**The Charter and the Workplace**

Young people provide a source of labour for Canada’s economy. The number of young people with jobs depends on the state of the economy. During times of labour shortages, many young people have jobs, for example, as servers in restaurants.

* What workplace issues might you encounter as a server in a restaurant?
* How might the Charter of Rights and Freedoms protect you on the job?
* What jobs are young people legally allowed to hold in Alberta? List 3-4.

In 2001, four Ontario women and five Labour Unions launched a **Charter challenge**, arguing that the province was discriminating against them based on gender. A 1993 Ontario law required the province to pay men and women equally when they equivalent levels of experience and training. The four women said that the province hadn’t followed through on this promise of “**pay equity**”, and that they and their female coworkers were owed millions of dollars in lost wages. In 2003, before the courts began a hearing on the case, the Ontario government agreed to pay female workers a total of $414 million in pay adjustments.

* Why is “pay equity” important?
* How might rights concerning wages affect quality of life?