

Industrial Status of Women

in some provinces and female teachers are paid less than male teachers. This is not true of the teachers in Ontario because there is a law that all teachers start at the same minimum salary, whether male or female. Then, you go to the factory workers. I have been in a good many factories throughout this country and I say that there should be equal pay for equal work. Recently I made a trip to Montreal with a committee on defence production and I saw many girls working on small pieces of electrical equipment, winding little wires on little gadgets. I am sure that with their small hands and nimble fingers they were more adept at doing that job than any male could possibly be.

One of our writers, I think in a publication called *Tempest*, said that some of our secretaries were getting too large for their bloomers. Well, there would be just as much reason for saying that some of the heads of the members of the press gallery are getting too large for their shirts. Turning to the House of Commons, we all know that over the last few years the female member who has been here the longest has won her spurs and has proven herself as good as any of the male members. We can cross the floor of the house to the hon. member for Timiskaming (Mrs. Shipley). A few days ago she made a speech and proved to my satisfaction that she knew more about the mining industry than the hon. member for York South (Mr. Noseworthy).

All these people I have mentioned, all these professions and this labour, are receiving the same pay. Is there any member in this house who will stand up and vote against this motion under those circumstances? Is there any member who would stand up and say we should receive more salary than the female members of this house? The same principle applies to this bill and to every aspect you could mention of labour or the professions in this Canada of ours. I shall not talk this bill out, Mr. Speaker, but will provide the opportunity to have a vote on it now.

Mr. W. M. Hamilton (Notre Dame de Grace): As the hon. member who has just resumed his seat has said, I think it would be difficult for many of the men here to vote against the bill now before us. In fact, I believe you could sum it up by saying that there should be no relationship between the amount of money you receive and whether you wear your pants inside or outside.

The difference between the rates of pay for men and women has an historic basis. In the past women were not capable of doing [Mr. Hodgson.]

the heavy work which represented such a large portion of the labour then required. As a result there was very little opportunity for them to find jobs to occupy. Today the situation has changed completely. There is a constantly lessening demand for heavy labour and there is a constantly increasing demand for light labour, highly qualified labour or labour dealing with technical skill requiring a certain amount of delicacy of touch. In this field women are certainly the equivalent of the men.

Now, one of the problems that is going to accompany the introduction of a measure such as this, and the gradual changeover which will result, is the difficulty of defining exactly what is an equal job. Industry and commerce will have to carefully study each job and do a lot of job evaluation and analysis because at this time we find people doing work which is approximately similar in nature receiving varying rates of pay. This is primarily because we have never sufficiently studied job evaluation and determined the exact skills required for the job.

Another point is—

Mr. Gillis: Why talk out your bill? Why do you not let it pass?

Mr. Hamilton: I am going to move the adjournment of the debate in a moment. Well, Mr. Speaker, since it is now six o'clock perhaps I should move the adjournment of the debate now.

On motion of Mr. Hamilton the debate was adjourned.

At six o'clock the house took recess.

AFTER RECESS

The house resumed at eight o'clock.

EXTERNAL AFFAIRS
REFERENCE OF ESTIMATES OF DEPARTMENT TO STANDING COMMITTEE

The house resumed consideration of the motion of Mr. Pearson:

That items Nos. 84 to 103 inclusive, of the main estimates, 1954-55, be withdrawn from the committee of supply and referred to the standing committee on external affairs, saving always the powers of the committee of supply in relation to the voting of public moneys.

Mr. Gordon Churchill (Winnipeg South Centre): Mr. Speaker, when the house turned at five o'clock to the consideration of private members' bills I had at that stage reviewed the situation with regard to two main problems. I had been discussing the importance