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1. MARRIAGE

1-0 GENERAL

B - 1

Information be issued with marriage certificate on services such as legal aid, Family Courts, Marriage Counselling, Children's Aid (134, 188, 247, 368).

More adequate counselling services to prevent marriage breakdown (377).

Government encourage marriages through a programme of housing and economic management (275).

Inquiry into prevention of "forced" marriages (256).

In settlement of domestic issues, "offender" or "guilty party" attitude should be avoided (250).

Changes in Nuptial Mass to express equal human dignity (221).

- - - - - - - - - - - - -

1 - 1 -- MINIMUM AGE

B (1)

Minimum age uniform legislation across Canada (84, 131, 178, 299)

16 years old (146, 209, 212, 244, 294, 318, 339)

18 for girls (84, 286)

21 for boys (89, 286)

Boys with parent's consent -- 18 (174, 339, 178, 244)
" without " " -- 21 (339)
Girls with " " -- 16)
Girls without " " -- 21)

Consent of both parents (299)
18 for girls and 20 for boys across Canada (254)

16 with parent's consent (311, 318)
18 without " ")

Marriages by parties under 16 be ruled invalid (294)
Penalties for person who permits marriage of person under 16 (339)

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1 - 1 -- MINIMUM AGE B (2)

Marriage made more difficult for young (208, 315)

Canada subscribe to United Nations Conventions on minimum age for marriage (315, 178)

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1-2 PREPARATION FOR MARRIAGE AND FAMILY LIFE B-1

Free of charge, offered by government agency (144, 170, 254, 265, 325)

Given by universities, unions, etc., but not by priests (170)

Information on counselling services available at Licence Bureaus (54, 165, 241)

Personnel include one religious adviser (129)

Given to teachers, youth workers, doctors (151)

Given to clergy (128, 151)

In rural and urban centres (144)

Publicizing of Counselling Services (165, 170, 256)

Courses given in family life should be given credit (209)

Pre-marital courses for all (44, 63, 73, 133, 129, 151, 271, 286, 318, 335, 368)

Updated and concerned with ideals as well as concrete subjects (170)

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Round-table discussions (170)

Compulsary courses for homogenous groups of engaged couples with specialists guiding if group is large (170)

Compulsary qualified courses for 3 months (27, 156, 271)

Training facilities and bursaries for personnel (128, 165)

Establishment of marriage guidance centres run by trained personnel (304)

Research and study of family including causes of marriage breakdown (304)

Federal government should establish a Division of Marriage and Family Life to cooperate with other agencies in providing appropriate services in education, counselling, guidance, research (304, 325)

Mandatory through high school (89, 165, 368)

Family life education courses in schools (24, 78, 64, 151, 165, 274, 278, 256, 315, 245, 271, 170, 278)

For boys and girls (144, 190, 273, 275, 170, 177

Family life education in high schools (36, 120, 122, 128, 129, 134, 154, 374, 368)

On a co-educational basis (201)

On a co-educational basis in primary grades (201, 241, 331)

A "general living" course in schools to replace specialized courses for men and women (280)

Courses in child-rearing and homemaking for girls (47, 102, 190, 286, 299, 331, 333, 368)

Courses in moral, social and legal aspects of marriage (255)

Notion of infant care taught to girls helping in nurseries under surveillance of experienced nurses (331)

Courses in family living, child care, money management (318)

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1-3 PROPERTY AGREEMENTS

- All assets acquired after marriage be the common property of husband and wife. (10,40,42,20
- Legal contract to provide wife with share earned as a partner in marriage. (
329
- Wife share in family property which could be claimed only on death of husband and in cases of marriage failure. (256
- Change property laws. (348
- Federal and provincial property laws be changed so that in law marriage be considered a partnership of two individuals. (272,304,389
- Each individual may own or retain private property with legal consent of other partner. (272
- A property law covering all marriage contracts to make wife half owner of property and family earnings. (50,133,268,271
- One-half of all assets owned by husband and wife become property of survivor. (159,389

1-3 PROPERTY AGREEMENTS

- Consent of both husband and wife to sell a home. (57
- A written property agreement at time of marriage. (250,247,255

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6 month waiting period when under 25 years of age (46)

Compulsory waiting period (54)

Distinct domicile (84)

Canada-wide domicile (134)

Uniform Canadian code on marriage and divorce (56, 134)

Compulsory will (133)

Review laws on intestate deaths (133)

Renewable one-year contract for unwed mothers (134)

All marriages registered (209, 339)

Consent of both parents to marriage of minors (141, 146, 244, 311, 339)

Consent of the parent in whose care the minor is placed (244, 311, 339)

When parents are dead, absent or refuse consent to a minor, appeal may be made to the Court of Chancery (244, 339)

Consent of a judge of the Court of Social Welfare or a Provincial court in cases of minors (339)

Civil contract in marriage for single persons aged 21 (375)

Government recognize common law marriages and children of such unions be given full rights (389)

Laws to prevent inbreeding (134)

Revision of marriage contract concerning legal rights of each party (151)

Independent income-earning wives to be responsible for their own debts (159)

Pregnancy should not be the grounds for marriage (294)

Federal and Provincial governments and Territorial units implement legislation making health certificates compulsory for marriage (299)

Right of wife to have a medical operation without husband's signature (249, 299)

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1-4 OTHER LEGISLATION B-3

A definitive and complete transfer to the provinces and in particular to Quebec of the legislative powers on marriage and divorce (307)

Birth certificate produced to get licence (212, 339)

. . . . . .

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1-5 MARRIAGE - BUSINESS PARTNERSHIP WITH HUSBAND

- Marriage contract to mean creation of economic partnership. (146,329

- Fairer method of appraising a business. (254

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Legalize Family Planning Centres (141, 172, 52)

Need of Family Planning Centres (256, 335, 344, 368, 393)

Supervised by Federal and Provincial governments (57, 128, 133, 172, 188, 182, 220, 263, 265, 286, 335, 368)

Available to all over 16 (325)

Available to every person over 18 and not limited to married couples (144)

Retraining and professional workers in this area (160)

Courses given in universities (160, 368)

Available free of charge (189, 373)

Available in poor areas (of Montreal) 256, 325, 368)

Federal and Provincial governments cooperate in establishing Family Planning Centres across Canada (299)

Family consultation clinics (144, 174, 254, 256, 304)

Assistance to requesting countries through External Aid (315)

Should include gynecologists, nurses, psychiatrists and sociologists (368)

Study feasibility of neighbourhood pre- and post-natal clinics that would give free family planning information and proper pre- and post-natal care (378)

Institute a vocational training program to teach housewives in the community to participate in staffing of clinics (378)

Pre-natal medical care clinics to provide family planning information and a resident babysitting service for patients during their visits to the clinics (378)

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2. DIVORCE

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2-0 GENERAL

- Magistrate court deal with custody of children (10,256,368)
- A divorce - Jury - consisting of professionals (62)
- Reconciliation services (63,70,56,129,368)
- Consider welfare of children (65)
- Less expensive divorces (65,208)

Wife not responsible for husbands debts (89)

- 1 year before remarriage (54)
- Television and pamphlets should help women understand and explain their legal care for divorce (170)
- Protect divorced women from fraudulent activities of her ex-husband (275)
- Judges in a juvenile and family court should be social workers (338,368)
- Rent control board make housing available to deserted wives (167)

2-1 LEGISLATION

B-1

- More liberal divorce laws (27,28,30,69,156,224,243,281,328,363)
- Satisfied with new laws (36,89)
- Provincial divorce for Quebec court (49,256,307)
- Provide financial security for wives (21,167)
- Provincial courts grant separation (56,129)
- Divorce not before 3 to 5 years of marriage (56)
- Government should study marriage and divorce to eliminate discrimination against women (175)
- Separated women should have legal status (167)
- After 2 years, reassessment of the settlement of children (247)
- Mother should have same right as father to custody of children P.E.I. (244)
- If husbands do not give enough money, Government should subsidize babysitters to give mothers free time (258,271)

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- GOVERNMENT SHOULD ISSUE BOOKLET CONTAINING INFORMATION ON DIVORCE, DESERTION, ETC. ---- 318
- CHANGE GUARDIANSHIP LAWS ---- 348
- DESERTING PARENT SHOULD AUTOMATICALLY LOSE ALL RIGHTS TO CHILDREN -- 354

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- MORE ADEQUATE PROVISIONS FOR ENFORCEMENT NEEDED - -- 33, 36, 45, 133, 189, 193, 208, 256, 282, 338, 298, 318
- LIES WITH FEDERAL GOVERNMENT ---- 4, 17, 129, 141, 299
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- A MAINTENANCE WARD OR FUND ---- 244
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- Woman leaving husband should have right to part of salary and custody of children ---- 273
- Father responsible while children in school ---- 141, 318, 338,
- Equal legal responsibility for Children ---- 220
- No waiting period after approval by court ---- 70
- Government examine role of family courts and strengthen them through larger budget and staff ---- 292
- More efficient and less costly legal procedures ---- 321
- Amount decided by court ---- 70, 103, 174, 208, 338
- Alimony include child care costs for working mothers ---- 189
- Alimony shouldn't be taxable ---- 103, 292, 318
- Age limit for maintenance payment be 18 (103, 146, 228

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B - 4

2 - 3 ALIMONY AND MAINTENANCE

- IF MAINTENANCE ACT CANNOT BE CHANGED OR ENFORCED, GOVERNMENT SHOULD PROVIDE WIVES WITH RETRAINING FACILITIES, DAY CARE AND FAMILY COUNSELLING - -- 208

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2 - 4 DOMICILE

- A SINGLE CANADIAN DOMICILE ---- 4

- INDEPENDANT DOMICILE FOR WOMEN ---- 92, 126, 141, 147, 131, 86, 244, 299, 311, 315, 318

- UNFAIR THAT THE ACTION BE CONDUCTED IN THE HUSBANDS DOMICILE ---- 193, 221, 363

- WHERE SEPARATION OCCURED, OR ELSE REQUIRED BY BOTH PARTIES ---- 311

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2-5 PROPERTY RIGHTS

- A deserted wife should have some legal right to the disposition and proceeds derived from property. (77
- A women should exercise rights over her own earnings and property. (221
- During course of settlement wife should be provided with either the home or interim support. (250
- Protect women re property. (44,146
- Divorce courts make orders with respect to division of marital assets between parties. (178
- Marital home becomes property of wife. (354

2 - 6 WELFARE B-1

- MORE TRAINED SOCIAL WORKERS TO ASSIST BROKEN HOMES - -- 103, 325
- HOME SERVICE PERSONNEL TO ASSIST BROKEN HOMES ---- 103
- SUITABLE EMPLOYMENT, COUNSELLING, ETC. FOR SEPARATED WOMEN - -- 160
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3. DAY CARE

B-1

3-0 GENERAL

- Accept very young children. (349
- More centers are needed. (305..256..209..211..210.256..304..313..324..325..338..341..348..358..363..364..373..374..368..384..393
- Arouse public interest to need of centers. (211..313..65..69..234..241..146..234..313..324..336
- Society should share in maternity responsibilities. (364
- Information programmes about potential resources & standards of Day Care development - by federal, provincial & municipal governments. (324
- With a home atmosphere. (334..368
- Federal & provincial tax exemption for child care establishment. (333..364
- Emergency centers where all children of same family could rapidly be sheltered. (34
- Emergency home services with babysitters, mother's aides and competent maids. (349

3-0 GENERAL B-1

- Licensed (31,40,65,101,190,191,254,256,287,211,210,189,295,296,233,238, 242,265,273,274,314,333)
- After school supervision (65,28,92,128,134,144,167,191,243,273,287,288,256, 314,319,304,318,347)
- Lunchroom facilites (115,134,144,167,174, 191,288,314,345,325,318,347,348)
- Flexible schedules (49,211,264,303)
- 16 hours a day, 7 days a week (306,347)
- Day and night centres (256)

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- Nursery schools become part of general public school system (139,313,314)
- Gov't controlled standards and inspection (136,155,209,211,303,314,333)
- Provincial (Quebec) licensing legislation (333)
- Standards formulated by a gov't committee, social workers and parents groups (153)
- Federal and prov. gov'ts study and implement recommendations of I.L.O. Conference concerning employment of women with family responsibilities, section 3, Child Care Services And Facilities (313,321)

- Schools open amusement grounds on holidays (256)
- Place some handicapped children with normal children (65)
- Provide public transportation for the children (211,336)
- Free recreation organized for children in poor areas (256)
- Pilot projects on kindergardens, nursery schools, etc. (349)
- Foster family day-care programs for children under 3 (128)
- Nurseries, summer camps, financed by fed. and prov. gov'ts (126,198,314)

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- Qualified programs for economically and culturally deprived children (128)
- Gov't should not encourage centres because children should remain with mothers (363)
- Grants for deprived areas (261,331)
- Baby sitting agencies needed for part-time child care (190)
- Fencing and playground equipment (345)
- Prov. and Municipal gov'ts legislate for adequate centres through application of Canada Assistance Act (313,318)
- Inform provinces of funds for centers under Canada Assistance Act (311)
- Gov't enquiry as to how many are needed (347)

3-1 PERSONNEL

- Well qualified personnel. (26..56..74..78..83..40..65..130..176..187..188..190 191..209..211..247..288..311..323..335..358..374..393
- Mother's could be licensed for babysitting. (54
- Older women encouraged to enter the field. (54
- Centers could be training ground for personnel. (64..168..236..318
- Establish a Commission for recommendations re curriculum and qualified personnel. (65
- With assistance of affected mother's. (82..336
- More facilities for training personnel for nurseries. (128
- Under supervision of social worker. (256
- One nurse on staff. (256

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3-1 PERSONNEL

- Training courses given at "Y" or community centers. (345
- Several families share a mother substitute. (170
- Give incentives for women who want to open centers in their home. (345
- Courses at college level for personnel. (155..191..211..314..318..331..333
- Training of personnel paid by provincial government. (176..303
- Doctors and nurses on call. (345
- A staff of two adults per ten children. (345
- A permanent 2 year course at a technical college. (318
- Establish special course for personnel by Federal & Provincial governments under their Occupational Training for Adults programme. (364
- Not too high educational prerequisite- emphasis on suitability of personality. (364

3-2 SPONSORS AND FEES B-1

- Financed by fed. and prov. gov'ts (126,198,314,323,335,337,342,374)
- Financed by fed. gov't (56,27,99,36,70,92,64,54,133,298,144,168,183,182,188 254,256,287,211,210,190,189,295,296,233,265,238,273,242,274,326,347
- Financed by prov. gov't (136,176,191,213,247,303,324)
- By all 3 levels of gov't (126,153,324,328)
- By municipality (64,54,136,324)
- Fees on a sliding scale (17,95,27,81,92,65,147,208,211,256,288,303,313,323,374)

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3-2 SPONSORS AND FEES B-2

- Sponsored by industry (70,134,172,210,211,)
- Free of charge (28,159,163,218,279,280)
- Minimum fee (345,256,335,337,368,377,384)
- Gov't pay fees on behalf of indigent mothers (256)
- Must not be free (299)
- Financed by parents (302)
- Sponsored by gov't employers and employees (256)
- Sponsored by gov't and industry (333)
- Private centres be subsidized by gov't (313)

3-2 SPONSORS AND FEES B-3

- Supported by Dept. of Health and Welfare or Dept. of Education (136,176,210,247)
- Set up by social services (256)
- Free of charge for mothers who do voluntary work (256)
- Free of charge for mothers attending university and in need (313)
- Federal government should undertake programme of public information on potential resources (324)
- Federal government should direct funds to an action programme of pilot projects and experimental techniques (324)
- Provincial gov't should introduce appropriate legislation publicize procedures and regulations, provide professional staff to help develop a day care programme, establish an advisory committee on day care & financially aid community groups (324)

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- Municipal gov't should devote more of budget to Day Care (324 318)

- Public & private agencies co-operate:
  (a) municipality and private centres
  (b) included in school or community centre programmes (324)

- Allowances: $200. for first child- $100. for additional child - $500. maximum (247)

- If parents work over 120 days a year and have 1 or more children, $80. tax exemption; if they have a child under 7, $120. tax exemption (347)

- Reasonable rate but assured of quality of care (364)

3-3 LOCATION

In the community - near home (128, 65, 154, 156, 174, 184, 189, 193, 220, 270, 289, 303, 313, 349)

In public schools (136, 211, 224, 247, 288)

In housing developments (65, 134, 211, 224, 319, 349)

Near place of work (64, 54, 172, 211, 224, 342, 349, 364)

On university campus (79, 133, 136, 155, 90, 224)

Rural day care centres (285)

In areas of low income families (296)

In hospitals (283)

Attached to industry, education centres or agency (155, 224, 256)

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3-4 Participants B-1

Day nurseries for pre-school children (128, 130, 185, 243, 314)

Centres for all children (65, 58, 100, 124)

For children of mothers who train or retrain (194, 176, 181, 193, 194, 244, 256, 296, 313)

For non-English speaking immigrant children (194)

A priori for fatherless children (298, 364)

For children of mothers who wish to rest for a day or a week (345,323)

For children of [illegible]omen in industries (275)

Regardless of wh[illegible]r mother works of choice or necessity (147,176)

3 - 4 Participants B-2

Only for women who need to work (89, 337)

Only for needy children (122)

Firstly for children of low income parents (347
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Establish homemakers services (124, 242, 287, 292, 256 304, 325, 333, 348)

Homemakers should be provided for overburdened mothers who wish to get away from home for a day or two (10, 256)

Gov't should help to finance the homemakers's salary (17, 174)

Homemakers should provide occasional relief for needy mothers with many children (256, 368)

Upgrade status of housekeepers (353, 31, 64, 68, 287, 298, 349)

Homehelpers to look after the home and children in case of mother's illness or during post-natal period (40, 256, .)

Gov't subsidized training programs for homemakers (64, 75, 89, 134, 160, 287, 298, 303, 349)

Careful selection of candidates for homemaking courses (68)

Awareness of counsellors of prerequisites of a good homemaker (68)

Training at the secondary or post - secondary level (136)

Registers should be compiled to establish competence (256)

Home economics in homemaker services (287)

Their salary should be taxable (68)

Special allowances for employing homemakers (256)

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3 - 5 Household help

Should not be limited to indigent families (256)

Regardless of income & on sliding scale (333)

Minimum wages for household help (302, 176)

Social security benefits for household workers (176)

They should have professional standing and protective legislation (36, 271)

RCSW to study report of U.S. Nat. Com. on household employment (160)

Men included on the staff (287)

3 - 5 Household Help

Immediately initiate a home help service in Greater Montreal area as outlined in plan of action presented by Montreal Council of Social Agencies & the Conseil des Ceuvres, June, 1967 (333)

Establish Domestic Service industry with all accompanying benefits such as unemployment insurance (353)

Establish a marketing board comparable to "Office Aids" to bring demand & supply together (353)

Community household help where one person would work for more than one family (393)

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4. ABORTION AND BIRTH CONTROL

4 - 1 Abortion B-1

B-1

Liberalize legislation (131, 133, 163, 169, 373)

Legalize abortion (30, 57, 69, 72, 134, 271, 279, 281, 282)

Sections 237 & 209 of the Criminal Code are inadequate (169)

Education & law should work to check illicit abortions (129)

Termination of pregnancy act be enacted (131)

Abortion be allowed where birth control, through ignorance, has not been used (344)

Family Planning Clinics dealing with abortion should be set up on model of Danish centres (169)

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4 - 1 Abortion B-2

Bill for abortion legislation should be decided by free vote, not party vote (129)

Laws not passed only by men (84)

Before passing law, gov't should consult various women's organizations (169, 273, 274)

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Should be forbidden (129, 286, 323, 344, 354)

Mother to make final decision (146, 254, 258, 285, 318, 363)

Legal right to decide oneself on abortion - but single girls under 18 should have parents' consent (194, 224, 243)

On request (27, 33, 45, 70, 72, 99, 100, 108, 147, 174, 178, 185, 188, 321, 364, 388, 389, 194)

On request up to fourth month of pregnancy (45, 70)

Clinical abortions on request (187, 194, 220, 229)

On request, except when medically inadvisable (321)

For therapeutic & socio - economical reasons (27, 30, 54, 169, 174, 272, 288, 318, 344)

Only for therapeutic reasons (17, 120, 129, 141, 169, 182, 256, 271)

Extend grounds for therapeutic abortion (169, 182)

Research on safer methods of therapeutic abortions, e.g. vacuum abortion (169)

Where there is high probability of malformed foetus (169, 174, 271, 315

When mother has had measles during pregnancy (363

For women who are mentally retarded (89, 174, 271)

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4 - 1 Abortion

L-5

For sexual assault of minor (30, 89, 105, 280, 299)

For rape, incest (27, 30, 54, 120, 169, 185, 256, 263, 271, 272, 280, 315, 318, 344, 364, 363)

Prospective abortion patient should be given counselling with psychiatrist (309)

Under authority of medical committee (299)

Approval by hospital committee discriminates against women in outlying areas without access to such committees (169)

Abortions should be provided free of cost (194)

4-2 Birth control

B-1

Legalize information on and sale of contraceptives (4, 15, 27, 28, 30, 36, 68, 57, 52, 84, 89, 133, 134, 141, 156, 169, 174, 194, 224, 254, 272, 279, 281, 299, 321, 318, 323, 338, 388, 389)

Information available to all women over 18 (187, 182)

Contraceptives on request (99, 100, 254, 265, 344)

Ligation of tubes Legalized (89)

Instruction on birth control for families on welfare (119)

Contraceptives given to all girls from age 14 or 16 on (144)

Health clinics be allowed to dispense contraceptives to needy persons (131, 220, 315)

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4 - 2 Birth control B-2

Gov't should publish a brochure on contraception (156, 389)

Facts about birth control taught in all high schools (187, 271, 368)

Information and means of contraception should be provided free of cost (194)

Contracceptives by doctor's prescription only (49, 120, 129)

Decision about birth control left to individuals (249, 243, 250, 163, 178, 249)

Prescriptions required for oral contraceptives (256)

Moderatly numerous families should be subsidized (129)

4-2 Birth Control B-3

Gynecologist in every university for prescription of the pill (365)

Sterilization for women on same basis as men (19, 121)

Through compulsory male sterilization (113)

Voluntary sterilization (169, 174, 254, 364)

Eliminate attitude of crime and guilt (250)

Use of drugs for birth control is distasteful (354)

Self-control is a more positive answer than contraceptives (170)

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5. SOCIAL WELFARE

B-1

5-0 GENERAL

- Hospitalization & medical insurance for working mothers. (256
- Cancer test clinic be made available to all women. (194
- Decentralization of medical - psychiatric service programs for children. (256
- More care for people in hospitals & mental institutions. (281
- An adequate health service should be instituted. (256
- Research into causes of mental illness, alchoholism. (319
- Government control on prices in hospitals, health clinics, drugs, food, housing & rentals. (320
- Higher rates of social assistance. (323
- More realistic payments for those in real need. (119
- Lower rents for social welfare recipients. (121
- Welfare recipients should be able to earn more than $15.00 per month. (121, 141)

B-2

5-0 GENERAL

- Increase welfare allowance for mother with children. (133, 256)
- Welfare payments adjusted to the cost of living. (174
- Extension of free legal aid. (188
- Women on welfare should be allowed to run a car. (377
- Low - cost housing for large families. (323
- Government pensions, annuities & bonds be tied to cost of living index to curtail inflation. (88
- Provinces should control all legislation concerning the family & social welfare. (12
- Regional Councils of Welfare should set up a committee of feminine Promotion to act as an intermediary between the region & the ministries, for the purpose of establishing national policies towards the integration of women. (256
- Co-ordinate planning for all welfare programs related to families & children, by a government dept. of the family. (188

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B-3

5-0 GENERAL

- Federal government on voluntary organizations sponsor research & conferences to develop health & welfare services. (52
- Abandoned children should receive special attention when public assistance laws are formulated. (256
- The Orientation Service for Homes should set up a consultation service for homes with dificulties. (256
- Provide portable or deferred pension plans where women re-entering labour force may participate. (101
- Local women be permitted to provie assistance to the professional social worker. (251
- Family courts should enable social workers & psychologists to assume decision making powers concerning family problems. (256
- Paid by chit to those who can't handle money. (119
- Religious denomination should not be a criterion for adoption. (174.

5-1 Old Age Assistance B-1

- Pension and old age security benefits be the same for women who are head of household as for male (27)
- Pension available for women by a means test at age 60 (30, 31)
- Wives over 60, whose husbands are retired should receive pensions (57)
- Available upon a woman's 60th birthday (194)
- Federal old age pension should be increased for those without private incomes (238)
- Pensions adjusted to the cost of living index. (249,273)

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- THE FEDERAL GOVERNMENT SHOULD MAKE PROVISION IN THE Canada Pension Plan Act for the voluntary inclusion of married women who are not employed outside the home. (25, 92, 134, 180, 249, 299, 318, 302, 386)

- Orphan should be allowed double benefits if both contributing parents are killed in a common disaster (55)

- Allow a husband to benefit from his wife's pension plan if she predeceases him (55, 193, 369)

- Spouse of employers, if legitimately employed, be eligible (71)

- Attribute to wife a part of profits that husband may have accumulated (124)

- No pension is given to the unmarried person (either sex) who dies leaving dependents (147)

- A women employed by her husband is not pensionable. (Wife receives survivorship pension on husband's death, but husband can receive such a pension only if disabled at time of wife's death) Individuals should not be pensioned according to sex (147)

- Single woman should continue contributing after she marries (177)

- Against contributing to CPP on an employee's behalf, but not deducting her salary from taxable income (189)

- Survivorship provisions of the CPP should include pensions for all dependents, as defined under the Federal Income Tax Act (244)

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- 0 to 4 years none
  4 to 10 years higher
  10 to 16 years higher
  $25.00 at birth of each child (236)

- Replace existing family allowance by giving $50.00 or more per month per child (391)
- Paid out to the person responsible for the child (391)
- Increased for large families according to the Hennipin formula (129, 368)
- Increased to $25.00 a month (127)
- No age limit (127)
- Paid directly to youngsters (127)
- Based on income (17)

- Be increased (368,27,20,120,124,208,303,130,129,368)
- Increased for women without partner (28)
- Adjusted to the cost of living (126,203,256)
- Provincial Ministry of Family (Quebec) give allowances to abandonned or illegitimate children (256)
- Raised in all provinces (126,256)

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5-4 UNEMPLOYMENT INSURANCE

- Women who retire from labour force to raise a family receive benefit from past contributions. (127
- A student should be able to recover monies paid. (127
- Equal benefits for women. (31
- Review of Unemployment Insurance Commission rules as they apply to women. (184,296
- Unemployment Insurance agencies should not divulge personal family matters to prospective employers of a woman. (184
- Review of Employment Agencies Act of Saskatchewan. (296
- Amend Unemployment Insurance Act so as to cover occupations not within its scope at present. (304
  (e.g. workers in teaching, private duty nursing, domestic service.)
- Stop abuses of unemployment insurance. (345.

5-5 GUARANTEE INCOME FOR MARRIED WOMEN B

- Wages for mothers in the home (37,20,124,175,163,146,123,298,303,256,321,289)
- Allowances for mothers in low income groups (128,151,337)
- Guaranted annual gov't wage for mothers of 1 or 2 children under 12 years old (159)
- Against allowances for housewives (50)

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- Same advantages for women on sick leave or disability income (318)
- All insurance benefits be made available to women (326)
- Less pension plan discrimination between men and women as to age of entrance and retirement (147)
- Quebec pension plan discriminates between men and women's heirs (252,273)
- Family pregnancy allowances for mothers (254)
- Scale of social allowances already insufficient; should not deduct revenue from other insurances (256)
- Pensions for parents of crippled and retarded children (273)

- Allowances for needy mothers should be revised according to the pensions of foster homes of July 1967; periodical revision should take into account regional differences (256)
- Social assistance policy in Quebec should be revised to ensure sole-support mothers a minimum income (256)
- Mode of distribution of social allowances should not isolate recipients (256)
- Under the Municipal Superannuation Act of B.C. a woman employee should receive same consideration and benefits as the survivor of a male employee who is pensionable (300)
- Special allowances for mothers, head of families (49,262,256)

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- The wife of a civil servant gets only half of her husband's pension. She should get 2/3 (48,88)

- Pensions are inequitable because women are paid less and must retire earlier than men (97,311)

- Pensions are insufficient for unmarried mothers, the sick, the widow, the underprivileged (120,172)

- Provide a fully integrated pension system so that pensions are entirely portable (2)

- A mother in the home receive for each year that she has cared for one or more children under 10, credits to her social security pension (124)

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6. LEGISLATION

6-0 GENERAL LEGISLATION B-1 B-1

Amend Canada Labour Code (Canada Fair Employment Practices Act), Chapter 19, by adding "sex" to the list of prohibited discriminations in Article 4(1), (2) and (3) (385)

Amend Fair Employment Practices Act of B.C. (385)

Private sexual acts between consenting persons must be no concern of the law (389)

Sexual intercourse without woman's consent may be rape if couple is living separately (318)

Women should not have privilege to refuse jury duty (85, 141, 212, 222, 315, 318, 244)

Eliminate clause in Jury Act which absolves women of civic responsibility (203, 347)

Requirements for jury duty be the same for both sexes except teachers and nurses (318)

6-0 GENERAL B-2

- Majority granted to persons under 21 when they either contract valid marriage or when they petition to government for majority (127)
- Government not lower voting age (72)
- Withdraw proposed law encouraging mental disorder such as homosexuality (129)
- Government establish psychiatric clinics for homosexuals (129)
- Federal government discourage extension of credit when not in best interest of consumer (70)
- A woman of 21 receive a complete and legal dissolution of her filial obligations (21

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6-0 GENERAL

- "Principle of Equality of Rights" be embodied in the law. (65,126,154,147,239, 60,256,328,336

- Each law specify that references to "he", "his" and "him" apply to both men and women. (3

- Legislate to Support U. N. Declaration on Elimination of Discrimination Against Women. (348,361,342

- Married woman's maiden name recognized by law. (123,203,145,318

- Married women retain their first name and adopt husband surname. (145,203,240

- Married woman's maiden name legalized in its feminine form. (145

- Married women hyphenate maiden name to husband's surname. (145

- Right of married woman to change her name without husband's consent. (159

- Call all women "Miss" to avoid stigma attached to not being married. (240

6-0 GENERAL

- Married women be able to retain their surname after marriage, divorce or separation. (216,318,389

- Children be able to take mother's name. (216,318

- On legal documents, a person should be able to choose to put down father's, mother's, or no name of ancestor. (216

- Deletion of any legislation grouping children, imbeciles and women together. (92

- Greater participation of women in preparing legislation related to education, family and social welfare. (102

- Revision of laws re property, taxation, abortion, divorce and homosexuality. (173

- Legislation limiting amount of credit allowed. (170

- Avoid legislation making it profitable to have children out of wedlock. (174

- Canada sign and adhere to International Conventions on economic rights of women. (192

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6-0 GENERAL

- Canadian women endorse legislation on abortion, marriage and divorce. (199
- Federal legislation reflect modern role of women. (155
- Amend Civil Rights of Women in Quebec. (155,307
- Amend Quebec Statutory Laws. (155,256,307
- Excessive parental authority on children over 21 should be a criminal offense. (215
- Better laws on proven rape cases: make rapists harmless. (258
- Call all women "Mrs.". (266
- One standard plan for schools to save on cost. (282
- Wife should have right to free legal aid, even if husband has sufficient means. (256
- Create Family Courts. (256

6-0 GENERAL

- The municipal Act of Manitoba and the Metro Act be amended to remove property requirements. (318
- Government should investigate lending policies and enact legislation prohibiting discriminatory practices. (328,377
- Equality before the law in civil rights. (373
- Current and future Human Rights Codes at the provincial and federal levels be revised to delete the word "sex". (374
- A meaningful Bill of Rights. (376
- Free legal aid for some types of civil cases for defence. (376
- More adequate police protection for violent husbands. (377

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7. LABOUR FORCE

7-0 GENERAL

E-1

Encourage women to work (65, 214, 356)

Study on potential of female labour force (147, 239)

Establish manufacturing plants to provide more jobs for men and women (184)

Government in Canada take lead in providing women with employment and promotion opportunities (192, 239)

More positions for women in the diplomatic service (311)

Federal government encourage the decentralization of industry to equalize employment opportunities (318)

Flexible hours for working mothers (17, 100, 144, 2, 35, 131, 172, 181, 211, 227, 256, 325, 243)

Increase resources of Women's Bureau (52, 155, 99, 144)

More summer jobs for female students (202)
No discrimination against older women (216)

7-0 GENERAL

B-2

Government and industry encourage women to prepare and apply for senior positions (131, 335)

Married women returning to work should not lose social benefits acquired formerly (256)

Allowances for working mothers when absent from work (256)

Grocery stores should take into account working hours of mothers (256)

Women employed full-time in religious institutions should be paid (318)

Priority in employment for women who are head of the family (340)

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Employers should consider women on equal basis to that of men (366, 371)

Apply I.L.O. Recommendation No. 123 (52, 262)

" " " " 100 (139, 262)

No restriction on pension rights for women (2)

Eliminate discrimination in job advertisement (86, 92, 85, 26, 163, 239, 385)

Mothers can be more efficient teachers than single women (210)

The word "sex" be included in all Acts containing anti-discrimination provisions (141, 93, 8, 147, 192, 304, 343, 371, 373)

Terms like "Brotherhood Week" be changed to "Humanhood Week" to avoid discrimination (150)

Opportunities in "male" fields should be available to women (156, 239)

Accept and implement I.L.O. Recommendation concerning Employment of Women with family responsibilities (321, 313)

Woman should bring humanity to labour (335)

A study in potential of women with family responsibilities to contribute in social and economic areas (361)

A study in consequences of working mothers (361, 68)

A study in assessing the dual role of mother and working woman (361)

Federal-Provincial conferences agendas to include questions relative to women workers (184)

Do a study on working capacities and desires of female college graduates over 45 who haven't worked at full-time jobs since marriage (204)

A system similar to "The Foundation for Re-Employment" (U.S.A.) should be established across Canada (252)

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Provision in labour organizations of a trained pool of workers for emergency when work load is heavier (190)

Female manpower office should keep abreast of technical progress, foresee future employment trends and alter retraining programs (155)

Government should check the distribution of women in occupations by regions (189)

Credit for experience of housewife (49, 124, 20, 325)

Upgrading of domestic helpers (229, 235, 236)

Special committee to work out the rules of employment for housekeepers (229)

Government should give mothers tests determining experience gained at home in psychology, human relations, etc. (229)

Marriage should not threaten job security (256)

Develop regional resources (Gaspe and Saguenay) so that husbands need not leave home for months because of work (256)

Eliminate contract clauses where employees agree not to work for competing firm for a number of years (174)

More government participation in solving women's employment problems (209, 296)

Investigate policies of large corporations (97)

All policemen should operate with the guidance of a chaplain (330)

The minimum academic standards for policemen should be raised (330)

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7 - 1 Equal Pay B-1

Implement " Equal Pay for Equal Work Act "
33, 50, 64, 52, 57, 72, 73, 85, 89, 99, 102, 38, 54, 124,
126, 127, 139, 172, 126, 143, 147, 144, 150, 146, 163, 170, 175,
218, 217, 227, 232, 252, 260, 261, 249, 274, 275, 279,
256, 345, 386, 3[illegible]3, 357, 282, 295, 304, 1[illegible]5, 207, 208, 209,
297, 288, 303, 311, 345, 378, 331, 335, 347, 350, 358

Equal pay for comparable work (31, 69, 147, 184)

Equal pay for work that is substantially the same
(92, 209, 374)

Equal pay for work of equal value (139, 374)

Equal salary for equal contribution (190)

7 - 1 Equal Pay B-2

Geographical area of employment are on any factor other than sex (140, 194)

Government inspection to enforce Equal Pay Act
(27, 28, 139, 147 156, 194, 318, 217, 347)

A federal commission to investigate discriminatory policies (296)

Equal Pay only for women head of households (17,

Ratify I. L. O. Convention No. 100 (86, 126, 147, 184, 194)

Government sign United Nations Convention on Equal Remmeration (246)

Federal Law favouring Wage Parity (155)

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7 - 1 Equal Pay B-3

Equal opportunity for men & women to work in any field at equal rates of pay (280)

A study of agreements between employers & trade unions to clear up question of discrimination against women and wage differentials (147)

Government inspector to investigate women's complaint (147)

Establish a non-partisan body to supervise union wage scales for women (217)

Efficient Boards of Complaint to deal with infringements (217)

Impose severe fines for employers who transgress law (347)

7 - 1 Equal Pay B-4

Penalties for violators (184, 217)

Women's wages equivalent to the Across Canada Industrial Average Male Labour Rate (184)

Find definition of "What is Equal Work ?" (184)

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7-2 MINIMUM WAGE B-1

- Implement minimum wage law (147,244,335, 184, 194)
- Raise minimum wages (281,36,69,209,)
- Same minimum wage law across Canada (36)
- Raise wages for medical technologists (283)
- Raise wages for nurses (306,309)
- Raise wages for typists, clerks (252)
- Give same Minimum Wage Act for men & women in B.C. & P.E.I. (147)

7-3 MATERNITY LEAVE B-1

Maternity leave be given (136, 144, 175, 265, 273, 275, 279, 290, 296, 288, 303, 304, 325, 326, 340, 348, 393, 100, 124, 147, 155, 256)

With either partial or full salary (17, 69, 52, 86, 101, 120, 126, 131, 150)

12 to 18 weeks leave and job guaranteed (27, 194, 217, 64)

9 to 14 weeks either before or after birth (40)

6 to 10 weeks without loss of privileges (129, 147, 363)

Without loss of employment or seniority (256, 304, 368)

3 months leave with one week paid for each year of work in same business (256)

3 months to 1 year leave with or without very little pay, without losing marginal benefits (256)

1 month paid leave and longer if recommended by doctor without loosing job (347)

1 year leave with partial or complete compensation and continuation of fringe benefits (150, 242)

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7-3 MATERNITY LEAVE

Legislation provide up to 6 months unpaid leave (174, 233)

3 months leave and retain seniority (209, 256, 363)

12 weeks maternity leave with pay, plus legislation guaranteeing continuance of employment and provision for additional sick leave with or without pay up to 3 months (217)

6 weeks paid and 3 months unpaid, or 3 months of part-time pay (256)

Without pay but without loss of benefits or seniority (256, 303)

Minimum of 4 months without loss of seniority (288, 303)

On a doctor's recommendation (303, 256)

No pre-natal period, but 4 months post-natal (321)

6 weeks before and 6 weeks after without loss of seniority or dismissal (378)

Regulations uniform across Canada (31, 52, 147, 256, 315, 321)

Leave if there is a commitment to return to work (83, 159)

During pregnancy, woman should have 2 day sick leave per month (256)

Beyond fixed period of leave, further leave without pay should be allowed (321)

Time allowed during working day for nursing (321)

Ratify I.L.O. Convention (52, 58, 126, 321)

Federal government provide maternity leave benefits (321)

Be included in labour contract (256)

Unions should enact measures to protect working woman (256)

Indemnity during leave be paid by State and employer (256)

Pregnant women be given 25 hours of work per week (256)

Where woman is valuable to employer, arrangements be made for mutual benefit (190, 263, 264)

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Instituted by contractual specifications or insurance plans (256)

Government allowances where industries are unable to assist (256)

Maternity leave should be introduced into training programs (86)

Employer should give priority for re-employment to women who had left work to give birth (256)

Income tax deductions for employment of homemakers during maternity leave (256)

Pre and post-natal clinics should be gratuitous and open outside of working days (256)

Women be given similar job when she returns (303)

Correct B.C. law that a teacher can't return to work until the child is one year old (240)

A basic family salary would enable women giving birth to choose between working or staying at home (256)

No maternity leave, woman should remain at home (274)

Maternity leave legislation is unrealistic (190, 232)

Maternity leave is not fair to employer (213)

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7-4 UNIONS & SYNDICATES B-1

- Unions implement equal pay by strike if necessary (97,275)
- Equal status in unions (256,321,318,335)
- Women on all Union Boards of Canada (358)
- Professional & labour syndicates obtain favourable working conditions for women working part-time as well as for maternity leave (102)
- Women have membership in Professional Unions (155,214,274)
- Unions take interest in child care services (211)
- Agency to deal with employers & employees (229)
- Someone to negotiate working conditions for women (256)
- Unions work to protect pregnant women (256)

7-5 CIVIL SERVICE B-1

- Equal job opportunity (27,54,84,138,141,131,275,290,299,326,342,385)
- Equal chance for promotion (54,286,290,299,326)
- Submit discrimination to a Board of Industrial Relations (54)
- Part-time work with equal benefits as full time (52,133,129)
- More women on Commissions, Conferences, Enquiries & Public Office (138,141,147)
- Same superannuation contribution as men (138)
- Practice Equal Pay (139,126,193,299)
- Observe Maternity leave with compensation (139)

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- A widower be entitled to benefit from his deceased wife's contribution (138)
- Survey on potential of women interested in advancement (131)
- Equal opportunity in taking courses (131)
- Promote qualified women to senior positions (Glassco Report) (147)
- Women in the constitution, federal & provincial legislation (155)
- Be first with salary equalization (233,326)
- Ensure women's entrance in diplomatic & political fields (238)
- Fed. gov't not discriminate against women veterans (385)
- Canada Manpower Service not discriminate against women (385,313)

- Civil Service should offer opportunity for employment to well-qualified local women (251)
- No discrimination in promotions (299)
- More flexible hours in civil service (302,335)
- Less discriminating advertising (311)
- Federal gov't should not discharge employees who are mentally ill or alcoholic before insuring that they receive treatment (319)
- More part-time jobs in the Civil Service (332)
- Employ married women in Nova Scotia Civil Service (86)

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7-6 HIRING

- Revise employment procedure for women. (18,6,2,22,214
- System based on qualifications only. (94,122,126,139,142,239,256
- Expand employment opportunities for women. (146
- More women on committees. (322
- Investigation re women workers in production lines. (18
- Employ older women. (142,214,256,311,379
- Less discrimination. (184,213,246,301,328,335,350
- Less discrimination in advertizing. (252,266
- Employer should give credit to housewife's experience. (265,288,321,347
- Establish equal employment opportunity commission both federal and provincial (292
- Recognition of economic force represented by women by admittin them to economic administrative.levels. (343

7-7 PROMOTION

- Special training jobs and opportunities for advancement be given to persons with superior education, training experience, desire or need rather than because of sex. (27,38,264,374
- Amend Canada fair Employment Practices Act to include sex. (52
- Representation on boards of directors, government commissions of women submitted by women's group. (86,321
- Equal opportunity for promotion. (94,185,342,209,232,237,303,318,328,335,350,156
- Less discrimination in promotions to executive levels and for entry into professions. (122,126,147,36,155,163,170,192,283
- Prejudice as to woman's ability. (120,301
- Equal access to equal opportunity. (141,282,144,252,256
- Discrimination in teaching profession promotions. (184,231
- Institute provincial board to check discrimination with respect to promotion. (213
- Promotion for older women. (379

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7-8 LABOUR FORCE INSURANCE

- In Manitoba equal group insurance coverage for men and women. (212
- Study on insurance and pensions. (221
- Same fringe benefits. (237
- For women when the children are sick. (289
- Specific sickness and validity insurance. (340
- Government should include in its social insurance, the payment of indemnities for maternity leave. (347
- Government health insurance for fees of pre-natal, medical, surgical, obstetrical, pharmaceutical care. (347

7-9 PART-TIME WORK

- For married women. (6,79,120,129,133,136,144,181,256,274,303,315,325,332,342,347, 356,363
- Allows dual role. (36,74,235,256,331
- Only for women with children. (63
- Will provide answer to shortages of staff in fields of welfare, nursing teaching. (217
- Will prevent women from losing skills. (217
- Psychologically beneficial. (210,266
- Study on part-time work for women. (131,183,188,221
- Federal and provincial governments should give lead. (198,298,301,302,332
- Manpower Centre of Canada to create a system of temporary jobs reserved for married women. (256

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7-9 PART-TIME WORK

- Inventory of part-time jobs. (129,183,188,217
- Employers to increase part-time jobs. (182,217,289,311
- Two women part-time instead of one full-time. (6,64,179
- For married women doctors, in hospitals, clinics, health centres. (264,283
- School boards can hire mothers to assist at recreational functions. (170
- Employ women teachers part-time instead of as substitutes. (198
- Part-time nurses and more flexible staffing patterns. (306,382
- Same wage scale as full-time employees. (217,235,303,347
- Provide same fringe benefits as full time workers. (101,124,129,144,170,174,182 217,242,252,304,347,366,368
- Eliminate prejudice against part-time workers. (217,241,252

7-9 PART-TIME WORK

- Amend federal and provincial labour and social security acts to cover, on a prorata basis the part-time employee, particularly domestic and mother's aide (349)
- Industries to provide day-care facilities for part-time employees (297)
- Correlate hours of part-time work with school hours (179,241,242,256,265,286,311)
- Maternity leave for part-time employees. (297
- A voice in decisions of boards and committees for qualified part-time employees. (332
- Part-time workers should be made to feel committed and in a position to contribute effectively. (217

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- A Division Of Female Labour, composed of men & women for promoting policies to solve problems peculiar to female labour (347)
- Labour laws should account for physical & psychical originality of women (340)
- Government should pass effective legislation or recognize that it has no intention of doing so (318)
- Legislation required to protect work of women (182)
- Social security measures for all workers (256)
- Enforce anti-discrimination principles (56,102,110,141,147)
- Ensure equal rights of husband & wife (340)

- Review "equal pay" legislation (192,214,219,233,242,363)
- Disallow discrimination of sex for senior posts in university, schools, clergy (159)
- Enforce health protection: restrooms, medical supervision, paid sick leave, regulations on weight-lifting (126,273,347)
- Discontinue all forms of remunerated labour done at home (347)
- Protective legislation for night work for women (129,174,374)
- Transportation allowances for women working at night (256)
- Night-call duties, not compulsory for married women (283)

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8. EDUCATION

8 - 0 Education (General) B-1

As per Unesco 1966 establish 10 year - plan to hasten entry of women in scientific, engineering & technical careers (221)

Education is federal gov't's responsibility (285)

Provincial legislation standardize private schools (155)

Office to evaluate courses & diplomas of all private schools (155
Federal aid to education on a broader basis (342)

A look into possibilities in field of information theory (155)

Courses on "United Nations" in every school (23)

Free education for all (61, 163, 285, 393)

Trade schools, CEGEP & university centres be established in deprived areas (155)

8 - 0 Education (General) B-2

Education in concentrated summer institutes extension programs & T.V. courses for young girls (173)

Wider range of objectives in female education (173, 194, 319, 374)

More recognition given to women's accomplishments in arts & other professions (221)

Military training courses be related to civilian courses and credits given (174)

Creation of a Federal Bureau of Education (174)

Each segment of educational content have practical application (201)

Training of nursery school teachers compulsory for all men & women who intend to be parents (201)

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Techniques of importing information be compulsory in educational system (201)

Establishment of "bridging" courses as preparation for content courses (200)

Equal opportunity for education (195, 342)

Educational system from nurseries to universities & continuing adult education be in public domain & embody all present - day welfare services (201)

Educational Bill of Rights to eliminate discrimination in educational system (126 192 193)

Special training & full - time work for counsellors in Canada ManPower Centres (52)

Citizenship & public - speaking courses (128, 224)

Fed. Dept. of Education give leadership courses and co-ordinate education (139)

Consumer education by schools, mass media, N. F. B. films (148)

Seminars in psychology as a community activity (153)

Canadian Economic Council take into account education of women in its future studies on productivity (155, 297)

Equal financial opportunities (194, 244)

Eliminate co-education in schools (276)

School uniforms for girls should be obligatory (276)

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8 - 0 Education (General) B-5

Driving licenses not issued to anyone under 18
unless applicant has completed driver training course (288)

Driver training courses considered as extra
curcicular but given in conjunction with
school programmes (288)

Departments of education assisted by Federal government
& in cooperation with universities & private educational
institutions should undertake a study of all aspects of education.

(Curricula, finance, organization etc. & update these to
needs of modern women (313)

A travelling Canadian team of researchers should be appointed
to study needs of the "functional illiterates" in rural &
urban areas especially in the "inner cities" (313)

Credit for homemaker experience be considered (321)

Raise the legal age for leaving school & working to 18 (318)

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8 - 0 Education B-

Establishment of "travelling schools or colleges" (318)

DBS to conduct regular research on Canadian
women to predict educational needs (318)

Dept. of Education oversee the training of those
administrating & interpreting aptitude tests (318)

Quebec Ministry of Education revise counselling &
information services available at the moment to women (349)

Practical courses on Canadian economy & principles of economies
should be introduced at all levels of education, including
adult education (343)

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The educational system should try to handle the problems created by the unequal society (366)

All schools & classes be co-educational (280, 347)

All courses opened to both sexes (280, 347, 393)

Textbooks rewritten to eliminate discrimination against women (280)

Schools should synchronize classes with schedules of industry (256)

School calendar should follow civic calendar so that families may share benefit of legal holidays (256)

Encourage female students with ability to complete their formal education (288)

8-1 VOCATIONAL GUIDANCE

- Counselling and guidance for all (67,131,133,136,166,86,192,213,274,297,304,393
- For married women re-entering labour force. (31,68,70,292,321
- Career counsellors encourage girls to continue education. (124,233
- Encourage girls to enter male professions. (33,90,155,163,189,393
- International Women's Bureau for married women entering labour force. (49,54,151
- Integrate vocational guidance services (56
- Free of charge for women returning to work. (144
- Grants for academic and vocational training of older women. (151
- Inform on opportunities in social sciences (55

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- To assist working women in obtaining fuller benefits from existing legislation. (26,124,128

- Related to existing employment opportunities and not limited to traditional women's occupations. (52,347,374

- Counselling services at universities. (82,90,234

- Re-evaluated in light of new roles adopted by women. (155

- Opportunities for guidance for mildly retarded women. (34,1[illegible]

- The following jobs should be encouraged by the Federal government through creation of courses in community colleges: surgical technical assistant
  recreational assistant
  teacher aide, kindergarten aide
  institutional housekeeping
  nursing home aide
  home rehabilitation aide (190,213

- Women should take advantage of the Canadian Vocational Training Programme. (193

- New orientation for women. (201

- Guidance training at Memorial University. (209

- There should be an adequate information and counselling service set up outside the educational institution though closely co-operating with it. (200

- An employment counselling service to inform women on labour market needs and advise on qualifications and further training; advise on adjusting family responsibilities. (304,318

- Manpower provide increased counselling service for women who wish to return to work. (311

- Especially for poor, debt ridden and deserted women. (345

- Publicize and make available services like the Vistas for Women Programme run by the Montreal YWCA. (321

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8-1 VOCATIONAL GUIDANCE B-4

- Comprehensive personal and vocational counselling by qualified personnel at high schools, colleges and universities. (333

- A study should be made to discover extent of vocational guidance given to young women as to which unmet needs they may fulfill. (361

8-2 TRAINING & RETRAINING (GENERAL) B-1

- Winter works programs for women (121)
- Screening & special training for mature women (128,347)
- Training for mildly retarded women (34)
- Retraining for married women (17,175,241,347)
- Free household help during retraining (27)
- Day care at training centre (27)
- Women should be tested for aptitudes (170)
- Reassesment of educational institutions (192)

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- Establishment of standards in vocational institutes (244)
- Retraining courses organized by intermediary group (256,299)
- Regional colleges to train girls in home management and child care (130)
- For both sexes (347)
- At night for working women (363)
- More cooperation among various gov't departments in encouraging training programs (386)

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8 - 2 Training & Retraining (Sponsors and Fees) B-1

- Encouraged by federal government (256, 305, 326)
- Training allowances by government (315, 377)
- Manpower Retraining Grants for women entering labour force (63, 69, 183, 292)
- Government assume cost of part of salary during retraining (256)
- Federal government system of loans at low or no interest for training & retraining (46, 54, 55, 58, 230)
- Equal allowances to those granted men who retrain (349)
- Training allowances extended for completion of two year courses (141)
- Criteria for grants accommodate women (303)
- Provided by industry and government (69, 122, 256, 293, 54, 72, 177, 292, 316)
- Provided by industry & small factory (318)

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8-2 TRAINING & RETRAINING (SPONSORS AND FEES) B-2

- Done by special "Y" programs, churches, service clubs, specific industries (345)
- Canadian Manufacturers of Household Products sponsor a diploma in household services (236)
- Loans & bursaries for nurses pursuing graduate studies (26)
- Retraining - free and accessible to all (170, 192)
- Financial aid for married women wishing to retrain (73, 172, 182, 242)

B-1

8-2 TRAINING & RETRAINING (COURSES)

- For skilled or professional employment. (256,311,110,2,68,67,56,83,243,273,101, 121,131,126,161,170,187,192,194,209,212,227,249,252,254,262,271,325,347,386
- At all levels. (128,133,139,144,146,54,70,155,334,348
- On a continuing basis. (36,89,75,230
- Short term courses for upgrading. (141,318
- Homemaking and housekeeping courses. (129,161,171,318,175,176,244,285,321 (A Swedish model) 325,328
- Nursing courses for older women without residence requirements. (141
- Occupational therapy taught at technical institute level. (141
- More non-credit courses for low income women. (90,131
- Relaxation of 1 year limit for training courses. (141,214
- Nursing school teacher training. (129,386

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8-2 TRAINING & RETRAINING (COURSES)

- Federal government offer courses given by Association of Administrative Assistants. (149
- Emphasis put on practice rather than theory. (200
- Possibility of part time internship. (321
- More refresher courses for professional women wishing to re-enter field. (200,315
- Subsidized retraining courses in medical technology. (283
- Courses in money and time management, fabric care, use and care of equipment, new food processing, preservation procedures, health and nutrition. (299
- Programmes of Apprenticeship. (303
- Credit courses. (299
- Refresher courses in Nursing. (26,306
- Upgrading courses in Nursing. (26,318

8-2 TRAINING & RETRAINING (COURSES)

- Adult language courses in French and English financed by Federal government. (90
- Courses in real - estate and selling. (170
- Department of education across Canada under sponsorship of federal government should study curricular offerings for girls in vocational schools. (313
- More flexible admission requirements. (313

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8-2 TRAINING & RETRAINING (PUBLICITY) B-1

- More publicity on work available for women who retrain (6,183,219,384)
- More publicity re Manpower training & retraining programs (174,233,256,189)
- Dept. of Labour publicize training courses (140,155,242,302)
- Inform women on training & retraining (140)
- More information on courses (124,217)
- Information coordinated under Canada Manpower (133,256)
- Publicity to encourage women to attend courses, films (331)
- Information & publicity re urban job & retraining available in rural communities (74,271,318)
- Well advertized in magazines (345)

8-2 TRAINING & RETRAINING (LOCATION) B-1

- In-service training for women (89,242,244,386)
- Regional training centres (129,256)
- In Community colleges (200,243,271)
- In private enterprises (303)
- At night in major cities (256)
- In rural areas (299)

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8-3 SEX EDUCATION B-1

- Sex education at elementary school level (144,177,178,201,286)
- Compulsary sex education & family planning courses in schools (169)
- In the home (144,362)
- Free sex education no mores (373)
- By specialists, at high school level (144,36,122,120,128,129,187,255,254 281,286,325,368)
- Sex education & Psychology courses (123,335)
- Co-educational sex classes be made part of every curriculum & begin in the early grades (280,)
- At all levels (256)

8-3 SEX EDUCATION B-2

- Sex education would prevent need of abortions (344,363)
- Provincial gov't should pay for sex education in schools (344)
- Sex education should be given in schools along with birth control education (362,365)
- Courses in Human Scienses taught from Grade One through University (388)

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Abolish tuition fees (280)

Free tuition if candidates are well-qualified (174)

Tuition paid by Federal government (194)

Grants for part-time students (217, 233, 350)

As many scholarships for girls as for boys (273, 311, 280)

School residences co-educational (280)

More Federal and Provincial grants for married women (313, 79, 82, 92, 200)

Maintenance grants for working class children (280)

Extension courses in Nursing - part-time or evening (26, 143, 349)

More part-time courses (89, 244, 321, 368, 381 (medicine))

Courses in general counselling techniques (131, 306, 311)

Upgrading in Home Economics field (181)

Women's universities (125)

Extend period for post graduate work for married women (141)

Universities take into consideration different phases of a woman's life, e.g. maternity (155)

Refresher courses on part-time basis (173)

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Government financed programs to encourage part-time studies, daytime and evening, refresher and retraining courses for professional, semi-professional and technical occupations (333)

Courses with hours suited to mothers (334, 347)

Service in labour market taken in account for admission (303)

More universities to prepare nurses for teaching, administration, research, etc. (26, 309)

Extension courses in Nursing - part-time or evening (26, 143, 349)

Standardize credits (244, 82, 90, 6, 244)

Equal opportunity for enrollment in all faculties (262, 311, 97, 136, 144, 156, 216, 311, 365, 368)

Encourage women to enter male faculties (264, 303, 365)

Summer courses for the whole family (285)

More understending of sexuality in Medical Schools (128)

More universities of the street (303)

Equivalent system between older and recent degrees (256)

Extension of University counselling services to interested women (90, 311)

More popular culture courses with a diploma (368)

Age limit for admission to medical schools should be abolished - this discriminates against mature women who can greatly contribute to medical profession (381)

Extramural study should be made available and universally recognized - each university could offer extramural study in a different field (381)

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8-5 HIGH SCHOOL LEVEL B-1

- Separate the sexes (23)
- Set up Home Economics workshop and recognize attendance (181,279)
- Recognize human aspect of Home Economics (181)
- Non-confessional courses in comparative religion (174)
- Gov't check Canadian schools & guidance program for girls (189)
- Courses in budgeting (170,190,196,230,333)
- Hygiene courses (155)
- Compulsory courses for girls in budgeting, commerce, laws (62,119)
- Political education courses (124,154,224,230)

8-5 HIGH SCHOOL LEVEL B-2

- More courses in social sciences (136)
- Equal educational opportunities for boys & girls (266)
- Political courses in high school (279)
- Professional & technical training for boys & girls (306,350)
- Counselling services for girls (311)
- Departments of education across Canada under sponsorship of federal government should study curricular offerings for girls at junior high & secondary school levels (313)
- For rural & isolated areas, more correspondance courses, better transportations, residential homes for girls (318)
- Women should be taught the responsibility of work (335)

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- Specialized services in schools to answer needs of fatherless children (256)
- A system of supervised studies in school for children alone at home from 4-6 p.m. (256,304)
- Teachers for children in home (124)
- Supervised luncheons in all schools (349)
- Educational provisions for handicapped children (174)
- Encourage men to teach at this level (374)
- Homemaking courses, family life education, preparation for human partnership, be on a co-educational basis in primary grades (201,241,331)
- Kindergardens lower entrance age from 5 to 4 years (194)

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8 - 7 ADULT EDUCATION

- STUDY SITUATION OF MATURE WOMAN STUDENT ---- 234, 318, 347
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- FUNDS AVAILABLE TO INSTITUTIONS FOR MATURE WOMEN ---- 200
- NO DISCRIMINATION AGAINST OLDER WOMEN ---- 216, 381
- COMMUNITY COLLEGES FOR HOUSEWIVES AND MARRIED WOMEN ---- 133, 156
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- ON A PART-TIME BASIS FOR MARRIED WOMEN ---- 6, 381, 74, 214
- GOVERNMENTS SHOULD FINANCE RESEARCH INTO TEACHING METHODS FOR ADULTS - 333
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- DISPENSE WITH SUBJECTS IRRELEVANT TO LINE OF WORK FOR MATURE WOMEN - 386
- ADULT EDUCATION AIMED AT FRENCH CANADIANS OUTSIDE QUEBEC BE SUPPLIED IN FRENCH ---- 273
- COURSES GIVEN DURING CHILDRENS SCHOOL HOURS ---- 379
- SUPPLEMENTARY ALLOWANCES FOR SOCIALLY ASSISTED WOMEN PREPARING HERSELF FOR EVENTUAL EMPLOYMENT THROUGH RIGHT COURSES ---- 256

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- Better scheduled for housewife (124,172,190,242,303,325,343,144,279,335)
- Radio & T.V. courses with diplomas (133,144,172,194,327,333)
- To educate housewife (68,155,209,325,345,55,72,70,144,256,384)
- Fed. gov't establish Educational T.V. Program (299, 288,318,303,194,285, 334,333,217,233,273)
- General & professional adult education program subsidized by gov't (112,155)
- Programs on menus & health care of children (68)
- Courses to recruit nurses (306)
- Courses in new mathematics, social laws & culture approved by Minister of Education (327
- Information for women in economics (343)

- Round table discussions, theme sketches, question games (343)
- Encourage competition among audience of economic broadcasts (343)
- Programs on finance, insurance, law, estates, etc. (55,72,70,252)

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- More publicity re educational programs (190,279)
- Gov't use audio-visual aids for sexual education (254,368)
- Encourage girls to enter masculine professions (279)
- Conform to regular educational standards (23)

- Programs providing background information on current news broadcasts, a familiarization with economic terms using modern & objective instruction & developing a creative imagination in administering & investing capital (343)
- The Commission examine possibilities of educational television and other modern media of teaching (349)
- Telecasts of university credit & refresher courses supplimented with tutorial instruction (82,90)

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- Sale of business be negotiated over a period of one to five years. (254

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9-6 BUSINESS PARTNERSHIP BETWEEN SPOUSE

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- Women's labour bureau should issue and distribute information on labour Legislation. (256
- Information on women's moral and legal responsabilities. (225
- Department of Consumers and Corporate Affairs should inform the public on advertisements. (49,196
- Information re family benefits and protective legislation in employment. (63,203, 256
- Government protection by information on drugs, credit, alcchol. (72,170
- Information booklet on laws and regulations relating to separated and deserted families. (146
- Pamphlets to inform public on situation of daycare services, the aged and handicapped. (160

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- The government bill aimed against hate literature should include any form of advertising undermining the image of women. (187,366
- Large scale government sponsered programs to educate the public on women's rights. (268,275,311,20,68,70,187,221
- More publicity given to the role of working mothers. (85,264
- Federal government initiate an "advertising campaign" to revalorize role of housewife. (83,233,241,278.
- Federal government fully educate women on their policy changes. (89
- Government should issue statement to all Canadians on the legal status of the Canadian women. (159,203,225,233
- Classify and standardize women's rights across Canada. (185,217,347,345,305, 173,321

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- Department of National Health and Welfare mail suggestions regarding care of children, menus, household hints with family Allowance cheques. (68
- Federal government encourage advertizing industry to establish a self disciplining body to establish a code of ethics for advertising that is geared to consideration of actual family needs. (70,190,347

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PRECIS OF THE PUBLIC HEARINGS OF THE ROYAL COMMISSION

ON THE STATUS OF WOMEN IN CANADA

- WESTERN CANADA - April 16 to May 3, 1968 -

These précis summarize information or recommendations not covered by the original written briefs, submitted to the Commission, as well as some of the ideas emerging from the questioning by the Commissioners after the oral presentation of the briefs.

Also included is a résumé of the statements made by members of the audience who were invited to speak after the presentation of briefs, when time permitted.

Usually two sessions were held daily: Day sessions were held from 10:00 a.m. to 2:00 p.m.; night sessions from 8:00 p.m. to 10:00 p.m.

Prepared by Esther Kaplansky and Isabelle Desjardins.

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Precis of Public Hearings

April 1968 - October 1968

LOCATION	DATE	TAPES
Victoria	April 16	2 - 3
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VICTORIA, BRITISH COLUMBIA

EMPRESS HOTEL

Tuesday, April 16, 1968

Day session: 10:00 a.m. to 2:00 p.m.

PRESENT: Chairman and all Commissioners.

ALSO PRESENT: The Executive Secretary, the Assistant Secretary, précis writers and staff members.

EXHIBIT NO. 1

The Chairman opened the first hearing by presenting the credentials of the Commission, the letters patent, which were deposited as Exhibit No. 1. She outlined the aims of the Commission and asked the participants for a short summary of their brief and most important recommendations.

The Executive Secretary then gave a résumé of the Order in Council establishing the Commission. She introduced the Commissioners, and explained that all the evidence given at the hearings is registered on magnetophone and a précis writer is taking notes. She invited all those wishing to speak in French to do so since simultaneous translation is provided.

EXHIBIT NO. 2

The Voice of Women, Victoria B.C. Committee. Brief No. 248.

Spokesmen: Mrs. Valerie MacDermot, Mrs. W.T. Lawson.

Subject: Women in Public Affairs.

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Education for Political Life

Education for political life will help women overcome the difficulties and attitudes that deter them from participating. Specially geared courses should start at high school level to prepare girls for political positions, either appointed or elected ones. Political activity at school should be allowed. Student participation at planning meetings of school boards, at seminars, in local and higher levels of government should be encouraged.

Political Activity for Women

This is considered a duty by the Voice of Women. There is a local Association of Women Electors which is concerned with women in civic government.

Women's Pages

There is still a need for women's pages in newspapers. However, public affairs and political issues involving women should appear in different sections of the newspaper.

EXHIBIT NO. 3

Mrs. Eleanor E. McMullen
1616 Belmont Avenue
Victoria, B.C.

Brief No. 290

Subject: Unfair Hiring Practices in Federal Public Service

Equal Opportunity

Mrs. McMullen said she was refused a job in the professional category although she was qualified because women are considered physically incapable - men with equal qualifications were hired.

Actually, in her semi-professional job as lab technician more physical

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work is required. No women are hired in the professional category. There are many women doing office work, and 10 out of 100 are employed as technicians.

Equal Pay Act

This is a violation of the B.C. Equal Pay for Equal Work Act, but because she is not in the professional organization she knows no way of appealing her case. The Civil Service Employees Organization has no jurisdiction over job distribution, only over pay. She agreed with one Commissioner who suggested that an Ombudsman might be appointed to handle such grievances.

Employers Attitudes

Employees could be persuaded that committed women stay on the job, or return to it, and are efficient as well as physically able to do the work.

EXHIBIT NO. 4

Miss R. Elliott and Mrs. Mary Webb. Brief No. 130.
4881 Maxine Lane
Victoria, B.C.

Subject: Day Nurseries, Regional Nursery Craft Colleges

Nursery Craft Colleges

The Toronto School of Mothercraft where girls are trained in household management and child-care now has 25 students, who upon graduation can earn $10. per day.

Careers

Regional nursery craft colleges should be designed to provide careers for young girls (whom children prefer).

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Refresher courses should be available for the older experienced woman to qualify her on a professional basis.

EXHIBIT NO. 5

The Victoria District Registered Nurses Association of British Columbia. Last minute brief.

Spokesmen: Miss Clemens, Miss Fieldhouse, Mrs. Bridges.

Subject: Discrimination - Widows - Women Who are Sole Support of Families - Salaries for Women.

Equal Pay

The term equal pay for equal work in both Federal and Provincial Equal Pay Acts should be changed to equal pay for comparable work.

It would be more effective if a group instead of an individual could file a complaint against discriminatory practices in employment.

Taxation

In British Columbia the law states that a person who is the sole supporter of a family can claim exemption for a housekeeper if the housekeeper lives in. This law discriminates against low income groups who cannot provide a spare room for the said housekeeper.

All working women should be able to claim a tax exemption of $1,000. per year for a housekeeper.

EXHIBIT NO. 6

Mrs. Grace Worrall Brief No. 236
Extension Road
R.R. #1, Nanaimo, B.C.

Subject: Trained housekeepers for Women who Work

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Housekeepers

Diploma courses for housekeepers should be paid by private companies such as General Electric since this would help promote sales for the company.

EXHIBIT NO. 7

Mrs. Hilda Marshall
615 Vancouver Street
Victoria, B.C.

Brief No. 215

Subject: Filial Responsibilities and Obligations

An addendum to this brief was presented to the Commission

Filial Responsibility

A woman (or a man) who is over 21 years of age should not be legally responsible for the welfare of her (or his) parents.

Senior Citizens

The government should retrain elderly people who are able to work, and increase the number of nursing homes for those who can not work.

EXHIBIT NO. 8

British Columbia Women's Institute. Brief No. 57

Spokesman: Mrs. H. Woodward, President of the Institute
949 Grilse Lane
R.R. #1, Brentwood Bay, B.C.

Subject: The Rights of Women to Property, Abortion, Divorce, etc.

Equal Pay

Every woman who works should receive equal pay for equal work regardless of her marital status.

Divorce

The new divorce legislation is still restrictive.

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Voluntary Work

Voluntary work is a good outlet for wives of professional men who do not have to work. Young women are less attracted by voluntary work than they were a few years ago.

Pre-marital Counselling

Family Planning Centres should include in their programme pre-marital counselling services. The minimum age required for participating in the family planning programmes or pre-marital counselling would be 17.

Ombudsman

The President of the Women's Institute of British Columbia endorsed the idea of an Ombudsman in British Columbia.

EXHIBIT NO. 9

Mrs. Vivian Kirk. Last minute brief.

Subject: Discrimination Against Part-time Nurses and Older Re-trained Nurses.

Nursing

The speaker who is a registered nurse blames the hospital administration for not wanting to adapt schedules to fit in married nurses who, as housewives, can only work part-time.

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GENERAL DISCUSSION

1 - Mrs. Forbes

- A Women's Bureau attached to the Department of Labour of B.C. was established in Victoria a year ago.
- The existing day nurseries in Victoria are a "pilot project" for a province-wide programme.
- The family planning centres in Victoria are not sponsored by the government.
- Voluntary organizations are worthwhile if they do not make women lose sight of gainful employment.

2 - Lilian Dickson

- In the detention home where this woman is employed, when women are on call all night they do not receive extra remuneration.

3 - Mrs. Kay Dickson

- This woman belongs to the low income group. It is her opinion the Commission is not hearing from this group. She believes that welfare agencies should educate the people who are on welfare. Education and retraining programmes would enable them to break away from their inferior status. One Commissioner asked how the Commission could reach the people from lower income groups. Mrs. Dickson answered that they should be trained in public speaking to enable them to speak out to the world about their particular problems. One Commissioner mentioned that the low income groups were reaching the Commission via the open line. Welfare payments should be increased to raise the standard of living. Mrs. Dickson stated that the "Greater Victoria Low Income Group" had presented a brief to the Government of British Columbia and undertook to provide a copy to the Commission.

4 - One speaker mentioned that changes are needed in the Citizenship and Immigration laws. For example, several pages in the form that a landed immigrant has to fill apply to the status of men,

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while only one line or two are related to the status of women. This example gives to the new Canadian a bad first image of the status of Canadian women.

5 - One speaker mentioned that women from low income groups are discriminated against. Their wages are so low that if they have to pay for the services of a baby-sitter or housekeeper it does not pay them to go out to work.

- Women in politics should not hold office solely in fields connected with the family.

- If more women were in politics the status of women would improve.

6 - One speaker said that women should educate themselves in political matters by attending legislative sessions and listening to debates. They should also participate in all civic meetings of a provincial or federal nature.

7 - Mrs. Garman

- Hairdressers who belong to the Hairdressers Association earn only $40. to $45. a week.

- Indian girls should have the opportunity to be clerks in department stores.

- Night courses in family life should be given to encourage happy family living.

8 - One speaker said that women should be informed that since they constitute a large portion of the labour force, they could exert more influence in society.

- The Equal Pay for Equal Work Act should be studied.

9 - Miss Evans

- One Commissioner mentioned that the Commission had been informed via the open line that spinsters, divorcees and separated women had to have a male guarantor for a mortgage when purchasing a house. Miss Evans stated that she had this experience with a trust company who did not give any reason for its behaviour. However, women are permitted to assume the responsibility of an existing mortgage when buying a house.

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10 - Mrs. Forbes

- Mrs. Forbes spoke of her personal experience as a deserted wife.
- Trust companies are willing to give a mortgage to a woman but the banks refuse to provide the money if there is no male guarantor. Furthermore, a deserted wife cannot keep her credit cards or her telephone in her own name.
- Alimony is not paid by the husband even when there is a court order against him.

11 - One speaker would like tax exemptions for children raised from $250. to $750. or $950. to help women save their marriage or prevent desertion. She said that Mrs. Grace MacInnis, M.P. has presented a private bill on this question to the Federal Government.

- Widows, divorcees and deserted wives should be retrained to permit them to support themselves and their family.

12 - One Commissioner said that she was informed via the open line that in the Victoria banks, women could only accede to the position of head teller.

- A member of the audience answered that a few years ago a woman had been manager of the Imperial Bank of Victoria.
- This speaker said that nursing homes' fees are exorbitant for older women.
- Medicare should provide for people who are chronically ill.

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VANCOUVER, BRITISH COLUMBIA

VANCOUVER HOTEL

Wednesday, April 17, 1968

DAY SESSION: 10:00 a.m. to 2:00 p.m.

EXHIBIT NO. 10

Children's Aid Society of Vancouver. Brief No. 188

Spokesmen: Mrs. Cornwall, Mrs. Collyer, Miss Hyatt

Subject: General

Day-care Centres and Home-makers

Day-care centres should be free of charge where need is indicated.

The salary of a home-maker employed in the home during emergency periods should be tax deductible.

