

*Oral Questions*

likely to alarm Canadian citizens. He should encourage Canadians to complete their tax returns as soon as possible and to return them to the Department of National Revenue. I would ask the Hon. Member to co-operate with other Members of this House in expediting the passage of Bill C-139, and then we shall be able to mail out refunds at the same rate as we did last year. Right now, there is no reason to panic and make alarmist speeches. Instead, it would be better to ask people to complete their returns as soon as possible, and to get them back to the Department, and I think the Hon. Member himself should co-operate with other Members in this House in expediting the passage of Bill C-139.

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[English]

**PUBLIC SERVICE**  
NUMBER OF MANAGERS

**Mr. Leonard Hopkins (Renfrew-Nipissing-Pembroke):** Madam Speaker, my question is directed to the President of the Treasury Board. In light of the allegations raised yesterday by the Hon. Member for Mississauga South that the Government had increased the number of managers in its top Departments by 78 per cent as a way of skirting its own six and five restraint program, would the President of the Treasury Board provide a concise and factual explanation to clarify the validity or indeed, the lack of validity of those allegations?

**Hon. Herb Gray (President of Treasury Board):** Madam Speaker, the figures mentioned by—

**Some Hon. Members:** Oh, oh!

**Mr. Gray:**—that Conservative Member yesterday simply reflect the bringing together into one management category of 55 various groups which were previously listed separately. All these people were previously managers, and the conversion of people into the new management category has not resulted in mass promotions. In fact the management category compensation plan is specifically referred to in Bill C-124, and all the people in question are strictly subject to the six and five guidelines.

I might add that this program was first announced in 1980 by my predecessor, and he further announced its implementation in April, 1981. I wonder where the Hon. Member for Mississauga South has been, obviously not paying attention to an obvious and self-evident program.

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**LABOUR CONDITIONS**  
WAGE EQUALITY FOR WOMEN

**Ms. Lynn McDonald (Broadview-Greenwood):** Madam Speaker, my question is directed to the Minister of Labour who, I am sure, is aware that equal pay for work of equal value

has long been one of the prime objectives of the women's movement, that is, not just to get it legislated, which we now have in the Canadian Human Rights Act, but to get it implemented. Also I am sure he is aware that, with women earning only 60 per cent on average of what men are earning, unequal pay is widespread and not merely the subject of isolated cases with which the Canadian Human Rights Commission might deal. What is the Minister's Department doing to see that their is implementation in the corporations under his jurisdiction?

**Hon. Chas. L. Caccia (Minister of Labour):** Madam Speaker, I remind the Hon. Member that the principle of equal pay for work of equal value has been and is a principle which has guided the Liberal Government for many years. It is because of this concern that the previous Parliament passed legislation for the formation of the Canadian Human Rights Commission under which this principle is included.

In reply to the specific question of the Hon. Member, under Part III of the Code we have inspectors in the field who can file complaints with the Human Rights Commission for employees under federal jurisdiction. But let me remind the Hon. Member that 90 per cent of the work force is under provincial jurisdiction. If she looks across the country from British Columbia to Newfoundland, including the Province which is run by an NDP Government, she will not find, except for one Province, legislation for the provision of equal pay for work of equal value.

**Ms. McDonald:** Of course it is true that only 10 per cent of employees come under federal jurisdiction, but it does not cheer us up at all to say that, because the Provinces are not doing enough, somehow we should ignore that 10 per cent.

**Madam Speaker:** The Hon. Member is not supposed to argue when asking her question. If she has a question, I will allow it.

## COMPILATION OF STATISTICS

**Ms. Lynn McDonald (Broadview-Greenwood):** Madam Speaker, what ammunition is the Minister of Labour prepared to provide for the trade union movement and for the women's organizations which are working for equal pay for work of equal value, by having inspections, by reporting statistics, and by providing accurate data so that year-by-year comparisons can be made? Perhaps the Minister is aware that series have been discontinued which show the widening gap. Is he prepared to re-institute them? Is he prepared to make this material available so that people who are concerned will actually see this comes about and does not really remain only a principle?

**Hon. Chas. L. Caccia (Minister of Labour):** Madam Speaker, certainly we are always preoccupied with improving the system of filing complaints with the Human Rights Commission. This is why we have Part III under the Code. But the best answer to the Hon. Member's question is the fact that