

As it gears up for the boom years ahead, the petroleum industry is feeling the same squeeze. Projects such as the Syncrude development will also be in desperate need of skilled personnel.

There are also shortages of both skilled and unskilled personnel in the pulp and paper industry. That industry is always looking for electricians, steamfitters, boiler attendants, and so forth, to work in isolated areas, and though it is said that there are hundreds of electricians unemployed elsewhere they cannot attract them to those areas.

It appears that the lure of frontier life has gone from Canadians at a time when some of the best hopes of our country are situated precisely in its remotest parts. Other people will have to be found to fill the demand, and the Immigration Act will be adjusted to meet these specific needs.

The fault is not entirely that of the unemployed themselves. Here, as in other industrialized countries—and Senator Rowe had a few words to say about this yesterday—people over the age of 40 are often considered too old for a new job, and their prospects become dimmer as they grow older. Manual labourers are usually hit first and hardest, but office workers and executives are also affected, and many give up after a difficult struggle, according to a survey by the International Labour Organization. There is no justification for such discrimination and prejudice. Countries such as France, Britain, Spain, Sweden, Belgium and the socialist states have taken steps to redress the balance. Canada should do better than it does.

Even though the Minister of National Health and Welfare, Mr. Lalonde, denounces as a myth the idea that Canada is full of lazybones and parasites, there are enough, in my opinion, to impose a burden on the economy and to frustrate the efforts of the active citizens. The Minister of Manpower and Immigration, Mr. Andras, said in Quebec City early this month:

I have to confess to alarm at the tendency for some people to think that cheating the Government is an amusing and profitable game. I don't know how widespread this tendency is, but it is certainly significant enough to have given, and to continue to give, the UIC quite a headache."

We must, however, acknowledge the work done by the UIC president, Mr. Guy Cousineau. Mr. Cousineau succeeded in eliminating 77,000 fraudulent beneficiaries in 1972, and in 1973 as many as 258,000. He has also succeeded in recovering overpaid benefits to the extent of \$9 million in 1972, and \$16 million in 1973. This checking job is continuing, and is to be completed by the end of March.

[Translation]

Well, on to another subject. Usually it is up to us more than to our male colleagues to make a short review of achievements in the area of the rise of women and to measure the road that remains to be covered. But, this year, we have had the pleasant surprise of being preceded by an honourable colleague, Senator Perrault, who presented with conviction the case of women in general and that of wives and mothers in particular. We congratulate him and thank him for it. The word "at last" spoken Tuesday night on the same subject by the Leader of the Opposition has warmed our hearts.

[Hon. Miss Lapointe.]

Very recently, his leader, Mr. Stanfield, began to court Canadian women by promising them, if he is given the power, to take several positive steps on their behalf. We appreciate his good intentions. But the government, with a good many achievements as it is, has announced that it intends to actively carry out its task.

Among its recent initiatives, let us first of all take note of the appointment of Mrs. Pauline McGibbon as Lieutenant Governor of Ontario.

Next let us note the creation, last May, of the Advisory Council on the Status of Women chaired by a sociologist and including 29 other personalities recruited throughout our country. According to a study prepared by this advisory council, approximately 50 out of the 120 recommendations which were made by the royal commission and which fall under federal jurisdiction have been fully applied and 30 others only partly.

Third, let us mention the establishment last year, within the civil service, of an Anti-Discrimination Branch, where 20 per cent of grievances submitted are based on sex. Of course most of these grievances are submitted by women and, apparently, 2 out of 3 are settled to their satisfaction.

Yet these measures are not enough because if female civil servants have at least a recourse, such is not the case for women working in industries, services or even in the home. The most crying cases of discrimination apparently occur in the areas of communication, transport and banking, and it is high time to amend, among others, the statutes concerning the acquisition of citizenship.

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The advisory council has advocated the creation of a Canadian Commission on Human Rights. We are pleased to learn that a bill along that line will be tabled for the setting up of a Federal Commission on Human Rights and Interests and for the inclusion of provisions to protect women from discriminatory practices. As for regulations governing government employees, they will be amended to remove all possible inequities based on sex.

Finally, millions of women will welcome the announcement of an agreement between federal and provincial ministers for the removal of the provisions in the Canada and Quebec Pension Plans which accord differential treatment to men and women.

They are, however, concerned with two other matters, namely, day nurseries and family courts. In the case of day nurseries it might become necessary to convene one of these days a federal-provincial conference, as women workers consider this question of prime importance.

As for family courts where problems resulting from divorce or separation could be solved; that is, the custody and maintenance of children, alimony, the assets of the spouses or the guardianship of minors, etc., they would also be instructed to recover amounts due by spouses who did not meet their obligations. As those courts should be established in every province, a federal-provincial agreement would be necessary as would financial support from the federal government to train the necessary staff for their efficient operation.

At the present time, the practices, procedures and structures of the courts are too complicated, too slow and costly