation, logging, etc.

Safety inspection is provided for in all provinces. An inspector has the power to give directions for the carrying out of any matter regulated by the legislation. Penalties exist where an employer contravenes any provision of an occupational safety act or regulation or where he fails or neglects to comply with a direction made by a safety inspector.

Workmen's compensation. In Canada, workmen's compensation laws are within the competence of the provincial legislatures and are applicable to the majority of employers in each province. In all provinces compensation is provided for workers in most types of industries, for personal injuries arising out of and in the course of employment unless the disablement is for less than a stated number of days or where the injury is attributable solely to the worker's serious and wilful misconduct and does not result in death or serious disablement. Compensation is also payable for specified industrial diseases.

Each workmen's compensation act provides for an accident fund administered by a workmen's compensation board to which employers are required to contribute and from which compensation and medical benefits are paid. The acts thus provide for a system of compulsory collective liability, relieving employers of individual responsibility for accident costs. The assessment rate for each class of industry is fixed by the board according to the hazards of the class.

A worker entitled to receive compensation under a workmen's compensation act has no right of action against his employer for injury from an accident occurring in the course of employment or for an industrial disease.

Various types of benefits are provided for a worker protected by workmen's compensation legislation. Benefits for disability are based on a percentage of average weekly earnings subject to an annual ceiling. Persons having a permanent or temporary total disability are presumed not to be able to work at all and receive 75% of their average weekly earnings for as long as the disability lasts. Partial disablement entitles a worker to a proportionate compensation. Medical and hospital benefits are provided without limitation regardless of a waiting period.