A good mother substitute could adequately replace mothers who have to work.

Single Parent's Hostel

Contributions made by single parents are not sufficient for the upkeep of a single parent's hostel. Unwed mothers have established such a hostel in Vancouver. They discovered that their salaries were not sufficient to cover the expenses. These hostels should be financed and supervised by the Social Welfare Department.

A centre similar to that of the Danish Mother's Centre would greatly help the physical and moral well-being of young unwed mothers. Young girls who would go to these centres should have the permission of their parents and of their family doctors. Birth control information could be given to them at the centre.

Family Allowances

Family allowances should be doubled.

Family Counselling

These services should receive grants from the government but be kept under the supervision of voluntary organizations.

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EXHIBIT NO. 11

The Provincial Council of Women of B.C. Brief No. 213

Spokesmen: Mrs. Sanford, Mrs. Creighton, Mrs. Scott

Subject: Equal Laws and Standards

Equal Pay Act

Equal pay for equal work legislation should include a special section relating to equal advancement.

Education

Girls attending high school should be informed that technical and vocational schools are opened to them.

Home Ownership

There should be a provincial law dealing with home ownership that would permit single women to get a mortgage on a house if her income is stable and sufficient.

EXHIBIT NO. 12

The East-Enders Society. Brief No. 121

Spokesmen: Mrs. Crawley, Mrs. Harwood

Subject: Discrimination in Employment, Housing and the Criminal Code.

Retraining

One of the speakers mentioned that at a meeting of 18 employment agencies in Vancouver Mrs. Marshall, speaking on behalf of the Manpower and Immigration Department of Canada, said that all retraining programs offered by the government were for men only.

Hostels

People who need care on a temporary basis, such as those who are discharged from mental hospitals or centres for alcoholics,

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should have a hostel where they could be rehabilitated before facing society.

EXHIBIT NO. 13

United Fishermen and Allied Workers' Union. Brief No. 184

Spokesmen: Mrs. O'Shaughnessy, Mrs. Beagle, Mr. Tom Parkin

Subject: Various Aspects of Discrimination Faced by Working Women.

Equal Pay for Equal Work

The equal pay legislation should be based on job evaluation and not on sex or physical prowess.

Men recognize the ability of women workers but fear that if women were no longer a source of cheap labour they would lose their jobs.

If the Equal Pay for Equal Work Act was properly formulated, men would not risk losing their jobs.

In the contract of the Fishermen's Union the Equal Wage Act is only mentioned in 3 or 4 categories of jobs. The union would not go on strike for equal pay for women because they feel that men would not risk their jobs or the loss of pay during the strike. The women themselves do not wish to go on strike to fight for equal pay since this could mean work stoppages for all workers.

Quite often a package deal is offered by the employers and accepted by the union. Usually it contains a percentage increase in salaries for both male and female workers. The woman does not benefit by this transaction.

The general labour rate refers to the rate paid to the majority of workers in the fishery industry.

Secondary industries established in Vancouver would provide more jobs for both men and women.

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Workers should be informed that organizations are allowed to legally represent the grievances of individuals.

The inspectors could represent interested individuals.

A skilled woman worker on the production line is paid less than an inexperienced high school graduate.

Women are so used to discrimination that they have stopped fighting back.

There are four women in the policy-making branch of the union.

One-sixth of the organization staff are women.

Maternity Leave

Maternity grants should be provided for by the industry or by a general tax on the industry. The industry should pay a portion of a woman's salary during maternity leave in order that the said person be able to maintain an adequate standard of living.

EXHIBIT NO. 14

Mrs. Eileen Craigie. Brief No. 63
R. R. #2, Oliver, B.C.

Subject: Working Women and Education for Married Life.

Education

One recommendation was added to her brief: schools should give courses on human relations.

EXHIBIT NO. 15

Women's International League for Peace and Freedom.

Brief No. 238

Spokesmen: Mrs. Muriel Panda, Mrs. Joan Jennings

Subject: Status of Women

Discrimination

One Commissioner, familiar with their organization, asked if they knew of discrimination against Indian women as such. None

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was produced.

EXHIBIT NO. 16

Mrs. I.Z.Y. Conboy, LLB.
33 Princess Avenue East, Chilliwak, B.C.

Brief No. 112

Subject: Mores of Marriage, Forms of Address.

Forms of Address

The appellations "Miss" and "Mrs." detract from women's equality and identity as a person in her own right. "Persona" or "Mistra" is suggested as a general form of address for all women. Own names are preferable to that of fathers'.

The speaker agreed that the dominance-submission relationship between man and woman is characteristic of western culture.

EXHIBIT NO. 17

Mrs. P. Stafford and Mrs. J. Cooling. Brief No. 293
Apt. 205, 2222 Bellevue West, Vancouver, B.C.
(Legally separated from their armed forces officer husbands)

Subject: Legal Rights of Separated and Divorced Wives.

Retraining

The divorced or separated woman must often retrain or acquire a new profession which she usually cannot afford, while her husband maintains his prestige and standing.

Children

Divorce and separation laws need to be changed. The courts should disallow the time allocations these fathers spend with their children, since the three days allotted is insufficient to retain an adequate father image and confuses the children. The amount of support should augment according to the number of children, and extend beyond age 18.

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Legal Fees

It is unfair that a wife must pay legal fees if it is necessary to take legal action again.

Collection

If a husband is on pension from the armed forces, it is difficult to find out the amount of his pension and collection is very hard.

EXHIBIT NO. 18

Mrs. Elsie M. MacCleave - Letter of Opinion

Marriage

The minimum age for marriage should be decided by doctors and other professionals--and be made law, pregnancy notwithstanding.

Education

Women can be encouraged to enter the scientific professions by means of radio and television.

Royal Commission on the Status of Women in Canada,
Precis of Public Hearings, Victoria, April 16, 1968.
(R.G. 33/89, Volume 10)

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GENERAL DISCUSSION

1 - Mortgages - Federal Government must make initial steps in the granting of credit and mortgage money to women with special need - provincial governments would then amend the law or adopt new legislation.

2 - Rights of Children - The granting of rights to women must be balanced with the rights of children.

3 - The speaker is a socialist. Unequal pay for women is a capitalist method of maintaining profits. Equality of job opportunity is very essential. In favour of abortion.

4 - Subsidized housing would aid younger women with low incomes.

5 - There are inequalities with regards to pensions for women who contribute as much as men. Wants research on the subject.

6 - Minimum Age for Marriage - Counselling services should be available to teen-agers to avoid forced marriages.

7 - Labour woman - Canada Pension Plan should be amended. Older people fired or displaced from jobs should be taken care of.

Royal Commission on the Status of Women in Canada,
Precis of Public Hearings, Victoria, April 16, 1968.
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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

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VANCOUVER, BRITISH COLUMBIA

VANCOUVER HOTEL

Wednesday, April 17, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 19

Mrs. W. E. D'Altroy
3860 Edinburgh Street, Burnaby, B.C. Brief No. 258

Subject: General

Politics

One Commissioner asked why women do not take a more active role in politics. The speaker answered that many women do not think this is feminine. The new generation of women is more secure and confident.

Birth Control

There should be no laws at all on birth control--the woman should decide.

Jury Trial

Women should not "beg off" jury trial duty.

EXHIBIT NO. 20

Vancouver (Kingcrest) Business and Professional Women's Club. Brief No. 261.

Spokesman: Mrs. Olivia Rose Fry

Subject: Day-Care Centres

Day-care Centres

One Commissioner asked if industries should be obliged to maintain day-care centres. Answer--No, Federal Government should provide subsidies.

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EXHIBIT NO. 21

Mrs. Hilda Babineau
3851 Mayfair Avenue, Vancouver 13, B.C. Brief No. 230.

Subject: General

Child Care

Teen-agers could acquire training in the homes of farmers re child care and home management.

Education

Women should be able to receive university education in stages.

Voluntary Organizations

Women can get training through participation in voluntary organizations. They also acquire more status. Professional women can spot other capable women who can do such work.

EXHIBIT NO. 22

University Women's Club of Vancouver. Brief No. 234

Spokesman: Mrs. Tripp

Subject: Problems of Mature Women in Institutions of Higher Learning.

Counselling

Mature women who have been out of touch with the world should be given counselling at first by the government and by private associations and then by the university of their choice.

Retraining

The Commission should form a board to help women to enter retraining programs.

The Federal Department of Manpower and Immigration should make it possible for women to take part-time courses at university.

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EXHIBIT NO. 23

U.B.C. Committee of Mature Women Students. Brief No. 217

Spokesman: Mrs. Saba

Subject: General

Abortion

Every woman should have the right to decide whether or not she wants an abortion. One Commissioner asked if society had the right to protect human life. The speaker answered that society is irresponsible as regards to human life and that society was producing too many children.

Day Nurseries

Local school boards should carry out the policy concerning day nurseries adopted or suggested by the Federal Government.

Counselling

Orientation programs for mature women will be given at U.B.C. in the fall of 1968.

EXHIBIT NO. 24

Mrs. P. Longuist. Brief No. 240

Subject: General

There is no law which states that a woman has to take her husband's name upon marriage.

EXHIBIT NO. 25

Mrs. Neil McBean Bennie,
3813 East 4th Avenue, Vancouver 8, B.C. Brief No. 185

Subject: Problems of Widows with Children and Older Women.

Widows

A pension for widows would help those in need during the interim

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period following the husband's death because it takes such a long time to settle financial matters.

Taxation

Single parents should be able to deduct their baby-sitters' fee from taxable income.

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GENERAL DISCUSSION

1. Rape is usually committed by a disturbed individual who should not be emasculated but given treatments in a hospital.
2. The term equal rights in the Equal Pay for Equal Work Act should be changed to commensurate rights.
   Instead of addressing women as chairman, alderman or senator one should address them as chairwoman, alderwoman and senatrix.
3. Information should be available for people who have just moved to a city. New families in a community need to know about schools, doctors, dentists, etc.
4. Private companies should co-operate with the government in financing day-care centres. These centres could be attached to the industry.

Royal Commission on the Status of Women in Canada,
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VANCOUVER, BRITISH COLUMBIA

OAKRIDGE SHOPPING CENTRE

Thursday, April 18, 1968

Morning Session: 10:00 a.m. to 2:00 p.m.

EXHIBIT NO. 26

Mrs. Marianne A. Beichel,
4513 West 7th Avenue, Vancouver, B.C. Brief No. 214

Subject: Women and the Labour Force

Maternity Leave

Working women should not lose their jobs or seniority because of necessary absences due to child-bearing or child rearing. In most cases, women are anxious to return to work as soon as possible. The length of such absences would have to depend on individual situations.

Union Membership

No union should bar women from their membership. This should be done without compulsory legislation.

Pensions

Pension schemes should be the same for women as for men.

EXHIBIT NO. 27

Mrs. F. Moonen and Mrs. R. Van Nus. Brief No. 278.

Subject: Women in the Home

Retraining

These two ex-social workers keep in touch with their professions through heir professional associations. They feel that basic problems do not change, and that only new techniques have to be learned. .

Child Care

The child needs the mother in the home until he leaves the home. In cases of poverty, desertion, divorce, etc. it would be better that the child be looked after outside the home, but preferably in

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a family setting.

Education in Home-making

Boys as well as girls should receive training courses in home-making home management, and budgeting.

EXHIBIT NO. 28

Dr. Norma Ellen Verwey,
2225 Acadia Road Apt. 301, Vancouver 8, B.C. Brief No. 113

Subject: Vasectomy

Vasectomy

Dr. Verwey said that the male contraceptive pill is available, but the human error of forgetfulness makes it less effective than vasectomy.

Social Change through Education

The speaker is pessimistic about achieving social change through education, because it takes too long. Discrimination, whether against women or negroes, exists in one form or another and will continue to be a fact of life.

EXHIBIT NO. 29

Canadian Home Economics Association. B.C. Committee.

Brief No. 181.

Spokesmen: Mrs. V. L. Chapman, Mrs. K. C. Fahoni,
Mrs. C. Black

Subject: Home Economics

School Programs

Their organization has not had much success in making high school and universi y programs in Home Economics more flexible. Men teachers

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have always given academic courses in Home Economics. Boys have been encouraged to take these courses.

EXHIBIT NO. 30

Delta Kappa Gamma Society (Alpha Province). Brief No. 237.

Spokesmen: Mrs. Wilks, Mrs. MacKinnon, Mrs. MacDonaugh.

Subject: Discrimination Against Women in the Teaching Profession.

Teacher's Union

Women teachers form the majority in the Teacher's Union in the lower Mainland of B.C. However, most retire or intend to retire after marriage and they are not active in the union.

School Act of B.C.

The B.C. School Act gives complete power to the school superintendent of each district to hire or fire teachers. They do not want appointments of school principals to alternate between a man and woman but they want recognition of their qualified women teachers.

University Teachers

At U.B.C. there are 283 men who are full professors and only 9 women.

EXHIBIT NO. 31

Mrs. D. Stogre. Brief No. 250.
Apt. 204C, 471 Winnipeg Street, Penticton, B.C.

Subject: General

Abortion

The well-being of the mother comes before that of the foetus. Abortion should be permitted from date of conception up to 116 days after conception. Women doctors, nurses, psychiatrists should counsel other women on abortion.

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Women and Work

The Commission should read the article entitled "Women's New Role" in the Province of November 18, 1967. This article contains a survey done by the Financial Post on the average income for all women in the labour force in Canada.

EXHIBIT NO. 32

Mrs. D. Thyer. Brief No. 218.
21675-50th Avenue, Murrayville, B.C.

Subject: General

Canada Pension Plan

This plan does not provide for pensioners who are under 65. Retirement age for women in Murrayville starts at age 55. Women are compelled to retire but they cannot collect their pension. A woman should be permitted to contribute to the Canada Pension Plan even though she is not working.

Onomastology

Young girls should not be addressed as "Miss". They should simply use their family name. All women who have attained maturity should be addressed as "Mrs.".

Income

The Federal Government should guarantee a minimum income for every family.

EXHIBIT NO. 32 A

Mrs. M. Hanson. Brief No. 208.
Prince George, B.C.

Subject: Problems of One Parent Families

Family Counselling

Members of voluntary organizations could provide counselling for

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families in Prince George where there are no such services.

Substitute Fathers

Voluntary organizations, social workers and male teachers could act as substitute fathers for boys and girls belonging to a one-parent family.

Day-Care Centres

Large industries employing a great number of women should provide day-care services.

Divorce

Social Welfare agencies should pay the cost of a legal action for women who want a divorce but cannot afford the lawyer's fees.

EXHIBIT NO. 33

Mrs. M. Demorest. Brief No. 281.
868 Francis Road, Richmond, B.C.

Subject: General

An appendix to this brief was presented to the Commission.

Political Participation

Most women do not participate to political life because they are afraid of men's disapproval. Some do not go to political meetings because they cannot afford baby-sitters.

EXHIBIT NO. 34

Primrose Club of Vancouver. Brief No. 88.

Spokesmen: Mrs. Child Mrs. MacNaught Mrs. Ross

Subject: Problems Connected with Inflation, Pensions for Widows, Canada Pension Plan, Home-makers, and Political Participation of Women.

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Education

The Federal Manpower and Immigration Department should provide training programs for inexperienced older people.

Home-makers

There should be a Home Help Service where one could telephone and get help for invalids in the home for a day, or half a day.

Succession Duties

Widows should not have to pay succession duties on the pensions that they receive from the husband's estate.

EXHIBIT NO. 35

Templeton Senior Secondary School of Vancouver. Brief No. 195

Spokesmen: Mrs. Fleming, Counsellor; Miss Bianchi, student; Miss D'Elia, student; Mr. Don Sage, teacher.

Subject: Social, Intellectual and Political Equality for Women.

Immigrants

The Federal Department of Manpower and Immigration should provide television programs to inform new Canadian families on Canadian customs. These programs should be broadcast in many languages. Community centres should be established where a new Canadian could learn the language and the culture of his adopted country. New Canadian women cannot work because of the language barrier. Given the opportunity, ethnic groups would exchange community services amongst themselves. The second generation Canadians want to be integrated in the Canadian society. Immigrant women to Canada do not integrate because they lack independence--the family is controlled by the father. There is not enough information given to immigrants before coming to Canada.

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Salary for the Housewife

Women should receive an allowance for staying in the home. If such an allowance was given, communities would not need day-care services.

Women and Work

It is not necessary for the mother who wants to work to stay at home with her children until they are in their teens because children mature earlier than they used to and thus can take care of themselves at an earlier age.

Women's Bureau

A special Woman's Bureau sponsored by both the Federal and Provincial Governments should be set up to protect women's rights.

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GENERAL DISCUSSION

1. The Vancouver Y.W.C.A. gives courses in English to Chinese. The Catholic Centre runs a school for adults and children who have migrated to Canada.
2. The hearings of the Commission have broken class, generation, and sex barriers by opening communication lines.
3. A speaker read a letter that she was sending to the Sun. She condemned their article "So I said to her" as being aimless gossip.

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VANCOUVER, BRITISH COLUMBIA

OAKRIDGE SHOPPING CENTRE

Thursday, April 18, 1968

Evening Session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 36

Sisterhood Congregation Beth Israel. Brief No. 79.

Spokesmen: Mrs. Wigod, Mrs. Weintraut.

Subject: Problems of Married Women Returning to University.

Part-time Studies

Part-time students should receive federal loans from the Department of Manpower and Immigration. U.B.C. and Simon Fraser Universities are considering the establishment of day-care centres on campus.

EXHIBIT NO. 37

United Community Services of Greater Vancouver. Brief No. 105

Spokesmen: Mrs. Stewart, Mrs. Beirnes, Mrs. Falk, Mr. Beck

Subject: Day-Care Centres

Day-care

In September 1966 the Provincial Government set up a public and private partnership for B.C. to provide subsidies for non-profit day-care services.

There has been a 50% increase in day-care facilities in B.C. in the last year.

Day-care centres which would cover 11 hours of a child's day should be available only for children of working mothers. These centres should become as widely accepted and organized as public schools.

The public should put pressure on the government to establish day-care centres.

A licensing department for day-care centres appointed by the B.C. Social Welfare Department does exist. The staff is composed of three

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workers from voluntary organizations. Each day-care centre has one qualified teacher and one aide per classroom.

In foster families one mother takes care of a maximum of 5 children. The law stating that a foster home should be licensed if there is more than one child is not enforced.

Industries who wish to provide day-care for the children of i s working mothers should have income tax deduction for cost of facilities. There should be day-care centres for children of working mothers in retraining programs. The Manpower Departmen should give training courses in day-care services, Canada Assistance Plan should sponsor day-care centres.

Figures on cost of day-care in Vancouver were given to the Commission.

EXHIBIT NO. 38

Mrs. J. Willick, Mrs. MacLeod. Brief No. 180.
2 Tisdale Street, Vancouver 5, B.C.

Subject: Taxation and Canada Pension Plan

Canada Pension Plan

Housewives would be encouraged to stay at home if they could participate in the Canada Pension Plan.

Taxation

Every person who has a dependent at home should be able to deduct the housekeeper's salary. The amount of deduction would depend on the individual's income.

EXHIBIT NO. 39

Mrs. F. Telford. Brief No. 276
1080 Barclay Street, #306, Vancouver 5, B.C.

Subject: Co-education and School Uniforms for Girls.

Co-education

Since boys and men are interested in things and girls and women are interested in people there is no necessity for co-education.

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EXHIBIT NO. 40

Miss K. Keate. Brief No. 100
400 Colonial House, Vancouver 8, B.C.

Subject: Women's Rights and Education

Mass Media

Mass media puts pressure on young girls and women to make them conform to a stereotyped cover-girl image of women. Women's magazines are aimed at the insecure and less educated younger women.

EXHIBIT NO. 41

B.C. and Yukon Jaycettes. Last Minute Brief.

Spokesman: Mrs. A. C. Dunn.

Subject: General

Day-care Centres

Day-care centres should not be fully subsidized by the government. People should pay according to a slide rule scale.

Mortgages

Job and financial stability should be the only requirements needed for a woman to get a mortgage without a male guarantor.

Labour Laws

Abolishing legislation that protects women in the labour force does not include abolishing maternity leave.

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GENERAL DISCUSSION

1. Women alone should decide if they want an abortion (except for those who are mentally ill).
2. The educated people of the community, doctors and ministers, are to blame for not convincing the government that laws pertaining to abortion are antiquated.
3. In the Vancouver School Board a woman who has a child under one year of age is not hired either as a full-time or part-time teacher.

   Women who become pregnant while teaching are requested to resign, because their pupils would "see" their condition.
4. Boys should be educated on how to treat women as human beings.
5. The Dean of Women of U.B.C. said that there were no existing rules limiting female enrolment in the Law and Medicine Faculties at U.B.C., but there is an unknown quota.
6. Retraining grants given by the Manpower and Immigration Department should be made available for people who are not part of the labour force.
7. Abortions should be granted on the permission of the doctor. Abortion is a medical problem, not a legal one.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

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CALGARY, ALBERTA

PALLISER HOTEL

Monday, April 22, 1968

Day Session: 10.00 a.m. to 2.00 p.m.

EXHIBIT NO. 42

Alberta Jaycettes Brief No. 54

Spokesmen: Mrs. Constable, Mrs. Brookes, Mrs. Lamon.

Subject: General.

Taxation

Income tax deduction for a housekeeper should be given only when a woman goes back to school or when the family income is so low that the wife is required to work. The amount of the deduction would depend on the husband's income.

Abortion

Unwed mothers should not undergo abortion. If a girl is young and healthy she should have her child.

This decision could be taken by a panel since legalized abortion should not encourage young girls to be irresponsible.

Marriage

People should be in an adequate financial position before they marry.

They should have to wait three months after getting their marriage licence.

Voluntary organizations could play a role in family counselling clinics.

These clinics would give information not only on sex but on the social and parental implications of marriage.

When a young girl wishes to marry because she is pregnant her case should be brought before a panel who would decide for her if she should marry or have an abortion.

Divorce Legislation

Divorce Legislation should come under the jurisdiction of the provincial and federal Departments of Justice.

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Day-care Centres

Day-care centres should come under provincial jurisdiction. Older women, retired teachers and immigrant teachers (who have to live in Canada for two or three years before being allowed to teach) could qualify for teaching in day-care centres.

Retraining

Government grants for retraining should only be given to women whose family need a second income. Staying at home with the children is more important than working to provide for a better standard of living and luxuries. If a woman who works wants to upgrade her job she should finance her own retraining.

A committee or a counselling service should decide if a woman really needs a grant to retrain.

Counselling Services in Penitentiaries

Counselling services in penitentiaries should be connected with the court and deal with the psychological, emotional and social problems of women.

EXHIBIT NO. 43

Farm Women's Union of Alberta. Brief No. 156.

Spokesmen: Mrs. Malen, Mrs. Peterson,
Mrs. Hobelston, Mrs Jasman.

Subject: General.

An addendum to this brief was presented at the hearing.

Equal Pay

Since women are more agile and precise than men they should be paid more than men in certain jobs.

Marriage

Requirements for obtaining a marriage licence should be as follows:

a) minimum age of 18

b) a waiting period of one month after receiving marriage licence

c) one partner should be a wage earner

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d) couple must have taken pre-marital course

e) tests should be given to find out if the people are mature enough for marriage.

Pre-marital Counselling

Family budgeting and family life courses should be given in schools to boys and girls.

Day-care Centres

These centres should be public and not private as stated in the brief.

Contraception

Brochures on birth control devices should be distributed to all.

Abortion

A panel or a committee should determine if abortion is necessary.

Taxation

All estate taxes between husband and wife should be abolished. Even if a man makes a will, his wife should still receive one-half of his estate. Farm women should be considered as their husband's employee for tax exemption purposes because they usually do the same work as hired men.

Retraining

Women should be able to participate in retraining programs even though they have never worked before.

Women in Politics

An additional sixty-five (65) seats in the House of Commons should be allotted especially for women. Laws pertaining to women should be made by women.

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EXHIBIT NO. 44

Mr. W.R.S. Henderson. Brief No. 269
1352 Montreal Ave, S.W., Calgary 3, Alberta.

Subject: Lack of Public Knowledge about Stock Exchange Transactions.

Publicity Re Financial Matters

Mr. Henderson thought that a continuing Commission on the Status of Women in Canada would be of great value. He agreed that a bulletin on financial matters, similar to that of Consumer Report, be published.

EXHIBIT NO. 45

Alberta Women's Liberal Association. Brief No. 292.
Spokesmen: Mrs. J.M. Johnson, Mrs. Langmore and Natalie Chapman.
Subject: Working Women.

Retraining

The speakers were concerned about adequate retraining for married women returning to the labour force.

Equal Pay for Equal Work

Fearing the loss of their jobs, few women contest discriminatory pay practices in the private sector. In the ten years of the Equal Pay for Equal Work Act the eight women who contested found that their services were no longer required (for one reason or another.)

Politics

The two most important factors deterring women from entering the political field are money and time. However, there is very little discrimination against them, and no doors are closed, if they do not demand special treatment.

Voluntary Organizations

There is not enough discipline or commitment in volunteer work.

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Discrimination in Employment

The Federal Government could set an example to the provinces by eliminating discrimination because of sex in the Public Service.

The Bill of Rights should be given "teeth" when including clauses against discrimination of employment because of sex. This Bill of Rights should be under constitutional jurisdiction.

Separate Women's Organizations

There is still room for a separate Liberal womens' organization. This will disappear in time as women become more equal with men.

Special Working Privileges, Maternity Leave, etc.

Before taking a job, a mother must decide whether her role as worker or mother takes precedent. She should not use family responsibilities as an excuse if she expects equal treatment on the job.

She should acquaint herself with the rules of the company with respect to maternity leave. She should not expect payment during maternity leave, but not lose her seniority.

EXHIBIT NO. 46

The Alberta Women's Institute. Brief No. 249.

Spokesman: Mrs. C.M. Oxtoby.

Subject: General.

Mortgages

Women should be able to obtain mortgages in their own name.

Surely insurance companies and banks would be interested from the point of view of profits.

Taxation

The speaker felt that all farm property should automatically belong to both husband and wife since it is obvious on a family farm that a wife has worked equally hard. A wife cannot be considered as an employee for income tax purposes even if she performs the same work as a hired hand.

If her husband gives her land, there is a "gift" tax to be paid.

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GENERAL DISCUSSION

1 - Mrs. Chapman of the Liberal Women's Association asked about submitting a supplementary brief to the Commission. She was advised that this could be done.

2 - One speaker asked if the Commission was studying problems of rural women and ownership re the Carter Commission. She was answered in the affirmative.

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CALGARY, ALBERTA

PALLISER HOTEL

Monday, April 22, 1968

Night session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 47

Calgary Home Economics Association. Brief No. 104.

Spokesmen: [redacted], Mrs. McKay, Mrs. Mitchell.

Subject: Tax Deduction for Housekeepers and Day-care Centres.

Day-care Centres

Day-care centres should be under provincial jurisdiction. Suggestions for such centres should be made to the Dominion-Provincial Conference.

Centres established in the community rather than the place of work would be better for the child who would feel more at home in his own neighbourhood.

Each day-care centre should be divided in three sections:

a) Family Care (from infancy to two years old)

b) Day Care (from three to five years old)

c) Kindergarten (from five to six years old).

Regulations would be standardized and would follow those of the Welfare League of America.

Day-care centres in schools would permit children of working mothers to wait in school until 5:30 p.m. for their parents. These centres would accommodate about forty children.

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Day-care personnel should be well-trained and hold a diploma.

One Commissioner asked if day-care centres were an adequate substitute for the home. The speakers answered that a mother should stay at home until her child is at least three years old but, since some mothers are less "motherly" than others, these centres would be good for some children.

EXHIBIT NO. 48

University Women's Club - Calgary Branch. Brief No. 272.

Spokesmen: Mrs. Los, Mrs. Cameron, Mrs. Neiboer, Mrs. McCready.

Subject: General.

Abortion

Their organization is in favour of abortion when the birth of a child causes undue hardship to the mother or to the child. Their group had different opinions on the moral issues brought forth by abortion.

In the Protestant Church there is no fixed ideology on abortion. Everybody decides for themselves.

Women and Law

Women are classified with children and imbeciles.

Property Laws

A wife should be considered as an equal partner with her husband even though she is only a housewife.

Alimony

A working wife should pay her husband alimony if he is handicapped, unemployed, or if she deserted him and he has no means of support.

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A wife has the same responsibility towards her husband as he has towards her. A finance company has as much right to garnishee a wife's wages in payment of her husband's debts as he has.

One Commissioner asked if a married woman had a legal right to a portion of her husband's wages. They answered that nobody can interfere to this extent in a marriage.

EXHIBIT NO. 49

Alberta Home Economics Association. Brief No. 179.

Spokesman: Mrs. McKay.

Subject: Part-time Work.

Retraining

Retraining programs should be given on a part-time basis so that it would be easier for women who have left school for a long time or who have a family to take care of to attend.

Part-time Work

Part-time work is more available for home economists than for other professionals.

Pamphlets encouraging part-time work could be sent to employers through the Department of Manpower and Immigration and the Department of

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Voluntary Organizations

Part-time work supersedes voluntary organizations because members of such organizations do not get enough recognition. One gets so involved in voluntary organizations that one works more than at a full-time job.

Voluntary organizations, in order to survive, will have to pay their members' expenses. If more professionals belonged to such organizations fewer members would be needed.

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GENERAL DISCUSSION

1 - Moira Morrison

- Part-time work is more costly for the employer and it requires twice as much book-work. The speaker worked in a temporary placement agency where they had difficulty in recruiting people to work part-time.

2 - The Commission should inquire about the discrimination that exists against women who want to run for office in federal elections.

3 - Women should be permitted to take retraining courses on a part-time basis.

4 - Mrs. Malen

- The role of mother is the greatest role. It is not necessary for a woman to work.

5 - Miss Carpenter

- Women should see themselves as people rather than as girls, wives and mothers. Attitudes have to be changed through education. Women are asked when they are going to be married not what job they are going to hold.

6 - Margaret Buyden

- The speaker has always been discriminated against in her work because she is a woman.

7 - Mrs. Whitford (Protestant minister's wife)

- The United Church is in favour of abortion for psychological and medical reasons.
- The Commission should study the status of "people" not the status of "women".
- A person has a right to abortion, birth control and legal parity in court.
- Employers should hire untrained men before hiring trained women since a man has a family to support.

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7 (continued)

- Women should not want sexual equality with men.
- Before establishing day nurseries and hostels for unwed mothers we should wait until we see the result of Sweden's generation of fatherless children.
- Day nurseries should only be for children of mothers who work.

8 - Mrs. Winkle

- The speaker was surprised that there were no young people at the hearings.
- The Commission has talked a great deal about what a family needs outside the home but not enough about the home.

9 - Roseline Hostian

- Two groups should have priority in abortion - mothers with three children and unwed mothers under sixteen.

10 - Mrs. Ziemann (President of the Canadian Adult Education Association)

- Women of this country have not been playing their role in society. Women should know about the social problems of Canada if they want to change them. The Commission should impress upon women the need to be knowledgeable on every item.

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CALGARY, ALBERTA

PALLISER HOTEL

Tuesday, April 23, 1968

Day session: 10:00 a.m. to 2:00 p.m.

EXHIBIT NO. 50

Calgary Voice of Women. Brief No. 225.

Spokesman: Mrs. T. Harris.

Subject: Women's Rights and Responsibilities.

Public Affairs

Women's rights and responsibilities should cover a broader spectrum to include national and international affairs. Women usually withdraw from discussions on public affairs. The Federal government could sponsor educational seminars for women and organize more public information programs on radio and television. The speaker thought the Commission was having an educational effect.

Credit Laws

One Commissioner said that the Provincial Women's Bureau had published a bulletin concerning credit laws. The speaker agreed that men and women's organizations as well as Members of Parliament should accept some responsibility for the dissemination of such information.

Grantors realize there is discrimination but seem willing to help women make formal complaints.

Voluntary Organizations

The speaker believes that there is still a place for separate men's and women's organizations, but thought the time is coming when people of goodwill everywhere will work together for a common cause.

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EXHIBIT NO. 51

Mrs. Nora Rowe, Brief No. 277.
520 - 15 Avenue S.W.,
Calgary, Alberta.

Subject: Lonely Women

The speaker handed in a questionnaire and results, which she had compiled.

The Social Isolation of Unattached Women

The speaker thought this was a social problem ridiculous of the 20th Century. The unattached professional woman is not included in the social activities of the professional man and his wife.

This isolation is especially hard on single women moving to new towns and cities, and on widows.

Some Solutions

Joining organizations; continuing educational programs; provisions for transportation for those with low incomes.

EXHIBIT NO. 52

Mrs. Izette Mitchell. Brief No. 259.

Subject: Property Rights of Widows in Agricultural Areas.

Property Rights of Widows

The speaker recommends that a waiting period of at least six months be made compulsory before the probate of wills because widows are unprepared to bargain in the business world.

Finance

Women live longer than men and often control the money of the nation but they are reluctant to spend or invest. It is difficult for a woman to get credit in large amounts.

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Volunteer organizations could help set up a volunteer "peer group" consisting of three or four ranchers to advise a widow on how to dispose of her ranch.

Banks should provide long-term loans for widows prior to probation of will. The speaker asked this of the Western Stock Growers Association. She did not receive any co-operation from this association.

EXHIBIT NO. 53

Business and Professional Women's Club, Medicine Hat, Alberta. Brief No. 142.

Spokesman: Mrs. Izette Mitchell.

Subject: General

The resolutions were taken at random from members.

Adoption

Single women find it difficult to adopt a Metis child only because they are single and not because the child is Metis.

Insurance

One Commissioner asked if it was just that insurance premiums for women be higher since women live longer. The speaker answered that women may not live as long if they keep invading the labour market.

Discrimination in Advertisements

A law should be passed in Canada, similar to that of the U.S.A., prohibiting discrimination in job advertising.

Attitudes

One Commissioner asked why there are so few women holding top jobs in the Alberta communication media. The speaker answered that attitudes stem from the idea that woman is inferior. Women composers have allowed

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men to advance ahead of them. Architecture is a closed field for women in Alberta. However, interior design (the speaker's own field) is now attracting men. Salaries for interior designers have gone up since men started to be interested in this field as a profession.

Divorce

There should be a final settlement when a marriage ends in divorce.

Education

The government could alleviate the isolation of farm women by sending the best educators and speakers to address them.

Older Women

Employers must change their attitudes towards hiring of older women. They are reluctant to get involved in pension plans for older women.

Culture

One Commissioner said that in the province of Quebec as many women as men have become famous writers. They commented that more translations of French literature should be available and that oppression in Quebec has fostered creativity. Canada grants are given for structures but not for art.

EXHIBIT NO. 54

Mrs. Henderson, Mrs. Legarden, Mrs. Alexander, High River, Alberta. Brief No. 268.

Subject: Problems of Rural Women.

Problems of Small Farmers

Corporations are buying out small farmers because:

a) they do not have enough money to afford expensive machinery;

b) hired help is very expensive;

c) young sons do not want to work on the farms after being educated in the city;

d) products do not sell well;

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Solutions to These Problems

There should be a closer alliance between local farmers and business men since they both find it difficult to survive.

The government could legislate to stop corporations from buying out the small farmers.

Agricultural boards should have men and women farmers instead of university professors on their staff. Women should be on these boards to help preserve the small farm family which is being negated by them.

Farmers can and do co-operate in selling their products. But they cannot share machinery. At harvest time if they do not have their own machinery their crops might be ruined since the weather is apt to change abruptly.

They do not think that a specific advisory board appointed by both the federal and the provincial Department of Agriculture and set up to deal with the problems of rural families would be the answer to their problems because some boards are efficient and others are not.

They sent some recommendations (not a brief) to the Royal Commission on Farm Machinery. It did not bring any results.

In April 1967 farmers were obliged to contribute along with their employees to unemployment insurance and pension plans. Farmers and their hired help have to file income tax forms. This requires a great amount of bookkeeping for the farmer who must wait at least a year to realize money on his crops.

Divorce

The notion of domicile should extend to Canada as a whole instead of to individual provinces.

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Voluntary Organizations

Rural women should work with professional women in voluntary organizations - - then they would treat each other as "people."

Political Participation of Women

Women should not receive any privileges if they want equal status with men. Women should be nominated at political conventions, they should not be appointed. Women should learn about politics and be trained to accept leadership.

Marriage

Parental consent for marriage should be necessary for girls under 18 years of age. The law of Alberta states that a girl under 16 cannot get married if she is pregnant or if she has already given birth to a child. At 18, the consent of only one parent is necessary. These rules are not enforced since some girls of 14 get married without the consent of their parents when they are pregnant.

People who want to get married should have to wait at least until after they receive the results of their blood tests. The Registrar of Alberta says that there is a three-day waiting period before getting married but this is not so in practice.

Discrimination Rural People

Urban people discriminate against rural people. They think that they differ in their clothes, their manners, their vocabulary, etc.

A solution to this problem could be found if outspoken farm women would represent women in unions who are more timid. They could then learn to know each other.

Mass Media

Mass media minimizes the mother's role in the life of a woman. The image of women is oversimplified.

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Taxation

Rural associations have asked for equal partnerships of homestead for women and for salary and tax deductions. One Commissioner asked if it was possible for a wife to be both her husband's associate and employee. They answered that it can be done if the farm becomes a corporation.

It is easier for a man to sell his farm if his wife is not a co-owner.

All wives (not only farm wives) should have half equity in property.

EXHIBIT NO. 55

Mr. J. Balfour. Last minute brief.
83 Hillgrove Ave., S.W., Calgary, Alberta.

Subject: Women and Law.

Legislation

A wife does not have the right to sue her husband. Laws should be changed to protect both men and women.

The Government of Alberta does partially pay lawyers' fees for people who are in need of legal help.

EXHIBIT NO. 56

Mrs. Schoer. Last minute brief.

Subject: Abortion.

A written brief was presented to the Commission.

Abortion

Legislation is not needed for abortion since it is a private matter.

There should be welfare counselling available for women who want an abortion. Society should strive to understand women who have had an abortion.

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The foetus can live outside the mother's womb after the sixth month of pregnancy. Before that it is part of a woman's body and she should have the right to decide what should be done about her own body. This decision should not be taken by a committee.

Legalized abortion would mean less clandestine abortions and less deaths. It would not help to loosen morals since this has already been done by the Pill.

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GENERAL DISCUSSION

1 - Participants have mentioned during hearings that women's groups such as the Voice of Women might have more power if they were associated with men. Women have to establish their own status and become confident bargainers before joining forces with men.

2 - The problems of females and the problems of women are different and should be treated differently.

The traditional role of women should not be scorned.

3 - Abortion does not give children a chance to live.

4 - In the city of Calgary, women are protected in real estate matters. They have to sign an affidavit when their husband buys a home.

5 - Common-law wives should be recognized in Alberta. Children are only legally recognized if the father signs a paper to that effect. The government should have a law that would permit the interested party to find the putative father and make him pay alimony.

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EDMONTON, ALBERTA

EDMONTON PUBLIC LIBRARY

Wednesday, April 24, 1968

Night Session 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 57

University Women's Club of Edmonton. Brief No. 82

Spokesmen: Mrs. Fleming, Mrs. K.L. Crockett,
Mrs. R. Wensel, Mrs. K.A. McMurchy

Subject: University Education.

Aids for Continuing Education

Married women who want to return to university for a degree or post-graduate studies should be encouraged and helped to do so. The speakers then suggested that the television medium be utilized for giving credit courses. They agreed that courses could be recorded and made available in public libraries for students who cannot attend regular classes.

Part-time Students

The majority of part-time students are taking under graduate courses. Professors treat these returning married women with nothing but kindness and interest. However, they must be on their own.

The counsellor should be a mature academically respected woman, and not as has sometimes been the case, a young man who knows nothing about their problems.

Ideally, condensed content courses should be available for part-time students. Perhaps these could be given during the summer recess.

The University of Manitoba gives a part-time student course in social work to be completed in five years.

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Tuition Fees

It is not necessary that this university education be free for all qualifying. Federal manpower programs already provide for student loans.

Day-care Centres

A mother should remain in the home until her children are at least two years old, after that the children could benefit from well-run day-care centres.

Mothers cannot, on their own, run day-care centres. They need financial and other support.

Salaries for Housewives

Married women should not be paid salaries for staying at home to look after their children. Most women prefer to work rather than accept the stigma attached to receiving welfare.

EXHIBIT NO. 58

Mrs. Trevor Anderson, Oral Presentation.
University Farm, Edmonton, Alberta.

Subject: Woman's Role.

Mrs. Anderson spoke on a letter sent previously to the Commission.

Woman's Role and Status

The speaker believes that woman's place is in the home, bringing up her children and being her husband's helpmate.

Women should rely on men to make any wanted or necessary change in their status.

Only those women who must work should.

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EXHIBIT NO. 59

Department of Extension, University of Alberta. Brief No. 90.

Spokesmen: Mr. Duncan Campbell, Miss Amy Elliott.

Subject: Adult Education for Women.

University Resources

The speakers were asked if the establishment of extension non-credit programs puts too great a strain on university resources. They answered in the negative: no new ventures were being demanded.

Value of Education

Continuing education in an informal setting is both rewarding and necessary. Education gives quality to the growing leisure time; it is the key or lubricant to the process of technological and social change.

Counsellors

A stock of adult counsellors is needed to deal with mature men and women at their own level.

Voluntary Work

Rural leadership courses do help in the training of professional volunteer workers. Costs of the courses and transportation must be met since volunteers need more professional training.

Enrolment

In non-credit courses the ratio is 35 men to 65 women.

Family Life Courses

The 45 and over age group form a large percentage in the Family Life Courses because of the interest in budgeting day-care centres and related matters.

Teaching Staff

The teachers are recruited from the regular university staff.

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GENERAL DISCUSSION

1 - One speaker said there is discrimination against women in the Courts. In some cases judges are not sympathetic to the needs and feelings of the children involved in divorce cases.

2 - Mrs. Stanley Greenhill

Mrs. Stanley Greenhill cited an instance of discrimination against women. Her daughter was refused a job as stagecraft assistant at the Banff School of Fine Arts where she had studied -- the refusal letter stated the job had been given to a man and that "all things being equal, young men are preferred".

3 - One speaker said that separated or divorced working women should be able to deduct the expense of a housekeeper from taxable income.

4 - One speaker stated that part-time female postal clerks are paid at a lower rate than part-time male clerks. She gave job classifications and other details and was informed by one Commissioner that the Commission has been studying the discrimination against part-time employees.

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EDMONTON, ALBERTA

EDMONTON CENTENNIAL LIBRARY

Thursday, April 25, 1968

Day Session 10:00 a.m. to 2:00 p.m.

EXHIBIT NO. 60

Alberta Association of Registered Nurses. Brief No. 26.

Spokesmen: Mrs. Embury, Mrs. Wheatley, Mrs. Corfia, Mrs. Buton.

Subject: Economic and Educational Trends in Nursing.

Taxation

The basic exemption for a wife should be increased from $250. to $1,000. This would permit nurses to work as summer relief without having their husband pay income taxes on their part-time summer income.

If a man did not claim $1,000. for his wife he could then claim this amount for the children.

This $1,000. exemption should be given to women who have unearned income from bonds, etc.

A woman who wants to train to become a registered nurse should be able to have her tuition fees deducted from her husband's income.

Education

The Bulletin of the Department of Labour reports that a great number of older women would like to enter the nursing profession.

In 1961, older women were allowed to register for nursing without a high school diploma.

The Advisory Council of the Alberta School of Nurses gave these older women special privileges and allowed them to receive a Registered Nurse's certificate after their training.

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Correspondence courses in nursing are valuable but a student nurse still has to practice in a hospital. Such courses should be given by colleges and universities.

Education on the dual role of women should be included in Social Study Courses at the elementary and high school levels.

Voluntary Organizations

Volunteer work in hospitals is done by the hospital's auxiliary.

Each area of the province has a Nurses' Chapter in which nurses who do not work participate in voluntary activities and educate the public on questions of health and welfare. Such work is a stepping stone for former nurses who wish to slowly resume their career.

Day-care Centres

The Edmonton University Hospital has a day-care centre for the staff.

Day-care centres do not solve the problems of nurses who work on night shift.

Homemakers

The working hours and salaries of housekeepers and home-makers should be regulated by legislation.

If they were better paid their status would increase and more women would be interested in home-making as a profession.

Part-time Work

Part-time work does create complications in a hospital. The administration should strive to overcome the obstacles related to this problem.

Salaries

This Association has made job evaluation analysis to determine salary scales. They compared in this analysis the registered nurses' job to that of the dental hygienists'.

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An analysis of job evaluation comparing doctors and nurses is not feasible because doctors are self-employed while nurses are employed by agencies. Private nurses do receive a higher salary than nurses who work in hospitals. They do not, however, have group insurance, paid holidays, and other benefits.

EXHIBIT NO. 61

Mrs. Rita Morin,
11224 - 127 Street,
Edmonton, Alberta.

Brief No. 117.

Subject: General.

Marriage

The speaker clarified the idea expressed on page 5 paragraph 3 of her brief - An unwed mother should not be forced to marry but she should be "encouraged" to do so if possible.

Girls should wait until they are 16 before getting married.

Education

Parents, teachers and doctors should give sex education to children.

Maternity Leave

The duration of maternity leave should be decided by the doctor. Some women work too long before giving birth and resume their work too soon.

Women and Information

The Alberta government has published booklets for women. They would benefit from low income groups if they received them by mail. Every community should distribute and advertise these booklets.

Abortion

Church ideology on matters such as abortion should not be imposed on individuals. A better moral tone should be set in the homes and schools to prevent illegitimate births.

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Immigration

Some women use marriage as a device to immigrate to Canada. Women who do immigrate to Canada with this in mind should be obliged to wait three months instead of one. This waiting period would permit them to make a better choice.

EXHIBIT NO. 62

Dr. Margaret Von de Pitte. Brief No. 203.

Assistant Professor, University of Alberta.

Subject: Status of Women in Canada.

Mass Media

Countries such as Sweden and Israel should be studied as examples of an improved image of women that the mass media can project.

If television and radio were nationalized and the existing image of women changed, care should be taken not to create a new negative image.

The United States has a Television Grievance Board, but this does not really help.

The brochure of the last tax return shows a man filing his income tax form and a woman beside him serving coffee --- is this the role of women?

Credit Loans

After being refused a credit loan the speaker consulted the Married Woman's Act. This Act stated that she had the right to ask for a loan. After she had informed the credit company about this Act they agreed to give her a loan.

Equality

A law should be introduced stating that all wage earners (men and women) be responsible for their own debts.

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Immigration

The Canadian Consulate in San Francisco was not interested or co-operative towards the speaker.

Protective Legislation for Women

Protective legislation for women in the labour market (e.g. night work) should be abolished.

Status of Women

The Commission should read the report of the American Commission on the Status of Negroes since there is a correlation between the status of Canadian women and American negroes.

Canada should have a Commission similar to that of the Equal Opportunity Employment Commission in the United States, where one third of the problems presented to them came from women.

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GENERAL DISCUSSION

1 - Mrs. Zazayhuda

- The work of the Commission would be easier if women were Prime Ministers. The Commission should not only make recommendations but supply feed-backs to the participants through mass media. Women should stop being antagonistic to other women who want to participate in political life.

2 - Mrs. MacDonald

- Women do not appreciate the opportunity that they should be educated in political matters.

3 - Mrs. Schmith

- Discrimination started with Eve in the Bible. The Bible and the Talmud were written by men for men.

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EDMONTON CENTENNIAL LIBRARY

Thursday, April 25, 1968

Night Session 8:00 a.m. to 10:00 p.m.

EXHIBIT NO. 63

Brief No. 47.

Mrs. R. Francis,
14015 - 106 Avenue,
Edmonton, Alberta.

Subject: Formal Education for Child Rearing.

The speaker speaker contended that motherhood should be regarded as a career. Boys as well as girls should be given this special training.

EXHIBIT NO. 64

Brief No. 159.

Edmonton Branch of the Voice of Women.

Spokesmen: Mrs. A.M. Maridos, Nellie Peterson and two other ladies.

Subject: The Second Class Status of Women.

Salaries for Housewives

Their organization wants first to establish the principle of a guaranteed annual wage for non-salaried mothers. The amount has not yet been determined. This salary is not to be considered an addition to the Family Allowances, nor should it be considered as a "subsidy".

Citizenship

The speaker agreed that a child, upon reaching the age of 21, should have the choice of the citizenship of either parent (as in Russia).

Mass Media

Through utilization of the mass media, the government can help women to overcome their present apathy.

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EXHIBIT NO. 65

Edmonton Home Economics Association. Brief No. 190.

Spokesmen: Mrs. E. Pritchard and two other ladies.

Subject: General.

Commitment

The double responsibilities of a working mother lowers her commitment to a job. Career women have a different attitude.

Voluntary Rehabilitation Programs of Home Economists

Referring to the work that home economists do with regard to half-way houses, etc. (page 7 of their brief) the speakers thought that the Federal Government should supply financial assistance for this important work.

Political Participation

The speaker is against participation of women in federal politics because it takes them away from home for a long time.

Equal Pay for Equal Work

The speaker agreed that it is possible for a woman's salary to be greater than a man's - the variable is commitment.

EXHIBIT NO. 66

Edmonton Women Teacher's Club

Spokesman: Mrs. Enid Brooks

Subject: Discrimination Against Women in School Administrative Positions.

Hiring Women for Top Positions

Top positions are open to all, but very few women apply.

The Edmonton School Board has refused to hire women principals - the excuse given was that men need the higher pay since they are the sole support of their families.

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School Board

There is only one woman on the School Board.

Teacher's Association

Few women run for the Executive of the Teachers' Association.

EXHIBIT NO. 67

Mrs. Karen Harding.
Women's Editor,
Edmonton Journal.

Last Minute Brief.

Deserted Wives

If we knew the numbers of deserted wives, there would be a public outcry.

Husbands should make payments for the support of their families to the Courts.

Prevention of Marriage Breakdown

There should be a waiting time after application for marriage licence; more family life educational programs in high school (in addition to others mentioned in brief).

Legal Fees

Sometimes separated wives cannot afford divorce costs - legal fees should be more reasonable in such cases.

Taxation

A larger proportion of allocations paid to the wife should be exempt from taxation.

EXHIBIT NO. 68

Mrs. James S. Haydu.
8419 - 76 Street,
Edmonton, Alberta.

Last Minute Brief.

Subject: Unfair Federal Estate Tax Laws.

No new recommendations were made.

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EXHIBIT NO. 69

Mrs. Fay Leslie Spinks.
12730 - 102 Avenue,
Edmonton, Alberta.

New Brief.

Subject: Special Problems of the Older Working Woman.

Working Women

The idea that the woman is the only one who must bring up her child is obsolete.

Pension

The Canada Pension Plan does not amount to more than a basic last refuge for maintaining the retired woman. She must make other early provision, taking possible inflation into consideration.

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GENERAL DISCUSSION

1 - Hair design schools sponsored by the Manpower and Immigration Department in the area are a waste of taxpayers' money.

2 - Parents should teach girls or physically smaller children the art of self-defence.

3 - Training programs by the Manpower and Immigration Department for divorced women are needed.

4 - Unmarried fathers should be named and made to support offspring (as in Denmark). In favour of sterilization for sex deviates.

5 - High School Teacher.

- Hairdresser courses in high school are excellent. Students are taught to work under stress and pass with highest honours.

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EDMONTON, ALBERTA

EDMONTON CENTENNIAL LIBRARY

Friday, April 26, 1968

Day Session 10:00 a.m. to 1:00 p.m.

EXHIBIT NO. 70

Brief No. 3

Mrs. R.G. Power.
10611 - 85 Avenue,
Edmonton, Alberta.

Subject: Public Lavatories for Women.

Lavatories

Free lavatories should be located on the streets.

A last minute brief was attached to Brief No. 3. It was presented by the Alberta Co-operative Women's Guild Limited. The speaker for this organization, Mrs. Powers, recommended that each act of the Canadian legislation has a preface stating that "he" and "him" include "she" and "her".

EXHIBIT NO. 71

Family Life Education Council of Edmonton. Brief No. 78.

Spokesmen: Mrs. Birtles, Mrs. Philipps,
Mrs. Jamha.

Subject: General.

Marriage and Family Life

The mobility of the nuclear family threatens family life. Nuclear families would benefit from information on inter-personal relationships and friends.

Group dynamics courses would strenghten family ties.

Phantom fathers are not interested in their children. The unemployed father is a good example of this behaviour. Family life courses could help to break up generations of unemployed fathers.

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Education

Volunteer work should be included in the high school and university curricula and be accredited.

Courses in group dynamics should be started in primary schools.

Evaluation of Housewife

A retired Armed Forces man's experience is counted when he goes into teaching. Similarly a housewife going back to work should receive credits for the experience acquired in the home.

Nursing Reserve

Retired nurses take refresher courses before resuming their former career. Their relationship with their patients is superior to that of younger nurses since they have more experience and more insight of human nature.

Volunteer Organizations

These organizations could provide letters of reference attesting their competence to their active members wishing to enter the labour market.

Sociologists and psychologists could devise tests to verify the maturity of the individual.

Volunteer work should be compulsory for everybody.

Welfare

Families on welfare would rather be assured of a certain amount of money than get temporary work. It is more difficult for them to get back on welfare after they have worked for a short period.

Society should change their attitudes and make them function as citizens even though they are unemployed.

Mass Media

Advertisement and radio and television programs show women as illogical beings and men as dictators. This negative image diminishes the hope of a happy family unit.

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EXHIBIT NO. 72

Mr. J. Thorpe,
5511 - 101A Avenue,
Edmonton, Alberta.

Oral Presentation.

Subject: Metis Girls.

Centres for Metis Girls

A half-way house for Metis girls coming to the city would help them to adjust to city life and avoid skid road. A second centre for girls in trouble would help them to be rehabilitated. Both centres are needed since girls who have been in trouble should not influence the others.

Legislation

The Commission should consider a conference at the national level to legislate against the increase of venereal diseases. Women are released from the clinic immediately after their V.D. test. They should be kept in the clinic for at least eight days to affect a cure if necessary.

The laws pertaining to fishing and hunting should be changed to enable a Metis to make a living.

Family

The basic problem of the Metis family is that of the unemployed bread-winner. This situation could be overcome if industries were established on the reserve.

Education

Young Metis girls who come to the city to study in high schools could be temporarily adopted by individual families.

Department of Indian Affairs

This department needs a new approach towards the two great Metis problems: prevention of discrimination and protection of a minority.

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EXHIBIT NO. 73

Mrs. Clara Yellowknee. Brief No. 253.

Spokesman: Miss Emily Yellowknee,
Wabaska, Alberta.

Subject: Education for Metis.

Education

Metis children have to go to the city to attend high school. They should be educated in their own community.

More Home Economics courses are needed for Metis women.

The problem of the Metis is not a race problem but an economic problem.

EXHIBIT NO. 74

Alberta Native Women's Conference. Brief No. 310.

Spokesmen: Mrs. Donils, Mrs. Steinhowser,
Mrs. Stiple.

Subject: Problems of Indians and Metis.

An addition to this brief was presented to the Commission.

Hospitals

Indians cannot be treated in the Edmonton Hospital if they do not have a family doctor.

Education

Teachers should know the Indian culture before being given jobs.

Indians and Metis children prefer the local day-schools to the residential schools in the city. In the urban institution students are not permitted to speak in their own language or profess their own religion.

Indian history must be taught differently in schools, e.g., the Indian should not be presented as a savage.

Remedial courses in English should be given to Indian adults.

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Department of Indian Affairs

This department should directly involve the Indian people in their plans.

Information

Young girls who come to the city would like to live in a private home or in a hostel for a few weeks. Parents should have a list of city homes where they can send their daughters.

Bus depots should have an information centre for young Indian girls.

EXHIBIT NO. 75

Brief No. 60.

Mrs. Muriel O. Shapka.
10 - 11629 Iquina,
Los Angeles, California 90049.

Subject: Feminizing Influences via the Mass Media.

Mrs. O. Shapka did not appear. She was represented by Mrs. E. Clapp, her mother.

Mrs. Clapp summarized the brief, but was not prepared to answer questions.

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GENERAL DISCUSSION

1 - There is a Centennial Villa for Indian high school students in Edmonton built by the Catholic Women's League. This house staffs two or three social workers, with a psychologist and doctor on call.

2 - This speaker is concerned about discovering the slow learner or emotionally-disturbed child in early grades.

3 - Male Reporter

- He is concerned that the role of housekeeper is being down-graded. He agreed with one Commissioner that his own medium was partly responsible for this situation.

4 - This speaker is in favour of deducting housekeeper's expenses from taxable income.

5 - Mrs. Carmichael

- Women should participate in provincial and federal politics. Counselling services are available through principal or school board for slow learners.

6 - Housing shortages are intolerable for people on pension. The Speaker advises women to take part in politics.

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EDMONTON, ALBERTA

EDMONTON CENTENNIAL LIBRARY

Friday, April 26, 1968

Night Session 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 76

Family Service Association. Brief No. 70.

Spokesmen: Mrs. Powers, Mrs. Love,
Mrs. Johnson, Miss Munroe.

Subject: General.

A written summary of Brief No. 70 was presented to the Commission.

Day-care Centres

The location of Day-care centres depends on the number of centres provided; some children are better off in their neighbourhood and others are not. Wherever it is possible, mothers should stay at home with children, at least until the child is in school.

Consumer Credit

The creditor should refuse to lend money to an overloaded debtor. A woman should not be hounded by her husband's creditors. The debts should be paid by the person who was employed at the time of contract.
In the case of a divorce or separation the disposition of debt should be decided when divorce or separation occurs.

Succession Act

A common-law wife should have the right to make a claim to her husband's estate.

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EXHIBIT NO. 77

Dawson Creek Business and Professional Women's Club. Brief No. 219.

Spokesmen: Mrs. Brower, Mrs. MacKenzie, Mrs. Murray. + /

Subject: Women at Work.

Taxation

Unearned income revenue derived from dividends should not be tax deductible - - only income that a woman gains by working.

A pension to which a wife might have contributed should not be taxed.

Exemption for children are not sufficient. The government should establish a graduated scale of expansion depending on age of child.

Canada Pension Plan

A housewife should be eligible to participate in the Plan.

Mothers should not be paid a salary for staying at home.

Asked if they would rather have a $350. exemption for the wife and $1,000. per child, the participants answered that this was not realistic since the expenses are greater for a woman than for a child.

Equal Pay

If a wife is not employed elsewhere, a husband can legally say that she works for him and pays her in relation to the work done.

EXHIBIT NO. 78

Committee on the Status of Women - University of Alberta.

Last minute brief.

Spokesmen: Miss Hanby, Miss Turner, Miss Johnston, Mr. Drever (Students).

Subject: Status of Women.

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Status

To improve women's status in our society, basic changes are necessary, although legislation is not ruled out. Marriage should be a freely-chosen association rather than glorified for its own sake.

Men and women are not free if they merely play out the roles convention set up for them - - they must ask themselves who they are and what they are.

The speaker agreed that conservative attitudes are inherited from parents, but hoped these can be overcome.

Women have to adjust to the new morality by standing on their feet economically and sexually.

Contraceptives should be distributed to all students who want them.

Communal living is a workable extension of the family relationship.

Commission's Report

Suggestions for this report: don't make it too bulky or overload it with statistics; have a revolution, say it with music.

EXHIBIT NO. 79

Dr. Arlette J. Johnstone. 446

Subject: Women Teachers. ~~Last minute brief.~~

Female Representation

There should be a better proportion of female representatives on school boards. Executive or administrative positions should be open to more women teachers.

There are male heads of language departments who cannot even speak the language involved.

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EXHIBIT NO. 80

Mrs. Germaine Dalton. Last minute brief.

Subject: General.

Censorship in Advertising

Referring to the suggestion in her brief that commercials tending to represent women as "idiots or sex kittens" be consored, the speaker said that advertisers should set up a censoring body amongst themselves.

EXHIBIT NO. 81

O'Leary High School Students. Oral Presentation.

Brief to be mailed.

Spokesmen: Louise Dussault, Terry Hanak, Yvonne Van Driven.

Attitudes

Both teachers and students, male and female, regard girls as being inferior to boys.

Boys are expected to be more intelligent than girls. Boys are given special privileges, such as smoking areas and sports equipment.

When questionned, most students said they believed that girls could have both a career and marriage.

Counselling

Girls are being discouraged from taking such courses as physics, other science subjects or physical education. These are regarded as boys courses.

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REGINA, SASKATCHEWAN

HOTEL SASKATCHEWAN

Monday, April 29, 1968.

Day Session 10:00 a.m. to 12:40 p.m.

GENERAL DISCUSSION

No written brief could be presented on the first morning session of hearings in Regina. The audience was asked to express their point of view on the status of women in Canada.

Hot Lunches

1. Irene Hogarth recommended that hot lunches be given at school to children of working mothers.

Equal Pay for Equal Work

2. Miss Mary Rocan

Miss Mary Rocan, Director of the Women's Bureau of the Department of Labour in Saskatchewan said that in the 14 years since the equal pay legislation had been in force, five complaints had been processed. Three of these were taken care of by the Board of Inquiry. Women are very reluctant to file complaints because they fear that their jobs or advancement on the job would be in danger. (With permission, Miss Rocan will put the file on the above cases, at the disposal of the Commission). The speaker recommended that complaints should first be taken to the union. If this was not possible or satisfactory, then the complaint should go to the Department of Labour.
The Board of Inquiry is appointed at the time of the complaint by the Minister of Labour. The Board does not have to consult with the union nor does it have to include a woman member.

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Government inspection for unequal pay is too difficult because of different job classifications.

Protecting anonymity by making complaints through women's organizations is ineffective. The matter must be brought out in the open.

3. One speaker said she is against women earning as much as men because taxes may have to be increased or some men's salaries may have to be lowered. She did not want to be "priced out of my status". She thought the rights of children had not been adequately discussed at the hearings. Perhaps it is the right of children to have their mother at home.

4. Mrs. Doris Wilson

Mrs. Doris Wilson spoke about the discrimination in hiring older women which she had encountered.

Voluntary Organizations

(A count of hands revealed that 10 of 30 women in the audience participate regularly in voluntary (organizations).

5. Mrs. Hillford

Mrs. Hillford worked with post-operative children in hospital. She wanted no remuneration.

6. Mrs. Ramsay

Many capable women do not do volunteer work because they find it too expensive to participate. However, women gain much in satisfaction and experience in voluntary organizations.

7. Pemrose Whelan

Pemrose Whelan described herself as a full-time volunteer. A volunteer's greatest problem is caring for her home and children.

8. Sandy Forsythe

When applying for a job, even though she had done voluntary work with children, she was told she was too young for the job at 16. An inexperienced boy of the same age was hired.

9. The greatest problem for voluntary organizations is attracting more young people. The speaker said that workshops and training sessions have not been too successful. She also doubts the value of credit courses.

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Politics

10. One speaker said that women do not participate in politics because of prejudice against women and the expense involved.

11. Mrs. Ramsay

Women do not want to be members of parliament because they would be "bored to death with the absolute garbage" in the House of Commons. More can be accomplished by women through participating in voluntary organizations.

12. One speaker said that political apathy amongst women must be fought. Women must be prepared to "suffer" to get something done.

Juvenile Delinquency

13. Mrs. Wally

There is no centre in the Province for treatment or rehabilitation of juvenile delinquents. The United Church would help out in such a subsidized institution. She believes that the juvenile age should be raised to 17.

Housekeeping Courses

14. One speaker is in favour of establishing housekeeping courses to train young girls moving to the cities from rural areas.

15. Miss Mary Rocan

Such housekeeping courses are given at three centres in Saskatchewan: in Saskatoon, geared for the physically handicapped; in Weyburn, geared to the mentally retarded; and in Regina, geared to both. It is probable that all girls could apply at the above centres for these courses.

16. One speaker suggested that the home economics courses at high school be improved.

17. One speaker thought that housekeeping apprenticeship programs should be looked into.

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REGINA, SASKATCHEWAN

SASKATCHEWAN HOTEL

Monday, April 29, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 82

Saskatchewan Jaycettes. Brief No. 27.

Spokesman: Mrs. Sweeting

Subject: General

Marriage and Divorce

A husband should not be granted a divorce on the grounds that his wife does not support him.

Family Allowances

An increase in Family Allowances would improve the status of women.

Abortion

A woman should have the choice in this matter irrespective of circumstances.

Day-care Centres

Nurseries and day-care centres should be self-supporting.

EXHIBIT NO. 83

Mrs. W. Brown. Brief No. 187.
102-383F Retallack, Regina, Saskatchewan.

Subject: Education

Contraceptives

Boys and girls aged 16 should be able to obtain birth control pills since they become adults at that age under the Alberta law.

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Marriage

A man who is divorced or separated from his wife should be compelled to disclose his full income.

Young girls should learn about the legal aspects of marriage before they become engaged.

Discrimination

There is discrimination against women in employment. Universities have an unspoken rule against women teachers in certain faculties. The universities do not expect a woman to get even a first degree.

Mass Media

Control should be exercised over C.B.C.'s advertisements and commercials which present a limited image of women and men's roles. Men do not fit into this false image since they are presidents, diplomats, doctors, scientists, etc.

Day-care Centres

This service should be free of charge. Canadians lavish material things on their children and think they have done their duty as parents. If they really cared about their children, they would insist on day-care centres.

EXHIBIT NO. 84

Regina Home Economics Club. Brief No. 83.

Spokesman: Mrs. Sulma

Subject: General

The Commission

It has been difficult for the general public to get information on the Commission.

Day-care Centres

Parents should pay for these centres according to their means.

The speakers look forward to the time when day-care centres will be

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as popular as public schools.

Means Test for Working Mothers

Special tax considerations could be given to working mothers who earn minimal wages when they have two or more children to support.

Salary for Housewife

This association is against salaries for housewives because they believe that women are an essential part of Canada's labour force.

Women and Work

Success in a profession is a personal achievement not a male or female prerogative.

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GENERAL DISCUSSION

1 - Mrs. Kelnick

- Women should be able to get credit loans or mortgages without their husband's signature.
- Widows should not have to pay succession duties on their husband's estate.

2 - The speaker informed the Commission that Saskatoon's University Hospital provides a day-care centre for the children of the doctors, nurses, student nurses and personnel.

- Students in the faculty of Education utilize this centre to gain experience with children.

3 - One speaker said that men get top jobs because they know that they must support their families.

- More women should present documented facts instead of opinions to the Commission.

4 - This speaker said that day-care centres do not solve the problems of mothers with sick children.

5 - Women do not vote for women candidates to political office because of a lack of trust in the abilities of women.

- Women falsely think that they are informed about politics if they read current events.

6 - One speaker said that women are not as discriminated against in politics as they assume they are. They do, however, have difficulty at nominating conventions.
Women should not ask for special privileges because of their sex. If women worked with men in political parties, they would learn a great deal.

7 - Day-care centres should provide after-school services for primary school children until their working parents come home.

8 - Women should be encouraged to stay at home with their pre-school children.

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9 - Mrs. Henson

- The speaker wondered what would become of society if women started to shift their responsibilities as wives and mothers to day-care centres.

10 - This speaker informed the Commission that members of different churches in Regina run a pre-marital counselling clinic.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

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REGINA, SASKATCHEWAN

SASKATCHEWAN HOTEL

Tuesday, April 30, 1968

Day Session: 10:00 a.m. to 2:00 p.m.

(Former C.C.F. Premier of Saskatchewan Woodrow Lloyd was in the audience.)

EXHIBIT NO. 85

University Women's Club. Brief No. 294.

Spokesmen: Mrs. K. P. Fr[redacted]rs. C. E. Beveridge,
Mrs. C. H. Gosse

Subject: Minimum Age of Marriage

Marriage Licence

The issuance of marriage licences to girls under 16 should be prohibited or invalidated. When possible, the minimum age for marriage should be raised to 18.

United Nations Convention on Consent to Marriage

One Commissioner advised that the B.N.A. Act puts marriage and divorce under federal jurisdiction. Parliament could be urged by the provinces to ratify the United Nations Convention on Consent to Marriage. Revisions in the laws could then be made.

EXHIBIT NO. 86

Regina Voice of Women. Brief No. 173.

Spokesmen: Mrs. Dalton Smythe, Mrs. Alena Strutter

Subject: Status of Women

Mother's Role

The speaker agreed that women must take equal responsibility with men for their present status. From early childhood it is the mother who transfers the traditional attitudes of male and female roles to her children.

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Advertising Media

The advertising media should be criticized rather than censored.

Indian Women

Provincial governments could deal more quickly and effectively with the problems of Indian women, than the Federal Government.

EXHIBIT NO. 87

Provincial Women's Committee. New Democratic Party. Brief No. 133.

Spokesmen: Marjorie Cooper Hunt, Mrs. Beth Home, Mrs. Myrtle Surjick, Mrs. Pemrose Whelan

Subject: Women and Legislation, Social Attitudes

Community Colleges

Adults should attend the same community colleges as the regular students but the courses should be adopted to their needs.

The speakers were in favour of:

- Housewives subsidies until the children are five years old.
- Free tuition at universities.
- Full use of T.V. and radio for credit courses.
- Abolition of all succession duties.
- The Commission continuing its educational role in some way "for a long period of time, perhaps 10 years".

Father's Role

The role the father plays in the home (the amount of housework, etc.) depends on the mature understanding between husband and wife as to the extent that this would affect the children.

Politics

Both men and women are inclined to feel that a man can be elected more easily than a woman. However, if the woman does get a nomination in a winnable constituency neither a man nor a woman will vote against her just because she is a woman.

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EXHIBIT NO. 88

The Government of the Province of Saskatchewan. Last Minute Brief.

Spokesmen: The Honorable Lionel Coderre, Minister of Labour, Mr. Moare, Director and Miss Mary Rocan, Director of Women's Bureau.

Subject: Day-care Centres, Education, Counselling and Taxation.

Day-care Centres

Equal subsidies should be given to private and public day-care centres.

These should be government-inspected.

These centres would accommodate only the children of working mothers. They would not be used by women as an incentive to enter the labour force.

Taxation

One Commissioner asked the speakers if they would be in favour of raising the income tax exemption for all people below a certain income. They answered that from an administrative point of view the government would rather see tax credits than tax exemptions.

One Commissioner asked what is the rationale behind the decision taken by the government to tax a pension. The speakers answered that they were not referring to a rationale and that the Government of Saskatchewan has tried for two years to eliminate all succession duties.

Female Offenders

The speakers mentioned that a fair degree of latitude is shown towards second offenders.

They explained to the Commission that the law does not consider the financial situation of the offender but rather the gravity of his offence.

Indians and Metis

In 1965 the government of Saskatchewan established a special branch for Indian and Metis affairs.

The Alcoholics Anonymous Association is the most appropriate agency to deal with the alcoholism amongst Indians and Metis. Alcoholism is more a health problem than a legal one.

The Saskatchewan Government appointed an Alcoholism Commission at its last

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session. This Commission, the only one in Canada, deals with rehabilitation and preventative aspects. The possibility of half-way houses is being investigated.

The Alberta, Manitoba and Saskatchewan Provincial Governments wish to assume the responsibility for Indian and Metis from the Federal Government. If an Indian has been away from the reserve for a year, he should become the responsibility of the municipality in which he resides.

The Provincial Governments need more than 100% of the money spent by the Federal Government for rehabilitation of Indians living on reserves.

Manpower

The information indicating that working women prefer a male supervisor to a female one was taken from material or documents published by the Federal Department of Labour.

Women could up-grade their positions if they were more inclined to accept to be transferred from one city to another.

Retraining

The Federal Government itself decides which person is eligible for adult occupational training courses.

Education

Educational television programs would demand close co-operation between provincial governments. The primary goal would be to up-grade and keep people (teachers, nurses, etc.) informed in their various fields or professions. The Department of Education of the Province of Saskatchewan would first like to start these educational television courses and then think about standardizing them across Canada.

The Continuing Committee of the Ministers of Education and the Economic Prairie Council is concerned with educational television (ETV).

Equal Pay Act

The speakers said that this Act was not being ignored in Saskatchewan. A few cases of discrimination have been brought to their attention and were immediately investigated.

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Dominion Bureau of Statistics

Statistics for the three Prairie provinces are meaningless when the DBS groups them in one region: Regional data is not necessarily applicable to any one province. The speakers recommended that the statistical data, published by the Commission in its final report, be broken down by provinces.

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GENERAL DISCUSSION

1 - Mrs. Chapman

- A great number of family problems would be eliminated if women were informed about legal matters.
- The suggestion that wills be made before marriage to protect a woman is not practical since a person has to be 21 to make a will and that a will made before marriage is not valid.
- Women should work in co-operation with men in voluntary organizations.

2 - Mrs. Wilson

- The activities of volunteer organizations need to be co-ordinated.
- Information should be available to people from rural areas moving to the city.
- Federal grants should be given to subsidize agencies desiring to help the Indians and Metis. There should not be any half-way homes for them since these homes reflect a condescending and patronizing attitude.

3 - Mrs. Rands

- Day-care centres should also be available for children of non-working mothers. These centres should staff both male and female personnel.

4 - Mrs. Robinson

- Schools do not provide adequate information on venereal diseases.

