

unable to efficiently perform their duties. Last year, the age limit of the county court judges was fixed at 75, and I think a similar provision in the Civil Service Act would be well placed. I know I am voicing the sentiments of the hon. members for Ottawa and the hon. member for Rouville when I ask for higher pay for the lower officials. Those in the higher grades are already sufficiently well paid, but the lower officials certainly deserve higher salaries. Many of them have to support families, and in view of the high cost of living they cannot properly educate their children and support their families on \$500 or \$600 a year. What I do not like is to see some female officials in the Civil Service, with no families to support, getting \$1,000 or \$1,200 a year, and in some cases \$1,500 or \$1,600, while officials in the lower grades with families to support are only getting \$500 or \$600 a year. It may be true that these ladies can do just as good work as men getting similar salaries, but it must be remembered that most men have families to support, and I think it is simply putting an embargo on marriage to pay these female officials such high salaries.

Mr. J. D. REID: Some female officials have families to support.

Mr. PROULX: They are paid high salaries, are given a holiday in the summer, buy nice clothes and do not think about marrying; and, if they should think about it, they want a man who can afford to keep them in the style to which they have been accustomed. Another objection is that the teaching profession is thereby drained. Many of these female employees in the Government service formerly earned their living as school teachers, but when they found they could get higher salaries in the Civil Service they left the teaching profession, passed the examination, and entered the Government service. No doubt females are adapted for some kinds of work, such as shorthand and typewriting, but many ladies are occupying positions in the Government service that ought to be occupied by men. When the work can be done just as well by men, they should be given the preference. I repeat that one of the reasons why the public and separate schools of Ontario cannot get teachers, is because the teaching profession is being deserted for the Civil Service. No doubt some of them go to the West, where the salaries are higher. I know that when I was a ministerialist some of these lady teachers asked for and got positions in the Civil Service.

That was before the Civil Service Act of 1908 had been passed.

I have another suggestion to make. I think that instead of the commission requiring candidates for the higher grades to have a knowledge of Latin or the higher mathematics, they should insist on a better knowledge of both official languages, French and English. That is almost a necessity in the higher grades. I would not require that for the officials in the lower grade, those getting \$500 or \$600 a year; but for the higher grades I think the examination should be changed. A knowledge of the French language is more important and more necessary than a knowledge of Latin and the higher mathematics. We had the experience the other day of an officer of the Department of Marine and Fisheries in the province of Quebec holding an investigation and not being able to understand the witnesses who gave evidence in their own language. The French and English languages are both official in this country, and the Government should oblige the higher officials of the different departments to comply with the requirements of the law in that regard. My hon. friend the Minister of Finance should make a suggestion to the Civil Service Commission that the examination should be changed so as to conform to this requirement. The other day we had a Bill passed through the House to change the naturalization. A fortiori, a knowledge of both languages should be made a condition of obtaining a position in the higher grades of the Civil Service.

Mr. A. K. MACLEAN: I cannot agree with the remarks which my hon. friend to my left (Mr. Proulx) has just made with respect to women in the public service. The world is moving rapidly, and the views which my hon. friend has expressed in regard to the position of women in the Civil Service are practically obsolete to-day. The measure which my hon. friend the Minister of Finance (Mr. White) has given notice of this morning is a very important one, and I am sure that when it is presented to the House it will receive the most generous and just consideration which this House is capable of giving it. The public service is extremely important to the country. I cannot imagine anything of greater importance than that we should have a capable, progressive, and efficient public service. I think that in the last analysis the government and administration of the public service, depend upon the Civil Service.