


WORKER RIGHTS AND MINIMUM WAGE RATES




In Canada, federal and provincial laws protect workers and **employers**. Laws set minimum wage levels, health and safety standards and hours of work. Human rights laws protect employees from being treated unfairly because of their sex, age, race, religion or disability.


Employment Standards

Employment standards give detailed information on topics such as general holidays, annual vacation, hours of work, minimum wages, layoff procedures and severance pay. It is important to remember that standards vary from province to province. To learn more about Canadian employment standards, visit the Labour Program's Employment Standards  [\[www.hrsdc.gc.ca/en/labour\]](http://www.hrsdc.gc.ca/en/labour) Web site.




- **Minimum Wages:** Each province and territory sets the minimum hourly wage for workers. The Government of Canada maintains an inventory of minimum wages. Visit Human Resources and Social Development Canada  [\[www.hrsdc.gc.ca\]](http://www.hrsdc.gc.ca) to find the minimum wage in the province or territory where you intend to settle.

Health and Safety in the Workplace

All Canadian workers have the right to work in a safe and healthy environment. The Government of Canada protects your rights through laws, programs and services designed to prevent accidents and injuries on the job. To learn more about health and safety in the workplace, visit the Labour Program's Workplace Health and Safety  [\[www.hrsdc.gc.ca/en/labour\]](http://www.hrsdc.gc.ca/en/labour) Web site.

Workplace Equality

As an employee, it is important to be aware of your rights. Employment equity is a distinct Canadian process for achieving equality in all aspects of employment. Information on workplace equity and employment equity programs can be found on the Labour Program's Equality in the Workplace  [\[www.hrsdc.gc.ca/en/labour\]](http://www.hrsdc.gc.ca/en/labour) Web site.

Racism-free Workplace

Equality, diversity and inclusion are at the core of Canadian values. Canada promotes these principles throughout the world along with its commitment to treat all people with dignity and respect. The Labour Program's Racism-Free Workplace Strategy promotes a fair and inclusive workplace, free of discriminatory barriers to the employment and advancement of members of visible minorities and Aboriginal peoples. Information on this strategy can be found on the Labour Program's Equality in the Workplace 🇨🇦 [www.hrsdc.gc.ca/en/labour] Web site.

Discrimination

Canada has laws to protect workers from discrimination. For example, an employer must hire employees based on their qualifications. Employers cannot refuse to hire someone because they don't like their skin colour or religion. This is discrimination. In Canada you are also protected against discrimination based on age, sex, marital status, disability or sexual orientation. To learn more, visit the Canadian Human Rights Commission 🇨🇦 [www.chrc-ccdp.ca] Web site.