5 - One speaker mentioned that the public image of politicians given by the press discourages men and women alike from entering political life.
- An employer should be pleased to give time off to any employee willing or wishing to run for political office.

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REGINA, SASKATCHEWAN

SASKATCHEWAN HOTEL

Tuesday, April 30, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 89

Mrs. M. Taylor and Mrs. R. McGill. Brief No. 228.
1565 Robinson Street, Regina, Saskatchewan.

Subject: Deserted Wives and Children's Maintenance Act of Saskatchewan.

Maintenance

Mentally or physically-ill children should receive support or maintenance from their father throughout their life.

A father should provide for his child for while he is in high school.

EXHIBIT NO. 90

Mrs. L. Burton. Brief No. 211.
1601 Justice Avenue, Regina, Saskatchewan.

Subject: Day-care Centres and Housekeeper Facilities in Regina.

An addition to this brief was presented to the Commission.

Day-care Centres

The maximum fee for day-care centres should be $2.50 per diem.

Such centres should be included in multi-family dwellings.

Hospitals should have their own day-care centres. Nurses who work on night shifts could bring their children to sleep at the centre.

Day-care centres should provide full-time day-care. "Play schools" would accept children between four and five years of age and kindergarten children between five and six years of age.

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EXHIBIT NO. 91

Mrs. S. Tutt. Brief No. 157.
Box 298, Rouleau, Saskatchewan.

Subject: Problems of Unwed Mothers.

Single Parents Hostels

Voluntary organizations could help single parents with children to group together to find a home.

Single parents hostels would be paid for by the participants.

Business men should be convinced of the practicability of such a plan.

Day-care Centres

The existing centres should be subsidized since it will take some time to establish non-subsidized day-care centres across Canada.

Day-care centres would also supervise children after school.

Unwed Mothers

An unwed mother should be free to decide to keep her child or put it up for adoption. Welfare Services advise unwed mothers that this is impossible.

EXHIBIT NO. 92

Saskatchewan Home Economics Association. Brief No. 287.

Spokesmen: Mrs. Urquhart, Mrs. Oddie

Subject: Taxation Day-care Centres and Home-makers Services.

Taxation

Any woman, married or single, should be allowed tax deductions for a housekeeper. Many single women are supporting dependents.

Day-care Centres

If men were employed in day-care centres, it would give many fatherless children a father image.

Home-makers

The status and salary of home-makers should be raised. Sometimes women, who would like to be home-makers are afraid of down-grading themselves if they accept such jobs.

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GENERAL DISCUSSION

1 - Mrs. Walters

- A widow can make a claim under the Dependents Relief Act of Saskatchewan. She receives the first $10,000. plus one-third of the balance of her late husband's property.

2 - Mrs. MacGregor

- Widows of Service Personnel have had no increase in their pensions for the last eight years. The standard of living has gone up and the pension is not sufficient.
- Pensions should not be decreased if children under 21 are still attending school.

3 - Mrs. Berlin

- The licensing of day-care centres in Regina is inadequate. The inspectors are only concerned with the physical conditions of the centres. There is no training for day-care personnel.

4 - One speaker said that free day-care centres were unrealistic.

5 - Mrs. Wilson

- The Home-makers Club could work in co-operation with the Family Care Bureau subsidized by the United Appeal. Up to now they have been working separately creating duplication of work.

6 - Mrs. Brown

- The Carter Commission reported that money was available in Canada which should be used for day-care centres.
- Working mothers are helping the Canadian economy, since they spend more money and pay more income tax, they put more money into circulation.

7 - Mrs. Archer

- Day-care centres are especially needed for children of single parents.
- Day-care personnel should be fully qualified.
- Tax exemptions should be allotted for baby-sitters.
- Social welfare gives a minimum which is not sufficient if one wants to retrain or pay tuition fees.
- Girls over 18 years of age should be given birth control pills.
- Unwed mothers should be free to keep their child.

8 - Mrs. Wescott

- Rural women who have worked all their life with their husband are

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left without a penny when they are widowed or deserted.

9 - One speaker informed the Commission that there are people available in Regina qualified to work in day-care centres.

- The College of Education should train day-care personnel.

- The Province of Saskatchewan does not use all the money that is available through the Canadian Assistance Act.

10 - This speaker said that single parents should be permitted to earn money even though they are on Welfare.

11 - This speaker would like men and women in Community Development Work to join forces. Organizations should not be segregated.

12 - This speaker believes that licensing of day-care centres and trained personnel would improve the standards of such centres.

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REGINA, SASKATCHEWAN

SASKATCHEWAN HOTEL

Wednesday, May 1, 1968

Day Session: 10:00 a.m. to 2:00 p.m.

EXHIBIT NO. 93

Association of Home-makers' Clubs of Saskatchewan. Brief No. 74.

Spokesmen: Mrs. E. Foy, Mrs. E. Hunt, Mrs. J. Ulrich

Subject: General

Day Nurseries

There are no day nurseries in the rural areas of Saskatchewan. Some could perhaps be set up in schools.

Income Tax

There should be income tax reductions for all household help in the same way as is now allowed for a "hired man".

Partnership of Family Farm

A farm wife is not considered a partner in the ownership of the farm unless she can put money into the business. This is rarely possible.

Voluntary Organizations

Leadership courses have helped their members to gain confidence, to speak in public, and to go on to do work in the community.

Politics

Their members are interested in politics, but none have run for political office.

Few rural women can run for municipal offices because they must be farm owners or tax-payers.

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EXHIBIT NO. 94

Saskatchewan Federation of Labour. Brief No. 296.

Spokesmen: Mrs. N. Hunt, Miss O. Brown, Mr. W. G. Davies

Subject: Women in the Labour Force.

Unemployment Insurance

The Federation favours extending Unemployment Insurance benefits to all wage earners and most self-employed persons; to farmers and household help where possible.

Discrimination

The speakers agreed that a broader Bill of Rights, entrenched in the Constitution of Canada, could help eliminate all forms of discrimination.

Equal Pay for Equal Work

The speakers contended that unions have done more than any other group in Canada to promo e and carry out Equal Pay Legislation.
Many changes still need to be made in the wording and format of the Act.
They believe that the Commission's Report can do much to bring this about.
Many collective agreements include "equal pay" clauses or statements.
However, these are documents of good faith rather than legal documents, and employers very often are reluctant to carry them through.
Negotiations between unions and employers necessitate analysis of job classifications. Employers, however, have different estimates of job values.
Unions are prepared to handle the unequal pay grievances of all women workers if they are legitimate or within the union contract.

Adult Training Courses

There is a need for a federal program of crash up-grading courses for women which anticipate employment needs.

Women in Unions

Women are not harder to organize than men. Women occupy executive positions in local unions and in the medium echelons, but not in the top leadership. This is perhaps due to women's attitude that militant action on picket

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lines is not for them.

Maternity Leave

Only general agreement with the ILO Convention No. 3 on Maternity Leave has been reached by the Saskatchewan Federation of Labour. They have no specific recommendations concerning legislation for definitive times of maternity leave or amounts to be paid during same.

EXHIBIT NO. 95

Mrs. Sam Lavallee. Last Minute Brief.
2227 Robinson Street, Regina, Saskatchewan.

Subject: The Problems of Indians

Education

Indian women have not as yet been permitted to sit on school boards as commissioners only as observers. Some instruction should be given in their own language. There is too much parental indifference to education.

Indian Manpower

Section 88 of the Indian Act should be repealed to allow for the mortgaging of land. This would encourage the development of agriculture and raise the living standards on the Reserves.

General

Some "little things" they need are: pre-natal clinics, doctors, nurses, sanitary drinking water.

Women's Action Groups

There are several women chiefs now.

Women are forming action groups. The governments' Indian Affairs Branch is helping.

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GENERAL DISCUSSION

1 - Mrs. Walters

- Basic income tax exemptions should be raised.

2 - Mrs. Pat Jensen

- The speaker feels that women's rights are wronged when a woman's age is printed following involvement in an accident.

3 - Mrs. Berlin

- The speaker agreed with Mrs. Lavallee, a previous speaker, that women are interdependent with men and the family, and each must strive to preserve the dignity of the other.

There should be more discussion concerning part-time work for young mothers.

There should be some financial assistance to cover the cost of day-care centres.

4 - One speaker said it would be worth the expense to rewrite text books to rid them of the prejudice against Indians.

5 - One speaker said that little is heard about women who prefer to stay at home with their children.

6 - One speaker claimed that in the Indian Affairs Branch, 99.5% of the Indians are employed only as clerks. None are in professional jobs.

7 - Mrs. Chapman

- Under the Canada Pension Plan, $510. is available for funeral expenses.

8 - One speaker said that the Province of Saskatchewan has a Minimum Wage Act but it is not practised.

- Women are discriminated against when it comes to promotions.

9 - One speaker thought that Indian children should be given an even start in grade one.

10 - This speaker's daughter is a teacher on a reservation. Indians respond very well to education.

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SASKATOON, SASKATCHEWAN

BESSBOROUGH HOTEL

Thursday, May 2, 1968

Day session: 10:00 a.m. to 2:00 p.m.

EXHIBIT NO. 96

Driver United Church Women. Brief No. 282

Spokesmen: Mrs. Edna Clark, Mrs. Helen Ternes, Mrs. Ros Buckley

Subject: General

Sex Education

Sex Education in schools should begin at the Grade 7 level.

Taxation

A farm wife should receive a salary, as a partner in the family farm business, deductible for income tax purposes.

Alimony

Where warranted, wives should also pay alimony to husbands.

Abortion

The speakers are in favour of abortion when performed for medical reasons only, not to limit family size. The decision should be left to the doctor and the mother.

EXHIBIT NO. 97

Judge Mary Carter Brief No. 10
Court House, Saskatoon, Saskatchewan.

Subject: Provincial Laws.

Change of Name Act

It would be better to amend this law. She explained that a married man can change his own name, his wife's and his children's. In one case, however, an unmarried mother had not been allowed to change her own name or her child's

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for fear that she might choose a name at random that would cause embarrassment to someone.

Uniformity of Laws

The speaker is in favour of making provincial laws as uniform as possible throughout Canada. She referred to the work of the Ontario Law Reform Commission, of Professor J. Payne and of the Uniformity of Laws Committee of the Canadian Bar Association.

Property Rights

Judge Carter asked for changes in the Married Women's Property Act, to provide that all assets acquired after marriage would become the common property of husband and wife. Asked if it would be fair that a wealthy man be obliged to share his total property and acquisitions when he married, Judge Carter said "contracting out" of such an arrangement should be permitted.

Deserted Wives

The speaker did not see the possibility of establishing a fund for deserted wives similar to Unemployment Insurance. Very often the husband does not have a job from which to garnishee the salary, and sometimes employers will not keep an employee whose salary has been garnisheed. In any case, this would not provide for the special needs of the deserted women and children. She suggested that men should perhaps be punished in some other way.

Prostitution

Prostitution is a social problem of the poor; the Indian or Métis woman is just more noticeable.

Newspapers should print the client's name as well as the prostitute's involved. If they do not, it is because of fear of libel charges.

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GENERAL DISCUSSION

1 - Mrs. Miller

This speaker is a farmer's wife. She is against abortion.

2 - One speaker pointed out a case of discrimination in equal pay for equal work. Boys with the same qualifications were hired by a retail firm at $105. Girls were given only $85. The excuse was that girls did not remain at the jobs. When this was subsequently disproved, the manager told the girls to "take it or leave it".

3 - Mrs. Lapen

The speaker suggested that the previous speaker make a formal complaint under the Equal Pay for Equal Work Act. Complaints could be made after the loss of a job.

4 - One speaker said that women should make up their own minds about abortion and not leave it to the discretion of a doctor.

5 - One speaker spoke in favour of pre-marital education on family life.

6 - This speaker, a young married woman, said she is torn between wanting to continue her profession as a teacher and her duties to her husband and children.

7 - Mrs. Meadows

This speaker is a mother of four. The three days per week that she works as a librarian is an intellectual release. She feels she should be paid for the more exhausting and important job at home.

8 - Mother with Baby

This speaker said there is very little intellectual stimulation at home but it is most important to be with one's child. Day-care centres, well qualified, may provide a solution to this situation.

9 - One speaker said there are enormous barriers for mothers who want to to out to work, e.g., sick children.

10 - Audrey Spalding

The speaker defends the position of woman in the home saying that there is too much pressure to get the woman to go out to work.

11 - One speaker likes to stay at home. A 9:00 a.m. to 5:00 p.m. routine would be a "drag". A woman can be creative, etc., and make good use of her time.

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12 - One speaker said that there is something nice and feminine about being looked after. The thought of going out into the "market place" would be "a drag".

13 - Mrs. Ramsay

The last 20 years has brought great changes for women. Women are working hard in voluntary organization.

14 - One speaker urged the Commission to always consider the status of the family as being most important.

15 - One speaker wants more educational programmes like "Matinée".

16 - One speaker is in favour of joint property rights and equal opportunities for men and women.

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SASKATOON, SASKATCHEWAN

BESSBOROUGH HOTEL

Thursday, May 2, 1968

Night session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 98

Saskatchewan Farmers' Union. Brief No. 271

Spokesmen: Mrs. Stevens, Mrs. Murray, Mrs. Simpson, Mrs. Maddafard

Subject: General

A supplement to this brief was presented to the Commission.

Taxation

Tax exemption for a farmer's wife should be raised. She is really a partner in her husband's business.

Continuing Education

Since modern means of transportation have created a greater mobility from one province to another, it would be advantageous if Canadian education was standardized.

The Weyburn Review of September 30, 1965, in an article called "Adult Education Classes" discussed the new idea of long distance training by electronic teaching. Added information relating to this project was presented to the Commission

Woman's Two Roles

A woman should definitely have an opportunity to choose between staying at home and going out to work.

Pre-marital Courses

Compulsory training for marriage involves a waiting period. Pre-marital courses could be given by married people during one or two weekends. Group discussions, panels and question periods would be directed by church members, and professionals.

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Municipal By-law

A woman or a man should be allowed to run for office if the husband or the wife is a registered landowner.

Single Parents

Profits made out of natural resources should be used to guarantee a minimum income for single parents. It is more dignified for a single parent to receive a guaranteed income than to be on welfare.

Voluntary Organizations

The Saskatchewan Farmers' Union is a voluntary organization. Their membership has increased in the last year. All the resolutions presented to the Union by women have been passed but not implemented.

EXHIBIT NO. 99

The John Howard Society of Saskatchewan. Brief No. 114

Spokesman: Judge Taylor.

Subject: Women and the Criminal Law and Women and Correctional Services.

Female Offenders

A study made by the John Howard Society reveals that in about one year 495 women were admitted to penal institutions in Saskatchewan. Out of these

90% were Indian and Métis

10% were white

58% were charged for offences under the Liquor Act

12% under municipal by-laws

3% under the Indian Act

Alcoholism

The Alcoholism Commission of Saskatchewan should try to co-ordinate the different services to help female offenders.

Alcoholism is a community problem. Alcoholic women are sent to jail for two weeks when they cannot pay their fine. They really need hospital or institutional care to fight alcoholism.

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Probation Officers

Three or four women probation officers in key centres of the Province would help female offenders. These women could be experienced persons in the community. They should deal with adult and teenage offenders, and give advice on nutrition in collaboration with Homemakers Services.

Indian and Métis Offenders

Justice Morrow's recommendations on the native people, in his report on the Northwest Territories, could apply to Saskatchewan.

The problems of the Indian and Métis offenders originate in their community life. They should be encouraged to initiate their own rehabilitation programmes.

The speaker, Judge Taylor, said that she would send statistics concerning first and second offenders to the Commission.

EXHIBIT NO. 100

Saskatoon Women Teachers' Association. Brief No. 109

Spokesmen: Mrs. Gifford, Miss Irwin, Miss Beggs.

Subject: Retraining Women Teachers.

Retraining

Retired teachers interested to work in day-care centres should be encouraged to retrain free of charge.

EXHIBIT NO. 101

Mrs. Wiggens, Mrs. Tait
436 - 20th Street East,
Prince Albert, Saskatchewan.

Last minute brief.

Subject: Social Security

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Canada Pension Plan

Single parents and people who are not able to work should receive money from the Plan.

Taxation

Corporations should pay more taxes to be used for social security.

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GENERAL DISCUSSION

1 - The speaker said that income tax deductions should not be higher for farm wives than for urban wives.

It is unjust that a married woman who works and needs the services of a housekeeper has to pay income tax for herself and for her housekeeper.

2 - The speaker would like farm wives to be paid a salary which could be tax deductible.

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Vancouver	April 17	4 - 7
Vancouver	April 18	8 - 11
Calgary	April 22	12 - 15
Calgary	April 23	15 - 17
Edmonton	April 24	18 - 19
Edmonton	April 25	19 - 21
Edmonton	April 26	22 - 25
Edmonton	April 29 (missing)	26 - 27
Edmonton	April 30 (missing)	28 - 30
Edmonton.	May 1 (missing)	31
Regina	April 29	32
Regina	April 30	32
Regina	May 1	33
Saskatoon	May 2	34 - 36
Saskatoon	May 3	36 - 40
Winnipeg	May 29	41 - 45
Winnipeg	May 30	46 - 49
Winnipeg	May 31	50 - 52
Toronto	June 3	53 - 57
Toronto	June 4	57 - 61
Toronto	June 5	61 - 65
Toronto	June 6	65 - 69
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Montréal	June 13	88 - 89
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SASKATOON, SASKATCHEWAN

BESSBOROUGH HOTEL

Friday, May 3, 1968

Day Session: 10:00 a.m. to 2:00 p.m.

EXHIBIT NO. 102

Mr. Laird, Mr. Malin, Mrs. Humphrey, Mrs. Adams. Brief No. 134. Davidson, Saskatchewan.

Subject: The Status of Indians, Eskimos and Unwed Mothers.

Indian and Eskimo Women

The government imposes a type of education that does not develop their native talents. They are not considered as prospective professional workers.

In politics society has pushed the native woman in the background and brought the man forward.

The police should have the right to lay charges when Indian women are assaulted in public places.

Older native women (60-65) do not receive their old age pension yet, they are not trained to work, they have no job opportunity and too little financial help.

Unwed Mothers

We live in a Christian society. The middle class makes the parents of the unwed mother, the mother of the child, and the child itself pay for this offense to Christian morals.

Indian women are more tolerant of unwed mothers than white women.

Young Indian or Métis girls who come to the city become pregnant and suffer a lifelong stigma. Lack of communication is their biggest problem.

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Communities and voluntary associations could work towards taking away the stigma attached to unwed mothers and their children.

Schools cannot give courses in "responsibility". Children in modern homes have no tasks, no incentive to develop their responsibilities.

Children who have been abandoned by their mothers have a feeling of rejection.

It would be better for children to be put up for adoption since they would have two parents.

Indian or Métis girls very seldom take action against the putative father. They resent the father because he has rejected them. They resist the publicity of court rooms.

Education

Educated Indians leave their reserve. Industries should be set up on the reserves so that Indians could make a living in their own environment and in their own community.

Schools, colleges and universities should give courses on Indian civilization to make the Indian proud of his heritage.

Parents of Indian children should be taught the value of education for their children. If we reach the parents there will be fewer drop-outs.

Equal Rights

The new role of women in the labour market tends to depreciate man as the provider.

There is an unwritten law at the university whereby a wife and a husband are not to be hired in the same faculty. The reason given is that a husband might feel inferior if his wife earns the same salary.

Women should have equal but different rights than men.

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EXHIBIT NO. 103

Mrs. Virtue. Last minute brief.

Mrs. Virtue, a truck driver by profession, presented an oral brief.

Equal Pay

Women are more conscientious in their work because they have to defeat discrimination.

When a woman drives a truck she receives only two-thirds of the salary allotted to men. A hostess in a liquor outlet gets $1. per hour while a man gets $1.35 to $1.50. They both do the same work. A woman who dirves a truck for a florist gets $1. per hour while a man gets $1.65.

The minimum wage of $1. per hour is not enough to live on.

Training

Mrs. Virtue tried to take a Vocational Training Course in Motor Mechanics and was not accepted by the school. The reason given was that they had no bathroom facilities for women. She complained to the Labour Board who said that they could not help her. Fifteen women applied for this course and were refused. This technical course would have meant an increase in wages and professional satisfaction.

Job Advertisements

Job advertisements are for people between 18 and 35. The speaker said that the employer asks the age of your children and if you are over 35 they refuse to give you a job. Most women would prefer to stay at home but they cannot live on one income and educate their children.

One should not have to give children's ages or husband's occupation to prospective employers.

Equal Pay Act

This Act is not enforced in Saskatchewan. The penalty against delinquent companies who do not respect this Act should be raised. Women should be

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informed of their rights to equal pay for equal work.

N.B. Miss Rocan, Head of the Saskatchewan's Women's Bureau, publicly said that she would look into Mrs. Virtue's case and let the Commission know the outcome.

EXHIBIT NO. 104

Provincial Council of Women of Saskatchewan. Brief No. 67.

Spokesmen: Mrs. Lepine, Mrs. Dolgleish, Mrs. Hnatyshyn.

Subject: Unskilled Women in the Labour Force.

Counselling

There is not enough publicity given to the Manpower brochures for women.

It does not matter if the counsellor is male or female.

Prerequisites for retraining should be changed. At present, a woman has to have worked for three years before she becomes eligible for a training allowance.

A woman has to explain her reasons for wanting to work while this is not asked of a man.

Training

Training programmes for women are restricted to the traditional fields and low income professions, such as, hairdressers, nurses aid, waitresses, etc. Up-grading programmes have been set up for men only.

The situation should be assessed. Positive programmes would help. Facts and figures not only opinions are needed to define the magnitude of the problem.

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It is not as difficult for a qualified woman to return to the labour force after having raised her children, but it is difficult to make up for the years that have been lost. The time that they stayed at home with their children (from about 25 to 35 years of age) is a valuable period in career building.

Women should be admitted to training programmes without formal certification.

Sociologists and psychologists could devise an equivalence test to assess the knowledge and the conceptual skills of the applicant.

These women would then be admitted on a probationary basis.

Attitudes

Men and women should be informed that women make up one-third of the labour force.

The Federal Government should publicize the need for women in the labour force. A better trained and educated labour force would aid the Canadian economy.

There is opposition between women who work and women who stay at home. Some women feel secure in their home and tend to down-grade women who work.

Ombudsman

A Central Bureau or Ombudsman should be established by provincial and federal governments to deal with all aspects of society and the problems of men, women, children and the family.

EXHIBIT NO. 105 + 100 (N.D.P. Workshop) = 2 briefs

N.D.P. Women's Organization of Yorkton. Brief No. 295.

Spokesmen: Mrs. Greengrass, Mrs. Durand, Mrs. Kenstone, Mrs. Barnaby.

Subject: Day-care Centres, Tax Deductions for Housekeepers and Wage Discrimination.

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Divorce

The new Divorce Act is satisfactory.

Abortion

Abortion should be made available for teenagers.

The Pill

Vasectomy is better than the Pill because the Pill must be taken regularly to be effective.

Political Participation

Girls should be trained at school in public speaking and politics. Although they have won public speaking contests in high schools, this talent seems to disappear when they become women.

Education

War toys are harmful and they encourage aggressiveness. Children are very impressionable and these toys have a great bearing on their outlook on life. This organization has sent letters to members of Parliament criticizing the sale of war toys for children.

The speakers mentioned that girls wanted to take drafting at school but had to take the other option, home economics. Boys who wanted to take a secretarial course did not have to take another option.

EXHIBIT NO. 106a

Mrs. Leaks. Last minute brief.

This brief was presented to the Commission.

Minimum Income

All single persons should receive a minimum income of $3,000. per year. All families should receive $5,000. These incomes would not be tax deductible.

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Health

The Commission should support a National Health scheme.

Education

University education should be free for all Canadians who belong to the lower income groups and who have proven their academic ability.

Politics

Democracy is made of statistics - if women vote for the right candidate they will improve their status.

EXHIBIT NO. 106b

Mrs. Richards. Last minute brief.

Day-care Centres

Day-care centres should be an educational experience for children. The quality of existing centres is low and qualified teachers are scarce. Private and public day-care centres financed by the government should come under the jurisdiction of the Provincial Child Welfare Act.

A federal plan should be set up to train qualified personnel for the centres. The University of Saskatchewan offers courses in pre-school education.

Day-care centres would be opened for eight or nine hours a day with at least one hour for educational activities. A minimum of one qualified adult for 10 children would be required.

Taxation

The fees for day-care centres should be tax deductible. Any person who pays for a student's tuition fees should be able to deduct these fees from taxable income.

University Education

University education should not be free of charge. University loans are an incentive for students.

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GENERAL DISCUSSION

1 - Mrs. Cherneskey - President of the University Women's Club.

A copy of a Survey on Continuing Education made by the University Women's Club of Saskatoon was given to the Commission.

The University has opened its doors to unqualified students, over 25 years of age who sought admission.

A university brochure was published for mature students.

2 - Mrs. Rocan - Head of the Saskatchewan's Women's Bureau.

Both hospitals in Saskatoon have union agreements concerning the Equal Pay Act. Grievances to this effect should be brought to the Department of Labour.

3 - One speaker informed the Commission that men hold administrative positions in teaching. In Saskatchewan out of 174 school counsellors only 8 are women.

4 - One speaker said that there was a study made at the university on legalized abortion. One of the questions asked was "Should a prostitute be allowed to have an abortion?". Students answered that prostitutes should be punished by bearing the child. The students feel guilty about this attitute. Pre-marital sex is accepted by society only if there is no pregnancy. Women discriminate against other women.

5 - One speaker believed that kindergartens for Métis children should be taken over by the Federal Government. Métis children should be able to read books depicting their own life and culture. Part of their schooling should be taught in their native tongue.

6 - One speaker said that sterilization of men is preferable to abortion for women.

7 - One speaker would like to see a change in attitudes towards women. Women are not as small a minority as are the people of Quebec and yet they have fewer rights. Perhaps they should have a separatist movement.

8 - One speaker wants stricter laws for runaway fathers who do not pay alimony. They go from one job to another and from province to province to avoid paying alimony.

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SASKATOON, SASKATCHEWAN

BESSBOROUGH HOTEL

Friday, May 3, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

PRESENT: Commissioners Lange, Lapointe, MacGill and Ogilvie, and a précis writer.

EXHIBIT NO. 106c

Mrs. Hitchings. Last minute brief.

Subject: Discriminatory Laws and Practices Relating to Women.

Retraining

The Department of Manpower and Immigration should give allowances to mothers who are taking retraining courses. This would provide for the children in cases where the husband is unemployed.

Women who have never worked should be eligible for these retraining courses.

EXHIBIT NO. 106d

Miss Morton. Last minute brief.

Subject: Change of Name Act.

When a woman marries she should have the right to keep her credit cards, bank account, driver's licence, etc., in her own name.

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GENERAL DISCUSSION

1 - Mrs. MacConnell

Taxation: The speaker recommended tax deductions for housekeepers and for fees paid to day-care centres.

Housekeepers: Competent older women would consider housekeeping as a profession if the salary and status of housekeepers was raised.

2 - Dr. Mahood, Dr. Mailler, Mrs. Teed

Abortion - At the present time therapeutic abortion is decided upon by a committee of three specialists, but only one of them assumes the final responsibility. The speakers requested that all three should legally share the responsibility of the decision. In the final analysis, the decision should rest only with the woman who would previously have consulted a Public Health obstetrician.

Day-care Centres - Private and public day-care centres should be subsidized by the Federal Government and the municipalities. Parents would pay according to their means.

Canada Pension Plan - A woman who does housework in different homes every day should qualify for the Canada Pension Plan.

3 - Miss Kaplan

(An Appendix to Miss Kaplan's oral presentation was sent to the Commission.)

The speaker would like women to be trained for child rearing. Tax exemptions should be given for housekeepers.

4 - The speaker said that under the Saskatchewan Change of Name Act a wife has to have her husband's permission to change her name. Women should be informed that they do not have to change their name when they marry.

5 - The speaker asked the Commission what would be the children's last name if a woman retained her maiden name upon marriage. One Commissioner answered that in Russia a child can, at a certain age, choose either his mother's or his father's family name.

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6 - The speaker informed the Commission that achievement tests for people who do not have academic requirements for training programmes are available. The Department of Manpower and Immigration and other employers do not recognize these tests.

7 - The speaker said that people recovering from mental illnesses have difficulty adapting to a society that considers them as criminals.

The Commission has the responsibility to recommend to the Federal Government that an employer, hiring a person who is being rehabilitated, should be given a special grant.

8. - The speaker would like young girls to be informed that they do not have to marry in their teens and have a big family.

9 - The speaker who works on a newspaper, said that there is little opportunity for women in journalism.

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PRECIS OF THE PUBLIC HEARINGS OF THE ROYAL COMMISSION

ON THE STATUS OF WOMEN IN CANADA

- CENTRAL CANADA - May 29 to June 13, 1968 -

These precis summarize information or recommendations not covered by the original written briefs submitted to the Commission, as well as some of the ideas emerging from the questioning by the Commissioners after the oral presentation of the briefs.

Also included is a resume of the statements made by members of the audience who were invited to speak after the presentation of briefs, when time permitted.

Usually two sessions were held daily: Day sessions were held from 10:00 a.m. to 4:00 p.m.; night sessions from 8:00 p.m. to 10:00 p.m.

Prepared by Isabelle Desjardins, Esther Kaplansky and Claudette Picard.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

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Saskatoon	May 2		34 - 36
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Winnipeg	May 30		46 - 49
Winnipeg	May 31		50 - 52
Toronto	June 3		53 - 57
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Québec	June 10		73 - 76
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WINNIPEG, MANITOBA

FORT GARRY HOTEL

Wednesday, May 29, 1968

Day session: 10:00 a.m. to 4:00 p.m.

PRESENT: Chairman and all Commissioners.

ALSO PRESENT: The Executive Secretary, the Assistant Secretary, the précis writers and staff members.

EXHIBIT NO. 107

The Manitoba Volunteer Committee on the Status of Women.

Brief No. 318.

The Honourable Thelma Forbes, Minister of Urban Development and of Municipal Affairs, of the Province of Manitoba, introduced the Committee who had prepared the brief. The Minister mentioned that, in three predominantly male faculties (Agriculture, Law and Medicine) at the University of Manitoba, women were awarded gold medals for achievement this year.

The Minister then introduced Mrs. Nan Murphy, Chairman of the committee. Mrs. Murphy stressed the fact that the Report of the Manitoba Volunteer Committee is the result of the work of women volunteers and that the Manitoba Government is not responsible for the recommendations contained in the brief.

Mrs. Murphy went on to introduce Mrs. June Menzies, the Director of the Research Committee. Mrs. Menzies gave a brief outline of the work of the Committee and introduced the first members of the Committee: the Committee on Women in Politics and Public Life. It was understood that Mrs. Menzies would introduce each committee who will present a section of the brief. Mrs. Menzies will be answering questions whenever necessary.

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A - Committee on Political Parties

Spokesmen: Mrs. Howard Loewen, Chairman of the Sub-Committee on Political Parties and Mrs. Eric Boys.

Subject: Mrs. Loewen spoke on Political Life and Mrs. Boys on Women and Religion.

Mrs. Loewen summarized the recommendations of the Sub-Committees on political parties, political government and municipal appointments and jury duty.

The speaker informed the Commission of a mistake on page 17 of the brief - 33 women are elected representatives at the municipal level and not 32 as the brief stated.

Seminars

The first recommendation was for seminars on the civic and political education of women sponsored by both the Provincial and Federal Governments. The speaker added that these seminars would be organized by a voluntary committee, every section of the population should be reached.

Asked if the Federal Government should be requested to host a United Nations Seminar on the Status of Women, the speaker answered that the Federal Government had been asked to do this but that the United Nations Association in Canada had refused.

Asked if it would not be more effective to have a continuing organization to study the status of women instead of having sporadic seminars, the speaker said that both were needed but, at the moment, seminars were of the utmost importance to study the changing role of women in political structures.

Women's Political Organizations

The speaker informed the Commission that all the women's political associations felt that they were not quite ready to be fully involved in politics.

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Young women are not interested in joining these organizations because they do not wish to give tea parties to raise funds.

Asked if it would be possible to have a social club and a mixed club working on a committed level, the speaker agreed that women should be involved at the policy-making level with men. The speaker added that political parties are not democratic since women and low income groups are not fully represented.

Asked if women's political organizations could not elect and train a potential woman candidate, the speaker answered that Manitoba had a League of Women Voters but because of negative attitudes towards women in political life the league was not successful. Women should be accepted in politics because of their capacity and not because they are women.

Expenses of Political Candidates

The speaker recommended that the Federal Government control and limit electoral expenses of political candidates at all levels of government.

Jury Duty

People who work with the public such as: - doctors, nurses, teachers, bus drivers, etc., are not eligible for jury duty. Years ago a community had only one doctor and did not have substitute teachers. This law should be changed.

Women and Religion

Mrs. Boys said that men and women should work together on church boards. Matters concerning women and family life are now discussed only by men. Men and women who are employed by the Church should receive the same salary.

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B - Committee on Taxation

Spokesmen: Mrs. S. Snidal, Chairman; Mrs. M. Freedman; Mrs. M. Steele

Income Taxation

The spokesman indicated that a man is responsible for the debts of his wife, but that the obligation of the wife was purely moral. Children out of wedlock could be claimed as dependents for two persons with independent incomes. The present tax law is a disincentive for married women wishing to work.

The present $1,000 exemption should bear no relationship to the earnings of the wife. Section 21 (1) (2) (3) (4) should be re-examined to abolish all discrimination against husband and wife working as business partners. Section 21 (1) should be revised to consider the income from gifts of the husband to the wife as her own and not her husband's.

The $1,000 basic exemption is a very unrealistic amount to allow for the maintenance of the home.

A Commissioner pointed out that should a partnership relationship be recognized in marriage and the wife have certain rights as a wife, she should have also certain legal obligations.

Mrs. Snidal indicated that if the wife were to have equal obligations this would be tantamount to splitting incomes.

Mrs. Freedman, speaking for herself, said that there should be a compulsory legal marriage partnership; laws giving the husband the obligation to support children and wife should be abolished.

Deductions for a housekeeper should also apply to single people.

Estate Taxation

According to Mrs. Snidal an augmentation in the estate tax exemption and the fact that this sum would be legally the wife's would be sufficient, depending on the tax structure the Dower Act of Manitoba states that 1/3 of the estate of the husband belongs to his wife as a

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partner. A 50/50 division of the estate would be even better, and could be enacted in a new law and would be preferable to a contractual agreement between the spouses.

Voluntary Work

Mrs. Freedman said that women doing voluntary work should be paid the expenses incurred.

Pensions

The capitalization of pensions is unfair as the pension is taxed twice; once as capital, secondly as income. The tax should be paid over the years and not in a lump sum or the value of capitalized pensions should not be subject to estate tax. Wives who work with their husbands should be able to participate in the Canada Pension Plan.

Mrs. Freedman indicated that the State should pay for the employer's share, in cases where the wife worked only in the home.

Mrs. Gnidal stated that pensions paid through private plans to the widow were terminated by remarriage. Mrs. Freedman stated that all government pensions had the same proviso, as well as veterans' and M.P.'s' pensions.

C - Special Committee on Youth

Spokesmen: Miss Gaudin, Miss Campbell and Miss Overwater

Subject: Trends and Attitudes of Youth - Unwed Mothers and a University Report

Mrs. Menzies introduced the speakers and said that this submission was not part of Brief No. 318 but an independent brief.

Publicity

Information on the Commission should be on front pages of newspapers and not only on the women's pages.

The brochure publicizing the aim of the Commission implied that the Commission was more interested in the working woman than the housewife.

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Education

Most women are not aware of their rights. Courses in Home Economics should inform young girls on financial and economic problems that they will have to face. These courses should be called Family Life and Education courses. Boys should be taught that the role of women has evolved. This would help them to understand their future wives. Guidance Clinics should provide child psychology courses to parents.

Employment

Asked how the Federal Government could encourage employers to hire women, the speaker answered that employers should not refuse a woman a job because she might get married or become pregnant. Men are known to change jobs within a year too.

Women's Two Roles

Educated women with challenging careers are capable of working outside the home and raising a family at the same time.

The average woman who does not hold a professional job quits work when her first child is born. Most of the time this woman does not understand the full challenge of child education. When her children are in school she goes back to work because she did not find satisfaction in her home.

Education

There is a 10 per cent restriction for women in the Medicine Faculty at the University of Manitoba or everywhere. The male students commented that this was fair. The speaker added that most male students were afraid of female competition in medicine since women get higher marks.

Women's Rights

Women have not understood their needs and are not aware of their inferior status.

Information on women's rights, privileges, opportunities, etc., should be publicized in the magazines that women read such as Redbook, Cosmopolitan, True Love, True Story, etc.

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Probation Services

Probation services offer help only to people who have been caught committing an offence.

A student classified as a juvenile offender goes back to school and is rejected by his peer group.

Male Juvenile Offenders

Volunteer probation workers have established a Big Brother Plan for boys. These workers take a boy out once a week and try to rehabilitate him. This has not been done for girls. The speaker said that more attention was given to male juvenile offenders because they could do more harm to society than female juvenile offenders.

Youth Organizations

Volunteer organizations have established centres to help young people but society refuses to sponsor these houses because they do not follow established patterns.

The family does not work as a unit anymore and children are bewildered. These centres would be open to dissatisfied youths who need answers to so many questions.

Group dynamics courses could be a starting point to help young adults understand themselves, their parents and society.

Role of the Father

Men should be taught that they have certain responsibilities towards their children. Pre-marital courses could be used for this purpose.

Indian and Metis

They need an orientation centre where they would be taught how to adapt to urban life. This centre would give them confidence and revalorize their ego.

The Indian friendship centres in Winnipeg have no money to pay for speakers. The Department of Indian Affairs is not very enthusiastic about giving help.

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Unwed Mothers

The Chairman said that unwed mothers from 14 to 25 years were interviewed as a basis for recommendations. The unwed father should be held responsible for his illegitimate child until the age of 16. In cases where the unmarried mother has to sue the father for support of the child, she incurs heavy legal expenses; if the onus of proof were on the unmarried man to prove he was not the father, when there was proof of a liaison between him and the unmarried mother, the unmarried mother would be greatly relieved. If the child is to be adopted, information on the father should be provided. Allowances to unwed mothers are necessary in some cases. When the unmarried mother has a job, maternity leave would provide job security.

Retraining

Manpower training is available but the unwed mothers often are not aware of this possibility. Retraining courses such as those given to mature students where experience counts should be available to unwed mothers. An example of such courses are the 10-month courses given in Manitoba to prepare social workers' assistants; in many cases of social work, 4 years of social work studies are not necessary and experience could replace the formal specialized education.

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GENERAL DISCUSSION

1 - Mrs. Clara Feinstein

- Women should have the right to be ordained if they so desired.

2 -

- The most obvious need is for re-education of men and women to make them aware of the great part women have to play in the home and business world.

- Men should accept a greater responsibility in the home and women, a greater responsibility outside the home; mainly attitudes are being fought. Women should have the opportunity to work outside the home if they so desire.

3 - Mrs. Robson

- The spokesman enquired if the Commission had received any particular submissions on part-time employment in corporations and professions. The spokesman is a university graduate and her married daughter works part-time; she feels it is a pity that it is a proposition of marriage or work outside the home and that it is difficult to conciliate both.

4 - Ann Ross

- The spokesman indicated that the Youth Committee was not able to make specific recommendations. Work done amongst youth by agencies should be co-ordinated. There have been sad experiences with the CYC in the Mount Carmel Agency where the spokesman works. Youth is the future of the country and the government should do something. Some action is being done by voluntary groups of young people. One called the St. James' Group Carmel Agency who have adopted families in indigent and low-income groups, taking them for outings, teaching them grooming, cooking, etc., and generally using the big-sister or big-brother approach.

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D - Sub-committee on Education

Spokesmen: Mrs. Shirley Smith, Chairman; Mrs. W.R. DeGraves

Education

The speaker feels that the Federal Government should take certain measures to equalize opportunities for women in education. There should be an improved relationship between Federal, Provincial and local governments.

In Manitoba, there exists no discrimination at all levels of education.

In practices many government agencies interfere in education: their action should be consolidated.

Education should be encouraged after the age of 16 years.

Girls are not as encouraged as men to educate themselves.

There exists broad knowledge courses in Manitoba which prepare girls for advanced courses but not for universities; the Manitoba Institute of Technology offers an advanced course after grade 12.

Many Federal programs could not possibly be in the scope of Manpower, e.g. construction of financial institutes, educational programs for Armed Forces, penitentiaries, Métis and Indians, museums, etc. A Federal Department of Education and Culture should be established to co-ordinate all the existing programs.

A central information bureau with regional or local branches would be useful to publicize the different programs offered by the Federal Government. A national conference on education would not trap women in lower pay jobs.

Single Women

A Commissionner pointed out that if girls tended to marry men older than themselves, there would be in Manitoba 17,000 single girls who would be unprotected and that this number would increase; Mrs. Smith said that in a period of 25 years, this would even out.

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Allowances

The spokesman stated that family and youth allowances should be worked out in individual cases.

Retraining

Rehabilitation is of provincial competence, employment is local and the advising on employment is Federal. Several different levels working on the problem, the handicapped may suffer from lack of co-ordination. Women are more emotionally handicapped for men can always rely on their physical force.

The spokesman did not know how many people are in chronic wards of hospitals in Manitoba and Canada where a co-ordinated plan of rehabilitation would help women to return to work.

Mrs. Smith indicated that jobs were found in Manitoba for emotionally handicapped persons but local authorities were disjointed. Co-ordination was a problem.

Deductions from a husband's income for professional conferences and retraining needs should be extended so that the government should help those who could not afford to go to such conferences, which are excellent ways to further education.

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GENERAL DISCUSSION

1 - Mrs. Winnifred Wassell said that the advertising media created desires, not needs; children should be taught to discriminate.

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WINNIPEG, MANITOBA

FORT GARRY HOTEL

Wednesday, May 29, 1968

Night session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 107

Manitoba Volunteer Committee on the Status of Women. Brief No. 318.

E - Committee on Social Practices and Legislation

Spokesmen: Mrs. K. McIlvain, Chairman of the sub-committee on low income and culturally deprived women. (Neighbourhood Service of Winnipeg) Mrs. Ann Ross. (Mount Carmel Clinic) Mrs. Sharon Greenberg. (Children's Aid Society)

Subject: Low income and culturally deprived women; sole support mothers.

Low income mothers

The chairman gave examples of low income mothers: Mrs. F. has 6 children and her husband earns $300 per month; her house is in the slums. Mrs. K's husband drinks and is abusive; her children are emotionally disturbed and 2 older ones are in trouble with the law.

Mrs. Davis in Journal of Housing has written on lower income groups and their problems. Women do not even have money to buy cleaning goods; they set home patterns followed by the children.

Counselling

There should be dedicated female counsellors: some young and some old.-- Many homes are wrecked from overweight; dieteticians would be useful.-- Tutors should lecture women on public speaking. Self-improvement clinics would be useful. Courses should be given on budgeting and buying.

Counselling is a national problem; there is a great gap between needs and services.

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Housing

Housing should be subsidized. Mrs. McIlivain indicated that federal-provincial housing plans would help but that municipal governments did not know how to use all federal grants.

Poverty

A Ministry of Poverty was recommended. Federal Manpower Department should co-ordinate all three levels of government help to low income groups.

Sole support mothers

Mrs. Ann Ross stated that schools should take care of children from 4:00 p.m. to 6:00 p.m. for working mothers. Nursery schools are essential.

Domestic Police

A domestic police should be set up, trained in the art of handling domestic problems, under the jurisdiction of the police department or the Federal Government. If bodily harm were indicated, the man should be sent to jail or to a half-way house. Some women are afraid to lay charges against their husbands; some women would not choose separation even if they live a very difficult life, they need to be helped.

Health Clinics

The poor are afflicted with very particular diseases: T.B., arthritis, malnutrition, etc. Neighbourhood diagnostic and family clinics should be organized. The only family clinics in Canada is Mount Carmel Clinic. 90% of the patients at Mount Carmel are women and 70% are Indian and Métis. Day hospitals should be established for children of working mothers who need care.

Baby-sitters

Mrs. Greenberg stated that low income groups cannot find competent baby-sitters at low price. They have difficulty getting special courses. If housing were improved and social agencies co-ordinated, children would be better protected.

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Common law wives

Common law wives should receive the same protection from the law as legal wives.

Television (E T V)

Mrs. Greenberg did not think E T V would help in this income group because the level of grammar was so low.

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EXHIBIT NO. 107

Manitoba Volunteer Committee on the Status of Women. Brief No. 318.

F-- Sub-committee on Women's Employment

Spokesmen: Mrs. Diane De Graves, Chairman of the Committee on Employment and Education. Mrs. Graham Haig, Chairman of the Sub-committee on Employment. Mrs. Ruth Struthers - Sub-committee on Labour laws and Regulations. Mrs. M.W. Menzies.

Day-care Centres

A study was made on day-care centres in June 1962. In Winnipeg there are only 3 day-care nurseries. They must meet the regulations of the Municipal Health Department. These nurseries are comparable with the best in the country. Outside Winnipeg, unfortunately nurseries are not licensed. In Toronto and Edmonton, there is collaboration between universities and day-care centres. The United Church sponsored a pilot project in September 1965: a hot meal at noon and 4:00 p.m. to 6:00 p.m. care, usually for grades 1, 2 and 3. About 80 children are taken care of and this has been extended to other schools.

Municipal and provincial governments should support nurseries; this is preventive care. Regulations for nurseries and day-care schools should be strengthened. The community should understand the needs of children and more adequate facilities are needed to train competent staff.

At the Manitoba Institute of Technology, there is a two-year course for family day-care and lunch care should be expanded and the number of nursery schools operated by the Department of Education increased.

Home-Makers

In Canadian Welfare, Sept. - Oct. 1967, there is an article concerning European home-makers.

Under the Canada Assistance Act, there are funds available for the training of such home-makers. Drop outs, mature women, etc. could take these courses.

People did not take home-makers' courses as there were no set schedules, hours of work, sufficient pay, vacations, etc.

Home-makers should be eligible for unemployment insurance.

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Mrs. Struthers indicated that the root of the problem lay in the fact that traditionally the woman's place was in the home.

The OECD said in 1966 that there was a need to determine a policy for woman-power because of the fact that married women constituted a large part of the labour force; it was still assumed that a woman's place was in the home. Equal salaries, child-care facilities, maternity legislation are necessary. The recommendations of the Glassco Commission should be implemented; it should be mandatory by legislation to include women on all hiring boards and promotion boards of the Public Service.

Equal Pay

Apparently unions are not doing all they could: The Commission in its study of legislation to assure equality of pay should examine union practices in respect to women workers.

Ontario's new law establishes that women do not have to complain of transgressions to the equal pay for equal work law; The Department of Labour will have a roving inspector who will take over the prosecution - this would be helpful in Manitoba.

The $100. fine for transgressions to the law is sufficient; transgressions to the law are rather a matter for inspection as women will not often lodge a complaint for fear of losing their job. The spokesman stated that the Committee attempted to make a survey on women's participation in unions but drew a blank; women were not willing to talk about it.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

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Edmonton	April 30 (missing)	28 - 30
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CENTRAL HEARINGS

WINNIPEG, MANITOBA

FORT GARRY HOTEL

Thursday, May 30, 1968

Day Session: 10:00 a.m. to 4:00 p.m.

EXHIBIT NO. 107 (cont'd.)

Manitoba Volunteer Committee on the Status of Women. Brief No. 318.

G - Committee on Women and the Law

Subject: The position of women in the Criminal Code of Canada, the status of women in Canada's correctional institutions, the position of women under the Immigration Act and the Canadian Citizenship Act.

Spokesmen: Mrs. M.W. Menzies, Director of the Research Committee,
Mrs. C.B. Cramer, Chairman of the Committee on Law,
Mr. Roland Cramer, Mr. Roland Penner, of the Sub-committee of the Position of Women in the Criminal Code of Canada.
Mrs. H. Murphy, Chairman of the Steering Committee.

Women in Canada's Correctional Institutions

Mrs. C.B. Cramer gave the recommendations concerning women in Canada's correctional institutions.

The main problem for women in institutions is the institution itself. Women form a very small part of the criminal sub-culture in Canada. Institutions are made for men; women are in a makeshift position. The Federal Government should handle these institutions. If a woman was to be incarcerated in Ontario and Quebec, she would receive treatment but in Manitoba and Alberta, she would be subjected to makeshift arrangements (from 8 months to 3 years). The government should create regional institutions for there is a geographical disparity because of lack of provincial funds: p os 1 prison for the Maritimes, 1 for Quebec, 1 for Ontario, 1 for the Prairie d 1 for British Columbia. Thus competent staff could be concentrated. Psychiatric and social care are particular to women; in order to be of use, they must be specialized.

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It has been indicated that the best solution for the category of petty offenders is to send them outside jails to learn trades.

The Federal Government should be responsible for all persons sentenced to periods longer than six months which would be to the benefit of long-term offenders.

Half-way Houses

Half-way houses for women are to be established for long-term or short-term offenders, (Recommendation 5, p. 116) based on the individual needs and on the authorities.

Indians and Criminal Offences

A Commissioner asked what part the Committee felt the Indian population played in criminal offences. A criminal offence in the Indian population is a dreadful problem, intricate and complex. Indians need full-time help to solve their problem. Most of their offences are minor (e.g., liquor), but the repetition is immense. Indians are under federal jurisdiction; even if the Indians have left the reserve, it is useless to think the community has resources to cope with their problem; funds to resolve these problems should come from the consolidated fund of the Federal Government and should be administered by the community.

Inebriation

In the United States a man had been convicted of drunken offences 101 times; he had pleaded that he could not be convicted because he was chronically ill. This defence has been upheld in two appeal courts. The affluent community will have to change its opinion on alcoholism.

Juvenile Offenders

There exists a sufficient number of girls to warrant the establishment of separate clinical facilities to house juvenile girls who are emotionally disturbed.

The Position of Women in the Criminal Code

Mr. Roland Penner gave the recommendations concerning the position of women in the Criminal Code.

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Suicide

It is a chargeable offence to attempt to commit suicide; if this be clinically diagnosed, it should be treated and not be an indictable offence.

Abortion

Mr. Penner personally felt criminal sanctions should not be applied in areas of private morality where public interest is not endangered; grounds for abortion should be broadened to include socio-economic grounds.

Pre-counselling before abortion would be useful as in the broadened grounds for divorce where the solicitor must secure counselling for his clients; this was much more than a face-saving gesture for under counselling women could take different decisions.

Vagrancy

The vagrancy charge is a way to get rid of persons with no visible means of support; often the police will cajole the person into pleading guilty and will give them 24 hours to leave the city or 6 months in jail.

Prostitution

Soliciting is not an offence. The only provision for conviction in the Criminal Code is being found in a bawdy house. Following Section 184, a man can be convicted of being an inmate of a bawdy house.

There was not, to the spokesman's knowledge, a differential treatment for men and women in bawdy houses, but that it depended if it was a first or second offence.

Divorce

Where there is no other matrimonial offence but marriage breakdown, counselling is not too useful but when there is a matrimonial offence (i.e., isolated case of adultery), counselling can be useful to assuage feelings. When a couple is at the stage of seeing a lawyer, then it is rare that effective reconciliation can be useful.

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Treatment of Offenders

There is a disparity in treatment between the letter of the law and the practices because of the broad discretion of the judge in sentencing; in almost every conceivable case, the judge is more sympathetic to a woman who is a spontaneous offender. In cases of rape, men can get life and lash (life sentence has never been given for this); however, there is obviously a great difference in the penalty imposed - usually a severe sentence is imposed for a flagrant offence, if there are extenuating circumstances; the court uses discretion.

Rape

The provision "of previously chaste character" in cases of rape does not create a great difficulty for women when men try to cast aspersions on their character. This is a measure of protection for young women; even if she had intercourse with men before, she must have been of flagrant character. This safeguard is necessary for men who have been seduced but evidence must be strong.

Psychology Courses in Law Schools

In law, there was not sufficient teaching in the field of behaviouristic sciences.

Infanticide

A woman offender charged with infanticide can be remanded to a psychiatrist for 30 days if she is proven to be in a post-natal depression; the magistrate should have the discretion to remand such a woman to another 30 days for treatment if so indicated.

Illegitimacy

"Illegitimate" should not be a term applied to children.

The Position of Women Under the Immigration Act and the Canadian Citizenship Act

Mrs. Cramer gave the recommendations of the Committee on this question.

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Immigration

For immigration purposes the qualifications of the wife are not investigated, only those of the husband being considered the bread-winner.

If a woman had qualifications and a man did not, it would be difficult for them to immigrate.

The Immigration Act does not take into account in so many words the necessary qualifications; it is rather the regulations which should be changed.

The whole intent of the Act seems to reflect the government's fears that the family will become the charge of the State if the husband is not qualified.

Programs should be enacted (e.g., language courses to protect the immigrant woman); the Federal Government should have the initiative in establishing plans for easying the life of immigrant women.

H - Sub-committee on the Single Woman

Subject: The Single Woman

Spokesman: Dr. Myrtle Conway

General

The spokesman agrees with Senator Muriel Ferguson's statement that women should have more responsible positions.

The book Proud Heritage by R. L. Shaw is the history of the National Council of Women and exposes the achievements of prominent Canadian women.

Income Taxation

Income tax deductions for a home-maker would stop women from doing too much.

The $1,000. basic exemption for single persons should be raised to $3,000. because of inflation.

The deductions should be greater for a family than for a single person.

Hostels

Hostels for single women with dependents should be established with proper facilities to care for these dependents.

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EXHIBIT NO. 108

Vincent Massey Collegiate. Brief No. 127.

Spokesmen: Mr. Mann (teacher), Mr. MacNaughty, Miss Sloan, Miss Malcolm, Miss MacKye (students)

Subject: Majority, Youth Allowances, and Unemployment Insurance.

Equal Pay

Women are paid less than men, because they have no mobility. They are committed to payments on goods they have bought when they were students and they do not dare become unemployed and thus work for minimal wages.

Family or Career

A speaker mentioned that mothers with pre-school children should stay at home with their children because a baby-sitter cannot give them the necessary love, respect and discipline.

Youth Allowances

Students from the age of 16 on should receive $25. per month. This would not apply to university students if they receive bursaries.

Women at Work

Most speakers agreed that they wanted to work to earn money for a marriage. They wanted to quit work when children came and resume their former career when their children would be of school age.

One speaker said that older women who go back to work take jobs away from younger girls.

Counselling

The speakers said that the guidance counselling that they were given in their school was not done by a professional counsellor but by the school's principal.

Majority

One speaker said that young people should be eligible to vote at 18. Another speaker said that they should be eligible to vote at 19 at the provincial level only. Yet another speaker said that there should not be any set age but that [illegible]

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The speakers agreed that if they were given more responsibilities, they would have to lose some advantages.

EXHIBIT NO. 109

Manitoba Teachers' Society. Last minute brief.

Spokesmen: Miss Barker, Miss Moore, Miss Shank, Mr. Kowalchuk.

Subject: Status of Women Teachers.

Copies of the brief were presented to the Commission.

Teacher's Status

When a man becomes a primary school teacher he does not automatically become a school principal. There are as many women school principals in Winnipeg as there are men. A difference occurs in the higher echelon of administrative positions.

Counselling

In most schools qualified counsellors try to channel young girls according to their capacity and not their sex.

Text-books encourage the difference between male and female jobs. Books on marriage counselling and pocket-books for teen-agers all have certain chapters relating to purely feminine roles.

Education of Girls and Women

Family Life Education courses are being taught on a small experimental field in some schools.

Sociology courses on family communication should be compulsory for boys and girls in elementary schools.

Hiring of Teachers

Teachers are hired by the administrative centre, not by the principal.

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A Commissioner asked the speakers if they had a choice between a male and a female teacher if they would discard the woman for fear that she might become pregnant. The speaker answered that there was equal opportunity in hiring and that the pill has changed many attitudes.

EXHIBIT NO. 110

A - Mrs. Gorlick. Brief No. 318.

Appendix G to Volume II

Subject: Change of Name

Change of Name

The speaker said that even though a woman can keep her maiden name upon marrying it is difficult for her to get credit if she does not use her husband's name. The speaker saw no valid reasons for distinguishing between the term Miss or Mrs.

B - Mrs. Clemons, Mrs. Thomas, Mrs. Richards. Brief No. 318.

Subject: Indian and Metis.

Correction p. 61 No. 2. Men - women.

Treaty Indian

A treaty woman who does not marry a treaty man can recover her treaty status after she has been married for 20 years.

Education

A study proved that Indian children are two years behind white children when they start school. Young Indians should have pre-school training to be on the same level as white children when they enter primary school.
Older Indian students need counselling services to overcome the lack of support that they get from their family.

Indian Act

A treaty woman should not lose her treaty status when she marries a white.

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Metis

The term metis came into use recently. The speakers do not think that this term expresses resentment.

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GENERAL DISCUSSION

1 - Single parents' apartments should be available for old people, divorcees, unwed mothers, etc. No stigma should be attached to these dwellings.

- Young people of 18 should be given thevote.

2 - The report of the Commission should not be hidden on shelves but implemented.

- Full-time volunteer workers are needed in Canada.

3 - Retraining programs for women should be given at their own level. Some of these women have not received good basic education and it is difficult for them to learn.

- Children should learn to co-operate and respect each other not as males and females but as individuals.

4 - Girls go to work for economic reasons not for intellectual ones.

5 - The Commission should investigate veterans' pensions for widows and low income groups.

6 - The Commission should inquire into labour organizations and the role of volunteer women workers in society.

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WINNIPEG, MANITOBA

FORT GARRY HOTEL

Thursday, May 30, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 111

The Minus Ones. Brief No. 146.

Spokesmen: Mrs. June Menzies, Mrs. Bliss, Mrs. Costello, Mrs. Jolinski.

Subject: Women Alone with Dependent Children.

Maintenance

Payments of alimony should be made on court order by the provincial and Federal governments if the estranged father does not contribute.

The court should garnishee a man's wages, as a last resort. Courts would be more interested in garnisheeing a man's wages if they were assured that the government would pay maintenance.

Taxation

Asked what was meant on p. 11 of the brief by "quid pro quo". One speaker answered that tax dividends accrue to the mother for services rendered in the home would decrease her tax liability and help her to build a pension. Welfare payments would be drastically reduced and low income families would be independent (pp.8-16).

Taxes should be paid on a sliding scale depending on the number of children, salary, job, etc.

Salary for Housewives

The dignity attached to earning an income should be given to housewives.

EXHIBIT NO. 112

Congress of Canadian Women - Winnipeg Chapter. Brief No. 135.

Spokesman: Mrs. Groverman.

Subject: Child-care Services.

Housewife

The speaker said that she used the word home-maker instead of housewife in the brief because the status of housewife is so low. Attitudes towards housewives need changing. Housewives should receive a guaranteed annual wage.

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Status

The government, the education system and mass media is responsible for the status of women.

Report

Commissions' Reports are not generally implemented by the government. Women's organizations should see that the R C S W 's report is implemented.

Canada Pension Plan

Women who work in the home should be included on their husband's plan. The Plan discriminates against women from low income groups who cannot afford the payments.

Equal Pay

The Province of Manitoba is not enforcing its equal pay for equal work legislation.

Unions

Women in the Needle Trade Union are not very active because they have family responsibilities. This Union pays the same salary to Negroes and Indians.

Publicity

The Commission would be supported by the public if women were educated on their political rights. Women would then know what the Commission can do to help their cause.

Day-care Centres

If children are young it is good for them to be near their mother and thus a centre situated near the place of work would be commendable. School age children would be better off with their peer group in their own community.

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EXHIBIT NO. 113

Mrs. Deirdre Degagne. Last minute brief.

Subject: Maiden Name.

A copy of this brief was presented to the Commission.

The speaker read her brief. No new material was added.

Royal Commission on the Status of Women in Canada,
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GENERAL DISCUSSION

1 - Salaries for housekeepers are not adequate since they have to pay their own medical fees, do not have pension funds, etc.

2 - Mrs. Martin

- Bachelors over the age of 21 should be taxed to help the government pay support for divorcees, widows, separated wives, etc.

3 - Housewives should be able to participate in the Canada Pension Plan since they are self-employed in their homes.

4 - Mrs. Beadie

- Husbands have to realize that it is their duty to pay maintenance.

5 - There is no information available on the Manitoba Equal Pay for Equal Work Act.

6 - The husband should make a contribution to the Canada Pension Plan for his wife.

7 - Maintenance laws should be strengthened and enforced.

8 - Volunteer workers are needed in our society.

- Children should be educated on marriage and family life.

9 - The speaker presented some statistics to the Commission re sole-support mothers.

10 - Married women who are abandoned by their husband should receive the money that they have put in their marriage.

- Women could contribute to the Canada Pension Plan by accumulating stamps that would pay for their fund.

11 - Women with children should not work outside the home.

12 - Payments for maintenance should be settled out of court.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

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Vancouver	April 18		8 - 11
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Edmonton	April 24		18 - 19
Edmonton	April 25		19 - 21
Edmonton	April 26		22 - 25
Edmonton	April 29	(missing)	26 - 27
Edmonton	April 30	(missing)	28 - 30
Edmonton	May 1	(missing)	31
Regina	April 29		32
Regina	April 30		32
Regina	May 1		33
Saskatoon	May 2		34 - 36
Saskatoon	May 3		36 - 40
Winnipeg	May 29		41 - 45
Winnipeg	May 30		46 - 49
Winnipeg	May 31		50 - 52
Toronto	June 3		53 - 57
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WINNIPEG, MANITOBA

FORT GARRY HOTEL

Friday, May 31, 1968

Day Session: 10:00 a.m. to 4:00 p.m.

EXHIBIT NO. 114

Indian-Metis Association. New Brief.

Subject: Indians and Metis.

Spokesmen: Mr. Inar Arnesson, President of the Indian-Metis Association
Mrs. D. Betts, Friendship Club
Miss A. C. Defender, Board of Education, Elizabeth Fry and John Howard Society

Indians and Metis in Cities

There are Indians and Metis sponsored by certain agencies to come from the reservation to the city after screening and selection; the Indians who leave the reservation without having any contacts in the city meet many hazards.

Indian and Metis Friendship Centre

This is a voluntary organization supported by Rotary Clubs, Municipal, Federal and Provincial Governments. Six or seven people staff the Centre. There is an advisory board of ten voluntary members. The annual budget is some $50,000. There are many smaller operations as in Flin Flon, Manitoba. These are especially important in rural areas for Indians need a place to go. Mrs. Betts works in magistrate's courts, handling the problems of Indians and Metis who appear before the court.

In the Friendship Centre there is an orientation club for young people, 16 to 25 years old which deals with some 400 young people. The method is fraternization, guidance and orientation. The Centre is affiliated with many organizations, and yet not one of the Manitoba centres has a qualified social worker on its staff. The Centre is financed under a joint agreement of the Federal and Provincial Governments on a 50/50 basis. The Provincial Government gives one dollar per capita for the Indian and the Metis, and the Federal Government matches this sum. The financial support of the Federal Government should be increased, and then efforts could be directed towards persuading the Provincial Government to allot more money to this Centre.

Indians and the Law

There has been a report on Indians and the law studying the situation of treaty [illegible] Act [illegible] non-

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treaty man loses her status. An Indian man who marries a white woman confers status upon her. A widowed Indian woman must return to the home of her mother-in-law upon the death of her husband, and not to her own home. Treaty status for many Indians is a security; loss of it entails many disadvantages.

Vagrancy and Indians

The work of the centre in magistrate's court is directed towards the release of Indian vagrants to the custody of the centre. It seems that Indian girls are picked up more easily than white girls. This is not necessarily a protective measure. When a woman is picked up and has children, the sentencing has terrible effects upon her family. A suspended sentence rather than a jail sentence or fine should be given to vagrant Indian women.

Probation of Indians

Indian girls when released on probation are placed in homes as baby-sitters, servants, etc. There are very little facilities for educational up-grading. A young Indian gave testimony to the effect that she was 23 years old and had been 52 months in jail out of seven years because of lack of training; she was unable to find any decent job.

Retraining of Indians

In Winnipeg Indians and Metis come from all regions of Manitoba. The centre also deals with people of Indian descent. There is a great need for a home for short periods until Indians can find employment.

Indian Unwed Mothers

Indian unwed mothers who wish to keep their children face great difficulties. There is a basic difficulty in communication. At the centre the staff have to speak many Indian languages such as Ojibway, Cree, Sioux, etc.

Financing of Centres

A capable person should assess the needs of the centres and the necessary amount to finance adequately the services of such centres. More Indians come in from the reservations to the city. Once they have left the reservation, it is the

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obligation of the centre to assist them.

To qualify for a grant the centre must furnish premises where transient Indians may go. Communities may sometimes underwrite such ventures but such a community must be a strong one. The lack of social workers is due to lack of financial resources.

Hostels

The number of Indian women who come in every week to the city is quite high. In British Columbia there are some 15 every week. In Manitoba many do not know the Friendship Centres even exist. After the initial contact with the Indians, there is dire necessity for a hostel in which the new-comer could stay while seeking employment. This hostel should cater to the needs of a non-segregated group of women.

Indians Leaving Reservation

The Ministry of Indian Affairs does not give funds to Indians who have left the reservation, but funds should be given to Indian women of treaty status who have lost it by leaving the reservation.

Discrimination in Employment

When Indian women have not held jobs before, they apply to the Special Services of the Manpower Department to seek training. Once initial contact has been made, it is imperative that Indian women be helped to find employment.

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EXHIBIT NO. 115

Manitoba Bar Association. Brief No. 80.

Subject: Income and Estate Taxation

Spokesman: Mr. R. B. Cantlie

Income Taxation

A widow can deduct $1,000. for a first child and $300. for another child; this seems unjust for this sum does not recognize the actual cost incurred to rear a child. A wife cannot be a partner with her husband in a legal or medical firm because of income taxation prohibitions.

Estate Taxation

When preparing wills, under the advice of a lawyer or accountant, it is possible to establish a joint ownership between husband and wife increasing the exemption at the time of settling the estate. However, not everybody is aware of the advantages of such joint ownership. In 1958 $60,000. for estate exemptions was granted; this figure can tax a great number of people who do not take proper dispositions before death to benefit from possible exemptions under the estate tax law. A system of community property by which part of the estate would be the widows' by right, perhaps would be useful but this is of provincial jurisdiction. The Carter Commission recommendation eliminating taxation on the successions of spouses would protect the widow, but there is great administrative difficulty to administer such a program. There seems to be a discrimination in estate taxes in common-law provinces, as in Quebec only one-half or one-third of the estate is taxable; Quebec would have to amend its law to be equal with other provinces or the common-law provinces change their laws to be like Quebec.

It is irrelevant to state tax law to establish taxes on a dead person's estate whether this erson is married or not; the marital exemption is available to all ven if the money is left to the local humane society. It may be asier administratively to only increase the basic exemptions. Of cour e, nothing prevents the husband from giving one-half of his property to his wife before his death. There is a gift tax exemption of $4,( )0. a year. If this is extended over a period of a certain number f years, the exempt on could be significantly higher and non-taxab e. Of course, peop e who do not need the $60,000. exemption can afford to consult lawyers. The legal aid committee of the Manitoba Bar Association takes in o consideration the petitions of people needing le l help, but most p ople who apply for such legal aid are those h ving marital probl ms.

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A $100,000. estate exemption would be a sensible increase for a married man. Almost all provinces have some legislation prohibiting a man from leaving his family in penury.

In Manitoba there is a law under which a husband has to leave one-third of his estate to his wife; in Manitoba also, a family home cannot be disposed of by the husband alone.

It is also impossible in Manitoba to prove that one is unmarried when buying a car. It would be practicable to proceed by inventory at the time of marriage to know what is the individual property of the spouses, and then divide amongst the spouses the property acquired on entering into marriage; but people may not want this system.

EXHIBIT NO. 116

Professor S. Skelly, Faculty of Law, University of Manitoba, Brief No. 4.
Spokesman: Mr. Robert Copstein, 1009 Childs Bldg., Winnipeg 2, Manitoba.
Subject: Maintenance and Jurisdiction of Courts

Deserted Wives

In Manitoba a deserted wife will often have to wait weeks, or even months before receiving legal aid and the same applies to have her case heard before the court. Once the judgement is rendered, enforcing the court order for maintenance of something quite difficult.

Federal or Provincial Jurisdiction

An argument could be made to the effect that maintenance and matters of broken marriages are under Federal jurisdiction under the present Constitution. Since the 1857 Matrimonial Causes Act, courts have had the power to deal with maintenance, as corollary powers to divorce. Property rights are of Provincial jurisdiction, but an agreement could be worked out by Federal-Provincial ententes.

Maintenance Fund

It is suggested that some government organization be established, similar in some ways to the National Assistance Board in England, which would be responsible for the maintenance of a wife whenever her husband has stopped supporting her. A schedule could be decided upon by a special committee of the Fund, taking into account the special circumstances to each particular deserted wife. (Indicate special drugs, special care, etc.) This Fund could be financed by the Consolidated Revenue of the Federal Government. The relief that the deserted wife would have from the Fund would not prevent her to proceed against her husband to get more than the minimum funds received from the Fund. The Fund would provide assistance at the subsistence level.

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Domicile

For purposes of divorce, the domicile should not be provincial, but national.

EXHIBIT NO. 117

Family Bureau of Greater Winnipeg. Brief No. 298.
Spokesmen: Mr. Quaghie, Mrs. McActon, Mrs. Auld.
Subject: Society's Responsibility to Mothers.

Family Allowances

Larger allowances should be given for the first child because a major change in the family's standard of living comes about at that time.

Day-care Centres

Day-care centres should be integrated in the public school system.

Part-time Work

Encourage women to work part-time through subsidies and publicity. The Commission should study the cost and time involved in part-time work.

EXHIBIT NO. 118

Day Nursery Centre Board of Directors. Brief No. 191
Spokesmen: Mrs. Grann, Mrs. L.M.Evans, Mrs. C.Sweatman.
Subject: Need for Day-care Facilities in Manitoba.

Day-care Centres

Such centres would be open to children of working mothers and of housewives.

The Central Mortgage and Housing Corporation should help municipalities to establish day-care centres.

Application for day nurseries' licences were refused on basis of qualifications and not on health.

Personnel for such centres should have a diploma including on-the-field itemized training. Post-graduate personnel would not hold administrative or research posts only but could be teachers in the centre too.

Provisions for lunch and after school supervision in such centres are the responsibility of the government.

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EXHIBIT NO. 119

Appendix to the Manitoba Volunteer Committee on the Status of Women. Brief No. 318.

Subject: Status of Housewives.

Spokesman: Mrs. Truelove.

Education

Girls should have home education courses at all levels of school.

EXHIBIT NO. 120

Manitoba Volunteer Committee on the Status of Women. Brief No. 318.

Subject: Social Legislation and Maintenance Awards.

Spokesmen: Mrs. Roberts, Mrs. Fern.

Maintenance

Sole support mothers should receive help from court to secure maintenance. The government should establish a Central Registrar for Maintenance. This registrar would enforce payments from the husband.
Sole support mothers should receive maintenance from a Maintenance Fund in which the husband would have to contribute.

Salaries for Mothers

Mothers should earn over and above Social Welfare Assistance payments.

Free Legal Aid

It is difficult at the moment to receive free legal aid because one has to earn $190. or less a month or a week to be eligible. Lawyers in Winnipeg are asking for free legal aid paid for by the government.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

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TORONTO, ONTARIO

ROYAL YORK HOTEL

Monday, June 3, 1968

Day Session: 10:00 a.m. to 4:00 p.m.

PRESENT: Chairman and All Commissioners

ALSO PRESENT: The Executive Secretary, the Assistant Secretary, the precis writer, and staff members.

EXHIBIT NO. 121

The Canadian Federation of Business and Professional Women's Clubs.

Brief No. 147.

Spokesmen: Miss Louise Card, National President;
Mrs. Margaret Ashdown, First Vice-President;
Miss Margaret Hyndman, QC, Legal Advisor;
Miss Donna J. Hayley, QC, Writer of Brief;
Miss Margaret Price, Honorary Secretary/Treasurer.

Subject: Working Women

Legal History of Women's Rights

It is only in the Nineteenth Century that the Married Women's Act was passed relative to the property of women. It is only in the Twentieth Century that the Persona Act was passed by which women were recognized to be persons within the meaning of the BNA Act. After the Second World War the United Nations adopted the Universal Declaration of Human Rights, by which discrimination on grounds of race, religion, sex and colour was prohibited. The Fair Practices Employment Act was promoted by the Jewish minorities and should be implemented. Equal Pay Acts have helped the status of women.

Taxation

Section 21 (2) (3) (4) of the Income Tax Law deals with the employment of one spouse by the other.

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In a partnership between spouses, the income of the wife is not considered her own by the Department of National Revenue but rather the income of the husband; there is in the Income Tax Law a definite discrimination against the wife working in partnership with her husband.

