

LABOUR LEGISLATION
IN CANADA
AFFECTING
WOMEN AND CHILDREN

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LABOUR LEGISLATION IN CANADA
AFFECTING WOMEN AND CHILDREN

by

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PREFACE.

The aim of this very general treatise is more to introduce Canadians to the problem before them than to suggest any particular solution. The reader may be puzzled by the constant citation of publications from England and the United States, but this is unfortunately necessary as Canada has a dearth of material on the subject at hand. However, it should be remarked that the writer went to considerable trouble to obtain as much information as possible from the Provincial and Dominion Governments, and on the whole the results were most satisfactory.

Again, I do not want to appear to cite instances, conditions, etc., too frequently from the above mentioned countries, apparently, as it were, disregarding similar trends in other European countries. This is explained however by the fact (which a moment's reflection will show to be true) that Canadian problems are almost identical with those in the rest of the English speaking world, but here Canada has the advantage, for whereas England, and to a lesser degree the United States, have had to learn by trial and error, Canada, a comparatively new and untouched country, need never pass through the evolutionary economic stage, need never suffer from an Industrial Revolution with its attendant evils, need never try and fail, it has but to look to the Mother and Sister Countries and gather the grain and leave the chaff.

Needless to say, it is most difficult to discuss purely the economic phases of the problem of women and children in industry as it is so closely bound up, with the wider sociological, physiological, and educational studies. What the boy and girl worker does with their leisure, the close relationship between child labour and juvenile delinquency, the effect of labour on the health of women and children, what the schools can do to aid in solving the problem, these and other subjects can only be mentioned in passing, an analysis of them being outside the scope of this work. A study of them, by one more fitted to the task than I, would be making an invaluable contribution to Canadian social literature.

INTRODUCTION
CHAPTER- ONE.

Nearly a hundred years ago John Stuart Mill, the last of the so called classical economists, concluded his famous essay "On Liberty", with the sentence - "The worth of a State in the long run, is the worth of the individuals composing it." This statement, which seems a truism to-day, was a revolutionary and radical remark in his time, implying as it did, some measure of state-interference on behalf of the individual. However in all justice to John Stuart Mill it must be added that this interference was to be strictly limited - for example the state should interfere on behalf of the children because they were helpless, but he felt that women should be given the necessary freedom^(*1) and then allowed to help themselves. Society at this time was still steeped in Bentham's Utilitarianism, which though an innocent enough doctrine on its face, brought a train of evils in its wake that are almost unmentionable. Not that the doctrine of "the greatest good of the greatest number" was intrinsically so harmful - the fault lay in its interpretation- thus heralding as it did the cry of individualism in the political sphere, the state to act only to remove restraints from individual action, and the dogmatic doctrine of "laissez-faire" in the economic sphere. It is with the latter results that we are particularly interested, for though Utilitarianism had vanished as an important social philosophy by 1880, nevertheless vestiges of it are to be found all too often in our own economic life of to-day.

(*1) Principles of Political Economy. Vol.11,p.460.

This thesis is itself a plea for the extermination of what remains of this worn out and out grown doctrine, for now what remains of its once potent power is directed against the defenceless population of the world, the women and children, those whose strength both in the political and economic field is weakest, in fact they as individuals are almost utterly helpless to combat the situation.

A cursory glance at the economic history of the last decade will show us that when people realized that "laissez-faire" bulwarked with the equally merciless Malthusian theory and the iron law of wages; and individualism, instead of meaning freedom for all, meant freedom for a few to oppress the many, for what was freedom but a mere chimera to the unskilled labourer who sought to bargain with his employer- he accepted his employer's terms or starved, and very frequently he starved under either alternative. There were uprisings, revolutions, reform parties, and the like, all aiming at some measure of reform. It is of particular importance to note that the first attempts to gain a measure of equality were in the political field, witness the Chartist party in England, political reform alone was the cry. Whether this was because the abuses were more acute in the political sphere, or whether, as seems more likely, it was felt that the evils flowed from political power and hence could be remedied by giving that power to the down trodden classes, it is difficult to say. At any

rate agitation took the form of desire for the ballot, payment of parliamentary members and similar political measures. Later, when the Socialists made up their programs at Ghota and Erfurt, there were social or economic as well as political demands. Now as we know, the object of most reform parties is equality in the economic sphere.

This tendency is interesting because the case has been, as far as it has gone, identical in the history of women's fight for recognition. Not that it is particularly pertinent to reiterate women's political and economic status in the various eras of civilization, but it is interesting to note that just as men had to fight first for the ballot before the battle for economic equality could be commenced, so have women had to do just that. Since the war almost universal suffrage has been won in European and American countries, and now we find women wielding this new weapon in the great economic battle which is before them. For example we find the combination of demands in the platform of the National Women's party in the United States, which in 1924 introduced into Congress a "federal equal rights amendment" including demands for changes in property laws, laws relating to earnings and the custody of children. At the present time, as we all know, Canadian women are agitating for the right to hold government offices and at the same time are desirous of changes in property laws, etc.

(*1) See also the Women's Journal, -Dec. 1929, p-11.
"How Women Came to be Persons" by Saphonisba,
P. Brokenridge.

Some parties, notably in the United States and England, have reached the final stage, and are now concentrating all of their effort on the agitation for economic freedom. It now appears that the Russian women have reached the utopian state of perfect equality in both economic and political fields.

It would seem that the youth of the world was about to start on the same uphill journey for in the United States there is an organization known as "The Young Workers League of America", which in 1928 called upon young workers to fight for votes for youths at eighteen, and numerous social reforms, in particular a six hour day, five day week for young workers, a minimum wage of \$20.00 and continuation schools with paid attendance. Thus we see that the youth of to-day will be able to eliminate the first gruelling stage in the evolution towards economic independence, because of the work already done by the men and women before them.

The next step in the process will be for women and children to organize, just as the men have done and are doing, in trade or industrial unions, either separately or as members of the men's organizations. This subject will be more thoroughly discussed in a later chapter, at which time we will note to what extent women have already realized the desirability of such concerted action as organizations of this type alone give them the opportunity to take.

In conclusion it should be remarked that it is difficult to keep a work of this type entirely free from the so called sentimental attitude, but in a way it calls for such treatment for frequently people become aware of the existence of an evil only when it is brought to their attention through their senses, dull reiteration of statistics fall on stoney ground for most of us.

We have no more use for the "Economic Man" of Adam Smith and later classical economists, because we consider him heartless, Soulless, and thoughtless. This self-enlightened, self-centred creature we have banished as a bogey from all of our economic speculation. Any modern economist who attempted to analyse present day economic conditions from the premise of this abstract entity, the "Economic Man" would be scorned as impractical, "we are living in the age of Jevons, the Austrian School and modern Psychology" would be our justification for this attitude. But are we justified? Is not the average modern employer no more and no less than this "Economic Man"? Is not his profit rather than the good of his employees upermost in his mind - does it not dominate his actions? We must answer in the affirmative - but then is the employer so greatly to blame? Industry is so highly organized, so greatly integrated that should one cog slip it might mean ruin to the capitalist employer. He might be anxious to enforce the eight hour

day but dare not do so for fear of losing out in the ever present competitive battle which industry has resolved itself into to-day. We can't all be Henry Fords, in fact we have not the capital to experiment in philanthropy which may or may not prove to be economically sound. Hence there is but one answer, every one must act in unison so that no one employer will have an undue advantage over another, and this can be achieved through trade agreements and state action.

We must preserve the health of the girls and women in the country for on them depends the future of the race. We must keep our boys and girls in school and out of the industrial world as long as possible, as the children of to-day are the citizens of to-morrow, and we join with John Stuart Mill in saying that "The worth of a State, in the long run, is the worth of the individuals composing it."

THE HISTORICAL BACKGROUND.

CHAPTER - TWO.

Before we can grasp the intricate details of the immense and highly involved problems facing us to-day in the economic activities of women and children, before we can understand the part they play in our great industrial world, we must pause a moment and see how this problem has evolved. In the early ages of our civilization women shared the labour in the fields with the men, and we still find this situation to-day in our agricultural communities. As the children grew up they learned to assist their parents in the agricultural and pastoral activities. Each child represented to the parents a distinct unit of economic wealth. A man was considered fortunate to have a large family, for, were the children not free labourers? This system was perpetuated by feudalism and its consequent serfdom, and people were literally tied to the soil. However during the reign of Edward III (1327-1377) feudalism began to break up and after the Black Death there became such a shortage of workers and such an alarming decay in agricultural activities that it was found necessary to pass statutes to compel the liberated serfs to work. The Statute of Labourers provided for the control of vagrants, fixed wages and prices and ordered all unemployed men and women

(*1) See an article on Child Labour in Wisconsin Beet Fields, by Isabella Strong Allen, in the Survey, Vol-61, p-801. March, 15th, 1929, in which it is stated that parents compel children even under five years of age to work all day in the fields. The situation became so acute, particularly in vacation time that a law was passed restricting children under 14 from working more than 8 hours a day, or 48 hours a week, such work not to commence before 7 A.M. nor end after 8 P.M. It must in all justice be said that the families engaging in this type of work are mainly foreign immigrants.

(*2) 25 Edward, III, c-1.

under sixty years of age who were not craftsmen, landholders, or traders, to serve anyone who desired to employ them at a wage current in that vicinity for the type of work in question. This Statute did not solve the problem as young men and boys sought employment in the already overcrowded towns and as a consequence greater restrictions were found in a Statute of Henry (*1) 1V., which required the family of a boy desiring to be apprenticed to have certain material wealth. The effect of this statute was to make it compulsory for boys to labour on the land. The only excuse for idleness being that the child was attending a school. This statute further gave any and every parent the right to send his or her child to a local school, which was indeed the beginning of our democratic school system, thus recognizing as it did the right of rich or poor alike to some type of education.

With the rise of the towns in the early middle ages we note also the beginning of merchant and craft guilds. These guilds which were constituted by royal charter or municipal authority, took complete charge of the trades and the workers in the crafts and trades. The most important feature of this system for our purpose was the craft guild organization which was composed of three classes, the apprentice, journeymen, and master. Here we had no (*2) so called child labour problems for it was the custom for

(*1) 7 Henry 1V.c.17.

(*2) Child labour usually means the work of any child under fourteen years of age. "Child" is frequently used more loosely now to indicate any youth or young girl under eighteen years. An attempt will be made throughout this work to use the expression only in its correct context.

a boy to be apprenticed under an indenture usually for a period of seven years to a master. He paid a premium, lived with the master until he was 21 or in some cases until he was 24, and thus he received not only a thorough training but during his unstable adolescence he was under strict supervision. The boy graduated into the position of journeyman usually remaining with his master. The transition to the position of a master was not difficult of achievement as no great amount of capital was needed and hence any enterprising young man could make this forward step.

With the growth of commerce and industry and the consequent rise of the factory system (the reader should bear in mind that factory work long preceded the Industrial Revolution as the division of labour which was growing up made the method of herding people together in factories more profitable than having each work at home) the guilds lost their control, and, as jealousy and strife for wealth held sway, they fell into disrepute.

With this decay of the Guild System arose the so called domestic system in which weaving and the like were carried on by the artisan and his family in the home. However the apprenticeship system continued to be fostered by municipal authority, but outsiders were tending to break into the trades and the length of the term varied for different localities until "finally in the minds of the leaders of the day there was firmly fixed the belief that, as trade

was becoming the life-blood of the nation, there was need of a general and consolidating act giving the force of law to what was often only a floating custom applicable in certain districts." The result of agitation on this score was the Elizabethan Act known as the Statute of Artificers and Apprentices. This was reinforced by power given to church wardens and over-seers of the poor to bind out dependent and pauper children until they were 24. Apparently children could be apprenticed as husbandmen at 10 years of age, but no age is mentioned at which a lad may be apprenticed to a trade.

It should be noticed that apprenticeship was not necessarily compulsory but on the whole no one could be employed in an occupation unless he had served such a term as a learner. Nor was this Statute applicable to the City of London, Here we find similar regulations though with the important exception of the freedom allowed artisans trained in one trade to later change his occupation. This was a wise provision, as frequently one trade would be in need of skilled workers and by allowing this transfer of trained artisans outsiders were not thereby enabled to intrude. The restriction of artisans to one trade was one of the main factors in the downfall of the whole system, as untrained workers were hired to meet the demands for more workmen. This apprenticeship system has been considered by writers to be the basis of our compulsory educational system, and it would seem rightly so.

(*1) Boy Labour and Apprenticeship, Reginald A. Bray, p-13.

(*2) 5, Elizabeth, c-4.

(*3) 43, Elizabeth, c-2.

(*4) Outlines of English Industrial History,
W. Cunningham-p-65.

(*5) School Attendance and Child Labour, F.C. Ensign.

Need we reiterate the evils that resulted from this Statute! The guilds had carefully supervised the system and had achieved three important objects - namely -

1. supervision of the adolescent boy.
 2. training in a craft or trade, -
 3. which enabled him to be self-supporting on the conclusion of his training.
- Under the Apprenticeship Statute the evils far outweighed the advantages. Boys were a source of cheap labour, the master exploited them and frequently taught them nothing, particularly was this so in the case of the parish apprentices. The apprentices were helpless, though the Justices of the Peace were given duties of supervision there was usually no one to testify for the boy and he was, if he had run away, forced to return to his master.

But there were worse times in store for the boy and these became apparent when, with the enclosure acts in the latter part of the 18th century, thousands of dispossessed peasants and their families were driven into the already overcrowded towns to add to the great mass of unskilled labourers, but the factory system, and the already highly integrated division of labour gave work to men, women and children, and then as water and steam power began to be successfully used in factories the industrial revolution broke full upon them. Gordon S. Watkins in his work (*) mentions the added fact that the dependence of mills upon water-power made it necessary to build them in the remote parts of England where running streams could be found.

(*) Introduction to the Study of Labour Problems
by Gordon S. Watkins, p-122-123.

Needless to say there was a shortage of adult labour in these districts and as children could quickly learn to operate the newly introduced machines, a nefarious system of apprenticeship grew up whereby children from 7 years upward were taken under indenture from work-houses and parish poor farms in the larger cities and herded out to the factories to work under unspeakable conditions for shifts of 14 hours or longer."The beginning of the present (Nineteenth) century found children of five and even of three years of age in England working in factories and brick-yards.^(*1)"

In 1814 the Statute of Apprentices was repealed as "laissez-faire" was the economic cry of the time, and this doctrine found added expression in the Poor Law Amendment Act of 1834.⁴¹ The rates allowed poor families for each child were discontinued and the labourer was forced to send his family into industry in order to keep them from starvation.

Cobden was preaching at this time the theory that England's wealth depended on her commerce. This in turn depended on the cheapness of the manufactures that were exported, and this doctrine further forced wages down until England's labouring classes lived at a bare subsistence level.

The times were cruel enough for the unskilled labourer but they were worse for the women and children.⁴² There has persisted through the ages the idea, no matter how it is

(*1) Industrial and Social History of England, E.P. Cheney, -p-247.

expressed, that in some way women are inferior to men, whether this be purely psychological or not is a matter of controversy,"It was this contradiction that made it possible for working women to be used in place of mules in the coal mines of England and France, pulling carts heavily laden with coal up and down the grade, in a century when women's wages were not their own but belonged to their fathers or husbands.^(*1) Because of this so called inferiority women were forced into the unskilled jobs which were easily learned and in every instance were underpaid. This condition persists to-day.

Children, in the words of an employer, "are employed for their present commercial utility."^(*2) This means in reality that the child is a mere instrument of production, or a convenience of commerce^(*3)", Seldom does the boy worker learn a trade now, rather he learns to run a machine, acquires a certain financial independence, and when he tires of the job moves on to another one. This tendency of boys to move from one unskilled job to another is mentioned again and again by all writers on this subject.^(*4)

Since the factory acts and compulsory school attendance acts, a child is usually not thrown on his own until he is fourteen, when he enters the industrial world often because of economic pressure at home, discontent with school and a desire for independence. Technically we should have no child labour problem, but work permits

(*1) The Women Worker and the Trade Unions,
Theresa Walfson, p-14-15.

(*2) Boy Life and Labour - Arnold Freeman, p-191=Note 1.

(*3) Boy Work - Exploitation or Training, Rev. Spencer J. Gibb
p-19.

(*4) Boy Life and Labour - Arnold Freeman, p-188.
(See attached note)

(Continuation of note *4.)

"The authorities at the Birmingham Juvenile Labour Exchange reckon that every boy has two or three jobs at least before he reaches the age of eighteen."

A personal study has shown that not infrequently six to twelve and even seventeen jobs have been held-jobs lasting for a few days, weeks or even months. Incidentally this turnover is slightly less in the case of young girls."

Few employers seem to realize that "a given production is the more costly the greater the labour turnover - that is the more frequently producing organization must replace its (human) members."

"Economics of Fatigue and Unrest." P.⁹⁹Sargant Florence-p-104.

are granted promiscuously to children as soon as the law permits, and then schools are in session only a part of the day and a part of the year. At the age of fourteen the child is supposed (even by some intelligent writers) to be able, with the advice and assistance of the school authorities, to choose a trade that he wishes to make his life work and settle down to it. Four years of part time continuation school and the supervision of a follow up worker are all that is considered necessary to his successful adaption to the industrial world. But even these suggestions, if carried out, would be a Utopia compared to the present state of affairs.

Let us reflect a moment on the average boy of 14. Usually he is in the 6th, 7th or 8th grade, has just put on long trousers, and we smile to ourselves as we reflect on how very childish and young he still is. As for the average girl of this age- she is probably just being trusted to go on a car ride alone. Then we talk of having these immature children select their life work, throw off all restraint at the most critical time in their lives, put away childish things and join the sordid stream of wealth getters. But then they are the children of the poor and we salve our consciences by reflecting that in work there is protection against the vice of idleness, besides frequently their earning power is necessary to keep the family from need and we have no right to deprive the stricken family of this increment of wealth.

However, in answer to this last argument, which is so frequently advanced, it is interesting to note that "investigation has shown that where child labour is common the earnings of adults tend to fall off, so that the additional earnings resulting from child labour do not materially increase the total income of the family." (*1)

Just so long as the great mass of the population remain deaf and blind to the conditions of its potential citizens, just so long will the employer exploit them, because employers consider child labour cheap labour. When we consider the great turnover in the field the cheapness is not so apparent, and certainly as far as the country is concerned it is dear labour. (*2)

What kind of jobs do these boys and girls take? The jobs may be artificially calssified as Street Trading, errands, manufacturing and mechanical work, clerking, mercantile jobs and domestic service. (*3) The great majority of these jobs are so called "blind alley" jobs, that is, the child is not working towards a definite position, he may be absorbed in another branch of the industry or business in question but it is not a position for which his work in the previous job has fitted him. It would seem that about two-thirds of the boys and girls who enter the industrial world before they are 16 enter just such positions. The reasons for such a choice of work seem many and complicated. In the first place our industrial system is so constituted to-day with its wide use of machinery

(*1) "Introduction to the Study of Labour Problems"

Gordon S. Watkins. p-121.

(*2) (See note on following page.)

(*3) (See note on following page.)

Note - (*2) -

In the report of the Civic Committee of the University Women's Club of Winnipeg, - "The work of women and girls in the Department Stores of Winnipeg," it was noted that no children under fourteen were employed although there was no law forbidding child labour. "The managers themselves declare that this is not a question of humanity but of business accumen in that the employment of cheap labour in stores is actually a costly proceeding." p-14.

Note - (*3) -

In "The Young Employed Girl", by Hazel Grant Ormisbee, it is stated on page 8 that "Every study so far issued shows that almost all women employed in manufacturing and mechanical industries, and in the unskilled mercantile occupations began work before they were 16 years of age."

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and its highly specialized tasks, that there are few trades which a boy can enter on an apprenticeship basis. When particular training is required the employers expect the technical schools to supply it and hence the child with the minimum of education is at a decided disadvantage. The "blind alley job" is generally made alluring by the comparatively high wages offered and in many instances they are the only places open to the child. Very frequently there is parental coercion to get a job that pays well and as the child has no other basis of judgment he drifts into the job which offers him no future.

Consequently at 18 or so the child is dismissed because he or she has demanded higher wages, or perhaps the job has been outgrown (messenger boys.) These young people are turned out each year by the thousands into the great stream of the unemployed as it is impossible for the particular industry to absorb them all.^(*1)

It would be interesting to study the unemployment problem and find out just how much of it is due to the fact that machines have made it possible for children and young persons to be employed in the industrial world without either education or technical training.^(*2) The problem seems to resolve itself into a vicious circle - machines dispossess men, boys and girls and women form a never ending source of cheap unskilled labour, as boys and girls reach maturity they are cast out and their places taken by other children. Society

(*1) See "Boy Work, Exploitation or Training?"- Rev. Spencer J. Gibb, p-73, for an account of the unsuccessful attempts of the English Post Office to absorb its messenger boys.

(*2) See note on following page.

(*2) - Note -

Both the majority and minority reports of the Poor Law Commission, 1909 stressed boy labour as an important cause of unemployment. In Glasgow alone 20% of the labourers in distress were under 25, and one half were under 35 years of age. Thus we see that over-employment of boys means under employment of men.

Gordon S. Watkins in his "Introduction to the Study of Labour Problems, p-138, states that if child labour were abolished there would be a million and a half more jobs for unemployed adults, in the U.S."

(1921-1922)

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attempts in a measure to protect women by a minimum wage law and boys and girls replace the women workers thus adding many needy women to the stream of unemployment, and then the low wages for which children will work tends in the long run to depress the entire wage scale. At the beginning of the Twentieth Century it was suggested that children should be eliminated from industry and it was pointed out that there were plenty of unskilled labourers to take their places. The answer seems obvious - eliminate all children under eighteen from the labour market and keep them in school. "The consensus of opinion on the part of the representative employers who gave evidence before the Departmental Committee on Education after the war was almost consistently in favour of continued technical and general education. This Departmental Committee admitted that they were aware - "that there are some cases in which it may be thought a hardship that children capable of earning, and whose earnings would just make the difference between insufficiency and suffering in the home, should be restrained from earning. Whatever may be the remedy in such cases, we feel very clearly that it is not the curtailment of education for just those children who stand most in need of education." In fact we must stop this evil somewhere and there seems no reason to again sacrifice the future generation for the present.

(*1) American Economic Association Publication,
Clare de Groffinried.

(*2) Boy Work-Exploitation or Training. Rev.Spencer J.Gibb,
p-166. This was in Considering the proposition for
compulsory part time continuation school for children
between 14 - 18.

(*3) ibid -p-155.

Thus we see that the labour problem of women and children is as old as history, but it has only become acute since the introduction of machines and the desire of employers to hire cheap labour to run these machines. Many of us have perhaps felt that the problem of women working is a product of the Twentieth Century because discussion seems so prominent at the present time. The ever increasing cry "Women's place is in the Home" is not caused by the thought of the factory girls, the mill workers and the like, but rather "it is the thought of the woman doctor with an income of some hundred(pounds) a year, --- it is the thought of the woman who as legislator, may loiter for perhaps six hours on the padded seat of the legislative bench, relieving the tedium now and then by a turn in the billiard or refreshment-room, when she is not needed to vote or speak; it is the woman as Greek professor, with three or four hundred a year, who gives half a dozen lectures a week, and has leisure to enjoy the society of her husband and children, and to devote to her own study and life of thought, it is she who wrings his (the theorist's) heart. It is not the woman, who, on hands and knees, at tenpence a day, scrubs the floors of the public buildings, or private dwellings, that fills him with anguish for womanhood---- It is not the labour, or the amount of labour, so much as the amount of reward that interferes with his ideal of the eternal womanly; he is as a rule contented that the women of the

race should labour for him, whether as tea-pickers or washerwomen, ---- provided the reward they receive is not large, nor in such fields as he might himself desire to enter. We will however confine our discussion not to those women who enter profession, business offices and the like but rather to those less fortunate women who must toil in factories, stores and in the fields.

Why, we ask do women enter industry? As has been previously stated the great majority of women employed in manufacturing and mechanical industries and in the unskilled mercantile occupations began work before they were 16. Hence the motives in such cases were similar to those mentioned in the case of young boys, usually economic insufficiency in the home being the cause. It would seem to be obvious that the majority of women would not work under the disagreeable conditions that usually prevail in factories to-day unless there were considerable reason for doing so. Yet it is the prevailing belief of the time that women work for "pin-money" and this in turn is given as a justification of the low wages paid to women. In a study of 728 Philadelphia Wage earning mothers the results showed that 90% were working to augment the family income and only 10% from choice. As for the problem itself. It would seem that it may be attacked from two distinct angles:

(*1) Woman and Labour, Olive Schreiner, -p-212-213.

(*2) Mothers in Industry, Gwendalyn S. Hughes.

1. Through state action as exemplified (a) in the regulation of employment conditions, hours of work, wages, etc., (b) Compulsory Education Enactments, (c) Mother's or family pensions of some type, (d) Workmen's Compensation Acts, (e) Compulsory Insurance Acts, (f) Old Age Pensions, (g) Acts requiring equal pay for equal work.

2. Through individual action as exemplified by the Trade and Industrial Unions.

The next chapter will deal in a brief fashion with the above phases in countries other than Canada and the remainder of the work will be devoted to problems peculiarly Canadian.

