

Supply

How do we change attitudes? This Government has seen its role very clearly. We know how the printed word and images on television manufacture stereo-typical images and symbols. With the introduction of the Treasury Board guidelines last December, the federal Government effectively moved to eliminate sexual stereotyping from all Government publications and communications.

I note as well that the Permanent and Provisional Standing Orders of the House have been modified to reflect these guidelines, but any set of guidelines is ineffective unless there is a group to ensure that they are implemented. To that end, I am setting up an interdepartmental mechanism to ensure that these guidelines are followed.

In this light, it is rather astounding that the Hon. Member for Kingston and the Islands would call this Government to task for its approval of sexual stereotyping. I am really quite surprised. She seems to be completely unaware of what has been going on in the last year. Let me cite some examples. The CRTC report on sex role stereotyping in the media was released this year. Its recommendations for monitoring programs are already in place for the prescribed trial period.

It is my privilege today to announce to this House and the people of Canada that the federal Government has just recently completed arrangements to fund a national non-governmental organization based in Vancouver called Media Watch. The funds allocated are \$50,000. It will be the role of Media Watch to monitor media programming for sex stereotype content and make the CRTC and the media industry aware of their findings during the interim two-year period while the industry is developing its own guidelines. In addition, the most crucial duty of Media Watch will be its activities right across Canada to inform and educate women about sex stereotyping in the media and to forward their complaints and concerns to regulating and self-regulating bodies. Women of this country will then be able to have direct input into this area of vital concern to them.

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On April 6, a year ago, the CBC office of the co-ordinator of "Portrayal of Women", released its report: "The Presence, Role and Image of Women in Prime Time on the English Television Network of the CBC". Work has already begun to address some of the problems which have been outlined in this report. For example, the establishment of a "resource bank" of qualified women to be interviewed for their informed analyses of current events, both in traditional and non-traditional areas.

Let me point out as well to the Hon. Members of this House that in the past few months six women have been appointed to the Board of the CBC and the Canadian Radio-Television and Telecommunications Commission. Therefore, we see commitment and implementation by this Government at every level. It is painfully obvious, however, that we have a long way to go until the Hon. Members of this House fully understand the effects of sexual stereotyping. Until then, can we really expect societal changes to take place? Perhaps that will not happen until 50 per cent of this House is represented by the more than

51 per cent of our society. I refer, of course, to the women of Canada.

I would like to speak about training and education. The Hon. Member for Kingston and the Islands (Miss MacDonald) referred to it—and I mean this most sincerely. According to the report of the Science Council of Canada entitled "Who Turns the Wheel", statistics show that the number of girls studying physics and mathematics in high school is less than half the number of boys. The report goes on to say that as a result girls who opt out of physics and mathematics before the age of 15 deprive themselves of many career choices, including the skilled technical and computer-oriented occupations. However, this is beginning to change. The latest census statistics show that there were five times more women engineers, six times more lawyers and three times as many accountants as a decade ago. I need not, however, remind the Hon. Member for Kingston and the Islands that traditional elementary, high school and university education falls under the jurisdiction of the provincial Governments.

There are encouraging signs, as I mentioned earlier. Women have made some considerable gains in several of the male-dominated professions. But while there is good news, there is also a very disappointing factor. Women's wages have not significantly risen in the last 30 years.

What has the federal Government done about this situation? Let us first of all examine how much effect the federal Government has on women in the workplace. It is very clear that only 10 per cent of our work force comes under federal jurisdiction. Ninety per cent of the work force comes under provincial jurisdiction. This point must be clearly understood. I should like to quote Mrs. Cadieux, a former President of the Federation of Women of Quebec, who was speaking last week. The federal law, she said, and I quote:

—which covers about 10 per cent of Canada's work force—applies to all federal Government departments and agencies, Crown corporations and companies in the private sector under federal regulation such as the chartered banks, interprovincial trucking firms, railways, airlines and bus companies.

Quebec is the only province to incorporate a similar equal-pay provision for employees within its jurisdiction. Other provinces limit the provision to equal pay for equal or similar work.

Mrs. Cadieux also told delegates at the conference that:

—very few unions go after equal pay provisions in contract negotiations. The unions come to the commission with complaints—

That is the Human Rights Commission. I again quote Mrs. Cadieux, who said:

—and I have to ask myself why they are coming to us rather than bringing it up during collective bargaining—

The Hon. Member for Kingston and the Islands asks us how effective the Human Rights Commission is. I would reply to her that it is very effective. We have new guidelines on equal pay for work of equal value. In December, 1980 the federal Government librarians won equalization adjustments and back pay following settlement of an equal pay for work of equal value complaint in which the librarian group was compared to historical researchers. Equal pay for work of equal value is now a standard in all collective agreements negotiated with