

The Canadian scale of salaries under the lowest grade (grade 6) is very slightly higher than that of the United States (grade 9), but in the higher grades the salaries proposed for Canada are substantially less than those paid under the United States scale; for example, the salaries on the scale proposed for Canada range from \$2,100, the minimum for the lowest grade, to \$8,000.

—whereas in the United States the maxima are a great deal higher. Away back in 1930 this commission made certain recommendations as to what salaries should be paid to the employees of the national research council if we were to hold in Canada the type of men and women essential to do the work which must be done by the national research council. I was interested in the opinions expressed by the Canadian Association of Scientific Workers, Ottawa branch, in a statement presented recently to the Gordon commission, having to do with the problems of the scientific worker from their point of view. They express this opinion:

For years prior to the war it has been the accepted custom for many of our best scientists to proceed to the United States to pursue their careers. This caused no great concern because at that time Canada had no large scientific programme. With the advent of the war the situation changed radically. The national safety and welfare required the immediate inauguration of a large scale programme of scientific research in a number of fields. To-day it is almost universally recognized that Canada must continue to carry on scientific research at the war-time level, and that in fact, the scope of this activity must be expended if Canada is to take her rightful place in the post-war world . . . To-day our experienced scientists and those just graduating from the universities are acutely aware of the better opportunities in the United States, where in some cases the salaries offered are two to three times those being paid for similar work in Canada.

Last January and February I visited the university of California at Los Angeles and Berkeley, and was surprised to find so many Canadians had gone down there. While they like the climate of sunny California, they are loyal to Canada, and if they could return here at half the salaries they are receiving in the United States they would be interested in coming. True, the cost of living is higher down there, but even so they feel that the standard of living is a great deal higher in the United States for men in scientific work than it is in any part of Canada.

The association goes on to point out:

We do not need to look to the future to find a serious threat to the maintenance of an adequate programme of scientific research. To-day, even with the restriction placed on the movements of our scientists, whole projects are being jeopardized because key men have left and are leaving. The loss of these individual specialists is serious enough, but the real calamity lies in the fact that in many cases they are indispensable members of research teams. When

[Mr. Nicholson.]

one of these men leaves, the whole programme is disrupted for a considerable period. This is the situation to-day and it will become worse until the status of Canadian scientists is radically improved.

Certain definite recommendations are made:

1. The first and most important consideration is the implementation of a salary schedule that will be commensurate with the training, experience, and abilities of the personnel engaged in scientific and technical work. The Canadian Association of Scientific Workers proposes a salary schedule which corresponds roughly to the recommendations of the Beatty commission made in 1929, although the scale is appreciably higher for the more senior grades. This schedule is equivalent to that proposed by the Association of Professional Engineers of Ontario and supported by the Federation of Employee Engineers and Scientists.

They suggest that those who are doing scientific work should be given an automatic annual increment of \$150 up to the top of the professional grade 3, \$3,900, and that beyond this level promotion should be at the discretion of a review committee consisting of scientists and others. They add:

It is emphasized that this is proposed only as an essential minimum for qualified scientific personnel, and that those individuals with special ability are expected to advance more rapidly. An important feature of the schedule is that the senior scientist is not required to carry out specific administrative duties in order to receive the higher salaries. It is felt that the public service of Canada should be prepared, when the occasion demands it, to obtain the very best scientific man available. He may be a man with no inclination or special ability for administrative work, and it is felt that no arbitrary ceiling should be placed on his salary on this account.

The most significant distinction between this recommended schedule and the Beatty report is the guaranteed annual increment up to \$3,900 per year. This, we submit, is absolutely indispensable to the maintenance of efficiency and morale of the scientific branches of the public service. It means that the requirement of a special order in council to enable a scientist to be promoted from one grade to the next would be eliminated.

Another recommendation is:

In recent years a number of women have entered the scientific and engineering professions, and, in spite of the important contributions they have made, almost without exception they have received salaries lower than men with similar experience and training. It is recommended that steps be taken to eliminate this discrimination as it leads only to dissatisfaction and reduced standards, and tends to discourage women from entering these professions at a time when the country urgently needs people with the special abilities required of the scientist.

I am sure that the hon. member for Qu'Appelle (Mrs. Strum) would underscore this suggestion. The third recommendation is:

We urge that every effort should be made to remove all considerations of colour, race or religion from the choice of applicants for civil service positions so that there will be no danger