* * *

CONTEMPORARY ACTIVITIES
IN
ENGLAND AND THE UNITED STATES.
CHAPTER THREE

In a little book written in 1824^(*1) as a plea for the prohibition of the employment of children as chimney sweepers, the author states "We have been accustomed so long to have this species of slavery and suffering continually before our eyes, that we not only disregard it, but can scarcely be persuaded that it is such." This statement is equally true of the situation to-day.

We will now briefly consider what has been done to alleviate the conditions described in the previous chapter. The British Empire and the United States have tended to attack the problem in much the same manner, that is, by acts referring to specific phases of the problem, i.e. the Factory Acts, Shop Acts, and Compulsory School Attendance Acts.

In England School attendance is compulsory between the ages of 5 and fourteen subject to local by-laws extending the minimum and maximum ages by one year. The 1921 Continued Education Act provides for compulsory part time attendance at school for all children between 14 and 18 years of age. This Act was to go into affect gradually and not to include children between 16 and 18

(*1) The Chimney Sweepers Friend and Climbing Boys' Album, James Montgomery, p-17.

until 1928. Unfortunately however this Act has not
(*)
been put into effect.

The Act further provides that no child under 12 may be employed in any occupation, nor may any child under 14 engage in street trading. Children under 16 may only be employed after a physical examination attesting to their fitness to engage in the employment in question. The Shops Act of 1912 stipulates that young persons (under 18) may not be employed in a shop more than 74 hours a week, including meal times with a half holiday a week or a whole holiday every fortnight. The Shops Act of 1913 restricted the hours to 64 a week in the case of employment in a restaurant. This Act requires shops to close at 8 P.M. except one night a week when they may remain open until 9 P.M. These hours may be extended to not later than 10 P.M. by the local authorities. However all shops must close one afternoon a week at 1.30.

The local authorities are also given power under the Education Act to prescribe hours of work for children between 12 and 14 years of age. However the Act provides that children are not to be permitted to work during school hours nor for more than 2 hours on Sunday. A child may not be employed for more than one hour before school commences, nor may such work begin before 6 A.M. nor last after 8 P.M.

(*1) Material for the first part of this chapter dealing with England was obtained from the International Handbook of Child Care and Protection for 1928 and from the Fourteenth Edition of the Encyclopedia Britannica - Article on Labour Laws.

(*1)

The Factory Act of 1844 first grouped women and children together for the purposes of legislation, and this has been the prevailing practice ever since. Under the Factory and Workshops Act of 1901, which is the basic Act, women and young persons under 18 may work 10 hours a day in textile factories and 55 hours a week, also such persons may work $10\frac{1}{2}$ hours a day and 60 hours a week in factories and workshops. Hence, including meal-times, we note that women and young persons may still be employed for a 12 hour day. The hours must be so arranged as to allow a half holiday on Saturday. Overtime is also allowed for a certain number of weeks in each year in emergencies.

Under the Employment of Women and Children Act of 1920 which lays down rules in conformity with the two draft conventions adopted by the general conference of the International Labour Organization, 14 is made the minimum age at which a child may go to sea. Certificates of fitness for such service must be produced by all boys under 18. Also, as mentioned previously, such certificates must be supplied by all children between the age of 14 and 16 who enter industry. Women and children are prohibited from entering certain dangerous and unhealthy trades, however if employment is permitted in any such occupations, an 8 hour day is prescribed. Women may not work in a mine, nor may a boy under 16 work underground for more than 10 hours

(*1) An Economic History of Modern Britain, -
The Early Railway Age-(1820-1850), J.H. Chopham.
p-376.

a day or 54 hours a week. This Act further provides that women and children over 16 may work in two eight hour shifts in factories, thus allowing night work until 10 P.M. Work may not commence again before 5 A.M. However this shift is only allowed on the joint application of employers and employees. Work must cease at 2 P.M. on Saturdays. This Act, as can be readily seen, overlaps and in some cases superceeds previous acts.⁽¹⁾

There is an attempt to regulate domestic workshops by limiting the working day to 10½ hours. The day is not to commence before 6 A.M. nor last longer than 9 P.M.

In concluding this very brief and cursory survey of English legislation attention should be directed to the vocational guidance system in England. The 1921 Educational enactment above referred to gives the local education authorities power to set up committees to give advice and assistance to boys and girls under 18 who are in search of employment. If such authorities fail to exercise this power the duty rests with the Ministry of Labour, which can appoint an advisory committee under the Labour Exchange Act of 1909. This has been done by one or the other in every place of industrial importance and these Junior Labour Exchanges are to be highly commended for their fine work. Incidentally it should be remarked that this system is not a new instigation, in fact it commenced with the Labour Exchange Act of 1909 but it has been
(*1)
put on a more systematic basis recently.

(*1) See Monthly labour Review, June, 1926 for an article on the Results of British Study of Vocational Guidance.

In the United States the Federal Government appears to be powerless to regulate child labour. An attempt was made to do so under the interstate commerce clause of the Constitution, the Act in question forbidding the shipment of goods in interstate commerce that were products of factories employing children under 14 or from mines employing children under 16, or if in any case children were worked more than eight hours a day or at night. In *Hammer V. Dagenhart* 247 U.S., 261, 38 Sup.Ct. 581 this law was held unconstitutional on the grounds that the Federal Government had overstepped its power. Some of the finest jurists in the country as well as four of the nine judges in the case, say the Act is perfectly constitutional and it may later, when the personnel of the bench has changed, become the vehicle by which the Federal Government may in a measure control this problem, particularly as the proposed amendment to the Constitution giving the Federal Government power to regulate this matter has been defeated.

A later Act (1919) was also declared unconstitutional. In this Act the Federal Government attempted to put a tax on all employers who engaged children in violation of the above enumerated standards. This attempt is clearly unconstitutional as it usurped the taxing power of the states.

As there are 48 independent states in the United States, as far as the subject at hand is concerned, we may expect

to find, and do find, as many and varied types of legislation, and to go into a discussion of same would be to accentuate a phase of the problem of no great bearing on the object of this work. ^(*1) Hence we will briefly say that all but two states forbid certain types of work if a child is under 14, five of the states extend this age to 15 and to 16.

There are, of course, exceptions to these rules, however, ten states make their provisions so broad as to forbid work in any gainful occupation. Practically all of the states forbid the employment of children in hazardous occupations or have higher age limits for entrance into such employment, hence 16 is the age fixed for some thirty states before a boy may work in a mine, and five go higher.

Education is compulsory and free in about two thirds of the states until the child reaches 16, or in a few states the age is extended to 17, and 18. - The remaining states make education compulsory only up to 14. However exemption is made at 14 in the first instance in the case of those children who are economically forced to work, or who have attended a certain grade in school, in a few states though the minimum age of leaving school is 15. Over half of the states require part time attendance at a continuation school. In 14 of the states this is required until 16, and in the remainder until the child is 18.

(*1) This material is taken principally from the American Labour Year Book of 1928.)

In 37 of the states children may work but eight hours a day and 48 or less a week. Of the remainder of the states 6 permit 10 hour days and 54 hour weeks; two a nine hour day. Georgia has a 60 hour week for textiles and North Carolina has an 11 hour day and a 60 hour week. In the last named state if a child has not passed the fourth grade he may work for only 8 hours a day. One of the states, Montana, allows no factory work if the child is under 16 years of age.

Most of the states prohibit night work by children under 16 and the most frequent limitation is found between 7 P.M. and 6 A.M. Some of the states allow work until 8 P.M. and one or two extend it to 9 P.M. and 10 P.M.

It must be added that although these laws on the whole apply to factories they do not affect agriculture or domestic service and frequently certain classes of factories are excluded from the operation of the law, canneries for example. These laws are generally enforced by the requirement of an employment certificate. Frequently the granting of this certificate involves the necessity of a physical examination.

There are minimum wage laws for children in 13 states, Porto Rico, and the District of Columbia. However only three states, California, Oregon and Washington, have done very much in this line. There are commissions in 10 states to fix minimum wages and conditions of work for young workers (14-21). These laws usually apply to boys and girls under 18 except in 2 states where the age is extended to 21.

Other legislation for young persons is found in over half of the states. Twenty-four states extend some of their rules forbidding children to work at hazardous jobs to those under 18, mining in particular. About the same number of states forbid minors to deliver telegraph and other messages after 10 P.M. Half of these laws apply to persons under 18, and the remainder to persons under 21.th Eight states forbid girls under 18 to engage in street trading and one includes girls under 21. A fourth of the states have laws prohibiting the employment of minors in pool rooms, theatres, dance halls, as bell boys, beggars, acrobats and in other occupations involving a moral hazard. The ages to which the restrictions apply vary from 17 to 21. Some seventeen states forbid night work for minors under 18, nine affect only girls, three extend the prohibition to boys under 18 and girls under 21. Night commences at the time above stated.

Again about half of the states regulate hours of work for young persons. In three of the states the law covers all workers in factories or textile mills, in one it covers all women workers and in another all workers under 21. In six states the laws cover boys under 18 and girls under 21, and in two states only girls under 21. The remaining eleven laws affect only those under 18, and four of these apply only to girls. Six of these states specify an 8 hour day, three a 9 hour day, seven 10 hours and four between 10 and eleven hours. Of the remaining

four states, one fixes a weekly minimum of 60 hours, another has an 8 hour rule for girls under 18, a 9 hour rule for those between 18 and 21, and a 10 hour limit for boys under 18. Oregon prescribes a 9 hour day for girls under 18 and a 10 hour day for boys under 18. New York has a 9 hour maximum for girls under 21 and a 10 hour limit for boys under 18. It might be added that about half the laws fix a weekly maximum which requires the company to work less than the daily maximum or else grant a half holiday on Saturday. The law either directly orders a day of rest each week or else the hours per week are so defined as to require it.

These laws usually cover factories, though sometimes as before mentioned, exceptions are made in the case of canneries, etc. Frequently these laws apply to stores and occasionally they extend to all jobs but domestic service and farming.

The laws in 43 of the states which fix maximum hours of work for women do not cover farming and domestic service either. Most of these laws provide for a 48 hour week, but several of them allow a day of more than 8 hours in order to give a half holiday on Saturday. About 13 states permit a 9 hour day and a 54 hour week. A 10 and a $10\frac{1}{2}$ hour day is found in the remainder of the states. Here also one day of rest in seven is either expressly provided for or is implied by the limitation of working hours per week. Frequently a half holiday on Saturday is similarly implied.

Of these 43 states regulating hours of work for women only 16 provide for meal times and rest periods and only this small number of states forbid night work. Night is usually defined as that period between 10 P.M. and 6 A.M.

Some 17 states forbid women to work in and about mines, and about 15 states forbid women to work around machines while they are in motion, lift heavy weights, or to work in other dangerous occupations. Laws requiring that seats be provided for women workers exist in nearly every state, though these usually apply only to stores.

In turning to the question of minimum wage legislation we again find that the matter has come before the Supreme Court. Though the Court held an Oregon law providing for maximum hours of work for women as Constitutional, and later upheld a similar law, regulating the hours of work for men in mills, factories, and manufacturing establishments, declaring in the opinion that such laws were within the police power of the State, nevertheless in *Adkins v. The Children's Hospital*, 261 U.S. 525, 42, Sup. Ct. 394, a law of the District of Columbia fixing a minimum wage for women and children was held to be Unconstitutional in its application to women. The decision was based on two grounds, namely, that the nineteenth amendment which gives women suffrage also guarantees them the same liberty of contract as men possess. The further objection to the Act was that

(*1) 1908, *Muller v. Oregon*, 208 U.S. 412, 28, Sup. Ct. - 324.

Also see *Miller v. Wilson*, 236 U.S. 373, 35, Sup. Ct. - 342.

1915 Holding an Eight Hour Law in California not unreasonable.

(*2) 1917- *Bunting v. Oregon* 243 U.S. 426, 37, Sup. Ct. 0 435.

it deprived the employer of his property without "due process of law" which was a violation of the Fifth Amendment to the Constitution. There was a dissenting opinion in this case also, the judges saying they could see no difference between regulation of hours of work and regulation of wages. As far as the last argument is concerned we can see that the employer is powerless to bargain when both wages and hours are fixed and hence technically he is being deprived of his property without due process of law. These laws began in 1912 and in all, 15 states, the District of Columbia and Porto Rico have had such laws but now only ten remain, some of which are not compulsory and the others have never been taken to the Supreme Court either of their own State or of the United States. It might be said then that these laws live through the toleration of the employers. "The employers in California do not now fight the law, in spite of the \$16. minimum wage, the highest in the World." (*1)

Just as England has attempted to instigate a system of vocational guidance so has the United States. The Junior Division of the United States Employment Service was recently organized in 1918 to take charge of wage earning boys and girls under 21. In 1920 there were offices in eleven of the large cities. (*2) Besides this service many of the states have similar services of their own.

The question of training the boy and girl for a job is as important to-day as it was in medieval England when the

(*1) Labour Legislation for Women and its effect on earnings and conditions of labour, by Florence Kelly and Margarite Marsh. Annals of the American Academy of Political and Social Science. v. 143- 286-290, May, 1929.

(*2) Junior Wage Earners, by Amy Y. Reid.

apprenticeship system was in practice. But there is of course little to be said for the old system now, as to even the most casual observer, it will appear impracticable, as handicraft is passe, and mass production has taken its place. However there are many trades that one can enter on an apprenticeship basis, the building trades, plumbing, and electrical trades. The terms of apprenticeship are usually four years and the worker is paid little or nothing, but on the completion of his training he becomes a skilled worker. Though the Trade Unions limit the number of apprentices, length of service, ages of beginners, etc., few trades employ their full quota of apprentices, as the employers do not wish to be bothered with them. The United States census of 1920 showed that but 19,323 of the 1,060,858 employed children between 10 and 15 years of age were listed as apprentices. Thus this essential training must be given in whole or in part by the schools, and the continuation schools in the United States and England are attempting to co-relate the practical work of the shop with the work of the school. Wisconsin and Ontario have gone even farther and have enacted specific statutes on this subject. The latter statute will be discussed more fully in the succeeding chapters.

It would be impossible to give a resume of the situation in the rest of the world so we will conclude this chapter by mentioning that in the Treaty of Versailles there is a

(*1) Workers Education and Training in Monthly Labour Review, March, 1926, P-174.

(*2) American Labour Year Book, 1928-P-87.

specific section (13) devoted to labour problems and provision is made for the formation of the International Labour Organization and the calling of a conference every year. The 1919 Conference was held in Washington, and six draft conventions were voted including those limiting the employment of women before and after childbirth, night work for women, the minimum age for admission of children to industrial employment, and night work for young persons in industry. At the 1920 conference at Genoa the age of admission to sea service was drafted, and at the third session in Geneva, 1921, seven draft conventions including those dealing with the age of admission for children to agricultural employment, the minimum age of admission of young persons to employment as trimmers and stockers, and compulsory medical examination of children and young persons employed at sea were voted. Canada and England are members of the organization and it behooves the representatives to bring before their respective governments the conventions of the organization.

In this connection it should be remarked that British Columbia has five laws based on such conventions on its statute books, namely: the Maternity Protection Act, The Employment of Children Act, Hours of Work Act, Night Employment of Women Act, and Night Employment of Young Persons Act. None of these statutes have been proclaimed as it was provided that they should not come into force until similar legislation had been enacted in other provinces. However an act similar to the

Hours of Work Act was proclaimed and is in force.

The reader will no doubt wonder that no mention has been made of sanitary and safety measures which are required by law in factory and stores. This omission is explained on the grounds that generally this type of legislation affects all of the employees and is not peculiar to women and children. Where a distinction is made it will be noted in the chapter discussing such legislation in Canada. Also the fact that there is no discussion of Mother's Pensions, Family Pensions and the like is explained by the fact that such legislations seems to lie outside the field of labour legislation per se. Suffice it to say that such enactments have been passed in Alberta, British Columbia, Manitoba, Ontario and Saskatchewan.

* * * *

CANADIAN LABOUR LEGISLATION
AFFECTING WOMEN AND CHILDREN
CHAPTER FOUR

In a dissertation of this type it is literally impossible to set out the text of the laws in full, and hence the aim will be to give only such compilations, abbreviations, and extracts as will convey the substance of the labour enactments which affect women and children in the various provinces. In this chapter no attempt will be made to treat the Minimum Wage Laws and regulations as the same are so inclusive that it is thought best to devote an entire chapter to a discussion of them. Nor will there be any reference to the Workmen's Compensation Acts as they are so generally understood, and there has been so much written about them, that it would be needless repetition to discuss them again. Suffice it to say that these two acts are applicable to women and children employees.

In order to simplify the subject as much as possible it seems advisable to treat of it by provinces rather than topically, and in doing so the laws in the older provinces will be given first, thus enabling the reader to judge the general trend of this so called "Social Legislation" and to draw conclusions as to the most satisfactory type of enactment.

The laws will be presented in somewhat the following order though overlapping is of course bound to occur. Laws concerning;

1. Apprentices
2. Industrial Schools,
3. Immigrant Children,
4. Child Welfare,
5. Education,
6. Factories and Shops,
7. Mines
8. Sunday Labour.

Q U E B E C:

It would seem that in the Province of Quebec the right to apprentice children is principally held by organizations. Thus we find that Industrial Schools^(*1) may apprentice a child directly or hire him out to individuals and corporations. Charitable institutions on the other hand have only the power to place out and apprentice children. Under the indentures in question, all monies must be reserved for the use of the child. The Provincial Secretary must approve every contract entered into between any reformatory and any person or corporation with regard to the work of children kept or maintained in such reformatory according to the Reformatory and Industrial Schools Work Act,^(*2) applying such monies as the child may earn to the cost of maintenance in such institution.

(*1) R.S. 1925, c.160.

(*2) R.S. 1925, c.161

(*1)

However, under the Children's Apprenticeship Act which gives reformatories, industrial schools and charitable institutions power to place out or apprentice children, the Provincial Secretary is given no supervisory power. According to this last enactment when children are so placed out the rights, authority, etc., of the parents cease and are vested in the managers of the institution. Every parent may apply to any judge of the Superior Court who may in his discretion permit the child to be restored to the custody of the parent, but the judge is not to order the cancellation of the indenture or agreement unless he is satisfied that the same was injudiciously entered into. Immigrant Societies, authorized by the Lieutenant-Governor-in Council, may also bring children into the Province and place them out. Of course such indentures as are here mentioned are not binding when a child reaches majority.

(*2)

The Masters and Servants Act imposes penalties on apprentices who refuse to work or who run away, etc. A fine is likewise imposed on the master, mistress or employer who fails to provide proper food or neglects or ill treats a child under his control.

Numerous other provisions are found throughout the Acts requiring the managers of institutions to visit the child once a year, requiring persons to report to the institution if a child under their care has run away or

(*1) R.S. 1925, c.162.

(*2) R.S. 1925, c.271.

is absent, and providing penalties for persons, who induce or attempt to induce a child to leave any home where he has been placed out or apprenticed, and also punishing those who harbour such a child.

As to the practical applications of these laws the writer regrets that though every effort was made to discover to what extent children were apprenticed under them, no definite answer could be obtained. It would seem however that they are not employed extensively as several child caring agencies knew of no case whatsoever. Let it be remarked though that the potential power in the hands of these organizations is enormous.

This Province has no compulsory education enactment, the only educational requirements being found under the Industrial Establishments Act, which reads as follows: (*1)
"it is forbidden for any employer in any industrial establishment, for any person carrying on any industry, trade or business, or practising a profession, for any owner, tenant or manager of a theatre, moving-picture hall, hotel or restaurant, for any telegraph company employing messengers, or in the case of printers or agents who distribute advertisements or hand-bills, and for owners of department stores who employ boys or girls as messengers, to employ any boy or girl less than sixteen years of age, who is unable to read and write fluently and easily.

(*1) R.S.1925,c-182.

It is likewise forbidden for any boy or girl less than sixteen years of age to sell papers, or carry on any business in the streets or public places, unless able to read and write fluently and easily.

Such various occupations shall not be continued after eight o'clock in the evening."

(*1)

A later enactment gives the Municipal Council the power to make by-laws to regulate or prevent the employment or occupation of minors in the streets and public places, and to grant licenses to and regulate newspaper carriers.

What of the enforcement of these provisions? The factory inspectors after a suitable examination either give the children an unqualified certificate to work or permit them to work if they attend night school. According to Mr. Luis Guyon, Deputy Minister of Labour, the examination consists of - requiring the child to write his own name, address, nationality and the name and address of his prospective employer. From July, 1928, to June, 30th, 1929, 2,571 children were registered in Montreal, in Quebec only 290, and in the Eastern Townships 111, thus making a total registration of 2,972 for the entire province last year. 362 complaints were registered in Montreal of which 86 were well founded, 46 were registered in Quebec, and 72

(*2)

in the Eastern Townships. The writer is under the impression that no applicants are refused, if they cannot read and write they are directed to attend night school, but permitted

(*1) R.S. 1925, - c.102.

(*2) General Report of the Minister of Public Works and Labour of the Province of Quebec. 1929, p-55.

to work during the day.

From a reading of the above excerpt from the enactment one will note that no child may work at any of numerous occupations without such a permit. In practice, however, children working in factories are probably all registered, but Mr. Guyon said that his inspectors did not go about to shops and stores inquiring whether the children had certificates, though the employers are supposed to see to it that each child has such a permit for in case of accident no employer employing a child contrary to the Act may plead contributory negligence. Of course this clause is of no importance where the firm in question comes within the Workmen's Compensation Act. Small fines are provided for the contravention of the provisions of the Act, but as they are not sufficient to act as a deterrent they will not be listed.

The Municipality of Montreal has not passed an ordinance governing street trading and though all boys so engaged are supposed to be possessed of a certificate as mentioned above, the factory inspectors do not oversee this field at all, considering it out of the scope of their activities. The Municipal Police Department also informed the writer that they did not interfere as there was a provincial law on the subject, so this aspect of the law of course is unenforced, at least in Montreal. The Police Department also remarked that they made no effort whatsoever to enforce the eight o'clock provision.

While we are on this subject it might also be said that several social workers volunteered the information that a child, who was large for his age, or one who needed to work to support his family, though under fourteen, if over twelve, was often given a special certificate authorizing him to work in a factory though the Industrial Establishments Act expressly says that "no employee, whether boy or girl, shall be less than fourteen years of age." In all fairness it must be added that Mr. Guyon denied this charge when questioned regarding it.

The Lieutenant-Governor-in Council is given power to prohibit the employment of boys under sixteen and girls under eighteen in establishments classified as dangerous or unwholesome. A total of sixty-six trades have been listed as dangerous or unwholesome because of acids, dust, danger of injury, fumes and occupational diseases. (*1)

Then follow provisions limiting the time during which women, girls and boys under eighteen may be employed. (*2) The limit is ten hours a day or fifty-five per week, allowing a different apportionment to permit a shorter working day on Saturday. Then the inspector may permit an hour of rest at noon but such is not to be counted as part of the working hours. In other words allowing a different apportionment to enable one to have a half holiday on Saturday, and taking out an hour for lunch,

(*1) Labour Legislation in Canada
Dec. 31st, 1928, published by the
Dominion Department of Labour,
p-262.

(*2) 1930 -c-?

women and boys in factories may go to work at 7 A.M., say, and work until 7 P.M. which harks back to the days of the Industrial Revolution. The day in question is not to begin before 6 A.M. nor end after 9 P.M. In cotton and woolen factories the hours are limited to 55 per week and the day is not to commence before 7 A.M. nor end after 6.30 P.M.

In the following instances (which will merely be referred to as emergency measures when we discuss the other provinces) the inspector in order to make up for lost time, or satisfy the exigencies of the trade, may for six weeks extend the time of employment of boys under eighteen, girls and women, to twelve hours per day, seventy-two hours per week, the day to be between 6 A.M. and 9 P.M. when:

- (1) Accidents prevent working of the establishment.
- (2) When the machinery cannot be worked through no fault of the employer.
- (3) When any stoppage occurs from any cause whatsoever.

Mr. Guyon reports that of the 124 requests for overtime permits received at the Department last year only 36 permits were issued.

These hours must be qualified somewhat by regulations made under the Minimum Wage Act for Women^(*1). The first orders of the Board in no way affected hours of work, as the Board had power only to fix wages and working conditions^(*2). In the 1930 Session of the Legislature

(*1) R. S. 1925, c-100.

(*2) The Gazette, April, 25th, 1930.

the added power was given to the Board to stipulate the number of hours for which the minimum wage was to be paid, overtime being paid for on the same basis. The Board at once made regulations under its new powers limiting hours of work, for example, in the garment trades in Montreal, to forty-four hours per week - in Quebec, and places of 15,000 population, and over to fifty hours per week and in the rest of the Province to fifty-five per week. The Factories Act is still the essential enactment as the employees may work the hours stipulated thereunder but must be paid accordingly.

See the next Chapter and Appendix -"B" for a discussion of these regulations.

