



Job discrimination was only one of the topics discussed at last weekend's conference. Photo by Marilyn Kane

The same money for the same work

by Mary MacDonald

Why do more women graduate from Alberta high schools than men, yet only 2% of these females who are in professional jobs earn \$10,000 or more per year?

With the introduction of the Individual's Rights Protection Act, 11% received a higher wage, (down from 13% the previous year), who were doing similar work to men. These were some of the interesting questions brought up at the Conference of Women in Law with regard to job discrimination.

A panel of women moderated by Mel Pyper with panelists Kathy Fraser (a lawyer), Joyce Halpern (an officer with the Human Rights Commission) and Deloris Russell (from Edmonton Social Planning) examined the topic of job discrimination Saturday morning in the Law Building.

Fraser discussed the legislation concerning women's rights. She said that essentially the law states women can not be

denied a job because of their sex, everyone must receive equal pay for equal work and an employer may not discriminate in an ad by specifying male or female only.

However, Fraser said there were areas that are not clearly stated.

Halpern stated for instance that there is a Neutral Clause which lets an employer specify certain requirements for a job such as height or weight. This seems fair but how many muscular 5'10", 175 lb. females do you know?

If an employer could give legitimate reasons other than sex for job denial it is within the law:

Stressing the name of the Individual's Rights Protection Act, Halpern said its purpose was to educate and protect the public from discrimination.

What do you do if you have been treated unfairly? She stated that you don't have to have proof you have been discriminated against but it helps.

"Contact the HRC anyway even if your case weren't valid at least it served to educate the employer."

Halpern suggested you talk it over with the boss or perspective employer (often, even a large company isn't aware of what goes on). If that fails use the media to publicize your case, and phone Greg at the HRC at 429-3320.

Unfortunately she said, "The HRC has only power to investigate and recommend, not to enforce its findings."

"If the case does go to court it is a long and tedious battle and during that time the complaint may lose effect."

Deloris Russell sounded a positive note with regards to "Affirmative Action". Russell explained, "This is a program where a company must, in order to gain government grants, show it has employed a certain number from a minority group and has a long-range plan for their training and promotion."

Although this isn't very evident in Canada she pointed out that the practice beginning with the Tar Sands and James Bay Projects where a number of native peoples must be employed. This is a bright spot in both women's rights and minority rights. The rest of it is up to the individual, no matter what your sex or nationality.

Killam Foundation trustees visit campus

Trustees of the Killam Foundation, an organization which has provided more than \$15 million towards higher education at the U of A, as well as a representation of Killam Scholars, visited our campus last Friday.

They attended a conference organized by the Killam Scholarship Committee of Alberta which included representatives from the University of Alberta as well as from other Canadian institutes which have received bequests from the Killam Memorial Estates.

Izaak Walton Killam was born in Yarmouth, Nova Scotia in 1885. In 1904 he went to work for Max Aitken (later Lord Beaverbrook) at his Royal

Securities Corporation -- from there Mr. Killam's subsequent financial career was carried out.

He gained control of the company when Lord Beaverbrook returned to England prior to World War I and he carried out what was, in effect, a specialized private business devoted to the acquisition, formation, merger and long-term development of various corporate enterprises, particularly in the pulp and paper and power fields.

He had often discussed with his wife Dorothy the uses that they would put his money to, but he died suddenly in 1955 leaving his entire estate to her. When she died in 1965, her will put into effect their plans to use

the money for higher education, and in addition, provided funds to build a children's hospital in Halifax.

In the will, the University of Alberta received a bequest of \$4 million for the Killam Memorial Salary Fund and a bequest of \$2 million for a trust to establish Killam Memorial Chairs in the sciences -- the president of the university, Dr. Harry Gunning is a Killam Memorial Professor of Chemistry.

When the University of Calgary became a separate entity, arrangements were made for it to share in the benefits from the Killam Estate.

In addition, the universities share in revenue from various

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U libraries face new financial problems

by Greg Neiman

The libraries at the U of A are facing dire financial distress as student enrollments and book prices increase, and faculty assistance decreases.

In a report made to the Senate at its meeting last Friday, the Committee to Review the Status of the Acquisition Fund of the U of A Library, stated that price increases coupled with increased demand for library materials could soon reach a situation where it would be impossible to purchase new books in the necessary volume.

As well, there is no apparent solution to the problem.

C.R. Compston, chairman of the committee stated, "I don't know what the solution is... I don't think that you could solve this with an increased amount of

money."

The average price of a book has risen from \$8.43 in 1967/68 to an estimated \$14.64 in 1974/75. During this year alone, the current rate of inflation is expected to up the price of books another 20% with similar rates hitting periodicals.

To make the problem worse, the Acquisition Fund has dropped in dollars from \$1,874,250 in 1970/71 to \$1,575,000 in 1974/75.

These and other financial setbacks, including a drop in Canada's foreign rate of exchange, have worked together against the university, producing its current inability to buy books.

To partially account for this, the GFC Library Committee took steps to cancel lightly-used subscriptions to



Chancellor Ronald Dalby (centre) tactfully chaired his first Senate meeting held last Friday.

magazines and periodicals, book orders were cancelled and took monies set aside to establish new collections, placing them into the Acquisition Fund.

This, said Compston, would not be enough to alleviate the

problem, nor would it solve it on any long-term basis.

Dr. Henry Kreisel, Vice President Academic, mentioned that other sections of the university have suffered similar problems. He noted that lab

equipment has risen in price to a greater percentage than books, and that whereas the libraries are facing difficult times, other faculties and services are often finding things equally as difficult.