

*Supply—Labour*

women who often try to re-enter the labour force after they have brought up their families.

**Mrs. MacInnis (Vancouver-Kingsway):** Mr. Chairman, I have one or two points which I should like to raise tonight, one of which is in connection with the women's bureau. I am aware that the Minister of Labour referred to it briefly. The fact that we have a women's bureau indicates that women workers do not have equality in this country. If they did, I do not believe we would have any need for a women's bureau. I hope, now that we have a new director, that certain points will be borne in mind and specifically dealt with in the near future. Women do not have equality, although they make up one third of the labour force. They do not have equality in their choice of work. We find that a great percentage of them are working in about 15 occupations in industry.

● (8:50 p.m.)

I was very much interested in an article which appeared in the current issue of the *Labour Gazette*. The minister must be aware of it because his department was responsible for this survey being made under Dr. Stanislaw Judek. There were a number of very interesting things pointed out about women in industry and women in the public service of Canada. He pointed out that while there were women on the labour force in higher paid positions and grades, there were relatively few employed in these positions, particularly in administration. He also pointed out that, not only is there discrimination in respect of the kind of work that women can do, but there is great discrimination so far as pay is concerned. In his article he states:

Women in the public service earn less than men. The author attributes this to the fact that most women are placed in the lower paid occupations, and also have lower grades within these occupations. Among male employees, 8.2 per cent earned \$10,000 and above in 1966, compared with 0.5 per cent of female employees. In that year, the median income of women was slightly below \$4,000, whereas the median income of men was approximately \$5,350.

He goes on to state:

Women with university education (except a very few) are, apparently, not being utilized, and the differential in salary exceeds, in some cases, \$4,000.

The article then states:

More than 24 per cent earn between \$6,000 and \$10,000 whereas only 6 per cent of women are in this salary range.

There is no special program to develop better utilization of womanpower in the public service, and opportunities for advancement follow identical routes.

[Mr. Allmand.]

When appearing before the royal commission on the status of women recently, the Canadian Labour Congress, the largest body of organized workers in Canada, pointed out these same things about women workers. They pointed out that in the choice of work, in pay and advancement women were very badly discriminated against. They also indicated there was a need for a fair employment act at the federal level. The congress suggested that so far only a couple of provinces, notably Saskatchewan and to a certain extent Quebec, had attempted to legislate along these lines. The congress felt this discrimination against women related particularly to the same three fields, choice of work, pay and advancement.

It is my belief that there are two main reasons for this discrimination. The first is that traditionally women have not been out in industry or in the public service for any length of time. Second, women have been handed by nature a full time occupation for at least part of their lives. Biologically they must have the children and raise them, while at the same time keeping a home together. We should recognize that the time has come when women, are going to be out in the public service and in industry. The question is, are we going to have them occupying these positions under something like equal conditions, or do we intend to ignore the fact that they cannot spend their time working outside of the home while at the same time carrying out the job given them by nature. We must in some way equalize this situation.

Let me suggest to the Minister of Labour that a part of the time of the women's bureau should be devoted to the consideration of how we can achieve equality for women workers in industry and in various gainful occupations outside the home. It is now time for the government to attempt to become, as the minister suggested, a conscientious and model employer. Let me place before the minister a number of measures the women's bureau ought to look into, and I might predict that these measures will be found among the recommendations of the royal commission on the status of women when its report is presented.

I am sure this commission will recommend the establishment of child care centres, particularly to look after the children of those women who are employed outside their homes. I realize the Department of Labour, through the women's bureau, has already made a study of this need for child care facilities. This women's bureau should be