

Last year in the United Kingdom legislation was passed which provided that female government employees would receive increases on a graduated scale, so that by 1961 they would be receiving equal pay with their men co-workers. The principle of equal pay has long been adopted in Britain, but for economic reasons Britain has felt that it could not implement it in its civil service; however, it is doing so on a gradual scale, so that before long British women civil servants will receive equal pay with men.

In Canada, as I stated earlier, women's organizations have been working assiduously to have the provincial Governments and the federal Government pass legislation to put on the statute books laws to guarantee for women this basic right of human beings, whether they be male or female.

Since 1907 the National Council of Women has sponsored this principle and has continued to do so down to the present time. In case honourable senators may not be familiar with this council, may I explain that it is a group made up of and representing 21 national women's organizations, 6 provincial councils, and 49 local councils which embrace almost 1,700 local affiliated societies.

The Canadian Federation of Business and Professional Women's Clubs has as its special objective the improvement of the status of women, and since it was organized, in 1930, has interested itself in the implementation of equal pay legislation as a basic requirement for the improvement of the status of women. There are 139 business and professional women's clubs throughout Canada, from Victoria, British Columbia, to Saint John's, Newfoundland, with a membership of almost 7,000. Honourable senators may have seen a number of members of this group, when almost 1,000 members of the International Congress of Business and Professional Women's Clubs which met in Montreal came to Ottawa by special train and visited the Parliament buildings on July 10 of this year. The Canadian members of this group were addressed by His Honour the Speaker of the House of Commons in the Chamber of that house; and later, the Speaker very graciously entertained them in the Railway Committee room, where they had an opportunity to see the Prime Minister.

It is generally recognized, honourable senators, that the work done by these clubs has been responsible for the passage of equal pay legislation in Ontario and other provinces in Canada.

The Canadian Federation of University Women, with its 86 branches and a membership of about 8,000 in Canada, has for years supported this type of legislation. Another

group which has been very vocal in support of the legislation through resolutions and in other ways is the National Federation of Liberal Women, which has more than 500 branches in Canada. I am sure there are many other women's groups who have supported it, but I am referring only to those about which I have personal knowledge, having taken part in their work. I understand that most of the women's organizations of the other political parties in Canada have also gone on record as supporting this legislation, but I am not in a position to say other than what I have heard in that respect.

Honourable senators will perhaps be interested to know that the Trades and Labour Congress of Canada enunciated, as the third point in its twelve-point platform which was adopted in 1882, equal pay for equal work for both sexes, and the Congress never deviated from the endorsement of this principle. The Canadian Congress of Labour has endorsed the principle of equal pay for equal work, and has gone on record as being in favour of this legislation. When these groups united, equal pay for equal work was one of the principles in the platform of the Canadian Labour Congress, adopted at their April, 1956, convention.

The Canadian and Catholic Confederation of Labour, at its 1951 congress, passed a resolution requesting the Legislature of the province of Quebec to recognize the fact that male and female employees should receive equal pay for equal work as proposed by the International Labour Organization.

As honourable senators probably know, women in government in Canada have also supported this principle and have requested legislation to implement it. It was first voiced in the other place by Miss Agnes Macphail, the first woman member of the Canadian Parliament, when she represented Grey-Bruce. More recently, the member from Hamilton West, Mrs. Fairclough, introduced an equal pay for women bill on three different occasions. On two occasions the bill was debated in the House of Commons, and although it was defeated each time it was supported by all women members of the house, regardless of party affiliation, including, Mrs. Ann Shipley, the only Liberal woman member.

All these things have pointed to a trend in public opinion toward equal pay for women. When the very capable Director of the new Women's Bureau in the Department of Labour, Miss Marion Royce, was appointed in 1954, a survey of the need for this legislation, and if there was a need for it, of the form which such legislation should take, was begun. Honourable senators, the present bill is a great satisfaction to the women of