

and Parliamentarians and, as was to be expected, elicited a variety of opinions, both agreeing and disagreeing with its philosophy and conclusions. Not surprisingly, most women gave it wholehearted support.

It was not pigeonholed or forgotten; Canadian women made sure that it would not be. Immediately, all over the country, study groups discussed the 488-page volume, which became a best-seller running to four printings. Committees were set up to publicize its findings and to bring pressure on governments to implement its recommendations. For years, hardly a day went by without the media mentioning it in one context or another.

Approximately half the voting population of Canada are women, so that no government can afford to ignore them. In any case, the provinces have already carried out many of the recommendations and the Federal Government has implemented two-thirds of them - more than those of any other royal commission. All but two of the major recommendations have been implemented either wholly or in part.

As we recommended, the budget of the Women's Program in the Department of the Secretary of State has been increased, so that it is possible to give greater financial assistance to women's voluntary associations, provide more speakers and counsellors for women's groups, and to organize conferences.

New machinery

The new machinery we recommended has been set up and is now slowly beginning to take effect. The Office of the Co-ordinator of the Status of Women is the small unit under the Cabinet Minister responsible for women's affairs. The Office of Equal Opportunities for Women in the Public Service has removed sex stereotyping from all Government publications and recruiting literature, done away with "rug-ranking" of secretaries, seen to it that department heads recommend women for managerial training courses, commissioned research studies into the status of women in the Public Service, and made critical, constructive reports that have received considerable publicity.

The Federal Advisory Council on the Status of Women is made up of women and men with wide and varied experience who represent different geographical areas in this country huge in size if not in population. It carries on research and publishes educational material such as a recent series of pamphlets with titles such as *Birth Planning*, *The Family in the New Society*, *Matrimonial Property Rights*, *Fringe Benefits*, *Rape and Sexual Assault* and *Health Hazards at Work*. It advises the minister re-

sponsible for women's affairs. Its annual report, often outspokenly critical of the Government, must by law be tabled in the House of Commons.

This new machinery was already in gear when, in September 1974, Canada was host to the UN Interregional Seminar on National Machinery to Accelerate the Integration of Women in Development and Eliminate Discrimination on Grounds of Sex. As is usual at such gatherings, Canadian delegates learnt much from the other delegates about the needs and attitudes of people in the 29 nations they represented and on all five continents. They also had the satisfaction of being able to provide practical "feedback" about the extensive machinery that had been set up in the country.

Similarly, in December 1974, the UN Educational, Scientific and Cultural Organization's conference "Woman and Human Rights", which was attended by delegates from six Caribbean countries, the United States, Sweden and Canada, enabled the Canadian delegates to give a detailed progress report about the success of the machinery adopted in Canada. For the women of the Caribbean, this conference was a breakthrough that is now rapidly bringing them rights and opportunities long enjoyed by developed countries. It provided a springboard for the UN conference in Mexico City in July 1975, which dealt with a wide range of topics.

IWY fanfare

In Canada, 1975 - International Women's Year - was celebrated with considerable fanfare. The Federal Government provided \$5 million for a wide variety of projects. Vans travelled all over the country bringing information about the status of women. There were a number of regional conferences. A one-day intensive conference opened by the Prime Minister and addressed by the Honourable Marc Lalonde, then Minister Responsible for Women's Affairs, was attended by 350 chief executives from industry, unions, business, government, academia and the media. The objective was to inform them of the continuing positive action they could take, in their own spheres of influence, to give women equal rights.

Awareness of the aims of the IWY was stimulated by an advertising campaign under the slogan WHY NOT? (Why not more child-care centres? Why not equal pay? Why not more women in management? Why not more women in public life etc.)

So far as governments in Canada were concerned, the sound of IWY trumpets d-