In the regulations made under the Factories Act, which we will refer to as safety measure, it is incumbent upon the employer, when work continues after 6 P.M. to allow thirty minutes for an evening meal. The inspector may require employers to provide a suitable place where the employees may take their meals. Workmen must not take their meals in the workshop when forbidden by the inspector, further they must have a place where they can warm their foods., and take their meals sheltered from rain, cold and snow. Women and boys and girls are forbidden to

operate machinery connected with belting or other modes of transmission and no employee may clean machinery while it is in motion. Women and girls must wear their hair close to the head to avoid contact with the machinery and if the occupation permits, employees of both sexes must be supplied with seats. In the Public Buildings
(*1)
Safety Act, all employers are required to place a sufficient number of seats at the disposal of the girls or women employed in their stores, in order that they may sit down when the nature of their work requires it, or service upon customers permits."

(*2)
From 1928 to 1929, 4,082 inspections were made by the Department of Labour in the Province of Quebec, an increase of 500 over the previous year's total. This however does not include follow-up inspections nor the daily supervision of theatres and amusement halls. The 1929 Canada Year Book gives the number of industrial establishments in the Province of Quebec for 1927 as 7,206, hence we can see that
(*3)
nearly one half of the factories were not inspected. Of the thirteen inspectors engaged in this work three are women, two in the Montreal division and one in Quebec City. Their special task is to see that provisions in regard to women and children are carried out by the factories.

(*4)
In closing a word must be said as to the Mining Act. This Act, as do all of the enactments in Canada, forbids the employment of women and girls in the working of a mine.

(*1) R.S. 1925, c-176.

(*2) General Report of the Minister of Public Works and Labour of the Province of Quebec 1929-p-53-54.

(*3) 1929 Canada Year Book, p-403.

(*4) R.S. 1925, c. 80.

Nor may a boy under fifteen years of age be permitted to work underground in a mine or quarry. A boy between fifteen and seventeen years of age may not be employed underground for more than 48 hours per week. No boy under eighteen is to have charge of machinery used for hoisting or lifting, or drilling blast holes, nor shall a boy under sixteen be allowed to transmit signals to put such machinery in operation. A boy must be over twenty before he is permitted to run machinery used to hoist men in and out of a mine.

In concluding the presentation of Quebec Labour Legislation it seems necessary to mention the Sunday
(*1)
Observance Act. This enactment prohibits industrial work or sale of goods on Sunday and hence insures the worker at least one day of rest in seven. In this
(*2)
connection we should note The Weekly Day of Rest Act which gives the Lieutenant-Governor-in-Council the authority to order that persons who run hotels, restaurants, or clubs shall give their employees one day of rest a week.
(*3)
In the Order in Council of February, 1920, "a day of rest must be granted to all male and female waiters, bell boys, porters, etc.," With the exception of waitresses, all female employees shall be entitled to two afternoons of rest each week, making a total rest of not less than twenty-four hours. No office employee shall be required to work more than twelve consecutive hours out of twenty-four.

(*1) R.S. 1925, c. 199.

(*2) R.S. 1925, c. 185.

(*3) Order in Council, May, 11th, 1918, as amended Feb. 9th, 1922, and March, 14th, 1925.

(*1)

The Early Closing Act gives the Municipal Council power to make by-laws requiring shops to close not earlier than six o'clock in the evening. Incidentally the Mining Act so defines a week as to eliminate Sunday work.

- O N T A R I O -

Next we turn to Ontario and are at once impressed with the amount of legislation dealing with children and young persons. Turning first to the recent
(*2)
Apprenticeship Act, which was alluded to in the last chapter, we note that an apprentice "shall mean a minor at least sixteen years of age who enters into a contract of service in accordance with this Act, whereby he is to receive from or through his employer, in whole or in part, instruction in any industry, trade, craft or business,"

The designated trades enumerated in the act are -
Building trades, including -(a) bricklayer, (b) mason, (c) Carpenter, (d) painter and decorator, and (e) plasterer.
(*3)
This list was later added to by Order in Council, as follows:
(f) plumber, (g) steam-fitter, (h) sheet metal worker, (i) electricians. Other trades may be added from time to time. The Minister of Labour on receiving a petition signed by at least twenty-five employees in any trade asking to have such trade added to the schedule may make an investigation or he may do so on his own account and may make recommendations accordingly to the Lieutenant Governor.

(*1) R.S. 1925, c.127. (*2) Ontario Gazette, July, 21, 1928.
(*3) 1928, c-25. Also note in R.S. 1927-c-285, (1918, c-201) The Lieutenant-Governor-in-Council is given power to make regulations covering apprentices as moving-picture operators. (Must be 18-21 to operate.)

Any person wishing to enter into a contract of apprenticeship in a designated trade must comply with the provisions of this act. Nor may a minor be employed in any of the designated trades for a longer period than three months, except under such a contract. (*1) (However this is not applicable to minors who have already completed the period of apprenticeship customary in these trades.) The contract in question must be in the form set out in the act and shall be of no force and effect until approved by the Apprenticeship Committee and the inspector by an endorsement. These contracts are not to be entered into for a period of less than two years and it must be signed by the minor, by the father, mother or legal guardian of the said minor, or in the absence of such persons then by the judge of the County or District Court in which the employer carries on his business, and also by the employer. The contract must then be registered by the inspector.

These contract may be terminated, subject to the approval of the Minister of Labour, by mutual agreement, or they may be cancelled by the inspector provided there is good and sufficient reason. (*2) When an employer cannot fulfill the terms of a contract the inspector may arrange for the transfer of the apprentice to another employer, but said transaction must be approved by the Apprenticeship Committee and registered accordingly.

(*1) Note - See following page.

(*2) Note - See following page.

(*1) Note -

"This period of times gives a minor an opportunity to determine whether he intends to follow his chosen vocation and it also provides an opportunity for an employer to have such temporary assistance as might be deemed necessary by him to meet certain conditions of his business."

Booklet, May, 1929. Issued by the Department of Labour, Toronto, p-14.

(*2) In the regulations laid down under this Act, approved by the Governor-General-in-Council, June, 28th, 1929, it is said that the first three months of employment are to be in the nature of a probationary period, during which time either party may terminate the contract at will.

The Act further gives the Lieutenant-Governor-in-Council the power to make regulations and establish apprenticeship committees for certain defined areas, and to prescribe their powers, duties and functions, relative to periods of apprenticeship, educational qualifications, finances and the like. Numerous regulations have been made under this Act, the most important of which designates the number of apprentices that may be engaged in a particular (*1) trade. The ratio of apprentices to journeymen shall not exceed one to eight, in carpentering, bricklaying, and masonry, and plastering, nor one to five in painting and decorating, plumbing and steamfitting, one to four in sheet metal work, and one to three in Electric wiring and installation. The term of apprenticeship is four years in all of the trades but painting, and decorating where the term is for three years, and for plumbing and steamfitting where the term is five years. However the fifth year is served as a junior mechanic. The most important regulation would seem to be the one referring to school training. Herein it is provided that apprentices must attend special classes for eight weeks of five eight hour days, or three hundred and twenty class hours during each of the first two years of service. During the remaining two years apprentices are encouraged to attend evening classes and in the event that day or evening classes cannot be arranged, apprentices shall be required to take certain approved correspondence courses. This enactment has been set out at considerable length because it is the only one of its kind in Canada, and perhaps one of two on this continent. It embodies all of the principles laid down in a previous chapter as desirable in a modern apprenticeship system and is therefore of great importance. Inspection is provided for at least once a year of each apprentice which will tend to mitigate any evils (*1) over.

(*1) Note -

The regulations also provide that any person must have completed the work of the Junior Fourth Book in Public School or its equivalent before being permitted to enter an apprenticeship.

- - -

that may arise in such a system.

Though this Act has been in force but a few years 1175 boys have been registered under it to date. Some of the youths may now be over twenty-one but of course they commenced their apprenticeship before that age. Mr. A. W. Crawford, Inspector of Apprentices, writes that the distribution of these apprentices is as follows:

Bricklayers -	145
Masons -	7
Carpenters -	138
Painters -	7
Decorators -	43
Plasterers -	82
Plumbers	367
Steamfitters -	115
Sheet metal Workers -	108
Electricians -	170

This Act is the result of much study and investigation on the part of employers, trade unions and educationalists. (*1)
In 1921 at a joint conference of the Building and Construction Industries in Canada, an apprenticeship Committee was appointed which made recommendations which were unanimously accepted but no effort was made to put them into operation. Two years later, J. M. Pigot, at the Conference of the Association of Canadian Building and Construction Industries, (now the Canadian Construction Association) advanced a scheme whereby during his first two years of apprenticeship

(*1) From a small Booklet. "The Ontario Apprenticeship Act 1928. Text of the Act with explanations," issued by the Department of Labour, Ontario.

a boy would be paid \$500.00 per year from a fund obtained by assessing all employers in the construction industry. The boy was to spend seven months each year of the first two years at work and five at school, the remaining years of his apprenticeship to be served with the individual employers. This scheme was not put into operation either, but in September, 1926, the Association enlisted the services of Mr. G. L. Sprague to study the system and devise a plan. A plan was proposed providing for a council with employers and employees represented, and finally the Government was asked to pass this enabling legislation. It really is such a model Act that the other provinces would do well to profit by Ontario's forward step.

There are other enactments in the Province giving
(*1) (*2)
Industrial schools, Children's Aid Societies, and societies authorized
by the Lieutenant-Governor-in-Council to
bring immigrant children into the Province power to apprentice children. Mr. J. J. Kelso, Superintendent of the Children's Aid Department, says that the Children's Aid Societies apprentice out quite a large number of children, chiefly in farm homes. To again refer to Mr. Crawford's letter, he estimates that in addition to the 1200 indentured apprentices under the Act, he "would say that -there are at least, as many apprentices to be found in the printing industry, railroad shops, electrical shops and other manufacturing plants throughout the Province- although comparatively few of these

(*1) R.S. 1927- c.329.

(*2) R.S. 1927- c.279, amended -
1929-c-23, s-15.

apprentices are placed under contract. The two large Canadian railways have excellent systems of apprenticeship and the printing industry has perhaps the best system to be found on the continent. The Canadian Westinghouse and Canadian General Electric also provide organized training for apprentices, and, in the City of Hamilton there are over two hundred apprentices from various industrial plants attending classes in the Technical Institute of which Mr. L. W. Gill is Principal." Needless to say, the apprenticeship system just mentioned is not the old type where a child took up his abode with his master, but rather the newer system being developed all over the world of a boy working part time and attending technical school a certain number of hours each week.

Practically all of the Labour Legislation affecting children is to be found in the Children's Protection Act, ^(*1) and its provisions cover all children actually or apparently under sixteen. Girls under sixteen may not engage in street trading nor may boys under twelve. Such occupations for boys under sixteen must end at 10 P.M. However boards of commissioners of the various cities may pass by-laws for further regulating children engaged as express or dispatch messengers, vendors of newspapers, small wares and bootblacks.

The Act then goes on to prescribe a penalty in the case of persons who procure children to beg, or who induce them to sell things, sing, etc., for profit between 9 P.M. and 7 A.M. or one who causes a child to sing or perform in a theatre or circus unless a permit has been given by the head of the council of the municipality.

(*1) R.S. 1927, c-279.

The educational enactments are next in order and under (*1) the School Attendance Act every child between eight and fourteen must attend school for the entire term unless sick, proficient in his studies, is being educated elsewhere, or has an excuse given by a school attendance officer, a justice of the peace or the principal of the school permitting him to absent himself for a period not to exceed six weeks to aid in husbandry or necessary household duties or to maintain himself or some one dependent upon him. The terms of the act apply to all those children between five and eight who enroll in a school.

The school attendance officer under this and similar enactments, has the power of a peace officer " with authority to enter factories, workshops, stores, shops, and all other places where children may be employed or congregate or at the request of the parents or guardian, and shall have the authority to apprehend and deliver to the school from which he is absent or to his parent or guardian without warrant such child found illegally absent from school-" The factory inspector may also institute proceedings under this act, and as we will see later they take an active part in its enforcement.

This enactment is supplemented by the Adolescent (*2) School Attendance Act. This law applies to boys and girls under eighteen years of age who are exempt from

(*1) R.S. 1927 -c-332.

(*2) R.S. 1927- c-333.

school attendance. All children between fourteen and sixteen are required to attend school unless they are ill, have completed the course of study for the matriculation examinations, or are employed as hereinafter set forth.

The school attendance officer may grant, on written application of parent or guardian, permits for children between fourteen and sixteen to engage in some occupation about the home or if the child must maintain himself or some one dependent upon him, he may be given an employment certificate permitting him to engage in some gainful occupation. However if the child's services are required to work on a farm no permit is necessary.

Every child who is given such a home permit or an employment certificate must attend part time courses for an aggregate of at least four hundred hours a year if such courses are given in the municipality in which he is employed. In this same connection after September, 1st, 1925, ^(*1) every adolescent between sixteen and eighteen is required to attend similar courses for at least three hundred and twenty hours each year. The obligation to attend these courses is subject to limitations similar to those stated above, with the added exception permitted when the public school inspector is satisfied that the child has been under full time instruction up to the age of sixteen." Thus we see that an adolescent in Ontario has the alternative of full time attendance until he is sixteen, or full time attendance to fourteen and part time attendance until he is eighteen.

(*1) Ontario Gazette, May, 19th, 1922.

(*1)

After September 1st, 1922, every urban municipality with a population of 5,000 and over must maintain such part time instruction and any other municipality or school section may do so. These part time classes are to be in session the same number of days each year as the high schools and are not to commence before 8 A.M nor end later than 5 P.M. When an adolescent is required to attend a class his period of employment is to be suspended long enough to permit him to travel to and from the school and the time so spent is to be computed as a part of the number of hours per day or per week that he may be lawfully employed.

(*2)

In 1928, 34 municipalities were conducting vocational day classes with an attendance of 24,526 pupils, and 57 municipalities were conducting evening classes with an attendance of some 39,096 pupils, thus 63,622 students were attending part or full time vocational classes in Ontario.

(*3)

The factory, Shop, and Office Building Act, was amended

(*4)

in 1929 to read as follows: "Notwithstanding anything contained in part one of the said act, no child under fourteen years of age shall be employed in a factory nor may any person under sixteen be employed in any shop or factory during school hours unless he has a certificate issued under the Adolescent School Attendance Act."

According to the 1928 report of the Province of Ontario twenty-four children under fourteen were dismissed from

(*1) O.C. Ontario Gazette, May, 19th, 1922.

(*2) Canada Year Book, 1929, p-914.

(*3) R.S. 1927, c.-275.

(*4) Statutes of C., 1929-c-72.

factories; there were five complaints that children were working in factories and three that the Adolescent School Attendance Act was being violated. However there were found to be forty-seven violations of the last mentioned Act during the year. On the whole the inspectors reported that the laws were being well observed and one of the inspectors writes in the annual report "It is difficult to recall a case of child-labour in this district, and the Adolescent School Attendance Act appears to be well enforced, expecially in the towns and cities where certain lines of manufacture are being carried on."^(*1)

Contrary to the conditions in Quebec, the factory inspectors here must oversee shops and the like as the Act is more inclusive, thus Mrs.E.Scott, writes in the same report;^(*2) "There are still some employers who persist in employing minors in violation of the Adolescent School Attendance Act, which necessitates a strict inspection to make sure that all minors have the necessary certificate. A few retail stores and small shops were found employing child labour, principally as messengers and for odd jobs around the store. The employer in these cases seems to have the idea that on account of the light work it is all right to employ child-labour, and this condition demands that the inspector devote considerable time to eliminate this practice as far as possible."

(*1) The Ninth Annual Report of the Department of Labour, Province of Ontario, 1928-p-56.

(*2) *ibid.* p-64-65.

The ten hour day, sixty hour week exists for youths (boys between fourteen and sixteen) young girls and women with the usual provision for a noon hour. ^(*1) However in Ontario the working day shall not commence before 7 o'clock in the morning nor end after 6.30 P.M. unless by special permit given by the inspector. These hours may be extended to 10 P.M. Saturday and the day before a statutory holiday, and from December 14th, to 24th, in each year.

The inspector may permit exception from the above hours of work for the reasons enumerated under the Quebec Act. However if this exception is granted no youth, young girl or woman may be employed before 5 o'clock in the morning nor after nine o'clock in the evening nor shall the hours of labour be more than $12\frac{1}{2}$ in any one day or more than $72\frac{1}{2}$ in any one week and such exceptions are not to exceed 36 days in any one year. All overtime is to be taken into account in computing this extension. Forty-five minutes is to be allowed between 5 and 8 P.M. for an evening meal if employment lasts longer than 7 P.M.

Though the hours set out under the Factories Act are the legal maximum hours allowed they are qualified ^(*2) by the regulations made under the Minimum Wage Act (affecting women). The Board which was created under this Act is given the power to establish a minimum wage and the maximum number of hours per week for which such minimum wage shall be paid. Also a rate of wage for all time worked in excess of the

(*1) R.S. 1927 - c-275.
(*2) R.S. 1927 - c-277.

established maximum may be set. It would seem that in many cases the Board has declined to change the hour limits but in some enactments such as Order Number 31 of March, 1st, 1924, the work period for which the minimum wage shall be paid is not to be less than 44, nor more than 50 hours per week. "Work in excess of 50 hours per week shall be counted as overtime and shall be paid for at not less than the minimum wage fixed by this order, reckoned on the basis of a 50 hour week." Conversely when a person works less than 44 hours a week week, she shall be paid proportionately for the actual number of hours worked.

The next chapter and appendix "B" will be devoted to a discussion of these enactments, as has been said.

In 1928 according to the report already quoted from 12,416 factories, shops, etc., were inspected, and 6,149 revisits were made. As the 1929 Canada Year Book gives the total number of industrial establishments as 9,457 for 1927, we can assume that the ground was very well covered. Of the 313,595 employees in the factories and shops inspected, 556 were boys between fourteen and sixteen (slightly less than in 1927) - 4,971 were girls between fourteen and eighteen, (almost double the number for 1927) and 81,737 were women. Though the 1929 report has not as yet been published, a letter from Mr. James T. Burke, the Chief Inspector, reports that in 1929 - 35,882 inspections were made (this includes the original and follow up visits) and that the number of employees totaled 319,646. The hours of work

per week for women was given as follows:

45,-	43,176 -
50 -	18,118
54 -	7,567
58 -	916
60 -	3,931

Thus we see that but few of the women employees were employed for the maximum time allowed. Needless to say the regulations of the Minimum wage Board probably had much to do with bringing about these results as employers no doubt did not care to pay their employees for overtime.

Also in 1929, 773 special permits were issued for the employment of women and youths until a later hour than 6.30 P.M.

The Act in question also forbids the employment of women and girls in a camp unless a permit is obtained from the Deputy Minister of Labour. In 1929 twenty-three fruit camp permits were issued.

Before ending our discussion of this enactment mention must be made of the provision - forbidding the employment of a white woman or girl in any factory, restaurant or laundry run by a Chinese person. Also there are the safety provisions similar to those listed under the Quebec Act. By a provision passed in 1929, no person under eighteen is to be allowed to regularly
(* 1.)
operate or control an elevator.

(* 2.)
Under the Mining Act, as usual women and girls may not be employed except in the office. No boy under sixteen may be employed about a mine, or below ground unless he is eighteen. A lad must be at least twenty,

and have had one month's¹ experience working a hoist before he may run any machinery used to raise and lower persons in a mine.

There is no actual Sunday Law in Ontario. The Factories Act, in defining the week during which employees may work, says, "week shall mean the period between midnight on Sunday night and midnight on the succeeding Saturday night, which permits such a holiday to employees whose hours are restricted to a certain number per week." In the same enactment, Bake Shops are required to obtain permission from the factory inspector if they wish to carry on work on Sunday and no Barber Shop is to remain open on Sunday. There is also an act giving the Municipalities^(*1) the right to make by-laws requiring shops to close at 7 P.M.

N O V A S-C O T I A

Nova Scotia is the most industrial of the Maritime Provinces and we will deal with it next. Here we find^(*2) an old English apprenticeship Statute permitting parents, guardians and overseers of the poor, to bind children out, under indenture. Boys themselves with the consent of two justices may also enter into such a contract. Boys can be bound until they are twenty-one and girls until they are eighteen or sooner marry.

^(*3)
Under the children's Protection Act every child actually or apparently under sixteen, must after three years spent in a reformatory, either be sent home or to a foster home or be apprenticed as the Board of Managers, with the

- (*1) 1927-c-86.
- (*2) R.S. 1923 - c-137.
- (*3) R.S. 1923 - c-166.

approval of the Secretary of Neglected and Delinquent Children, deems advisable. Similar rights are given proprietors of the Protestant Orphan's Home ^(*1) when parents have surrendered their legal rights to the child, and to ^(*2) any charitable institution engaged in settling immigrant children. Apprenticeship agreements entered into in the United Kingdom are to be valid in this Province. Then follow lists of penalties for offences similar to those listed under the Ontario Act.

Mr. Ernest H. Blois, Director of Child Welfare in Nova Scotia, writes that - " I have never known of a case of a parent apprenticing a child and I am doubtful if there has been such for the past twenty or twenty-five years though there is an act which enables them to do so.

Some institutions, under special charter, indenture children and some children are indentured under the provisions of the Children's Protection Act. The number, however, is limited in both cases. "

In Nova Scotia a great deal of responsibility as regards employment conditions of children is placed on the school board. ^(*3) The Education Act makes a distinction between children living in cities and incorporated towns and those living in other districts. Child in the first instance includes boys and girls between six and sixteen and in the latter it means any boy or girl between the ages of seven and fourteen. However if the school sections in rural districts decide by the majority vote to adopt the former definition it may do so. In other particulars the acts are identical.

(*1) R.S. 1923 -c-170.

(*2) 1926- c-7.

(*3) R.S.-1923 - c-60.

We will discuss the law as applicable to cities and incorporated towns. Every child is required to attend school during school hours unless - if over twelve he has passed an examination in Grade 7 work, or if over thirteen he is able to show the Board that it is necessary for him to work. In such an event the Principal or some other authorized person may grant him the necessary employment certificate while the child is actually engaged in remunerative employment. In order to procure this certificate the child must have a certificate from a physician testifying to his fitness to engage in the type of work in question.

No child under sixteen is to be allowed to engage in any street trade nor to accompany any person so engaged during school hours unless the child or the employer is possessed of a certificate that such child has passed grade 7 work. It behooves the Board of Education or its deputies in the months of November and May and at such other times as it deems necessary to examine into the conditions of children employed in every manufacturing or other establishment, and the managers of such institutions must keep a register of all children under sixteen employed therein with the required certificate.

(*1)

Now to turn to the Factories Act. Child in this Chapter means a person under fourteen, and except during the months of July, August, September and October, when boys and girls may be employed in gathering and other preparation of

(*1) R.S. -1923 - c-160.

fruits or vegetables for canning or desiccating purposes (prior to the actual cooking), no child may be employed in any factory. The Lieutenant-Governor-in Council may prohibit the employment in dangerous or unwholesome trades, of girls under eighteen and boys under sixteen. As yet no restrictions have been imposed.

Apparently the restrictions as to hours of work under this act are negative rather than positive restrictions because the only paragraph referring to same reads as follows: "Notwithstanding anything contained in this chapter women may during the months of July, August, September and October, in any year be employed to a later hour than nine o'clock in the afternoon of any day in any factory wherein the only work or operation carried on relate to and are exclusively such as may be necessary for the canning or desiccating of fruits or vegetables, and the preparation thereof for being so canned or desiccated; but no woman shall be so employed during the said months to a later hour than nine o'clock in the evening of any day for more than twenty days in the whole." -

Then follows another provision which gives the inspector the power, subject to any regulations which the Governor-in-Council may make, to grant in the case of emergency for a period of thirty-six days the same schedule of hours as is set out under the Ontario Act. However it would appear that the regular hours of work were left to the imagination or or discretion of the employer.

Safety provisions appear in this enactment as in all others of this type.

Mr. Blois writes that this Act is well enforced and that he believes it has been successful and beneficial in its operation. However it would appear to the casual observer that the practical elimination of the canning industries from the operation of the act would be a serious indictment against it for though the canning industry is not one of the leading industries in the province, nevertheless a wide margin for the exploitation of women and children is left. Again the indefinite references to hours of work would seem to be of little or no practical value.

The Children's Protection Act further forbids the employment of any child actually or apparently under sixteen in a brewery or any place where intoxicating liquors are sold.

Provisions also restrict the hours of work for boys under fourteen and the girls under sixteen to eight hours on week days and four hours on Saturdays in shops. This does not include a child whose usual employment is that of a driver of a delivery wagon, etc., nor does it apply to shops where only members of the family are employed. The Governor-in-Council is given power to make regulations regarding the examining regulating and licensing of motion picture operators. Under this act a regulation has been made requiring apprentices to be at least sixteen years of age before they can obtain a license.

(*1) R.S. 1923 - c-162. Regulations of June, 5th, 1922.

As to the mining regulations, under the Coal Mines
Regulations Act, and the Metalliferous Mines Act,
no boy under the age of sixteen may be employed in or
about a mine.

Nova Scotia has no so called Sunday Law but the
definition of a week under the Factories Act might exclude
the possibility of Sunday Work. The definition is similar
under the Children's Protection Act and there is a specific
regulation to the effect that children cannot be employed
in shops on Sunday. Halifax has been given the power to
close its shops when it directs, as have the town councils.

