

which apply particularly to women workers. For example, women working in factories are required to wear a suitable head covering to prevent their hair from catching in moving machinery. In all provinces, women are prohibited from working underground in mines. In the Province of Quebec, women are prohibited from working in abattoirs and in factories where there are poisonous fumes or where explosives are handled. In British Columbia and Manitoba, restrictions have been placed on the weights which women may lift.

There is considerable diversity in labour laws as, under the British North America Act, the written part of the Canadian constitution, most labour legislation comes under provincial jurisdiction.

By and large, although the working woman is now recognized as making a great economic contribution to Canadian society, women are still paid less than men, often even when they perform work of comparable value. This is partly the result of the tradition that women are found in the less well paid occupations, partly owing to the fact that they are less active in unions than men and partly because the majority of them are white collar workers who are not organized. This situation has been improving slowly in recent years as more unions demand equal pay clauses in their contracts. Public opinion against this discrimination is also making itself felt and five provinces and the federal government have passed equal pay laws. For years now, women have received equal pay for equal work in the Civil Service and in the Armed Services.

It is still true that women find it difficult to achieve executive positions and are often passed over when promotions take place. This can usually be accounted for by their own attitude toward their work: many women fail to obtain the training they need or perhaps do not work as hard at making a career for themselves as a man does because they expect to marry and look on a job as a temporary stop gap.

In 1954, the federal government set up a Women's Bureau under the Department of Labour. The Bureau is now engaged in research on the needs of women workers and the social implications involved in the increased number of married women working outside the home.

Voluntary Organizations

Canadian women are making a great contribution to the life of the country through membership in voluntary organizations. A high proportion of farm women belong to the Women's Institutes, which are affiliated with the Associated Country Women of the World. The Women's Institutes were started in Canada by Mrs. Adelaide Hoodless, of Stoney Creek, Ontario, who felt that farm women could help themselves to be more efficient wives and mothers by getting together to study nutrition, hygiene and home economics. For many months, she travelled around the country lecturing to small groups of women. The idea caught on and spread not only to every part of Canada but to twenty-seven other countries.

City housewives often belong to such organizations as church bodies, parent-teacher groups, reading clubs, or service clubs which require members to do voluntary work for the community every week. Many women who do not belong to a service club, register with a volunteer bureau run by the Council of Social Agencies; in due course, they are placed