

## WOMEN IN THE PUBLIC SERVICE

An independent inquiry, entitled "Women in the Federal Service: Their Employment and Utilization," by Dr. Stanislaw Judek, has been published by the Canada Department of Labour. Conducted in consultation with an interdepartmental committee, the inquiry was financed under contract by the Canada Department of Labour. In his concluding remarks, Dr. Judek, Professor of Economics at the University of Ottawa, says that the Federal Government has not made full use of the talents and qualifications of women in staffing the Public Service.

This neglect is due, he says, to traditional views on the suitability of women for many types of work and many kinds of responsibility, as well as real factors of cost resulting from high absenteeism and turnover. Professor Judek points out that the Federal Government should provide leadership in enlightened, progressive and fair employment practices and policies, and should be a "showcase" to other governments as well as to private employers throughout the country.

### STEPS TO SOLUTION

"The Government, as an employer," says Professor Judek, "must intensify its efforts to make a maximum use of the abilities and qualifications of women." To this end the Professor lists the following suggestions:

Appoint women to some key positions in the Personnel Policy Branch of the Treasury Board to ensure that they may participate in formulating the Government's long-term and non-discriminatory employment policies, with the advent of collective bargaining rights for federal Public Service employees.

Appoint more women to responsible positions at all levels of Government, to set an example to private employers in opening the door to women in upper-level positions, and to encourage more women to diversify their training.

Appoint at least one woman member to the Public Service Commission.

Appoint a special and independent commission to review the effectiveness of implementation of the official Government policy of non-discrimination in employment and personnel practices.

Increase the staff, scope of functions and research programme of the Women's Bureau of the Department of Labour, so that a constructive development of woman-power in Canada will be based on scientific research on a national scale.

Improve the status, qualifications and remuneration of personnel officers so that they may assist supervisory staff with employee motivation, which is low for both men and women.

Permit more women to participate in training programmes.

Consider the possibility of organizing nurseries in, or adjacent to, Federal Government buildings wherever there is a sufficient number of pre-school-aged children of public employees.

Introduce tax deductions for child-care and housekeeping expenses from the gross income of working married women.

Extend the recent offer of part-time employment to professional women to other occupational groups to attract more married women into occupations that are in short supply.

Reduce the formalities necessary to obtain special leave, so that married women may be given time off to cope with problems arising from their dual role as workers and homemakers.

Offer permission for maternity leave with full pay, or at least at half pay, or alternatively extend unused sick and special leave credits toward maternity leave at any time during or after pregnancy.

Establish more health units, and provide adequate rest rooms with the necessary furniture, which may reduce women's higher rate of absence.

Ensure greater co-ordination and planning in the collection of statistics concerning Public Service employees, dealing with training, recruitment, and breakdown by sex of many kinds of statistics, including some of the types derived from the survey conducted for this study.

## PROVINCIAL EDUCATION LEVELS

More than a quarter of all persons who have attended university in the Atlantic Provinces were living elsewhere in Canada in January 1966, according to a study recently released by the Dominion Bureau of Statistics. Quebec has experienced the smallest outflow of persons trained at university to other regions.

Despite gains through interregional migration and immigration, the Atlantic region experienced a net loss of 10 per cent of its university graduates. British Columbia, on the other hand, has experienced a net gain of 60 per cent in the number of people trained at universities.

### B.C. HIGHEST EDUCATION LEVEL

The level of education in British Columbia was also higher than in any other region. That province had the highest proportion of people who had attended university and the lowest proportion with elementary schooling. Quebec had the largest proportion (about 50 per cent) with no more than elementary schooling. Only the Atlantic region had a smaller proportion of university-trained people than Quebec. Ontario and the Prairie Provinces were close to the national average at all levels of education.

The study suggests that the general increase in educational attainment which has occurred during this century has been taking place less rapidly among persons whose parents are poorly educated. On the other hand, sons and daughters of university-trained parents have a relatively higher chance of attending university than children of less-educated parents. The association between university-trained sons and daughters and their parents is highest in the Atlantic region and in Quebec.