- NEW BRUNSWICK -

In new Brunswick we find a statute respecting the binding
out of apprentices very similar to that of Nova Scotia. In
part two of this act, which deals with immigrant children,
and in chapter 83, the first provision of importance
is the one recognizing all indentures of apprenticeship
or transfer of minors entered into in the United Kingdom
as valid in this province. Charitable institutions engaged
in settling children in this province are usually deemed
to be the legal guardians of the children until they reach
majority or if a girl until sooner married. Before leaving
the subject of apprenticeship we must mention two industrial
school acts. The first concerns the Boy's Industrial Home

- (*1) 1927 - c-1
- (*2) 1927-c-2.
- (*3) 1902 -c-43
- (*4) R.S. 1923-c-84
- (*5) R.S. 1927-c-82
- (*6) R.S. 1927 -c-83.
- (*7*) R.S. 1927 -c-108

Boys from nine to sixteen may be confined in the Home for a period not exceeding five years. Should a respectable and trustworthy person desire to take a boy over twelve as an apprentice the superintendent may with the consent and in the name of the Board bind him apprentice without his consent to such person for a term not exceeding five years from the time of the commencement of this imprisonment. Any Roman Catholic girl may be bound apprentice to the Sisters of the Good Shepherd, said Institution having then all the rights and privileges imposed upon masters under the chapter respecting minors and apprentices. Under the Children's Protection Act the Children's Aid Society is to be considered as a legal guardian for the purpose of placing said child.

The Juvenile Court judge is to have jurisdiction in all cases respecting minors and apprentices, immigrant children, the Boy's Industrial Home, the Sisters of the Good Shepherd, etc., and any such Acts as far as applicable are to be read as forming part of the Children's Protection Act.

The Deputy Attorney General of New Brunswick, Mr. Ralph St. J. Freeze, says that "there is practically no apprenticing of children in this Province - at least, by parents. Once in a while a charitable institution having the custody of an infant may apprentice him, but even that, - is rare."

In respect to compulsory education we find that part of the provisions of this Act are to be submitted in every school district at each annual school meeting until adopted.

(*1) R.S. 1927 -c-610.

(*2) R.S. 1927 - c-62..

(*3) R.S. 1927 -c-63..

(*4) R.S. 1927 -c-53.

These provisions require each parent or guardian to pay a fine of two dollars for each child between seven and twelve who has not attended school during any of the year and pro rata in the case of each child who has attended school, but has not been in attendance 60% of the teaching days.(120 per year). Such parents who can show their children are being properly educated elsewhere, or who are in delicate health or live over two miles from the school are to be exempt from payment of the fine.

We find that part two of the Act applies only to the cities and towns to which edition 105 of the Schools Acts applies.(Fredericton, St.John, St.Stephen, Chatham and Marysville) Similarly the mayor or presiding officer is to submit the provisions of the Act to the town council until accepted.

The provisions require every child between six and sixteen to attend school 120 days in each school year unless ill, etc., but any child over twelve who passes a satisfactory examination in Grade 7 work is exempt and any child over thirteen who has attended school sixty days during fourteen consecutive weeks in the preceding year may if necessity requires him to work, obtain the written permission of the Secretary of the Board to do so.

As to employment conditions no child under sixteen is to be employed in any city or town during school hours, unless such child has attended some school or been satisfactorily instructed for at least six months of the twelve months next preceding such employment, and in every year

in which such child is employed, and at the time of such employment delivers to the employer a certificate signed by the Secretary of the Board, certifying to such attendance.

However, a certificate signed by the city or town superintendent of schools, or by the principal that such child has satisfactorily passed an examination in Grade 7 work will be sufficient. Under no consideration may a child under thirteen be employed in any mechanical, manufacturing or mercantile establishment.

The Board or its deputies are to look into the conditions of all children employed and see that the provisions of the chapter are duly observed.

Then follow two other exceptions to the chapter, i.e. the provisions are not to apply to any child between fourteen and sixteen, provided that; (a) said child has a certificate signed by the Secretary of the Board certifying that the child has regularly attended school for a reasonable time and is reasonably proficient in writing, reading and simple arithmetic, or - (b) the child passes a satisfactory examination before the Secretary of the Board in the subjects mentioned.

Part three of the Act further restricts the above provisions, for insofar as the provisions of the chapter relate to the cities of St. John and Fredericton, and the towns of Chatham, Newcastle and Marysville, the expression "child" is to mean a boy or girl between the ages of six and fourteen. However every child in these cities and towns is

required to attend school during the entire session, unless his bodily or mental condition prevents his attendance.

In conclusion it would seem that the regulations are most indefinite and that much is left to the discretion of the school officials. It would appear though that a child no matter how young could work six months and attend school for six months and still be within the provisions of the Act. (*1)

The regulations laid down under the Factories Act are not to apply to lobster, fish or canning establishments except upon proclamations of the Governor-in-council. The Act is to be administered through the Workmen's Compensation Board. Said Board may by notice in the Royal Gazette prohibit the employment of girls under eighteen and boys under fourteen in factories when the work is deemed to be dangerous or unwholesome. No action has as yet been taken.

"When an accident occurs in a factory causing injury or death of a girl under sixteen or a boy under fourteen the employer is liable to the same extent that the Board would be if the girl were of the full age of sixteen and the boy were of the full age of fourteen." However this does not apply where the accident was without fault of the employer. Thus it would seem that children illegally employed were worse off than other employees for apparently this clause permits the defence of contributory negligence which has been abolished by the Workmen's Compensation Act.

Then follows provisions as to hours of work, no mention is made of boys or youths as is usually the case. The hours

(*1) R.S. 1927, c-159.

of overtime allowed for women are longer than in any other province. No young girl (fourteen to eighteen) or women may be employed more than ten hours a day or sixty hours a week. The employer is allowed, however, to apportion hours for the purpose of giving a shorter working day on Saturday. The usual requirement for noon hour is made and an other hour must be allowed for dinner between five and eight if work continues after seven o'clock in the evening.

The Board may, subject to any regulations of the Governor-in-Council, make exceptions in the usual class of cases for a period not exceeding thirty six days a year. Under these conditions women and girls are not to be employed before 6 A.M. nor after 10.30 P.M. nor shall they be permitted to work more than $13\frac{1}{2}$ hours in any one day, nor more than 81 hours a week.

The usual safety regulations are made.

Mr. Freeze also writes that though there are no statistics as to whether this Act has been successful he adds that - "I think I am safe in saying that such legislation is generally observed. If the success or failure of an enactment is to be judged by its observance or non-observance, then I would say that such legislation in this province has proved successful." It would seem however, that a severe criticism could well be made of this enactment because of its exclusion of the lobster, fish and fruit canning establishments. Fish curing and packing

(*1) Canada Year Book 1929-p430. Figures are for 1926.

is the fourth of the ten leading industries in New Brunswick, and in its one hundred and ninety establishments employs 2,414 persons, more employees than are found in any industry but the saw-mills.

To again refer to the Children's Protection Act, we find that any child actually or apparently under the age of sixteen years who is employed in any brewery or shop, saloon, tavern or other places where intoxicating liquors are made, bottled, or sold, may be apprehended without warrant and taken before the judge as a neglected child. Any person who causes or procures a child to be in a public place for the purpose of begging or receiving alms -- whether under the pretence, of singing, playing, performing, offering anything for sale, or who is guilty of an act of omission which contributes to a child being or becoming a neglected child, --- shall be deemed to be an offender against this chapter.

The Mining Act does not mention who is to be employed in mines, and there is no Sunday law in New Brunswick. However the Factories Act defines as a week so as to (*1) exclude Sunday Labour, and the Early Closing Act leaves such matters to the discretion of the respective municipalities.

- PRINCE EDWARD ISLAND -

In beginning our discussion of Prince Edward Island it would be well to quote from a letter received from Mr. J.W. Boulter, Deputy Minister of Agriculture, - "Replying to your letter of February, 21st, this province is almost entirely agricultural and we have no industries and manufacturers. Therefore labour legislation is not considered in this province. There are no apprenticed children nor factories Act."
(*1) 1927 - c-186.

However it must be remarked that there is an apprenticeship statute dating back to 8 George IV. Under this statute parents and guardians may bind out as an apprentice any child of any age, for a period not to exceed the child's majority. A child of twelve may bind himself in the presence of two justices, and a child over sixteen may do so alone. Mendicants between the ages of two and twelve may be so indentured by two justices.

(*2)

Under the Children's Protection Act a society caring for neglected children may place a child (actually or apparently under eighteen) in a foster home during minority or for a shorter period, under a written contract to provide for education and for teaching the child some useful trade. Also the juvenile court judge is given power to bind out a child to some suitable person.

(*3)

All immigrant children brought into the Province for settlement by an institution shall be deemed to be in the guardianship of such institutions. The managers of such an institution may bind out any such child or transfer rights of guardianship to any person.

(*4)

Under the School Act children between the ages of seven and thirteen must attend school 60% of the days in which the school is in session and children in the City of Charlottetown or in the town of Summerside must attend 100% of the time.

There are no mining or factory acts so we will conclude with a reference to An Act for the due Observance of the Lord's Day. Herein we find provisions forbidding any tradesman,

(*1) 1845 c-14 repeals 8- Geo. IV. C-1, etc.

(*2) 1910-c-15-1922-c-14.

(*3) 1910 - c-16.

(*4) 1920 -c-6, also 1921 -c-3, and 1928-c-13.

(*5) 1780 -c-3.

storekeeper or any other person to open his shop or to sell any goods on the Lord's Day. (The sale of fresh milk and fish before p A.M. and after 9 P.M. excepted.) This Act also affects truckmen, labourers or other persons and they are forbidden to do any work in respect to their ordinary callings and professions on Sunday.

- BRITISH COLUMBIA -

The British Columbia Apprenticeship Law is embodied in the Infant's Act^(*1) and is most extensive. Parents, guardians and certain institutions may bind out boys over fourteen with their consent for a term not to extend beyond majority. Girls over twelve may be bound out with their consent until they are eighteen. Like power is given to mayor, judge of county court or police magistrate in the case of orphans, deserted children, etc. In the case of a boy under fourteen or a girl under twelve who has been deserted their consent is not necessary to the contract. Societies caring for neglected children and any court or magistrate instead of committing a child to prison may^(*2) apprentice him. However an Industrial School may not bind a child over twelve for more than five years without his consent.

Thomas Menzies, Superintendent of Neglected Children in British Columbia, has informed the writer that these provisions have never been put into practice, and that neither institutions nor parents apprentice children in the Province. However the number of industrial apprentices has continued to increase, advancing from 898 in 1924 to 1,628 in 1928, and the Deputy Minister of Labour in his report for 1928 says that he is of the opinion that the time has arrived when a law to govern the

(*1) R.S. 1924, c-112 and 1926 -c-27.

(*2) R.S. 1924, c-108 and c-110.

(*1)

employment of apprentices should be seriously considered.

(*2)

Under the Public School Act, every child in British Columbia between seven and fifteen is required to attend school during school hours throughout the school year. Of course if the child is ill or is being educated privately he is excused from attending school.

(*3)

Under the Factories Act the factory inspector may give his written permission for a child (boy or girl under fifteen) to work in a factory, designating therein the number of hours per day the child may be employed, but in no instance exceeding six. In 1928 there were seventeen requests from persons under fifteen asking for permission to work in canneries, and these were all granted. The Lieutenant-Governor-in-Council may prohibit the employment of boys under sixteen and girls under eighteen in factories where the work is considered to be dangerous or unwholesome. No action has as yet been taken under this section.

(*5)

Before enumerating the hours of labour prescribed for young girls (between fifteen and eighteen) and women, we should note a recent enactment, which says the restrictions to be enumerated are not to apply to any young girl or woman employed in canning or curing fish or fruit packing during runs of the several classes of fish and during the respective fruit seasons, providing said young woman or her parent or guardian consents in writing to such extension of hours.

Otherwise it is unlawful to employ a young girl or woman more than

- (*1) Annual Report of the Department of Labour, (B.C.) 1928 -p-7. (*2)-R.S.1924-c-226 -1925-c-46,-1926-27-c-63
- (*3) R.S. 1924 -c-84 and 1926-27, c-22.
- (*4) Annual Report of the Department of Labour, (B.C.) for 1928, p-53.
- (*5) 1926-27, c-22.

eight hours a day or more than forty-eight hours a week, allowing of course for a different apportionment in order to give a shorter working day on Saturday. The usual noon hour is required.

Then follows provision for the much reiterated exceptions permitting exemption for not more than thirty-six days a year during which time women and girls may work nine hours a day and fifty-four hours a week though work is not to commence before 7 A.M. or cease after 8 P.M. If employment continues after 7 P.M., 45 minutes must be allowed between 5 and 8 P.M. for an additional meal.

A special section of the Act is devoted to laundries forbidding anyone to work therein on a holiday or on other days after 7 P.M. or before 7 A.M. The inspector may give the laundry permission to contravene this statute subject to the Hours of Work Act. This enactment also contains the usual safety measures.

As was the case in Ontario we find that the Minimum Wage (*1) Board is given power "to fix the minimum wage, the maximum hours and such conditions of labour and employment as in the opinion of the Board seems necessary or expedient for the welfare of the (women) employees." Though the Board has on the whole made its regulations on the basis of the eight hour day, forty-eight hour week, in several cases it has made regulations for emergency hours different from those enacted under the Factories Act. For example, under an order of August, 16th, 1919, affecting Public Housekeeping Occupations (restaurants, etc., the rates are made on the basis of a forty-eight hour week.

(*1) R.S. 1924, c-173.

However in emergency cases fifty-two hours may be worked. Time and one half shall be paid for work in excess of the forty-eight hours and up to the fifty-two hours. It would seem that this provision cuts down two hours on the emergency hours allowed under the Factories Act. It does not seem to be clear whether the employer must obtain permission from the Factory inspector to work his employees overtime or whether such overtime is limited to thirty-six days per year. However the Factory Act is still the principle enactment as the Board is given no power to make its regulations supersede the former law. Also as authority is given the Factory Inspectors to issue permits by statute no order of the Board can hold against such a permit.

In the Annual Report of the Department of Labour for 1928, the results of a survey of 4,846 firms (which included twenty-five industries) showed that there were 115,102 employees, of this number 4,014 were boys under twenty-one, 1,628 were apprentices (probably all under twenty-one also) 8,423 were women and 928 girls under eighteen. During the year the factory inspectors received twelve requests for overtime permits and these, after investigation, were granted. Mr. W. T. Hamilton, Chief Factory Inspector, in this same (*1) report states that, -" Many complaints received at this office refer to alleged unhealthy working conditions and excessive hours. These are promptly investigated, and if found necessary, orders are issued to remedy conditions."

(*1) Annual Report of the Department of Labour.
(B.C.) 1929, p-54.

Most of these complaints are registered against employers of labour who are not British Subjects." This last phrase no doubt refers to Oriental employers of which there are many.

While on the subject of overtime permits it would be well to mention that there is in British Columbia an Hours of Work Act ^(*1) which restricts hours of labour for all employees in certain industries to eight hours per day and forty-eight hours per week. There were one hundred and sixty-one ^(*2) temporary permits issued during 1928, principally to the lumbering industry (105) allowing overtime varying from a total of one hour to one hour per day for a week or longer. The printing firms required permits to take care of the Christmas cards and other rush orders, general contractors, especially when pouring concrete, and the garment-manufacturies during rush seasons, found it necessary to apply for same.

It would seem that the 1926-27 amendments to the Factories Act permitting women and girls ^{to} waive the restrictions as to hours of work during the fish and fruit season and the provision permitting children under fifteen to work in factories are to be greatly deplored. - The first provision is of more importance, however, as the factory inspector can control the child labour problem, but here girls may be worked long hours and have no alternative but to accept them or lose their job.- The two industries in question are among the most importance in the Province hence employing many persons during these seasons. It is to be regretted that British Columbia found it necessary to take this backward step.

(*1) R.S. 1924 - c-107.

(*2) Annual Report of the Department of Labour, (B.C.)-1928-p-7.

Incidentally it is important to note that the employment of women and girls is further restricted by the provision (*1) under the Women's and Girl's Protection Act, giving the Chief of Municipal Police or the Inspector of Provincial Police, in the interests of the morals of women and girls, the power to forbid the employment of white or Indian women or girls in or about any restaurant, laundry or place of business or amusement.

(*2)

Municipalities are given the power to forbid the proprietorship, employment, and presence of women and girls and boys under eighteen in public pool rooms, billiard halls, skating rinks, and bowling allies. In this same connection (*3) a Provincial Statute was passed to regulate pool rooms in those portions of the Province not included within a municipality. No youth under eighteen may be employed therein for any purpose whatsoever.

(*4)

Further, any child actually or apparently under the age of eighteen years who is actually begging or if under pretent of offering anything for sale in the streets, or a public resort may be apprehended without warrant as a neglected child. Anyone who induces a child to do any of the foregoing things is guilty of contributing to the neglect of said child.

(*5)

Part two of the Shops Regulations Act contains several important regulations concerning the employment of young persons (boy or girl under sixteen). Hours of labour may be eleven in a day, including meal times, and thirteen on Saturday,

(*1) R.S. 1924 -c-275.

(*2) R.S. 1924 -c-179.

(*3) R.S. 1924 -c-196.

(*4) R.S. 1924 -c-112.

(*5) R.S. 1924 -c-232.

totaling in all no more than sixty-six and a half hours, (including meal times), in any one week. This provision is to be wondered at in the light of the advanced legislation for factories.

It is forbidden to employ a child under fourteen in a bake-shop and no person is to be employed therein before 5 A.M. or after 9 P.M. Bakeshops are to be closed on Sunday though twelve hours of labour a day and sixty hours a week are permitted and said arrangements may be changed with the inspector's permission. It is to be hoped that the Minimum Wage Board will soon make regulations limiting these hours to at least forty-eight per week.

(*1)

As usual in Mining Acts no women or girls may be employed about a coal mine. Nor may a boy under fourteen be allowed about a mine or a boy under fifteen be permitted to work in a mine. A boy of sixteen may have charge of machinery for moving materials in a mine but no one under twenty-two is to operate the mechanism used to lower or raise persons in a mine.

(*2)

There is on the statute books an old Sunday Law forbidding a tradesman, artificer, workman, or any other person to carry

(*3)

on any work or business on Sunday. Another Act gives the Municipal council, subject to the provisions of the Weekly

(*4)

Half Holiday Act, the right to make regulations as to the closing of shops. The last named Act requires that every shop (except drug stores, restaurants, etc.,) be closed on one week day in each week. If the half holiday is on a

(*1) R.S. 1924 -c-171.

(*2) R.S. 1924 -c-246.

(*3) R.S. 1924 -c-232.

(*4) R.S. 1924 -c-273.

Saturday the employer may keep his shop open until 9.30 P.M. the evening preceding. This Act does not apply to the week before Christmas or the week before any of the several enumerated holidays, though the shops must be closed on such holidays.

- THE PRAIRIE PROVINCES -

Now we will turn to the Prairie Provinces and here, of course, industrial activities are not as important as agriculture, but nevertheless these provinces have legislated on all phases of the industrial questions. The Manitoba Masters and Servants Act^(*1) discusses apprentices, limiting any such contract to nine years. Any contracts made outside of Manitoba for work to be done in the Province are binding. There is no mention made of the persons who may bind out a child as apprentice, the rest of the chapter being devoted to listing offences and penalties.

^(*2)
Under the Child Welfare Act societies engaged in bringing children into the Province, and the Department of Public Health and Welfare, may place them in foster homes or situations on a written agreement until they are twenty-one or for a shorter period. The right to withdraw the child is reserved to every society.

When a minor over sixteen, without parent or guardian, enters into an oral or written contract of service, he will be liable thereon and receive the benefits therefrom as if he had been of age. However the Director of Child Welfare may, if the child was under eighteen, declare the contract void if convinced on evidence that advantage was taken of the inexperience of the child.

(*1) R.S. 1913 c-124.

(*2) C.H. 1924 -c-30 and 1928-c-4..

Apparently these laws are not taken advantage of for the Secretary of the Bureau of Labour and Fire Prevention Branch of the Department of Public Works, Mr. E. McGrath, writes that - "There is no law in Manitoba relative to the practice of apprenticing children, either by parents or institutions." In the strict sense of the word he is of course right, as the first Act quoted really refers to industrial apprentices, who may in many cases be young men, and not to a typical apprenticeship statute such as is discussed under the Maritime Provinces. The Child Welfare Provisions probably mean no more than ordinary child placing in foster homes.

However there were no doubt many young boys working in industrial establishments because the Bureau of Labour and Fire Prevention Branch of the Department of Public Works in its report for 1928 remarks that a survey of boys working in industry was made, in connection with which there were four hundred and fifty inspections. Details of the report in question were submitted to the Government in its 1928-29 session.

(*1)

The Manitoba School Attendance Act requires compulsory attendance of every child between seven and fourteen, and every child over fourteen who enrolls in a public school must attend regularly. However the principal of a school, justice of the peace or police magistrate may grant a child over twelve a certificate excusing him from school for a period of six weeks in each term if his services are needed in husbandary or other necessary household duty.

(*1) C.A.1924-c-164 and 1929-c-47.

Every School Board that has an attendance officer may extend the compulsory attendance requirements to all children under fifteen. All other children between fourteen and sixteen are required to attend school unless they are working. The School attendance officer under this Act is to have the powers of a police officer similar to those set out under the Ontario Act.

Under the Manitoba Factories ^(*1)Act the Lieutenant-Governor-in-Council may prohibit the employment of boys under sixteen and girls under eighteen in such trades as he deems unwholesome or dangerous. However no child (boy under fourteen, girl under fifteen) is to be employed in a factory. From May 1st, ^(*2)1928 to April, 30, 1929, 2,088 inspections were made of factories in Manitoba and only two cases of child labour were found, both being in Winnipeg and district. One in the garment manufacturers, furs, gloves and knitting mills group and the other in the warehouses and stores group. Needless to say the work of inspection was thoroughly done for 1,964 orders were made during this time for safety and health, and sanitation improvements.

Hours of labour for young girls (fifteen to eighteen) boys (fourteen to seventeen) and women are to be not more than nine per day nor fifty-four a week, allowing as usual a different apportionment to make Saturday a shorter day. Then of course there are the usual exceptions to the foregoing regulations, which the factory inspector may permit in case of emergency. However the exceptions are to apply only to young girls and women over seventeen. They may work

(*1) R.S. 1913 -c-70.

(*2) Fourteenth Annual Report of the Bureau of Labour and Fires Prevention Branch, Department of Public Works, Province of Manitoba, May, 1928 to April, 30, 1929, p-234.

twelve hours a day and sixty hours a week for not more than thirty-six days a year. Work is not to commence before 7 A.M. nor end after 10 P.M. and if it continues after 7 P.M. an additional forty-five minutes must be allowed for an evening meal. Then follow the usual safety measures.

(*1)

Next we turn to the Shops Regulation Act. Here, as under the British Columbia Act, shop does not include tobacconists, fruiterers, confectioners, hotels, restaurants, etc. (Note it does include any premises connected with messenger service) nor to employment in domestic shops. Child means a boy or girl under fourteen, and such child^{is} not to be employed about any shop. A boy, however, between thirteen and fourteen may work for two hours on a school day and on school holidays for eight hours per day and forty-eight a week, with a certificate issued under the School Attendance Act, or from the Bureau of Labour.

Hours of work for young persons (boys between fourteen and seventeen, girls between fourteen and eighteen) and women, are limited to fourteen hours per day, and sixty hours per week, though a young person engaged in driving a truck, or some other out of door activity may be employed sixty-six hours per week. The inspector may in the case of emergency, permit persons over sixteen to work seventy hours a week. The day before a holiday, and

ten days before Christmas young persons may be employed between 8 A.M. and 10 P.M. Two hundred and forty-nine inspections were made under this Act in 1928 in Winnipeg and district.

(*2)

(*1) R.S. 1913.c-180.

(*2) Fourteenth Annual Report of the Bureau of Labour and Fires Prevention Branch, Department of Public Works, Province of Manitoba, May, 1st, 1928, - April, 30th, 1929, p-4.

(*1)

Under the Bake Shop Act no person under fourteen may be employed without the written permission of the inspector. Employees may work twelve hours a day or sixty a week in such shops.

During 1928, eighty-seven of these shops were inspected and seventy-nine safety and sixteen health and sanitation orders were issued.

(*2)

Now that the regulations under these Acts have been set out we must qualify them considerably. In 1918 when the Minimum Wage Act (forwomen) was passed the minimum Wage Board, which was created thereby, was given the power not only to fix wages but to make regulations as to "standards of hours of employment for employees, and what are reasonable hours for employees in any occupation within the meaning of this Act". (The enactment covers female workers in any shop, office place of amusement, mail order house or factory, in any city in Manitoba, however the Board can extend its jurisdiction to any part of Manitoba). Then the Act provides that, "In case of conflict between this Act or any orders made thereunder, and any other Act or any order or regulation made under the authority of said other Act, the provisions of this Act and of the orders made thereunder shall supersede and repeal any such other conflicting provisions." This enactment goes further than the Ontario and British Columbia Acts which we have already mentioned.

(*1) C.A.1928-c-15.

(*2) Fourteenth Annual Report of the Bureau of Labour and Fires Prevention Branch, Dept. of Public Works Province of Manitoba, May, 1928 - April-30th, 1939 -p-3.

(*3) C.A.1924-c-128.

