

- (g) any work, undertaking or business outside the exclusive legislative authority of the legislature of any province;
- (h) the civil service of Canada;
- (i) any corporation established to perform any function 5 or duty on behalf of the Government of Canada and in respect of employees of such corporations; and in respect of the employers of all such employees in their relations with such employees and in respect of trade unions and employers' organizations composed of 10 such employees or employers.

Definitions.

"Minister".

"Deputy Minister".

"Trade union".
"Union".

"Employers' organization".

"Employment agency".

"Person".

3. In this Act,

(a) "Minister" means the Minister of Labour;

(b) "Deputy Minister" means the Deputy Minister of Labour; 15

(c) "trade union" or "union" means any organization of employees formed for purposes that include the regulation of relations between employees and employers;

(d) "employers' organization" means an organization 20 of employers formed for purposes that include the regulation of relations between employers and employees;

(e) "employment agency" includes a person who undertakes with or without compensation to procure em- 25 ployees for employers and a person who undertakes with or without compensation to procure employment for persons;

(f) "person", in addition to the extended meaning given it by the *Interpretation Act*, includes employ- 30 ment agency, employers' organization and trade union.

Unfair wage practice.

4. (1) It shall be an unfair wage practice for any employer—

(a) to discriminate in the payment of wages between 35 sexes by paying wages to any female employee at a rate less than the rate at which he pays wages to male employees for work of comparable character on jobs the performance of which requires comparable skills, except where such payment is made pursuant to a 40 seniority or merited increase system which does not discriminate on the basis of sex; or

(b) to lay off or discharge or in any other manner discriminate against any employe because such employe has filed any charges, has instituted or caused to be 45 instituted any proceeding, under or related to this Act, or has testified or is about to testify in any such proceedings.