

"The day I married Wesley I did the best day's work I have ever done. He lighted all the candles of my mind." NELLIE MCCLUNG, PIONEER SUFFRAGIST.

The Bureau



The Department of Labour's Women's Bureau has been responsible for matters directly affecting Canada's working women since Sept. 4, 1954. Its main purpose is to have women accepted at all levels in the work force, and in this pursuit it compiles statistics and promotes surveys, studies and reports.

It first surveyed married working women, and it subsequently reported on such subjects as vocational training, maternity leave, continuing education, day care services and career opportunities. Its initial and yet unrealized goal is to secure equal pay for equal work.

One of its major recent documents, *Women in the Labour Force, Facts and Figures* (1973), describes the work Canadian women are doing, how much they are paid, whether they are married, what their absentee rate is and other useful information. *The Law Relating to Working Women* (1973) is also an excellent compilation.

Marion Royce was the first bureau director. In 1967, she was succeeded by Jessica Findlay, who resigned the following year. Sylva Gelber was named in 1968, and she still serves. She was a member of Canada's delegation to the United Nations Seminar in Ottawa last September, which examined models of government machinery which could be used in any country to raise the status of women.

Public Service

The Federal Government is Canada's biggest employer — it has 230,000 jobs, and 68,000 (or a third) are held by women.

Most of the women are non-professionals, and in the highest job category, that of senior executive, there are only a handful of women among hundreds of men. Still there has been improvement; in 1972 there was only one woman of that high rank.

The present looks best when compared with the not-too-distant past.

The Civil Service Act of 1918 permitted the holding of job "competitions on the basis of sex" which meant that the best jobs were only for men.

In 1921 the Commission barred women who

were not "self-supporting" from the Public Service, except in jobs where "no qualified males were available."

In 1947 this limit on married women — which had been relaxed during the war years — was reinstated. Married women were to be "retained or hired" only under "special circumstances."

In the fifties the wind began to shift. In 1954 the Women's Bureau of the Department of Labour was established, and in 1955 the ban on married women was removed. In 1967 the Public Service Employment Act specifically banned discrimination by sex, and in 1972 a directive was issued requiring that recruitment ads contain the words "this competition is open to both men and women."

If you are interested in learning more about women in Canada, the following organizations can provide you with additional information:

International Women's Year Secretariat

Privy Council Office
Parliament Buildings
East Block
Ottawa, Ontario K1A 0A3

Women's Bureau

Department of Labour
Sir Wilfrid Laurier Building
340 Laurier Avenue
Ottawa, Ontario K1A 0J2