Hence we see that when the Board makes regulations as to hours of work they replace those listed under the above enactments, however the other laws are still of importance as the Board has not issued orders to cover all of the industries, etc., in the cities, and as yet only half of their orders have been issued to cover the entire province.

Just by way of illustration though, hours of labour in "laundries, dying and cleaning establishments, in
(*1)
Winnipeg and St. Boniface," shall be not more than nine in any day, or more than fifty in any week. Overtime may only be worked on permit from the Bureau of Labour and not oftener for any employee than thirty-six days in one year, in any case overtime not to exceed three hours in any day nor six in any week. Thus we see that the orders of the Board in both instances are four hours shorter than those permitted under the Factories Act.

Again under the regulations governing all "shops or stores except departmental stores and 5-10-15 cent stores,
(*2)
and including booths, stalls and news stands," in the cities the hours of labour shall not be more than eight and a half in any day, except Saturday when they may be eleven and a half, nor more than forty-nine per week, except during the month of December when they may be fifty-four weekly, and these hours shall be so arranged that each female employee shall receive one afternoon half holiday each week, except during the month of December. In the case of shops or stores commonly open in the evening or on Sunday, or both, the hours of labour shall

(*1) Regulation 3, June, 1st, 1925.

(*2) Order dated, December, 2nd, 1918.

not to be more than fifty per week with one day free ~~wa~~
each week. No female employee is to work between mid-night
and 7 A.M. No regulations as to overtime permits are ~~laid~~
down. Here we see that at least a cut of eleven hours is
made in the first instance, for sixty hours per week was
permitted under the Shops Regulation Act, and ~~as~~ seventy hours
is permitted in emergency, which probably meant during the
Christmas rush, the Boards regulations are sixteen hours
less in this case.

Also the Board has made regulations covering "hotels,
restaurants, clubs, and vitualling houses and refreshment-
stands, in all portions of the Province of Manitoba," which
(*)
were specifically excluded under the Shops Regulation Act.
Here hours of labour shall be not more than ten per day, nor
more than forty-eight per week, with one full day or two
half days off each week. If the employee lives on the
premises the hours of labour may be increased to fifty per
week. The provisions for overtime are the same as those
set out under the laundry, dying, and cleaning, etc.
regulation first set out, except that it is limited to thirty
days a year.

(*2)

In 1928 -1929 - 2,430 inspections were made under this
enactment in Winnipeg and District, and besides other orders
issued 493 were in regard to hours of work. 98 inspections
were made outside of Winnipeg and all orders as to hours of
work were issued. 183 permits for hours of overtime were
issued, and 21 for legal holidays, 64 of these being granted
to offices and laundries.

(*1) Order dated - Jan.18th,1926.

(*2) Fourteenth Annual Report of the Bureau of Labour and
Fires Prevention Branch, Department of Public Works
Province of Manitoba, May,1st,1928, - to April,30th,
1929, p-5 and 6.

To again return to a discussion of the laws per se, we find an enactment forbidding any person under eighteen to be employed as an elevator operator. All operators must be licensed by the Bureau of Labour.

(*2)

To allude once more to the Child Welfare Act, we find that a child under twelve who sells newspapers or other articles, or distributes advertising matter, a child under sixteen who is employed after 10 P.M. and before 6 A.M. a child between seven and fourteen who is not attending school, and a child under fourteen who sells or peddles articles in the streets or public places while school is in session or after 9 P.M. may be apprehended as a neglected child. It is unlawful for persons to habitually employ children under eighteen before 6 A.M. or after 9 P.M. or to employ children under sixteen in any occupation likely to be injurious to morals, health or education. Persons who procure children under sixteen to beg or sing even under the pretence of - offering anything for sale in public places, or who cause children to be employed for hire (under eighteen) between 9 P.M. and 8 A.M. are guilty to contributing to the neglect of a child. The Director of the Department of Public Health and Welfare may issue a license for a child over ten to perform in a circus or other places of public amusement.

(*1) C.A.1924-64- Regulations
issued, October, 15th, 1923,
also see R.S. 1913 -c-158
Where the age is only sixteen.

(*2) C.A.1924-30

(*1)

This Act also gives municipal councils in cities, towns and incorporated villages the power to regulate and license boys over twelve who are employed as (a) express or dispatch messengers (b) vendors of newspapers and small wares; (c) shoe shiners; and (d) pin boys in bowling alleys. However the license fee may not exceed 50¢ a year, and a child, though engaged in more than ^{one} of said trades, need only procure one license. Hence the provisions would seem to be for the purposes of regulation only and not prohibitory. If a boy is between twelve and fourteen he must have his parent's or guardian's written consent before being granted such a license. These licenses are not to permit boys working during school hours or after 8 P.M. in the winter months or later than 9 P.M. during the rest of the year.

(*2)

Under the Government Liquor Control Act no person under twenty-one nor any woman may serve or sell beer in or about any beer parlour. The Municipal councils are given the power

(*3)

to prevent persons under sixteen from being employed in a pawnbrokers establishment.

(*4)

There are no specific sections in the Mining Act referring to the employment of women and children, regulations of this type are left to the Lieutenant-Governor-in Council, and apparently none have been made.

(*5)

To again refer to the Shops Regulation Act, the municipal council in the various cities, towns, etc., is given power to pass by-laws requiring that certain shops remain closed between 6 P.M. and 5 A.M. on each or any day of the week. Also it may

(*1) See also R.S. 1913-cl33, similarly giving municipal councils (does not apply to Winnipeg and St. Boniface) the power to regulate and license boys to act as shoe-blacks and news-boys and to prevent girls from engaging in such trades. City Charter 1918-c-180 gives such powers to Winnipeg City council and the 1927 amendment, c-115 gives it power to prohibit employment of girls and women in amusement parlours. (OVER)

(*2) Note -
1928 - c-31.

(*3) R.S.1913, c-133. Does not apply to Winnipeg and St.
Boniface. The former has similar provisions in its
Charter.

(*4) R.S. 1913 -c-128.

(*5) R.S. 1913, - c-180

require shops to be closed between noon and 6 P.M. on Thursday or any other day it determines.

(*1)

Then we find several Sunday Laws. The Lord's Day Act prohibits any work (except that of necessity) being done on Sunday. "Week" under the Factories Act is also defined so as to eliminate Sunday labour and the One Day's Rest in Seven Act (*2) requires that in all industries twenty-four consecutive hours of rest be given per week and whenever possible this rest shall be given on Sunday. The regulations made by the Minimum Wage Board usually ~~excludes the possibility~~ of Sunday work.

- SASKATCHEWAN -

As far as Saskatchewan is concerned there is no actual Apprenticeship Law. However under the Child Welfare Act (*3) certain societies may place a child (one under sixteen) in a foster home until he is twenty-one, or for a shorter period, under a written contract providing for his education, training of a trade and occupation and for treatment as a member of the family. Under the Infant's Act, (*4) guardians may thus apprentice children under fourteen with the consent of two justices and that of the infant. If the child is over fourteen his consent alone is sufficient. These contracts may not extend beyond the majority of the child if a boy, nor beyond eighteen or until sooner married, in the case of a girl. (*5) The Masters and Servants Act requires all contracts for more than one year to be in writing and signed.

(*1) R.S.1913,-c-119.

(*2) 1928-c-45. In 1928-29 there were 543 inspections made under this Act and 259 orders issued. See Fourteenth Annual Report of the Board of Labour and Fires Prevention Branch, Dept. of Public Works, Province of Manitoba, May, 1st 1928-April, 30th, 1929, p-14.

(*3) 1927-c-60.

(*4) R.S.1920-c-155.

(*5) R.S.1920-c-205.

Though these laws remain on the books, the Deputy Minister of the Department of Railways, Labour and Industries, Thomas Malloy, writes that, "The apprentice system, in the sense of taking out indentures, is not practiced in this Province."

In this connection it would be well to mention the Empire Settlement Act ^(*1) which provides for free transportation for British boys between fifteen and nineteen who are to be placed on a farm and are to receive training and supervision. Arrangements have been made with the University of Saskatchewan, under which all boys received go to the Agricultural College at Saskatoon where they are placed on farms. In 1929 this Province requested the Federal Government to bring fifty-five boys to Saskatchewan. During 1928, two hundred and seventy-five girls were received under this scheme and placed in farm homes.

^(*2)
Under the School Attendance Act every child between seven and fifteen is required to attend school (unless ill or he is being educated elsewhere, or he has passed an examination in grade 7 work.) No child under fifteen may be employed during school hours, unless in the opinion of the trustee or of a magistrate, it is necessary for him to maintain himself or some one dependent upon him.

^(*3)
Under the Factories Act no child (boy under fourteen, girl under fifteen), no youth (boy fourteen to sixteen,) young girl (fifteen to eighteen) or woman, shall be employed more than forty-eight hours a week, with the usual noon hour allowance, and work shall not end later than 6.30 P.M. unless by special permission of the inspector.

(*1) First Annual Report of the Department of Railways, Labours and Industries of the Province of Saskatchewan, year ending April, 30th, 1929, p-76 and 66.

(*2) R.S. 1920 -c-111.

(*3) R.S. 1920 -c-176.

During emergencies the inspector may make exceptions to these hours, and for thirty-six days in a year, youths, young girls and women may work twelve and a half hours a day, and seventy-two and a half hours per week, though three quarters of an hour must be allowed for dinner if employment lasts later than 7 P.M. Under no consideration shall work commence before 7 A.M. nor end later than 10 P.M.

The usual safety measures are included and no person under sixteen may operate an elevator.

Again we must qualify the above statement, for, as in (*1) Manitoba, the Minimum Wage Act which was passed in 1918, gives the Board the power to make regulations of hours of work superceding those set out in the Factories Act. To date five regulations have been issued covering cities in Saskatchewan, and we find that the Board has evinced a tendency to increase the hours over those permitted under the Factories Act, though the orders affecting factories (*2) are for the forty-eight hour week. But order number one, affecting shops and stores permits fifty-one hours of work per week in small cities, and forty-nine in large cities. Overtime may be worked up to fifty-nine hours per week between December, 15th, and 31st., with a special permit from the Board. Here we see a decrease in the hours permitted for overtime.

As far as the enforcement of these laws goes, to again quote from Mr. Malloy's letter, he says, "The regulation of working hours in such establishments as have set times for opening and closing, such as factories, shops and stores, mail order houses, etc., is quite an easy matter and in these establishments there are few infractions of the

(*1) R.S. 1920-c-186.

(*2) Re-enacted September, 1st, 1928.

regulations. On the other hand, in establishments such as hotels, restaurants and cafes, where continuous service is given to the public, the enforcement of the eight hour day is a very difficult matter, and very frequently violated. Very often the employees will connive with the employer to deceive the inspector in order to keep employment."

"The privilege to work overtime is granted to employers on request, owing to exigencies of trade such as Christmas rush, stock-taking or break-down of machinery. It is rarely that such a request is refused, except in cases where the working conditions are detrimental to the health of the employees. "

(*1)

During 1926 and 1927, four hundred and eight inspections were made of industrial establishments coming under the provisions of the Factories Act, and in 1928-1929 this number reached six hundred and six, and eighty-six recommendations were made as against thirty-seven in the first instance.

(*3)

To again refer to the Child Welfare Act, we find that a person who induces a child under sixteen to beg or sing, or offer anything for sale, or to be employed between 10 P.M. and 6 A.M. or who allows a child to perform for profit in a place of public amusement, or a circus without a license, is guilty of contributing to the neglect of a child.

(*4)

The power has been given to municipal councils to license children, as under the Manitoba Act, with the omission of pin boys. Said council is given power under the Female

(*1) Seventh Annual Report of the Bureau of Labour and Industries of the Province of Saskatchewan- Year ending April, 1st, 1927, p-41.

(*2) First Annual Report of the Department of Railways, Labour and Industries of the Province of Saskatchewan- Year ending April, 30th, 1929, p-53-54. (*3)-1927-c-60.

(*4) 1925-1926-c-18. also 1927, c-24.

(*1)
Employment Act to grant licenses to hotels, boarding houses, restaurants, or laundries, permitting them to employ women or girls, which employment is otherwise forbidden.

(*2)
City Councils may also pass by-laws requiring shops (does not include hotels, restaurants, tobacconists, etc.,) to close between 6 P.M. and 5 A.M. or to remain closed on an afternoon one day each week. Aside from this Act there is no other enactment requiring shops to close nor is there a Sunday Law, but we find the usual definition of a "Week", under the Factories Act which excludes the possibility of Sunday work for women, girls and youths.

(*3)
In closing we must note that under the Mines Act no boy under fourteen nor any girl or woman is to be employed about a mine. No person under eighteen is to run a hoist for taking people in and out of a mine.

- ALBERTA -

(*4)
In Alberta we find the power given to Industrial Schools to apprentice boys over twelve, with the consent of the Minister of Labour, for five years from the commencement of the imprisonment. However the indenture may extend to majority with the boy's consent. Apparently this transfer is subject to the consent of the Superintendent of Neglected and Dependent

(*5)
Children. It would appear from expressions used in the
(*6)
Children's Protection Act that the Children's Aid Society could likewise apprentice children, and societies engaged in bringing immigrant children into the province may place them out.

(*1) 1925 -6, c-53.

(*2) 1925-1926,c-18,See, 1927,c-24 giving similar power to Town Councils and 1928-c-37,applying to villages.

(*3)R.S. 1920-c-178.

(*4) 1908-c-11.This is repeated in R.S.1922-c-217.

(*5) R.S.1922,c-217.The Act of 1925,c-4,was passed to replace R.S. 1922,c-217but as yet it has not been proclaimed.

(*6) ibid!

(*1)

Then under the Masters and Servants Act the usual stipulation requiring a writing in case of contracts lasting more than a year is made. In the Annual Report of the Commissioner of Labour of the Province of Alberta for 1928-1929, it says that- "No apprenticeship indentures were submitted for approval during the year." However the same report states that there were six hundred and ninety-nine apprentices reported by 2,274 firms. No doubt Children's Aid Societies placed children in foster homes and on farms also.

(*2)

The School Attendance Act makes it compulsory for children between seven and fifteen to attend school. However a justice of the peace, police magistrate, commissioner of the juvenile court, or principal of the school may give such child a certificate excusing him from school for a period of six weeks during each term if he is needed in husbandry or household duties, or if he must work for his own maintenance or of some one dependent upon him.

(*3)

The Factories Act applies to shops, bakeshops, offices and office buildings in cities and towns having a population of more than 5,000 and to all factories within the province. The provisions of this Act as to hours apply to all employees, though no child (one under fifteen), may be employed in any factory, shop, office or office building. Persons may work nine hours a day and fifty-four per week, however the inspector may permit longer hours "for reasons of occupation, trade, accident or other necessity." (These provisions do not apply to repair shops, creameries, cheese factories, grain elevators or sawmills unless such factories are situated within a city, or town having a population exceeding 5,000.) It would seem that

(*1) R.S.1922-c-180. (*2) R.S.1926-c-52.

(*2) R.S.1922-c-55.

this provision was made especially to exclude these industries and as butter and cheese and sawmilling are two of the ten leading industries^(*1) it seems to be an unfortunate provision.

Here again the above regulations must be qualified for the Minimum Wage Act^(*2) in this province likewise gives the Board power to fix hours of work. The Board has issued seven orders and most of them restrict the working day to nine hours per day, forty-eight per week but the Board retains the right to temporarily increase the hours. However the orders usually read^(*3) -"Where overtime or time in excess of the maximum hours fixed by the Board is worked, the employer shall pay the employee for such overtime an amount (at a rate not less than the minimum wage) proportionate to the number of hours of overtime worked by the said employee-- "Every employer shall forward to the Bureau of Labour-- not later than the tenth (10) day of each month, a statement showing all overtime worked in excess of the periods of employment or shifts fixed by the Board or customary in the class of employment concerned, for the preceding month, and in all amounts paid for such overtime. Wherever the Board makes regulations as regards periods of employment or shifts they shall supercede any provisions of the Factories Act. The Board may in its discretion increase the working hours and determine rates at which overtime is to be paid." The Minister of Public Works seems to have concurrent jurisdiction with the Board, for in the case of an emergency he may temporarily increase the working day for any class of employment.

(*1) Canada Year Book, 1929, p-434 (for 1926)

(*2) 1925 -c-23)

(*3) Quoted from Order No.1.

(*1)

In 1928-1929 returns from 2,274 firms showed that at that time they were employing 935 boys under 18, 371 girls under 18, 7,291 women and the 699 apprentices previously mentioned. Under the provisions of the Factories Act, 4,381 inspections were made of 4,019 factories, shops, hotels, offices and office buildings. Every establishment within the scope of the Act received at least one visit, subsequent visits being made for the purpose of checking up on recommendations, etc. 1,269 recommendations were made of which 10 had to do with child labour. 73 of the recommendations were made to enforce the observance of the provision relating to hours of work under the Factories Act. Inspectors issued several permits for overtime to permit stocktaking, for seasonal occupations and banquets.

(*2)

Under the Minimum Wage Act, 3,041 inspections were made of 2,693 businesses in which were employed 7,903 experienced workers and 945 learners. 59 orders for adjustment of hours were made.

(*3)

In 1928-1929 - 6 requests were received by the Minimum Wage Board from individual firms for permission to work their female employees overtime which were granted. During Christmas rush permission, subject to the payment of overtime rates, was given to any merchants who requested it to work their employees overtime.

(*4)

To again refer to the Children's Protection Act we find the same provisions as those listed under the Saskatchewan Act as to neglected children, except that child here means a boy or girl actually or apparently under 18, and a license will not be given to a child under 10 to sing or perform in a place of public amusement or a circus.

(*1) Annual Report of the Commissioner of Labour, Prov. of Alberta, 1928-29-p-3-8,10. (*2) ibid-p-10,11,14. (*3) ibid, p-14. (*4) R.S. 1922-c217.

Another section of this Act gives municipal councils in cities, towns and villages the power to pass by-laws fixing an hour after which children must not be in a public place without guardianship. The same powers are given municipal councils for controlling and licensing children engaged as express or dispatch messengers, vendors of newspapers and small wares and bootblacks as are enumerated under the Manitoba Act.

Another enactment prevents the employment of any person
(*1)
under 18 in or about a billiard room.

(*2)
Under the Mining Act no woman or girl may be employed about a mine except as an office assistant. A boy under 14 may not work about a mine above ground and a boy between 14 and 16 will be so employed only if he produces a certificate to the effect that he can read and write and is familiar with the rules of arithmetic. No boy under 16 may work below ground under any consideration.

(*3)
The Early Closing Act gives the council of the city, town, or village the power to pass by-laws to regulate the closing of shops (excluding restaurants, etc.) provided such hour is not earlier than 6 P.M. except one day per week when
(*4)
they may be required to close after 12 noon. The Lord's Day Act prohibits the selling of goods or the carrying on of business with the usual exceptions, on Sunday.

- YUKON TERRITORY -

We will now consider the Yukon Territory. Where we find
(*5)
a typical apprenticeship statute providing that a guardian

(*1) 1923 - c-229.

(*2) R.S. 1922-c-190.

(*3) R.S.1922 -c-127. Also see 1927-c-55 (affects

(*4) R.S.1922-c-154/ town councils only.)

(*5) C.O.1914-c-48.

of a child may apprentice him with the consent of two justices and of the ward if he is under fourteen, if over fourteen the child's consent alone is sufficient. The term of apprenticeship is not to extend beyond the age of twenty-one for boys nor beyond the age of eighteen in the case of girls or until sooner married. The court has the power to discharge the apprentice from the contract.
(*1)
These contracts, if for more than a year, must be in writing and signed by both parties.

One must send a child between seven and twelve to school
(*2)
sixteen weeks a year and eight of these must be consecutive. The parent may offer the usual excuses for the child's non-attendance plus the fact that the child's residence is more than a mile from the school.

(*3)
No boy under twenty-one nor any woman may serve or sell beer in a hotel.

(*4)
Boys between twelve and sixteen if they furnish a certificate that they can read and write and do simple arithmetic may work in a mine for not more than eight hours a day and forty-eight hours a week (excludes Sunday.)

In concluding this chapter we should note that the Dominion Government has passed several enactments bearing
(*5)
on the subject at hand. In the Criminal Code "It is lawful for every parent, or person in the place of parent, schoolmaster, or master to use force by way of correction towards any child, pupil, or apprentice under his care, provided that such force is reasonable under the circumstances. A master or officer on a ship has like power.

(*1) C.O. 1914, c-62.

(*2) C.O. 1914, c-79.

(*3) Ordinances of 1925, c-2.

(*4) C.O. 1914, c-65.

(*5) R.S. of Canada, 1927, c-36.

Under a subsequent section of the same chapter masters and employers who fail to provide food and clothing for a servant or apprentice are liable to three years imprisonment. The Provinces have similar enactments but in the interest of brevity they were omitted.

This same statute has a section providing for the punishment of any one who seduces a girl under twenty-one (previously chaste) in his employ, or under his direction.
(*1)

Under the Canada Shipping Act provision is made for apprenticing boys under indentures of which the Shipping Master has charge. Apprentices are liable to the same punishment as ordinary seamen for disobedience and desertion.
(*2)

The Dominion Government has also passed a Sunday Law the enforcement of which in the case of those Provinces that have not Sunday Acts of their own is left to the discretion of the Province concerned.

S U M M A R Y.

To summarize this chapter we reach the following conclusions -

- (1) All of the Provinces and the Dominion Government have apprenticeship statutes of some type permitting parents, guardians or institutions to bind out children usually until they are twenty-one.
- (2) Quebec and the Yukon Territory are the only districts that have not a specific enactment dealing with child welfare such as a Children's Protection Act.
- (3) All of the Provinces and the Yukon Territory with the

(*1) R.S. of Canada, 1927 -c-186.
(*2) ibid c-123.

exception of Quebec have a compulsory school attendance law, though there are many exceptions made to its application.

(4) Prince Edward Island and the Yukon Territory, through lack of necessity, have no Factories Act. These Acts all include domestic workshops and usually do not apply to factories employing less than five men.

(5) Either separate enactments known as Shop Acts or Factories Acts which include shops, are found in Alberta, British Columbia, Nova Scotia, Ontario and Quebec. Similarly these also include domestic workshops.

(6) Mining Acts prohibiting the employment of women and children are found everywhere in Canada except in New Brunswick, and the Nova Scotia Act makes no mention of women. In the Mines Act, in Manitoba these regulations, however, are left to the Lieutenant-Governor-in-Council, and apparently as yet no action has been taken.

(7) All of the Provinces but Prince Edward Island have an enactment giving the municipal council power to pass by-laws for the early closing of shops.

(8) All of the Provinces and the Dominion Government have some type of enactment which enables women and children to have a Sunday holiday.

On the whole it can be said that "sweating" is not carried on to any extent in Canada. Alberta, British Columbia and Manitoba under their Factories Acts require that clothing contractors who give out garments for home work keep a register of workers for the factories' inspector. In Ontario,

the Factories Act requires that in cities of 50,000 population and over a permit be obtained from the factories' inspector before such work can be carried on. This permit stipulates the maximum number of hours during which the work may be carried on, and lays down certain sanitary requirements. According to the letter received from Mr. James T. Burke, Chief Factory Inspector, already quoted from, 533 of such permits were issued during 1929.

In concluding this summary it should be mentioned that all of the Provinces except the Maritimes have established provincial employment bureaus which engage in placement work without charge. Usually the private companies are regulated or else forbidden to accept fees. These organizations place males and females, but to the writer's knowledge no special provision is made to handle children and young persons. Such juvenile placement is usually done by charitable institutions and welfare organizations.

In Montreal the "Big Brothers" do a great deal of this work, and recently a Juvenile Placement Bureau, under the auspices of the Federated Charities, has been organized, to handle this problem in an intelligent manner, but as yet it has not been put into effect.

Vocational Schools also unofficially undertake this work to a certain extent. There is a Vocational Guidance (*1) Act in Ontario under which a high school board, or board of education may, with the approval of the Minister of

(*1) R.S.1927-c-326.

See Appendix "A" for table giving these facts.

Education, appoint officers to undertake to offer advice to pupils as to available occupations, educational activities, etc. However, a well organized system of Juvenile Labour Exchanges such as exist in England is greatly to be desired.

* * *

THE MINIMUM WAGE LAWS AND REGULATIONS.
CHAPTER FIVE.

All of the provinces except New Brunswick and Prince Edward Island have passed a minimum wage enactment, empowering the Lieutenant-Governor-in-Council to appoint a commission to fix minimum wages and working conditions for women and girls. No action has yet been taken under the Nova Scotia law though the government has decided to bring it into force now by creating a board.

These boards are comprised of from three to five persons varying in number according to the province. Four persons compose the Quebec Board, the Deputy Minister of Labour, or some one appointed by him, acting as chairman. One of the members may be a woman but as yet this clause has not been taken advantage of. Actually two of the members at present represent labour and two the employers. There are five members on the boards in Ontario and Saskatchewan, Two of whom must be women. In Manitoba the board consists of two representatives of the employers, one of whom is to be a women, two of the employees, one being a woman and one a disinterested person. Only three persons are on the British Columbia Board, one member being the Deputy Minister of Labour, and one a woman. Of the three members required for the Board in Alberta, one represents the employers, one the employees and the third the province at large.

