

*Supply*

In briefs submitted during public hearings, women asked the Government to make the following changes to private pension plans: first, mandatory benefits to the survivor; second, introduction of pensions for women homemakers in the Canada Pension Plan or the Quebec Pension Plan; third, mandatory sharing of benefits when the spouse retires or the marriage breaks down; fourth, payment of benefits to the survivor even after remarriage; fifth, minimal protection against inflation; sixth, request for vesting after two years instead of ten; seventh, request for full portability; eight, mandatory pensions for regular part time workers; and, finally, a proposed ban on the use of different mortality tables.

As to the fourth problem, the Abella report shows that the average annual income of women in 1982 amounted to only 63.9 per cent that of men. For example, average earnings were \$25,096 for men and \$16,056 for women. Some people claim that we cannot afford to pay women the same rates as men, but it is like saying that women will have to be satisfied with lower incomes until other financial priorities have been met. It is an insult which nobody should tolerate. In Canada it is illegal to pay women less than men for similar work in the same company. Laws on that issue were adopted for the first time in 1951. Ethics and laws notwithstanding, the gap is still there. The policy concerning equal pay for equal work is practically ignored in the private sector and often thwarted where it ought to be in force, the public service.

Fifth, systematic discrimination, a concept which is beyond the understanding of many people. This phenomenon often prevents women from getting better paying jobs, like in nontraditional fields of work, and discrimination also prevent women from being promoted. Let me say by the way that two thirds of women work in service industries where wages are very low. Women are rebelling against a system that prevents them from being appointed to non-traditional jobs where salaries are higher. Here is an example.

According to one application form, a person must weigh 180 pounds in order to do a certain job. That prerequisite was needed when controls were manual, but in the meantime, with the technological changes, those controls have been replaced by computerized control panels with push buttons. The job requirements have changed, but the application forms have not been changed and women still do not qualify.

Sixth, job insecurity resulting from people being replaced by machines, robotics, micro-chips, high technology and so forth. Women over fifty years of age are replaced by younger ones, because it is felt, often under false pretenses, that they cannot be retrained. Those women have no recourse because the majority of women are not unionized—only 35 per cent are—they have nobody to defend their rights, and they are left with 10 or 15 more years before they can get old age security. In this beautiful country, being a woman too often means being poor.

Seventh, the lack of health protection in the work place, as for instance the hazard for pregnant women in working lengthy hours in front of cathode ray screens. Up until now, research findings are contradictory. It is very, very urgent that this Government order further research in that area, otherwise human beings might be handicapped for life.

Eight, the lack of shelters for battered women and their children. The report on family violence shows that 10 per cent of Canadian women are battered by their husbands or companions. In actual figures, that means 2.3 million battered women. There is evidence that the figure is greater still, because statistics are based on data collected only in police stations and shelters. Thousands of other women suffer from fear, silently, for lack of information. The Liberal Government was always concerned with that problem. It had allocated 150 housing units in 1982 to agencies looking after battered women. Before 1982, it had funded 39 projects representing more than 460 beds in half-way houses. But since September 4, the Government opposite, instead of providing the Canadian Mortgage and Housing Corporation with sufficient funding by way of Section 56.1, as the previous Government had done, has already slashed that program, and the Budget does not seem to be more promising.

Ninth, all the problems I have just referred to, also apply to handicapped women, but in addition the latter have to face all the accessibility problems, such as accessibility to transportation, housing and equipment needed for mobility.

Tenth, the difficulty faced by the majority of separated or divorced women in getting their alimony is a further cause of insecurity, in addition to the problems already mentioned. Fortunately, the new Divorce Act that was prepared by the previous Liberal administration and tabled recently by the Minister of Justice (Mr. Crosbie) contains a clause that will make it easier to get that money.

Eleventh, soliciting by prostitutes, whether men or women, is just one aspect of the wider problem of prostitution and violence that surrounds that sub-culture. This is first and foremost a social problem, but the Government has chosen to solve it through judicial measures. Once again, women will foot the bill.

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Twelfth, the abuse of violent pornography is still a concern for women. You will recall that a national campaign led by Canadian women under the leadership of Maude Barlow, of the office of Prime Minister Trudeau, succeeded in foiling the efforts of cablevision channels *First Choice* and *Playboy* in 1983. At the same time, the Department of Revenue was pressured to order that videos showing violent pornographic situations be held in customs. The fight goes on in papers and magazines where violent pornography is shown. One question remains: what price should be paid for freedom of expression? Is the freedom of those who want to abuse women more