Equal Pay for Equal Work

Unionized women workers usually have to work for a living and therefore are not in a position to question the fact that unions seem to accept easily collective conventions not guaranteeing equal payment for men and women. Trade unions negotiate on the basis of men's and women's jobs. The Committee has never heard of a strike or even a grievance procedure reaching conciliation process concerning equal pay for equal work. The solution to such a fact would be education of the working classes. The new Ontario law on labour standards by which the Labour Department will have field officers going into industry to check if the Equal Pay for Equal Work Law is respected is not sufficient.

It is an improvement but more measures are needed. To invoke the Equal Pay Act, women have to prove work is absolutely identical. In the Federal Equal Pay Act, the wording is not sufficiently protective for women; there is room for job definition. It would be useful to insert work of comparable value. The fines are not sufficiently high. If they are to be punitive they must be several times the present amount. In the Federal Fair Practices Employment Act, the wording refers to "terms and conditions" of pay: to-day, pensions are included in pay; thus women are penalized as benefits often discriminate against women. The fine under the Fair Practices Act, which is presently $500., should be much greater.

Recruitment and Stability of Female Workers

The advantage of recruiting men for reasons of continuity is not based on fact. Men now are much more mobile and change jobs more frequently than ever before. It is not at all frequent that a man of 25 years will stay in one job. An article in the Financial Report section of the Globe and Mail by Fraser Robertson is revealing in itself: Looking into Business: Male Superiority, A Myth

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Detrimental to the Firm. There was a statistical survey done in the United States about the instability of male employees.

Domicile

Under the Divorce Act, women should have a Canadian domicile for purposes of suing for divorce. This domicile could be a domicile of origin or else an elected domicile. Women should have their own domicile no matter what their marital status. In the new Divorce Law which comes into effect in July the word domicile should be interpreted as residence.

Pensions

In the Canada Pension Plan the survivorship benefits discriminate against the unmarried person; these benefits should be paid by designation or by will. Persons outside a certain degree of dependency in relation to the deceased should not be able to receive such benefits; it could be indicated in the Plan that designation has to be only to such a degree.

Income Taxation

On the basis of a marital relationship the $1000. deduction for the wife is rather a deduction for services; if this be a deduction rather than an exemption it should be extended to apply equally to a housekeeper. This deduction for housekeepers should also be applicable to single people with dependents to support.

Permanent Commission on the Status of Women

The usefulness of a permanent commission is not to be overlooked but the specifics of such a proposal would have to be worked out.

EXHIBIT NO. 122

Local Council of Women of Windsor, Ontario.

Brief No. 515.

Spokesmen: Mrs. H. Carefoot, Mrs. W. P. Augustine

Subject: General

General

Women want to take on responsibilities but there are barriers which must be

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removed.

Birth-control

Section 150 of the Criminal Code should be amended to permit the dissemination of information on birth-control devices.

Estate Taxation

The contribution of women in the home to the family estate should be recognized under the Estates Tax Act and the Succession Duty Act. In the marriage union there should be individual property; the accumulated property during marriage should not be subject to succession duty.

Legal Age of Marriage

The occurrence of a pregnancy should not be a reason to lower the legal age of marriage.

EXHIBIT NO. 123

Mrs. Solveig Ryall, Brief No. 266.
20 St. Dennis Drive. Apt. 30, Don Mills, Ontario.

Spokesman: Mrs. Solveig Ryall.

Subject: General.

Roles

The women's role as housekeeper should be abolished. In Scandinavia household chores are shared equally by husband and wife.

Education

Domestic science courses should be given across Canada for both boys and girls.

Libraries should not have books encouraging ancillary positions of women.

Flyers should be sent with family allowance cheques describing the present position of women.

A federal office of education should be set up or the Federal Government should set up model legislation on education and invite provincial governments to adopt this legislation.

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Employment

The Federal Department of Labour should set up a youth employment office to encourage girls to enter new fields and boys to enter traditionally feminine fields.

Mass Media

The government could work indirectly to change the traditional roles. In a pamphlet put out by the Economics and Research branch of the Department of Labour and published by the Queen's Printer of Canada in 1964, the careers that are offered to women are the traditional ones. The booklet underlines the fact that if one is a girl, one should look forward to being married.

Income Tax

In Sweden men and women in their income tax returns declare if they are married or unmarried.

EXHIBIT NO. 124

The Ontario Association of Social Workers, Western Ontario Branch.

Brief No. 243.

Spokesmen: Miss Phyllis Barnes, Mrs. Ormah Gibson, Mr. Murray Moore.

Subject: General

School Care

A practical school centre for younger children would handle about 30 children in the morning and 30 children in the afternoon, and would include three regular teachers.

Retraining

The Federal Government should support community schools. Community schools are the product of the whole community's efforts: unions, businesses, school boards would all collaborate. The Federal Government should give funds to provinces who would administer such programs. There has been a booklet published on community services.

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Day-care Centres

A day-care centre could handle about 30 children per day. Three teachers would be necessary as well as additional staff to take care of the cleaning, the food, etc. Day-care centres should be operated as a utility service. The spokesman felt that more and more day-care centres were moving towards being a free public service.

Marriage Age

The spokesman did not feel that the minimum age for marriage should be changed.

Abortion

The spokesman was in no position to quote statistics either from medical or police sources on the subject of abortion. The choice about abortions should be made by the women concerned.

Birth-control

Birth-control information should be legalized.

Senior Citizens

Additional assistance should be given to senior citizens. This recommendation is based on a study prepared for the Canadian Conference on Aging held from January 1 to 28, 1966.

Males in the age group of 65 to 69 years had a medium income of $2,500.; females in the same age group had a medium income of $80:. In the age group of 70 years and over, males had a medium income of $1,.66. while females had an income of $8%. There is a severe deprivation of social life for senior citizens. In London a community venture, "meals on wheels" has been developed; most women who are senior citizens live in single accommodations and do not always have money to eat. Every noon a meal is brought to these women to help them solve their nutritional problems. These meals also give contact with the outside world. Women should be encouraged to keep on living in their own homes as they always have in the past; old age should not force them into special homes.

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EXHIBIT NO. 125

Ontario Society of Medical Technologists. Brief No. 283.

Spokesmen: Mrs. Ramsay, Miss Steele, Miss Booth, Miss Baller.

Subject: Women in Medical Technology.

Refresher Courses

There is a great shortage of medical technologists at all levels. Refresher courses have been started in Toronto this year. Classes are held in the evening to permit married women with children to attend. It takes three months to retrain a person who has been away from work for five years.

Recruitment

In the past the nursing profession was geared to women. Now that it has become a more complex career men are invited to join. Men are not interested in careers as registered technologists because the salaries are too low (under $5000.). Asked why the salaries are so low, the spokesmen answered that the hospital administration does not realize the academic qualifications that are needed to become medical technologists. Their association has approached the hospital to rectify the situation.

Part-Time Work

The speakers said that hospitals do not recognize the need for part-time qualified staff even though there is a shortage of trained specialists.

EXHIBIT NO. 126

Dr. Bruce Robertson, Box 1627, Bracebridge, Ontario. Brief No. 12.

Subject: General.

An addendum to the brief was presented to the Commission.

Abortion

Legal and professional medical counsel is needed for women who wish to abort. A panel of doctors would decide if a woman should have an abortion since the

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rights of another individual - the child - is involved.

Sterilization

In the case of sterilization no other individual is involved. The woman only should then make the decision.

Stereotypes

Female attitudes are formed before puberty by mothers and women teachers. Women should think of themselves as human beings instead of the feminine sex.

Education

Training in communication techniques given in schools would prepare young girls towards marriage.

Motherhood

All women should have the choice to stay in the home. Motherhood should be protected by day nurseries, maternity leave, etc.

It would be better for mothers with children under three years of age to stay at home. Some mothers have limitations and their children are better off in nurseries. Culturally deprived children learn a lot in day-care centres. In the U.S. these children are taken care of by such programs as "Headstart".

Children

A Bill of Rights for children should include the right to live and the right to have a good mother.

The father and mother should be aware of their wants and needs to provide for their child.

Television

Fundamental research should be made on television programs for children. These programs are having a great influence in transmitting stereotyped images of masculine and feminine roles to children.

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EXHIBIT NO. 127

Chatelaine Magazine (English edition). Brief No. 346.

Spokesman: Mrs. Doris Anderson.

Subject: Status of Women.

The detailed statistical tables were deposited as an Appendix (1) and Recommendations as Appendix (2).

Younger women are more liberal in their opinion than older women. The bulk of the French-speaking readers are from the Province of Quebec. The speaker said that the questionnaire was not answered only by married women since 29 per cent of their readers are between the ages of 18 and 29.

The questions of the survey were more orientated towards women at work because great changes are needed in this particular field.

EXHIBIT NO. 128

Mrs. Inez Baker, 213 Burbank Drive, Willowdale, Ontario. Brief No. 254.

Subject: Women at Home.

Salary for Housewife

Housewives should receive salaries. There should not be any division of property in a marriage.

Taxation

Estate taxes between husband and wife should not be abolished when there is the possibility that the woman might remarry. The widow has then a new source of support.

EXHIBIT NO. 129

Mrs. Edith Rowek. Last minute brief.

Subject: Civil Marriage Contract and Volunteer Experience.

Copies of the brief were presented to the Commission.

Marriage Contract

Such contracts should be a necessity written in the law. The contract would

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stipulate the maintenance payments that a husband would make upon desertion. A lawyer or a registrar could ask the future husband and wife similar questions to those used in an adoption inquiry: What are your means of support, your potential, etc.

Voluntary Work

Voluntary work could be evaluated by the chairman of the association to permit the member to get credit for her work.

Commission

It is the duty of the Commission to inform women of their rights by the mass media in such matters as collective bargaining.

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GENERAL DISCUSSION

1 - Mrs. R. E. Brown

- Men who are qualified registered nurses can practise their profession in the province of Quebec.

2 - Mrs. H. Luzek

- More briefs should be presented by individuals.

3 - Girls should be given courses in accounting to enable them to handle money.

4 - The Commission should inform women on their rights by mass media. The information should not be technical since many women are not educated enough.

5 - All legislative restrictions concerning abortion should be abolished.

6 - It is the individual only who has the right to decide upon abortion.

- Religious leaders should trust a woman's judgment on such matters.

7 - The government should support volunteer workers by giving them their salary when they are away on conventions.

8 - Doctors are dedicated to the preservation of life. Is society going to compel them to practise abortion?

- A great number of schools are under the management of churches. These schools are supported by tax-payers. Yet the church teaches in these schools discrimination against women.

9 - The foetus should be given a chance to live.

10 - Laboratory technicians are not informed on their rights.

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TORONTO, ONTARIO

YORKDALE SHOPPING CENTRE

Monday, June 3, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 130

University Women's Club of North York. Brief No. 29.

Spokesmen: Mrs. Lee, Mrs. Hatkins, Mrs. Erickson.

Subject: Abortion.

An addendum to the brief was presented to the Commission.

Contraceptives

Information on and distribution of contraceptives should not be restricted by the Criminal Code and should be available to all.

Abortion

In the future education will play a great part in attitudes towards abortion.

Sterilization

The speakers felt that sterilization falls in the same realm of decision as abortion.

EXHIBIT NO. 131

Communist Party of Canada, Central Executive Committee. Brief No. 126.

Spokesmen: Mrs. Clarke, Mrs. Walsh, Mrs. Broodie, Mrs. MacMurray.

Subject: General

Status

Mrs. Walsh spoke on the inferior status of the French Canadian women in Quebec. They are not permitted to vote in municipal elections in Quebec and they do not receive equal pay for equal work. French Canadian women should be trained towards political participation to involve themselves in society.

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Day Nurseries

One of the speakers was associated with day nurseries during the war. The personnel was made up of two trained nursery school teachers and aides. The aides were given a one-week crash course at the university. The fees were .75¢ a day for one child and .50¢ for two children. This fee was added to subsidies given by the provincial and municipal governments. These nurseries were for the benefit of mothers who worked in industries during the war. Until day-care centres have been widely established they should only accept children of working mothers.

Equal Pay

Women in the needle trade industries have not requested the union to help them get equal pay for equal work.

The speaker said that she had tried to establish a union in her industry but that her venture was destroyed by her employer who intimidated the employees who were interested.

The speaker said that women are timid and oppressed. They are not strong enough to defend their rights. Canadian women have to learn to fight for their place in society.

EXHIBIT NO. 142

Federation of Women Teachers of Ontario. Brief No. 342.

Spokesmen: Mrs. Irvine, Miss Kinkead, Mrs. Buckingham, Mrs. Nixon.

The speakers informed the Commission that their research was done by an outside agency and not by their Federation.

Equal Pay Act

This Act should be called the Equal Pay for Comparable Work Act.

Education

Highly qualified young men could be encouraged to teach in primary schools if universities gave serious courses on child psychology.

Entrance qualification to teachers' colleges should be the same as entrance to university. Students who do not qualify for university go into teachers' colleges.

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Principalship

A speaker would like to see the Elementary School Principals' Course opened to everyone. At the moment one has to have been hired as a principal before one can take the course. Women teachers are not encouraged by the school administration to become principals.

Counselling

Vocational counsellors are scarce in schools. Guidance comes late in high school when stereotypes have already been built into boys and girls since childhood.

Part-time Work

Secondary schools are increasingly employing more part-time teachers for such courses as home economics, instrumental music and French.

University Professors

Universities are sponsored by government grants. The Commission, a government enterprise, should pressurize universities to stop discriminating against women university professors.

Overseas Teachers

The Department of National Defence does not accept women over 45 as overseas teachers because they believe that older women are neurotic and cannot adapt to living on base. The Department does not accept married women either.

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GENERAL DISCUSSION

1 - A law student at Osgoode Hall said that out of 500 law students only 20 are women. Teachers should encourage girls to become lawyers.

2 - The Women's Bureau of the Ontario Department of Labour is presenting a CNE film. This film is a tabloid of new and unusual occupations for women - forestry, flying instructors, etc.

3 - Young mothers who are university graduates could be encouraged to become university professors if grants of $100. or more were available. This would permit them to take night classes towards an M.A. or Ph.D.

4 - There are not enough bursaries for women who want to retrain.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

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Victoria	April 16	2 - 3
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Vancouver	April 18	8 - 11
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Edmonton	April 24	18 - 19
Edmonton	April 25	19 - 21
Edmonton	April 26	22 - 25
Edmonton	April 29 (missing)	26 - 27
Edmonton	April 30 (missing)	28 - 30
Edmonton	May 1 (missing)	31
Regina	April 29	32
Regina	April 30	32
Regina	May 1	33
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Saskatoon	May 3	36 - 40
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Winnipeg	May 30	46 - 49
Winnipeg	May 31	50 - 52
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TORONTO, ONTARIO

ROYAL YORK HOTEL

Tuesday, June 4, 1968

Day Session: 10:00 a.m. to 4:00 p.m.

EXHIBIT NO. 133

Presbyterian Church in Canada. Brief No. 73.

The Board of Evangelism and Social Action.

Spokesmen: Rev. Wayne Smith, Rev. E. MacKye.

Subject: Status of Women in the Church.

A supplement to the brief was presented to the Commission.

Women and Work

Many women work for reasons other than financial ones.

Canada Pension Plan

Self-employed housewives would have to pay the employees' and employers' contributions. The husband and wife could contribute together towards payments.

Marriage Counselling

Pre-marriage counselling should be made compulsory.

Abortion

The General Assembly of the Presbyterian Church recommended to the government that therapeutic abortions be legalized on the counsel of a doctor for mental and physical reasons.

Discrimination

If the churches do not cease to discriminate against women the government will have to legislate against discrimination in the churches.

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Family Life

Society should help mothers with small children to remain in the home by giving them a guaranteed income. The concept of a family includes the responsibility of both the husband and the wife. Men are not only material providers for their family.

Divorce

The Presbyterian Church is not in favour of divorce on the ground of family breakdown or marital offence.

EXHIBIT NO. 134

The Women's Committee of the National Executive Association of United Ukrainian Canadian. Brief No. 194.

Spokesmen: Mrs. Prokop, Mrs. Skrypnyk

Subject: General

Education

Kindergarten entrance age should be lowered from 5 to 4 years old.

The cost of university education should be assumed by the government.

Immigrants

Nurseries for children of immigrants would permit their mothers to learn conversational English while their children are being taken care of. Employers could be urged to give an hour of their employees' time for this cause.

Voluntary organizations could give these courses and the government could pay maintenance costs.

Immigrant women are not informed about their rights. Certain factories employ them for a six-week training period at a very low salary. When the six weeks are over and they would receive better wages the employers fire them.

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Abortion

Girls under 18 should discuss abortion with their parents since these girls are still very young psychologically.

EXHIBIT NO. 135

Planned Parenthood of Toronto. Brief No. 5

Spokesmen: Mrs. Jocelyn, Miss Hall, Dr. Marion Powell, Mr. Gordon Gwynne-Timothy

Subject: Planned Parenthood.

Dissemination

Birth-control information could be given in high schools through Family Life Education courses.

Parents usually consent to have their children informed on birth-control. The boards of education are those who will have to decide if the schools will disseminate such information or not.

Law

Section 150 (2c) of the Criminal Code makes it an offence to provide birth-control information but people are not prosecuted if they are serving the public welfare.

EXHIBIT NO. 136

Women's Group - London and Middlesex Ridings - Association of the New Democratic Party. Brief No. 176.

Spokesmen: Mrs. Bolton, Mrs. Bigelow, Mrs. Murpock.

Subject: General

Retraining

Agencies in each community should help retrain women.

Part-time Work

Permanent part-time workers should receive the same privileges as full-time workers. Industries and firms could make an effort to organize part-time work.

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Housekeeper

Housekeepers are considered as skill workers. Short-term courses for training housekeepers would last a week or two.

Participation of Women to Political Life at the Municipal Level

Charlottetown	1 woman	11 men
Halifax	0	16
St. John's	0	7
Windsor	1	8
Sault Ste. Marie	1	11
London	1	18
Regina	1	11
Winnipeg	2	16
Edmonton	2	11
Calgary	1	12
Victoria	1	8
Vancouver	1	10

EXHIBIT NO. 137

The Canadian Physiotherapy Association. Brief No. 197.

Spokesmen: Miss Joan Mesley, Miss Mary Martin, Mrs. Curtis Millar.

Subject: Income Tax.

Income Tax

A good number of female physiotherapists would re-enter the labour market if tax exemptions for housekeepers and day-care facilities were established.

Day-care Centres

Hospitals do not generally organize day-care services for their personnel; it should be attempted. The Riverdale Hospital is a so-called independent hospital and has day-care services. There are federal funds available for day-care centres.

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Male Physiotherapists

There is quite a number of male physiotherapists in Canada: some 100 out of 2,000 members of the Association in Canada.

Equal Pay

Physiotherapists have a salary scale across the country; since the Association is professional, there is no jurisdiction for the Association on salaries paid: the rate of pay is under hospital jurisdiction.

Part-time Work

As far as the profession is concerned, part-time work is feasible.

EXHIBIT NO. 138

The Street Haven at the Crossroads. Brief No. 205.

Spokesman: Mrs. Margaret Sawchuk.

Subject: General.

An addendum to the brief was presented.

Prostitution

Courts, by imposing fines for prostitution offences, do not eradicate this problem. Men who avail themselves of the services of prostitutes are not prosecuted while the prostitute herself is. Prostitution is part of the Criminal Law because society has a punitive approach to people who do not conform; perhaps the attitudes of society should be changed before the laws governing prostitution itself. It would perhaps be a more agreeable and a more practical approach to legalize prostitution for it would be much easier to control. The experience of the Haven has been mainly with common street-walkers who do not work for a house or for a pimp, but for themselves as individuals.

Drug Addiction

Drug addiction is a medical problem; more education should be given in schools regarding drugs in general. Marijuana is not physically addicting but creates a great emotional dependency, but the Haven does not deal mainly with this type of drug because the girls benefiting from the services of the Haven are past this level of addiction. At the Haven when an

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addicted girl comes for help she is referred to the Addiction Foundation for withdrawal. Once these girls have been withdrawn, they are given responsibilities in the Haven.

Sentencing

There should be no bonding for first offences. Conditions in magistrates' courts should be reviewed.

Uniformity in sentences would be preferable to pre-sentence reports. Uniformity in sentencing is necessary because magistrates have different views on different offences. Supervision of probation is not always adequate because of the heavy case load of the parole officers. Girls perhaps should be taken after offences to half-way houses to be reintegrated in society; there might be some kind of enforcement. Concerning bail there should be a sliding scale based on the offender's ability to pay. There may be a scale for different offences, but in many cases the bail cannot be raised. The lawyer of the accused could present a reasonable figure that the court could take into consideration before establishing bail.

Correctional Institutions

There is no segregation in detention cells between experienced and first offenders.

Disintoxication

There are disintoxication centres for men only and not for women.

Vagrancy

Women who have no money are often charged with vagrancy; they should be escorted to hospitals. The vagrancy is a terribly unfair charge for women without a fixed address or without visible means of support. They are victims of unfortunate circumstances; it is unduly punitive to give them criminal records because of this fact.

Hostels

Hostels should be established through public funds. It is not important which branch of the government deals with these hostels, just as long as they are established.

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Volunteer Work

The Haven uses many volunteers. The volunteers are given some indoctrination at volunteers' meetings. After a certain period of time, volunteers are interviewed and if capable, are put in the Haven with a more experienced volunteer for six months. After an interview with Miss Walpole, the founder of the Haven, the volunteers can be set up as permanent members of the Haven. It is hopeless to think that it would be possible to train all professional people to help in centres such as the Haven. Professional people could be spared for more important positions, while volunteers could handle many of the current aspects of the Haven's work. Volunteers could do patch up operations.

Operation of the Street Haven

The Haven deals mainly with girls who are in great difficulties whether alone, released from hospitals, addicted, etc. If a girl is destitute, financial help is given: she is brought to welfare, she is helped to find employment, she is given clothes. When professional help is needed girls are referred to professional help. The Haven is financed by fixed support from the United Church, Metropolitan Toronto assistance, the Drug Addiction Council, etc. There is a need for more havens. The Toronto operation of the Haven is one of five after-care operations, and this number is not sufficient for Toronto. The main function of the Haven is to help young women to reintegrate into society; the Haven functions by encouraging girls to consult professional agencies, by giving them a suitable environment, an informal milieu which serves as a home. The Haven does not receive any funds from United Appeal.

EXHIBIT NO. 139

Drake Personnel and Office Overload Company Limited. Brief No. 36.

Spokesmen: Mrs. Helen Wood, Mrs. Maureen Barry.

Subject: Women and Work

Unions:

Office workers to-day need to have knowledge of machines, and yet they are not unionized. The wage scale for office workers does not compare with unskilled, unionized workers. Office workers could join unions but have not.

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Salaries

From city to city there are different rates for the same jobs; regional differences and provincial minimum wage laws account for this fact. Salaries should reflect the competence of the worker and not the needs of the worker.

EXHIBIT NO. 140

United Auto Workers Canadian Council. New Brief.

Subject: Women in Employment, Day-care Centres, Income Tax, Equal Pay.

Spokesmen: Mr. Gordon Parker, International Representative of United Auto Workers, Mrs. Phyllis Burgin, United Auto Workers District Council, Mrs. Francis Anselmi, United Auto Workers District Council.

Day-care Centres

The day-care centres were discussed in a recent collective agreement by the United Auto Workers. Other Unions will hear of this and will negotiate hopefully on the same basis. All male and female workers were interested in day-care centres.

Income Tax

Income tax deductions for the care of wholly dependent persons should also include single women with dependents.

Equal Pay

The equal pay for equal work law is not being respected as it is easy to modify a job somewhat so that the identical nature of two jobs can be readily changed. In most industries represented by United Auto Workers the equal pay for equal work law is being transgressed in a different manner: employers will put in shift working hours. An example is swing-shifts where women are not allowed to work so that the equal pay legislation is skirted.

Protective Legislation

There is no need for protective legislation such as the obligation for an employer to provide transportation for a woman working past midnight.

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Maternity Leave

One aim of the United Auto Workers is to include in all collective contracts maternity leave provision.

Union Participation

If women are interested, it is feasible for them to participate actively in unions; workers in many plants are men but active female union members are participants in negotiations and on bargaining committees. But union work is like any other political activity. There is a need to devote time and energy in acceding to the higher post.

EXHIBIT NO. 141

Mr. Bruce Midkleburgh. New Brief.

Subject: General.

Spokesman: Mr. Bruce Midkleburgh.

General

Canadian men cannot be civilized until women are free; Canada is still in a stage of patriarchy.

Electoral Enumeration

The spokesman's wife is head of the English Department in a High School, yet on electoral list she is written up as a housewife. In the spokesman's home there is a first class next door neighbour who has for the past twelve years served as a housekeeper so that the spokesman wife's profession is not that of housekeeper. Yet in electoral enumeration there is no provision for being anything else than a housewife when a woman is married. There are many lies on enumeration sheets and this should be taken up in court. There should be instructions given to enumerators to ask what is the true profession of the wife.

Education

The problems concerning the status of women are related specifically to the quality of education; the root of the question is the male authority figure and the so-called submissive female figure. The male-female relationship should be one based on voluntariness and mutual respect. If women take a

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voluntary decision to stay at home that is fine but they should be given the opportunity to choose differently.

The charter on the status of teaching includes sections on married women teachers; this charter was jointly adopted by UNESCO and the ILO in an assembly in Paris in 1967. This charter should govern married female teachers in Canada. In theory there is an agreement between the Board of Education of Ontario and the schools so that the principal will go to a pregnant female teacher and browbeat her into resigning her position. Thus a female teacher would lose all the benefits acquired during the period she has taught.

Pregnancy

The Canadian Bill of Rights should be amended so that the concept of pregnancy is declared to be not the responsibility of women alone.

Day-care Centres

Everywhere there are elementary schools there should be day-care centres as they are the logical place for such centres. Such centres do not require any large amount of tax money as most parents would be delighted to pay for such care. Sliding scales could be used so that parents from low income groups would pay less than parents from high income groups. Nurseries should be established not using the school itself but using separate buildings on the school grounds.

Mass Media

Mass media present women as a sex symbol and this should be altered.

Role

The submission of women to men in the marriage relationship is the dominant aspect of Canadian society. The concept is false by which girls are apt to learn to read more easily when the books deal with dolls etc. Present roles must be changed. More and more women refuse to get married so to assert their humanity.

Unmarried Mothers

There are definitely legal difficulties for unmarried women who wish to bring up their illegitimate children.

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GENERAL DISCUSSION

1 - Mrs. Ralph Bell

- Planned parenthood is necessary.

- Reverend Tutham: An Anglican Minister said to a group of 400 that his mother was a witch doctor who advised women on birth-control. In original cultures birth-control was practised: there was no second baby until the first one was capable of taking care of it. The Criminal Code prohibits dissemination of birth-control information so that doctors are reticent in giving openly such information.

2 - Edith Justin

- Mrs. Justin has presented a written submission to the Commission. There are unfair practices in the Canada Pensions Act; the formulation of the policy for women is quite distressing. In a husband and wife self-employed partnership, both partners pay the full amount of the maximum contributions called for under the Act. If the husband dies the wife receives pension but if the wife dies the husband receives nothing unless he is able to prove he is disabled.

3 - If a man receives a pension and dies his wife receives it too.

4 - Margaret Overwell

- The spokesman resents the insinuation of the demeaning aspect of being a housewife; for the spokesman there is no nobler profession than that of a housewife.

5 - The spokesman uses a loop for birth-control purposes and had to pay seventeen dollars cash in an out-patient clinic to get it. The spokesman stated that the gentleman who spoke earlier in the morning saying that it was immoral to legalize abortion, should not try to impose on all citizens the code invented by his Church.

6 - The Criminal Code should be amended in relation with abortion.

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TORONTO, ONTARTO

WOODGREEN COMMUNITY CENTRE

Tuesday, June 4, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 142

The Catholic Women's League of Canada. Brief No. 56.

Spokesmen: Miss Goal, Mrs. Matthews, Mrs. Rannie.

Subject: General.

Survey

Clarifications were given on the Survey of Vocational Counselling p. 10 of the brief. This survey questioned girls and boys at the high school and university level but it questioned only men in the business world. This seems to imply that what girls do after marriage is not important.

EXHIBIT NO. 143

Visiting Homemakers and Home Help Association of Toronto. Brief No. 68.

Spokesmen: Miss Maives, Miss Carver, Miss Taggart, Miss Cody.

Subject: Home-makers and Home Help.

Training

Home-makers' training would last from 3 to 6 months for older women who have raised their children and from 14 to 24 months for young girls without previous experience.

Salary

The salary for home-makers would be 20 per cent more than the statutory minimum wage.

Part-time Work

Home-makers work on a 3- or 4-hour shift 5 days a week.

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Recruiting

Home-makers are hard to recruit because the status attached to this kind of work is low.

Application

Families who need the services of a home-maker are encouraged to apply directly. Sometimes families are referred by public health nurses, social workers, doctors, hospitals, etc.

Fees

The Home-makers' Association is subsidized by the United Appeal. Individuals contribute according to their income and expenses, some pay $1. a day, others $15. a day.

Status

The status of the home-makers would be raised if their employee's status (the housewife) was raised.

EXHIBIT NO. 144

Mrs. Kay Cornish. Brief No. 95.
310 Melrose Avenue, Toronto 12, Ontario.

Subject: Taxation.

Women and Work

A wife who works is still dependent on her husband since she cannot get credit without his signature. Day-care services and clothing could be considered as an expense of employment (a man claims for his car).

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EXHIBIT NO. 144 a)

League of Socialist Action. Brief No. 163.

Spokesmen: Ruth Tate, Joan Newbigging, Sheila Steele, Ross Dawson.

Subject: Women as Victims of Capitalism.

Family

The nuclear family is a product of our capitalistic society. The child should be freed from its family to become a human being in a society instead of a possession in the hands of his parents.

Salary for Housewife

All housewives should receive a salary. The income level of the husband is irrelevant since this salary is to make wives economically independent.

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GENERAL DISCUSSION

1 - One speaker said that nuclear families were not the only kind of families.

2 - Technical courses are refused to women because they are physically weak.

3 - Professionals can raise children just as well as mothers.

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Calgary	April 22		12 - 15
Calgary	April 23		15 - 17
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TORONTO, ONTARIO

ROYAL YORK HOTEL

ROOF GARDENS

Wednesday, June 5, 1968

Day Session: 10:00 a.m. to 4:00 p.m.

EXHIBIT NO. 145

A Group of Women formerly of McKinnon Industries, St. Catharines, Ontario.

Spokesmen: Mrs. Anne Fast, Mrs. Ella Hamilton, Mrs. Arlene Walters, Mrs. Chris Van Dyke.

Subject: Women at Work.

Union Procedures

Women at McKinnon Industries with 8 or 10 years seniority are laid off because men need jobs. The Union local at McKinnon Industries which is supposedly one of the strongest does not take the female workers' defence; this same situation prevails in Oshawa. If one seniority list were in effect, this would help the situation of women workers; laying off is done through the use of two seniority lists. The Union does the classification deciding which jobs are men's and which jobs are women's. Only two per cent of the Union membership goes usually to Union meetings. There are no women on the Executive; at meetings the male workers will often shout down female workers who wish to speak. Women do not turn out in force at such meetings because seventy-five per cent are married and do not care. The education level of women at McKinnon Industries is the level of a stenographer. Women are bumped by departments; if men work with women in the same department the bumping is done because men do not do the same jobs as women. For the first time in an international contract it was established that there could be no discrimination because of sex; this has not been established in the Local at McKinnon Industries yet. Two very useful changes, therefore would be: a) one seniority list, b) no job discriminations according to sex.

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Maternity Leave

The spokesmen do not approve of maternity leave.

Protective Legislation

Protective legislation is useful to a certain point.

EXHIBIT NO. 146

Ontario Federation of Labour. Brief No. 69.

Spokesmen: Miss Iona Somis, Mr. John Ellen from the Research Staff of the Ontario Federation of Labour,
Mr. Robert Craig from the Legal Section of the OFL,
Mr. D. F. Hamilton, Secretary Treasurer of the OFL.

Subject: General

Education

Industry should induce women workers to become productive components of its operation. It is only through education and through the exploitation of the needs of industry that it will be possible to get industry to accept responsibility. There are hardly any in-plant facilities either for men or women for continuing education with few exceptions such as the Leaside experiment; the Leaside experiment consists of a group of workers who have had in-plant up-grading. The experiment is a three-year program in the confines of the plant and has been very successful.

Day-care

The cost of day-care should be integrated into the cost of industry; there must be some tax incentive given to industry to encourage them to provide this type of service. The administrative costs as well as the material costs should be assumed by industry. The establishment of day-care nurseries should be close by in industry.

Equal Pay

The OFL has had a standing committee on women's rights. A certain number of male workers find themselves menaced by female workers because of lower pay. The situation in trade unions is the same as in society; it is a cross-section

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of society, but the OFL has had a fairly good history on the subject of women's rights. Present equal pay laws are totally inadequate in securing justice for women workers. The new Ontario legislation which provides for inspectors taking over grievances will assist women in a significant way. The new legislation of equal pay in Ontario has brought some improvements to the past law. The union should process the grievance rather than the woman alone. Laws concerning labour relations should not be too strict as it would eliminate all grounds for negotiation. The rate of pay in the OFL includes benefits. Since World War II there have been tremendous steps to disregarding any other form of status except job capacity. The OFL has no knowledge of any collective agreements which give different rates of pay for the same job. Jobs are broken into classifications subject to negotiation; of course, there are traditionally female jobs in industries.

Union Procedures

If there be an area where there is a real grievance, unions of the OFL would be in the forefront for social change, and would be ready to strive for the defence of women's rights. Legislation should be enacted to make possible women's participation in trade unions: women should have free access to bargaining units; these units should not be segregated and this should be in the law. There exists no provincial law guaranteeing equality in the selection of collective bargaining units. In unions where the majority of workers are women the executive is made up of men.

Maternity Leave

OFL has put emphasis on the right of women not to lose their job because of pregnancy. Women would want a flexible period of time on medical advice, but now want at least a minimum period of time.

Taxation

It is not possible to divorce a man and a woman from their family responsibilities: the taxation of the family unit is a fair way. The Carter Report is not discriminatory in its essence; the present legislation is discriminatory.

Abortion

Abortion should be granted on the request of the woman.

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EXHIBIT NO. 147

Mrs. Barbara Farley, 168 Gamble Avenue, Toronto 6, Ontario. Brief No. 44.

Spokesman: Mrs. Barbara Farley.

Subject: General

Ombudsman

There should be an ombudsman or rather a public relations man to represent tax-payers and to work on their behalf independently of councils.

Role

The place of the mother of young children should be in the home, but there is a definite need for an independent life.

EXHIBIT NO. 148

Anglican Church of Canada. Brief No. 50.

Spokesmen: Miss Marion Royce, Mrs. John McLean.

Subject: General.

Education

Programs of Citizenship Education under federal auspices should stress the preparation of women for a more meaningful role in the political life of the nation; such a program should be planned moreover with particular awareness of the needs of women immigrants. These programs could follow many patterns: the Junior League has such courses. The Citizenship branch encourages volunteer organizations operating in this field. The extension courses of universities could give the training for such programs; the government should encourage volunteers' work in this field. Volunteer women should be sent on seminars to discuss their participation in society.

Corrections

The new Ontario proposal that the offender might take training outside the institution while serving sentence is a great idea.

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Taxation

Tax deductions should be accorded for child-care and household help and should include single persons with dependents.

Abortion and Birth-control

It is impossible for a woman in a state of pregnancy to make a decision about abortion; there is need for other legislation than the present legislation on abortion but the Anglican Church is still undecided on what position it should take on this subject and what grounds for abortion should be permitted.

Part-time Work

The Federal Government should give the example of organizing part-time work. Recruiting part-time workers would be an additional cause for employment but it would keep women in the labour force. In many cases it would be interesting to have the working basis be four hours or half-day rather than the full day.

Equal Pay

The new proposed Ontario Equal Pay Law is a very important step in this field. The existing fines for transgression to the Equal Pay Law seem to be ineffective in many cases; it would be necessary to study why federal laws in this field are so inefficient.

Women's Bureau

In the Women's Bureau it is impossible to work on all issues without involving many government departments; because of the division between the Labour and Manpower Depts. the task is more difficult. The deputy ministers should recognize that the Women's Bureau could call meetings at that level for job descriptions. The real place for Women's Bureau is in labour; it could be separate but women are persons. A sufficient budget is needed to pay competent staff.

Single Women

Single women have been neglected in this brief; women at the age of 23 are not put in expensive training programs.

Retraining

The government curiously lacks imagination to reintegrate women in the labour force.

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EXHIBIT NO. 149

Mrs. Margaret Torrance Overweal, 21 Kingsgrove Boulevard, Toronto 18, Ontario. Brief No. 255.

Subject: The Housewife

Property Rights

A wife's right to half of her husband's property should be settled at the outset of marriage even if the wife has a higher income than her husband.

A wife has the right to plan with her husband the family's standard of living.

Both are contributing in the marriage and both should share the responsibilities.

Education

Sex education should start at 9 years of age. Students in high school should have marriage and family life instruction.

Housewife

To run a home properly is a full-time job. Women who have children cannot hold a job and at the same time have a proper home for their family.

EXHIBIT NO. 150

Ontario Jaycettes. Brief No. 89.

Spokesmen: Dianne McGee, Vi Beer, Diane Merher, Corinne Bryers.

Subject: General

Day-care Centres

These centres should be available for all children even if the mother does not work outside the home.

Political Participation

The Jaycettes encourage women to exercise their rights to vote. They do not, however, support individual women in politics.

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Home-makers:

If women received equal pay for equal work plus income tax deduction for a housekeeper, they could afford the help of a good home-maker.

The home-makers' status could be improved if they were registered under the Canada Pension Plan and received unemployment insurance.

Voluntary Work

Women with small children find fulfilment by belonging to volunteer organizations.

EXHIBIT NO. 151

Toronto Home Economics Association. Brief No. 196.

Spokesmen: Mrs. Flint, Miss Hucks, Miss Maskow.

Subject: Women at Home.

Education

Courses in Home Economics include sections on child development. Courses on marriage and family should be compulsory for both boys and girls.

Department of Consumers and Corporate Affairs

This Department could persuade mass media to change the tone of its advertisements for women. They could in this way up-grade the general image of the housewife.

Professional assocations could co-operate with the government to co-ordinate information on women.

EXHIBIT NO. 152

Mother's Union of the St. Andrews Anglican Church. Brief No. 119.

Spokesman: Mrs. Diana Scott, President.

Subject: Welfare Payments.

A revised copy of the brief was presented to the Commission.

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Birth-control

Information on birth-control should be given to all families.

EXHIBIT NO. 153

The Congress of Canadian Women. Brief No. 139.

Spokesmen: Mrs. Rodd, Mrs. Murray, Mrs. Nier.

Subject: General.

The speakers presented to the Commission a copy of the Privy Council publication, "This Too is Canada" which deals with the poor of Canada.

Day-care Centres

People are not aware that federal funds are available to finance one-half of the cost of such centres.

Political Participation

Children should be educated and trained in political activity to enable them to participate as citizens in our society.

Organizations do not want to get involved in politics because they are scared of being soiled by the bad reputation given to politicians.

EXHIBIT NO. 154

Mrs. Beatrice Hill. Last minute brief.

Subject: General

Copies of the brief were presented to the Commission.

Education

Counselling of children should start early in school life.

EXHIBIT NO. 155

Mr. & Mrs. Hutchins, 196 Bellehaven Drive, Waterloo, Ontario.

Subject: Role and Status of Middle Class Young Mothers.

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Retraining

The speaker said that retraining is more beneficial when done in institutions rather than on television. Women who go out for retraining are motivated.

Salary for Housewife

Salaries should be given only to women who need it.

Experience

Experience acquired in the home should be accredited by schools and universities. Psychiatrists could make tests geared towards evaluating such experience.

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GENERAL DISCUSSION

1 - Mrs. Campbell

- The Commission should ask the Federal Government to give a guaranteed income to all Canadians.
- The Commission should press for an ombudsman.
- Sex education should be given in Grade I and birth-control pills should be distributed free of charge.
- The Civil Service should not discriminate against women.

2 - Housewives, young people and retired persons should be identified as non-money-earning workers as opposed to money-earning workers.

3 - Every woman should be entitled to a certain percentage of her husband's income.

4 - Women with small children should have the opportunity to work outside their home.

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CENTRAL HEARINGS

TORONTO, ONTARIO

ST. LAWRENCE HALL

Wednesday, June 5, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 156

The United Church of Canada. Brief No. 304.

Spokesmen: Mrs. John Wilson, Dr. John Lang,
Mrs. R. Smith, Mr. Douglas Phillips.

Subject: General.

Marriage Preparation

Much encouragement should be given to young couples to help them understand themselves as individuals and also to understand the institution of marriage itself.

Legal Marriage Age

A minimum age for marriage varies with the individuals; the very young cannot always assume the responsibilities of marriage. Mrs. Smith thought that eighteen would be a minimum age for marriage. Mrs. Smith also stated that pregnancy should not alter the legal age of marriage.

Marriage

In a marriage joint property should start at the beginning of marriage, property should be kept as a unit as in a business partnership. The partnership assets should be divided in two after the debts have been paid; it is only with the division of property that there can be equality between spouses. Women would have right of ownership from the time of marriage of one-half of the property acquired and would be able to be elected in municipal elections in cases where she need be a proprietor. The husband and wife should have common ownership of all property real and personal including accumulated savings which the couple acquires during the marriage. The United Church would understand trial marriages

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but would not encourage them.

Divorce

The waiting period for remarriage varies with individuals; in some cases three days is enough. Divorce should cause partition of the common property and this should be written into the divorce law. The United Church has presented a submission to the Parliamentary Committee on Divorce favouring marriage break-down as a ground for divorce.

Abortion

The United Church has presented a submission to the Health and Welfare Committee of the House of Commons on this question.

Birth-control

The General Council of the United Church in 1966 has voted to amend Section 152 (C) of the Criminal Code so that birth-control information be legally diffused.

Home Care

Reliable home care service within the home should be made available for children of working mothers and should include also single women with dependents whether older or younger.

Roles

The roles for women are the result of social attitudes.

EXHIBIT NO. 157

The Delta Kappa Gamma Society (Delta Chapter). Brief No. 232.

Spokesmen: Mrs. Martha Norton, Miss Helen DeLaporte, Miss Margaret Grant, Miss Eileen Belfrey.

Subject: Education

Adoption

Single women cannot adopt children.

Promotion and Pay

[illegible] for promotion in the primary and secondary schools is

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sex, the difficulties for promotion arise from the types of appointments. Principalships are given by the local school boards acting in conjunction with the Ontario Department of Education. It is much more dignified to have a man principal than a woman principal. The partially elective process through suggestions by the professors in the school and then nomination by the Department of Education would be a difficult process, for a principal is usually not named to act in the school where he has served as a teacher. In larger schools teachers do not necessarily know of the qualifications of other staff. In some cases in rural schools the older teacher becomes principal. The scale of salaries in secondary and public schools are handled by registration boards.

Maternity Leave

When taking maternity leave women lose seniority in the teaching profession.

EXHIBIT NO. 158

Social Action Committee of Single Parents Associated. New Brief.

A written copy of the brief was presented to the Commission.

Spokesman: Mrs. Helen Smith, Chairman.

Subject: Single Parents and Taxation.

Administration of Justice

Courts should sit in the evening so as to hear cases from working mothers.

Maintenance

When maintenance payments cease it is not necessary to make another charge.

Taxation

Husbands should not deduct from their income maintenance payments because when deductions are made the wife does not receive the full amount as established by the court.

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GENERAL DISCUSSION

1 - In the group insurance of the spokesman, if the wife dies the benefits accorded are of the amount of $2,000.; if the husband dies, the benefits paid are equivalent to one and one-half of his salary. A new clause has been added recently by which a woman who is the proven sole support of her family can benefit from the one and one-half salary stipulation.

2 - When the spokesman refuses to write "Miss" or "Mrs." she creates international incidents.

3 - Companies force women to retire at 60 and men at 65; this deprives women of salaries and pensions accruance.

4 - No women have received heart transplants but most donors are women.

5 - Many women have casual employment; it is a known fact that people who work in casual employment are discriminated against in cases of fringe benefits, unemployment insurance, etc. In Holland the career of home-maker is much more respected than in Canada.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

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TORONTO, ONTARIO

ROYAL YORK HOTEL

Thursday, June 6, 1968

Day Session: 10:00 a.m. to 4:00 p.m.

EXHIBIT NO. 159

Imperial Order Daughters of the Empire, IODE. Brief No. 311

An addendum to the brief was presented to the Commission.

Subject: General

Spokesmen: Mrs. George E. Tait, Chairman, Mrs. W.R. Walton, Co-chairman, Mrs. G. Leggett, President, Mrs. J.N. Gordon, Mrs. D. McGibbon.

Corrections

All first offenders placed in police custody should be helped in reception centres rather than suffer the experience of being thrust into jail. For the convicted first offender probation hostels with a home atmosphere and qualified staff would provide rehabilitation services superior to the guidance now possible through probation officers. Probation hostels would not be part of the sentence.

Volunteers

The government seems to be accepting to collaborate with volunteer organizations. Most members of the IODE after training do not go into political activities. Women differentiate in their minds between political participation and volunteer participation.

Immigration

IODE has worked with immigrants for the last 60 years meeting them at ports and helping them settling into their respective communities. The programs have included voluntary teaching in the home of languages etc. The financial aspect of these programs is not the only problem; there is often duplication of services between the governmen nd the IODE in this field. The programs should be planned in conjunction one with the other.

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Public Information

It was difficult for IODE to get specific information from the departments of the Civil Service for it was repeatedly stated that information was not given to individuals. In the Justice Department there was no information given about wills; it is necessary to die or to get a good lawyer before getting information.

Mass Media

Information programs on television should be given at convenient times for women; there is off-time in the morning or in the afternoon. Courses could be given with credits and exams.

Eskimos

Children are being brought to schools; after school Eskimo parents should get adult education.

Orientation

There does not seem to exist any orientation courses in secondary schools to direct girls towards higher education. This seems to be also true at the university level.

Education

The IODE is not aware of any explicit or implicit limits of admission for co-eds or Jews in universities. The IODE on the other hand believes that there is a 10% quota in medical schools for girls but not for ethnic origins. McGill University does not allow female students for more than 10% of the quota as there is a limited place for students continuing higher education; the University of Toronto has discouraged excellent female students. Girls should be of equal proportion as men in higher educational institutions.

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EXHIBIT NO. 160

The Salvation Army of Canada. Brief No. 110.

Spokesmen: Col. Leslie Pindred, Maj. Elizabeth Peacock, Maj. Laura Hanson.

Subject: Women in the Labour Force and Women Prisoners.

Correction

In British Columbia treatment for women drug-addicts is given; in a multi-lingual country language is a problem. Bilingualism should correct this so that prisoners will not have problems of communication. There should be separate facilities for men and women prisoners. Criminally insane women should be detained in hospitals. Pre-sentence reports should not be mandatory for magistrates but for probationary officers.

Hostels

There is a dire need for hostels for young girls coming into the city; these girls need a home where there is supervision. In Prince Rupert, the Salvation Army has had great success with a home for Indian girls coming from a tribe into the city for schooling purposes.

Part-time Work

Legislation for part-time work is necessary.

Protective Legislation

Protective legislation that has been enacted for women in the labour force should be kept.

Vagrancy

The rules of the Criminal Code on vagrancy affect women. This charge is a revolving door for going into and out of courts. There is a need for hostels so that women will not be charged with this offence. The first offender should be given an opportunity to go to a hostel rather than be incarcerated. There should be a suspended sentence on the first offence of vagrancy. Taking into consideration that vagrancy is not a crime but a social problem, it should be omitted from the Criminal Code.

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Rehabilitation

The Salvation Army has had special arrangements so that women serving prison sentences may leave the prison and go into their homes on festive occasions; it would be most feasible to have women trained outside the prison.

Voluntary Work

The Government could assist voluntary work by financial help.

EXHIBIT NO. 161

Victoria Day-care Services. Brief No. 168.

Spokesmen: Miss Barbara Chisolm, Executive Director; Mrs. R.K. Levin, Chairman; Mrs. A. Lawrence; Mrs. N. McLeod Rogers, President of the Board of Directors.

Subject: Day-care

Day-care Centres

The evaluation for the cost per child per year is from $1,000. to $1,200. This is the cost when a nursery meets the requirements of the Ontario Nurseries Act; when a nursery is operated in a one-level building, four teachers are needed for some 40 children. When the physical layout of the building is different, additional staff is needed. The kind of children being kept also counts; if the children are extremely mobile, more staff is needed.

The problem of children staying at home and not being cared for is illustrated by the U.S. statistics which indicate that six million children are uncared for during the day; this is a potential problem in Canada.

There is a definite correlation between the way children begin their school experience and the way they succeed in school. The Victoria Day-care Services represent some departure from the traditional outlook about child care: the parent-child relationship is an important primary relationship. Studies made of children indicating that they have become deprived away from home were made on severely deprived children such as those who went through the

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Blitz in London during the war. When properly protected, children temporarily away from a parent during part of the day do not experience a significant deprivation. There is no indication that the experience would become traumatic. The twenty-four hour physical presence of the mother on the other hand does not guarantee a satisfactory relationship with a child. There has been a polarization of opinion on this subject of child deprivation. Special day-care centres should be organized for children who cannot/easily integrate themselves; these would be home day-care centres with a social worker overseeing them in the child's neighbourhood; such home day-care centres would be under the supervision of one person and there would be a limit of one to three children in each home. The mother would be paid, would give lunch, bring the children to school, and after 4 o'clock take care of them. As baby-sitters are not a continuing security, such home day-care services may be very helpful.

EXHIBIT No. 162

Women's Section, Metropolitan Toronto Branch of the United Nations Association in Canada. Brief No. 58

Spokesmen: Mrs. Norcliffe Baker, Chairman; Mrs. Frank Spence; Mrs. Fred Baker; Mrs. Zoran Stojanovich.

Subject: Women and Work.

Maternity Leave

Canada has not ratified the International Labour Organization Convention No. 103, adopted in 1962 which deals with maternity leave, monetary benefits and security of employment. This should be submitted to federal-provincial conferences as the jurisdiction is split on labour questions. Sufficient pressure has not been put on provincial governments to ratify the Convention, and perhaps, conferences would help.

Mass Media

Any person can become a member of the United Nations; it is a voluntary organization. Communication is lacking as many persons do not know of the United Nations and their agencies.

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Income Taxation

The Income Tax Law should be revised to permit a realistic figure for deductions for day-care services; if reasonable allowances are not given to working parents, they will end up by being on welfare, and this is detrimental to human dignity.

EXHIBIT NO. 163

Canadian Women's Press Club. Brief No. 94.

Spokesmen: Mrs. McEvaney, Miss Vander, Mrs. Hebbert.

Subject: Employment of Women.

C B C

The speakers said that qualified and experienced women have never been given a chance to assume top jobs in the C B C. Asked if the C B C 's attitude was based on facts the speakers answered that it was difficult to say, since the men gave one reason and the women another.

The speakers recommended that jobs for higher paid staff should be publicly advertised.

Advertisement

If women were more directly involved in mass media there would be less violence and a more positive image of woman.

The C B C Board of Governors is much more representative of women since a woman has been Secretary of State.

If Women's Pages in newspapers were taken away it would contribute to the isolationism and segregationism of the newspaper women.

More women are needed in main news column of newspapers and on C B C public affairs programs and panel shows.

Women's television programs are all in the afternoon. They should not be destroyed but expanded to cover general fields.

The title "Family Page" instead of Women's Page could be used by newspapers.

The speakers gave to the Commission statistics showing the breakdown and percentage between men and women working in the C B C.

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EXHIBIT NO. 164

Tri-Vettes of Scarborough. Brief No. 115.

Spokesman: Mrs. Barnicott.

Subject: General.

Taxation

Tax rebate for domestic help should be given to working mothers.

Family Allowances

Children's allowances should be based on cost of living index.

Senior Citizens

Tax deduction for aged relative would help to pay for high cost services of a Senior Citizens Homes. Abuses could be partly controlled if the government gave subsidies to the institutions instead of giving tax deduction to the relatives.

In big cities, Senior Citizens Homes could be entirely subsidized by the government.

Ombudsman

During Centennial year a Citizens Committee represented all sectors of the community. Such a committee could now appoint permanent local ombudsman.

Unemployment Insurance Act

An expectant working mother with an unemployed husband cannot claim her step-daughter as a dependent because the husband is the head of the family and solely responsible for his dependents.

EXHIBIT NO. 165

Mrs. Claire Dawson. Brief No. 289.
44 Unsworth Avenue, Toronto 12, Ontario.

Subject: General

Education

There is a lack of communication between mother and child. Retraining courses in child psychology for mothers with small children could be

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helpful in day-care centre. A mother could see through a window how her children behave and how the teachers take care of them.

Medicare

Medicare should include dental care to help mothers who cannot afford dentist's fees.

Salaries for Housewives

Women should have the right to have a salary. Women with children who have to work accumulate stress and endanger their family life. Their household chores have to be done in a hurry at a time when they already are tired from a day's work outside the home.

The speaker said that if free nurseries were available she would first retrain and then work part-time only.

EXHIBIT NO. 166

Mrs. Bonnie Kreps. Last Minute Brief.

Subject: General.

Abortion

A medical board should be consulted for reasons of health but the moral decision should be left to the woman involved.

EXHIBIT NO. 167

University Women's Club of Woodstock. Brief No. 220.

Spokesmen: Mrs. Butt, Mrs. Hyland, Mrs. Prytaluk and Mrs. Jones.

Subject: Problems of Women.

Part-time Work

Twenty women said that permanent part-time workers should not receive all the fringe benefits given to full-time workers -- they were sympathizing with the employer.

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Birth-control Clinic

Some women thought that such clinics denote interference by the government in private lives.

Unwed Mothers

A Commissioner asked if the nine women, who said that unwed mothers should not "receive help with child-care and job training if they wish to keep the child", gave reasons for their answer. The speakers answered that the reasons given were that a child cannot be brought up without a father.

Women in Public Life

The Association has many public affairs programs and a study group in international affairs. A number of members are serving on public boards in the city.

The Association supports women who want to run for office. They believe that those who run for office should not be the tool of pressure groups. Home life and school education should instill in boys and girls the desire to assume their responsibilities as citizens.

Unions

Among the 100 working women who answered the questionnaire 56 do not belong to unions because no unions exist for secretaries, part-time workers and cleaning ladies.

Maternity Leave

Compulsory resignation should be required when a woman has been pregnant for six months.

Salaries for Housewives

Those women who were against salaries for housewives said that taxes would be too high if the government subsidized women for staying at home.

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GENERAL DISCUSSION

1 - A wife should own half her husband's property.

- Alimony should not be given either to husband or wife.
- Day-care centres should be completely subsidized by the government, free of charge and with male teachers only.
- Single girls are discriminated against:
  - employers refuse to give them jobs because they might marry and leave;
  - landlords do not rent to them because they say that they have less problems with bachelors.
- Jobs for professional women with children are offered by the Civil Service Commission. Women who accept these jobs follow the same time and holiday schedule as the Public School Board. Private companies should do the same for their professional women employees.

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TORONTO, ONTARIO

ST. LAWRENCE HALL

Thursday, June 6, 1968

Evening Session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 168

Young Women's Christian Association of Canada. Brief No. 160

Spokesmen: Mrs. David Stager, Chairman; Mrs. A.W. Ruby, Miss Agnes Roy; Mrs. A.J. Aplin.

Subject: General

Desertion

The husbands in cases of separation or desertion should have their names entered in a central registry to maintain a record of men under court order in Canada for maintenance payments. Maintenance orders would be sent to this registry; the registry could possibly trace men who have moved by unemployment insurance. Professor Ian Baxter of the Ontario Family Law Reform Commission discusses this.

Volunteers

Women who do volunteer work do so because of their financial capabilities. A resolution of the YWCA demands deduction for child-care for working mothers; this should also be applicable to volunteers. Women come at the beginning to help themselves and end up doing volunteer work. The leadership volunteer program of the YWCA is available to all volunteers who need it. The possibility for a volunteer to operate must be tailored to what the volunteer can do; training plus the individual potential can give good results. There should be some type of subsidy for training of volunteers. If more money were available to volunteer organizations, problems would be resolved. Concerning the YWCA the budget is drawn up nationally, in relation to needs; The Federal Government has had experience with the National Council of Women.

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Women and Work

The Women's Bureau of U.S. has produced a pamphlet on job classifications; Professor A. Porter from the School of Engineering, University of Toronto, could write up his ideas on employment. The Federal Government should publish and revise annually a directory of occupations which would indicate occupations in special demand.

Counselling

Isolation allowance over standard salaries should be given to induce social workers and mental health personnel in going to smaller cities and into rural areas. A definite problem is staffing; members should be encouraged to work elsewhere than in the major cities. Itinerant counsellors are in the planning stages as far as the YWCA is concerned. Group counselling is becoming more and more a part of the services. The YWCA has many counsellors who are professionals and semi-professionally trained. The YWCA does not do counselling by telephone. Programs for specialized counselling training should be enacted in collaboration with the Canadian Association of Social Workers and the Department of Health and Welfare.

Hostels

The need for hostels is dire.

EXHIBIT NO. 169

The Association of Administrative Assistants or Private Secretaries. Brief No. 149.

An addendum was presented to the Commission.

Spokesmen: Miss M. Martin, Mrs. B. Berett, Miss M. Stuart, Miss M. Fiedler.

Subject: Secretarial Education.

Secretarial Employment

More and more men are coming into the field of secretarial work. More and more employers recognize the courses sponsored by the Association of Administrative Assistants. A publication of the Department of Trade and Commerce outlining courses given is out of print, "Courses for Businessmen, A Guide to Evening Courses, Seminars, and Correspondence Courses offered by Canadian Educational Institutions, 1962." such a publication should be

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available to Canadian men and women. The Government should publish a second list of accepted courses, especially correspondence courses, so that the public would not be misled. These courses are aimed at secretaries. Women are more and more able to jump from the post of secretary to the administrative level.

EXHIBIT NO. 170

Young Socialists-Ligue des Jeunes Socialistes. Brief No. 280.

Spokesmen: Miss Kay Porter, Miss Jackie Henderson, Mr. Garry Porter, Miss Diane Mossman.

Subject: The Status of Young Women in Canada.

Abortion

At the University of Toronto there are some 75 to 100 illegal abortions per year.

Education

Girls are directed towards commercial and arts courses. One-half as many girls as boys go for a university education. Students should have control over what concerns them: text-books, course content, professors, etc. Discrimination against women comes from society. When students control the structures of education there will be better chances for women. Student conservatism is changing very rapidly. Some scholarships are available to boys only. Textbooks should be rewritten since primary schools. Fees should be eliminated for all students, living allowances given, day-care centres established for women students. All these measures would give more opportunities for women. There should be a special status given to women in professions where traditionally they have been excluded: psychological incentives, etc. These incentives would be drooped when women found it no longer necessary, then competence would determine promotion.

Roles

Women are presently left to be obliged to bringing up children and do not have the complete independence to choose the role that they wish to play.

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Nurseries

Nurseries should be established so that women will be able to have the liberty to choose staying at home or being outside the home: children in nurseries would come in contact with a number of people and would not remain dependent on one person. Many psychologists say that parents are the worst people to bring up children in society; young children would learn in nurseries to react to many people, many of them giving warmth. Psychologists have difficulty determining at this period what children feel; many children seem to become disturbed in teen-age years.

Mass Media

Propaganda is very strong and should be directed towards emancipating women. Women should be given the edge for a few years. This could be some type of reverse discrimination until they caught up.

Birth-control

Birth-control information should be dispensed in schools and birth-control devices should be given in schools as early as women need them.

EXHIBIT NO. 171

Women's Auxiliary, United Auto Workers Union, Local 360. Brief No. 246

Spokesman: Mrs. Mary Campbell.

Subject: General.

This brief has been endorsed by Union Local 27 of the United Automobile Workers.

Day-care

Day-care nurseries should be established. Schools should be used between 4:00 and 6:00 p.m. Money would be better spent on these services than on jails and hospitals.

Employment

The naming of female and male job classifications in the United States is illegal; this should be the same in Canada.

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Union Procedure

Unionsdon't negotiate for day-care nurseries and generally for female equality. Laws are needed to correct this. In ladies' garment workers' unions men make policy decisions because women feel inferior. The Commission's recommendations would help recognize the fact that unions must also play an important role in the emancipation of women.

Youth

A ministry of youth and children should be created, not only to take care of the welfare of children but also to study the attitudes disseminated by the educational processes.

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GENERAL DISCUSSION

1 - Each political party should have a "watch-dog" to consider the representation of women. If women are called to be jurors, they should be excused if children need them, or court should provide for the care of the child. Many women would work part-time if they had the opportunity.

2 - The brief of the YWCA refers to gainfully employed women. Women in the home should also be considered as gainfully employed.

3 - There should be a standing committee on human rights of women federally and provincially.

4 - Nothing is more satisfying for the spokesman than seeing the development of children.

5 - A suggestion has been given to the Commissioners by a young journalist of Montreal--perhaps the Star. The journalist has married a Greek. Certain women immigrants, stated the journalist, and the example of the Greek immigrants was given, are very rebellious to the learning of the official languages in Canada. This produces a break - between these women on one side and their family and society on the other. The spokesman has suggested that when immigrants ask in their country of origin to immigrate to Canada that the Bureau of Immigration make them promise or else impose upon them the obligation to follow elementary courses of French or English.

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Edmonton	April 26		22 - 25
Edmonton	April 29	(missing)	26 - 27
Edmonton	April 30	(missing)	28 - 30
Edmonton	May 1	(missing)	31
Regina	April 29		32
Regina	April 30		32
Regina	May 1		33
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TORONTO, ONTARIO

ROYAL YORK HOTEL

Friday, June 7, 1968

Day session: 10:00 a.m. to 4:00 p.m.

EXHIBIT NO. 172

Junior League of Toronto. Brief No. 98

Spokesmen: Mrs. Borden, Mrs. White, Mrs. Freel, Mrs. Catalano

Subject: Tax Reduction for Working Mothers

Reference: The Canadian Junior League groups 8 sections, and is associated with the 215 sections of the Association of Junior Leagues of America. The recommendations presented to the Commission were accepted by all Canadian members and endorsed by the Association in New York.

Taxation

Asked if the Junior League of Toronto would include tax reduction for household help for single women or men who have dependents. The participants answered that on a personal basis they would, tax relief either for day-care centres or for household help would help mothers with normal children and children who are ill and have to stay at home. Furthermore, it would permit the mother to choose between having household help or sending her children to centres.

Older people who have no need for day-care centres should be willing to pay taxes for them. It is society's duty to make them aware that day-care centres are preventive measures. Society will benefit by them in the long run by having fewer broken homes and delinquents.

Since so many mothers work and are not dependent on their husband, the $1,000. deduction granted to them should be given for care of children.

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Voluntary Organizations

The Junior League of Toronto refuse membership to half of the people who are interested. Membership in the League is not declining because members are trained in many areas and the program changes every year.

The "Vista" program in the U.S. helps women who cannot financially afford to be volunteers by giving them a minimum amount of money to cover their expenses.

The Board of Education of Toronto asked at one time, for assistant teachers who would be paid a minimum salary. They were astonished at the number of women who were willing to offer their services. They needed about 50 persons and 1,800 answered. These women felt that the salary was enough to make it justifiable to go out to work.

Political Participation

Members do not tend to go into politics even though the League makes them aware of political activity. The participants said that politics take too much time and commitment for women with children.

EXHIBIT NO. 173

Jean Keller
320 Lonsdale Road, Apt. 31, Toronto 7, Ontario.

Brief No. 59

Subject: The Effect of War on the Position of Women in Society.

Education

Co-educational sex education should be started at the nursery school level. If the Canadian Government abolished war the money gained could be used for free education in a free society.

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EXHIBIT NO. 174

Canadian Polish Women's Federation. Brief No. 229

Spokesmen: Mrs. Kott, Dr. Christina Zurowska, Mrs. Kennedy

Home-makers

Most families cannot afford trained home-makers.

If Visiting Home-makers were given a brief course and a certificate they would feel more secure and prouder.

Birth-control

Universities and medical schools should inform student doctors on birth-control.

Immigrants

The man who immigrates to Canada is treated as a first class citizen while his wife is considered as being only a housewife.

The immigrant wife who stays at home with her children feels alienated from Canadian society and influences her children. This produces family conflicts because the children integrate in school.

More translators, English language teachers and general information on Canadian life are needed to make immigrant women become full members of our society.

The speakers recommended that universities give special courses in social studies to help immigrants.

Language courses for immigrant women should be given in their own community.

Civic life information should first be given to groups belonging to the same nationality and then to women of different nationalities.

It is most important for professional people to learn the language because people have a tendency to down-grade neo-Canadians who do not express themselves adequately.

The Federal Government should make civic life and language courses compulsory.

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Day-care Centres

Pre-schoolers need the love and care of their mother at least until they are four years old. A substitute can replace the mother. In day-care centres the child will lack security because personnel changes and all children are treated in the same manner.

EXHIBIT NO. 175

Miss Cecilia Wallace. Brief No. 206

Spokesman: Miss Cecilia Wallace.

Subject: General.

History

In the psychological history of the world, women have been denied as persons. The Church is a cultural organization; there have always been tensions between Church and State and this must be so. Through these tensions the Church can be influenced in changing the concept of women.

Education

Universities should pay more attention to the histories of women.

EXHIBIT NO. 176

The Canadian Section of Saint Joan's International Alliance.

Brief No. 221.

Spokesman: Miss Cecilia Wallace

Subject: General.

The opinions expressed in Exhibit 175 are applicable to this brief.

EXHIBIT NO. 177

Mrs. Jacqueline Dineen. Brief No. 341.
89 Edgewood Avenue
Toronto 8, Ontario

Spokesman: Mrs. Jacqueline Dineen.

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Roles

The male image is disappearing.

Day-care

The father image perhaps could be given in day-care centres by male students.

EXHIBIT NO. 178

Mr. John Kaey
320 Brookdale Ave.
Toronto 4, Ontario

Brief No. 22

Spokesman: Mr. John Kaey

Subject: Women and Work.

General

Women have only themselves to blame for inequality. To change this is a matter of self-endeavour and initiative.

EXHIBIT NO. 179

Mrs. Christine Bennett
232 Ashworth Ave.
Toronto 4, Ontario

Brief No. 150

Spokesman: Mrs. Christine Bennett

Subject: Women and Work

Property Rights

Under the BNA Act, Section 92, Paragraph 13, the provinces have jurisdiction over property and civil rights; therefore, the spokesman recognized a Commissioner's comment that there was a long jurisprudence in Supreme Court that the Federal Government had jurisdiction on human rights.

Employment

There is discrimination in employment concerning women; the employer settles for what will benefit the majority which happens to be male.

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The Unions

Women are in a minority in unions except perhaps in the government workers' unions. The discrimination is a result of numbers.

EXHIBIT NO. 180.

Miss Beatrice M. Reeve
Box 226
Southampton, Ontario

Brief No. 330.

Spokesman: Miss Beatrice M. Reeve

Subject: Policemen.

Policemen

Policemen should not do any administrative work and liberate these jobs for women; police constables themselves advocate women in this capacity. Policemen should operate with the guidance of a chaplain especially in public relations programs.

EXHIBIT NO. 181

The Canadian Clubs of Zonta International. Brief No. 97.

Spokesmen: Mrs. Rena Galbraith, Miss Margaret Hyndman, Q.C., Miss Patricia Kyle.

Subject: Employment

Education

Women's applications are discouraged in Law Faculties.

Equal Pay

Often women do not want to complain of wages because of the necessity to keep their job. This applies more to women than to men. It is rather difficult to enforce equal pay laws; books of salaries should be open for government inspection.

Promotion

The women who want to get ahead have definite barriers; it used to be that when one was clerking in a Trust Company, it was necessary to take an oath not to reveal one's salary to any other employee.

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QUEBEC, QUEBEC

ACADEMIE DE QUEBEC

Monday, June 10, 1968

Day Session: 10:00 a.m. to 4:00 p.m.

EXHIBIT NO. 182

L'Association des Religieuses Enseignantes du Québec. Brief No. 326.

Spokesman: Soeur Hélène Thibodeau, Soeur Augustine Prévost, Soeur Georgette Bareil, Soeur Marie-Anna LaSarre, Soeur Georgette St-Pierre.

Subject: General

Federal Department

The speaker said that the evolution of the new status of women should be recognized by the Federal Government by establishing a special agency or department for women, and by granting subsidies to help and protect them. A new and better image of women would develop.

Day-care Centres

Nuns consider that day-care centres should be open to all children. At least a few hours a day at a day-care centre would be beneficial to both children and mothers.

EXHIBIT NO. 183

Mrs. Suzanne Pelletier. Brief No. 210.

Subject: Present and Potential Role of Women in Labour Force and Day-care Centres.

Within the past few months, the speaker and several others have set up a day nursery to assist mothers who work or are sick or tired.

Subsidies

Their centre has received no subsidies. The speaker did not know that federal subsidies were available through the Canada Assistance Act.

Men in Day-care Centres

It is important to have men in such centres. The speaker's husband helps to feed, and comfort children.

Enrolment

Children are accepted on the basis of the mother's need. Single mothers have a certain priority but the day-care centre has to protect its financial status. The government should provide subsidies in such cases.

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Cost

The centre is operating at a loss even though there is no rent, electricity or telephone to pay, no salary for the head mistress and very low salaries for the assisting women who work nine hours a day.
The charge is $4 per day or $15 per week, twenty children are accommodated.

EXHIBIT NO. 184

Counseil étudiant des filles Collège Ste-Anne-de-la Pocatière. Brief No. 1
Spokesmen: Mlle Hugette Ouellette, Mlle. Francine Lavoie.
Subject: General

Sex Education

Schools have a responsibility to give sex education courses which provide additional information to that supplied by parents.

Contraceptives

The students are in favour of chastity before marriage. Contraceptives should be used mainly as related to married peoples' problems.

Volunteer Work

Women have often been exploited as volunteers. They now have opportunities for education leading to rewarding careers.

EXHIBIT NO. 185

L'Association des Femmes Diplômées des Universités - Section française de Québec. Brief No. 343.
Spokesmen: Mme Marie-Paule Dandois, Mme Fabienne Duval.
Subject: Economic Education for Women

Careers for Women in Economics

School guidance counsellors do not place enough emphasis on careers for women other than in the traditional fields.

Mass Media

Broadcasters have a moral and legal responsibility to carry out the existing Broadcasting Act which calls for more time for educational and political programs. People's needs as well as interests should be catered to.
Private broadcasters may be willing to give programs on economics if women make requests for them.
The speakers suggested possible programs on practical economic matters to be followed by a quiz program and prizes.

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In Quebec, three universities provide television courses leading to credits, but participants must have certain requirements.

EXHIBIT NO. 186

Mlle Micheline Goulet. Brief No. 252
165 est, Grande-Allée, app 406
Québec 4, Québec.

Subject: Women and Work.

Seasonal Work

Women doing temporary or seasonal work provide a service for industry in peak periods. They should therefore receive more benefits and higher wages than at present.

Quebec Pension Plan

All dependents should benefit equally upon death of any member of the family.

Divorce

Marriage breakdown is cause for divorce. The proposed law on divorce will be more just.

EXHIBIT NO. 187

Mme Noella Villeneuve. Brief No. 17
Subject: General
This brief has the support of twelve women in Roberval

Subsidies to Housewives

The Federal or Provincial governments should subsidize women at home in relation to the number of children.

Salaries for Married Men

Men should be paid for the job they perform but should receive additional amounts if they are married.

EXHIBIT NO. 188

Mrs. Anne M. Stalport. Brief No. 32
1438 St.Olivier St., Ancienne Lorette, P.Q.
Subject: Old Age Security Pensions for Working Women at Age 60.

Pension at Age 60

Women (and men) should be able to retire at age 60 for health or other reasons. They should receive the full benefit of contributions made to the Old Age Security Fund.

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EXHIBIT NO. 189

Mrs. Gaston Poitras. Brief No. 161
Chambard, Lac St-Jean, Québec.

Subject: Retraining.

Home-makers

The Federal Manpower Department has started retraining courses for young girls 16 and 17 years old who wish to become home-makers.
The students who have been unsuccessful in high school live in a private home where they receive free room and board and $35. for their expenses.
The speaker said that a housewife cannot afford to pay more than $20. to $25. per week for a home-maker without straining her budget. Home-makers refuse to earn less in full-time employment than they did while in training.
The speaker recommended that the Manpower Department should pay for unemployment insurance for home-makers and that they should receive the same salary when in training as in employment.
Manpower Department will consider giving the course again if courses on child psychology and dietetics were added.

Housewife

Married women who want to retrain outside their home town should be given a special travelling allowance by the government.

EXHIBIT NO. 190

Union des Parents du Grand Shawinigan. Brief No. 262.

Spokesmen: Mrs. Jacqueline Normand, Mrs. Denise Gauthier, Mrs. Madeleine Lessard, Mr. Jean Legendre.

Subject: General.