(*1) R. S. 1925, c.100. The original Act was passed in 1919, but no board was appointed until Nov.1925. The first order went into effect in March, 1927.

(*2) R. S. 1927, c.277. Passed in 1920-board appointed Nov.1920.

(*3) R. S. 1920, c.186-Originally passed in 1919-board appointed in May of that year.

(*4) C.A. 1924, c.128. Passed and the board appointed in 1918.

(*5) R.S.1924, c.173. Act passed and board appointed in 1918.

(*6) See note on following page.

(*6) Note.

An act was passed in 1922 and a board appointed under it in the same year. Its regulations made thereunder were declared invalid by the Supreme Court of Alberta in 1924 on the grounds that the powers given the Board were too indefinite. A new act was passed which remedied the difficulties.

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Let us consider the powers generally given such a board or commission. In the first instance as they are to conduct investigations into wage levels and conditions of work, they are given power to inspect employer's books, summon witnesses and the like. In Quebec, Ontario, British Columbia, and Alberta power is given to summon a conference of employees and employers, it is mandatory in the first three instances cited before the board may make an order. The boards may then make regulations as to the minimum wage to be paid to certain classes of female employees. In all of the Provinces but Quebec and Ontario, this includes the right to prescribe maximum hours of work despite other enactments on the subject and the right to make exceptions thereto. It would appear that in Ontario, and Quebec as we have seen, the Board can prescribe the number of hours for which the minimum wage shall be given and then establish a rate of wage for hours worked in excess of those stipulated. In British Columbia the permits of the factory inspector superceed the orders of the Board. Conditions of work may also be prescribed such as the number of windows in a factory. etc., The Boards may all issue permits to aged and handicapped employees enabling them to work for less than the prescribed minimum. Usually the Boards make general regulations for apprentices, and girls under eighteen but in some instances they may only work with a special permit. Either the Lieutenant-Governor-in-Council, or the Board may limit the number of learners and employees holding special permits that are to be allowed in each factory. The limitation is in most instances that not more than 25% of the employees are to belong to these two classes.

The British Columbia Act restricts the number of employees holding a special certificate to one in seven. (this includes both physically handicapped persons and apprentices over 18.) The aggregate number of persons holding such special permits and those under 18 employed in any establishment shall not exceed 35%^(*1) of the total number of employees in the firm.

All of the Acts permit the employees who are paid less than the minimum wage to collect the difference between what she was paid and the minimum. Penalties on employers for violating regulations made by these Boards varies from \$10. to \$100; In Saskatchewan to from \$50.- \$500 in Ontario. It should be remarked that all agreements by employees to work for less than the minimum wage are void.

Needless to say the jurisdiction of the Boards varies, likewise, according to provinces. Thus we find that the Quebec Board may legislate for all industrial establishments in the Province. The Ontario and British Columbia Acts specifically declare that jurisdiction does not apply to farm labourers and domestic servants. Alberta also excludes domestic servants. The Manitoba and Saskatchewan enactments apply only to shops and factories in the cities but the Board may extend its own jurisdiction. Thus we see that essentially the Acts were passed to regulate wage rates in industrial activities and not in farming and domestic service.

(*1) These permits to handicapped, aged and infirm workers according to the Quebec report of 1929, are "so restricted as not to effect the standard scale of wages. There are only thirty-three now in effect in the Province of Quebec." General Report of the Minister of Public Works, and Labour-1929, p-81.

As for the actual regulations made by these Boards.
(*1)
The Quebec regulations fall into two distinct groups.
- those governing employees in the City and Island of Montreal, and within a radius of ten miles around and beyond the Island and those covering the rest of the Province. It will be noted that the wage level is higher in the first instance and this is explained officially by the fact that the cost of living is higher in Montreal and vicinity than in the rest of the Province. The average wage for experienced workers is from \$12. to \$12.50 per week in the first instance and from \$9. to \$10. in the second. Inexperienced workers wages vary from \$7. to \$11. per week in the one case, and from \$6. to \$9. in the latter. It is interesting to know that these rates were reached by requesting workingwomen to submit weekly budgets. Those (*2) submitted (for Montreal) put the minimum living expenses at \$10.58 and the maximum at \$19.81. From these figures the standard was estimated as follows - a wage of \$12.50 per week - \$634.40 a year, allows, \$7.00 weekly, or \$364.00 per year for room and board, \$138.00 per year for clothes and \$132.40 for sundries. Similarly all of the Boards reached their conclusions by studying the standard of living in the vicinities to be regulated.

The Ontario Board has issued some forty-two orders to date. Their orders are usually issued to cover Toronto,

(*1) Labour Gazette for Feb. 1928, p- 48, explains that technically the Province of Quebec is divided for the purpose of such regulations into the units of -
(a) The City and Island of Montreal and within a radius of ten miles around and about the island. (b) Quebec and Levis and any other town of 25,000 or over outside of Group "A"
(c) The rest of the Province - usually B&C are grouped together.
All of the Boards are given power to not only prescribe different rates for different types of establishments but also for different localities.

(*2) ibid.

cities over 30,000, excepting Toronto and then for the rest of the Province. Wages per week are given in three catagories - to young girls under eighteen, inexperienced adults over eighteen and experienced workers. The average Ontario rate for experienced workers is \$12.00. Manitoba wage levels range from \$6.00 for learners (adults or minors) to from \$11.00 to \$12.50 for experienced workers. Some of the orders are restricted to Winnipeg, St. Boniface and St. James. In Saskatchewan and British Columbia, the highest minimum for experienced workers is \$15.50 per week in the former and \$15.00 in the latter, \$14.00 being the average. Alberta has the highest wage scale in Canada, reaching \$16.50 per week of seven days, \$14.00 for six days in hotels, restaurants, boarding-houses, etc., Considering the eight hour day in force in British Columbia though, it will not be an exaggeration to say that British Columbia has the highest relative minimum wage scales to be found anywhere in Canada. For full details of these regulations see Appendix "B".

What of the practical effects of these laws? We note that some of them have been in existence for a decade and we may now draw some definite conclusions as to whether they have been a force for good in Canada, First, let us consider the economic forces that determine women's wages. It is an accepted fact that women's wages average between one half and three quarters of those received by men. In the United States there are some sixteen million wage earners who average less than \$25.00 per week and of this number some six million are women and girls. As there are only about eight and a half

(*1) See note on following page.

(*1) Note.

In an article "Occupations and Earnings of Women in Industry", by Alice Rogers Hager, Associate Editor of Women's Bureau, United States Labour Department, in the Annals of the American Academy of Political and Social Service, Vol.143, on page 72 she quotes from the Service letter on Industrial Relations, January, 25th, 1929, p-2, issued by the National Industrial Conference Board, (the research organization of the large manufacturing interests), which shows that for November, 1928, women's average earnings (this includes both skilled and unskilled workers) in twenty-five manufacturing industries, were only 70.5% of the earnings of unskilled men, and 55% of those of skilled and semi-skilled men.

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million females gainfully employed (this includes office workers and professional women) we see that two thirds of them are found in the semi-skilled and unskilled low paid (*1) jobs. In British Columbia even under the minimum wage scale, in the returns from five hundred and sixteen firms, manufacturing food products, adult men received an average of \$27.00 weekly and women and girls averaged only \$13.52 per week. (*2) The United States Commission on Industrial Relations gives (*3) some twelve reasons for this low scale of wage rates, and they are as follows:

(1) Nature of positions. (Principally unskilled and semi-skilled employment. However it should be remarked that by the 1920 census women in the United States were employed in all but 35 of the 572 listed occupations.) (*4)

(2) Inferior physical strength. (It has been said that the A.F. of L. is using the Slogan "equal pay for equal work" to mean equal pay for equal physical work, hence driving women from the labour market as they are unable to compete physically with men.)

(3) Relative immobility. (Tradition has long established the custom that women cannot wander about the country and still maintain their social position.)

(4) Comparative lower cost of subsistence. Might this not follow from the low wages paid to them? For lack of sufficient resources women workers are forced to do their own washing, and make their own clothes, etc.)

(*1) American Labour Year Book, 1928 -p-54.

(*2) From Annual Report of the Department of Labour, 1928-p-24.

(*3) Introduction to the Study of Labour Problems. Gordon S. Watkins, p-156-160.

(*4) Comments in parentheses are those of the writer.

(5) Dependence upon other members of the family.

(Herein lies the crux of the whole matter, and the atrocious fallacy that women work for "pin money" has done more to blast the hopes of women workers than any other one specific thing. As a matter of fact "the majority of women workers both married and single, contribute to the support of others, their earnings being an important factor in the family budget."^(*1))

Incidentally office workers and professional women are much more likely to be working for so called "pin money" than women in factories and similar low paid occupations.)

(6) Indifference to the acquisition of adequate industrial training and experience. (Here again custom has decreed that marriage is the end and aim of existence for women and parents neglect the education for the girls in favour of the boys. Unfortunately though marriage used to afford economic security, to-day it often happens that the wife must aid in supporting the family. Incidentally one quarter of the gainfully occupied women in the United States in 1921 were married women, which was 9% of all the married women in the country, and their numbers are increasing. In 1928 in British Columbia nearly 20% of the women in nine industries were married and 4% widowed.^(*2))

(7) Lack of organization. (More will be said in the next chapter on this important subject.

(8) Greater cost of employing women. (Seating arrangements, rest rooms, etc.)

(*1) See note on following page.

(*2) See note on following page.

(*1) - Note -

See-"Labour Turnover of Working Women" by Marguerite B. Benson in Annals of the American Academy of Political and Social Service, Vol.143, p-109, at 117, quoted from a United States Department of Labour, Women's Bureau Report. (46-p-47).

See also an article entitled "What the Wage Earning Women contributes to Family Support", by Agnes L. Peterson, Assistant Director, Women's Bureau, United States Department of Labour, in the same volume of the Annals, p-74, From this article it will be seen that about 20% of the women working had persons totally dependent upon them, though the more common condition is that of joint contributor. In chapter two it was pointed out that in a study of 728 Philadelphia wage earning mothers, 90% were working to augment the family income.

(*2) Annual Report of the Department of Labour, 1928, p-63.

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(9) Lack of appreciation. (When equally trained and experienced, women are generally as efficient as men in positions not beyond the limits of their physical (*1) powers." Of course in many types of work women are more efficient than men, witness the fact that the needle trades are principally women's trades.

(10) Lack of demand.

(11) Tradition.

(12) Political Weakness (Discussed in Chapter 1.)

Alice Hager, in the article above referred to, also attributes the low wages paid to women to the fact that frequently because of the double burden of housekeeping, (this applies to single women also) they are frequently late, absent and ill. It must also be remembered that women are usually employed in seasonal occupations, subject to (*2) fashion changes where average wage levels are always low.

Because of the starvation wages paid to women due to their relatively weak bargaining power (it should be borne in mind that almost all of the women workers in the unskilled and semi-skilled jobs began work before they (*3) were sixteen, and when they are older and enter industry the force of circumstances is usually such that women enter any job that presents itself,) Australia originated the idea of setting a minimum wage by law. Such legislation was enacted in British Columbia and Manitoba in 1918, Saskatchewan and Quebec in 1919 (not put in force until 1926 in Quebec.)

(*1) Quoted from an Introduction to Labour Problems, by Gordon S. Watkins, p-166.

(*2) See the Article "Labour Turnover of Working Women", for a contradiction of the accepted fact that labour turnover is higher among women than among men.

(*3) (See Chapter-2-p- 18.

and in Alberta, Nova Scotia, and Ontario in 1920. It has already been remarked that Nova Scotia has not put her law into force as yet.

Professor Watkins in his book, "An Introduction to Labour Problems", lists the conventional objections to such enactments and we will analyse them with reference to Canada: He states that⁽¹⁾ Such laws contravene the free play of economic forces and wage determination, and cannot be relied upon to improve the wage standard of any group. This sounds like the fast wanning cry of laissez-faire, but it is worth investigating. In an article by Professor H. Michell,^(*1) of McMaster University, analysing the wage conditions between 1921 (when the minimum wage law went into effect) and 1925 in Ontario, he points out that at that time there were ten industries affected that employed 41,000 women. Five of these trades had wage rate estimates of 1921 which equalled \$12.10 per week and in 1925 these averaged \$13.34, an increase of 10.2%. It must be borne in mind that this is a greater increase than appears at first glance as the Department of Labour at Ottawa estimated that from 1921 to 1925 all wages were reduced about 6%, however this fall was probably only about 2 or 3% in factory trades. "But it is abundantly clear from the above that, while money wages have fallen in all industries employing men, they have risen sharply for women, attributable very largely to the working of the minimum wage law in the provinces." While the cost of living fell, according, to the Dominion report, about 7%

(*1) Reprinted from "Industrial Canada, March, 1927.

during this time the women's wages rose 10% as noted. Hence women workers were 18% better off in 1925 than in 1921. In all justice to Mr. Michell's opinions, however, it must be mentioned that he demonstrates that this rise in wages put a terrific burden on industry, and that unless this results in increasing efficiency and hence in an increased general prosperity such laws are not justified. He felt that at the date of writing (1927) sufficient time had not elapsed to judge of this last phase. However in the second Annual Report of the Minimum Wage Board of Ontario (1922) in answer to the query as to whether the industries as a whole had been injured by the working of the Act, the report declared that on the contrary they had prospered. To support this contention it noted that the laundry employers in Toronto had increased their forces from 685 to 797; the paper trade employees had risen from 981 to 1405. and the candy workers from 2055 to 2221. The report also mentioned the average increase (*1) in wages. The matter of efficiency will be mentioned later.

"The British and American experience furnishes no instance of any manufacturing industry or any mercantile trade hurt in any perceptible way by the minimum wage, as the increase in cost of production which these limited laws bring about is too small proportionately. The prosperity of the women employing industries of Massachutes, has grown since the (*2) introduction of the minimum wage."

(*1) This tendency would seem to be sound **economically**, for as Florence points out in his book "Economics of Fatigue and Unrest", where low wages are found a greater turnover is experienced, and where long hours are worked the highest unavoidable periods of lost time are found. P-176-177, 206, 329.
(*2) Monthly Labour Review, March, 1929, Vol. 28. No. 3, p-77.

(2) Employers in progressive provinces, where such laws are enacted, are injured, as they must compete with goods produced in other provinces. The Ontario Report, mentioned just previous, in discussing this question, remarked that firms situated within a few blocks of one another frequently had very different wage scales and this short range competition was much more injurious than the former, and hence it follows that it is essential to correct this matter first. This same idea is borne out in the Quebec Report which reads "According to the testimony of the employer's representatives (in Quebec) the putting into force of the minimum wage enactment far from hurting their industry, has rather stabilized it, suppresses the unfair competition of a small number of employers who paid a wage below the average and has stimulated others, while it guarantees the workingwoman a minimum wage upon entering with periodical increases fixed in advance, which will make them more steady and change situations less often."

(3) These laws tend to discourage labour organizations because workers will not give financial aid to labour movements when they can secure the same ends without expense by law. This assertion no doubt has an element of truth in it, but still we find that when wages are low in times of depression workers can not afford to belong to unions, and the membership falls off tremendously. Similarly with women workers they are all in the low paid groups and hence can not afford to join unions. There are too many other reasons why women are not organized to give this one any particular emphasis.

(*1) Annual Report of the Minister of Public Works, and Labour of the Province of Quebec for the year ending June, 30th, 1928, at page 138.

(4) The minimum wage tends to become the maximum, and results in economic injury to those it intends to benefit. There is an abundance of proof that the laws have had quite the opposite effect in Canada. Mr. Mitchell, in the article already quoted from, remarks "that the minimum wage scale raises not only the worker at the minimum rate, but the whole wage scale is an accepted fact." Also the 1928 report of the British Columbia Department of Labour reads, "All the averages are still maintained at levels considerably higher than those prescribed as the legal minimum in the respective orders." The Annual report of the Department of Railways, Labour and Industries of Saskatchewan for 1929 continues as follows, "So often the claim is made that where minimum wage regulations are in force the minimum wage becomes the maximum. This has not been the experience in the administration of the Minimum Wage Act in Saskatchewan, The highest minimum wage set by the Board for experienced workers is \$15.00 per week----- It will be noticed that, in shops and stores and beauty parlors, for which this minimum is set, 616 women receive \$16.00 per week and over. In laundries, factories and mail order houses, for which the minimum of \$14.00 per week is set, 337 women receive \$15.00 per week and over. Thus, out of a total of 2,431 women employed, 953 received more than the minimum rates set by the Board." This has been the experience in Quebec also.

(5) Such laws put a premium on inefficiency since workers are assured a minimum regardless of output. To again refer to the British Columbia Department of Labour Report we are told that "the British Columbia law has had ample time to prove its worth, not only to the women and girls, but also to their employers. Many voluntary tributes from heads of large firms have been given to the Board, in which the employers state that they have a more contented staff of employees since wages are regulated by law. In paying higher wages than prevailed a decade ago, when individual firms regulated their own salary and wage lists, more care is exercised in choosing new help, with the result that the standard of efficiency has been raised. The public has thus shared the benefits of this type of social legislation." This is an answer from at least one of the provinces to Mr. Michell's questions.

As far as the working aspects of the laws are concerned we see that they have in every case been beneficial. There is one important drawback that should not be overlooked, and which was ably pointed out by Mr. Gustave Francq, Chairman of the Quebec Board, in a personal interview, that is, that employers, to evade the working of the Act, will hire boys to replace women and girls. This aspect has been met in Alberta by a law requiring that employers pay men and boys no less than the rates prescribed (*1) for women and girls, and in British Columbia, by a minimum (*1) 1926, c-52, Sec. 20, sub-section 2.

(*1)
Wage Law for Men. A law requiring employers to pay men 35¢ per hour was introduced into the Quebec Legislature but defeated April, 2nd, 1930. (*2) The Minister of Labour, Mr. Galipeault, in arguing to defeat the measure advanced the age old argument that "the minimum tended to be the maximum.

Also the Saskatchewan Executive of the Trades and Labour Congress of Canada in its annual conference with members of the Saskatchewan Government in November, 1928, requested an amendment to the Minimum Wage Act to bring within its provisions all minors either male or female. The Government apparently refused to consider the proposal on the grounds that it would interfere with the system of learning trades, which might prove a detriment rather than a benefit to the boys. (*3)

As to the enforcement of these enactments. In Quebec (*4) the Commission reports that they have as far as possible seen to it that the law was enforced. The factory inspectors are responsible for the posting of the orders, but the Commission feels it would be better to have it done by their own inspectors. Complaints were investigated and were often found to be the result of a misunderstanding or an erroneous interpretation of the law. "In any case, immediate inquiry was made into the complaints and when they were found just, the commission not only enacted

(*1) 1929, c-43, which repealed -1925, c.32. This problem has been met in Victoria (Australia) by a provision that youths of sixteen must be paid the full rate received by men unless they are really being taught; Needless to say this was passed to keep boys from replacing men, also. See Boy Life and Labour, Arnold Freeman, p-226-227.

(*2) The Gazette, Montreal, April, 3rd, 1930.

(*3) First Annual Report of the Dept. of Railways, Labour and Industry of the Province of Saskatchewan, 1929. (*4) General Report of the Minister of Public Works and Labour of the Province of Quebec, 1929, p-81-82.

that the minimum wage to which the workwoman were entitled be in future paid to them, but it also insisted that back wages be paid in full. " "In other cases, the commission suspended for a certain period the enforcing of one or more clauses of its enactment in order to meet exceptional or urgent circumstances, preferring to use moderation and to give a little elasticity in the carrying out of the Act, rather than to have it purposely violated."

In Ontario in the Report of the Department of Labour
(*1)
for 1928 several of the factory inspectors report that the regulations are well observed and that the orders of the Board are posted in a conspicuous place (required by law). Often a request is made for a new card when the old one is defaced. There were 1,205 reports of the violation of this Act during the year according to the same report.

Often, of course, a girl is discharged if she complains to the Board and again incompetent help is frequently dismissed, but the Minimum Wage Board (*2) in answering the last objection says that "the displacement is inconsiderable, and the loss of their jobs by certain girls is anything but a social calamity. Business will never be efficient, nor give just returns to employer and employee alike, while it is run on orphanage principles. The problem of business is one problem and the problem of charity is another problem.

(*1) p-49 and following- Report of the Department of Labour-1928.

(*2) Second Annual Report of the Minimum Wage Board, 1922-
p-22. (Ontario)

The Board issues permits for lower wages to handicapped workers, and thus prevents their incapacity from dragging wage-levels down for normal workers."

In British Columbia the Annual Report of the Department of Labour for 1928 ^(*1) reads that "On considering the number of workers affected by the rulings of the Board, the percentage of employees who evade the regulations is comparatively small. In the majority of cases employers paid the girls the arrears due them without court proceedings. (only eleven cases were taken to court)." The sum of \$3,202.11 was paid by employers during 1928 which represented the difference in the wage actually paid and the minimum. Often the fact that low wages were paid was due to a misunderstanding.

The annual request for pay-roll data was answered by 3,425 employers or firms, 30 less than responded in 1927. The female employees of these firms totaled 19,377, a gain of 1,870 workers over 1927.

Something has already been said in the previous chapter in regard to the inspections under the Manitoba Act. Twenty-nine ^(*2) claims for wages were adjusted and collection of same amounted to \$423.68. No court proceedings were necessary to collect them. One prosecution occurred under the Act during the year.

2,528 inspections were made during this period, 504 recommendations as to hours of work were made, 537 as to wages paid, and 47 as to working conditions.

(*1) Annual Report for the Department of Labour-1928-p-55-57.

(*2) Fourteenth Annual Report of the Bureau of Labour and Fires Prevention Branch, Department of Public Works, Province of Manitoba, May, 1st, 1928, to April, 30th, 1929. p-4 to 7.

In Saskatchewan the 1929 report makes no mention of enforcement problems under the Act but the 1927 report of the Bureau of Labour and Industries for the year ending April, 1927^(*1) reads - "It is to be observed that it is not altogether the object of the Board to persecute employers for breaches of the regulations, but to endeavour to obtain an adjustment of the wages and hours of employment by persuasion, and where possible, this course is always taken. To the credit of the majority of employers of female labour who have been approached for this purpose, they have been found willing to make the necessary adjustments to comply with the Minimum Wage Regulations." "It is possibly true that some employers are not paying the rate of wages set by the Board, but this cannot be used to show that the endeavour is not being made by the Board to do its duty. The detailed work of inspection is very extensive, and the utmost is done to see that the regulations are enforced."

"In all cases where employers were found to be paying a less wage than the rate set, it has been the policy to enforce payment of the arrears. Any employee with a grievance of any kind is at liberty to visit the Bureau of Labour and Industries (now the Department of Railways, Labour and Industries), and lay before the secretary any authentic instance of an employer not conforming to the regulations with regard to hours of employment and wages paid.

(*1) Bureau of Labour and Industries, year ending April, 1927-p-p. 43, 44.

The complaint will be immediately investigated and, if found to be correct, the employer will be compelled to pay to the employee the difference between the wage paid and the amount that should have been paid under the rate set by the Board." This report was set out at length as the procedure is similar in all of the provinces.

As far as the Province of Alberta is concerned the only remark of importance in the report of the Commissioner of Labour for 1928-1929^(*1), was the fact that five requests were received for permission to employ a greater number of apprentices than are permitted by the regulations. As it was shown after considerable investigation that experienced help was not available permission was granted, for the number necessary to meet the requirements of the industries.

On the whole in conclusion it can be said that it would seem that these laws are well enforced and have more than proven their worth not only to the individual employee and employer but to the country at large.

* * *

(*1) p-14.

WOMEN AND TRADE UNIONS.
CHAPTER SIX.

In the second chapter of this thesis it was suggested that at present the only ways to better wages and conditions were by state action as expressed in labour legislation and by organized labour acting through the unions. As we have discussed the existing laws and regulations in Canada let us spend a moment on labour organizations.

In Canada the Dominion Labour Department in its annual report for 1928, Labour Organization in Canada, states that they have made every effort to secure information as to what proportion of trade union membership is made up of women workers. However it is almost impossible to obtain any definite figures as the unions do not keep separate records. At the close of 1926, as reported by 78 of the local branch unions, the Dominion female membership totaled 7,130. In 1928, 230 of the local branch unions reported only 4,070 members. Allowing a margin of 1,000 for non reported members we might say that 5,000 women are organized at present. In 1921, -490, 150 females 10 years of age and over were gainfully employed. This was, incidently, 15% of the female population in that age group. As agriculture and professional occupations are not at present organized we can deduct 17,912 for the former and 118,670 for the latter and we find that about 353,568 women workers are eligible for union

(*1) See Appendix "C" for table giving occupations of women in 1921.

membership. At present then only about 1.42% of the workwomen are organized. Needless to say this figure is not accurate, owing to the fact that there are no doubt a greater number of women employed than there were in 1921, but it will serve for our purpose. In the United States in 1921, of the eight and one half million women 10 years of age and over, 2,190 of the total women in that age group, gainfully employed, Thereas Wolfson in her Book " The Woman Worker and the Trade Unions", estimates that about three million of these women could be organized. In 1924 only 250,000 were members of unions. Thus we see that about 9% of the women in industry in the U.S. were organized. In answer to the question - Are Women Hard to Organize? - Leo Wolman, in an article in (*1) The Survey, states that more than 60% of the total membership of American Trade Unions in 1923 were in mining, building and transportation occupations. "Women naturally have no organizations where they do no work¹⁹. In the clothing industries , where they work in large numbers, nearly one half of them were in 1920 members of existing trade unions in the industry." But despite these optimistic figures there is no doubt about the fact, that as compared with men, relatively few women are organized.

