

are working and make up 24 per cent of the Canadian female labour force. Among them they have more than one million children of school age and pre-school age, about 18 per cent of all Canadian children. Of these it is estimated that about 167,000 do not require arrangements for their care, but this leaves some 908,000 children who require care arrangements. About 9,000 children in Canada are, in fact, getting this day care.

Research by Dr. Benjamin Bloom, who was mentioned in the commission's report, led him to conclude that 50 per cent of the individual's intellectual development takes place between birth and the fourth year, before the child has any contact with the school system. We have a grave social obligation to assist in the development of nearly a million Canadian children. It is not enough to say, as the Prime Minister did on Wednesday night last, that the Department of National Health and Welfare is prepared to enter into discussions. It must be prepared to make positive offers of increased assistance, as recommended by the royal commission. In this debate we would like to hear from the Minister of National Health and Welfare (Mr. Munro) not merely general statements of approval of the report, or of vague discussions, but an undertaking to proceed as rapidly as possible with this central recommendation of the commission on day care centres.

The work of the housewife does not appear in the statistics of the gross national product, although the work of the housewife is just as much that of a producer of goods and services as that of the paid worker. In a Canadian study prepared by this commission in 1968 it was estimated that the work of housewives, excluding volunteer work, amounted to 11 per cent of the GNP, or \$8 billion. However, the housewife, because she is not paid a wage or salary, does not appear officially in the labour force. She is not able to provide for her security in old age as are wage and salary earners. Our resolution proposes that the Canada and Quebec Pension Plans be amended to allow a spouse to participate in these plans.

Women are entitled to adequate maternity leave, and paid maternity leave. The United Nations declaration on the elimination of discrimination against women provides not just for the principle of leave but for the principle of paid leave. We, therefore, propose and have mentioned in the motion that the Unemployment Insurance Act should be amended. It should be amended to provide for women contributors to be entitled to unemployment benefits for a period of 18 weeks, or for the period to which their contributions entitle them when they stop paid work temporarily for maternity reasons, or during a period for which they are receiving unemployment benefits and are unable to work for maternity reasons. The same principle requires the amendment of the federal Fair Employment Practices Act to provide for employed women's entitlement to 18 weeks maternity leave, and the prohibition of the dismissal of an employee on any grounds during maternity leave to which she is entitled. The provinces should also follow suit.

We are glad to read that the legislation introduced today by the Minister of Labour (Mr. Mackasey) to amend the Canada Labour Standards Code will include

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provisions for mandatory maternity leave. We will scrutinize this legislation carefully to see whether it lives up to the standards proposed by the report.

The government of Canada itself should be giving the lead in affording equal opportunity to women, not only for entry into but promotion in the public service. It is hard to preach to others what you do not practice yourself. Of employees under the Public Service Employment Act, there are 41,000 women. Almost 83 per cent hold office support or administrative support jobs. Only 1½ per cent are professionals and scientists. In 1968 only 444 women out of a total of 43,796 made over \$10,000 annually.

In a report to the Public Service Commission by Kathleen Archibald, made in 1969, entitled "Sex and the Public Service," the following statement appears:

The Canadian government has in the last few years adopted a passive approach, i.e. one that merely attempts to ensure that the existing structure is administered fairly; it does not concern itself with inequities built into the structure, but concentrates on educational campaigns to change attitudes, individual cases of discrimination brought to light through formal or informal complaints, and "token" appointments, that is, active attempts to get minority group members into a few particularly visible positions, with respect to equal employment opportunities for women. For several years before that there was no approach. And before that, the approach was on the negative side of passive—it was one of promoting unequal opportunities for women.

There may have been some improvements in the last year or two, as the Prime Minister has claimed, but they are minimal. The picture remains very much the same as that portrayed by Mrs. Archibald. The federal government must lead the way to ensure that those limits that contribute to discrimination in the Public Service are removed and provision made to encourage and enable women to work out of the home. In this connection it is my understanding that a program for part-time employment of women was instituted in the Public Service and has since been discontinued. This should be looked into and the question of part-time employment reconsidered. We recommend to Parliament the setting up of a women's program secretariat to promote the increase of women working in all levels of the Public Service.

The recommendations of the royal commission are all geared to providing women with more opportunity to compete for available jobs, and the recommendations are welcome. To this end, the Federal Adult Occupational Training Act should be amended so that full-time household responsibility be equivalent to participation in the labour force in so far as eligibility for training allowances is concerned. A bill to this effect, Bill C-89, has been put on the Order Paper by the hon. member for Vancouver-Kingsway. In the absence of government involvement, it will suffer the usual fate of a private member's bill.

More effort should be made to satisfy the educational needs of immigrant women. The report recommends, and we support this proposal, that there should be education in the native cultures for those in the public services dealing with Eskimo and Indian women, and encourage-