

Order Paper Questions

Hon. John C. Munro (Minister of Labour): Canada deposited with the ILO the Instrument of Ratification of Convention 100 on November 16, 1972.

STATUS OF WOMEN COMMISSION—CANADA LABOUR STANDARDS CODE—EQUAL WAGES PROVISIONS

Question No. 381—Mr. Howard:

What action has been taken with the recommendation of the Royal Commission on the Status of Women that the federal Female Employees Equal Pay Act be amended to apply to all employees of the Government of Canada?

Hon. John C. Munro (Minister of Labour): The Female Employees Equal Pay Act was revoked, effective July 1, 1971, by an Act to amend the Canada Labour (Standards) Code and equal wages provisions are now included in Part III of the Canada Labour Code (Labour Standards). Part III of the Code does not apply to employees of the Government of Canada.

STATUS OF WOMEN COMMISSION—FAIR WAGES AND HOURS OF LABOUR REGULATIONS

Question No. 382—Mr. Howard:

What action has been taken with the recommendation of the Royal Commission on the Status of Women that the federal Female Employees Equal Pay Act, the federal Fair Wages and Hours of Work Regulations and equal pay legislation of provinces and territories require that (a) the concept of skill, effort and responsibility be used as objective factors in determining what is equal work, with the understanding that pay rates thus established will be subject to such factors as seniority provisions; (b) an employee who feels aggrieved as a result of an alleged violation of the relevant legislation, or a party acting on her behalf, be able to refer the grievance to the agency designated for that purpose by the government administering the legislation; (c) the onus of investigating violations of the legislation be placed in the hands of the agency administering the equal pay legislation which will be free to investigate, whether or not complaints have been laid; (d) to the extent possible, the anonymity of the complainant be maintained; (e) provision be made for authority to render a decision on whether or not the terms of the legislation have been violated, to specify action to be taken and to prosecute if the orders are not followed; (f) where someone has presented the aggrieved employee's case on her behalf and the aggrieved employee is unsatisfied with the decision, she have the opportunity to present her case herself to the person or persons rendering the decision who may change the decision; (g) the employee's employment status be in no way adversely affected by application of the law to her case; (h) where the law has been violated, the employee be compensated for any losses in pay, vacation and other fringe benefits; (i) unions and employee organizations, as well as employers and employer organizations, be subject to this law; (j) penalties be sufficiently heavy to be an effective deterrent; and (k) the legislation specify that it is applicable to part-time as well as to full-time workers?

Hon. John C. Munro (Minister of Labour): 1. The Canada Labour (Standards) Code as amended on July 1, 1971, revoked the former Female Employees Equal Pay Act and set out provisions relating to equal pay which substantially meet the requirements of these recommendations.

2. The recommended amendments to the Fair Wages and Hours of Labour Regulations are under consideration.

3. The Minister of Labour cannot answer for the provinces and the territories.

[Mr. Howard.]

STATUS OF WOMEN COMMISSION—PAY RATES FOR NURSES, DIETITIANS, HOME ECONOMISTS, LIBRARIANS, AND SOCIAL WORKERS

Question No. 383—Mr. Howard:

What action has been taken with the recommendation of the Royal Commission on the Status of Women that the pay rates for nurses, dietitians, home economists, librarians and social workers employed by the federal government be set by comparing these professions with other professions in terms of the value of the work and the skill and training involved?

Hon. John C. Munro (Minister of Labour): Members of the Nursing, Home Economics, Library Science and Social Work occupational groups, like members of most other occupational groups in the Federal Public Service, bargain collectively for their terms and conditions of employment under the Public Service Staff Relations Act. They are represented by the union of their choice. Employees represented by union have the fullest opportunity to advance those factors which they believe should be taken into account in determining terms and conditions of employment including rates of pay. In the event that agreement cannot be reached by negotiation, employees have a choice of arbitration or conciliation as a means of dispute resolution. The Employer's position in all Public Service negotiations has consistently been that of paying salaries commensurate with those paid by other employers in Canada, i. e. those paid by the competition.

STATUS OF WOMEN COMMISSION—CANADA AND QUEBEC PENSION PLAN

Question No. 384—Mr. Howard:

What action has been taken with the recommendation of the Royal Commission on the Status of Women that legislation on the Canada Pension Plan and the Quebec Pension Plan be amended so that the provisions applicable to the wife and children of a male contributor will also be applicable to the husband and children of a female contributor?

Hon. John C. Munro (Minister of Labour): See response to Question 378.

STATUS OF WOMEN COMMISSION—RECOMMENDATIONS CONCERNING UNEMPLOYMENT INSURANCE ACT

Question No. 385—Mr. Howard:

What action has been taken with the recommendation of the Royal Commission on the Status of Women that the Unemployment Insurance Act and Regulations be amended to provide a common definition for "dependants" of women and men contributors?

Hon. John C. Munro (Minister of Labour): When regulations were made on 6 July, 1971 under the Unemployment Insurance Act, 1971, the subsection which placed a limit on the earnings that a dependant could receive and still be considered a dependant was changed from what it had read under the former Act to provide a common definition for "dependant" of men and women contributors. Also under these regulations a common law wife can be considered a dependant of a claimant. On 20 June, 1972, the regulations were amended so that a common law husband could be considered as a dependant. The only difference that now remains is that the regulations provide that a man can consider his wife as a dependant if