

STATUS OF WOMEN COMMISSION—REMOVAL EXPENSES

Question No. 398—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that the federal Removal Expenses Regulations be amended so that the expenses paid for the wife of an employee will also be paid for the husband of an employee?

Hon. John C. Munro (Minister of Labour): A new "Relocation Directive" including appropriate provisions to implement the recommendation is being developed by the Treasury Board Secretariat with a view to issuance in the near future. The Relocation Directive will replace the Removal Expenses Regulations.

STATUS OF WOMEN COMMISSION—MATERNITY LEAVE

Question No. 399—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that the federal Public Service Terms and Conditions of Employment Regulations be amended by (a) deleting section 50(2), and (b) substituting the provision that, during the six weeks period preceding the expected date of an employee's confinement, a deputy head may direct the employee to proceed on maternity leave unless she produces a medical certificate that she is able to work?

Hon. John C. Munro (Minister of Labour): (1) Section 50(2) of the Public Service Terms and Conditions of Employment Regulations has not been deleted; (2) Section 50 of the said Regulations was amended by Treasury Board on September 23, 1971 as follows: "(1) Every female employee who becomes pregnant and who applies for leave of absence without pay (hereinafter called "maternity leave") shall be granted maternity leave by her deputy head for a period commencing at least eleven weeks before the expected date of the termination of her pregnancy and ending not later than six months after the date of the termination of her pregnancy." "(2) the deputy head may, (b) grant maternity leave to any female employee to commence earlier than eleven weeks before the expected termination of pregnancy;" This amendment increased from two months to eleven weeks the length of time a female employee is entitled to be granted maternity leave prior to the expected termination date of her pregnancy. This amendment brings the subsection in line with amendments to the Canada Labour Code as passed by parliament and proclaimed July 1, 1971.

STATUS OF WOMEN COMMISSION—PAYMENT OF SUPERANNUATION AND GSMP CONTRIBUTIONS WHILE EMPLOYEE ON MATERNITY LEAVE

Question No. 400—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that the federal government continue to pay the employer's contribution to the superannuation and Group Surgical-Medical Plans when an employee is on maternity leave?

Hon. John C. Munro (Minister of Labour): On March 30, 1972 the Treasury Board revoked the Group Surgical-Medical Insurance Regulations and approved the Public Service Health Insurance Regulations. Among the provisions contained therein was one providing supplementary

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health insurance coverage at the regular cost to employees on maternity leave.

The recommendation of the Royal Commission on the Status of Women in relation to the Group Surgical-Medical Insurance Plan has therefore been implemented.

The further recommendation relating to superannuation contributions is being considered with the other recommendations on the provisions of the Public Service Superannuation Act referred to in Question No. 397.

STATUS OF WOMEN COMMISSION—PUBLIC SERVICE BINDING POSITIONS

Question No. 401—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that federal Public Service bindery positions at levels 1 and 2 be open to women and men on the same basis and that the job title "journeywomen" be eliminated?

Hon. John C. Munro (Minister of Labour): The Public Service bindery positions at levels 1 and 2 are now open to men and women on the same basis and the job title "journeywomen" has been eliminated.

STATUS OF WOMEN COMMISSION—APPOINTMENT OF WOMEN FEDERAL GOVERNMENT DEPARTMENTS

Question No. 402—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that, until the sex-typing of occupation is eradicated the federal Public Service Commission and federal government departments (a) take special steps to increase the number of women appointed to occupations and professions not traditionally female, (b) review and, where necessary alter their recruitment literature and recruiting programs to ensure that it is abundantly clear that women are wanted in all occupations and professions, and (c) take special steps to obtain applications from qualified women when appointments for senior levels are outside the service?

Hon. John C. Munro (Minister of Labour): I have been given the following information by the Public Service Commission. With reference to part (a) of the Recommendation, the establishment of the Commission's Office of Equal Opportunities for Women in February 1971 constituted a "special step" in this direction, since one of the functions of this Office is to propose and promote programs and special measures within the public service that will ensure equality of opportunity is provided in all aspects of employment, including recruitment and selection, training and development, promotion, etc. Further special impetus came with the issuing of a Directive by the Cabinet in April 1972, sent to deputy heads of all government departments directing them to "take steps to encourage the assignment and advancement of more women into middle and upper echelon positions". The Cabinet Directive provided a policy framework for departmental activities and resulted in the establishment by the Commission's EOW Office of an interdepartmental committee to co-ordinate action and provide a mechanism for exchanging information and measuring progress. Twenty-three departments are represented on the committee which meets in full session four times yearly, with work groups meeting on an ad hoc basis to deal with