

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, fair and inclusive work conditions and cooperative workplace relations through legislation, programs and services

Canada Labour Code

Wage Earner Protection Program Act

Employment Equity Act

Pay Equity Act

Government Employees Compensation Act

Non-Smokers' Health Act

	Part I Industrial Relations Governs workplace relations and collective bargaining	Part II Occupational Health and Safety Aims to prevent work-related accidents, occurrences of harassment and violence and physical and psychological injuries, and illnesses	Part III Labour Standards Sets employment conditions and provides protection for employees	Part IV Provides for Administrative Monetary Penalties (AMPs) and the public naming of non-compliant employers and sets out review and appeal procedures for the new AMPs regime	Wage Earner Protection Program Act Provides for the payment of outstanding eligible wages to individuals whose employer is bankrupt or subject to a receivership	Employment Equity Act 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	Pay Equity Act 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	Government Employees Compensation Act Provides benefits to federal employees (or their dependants) who suffer an injury or illness arising out of or in the course of their employment	Non-Smokers' Health Act Restricts and regulates smoking in work spaces
 Private sector									
- Federal	●	●	●	●	●	●	●		●
- Territorial	●				●				
- Provincial					●				
• Federal contractors ¹						●			
 Federal public sector									
- Public Service		● ²		● ²		● ³	● ²	●	● ²
- Federal Crown corporations	●	●	●	●		●	●	●	●
- Royal Canadian Mounted Police		●		●		● ³	●	● ⁵	●
- Canadian Armed Forces						● ³	●	● ⁶	
 Parliamentary precinct (e.g. MP's offices, Senate, House of Commons, Library)		●					●	● ⁷	●
 First Nation Band Councils and Indigenous Self-Governments (certain activities)	●	●	●	●		●	● ⁴		●
 Municipal governments in the territories	●								
 Number of employees covered	Approximately 992,000 employees	Approximately 1.3 million employees	Approximately 955,000 employees	Approximately 1.3 million employees	Approximately 12.3 million employees	Approximately 1.7 million employees	Approximately 1.3 million employees	Approximately 450,000 employees (or their dependants)	Approximately 1.3 million employees

¹ Applies to contractors with 100 or more employees receiving contracts of at least \$1 million from the Government of Canada.

² Including Ministers' offices and Prime Minister's office.

³ Treasury 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.

⁴ Indigenous Governing Bodies (such as First Nation Band Councils) are currently exempt from the Act until a date specified by the Governor in Council.

⁵ RCMP reservists are eligible for coverage under the *Government Employees Compensation Act* (GECA).

⁶ Canadian Armed Forces reservists are eligible for coverage under the GECA.

⁷ Applies 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

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