According to a personal letter from Mr. Tom Moore, President of the Trades and Labour Congress of Canada, "Trade Unions in Canada welcome women workers into

(*1) Vol.35, No.12,p-741, March,15th, 1925.

(*1)

their ranks on an equal basis with men workers. It is largely because of this policy that there are no special statistics issued as to the number of women belonging to the respective organizations. Neither is there any special inducement offered other than the usual appeal for them to take advantage of membership in trade unions to better the conditions under which

(*2)

they work." [In 1907 the Societe St. Jean-Baptiste composed of Catholic Women began to organize women workers in the Province of Quebec into labour unions. Later (1912) it obtained a charter under the name of "The Federation Nationale Saint Jean-Baptiste", and has continued to sponsor trade unions for women. However the peculiar feature of these organizations is that they have handled the problem as women's problems rather than as working peoples. Of the Unions, The Female Factory Association alone has 1,200 members and promises to be an important national influence. Thus we can see that of the 5,000 women estimated to be organized in Canada certainly a third must belong to these Catholic unions. It should be mentioned that as the strike is regarded as a socialistic weapon and hence is not permitted by any Catholic organization, the chief object of the societies in question is to maintain sickness and similar insurance funds. Then there is the National Women's Trade

(*1) It should be mentioned that frequently the International Unions organize women in auxiliaries which occasionally are given separate charters.

(*2) From a McGill Thesis, "The Catholic and National Labour Unions of Canada", by Allan B. Latham, Chap. 8.

Union League of America with headquarters in Chicago which is endorsed by both the A.F. of L. and the Trades and Labour Congress of Canada. This organization does not charter unions per se, rather it spreads propaganda urging women to affiliate with already established unions. The women's movement in this direction is by no means a dead letter. The Labour Women's Social and Economic Conference which was held in Winnipeg in 1925 had 45 (*1) representatives present. Delegates from the Labour League, One Big Union Auxiliaries, forum organizations and other groups, from points between Fort William, Ontario, and Medicine Hat, Alberta were in attendance.

Mr. John T. Foster, President of the Montreal Trades and Labour Council, also in a personal letter remarks that- "Organized Labour has long recognized the necessity for thorough organization in any industry whether the employees be male or female if proper standards are to be assured." The Trades and Labour Congress of Canada at its forty-third convention in 1927 "approved of a resolution urging all international unions and central bodies to cooperate in the immediate initiation of organization campaigns, particular attention to be given to the organization of unorganized female workers." The convention also adopted a proposal in favour of bringing the young workers into (*2) the ranks of organized labour.

Why is it that a greater percentage of women are not organized? In Canada union activities have been ceaseless

(*1) Labour Gazette, March, 1925, p-282.

(*2) Labour Gazette, September, 1927, p-978.

since the early part of the Nineteenth Century, and at present about one fourth of the workmen are affiliated with a union, thus we see that it is not because union activities are not efficient here in Canada. Theresa Wolfson in the book already referred to, claims that the main reason is that women are principally unskilled workers, they therefore do not hold key positions in industry nor are they considerable in the key industries, (railroads, etc.) hence the unions are not particularly interested in organizing them. For years there has been, as we know, a violent conflict in the ranks of the A. F. of L. as to whether it is advantageous to organize any unskilled workers, in fact the antagonism between the skilled and unskilled workers seems to be greater than that between the sexes. However the A. F. of L. (and we must remember that about ~~seventy six~~ Canadian unions are affiliated with this organization) did put on a core of eight or nine women organizers and urged the ten internationals that prohibited women membership, to change their policy. The sincerity of this effort has been doubted but there is certainly something to be said for the apathetical attitude taken by most unions towards women members.

As Miss. Wolfson so ably points out - women must be approached in a different manner than men, in other words their psychological make up is different. Let us not forget that a considerable portion of the women to be organized here and in the United States are foreigners and the

advantages to be derived from paying a portion of their already meagre income into a treasury of which they know little or nothing about must be vividly portrayed to them. Let the unions hold out such inducements as sick benefits, (these are withheld from women in most of the unions if out of work from natural causes, maternity, etc.,) ~~insurance~~ and the like and even though there are minimum wage laws women could derive enough additional benefits to make it worth their while to join a union. The minimum wage laws set no maximum and the minimum is little better than a subsistence wage, hence there is still something to be worked for, even on this score.

Women do not realize the advantages to be gained through concerted action and men organizers do not know how to appeal to women. If the workingwomen but realized that practically all of the factory acts, industrial arbitration, employee's educational enactments and immigration laws, not to mention numerous other social ~~enactments~~, have been brought about through the ceaseless activity on the part of the Trades and Labour Congress of Canada; that at present among other beneficial things it listed in its 1921 platform of principles, "free and compulsory education, an eight hour day, prevention of employment of children under sixteen, and equal pay for equal work", as objects to be worked for; that in the United States the workers receiving more than \$25-\$30. per week, (which is the U.S. wage earner's average share in

(*1) The History of Trade Union Organization in Canada, Harold A. Logan.

(*2) Labour Organization in Canada, 1928, p-4.

(*3) American Labour Year Book, 1928, p-46-47.

prosperity) "are the union members who run the trains, build the sky scrapers, repair plumbing, make suits and dresses and pressmen, and others, a very fair group in all, who with strong organizations have enforced wage scales far above the average", women would see the economic advantages of such organizations and would be willing to make a considerable sacrifice to belong to them. To illustrate that powerful unions can achieve as much in lines other than raising wages, witness the five hour day forty hour week with no reduction in wages, enforced in New York by the International Ladies Garment Workers Union last year. (*1)

It must be mentioned that tradition plays its part here also and many women, particularly foreigners feel the strike and aggressive action, which are necessary weapons of any labour organization, are not for the submissive sex. Hence many women refuse to participate in labour organizations for this reason.

Then women's industrial life is not as permanent as men's and it is expensive to organize such a transient working class. (Five years is the length of industrial life for garment workers in the United States). (*2) To again quote from Mr. Foster's letter, he says, "It must be admitted, however, that the task of organizing women workers is a difficult one, hence the proportion of women engaged in industry, who are organized, is very small. Lack of permanency of occupation might be chiefly

(*1) Labour Gazette, July, 1928, p-683.

(*2) See the article already referred to in Chapter 5 - Labour Turnover of Working Women, by Marguerite B. Benson, for an assertion that turnover among women may not be higher than among men -more depending on seasonal fluctuations, business cycles, etc., than on a difference between the sexes.

the cause, most women having the very natural feeling that their advent into the industrial field is but for a short duration, therefore making it more difficult to get them interested in the actual conditions surrounding their presumed temporary occupation." Thus we see that this impermanence works both ways, creating an indifference both on the part of the workers and the unions, but as women are coming into competition with men more and more the unions will no doubt have to make an effort to organize women in order to safe-guard their own workers. Thus, when unions make an effort to explain the advantages to be derived from unions memberships women will no doubt rally to the cause and in the end both the unions and the workingwoman will be benefited.

* * *

CONCLUSION
CHAPTER SEVEN

In concluding the discussion of Canadian Labour Legislation affecting women and children we are forced to admit that to say the least it is a veritable hodge-podge. An Act is passed aimed at the correction of a certain evil, then many exceptions depending upon the discretion of varied officials are annexed thereto, which in many cases makes the law practically worthless.

There is some that is good and much that is bad in the legislation that we have been reviewing. Let us briefly criticize the existing legislation. In Quebec the most flagrant example of administrative inefficiency is evidenced by the lack of cooperation in enforcing the law requiring children between fourteen and sixteen engaged in gainful occupations to pass a so called literacy test. The factory inspectors admittedly feel that it is not within the scope of their activities to investigate shops, etc. The police (at least in Montreal) are apparently so soul satisfied that such a provincial statute exists that they expect it, like Minerva who sprang fully armed from the head of Jupiter, to wield its own weapons and enforce itself. They make no effort either to enforce the eight o'clock provision requiring street trading, etc., to end at this hour, and though small boys are not usually seen in the streets of Montreal in the winter, when the warm weather comes they can be seen at all hours of the night selling papers and delivering ale and messages.

(*1)

The Juvenile Court Judge in Montreal, in commenting upon the 9,000 juvenile delinquents before his court in the last seven years remarked that though the negligence of parents and lack of home discipline are responsible for the bulk of young offenders, idleness played its part in adding to this throng. He suggests as a remedy more playgrounds. The suggestion of the writer is - compulsory education!

Here it is well to remark that in the Annual Report of Juvenile Delinquents for 1928 published by the Dominion Bureau of Statistics, ^(*2) it is shown that the greatest percentage of boys become delinquent at fourteen, and with girls the age is fifteen. What does this mean? When the child is relieved from attending school he seems to at once drift into trouble and frequently very serious trouble. The provinces would do well to look to Ontario's compulsory education law and model theirs after it. Ontario, though it permits children of fourteen to go to work, nevertheless requires part time attendance at continuation school for four years thereafter.

While on the subject of education a word must be said regarding vocational education and the new industrial apprenticeship system. All of the provinces have laws for vocational education but only Ontario has combined it with a practical apprenticeship system. The old English type of apprenticeship where a child is placed in the

(*1) Montreal Daily Star, Wednesday, April, 9, 1930.

(*2) Annual Report of Juvenile Delinquents, 1928-
p-9.

master's home to learn a trade is still permitted by all of the provinces but not practiced extensively.¹ Ontario though, has taken the best that this old system had to offer and adapted it to modern conditions. Thus a boy lives at home, learns a trade, being paid a small amount, and combines his practical work with the theoretical aspect offered by the vocational or continuation school.

(*1)

The Canadian Council on Child Welfare adopted the following conventions at its Annual Conference in 1926 in Ottawa:

- (a) Minimum age for permanent gainful employment to be fifteen. (This permits a child over twelve to work on farms in the summer, run errands after school, etc.)
- (b) Night employment to be prohibited for persons under Eighteen. (8 P.M. to 7 A.M.)
- (c) Employment of persons under twenty-one in dangerous, unhealthy, or hazardous occupations to be prohibited.
- (d) Persons under eighteen are not to work more than eight hours per day, forty-four hours per week, and are to receive a holiday each week. Hours spent in continuation classes to be counted as hours of labour.
- (e) Compulsory school attendance for at least nine months of the year by every child from seven to fifteen.

Most of these conventions have been adopted by the International Labour Organization as has been previously mentioned.

(*1) Labour Gazette - November, 1926, p-1083.

Though several of the Provinces have laws on their books requiring compulsory education up to fifteen or at least fourteen, the exceptions permitted for the child who must work to support himself or some one dependent upon him, and to engage in necessary household or husbandry activities are so numerous as to render these laws of little practical effect. A criticism in this respect can even be made of Ontario as Miss Helen MacGill, in a paper before the Canadian Council of Child Welfare in 1925, says, in speaking of these exceptions to the School Act, "Some wonder is excited as to which Ontario values most, the future of her growing citizens, or the employer's present material gain." In rural districts in Ontario it is not necessary to get a permit for the child to work on the farm. "The fresh air of rural life and the nature of the employment seemingly differentiates it from all other work and apparently are expected to obviate any ill results that might arise from fatigue, heavy strain and long hours." (*2)

Again, when we discuss the minimum age for entering industry we find that no child under fourteen can usually be employed in a factory. However exceptions are made in the cases of fruit canning, fish packing, etc., in British Columbia and Nova Scotia. It would seem that these provinces are more concerned over whether the fish and fruit perish than the children.

(*1) Labour Gazette, October, 1925, p-983.

(*2) ibid. p-984.

(*3) See Appendix "D" for occupations of boys ten years of age and over.

In the earlier chapters of this work the evils of child labour were discussed rather fully. The fact that ignorance, poverty, and child labour are a triumvirate that only an alliance of intelligence, understanding and sympathy can defeat was pointed out. Let it be remarked that if it could be brought home to the so called "hard headed" business man that child labour is more than a mere contributing cause to the present unemployment problem he might be ready to take active steps to stop it. Children contribute to this unemployment in two ways. Directly when they are turned out of "blind alley jobs" which they have out-grown, and indirectly when employers, particularly in times of depression, take children into their factories turning out many men and women into the broad stream of unemployment. (*1)

ment. "The London" "Economist" makes the interesting calculation, using government statistics, that if England would maintain her young workers under sixteen and her old workers over sixty-five there would be no unemployment problem left."

Just a word must be said about the legislation affecting women. As has been already remarked some of the finest legislation - Maternity Protection, etc. in British Columbia has never been proclaimed. The remaining legislation in Canada is of three general types. -

(1) - Restrictions on hours of work and the so called safety measures, requirements of seats, etc.

(*1) Labour Gazette, Oct. 1925, p-988.

(2) Minimum Wage Legislation.

(3) Prohibitive legislation, no night work, the prohibition of women working in mines, breweries, etc.

As to the first type, hours on the whole are too long, the western provinces alone being above this indictment. Fortunately, as was shown in Ontario, employers frequently do not work their employees the permitted number of hours. The safety measures are fairly well enforced, but in the case of the seating requirement which is found in every province a word might be said about the unenforceability of these provisions. Who is to enforce the law? In the case of factories, the factories' inspector will enforce the law, but who is to do this in the case of shops? In British Columbia no one takes the responsibility. Even if an attempt is made to enforce the law the employers may supply the necessary seats but forbid the employees to use them. This was found to be true in several stores in Montreal.

The Minimum Wage enactments have been discussed in full and the writer is convinced of their efficiency. It is to be regretted that they do not as yet cover all phases of employment and do not include boys.

As to the prohibitory legislation, it must be said, in all fairness, that there are two sides to this question. Many people are opposed to special legislation, feeling that if some persons are to be protected, all should be.

(*1)

For example the women printers in New York, were adversely affected by the Factories Act of 1913 prohibiting night work in newspaper offices. Hence they lost their places on the seniority list as the chances were only one in ten to procure day work. The result was that this Act was later repealed.

There is a similar objection raised in connection with the night employment of women in restaurants which seems to deprive them of the after theatre tips. However, "The restaurant that gives formal service," according to the Women's Bureau of the U.S. Department of Labour, "where waiters get high tips, and that run special suppers after the theatre, usually are not those that employ waitresses. There is a very general feeling among managers of what might be called first class restaurants, that the public desires men for the type of service expected in such places." Frequently these cafes may also be undesirable places for women to work. In closing it should be remarked that it is the labouring class that realize that the exploitation of women and children is in the long run a national calamity. Witness the program of the Trades and Labour Congress of Canada commented upon in the last chapter. They are opposed to the employment of children under sixteen and demand "equal pay for equal work" in the case of women. Thus we see that it is the people that are vitally interested in these problems and it behoves the governing classes to take heed

(*1) "At the Crossroads in the Legal Protection of Women in Industry", by Elizabeth Faulkner Baker, Annals of the American Academy of Political and Social Science, vol. 143- p. 265.

(*2) "The Effects of Labour Legislation on Women's Work", by Mary N. Winslow, Director of Special Studies, Women's Bureau, U.S. Dept. of Labour, in Annals of the American Academy of Political and Social Science, Vol. 143, p-280-282.

of the cry of the labouring classes who are desirous of protecting their own, and legislate to prevent these evils.

Every province should have a general housecleaning and repeal, consolidate and amend its laws in conformity with the standards set down in this chapter. For to again quote from John Stuart Mill - " The worth of a State in the long run, is the worth of the individuals composing it."

A P P E N D I X

A.- Table of Facts as appear in Chapter 4.

B- Minimum Wage Regulations.

C- Occupations of Female Population,
10 years of age and over for 1921.

D. Occupations of boys 10 years of
age and over in 1921.

- - - -

PROVINCE	APPRENTICES	SCHOOL ATTENDANCE	CHILD WELFARE ACT	HOURS OF WORK	OVERTIME	SHOPS ACT	MINIMUM WAGE ACTS	MINES ACT.	SUNDAY LAWS, ETC.	MISC.
QUEBEC	By Industrial Schools Charitable Inst. Immigrant Societies	None but child under 16 who is employed must be able to read and write	None	Women, girls and boys under 18 in factories 10 per day, 55 per week To close 6:30 P.M. Cotton and woolen factories.	36 days, 12 per day 72 per week	-	yes	Forbids employment of women and girls. Boys 15-17 to work underground but 48 hours per week.	Sunday Obser. vance Act. Early Closing Act. Weekly Day of Rest Act.	Municipal Council can regulate street trading.
ONTARIO	ibid. also a new industrial apprenticeship act.	Full time 8-14, then part time to 18, or full time 8-16.	Girls under 16, boys under 12 not to engage in street trading. No child to beg or sing in public.	Women, girls, boys under 16, 10 per day, 60 per week. No child under 13 to be employed in a factory.	36 days, 12½ per day, 72½ per week.	Included in Factories Act.	yes	Forbids employment of women, girls and boys under 16. No boy under 18 to work underground.	No Barber-shop to remain open on Sunday. Municipalities to pass by-laws for early closing.	Municipalities to regulate news-boys, etc.
NOVA SCOTIA.	Old English statute permits parents, guardian and institutions to bind out children.	In cities 6-16 unless over 12 and have passed grade 7, or if over 13 must work. In towns must attend 7-14, with same exceptions.	No child under 16 to work in breweries, etc. Boys under 14, girls under 16 -8 hours per day in shops.	Child under 14 may be employed in canning factories in summer, no definite hours set.	ibid	-	yes, but not in force.	No boy under 16 to be employed.	Children cannot be employed in shops. Municipalities to regulate closing of shops.	-
NEW BRUNSWICK	ibid	In towns 7-12, 6-14 in two cities and 6-16 in other cities, exceptions as above, plus fact that child may attend school 6 months and work 6 months.	No child under 16 to work in breweries or other cities, exceptions may a child dance or sing in public.	Does not apply to canning factories, girls 14-18 and women may be employed 10 per day, 60-per week.	36 days, 13½ per day, 81 per week	-	None	-	Early Closing Act.	-
PRINCE EDWARD ISLAND.	ibid	Compulsory attendance, 7-13.	yes	No Factories Act.	-	-	-	-	-	-
BRITISH COLUMBIA	ibid	Compulsory attendance 7-15.	No child under 18 to beg, even under pretext of offering things for sale.	Child under 15 may be employed with permission of inspector. Hour restrictions do not apply to canning and fish industries during certain seasons. Hours 8 per day, 48 per week. Children 6 per day.	36 days, 9 per day, 54 per week	Children under 16 may work 11 hours per day, 66½ per week. No child to be employed in bake-shop. Usual hours 60 per week.	Yes	No girl, woman or boy under 15 to work in mines.	Sunday Law and weekly half holiday act.	Police have power to forbid employment of women in restaurants, laund- etc. Municipalities can prohibit empl. of women and boys in pool-rooms, etc.
MANITOBA	Immigrant Societies, Dept. of Public Health and Welfare may apprentice children.	Compulsory attendance 7-14- may be extended to 15. Children between 14 and 16 must attend unless working. Child over 12 may be excused for 6 weeks to engage in husbandry and necessary household duties.	No child under 12 to sell papers. Children under 16 not to beg or sing in public.	Boys 14-17, girls, 15-18, and women 9 per day, 54 per week. No boy under 14, girl under 15 to be employed.	36 days 12 per day 60 per week	Boys, 13-14 may work two hours per day, 8 hours on holiday with permission. Boys, 14-17, girls-14, and women-14 per day, 60 per week. emergency hours for persons over 16-70 per week. Bake-shops, persons over, 14-12 hours per day, 60 per week.	yes *-	Lt. Gov. in-Council to make regulations concerning employment of women and children in mines.	Lord's Day Act.	Municipal Council may license news-boys, etc. No woman or boy under 21 to serve beer, etc
SASKATCH* EWAN	Guardian and Charitable Institutions may apprentice children.	Must attend 7-15-unless finished Grade 7, Can be given a permit to work sooner if necessary.	No child under 16 to beg or sing in public	Boys 14 to 16, girls 15 and women not to be employed more than 48 hours per week.	36 days, 12½ per day, 72½ per week.	-	yes *-	No boy under 14 or any girl or woman to be employed about a mine.	City and town councils may pass by-laws requiring early closing of shops.	Power given Municipal Council to license news-boys etc. -
ALBERTA	Industrial Schools, and Children's Aid Societies may apprentice children.	Must attend 7-15. May be given a permit to work in husbandry, etc. for 6 weeks in each term.	No child under 12 to sell papers, etc., nor under 16 to beg, sing or offer anything for sale.	All employees 9 per day, 54 per week. No child under 15 to be employed in a factory.	At discretion of inspector.	Included in factories act.	yes *-	No woman or girl to be employed. Boy under 16 not to work underground.	Lord's Day Act. Early Closing Act.	ibid.
YUKON TERRITORY	Typical Old English Statute.	Must attend School between 7 - 12.	none	No Factories Act.	-	-	none	Boys between 12 and 16 if they can read and write may work in a mine for 48 hours per week.	-	No boy under 21, girl or woman to sell beer in a hotel.

(In Ontario, Manitoba, Saskatchewan and Alberta Officials may authorize children to sing, perform and sell in circuses, and other places of public amusement.)

(The Lieutenant-Governor-in-Council (Workman's Compensation Board in New Brunswick) is given power to Prohibit employment of youths and young girls in dangerous and unwholesome occupations, except in Alberta.)

*- (Changes hours laid down under Factories and Shops Acts.)

A P P E N D I X "B"
MINIMUM WAGE REGULATIONS AS OF APRIL, 1930.

Q U E B E C

- (1) In the City and Island of Montreal and a radius of ten miles around and beyond the Island.
(2) The rest of the Province.

		<u>INEXPERIENCED WORKERS</u>			<u>EXPERIENCED</u>	
		<u>1st 6 months.</u>	<u>2nd.6 months,</u>	<u>3rd.6 months.</u>	<u>4th 6 Months.</u>	<u>Over 24-months</u>
Laundries, Dye Works and Dry Cleaning Establishments.	(1)	\$9.00	\$10.50	-	-	(\$12.00.
	(2)	7.00	8.00			(9.00-over 12 months experience.
Printing, Bookbinding, Lithographing and Envelope making.	(1)	7.00	8.00	\$9.50	\$11.00	12.50
	(2)	6.00	6.50	7.00	8.00	9.00
Textile trades which includes weaving, spinning, knitting and allied prowess.	(1)	7.00	8.00	9.00	10.00	12.00
	(2)	6.00	7.00	8.00	9.00	10.00
Boot and Shoe Factories and all other leather trades.	(1)	7.00	8.00	9.50	11.00	12.50
	* (2)	6.00	7.00	8.00	9.00	10.00
	** (3)	5.00	5.50	6.00	7.00	8.00

* In all municipalities of the Province having a population exceeding, 3000 except Montreal, etc.

** Municipalities not exceeding 3,000 population.

Overtime - Employees working in excess of the regular reorganized working period of the establishment shall be paid for same at not less than the regular rates, but in all cases according to the prevailing custom of the trade.

-Continued -over-

THE FOLLOWING ORDERS WERE ISSUED APRIL, 30th, 1930, TO BE EFFECTIVE JULY, 30-1930.

	Hours	1st 6 Months	<u>INEXPERIENCED WORKERS</u>			<u>EXPERIENCED</u>
			<u>2nd.6 Months</u>	<u>3rd 6 Months</u>	<u>4th.6 Months</u>	<u>OVER 24 month</u>
Garment Trade, (1)	44	\$7.00	\$8.00	\$9.50	\$11.00	\$12.50
Women's, Boys and *2)	50	6.00	7.00	8.00	9.00	10.00
men's clothing. **3)	55	6.00	7.00	8.00	9.00	10.00
Overalls, mackinaws, (1) 44		\$7.00	\$8.00	\$9.00	\$10.00	\$ 11.00
men's and boy's * (2) 50		6.00	6.50	7.00	8.00	9.00
shorts, collars, ** (3) 55		6.00	6.50	7.00	8.00	9.00
fabric underwear, rayon and cotton underwear and other similar garments.						
Cloth hats and caps, and millinery (1) 44		\$7.00	\$ 8.00	\$ 9.50	\$ 11.00	\$ 12.50
(excepting custom (2) 48 millinery)		6.00	7.00	8.00	9.00	10.00
Women's and Children's (1)- dresses, silk underwear, 48		\$7.00	\$8.00	\$ 9.50	\$ 11.00	\$12.50
kimonas and fine (2) 48		6.00	7.00	8.00	9.00	10.00
Lingerie.						
Tobacco Industries (1) 50		\$7.00		\$ 9.50	11.00	12.50
(Subject to revision (2) 55		6.00	\$8.00	7.00	8.00	9.00
at end of 12 months)			\$6.50			

*- Quebec and places of 15,000 population and over.

** Places of less than 15,000 population.

(Overtime to be paid for at rates in proportion to those set down as minimum.)

MINIMUM WAGE REGULATIONS IN ONTARIO -
(As there were 42 of these only a few of the typical orders will be set out.)