Taxation

Single women with dependents and mothers who work should be able to claim a housekeeper's expense for income tax purposes.

Publicity

Women need to be educated to reject mass media's exploitation of a negative image.
Models should refuse to work for sponsors who project this image of woman.
Women are ready to boycott certain products by refusing to buy them.
Advertisements should be used to counter-attack this ideology.

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Women in Unions

The problems of women in unions in Shawinigan are multifold. Women are ignorant and uneducated in union matters. Meetings are attended always by the same small group of men and women.

Union officials scare and influence women who fear that they will lose their job. Some women have been told not to appear in front of a commission because they or their husbands would lose their job.

The Union of Parents of Shawinigan can act as spokesmen for women in unions since there is no risk for them.

Equal Pay

Equal pay for equal work is not really a problem in Shawinigan because the workers have been in the unions for a long time.

The employers do not belong to the union and thus they give job priority to men.

In certain industry men earn more as secretaries than women because their job description contains one more responsibility such as shutting the windows or locking the doors at night.

A law should state that salaries are to be given according to the description of work not to the title.

Politics

A woman who wants to emancipate herself does not have to belong to a voluntary organization to be interested in politics.

The Union of Parents of Shawinigan does not have a committee to help women speak in public.

Family Allowances

Working mothers who are in need should receive a special monthly allowance for their family consisting of $75. plus $20. per child and a $1000. tax exemption from their income. This allowance could be given by the Provincial or Federal Government.

When family allowances were first given they were adequate. Today, considering the standard of living, they are unrealistic. The spokesmen recommended a revision of the provincial and federal family allowances.

Family Court

Family or welfare courts could determine who the putative father is and make him pay alimony.

Lawyers attached to welfare agencies could give legal aid concerning financial matters to deserted wives.

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Day-care Centres

Mothers with children under three years of age should not send their children to day-care centres. Instead, the government should pay a salary to housewives with small children to help them stay at home. Day-care centres are a necessity for women who are sick for a week and who need a rest.

EXHIBIT NO. 191

Groupe "Echanges Culturels" de Québec. Brief No. 331.

Spokesmen: Mme Boisvert, Mme Lizotte, Mme de la Chevrotière, Mme Arcand.

Subject: General.

Women and Work

In the brief the speakers said that they wanted to revalorize women at home. Asked what women over 30 years of age would do with their free time when their children are in school, the speakers answered that these women could take night courses.

Child Rearing Courses

It is more natural for girls and women to take child rearing courses than it is for men.

Education

Educational television programs could help women who are at home. They could be given during the afternoons and be accredited by universities later on.

Home economics courses in high schools should help to revalorize the status of home-makers.

Day-care Centres

Children from low income groups would benefit by day-care centres. It is better for a child to stay in his home with a home-maker then to go to a day-care centre.

EXHIBIT NO. 192

Mme L. Tremblay. Brief No. 323.
Alma, P.Q.

Subject: Role of Women.

Citizenship and Immigration

Welcome centres for new Canadians should be multiplied and should keep in contact with new families for a longer period of time.

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Municipalities should take their own census of new Canadians to help them integrate.

Education

Sex education given by competent teachers should start in primary school and gradually up to high school.

Home Economics courses for boys and girls should teach Child-care Psychology and Consumer Education.

Indian Women

The speakers said that there was an Indian Reserve near Alma, the Pointe Bleue Reserve.

These Indians told the speakers that they depend too much on civil servants and would like to speak for themselves. Indian women should find out where they can be most effective on the Indian Affairs Council and be encouraged to participate.

Television

Indians are very interested in Tevec's (Quebec Educational Television) socio-economic program.

In the Lac St-Jean area 35,000 people are registered to courses from grade 4 to grade 9.

Voluntary Organization

In a small region it is not necessary for a volunteer to have her travelling expenses paid. Associations should pay expenses for conventions since it is always the same persons who devote their time to voluntary work.

A woman who does too much volunteer work is worse than a mother who works full-time.

EXHIBIT NO. 193

Cercle d'étude et de Conférences Julien. Brief No. 182.
Spokesman: Mme Monique St-Arnaud.
Subject: General

Contraceptives

The section of the Criminal Code that forbids dissemination and sale of contraceptives should be removed.

Women and Work

All members of the Cercle argued that a wife should not work if her husband is against it. The speaker said that a man and a woman should

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agree upon this before they marry.

Day-care Centres
If possible day-care centres should be partly organized financially by the Federal Government, but it does not really matter who finances them as long as they are established.

Voluntary Organizations
Voluntary organizations should be better adapted and organized to the needs of our society.

Political Life
Training for political life should be given in schools and universities.
A competent woman who wants to be a politician should start at the school board or municipal level.
Women should support one another in politics by working and voting for women candidates.

EXHIBIT NO. 194

Cercle des Fermières de la Province de Québec - Conseil National.
Brief No. 102.

Spokesmen: Mme A. De Serres, Mme Bernard, Mme Primeau, Mme Brault.

Subject: General.

Education
A child's first education, which is moral education, falls on the parent.
Schools give children intellectual education.
Television courses in Group Dynamics would help parents to have a better home life.

Divorce
The Province of Quebec should have its own divorce law that would be better adapted to the mentality of the Province.

Women and Work
A woman should not be permitted to work at night in industries or do manual work for reason of health and security.
It would be better for women with children to work from 9 to 4.

Taxation
Mothers who work or single women with dependents should be able to receive tax exemptions either for day-care centres fees or for

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housekeepers' salary.

Political Participation
Laws limiting expenses of political candidates and money given by associations or political parties would not enable women to participate more to political life. Men find the money to run for politics. Women should do the same.
Women over 40 years of age have not been prepared to participate in political life. Women of 30 years of age could be encouraged by television programs to canvass for political appointments.

EXHIBIT NO. 195

Jeune Chambre de Commerce de Québec. Brief No. 335.
Spokesmen: Mme Lapointe, Mme St.-Hilaire.
Subject: Emancipation of Women.

Women and Work
Women who wish to accede to top managerial jobs will have to work harder and be twice as qualified and competent as men.

Voluntary Work
Women of 40 years of age who do not wish to work would be interested in joining well-structurized voluntary organizations.
The "Chambre de Commerce de Québec" is a mixed Organization.

Equal Pay
Job advertisements should give a description of the work and not ask for a man or a woman but for a competent worker.

EXHIBIT NO. 196

Groupe personnaliste de Québec. Brief No. 340.
Spokesmen: Mlle Brunelle, Mme Doutrelaux.
Subject: Women at Work; a philosophical appraisal.

Role of Women
Women have a specific role to play in society. The labour market is a "man" made organization. A survey should be done on women at work.

GENERAL DISCUSSION

1 - Emilia Alaire, writer.
- Political parties should put money aside for women to incite them to participate actively in politics.

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2 - Gaston Boucher.
The Consumers' and Corporate Affairs Department should give pertinent socio-economic information to women.
- The Federal Government should legislate against a certain kind of publicity to protect the consumer.
- An inquiry should be done in federal jails.
- Young women should receive courses in child psychology and family law.

3 - The speaker said that she was against male and female jobs.

4 - Day-care centres should serve people who are greatly in need of them.
- Women should stay at home with their children if they can.
- It is better for a child to be brought up by a home-maker than by a day-care centre.
- Industries, hospitals and big department stores should have day-care centres on their premises.

5 - The speaker said that some mothers have to stay in their home because they have chronically ill children and not enough money to pay for a housekeeper.

6 - Older women who wish to work could be employed as governesses.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

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MONTREAL, QUEBEC

YOUNG WOMEN'S CHRISTIAN ASSOCIATION

Tuesday, June 11, 1968

Day Session - 10:00 a.m. to 4:00 p.m.

EXHIBIT NO. 197

La revue Châtelaine. Brief No. 308.

Spokesman: Mlle Hélène Pilotte.

Subject: Results of Châtelaine's Questionnaire on the Status of Women.

Family Responsibilities

Women of Quebec are stronger advocates of freedom than women who answered the English questionnaire. They do not wish to merely change their way of life because they are dissatisfied, they want their husbands to share all the responsibilities of family life with them.

The speaker said that this reaction is based on the more philosophical education given in French schools. These women would be ready to join forces with organizations to claim their rights.

Political Life

Politicians under-estimate the opinion of women.

It is not only financial obstacles which prevent women from entering politics but a motivated psychology that gives a negative image of politicians.

Publicity

To change the negative image of women produced by mass media women have to first have a different image of themselves.

The speaker said that women between 15 and 20 years of age are young and secure. They have not had to face practical daily problems. They think that there is nothing to conquer. They ask why women over 30 speak about the problems of women.

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Rights of Women

Women should exercise their rights to vote if they want to change the law.

Women's work should be well organized to provide working mothers with day-care centres and home-makers. All women should have equal pay for equal work and take an active interest in unions.

Women's Magazine

The speaker said that Canadian Women's magazines are more intellectually advanced than in Europe.

EXHIBIT NO. 138

Junior League of Montreal. Brief No. 333.

Spokesmen: Mrs. Dougherty, Mrs. Morgan, Mrs. O'Brien, Mrs. McCall.

Subject: Women as Volunteers and Day-care Centres.

Voluntary Organizations

Asked whether the government should pay the expenses of well-trained volunteers who work in low income areas, the speakers answered that the government should not be responsible for everything.

Volunteer training centres could have day-care centres for women from low income groups.

The Junior League of Montreal train their members at their own expense. Each member has to take a basic training course before being accepted. These courses are usually given in the area where the women live such as church basements. There are two groups of women volunteers: those with pre-school children and those whose children are in school. The first group works at night and the second during the day.

Camp for Girls

Asked if they could give more details on Appendix A (2), the speakers answered that culturally deprived young girls from ages 8 to 16 spend 20 days at this camp. They come from a broad socio-economic field and

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are usually referred by welfare agencies. They are treated as normal children to have a healthy, positive relationship with responsible adults in a recreational setting. Some of these girls are juvenile offenders.

Day-care Centres

A child has the right to attend a nursery school, a kindergarten or a day-care centre. Kindergartens should not be made compulsory until the public is informed on them. If the public feels that such establishments are warranted they will then put pressure on the government to put them up.

Voluntary Work

Asked whether a group similar to that of the Company of Young Canadians could train students in school to participate in voluntary work, the speakers answered that every school system should start this training. The essential feature of voluntary organizations is the freedom from political associations.

Education

The educational trend tends too much towards premature specialization.

Home-makers

The mobility of the nuclear family makes it difficult to acquire household help.

Home-makers' Services in Calgary and Edmonton were established by the Junior League. The prospective home-makers followed a course and were then accepted by the public because they had acquired status.

Home-makers should be paid according to a sliding scale like the Victorian Order of Nurses.

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EXHIBIT NO. 129

La Chambre des Notaires de la Province de Québec. Brief No. 307.

Spokesmen: Me Marcel Guy, Me Edith Guilbert,
Me Christiane Fleury, Me Michel Hétu.

Subject: Marriage and Divorce

Marriage and Divorce

A Commissioner said that the disadvantages of provincial divorce laws in our mobile Canadian society were not mentioned in the brief. A participant answered that according to Private International Law divorce and marriage in any province is recognized by other provinces. This allows the possibility to have different laws on marriage and divorce in all provinces. In 1867 the Province of Quebec preferred a divided jurisdiction on matter of marriage and divorce between Federal and Provincial authorities because Private International Law was not well-known nor applied at that time.

Asked if "La Chambre des Notaires" anticipated a lot of unnecessary and expensive litigation would be required under Private International Law, the speakers answered that laws are not made to create conflicts and that not all people will contest their marriage.

Provinces could establish a national domicile for divorce purposes. The Province of Quebec should have jurisdiction on divorce because of its jurisdiction over marriage. The family life pattern in the Province is more familiar to the provincial legislator.

The Federal Government should transfer its jurisdiction on marriage and divorce to the provinces.

Women in Law

In 1959, the first woman notary became member of "La Chambre des Notaires de la Province de Québec." At the present 15 women belong to the Board.

It is not only to emancipate women but to emancipate the family that marriage and divorce should be under provincial jurisdiction.

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EXHIBIT NO. 200

Brief No. 64

Spokesman: Mrs. Claire Hammel Dupont, M.D., Ph.D.

Subject: The Working Mother

Mother Substitutes

The speaker said that it is preferable that children of working mothers be cared for in their own homes. The child can benefit from the love and care of more than one person. Ideally, the mother substitute would be a mature mother using her experience for further self-fulfilment. Such women might come forward in greater numbers if the status of the home-maker or domestic worker was up-graded.

Day-care Centres

Day-care centres would have to be the solution of most working mothers who could not afford the services of home-makers.

Parenthood

Both parents should share in the duties and privileges of marriage permitting the mother to work outside the home: Parenthood is more important to the child than motherhood.

EXHIBIT NO. 201

Mme Suzanne Desmarais,
65, avenue Duckstel,
Outremont, Montréal 8.

Brief No. 317

Subject: Women in Social Work

Volunteer Work

Volunteers do not necessarily have to be trained. As mothers, women can be of special service supplying practical suggestions.

A general course could be given, after which women volunteers could be directed to the type of work they would be most interested in. In some fields, professionals prefer to give personal direction in addition.

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EXHIBIT NO. 202

Mrs. Margaret Hering.

Oral presentation.

She spoke about her difficulties in finding employment. She is a widow, age 61, who immigrated to Canada.

EXHIBIT NO. 203

Mrs. Moe Lippmann. Brief No. 75

Subject: Home-makers for Working Mothers.

Publicity

The speaker said that there is not enough publicity about existing training and retraining programs.

Publicity people should find ways to eradicate the stigma attached to doing domestic work. Many competent women would like to be home-makers provided that the status of such work was raised.

EXHIBIT NO. 204

L'Association féminine d'éducation et d'action sociale. (AFEAS)

Brief No. 303

Spokesmen: Mme Marielle St. Hilaire,
Mme Dominique Goudreault.

Subject: Women in the Labour Force.

Rural Women

The speaker said their association also represents women living in rural areas and on farms. The differences between women living in urban and rural areas is lessening.

More farm women are working outside the home especially when industries are nearby.

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Day-care Centres

Day-care centres similar to those recommended for urban areas would benefit rural women. At present these are needed to a lesser extent in rural areas but these women are going out to work in nearby factories in increasing numbers. Day-care centres would also be of service to mothers who needed time away from their chores.

Allowances to Housewives

Allowances for housewives could be calculated according to the number of children, since a woman remains at home because of the necessity of bringing up her children even though she has a profession.

Asked which they would choose subsidies for day-care centres or housewives' allowances, the speaker said that there was a basic issue of a woman having the freedom of choice to stay home or to go out to work. Much more education is needed before people will readily accept increased taxation to pay for these benefits.

Education of Boys

In revising the education given to boys to better prepare them to accept a larger responsibility inside the home, psychological sex differences must be taken into account.

The aim would be not to replace the woman in the home but rather to learn enough so that they can co-operate with women when they require help with chores and children.

Provincial Women's Bureau

The proposed Women's Bureau for Quebec is only a temporary measure to correct the present situation. If we accept the United Nations declaration on the rights of women, this Bureau would not be necessary at all.

Part-time Work

Dividing the work-day into parcels of 4 hours each may not be convenient for women with children at school. Hours should be more flexible to fit in with the hours children are not at school - perhaps two hours in the morning and two hours in the afternoon would be better.

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Home-makers Courses

The suggested courses to train home-makers would be for young girls seeking a career and not for older women. Asked if there were a sufficient number of girls interested in careers as home-makers, the speaker answered that there would be if a re-evaluation was made.

Specialized Courses

Women are becoming more interested in specialized fields such as agronomy, veterinary medicine and horticulture. More courses should be made available to women. The courses should be given at various levels - for farm wives, or for those women who simply want to assist their husbands.

EXHIBIT NO. 205

Pioneer Women's Organization of Canada. Brief No. 65.

Spokesmen: Mrs. Stein, Mrs. Ungar.

Subject: Promote Welfare of Women.

Divorce

The new Divorce Law does not make enough provisions for counselling the parties involved before divorce.

The government should set up a divorce counselling service for people who cannot afford counselling fees.

EXHIBIT NO. 206

La Fédération des Services Sociaux à la famille de Québec.

Brief No. 256.

Spokesmen: M. Richard Sarrazin, Mme Petrick-Bernier, Mlle Cloutier, Mlle Davignon, Mme Boissinot.

Subject: General.

Unwed Mothers

Unwed mothers should have the privilege to keep their former employment and receive free legal aid and medical services and maternity leave.

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The Commission could influence group insurance companies to make them pay the medical fees of working unwed mothers covered by medical plan. One insurance company spokesman said that they did not pay medical fees of unwed mothers because this was the tradition.

Divorce

Education through audio-visual methods could help erase the stigma allotted to people who are divorced.

Deserted Wives

The government should secure maintenance, pay for legal aid and try to find the husband of the deserted wife.

Welfare services are not co-ordinated nor integrated. A Family Life Court would help deserted wives.

A woman who deserts her husband loses all her rights. If a husband would lose something by deserting he may think twice before doing so.

EXHIBIT NO. 207

Spokesmen: Mrs. Helen Gougeon-Schull, Mrs. Lu Connor, Mrs. Luc Brouillet. Brief No. 136.

Subject: Education, Day-care Centres and Taxation.

Taxation

Women should be able to earn a realistic amount of money (more than $250.) before having their husband's income penalized.

Education

Universities should do away with the unofficial women quota in faculties such as medicine, engineering, etc.

Librarians, school teachers, social workers and other professionals are required to do clerical work. This kind of work could be done by aides who have two years training after junior matriculation (Grade XII).

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Political Participation

Women impede progress by failing to support other women who are trying to break into politics.

Women do not vote for other women in politics.

Attitudes

Asked whether attitudes of women were set by husbands or by other women. A participant answered that many women were limited by their husbands in how far they could go in taking an outside job or participating in politics. Mothers have to tell their daughters and sons that woman's role has changed.

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GENERAL DISCUSSION

1 - A speaker wanted the Commission to study the work of the League of Women Voters.

2 - Mrs. Florence Martel - Member of the Arbitration Board of the Unemployment Insurance Commission.

Mrs. Martel said that part-time work was impossible to organize on the assembly line and in secretarial work.

3 - A member of the Voice of Women said that part-time women workers are needed in the Needle Trade industry and that this has proven to be an economically sound endeavour.

- Women who have brought up children and participated actively in society are doomed by over-training when they wish to enter the labour market.

- Family courts and counselling services would help mothers who are taken in by eager lawyers.

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MONTREAL, QUEBEC

YWCA BUILDING

Tuesday, June 11, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 208

Fédération des Femmes du Québec. Brief No. 155.

Spokesmen: Mme Yvonne Raymond, Mme Rita Cadieux,
Mlle Renée Cloutier, Mme Françoise Lavigne.

Subject: Education of Women in Quebec.

Taxation

Working women should be allowed tax deductions for dependent adults in addition to day-care expenses for their children.

Day-care Centres

Supervisors and other personnel in day-care centres should be required by law to pass tests leading to special diplomas of competence. The Federal Government should set an example to the provinces by establishing free day-care centres throughout the country. (At present, the Canada Assistance Plan of the Federal Government supplies 50 per cent of the administrative costs of day-care centres if applied for through municipal or provincial channels).

Education in Rural Areas

A survey has shown that girls in rural areas do not have access to the same courses available in the big cities.

Technical schools in rural areas should admit girls.

The number of women working in agriculture is increasing, and scientific instruction should be encouraged.

Television courses introducing women to new careers such as electricity, mechanics etc., are worthwhile. Such an experiment is now being carried out in Quebec City. Television courses in child counselling is not recommended because it is too impersonal.

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The Mother's Role in Education

The personal opinion of the speaker is that the majority of the women in Quebec still feel that the education of children is their responsibility. However there is a growing desire amongst the young couples towards a sharing of this responsibility.

Teen-agers' Outlook

Most teenagers in Quebec realize that their life will be different from their mothers' in that they can achieve professional status. They contemplate having careers but do not know if these will be supermost. They want a more vital role in society but are still romantic about marriage. Fathers will indeed be proud if their daughters have careers.

EXHIBIT NO. 209

Mrs. David Wanklyn,
43 Thornhill Ave,
Montreal, P.Q.

Brief No. 177.

Subject: Social Climate and Jurisdiction Legal Problems.

Marriage Counselling

Pre-marital discussion groups would be valuable.

People contemplating divorce should be obliged to take marriage counselling courses.

Although lawyers very often find themselves in the role of counsellors, they are not necessarily qualified.

Divorce

Marriage breakdown should be considered a ground for divorce.

EXHIBIT NO. 210

Provincial Council of University Women's Club.

Richelieu Valley Club. Brief No. 339.

Spokesmen: Mrs. Mary Monty, Mrs. J.A. Evans, Mrs. W.J. Richer, Mrs. I.N. Black.

Subject: Minors.

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Minimum Age for Marriage

Only at age 18 should pregnancy be considered as a reason for marriage.

Teen-agers and Marriage

The speakers realize that this is a provincial matter nevertheless they asked that the Commission consider the problems of marriage and teen-agers.

EXHIBIT NO. 211

La Fédération des Travailleurs du Québec. (FTQ). New Brief.

Spokesmen: M. Fernand Daoust, M. Jean-Guy Frenette,
Mme Claire Robitaille, Mme Gisèle Roth,
Mme Saurat.

Subject: Women's Problems in the Labour Force.

Wage Parity

The speaker, M. Daoust, said he did not know of many collective agreements that did not include demands for equal pay for equal work clauses. However, workers have to be prepared to battle and threaten strikes to make this effective. A meat-packers union and a pharmaceutical union did receive parity by threatening a strike.

Unions want wage parity but have not always succeeded in obtaining concrete results at the negotiating table because employers are very reluctant to grant parity.

Wage parity is easier to obtain in industries where the work is equally divided between men and women, or where women are a majority. The speakers felt that enforceable legislation for equal pay is preferable to strike action. Generally speaking, women are reluctant to go out on strike.

Seniority Tests

There are sometimes two seniority lists, one for men and one for women, when they apply to different types of jobs. Where jobs are exactly the same, there is only one list.

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Part-time Employment.

The speaker does not agree that part-time work is a magic solution for women because they are not able to acquire the same skills and have to be placed in monotonous and low paying jobs. It would be preferable for them to work full-time and send their children to day-care centres. Fragmented work requires special training and is more costly for the employer, but women should not be paid less when they do work part-time.

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GENERAL DISCUSSION

1 - One speaker asked the Commission to deal with the problems of single mothers and common law marriages.

2 - Mlle Marie Colin

She is a member of the Postal Workers Union. She receives equal pay for equal work but has to work twice as hard to keep her job.

3 - One speaker finds that few women are given grants and scholarships for post-graduate study.

4 - One speaker complained about her difficulty in finding work as a librarian. She is Ukranian and has not worked for ten years.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

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Saskatoon	May 2	34 - 36
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Winnipeg	May 29	41 - 45
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MONTREAL, QUEBEC

YOUNG WOMEN'S CHRISTIAN ASSOCIATION

Wednesday, June 12, 1968

Day Session: 10:00 a.m. to 1:00 p.m.

EXHIBIT NO. 212

La Chambre de Commerce du district de Montreal, Conseil des femmes membres. Brief No. 140.

Spokesmen: Me Micheline Corbeil, M. A. Rainville, Me H. Girard, Mme Ballestrazzi.

Subject: Retraining and Equal Pay.

Equal Pay

The participants informed the Commission that a year ago a survey was made in textile industries that proved the existence of unequal salaries between men and women. Similar surveys made in the State of New York came to the same conclusions.

The Federal Act to Promote Equal Pay for Female Employees (4th of August, 1956, Chapter 38) considers the location or geographical area of work as not being factors susceptible of influencing the scale of remuneration. The participants said that men do not have to comply to this rule.

Fines for employers who break the equal pay law should be higher: $100. for an individual and $500. for a corporation.

Intensive publicity campaigns to diffuse and polarize labour laws concerning women should be undertaken by the government, the press, organizations and the Department of Manpower and Immigration.

Changes that should be made are as follows: one list describing the job only, seniority as the only factor of discrimination and paid maternity leave should not be a reason for losing seniority.

Part-time Work

Many employees would like to adapt themselves to part-time work but they do not know how to proceed.

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EXHIBIT NO. 213

YM-YWHA and Neighbourhood House Services. Brief No. 314.

Spokesmen: Mrs. Finstone, Mr. Jack Gotheil, Mr. Harvey Golden.

Subject: Children of Working Mothers and Women in a Changing Society.

Friendship Clubs

A Friendship Club for children of working mothers has brought positive results. Parents, schools, religious organizations were made aware of the attractiveness of the Club's program. The children were from elementary school and junior high school. Juvenile courts, family services and schools referred young people to the Club. The Club does not make any classification between rich and poor or delinquent and non-delinquent. Trained group workers on the staff go on the street to find children who might be interested.

A lounge program has been set up for school drop outs and potential drop outs. It is a free-wheeling program that aims at inter-personal relationship to fence off the generation problem. Best trained staff members head this permissive program. This lounge program included 110 children. After a certain number of sessions 10 per cent of the children felt ready to join club life.

Immigrants

The New Canadian Children Program, which is part of the work of the YM-YWHA, breaks the language barrier by having a director who speaks six languages. The participants said that it takes about two weeks for pre-school children to learn the new language.

Another free-wheeling lounge program has been set up for new Canadian adults. Competent professional volunteers hold these meetings twice a week. About 50 participants have gathered to discuss everyday problems such as how to buy furniture, how to get a lease, how to shop in a centre, etc.

The Jewish Vocational Services caters too to older new Canadians who speak neither French nor English. Two nights a week courses are given in French and English. Last year 250 were registered for French and 150 for English language classes.

The majority of older new Canadians who come to the YM-YWHA get a free membership card or pay according to a sliding scale. Because a lot of them come from countries where dictator or military regime were in power, they want to be independent in Canada.

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Asked if there should be a compulsory law to help immigrants adjust to society, the participants answered that being a Canadian is not a political but an emotional matter. One cannot legislate emotions but one can create an auspicious climate.

Voluntary Organizations

Voluntary and public agencies should not merely have a recreational value but should be instruments of national policy to help develop a good life.

Greater funds are needed to encourage the associations to help new Canadian women, particularly those coming from a patriarchal society, to change their attitudes towards their husbands and children.

A very wise governmental body could study and grant public funds to voluntary organizations. This jury of evaluators should not be involved in any specific agencies.

The participants said that they had a certain strength as a voluntary agency and that they wished to maintain it. A government should not direct policies to voluntary organizations because they provide funds. A free relationship between the government and the organization should be maintained.

Adult Education

Rural women and women from low income groups would benefit by educational television. A travelling citizen's bureau which would provide volunteers to baby-sit would help women to attend lectures. Travelling libraries that go from door to door would benefit these two groups.

Department of Manpower

The Department of Manpower should not be so narrowly defined. They should not only think of how many people they can train but how to cope with the total social psychological human values.

A division of the Department should be concerned with providing funds for courses or pioneer projects.

Divorce

The new Divorce Laws have brought serious implications for social agencies.

Counselling services are needed to help parents without partners.

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School Drop Outs

Success is difficult to determine in this area. The YM-YWHA tries to make them reassess their future and to relate with students who have discipline. The Association tries to make them want to join a club and accept some discipline.

EXHIBIT NO. 214

Mme Yvonne Raymond, Mlle C. Raymond, Brief No. 125.
355 Ellerton, Montreal, P.Q.

Subject: Women's Universities.

Some statistics on girl students and women professors were presented to the Commission.

Women's Universities

Such a university would give a chance to women university professors to prove their competence. The Montreal Institute of Sexology refused to have any women professors.

At first the university would give one course leading to the teaching profession and another leading to a scientific career. In time the university would be able to broaden its course.

Women will not go to this university to find a husband.

A Commissioner said that well-known women's universities in the United States are being connected now with men's universities. The participants acknowledged this fact but added that these were and are first of all feminine institutions who have proven themselves.

EXHIBIT NO. 215

Senior Citizen's Forum of Montreal. Brief No. 316.

Spokesmen: Mrs. MacKay, Mrs. Clarke, Mrs. Paterson, Mrs. Parke.

Subject: Problems of the Elderly.

A summary of the brief and a questionnaire prepared by the Forum for its members were presented to the Commission.

Retirement

Men and women should have the same retirement age.

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Company of Elderly Canadians

The elderly should be considered alone. So much has been done for young people and the elderly have been forgotten.

Trained leaders between 45 and 50 years of age are needed. Communities need mobile workers who could look after "latch-key" children.

The participants agreed with a Commissioner who mentioned the recommendation made to the Commission in the West - lower apartment dwellings could be erected for single adults, elderly people, divorced, separated, widowed, etc.

These dwellings would contain a natural community united by the common bond of loneliness.

EXHIBIT NO. 216

Mme Denise Sanche, Dr. Paule Poirier. Brief No. 170.
727 Stuart Street,
Outremont 3, P.Q.

Subject: General.

Family Allowances

Women who are the sole support of a family should receive more money from the Family Allowance.

Education

Physical education classes should be held daily at the primary and secondary school level.

Day-care Centres

A child needs its mother until he is of school age. Day-care centres are good for emergencies only - too much importance has been given to such centres.

Pre-marital Counselling

This type of counselling should not be made compulsory but should be recommended to young people.

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Publicity

Television advertisements should be controlled by the government. It is the responsibility and duty of all women to counteract the image of women as a sex symbol.

EXHIBIT NO. 217

Mrs. John Bland, Mrs. Mitchum, Mme Pilon, Mme Trepanier. Brief No. 34.
21094 Lakeshore Rd.,
Ste-Anne-de-Bellevue, P.Q.

Subject: Educable or Mildly Retarded Children.

Statistics found by the Parent Commission on Education were given to the Commission revealing that from 2 to 11 per cent of our school population is mildly retarded.

Living Accommodations

These residences would not function as institutions. They would serve when the mother is sick or wants to take a holiday. The mildly retarded young girls would then have an adequate place to stay for a short period of time. Volunteer organizations could help to establish apartment dwellings for elderly, mildly retarded women who need supervision and friendship.

EXHIBIT NO. 218

Dr. L. M. Adamkiewicz, M.D., L.M.C.C., S.C.P.Q., Brief No. 264.
5508 Côte St-Antoine, Montreal 28, P.Q.

Subject: Status of the Married Woman Doctor.

Part-time Work

More women would enter the field of medicine if they were assured that part-time study and work were available.

Part-time positions in hospitals are now beginning to be offered to women doctors.

In Poland all doctors are salaried public employees. Women doctors can choose their own hours.

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Promotions

Women doctors on university faculties are ignored for promotion.

Immigrant Women Physicians

The five-year restriction on practice is unjust.

EXHIBIT NO. 219

Mme Yvonne R. Morissette, Brief No. 322.
1415 Muir Street, Saint-Laurent, Montreal 9, P.Q.

Subject: The Contribution of Canadian Women to Expo 1967.

Discrimination in Top Jobs

Asked how the exclusion of women from top jobs could be prevented in future, the speaker answered that a deliberate effort must be made to put women in such positions - in the past, men have always been given priority.

EXHIBIT NO. 220

Mrs. Georgina May Hodden, Brief No. 201.
136 Ballantyne Avenue South, Montreal West 28, P.Q.

Subject: Education of Women.

Integrated Community Services

The speaker said that there should be more liaison between the school and the home. The school system should be all encompassing to include the services of professional help. An integrated community should encourage a bright woman by backing up her talent and ability.

EXHIBIT NO. 221

Mrs. Diana Louis. New Brief.

Tax Deduction for Household Help

The working woman should be granted special tax deductions for the expenses of

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hiring household help for the care of the home, the children or dependent adults.

Single women with dependent adults should be allowed similar deductions.

Abortion

Women may be counselled by a board of doctors, psychologists etc., but the final decision for abortion belongs to the woman herself.

EXHIBIT NO. 222

The Society for the Protection of Women and Children and The Family Service Association of Montreal. Brief No. 189.

Spokesman: Mrs. B. Kalmanash.

Subject: Woman's Right to Free Choice.

Income Tax

Income tax deductions should be granted to working women for hiring help to look after their children or other dependent adults.

However, a more realistic basic income tax exemption for children would be better.

Day-care Centres

Parents should participate in the activities of day-care centres. They should come at least twice a month to learn how their children behave and learn.

EXHIBIT NO. 223

Sherbrooke Jaycettes. Brief No. 118.

Spokesmen: Mrs. Sylvia Loomis, Mrs. Evelyn Petryniak.

Subject: Married Women in Employment.

Taxation

The payment of too much income tax is a vital factor in keeping married women from going out to work.

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Protective Legislation for Night Work

Some employers would consider this as special treatment and perhaps not hire women at all.

EXHIBIT NO. 224

Montreal Young Women's Christian Association. National YWCA Brief

Appendix from Montreal YWCA on Vistas for Women.

Spokesmen: Mrs. John Howlett, Mrs. Muriel Moore, Mrs. Phyllis Poland, ~~Miss Gagnon~~.

Subject: Counselling Services, "Vistas for Women".

Counselling Service

"Vistas for Women" counselling service provides a service for women who need a little help to function well.

The speaker explained that at a point of crisis in the life of a woman, this counselling may avert serious trouble.

More serious cases, such as female offenders returning to society, are referred to specialized agencies.

This service is not reserved only for YWCA members. Theirs is the only such agency now.

They have a waiting list for June.

A psychologist and a social worker are the two present counsellors. (One counsellor can handle 335 cases per year.)

Courses

The YWCA sometimes set up courses to fill the needs of women counselled. For example, an assistant librarian course ran for 1½ years until a university able to grant the required certificates took it over. More jobs were available than could be filled by the graduates.

Separated or Divorced Women

The service has helped separated and divorced women who needed immediate help. In a few hours they were able to determine the woman's value and worth and direct them to man-power centres for job. Sometimes women volunteer to help others in situations they have experienced, e.g., a widow helping other widows.

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EXHIBIT NO. 225

Sir George Williams University Students Association. New Brief.

Spokesman: Donald Rosenbaum.

Subject: General.

Abortion

The decision to have an abortion should be left to the woman herself. She should not be forced to face a large board, but where medical complications exist two or three doctors could confer.

Sterilization

Sterilization should be an individual's choice, not a legislative matter.

Woman's Role

Unfortunately woman's self concept has the effect of perpetuating her present role. Not enough women are committed to particular disciplines at universities. Generally speaking, the search for a husband is a woman's main preoccupation after high school.

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GENERAL DISCUSSION

1 - One speaker spoke about the problems of widows.
She plans to send in her brief on this subject. She has already presented briefs to the Quebec Provincial Government and to the Conference on the Family. Her main recommendation was that $145. social allowance be added to the pension.

2 - Mrs. Lucie Ryan
- Mental health clinics should be established.
- Women need psychological help during pregnancy.
- Fathers should be permitted to be present at the birth of their children.

3 - One speaker said that sex education should start at the 9th grade and should teach more than anatomy. Counselling before marriage would prevent many mistakes.

4 - Mrs. Morin
- The speaker is an ex-NDP candidate. A woman should participate in politics so that she can express herself at the social and political levels.

5 - Rita Belanger
She commended the YWCA "Vistas for Women" program. Handicapped people could help and counsel each other in a way similar to the widow's program now being set up at the "Y".

6 - One speaker said that the dentistry is an excellent field for women because home and office could be together.

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MONTREAL, QUEBEC

YWCA

Wednesday, June 12, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 226

L'Association des Femmes Diplomees des Universites (Montreal).

Brief No. 349.

Spokesmen: Mlle Suzanne Coaillier, Mme Renee Dandurand, Dr. Claire Nadeau, Mme Jacqueline Brossard, Mme Chantal Germain.

Subject: Married Women Wishing to Return to Work or to Retrain.

A summary of the brief was presented to the Commission.

Adult Education

Women who want to enter the labour market need counselling and retraining. They would benefit by meeting other women who are presently working. Educational television could give courses preparing towards careers in social work, teaching, professions in which a woman can work part-time. Courses in new fields would not be successful because women are not so well accepted in these new professions.

Day-care Centres

If a woman has a choice between staying at home with her child or going out to work she should stay at home at least until her child is 3 years of age. French Canadian women are somewhat reticent about day-care centres. The participants said that this stems from a guilt complex. They have been brought up in the idea that they should raise their children, not go out to work or go to university.

Home-makers' Services

The Department of Manpower and Immigration should give grants to women who want to train as home-makers. A woman who wishes to retrain should not have to wait three years to be eligible for the Department's training program.

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Child-care

Emergency centres for children would benefit mothers who are in need of help for a short period of time.

Recreation centres or day-care centres are needed for children when they have school holidays and the parents work.

Attitudes

Husbands do not encourage their wives to work because of tradition.

EXHIBIT NO. 227

Mme Lise Robitaille-Bureau, Brief No. 45.
53 Gauthier Street, Apartment 3, Ste Thérèse-de-Blainville, P.Q.

Subject: Legislative Measures Concerning Women.

Unwed Mothers

Government allowances are needed for unwed mothers to enable them to pay for day-care centres or housekeepers' services.

Allowances for Housewives

The participant said that it would be better for husbands to have a guaranteed minimum salary than for wives to have a special allowance for staying at home.

EXHIBIT NO. 228

Seminars in Psychology. Brief No. 153.

Spokesmen: Mrs. Gunley, 420 Allard Avenue, Dorval, P.Q.
Mrs. Cantin, Mrs. Lloyd.

Subject: Community Activities.

Seminars in Psychology

Seminars in psychology are greatly needed for women with pre-school children and with adolescents.

Women might be involved in such seminars for a period ranging from 4 to 5 years. Attendance is transitory because at certain times a mother might feel a greater need to communicate with other adults.

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When family problems exist it is good to have one or two sessions per series of courses where the husband can attend.
A Montreal volunteer group has started a Family Life Education Program for young adults. This Program helps the 14-year-old to relate with his family.

Day-care Centres

Such centres would benefit mothers who do not work. Loneliness and isolation become a danger to young mothers who communicate only with their children.

EXHIBIT NO. 229

St. Marks' Women Association, Brief No. 14.
St. Mark's Anglican Church, St. Laurent, P.Q.

Spokesmen: Mrs. Constable, Mrs. Thorpe, Mrs. Esson.

Subject: General.

Women and Work

A mother's responsibility is in the home. Working mothers contribute to juvenile delinquency.

Drugs

The public should develop a sense of responsibility towards the use of drugs.

Maternity Leave

The number of Canadian women requiring maternity leave is not great enough to warrant such privileges.

Taxation

If tax exemptions are granted for household help, cleaning ladies will be scarce. Home-makers do not want to declare their income.

Birth-control

A Commissioner asked why they mention that birth-control information should be

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available but did not speak about birth-control devices. The participants answered that these are prescribed by doctors and it is not the government's responsibility to provide them.

Taxation Clarification: Re page 6 recommendation.
In the case of intestate succession, mentally handicapped children should receive special consideration (prior to other children) if both parents are dead.

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GENERAL DISCUSSION

1 - Penny Simpson

It is not realistic to think that we can elevate the status of household help by paying them more money. The average woman who works does not earn enough money to pay a housekeeper's salary.

2 - Handicapped children should receive free education.

3 - Juliette Larivee.

Educational television courses for women should be given at more convenient hours. These courses are limited to professions requiring 4 years' university training. Shorter courses leading to other careers would be more useful.

4 - Day-care centres and retraining courses are needed for women who wish to join the labour force.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

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MONTREAL, QUEBEC

QUEEN ELIZABETH HOTEL

Thursday, June 13, 1968

Day Session: 10:00 a.m. to 4:00 p.m.

EXHIBIT NO. 230

Confédération des Syndicats Nationaux (CSN). Brief No. 347.

Spokesmen: M Raymond Parent, Secrétaire général; Mlle Gabrielle Hotte, Mme Yvette Rousseau, Mme Paule Beaugrand-Champagne.

Subject: Women in the Labour Force

Equal Pay for Equal Work

Demands for a Provincial Equal Pay for Equal Work Act has been made many times - it is on their permanent claims list.

Collective bargaining for parity has proved unsuccessful in the past and could lead to strikes. In smaller and poorer industries, this is impractical. Parity clauses included in contracts are not enforced. The CNTU therefore, wants the setting up of a board to enforce the law through periodic checks and penalties. Time-and-motion studies should be set up to define job classifications.

Maternity Leave

Maternity leave should not be regarded as sick leave.

Night Work

Women should have the right to work at night if they so choose, provided that they are not used as a source of cheap labour.

Fringe Benefits

Women are entitled to the same fringe benefits as men. They prefer not to have insurance policies or sickness and accident policies of their own. They still regard themselves as housewives rather than as workers entitled to all job benefits.

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Word Done at Home

In suggesting that piece-work done by women for very low pay without fringe benefits be abolished, the speakers do not refer to work done by special craftsmen or free lancers.

Part-time work in the factory should be offered as a substitute to piece-work done at home instead of special allowances as compensation.

Advertising

Advertising aimed at or using women should be regulated by similar laws now applying to beer advertisements.

News involving women should not be relegated to the women's pages. For example, one speaker said she had recently been appointed to a special union board - this news item appeared only in the women's pages.

Radio and television programs should cater to the new interests of women: More public information programs, book reviews and information on where to obtain new publications, economics, consumer reports and union subjects.

Women in Unions

As the woman's attitude to society is changing, so is her participation in unions. Women are now more active and ready to accept more responsibility even at the leadership level. 25% of the CNTU membership is female.

EXHIBIT NO. 231

Group of United Church Women. Brief No. 166.
St. Andrew United Church, Beloeil, Quebec.

Spokesmen: Mrs. W. Allen, Mrs. J. Simpson.

Subject: The Woman Volunteer

Professionals

The speakers said they do not use professionals to supervise voluntary work.

Sex Education

Sex education is most effective at the high school level, but could be started

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in the primary grades.

EXHIBIT NO. 232

La Société d'Etudes et de Conférences. Brief No. 152.

Spokesmen: Mme André Gagnon, Mme Roger Brossard, Mme Paul Langlois, Mme François Desmarais, Mme Pierre Demers.

Subject: Voluntary Work.

Prestige

Publicity will up-grade the prestige of the voluntary worker. This up-grading will attract young people.

Volunteer Centres

The government should provide financial assistance to volunteer information centres. This would not mean a loss of autonomy for the centres.
Social animation courses could be given at these centres.
The centres should have a minimum budget to cover some of the costs of voluntary work. Some expenses could be shared by hospitals and clinics.

EXHIBIT NO. 233

Le Cercle des Femmes Journalistes Inc. Brief No. 275.

Spokesmen: Mme Gertrude Langlois, Mme Julia Richer.

Subject: Status of Women.

Voluntary Organizations

A volunteer's experience could be recognized if she wanted to work in an identical field.

Housewife

Journalists could help to revalorize women in the home by head-lining in an understanding way certain problems related to housewives.
A survey could be made asking housewives for their opinion on television programs. The government could subsidize grants or pay a salary to housewives.

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Taxation

Tax deductions for housekeepers should be given to all working women with dependents.

Employment

Discrimination prevents newspaper women from becoming editors. Boards could appoint more women to top jobs.

Le Cercle des Femmes Journalistes Inc. is a segregated Club. The participants said that they were not accepted by newspaper men. They hold meetings to discuss their problems together. Le Cercle is not solely a professional Club but also a social one.

In the last few years graduates from schools of social science have been employed on women's pages. They can write articles based on scientific knowledge.

Political Participation

Women's lack of interest in politics stems from a generalized attitude. It has become second nature to women not to participate in politics because it was not the thing to do.

Women's Pages

Comments on politics are not permitted in women's pages. Housewives are more interested in women's pages than professional women.

It would be difficult at the moment to sweep off women's pages in newspapers. Male and female readers are against this idea.

There has been a distinct improvement in the quality of articles. Labour problems have been accentuated and dealt with in women's pages.

The name could not be changed to "Social Page" because the articles deal with social and educational topics

Marriage

The government should help young people who want to marry by providing lodging so that they can have a well-balanced and wholesome life.

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EXHIBIT NO. 234

Richelieu Valley University Women's Club, Brief No. 165.

Spokesmen: Mrs. Allan, Mrs. Richman, Mrs. Blanchet.

Subject: Marriage and Succession Duties.

Marriage

The minimum legal age for marriage has been set at 16. This is a logical age since a child of 16 can have a driver's licence, can leave school, and does not benefit from family allowances.

Education

Social workers attached to school boards are well qualified to give courses in family life education.

EXHIBIT NO. 235

Mrs. Sherrill Jackson, 2060 Sherbrooke St. W., Apt. 6, Montreal, P.Q.

Brief No. 28.

Subject: General.

An addendum to the brief was presented to the Commission.

Welfare Help

A higher level of income should be allowed to supplement welfare.

Single Parents

Special consideration should be given to single parent mothers. Money invested in counselling and retraining them would make them and their children better adjusted to society.

Day-care Centres

Free day-care centres and after-school care could be established in primary schools. Day-care centres will eventually develop as an integral part of the public educational system.

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EXHIBIT NO. 234

Mrs. Marianne Lafon, Box 39, MacDonald College, P.Q. Brief No. 40.

Subject: General.

Family Property

A wife should own one-half of all the family property acquired after marriage.

Home-makers' Services

Trained home-makers could be assigned to needy homes by government agencies. Their salaries would be paid according to a sliding scale. The government would see that they are paid the minimum wage and receive the same benefits as other workers.

EXHIBIT NO. 237

Mme Paule Gagnon. Last minute brief. (re Mme Denise Sanche. Brief No. 170).

The participant said that she would send a copy of her brief to the Commission.

Part-time Work

The part-time working day for women could start at 10:00 a.m. and end at 3:00 p.m.

Home-makers' Services

Courses and diplomas would help raise the status of home-makers.

Taxation

Household appliances should not be as highly taxed.

Maternity Leave

During maternity leave women should receive half of their salary.

EXHIBIT NO. 238

Mme Pauline Cadieux-Fregeot, 2455 Boulevard Edouard-Montpetit, app. 5, Montréal.

26. Letter of opinion.

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Subject: General.

Voluntary Organizations

A Big-brother Service would help children to identify with a father image.

EXHIBIT NO. 239

Association Féminine d'Education et d'Action Sociale - Section Locale de Richelieu. Brief No. 49.

Spokesmen: Mme Simonne Chartrand, Mme Freniere, Mme Beaupre.

Subject: Married Women with Children.

Publicity

The Department of Consumer and Corporate Affairs is not known by the public.

This Department should help to supervise advertisements.

Women could boycott products and programs.

The government should intervene and exercise control over radio and television publicity.

Publicity on the Commission is relegated to women's pages and women's programs and not read or listened to by men.

Housewives

Psychological and aptitude tests proving maturity and ability to learn can be established to help accredit women's work in the home when they want to join the labour force.

Home-makers' Services

Widows, widowers, and unwed mothers should receive grants for help in the home. The amount would depend on the age and number of children.

Political Participation

Politics take time, money and commitment. The participants said that women in their area do participate only at the church and school board levels. Even

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there they are not included in policy-making, but asked to serve coffee. Well-qualified and courageous young women could try to participate in unions and general assembly in schools.

Birth-control

Girls under 15 years of age should not have access to contraceptives. Sale of contraceptives should be controlled by doctors.

EXHIBIT NO. 240

Mr. Roland Gosselin, Councillor in Manpower, President of the Family Institute of Montreal. Brief No. 265.

Subject: General.

Information for Women

Much information is available to women: Montreal has a "Salle de Reference" which gives information of all kinds by telephone.
Many organizations seek to inform and educate. This should be continued on a permanent basis.

Part-time Work

Employers and unions should encourage part-time work for women. However, this does entail more book-keeping for the employers.

EXHIBIT No. 241

Service de Preparation au Mariage de Montreal. Brief No. 257.

Spokesmen: M. Michel Gagnon, M. Jean-Noël Ducharme, Mme Cecile Gagnon, Mme Ducharme

Subject: Marriage.

Instruction

Some couples who have attended the marriage preparation courses stay on as teachers and leaders. Expert are brought in as they are needed.

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Financing

The service is financed by the couples attending the courses. They would welcome government subsidies.

Sex Education

Sex education should begin in school as early as possible, and continue until the child has reached sexual maturity.

Sex education must also be a parental responsibility.

Early sex education may alleviate the necessity for counselling when it may be too late.

Minimum Age for Marriage

Two different minimum marriage ages are recommended; 18 for girls and 20 for boys, because these correspond to their respective maturity ages.

Studies have shown that a marriage has more chance of success if the man is older than the woman.

EXHIBIT NO. 242

Montreal Council of Women. Brief No. 183.

Spokesmen: Mrs. G. R. Duncan, Mrs. L. I. Birtz, Mrs. J. Lambech.

Subject: Labour Force and Taxation.

Taxation

The Estates Tax Act should be abolished, especially since the percentage of gross national revenue derived from this source is very small.

Household Work Deduction

An allowable tax deduction for household expense will not be sufficient to pay for the upbringing of a child.

Where the husband and wife file separate income tax forms, this deduction should be allowed to the wife even if it is more advantageous to deduct this from the husband's salary.

As a group the speakers do not advocate that all women should go out to work.

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Training Programs

Existing programs must be publicized. The majority of women do not know that they exist.

Mothers' Allowances

Mothers' allowances are really needed amongst low income groups. Consideration should be given to a minimum family income.

EXHIBIT NO. 243

National Voice of Women. Brief No. 348.

Spokesmen: Mrs. Muriel Duckworth, Mrs. Louise Lippel, Mrs. Therese Casgrain, Mrs. Ann Gertler, Mrs. Louise Gareau.

Subject: General.

Funds

Monies needed to implement day-care and retraining programs should be diverted from Canada's contribution to NATO and NORAD.

United Nations' Declaration

The United Nations' Declaration on the Elimination of Discrimination Against Women should serve as a basis for the recommendations of the Commission. The speaker doubted the possibility of its complete implementation in Canada.

Responsibility of Men

There is a growing trend amongst young couples for the man to assume more family responsibility. The shorter work-week is giving men the opportunity and satisfaction of spending more time with their families.

International Agreements

The speakers said that proposals to amend the Constitution should make it easier to ratify conventions of international organizations such as the ILO. Provincial jurisdiction sometimes makes this difficult.

The Department of External Affairs should inform the public more about international agreements and other world affairs of a popular sort.

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Education Centres

One speaker recommended that political education centres be set up throughout Canada, similar to man-power and consumer centres now in existence.

It is most fundamental in a democratic country that the people be informed about legislation and politics. There should be communication and exchanges of information between the people and members of Parliament.

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GENERAL DISCUSSION

1 - Mrs. Mariette Dansereau

- If there were special, well-publicized radio and television information programs, there would be no need for the suggested political information centres.

2 - One speaker said the role of the father in the home should be up-graded and appreciated more fully by society. This should be done by the mass media.

3 - One speaker dealt with the advantages of part-time work. The woman who works only a few hours works more intensively. Perhaps offices, empty at lunch time or during holidays, could be staffed by part-time workers.

4 - One speaker suggested that part-time employment jobs from 10:00 a.m. to 4:00 p.m. be created. A woman should be able to earn more than $250. before her husband is taxed for her earnings.

5 - Mrs. Oliver

- Father's home role should be given more prestige. Women evaluate their role as partners of men in society.

6 - The speaker asked the Commission to investigate the property rights of Indian women who have married non-Indians.

7 - Boys should be educated to a responsible role in the family. They should be made to clear their own rooms, etc.

8 - One speaker asked about reaction to the Commission by young people and workers. She was informed of the Commission's research programs in this connection.

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MONTREAL, QUEBEC

COLLEGE MARIE-ANNE

Thursday, June 13, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 245

La Federation des Unions de Familles du Quebec. Brief No. 325.

Spokesmen: Mme Gertrude Langlois, M Lamy, Mme Roquet.

Subject: General.

Women members of the Federation answered the questionnaire. Some answers appear to have been scratched out. The participants said that this must have been done after consultation with husbands.

Home-makers' Services

The Federation presented a brief on Home-makers' Services to the Castonguay Commission. They will send a copy of this brief to the Commission. Home-makers' services can be divided in three categories: Governess, housekeeper, nurses' aides. Nurses' aides who are specialized in child rearing (puericultrice) are needed when a woman comes out of a hospital and cannot cope alone with her children.

Voluntary Organizations

The Federal Government should help the provincial government to subsidize voluntary organizations.

The Federation has presented a 50-page brief to the Quebec Department of Family (Ministere de la Famille) asking them to subsidize voluntary organizations.

Without members there is no money, and without money there is no work, no publicity and no programs for members.

The Federal Government could finance pilot projects given to voluntary organizations. It could be done in the same way as the Arts Council grants. The Federation thinks that for one project $25,000. could be given for one year and this original amount decreased by $5,000. every year for five years. After

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a period of five years if the project is still dynamic, it would become a challenge to the organization.

Birth-control

Dissemination and sale of birth-control devices should be given from the age of 16.

Taxation

Income tax deductions should be given to all women who employ household help.

EXHIBIT NO. 246

Groupe de Femmes de Ste-Thérèse. Brief No. 124.

Spokesmen: Mme Laurin, Mme Maisonneuve.

Subject: General.

Housewives

Marriage contracts should have a clause stating that a husband must pay a salary to his wife. The amount should be proportionate with his earnings and with the number of children.

The husband usually gives his salary to his wife but there is nothing left over from it that she can use.

Women and Work

Some men and women do not understand a woman's need to work for money and to become a complete member of society.

EXHIBIT NO. 247

L'Ordre des Dames Helene de Champlain. Brief No. 129.

Spokesmen: Mme Chagnon, Mme Alarie, Mme Charbonneau.

Subject: Women at Home.

Part-time Work

Asked how the Federal Government could encourage industries to hire part-time

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help, the participants answered that industries should be told that qualified part-time workers are experienced and easier to initiate.
Part-time workers should have same benefits as full-time personnel. Half of their members' work is part-time.

Maternity Leave

The participants said that maternity leave should be taken for six to ten weeks because a doctor told them that this was the normal recovery period.
Compulsory maternity leave should be taken a few weeks before child-birth and a few weeks after.

Political Participation

Women who really are citizens of a community are active in school boards, municipal, provincial and federal politics.

EXHIBIT NO. 248

Association des Veuves de Montreal, Inc. Brief No. 327.

Spokesmen: Mme Charbonneau, Mme Mongeau, Mme Patenaude, Mme Querillon.

Subject: Widows With or Without Dependents.

Widows

Old age pension for widows should be given at 50 years of age. A widow should be able to earn $1,500. before deductions. At the moment a widow who earns more than $600. a month loses on welfare payments.
A widow without dependents should receive a minimum pension of $150. per month.

EXHIBIT NO. 249

La Guilde Familiale du Domaine St-Sulpice. Brief No. 172.

Spokesmen: Mme Cadieux, Mme Roy, Mme Jeanne Bergeau, Mme Madeleine Longpré, Mlle Jacqueline Lavoie

Subject: Status of Women.

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Education

Educational television courses should give credits to women who want a diploma.

Grade 4 children (boys and girls) should start receiving Family Life Education courses.

Retraining courses for women should be given on Tuesdays and Thursdays from 9:30 to 10:30 a.m. and from 2:00 to 3:45 p.m. A certain amount of money should be given for text-books.

Salaries for Housewives

Salaries for housewives should be calculated as such:

a) married women without children - $10.
b) " " with one child - $15.
c) " " with two children - $20.
d) " " each additional child would mean - $ 5. more
e) " " with six children - $30.

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GENERAL DISCUSSION

1 - A married woman should be free to retain her maiden name.

- Maternity leave should be from four to six weeks.

- Mothers should stay home with their children to assure them security.

2 - M. Bernard Lefebvre

- A substitute is usually not adequate to replace the mother. A mother should stay at home until her child is ready to go to school.

3 - All women should have deduction for housekeepers.

4 - Day-care centres approved but not sponsored by the government are required. If they were sponsored by the government, it would increase the citizen's tax.

5 - Women should not be taught only how not to have children but how to have them and educate them with care and love.

6 - There is a lot of unemployment in Canada. Women should not take jobs away from young students and married men.

7 - Mlle Adrienne Julien

- Retirement age should be the same for men and women.

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MONTREAL, QUEBEC

QUEEN ELIZABETH HOTEL

Friday, June 14, 1968

Day session: 10:00 a.m. to 4:00 p.m.

EXHIBIT NO. 250

B'nai B'rith Women, District 22. Brief No. 107

Spokesmen: Mrs. Joey Richmond, Mrs. Joseph Leznoff, Mrs. Jack Freedman, Mrs. Gerald Smith, Mrs. Harry Sheff.

Subject: Income Tax and Estate Tax.

Wife's Salary in Husband's Partnership (Page 5 of Brief)

Re Section 21(3) of Income Tax Act, the speakers in recommending that a wife be treated as an employee for tax purposes, agreed that this recommendation would stand if the husband were employed in a wife's partnership.

When and if this law is abused, it is up to Income Tax Department to police the abuse.

Husband and Wife in Partnership (Page 6 of Brief)

Re Section 21(4) of Income Tax Act, which permits one spouse's salary in a husband-wife business partnership to be considered to belong to the other spouse for tax purposes, the speakers have no objection to having the Section deleted.

Basic Tax Exemption

The amount to which the basic tax exemption of $1000. should be raised should accommodate people in the low income brackets - no specific amount was suggested.

Alimony (Page 12 of Brief)

Section 6(1) (a) Income Tax Act should be amended to provide a higher basic exemption. The amount of this exemption should also relate to the woman's standard of living and the age and health of the children

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Estate Tax Exemption (Page 17 of Brief)

The speaker did not recommend any specific amount to which the exemption for Estate Tax should be increased, but said that this would have to be equated with the rising cost of living (Section 7(1)(c)(i)).

Tax Deduction for Household Help

A working wife is responsible for her children, therefore income tax deductions for household help should apply against her salary and not against her husband's.

Gifts to Wife

The speaker explained that according to the Community of Property Regime of Quebec a husband pays a gift tax on any gifts to his wife but the gift then becomes the property of the wife.

Quebec Civil Code

A husband should not have the right during his lifetime to dispose of all his property, leaving nothing to his wife when he dies.

Carter Report

The participants preferred not to comment on the Carter Report.

EXHIBIT NO. 251

Marriage Counselling Centre of Montreal. Brief No. 128.

Spokesmen: Mrs. Dorothy E. Barrier, Mrs. Adela Pattison.

Subject: General.

Clergy

The speaker estimates that 60% of all people in need of marriage counselling first seek the advice of the clergy. The clergy should be aware of existing resources and methods of referral because they are not always qualified to deal with psychological problems.

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Minimum Age for Marriage

The minimum age for marriage should be 18.

Courses in Sex Education

Sex education could start in grades earlier than high school, but should not be singled out as sex education per se.

Assistance for Housewives

Women who wish to remain at home to care for their families should be assisted in various ways: government subsidies according to the age and number of children, income tax deductions, or home-maker services. An economic value should be placed on women's services in the home and basic minimum income related to the family need should be provided.

Attitudes

Women are not accepting responsibilities where there is equality of opportunity. There is a great need for more women lawyers, counsellors, psychologists and social workers.

EXHIBIT NO. 252

La ligue des Femmes du Québec. Brief No. 263.

Spokesmen: Mme A. Morand, Mme Bronzatti, Mme D. Amas, Mme Lebrun.

Subject: General

Carter Report

The speaker agreed with the Carter Report recommendation that the family be taxed as a unit.

Divorce

The speaker is in favour of the proposed amendment to the Divorce Law.

Abortion

Abortion should be permitted for reasons of mental health. Doctors should be consulted, but the mother should make the final decision.

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EXHIBIT NO. 253

Le Centre de planification familiale. Two new briefs.

Spokesmen: Mlle Renée Cloutier, Mme Micheline Branchaud, Dr. Serge Mongeau.

Subject: Family Planning and Counselling

Abortion

The recommendation on abortion is the same as contained in Dr. Serge Mongeau's book "Avortement" namely that a committee composed not only of doctors but also of people from multi-disciplines in society be set up to assist pregnant women in trouble -- the final decision should be the woman's. However, if reasons are only financial, a woman should be helped to have her child.

The speaker estimated that 98% of abortions are wanted for socio-economic reasons.

There is no difference between Catholic and Protestant groups on abortion.

Research on Catholic Church and Contraception

There is an American book entitled "The Catholic Church and Contraception" which is available in their library.

Permissiveness

The speakers said their brief presented facts not judgements. They have realized the actuality of the sexual revolution and are trying to be positive about present trends.

Probationary Marriages

Since most marriage breakdowns occur during the first years, some unions should be reversible and take place without children.

Counselling Centre

The recommended counselling centre would deal with present day problems of women, not those of ten years ago. The centre should be independent from but financed by the government; as is the National Library. It might be under supervision of the Secretary of State or the Privy Council.

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EXHIBIT NO. 254

Un Groupe de Femmes de Boucherville. Brief No. 286.

Spokesmen: Mme O. Frenette, Mme Madeleine Bourdua, Mme Monique Paquin.

Subject: General

Retraining

Tests, as certificates of confidence, might be given to women before taking retraining courses.

Family Allowances

Family allowances for children aged 6 to 16 should be increased by $10.

Divorce

The speakers did not include the subject of divorce in their brief - only separation, because divorce is too difficult, too expensive and also because of the religious aspect.

EXHIBIT NO. 255

Mme Louise Ouelet-Savoie. Brief No. 144.

Subject: General.

Retraining

New ways must be found to help women retrain or continue their education especially for women who live in the country. There are not enough correspondence courses.

EXHIBIT NO. 256

Mrs. M. Gaudreau. Brief No. 337.
19 Lamarque St.
St. Therese, P.Q.

Subject: Assistance to Housewives: Allowance and Day-care.

Allowances

A regular Federal Government allowance for women who are sole support of their family and wives of low-income workers should be given according to the number of children and the income of husband. If both parents

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are employed no allowance should be given.

One economist should be on every committee to help make a responsible account of the decisions.

EXHIBIT NO. 257

Voice of Women - Westmount - N.D.G.Branch. Brief No. 137

Spokesmen: Mrs. Kon, Mrs. Hénaut, Mrs. Culhane.

Subject: Dissatisfaction with Status of Women in our Society.

War

The participants would like the Commission to help change Canada's entire approach towards war.

If the Commission is so limited that it cannot broaden its horizon to include war then it is perpetuating the discrimination against women.

EXHIBIT NO. 258

Allied Jewish Community Services -

Women's Federation. Brief No. 312.

Spokesmen: Mrs. Gertsman, Mrs. Fisher, Mrs. Homer, Mrs. Zittrer, Dr. George Kantrowitz, Mrs. Finestone.

Subject: Role of Volunteers.

Education

McGill University is giving a night course to top level volunteers. The Federation would like more general courses offered to all with minimal education requirements to provide them with a feeling of confidence towards their community. High school students can participate and be involved in voluntary work if they are well supervised. A system similar to that of the Arts Council grants should help organizations who show ingenuity.

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Role of Professionals

Professional staff teaches volunteers how to work and deal with the community. When a volunteer can work in any sector of a community where he will be supervised. Professionals prepare the meals for "Meals on Wheels" and volunteers distribute them.

Membership

The Federation's membership is increasing but demand for volunteers is greater.

Other segments of the population, besides the middle class, should be involved. Total communities should be motivated by education and status of volunteers.

As volunteers become more experienced and professionalized they tend to go back to school to become professionals. They then develop all the characteristics of a narrow group interested in self.

A professional volunteer should retain the ability to drop a role or turn over a program to the community.

A one-year service in a voluntary organization would help young people to develop a social conscience. Society has been known to use its resources in time of emergency. The emergency now is poverty and loneliness. If such a program was undertaken volunteers could rely on the Department of Manpower to find out where they are needed.

Young people must be taught about commitment to their country but only if they so desire.

Status

A volunteer who wants to go in paid employment could have his experience accredited towards a university degree.

EXHIBIT NO. 259

Mrs. R. I. McAndrew
181 Sedgefield Ave.
Pointe Claire, Québec

Brief No. 235

Subject: Education, Day-care Centres and Household Help

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Household Help

Benefits of the blue collar worker should be given to cleaning women and housekeepers.

Day-care Centres

Day-care centres should be well-staffed and well-equipped. It is necessary for such a centre to have more than one room at its disposal.

EXHIBIT NO. 260

Mr. Marcel Lambert.
537 Avenue Wiseman
Montréal, P.Q.

Brief No. 53

Subject: Philosophical Essay on the Status of Men and Women

Education

Laws should study the total human being in society. Apart from the schools of law, philosophy and education, the new professions contain problems at the human level. Their structures should be revised to include human concepts.

EXHIBIT NO. 261

Mr. G.C. Payette
1825 Rockland Road
Montréal 16, P.Q.

Brief No. 96

Subject: Anthology of the Nature of Women

Verification

A Commissioner asked whether the author had checked the findings contained in his book. The author answered that it was checked three times and was now in the hands of psychiatrists.

Education

To know himself a man should be given a book explaining who he is and how he should plan his life. The Commission should ask the Department of Health and Welfare to make such a book and to give it to all who want to marry.

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Attitudes

There has not been any change of attitudes relating towards women. Young people are still accepting the dominant submissive relationship between men and women.

Women in the Professions

The participant said that all women in the professions come to a certain point where they cannot accede to higher jobs. Women do not participate in policy-making decision.

In Canadian society women are, without doubt, discriminated against.

EXHIBIT NO. 262

Medical Students' Society. McGill University. Brief No. 344.

Spokesmen: Mr. E. Brahm, Mr. R. Brown, Mr. D. Meldrum

Subject: Abortion

An addendum and correction to the brief were presented to the Commission.

Information

A woman wanting an abortion should consult a doctor but not necessarily a board. If women seeking abortions are asked to wait a month before making a decision they will go to a criminal abortionist. Such help should be immediately given to women seeking criminal abortion even if abortion is not legal. Family Planning Centres could provide such services plus legal advice.

The government and not voluntary organizations is responsible for informing young women.

Father Image

A number of studies reveal that it is detrimental for a male child in the first years of his life (up to 7) not to have a father.

Human Life

The participants said that a foetus is not viable before 26 weeks. It is up to the individual to decide if a non-viable foetus is a human life.

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Doctors

Abortion is a medical procedure that should be decided by doctors only. Trained psychologists and psychiatrists will help a woman to make a decision but the final decision will be her own.
Doctors have always been involved in socio-economic problems faced by mothers.

Young Men

A Commissioner asked if the participants knew about the psychological problems that young men feel when a woman wants to have an abortion. The participants answered that studies had not been done in that field and the consequences for the young man are negligible compared to those suffered by young women. If a young man does not feel guilt it is society's fault. Education should make young men aware of their responsibilities.

Children

It would be socially feasible for young girls to keep their children if our society was restructured. This idea would be accepted faster on university campus.

Education

Abortion should not be used as a method of birth-control.

Ideologies

A Commissioner asked if women need to be submissive to men. The participants answered that some women and some men seek domination. Most people look for a real partnership between two free human beings.
The present generation believes in equal rights and opportunity for all.

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EXHIBIT No. 263

National Council of Jewish Women of Canada (Montreal Branch)

Last minute brief

Spokesmen: Mrs. C.W. Reitman, Mrs. V. Shayne, Mrs Eileen Dobson, Mrs Rita Walters

Subject: Pre-school Education

Pilot Project

The pilot project described by the Montreal Branch of the National Council of Jewish Women of Canada should be taken over by the government.

Pre-school education should be included in the total education system.

The children that participated in the pilot project for pre-schoolers were mostly English-speaking, a few were French-speaking.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

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ROYAL COMMISSION ON THE STATUS OF WOMEN

WHITEHORSE, YUKON TERRITORY

August 6, 1968

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ROYAL COMMISSION ON THE STATUS OF WOMEN

WHITEHORSE, YUKON TERRITORY

August 6, 1968

10:00 A.M.

Mrs. Bird: There are certain things that I always like to explain at the beginning of a Hearing. The first thing is, and this is for the benefit of the Press, we are of course not responsible for any of the opinions that are expressed in the briefs. Since we are holding public hearings, it is our duty to hear all who come to us and to give each and every person a fair and just hearing, excepting if that person violates the law of the land by saying something which is seditious, libellous or blasphemous. Our opinions we must reserve until it is time for us to make our Report. There is also something which you would have to understand about our position and that is we cannot enter into argument or controversy with this. The members of a Royal Commission are very much in the position of a Court of Inquiry. We are here to be told what you think, to ask questions which will clarify what it is that you have said to us so that we can thoroughly understand what it is that you have said or to ask you questions which will add to our own information so that we can get out a thoroughly informed report but we cannot enter into argument or have an opinion for the very obvious reason that the Commission has not yet made up its collective mind what it thinks and therefore, though Mrs. Lange and I, obviously being human beings, have thoughts and feelings, and although we strive to be objective, we still have a very subjective attitude no doubt, we still cannot express this. We have to wait until we have argued through the Commission meetings and have brought our Report and presented it to the Government. There is one other thing. If we do ask you questions, it doesn't mean that we are being critical. It only means that we are interested. We want to find out more and we want you to explain to us more clearly. On the other hand, if we don't ask questions, it doesn't mean that we're not interested or bored or anything of that kind. It only means that we do understand what you are saying to us and that we are in complete possession of the facts that we need to carry on our Inquiry. It is, of course, for us a great pleasure to be here in the Yukon because as we have travelled across

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Canada, we have found that each and every part of this country is different and people have different opinions and different attitudes and, therefore, it is for you to tell us. We have come to you - this is part of democracy - and we are very anxious that you should talk to us. Please don't feel embarrassed or restricted in what you tell us. These are public hearings, certainly, and we are very happy to have the Press and Radio here since they have helped the public understand what it is that we are trying to do. We feel very strongly that the educational value of these hearings has been enormous because people are beginning to become aware that there are problems which many Canadian women face that worries them greatly and that there is now much more discussion, much more understanding of what is being said and we are also finding that more and more men are becoming interested. Of course we have heard a number of briefs from men in every part of the country because you really can't talk about the status of women and the position of women in a society unless you also hear from men. No society is complete without both men and women and what happens to women is going to determine the fate of men since women are the mothers of children. We will begin most informally and the secretary I am sure has explained to you that we don't need to have the entire brief read because we have already read the briefs, excepting those which have been handed in at the door which we haven't had time to study or prepare questions for but which we are very glad to receive. If at any time later you want to write us letters, we will be very glad to hear from you but of course the great advantage is having you here and to understand your point of view. (Mrs. Bird then speaks in French). Mrs. Lange, on my right, is a member of the Commission from Alberta. As you know, I am the Chairman. On my left is our executive secretary who does all the work. This is a very gratifying position for the Commissioners and I am sure the secretary enjoys it too.

Miss Begin: I will just give the Terms of Reference. The Royal Commission on the Status of Women in Canada was appointed by the Federal Government to inquire into and report upon the status of women in Canada and recommend what steps might be taken by the Government to ensure for women equal opportunities with men in all aspects of Canadian society. This means that the Commissioners have been asked to study more specifically laws and practices concerning the political rights of women, the present and potential role of women in the labour force, the measures that can be taken to permit the better use of their skills and education, including retraining or special courses needed, Federal

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Labour Laws and Regulations; laws, practices and policies concerning the woman employed by the Federal Public Service; Federal taxation; marriage and divorce; criminal law; immigration and citizenship law; and other matters relevant to the status of women. Mrs. Sawatsky will take verbatim notes of all that will be said this morning and we will also have everything taped. As Mrs. Bird said, you will find the address of the Commission on the back of this little pamphlet. I have some at the door and some at the table. If you want to write letters, of course you won't be able to speak to them - it will be too late - but we will take them into consideration for still two months, two months and a half. The first group to present a brief is the Yukon Social Services Organization. They are represented by Mrs. Joan Findlay and Mrs. Teresa Paquet is also a member of the delegation. Do you want to come in the front?

Mr. O'Donoghue: Before the Commission gets into its deliberations, I would like to, on behalf of the Government, welcome the Commission to Whitehorse. The Government and the people of the Yukon very much appreciate the courtesy of this particular visit at this time by the Commission and they hope the deliberations of the Commission will indeed be fruitful and valuable and its work throughout Canada has already been widely appreciated by the public and by the Governments of Provinces and we hope that the fate of some Royal Commissions will not attach to the recommendations of this particular Commission. The Government is not putting in a formal brief but we will, in the course of the day, when the typing has been completed and copies made for the convenience of the Commission, be submitting a brief on behalf of certain members of the Social Welfare Department which, while it represents their views, is not necessarily the considered views of the Government. The Commissioner has asked me to say that he wishes me to offer the Commission any assistance in their deliberations which they may wish by way of secretarial assistance and any information which the Commission wishes to know, I myself or any of the staff of the Administration will be only too happy to find it out and furnish it to the Commission either today or later on if they wish to ask us any questions. Later in the day, the formal brief itself on behalf of the individual members of the Social Welfare Department will be presented.

