

STATUS OF WOMEN COMMISSION—EMPLOYMENT IN  
CROWN CORPORATIONS

Question No. 362—**Mr. Howard:**

What action has been taken with the recommendations of the Royal Commission on the Status of Women that federal Crown Corporations and agencies (a) develop transfer and promotion measures that will encourage women to move out of the traditionally female occupations into other occupations, and (b) emphasize in recruitment programs that all occupations are open equally to women and men?

**Hon. John C. Munro (Minister of Labour):** (a) Generally speaking, Crown Corporations and agencies continue to encourage women to seek transfers and promotions to all available positions for which they have the qualifications and aptitudes. In some cases, (where applicable), those not qualified are given on-the-job training and formal training opportunities and encouragement. (b) In recruiting programs, it is emphasized that all jobs are open equally to men and women.

STATUS OF WOMEN COMMISSION—PLAN TO BETTER USE  
OF WOMANPOWER WITHIN ITS ORGANIZATION

Question No. 363—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that each federal Crown Corporation and agency devise a long-term plan for the better use of womanpower within its organization?

**Hon. John C. Munro (Minister of Labour):** Generally speaking, no special provision has been made in long term development plans since women are considered on an equal basis with men.

STATUS OF WOMEN COMMISSION—APPOINTMENT OF  
PERSONNEL IN CROWN CORPORATIONS TO TRAIN  
WOMEN

Question No. 364—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that, where the size of staff warrants it, federal Crown Corporations and agencies appoint one or more qualified people whose primary duty for the next five to eight years will be to provide for the training and development of women in their organizations?

**Hon. John C. Munro (Minister of Labour):** In most Crown Corporations and agencies, the size of the staff does not warrant the appointment of a special person for the training and development of women in their organizations. Where applicable, some corporations have appointed special persons for this function; others have assigned the responsibility to the relevant branches of the personnel department.

STATUS OF WOMEN COMMISSION—CONSIDERATION OF  
WOMEN FOR ROTATION IN CROWN CORPORATIONS

Question No. 365—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that federal Crown Corporations and agencies with rotational programs between field and head offices ensure that women are considered for rotation on the same basis as men and are not judged in advance on their freedom to rotate?

*Order Paper Questions*

**Hon. John C. Munro (Minister of Labour):** Generally speaking, the policy of Crown Corporations and agencies, which have rotational programs, has been to consider women for rotation on the same basis as men.

STATUS OF WOMEN COMMISSION—CROWN  
CORPORATIONS EMPLOYMENT OF WOMEN IN  
RECRUITMENT AND SELECTION PROGRAMS

Question No. 366—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that federal Crown Corporations and agencies (a) review their selection procedures to ensure that women are used in recruitment and selection programs, and (b) have senior women officers on their personnel administration staffs?

**Hon. John C. Munro (Minister of Labour):** (a) Generally speaking, selection procedures have been reviewed and where necessary more women are being used in recruitment and selection procedures. (b) Many Crown Corporations and agencies now have senior women officers on their personnel administration staffs.

STATUS OF WOMEN COMMISSION—ELIMINATION OF  
DIFFERENT PROVISIONS ON BASIS OF SEX FROM  
SUPERANNUATION AND INSURANCE PLANS

Question No. 367—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that different provisions on the basis of sex be eliminated from superannuation and insurance plans for federal Crown Corporations and agencies?

**Hon. John C. Munro (Minister of Labour):** Employees of many Crown Corporations and agencies are under the Public Service Superannuation Act and Regulations. As indicated in the answer to question no. 397 the Act has been studied by the Advisory Committee on the Public Service Superannuation Act and a report has been made to the Minister. The Government's decision will be announced in due course. With respect to other Crown Corporations and agencies, where such provisions are still included in superannuation and insurance plans, changes in the plans are under consideration.

STATUS OF WOMEN COMMISSION—CAREER  
OPPORTUNITIES IN CROWN CORPORATIONS AND  
EDUCATIONAL INSTITUTIONS

Question No. 368—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that federal Crown Corporations and agencies (a) make clear to educational institutions, and to the public, that career opportunities within their organizations are open to women and that they are encouraging women to prepare themselves for such careers; and (b) require each private organization with which they do business to include in each contract, a clause that prohibits discrimination in employment on the basis of sex?

**Hon. John C. Munro (Minister of Labour):** (a) Generally speaking, the Crown Corporations and agencies make clear to educational institutions and to the public that career opportunities within their organizations are open to women. (b) Generally speaking, no such stipulation is