

training and manpower management in the construction industry.

A construction wages act in Manitoba, applying to both private and public work, sets minimum wage rates and maximum hours of work on the recommendation of a board equally representing employers and employees, with a member of the public as chairman.

Annual vacations. In the federal jurisdiction, the labour code provides for a vacation with pay of at least two weeks for a year of employment and three weeks after six years. Vacation pay is 4% of wages for the year and 6% of annual earnings after six years of employment.

All provinces and territories have annual vacation with pay provisions. The general standard is two weeks. In British Columbia and Northwest Territories, workers are entitled to three weeks after five years of service; in Manitoba, three weeks after four years; in Quebec, three weeks after 10 years; and in Saskatchewan, three weeks after one year and four weeks after 10 years.

General holidays. Legislation deals with paid general holidays in the federal jurisdiction, the two territories and all the provinces. Under the federal jurisdiction there are nine paid general holidays. In the provinces and territories the number varies from three to nine days during the year, when workers have a general holiday with pay.

Maternity leave. Under federal jurisdiction, an employee who has completed six consecutive months with an employer is eligible to take 17 weeks of maternity leave. The period of time in which the leave may be taken begins 11 weeks before the expected date of delivery and ends 17 weeks following the actual delivery date. An additional 24 weeks of child care leave is available to either parent whether natural or adoptive.

All provinces and the two territories have legislation to ensure job security of women workers before and after childbirth. Alberta, Saskatchewan, British Columbia, Quebec and the Northwest Territories (proclaimed October 2, 1988) provide for 18 weeks. Manitoba, New Brunswick, Newfoundland, Nova Scotia, Ontario, Prince Edward Island and Yukon provide for 17 weeks. The leave may be divided into pre- and post-natal leave generally at the discretion of the employee.

Post-natal leave is compulsory in Alberta. In British Columbia, Newfoundland, Nova Scotia and Ontario, it is compulsory, unless a medical doctor authorizes an earlier return to work. In some jurisdictions, an extension of post-natal leave

is allowed where recommended in a medical certificate. In Saskatchewan and the Northwest Territories (proclaimed October 2, 1988), the employer must agree to a shorter period of post-natal leave. In all jurisdictions, the right to maternity leave is supplemented by a guarantee that an employee will not lose a job because of absence on maternity leave.

Six provinces have legislation dealing with paternity and/or adoption leave. In Nova Scotia, a female employee may be granted leave of absence up to five weeks when adopting a child five years old or younger. In Prince Edward Island, a similar provision grants up to six weeks leave of absence without pay to a female employee adopting a child six years old or younger. In Alberta, the new employment standards code (proclaimed November 1, 1988) provides adoption leave of up to eight weeks to either parent upon the adoption of a child under three years of age. In Quebec, an employee may be absent from work without pay for two days at birth or adoption of a child. In Saskatchewan, an employee who has worked continuously for at least 12 months is entitled to six weeks maximum paternity or adoption leave. In Manitoba, paternity leave of up to six weeks and adoption leave of up to 17 weeks are available. All jurisdictions establishing maternity leave, paternity and adoption leave provide for maintenance or accrual of seniority and other benefits.

Human rights. Laws to ensure fair employment practices have been enacted throughout Canada. These include employment-related subjects such as membership in trade unions. All jurisdictions have augmented this legislation to form a human rights code. Most of these codes cover employment, occupancy and property matters, and access to facilities generally available to the public.

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, source of income, ancestry, social condition, attachment or assignment of pay, a conviction for which a pardon has been granted, and sexual orientation.

Attention is being paid by the federal government to employment of the handicapped. A special parliamentary committee on the disabled and the handicapped reported its findings in a publication, *Obstacles*, in February 1981. Guidelines have been issued for employment of the handicapped in the federal public service, federal public buildings are being renovated to facilitate access, and the federal government is urging employers in the federal