Mrs. Bird: Thank you very much, Mr. O'Donoghue. Nothing on earth would have prevented us from coming to the Yukon as we all were so very interested in this

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part of our country which has such a great future. I assure you that we could not have received a more warm and gracious welcome than which we have received. We were met at the station. We were given a marvellous reception last night and we are already feel as though we were beginning to understand and know some of the problems of the women of the Yukon and it is tremendously important for us to feel that we are getting this co-operation from the Commissioner and from the Government of the Yukon because without the knowledge that we must have that you can give us we cannot bring in a good and fair report. Perhaps I cannot enter into controversy but at least I can say that we expect that this Report will suffer no pigeonhole fate as has happened to some we have heard and we understand that the people in the North feel that there have been many inquiries and nothing has come of it. I assure you that this is going to be such a good and pertinent Report, thanks to the help we have received, that no pigeonhole could hold it.

Miss Begin: May I invite Mrs. Findlay and Mrs. Paquet to maybe sit just like this. That will allow both sides of the audience to see you.

Mrs. Findlay: Madam Chairman, Members of the Commission. I have been asked to present a brief on behalf of the Yukon Social Services Organization and I would like to say in the beginning that though I compiled the brief myself and I did not have the chance to present it to the organization as a group or to the board, most of the ideas and facts presented have come from quite a group of individuals, members of the organization, and I have merely compiled them into a brief which I will present this morning. I am not going to give any details on the organization because I know the Commission has the outline I presented to them and most of the people here present are well aware of the activities of the Yukon Social Services Organization. I would like to read the preface to the brief because it outlines the six main points that we wish to present. "The status of women in the Yukon Territory seems to be quite different for the white woman than for the Indian woman. The white women have more recognition, acceptance and independence than many have experienced elsewhere. However the Indian woman is not in such a fortunate position. The problems facing the working mother elsewhere in the country and more widespread and acute in the Yukon for a variety of reasons. Solutions to these problems must be found quickly for each year more and more women are needed and are entering the working force, and in the Yukon a large number of these mothers are mothers of very young children. Each year more and more children are suffering due to the lack of

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"adequate day care. The Indian and Metis children continue to stumble in the educational system because of inadequate home preparation and few opportunities for learning in the pre-school years. The curriculum still is weighted heavily in favour of the white, urban child and so many of the native children attend irregularly and drop out early. The girls are often failing to avail themselves of educational opportunities and thus continues the cycle, bringing the next generation into the same social problems. Because of the isolation factor in northern communities many women are without the contact and comfort of family ties and old friends. Some substitute social contact and counselling service is needed to fill this gap." Of these six points, I would like to give a little support to our ideas on them starting with the statement, "The status of women in the Yukon Territory seems to be quite different for the white woman than for the Indian woman. The white women have more recognition, acceptance and independence than they may have experienced elsewhere." When I put this statement down, I put "seems to have" because I feel very strongly that in fact the status of women in the Yukon is no different but the attitude, the way women feel towards themselves and towards their role is, I feel, quite different in the Yukon and the way the men feel towards the status of women, the role of women, is different in the Yukon. Some of the explanations we felt for this fact is that the women who come to the Yukon independently are of a more vigorous and self-asserted type. The ones who come with husbands also seem to have a little more of the independent spirit or they wouldn't have agreed to come and if they did come, they don't stay very long. Because mining is our main industry, many of the men are away from their homes and thus the women are left to not only maintain the family but also to participate in community affairs and to actually run many of the community activities which normally in an urban centre men would organize. Because of the relatively small population, the need for women in the working force is great. Housing is a critical problem and so employers would prefer to hire married women because the housing problem is solved and the difficulties that the single girl experiences are solved also. Because Whitehorse is the capital, clerical workers are in great demand and therefore in a good bargaining position for opportunities for advancement and responsibility as well as opportunities to change jobs fairly easily for improved conditions. This places them in a little more advantageous position than I believe in many urban centres. Because women are cut off frequently

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from the family ties, from early childhood friends, they must participate more actively in social activities and in the Yukon, they do participate more actively. Because women are in the minority in numbers, they are a little more appreciated in the Yukon perhaps than elsewhere. "The population is heavy with young people, especially young married couples and so there are fewer older women who have traditional views of a woman's role to temper the more independent views of the younger women. The cost of living is very high in the north and many more married women work to support the family. They are thus equal in the position of the wage earner and generally receive equal status." These are very generalized statements but the idea of putting them into the brief was to more or less present a picture of why the women in the Yukon do feel and do have more independence, more initiative, more drive, and more control in activities. There are of course, we all recognize, certain exceptions to this rule. There are evidences of some discrimination, especially in the working force, and I would like to bring the attention of the Commission, as well as people in the audience, to a few of these. There have been complaints which I have not been able to substantiate but they have come from fairly good reliable sources and fairly frequently and I feel they are worth mentioning concerning the fact that Government housing has been denied families when the wife is the wage earner. I have not been able to substantiate this statement but I felt it should be included in order that more people think about this and perhaps look into it themselves. One specific exception I was able to substantiate was a complaint from the Vocational Institute teachers which showed some discrepancies between women members of staff and their male counterparts. The categories specifically mentioned were the four categories for instructors. The hairdressing and cooking instructors' salaries, monthly salaries, range from $630 to $802. Commercial and nursing assistant instructors began at $695 and went to $885. The drafting instructor started at $728 and went to $928 and the trades instructor went from $764 to $973. In review of the qualifications necessary for these positions, it was shown that the qualifications for a nursing instructor in the school were very very much higher than those required for the trade instructor and yet the trade instructor in category 4 began at a much higher salary than a nursing instructor. The nursing instructor required a nursing instructor, a R.N., plus a year of

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training in instructing nurses, plus five years of experience in the field, where the trades instructor required only grade ten education and five years as a journeyman. Of course the obvious explanation for this is that it is the matter of supply and demand. It is very difficult to get a man in the trades field to enter instruction if he can get a higher paid job in industry, however this doesn't explain the reason why the other salaries are not brought up in accordance with this one. We did feel obliged to speak a little bit about the status of the Indian and Metis women although we are not terribly qualified to do this however we were a little afraid that perhaps there wouldn't be sufficient number or sufficient facts on this and we felt we should at least say what we could on this subject. We all are aware that the status of the Indian woman is far below the status of white women in communities. This is of course partly due to prejudice, partly due to lack of education, and of course different social patterns but very often the woman's position is one of complete dependence on either the husband or the social welfare agency. The young Indian girl of twelve or fourteen, living in a very poor family situation, takes the first opportunity to escape. This is usually a short escape, finding her a year or two later with one dependent, or more. Attempts to further her education are often thwarted because she has a child to care for and she has poor, if any, living accommodation and if she wishes to attend the Vocational School or go back to university, go back to school, she has to find care for her child and decent living accommodation. The Department of Manpower assists these girls but the problem of day care is usually the factor which prevents her from going back. I have it from a reliable source that there are four girls who were the best students at the Vocational School last year who are not returning this year because of the fact that they cannot find care for their children. The children raised in these native families, where the mother is on welfare, are often presented with a very undesirable view of the role of the Indian man as well as a very undesirable view of the role of the white man. Many of the women, because welfare payments depend upon them being without a means of support, continue this type of relationship and even if a permanent relationship is available, they do not take it because they will not receive the welfare payments. A change in the policies of the administration of welfare and in the area of adult retraining would seem to be indicated. A family counselling service to coordinate existing services and to insure that adequate help be given to these individuals who do wish to improve their conditions would certainly help. I

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spoke of the problems facing the working mother in the Yukon and we mentioned that they are magnified for various reasons. A recent survey shows a very large number of working mothers and especially mothers with pre-school children and young children. I have from the Alcoholism Consultants Service some statistics on the number of married women with children working and this is strictly for the high school grades but it shows 45% of the total were mothers with school age children and this is high school age children. I believe from the statistics I got from women in the labour force in '67 that the percentage was 48 which makes the Yukon seem just a little bit, if not a lot, higher than elsewhere and because the population is, as I said before, so heavily weighted with young married people it is obvious that there is going to be a tremendous number of young, very young children who are being left while the mother works. Also because of this statistic of a heavy weighted population of young people, we have very few older people - very few grandmothers, very few mothers-in-law, very few of the older generation who normally in a community would fill this gap of the babysitting service but they are almost impossible to find and when you do find one, the cost of paying a babysitter to come into your home is, the minimum wage, $1.25 an hour and most of the women who are going to work are only earning $1.25 an hour so obviously the cost is very high. Along with the problem of finding this service of course is the stress and worry on behalf of the mother when she wonders if the care is adequate and when she has to shift the child from one service to another or one place to another and in the Yukon we have no inspection and no licensing of baby care services. We have no municipal, territorial or federal supported agencies and so each mother must solve her own problem individually. These mothers need not only adequate day care provided, which they are willing to pay for, but they also need some help and assistance, some family counselling service, to aid them to solve their problems and to also help them overcome some of the guilt feelings they have when they do go out to work and leave their young children. We drew up a list of recommendations which I feel I should read. "The establishment of day care centres, inspected and licenced, and supported in part by municipal, territorial and federal grants. Establishment of nursery schools to serve as part time day care centres and to give opportunity for learning to children without advantages in the home situation." We know from reviewing the grade one statistics and so on through the school system that there are many children, not only native children, who suffer in the educational system due to lack of opportunity before school. They get into grade one and they are way behind before they

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even begin. These children need and deserve a chance to catch up before they begin. (Mrs. Findlay reads the rest of the recommendations). Now, we have been very general in the brief we have presented. We felt initially that we should try to give a picture of the position of women in the Yukon, how women feel about their role and what their greatest needs are. We hope we have been able to be of some assistance.

Mrs. Bird: Thank you very much, Mrs. Findlay. This brief I think will help us very much. There are a number of questions. I think we will begin with the recommendations and take them one at a time. Each of us I am sure will have things that we want to ask you and then there are a number of other points that you raised which I would like to come to afterwards. To begin with, on your first recommendation, before I ask you the question about this, I would like to ask you one that is closely connected with it. Why do you think so many of these women are working and wishing to find someone to look after their children? What is the reason for this?

Mrs. Findlay: Well, I think it is two-fold. I think it's pretty well the same across the country. One is that the cost of living is so high in the Yukon that many many women must work in order to maintain their families. The second reason is that because the Yukon is isolated, many of the young women, cut off from their home and their families and the usual contacts they would have....the young mothers with their sisters and their friends and so on...there is a gap in the life of a young married woman and I think many women turn to a job to fill this gap. I think they feel the need of a social contact which is not satisfied by community projects or organizations and I think many many women and many more women would if they could find a part time job fill this gap in their lives by this means.

Mrs. Bird: Would you feel that these day care centres should be open only to working mothers or to mothers that can prove that they have an income of a certain size or should they be open to anyone?

Mrs. Findlay: I feel very strongly that they must be open to the people with the greatest need. Now there is a need by working mothers that can pay but there is also a great need by students, by women who have family problems, and I think a day care centre could help relieve many a family situation and prevent complete family breakdown if a mother was relieved for part or all of the day of a child or two children when she has, you know, four or five...relieve the tension even if it were only two days a week or three days a week. I think that in many cases

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of families with multiple problems this could be a tremendous help. This is why it could not be done on a financial basis of people paying fees because there are so many people whose need is great that cannot pay the fees and I think the fee should be paid on a sliding scale according to their....

Mrs. Bird: A means test?

Mrs. Findlay: Yes, definitely.

Mrs. Lange: You seem to have divided your thinking into two things - first the day care centre and then the nursery school. Had you thought about the ages when you cut this off?

Mrs. Findlay: I cut it off mainly from a very practical point of view. We don't have any facilities here and I think in order to obtain financial aid, either municipal or territorial or federal, we would have to start with something and show that we have something to begin and then apply for a grant so I think the logical place to begin is with the children, say three to five, where you can have less staff per child than you could if you had young infants. You have to have a lot more staff if you are going to take young children and I don't think that the group situation is as good, or good at all, for the very young child. I think a home situation is a much better placement so I am thinking in terms of the three to five age group for day care initially.

Mrs. Lange: From then on you would go into a nursery school program or a head start program or something like that?

Mrs. Findlay: Well, I think it could be a co-ordinated thing but I was thinking in terms of two different facilities really.

Mrs. Lange: Now, were you aware that there is a federal...a 50% cost grant available from the Federal Government?

Mrs. Findlay: I have been informed that you have to do something first. You have got to have something begun and you have to have some support municipally or territorially before you can get federal support.

Mrs. Lange: I was going to ask - do you have any voluntary organization which seems to be the way people have got started in this field did start? They started with voluntary organizations first.

Mrs. Findlay: The Yukon Social Services Organization has a committee on day care and the committee has done a survey to establish the need for day care and our current project is to undertake the establishment immediately of a day care centre with the hope that we can get enough municipal help and then territorial support before applying for a federal grant.

Mrs. Bird: This would be a pilot project?

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Mrs. Findlay: Yes.

Mrs. Lange: So you would say that from the age of birth up to the age of three that really a child is better off at home?

Mrs. Findlay: Yes, I think that at home or in a home situation where the child is placed in a home with a substitute mother where it's a one to one relationship and not six babies with one adult.

Mrs. Bird: This would be a day foster care system.

Mrs. Findlay: Yes. I think that needs....it's not enough to be done privately with the mother kind of farming around trying to find somebody. I think it has to be done either through a family counselling service or through an organization who can really inspect and licence these establishments and that can really say to the mother, "This one is good. Don't go here", because mothers don't know and we had in our survey people tell us that they had never been inside the place where they were depositing their child every morning. They had never even been in the door to see what it was like.

Mrs. Bird: This is a municipal responsibility isn't it?

Mrs. Findlay: This is what I am suggesting...that they must be inspected and licenced - all establishments.

Mrs. Lange: And then from age three to school age, you would suggest a nursery school?

Mrs. Findlay: Day care for an all day program where all day care is needed and nursery school where partial day care is needed or where a child has the need of a pre-school program.

Mrs. Bird: I presume that you would want Indian and Metis children...all children to have access to this.

Mrs. Findlay: And mixed. At present, we have kindergartens for Indian children and kindergartens for white children. They go into the school system supposedly mixed but in kindergarten they are separate.

Miss Begin: I don't have my copy of your brief so I just don't remember one thing. Do you ask for any tax deduction for fees paid to a day care service if it is to be established?

Mrs. Findlay: Yes. I mentioned it in the brief but I forgot to mention it. I presume you had this right across the country, but of course this is the thing that we can't get any tax exemption for wages to babysitters and many of the mothers I know from personal experience are paying all their income out to the

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babysitter and then they are paying tax on what they're not even getting.

Miss Begin: Now, when you speak of a joint program of financing day care centres, you mentioned municipal, territorial and federal. Do you have any idea of the proportion you would think should be supplied? Should all the funds come from these resources?

Mrs. Findlay: No. I think that there are many community organisations that would assist with a specific project and I think that there would be many of the people who would be using the facility that would be supporting it financially but I know it cannot be supported this way unless we have government grants. We can't possibly do it no matter how clever you were with the dollar.. not and give adequate care.

Miss Begin: For a city like Whitehorse, what would be the dimension of the market? What would be the clientelle? How many children would be ready to be placed in such centres tomorrow morning?

Mrs. Findlay: Well, I would think that by the first of September we could have, if we could accommodate them, between 20 and 30 children.

Miss Begin: Which means one day care centre. You spoke earlier that there were very many married women working. Do you have any idea of the proportion? Can you give us in order of magnitude the number of mothers working outside the home?

Mrs. Findlay: The only actual statistics that we have is the one taken in the high schools. The whole Territory was given this questionnaire and the question was something to the effect of "Does your mother work?" and it was given to every high school student and 45%, 42% if you include the Vocational Institute, 45% if....

Miss Begin: Which would be higher than the average.

Mrs. Findlay: Much higher. And, as I say, so many of the working mothers are mothers of young children because the population is so heavy with young people. Many many of the working mothers are mothers of young children.

Miss Begin: Speaking of day care, you spoke of the volunteers which seem to exist and would be ready to make something. The Government is there. Let's say this all exists. What about the people who would be the specialists. How do you envisage this? Would you think this would be...the standard in other countries is one adult for five children who is usually a specialist. People are now thinking in terms of one or two or three supervisors who would be specialists, people specially trained in working with children, plus a few

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married women who liked children and they would be just kind of aides and would receive a salary. What are your feelings on this? Do you think it must be specialists and how do you see the whole thing and where would you recruit these people? Are they here?

Mrs. Findlay: I think that there are many many people, because we have these young married women, there are many people interested in part time work and a lot of these women are very interested in the young children. We started a course last winter on the young child and for the first time the course was given we had a very good turnout. We have a co-operative kindergarten where the mothers are very very anxious to get more education and learn more and that's why I feel we must capitalize on this group and offer courses and training through night school and enable them to be trained in this field of work. We are very short on qualified people. We did have a qualified person last year and there was no establishment for her to work in and she is leaving. We have lost her, a trained person, because we just didn't have the setup for her. Now we have to look around and find someone and train them. There's no point trying to hire someone from outside because your costs go sky high. You've got to do your training here on the spot.

Miss Begin: The other questions move into Manpower.

Mrs. Bird: They move into Manpower. In fact they are interlocking here because you are talking about part time work which I want to talk about afterwards but this whole business of re-training...do you feel that this is something that the Federal Government should undertake in its Manpower training courses? What training courses are available?

Mrs. Findlay: They do offer assistance to girls wishing to attend the Institute and so on and they provide them with a living allowance I think...$50-$55 or something like that but the fact that the services are not available, even if they can pay for them, is what prevents some of these girls from going back or stops them in mid year. They lose a lot that way. I think much more in the way of adult education through night courses could be done - much much more.

Mrs. Bird: I notice that in No. 4 of your recommendations you say that these training courses would be valuable, particularly for the young Indian and Metis women to enable them to more adequately fill their future role. You see this is also a training for life in the home as well as enabling a woman to work in a nursery school.

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Mrs. Findlay: Right. I think though that with such a small population the courses could be given in such a way that they would be adequate for all these areas. I mean a course in child development is adequate for a young mother who is going to raise children. It's adequate for a person that is going to work in a day nursery. It's adequate for a kindergarten teacher. It applies to a lot of....now, you wouldn't have to.....you would have to have specialist courses at the more advanced level but the way it stands now we have nothing.

Mrs. Bird: Such courses would certainly have to be geared for the population. I was thinking of some of the underdeveloped countries which people were sent out to and they gave a training course to people in underdeveloped countries which they would be giving to a Toronto grade twelve graduate and I wouldn't think perhaps many Indian and Metis women would profit by that kind of child psychology.

Mrs. Findlay: No, you have to have it geared to the group.

Mrs. Bird: Yes, this has to be something thought through for this particular group of people not just a course laid on.

Mrs. Findlay: No, there would have to be more than one.

Mrs. Bird: Now, have you thought about beginning courses in married life and child care and budgeting and homemaking in the school. I know we are talking about adult education which is certainly within our terms of reference but for our own information, do you think this is the kind of.....

Mrs. Findlay: Family life education through the school system? Well, I guess that there is a minimum amount given. I know the new course in sex education deals a little with this. This isn't throughout the school system yet. I think a tremendous amount more should be given, particularly at the Vocational School where we get these students who would benefit greatly from this kind of thing.

Mrs. Bird: Do you think that considering the importance of this psychological development of a child which the father gives in the family that boys and men should perhaps also be given the opportunity to take these courses?

Mrs. Findlay: It would certainly be enlightening if they did.

Mrs. Bird: In Sweden they have family life courses which are open alike to men and women in which the same curriculum...budgeting, homemaking, cooking, how to change a diaper, doing all the things that thousands of men do do without which their wives couldn't function which would help them to realize how terribly important a father is in the upbringing of a child...would you think or would you

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not think that this is a valuable thing or does this not apply in the Yukon?

Mrs. Findlay: I think yes, definitely. I think men are quite interested actually. I think that gradually they would come to avail themselves. I don't know. I know that when we gave the course last year certainly some of the teachers, the men teachers, were interested in the content of it. They didn't attend the sessions but....

Mrs. Lange: I would like to ask you is there anything available now in the way of homemaking services such as in the south where the agricultural program is very large? We have district home economists that are available for this very thing - to help mothers do a much better homemaking job. Have you anything here at all?

Mrs. Findlay: I think the only counselling at the present time that I can find is done by the nurses or by the welfare workers.

Mrs. Lange: And you have no what we call district home economists up here at all?

Mrs. Findlay: No.

Mrs. Bird: On No. 5 of your recommendations you recommend "Establishment of a family counselling service to aid mothers with family problems and to co-ordinate and integrate existing services to ensure more adequate results." I realize you cannot probably speak entirely for every city in the Yukon but is there no family bureau, no counselling service where a girl gets into trouble or a woman who has problems can go?

Mrs. Findlay: The counselling consists of the churches, the priests, the ministers and the welfare.

Miss Begin: When you say the welfare, is it the Territorial....what is it exactly? I am mixed up.

Mrs. Findlay: The Department of Child Welfare and these Welfare workers are often called upon to actually counsel families. They are the ones who must deal directly with the families.

Miss Begin: It means your Organization doesn't employ any professionals.... social workers?

Mrs. Findlay: Our Organization is strictly a voluntary organization.

Mrs. Bird: The Welfare Agency which is run by the municipality presumably....

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Mr. O'Donoghue: It's the Territorial Government.

Mrs. Bird: Entirely?

Mr. O'Donoghue: Entirely.

Mrs. Bird: The Territorial Government does not have anything which is the equivalent of the Family Bureau? Is there anything like a welfare house where girls coming from a rural community to a city can go for help?

Mrs. Findlay: There is no Y either.

Mrs. Bird: But that is a voluntary agency.

Mrs. Findlay: There is nothing. The only agency is the Department of Child Welfare and they are strictly welfare workers who actually work with the individual children.

Miss Begin: No group work at all.

Mrs. Findlay: No. None at all.

Mrs. Bird: One of the reasons that I would like to pursue this further is because in a number of the places where we have been, particularly in the West, we heard from Indian women who said they came from the reserve into the cities in a number of the western provinces and they had an average of $7.00 in their purse, no knowledge of anything. They went to the local bar because that was where somebody would be kind to them. There was nowhere else to go. They had nowhere to turn for advice. Of course the results were inevitable. They shacked up with a man as they put it and in due course became either alcoholics or drug addicts or had to look after illegitimate children. Of course it was quite evident to all of us who had done any sociology that it's just not the Indian and Metis girl coming. It's any young woman coming to a municipality needs some place to go for help and counselling and advice....as a student is who comes to university. There is some place that tells him what kind of boarding house to go to. After all, when we go away to university we have to have help and we are better educated than many of these girls. There is nothing of this kind?

Mrs. Findlay: Only Mary House. Would you like to speak about Mary House, Mrs. Paquet?

Mrs. Paquet: Well, Mary House is the apostle organization. There they work now more on the Indian people than the white. They also look about the transient people - more or less men who are coming to the north you know. They have heard outside of the gold and mining openings and all that. They seem to think they will make a fortune and then go back. When they come they are disappointed.

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First of all they come too early when we still have snow in the bush and nobody can start any of the summer work yet so they are going to the Mary House. They have sleeping accommodation for men and women. Right now I would say that the Indian women come in here to have their babies and they would stay as an out-patient. You know they need further treatment and they've got to stay there.

Mrs. Bird: Can you take care of all the people who need it?

Mrs. Paquet: It's not a real place like you mention here.

Mrs. Bird: Have you got a trained social worker on the staff?

Mrs. Paquet: No.

Miss Begin: At one point you said, during your verbal presentation, policies and welfare and manpower should be modified considerably or something like this. What did you mean by policies because you were talking just before of Indian and Metis women and I was wondering.....

Mrs. Findlay: I was thinking specifically of the practice of - two things mainly - one is this business where the Department of Manpower sends girls and pays them a certain amount. I don't know whether it is adequate. And, they can only receive this if they aren't married, if they have no source of income. There are some of these girls whose husbands are working or working sporadically whose income is very low and it's not really adequate and yet they can't receive the $55.00 a week or whatever Manpower pays because they have this source of income. And, again, with the Welfare Department, the woman only receives welfare payments for her children if she does not have a husband who is working or does not have a husband who is Indian status and therefore receiving grants from the Department of Indian Affairs so that if she has a husband who is receiving grants, regardless of whether he gives her anything or not, she can't get welfare.

Miss Begin: Are these policies made by Ottawa or by the Territory?

Mrs. Findlay: Well, Indian Affairs is Ottawa and Department of Child Welfare is Territorial.

Mr. O'Donoghue: We get the benefit of certain types of grants and cost-sharing arrangements when we implement a policy which is an agreement with a laid down policy with promises in general from Ottawa.

Mrs. Bird: Well, for example, in the provinces, a woman cannot be eligible for training under Manpower if she has.....

Miss Begin: She must have had one employment since three years.

Mr. O'Donoghue: The policy on that is normally laid down by Manpower because it must conform to the scheme as laid down by them to be eligible for the cost-

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sharing arrangement.

Mrs. Bird: Do you think it is a good ruling that a woman should not be eligible for re-training if she has not had a job for three years?

Mrs. Findlay: No, I don't because I think a number of these young girls who drop out of school who have really never worked and they need something and they have a couple of children to support and they are not eligible.

Mrs. Lange: Then what did you mean by a change in the policies of the administration of welfare? What were you referring to there?

Mrs. Findlay: I was referring mainly to the way the welfare payments are administered. I don't have all the facts but I feel very strongly from the reactions among the mixed people and other areas that they are not...of course they are never going to be perfect but I think there could be improvements, particularly where an Indian woman is receiving welfare payments because she has no one to support her and therefore is anxious to preserve this payment monthly and so either avoids re-training or avoids establishing a permanent relationship.

Mrs. Bird: Do you think that she should be allowed to keep the welfare payments a nd earn more herself than she is now? In some of the briefs we have received the idea was put forward that if a woman earned, she was taken off welfare and then she found she was working very hard to make....and didn't feel as secure as if she would have been allowed to keep the welfare payments and go on working part time or adding to this. The structure of the family would be improved. She would be able to raise the family to a higher level but of course this is a very costly idea. Do you think.....

Mrs. Findlay: Well, it is very very costly to continue these families generation after generation in the same situation. That's a lot more costly.

Mrs. Bird: Do you think it would be better for a woman to have more incentive to earn and that she might do it in order to raise the standard of living of the family? This would apply to men as well of course.

Mrs. Findlay: Yes, surely this isn't just respecting women.

Mrs. Bird: Well, it's very difficult for us to distinguish between let's say the general facts of poverty on men or women. In many areas women are affected by poverty very much the same way as men. They are also affected in different ways and perhaps more stringent ways because they are responsible for a family and if she is a woman who is the head of the family, she has only one breadwinner and is always in danger of going on public assistance if she becomes ill but you cannot really distinguish the effects of welfare or poverty on human beings. You

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might say what would be the reaction of a woman as opposed to a man if you wish. On No. 6, part time work. Do you think there is any feeling among men that women who take part time jobs are pulling down the wage scale by cutting into the jobs that men might do who must work full time because they are the bread-winner? What are your reactions to that?

Mrs. Findlay: I can only speak personally on that. I feel that in the Yukon the women do not fill that many jobs that the men would normally want or fill. Jobs like a clerk in a store and so on, which might be filled by either, perhaps might be filled by the women but then I have heard that the salaries offered to women, the starting salaries for this position, are different than offered the men so the store would obviously hire the woman.

Mrs. Bird: Yes, but you have in the Yukon a Minimum Wage Law and also you are subject to the Federal law which says that it should be equal pay for equal work so is it the fault of the women or is it in the law? You see, we can make recommendations about law but isn't it up to people themselves to make sure that they have their rights? I would like your opinion on this.

Mrs. Findlay: I think this is true but I think that many women, if they need a part time job, and there are not that many part time jobs available, will take the $1.75 an hour starting salary instead of the $2.00 offered to a man and not quibble about it because they need the job. I don't say this is right morally. You can say morally that a woman should stand up for her rights and demand the $2.00 but if she needs the job, she will take the $1.75 rather than nothing.

Mrs. Bird: Do you think that when women do this that it helps to give them equal opportunity in our society?

Mrs. Findlay: No, I'm afraid it doesn't.

Mrs. Bird: Now, there was something that you spoke about when you were giving your non-formal part of the brief which is something which we are interested in. You say here that you feel that women's attitudes towards themselves and their role is different from that in other parts of Canada. In what way?

Mrs. Findlay: I feel that many women up here....it's a sort of psychological thing in that in urban centres, especially where they are in close contact with families and mothers and grandmothers and aunts, there is much more pressure on them to conform to the traditional role of staying home and caring for the children and this being the total responsibility. They are much more pressured into doing this whether they are satisfied with it or not but in the Yukon many of us are not pressured in this way and as a result do what we really feel we want to or should do without quite the same feelings of guilt. I think this is

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why women work for a social reason here. I think that if they were living outside in contact with their families they would not work for this reason. They would perhaps deny themselves, unless they felt terribly terribly strongly.

Mrs. Bird: What interests me is that they are working for social reasons and accepting lower pay. Are they being accepted by the men in the society? You said that men's attitudes are different. Do men not have some reaction towards women taking jobs? I know you said that many of them take jobs that are not open to men or that men don't want. You probably don't get many women working on construction jobs or in the bush or doing logging but I wonder a little bit about this.

Mrs. Findlay: Do you mean that the men resent the fact that women go to work?

Mrs. Bird: I wonder, yes.

Mrs. Findlay: I imagine some of them do. I don't think it's as strong a feeling here though. It's must more acceptable.

Mrs. Bird: But why do they resent it? Is it because they are taking jobs or what is the reason why the men would resent it?

Mrs. Findlay: I think it's because they have been conditioned in a way that they feel that woman's place is in the home. That's the way they were raised and I feel probably the younger ones feel this a lot less strongly than the older ones but I think the 30, 40, 50 age group....a lot f them feel quite strongly about this that a woman's place is in the home. You hear them in various places voicing this view.

Mrs. Lange: Talking about the status of the women here, you did mention the single girl. In the other parts of Canada where we have been the single girls tell us that they are definitely second class citizens because they have not conformed to the accepted standards. I am wondering, because your standards are more relaxed here, how does the single girl make out up here?

Dr. Hellaby: She has a whale of a time.

Mrs. Lange: Is she thought of as a second class citizen here or is she accepted as a woman with something to contribute?

Mrs. Findlay: I would say the latter. Now there may be single women who wish to argue with me but I can't speak from the point of view of a single girl. I feel she would be much more accepted and recognized as an individual here than elsewhere. I think, too, the ones that come here that are single are much stronger...generally speaking they are of a stronger personality and they really make themselves known. They do things.

Miss Begin: It's not all single women with problems in other provinces, believe me.

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Mrs. Lange: I would like to ask you, is there any social integration between Indian and white women in here at all? We have always been told in the part of Canada where I live that it's the reservations that holds this back, that it types Indian people.

Mrs. Findlay: There isn't much.

Mrs. Lange: Are they accepted on a level socially here? Are some of them accepted on a social level?

Mrs. Findlay: It's a sort of multiple problem. I don't think it's entirely the matter of the whites accepting the Indians though this is part of it. Some of them just do not but I think it's partly from the point of view that the Indians.. the children are educated in a system that is geared to.....they have separate kindergartens for Indian and white children. Then, later on, unless it is in a community where the population is Indian in majority, the Indians do not go out to public hearings and very few of them even attend the Church. You can't get them out to these things.

Mrs. Lange: I have always been struck by the fact that in New Zealand where their native population is very small, they are still accepted to a large extent socially and here, even in the Yukon, you tell me this is not done.

Mrs. Findlay: Well, I don't know if it is all though a matter of acceptance. I think it's partly their fault too.

Mrs. Lange: You tie it in with the educational system rather than the social system.

Mrs. Findlay: I would put both factors.

Mrs. Bird: Do you feel that it is difficult for a person who does not feel that they are going to be accepted, who feels alienated, to attempt even to come into the.....

Mrs. Findlay: And the only time you do get them attending is if they have had quite a bit to drink and they are brave enough to come.

Mrs. Bird: You have suggested that pre-school children should not be segregated and that might help this in a generation.

Mrs. Findlay: And I think the fact that most pre-school setups encourage mothers, and the education of mothers is part of the pre-school system where mothers attend and they bring the children and so on....I think that this could do a great deal towards not only integrating the child but the family too.

Mrs. Lange: Then you would suggest also in connection with this nursery school that is to be integrated that you would somehow work the mothers into this too.

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Mrs. Findlay: I think that a co-operative nursery school is much more advantageous.

Mrs. Bird: Do you think there might be some advantage or is there a disadvantage in trying something like operation headstart which they tried in the United States in which they worked with people who were deprived and alienated in the sense that we are using it to enable these deprived children to begin school more closely on a par with the rich and more establishment type of community?

Mrs. Findlay: We have just got to the stage now where we have some support for kindergartens and you even talk about nursery schools and there is a great explosion. The community does not recognize this need yet. There is a terrific need for it and this year I believe, in the Indian Village and at Skookum Jim, there will be a nursery school class for the first time but it will be strictly Indian children.

Mrs. Wilson: I heard an interesting casual report from the hospital. I myself am a retired nurse who has worked and one thing that has been noticeable at the hospital is the constant re-admission of Indian children through repeated pneumonia attacks and not proper care at home. The Matron made a very interesting statement that the admissions on pediatric wards has fallen in the recent years due to what the Public Health Clinics are accomplishing.

Miss Begin: I have one final question. You have mentioned since the beginning of your presentation all kinds of projects, or ideas or initiatives concerning sometime both men and women, but mainly women because of the children and for various other reasons. What's your idea about a kind of women's bureau for the Territory here within your Territorial structure. Women's Bureau....I am not referring to the Ottawa one which is strictly labour but to women's affairs in general. After all, these are all women's affairs that you are describing. Who will kind of co-ordinate or do all this? Is there anyone appointed to look particularly at this type of problem? What do you think of it? What would be your recommendation?

Mrs. Findlay: We need something, whether it's a women's bureau or whether it is family counselling. We need something desperately. I don't know whether a women's bureau would fill the bill.

Miss Begin: This is more for cases of discrimination. You are rather speaking of creating new services and all this so this is not so much the definition of an ombudsman.

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Mrs. Findlay: The trouble is, too, that if you make it a Government department, will the people with the greatest need go to it? It's a matter of making this service available where people will actually feel free to....it's got to be very informal.

Miss Begin: Then what your idea that we have heard in other places of the Government financing, accepting to finance, certain pilot projects but not controlling the organization...pilot projects proposed year after year by voluntary groups, the idea being that they can take more risk and if it works, if it is good, the Government will take over or the proper institution may take over. How do you react to that?

Mrs. Findlay: Well, I think it could be handled by a voluntary group if the support was received.

Mrs. Bird: It's an education problem of a community perhaps. You would agree? It seems that again and again it is brought home to us that there is a communication problem in many of the provinces. Women came before us and said they didn't know where to go. There was no one to look after them. Nothing was being done. In the audience there would be an official who would rise and say, "You could have come to us. We sent out 50,000 copies of what the laws are that pertain to women but nobody gets them." Would you think perhaps that this is again in some way that we are failing to reach across and tell the people who need it what there is that is available to help them?

Mrs. Findlay: Many of these things are problems of communication too. I think people get a false impression. Maybe it's because the government agencies aren't publicized enough or maybe because it's too formal a situation. The contact isn't made. There isn't a real exchange of information. It could be partly the communication.

Mrs. Bird: Thank you very much, Mrs. Findlay, for coming. This has been most helpful. I think you have made us think a great deal. Thank you so much.

Mr. O'Donoghue: Some of the things discussed in the last brief.....I think the Commissioner may have some figures, population figures.

Mrs. Bird: Could you let us have these statistics? It would help us very much.

Mr. O'Donoghue: Yes. For instance, the Touche Taxation Report which was just recently published gives information on income levels in the Territory and makes recommendations for future taxation in the Territory. It gives a figure of 17% or 17½% of Indian and Metis in this Territory in a population of 14,500 people which

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makes this particular factor particularly relevant. In education where the Federal Department of Manpower intervenes, it will in some cases pay the full cost of certain types of...there are certain taxes on an individual or a group basis. The Territory will then pay the people it puts forward with a particular type of scheme. In many of the Federal schemes we have a triple involvement. We come into the provinces sphere and we pay 50% of a particular Federal scheme, the same way as the province, but to fulfill the cost requirement of the 50% that we must put forward, we then have to obtain a grant from Ottawa as part of a deficit grant under a financial agreement which was originally negotiated at five year intervals and is now on a two year interval. The two year agreement is now expiring and may continue for a year or may have to re-negotiated over the winter or spring so this government as a government is not in a position as a province is to initiate a scheme on its own. It has to pass through two blocks on its way - one to move into the Federal Government 50% cost sharing arrangement and then to finance, only very partly from local taxation, the balance of the 50% and this puts tremendous difficulties in our way in initiating any scheme or even continuing or being involved in a scheme as would happen in the provinces.

Mrs. Bird: I suppose that financially it is difficult for the voluntary agencies to pay for the kind of scheme we have been discussing.

Mr. O'Donoghue: This is generally recognized. One other point, of course, is... we were talking about single women. It has been felt that because of the number of single virile men that come to the Yukon, this has a certain attraction for feminine active women to come here so we don't appear to have the same labour problem in recruiting single girls for stenographic or similar types of work. The problem here seems to be better here than it would be for a government service operating in Saskatchewan or Alberta.

Mrs. Bird: Do they stay single long?

Mr. O'Donoghue: Apparently they don't.

Miss Begin: We have received a brief from Mrs. Beth-Anne Exham from Old Crow and I am wondering if Dr. Hellaby would be....would accept to speak to it?

Dr. Hellaby: Madam Chairman, Ladies and Gentlemen. Mrs. Exham is a little less than clear in what she said because she has very modestly refrained from telling you who she is. Mrs. Exham is the wife of the Anglican missionary at Old Crow and she is also a public school teacher. Old Crow is different from

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most communities in this way because of its isolated position. The only white people there are there to serve the Indians. The missionaries are there, the teachers are there, the public health nurse is there, the Mounties are there, and they are all there for the Indians and at the same time, while they are there to serve the Indians, they have also got a certain amount of authority in the community too...all these people. Mrs. Exham speaks of the transition from the old culture to the new. The women have been more successful in making it and in most cases the women have had to make more of an adaptation. While the men in Old Crow still hunt and cut wood and fish and so on for their living, the women have had to change over from an economy where the clothing is made of skins to where it is made of cloth and where on the other hand they may send out to the catalogue for things and they have to find cash money for that. Food is different. Of course it's largely still a meat and fish diet but they rely now on canned and dried things and so on - other things for which money is necessary. She says the women still see themselves as a wife and mother taking care of the home through sewing and cooking. Of course, in a little community like that, it's the only way to do things. Traditionally, when there was no school problem, that is when the parents didn't feel they must stay at home so the children could go to school, they spent only part of the year in one place and what I am saying now applies to the whole Territory as it used to be. There were certain seasons when they went hunting for beavers, certain seasons where you went where the cariboo were, other seasons when you went down the river and established a fish wheel and the men did certain parts of the work and women did other parts and the little boys if they grew big enough followed their fathers and learned to do those things and the little girls stayed with their mothers and helped to do those things and in that way the traditional skills were maintained. Now, of course, the children are expected to go to school which means that the women and children have to be left at home when the men go on these expeditions. Not only do the children not learn the things they used to when they went on these expeditions but there is an economic problem too. If they were hunting beaver for instance, the men caught and killed the beaver. The women treated the skins and they also cooked and ate the contents of the skins but now you see, if a man is going alone to beaver hunt, he has to leave a grubstake for his family while he's gone and that's not too easy to do. She speaks of the girls managing better in the school system, moving out into careers with a view to marrying a white man. This appears to be leaving

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the majority with children but no husband. She doesn't mention it. She is highlighting what is a very acute problem in all the Indian communities and it is this. The girls take on the new ways more rapidly so they would rather have a white man for a husband but they don't want to marry him because they know that when he loses his job at the mine or wherever, he'll take off and leave them and if they are married to him, they won't be Indians any more. For another thing, as long as they don't marry the man, the children are undisputedly their own where if they did marry him, he would have an equal claim and could take some of them away. One of the side effects of this is, of course, that a matriarchy is developing - families where the mother is the undisputed owner of those children. She may marry someone later, but those first few children are not his and he has no authority over them. The other side effect is this. While we are speaking of the rights of women, this leaves the Indian young man in a very unhappy position indeed. When they come to marriageable age, to the age when they have to leave their parental home, instead of leaving for a home of their own, they have nothing. Their incentive to improve themselves has been taken away which makes them even less desirable as husbands and there it goes round and round in a vicious circle and then when the girls lose their looks in four or five years and three or four children later, then they may settle for an Indian husband. What's he going to say? "What is there for me but a white man's leavings?"This embitters the young men very much and makes them anti-social and I think has a great deal to do with the high incidence of crime. Mrs. Exham proceeds to talk about the language situation and so on and that has already been touched upon by a previous speaker - the fact that the curriculum material in the schools is not geared to country children and largely talks about things of which they have no experience. There is a very good government publication the name of which I have forgotten dealing with the Old Crow people and it points out that the Indian culture is a silent culture where ours is a talking one and while the children may know quite a lot in their own way, they are not accustomed to putting anything into words the way we are and they do need considerable assistance if they are going to benefit by a public school program, particularly one in which they share with the white children. I should perhaps say that this matter that the previous speaker mentioned of the segregated kindergartens - it's principally because up to this year money has been available for free kindergartens for Indian children where the other kindergartens were paid affairs and quite expensive too at a great distance from where most of the

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Indian children live. It wasn't that Indian children were not admitted to them but very few Indian parents were in a position to pay for them and, on the other hand, they could go to a government sponsored free one.

Mrs. Bird: Thank you very much, Dr. Hellaby. There are a number of questions that you have brought up which I am going to take out of order if I may. Would you think that these Indian children should get the best possible teachers?

Dr. Hellaby: Oh, yes.

Mrs. Bird: Do they get them?

Dr. Hellaby: I think...some of those that I have known who have gone to Old Crow and to Pelly Crossing and places like that where the population is predominantly Indian, I think they have had some exceptional teachers.

Mrs. Bird: We did get in some briefs by Indian women that were presented to us the feeling that the teachers, as you say, taught them a curriculum that didn't apply and also that they got teachers who couldn't even really speak very good English so that they were in a state of great confusion.

Dr. Hellaby: I haven't found it that way. For instance, the school at Pelly Crossing was only opened two years ago. There was a man and a woman. The man had experience with the Maori people in New Zealand. The young woman was an anthropologist as well as being a teacher and she made the very fullest use of the native material...drew out from the families and the children native lore and skills and so on and based reading lessons and language lessons on those and really made a remarkable contribution to that community. Both of those were exceptional people with special qualifications for their task. They started a school where no school had previously existed. The children had to go away to boarding school.

Mrs. Bird: Do you think that teachers should be specially trained who are Canadians in this technique?

Dr. Hellaby: I would think that people who were going in for northern work where Indian and Eskimo predominate that they should have some additional training in teaching those to who English is not their mother tongue and whose experience doesn't include the things supposedly familiar to the grade one child.

Mrs. Bird: One other thing. You bring up this problem of a matriarch society which is curiously like what is happening south of the border among the negroes. What is it possible to do to help the Indian men as well as the Indian women. We had two briefs, if I remember, in which people said that the way to help Indian women is to raise the status of Indian men. Well, what you have said is

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that the status of Indian men...they have been undermined by this situation and that the Indian women want to keep their right to stay on the reserve.

Dr. Hellaby: Well, it isn't the right to stay on the reserve so much as the fact that Indian people do have certain types of assistance available to them which they would lose if they were married to a white man.

Mrs. Bird: And they can't trust a white man enough to feel that he would look after them?

Dr. Hellaby: You see they are mostly transient people and in the area I know best around Elsa and Mayo a great many unattached men come up there to work in the mines but they are not going to stay there forever.

Mrs. Bird: What can one do about this? Have you thought about it?

Dr. Hellaby: Oh, I've thought a great deal about it and, of course...if you want to know something about the Indians, ask the bachelor boys. They'll tell you; they are the most articulate group - at least they're the ones that I know best and their situation is the very sad one but, well, you can lead horses to water but you can't make them drink or you can court a young woman but you can't make her marry you.

Mrs. Lange: I was just going to ask Dr. Hellaby, because she is a thinker and because she has had such wide experience, whether you had any specific recommendations especially for Indian women and their training. Where is it that they would like to go? Can we help them with Manpower by training them or what is it that we should be recommending?

Dr. Hellaby: Quite a number of them are willing to come here and take advantage of a vocational program and they quite like it when they are here. Living accommodation is provided for students like that. There's no difficulty there and they enjoy it but quite often they return for no reason that you can put your finger on back to the more relaxed atmosphere of their village.

Mrs. Lange: Well, then what is the answer? Is it tied up with the economic status of the village? Is this what the block is or what?

Miss Begin: Or is it that they are not motivated for values that we are?

Dr. Hellaby: They don't want the same things that we do. They don't place as high a value on material possessions and then they don't plan for the future as we do. They would think it positively immoral if you were to tell a young person, "Well, now, you have a job. You have money. Put it in the bank. Save it. Buy yourself a car. Buy yourself a house." They would think that dreadful. If they

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got some money, they would go home and share it with the family.

Mrs. Lange: Well, now, the young woman who comes out to the Vocational School and learns something and then goes back to her village....certainly this is what she should be doing but where does it break down? Doesn't she take anything back to the village?

Dr. Hellaby: Oh, yes, she does.

Mrs. Lange: Well doesn't this improve it over the time?

Dr. Hellaby: Oh, yes, it does but it's a very slow process. What improvement that is visible in the village life and in the kind of homes is mostly due to girls who have been out to school or out to work and have come back and tried to maintain the same standards.

Mrs. Lange: They are accepted back again are they?

Dr. Hellaby: Oh, yes.

Mrs. Bird: There is a lady that would like to make a contribution from the audience but there is a question I would like to ask first. First of all, it seems to me that homesickness is something that we have all endured and should all understand. Second of all, you are more homesick if you are in a community in which you are not accepted as an equal and in which you feel alien. It seems to me, if I may be personal, looking back on my own life that those times when I have been intensely homesick and unhappy was when I was in a community where I didn't know anybody. I didn't feel accepted. The happiest times have been when I was far away from home but I was accepted for myself as a person and I would imagine from all that has been said that it is very difficult for an Indian girl to be accepted as a person when she comes to an all white community.

Dr. Hellaby: Well, yes it is.

Mrs. Bird: So there is a problem for a white community to make that girl feel accepted.

Dr. Hellaby: Yes. Although the previous speaker said you may not see very many Indians in Church, at the same time a lot of their contacts are made in that way. They may not be there but we are the people they know. In the small communities, in Old Crow for instance, that's their social centre. Everything centres around that because there isn't anything else but when they come to the bigger places, they maintain their contacts with us but they may not actually attend.

Mrs. Thomson: I just wanted to say that the publication Dr. Hellaby spoke of.... that there is a publication that I think would be very helpful to you. I think

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it was an Indian-Eskimo publication and what she was talking about, this difference in psychology in the way of thinking of Indian children, has been published by Father Renaud of the University of Saskatchewan. I have found that this has been a very helpful thing. He compares in twelve different ways the ways in which Indians are formed and the way they think and the way the whites are. He compares these two things. I think this is helpful. I was going to say exactly what you did that an awful lot of these Indian girls are caught not belonging to either world. They don't belong in their own anymore and they are not accepted into the white society and maybe they don't want to be. They don't want to be back on the reserve either but they don't know where they belong.

Mrs. Bird: This happens so often in other countries. I have seen it in India too.

Dr. Hellaby: I think that acceptance is growing. There are some who are accepted by their schoolmates...into their homes and so on. There are others that make friends among the white people because all the pulling back isn't on one side you know.

Mrs. Thomson: There's a psychological impact of two cultures too and this is something to be considered - not only whether or not they are accepted into that society. It's sort of their inner feeling of who they are as human beings, which culture they are going to define themselves in. It may probably be a new one.

Mrs. Lange: I would like to ask you a question that was asked...there was something in the brief which isn't your brief I realize...but Mrs. Exham mentioned the fact that the volunteer organizations could assume a more useful role in this if they knew how and what to do and I was wondering what she was referring to.

Dr. Hellaby: Well, I don't know what she is referring to because, as I said, the only white people up there are these serving agents. There aren't the volunteer groups such as there are here for instance. I must admit that paragraph is a little obscure to me. I don't know just what she does mean.

Mrs. Bird: Dr. Hellaby, I wonder if the Yukon isn't going through the type of social revolution which the rest of Canada has moved a bit further into.

Dr. Hellaby: Yes, we lived through that years ago really.

Mrs. Bird: You mentioned the fact that women used to make the clothing and chew the moccasins, etc. They now have to buy it and they have to have money to buy it to a large extent. This of course has been one of the problems why

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so many women are working in the rest of Canada so what we are seeing is ourselves a bit earlier but where we are all going is what we are trying to think because this report must surely try to look into the future and say women have gone through an extraordinary revolution as a result of the industrial revolution as men have indeed too. Our whole society has and one wonders where one goes from here and what recommendations we can make to help young people coming into it.

Dr. Hellaby: I think we should encourage the....are you speaking of the Indians now?

Mrs. Bird: If it applies to Indians, it applies to all of us.

Dr. Hellaby: I think they should be encouraged to get as much training as they can both for the home and enabling them to earn their living. I don't really think the community is any happier when all the women are out in the world working. I think... of course who am I to talk - I'm an old maid but I should think the conflict in a young married woman's mind must be very severe when she knows she has to leave her children with somebody else and inevitably they grow away from her a little bit and it must be very difficult. I can't imagine when one's children are young....I can't imagine doing it unless for severe economic reasons.

Mrs. Bird: Thank you very much for coming. This has been most helpful.

Miss Begin: I will ask Mrs. Audrey Wilson to read her brief.

Mrs. Wilson: Madam Chairman and Ladies and Gentlemen. I think mine is pertinent and I think I have a new idea - small private industry in the Yukon. Those of us whose livelihood is dependent on private industry in the North find we have no one's shoulder to cry on. (Mrs. Wilson reads her complete brief).

Mrs. Bird: Thank you very much indeed. Your main recommendation involves lower taxes I take it.

Mrs. Wilson: And some special benefits for the North.

Mrs. Bird: Have you any special recommendations in regard to women do you think that we haven't touched on yet? What do you feel are the really important areas here?

Mrs. Wilson: I just thought to bring in this angle of the struggle that the woman in the home has because you are dependent on your own private resources and initiative in the North and it makes us stronger and better people for doing without but we wonder where the help will come from in the future in case there was a tragedy. What resources have we to fall back on?

Mrs. Lange: You did mention the fact that you couldn't be employed by your husband.

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You know...there is no way that a private businessman can do this. We have heard this mentioned all across Canada. Would you suggest that this be changed?

Mrs. Wilson: Well, even just through tax exemption would make it a little better. As I say, it cannot be done honestly. I'm not doing that much but I am always there and I do assist the company.

Mrs. Lange: Would you suggest that as a private employer your husband should be able to pay you a wage and have it come off his income tax?

Mrs. Wilson: I did mention the fact that we can only tax the resources of the company. We cannot run our company into financial difficulties through our own private demands.

Mrs. Lange: But basically, as a principle, would you be in favour of this?

Mrs. Wilson: Yes, I would like to see some sort of aid for the housewife who does this. I think there are many other factors such as highway lodges. There are many many private stores and many angles for this.

Mrs. Lange: Did you mention the fact that you are a retired nurse?

Mrs. Wilson: Yes.

Mrs. Lange: I would like to ask you something in connection with that. We have had many briefs from professional people such as yourself who would like to see a 4 hour day instituted so that people such as yourself who have some time to donate to society could work a 4 hour day instead of an 8 hour day.

Mrs. Wilson: The local hospital setup is very commendable. In the past I have put in considerable time in relief work there. I will fill in on regular staff when somebody is away through illness or holidays. I have done a great deal of specialing. The hospital provides extra care for a patient. You see we are under Northern Health Services. We are fortunate that we do not have to pay for hospital care in the Yukon so if the patient requires more care, this is paid for by the hospital but it is very demanding on the housewife who is gathering cobwebs at home to suddenly have responsibility for the sickest patient in the hospital. Of course you have the support of the floor nurses but usually it is 8 hour work and of lately, the Matron at the hospital, due to the Government cutbacks, is finding it very difficult to provide. She has to make very careful arrangements to be able to keep this relief work - to provide the funds to support this relief work in the hospital.

Miss Begin: May I invite Mrs. Joan Veinott to present her brief. Would you sit here please. It's a long one but unfortunately we haven't had time to read it.

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Do you want to read it completely or speak freely on it or comment on it?

Mrs. Veinott: I don't really feel there is any need to read the brief. It is merely for the information of the Commission. The reason I presented this brief was to point out that my contention is that the majority of people, not only women, are not aware of the problems involved in the administration of estates. They are mainly concerned with the problems of the living, not as the result of the death of a person's next of kin.

Mrs. Bird: Mrs. Veinott, we have heard a good deal about people who have discussed the problems of estates and wills as they apply to women. I suppose you are not in the position to criticize the law since you are there to administer it.

Mrs. Veinott: That's true.

Mrs. Bird: So you can't make any recommendations for changes in the law but merely...what you are trying to put forward is the fact that women should know more about any law that exists.

Mrs. Veinott: That's correct.

Mrs. Bird: We are coming back to something here I mentioned earlier about communication. In one of the provinces, Alberta actually, a woman presented us with a brief saying there was no way of knowing about the laws available to women and then we found out afterwards that their Women's Bureau had sent out no less than 50,000 copies of a brochure and we wondered then how you did inform people. Is this something perhaps that should be done in schools or is this the responsibility of educational TV? Is it the responsibility of Government? How can we educate women so that when their husbands die....make sure their husbands don't die intestate or they don't die intestate themselves?

Mrs. Veinott: If there was some government agency I believe who could disseminate information or perhaps a form of legal aid office where people could attend this office to obtain legal advice perhaps this would be of some assistance.

Mrs. Bird: Would this be part of a welfare agency?

Mrs. Veinott: A quasi-legal-welfare.

Mrs. Bird: In Denmark they have a system in which there is something called...they call it mother's aid but perhaps one could call it women's aid which is an organization where women go for all sorts of advice - legal counselling if they want a divorce or I suppose a will could be included in this but they also go to receive birth control information and various things of this type, training if they need

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it. Would you think that this should be included in one organization or do you think it should be a separate organization? Should this be something you should go to the Court House to find out?

Mrs. Veinott: I do believe the Court House or, for instance, here in the Territory perhaps a legal advisor but here again, the legal advisor in the Territory is not to provide personal advice.

Mrs. Bird: They can't? No more than you could.

Mrs. Veinott: That's correct.

Mrs. Bird: Then what kind of person could provide this?

Mrs. Veinott: Perhaps if the Government could provide the services of a professional legal man for all legal problems.

Mrs. Bird: He again could not criticize the law but merely say "This is the law".

Mrs. Veinott: "This is the law as it pertains to your particular problem."

Mrs. Lange: On this same subject, in other parts of Canada apparently the Bar Association does provide a service of free legal advice for women who are more or less destitute. This is if they don't have any private funds but where it seems to break down is if a woman has any funds, this is not available for her and yet if she doesn't have enough to pay for legal advice on her own....do you run into this same problem here or is there a Bar Association that provides....

Mrs. Veinott: There is a Bar Association but they do not provide such a service.

Mrs. Lange: They don't provide any service of this sort?

Mrs. Veinott: No.

Mrs. Bird: In many parts of Canada I am told by lawyers that there is a service to provide counselling for people but they won't take family welfare cases. I believe this is an information centre that you are talking about really more isn't it? This is to provide legal counsel. This is just to say to a woman, "These are your rights and these are the things that you can do." I suppose it really is legal advice. If your husband dies, you go to a lawyer if you are rich and he helps with the probate, but if you're poor, lot's of poor people don't have very big estates so I suppose.....

Mrs. Veinott: But they still run into difficulties in conveying assets and so on. The man may die testate, with a will, naming his wife executrix and sole beneficiary. Maybe he's got about $100.00 in the bank and their home registered in his name and perhaps a few stocks or bonds. The wife may say, "I'll handle everything. I know how to take care of filing income tax returns and I'll file

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an Estate Tax Return and so on.", but she does run into difficulties because of the requirements under existing legislation.

Mrs. Bird: I imagine both men and women would find it difficult.

Mrs. Veinott: Absolutely. The problems arise in both cases.

Miss Begin: Life expectancy is greater for women so that is why they are the ones....

Mrs. Veinott: This is true.

Miss Begin: May I ask a question, Madam Chairman. I am not legal trained but I understand that in a place like the Territory and because of the various different origin of people coming from different provinces and even other countries, you might encounter specific problems of private international law due to the various property rights given to women, etc. Would you say that is true?

Mrs. Veinott: Yes, absolutely, but it is all dependent on the domicile of the deceased. The law applies to the domicile of the deceased.

Mrs. Lange: I have one more question. We have heard a complaint from several women about the length of time it takes to settle an estate and that this actually puts a hardship on the widow. Do you find that this is so here too? Does it take an extra long time to clear up an estate?

Mrs. Veinott: It does not in fact here in the Territory - much less than it does in the Provinces. For instance, if the Public Administrator attends to the administration of the estate, there are certain statutory requirements that must be met and one is the advertisement in the local newspaper to creditors and claimants and the period of three months must elapse after this insertion before distribution of any residue of the estate may be made to those entitled. Now three months is not a lengthy period of time and you are unable actually to provide the widow with any of the monies on hand unless she has been named beneficiary but of course how these problems can be rectified or the situation rectified it is almost impossible because of the requirements under certain death benefits, social benefits and so on. If life insurance is paid to a named beneficiary, there is no problem there. It's a simple matter of filling out a claim form and providing them with a position statement. By the same token, there could be an application for death benefits under a Canada Pension Plan. These requirements are many and varied. You must obtain gross earnings for a person in the last three years. You must supply them with a Certificate of Birth of the Deceased and the Social Insurance card itself with the signature on it. This all takes time,

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most especially in the case of persons who you might say were itinerants if you are attempting to locate their places of employment. It's obvious, even though time may be of the essence, it's difficult to obtain the required information or provide the requirements of the specific agencies or transfer agents.

Mrs. Lange: So in effect an elderly widow could be left for a period say of six months without any visible means of support.

Mrs. Veinott: This is correct.

Mrs. Bird: I would like to ask you another question which you don't have to answer if it puts you in an embarrassing position. You mentioned that you were the first woman to become a Public Administrator in this Territory and then you go on to discuss salaries. Do you feel that there is equal pay for equal work within the service?

Mrs. Veinott: As I also mentioned in my brief, it's very difficult to compare because there is no comparable position within the Public Service.

Mrs. Bird: Are you getting as much as your predecessor?

Mrs. Veinott: This again is mentioned in my brief. My predecessor in office was the legal advisor and he was a civil servant and his remuneration was not in fact received on the basis of his position as Public Administrator. This was more or less one of his added hats. He was the Legal Advisor and Registrar of Land Titles and so on and no comparison can be made.

Mrs. Bird: It's not comparable work. You are doing other things.

Mrs. Veinott: He was, of course, as a legal advisor a person with legal qualifications. I am not.

Mrs. Bird: Well, we have just heard a brief about the fact that women here are strong and independent and progressive and I just wondered how they were represented in the administration of Government. I mean are there a preponderance of women or are there a great minority of women in top positions? Do you get the feeling that they are getting the promotions?

Mrs. Veinott: Not in administrative positions, no.

Mrs. Bird: It would look then that able as they are that they don't perhaps get promotions as quickly as a man.

Mrs. Veinott: I don't know whether...I shall put it this way. In my own instance I do believe it was strictly, I hope because of ability, but also because I happened to be at the right place at the right time. I happened to be the Assistant to the Public Administrator for three years and as a result of his resignation, a new appointment had to be made and I was officially appointed by statute.

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Mrs. Bird: Thank you very much. We will study this more deeply. You have brought up an area which is certainly....our legal people will be going after. Thank you very much, Mrs. Veinott.

Miss Begin: Madam Chairman, I have no other paper on register to present a formal brief but as we have promised a few minutes for participants to speak from the floor, can you offer each person a few minutes?

Mrs. Bird: Yes. It is only just twelve so I am sure we will be forgiven if we go on a little bit longer. Is there anyone here that would like to say something to us? We usually like to hear from the floor because many people don't have the time or haven't gotten around to writing to us and we usually ask them to confine what they have to say to usually three minutes and I must remind you we cannot mention personalities or engage in political discussion but is there anybody who has anything to say to us?

Mrs. Burns: This partly relates to the speaker before on legal advice, especially to women. I am a Home Economist and quite interested in the new Consumer Affairs Branch in the Government and think that there would be a real need and opportunity for this Department to serve women no only in legal aid with the estate but insurance and housing and how to go about getting consumer information that is so much needed and I think especially up here in the North where you really have to do a lot of tracking down to find out what you want and where you can get it.

Mrs. Bird: An information centre.

Mrs. Burns: Yes but I think this can be tied into the consumer affairs.

Miss Begin: Do you think this can be done through written documents - pamphlets, or should it be done through people? How do you see it?

Mrs. Burns: I think it should be done through people. As was mentioned before there are no Home Economists in this area. In B.C., there are very few as well. There are none of the extension workers as they call them that work in rural areas, particularly with families and with family units and looking after individual cases and individual counselling.

Mrs. Lange: Would you then suggest that this Department provide this service as the Departments of Agriculture do in the Provinces?

Mrs. Burns: I think that for consumer information the Branch could employ Home Economists in this field for consumer information but say for a more social work aspect of counselling and perhaps child care.

Miss Begin: Would it also cover family budgeting?

Mrs. Burns: Yes.

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Mrs. Lange: So it would be an extension Home Economist Service.

Mrs. Burns: Yes and I think it is very much needed.

Mrs. Bird: We have, as you know, two men on our Commission and I am sure that if they were here one of them would at some point ask...say something...and he would say "I think that men are discriminating against themselves because more men haven't come and we haven't heard from the men", so I would just like to say clearly that if any of the men here would like to speak to us, we are very anxious to hear from them because we feel our report must be unbiased.

Participant: I would like to know when a man is married and one man is not married.. I am a married man by the law and by society. When I reached the Yukon from Ontario, through the Federal Government, when it comes to Northern Allowances, I am not married. I am a single man. I am responsible for my wife. For Income Tax, I am married but for Northern Allowance and Living Accommodation, I am single. I am here in Whitehorse getting $38.00 Northern Allowance, separated from my wife. Who is right?

Mrs. Bird: Thank you very much. Any other remarks.

Mr. McKinnon: Madam Chairman, my name is Ken McKinnon. I am a Member of the Yukon Legislative Council and I have a few observations I would like to make. First, I think it's an interesting fact that in probably the most active mining area in the Yukon Territory and one where the ratio of men to women, the men probably outweigh the women more than any other area of the Yukon, we're the only electoral district in the Yukon that sent a woman to be a Member of the Yukon Territorial Council who is our charming Mrs. Gordon. The other observation is that I was struck by Mrs. Wilson's remarks about the no type of aid available at all for anybody trying a private secondary industry in the Yukon Territory. I don't know how clear it has been made to you...the system of Government in the Yukon Territory where we are for all intents and purposes a colony of the Federal Government. Anybody who tells you differently just does not know the facts. The Minister of Indian Affairs and Northern Development rules by divine right and issues instructions through the Commissioner who is the governor and the Council of the Yukon Territory is a sop to the rest of the country that some sort of democratic representation is being followed. Of course when you have a bureaucratic compact in any area ruling every aspect of your life, the one cardinal rule is don't upset the status quo and of course where other areas of government right across the country are doing their utmost to get private industry into the

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country and developed because the bureaucrats do not like to have their sails ruffled at all, we cannot move in an area providing low interest loans of moving into areas where we could bring secondary industries which the Yukon very badly needs and bring them into fruition. To try and get a piece of land in 207,000 square miles of area is almost an impossibility. You can't get a 100 by 200 building lot to build on. You cannot get a piece of land to open a business on and this comes directly from Ottawa 4,000 miles away which has absolute control of every one of the 207,000 square miles that we chose to live on and that we're going to get control of eventually. I think another area...I have heard the word "reserve" used in conversations. One thing where we haven't made the mistake that I think the rest of the country has is that we have no reserve areas in the Yukon Territory. There are Indian Villages where people live but these are not theirs in perpetuity as grants on reserves. I think this is a good thing and it is going to provide for easier integration eventually. My constituency in Whitehorse has the largest Indian area in the Yukon Territory.. or in the Whitehorse area...and I am quite familiar with the people who do have problems. I visit them frequently in their homes and I think the Indian problem is one where there has been an abject failure from the Federal Government. When I first came here twelve years ago...these are statistics from the Department of Welfare...85% of the delinquent acts in the Yukon and in the Whitehorse area were committed by 85% of the white population. Now 15% in a twelve year time of the Indian population commit 90% of the delinquent acts in Whitehorse. This is just a complete reversal of what it was before and I think it just points out the abject failure of the Federal Government in the area of Indian Affairs. It's just been a miserable failure. For God's sake we've just got to be given local control of these things or it's going to continue. Where there was not the bitterness expressed by the younger Indian people when I first came here twelve years ago, it is there and it is seething and fermenting underneath and it's ready to blow - in my mind anyway. There's no doubt about this. These are just several of the comments that I thought I should clarify.

Mrs. Lange: I just wanted to know if Mr. McKinnon had any thoughts on the poor housing or the difficulty there is to get housing in this area. Does this contribute do you think to the unstableness of the family life in the fact that men are coming in here to work and because there is no housing can't bring their families?

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Mr. McKinnon: At the Territorial Council level, as long as a year ago, I begged, begged and pleaded and cajoled....I would have got down on my knees at high main at noon street to the Commissioner if I had to....to please make lots available in this Porter Creek area that I represent. I told them there was going to be a demand for at least 150 lots in that area - 100 x 200 lots for people to build on. They opened up 30 lots. There was a lineup with the sleeping bags, the Coleman stoves, with the tents, all out on the lawn of the Federal Building to get an appointment the next day at 9 o'clock to go and buy a lot. If I had the responsibility as an elected representative for doing that, I should be out on my keester the next election just like that. Let's face it. You don't vote on the Commissioner. He's there by authority of the Yukon Act of the Minister of Indian Affairs and Northern Development and that's the way it is. Now I think so many of these problems revert back to just an archaic system of government that went out of style in the rest of Canada 50 years ago.

Mrs. Lange: I was interested in the fact that there would possibly be a better more stable family life if your building problem wasn't so acute.

Mr. McKinnon: Absolutely. I could just go on and on with examples of bureaucracy in that Federal Building that would show you how the elected representatives have tried and tried to bring mortgage plans which are available from the Federal Government into more sensible form. Just for example, there's a $10,000.00 mortgage scheme by the Territorial Government that's from Federal funds. If you build a house that is under $10,000.00, which with the building costs here is a glorified shack, you get $1,000.00 second mortgage bonus gift from the Government but if you build a house more than $10,000.00, to the advantage of the community, to the people who live there, you are refused the $1,000.00 second mortgage grant because you built too good a house. It's got to be the only mortgage plan in the Dominion of Canada where the person who wants to build a better home that would benefit everyone is discriminated against. Of course the Territorial representatives, stupid as we are, can see how ludicrous this is and we have made representation after representation. I'll pass this Motion until I am blue in the face to change this mortgage plan. People from Ottawa, the Deputy Minister says, "No. We know what's best for you. $10,000.00 is and that's it."

Mrs. Bird: Thank you very much, Mr. McKinnon.

Miss Begin: Can we invite Mr. O'Donoghue to speak to the Government brief?

Mrs. Bird: Have we got time?

Mr. O'Donoghue: I will bring you some copies to read before I present it tonight.

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Miss Begin: It would be 8:30 tonight.

Mrs. Bird: Thank you. The Hearing will adjourn until 7 o'clock this evening.

7:00 P.M.

Mrs. Bird gives the opening address.

Mrs. Bird: I would like to call on our first participant. I realize that we have more briefs, and how happy we are to have more briefs than we expected, so that our time is short and I don't wish to waste any more time on preamble. Our first participant is Mrs. Jean Gordon who is, of course, a Member of the Yukon Commission. Mrs. Gordon, will you come and sit here. This brief is fairly long. Are you going to summarize it for us?

Mrs. Gordon: I think, Mrs. Bird, before I start into it, I'd better say thank you to the Commission and yourself for coming to the Yukon. I believe I was partially instrumental in bringing you here by sending a telegram last spring deploring the fact that we had not been advised whether it would be definite that you were coming and I am most happy that possibly through this telegram I was instrumental in bringing you here.

Mrs. Bird: We were coming anyway, Mrs. Gordon. We announced it in Vancouver.

Mrs. Gordon: Knowing Governments, they can wash these things out sometimes with very little warning.

Mrs. Bird: I should explain that the Government has no control over us whatsoever.

Mrs. Gordon: Splendid. I am so glad you are here. I am quite sure that in the length of time you have been here that you have found that we have many advantages. There are some disadvantages that you have heard this morning. There are one or two in this brief. I think that since it is more or less a legal brief and I am not a lawyer and my advisers are and have considerable knowledge of the points in this that I could read it through fairly quickly and I think in most instances it is self-explanatory. I think that also since I am a member of the Yukon Territorial Council that as spokesman for the women of the Territory, they should be advised of the eight points in this brief and possibly, for some of them, this is the only way they will hear of it. May I continue?

Mrs. Bird: Yes, of course.

Mrs. Gordon reads her brief.

Mrs. Bird: Thank you very much, Mrs. Gordon. Mrs. Gordon, there are a number of points that I would like to ask you about. On Page 3.....about the problem of

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maintenance and the responsibility of the husband. This is something which has come up before us at a number of our hearings. The point was made by one or two legal people who presented us with briefs that if this was a quasi criminal matter and the husband failed to pay and was arrested and taken to Court and put in jail, then he would not be able to earn any money. He probably would lose his job and the wife would be even worse off than she were before. Do you think that putting a man in jail is going to get him to pay his debts?

Mrs. Gordon: I think personally that the problem in the Territory is that there are very many sort of shack-up jobs where the man feels no responsibility whatever. He takes off whenever he feels like it and he feels no responsibility towards these children and the woman is left in the position that she has no funds to trace him no matter where he goes. With the situation the way it is, the police are not able to use their facilities since it is not a criminal offence or a quasi criminal offence and the fact that we could use them to trace these people. The majority of them have work. They may be transients. They are mobile and they are never without work. I am quite sure that any of them who did go to jail for a month would be quite happy to meet the Court's order to get out of jail because they wouldn't like it. They've never been there before. But they feel, many, no responsibility. This has been a convenience at the time and they just move on and in some cases, I am quite sure, form the same kind of a union in other areas.

Mrs. Bird: Do you think that the Court might be made responsible for collecting money from them? One of the problems that was brought before us again and again was the problem of a woman who couldn't afford a lawyer, who couldn't find a lawyer who would take on this kind of case, or didn't have the money in most instances, and there was a feeling that the Court could demand the husband to pay rather than put him right into jail.

Mrs. Gordon: This is true and this is what would follow....if a woman was able to go before a Magistrate's Court which is not something that we need a lawyer to do but when we make application in the Yukon, usually the people who are in these Courts are sympathetic to the situation and knowing what it is at the moment the fact that before a Court this complaint is laid and the R.C.M.P., through their organization and facilities, the mother may know that he is probably within a certain area but she has no means of making this investigation but through the services of the R.C.M.P. and their coverage through the Dominion

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of Canada, this is no problem.

Mrs. Bird: Do you think this should apply to a common-law wife as well as to...

Mrs. Gordon: Yes, I do, particularly with small children involved.

Mrs. Lange: I wanted to ask a question with regard to your recommendation ...

Mrs. Bird: This is on page 3?

Mrs. Lange: No. Nothing more on page 3 except maybe...I was going to ask you about another penalty besides the jail sentence. Do you think that a fine would be.....

Mrs. Gordon: Yes, I think the payment itself is initially what is needed.

Mrs. Bird: The problem is to catch him if he leaves the province. This has come across us so very often. It is one of the crying problems. You had one on another, Mrs. Lange.

Mrs. Lange: The recommendation of "recognize the validity of a union such as that the Indians create within their tribal customs". How would you do this? Through formal registration?

Mrs. Gordon: This is quite possibly the way it would be necessarily done. I think that from the information I have received that this is the sort of thing that has been done in other parts of the world, particularly in Africa and in India where these same sort of unions take place.

Mrs. Lange: Well, if the Indian father does not really know that he can sign a registration for a child, how are you going to impart this knowledge?

Mrs. Gordon: Oh, I see, in this last paragraph you mean. I think this is just a lack of knowledge, possibly through the Department of Indian Affairs, that these fathers do not realize that this is there. It's a lack of communication between the rights and privileges of the Indian people through their own Department.

Mrs. Bird: On this same subject, as you are probably aware, the reason I can imagine perhaps that the incidence is lower in the Northwest Territories is that Mr. Justice John Sissons made a number of Judgements, one particular one that established a precedent in regard to eskimos which was to the effect that if an eskimo man and woman entered into a union and declared this to be a legitimate marriage according to the customs of the tribe as you point out that this period should be regarded as a legitimate marriage and this case was a very important precedent and test case which presumably could be applied to Indians. Would you think then that there would be perhaps a cut-off date after which people would be aware, as our society changes, as communications change, that they should slowly

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become aware that they would have to apply to our customs?

