

hold chores lighter and reducing the amount of time spent on them and, in industry, decreasing the importance of physical strength in a large number of occupations, thereby opening them to women in general. As a result, the notion, once generally accepted, that there are certain jobs suitable for men and others suitable for women is no longer so widely held, particularly since, during the two world wars, women demonstrated their skills in a great many tasks previously considered exclusively masculine.

The traditional view of the role of women has also changed. Ten or 20 years ago, most women gave up their jobs when they married or had their first child, and, with the occasional exception, did not re-enter the job market, whereas today a large number of women work until they are married, resign for a few years to raise a family and take a job again when the last child has entered school or nursery.

Working conditions On the whole, labour legislation, which, except where federal employees are concerned, comes under provincial jurisdiction, applies to men and women equally in the areas of minimum wages, maximum hours, unemployment insurance, days of rest, holidays, annual vacations and workmen's compensation.

However, certain provisions in these laws apply exclusively to women, or stipulate conditions that vary depending on whether they are applied to men or women. Thus, in most provinces, it is forbidden to employ women for underground work in mines, except under certain circumstances, which vary from one province to another.

In five provinces, the employment of women at night is authorized only if their employers meet certain conditions, such as providing free transportation for female night employees between home and place of employment. Other provincial laws impose certain standards of hygiene and safety that apply to women only. Under most existing laws on workmen's compensation, the wife of an employee killed on the job is entitled to the allowance and pension provided for in the legislation whatever her financial situation, whereas the husband of an employee is not entitled to a pension unless he is an invalid.

Although the working woman's contribution to the economy is generally recognized, the principle of equal pay for equal work is not yet universally applied. (It is, however, the rule in the federal Public Service, where salaries are determined according to position, regardless of the sex of the incumbent.) In a number of jobs and occupations, women are often less well paid than men for the same work or work of comparable importance.