

LEGISLATION UNDER THE PURVIEW OF THE MINISTER OF LABOUR

Overview and application of

6

acts included in the mandate.

The Labour Program is responsible for promoting safe, healthy and cooperative workplaces. Through legislation, programs and services, we foster good working conditions, constructive labour-management relations and workplaces free from discrimination.

Canada Labour Code

Wage Earner Protection Program Act

Employment Equity Act

Pay Equity Act (not yet in force)

Government Employees Compensation Act

Non-Smokers' Health Act

Part I
Industrial Relations
Governs workplace relations and collective bargaining

Part II
Occupational Health and Safety
Aimed to prevent workplace-related accidents and injuries, including occupational diseases

Part III
Labour Standards
Sets employment conditions and provides protection for employees

Provides for the payment of outstanding eligible wages to individuals whose employer is bankrupt or subject to a receivership

Advances equality in the workplace so that no one is denied employment opportunities or advancement for reasons unrelated to ability, and correct the conditions of disadvantage in employment experienced by women, Aboriginal peoples, persons with disabilities, and members of visible minorities

Governs proactive pay equity regime by requiring employers with 10 or more federally regulated employees to examine their compensation practices to ensure that women and men receive equal pay for work of equal value

Provides benefits to federal employees (or their dependants) who suffer an injury or illness arising out of or in the course of their employment

Restricts and regulates smoking in work spaces

	Part I Industrial Relations	Part II Occupational Health and Safety	Part III Labour Standards	Wage Earner Protection Program Act	Employment Equity Act	Pay Equity Act (not yet in force)	Government Employees Compensation Act	Non-Smokers' Health Act
Private sector								
- Federal	●	●	●	●	●	●		●
- Territorial	●			●				
- Provincial				●				
• Federal contractors ¹					●	●		
Federal public sector								
- Public Service		●			● ³	●	●	●
- Federal Crown corporations	●	●	●		● ³	●	●	●
- Agencies		●			● ³	●	●	●
- Royal Canadian Mounted Police		●			● ³	●	● ⁵	●
- Canadian Armed Forces		● ²			● ³	●	● ⁶	● ²
Parliamentary precinct (e.g. Minister's offices, Senate, House of Commons, Library)		●				●	● ⁷	●
First Nation Band Councils (certain activities)	●	●	●		●	● ⁴		●
Municipal governments in the territories	●							
Number of employees covered	Approximately 972,000 employees	Approximately 1.2 million employees	Approximately 935,000 employees	Approximately 12 million employees	Approximately 1.2 million employees	Approximately 1.2 million employees	Approximately 420,000 employees (or their dependants)	Approximately 1.2 million employees

¹Applies to contractors with over 100 employees receiving contracts of more than \$1 million from the Government of Canada.
²Applies only to civilian employees.

³Treasury Board (TB) and the Public Service Commission (PSC) carry out employer obligations for the core federal public administration. President of TB tables public sector reports to Parliament each year.
⁴Will apply to First Nation Band Councils after consultations are held and a regulatory process has been completed.

⁵RCMP reservists are eligible for coverage under the *Government Employees Compensation Act* (GECA).
⁶Canadian Armed Forces reservists are eligible for coverage under the GECA.
⁷Applies to some parliamentary employers such as the Senate, the House of Commons and the Library of Parliament.

For more information on current and future legislative and regulatory changes, visit: Canada.ca/labour



Employment and Social Development Canada

Emploi et Développement social Canada