Mrs. Gordon: This is very true and it's one of the things that creates a problem, how far you go. How long does this union have to last?

Mrs. Bird: There are a number of lawyers who have talked to me about this and they feel that if a man and woman stand up in the presence of witnesses and declares that this is a marriage that this can be taken as valid but that there should be some signing of certificates. In the old days when people didn't have a chance to sign anything before a magistrate for maybe six months...but now with communications having changed, with air travel perhaps...what I am trying to get at is there at some point where a native population must begin to conform to the laws and customs.

Mrs. Gordon: Possibly in Canada we don't relate the same way as they would do in Africa where their tribal customs or religious beliefs initially would constitute in their minds a legal marriage. I can fully understand that possibly in Canada, within the next generation or two, that our native people will become aware of these provisions and I think possibly through legislation at a later date after this is instituted. Possibly another commission on a recommendation from yours could review this situation say in ten years to see if this point has been reached.

Mrs. Bird: Of course in some countries illegitimate children are considered under law to be the responsibility of the wage earning parent, who is usually the father. Would you think that this perhaps would be something because in this case it's usually the woman who has the small child.

Mrs. Gordon: The trouble here in some ways is that on the birth of the child the registration of that child's birth only bears the name of one person, that of the mother, particularly in our native people.

Mrs. Bird: In Denmark, the child is allowed to bear the father's name or in fact can. Would you think that this would be a good recommendation?

Mrs. Gordon: Yes. This is available here but so many of our people don't take this....

Mrs. Bird: Why don't they?

Mrs. Gordon: I don't know. With some of them, I think it's an escape. People of our native status don't realize that they can have in actuality a legally constituted marriage...as you say, a common-law marriage which is acceptable. We do accept them in our communities but as a legal entity it isn't. It's not needed. It hasn't been done and they don't know about it so it just carries on.

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Mrs. Bird: Whose responsibility is it to inform them?

Mrs. Gordon: I would say the Department of Indian Affairs for our own native people. Others, where there is a union with non-status people, non-Indian status people, I think that it's possible through our hospitalization and our registration of births that there should be some....I wouldn't say forced but some incentive, some pressure to a certain extent put on these people to accept these children.

Mrs. Bird: Are there any other questions on this? Thank you very much for preparing this. I can assure you we will give it more and very careful study.

Miss Begin: Madam Chairman, may we now invite Mrs. Thomson and Mrs. Lane. Will you just read your brief?

Mrs. Thomson: Yes I think I will and if there are any postscripts, I'll just add them on if you don't mind. It loses its continuity if I don't read it. Mrs. Thomson reads the brief.

Mrs. Bird: Thank you very much. There are a number of points that I would like to begin with. You mention the importance of family training for women. Would you add that for men too?

Mrs. Thomson: Yes, I would say so.

Mrs. Bird: At what age do you think this should begin in in school?

Mrs. Thomson: Well, the thing that we thought in terms of this family life course in school is that it could be brought down to a level say in grade three of "Why do I fight with Johnny ?" Now, in certain homes I think there is a certain amount of this type of training...reasoning if you like....given by the parents. They ask their children to think of this but there are some homes where this is completely non-existent and hopefully, some of this would rub off on these children who are from deprived homes where perhaps human behaviour is the last thing that they would talk about and the art of living is something that I think you have to live and experience things but there is a certain amount of osmosis, if you like, that takes place and if they are raised in families where none of this is given much concern, well then we feel that there must be something else that is applied. I don't know how successful it would be.

Mrs. Bird: I believe it was Brock Chisholm who said that no one would engage... somebody to look after cattle who wasn't used to looking after cattle but anybody could become a parent or words to that effect. The problem is of course I would imagine that with a great many of these women who are poor, there isn't much time for child psychology. It's the pressure of trying to get the washing done and

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getting three meals a day.

Mrs. Thomson: This is where our family advisers could come in because I am sure we have, not only the older generation, say my mother for example who raised ten children and had a very successful life in her terms, but there must be other women who would be interested enough that have sort of a knack of getting to know people. It's sort of the friendship element really which is lacking in our society today. We have so many people that are out working. If you are living in the midst of a big city it is very hard to find a friend who would just sit down and talk to you or take over, especially if you have nine children.

Mrs. Bird: This problem of loneliness or being separated in the city has come before us before and it does raise a problem which I keep asking about which I can't seem to think of the answer and it is this. Very often the person who needs either the household helper or the substitute grandmother is not the person who can pay for it. Now, who would pay for this service because as you say, it should be professional? This would help the women themselves who are lonely, who miss their own children but who pays for it?

Mrs. Thomson: Professional to a certain extent because I think that there are some grandmothers that let's face it I don't think anybody would want coming in to help them because they're just not the type of people you would like to have in your home. I think....I don't know. It's a very complicated thing as to how you would select these people but I think that I have met quite a few of them in the few people that I know. I have experienced these women, plus their qualifications are more what they have lived through themselves. You know when you meet a young married couple that are experiencing difficulty, just to have someone come in and say, "Look, this is just a normal stage that every married couple goes through." This is a security they feel. There's nothing particularly wrong with them or their husbands.

Mrs. Bird: They need to talk it out in other words.

Mrs. Thomson: Yes.

Mrs. Lange: Who would you think would be able to give these women the sort of training...formal....more or less? They have to have some training.

Mrs. Thomson: Well I did suggest that they be given a certain number of lectures for example by scientists of human behaviour. I think that short courses....you know these are the scientists that have studied people but these other kind they are the ones who have usually lived life and some of the scientists' theories don't often work when you try to put them down to practical reality. I think that

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some of these women have sort of a basic psychology in living that no one can teach them and perhaps they do need sort of a perspective from a sociologist or a psychologist but I have often thought that another useful thing for these women is that if they encounter a family let's say that is having very serious difficulties they consider, that these women could go to say a marital counselling group and mention this family and say, "Well, here's something that I can't cope with." and because of her relationship with that family, she could probably get them to counselling.

Mrs. Bird: A referral service.

Mrs. Lange: Who would have this service? Would it be a Government...something under Health & Welfare or what?

Mrs. Thomson: I wouldn't really care which department it was under as long as we could get more qualified people that were willing to set up bureaus of marital counselling, be they your church, or....

Mrs. Bird: During the war, in Winnipeg we were faced with some of the terrible problems of wives whose husbands were overseas who needed visitors, but we felt that just to send a visitor very often did more harm than good because the person said the wrong thing and there the Family Bureau put on a course of carefully selected women who went as volunteers. In a war people will act as volunteers where they won't in peace time but it did seem very necessary to give them quite a basic training and to inform them that when they came up against something which they didn't see a good answer, to quickly refer them to an agency but today, in an earlier brief, we were informed that in many parts of the Yukon there are no family bureaus even to begin with. You need first of all your agency, don't you?

Mrs. Thomson: I think there has to be a more personal contact in our society today because we have all these agencies but I think that very often people are intimidated by them. They feel that whatever their problem is is going to go down on a file and whose going to know about whatever their problems are. I think more and more our society is getting dehumanized if you like. We've got the machinery but it doesn't seem to be reaching the people that really need it.

Mrs. Lange: I have a question on "Family Breakdown". You mention the fact that you see great...."more emphasis should be placed on the women staying at home". We have had some very interesting suggestions about how we can make it possible for a woman to stay home who obviously has to go out to work...such as paying her $100.00 a month. Have you discussed anything like this because it is obvious

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now from what women have told us that many women are working that would sooner be at home.

Mrs. Thomson: Well, I don't know. It's fine to say that we are going to pay all the women who are staying at home with children but where's the money going to come from.

Mrs. Lane: I think there's something wrong with the society if the breadwinner can't bring home enough money to support his family. Why should she have to go out to work? Why can't the husband be paid adequately? Never mind paying the wife a salary. I think she would be happy to stay home. Why is the husband being underpaid?

Mrs. Thomson: And should payment be made....I have often thought of this...you know when women are asking for equal pay for equal work with men, my husband will retaliate with "Do women have equal responsibility?" Most men are paid more than women but it's because their role is usually that of breadwinner with the responsibility for a wife, a family and all of this where a woman doesn't have this. I'm not saying that this is the attitude to hold but I do think this is maybe the answer to Leona's problem. If a man has nine children and he is coping in that situation, perhaps we should have more qualification for a man's salary than just his qualifications.

Mrs. Bird: Do you think a person...of course a man with nine children is presumably getting some family allowances which would help him with his family and income tax rebates which would be helping with his family so that these would in some way be a compensation to the married man but have you considered the position of the woman who is the head of the family, who has to support a family, and who when she goes out is paid less than if she were a man because you have established.....

Mrs. Thomson: I am all in agreement with equal pay for equal work. I mean this is just a theory that you will find from men that will say that they have more responsibility therefore they feel that they should be paid more because women, very often when they are working, are...do not have that kind of responsibility but there are special cases where women are heads of families.

Mrs. Bird: Do you think a person perhaps should be paid in accordance with their value, their merit and their ability rather than in accordance with their responsibility?

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Mrs. Thomson: Yes, I do believe that because that if we get it down to you practically have to have the family history of everyone you hire, this getting a little complicated.

Mrs. Bird: You mentioned something here on page 3 under heading 4 that men's role in society is also being challenged by a younger generation who question the value and purposes of what they are doing daily to provide for their families. Now we have heard a great deal about questioning the roles of women. What do you mean about questioning the role of men because....

Mrs. Thomson: That was probably written about 4o'clock yesterday afternoon when the children interrupted because I don't think it's expressed very well. What I do mean is that there are a great deal of pressures on men in our society today. We are getting articles on free love. Why should someone actually marry a woman and take on all of this responsibility of children and this type of thing? That kind of psychology is being presented to them and the younger generation are looking to education in terms of "Well, we don't want your piece of paper at the end of... we don't want to be an engineer and be given this certificate. We would rather educate ourselves in realms that we think are significant never mind whether or not we have to have english in order to be an engineer". There are so many men that are reaching the peaks of their career very young and they are looking on and they are looking back at what they did and thinking "Is it worth it and where do we go from here?" and I think that with the thinking men or those sort of the kind who would be troubled by this, there is a certain insecurity that is being built up in them that "Is this the role we should be taking on - responsibility for a wife and for a family and is this the thing to be doing....going to work 9 to 5, six days a week. Shouldn't there be more out of life?" And we're not getting enough education to look at your family unit and feel that this is a worthwhile thing.

Mrs. Lange: I have one more thing which is with regard to something we talked about at lunch and because we haven't heard it anywhere else, I wondered if you could express it again publicly...this fact that a woman with a large family living here is so tied down and that some of the departments offer you holidays outside and that others do no. I thought this was very interesting.

Mrs. Lane: This is a fact. The Federal Government employees and their dependents, their fare is paid out to an outside point, Edmonton or Vancouver. If a man has five or six children, I believe he pays $80.00. The rest is paid by the Federal Government. I wonder...the reasoning behind it....I certainly see the need for

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this type of thing. The cost for a family to go anywhere is tremendous and yet only the Federal Government employees are given this benefit.

Mrs. Lange: And the employees of the Territorial Government, which is in effect a Federal responsibility, are not given this same privilege and you feel that it is valuable.

Mrs. Lane: Oh I certainly feel it's valuable - not only for the Territorial employees but everyone.

Mrs. Bird: This is a general situation. It doesn't apply particularly to lack of opportunity for women.

Mrs. Lange: Well, it's a woman's problem when she doesn't get out. The man can.

Mrs. Lane: Exactly. A man can. It's a man's country. If he wants to go on a hunting trip, he's free. He can go.

Mrs. Lange: Or a training course. There wife never does get a....

Mrs. Thomson: There are certain stresses that we've both felt as Northern women having pre-school children. Now we have periods where we have darkness...it's not so much the cold, it's just as cold elsewhere in Canada...but you have the darkness and it's the type of thing that psychologically....I have talked to a lot of women who when they first came couldn't quite understand why everything was falling apart in January. After you have lived here for five years, you just know that January is going to be a terrible month and that you'd better plan ahead for something that is going to be a diversion. There are certain aspects of Northern living for women who are living at home or for any women. We have sort of a pioneer aspect here. If you want to take your children to a lake, you have to be willing to travel on a dirty dusty road. Our lakes are big. You have to have a big boat if you've got children because the wind can come up. There are so many things of this aspect that we could look at that are negative but I think there is also a lot of positive things for women in this country. There are so many new opportunities that are opening up. We are one of the last frontiers. Our political system still hasn't evolved and I think that women, if they really have the inclination, and the time, could take roles in this way.

Mrs. Bird: Thank you very much. This has been interesting because you have raised a point that hasn't been raised before - the way that women can help other women.

Miss Begin: Just one question I would like to ask. You have an occupation or a formal training?

Mrs. Thomson: Yes. I am a registered nurse.

Miss Begin: When your children are older, do you ever intend to go back to work?

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Mrs. Thomson: I feel that education, not just what particular training I have had, but I think that for any woman to be even raising children, you have to continue to educate yourself. You have to listen, read, absorb because you have to know the sort of world that you live in and that your children live in and in thinking in terms of status of women, you have to know what the status of women in other parts of the world are and I think as far as your training is concerned, I might go back into that but meanwhile in the course of the development of raising my family and this type of thing, I might find that there is something else that I would like to go into even more than that, perhaps something even voluntary.

Miss Begin: I just want to be sure that I understand your approach to the problem in general. Do you mean that policies, program, or just a public opinion putting pressure on married women, on mothers, to go back and work outside the home shouldn't exist as a policy or program, everybody being free, and you are kind of accusing publicly any situation creating too much stress for human beings that they just can't take and you let the individual make its final choice. Is this the idea?

Mrs. Thomson: All that I am asking is that women who do go out into the work force will give more thought to the reasons for their doing so. If they are good reasons, then I am all for them doing this. If there is someone who just couldn't tolerate staying home with children and that they can go and do the job well.... and bring more back to their families too...this is fine, but I want them to really examine their reasons for doing this and the consequences of doing it. If you were going to disrupt your total family unit - your husband is death against your working and yet you feel you are going to do this, well this is a destructive thing for your family unit.

Mrs. Bird: So this has to be a personal decision between the husband and wife.

Mrs. Thomson: Yes it does.

Mrs. Bird: It can't be a law or government decision.

Mrs. Thomson: This is all sort of philosophical. None of it is sort of something I can think of legislation that is going to help to....

Mrs. Bird: You don't believe in a society in which people are to be forced to be one thing or another?

Mrs. Thomson: No, not at all.

Mrs. Bird: Thank you very much.

Miss Begin: Can we now invite the delegates of the Whitehorse Business and Professional Women's Club to come and speak to their brief. Mrs. Margaret Smith will make the presentation.

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Mrs. Smith reads the brief on behalf of the Whitehorse Business and Professional Women's Club.

Mrs. Bird: Thank you very much indeed, Mrs. Smith. There are a number of points here. I will begin at the first one. This is something that we would have to look into. I have an idea that the Food and Drug Directorate have been very strict about drugs ever since the thalidomide scandal.

Mrs. Smith: Yes. That was what we had in mind too.

Mrs. Bird: This is probably something that they are well aware of but we will look into it and find out more about it if necessary and bring some suggestions to them. Now, about abortion which is something which has been brought before us a great many times. On page 2, your third point about abortion is "a decision to curtail any pregnancy within a safe period after conception be the sole right of the woman". This has come up again and again. Many people felt that a woman should have absolute right over her own body. Others felt, on religious grounds, that it was out of the question which of course would be a moral judgement rather than a legal judgement. We would, of course, have no recommendations to make on moral judgements but do you think that perhaps there should be some sort of counselling available. This has been suggested to us and I would like to, if you could think about this, did you think about whether if a woman wanted to have an abortion if perhaps there should not be, as there is in Denmark, a counselling of some sort because many women felt that a woman became desperate for economic reasons or because she had a fight with her husband or because she was not well, perhaps worried mentally, and they would not allow any woman to have an abortion unless she had been counselled by a psychiatrist, a doctor and a social worker. Had you thought about the fact that there should be counselling or do you think any woman could go and say "I want to have an abortion".

Mrs. Smith: No, I really feel that, personally, and I think it is the feeling of the Club, any amount of counselling could be done, any amount of discussions could be taking place between the counsellors and the husband and wife but that the ultimate decision should be left to the woman.

Miss Begin: Compulsory counselling?

Mrs. Smith: Yes, I would think so.

Mrs. Lange: That was the Club decision?

Mrs. Smith: Yes.

Mrs. Bird: But you also think that they would feel that there should be counselling mandatory....compulsory counselling.

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Mrs. Smith: Yes, but I think the ultimate decision should rest with the woman.

Mrs. Bird: It's interesting here, page 2....I took 3 before 2....this was interesting because it had not been given to us before and that is that you think that abortion should be mandatory if there has been incest.

Mrs. Smith: Yes, if the victim is under 16 and that over 16 she be made aware of the dangers of carrying a child of that relationship.

Mrs. Bird: This is the part that we have not received before I think.

Mrs. Lange: In connection with this, we always seem to have the three things. We have the birth control and the abortion and the sterilization. Did you discuss the other two at all? I would be interested to know.

Mrs. Smith: No, we didn't.

Mrs. Lange: Do you have any personal things you would like to tell us about the birth control laws?

Mrs. Smith: To be quite honest with you, I know that it is illegal to distribute birth control information, or was, but I am actually not conversant with the law in itself but I do feel that this knowledge should be made available to anyone who desires it. This is my personal opinion. As far as sterilization is concerned, this again I feel, after counselling, should be the decision of the people involved and should not be mandatory unless the person is absolutely unable to make such a decision and it is made for them by their legal guardian. That again is my own personal opinion.

Mrs. Lange: Or allowed.

Mrs. Smith: Or allowed.

Miss Begin: May I ask a question? On your page 2 when you speak of "should be made fully aware of the dangers involved to the child.....

Mrs. Bird: In the case of an incestuous relationship.

Miss Begin: To what dangers do you refer exactly? Are you speaking of the psychological level or are you speaking.....

Mrs. Smith: No. The physical and mental dangers to such a child. The fact that the child could be born very mentally retarded or have hidden mental deficiencies that perhaps such a child, a sixteen or eighteen year old, would not know of.

Mrs. Bird: I wanted to go on to page 3, recommendation 3 about the Estates Tax. You mention that it should be raised to $100,000.00 exemption. Did you discuss the recommendations of the Carter Commission that there should be no Estates Tax between spouses, that is a husband's estate should not be taxed if he died or the

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wife's should not be taxed if she died - that the tax should be handed on to the children and the second generation but that between the partnership members, there should be no estates tax. Did you discuss this?

Mrs. Smith: No. I am sorry, we didn't, but we felt that any estate that a man left or a woman left to her spouse, they had both contributed to in one way or another - the wife either by saving money or not spending it all and the husband by actually earning it or by various other means and, therefore, we felt that this shouldn't necessarily be taxed but we felt that under the present law it should be raised to $100,000.00 anyway.

Mrs. Lange: Could I ask...maybe I am just ignorant but the provinces have the right to repeal their share of the estate tax such as Alberta has just done. Would you have that right in the Yukon?

Mrs. Smith: We don't have one here I don't believe.

Mrs. Lange: Well who gets that provincial share of the estate?

Mrs. Veinott: We do not have succession of the duty act in the Territory. Everything is paid to the Federal Government and I might add that the exemption in fact on all estates is $50,000.00. There's no tax payable and widows are allowed an additional exemption of $20,000.00, each child $10,000.00.

Mrs. Lange: So you can't repeal the part that most the provinces in other parts of Canada can?

Mrs. Veinott: No, absolutely not. It is a Federal Statute of course, the Estate Tax Act and we come under the Federal Statute. Succession Duties relate strictly to the Provinces in respect to the Provinces.

Miss Begin: How did you come to that figure of $100,000.00? Is it just corresponding to the increased cost of living, or is it a matter of principle?

Mrs. Smith: In a way. It's also a figure set by one member in particular as the minimum amount that she feels she could live on the interest of but it is in this day, where estate values are going up so high, we felt that it wasn't too high in particular where people are used to a higher standard of living.

Mrs. Bird: Is there any other question? Thank you very much, Mrs. Smith for coming and helping us.

Miss Begin: Can we now invite Mrs. Smith to present her personal brief.

Mrs. Bird: I would like to ask are you a professional woman in what respect?

Mrs. Smith: I am a bookkeeper-accountant.

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Miss Begin: Oh, yes. I would like to ask how many members are represented by the official brief of your Club?

Mrs. Smith: Seven.

Mrs. Smith reads her personal brief.

Mrs. Bird: Your questions in regard to day nurseries are the ones that we ask very often too, Mrs. Smith. Have you any question you would like to ask?

Mrs. Lange: Not on the first part. I have a question I would like to ask on wage scales.

Mrs. Bird: Have you one on the first one?

Miss Begin: Yes, please. First of all I don't understand what you mean by, "Would it be possible for the Department of National Revenue to make grants to such an organization, etc., such grant to be made as a general tax rebate".

Mrs. Smith: If a national organization was formed, to which I imagine a great many working mothers would belong even though they perhaps are not directly concerned with the child care facility at present, that this was then a non-profit making organization, would it not be possible that they could say to the Government, "We have 600 women in this area whose average wage is $400.00 a month who pay us a total amount of $600.00 a month." Could they not then ask for a grant that if this was averaged out...if the Department of National Revenue gave these women individual rebates which they don't do.....

Mrs. Bird: Income Tax exemption?

Mrs. Smith: But they don't give it to individuals...that they could ask for a grant for this sum or something near it.

Miss Begin: Why don't you suggest that the taxation law be amended so that each person individually can claim tax reduction? What's the idea because this is a formula that comes to almost a conclusion except that you make sure that the money saved from the Federal Government is kind of reinvested immediately in day care. Why did you chose that solution?

Mrs. Smith: Because I felt that it would probably come quicker if such an organization was formed than beating the door of the Government to get them to allow married women to deduct the amount of their children's care.

Miss Begin: But would you be against, as a principle, the other solution?

Mrs. Smith: No, not at all.

Mrs. Lange: Just in connection with this, have you ever had a voluntary organization that set up any sort of day care centre up here?

Mrs. Smith: No, not that I am aware of.

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Mrs. Bird: This business of equal pay that we were discussing earlier with one of the participants. You say that "Some type of communication media should be used to make all women aware of the dangers of depressing wages." Presumably unions would be one group who would make women aware of this, but how would you go about it? Again and again this comes up. It interests me because I have always been interested in communications...again and again women don't understand the dangers of what happens if they undercut men's wages or what they are doing to themselves if they have to support a family, or what they are doing to society in which they become a poor cheap labour, but how do you let them know these things?

Mrs. Smith: Well, so far all I have managed to do is by word of mouth but I do feel that women who are knowledgeable in these fields could write articles, could give talks on the radio and TV. Men can do this too and I feel very much that a great many women do not realize when they enter the labour market that some day that wage may have to support them without any other subsidy.

Mrs. Lange: Is there equal pay legislation federally that is in effect here?

Mrs. Smith: Well, it would be....

Mrs. Lange: Well, in the provinces, the woman herself, or whoever it is that isn't receiving equal pay, has to make the charge and substantiate the claim in court and we have been asking in other places, "Should another agency be able to make this charge?".

Mrs. Smith: Yes, I feel that....for instance, I feel that the Business and Professional Women's Club....they have tried to bring these claims but it's pretty awkward....

Mrs. Lange: Because they don't have the finances either for a Court case.

Mrs. Smith: No.

Mrs. Lange: Then what group would you suggest would do this? Some sort of a women's labour mediator or something like this.

Mrs. Smith: Well, an ombudsman or whatever....

Mrs. Bird: I believe that in Ontario now the Human Rights Commission is going into this aren't they and they are having people doing inspection. Isn't that right?

Miss Begin: Yes...the Department of Labour since the month of June. It's an active kind of enforcement of the law which means that inspectors can go in and...

Mrs. Bird: Before that the woman was responsible for inaugurating it and the difficulty here was that many of the women were afraid of losing their jobs or didn't know how to go about it but if it is a compulsory inspection by Government

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presumably then cases would be picked up. But you feel this would be a better way of doing it than just leaving it the way it is now, under the Federal law. Thank you very much, Mrs. Smith, for both briefs.

Miss Begin: Can we now invite the delegation presenting what is entitled "The Government Brief". Mr. O'Donoghue.

Mr. O'Donoghue: Madam Chairman, I am appearing on behalf of the Government, primarily to explain that the Government does not wish to put forward a formal brief. I know this appears to be a negative way to approach the work of the Commission but the Government didn't have a reasonable opportunity to study the submissions which were put forward by the more qualified people within the Government who are in touch with women, know women's needs, women's necessity for equality, necessity for rights and so on but it has put forward the views of some of the members of the Department of Social Welfare who are more qualified individually in this field and capable of helping the Commission and the brief has been prepared in co-operation with these members and should not be taken to be a statement of detailed Government policy, particularly when some of the recommendations in the brief are in the nature of controversial subjects on which it would be difficult, if not dangerous, for the Government to take a considered view. I am asked to explain to the Commission that this is necessary to be understood by the public and by the press. On my own behalf, I am honoured to be asked to present this brief to the Commission and my natural timidity at being almost a solitary man in this group of rather good looking and intelligent women...

Mrs. Bird: Rather?

Mr. O'Donoghue: ....needs to be overcome, but it is more pleasant to appear here. The courtesy I received this morning made it feel less than a severe masculine, as it almost always is in Canada, Court of Law helps me in this regard. The main points which have been put forward for submission to the Commission have been paragraphed as Assistance for Unmarried Mothers; Legitimization of Informal Unions; Protection and Maintenance of Deserted Wives; the role of Career Women in Society; the views of the group on abortion; and on Woman's Role in Society and her tendency to compete in the modern world with her mate or spouse as the case might be. There were other points which we thought would be valuable to the Commission but in view of the very many number of briefs, it was thought better when specific views were put forward by the group on these subjects that they stick to these views, but I myself and the members of the group are available to

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answer any questions which the Commission might have in relation to questions of fact or opinion on any of the other briefs which have been submitted to the Commission this evening or this morning.

Mrs. Bird: Are you going to summarize your points. I think it would help us if you would be so kind.

Mr. O'Donoghue: The group states with regard to assistance for unmarried mothers that as the law stands at present in most Canadian provinces, a woman who finds herself pregnant by a person other than her husband is deprived of the presumption in law which exists in the case of a married couple. She is commonly friendless or likely to be made so by the antagonism of her parents and associates, and if a procedure existed whereby in a proper case responsibility for the pregnancy could be made to rest with the father, much unhappiness would be avoided. In some other jurisdictions such as Sweden, provision exists whereby on an application being made by the woman on evidence of association between her and the person named in the application, the magistrate would have power to make an order that the person named should show cause as to why an order should not be made against him. It is recommended that legislation in this behalf be implemented here. One further point in this regard would be made and that is that it occasionally happens as a result of intercourse with more than one person during a particular period, it is not known who the father is and the recommendation is that the order should not be limited to a single person but that any man who has associated with the woman and who she names as a potential father should be asked to show cause as to why he should not be named, and if an order is in fact made in the case, then it should be made against each man who could have been the father of the child and their rights, once the order is made, should be as against each other and any one should be made to pay the total amount due, and as in the common case of joint tortfeasance, they could have their remedy amongst themselves for a contribution but the task of the woman would be thereby made easier and she could collect the full amount from one man and he could regain his share later on. With regard to legitimization of informal unions, it is felt that in Canada as a whole and possibly, I suggest this diffidently, to a more inordinate extent in more outlying areas such as the Yukon, informal unions in fact take place and people live together for long periods as husband and wife and though the common phrase is that they form a common-law union, the union has all the physical and non-legal attributes of a formal married union and that the law should

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take account of this fact that they are living, except for the fact that they voluntarily have not signed a marriage certificate or a marriage agreement, they are married and that at some point when the union has lasted to this fixed point, it would be a matter for discussion what the point should be...possibly three years, four years, five years...that the law should deem that they in fact were married and any children born of the union should be automatically legitimated with effect from the date of their birth notwithstanding that in some jurisdictions where similar types of legislation exist that the people involved were not legally capable of making a legal marriage at the time of the start of the union. That would be the conception of the child or the birth of the child. They finish with a rather good phrase and they say that "Hide bound traditions were all very well in the 19th century but have no place in a society which hopes to advance to the 21st" and if some people voluntarily accept this type of union, possibly to escape some legal effect, they should not be allowed to continue to escape this effect and the children should be safeguarded in this case from the stigma of illegitimacy which was not of their making. On the question of the protection and maintenance of deserted wives, they say that a natural instinct of a mother is to care for her children in the best way she can. This puts her at a disadvantage in a break-up of a marriage. She must try and maintain close contact with the children so a deserting husband usually is quite free to leave the group and abandon the wife and children and she, through her natural mother love and instinct for care, is forced to remain behind. Customarily, in Canadian jurisdictions...the legal obligation of a defaulting husband in these circumstances is regarded as a civil liability. In many other jurisdictions, except with regard to Canada, in most countries in the British Commonwealth, this is regarded as a quasi-criminal liability and on a cause being shown to a magistrate that the husband is capable of paying, and this latter part is important...is capable of paying maintenance towards the wife and children and is not paying it, he can be returned as a defaulting criminal to face a charge before the magistrate within the jurisdiction where the default occurred. Two advantages flow from this type of procedure. One is that the social stigma attached to be forcibly returned under police escort brings defaulting husbands more into line with the responsibilities and the second is that in a Federal and widespreadcountry like Canada, the police in different provinces can return the husband by finding where he is whereas the wife, when it is viewed as a civil responsibility, even if she

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has vast amounts of money at her disposal and none of these women have, finds it completely impossible to ascertain where her defaulting husband is in over 90% of the cases and certainly, among the type of people who come to the Yukon who are miners, oil drillers, tool pushers and so on...they live a nomadic life and being highly skilled people, they can obtain a job quite easily in Alberta, in B.C., in Saskatchewan and Ontario and by the time the wife catches up through the normal channels of communication between one Court and another without the assistance of the R.C.M.P., the husband has flown the coop and has to be sought again. They request therefore that this type of legislation should be strengthened and brought more into line with reality as it has been found to be necessary in other parallel common-law types of country. On the point of career women in society, the brief here largely repeats what was said in earlier briefs this morning and earlier briefs this evening and that is that women for one reason or another tend now-a-days to seek work outside the home, either for kicks as one might say...somebody said this morning in a different phrase....or for money. They do this. The younger women tend to do it more than the older women and the younger women have the younger children and the danger here is that the children may be neglected so it's time for society, who is accepting the benefit of the work of the woman which is necessary in many phases of society, to accept this and set up some form of day centre or child care centre if possible and the suggestion in the brief is that it should be linked in with the education area of a particular government and that a child might go to a day centre at say two or three and then follow on into a kindergarten pre-school arrangement until they went to the normal elementary school at six. One advantage, possibly the selling point in the brief, is put forth that in the Yukon where some 17½% of the population is Indian and Metis that there is the known fact that children coming from underprivileged homes cannot do as well certainly in the earlier years in education as children coming from more advanced homes owned by caucasions and if the benefit of these care centres is given to the underprivileged group then a double result will follow - one is that the mother involved will be enabled to raise the income of the poorer families and her children will be better enabled to take advantage of the education which is there for them but which presently over one-fifth of the people in the Yukon cannot take advantage of. Moving into the controversial subject of abortion, the group, after some discussion in my office, decided to put forward the view that abortion should be allowed and the

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penal statutes preventing it repealed and the onus of deciding whether or not to seek an abortion should lie upon the mother involved. One would agree with the suggestion of the Chairman that some form of counselling might be sought before the final decision was arrived at but the final decision should be the mothers. In the case of a married couple where the child was the child of the father of the family, one could conceive that his consent should also be necessary, but in the case of an unmarried woman or where the child was not the child of the father of the family, the decision should be hers and hers alone. It was hers to start a potential life, without going into the details of whether the child is alive at the time of conception or not, and hers should be the decision to prevent it actually being born. In law, a child does not become a person, a human person until it has been born and that is defined as "at the time at which it extruded from a mother's body". Until that point is reached, a child is not a person in the law with any rights whatsoever. It has only potential rights and if an accident occurred and the child was injured, no damages would be given by any Court for the loss of life for that child, not even to the mother for the loss of the child so the decision should lie with the mother. In the last paragraph, the group put forward the view that they welcomed the appointment of the Commission as an indication by society of women's equality of purpose and right within her capacity to equality of rights, status and duties in Canada and they hoped that the recommendations will help to dispell any feeling amongst women that in this materially oriented and highly competitive society there will continue any need to compete with men. They do not feel that woman's role is in fact competitive but complimentary and they mean that the recognition of woman's place and the allotting to her of her proper place will be unifying and not disruptive. They feel that with some women the strain of modern society and the necessity which they feel in their hearts to compete has thrown them off balance and if this necessity for coming from behind as one might say is removed, then women would be more settled, even the educated ambitious women, and they would feel less need to compete with their husbands and possibly.. certainly they would be happier and speaking...this is personal and not part of the group...I would be happier too.

Mrs. Bird: Mr. O'Donoghue, I do want to thank you, not only on behalf of Mrs. Lange and myself, but on behalf of the other Commissioners who will be most

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interested when they have the opportunity to read this brief. We realize that this is not a formal Government brief but that it does represent the thinking of your Welfare Department and as such is a very valuable guideline for us to follow in our recommendations. There are some questions here that I would like to ask you. To begin with, the assistance for unmarried mothers. This is something which has been brought before us by Bar Associations, by women themselves, by all sorts of people and it is interesting to see that you seem to be following the Swedish pattern right across in both pages 2 and 3 and also the Danish pattern. Do you feel that the unmarried mother has absolutely the same rights on the husband's wages as a married woman who has been deserted by her husband?

Mr. O'Donoghue: We would feel that she has a right to a contribution but not necessarily the whole amount, but a definite contribution.

Mrs. Bird: Do you think it is the responsibility of the mother or the Court to collect this money? This is one of the things that comes up again and again - the difficulty of collecting for a woman who is poor, who doesn't know where to go, who can't bring this man into Court. Who is to have the collecting responsibility?

Mr. O'Donoghue: It's necessary I think to put the responsibility on some Government agency. In my particular office, they are passing through every day of the week provisional orders made by magistrates in Alberta and B.C. principally but occassionally in Ontario. The mother in Ontario or Victoria makes an application to a magistrate. She gives her evidence and she explains what the position is and an order is made and then when it comes to be collected here, the man has disappeared. They were just passing through. The same thing happens with a deserted wife. The same type of order comes through. It is passed down and nothing is ever done about it because it is passed to the Court Clerk of the Magistrate's Court and he has no machinery at his disposal to do anything about it. The women coming into the Welfare Department, as the law stands at present in the Yukon, must register their babies as illegitimate, without a father's name, unless the consent of the father is given to putting his name on the certificate as the putative father. When she gets welfare, as she normally does in these cases...she is given welfare, the husband will often promise up to the point of time when the girl is pregnant before the baby is born. Then the Welfare people send for him and he comes into the office and says, "I'm not the father at all" and he goes away with a piece of paper and promises to come back and unless

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he admits it, the law is reduced to ridicule because although the law says he should contribute, the difficulty of enforcement of a woman privately is virtually impossible.

Mrs. Bird: Well I don't know about the Swedish but under the Danish law, the law takes the responsibility of finding out if it can be proved that the man is the father of the child. They usually have no great difficulty in finding him.

Mr. O'Donoghue: As the law stands here, you have got to have corroboration and the onus lies on the woman to prove her case beyond a reasonable doubt and add corroboration. The continental system is that when she names a person and shows any prima facie cause, the magistrate then issues an order and the man has to come into Court and deny it. This reverses it and a large number of them don't in fact, when they are faced with the...coming into court, they don't bother to deny it. They admit it, sign a document and agree to pay and that is enforcement in a quasi-criminal manner.

Mrs. Lange: The last time that this was suggested to us and we discussed it, one of our Committee said, "This doesn't seem right because now the man...he's guilty until he can prove his innocence" and he sort of thought that that had reversed the whole judicial idea of you are innocent until proven guilty. Did this enter into your thinking at all?

Mr. O'Donoghue: This entered into my thinking because the original group sitting in my office wanted the position to be that any man who was named by the woman could be forced to disprove his responsibility. This would leave the field extremely large but as we were writing out the brief, they fortunately modified their thinking into putting it into a slightly different format. On a cause being shown...now the woman would have to be prepared to go into Court and swear that she had intercourse with a particular man at a particular time. This takes a lot for a woman to do and she would have to give particulars and satisfy the magistrate not that the man was guilty but that she had a prima facie case, in other words, a case to answer. Then the onus shifts. Now this is the normal law in 90% of the cases which come before the Courts although people don't realize it. A policeman stops a man and asks him has he got a driver's licence. The man hasn't got it or can't produce it there and then. He is charged with not having a driver's licence. All the policeman has to say is, "I stopped a man and asked him for his driver's licence. He didn't have one". The policeman then leaves the box and the onus shifts to the person to prove he had a driver's

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licence. If a man is charged as practicing as a doctor without being authorized to do so, all you prove is that he did something that a doctor would do and then the onus shifts and he has got to prove he was in fact qualified or licenced as the case might be to practice as a doctor. What the group suggests is that a similar type of arrangement should exist in this case, that is it is virtually impossible, it is known to be impossible, or difficult, to disprove a negative and this should be put in the same category that when she says something happened and the magistrate is satisfied, not that it's absolutely true but it's a reasonable story, and that if it's not denied, then...if he doesn't turn up...if he says, "I'm not going to go into the witness box", she has proved her case to the satisfaction of the magistrate, but the man can always go in and deny it and if the Magistrate believes him, then that's fine.

Mrs. Bird: She could bring witnesses saying that he had been seen going to her house...

Mr. O'Donoghue: It becomes then a question of balance of proof but as the law stands at the moment, she must corroborate her story and particular things like this happen usually at one o'clock in the morning when nobody is looking and they are quite difficult to prove with corroboration but if evidence of association is given....if it's known that a woman is keeping company with a boy for three months and the boy then leaves for Vancouver on the midnight plane and she produces a baby within two months, the magistrate would be perfectly entitled to say, "Surely there is a case to answer. Why did he leave town?.... when it's proved that he's been keeping company for three months."

Mrs. Lange: Three and two doesn't make nine.

Mrs. Bird: The gestation period is longer. What organization would you suggest should be set up to deal with this problem? It's not wholly a Court problem. It is certainly a Welfare problem. One presumes that in some cases the man's wages would have to be garnisheed and he would have to be found. Would this necessitate a Dominion-Provincial discussion in order to get this cleared up?

Mr. O'Donoghue: This is something that we haven't had time to go into but the procedure as it is in Britain, which might be the easiest to explain because it works in practice, is that when a woman accuses a man, she goes into the nearest police station and she tells her story. Now she may have been sent there by the Welfare Department or she may be accompanied by a Welfare worker. The policeman

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listens to her story and then he gets out a complaint, the same as in our Magistrates Court here for an ordinary case, and then it is a question of finding where he is and that's all that happens.

Mrs. Bird: But it's easier under a unitary government, of course, than it is under a government that has ten separate jurisdictions.

Mr. O'Donoghue: This is true. I would have thought that your Commission would be trying to seek the best solution, not the easiest solution.

Mrs. Bird: We want to think of the best....also a possible solution. We have had a number of solutions. I just wondered whether you had thought about whether this should be something in which there should be an agreement reached and that there should be an organization formed which would be under the agreement of the provinces.

Mr. O'Donoghue: Well there are systems of treaties which exist between most of the nations of the world whereby people are returned from jurisdiction to jurisdiction throughout the Commonwealth, both for disputed father type of thing and for desertion of wives and Canada may or may not be a part of these treaties but certainly many other countries are and they return people from one jurisdiction to another. I have been on the receiving end of these....as a lawyer of course...and also, alleging on behalf of women that a particular man was the father of her child. There it's not so easy in Britain because you have got to have corroboration so the case isn't as easy to prove as it should be but the police will bring the person to face the Court on the charge and then the Magistrate hears the case. Here this is exceedingly difficult to arrange, in the Yukon especially, especially with Federal arrangements where it's a civil matter largely and the criminal law doesn't help you. The Federal Government made all Federal law and if this is made either criminal or quasi-criminal and the jurisdiction is in fact taken over by the Federal Parliament, then we have no difficulty. We are flying, but as long as the Yukon is batting on its own, there's only 15,000 people here and there's a lot of potential fathers that disappear. It's just difficult.

Mrs. Bird: Yes, it's very difficult if they go to the States for example. It's almost impossible to get them back as things are now.

Mr. O'Donoghue: We can't even get them back from Alberta never mind the States.

Mrs. Bird: There was another one of your recommendations about the legitimization of children of informal unions and it had been suggested to us that perhaps no

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child should be called illegitimate. There should be some way to get around this. No child should be stigmatized because their parents are not either married or unmarried. What you are suggesting is really a drastic change in our law, isn't it?

Mr. O'Donoghue: It doesn't need a drastic change in law. It needs a drastic change in society's thinking because in Scotland they have a system whereby a couple who live together are deemed by law to be married. This is what we now would call a common-law union outside Scotland but Scotland is a civil law country not a common-law country.

Mrs. Bird: But children shouldn't be regarded as illegitimate.

Mr. O'Donoghue: Oh, I would agree with this conception but to get across this conception you would need to go back to Sparta or Athens where the children were brought up in common and they were the product of the upper class, bred to be soldiers and nobody cared who owned them and they were taken away from their parents at two years old and it didn't really matter. I am not sure that Canada is ready for the idea that all children should be deemed to be children without being either legitimate or illegitimate.

Mrs. Bird: This was the question that has come up in some of our briefs so that I was asking you. You've given the answers but it is a difficult one to settle. Have you any questions on that one, Mrs. Lange?

Mrs. Lange: Well, I wondered...you said the children would automatically be legitimate if there was this recognition of a partnership. Well, how is that partnership recognized? Is it a civil thing? Do they sign a paper or at some point do they request that their union be legitimized or what?

Mr. O'Donoghue: What these people have done is when two people go out...and to use a common expression I guess in Whitehorse here...they shack up together and they live for three, four, five years together, what they have done in a sense is they have dodged the normal responsibility that other people have undertaken. They have brought children into the world and they have taken advantage of the protection of society and have not faced up to their responsibilities.

Mrs. Lange: But how are you going to legitimize this partnership if they don't actually find something or....I just can't see this myself.

Mr. O'Donoghue: You just deem any pair to be lawfully married who have been living together and have been operating as a partnership in some way....you can define it by definition...past a certain point - say three years. If people have

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been sharing common accommodations and have been known to be associated in the manner of husband and wife for a period of three years, then on the third year they are deemed to be married and the children automatically legitimized and the name of the children should be changed for all purposes.

Mrs. Lange: But here especially where the men are prone to go off and work in other places and come back, how can you say it's going to be three years complete residence? I just can't see.

Mr. O'Donoghue: Residence is a technical word and it causes much heartburn in the Territorial Council here because it is different for each Ordinance. Residence is what you make it. It's six months in Canada for income tax purposes. To get a job at the Anvil Townsite at the moment, residence means that you are here as of now. For business tax purposes, to get on the lower rate, the resident as opposed to the non-resident rate, you must be a resident for a period of twelve months. It's capable of being defined and re-defined. Each statute that we have has a different definition.

Mrs. Lange: Your time limit is so long. I'm wondering why you didn't say twelve months. This is what I wondered.

Mr. O'Donoghue: Well there might be too many of them if you just limited it to twelve months.

Mrs. Lange: Is this bad?

Mr. O'Donoghue: No but you want to have some permanency to the union.

Mrs. Bird: It has to be regarded as a common-law marriage.

Dr. Hellaby: I have a question on the last point. It's just a hypothetical one but supposing a man had a wife in France or somewhere and he leaves her and he comes over here. So he shacks up for three or four years and you consider that a legitimate union. Then he goes over to Yellowknife and does the same thing. Then he comes up here to the Yukon. Now, with all these marriages, are all these marriages....are they bigamists or something?

Mr. O'Donoghue: The suggestion is not this. The suggestionis ....I paraphrased w hat is in the brief but what the brief says is "where the two parties are capable of entering into a legal marriage at the time that this occurs" which means that each person must be either unmarried or divorced or become divorced or unmarried during the period of shall we say residence.

Dr. Hellaby: Well, if these unions are either consecutive or concurrent so to speak and he confects several of them, what's the position then. If they are

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legal, then he's libel for bigamy, isn't he?

Mr. O'Donoghue: This is a matter for definition which one would have priority.

Mrs. Bird: It's a complicated matter. The point was the legitimacy of the children.

Mr. O'Donoghue: To legitimize the children because in the Yukon there are something like....one-quarter of the children born here are in fact illegitimate and no matter how society tries to minimize the inconveniences and the stigma attached to it, it still carries a stigma, it still carries social inconvenience, and I think the Commission should lean towards some solution for cutting down the number and equating the missing quarter into the whole of society.

Mrs. Bird: I think that one of the briefs presented to us made this point which I mentioned before that it seemed most improper for the child who had no control over whether its parents or not had gone through a marriage ceremony of any kind would be stigmatized and therefore we should remove from our statute books the term legitimate or illegitimate, that this is a child who has an equal right in our society, that the minute that you give a child a stigma of illegitimacy, you give it a bad start. This is a point that was brought forward that I think should be considered. It would seem that this is not giving the child equal opportunity, whether it was male or female. To come back here on page 3 to the discussion on protection and maintenance of deserted wives, you bring up a point that was brought up in Mrs. Gordon's brief. You evidently agree with her that to sentence a man to imprisonment would enable him to support a wife better than if he were out of prison.

Mr. O'Donoghue: When a Court makes an order, it becomes a laughing stock if it can't, in the last resort, enforce it and the Court has no other way in the last resort if the man involved puts his money in his pocket and doesn't put it into property which would be seized by the sheriff and sold or into stocks and shares which could be sequestrated. If he keeps his money in his pocket and spends it and is earning say $700.00 a month and has a wife who is almost starving and he still spends that money...in the last resort, if it's proved, the rule that operates is that if the Court is satisfied that he has the means to pay and still doesn't, then he can be put to jail, but if he has no money, then of course he escapes. If he deliberately lives close to the ground and doesn't earn any money, he's home free.

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Mrs. Bird: One suggestion that had been made appropo of this was that perhaps instead of sending them to prison, it might be better to garnishee his wages at the source and if the Court was given that opportunity, he would go on earning and yet would have to pay.

Mr. O'Donoghue: This is one method, but speaking as a person who has garnisheed hundreds of wages, mostly unsuccessfully, all he does is shift employers. It can be done with the white collar worker who doesn't move from place to place, with the person who has a stake in society, who owns his own house, owns his own business. There isn't the same difficulty in collecting at all. It's the person who moves from place to place that need this final sanction to bring him to heel as you might say.

Mrs. Bird: This would be particularly true in an area such as this.

Mr. O'Donoghue: In an area such as this, it is particularly difficult.

Mrs. Bird: One final area that interests me....this statement you made about women in a competitive society competing with men. Is it so much competing do you think as perhaps taking a part in society? It is a competitive society. I would agree with you on that but what I am wondering is if you are possibly not being guilty of a cliche rather than having thought through what it is that women are trying to do.

Mr. O'Donoghue: Not being a woman, I find it difficult.

Mrs. Bird: This is it. Not being a woman is why it is interesting because you obviously feel that women are competing, this is destructive and I am trying to find out what it is that you think we should do about this if we are discussing this from a sociology point of view, not either from a legal point of view.

Mr. O'Donoghue: The end result is to make it appear and clear that women and men are equal within their respective capacity.

Mrs. Bird: Should have equal opportunity?

Mr. O'Donoghue: Apart from equal opportunity, they are equal in intelligence, in capacity within their natural physical capacities and if this is clear then there is not the same necessity for striving for a woman to show that she is as good as a man...like Avis to try harder than Hertz to come from this position. If it is made clear that she has a natural position, that is not a No. 2 position...it's a complimentary position...then this impetus is not

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there and women as a whole should be the happier for this personal feeling of satisfaction and contentment in life.

Mrs. Lange: We are getting into this very sociologically now but society has for years told woman that she isn't equal and maybe this is why she feels this need to compete. How do we reverse this trend?

Mr. O'Donoghue: I would think this Commission is a good start, that this is trying to establish the various areas where it is necessary to introduce legislation or social reforms to make it clear and give effect to the feeling of Canadian women. If the recommendations of this Commission are wise and if they are accepted, then this will make the position clear and make it a fact and if people recognize it, the result that will follow is obviously that women will then become more content.

Mrs. Lange: We have heard so much from women at home that tell us they have no status. I see this as something that might give this status back to them...the women who stay home, who elect to stay home and be mothers.

Mr. O'Donoghue: Where I was brought up, the women who stay at home are the ones that have the status. I am slightly apalled to think that in Canada it is the women who go out that get the status. My wife would be horrified if she thought at all that she hasn't got more status by staying at home and looking after her husband then her sister would have by going out to work. She thinks she is a superior being for this.

Mrs. Lange: But we have been told by women so many places in Canada that they feel they don't have status if they stay home.

Mr. O'Donoghue: Well I can only speak for my wife and she doesn't feel this at all. In fact she told me to tell the Commission this.

Mrs. Lange: That is very interesting.

Miss Begin: I am sorry I don't have a copy of your brief so I hope I am not asking an irrevelant question...the problem of day care centres was discussed wasn't it and I would like to ask one of the women of the group who participated in the writing of the brief a question that surprised me. No one has mentioned what we would call household employees as another solution, possible solution to women working outside the home. How come everybody speaks of day nurseries instead of...not instead but in addition to another possibility which would be household employees and would they be accepted or not. For instance, people in certain cities said that the distance, the weather conditions or

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psychological reasons such as identification of the children to one person, a person who is always the same and various other reasons made them feel that this was their solution so why do two solutions not co-exist? I would just like to see if it would be acceptable to the women here.

Mrs. Bird: Have you discussed this at all?

Mr. O'Donoghue: We haven't discussed this in detail. I am not long enough in Canada to be qualified.

Mrs. Silcox: Household employees cannot necessarily accommodate a large family group plus their own children. Is that what you are driving at?

Miss Begin: Under Canada Manpower for instance, you could have retraining courses for women...this was one solution...women of 50 years and more who have no special training or qualifications who have to or want to earn some money...a very rapid course in electrical appliances and various other things. Some don't need it but....care of children....just a rapid course like this could turn a lot of women who like children to work in other women's homes when these ones are working outside to make a good living, etc. Is it because it is too young a community perhaps?

Mrs. Silcox: We don't have any women who are interested in this type of work.

Miss Begin: And then may I have a last one to Mr. O'Donoghue. Pure philosophical discussion...and a practical point of view. I am repeating here what at least one of our male commissioners has asked in other cities. Speaking of abortion and the final decision should stay with the woman herself. Do you recognize any responsibility to society in the potential life of children?

Mr. O'Donoghue: I am a Catholic and so I can only recognize the Catholic viewpoint if I may bring religion into it but speaking as a member of the group, no.

Miss Begin: I am speaking from the civil point of view.

Mr. O'Donoghue: From a civil point of view, no.

Mrs. Bird: I would like to ask members of the Committee about this business of competition and status in the home. Do you think our society is moving, as so many of the people who come before us feel this way, to downgrade the position of the woman who wants to stay at home? Is this true? Mr. O'Donoghue's wife doesn't feel so but do you feel so.

Many participants: Yes, absolutely.

Participant: Wouldn't it depend necessarily upon the individual housewife as to what she chooses to do? Some of them really enjoy housework....

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Mrs. Bird: That really wasn't my question. It was...in the past the housewife certainly had a tremendous status because she made the clothes and looked after the home and did a thousand things, and now because she has perhaps be deprived by industrial society of many of her functions, this perhaps has become downgraded. This is what we are trying to get at. Isn't this what you are trying to get at? You were trying to get a question in a long time ago.

Participant: My question is addressed I think to the Committee if I may address a question to them. As professional social workers, I would like to question.....you were talking in terms of day care centres and you mentioned I believe, Mr. O'Donoghue, ages of two and three. Now I would like your professional opinion as social workers as to whether or not you feel that care in day nurseries for children aged two and three is good...that this is a good thing and that this is an adequate substitute for the mother being in the home....your professional opinion.

Mrs. Bird: Perhaps you could think about it while we go on to the next brief. I see time is marching on. We have run over. Mo. O'Donoghue, I want to thank you very much for taking the trouble to come and present this. We are very grateful. I know I am out of order but I don't see who could put me in order.. I want to congratulate you on your courage in coming.

Mr. O'Donoghue: Thank you.

Mrs. Bird: We really don't wish to discriminate against men. Thank you very much. We have one more brief.

Miss Begin: Do you wish to speak to your brief?

Participant: No, I do not wish to speak to my brief. It has already been covered.

Mrs. Bird: Thank you very much. We usually at this period like to hear from people who have something on their minds they would like to say to us very much. We cannot take too much time because we have already run over but we feel that it is so important to hear from you as much as possible and since you have come here, perhaps there is something that you would like to say which would help us in our report. Is there anyone here, please don't feel diffident, excepting that I must remind you that we cannot discuss personalities or personal problems excepting insofar as they apply...have a general application and of course we can't discuss politics nor can we argue with you.

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Participant: May I ask a question, please?

Mrs. Bird: We can't answer questions. We really want to hear from you but we are the questioners.

Participant: I really just wanted to make it into a discussion. The idea of day care...the Government is subsidizing this. Do you mean this for all working mothers, regardless of what their husbands earn, or do you mean to put it on a system where...is this what you are suggesting?

Mrs. Bird: We don't mean anything...we are not suggesting. I want to make it quite clear that we make no suggestions. We are listening to suggestions and we have had a number of suggestions about what day care centres should be.... that some should be for working mothers, some should be for everybody, that some should be free and that some should be paid but we don't make suggestions at this point although in due course, when we make our report of course we will. At this point we are trying to hear from as many people as possible so that we can make up our minds what is the most helpful and wise.

Miss Begin: Perhaps the participant would like to express her own views on this.

Mrs. Bird: How do you see it?

Participant: Well, I think that day cares are a very necessary thing but I don't think they should be given free to the general population. I think that if your husband has an adequate income and you chose to work that you should pay and a very good fee. I don't feel the taxpayer in general should take up the slack because a woman wants to go out and work and buy bigger and better TV's for instance or a bigger and better house. I can't see this. I think where it is absolutely necessary...the working mother without a husband that she should be given it absolutely free.

Mrs. Lange: Depend on a means test sort of thing.

Participant: I think so. Everyone says let the Government do it. It means a rise in taxes. This money has to come from somewhere.

Mrs. Lange: Could I ask you then...would you also be in favour of having this service available for a mother who is the sole parent and who stays home with the family all the time to give her some relief.

Participant: I think she should be given a choice whether she wants to work outside the home or she should be given an adequate income to stay in the home.

Mrs. Lange: But I am talking about the woman who stays home and is on welfare. Should she also be able to take her children to these day care centres and give

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her some relief.

Participant: I think so.

Mrs. Bird: Is there anyone else....yes, there's a gentleman here.

Mr. Paul: Perhaps I am misconstruing either the intent or the importance of what appears to me to be something of an incongruity in some of the presentations that we have heard. It seems to me strange that it would be recommended that in the matter of paternity a man should be held legally responsible for a pregnancy but that the same people should recommend that he be given no say in the termination of that pregnancy should the young lady involved decide to have an abortion.

Mrs. Bird: I see what you mean. This is a point that has never been brought up. It's very interesting.

Mr. Paul: I also wonder, along the same lines, if, for instance, an unwanted pregnancy were to occur, has it ever happened...I know some cases myself where a young lady became pregnant and did not want to get married...what about the father of the child? Suppose he did?

Mrs. Lange: Right.

Mr. Paul: Can he sue for some kind of reciprocal responsibility from the young mother? These are just the points that occurred to me when these presentations were being made.

Mrs. Bird: This is implying that the child...it takes two to make a child and although the woman bears it, the man might feel some responsibility for it.

Mr. Paul: Well, yes. I would think it would.

Mrs. Bird: It's his child.

Mr. Paul: And I think he should be given some say too as to whether or not the child should be chopped off at the fourth month.

Mrs. Bird: Would you say that the father in a partnership of marriage would have some say so?

Mr. Paul: I would hope so.

Mrs. Bird: We have heard from a great many women who have said that they should have absolute right over their own bodies. I think we did ask some of them if they felt that the signature of the father would be necessary and we got varying answers but you definitely feel that in a marriage an abortion should not take place unless the father agrees.

Mr. Paul: Yes, I think that society, as a rule, agrees that a man has a moral

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responsibility in the conception of a child and I think he has just as much right in the light of that responsibility to determine the fate of a child.

Mrs. Bird: Particularly if he has right...when the child is born, he is required to help to support it. Thank you very much for making this point. It's a new one and it's very interesting.

Mrs. Lane: I would take exception to the phrase that a woman has the right over her own body. I don't believe that a fetus is part of a woman's body but a separate entity.

Mrs. Bird: Any other things that anyone wants to....yes, there is a gentleman back there.

Mr. Hudson: Madam Chairman, in connection with the statement of the previous witness concerning the availability of previous....

Mrs. Bird: That's all right. Don't be....order please. Everyone has a right to be heard. We can't hear you very well. Do come in.

Mr. Hudson: The impression that has been left I believe, Madam Chairman, is the position of a mother of an illegitimate child is one that is quite tameless here. I would simply like to state that I do not believe it is so. I represented gentlemen in this position and I have found that they have received their, what I am sure the assemblage would consider, just desserts very promptly and much more easily than would be the case in a criminal proceeding or even a civil proceeding and I checked that this evening and found that the justice can indeed make his decision on such grounds as he himself deems advisable...

Mrs. Bird: It rests with the magistrate?

Mr. Hudson: The magistrate can make his decision in his own discretion. It's almost discretionary insofar as he can inquire into the matter...."he is entitled to enquire into the matter and to make an order declaring the putative father to be the father of the child. It is true that corroboration is necessary but he may for the purposes of his hearing establish paternity upon such evidence as he considers sufficient." I simply wish to state this.

Mrs. Bird: This is interesting. It does raise one question in my mind...it won't be misunderstood in asking it, would it....do you think there is any possibility that occasionally, because most magistrates are men, that there would be prejudice on their part in favour of the man. I don't know you see. I am asking this.

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Mr. Hudson: I would hesitate to go that far. I have seen many men charged with assault in criminal cases....assault on women....and I have not seen any such prejudice relating to sex occurring so I can't say....

Mrs. Bird: Yes, very often, in sentences, the woman gets it lighter because she is a woman. Many judges are deterred by this.

Mr. Hudson: If I may, I have also acted for ladies in this position and found, generally speaking, the problem arises because of delay that they have allowed to happen before they took their proceedings. The father has seen the child born. He has seen that demands are going to be made on him. He then leaves. If the expectant mother made the arrangements to have the proceedings taken immediately upon the birth....the proceedings are in-camera...they are not public. They are private. There is ample, I believe, protection in the Yukon Ordinances for the mother. The matter of collection is a difficult one I agree. The hearings can be held without the father if he has been served. If he is gone, they can still have the hearings and then a judgement can be entered and that is as good a judgement as if she had sued him in a civil court of law, and therefore it would be enforced the same as a default judgement in a civil proceeding so I simply speak in defence of Yukon Territorial....

Mrs. Bird: Could we have your name?

Mr. Hudson: Yes, Ralph Hudson.

Mrs. Bird: Mr. Ralph Hudson. Thank you very much.

Mrs. Gordon: In defence of this...an unborn child. Mr. O'Donoghue says it is not a being until it is born and I do believe that in the medical practition that the unborn child is considered as a tumour until it is expelled from the mother's body at birth.

Many participants: Oh, no.

Mrs. Bird: Are there any other contributions?

Mrs. Smith: I believe this has come about as day care centres because housing is such a premium that the average family, if they can afford to have someone come into the home would do so but can't possibly house these people.

Miss Begin: What about working from 8 to 4 or 9 to 5 in a house? This doesn't require any housing.

Mrs. Smith: There just aren't people available.

Mrs. Bird: Also they are too expensive for the people who need it most. This seemed to be the thing that came up again and again...that the family who needs

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it is a large family, where the mother perhaps needs it very badly but they can't afford to pay it because the people who come into homes like that should be properly paid and they are being exploited if they are not properly paid. It's a vicious circle unless we can find some way of subsidizing them as they do in certain homemaker services. Anything else that anyone wishes to say? Well, before we leave, I want to thank you very much for helping us. I hope that because of your help we will be able to help other people and to bring out a report which is wise and which will work and which perhaps will give to all of you more opportunity than you have now and to your children also. Thank you very much for coming.

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Mlle Coupal

PRECIS OF THE PUBLIC HEARINGS OF THE ROYAL COMMISSION

ON THE STATUS OF WOMEN IN CANADA

ATLANTIC PROVINCES - September 10 to September 16, 1968

These précis summarize information or recommendations not covered by the original written briefs, submitted to the Commission, as well as some of the ideas emerging from the questioning by the Commissioners after the oral presentation of the briefs.

Also included is a résumé of the statements made by members of the audience who were invited to speak after the presentation of briefs, when time permitted.

Prepared by Isabelle Desjardins.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

Precis of Public Hearings

April 1968 - October 1968

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Vancouver	April 18	8 - 11
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Edmonton	April 24	18 - 19
Edmonton	April 25	19 - 21
Edmonton	April 26	22 - 25
Edmonton	April 29 (missing)	26 - 27
Edmonton	April 30 (missing)	28 - 30
Edmonton	May 1 (missing)	31
Regina	April 29	32
Regina	April 30	32
Regina	May 1	33
Saskatoon	May 2	34 - 36
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Winnipeg	May 29	41 - 45
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FREDERICTON, NEW BRUNSWICK

LORD BEAVERBROOK HOTEL

Tuesday, September 10, 1968

Day Session: 10:00 a.m. to 12:30 p.m.

PRESENT: Chairman and all Commissioners except Mr. Henripin.

ALSO PRESENT: The Executive Secretary, the Assistant Secretary, the précis writer and staff members.

EXHIBIT NO. 285

N.B. Association of Social Workers

Brief No. 87

Spokesmen: Miss F. Christie, Mrs. P. Tomary, Mrs. P. Keating.

Subject: Mental Health Problems Affecting Women.

Marriage and Family Preparation Courses

Marriage preparation courses should be given to men also, to prepare them to share the responsibilities of the family such as upbringing of the children and housekeeping.

Family Life Education courses should be given in schools by qualified people, (social workers, home economists, doctors and nurses) on subjects such as budgeting, home-making, etc.

Family Counselling

Subsidies and public funds should be given to private family agencies who are in a better position to experiment with new methods.

Voluntary organizations cannot help in family counselling agencies because the volunteers do not have the special training needed for this kind of work.

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One of the major difficulty of families is the inability of the spouses to handle their financial situation properly.

Asked if husbands were willing to undergo counselling the participants answered that husbands are resistant to participate. They will bring their wife to the agency and initiate counselling for them. If the children are involved the husband still does not come because he thinks this is the responsibility of his wife since she is at home more than he is.

Day Care Centres

There is a great need to relieve mothers of the responsibility of pre-school children.

EXHIBIT NO. 286

N.B. Association of Registered Nurses

Brief No. 432.

Spokesmen: Mrs. M. Brewer, Miss A. Christie, Mrs. L. Gladney, Mrs. M. MacLochlin.

Subject: Problems Affecting Nurses.

Nursing Profession

Very few men enter the profession - less than 1%. Salaries and working conditions are the same for both men and women.

The percentage of nursing students is decreasing because of the system of Nursing Education, the salaries are low and the working conditions cannot compete with other professions.

The Association of Registered Nurses would like full collective bargaining rights. They would prefer an adequate substitute to strike and would accept compulsory arbitration.

The Nurses' Association has received less consideration from the Government than the Teachers' Association because there are more men who are teachers.

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Part-time Work

Part-time work would be ideal for married women but nurses do not work half a shift in New Brunswick.

Nurses' Duties

The utilization of on the job nursing skill is a problem. The hospital administration does not use the available nursing skills by making nurses supervise lower skilled employees.

Education

In N.B., hospitals offer a 3 year diploma courses in nursing and two universities offer a 4 year degree courses.

Two re-training courses have been given to upgrade nurses who wanted to resume their former career. These courses helped in bringing back 33 nurses to the profession. These pilot courses were partially financed by the provincial Department of Health. The nurses had to pay $50. The Nurses' Association were the ones who initiated the project.

EXHIBIT NO. 287

Mrs. D. Young.

Brief No. 106.

Subject: Working Mothers.

Housekeepers

The status of housekeeper is very low in the community on a whole. The participant said that if a housekeeper is well paid and respected a personal relationship is then possible in each home.

Housekeepers should receive fringe benefits, holidays, sick leave, etc.

There would be more housekeepers if they were adequately renumerated.

Part-time Work

There is no financial return for part-time work if a woman has young children, she must have full time help at home.

There is a great need for professional part-time women workers especially in upper levels.

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EXHIBIT NO. 288

Professor and Mrs. W.H. Hilborn.

Brief No. 171

Subject: Household Assistance and Tax Deductions.

Taxation

Anyone who supports a student should be able to deduct the student's tuition fees for his or her income tax.

The participants argued with the Carter Commission re joint income tax participation.

Housing

Men should be trained in household repair and maintenance to renovate rural dwellings.

Household Help

Courses in Household Help are needed in depressed areas of the Community. Portable classrooms (such as a trailer) organized by the Department of Labour could travel in different locality to give training courses for a three month period with a certificate at the end. A very nominal fee should be asked so that people would be more involved in the program. The certificate would serve as credentials to provide adequate help in the home. People who have not followed the course could still get a job.

EXHIBIT NO. 289

Mrs. A. Williston and Group of Women (2)

Last Minute Brief

Subject: Wives of Alcoholics

A copy of the brief was presented to the Commission.

Alcoholism

Offenses due to alcoholism should be treated as a sickness and not as a crime.

Elementary schools should give courses on alcoholism.

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EXHIBIT NO. 290

Mrs. J. Parfitt.

Last Minute Brief.

Subject: Women in Political Life.

A copy of the biref was presented to the Commission.

No additional information is presented.

GENERAL DISCUSSION

1 - The Province of New Brunswick has had an occupational program in secondary schools since 1964. This program is given in the Home Economics section and offers courses in: Food Services, Child Care, Clothing, etc.

The program lasts for 3 years and commences in Grade X.
Different certificates are given depending on the years completed.

There is no age limit since the courses are part of the secondary school education.

2 - The speaker wanted homemaking courses for those who had not completed high school.

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FREDERICTON, NEW BRUNSWICK

LORD BEAVERBROOK HOTEL

Tuesday, September 10, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

PRESENT: Chairman and all Commissioners except Mr. Henripin.

ALSO PRESENT: The Executive Secretary, the Assistant Secretary, the précis writer and staff members.

EXHIBIT NO. 291

N.B. Section - Canadian Federation of University Women.

Brief No. 141.

Spokesmen: Mrs. G. Cook, Mrs. J. Forsythe.

Subject: General

Taxation

The spokesmen for the Federation disagreed with the Carter Commission's concept of the family as a unit for taxation purpose.

Birth Control

Centres should not only dissiminate birth control information but devices as well.

Minimum Age for Marriage

A federal-provincial conference on minimum age for marriage would be very valuable.

Job Discrimination

Job discrimination is very hard to prove. A lot of job discrimination is self-inflicted -- women accept low salaries and poor working conditions because they need to work.

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At the university level there is discrimination in promotion because women refuse the responsibilities of top jobs.

Training

A regional retraining centre for women would be less practical but would offer better and more diversified technical courses.

EXHIBIT NO. 292

Mme. B. J. Bourgeois and a group of women.

Brief No. 404

Spokesmen: Mme B. J. Bourgeois, Dr. C. Galand, Mme. F. Cadieux, +1 (Mme Leblanc)

Subject: Labour Force, Family, Legislation, Attitudes.

Equal Pay

In N.B., women have received more education than men but they still are paid less than men on the labour market.

In a survey on the advancement of women in employment, employees said that women were not stable enough, they leave their employment when their husband gets another job or when they become pregnant.

Maternity Leave

Maternity leave should not be considered as sick leave, a woman would not have any sick leave left then.

Canada Pension Plan

Women who stop working should be permitted to continue paying for the Canada Pension Plan.

Day Care Centres

Such centres should be partially subsidized by the government.

EXHIBIT NO. 293

N.B. Home Economics Association

Brief No. 101

Spokesmen: Miss R. MacNeil, Mrs. D.J. McGivery

Subject: Women and Employment.

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Taxation

Tax deductions are needed for qualified household help who care for children or dependants of single women or single men.

Day Care Centres

Parents and Teachers' Association in each municipality could be involved in establishing day care centres.

GENERAL DISCUSSION

1 - More volunteers are needed in association instead of always asking the government to do everything.

2 - Women have been doing volunteer work for so long that they have been forgotten and relegated only to volunteer jobs.

3 - A time extension should be alloted to married women going to universities.

4 - There should be some provisions made for women who have sick children and want help in their home.

5 - Women who want to participate in public life are strongly criticized by other women.

6 - Women should have the choice of taking accumulated sick leave as maternity leave.

7 - There should be an emergency leave for sick children care so that a woman would not have to use her own sick leave.

8 - Women do not participate in politics because of critical attitudes of society.

9 - Since the provincial civil service has expanded in Fredericton and many men work there, married women cannot participate in politics. They do not even want to be seen at political meetings for fear that their husband might lose their jobs.

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HALIFAX, NOVA SCOTIA

KING'S COLLEGE GYMNASIUM

Wednesday, September 11, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

PRESENT: Chairman and all Commissioners.

ALSO PRESENT: The Executive Secretary, the Assistant Secretary, the précis writer and staff members.

EXHIBIT NO. 294

Halifax Branch, Zonta International.

Last Minute Brief.

Spokesmen: Miss S. Oxner, Mrs. M. Colpitts, Judge A. Ahearn, Miss P. Blakeney.

Subject: Legal Status of Women in Nova Scotia.

Maternity Leave

The participants said that only mandatory maternity leave would be effective.

Some women would prefer to take their holidays as maternity leave.

Women should be able to maintain seniority rights even though they stop work for maternity leave.

Retraining

Retraining should be available at all levels -- technical, non-technical, university.

Women should take the same advantages as men re retraining opportunities offered by firms.

More professional women should be encouraged to take executive positions.

Women and Work

There is a social stigma attached to the married woman who works in Nova Scotia. This attitude is not so prevalent in the younger generation.

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The Professional women executives are a minority group in Nova Scotia.

Adjustments should be made in the nursing profession to permit better utilization of women in the labour force.

Political Participation

Women's organizations would strongly support women in political life if it were made compulsory for so many women to be represented on a rotation basis in a certain number of constituency at each election.

EXHIBIT NO. 295

N.S. Home Economics Association.

Brief No. 31.

Spokesmen: Miss L. Colder, Mrs. J. Peck.

Subject: Women in the Labour Force.

Adult Education

Maturity and general knowledge tests should be given to people even though they have no primary or secondary school diploma.

Women who wish to return to university need tax exemption for tuition fees and a living allowance.

Part-time Work

It is difficult for a qualified Home Economist to be paid a good salary in Nova Scotia.

The Equal Pay for Equal Work Act of Nova Scotia is not enforced because women are not wording their grievances.

Education

Some young girls at the university feel that men should share more family responsibilities.

A few Home Economist programs have been extended for boys at the university.

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HALIFAX, NOVA SCOTIA

KING'S COLLEGE GYMNASIUM

Thursday, September 12, 1968

Day Session: 10:00 a.m. to 1:00 p.m.

EXHIBIT NO. 296

N.S. Women's Christian Temperance Union.

Brief No. 72.

Spokesmen: Mrs. J.R. Kimber, Miss B. Archibald, Miss E. Schoffner, Mrs. J. Murray.

Subject: General

Abortion

Nobody has the right to make a woman choose abortion.

Voting Age

If young people get the right to vote they will insist on having the right to marry without their parent's consent.

Publicity

Members of the Union have reacted individually against subversive newspaper and radio publicity.

The Union has written to the provincial government submitting the recommendations contained in their brief.

E.T.V. should have a series of programs to inform women on their legal rights.

EXHIBIT NO. 297

N.S. Home and School Federation.

Brief No. 427.

Spokesmen: Mrs. B. Campbell, Mrs. A.E. Sutherland, Mrs. A.E. Newton, Mrs. E. Stubbs.

Subject: General.

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Day Care Centres

Priority should be given first to women who work and who are sole support of their family.

Special provision should be made for mothers who do not work.

School lunch programs should be available for older children.

Adult Education

Nova Scotia does not have enough adult retraining programs. More school boards should be interested in them and they should be as accelerated as those in Vancouver.

Area schools should be opened to adults who want academic upgrading.

EXHIBIT NO. 298

Mrs. Beverley Bendell.

Brief No. 359.