F A C T O R I E S

<u>POPULATION GROUPS</u>	<u>HOURS</u>	<u>OVERTIME</u>	<u>YOUNG GIRLS UNDER 18</u>	<u>INEXPERIENCED ADULTS</u>	<u>EXPERIENCED</u>	<u>REMARKS</u>
City of Toronto.	The Factories Act would seem to govern these regulations.		6 months - \$8.00 6 " 9.00 6 " 10.00	6 months-\$10.00 6 " 11.00	\$12.50	The number of inexperienced adults or young girls in any establishment shall not exceed 1/3 of the total female working force, nor the number of inexperienced adults and young girls together exceed 1/2 of the total female working staff.
Cities of 30,000 Population or over.			6 months - \$8.00 6 " 9.00 6 " 10.00	6 months-\$9.50 6 " 10.50	\$11.50	
Cities and towns between 5,000 and 30,000 population.			6 months - \$7.00 6 " 8.50 6 " 10.00	6 months -\$9.00 6 " 10.00	\$11.00	
All below 5,000 Population and Rural parts			6 months -\$6.00 6 " 7.50 6 " 9.00	6 months -\$8.00 6 " 9.00	\$10.00	
<u>LAUNDRIES, DYE WORKS AND DRY CLEANING ESTABLISHMENTS</u>						
Toronto	44-50	In excess of 50 hours to be paid for at not less than minimum rates	6 months -\$9.00 6 " 10.00 6 " 11.00	3 months-\$10.00 3 " 11.00	12.00	Deductions for lodging no more than \$2. per week, \$5. for board Single meals at 25¢ apiece
Cities over 30,000 excepting Toronto.	ibid	reckoned proportionately to the regular weekly work period.	6 months -\$7.00 6 " 8.50 6 " 10.00	3 months -\$10.00 3 " 11.00	-\$12.00	
The rest of the Province.	ibid		6 months \$7.00 6 " 8.50 6 " 10.00	3 months -\$9.00 3 " 10.00	-\$11.00	

Work for less than 44 hours per week to be paid for proportionately.

O N T A R I O
RETAIL STORES

As to hours, the
(Factory, Shops and Office
Building Act shall govern.)

<u>POPULATION GROUPS</u>	<u>HOURS</u>	<u>OVERTIME</u>	<u>YOUNG GIRLS UNDER 18.</u>		<u>INEXPERIENCED ADULTS</u>	<u>EXPERIENCED</u>	<u>REMARK</u>
Toronto	Those working less than 36 hours to be regarded as part time workers.	-	(14 or 15	\$7.00	6 mths.-\$10.00	\$12.50	An employee reaching the age of 18 without selling experience may be paid \$11.00 for 6 months.
			(When 16 gets -		6 " 11.00		
			(6 months -	8.00			
			(6 " -	9.00			
			(6 " -	10.00			
			(6 " -	11.00			
Departmental Stores in Toronto having more than 150 female employees.	ibid	-	(16½ to begin at	8.50			
			(and to be increased				
			(\$1.00 at end of each				
			(6 months for 18 months.		ibid	\$12.50	ibid
			(17 to begin at	\$9.00			
			(17½ " " " -	9.50.			
			(Same terms.				
In cities of over 50,000 population, excepting Toronto.	ibid	-	6 months -	\$8.00			
			6 " -	9.00			
			6 " -	10.00	ibid	\$12.00	ibid
			6 " -	11.00			
In cities and towns between 10,000 and 30,000.	ibid	-	6 months -	\$7.00	6 mths.-\$9.00		
			6 " -q	8.00	6 " 10.00	\$11.00	
			6 " -	9.00			
			6 " -	10.00			
In cities and towns between 4,000 and 10,000.	ibid		6 months -	\$6.00	6 mths.-\$8.00		
			6 " -	7.00	6 " - 9.00	\$10.00	
			6 " -	8.00			
			6 " -	9.00			
In towns and villages between 1,000 and 4,000.	ibid		<u>All Inexperienced</u>				
			6 months @	\$6.00		\$ 9.00	
			6 " @	7.00			
			6 " @	8.00			
All below 1,000 and Rural parts.	ibid		6 months @	\$6.00			
			6 " @	7.00		\$8.00	

(The number of unexperienced adults or young girls shall in neither case exceed 25% of the total female working force.)

REGULATIONS OF PROVINCE OF BRITISH COLUMBIA

INEXPERIENCED WORKERS

	<u>HOURS</u>	<u>OVERTIME</u>	<u>UNDER EIGHTEEN</u>	<u>OVER EIGHTEEN</u>	<u>EXPERIENCED</u>	<u>REMARKS</u>
Mercantile Industry	48	-	3 mths. at \$7.50 3 " " \$8.00 3 " " 8.50 3 " " 9.00 3 " " 9.50 3 " " 10.00 3 " " 10.50 3 " " 11.50	3 mths. at \$9.00 3 " " 10.00 3 " " 11.00 3 " " 12.00	\$12.75. Hourly rate- 26-1/16 cents.	-
Laundry, Cleaning and Dying Industries	48	-	4 " " \$8.00 4 " " 8.50 4 " " 9.00 4 " " 10.00 4 " " 11.00 4 " " 12.00	4 mths at \$9.00 4 " " 10.50 4 " " 12.00	\$13.50 Hourly rate- 28-1/8 cents.	-
Office Occupation	48	-	6 " " \$11.00 6 " " 12.00 6 " " 13.00 6 " " 14.00	3 " " \$11.00 3 " " 12.00 3 " " 13.00 3 " " 14.00	\$15.00 - 65.00 per month. 31 1/4 cents per hour.	-
Public Housekeeping Occupations, cooks, Tea rooms, Restaurants, etc.	48	52 hours per week in emergency at time and a half.	\$12.00	\$12.00	\$14.00 Hourly Rate - 29-1/6 cents	Deduct -ion for Room \$3.00- Meals- \$5.25.
Personal Service Occupation.	48	-	6 mths. at \$10.00 6 " " 11.00 6 " " 12.00 6 " " 13.00	3 mths. at \$10.00 3 " " 11.00 3 " " 12.00 3 " " 13.00	\$14.25. Hourly rate 29-11/16 cents.	Inexper- ienced rates do not apply to clean- ers of motor cars etc. as no apprenti- -ship is necessary

-Continued-over-

Bakers, etc. 30¢ per hour after 6 P.M. Those working 18 - 36 hours per week - \$14.25

Fishing Industry

No limit -	\$ 4 mths.	\$12.75	
nor does	4 "	13.75	
Factory Act	4 "	14.75	- \$15.50-Hourly
set any.			rate-32-7/24
			cents.

Telephone and	48	50 hours per	3 "	at \$11.00	\$15.00-Hourly
Telegraph		week in emer-	3 "	" 12.00	rate-31½ cents
Occupations		gency at time	3 "	" 13.00	
		and a half			

Fruit and	48	-			\$14.40-Hourly
Vegetable					rate-30 cents.
Industry				2 mths - \$11.00	

(Schedule*1. Schedule*2. Schedule*3.)

Manufacturing	48	By permit	2 mths.	\$8.00	4 mths.	\$8.00	6 mths.	\$7.00	
Industry		under	2 "	10.00	4 "	10.00	6 "	10.00	\$14.00
		Factories	2 "	12.00	4 "	12.00	6 "	13.00	Hourly rate
		Act.							29-1/6 cents

*1. - Applies to establishments - tea, coffee, baking powder, candy, munitions, brooms, window shades, etc.

*2. - Cotton bags, tents, shirts, ladies' and childrens' wear, draperies, knotted goods, machine made cigars, etc.

*3. - Book binding, embossing, engraving, printing, dress-making, furs, leather goods, etc. This schedule does not apply to regularly indentured apprentices whose indentures have been approved by the Winimum Wage Board.

The aggregate number of employees holding special licenses (those physically handicapped, and female apprentices over eighteen) and employees under eighteen years of age employed in any plant or establishment shall not exceed 35% of the whole number of the employees in that plant or establishment.

REGULATIONS AFFECTING CITIES IN THE PROVINCE:

	HOURS	OVERTIME	MINORS	ADULT LEARNERS	EXPERIENCED	REMARKS
Beauty Parlors and Hairdressing Etab. including teaching institutions.	10 per day 48 in week, 8 A.M. to 7 P.M. One half holiday per week.	Permit from Bureau of Labour for 12 days each year, 3 hours per day, 6 per week.	Girls under 16 are not to be em- ployed.	Probationary period of 3 months, after which - 1st 6 mths-\$8.00 2nd " " 9.50 3rd " " 11.00	\$12.00 18 mths. experience.	Deduction of \$2. for room. \$4.50 for board- \$6. where both supp- lied.
Departmental Stores and Mail Order Houses	9 per day, 48 " week, 7 A.M. to 10 P.M. Saturday half holiday in June, July August also Sunday holi- day.	By permit for 36 days per year, 3 hours per day, 6 per week.	No girl under 14 allowed- 16-\$7. per week. 16-17-\$8. per week, 17-18-\$9. per week. slightly higher schedule in millin- ery and dressmaking departments.	1st 6 mos-\$7.00 2nd 6 " -\$11.00 Slightly lower scale in millinery and dressmaking.	\$12.00 18 months experience.	No minor under 16 to work overtime
Abattoirs, Cigars, Confectionery and Biscuits, Creameries, drugs, groceries, macaroni, and vermicelle, paper box, pickles, soap and yeast establishments.	9 per day 48 per week 7 A.M. to 8- P.M. One half Holiday per week. Sunday holiday.	By permit 30 days per year 3 hours per day, 6 a week. No minors under 17 to work over -time.	1st. 4 months \$8.00. 2nd. 4 months - \$9.00. 3rd. 4 months- \$10.00. Then experienced.	1st 6 months- \$9.00. 2nd. 6 months- \$10.00.	\$11.00 6 months Experien- ce.	Same deduct -ions as above for board and lodging
Printing, litho- graphing, Bookbinding, envelope manufacturing and other manufactur- ing of wholesale stationers.	9 per day, 48 per week, 7 A.M. to 7 P.M. Saturday afternoon and Sunday holi- days.	By permit for 36 days per year.	Minors shall be classed as learners.	1st 6 months - \$8.00. 2nd 6 months - \$9.00. 3rd 6 months - \$10.00. 4th 6 months - \$11.00.	\$12.00 24 months exper- ience	ibid

-CONTINUED- over.

Millinery

Establishments.

8½ per day,
50 per week,
Saturday
half holiday
in summer

as
above.

Same
as
above.

1st 10 weeks \$12.00.
- \$5.00
2nd 10 weeks
- \$6.00
3rd 10 weeks
- \$8.00
4th 10 weeks
- \$10.00.

ibid

5-10 and 15 cent
stores.

9 per day,
48 per week,
53 in Dec.
Half holiday
weekly.

by
permit.

14) - \$7.00
15) -
16 - \$8.00
17 - \$9.00

1st 6 months-
\$9.00
2nd 6 months-
\$11.00.

\$12.00
Twelve
months
exper-
ience.

ibid

Paint, Broom and
seed packing
factories.

9 per day,
50 per week,
7 A.M. to 7
P.M. Sunday
holiday.

As
above
for
36 days.

15 - \$7.00
16 - \$8.00
17 - \$8.75
increase
of \$1.00
every 6
months.

1st 6 months-
\$9.00
2nd 6 months-
\$10.00.
3rd 6 months-
\$11.00.

\$12.00
eighteen
months
exper-
ience.

ibid

All shops and stores,
except Departmental
stores and 5-10-15¢
stores, and including
booths, stalls and
news-stands.

8½ per day,
49 per week,
54 in Dec.
7-A.M.-7 P.M.
Half holiday
Saturday and
all of Sunday.

By
permit
from
the
Board

14)
15) - \$7.00
16 - \$8.00
17 - \$9.00

1st 6 months-
\$9.00.
2nd 6 months-
\$11.00.

\$12.00
twelve
months
exper-
ience.

ibid

Tailoring
establishments

9 per day,
50 per week,
7 A.M.-7 P.M.
Saturday half
holiday, Sunday
holiday

By
permit
from
the
Board

to be
classed
as
learners

To begin at
\$6.00 per
week to
increase
\$1.00 per
month until
\$12.00
minimum
reached.

\$12.00

ibid

Not more than 25% of the female force to be learners including minors. Overtime to be paid at not less than minimum rates.

-Continued-over-

REGULATIONS AFFECTING WINNIPEG AND ST. BONIFACE.

Laundries, Dying and Cleaning Establishments.	9 per day 50 " week 7 A.M. to 10 P.M. One half holiday and Sunday each week.	By permit from Bureau of Labour for 36 days per year, 3 hours per day, 6 per week.	-	All learners 1st. 6 mos. - \$9.00, 2nd 6 mos. \$10.50.	\$12.00- 12 months of Experience.	Deductions of \$2.00 per week for room, \$4.50 for board, or \$6.00 for both may be made.
Services' Establishments.	9 per day, 48 " week, 7 A.M.-7 P.M. Saturday afternoon and Sunday a holiday.	By permit for 36 days.	1st 6 mths. \$8.00, 2nd 6 mths- \$9.00, 3rd- 6 mths.- \$10.00.	1st. 3 mths- \$9.00 2nd. 3 mths- \$10.50.	\$12.00 6 mths. Experience.	ibid
Dressmaking Establishments.	8½ per day, 49 " week. 50 if assoc. with shop or store. One half holiday per week.	same as above.	4 weeks probation- \$8.00. any period. 2nd. 3 mths. \$9.00 1st 6 mths. 3rd. 3 mths- then increase of \$1.00 per week every 6 mths- until 1/ years experience. \$10.00 4th. 3 mths- \$11.00.	1st. 3 mths.- \$8.00. 2nd. 3 mths. \$9.00 3rd. 3 mths- \$10.00 4th. 3 mths- \$11.00.	\$12.00. 12 mths Experience.	ibid

REGULATIONS AFFECTING WINNIPEG, ST. BONIFACE AND ST. JAMES.

Offices	8 per day, 44 " week. 7 A.M. to 7 P.M. ½ holiday and Sunday each week.	Permit for 36 days, 3 hours per day, 6 a week.	15 yrs. old- \$8.00. 16 - \$9.00 17 - 10.00 17½- 10.50	1st 3 mths- \$10.50 2nd. 3 mths- \$11.50.	\$12.50 6 mths. Experience.	Cereal workers shall be paid not less than minimum calculated by hours.
Places of Amusement	9 per day, 48 " week. 9 A.M. to 11 P.M. Sunday holiday.	Permit for 36 days, 3 hours a day, 6 a week.	None to be employed.	-	\$12.00 if work less than 40 hours. Then paid 30¢ per hour. May work later than 11 P.M. at 30¢ per hour.	

(Continued -over-)

REGULATIONS AFFECTING ALL PORTIONS OF THE PROVINCE

Hotels, Restaurants, Clubs, Victualling Houses and Refresh- ment stands.	10 per day 48 " week. 50 if live on premises. One full day or two half holidays each week.	Permit from Bureau of Labour. 36 days per year, 3 hours per day, 6 per week. Paid at not less than regul- are rates.	No minor under 16 shall be employed.	-	All employees must be paid \$12.50 per week. Can deduct \$2.50 per week for room, \$4.00 for board.	No minor under 17 to work over -time
Brick yards, Rag Industry, and in Seasonal and Casual employment in Indust- ries in the Province of Manitoba not already covered by other regulations.	9 per day, 48 " week. Between 7 A.M. and 10 P.M. Sunday a holiday.	Will be arranged by Bureau of Labour.	-	-	All employees to be paid- \$12.00 per week. Part time and casual - workers to be paid 30¢ per hour.	
Artificial Flowers, Bedding, Ladies' wear, Hats, Caps, Jewellery, Regalia and garments which include all clothing trades except custom dressmaking, millinery, Custom Tailor- ing and Furriers.	Same as above except a half holi- day per week is to be arranged.	Permit from Bureau of Labour, 36 days per year, 3 hours per day, 6 per week. Paid at not less than regular rates.	No minor under 15 may be empl- oyed.	1st 4 mths- \$9.00. 2nd. 4-\$10.00. 3rd. 4- 11.00. Then experienced. Garment Workers 1st 3 mths.- \$9.00 2nd 3 mths.- \$10.50. Then experienced.	Experienced Workers 18 or over - \$12.00	As above
Auto tops, Caskets, Gloves, knitting, Leather Goods, tents and awnings.	Same as above.	Same as above.	-	1st. 3 mths- \$8.00. 2nd. 3-\$9.00. 3rd. 3-10.00 4th-3-11.00 Then experienced.	As above.	As above.
Bag Factories.	Same as	Same as	Less than 6 mths. exper. \$9. increase 50¢ ea. 3 mths. period of in- experience.	Less than 6 mths. After 6 mths exper. and over 18 \$12.00 if \$10.00 per week. press feeding increased 50¢ for or sewing ea. 3 mths. period machine processes of inexperience. \$12.00.		As above

Not more than 25% of the female force to be learners including minors. Overtime to be paid at
not less than minimum rates.

REGULATIONS OF THE PROVINCE OF SASKATCHEWAN

<u>CLASSIFICATION</u>	<u>Maximum Working Hours per week</u>		<u>Time allowed without remuneration.</u>	<u>Wages per week-Inexperienced.</u>					<u>Exper ienced</u>	<u>Remarks</u>
	<u>Small Cities</u>	<u>Large Cities</u>		<u>Minors.</u>	<u>Adults</u>	<u>First</u>	<u>Second</u>	<u>Third</u>		
				<u>six Mths.</u>	<u>Six Mths.</u>	<u>First</u>	<u>Second</u>	<u>Third</u>		
Shops and Stores.	51	49	-	\$7.00	\$8.00	\$10.00	\$12.00	\$13.00	\$15.00	Overtime may be worked up to 59 hours per week between Dec.15 to Dec.31st.
(The proportion of minor learners to be not more than 1 to 4 of female employees.)										
Millinery, dress-making, tailoring, fur-sewing and florist.	51	49	3 Months	-	-	3.00	7.00	12.00	15.00	-
Laundries and Factories,	48	48								
Photographic studios.	48	48	-	-	-	9.50 1st.	11.50	-	14.00	-
						3 mths.-				
						5.00	9.50	11.50	14.00	-
Knitting, Hat and Wearing apparel manufacturies	48	48	-	-	-	7.50 1st.	9 .50	11.50	14.00	-
Mail Order Houses	48	48	-	-	-	9.00	11.00	-	14.00	-
Hotels, Restaurants and refreshment rooms.	-	-	-	No female under 16 to be employed, nor may a girl under 18 be employed after 8 P.M.	\$9. (Kitch-en help and 3 mths in other Dept.)	11.00 1st	-	-	14.00	\$5.25 may be deducted for board, \$2.50 for lodging per week.
(Overtime to be paid at not less than reg. rates.)										
Six day week	50	50				11.00	-	-	13.00	
Seven day week	56	56	-	-	-	12.00	-	-	14.00	
Beauty Parlours and barber shops.	50	50	3 Months	-	-	10.00	12.00	-	15.00	ibid

REGULATIONS IN THE PROVINCE OF ALBERTA

MANUFACTURING INDUSTRY

Apply to - Calgary, Edmonton,
Lethbridge, Medicine Hat, Red
Deer, Wetaskewan, Blairmore,
Camrose, Cardston, Coleman,
Drumheller, Redcliffe.

	<u>HOURS</u>	<u>OVERTIME</u>	<u>PROBATIONARY PERIOD.</u>	<u>APPRENTICES</u>	<u>EXPERIENCE</u>	<u>REMARKS</u>
Meat, tea and seed packing, bags, powder, beds, springs, etc. Biscuits, candy, etc.	9 per day 48 per week	To be paid at rates no less than minimum.	-	1st. 3 Mths. \$6.00 2nd 3 " 8.00 3rd 3 " 10.00	\$12.50 9 mths. ex- perience.)	Every month employers are to report amount of overtime worked and amount paid for same to Bureau of Labour.
Photographic Studios, Awnings, Bedding, Shirts Overalls, Umbrellas, Boots, shoes, Furniture, etc.	-	-	-	1st. 4 mths. \$6.00 2nd. 4 " 8.00 3rd. 4 mths. 10.00	\$12.50-12 months ex- perience.)	
Bookbinding, embossing, engraving and printing.	-	-	-	1st. 6 mths \$7.00 2nd. 6 " 9.00 3rd. 6 " 10.00	\$12.50-18 months ex- perience.)	
Dressmaking, Tailoring and Fur-sewing.	-	-	One month with no wages.	Then 3 mths \$6.00 2nd. 4 " 8.00 3rd. 4 " 10.00	\$12.50-12 months ex- perience.)	
Millinery	-	-	ibid	Then 2 mths. \$4.00 3 " 6.00 3 " 8.00 3 " 10.00	\$12.50 after 12 months ex- perience.)	

(If hours in factory are less than 40 a proportional
reduction from minimum may be made.)

(No more than 25% of the women employed are to be
are to be apprentices.)

-Continued-over-

FURTHER REGULATIONS IN ALBERTA

	HOURS	OVERTIME	PROBATIONARY PERIOD	APPRENTICES	EXPERIENCE	REMARKS
Offices	9 per day 48 " week	Board may increase hours.	One Month	2 mths. \$7.50 3 " 10.00 3 " 11.00 3 " 12.00	\$14.00-12 months ex- perience.	Every month employers are to report amount of overtime worked to the Bureau of Labour and amount paid therefore.
Laundries, Dyeing and Cleaning Establishments.	ibid	To be paid at rate no less than minimum	-	4 mths. \$9.50 4 " 10.50 4 " 11.50	\$12.50-12 months ex- perience.	
Hairdressing, Manicuring Estab. or schools, Barber Shops.	ibid	-	One Month	2 mths. \$6.00 3 " 8.00 3 " 12.00	\$14.00-12 months ex- perience.	
Shops, Stores and Mail Order Houses	9 per day, 52 " week, 10½ on Sat.	-	-	3 mths. \$7.50 3 " 9.00 3 " 10.00 3 " 11.00	\$12.50 -12 months ex- perience.	
Fruit and Vegetable Canning establish- ments.	9 per day, 48 per week.	-	-	1 mth. \$9.00 1 " 10.00	\$12.50 -2 months ex- perience.	No more than 25% of women employees to be apprentices
(Establishments open 6 days)						
Hotels and Restaurants	9 per day 48 " week	-	-	1 mth. \$10.00 1 " 11.00 1 " 12.00	\$14.00-3 months ex- perience.	
(Establishments open 7 days)						
ibid	9 per day 56 " week	-	-	1 mth. \$11.50 1 " 12.75 1 " 14.00	\$16.50-3 months ex- perience.	

Ushers in moving picture houses - 50¢ per hour,
for those who work there 28-88 hours steady -\$14.00 per week.)

A P P E N D I X -"C"

OCCUPATIONS OF FEMALE POPULATION 10 YEARS OF AGE AND OVER FOR 1921
IN AGE GROUPS

<u>OCCUPATIONS</u>	<u>AGGREGATE</u>	<u>10-13</u>	<u>14-15</u>	<u>16-17</u>	<u>18-19</u>	<u>20-24</u>	<u>25-34</u>	<u>35-49</u>	<u>50-64</u>	<u>65 and over</u>
Agriculture	17,912	4	135	278	242	576	1,162	4,955	7,154	3,406
Logging, Fishing and trapping	58	2	3	5	8	4	10	11	10	3
Mining and Quarrying	203	-	8	17	41	71	45	18	3	-
Manufactures	105,332	218	5,646	14,224	15,440	26,636	21,576	14,945	5,580	1,067
Construction	625	-	11	68	91	228	155	56	13	3
Transportation	21,133	7	311	2,408	4,057	8,120	4,805	1,186	216	23
Trade	61,891	64	1,637	6,223	8,757	17,707	15,142	9,059	2,736	566
Finance	15,121	1	92	1,033	2,417	6,161	4,204	1,049	148	16
Service	247,722	778	5,831	16,005	24,980	59,624	59,501	48,446	24,988	7,569
Unspecified Industries	20,153	18	368	2,034	3,467	7,099	5,028	1,687	369	83

Total Females
10 years and
over.....3,209,998

Number employed-490,150
Percentage of
occupied to total- 15.2%

(Canada Year Book, 1929, p-140.)

A P P E N D I X - "D"

OCCUPATIONS OF BOYS TEN YEARS OF AGE AND OVER IN 1921

<u>Occupations</u>	<u>AGGREGATE</u>	<u>10-13</u>	<u>14-15</u>	<u>16-17</u>	<u>18-19</u>
Agriculture	151,160	6,257	30,261	56,311	58,331
Logging, Fishing and Trapping.	7,093	184	989	2,856	4,064
Mining, Quarrying	4,461	33	483	1,690	2,255
Manufactures	51,125	462	7,942	19,961	22,760
Construction	9,904	41	1,004	3,545	5,314
Transportation	16,140	62	1,270	5,195	9,613
Trade	22,288	314	3,922	8,747	10,305
Finance	6,733	17	452	2,556	3,708
Service	15,702	155	1,719	5,081	8,747
Unspecified Industries	16,293	204	2,303	6,112	7,674
Total Number of Boys between 10 and 20 employed.....	<u>300, 899</u>				

(Figures from Canada Year Book -1929 p-140.)

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