

could, with the knowledge that comes from close association with this day to day work situation, determine when two jobs fall roughly within the same category of work.

The recommendation makes the second point that an employee who feels aggrieved should be able to refer the grievance to the agency designated for that purpose by the government administering the legislation. Obviously, all governments need to establish such an agency. The report further recommends that the onus of investigating violations of the legislation be placed in the hands of the agency administering the equal pay legislation. Further, and most importantly, it is recommended that the agency be free to investigate whether or not complaints have been laid. It is this which is the crux of the whole matter.

Ineffectual laws are laws that are not enforced. Anti-discrimination laws have not been enforced because no one has been empowered to find out when they are being broken. Clearly, the breaking of such laws is not within the jurisdiction of a police force. For one thing, most of the legislation requires the aggrieved party to lay a complaint. Even where such provisions do not apply, how could we expect charges of that kind to be investigated by a policeman? Therefore, clearly the laws have been lacking in their failure to establish a policing authority, and this particular recommendation that each governmental jurisdiction which has passed such laws also be required to set up an agency which will have a policing authority is the only way justice can be done. As I have said before, it is the aggrieved party who is in the peculiar position that she may suffer, in fact probably will suffer, the punishment of losing her job if she wins her case. It is similar to saying that although the operation was a success, the patient died.

The commission's recommendations go on to suggest that the anonymity of the complainant be maintained wherever possible, and that provision be made for an authority to render a decision whether or not the terms of the legislation have been violated. It advocates appeal procedures, guarantees that the employee's status be in no way adversely affected by application of the law in her case and also that she be compensated for losses in pay and fringe benefits, loss of vacation pay, and so on, in cases where the law has been violated. It is also advocated that the laws be applicable to part-time workers as well as full-time workers, and above all that the penalties be sufficiently heavy to be an effective deterrent.

In conclusion, it seems clear that in the interests of justice no government body with equal pay for equal work legislation already on its statute books should lose any time in establishing agencies to see that the laws are not merely hollow expressions and idealistic theory but, instead, are vital, workable and enlightened statutes that will free about 50 per cent of our society from a legitimate discriminatory grievance.

Hon. W. G. Dinsdale (Brandon-Souris): Mr. Speaker, the subject that has been chosen by our friends of the New Democratic Party is one that, so far as the male of the species is concerned, leads one to the conclusion that

Status of Women Study

angels move in where devils fear to tread. As the previous speaker has mentioned, the contributions of the male members of this House have been somewhat reserved and circumspect because they are moving into an area of discussion which is loaded with guilt feelings and complexes for most members of the House. The most vigorous presentation that has been made in the debate was that of the hon. member for Vancouver-Kingsway (Mrs. MacInnis) who represented the so-called weaker sex very forcibly in the discussion of this important subject.

The reason it has been chosen as a topic for debate today arises, I suppose, from the fact that we have had in our midst during the past few years a protest movement, among many other protest movements in this rapidly changing society in which we live, which has become somewhat strident. I refer to the Women's Liberation movement. Some very famous exponents of the tenets and philosophy behind the movement have appeared on the horizon, perhaps none more knowledgeable on the subject and better known than Mrs. Betty Friedan, who with her book "The Feminine Mystique", written in 1963, leapt into fame and, I would presume, a considerable fortune because of the vigorous manner in which she presented the viewpoint of feminine libertarians, if I may use that phrase.

• (8:50 p.m.)

I must confess I have not read the book "The Feminine Mystique" in any great detail, but I have been intrigued by the word "mystique" because it seems to me to have some interesting connotations which require further investigation. I did look in the dictionary in preparation for the remarks I shall make tonight and I found this most intriguing definition:

Mystique: concern with the direct communion of the soul with God; seeking absorption into God or the infinite; believing in the spiritual apprehension of truths; intellectually incomprehensible; spiritually symbolic; esoteric; mysterious; awe inspiring.

Now, Mr. Speaker, faced with a formidable definition of that kind I think you will understand why I am moving in this debate, as I have already indicated, where angels fear to tread. That definition brings the phrase "feminine mystique" within the category once referred to by the great parliamentarian, Winston Churchill, when he used the phrase "a riddle wrapped up in an enigma".

There is no doubt that the current feminist movement is the most vigorous, if not strident, we have seen in the long history of the gradual evolution and development in respect of a position of equality for the female of the species with the male of the species, homo sapiens. I immediately ask a very practical question. Perhaps this is why over the years the term "the weaker sex" has been applied to the ladies. As I leave my house every morning, I contemplate the great piles of snow resulting from the unusually heavy snowfall and I ask myself who is going to shovel the snow. Obviously, this is definitely a male role in society because of the male's superior physical capacity and strength. This no doubt is the reason for the