

Order Paper Questions

special problem areas and matters affecting the employment of women in the public service. A further point on part (a) of the Recommendation: appointment activity in recent months indicates there is an increase of women in non-traditional occupational groups. To illustrate, a woman has been appointed director of the Secretary of State department's Social Action Branch; another has been appointed director of information for the Department of Communications; another woman has been appointed director of the Socio-Economic Program at the Public Service Commission; the Agriculture Department has appointed four female agricultural officers, the first in the history of the department; three women are in trade commissioner training at the Department of Industry, Trade and Commerce, etc. An employment information counsellor is being appointed at the Public Service Commission to further assist capable women both within and those from outside the service, in learning of employment opportunities throughout the service. On part (b) of the Recommendation action has been taken through the development of special education and information projects by the Commission, among them the production of an equal opportunities audio-visual presentation, an equal opportunities newsletter entitled "Interaction", (25,000 copies of which are issued five times yearly), and brochures and posters which have been distributed across Canada, both within and outside the public service, to heighten awareness of the federal government as an equal opportunities employer. In addition, special attention is being paid through recruiting programs, speeches, seminars and discussions in universities, community colleges and high schools to encourage girls and young women to prepare for careers in "shortage areas" and traditional male-oriented occupations, such as accounting, commerce, economics, statistics, financial administration, etc. The Commission's new advertising policy, noted above, requiring all advertising posters to carry immediately below the logo, the words "This competition is open to both men and women," has become a further means of making it "abundantly clear that women are wanted in all occupations and professions". Early trends on results of this new policy, indicate that it is resulting in an increase of applications from women, particularly in the non-traditional applied sciences fields. A more detailed evaluation of policy is currently being conducted. Regarding part (c) of this recommendation, special efforts are being made to ensure that capable women from within the service as well as outside the service are fully considered for competitions at the senior levels. An inventory has been compiled of qualified women within the service who would be suitable candidates for senior executive positions. (Two new appointments of women to the senior executive category were made in November, 1972). In addition, in order to increase the number of applications from capable women outside the service, universities, national associations, and other sources have been drawn upon as resources for developing a roster of qualified women from whom such applications may be derived. The advertising policy directive of June, 1972 is another special means of increasing applications from women inside as well as outside the service.

[Mr. Munro (Hamilton East).]

STATUS OF WOMEN COMMISSION—ELIMINATION OF
IMBALANCE PROPORTION OF WOMEN AND MEN IN
SENIOR POSITIONS

Question No. 403—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that the federal Public Service Commission and federal government departments have as an objective the elimination of the imbalance in the proportion of women and men in senior positions and (a) as much as is feasible, emphasize potential rather than experience as a basis for appointment or promotion; (b) ensure that vacancies are open to employees at a classification level low enough to permit consideration of qualified women; and (c) when a job opens, make sure that women candidates get full consideration including the evaluation of their experience in volunteer work and running a household if it is relevant?

Hon. John C. Munro (Minister of Labour): I have been given the following information by the Public Service Commission. Regarding part (a) of this Recommendation, "potential" is one of the three major factors in the evaluation of a candidate for selection and promotion, the other two being "knowledge" and "experience". On part (b) the Office of Equal Opportunities for Women maintains an inventory by department, group and level of all women in the public service in the scientific and professional and administrative and foreign service categories and is carrying out comparative analyses on the career and mobility patterns of men and women in the service, with a view to identifying problem areas requiring special action. The Commission has responsibility for defining the area of competition, under Section 13(b) of the Public Service Employment Act, and in so doing care is taken to ensure that the area is broad enough to include qualified persons at lower levels who have potential for development. Action on part (c) of the Recommendation has been taken with the issuing of a directive by the Public Service Commission to departments concerning the assessment of all relevant volunteer experience in candidate selection.

STATUS OF WOMEN COMMISSION—WOMEN IN
ADMINISTRATIVE POSITIONS

Question No. 404—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that the federal Public Service Commission and federal government departments (a) introduce programmes that will ensure the consideration of secretaries for administrative positions, and (b) open up intermediate and senior administrative positions to women in traditionally female professions?

Hon. John C. Munro (Minister of Labour): I have been given the following information by the Public Service Commission: Part (a) of this recommendation is being implemented with the development by the Commission of two special courses: (i) Self-Development and Career Growth for Secretaries (two weeks in length), and (ii) Special Officers' Development Course for the Administrative Support Category (three weeks in length) During the 1972-73 fiscal year six courses in each of the two programs have been held with an average 33 participants each. A similar number of courses in both programs is scheduled for the 1973-74 fiscal year, available in both French and English. The two programs are the initial steps in long-term efforts to improve opportunities for administrative