Subject: Working Women.

Education

Young children should start being socialized from birth on. This process can be done by other people than the mother without harming the child.

Young girls enter traditional fields because they have been encouraged to to so by their parents, teachers and guidance counsellors.

Various groups who have appeared before the Commission should encourage young girls to diversify their careers.

Voluntary Organizations

Most young women are too busy making their place in the business world to belong to an organization.

Far more social pressure is exercised on younger women today than on older women.

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University

Tuition fees are higher in the Maritimes than in other parts of Canada.

Women and Work

There is a stigma attached to married women who work in Nova Scotia.

Friends and husbands think that her husband cannot support her if she works.

EXHIBIT NO. 299

Women's Institute of Nova Scotia.

Brief No. 175.

Spokesmen: Mrs. R. Tullock, Mrs. B.L. Walker.

Subject: Attitudes.

Voluntary Organizations

The aims and objectives of organizations should be updated to cope with the needs of modern women.

The Nova Scotia government supplies money and pays for the services of an Executive Secretary and a Home Economist for the Women's Institute.

Because the government partially supports this organization there are 2 government counsellors out of the 25 who sit on the advisory board.

The provincial Department of Agriculture supplies courses in Homemaking, budgeting and buying to members of the Women's Institute.

The Institute has difficulty enlisting younger married women. The demands made on them are so high and they do not wish to take on added responsibilities.

Women and Work

There is a stigma attached to married women who work because there are not enough day care centres for their children or trained homemakers. If homemakers had a diploma more women would be interested in the job.

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Women in Political Life

Some women have tried entering politics after receiving training from the Institute.

Active Participation in a voluntary organization can be a preparation for political life.

The Institute cannot support an individual who would like to enter politics but it can encourage them.

University

The local university has an official quota for women entering the faculty of medicine each year.

Entrance requirements at the faculty of medicine are the same for boys and girls.

Equal Pay

The organization could play the role of ombudsman and receive complaints from women who are underpaid.

EXHIBIT NO. 300

Soroptomist Club of Halifax.

Brief No. 86.

Spokesmen: Miss P. MacDonald, Dr. Marion Dauphinee, Dr. V. Holdane, Miss B. Duncan.

Subject: General

Maternity Leave

Maternity leave cannot be legislated in the private sector.

Part-time or substitute employees could take a mother's place during maternity leave.

Pregnancy should be considered as a disability for a married and unmarried mothers in employment and not as a special issue.

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Discrimination

Equal Pay Act is not being enforced in Nova Scotia. Education and changes in attitudes would help to enforce the law.

Legislation should provide penalties for those who do not comply with the law.

It would be desirable to have a provincial ombudsman to help settle such cases.

Women in Politics

Voluntary organizations could play a great role in politics by giving their members knowledge of public affairs and encouragement to participate.

Open competition for jobs in the public sector (many positions are not advertised) would give women the chance to break the invisible political barrier.

Organizations

Professional organizations should open their doors to women.

EXHIBIT NO. 301

Mount Saint Vincent University.

Brief No. 350.

Spokesmen: Sister Alice Michael, Miss M. Cutler.

Subject: Education.

University Education

There is a place for women's universities because their total concern is women.

Mount Saint Vincent University has special schedules for married women with children.

Two years ago the university's senate admitted students over 25 years of age without examination to take a total of 6 university courses. If they passed these 6 courses they were granted full university admission. Some of these mature students did not even have a Grade IX certificate.

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There is a different scoring pattern on examinations for adults.

Young girls and women attend this university because it is Catholic. Non-Catholic students are accepted.

The participants felt that it is more important to relate to co-educational universities than to accept boys at their university.

GENERAL DISCUSSION

1 - Women Teachers must take 2 months maternity leave prior to birth and 2 months after without pay.

Women's organizations do not give enough support to women.

Women teachers should receive equal pay with men.

2 - Mrs. Carie Best.

The speaker commented that no Indian or Negro women were present at the hearings and that they should have been encouraged to attend. The Commission should go in substandard homes. Most organizations do not get down to "grass root" level in their surveys because they do not get close enough to human beings. The government should pay for "grass root" survey.

3 - There is no strong discrimination in Nova Scotia against married women who work -- this feeling is within the individual.

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HALIFAX, NOVA SCOTIA

KING'S COLLEGE GYMNASIUM

Thursday, September 12, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

EXHIBIT NO. 302

Voice of Women.

Brief No. 429.

Spokesmen: Mrs. N. Lubka, Mrs. J. Shepperd, Mrs. Greenway.

Subject: General.

Women in Politics

Education and change of attitudes would bring more women in to politics.

Equal Pay

The Nova Scotia Equal Pay for Equal Work Act is not enforced. The participants agreed that it could be enforced by penalties, fines, inspectors, ombudsman or representation by an organization to a board for an individual.

Maternity Leave

Employers should regard maternity leave as a natural part of employment

The time should not be rigid - some need more some less.

At the moment employees would be happy to get maternity leave even without pay.

EXHIBIT NO. 303

Mrs. L.E. Moir.

Brief No. 431

Subject: Abortion.

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Abortion

The new abortion law goes against the freedom of women. In a just society a woman is not free to take another human beings life.

Asked if it is not a gross injustice for a woman to bear a child out of rape the participant answered that a woman's experience of an abortion might compound the rape that she has suffered.

The participant is against sterilization and birth control methods.

A commissioner stated that if abortion was legislated women would be free to choose it or not. The participant said that the pressure of public acceptance would make a woman choose abortion.

A woman should not have a right over her own body since another individual is concerned.

EXHIBIT NO. 304

Provincial Council of Women.

Brief No. 454.

Spokesmen: Miss S. Oxner (appeared before), Mrs. W. Colpitts, Mrs. G.S. Richardson.

Subject: Day Care and Minimum Wage.

The recommendation written in the brief were presented to the provincial government in February 1968.

Women and Work

People say that women should earn less because they do not do the same kind of work as men.

Employers should not advertise for jobs as "men only" or "women only".

Women should be drafted and receive same salary as men in the armed forced.

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EXHIBIT NO. 305

Halifax Y.W.C.A.

Last Minute Brief.

Spokesmen: Mrs. C.M. Jones, Mrs. W.E. Rowe.

Subject: Day Care and Housing.

Day Care Centres

Asked how the cost of such centres were going to be met the participants answered that (a) private agencies do not have funds (b) private enterprises are not interested (c) local government is not in a position to take advantage of the federal government Canada Assistance Act.

Infirmary care should be provided in the centre for children who are not seriously ill and do not need hospital care.

GENERAL DISCUSSION

1 - Mr. K.W. Fox.

Laws must change to give women freedom over their own body through abortion, sterilization, birth control.

2 - Infirmary care in Day Care Centres might come under Medicare.

The Commission should study Japan to see if illegal abortions would be eliminated by dissemination of birth control information.

3 - Housing developments should have facilities where children can go after school.

The N.H.A. Mortgage should finance urban developments grouping families, single people and older people.

4 - Mrs. E. Stubbs (Alderman of the City of Dartmouth).

Only Women can change their non-participation to public life.

They should seek not only the women's vote but the men's as well.

Canadian women are politically passive. They are not prepared to accept the responsibilities of public life.

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5 - Miss E. Morris.

Mothers wishing to stay at home with their young children need the services of baby sitters for an hour or half a day from time to time. Family allowances should provide a special amount for such services or it should be dedu table as a business expense.

6 - Women have to earn their rights.

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CHARLOTTETOWN, P. E. I.

LECTURE HALL - CONFEDERATION CENTRE

Friday, September 13, 1968

Night Session: 7:30 p.m. to 10:00 p.m.

PRESENT: Chairman and all Commissioners except Mr. Henripin.

ALSO PRESENT: The Executive Secretary, the Assistant Secretary, the précis writer and staff members.

EXHIBIT NO. 306

P.E.I. Branch of the Canadian Federation of University Women and Charlottetown Business and Professional Women's Club.

Brief No. 244.

Spokesmen: Miss E. Henderson, Dr. Jean MacKay, Mrs. Dorothy MacLeod, Miss H. Yeo.

Subject: General.

University Education

There are not enough scholarships in P.E.I. for students who cannot get a loan. Summer work for girls is scarce. Employers feel that it is more important for a boy to get a job than a girl.

Larger loan funds should be available for girls.

University tuition fees should not be free: a student who has ability should be able to get through university by working or receiving a loan.

Canadian universities should standardize their system of credits to fit the greater mobility of students.

Marriage

Asked why they made a difference between minimum age for marriage for boys and girls the participants answered that boys mature later and their earning capacity is greater at 21 than at 18.

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Child Care

Allow tax deduction for child care. If a working woman could deduct her housekeeper's salary she could pay her more and feel that her children are secure.

Maternity Leave

Mandatory maternity leave in the public and private sector would promote healthier atmosphere for mothers and children.

Deserted Wives

There would be less degradation in tracing a husband if it were done by an agency.

If the husband does not pay maintenance the money could be paid from a fund. The agency could reassess the court amount to be paid to the wife.

Retirement Age

Retirement age should be permissive - a woman should not have to retire at 60 if she does not wish it.

EXHIBIT NO. 307

Federated Women's Institute.

Appendix to Brief No. 244.

Spokesmen: Mrs. C. Marchbank, Mrs. R. McEwen.

Voluntary Associations

P.E.I. Women's Institute is in part supported by the government. The Provincial branch receives a grant for urban areas only.

The Women's Institute does operate as a pressure group in P.E.I.

The participants would like to receive grants to train members. Audio-visual leadership courses are handled by the provincial director. These courses are not in connection with a university.

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Apart from giving leadership courses the Institute provides scholarships for elementary schools, seminars for leadership and sponsors Handicrafts.

The Institute would like to see more younger women joining.

GENERAL DISCUSSION

1 - The Provincial Department of Labour enforces the Equal Pay for Equal Work Act but only a few complain to the investigator.

2 - There is a difference in salary for nurses' aides and orderlies.
Maternity leave with pay should be compulsory. The length of time should depend on the working environment.

3 - Great pressure is exercised by mass media on younger women to make them enter the labour market.
The status of "housewives" should be raised. A woman at home can do a great deal to enrich her children and her community's life.
The speaker feels that men are fearful of what women are going to do when they become stronger. Man will have to grow in proportion and still remain a partner not a domineering figure.
There should be courses on radio and television during the day for women who wish to stay at home.
It is better for a young woman with children to go out of her house to take courses because of the exterior discipline.

4 - Family life Education for girls and boys might upgrade the status of women and give future parents better training for home life.

5 - There is discrimination in vocational education in P.E.I. - the spotlight is mostly on men.

6 - Married women in the labour force in P.E.I. have to work because men do not earn enough money. It is the male who is denied equality in an affluent society.

Royal Commission on the Status of Women in Canada,
Precis of Public Hearings, Charlottetown, September 13, 1968.
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7 - The speaker is in favour of joint ownership for all married women. Women's clubs and mass media should inform married women on their legal rights.

8 - The status of "housewives" should be raised. Young women should be trained to cope with family problems so that they can stay in the home.

9 - There is discrimination against single women who pay maximum income tax and who have no dependents to rely on.

Royal Commission on the Status of Women in Canada,
Precis of Public Hearings, Charlottetown, September 13,
(R.G. 33/89, Volume 10) 1968.

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Royal Commission on the Status of Women in Canada,
Precis of Public Hearings, St. John's, September 16, 1968.
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ST. JOHN'S, NEWFOUNDLAND

AUDITORIUM - CONFEDERATION BUILDING

Monday, September 16, 1968

Day Session: 10:00 a.m. to 1:00 p.m.

PRESENT: Chairman and all Commissioners except Mr. Henripin.

ALSO PRESENT: The Executive Secretary, the Assistant Secretary, the précis writer and staff members.

EXHIBIT NO. 308

Canadian Federation of University Women - St. John's Branch.

Spokesmen: Miss E.M. Manuel, Mrs. D. Hart.

Subject: Working Women.

Minimum Wage

The minimum wage was raised in April 1968 to $0.85 for women and $1.10 for men -- this is still too low.

If Equal Pay for Equal Work is given small businesses will close and women will replace men as cheap labour.

Maternity Leave

It would be better to call it "disability Leave" and to give it with pay.

Day Care Centres

Such centres should be a public responsibility.

Parents would pay according to their means.

Tax exemption is needed for mothers who send their children to day care centres and for those who have household help.

Housekeepers

The Minimum Wage law in Newfoundland does not apply to domestics.

Housekeepers should have protective legislation, better wages and training to improve their status.

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Women's Bureau

The Federation said that a request for a Women's Bureau in their province has not been asked before.

Members of the Federation and the public in general would like such a bureau.

Education

More Trade School courses should be opened to women. The limit set for these courses should not be based on physical factors.

Technical training at the secondary school level should be opened to girls.

Family Life Education courses are needed in school for boys and girls.

The Federal Manpower Centre gives courses for men only.

Jury Duty

The Federation wants to ask for a provincial amendment based on Human Rights.

Women at Work

When university women teachers marry they loose their jobs.

EXHIBIT NO. 309

St. John's Business and Professional Women's Club.

Spokesmen: Miss M. Summers, Miss G. Roberts, Mary Taylor, Miss E. Holland.

Women at Work

Women are reluctant to give evidence as to discrimination in employment. They should be encouraged to voice their complaints.

EXHIBIT NO. 310

Mrs. Dorothy Wyatt.

Brief No. 71.

Subject: Income Tax Act, Canada Pension Plan.

Royal Commission on the Status of Women in Canada,
Precis of Public Hearings, St. John's, September 16, 1968.
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Estates

Joint ownership of accumulated estate between spouse should be permissible even if a wife does not work outside the home.

Attitudes

Society teaches girls that their role is housework and that men's life and demands are away from home.

There is a great discrepancy between homemakers and manufacturers who show how happy women are in beautiful kitchens.

EXHIBIT NO. 311

Mrs. Ella Manuel.

Brief No. 424.

Subject: Attitudes

N.B. (1) The participant is speaking on behalf of women who live in the outports.

(2) The Extension Service of Memorial University sponsored a Conference on Residential Centres for Continuing Education from October 14-15, 1966. A copy of the survey was given to the Commission.

Life in the Outports

Given basic education outport people can solve their own problems.

Single women in their middle twenties can go to a trade school or university.

Older single women have nothing to do but to keep house for somebody.

If financial assistance were available women from the outports would leave their family for a short period of time to take courses in homemaking.

People have to come out of their villages to see what a well-run community looks like.

At the beginning women have to be dealt with alone.

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The Extension Service of Memorial University work with the Department of Fisheries to educate fishermen. These travelling schools should be opened for women too.

Women need consumer training at their level because they are at the mercy of every "con" man who come in their village.

EXHIBIT NO. 312

Newfoundland Home Economics Association.

Brief No. 356.

Spokesmen: Mrs. K. Gogos, Miss A. Templeton.

Subject: Status of Women.

Attitudes

Some women feel pressure if they stay home and others if they work.

Part-time Work

It is not easy for men and women to work part-time in Newfoundland.

The Union of nurses decides if nurses are going to work part-time.

People who do permanent part-time work should receive fringe benefits in proportion with the amount of work they do.

Manpower Centre

People do not use the services of Canada Manpower Centre because they are not informed.

GENERAL DISCUSSION

1 - The Craft Training Section of Vocational Schools are training women to go in villages.

Home Economics courses are given in schools.

2 - Women need to be informed of available facilities in Craft training.

3 - The difference in salary for wives at Memorial University is on review

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at the moment. A wife is still not allowed to teach in her husband's department.

Grants are not sufficient for women who want to better their education.

People coming out of Mental Hospitals should be rehabilitated.

4 - Married nurses should have more flexible working hours.

5 - Advertisements for "male jobs only" discriminate against women.

6 - The status of housewives, maids and housekeepers should be improved.

Education is the only answer to make women first-class citizens.

Royal Commission on the Status of Women in Canada,
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ST. JOHN'S, NEWFOUNDIAND

AUDITORIUM CONFEDERATION BUILDING

Monday, September 16, 1968

Night Session: 8:00 p.m. to 10:00 p.m.

PRESENT: Chairman and all Commissioners except Mr. Henripin.

ALL PRESENT: The Executive Secretary, the Assistant Secretary, the précis writer and staff members.

EXHIBIT NO. 313

Association of Registered Nurses.

Brief No. 306

Spokesmen: Miss E. Summers, Sister Katherine Heading, Miss J. Storey, Miss J. Lewis.

Subject: Nurses.

Nurses

The Health Insurance scheme decides on the number of nurses available per hospital. The Association of nurses set the minimum and maximum salary scale.

The minimum age for a nursing student is 18.

Nurses salary are lower in Newfoundland than in Ontario or B.C.

Part-time Work

Part-time work for nurses is difficult in some instances because of lack of funds.

Part-time work for nurses is an administrative problem.

The Association feels that a full time nurse is more stable. In order to obtain the same dedication from a part-time nurse one would have to give her the same fringe benefits.

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Retraining

The Association would like to see a school like the Quo Vadis one in Toronto for mature women wishing to enter nursing.

There is one school in St. John's who accepts married women. Some of them have come back to complete their course.

Correspondence courses used as refresher courses for older nurses would be valuable as long as there is some supervised clinical practice.

EXHIBIT NO. 314

Doris Jones - C.B.C. Commentator.

Brief No. 405.

Subject: General

A copy of the participant's new brief was presented to the Commission.

Health

The participant asked for a Mobile Medical and Dental Clinic for the people on the south coast.

A mobile boat for dentists is needed since most dentists cannot travel with their equipment.

Conditions are better in Newfoundland than on the coast of Labrador.

Salaries

There is a difference in salary for male and female nursing assistant who train at the Western Memorial Hospital even though they both take the same courses.

Older Women

Older women in rural areas are looked after by their family.

There are no provisions for them in the city. Apartments or homes for the aged should be built for them at a reasonable rate.

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Information

More information should be given to women re their roles in public affairs.

EXHIBIT NO. 315

Canadian Association of University Student's Personnel Services.

Brief No. 426.

Spokesmen: Mrs. Sarah Drinkwater.

Subject: Attitudes.

Employment

Employers expect women to leave their jobs but they do not take into consideration the great turnover of men.

University Education

There are not that many married women returning to university in Newfoundland.

Girls at university are becoming more interested in leadership.

Voluntary Organizations

They are a woman's outlet to being just a housewife.

EXHIBIT NO. 316

Family Law Study of Newfoundland.

Spokesmen: Mr. R. Gushue.

Subject: Family Law.

Family Life

The federal government has made it necessary for every province to ask for subsidized counselling and family living courses.

Family living education below the high school level has a doubtful value.

Clergy

Individual clergyman can help individual families but they cannot replace marriage counselling.

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GENERAL DISCUSSION

1 - Mr. Bill Noseworthy

The female is relegated to secondary position in a male society.

Women have to protect themselves.

2 - Elizabeth Reynolds.

Day Care Centres and accommodation for married university students are needed at Memorial University.

3 - The lack of women school inspectors is a proof of discrimination against teachers.

There is discrimination in salary between male and female nursing assistants.

4 - Women should not be promoted in jobs because they are not stable.

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PRECIS OF THE PUBLIC HEARINGS OF THE ROYAL COMMISSION

ON THE STATUS OF WOMEN IN CANADA

NATIONAL HEARINGS

OTTAWA, ONTARIO - September 30 to October 4, 1968.

These précis summarize information or recommendations not covered by the original written briefs submitted to the Commission, as well as some of the ideas emerging from the questioning by the Commissioners following the oral presentation of the briefs.

Also included is a résumé of the statements made by members of the audience who were invited to speak after the presentation of briefs, when time permitted.

Usually two sessions were held daily: Day sessions were held from 10.00 a.m. to 1.30 p.m.; night sessions from 7.30 p.m. to 10.00 p.m.

Prepared by Isabelle Desjardins and Esther Kaplansky.

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OTTAWA, ONTARIO

CENTENNIAL CENTRE

Monday, September 30, 1968

Day Session 10.00 a.m. - 1.00 p.m.

PRESENT: Chairman and Commissioners
Lange, Lapointe, MacGill and Ogilvy.
Commissioner Henripin arrived Wednesday.

ALSO PRESENT: Executive Secretary, Assistant Secretary,
Precis writers and staff members.

EXHIBIT NO. 317

Canadian Nurses Association Brief No. 309.

Spokesmen: Sister Mary Felicitas, Mrs. Lois Graham-Cummings, Mr. B. J. McGuire, Dr. Helen D. Mussalem.

Subject: The Nursing Profession.

Working Conditions

One of the speakers elaborated on the poor working conditions of nurses. They are required to work long hours. Taxis or other safe transportation should be provided for nurses working after midnight. If salaries were higher, a nurse could use taxis or afford her own car.

Salaries

Re page 10 of brief, the salary for a diploma nurse in the Public Service is $5,220. Male nurses were commissioned for the first time this year and are paid the same salaries as female nurses. As salaries in other professions (such as teaching) increase, the number of nursing applicants decreases.

Asked if more men would enter the nursing profession if salaries were increased, the speaker replied that it is the policy of the Association to welcome men into the profession. Less than 1% are men, coming mostly from countries outside Canada. Other factors than salaries, psychological, etc., are involved.

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Nursing ratio to Population

In Canada in 1967 the ratio was 1-173. This differs from province to province: In Ontario the ratio is 1-131; in Newfoundland it is 1-305. The speaker would not venture an adequate ratio but suggested it be raised realistically.

Part-time Work

The speaker agreed that part-time nurses should have a greater commitment to their profession so that no vacuums due to vacations or absenteeism would occur.

The speaker defined part-time work as anything less than full-time. In the majority of cases part-time nurses work one or two days a week. (The National Inventory of Nurses provides this information).

It is hard to set up part-time schedules, but adapability and adjustability should be called into play not only by the administration but also by other workers in the field who show resistance.

Representation on Hospital Boards

Women are not well represented on hospital boards. These are largely dominated by men for a variety of reasons. A better administration would result if more women were on boards. Fifty percent of hospitals are run by religious orders where women form the majority in administration.

Role and Status

In the past, absolute obedience to authority was necessary for the survival of the nursing profession. To discard the system of "order and obey" in hospitals may threaten the life of patients. However, the speaker believes that the passive role of nurses will diminish as their professional status is raised.

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Collective Bargaining

Collective bargaining is done at the provincial level. The C.N.A. is the proper bargaining agent. No better way to improve the nurses lot has been found. Strike action is resorted to only when all negotiations have broken down. Hospitals should not admit more patients during a strike.

Nurseries

More nurseries located in hospitals would help married nurses a great deal.

EXHIBIT NO. 318

La Fédération des Femmes Canadiennes Françaises. Brief No. 273

Spokesmen: Mlle. Thérèse Potvin, Mme R.A. Sauvé-Boult, ~~Mme R. A. Sauvé~~, Mme Timmerman.

Subject: General.

Abortion

The Federation has not as yet presented their views to the government on the subject of abortion, but will do so in the future.

Politics

The Federation is an apolitical organization and concerned mainly with women at home. Women are effective as volunteers and would be equally good in politics.

Bill of Rights

The speaker agreed that a Bill of Rights should be included in a new federal constitution and recommended that a commission should be established to guarantee its implementation.

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Marriage Preparation Courses

These should be given at the high school level in all provinces.

Income Tax

The brief should read, "widows and separated wives as well as single women should have a basic exemption of at least $2,000".

Pension Funds

When a woman dies, her pension fund should go to the husband and children.

EXHIBIT NO. 319

Canadian Union of Public Employees Brief No. 437

Spokesmen: Mr. S. A. Little, Mrs. Shirley Carr, Mr. Gilbert Levine, Miss Bride Leclerc.

Subject: Employment of Women

Educational Programs

Great emphasis is placed on education in trade unions as to women's fundamental rights. There is more awareness of the existing discrimination in employment. Women are being accepted by the male members, and are encouraged to hold office in the unions.

Seniority Lists

Separate seniority lists where they exist should be destroyed.

Women's Bureau

The speaker, asked to elaborate on the present situation of the Women's Bureau, said that generally the Bureau played a very secondary role. It operated with a very tiny staff and did not adequately deal with the problems of working women. The fact that the position of Bureau Director has been vacant for six months is evidence of the lack of concern by the government. Their union has appealed to the government in various briefs to activate the Women's Bureau.

The Bureau's services should be extended. In addition to putting out pamphlets, the Bureau should be equipped to handle complaints

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of job discrimination and do spot checks.

Job Evaluation

Unfortunately, at the present time, it is the employer who places an evaluation on the job performed. The onus of evaluation should be shared by both labour and management relating the whole job into steps.

Collective Agreements

Unions are refusing to sign contracts where there is a reference to discrimination as to sex, and are prepared, if necessary, to strike for equal pay. Most collective agreements now have clauses prohibiting discrimination re promotions. Where there is such discrimination, action is taken through grievance procedure and arbitration. Legislation should protect women in non-union shops.

Abortion

Their recommendation liberalizing abortion was passed at their last convention. The speaker does not support pre-abortion counselling or hospital boards. The decision should be the woman's. However, if a woman desires counselling she should have it - usually it only deepens the problem.

Protective Legislation

There should be no protective legislation which prevents night work. Many women prefer night work.

Minimum Wage

The minimum wage should be the same for both men and women.

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EXHIBIT NO. 320

Parents Group, Montreal Day Nursery,
Montreal, Quebec — Brief No. 395

Spokesman: Mrs. J. Sarrazin

Subject: Sole support mothers.

Work Done at Home

Sole support mothers should receive training in marketable skills that can be done at home. There is a great demand for skilled handwork.

Nursery Age

The Day Nursery will not accept any child under three. This matter is now being studied.

Welfare

Welfare payments cover only rent, utilities, busfare and newspapers. It does not cover money for groceries, clothing, etc. People on welfare lie about other income. Many women also receive help from some man who is not the father of the children.

Counselling

Post-marriage counselling is as important as pre-marriage counselling.

EXHIBIT NO. 321

Consumers Association of Canada — Brief No. 305

Spokesman: Mrs. Frances Balls + Mrs Boyle + Dr. L McDonald

Subject: Women as Consumers and in the Labour Force

Advertising (Re page 5-6)

The speaker said their organization has made representations to advertisers and the C.B.C. to protest the unflattering image of the Canadian housewife portrayed by them.

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Consumer Education

There have only been a few consumer classes in the schools. Only women enroll in home economic classes. Home economists should be trained in consumer education.

GENERAL DISCUSSION

1. Miss Margaret McLennan

   The speaker asked whether the Women's Bureau has suffered because of the separation of the Manpower and Labour Departments.

   She also wondered why there had been no public accouncement of the resignation of the head of the Women's Bureau.

2. This speaker referred to a personal problem involving allergies and clothing sizes.

3. The speaker was a member of the City Council for four years.

   She recommends that social workers interview mothers rather than other members of the family.

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OTTAWA, ONTARIO

CENTENNIAL CENTRE

Monday, September 30, 1968

Night Session 7.30 p.m. to 10.00 p.m.

EXHIBIT NO. 322

Canadian Committee on the Status of Women Brief No. 178

Spokesmen: Mrs. W. H. Gilleland, Mrs. Margaret MacLellan, Mrs. J. Frank Flaberty.

Subject: Taxation, Divorce, Abortion, Minimum Age for Marriage.

The Committee amended their recommendation on abortion and gave the Commission a copy of the amendment.

Marriage Partnership

The Committee asked that a wife be entitled to joint or common ownership of all assets acquired after marriage.

Sex Education

Sex education in high school would include birth control information for senior students only.

Abortion

It is necessary for a woman wanting to have an abortion to obtain the advice of an accredited physician because there might be medical complications.

Ultimately it is her decision if she refuses her doctor's advice.

The Committee would like to see clinics like those in Denmark to advise women medically and professionally.

EXHIBIT NO. 323

Elizabeth Fry Societies Brief No. 164

Spokesmen: Mrs. George Olsen, Mrs. R. S. Booker, Miss R. Hodgins, Miss Flora McDonald.

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Subject: Correction and Rehabilitation of Women Offenders.

Institutions

A female offender should be near her community and receive extensive rehabilitation.

Provinces could purchase services from other provinces who have specialized programs and centres.

Employment

Female offenders sometimes have to declare that they have been to prisons. Most application forms ask if the person has a criminal record. If a woman answers yes she does not get the job and is she answers no she lives in the fear of being found out.

Alcoholism

There are no detoxification centres for women addicts.

Alcoholics would respond better if they were not treated as criminals.

The Society recommends that "Sheltered Workshops" be set up where women can work, get a meal and be in a congenial atmosphere.

EXHIBIT NO. 324

La Corporation des Psychologues de la province de Québec — Brief No. 428

Spokesmen: Mr. Pierre Gendreau, Mlle. Anita Charest, M. Roger Lapointe, M. Michel Trottier, Mme. Sara Gelfand.

Subject: General

Day Care Centres

Pre-schoolers are better off in their home where they can have physical contact with their mothers. Day care centres should be tied to the mother's working environment e.g. the Santa Cabrini Centre in Montreal.

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Allowance for Housewives

The allowance would be given only to mothers of children under 2 years old. The amount would depend on the age and number of children.

Women and Work

It is important for a woman not to lose contact with her profession.

In the Quebec Corporation of Psychologists 40% of the membership is composed fo women.

Maternity Leave

It should not be compulsory for a woman to take a minimum of four months maternity leave.

Child Care

It is not preferable for children of low income groups to have a mother substitute. It is better to educate women by Family Life Education courses or to have "aides familiales" come into their home.

EXHIBIT NO. 325

Canadian Dietetic Association. Brief No. 239.

Spokesmen: Sister Dominica, Mlle Pierrette Lacoste, Mlle Diane Raymond, Miss C. Ferguson.

Subject: Discriminatory Attitudes Towards Women.

Equal Pay for Equal Work

Employers attitudes towards dietitians are discriminating. They believe that women dietitians should be paid less solely because they are women.

The Association does set wage scales applicable to hospitals but they are quite often not accepted. It is the hospital insurance association who sets salaries and not the hospital administration.

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Women dietitians are paid less in the same hospital as compared with other para medical professions e.g. a pharmacist who has about the same scolarity as a graduate dietitian receives $3,000 more per annum.

The Department of Manpower discriminates against women by employing, as dietians, men with lower notority and less trained.

EXHIBIT NO. 326

Alta Vista Women's Progressive Conservative Association.

Brief No. 288.

Spokesmen: Mrs. J. Bower-Binns, Mrs. N.F. Kettles.

Subject: General.

Maintenance

Men who desert their wives and do not pay alimony should be punished.

Political Participation

Women should support other women by voting for them.

It seems that women are happier playing a supporting role in politics.

GENERAL DISCUSSION

1 - Mothers with school age children do not have that much free time for leisure.

2 - Provisions should be made for children between 5 and 12 years old who need lunchroom facilities and after-school care.

3 - Can a woman have a family and profession at the same time? Where will mothers find all the housekeepers and babysitters needed to replace them?

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OTTAWA, ONTARIO

CENTENNIAL CENTRE

TUESDAY, OCTOBER 1st, 1968, DAY SESSION

EXHIBIT NO. 327

Canadian Labour Congress. Brief No. 440

Spokesmen: Mr. Donald MacDonald, president,
Mr. Dennis Coupland, Miss Huguette Plamondon,
vice-president, Mrs. Doris Archer.

Subject: Labour Force (also Family Planning, Divorce, Taxation).

Protective Legislation

Protective legislation (referring to lifting loads and underground work) should apply to both sexes equally. No protective legislation should be introduced which would have a discriminatory effect. First we should have adequate universal standards of protection for both sexes and then go on to see in what further areas women would need protection.

The speaker does not think the Commission can or should go into a complete examination of our present Workmen's Compensation regulations or of occupational and safety programs. This sort of examination would have to be done before the C.L.C. would want to make any recommendation on extra protective legislation for women.

Protective legislation is sometimes necessary to correct social injustices. Such legislation should be based on standards which cross sex lines and should establish rules applying to size, health, age, etc.

On certain jobs (e.g. lifting heavy sides of beef) in the normal progression of seniority, a women (or a man under certain conditions) should be able to refuse a job if it becomes too difficult physically. During pregnancy, too, certain limitations may be necessary.

Maternity Leave

Maternity leave should be treated in the same way as sick leave. Asked if costs should devolve on employers, the speaker answered in the affirmative. This is the cost of doing business, which in

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the final analysis is passed on to the consumer. Employers should invest in their women employees knowing that they are anxious to return to work.

There are obvious differences between sick leave and maternity leave. Maternity leave is not and should not be cumulative as is sick leave in many collective agreements.

Some unions have succeeded in getting up to 13 weeks paid maternity leave (equivalent to sick leave benefits) and unpaid leave up to 26 weeks depending on a physician's opinion of the state of the women's health.

Abortion

The C.L.C. unanimously passed a resolution at their last convention to liberalize abortion

Equal Pay

Adequate equal pay legislation is lacking - (the Saskatchewan Act is best). Whatever means are necessary; staff, administration, etc., should be made available to enforce the Act. Penalties are presently insufficient and do not act as deterrent.

Asked if unions are doing their utmost to have anti-discrimination clauses included in collective agreements, the speaker answered that unions make no distinction in treatment of male and female members and do not go on strike to advance the interests of specific groups (race, colour, creed, sex, etc.) - male and female workers are entitled to the same rights and privileges.

Another speaker stated that in society as a whole, trade unions are the group that has done the most to obtain equal rights for women, but too often women workers are neglected when a labor agreement is negotiated. Only a small number of unions have demanded parity in job classifications and base wage rates. By admitting these weaknesses the unions will do a better job. Jobs should be given on the basis of ability not appearance or sex, and employers who violate the law should be prosecuted.

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The wording of equal pay acts is often ambiguous and benefits employers. Definition by Courts of such words as "equal", "comparable", "identical", should be established. One speaker felt that the proposed Ontario Employment Standards Act which comes into effect in January is a paraphrase of the previous legislation.

The C.L.C. has made representations to the government concerning changes in the Federal Equal Pay Act and was consulted on the re-writing.

Equal pay legislation should be improved and enforced. There should be a basic uniform salary. Improvements have been made in the last few years because of organized labour's representations to the government, e.g. in the meatpacking industry.

Asked whether the Minister of Labour ratifies collective agreement legislation, the speaker replied in the negative. Collective bargaining is between two parties only: a freedom that must be maintained in this country at all costs.

Each job has a price which should be established regardless of sex. Unions have worked against the practice of automatically relegating women to lower paid work.

Big business tells women that they will lose their jobs if parity is achieved -- this has been proven false.

Role of Women in Unions

Except for a few cases, i.e., International Ladies Garment Workers Union, women form only 10% - 20% of membership. At union meetings the attendance is proportionate, but men are intolerant. However, the attitude is gradually improving.

One speaker said that women are democratically elected to the executive of the C.L.C.; however, attitudes are such that it is not easy for a woman to be elected.

Unions are encouraging women to become active. There are a number of Women's Committees in several provincial Federations of Labour which bring specific women's problems to the attention of their executives. Work is also being done at the international level through participation in international conferences.

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There have been courses given in unions on woman's role, but generally woman's role is considered in the broader aspect of human rights.

Quebec Discrimination in Employment Act

No charges, in connection with the Quebec Discrimination in Employment Act as far as the speaker knows, have been brought on the basis of sex. The Act was useful when the Canadian Air Flight Attendants' Association wanted to eliminate a clause in their contract forcing stewardesses to quit when they married. Citing the Act to the employer was instrumental in changing this.

Retraining

The section of the Canada Manpower Act which makes people who have been out of the labour market for the last three years ineligible for re-training, should be changed.

Divorce

It is not necessarily correct that assets are in husband's name. This varies from province to province. In many provinces there is joint ownership. Division of property during a divorce should be made on a fair and equitable basis. Additional expenses should not be levied.

Gift Tax

In the C.L.C. submission to the Royal Commission on Taxation, they recommend that the limitation of $5000 be increased. They will send a copy of their submission upon request.

EXHIBIT NO. 328

Canadian Association of Hospital Auxiliaries. Brief No. 91

Spokesmen: Mrs. O.M.J. Shugg, Mrs. C.S. Sheridan,
Mrs. John S. White. Mrs. Rose Cleary

Subject: Women as Volunteers.

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Women on Hospital Boards

The speaker is satisfied with the present female representation on hospital boards. In some instances the president of an auxiliary is automatically put on the Board of Trustees of her own hospital. Provincially and nationally, they have to be elected.

Boy Volunteers

There are quite a few boy volunteers. Some of these go on to become doctors and lab technicians.

Subsidies for Volunteers

Women who cannot afford to pay for baby-sitters in order to do volunteer work should offer their services at night. Car pools are not arranged from headquarters.

Statistics

The distribution of statistics on the range and scope of volunteer work would then give favourable publicity.

EXHIBIT NO. 329

The Volunteer Bureau of Montreal. Brief No. 430

Spokesmen: Mrs. A.W. Crowther, Mrs. J.W.R. Drummond.

Subject: Women in Voluntary Services.

Assessment Forms

The Volunteer Bureau has developed, with the cooperation of the personnel department of a large industrial company in Montreal, two forms of assessment to measure the contributions of volunteers: One for the in-service volunteer who has worked 2 or 3 hours per week for several years (to be completed by the director of volunteers in hospitals or her counterpart in other organizations where she has served); the other for the administrative volunteer or chairmen

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of boards. These forms would be forwarded to the hiring company rather than to the volunteer. Training programs would also be considered. A copy of these forms will be sent to the Commission.

Value of Volunteer Work

Volunteer work has a positive effect on the woman herself and on society. Sometimes it is her only participation in society.

Remuneration

Subsidies should come from provincial and federal grants. No curtailment of their organization's autonomy is envisioned. They received a grant in Montreal in the health field and experienced no interference from the government.

Students

It is credible that high school students could become involved in voluntary work that would lead to credits. This is now being done by the School of Social Work in universities.

Head Start Programs

Programs similar to Head Start in the U.S. has begun. The National Council of Jewish Women have started a program in Point St. Charles where mothers work with pre-school classes. Parents are also volunteering in youth centres.

EXHIBIT NO. 330

The Family Planning Federation — Brief No. 15

Spokesmen: Mr. George Cadbury, Bishop Reid
Mrs. Alice Cowan, Mr. Brien Masson.

Subject: Birth Control.

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Attitudes Within Family

Changes in attitudes concerning birth control are encouraging mutual respect and consideration where planning is practiced. Some kind of counselling is necessary along the way. This often is very beneficial. A Point St. Charles Family Planning Committee who at one time needed help are now helping others.

Labour Force

As family planning becomes more widely used and available, women will find more opportunity to work and there will be a more favourable response from employers who will know that when a woman marries she does not necessarily have a long succession of children.

Abortion

Contraceptive knowledge will reduce the number of abortions. The decision should be made before conception. Their organization does not have a specific policy on abortion. Abortion is not a form of contraception.

Contraceptive Information

Contraceptive information should be given to unmarried as well as married people, with the cooperation of parents, priests, schools, community, etc. The cost of disseminating this information should be shared jointly by the government and the people. The teaching should be integrated as a part of every medical and health service. Public health nurses, especially during post-natal visits, could provide family planning information.

Sex Education

Sex education should start very early in the home and then should be part of education in schools.

Sterilization

Sterilization as a method of birth control is satisfactory when it is a joint family decision and voluntary. One speaker had

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reservations if the process was not reversible. Another speaker said it is now reversible up to 12 years.

Husband's Family Role

There is no logical reason why men cannot play an equal role in the raising of their children. Most family difficulties arise because this is not so.

GENERAL DISCUSSION

1. Mr. Alfred Papineau. The speaker is a public servant, speaking as a private citizen. As chairman of various committees of the Public Service Alliance he has insisted that half be women. Last year as president of the Dominion Bureau of Statistics Section he insisted that half of executive be women. Women came into the union because they were discriminated against. One half of the members of his union are women. In the Hull-Ottawa Council the three top executive officers are all women. These women are exerting tremendous influence on the federal and provincial governments. Not all men are trying to keep women down, on the contrary they are helping them get involved and make decisions. Public Service Alliance should send a brief to the Commission.
2. The speaker wants to put in a plug for Ottawa which allotted $30,000. to $50,000. for volunteer work. She suggested that the Volunteer Group from Montreal get after the Drapeau administration.

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CENTENNIAL CENTRE

TUESDAY, OCTOBER 1, 1968

NIGHT SESSION 7:30 p.m. to 10:00 p.m.

EXHIBIT NO. 331

Mrs. Eleanor S. Dunn
Editor, Southeaster & Times,
2456 Newland Avenue,
Ottawa 8, Ontario.

Brief No. 55

Subject: Working Women

Political Participation

More women would consider active political participation if it were less costly and if a ceiling existed on election expenses.

Women should not be elected to parliament just because they are women.

It is very utopian to propose that there be a man and a woman candidate in each riding or by alternating between men and women candidates.

The salary of members of parliament should be increased so that they can afford to sit in the House of Commons.

As more young women enter the Progressive Conservative Association and not the women's branch of association, attitudes are going to change.

Equal Pay

Newspaper women receive 1/5 less than men. The union agreement has two rates of pay. Newspaperwomen have to take a more active part in the union to help themselves. Newspapermen are becoming more enlightened on the subject.

Maternity Leave

Maternity leave should be dealt with as extra sick leave. The time limit depends on the individual. The woman would have to submit a doctor's recommendation to her employer. A reduced pay

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scale would be given for individuals who take an extremely long period of time.

EXHIBIT NO. 332

The Canadian Women's Press Club. Brief No. 328

Spokesmen: Miss Joyce Gilfillian,
Miss Jean Danard
Miss Elva Fletcher

Subject: Women in Employment, Day Care Centres.

Day Care Centres

The federal government should give grants to voluntary organizations who would take charge of day care centres. Fees would be paid on a sliding scale. If these centres became public the fees would be too high.

The federal government could train the personnel in the Department of Manpower's Vocational Schools. A voluntary organization would have a better chance of recruiting personnel than a government organization.

The management and board of directors would be volunteers working out of the realm of politics. The personnel would not be volunteers.

Housekeepers

If housekeepers were well trained they would sometimes ask for a salary equal to that of their employer.

Mortgages

Bank officials say that they will lend money to a woman who is either well-known or single but never to a woman who has been married.

Equal Pay

Newspaperwomen receive equal pay if they belong to the Guild.

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Discrimination

The participants said that there was no reservations re Article 10(3) Appendix "A" of their brief.

EXHIBIT NO. 333

Canadian Federation of Reformed Christian Ladies

Last minute brief

Spokesmen: ~~Mrs. J.G. Baart~~
Mrs. J.G. Baart
Mrs. W. Wymenga

Subject: Mother's Role in the Family.
Copies of the biref were presented to the Commission.

Education

Courses on Family Life Education should start in Grade VII. If teenagers were better educated on the subject, there would be less marriage breakdown.

Women at home

Mothers with small children who have a family income under $3,000. should receive financial assistance to help them stay at home.

EXHIBIT NO. 334

Mrs. R.A. Bach, Brief No. 332
546 Duvernay Avenue,
Ottawa 1, Ontario.
Subject: Part-time Work

Part-time Work

A multitude of arrangements could be provided for part-time work: e.g. half a day, half a week, half a month, etc. If the whole working day became shorter for everyone, salaries could be based on a four hour day. The federal government should lead and encourage part-time jobs.

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Patterns of work should fit the people and not vice versa.

EXHIBIT NO. 335

Mrs. Carol Anderson, Brief No. 167

480 Kent Street,

Ottawa, Ontario.

Subject: Separated Women

Legal Status

When the Canadian Census is taken the term "separated" is not accepted as a status. Separated women are classified as married women. Separated women have no legal rights.

Welfare

Public assistance only gives a bare minimum to exist on. Foster parents receive more money for the children they raise than a separated mother with children.

Retraining

A separated women who goes on a retraining program is not allowed any money for babysitters or transportation.

Day Care Centres

Day care centres and babysitters for sick children are a necessity for working mothers.

EXHIBIT NO. 336

National Labour - Cooperative Committee. Brief No. 148

Spokesmen: Mr. Jim MacDonald

Subject: Consumer Education

Education

Women in the Cooperative Union of Canada are generally enthused by the Consumer Education Courses given by the Weekend Labour Institutes.

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Advertising

The union has made representation to advertising companies.

Women should organize against advertisements.

EXHIBIT NO. 337

Brief No. 355

Mrs. Jean Lamartine,
President, Learpoint Limited,
1390 Sherbrooke Street, West,
Suite 31, Montreal, P.Q.

Subject: Citizenship and Immigration

Citizenship

Law re Canadian-born women marrying a non-Canadian passed in 1947 should be retroactive.

GENERAL DISCUSSION

1 - Vocational Guidance is not available for people who need it the most. The government should enclose information on guidance with the family allowance cheque (this is being done in Quebec).

2 - More low rental projects are needed.

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OTTAWA, ONTARIO

CENTENNIAL CENTRE

WEDNESDAY, OCTOBER 2nd, 1968

DAY SESSION 10:00 a.m. to 3:00 p.m.

EXHIBIT NO. 338

Canadian Corrections Association. Brief No. 398

Spokesmen: Mr. Réal Jubinville, Miss S. Hogg,
Miss Phyllis Haslam, Miss Margaret Benson

Subject: Female Offenders

Counselling

There is a tendency to either place young offenders in prison or in an hostel. A third alternative has been overlooked -- counselling services. A non-condemning adult could help and protect young people e.g. a trailer was set up in Yorkville and young people took advantage of the services.

Institutions

Programs and treatments in institutions for female offenders should be given in regional institutions under provincial governments. Purchase of services from other provinces or communities for special individual treatments could be of great help.
Information on institutional population is very hard to get. Some D.B.S. reports show a very sharp rise of young female offenders primarily in offenses of thefts.

Legislation

Health and Welfare legislation should be developed. The Criminal Court should not give adolescents a criminal record labelling them for life. Adolescents should fall under the jurisdiction of the Family Welfare Court.

Alcoholism

Alcoholics should not be treated as criminals. The province of Ontario has set up a Detoxification Centre -- there are no provisions for women yet.

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The Mental Hospital Act of Ontario includes alcoholics in hospitals.

Prostitutes

Research should be done re prostitutes who go back to society after being jailed and on the relation of pimps and prostitutes. If solliciting was an offence men would have to be brought in too.

Union Wages

Consideration should be given to paying a wage to the inmate. It would permit him to pay for his room and board in prison or after and help his family.

Employment

Women offenders usually have limited education and training and a poor work record. Some employers give them special opportunities when they know that they are working with a society such as Elizabeth Fry. Other employers take advantage of them by paying lower wages.

Indian and French Canadian Offenders

Female Indian offenders who have been rehabilitated are used to help other offenders. Indian and Metis women are being charged for very minor offenses because they fall under the Indian Act.
The proportion of French Canadian women offenders in prison seems greater because there are no facilities for them in the province of Quebec and they have to go to the federal penitentiary.

EXHIBIT NO. 339

The National Council of Women of Canada. Brief No. 131

Spokesmen: Miss D.M. Gillham, Mrs. S.M. Milne, Mrs. S.M. Steadman, Miss M.E. MacLellan, Mrs. J.F. Flaherty

Subject: General

The Toronto Daily Star of November 18, 1967 had an article on the ability of women in I.B.M. service programming.

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Civil Service

Training courses for Intermediate and Senior Officers are not offered to women in the Civil Service. Job advertisement in the federal civil service states "male only".

The Civil Service discriminates against women. A specific review should be conducted on the promotion of women. Boards are lead by men and sometimes one "token" woman. A survey could be made reporting on the "lack of personality" that boards give as a reason for rejecting women.

Education

Universities limit the number of women in certain faculties. Advertisements have appeared in newspapers re Correctional Training Program saying that a limited number of women would be accepted.

Widows' Pension

Pensions should be taxed as received and not a problematical figure. Tax could be pro-rated over the period one receives the money. Pensions should be calculated on the life expectancy of the widow. They should not be discontinued if the widow remarries.

EXHIBIT NO. 340

Canadian Teachers Federation — Brief No. 301

Spokesmen: Miss Geraldine Channon, Mr. Harvey Wilson, Mr. Martin Murphy, Miss Elizabeth Redmond, president.

Subject: Status of Women Teachers

Civil Service

The Department of National Defence discriminates against women who want to teach abroad. They say that middle age women cannot live under certain conditions.

Maternity Leave

One province is seeking paid maternity leave for teachers.

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Fringe Benefits

Negotiations have permitted women to take the same amount of insurance as men.

Male members do support women's view on promotion.

Women teachers have the opportunity to apply for top jobs.

Day Care Centres

Such centres should be the responsibility of the municipality.

EXHIBIT NO. 341

Mr. Jacques Duchemin, Brief No. 402

76 rue Boucher,

Hull, P.Q.

Subject: Labour and Education

Part-time Work

Women could work part-time doing seasonal work.

Political Participation

Women lack training to participate actively in politics. When women have learned to work in politics they will be able to make changes in fields that men have not yet touched.

Retraining

To be a candidate for government training allowance a women has to have been on the labour market for three years. Those who have not worked before can take the course but they will not receive any allowance.

EXHIBIT NO. 342

Mrs. A.R. Morse, Brief No. 123

1756 Cuba Avenue,

Ottawa 8, Ontario.

Subject: Role of Women

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Political Participation

Experience acquired in the home can be of great help for women who want tc enter politics.

Voluntary Associations

If volunteers had to be paid, taxes would increase.

EXHIBIT NO. 343

Nursing Education Association of Ontario. Brief No. 436

Spokesmen: Mrs. Carl Birchard, Mrs. H.W. White

Subject: Day Care Centres

The Association has 14 branches containing 700 members -- not all are professionals.

Education

The Association gives necessary education courses in cooperation with Carleton University. Students are mostly young girls out of Grade XII. Young men are hesitant about working with young children.

A person has to have three years of night course or two years of day course plus on-the-job practice to qualify as a director. The balance of the staff should be well-trained too. Assistants can be mothers, volunteers etc. One teacher should be available for every 8 to 10 children.

Day Care Centres

Such a centre may have children between ages 2 to 10. All day supervision would be given for the 2 to 5 years old. Those who are 5½ would spend half a day in kindergarten. Lunch and after school supervision would be provided for those who are between the ages of 6 to 10.

The Canada Assistance Act is not taken advantage of because there is no fund for capital investment.

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GENERAL DISCUSSION

1 - It is unfair that alimony be taxable for women and deductable for men.

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CENTENNIAL CENTRE

WEDNESDAY, OCTOBER 2, 1968 NIGHT SESSION 7:00 p.m.

EXHIBIT NO. 344

Women from Caughanawage Indian Reserve. Brief No. 245

(Mary Two Axe Earley)

Spokesmen: Mrs. Mary Two Axe Early, Mrs. Cecilia Ouimet, Betty Brisebois, Mrs. Charlene Bourque, (Accompanied by Mrs. Grace McInnis, M.P. and Mrs. Thérèse Casgrain).

Subject: Discrimination Against Indian Women Who Marry Non-Indians

Indian Act

The Indian Act states that an Indian woman who marries a non-Indian cannot return to the reserve when her husband dies - this is not a band decision.

The men on the Indian Council can marry non-Indian women who then have full rights on the reserve. Many children of Indian women married to white men have married Indians, but still have no band number and therefore no rights. The Act is responsible for ingraining these attitudes into the Indian people. They hope that changes in the new Indian Act will give equal rights to all who are even one quarter Indian.

Representation to Government

The Indian women have never made any representations to the government. This is the first time - they are afraid to be thrown off the Reserve.

Schools

Children with no band number cannot attend the reserve schools, they must go outside the reserve where they are not really accepted.

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Relationships

Indian men in Caughanawaga are steelworkers working in the U.S. They come home only weekends. The Indian women are more educated and are the ones who bring up the children.

Women on Council

There is only one woman on the Band Council. (The speaker said this woman was the "worst one" - she had rejected her own daughter who was married to a non-Indian).

Youth

The speaker, a young girl of 15, made an impassioned plea for full band rights for all children of Indian descent on the reserve.

EXHIBIT NO. 345

The Federated Women's Institutes of Canada. Brief No. 299

Spokesmen: Mrs. I. Phillip Matheson, Mrs. Geo Clarke, Mrs. John E. Marleau, Mrs. R.J. Lennay

Subject: General

Canada Pension Plan (Page 7)

Married women not in the labour force should be allowed to participate in the Canada Pension Plan by paying both employer and employee parts similar to self-employed persons.

Minimum Age of Marriage (Page 5)

A suggested suitable age for marriage would be 16 for girls and 18 for boys (Girls mature earlier than boys).

Government Support

Their organization receives government support in eastern Canada; it is autonomous in the west. In Ontario some support is received through the Home Economics Branch of the Department of Agriculture. In other areas they receive a per capita grant. The government has never interferred with the operation of the organization.

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The North

The women in the North need instruction on basic home management. Their organization feels strongly about sending leaders and other help.

Education

Boys should be able to take the same home economics courses as girls.

EXHIBIT NO. 346

Canadian Religious Conference. Brief No. 313

Spokesmen: Sister Ella M. Zinc, Sister Thérèse Carmel, Sister Lena Gaudette, Sister Louise Roy

Subject: Education, Day care and Indian Women

Indians

Indian women do not have to be "stolid" and "subjective". In Caughanawage where men are absent a great deal of the time, women have a great deal of influence and power. They are beginning to realize this and should be encouraged to take the affairs of the Reserve in their hands. The Indian Act is too paternalistic.

ARDA should train Indian women.

Residential schools should be gradually abandoned because children are separated too long from family life and academic standards do not apply at home. Where they are useful to augment education, they should be upheld.

Institut Familial

There is trend away from the "Institut Familial" schools where home economics is taught. Girls prefer courses that will lead to professions and jobs. The schools are not recognized for university entrance.

Day Care Centres

The government should ask for the services of the 65,000 highly trained Sisters in Canada to help out in such projects as day care centres. In the "sociological" area in which we are living, day care centres should be provided for any mother that needs them.

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Existing facilities such as institutions that are no longer used, could be made available for day care centres.

EXHIBIT NO. 347

The Association for the Modernization of Canadian Abortion — Brief No. 169

Spokesmen: Mrs. L. Perron, Mrs. F. Payne

Subject: Abortion

(An amended copy of the brief was handed in).

Decision for Abortion

The final decision to have an abortion is the woman's. She knows how many children she wants and what physical and mental state she is in. The woman's doctor, after a thorough examination could provide a first signature, and if our clinics were expanded, the doctor there could provide the second signature.

Criminal Code

The organization has available an interim report of a questionnaire sent to their members. The final report will probably ask for an official repeal of the sections of the Criminal Code and abortion.

Socio-Economic Reasons

Socio-economic reasons for abortion are more frequent than medical ones. Mental health should therefore not be clearly defined in the Bill. A psychiatrist may sanction abortion where a medical doctor may not.

EXHIBIT NO. 348

Ottawa Nursery School Association — Brief No. 198

Spokesmen: Mrs. Betty Hyde, Mrs. Hans Luczenbacher

Subject: Nursing School

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Public Schools

The public school system is not likely to include three-year olds in their schools.

Day Nurseries Act

The Act takes care of the physical factors, but has not been concerned about the quality of teachers.

Subsidies

Subsidies are available for private nurseries from the municipality. It is the initial cost that has not been taken care of.

EXHIBIT NO. 349

Mrs. Vera G. Ablack, + 3 Allen Brief No. 193
2430 Magnus Avenue,
Ottawa 8, Ontario.
Subject: Women in Society and Business

Discrimination in Employment

The employer must be educated to regard the female as equal to the male -- this is the only way to eliminate discrimination in employment. The speaker is called upon to work in all of three classifications: electrical drafting, mechanical drafting and technical illustrating. She feels she should be reclassified in the illustrating capacity which is predominately male and where the salary is $2,000 higher. She was told she could not rise because it was too great a challenge to the men. (She is classified as Draftsman 2 but it goes up to Draftsman 3 and further).

GENERAL DISCUSSION

1 - The speaker is a widow over age 50 who finds it difficult to find work. She was told about Manpower Training Courses.

2 - The speaker denounced commentators who referred to women in a degrading way.

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OTTAWA, ONTARIO

CENTENNIAL CENTRE

THURSDAY, OCTOBER 3, 1968

DAY SESSION 10:00 a.m. to 1:00 p.m.

EXHIBIT NO. 350

The New Democratic Party. Brief No. 154

Spokesmen: Mrs. Francis Mary Eady, Pemrose Whelan, Mr. Richard Comber, Mrs. Suzanne Findlay

Subject: Political Participation and Education

Note: The replies of men and women were not segregated in the second questionnaire.

Political Participation

Political education at the municipal, provincial and federal level is needed for young people in high schools.

Children have developed a cynical attitude towards politics.

The school system makes students think for themselves. They are not prepared to be alienated from decision making process like the generation before them.

Radio and television programs should help to give women more knowledge of politics and more self-confidence.

Baby-sitting services should be included as expenses for conventions.

The hours of the House of Commons are no condusive to family life.

Women should not be given nomination only because they are women.

Asked why fewer women are being elected to office the participants answered that as avenues open up in other fields women are temporarily leaving politics to have other careers.

Image of Woman

Attitudes should be changed in school so that children grow up to have a different view of women.

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Before the age of television it was simple to select information for children and young adults. Now, they are not prepared to believe what adults tell them.

The Commission should have received publicity from night programs on television so that both men and women could participate together.

EXHIBIT NO. 351

Canadian Institute for the Blind. Brief No. 425

Spokesmen: Miss Ruth Heron, Miss Louise D. Cowan, Mrs. R. Guinspan

Subject: Blind Women: voting, taxation, pensions.

Pension

The Institute is asking for a basic pension for all blind persons aged 18 to 65 subject to variation of cost of living.

Training

Blind women have equal chances with men in training programs and treatments in various institutions.

EXHIBIT NO. 352

Prof. Pauline Jewett, Prof. Madeleine Gobeil, Prof. Marion B. Smith Brief No. 443

Subject: Women in the Academic World

Academic Women

Married women trained for university teaching and research should be persuaded to return to or embark upon an academic career.

There will be jobs for all of them since Canada has always depended on imported professers.

There is discrimination in universities as far as full professorship is concerned. The number of women at the policy making level

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is not increasing. Women need to be included in decision making bodies. Some women refuse greater responsibilities because they are more interested in research. Women professors are generally well accepted by the students -- the problem lies in the peer group level. Salaries vary from $1,000. to $2,000. between men and women professors.

Attitudes

Universities should take the lead in changing social attitudes. Once women get responsibilities they get equal treatment because women think they have to work harder to keep their position. There is a great tendency for administration to ask who will be the best man for the job. Administration should make a deliberate effort to see if there are women who would qualify for the job. There is no conspiracy of malice against women -- nobody thinks about them.

The participants said that they did not get any reply to their questionnaire from Toronto University, Sir George William University or Saskatchewan University.

EXHIBIT NO. 353

Janice Kestle, V.P., Brief No. 439
University Students Council,
University of Western Ontario,
London, Ontario.
Subject: Women University Students

Orientation

Counsellors never encouraged Miss Kestle to enter a scientific field of study. They warned her of the difficulties involved. They never considered her ability to study a specific subject.

Role

There is a communication gap between Grade XII and university. Young people coming out of university and going into the teaching profession will mold other young people.

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Women Professors

Young people think that they should be taught by men at the university level.

EXHIBIT NO. 354

Mrs. F.R. Stephens, Brief No. 390
167 Alexandra Street,
Oshawa, Ontario.

Subject: Succession Duties

No added information was presented.

EXHIBIT NO. 355

National Council of Jewish Women of Canada. Brief No. 361

Spokesmen: Mrs. J. Freedman, Mrs. L. Metrick

Subject: Discrimination, Volunteer Work

Volunteer Work

The C.B.C. and government publications could help to raise the status of volunteers by quoting the type and amount of work done by outstanding volunteers.

There is a resistance among younger married women to be involved in volunteer work. The government could allow tax deductions for receipts showing the expenses incurred while working. More women would be involved if there were a centre where they could leave their children.

The National Council of Jewish Women has training programs for members. These programs have to be judiciously applied because they may scare some women. Society assumes that a person who works for a salary is more valuable than a volunteer. Volunteer work can be as valuable to the individual as to society. It is important for people to feel a sense of responsibility.

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EXHIBIT NO. 356

Association Générale des Etudiants de l'Université d'Ottawa (AGEUO - SUUO). Last minute brief

Spokesmen: Mr. Jean F. Somcynski, Mme France Picard Laliberté, M. Claude Bonneau

Subject: Women at University

Discrimination

Students discriminate less against women in universities than the teachers and administrative bodies do. Professors discourage women against entering certain faculties e.g. economy, medecine, law. There has since been an official fixed quota for women at the university.

Attitudes

The survey shows that English-Canadian women are better integrated to university life than Franch-Canadian women. This is due to non-coeducational schools in French-Canadian society.

Employment

Women choose certain faculties because they know that in others they could not have a job after graduation.

EXHIBIT NO. 357

Le Service social de l'Institut Albert Prévost. Brief No. 442

Spokesmen: Mme Marie Sénécal - Emond, t.s.p.

Subject: Women in Mental Institutions

This research was done by a group of 20 social workers for the Prévost Institute.

Mental Illness

The study showed that women who are interned for mental health reasons are mostly housewives (1 out of 10 work).

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The participant said that this is not a new pattern. People are more conscious of psychological than somatic illnesses. Fifty years ago a headache was a physical illness today it is a psychological one.

Rehabilitation

Depressed women are encouraged to participate. A "centre du jour" (day centre) provides sewing or trades as an outlet for their depressed moods.

A day or night centre in communities would help volunteer workers and others to overcome their fear of mentally ill people.

The majority of women who come to the Prévost Institute are between 30 and 50 years of age most are between 30 and 40. They have children who are between the ages of 8 to 15.

The fact that their children are in school and that they are no longer needed depresses them. The social pressure put on them by the special status allowed to working women makes them feel worthless.

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OTTAWA, ONTARIO

CENTENNIAL CENTRE

THURSDAY, OCTOBER 3, 1968 NIGHT SESSION 7:30 p.m.

EXHIBIT NO. 358

Canadian Federation of University Women Brief No. 192

Spokesmen: Mrs. B. Orange, Mrs. Patricia Cockburn, Mrs. A.A. Elliot, Mrs. June Mengies, Mrs. Monty appeared before Winnie Ng

Subject: General

(Two changes in brief: 1. On page 14, section IV should read "A great number of wives work side by side with their husbands -- farmers doctors, professionals, small shopkeepers, salesmen" etc.
2. On page 16, line 15, should read "one" year instead of "four" years).

Husbands Help

The speaker is pessimistic about equality of responsibility in the home until there can be a broader economic social base which will allow the childcare and homemaker industries to grow.

Counselling

Counselling should be carried on primarily by the universities. At the non-professional level, the Canada Manpower service is very useful and should be publicized.

Degrees for Part-time Students

Progress has been made since women can now cover a full time 2-year degree course in 5 years on a part-time basis.

Educational programs should be more flexible for married women.

Estates Tax

The speaker is in favour of abolishing the estates tax altogether rather than reform it. It would be better to tax large estates

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and leave the small ones alone. The speaker agrees with the principle of the equal sharing of property after marriage.

Quotas for Women

In the medical faculty in Manitoba, 10% women and 10% foreigners are accepted. In Montreal, in a particular faculty only 10% are admitted.

EXHIBIT NO. 359

Group of Ottawa Housewives Brief No. 247

Spokesmen: Mrs. Sue Sullivan, Mary Ullyett

Subject: General

Taxation

Families with an income less than $10,000, need tax relief -- the figure is based on womanly intuition.

Medical Certificate for Marriage

The purpose of a medical certificate before marriage would be to establish a truthful relationship -- it might also be evidence for divorce if the marriage was not a success.

Consumer Education

There is no separate need for consumer education. Information is readily available. Marriage preparation courses in high schools should give information on credit and budgeting.

Day Care Centres

Schools and churches in downtown area can be used as day care centres. A canvass of available facilities would be useful.

Marriage Contract

Greater use of the marriage contract is advocated to protect legal rights of women. This should not be compulsory.

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EXHIBIT NO. 360

Mr. Ken Husband, Brief No. 397

830 Canterbury Square Apt. 508,

Montreal, Quebec.

Subject: General

Marriage Registration

The speaker wishes to backtrack on his recommendations for marriage registration. Marriages should be registered and there should be some kind of ceremony.

Divorce

The speaker is not pleased with the idea of alimony, but feels that one weak spouse should not be abandoned.

All married people should contribute to a fund for deserted spouses.

Perhaps payments should be made with marriage license.

Salaries

Salaries should be paid to the parent who looks after the children on a full time basis and should come from federal revenue. No means test should be required. There should be a small scaling to cover the number of children. This salary could be discontinued when the children reach public school age.

"Mrs."

The younger generation still attaches a certain status to being married and wants to retain the married nomenclature.

EXHIBIT NO. 361

L'Alliance des Professeurs de Montreal Brief No. 434

Spokesmen: M. Mathias Rioux, président, Mme Rachel Pedneault, Mlle Ginette Deschene, Mme Micheline Walosik, M. Jules Leblanc.

Subject: Women in the Teaching Profession

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Textbooks

The extracts quoted in the brief are from textbooks which are for the most part still in use in Montreal. Teachers are now being consulted about textbooks. As a result of the latest collective agreement, an advisory committee of teachers was appointed.

Part-time Teachers

Male substitute teachers receive $18.00 per day, while females receive $16.00. Part-time teachers receive proportionate payments depending on experience.

Only teachers who are following a course of study are permitted to teach part-time. There are a few part-time art teachers because of a shortage.

There is actually a surplus of teachers in Montreal, only the suburbs have a shortage.

The Montreal Catholic School Commission has only been hiring married women for the past 7 years and all benefits are new in the collective bargaining agreement.

More and more married women are returning to the profession. There is however a problem of retraining.

There are no feelings of resentment between full-time and part-time teachers.

Part-time teachers are useful and schedules should be properly set up. In administration in Montreal there are only 5 married women in the elementary schools and 6 in the high schools. 40% of the female teachers in the elementary schools are married women.

The administration does not encourage part-time teachers because of the additional bookkeeping work involved.

Equal training

Teaching in the primary schools in Quebec should not exclude those with a degree. The elementary schools have not benefited from more qualified teachers.

Mass Media

The mass media is used to acquaint the public with their ideas. There is a standing committee for this purpose, which also makes an annual report to the government.

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Brief

This brief will be published and distributed amongst their members.

Status

Discrimination is sometimes unconscious or subtle. A concerted effort is necessary to establish equal status for women which is a fundamental human right.

EXHIBIT NO. 362

Mrs. Mary Cooper, Brief No. 438
2002 Arch St.,
Ottawa, Ontario.

Spokesmen: Mrs. Mary Cooper, Dr. M. Lapointe, Mrs. J. Lusiguan, Mrs. Marie-Paule Doyle

Subject: Abortion and Increased Social Service for Children

Dr. M. Lapointe showed slides of the foetus. She demonstrated that the heart beats at 2 weeks and that at 8 weeks the baby is almost fully formed.

Mrs. Mary Cooper read a new addition to her brief which was handed in to the Commission.

Abortion Law

The abortion law should not be widened.

Rape

It is very difficult to prove rape medically. The psychological trauma suffered by rape could not be undone by abortion.

EXHIBIT NO. 363

Mrs. Carry Bess Last Minute Brief
Halifax, N.S.

A personal brief on behalf of Negro women was read.

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EXHIBIT NO. 364

Canadian Association for Adult Education Brief No. 200

Spokesmen: Mr. Alan Thomas, Mrs. Sylvia Campbell, Mrs. Isabel Wilson

Subject: Education for the Working Woman

Correction in Brief: Line 23 should read 3% instead of 27%.

Rural Areas

Canada is behind other countries in bringing adult education to the rural areas, for example, Sweden has publicly supported local folk schools and study circles and Japan has pioneered in educational broadcasting.

By and large we have not paid enough attention to the education of adults in the North and other remote areas. Correspondence courses and films are some methods that could be used. Public sources could provide stimulation, In the United States this is provided by alumni groups, employment agencies, the Women's Bureau and Office of Opportunity programs for people in depressed areas. A wide variety of financial help is needed in Canada.

Educational T.V.

The federal government is planning to make educational television available for the provinces on a ultra high frequency band. Because of the expense of cable T.V. only 5% will receive these programs and women at home will suffer most. However, the experiment in Lake St. Jean, Quebec has been very successful. Programs should not be directed solely to children. An effort should be made to reach new Canadians. A non-broadcast system where students meet in groups and discuss the programs is an essential complement to educational T.V.

Funds

Provincial loans are available for students but older students are not eligible because they take fewer courses on a part-time basis. All students at Atkinson College are studying less than 5 courses in an 8 month period and are therefore excluded from loans.

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Women in Grade 6, 7 and 8 Education

Increased attention is being placed on basic education. The same degree of flexibility and access to education is demanded from school boards. The adult high school now exists in 6 Canadian cities enabling a great many women to continue their education on a part-time basis.

Publicity

There is a great deal available that people do not know about. Getting the information to people in a useable form is more a financial than a technical problem.

EXHIBIT NO. 365

Mrs. Gwendoline (appeared before) Bower-Binns — Brief No. 23

211 Lennox St.,

Ottawa 8, Ontario.

Subject: General

Politics

The speaker said that she experienced no discrimination when she received the Progressive - Conservative nomination and received help from both men and women alike. Many women signed her nomination papers. She received cooperation from radio and TV.

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OTTAWA, ONTARIO

NATIONAL HEARINGS

OTTAWA CENTENNIAL CENTRE

Friday, October 4, 1968.

Day Session: 10 A.M. to 3:30 P.M.

Final Day of Public Hearings

EXHIBIT NO. 366 Brief No. 302

Federation of Medical Women of Canada

Spokesmen: Dr. V.M. Forrester, Dr. Eva Fursesz, Dr. Jean Hogarth, Dr. Henrietta Banting, Dr. Maureen Roberts.

Subject: Working Women

Internship

Flexibility of hours in hospitals is quite good for doctors now. However, hospital regulations do not allow the same flexibility for interns. A junior intern works 24 hours on and 24 hours off; others work 3 days one week and 4 days the next. A possible arrangement to accommodate married interns would be to alternate day and night shifts.

Retraining

A 3 week refresher course at the University of Toronto was instigated by their Federation for women doctors who had been away from the profession for 10 to 20 years. The purpose was to acquaint them with what was going on in medicine today and to find out what field they were interested in. Doctors instructed voluntarily. It was a full day course - 9:00 a.m. to 5:00 p.m. or 8:00 p.m. to midnight, or whatever time suited the woman. All participants are now working in the field of medicine.

Abortion

The Federation's expressed policy on abortion is the same as that of the Canadian Medical Association.

Because of the illegality of the present situation doctors have had to protect themselves by setting up, under the legal laws of the hospital, a therapeutic abortion committee including at least 3 doctors (usually a psychiatrist, an internist and an obstetrician).

A personal opinion is that it may become increasingly unnecessary to have an abortion, as strides are made in the biological control of pregnancy. A woman should have all rights over her own body and very often attitudes of pregnant women change during the

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course of their pregnancy.

Psychic trauma of women during this period of decision may be helped by the inclusion of a psychiatrist on the therapeutic committee.

Shortage of Doctors

Reasons for shortage of doctors:

1. Increase in population to doctors is 18% to 6%.
2. Individuals' expectation for medical care has increased.
3. Women doctors are specializing as a security measure to carry out their dual role since it is difficult to re-establish a general practice once you have given it up.
4. Today's trend is towards research rather than service.

Women Physicians in the Armed Forces

There are some women in the medical armed services, but not many. There is no discrimination.

Professorship

There is one woman professor at McGill and one in Ottawa. The small number is attributed to choice rather than circumstance, since to be a professor one must give one's whole life.

Nationalization

To the speaker's knowledge, the cut and dried system of nationalization of medicine in England did not increase the number of women entering the profession, and women found few opportunities to practice.

The situation in Russia is confusing because of terms used. Some are trained as they are in Canada and some are not.

Day Care Centres

Whose children will attend day care centres in hospitals and universities is a matter of local decision. These ought to be open to everyone, but at present children of the more highly skilled are given preference.

Hospital Connections

Asked if women doctors have more difficulty than men in obtaining hospital connections, the speaker answered in the negative. There is great competition to get on the staff

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of a teaching hospital and you have to be equal to or better than a man (a Fellowship in the Royal College of Physicians and 6 to 7 years training is required).

EXHIBIT NO. 367

Miss Rosemary A. Hoey,
195 Strathcona Avenue.

Brief No. 202

Subject: The Female Student in a Canadian University.

Role of Dean of Women

The whole role of the Dean of Women should be clarified. She should be a young woman familiar with campus life who concentrates on a personal approach with students. She should be quickly available for advice. She should work in conjunction with counselling services and assisting senior students.

Return to University

The speaker encounters older women returning to university and respects them. Updating is becoming a necessity for women returning to professions.

Summer Jobs

Manpower programmes should provide students with summer jobs that would provide them with experience when they graduate.

School Terms

The number of school terms should be increased. It would help the labour market if students were not released from their studies all at the same time.

EXHIBIT NO. 368

United Electrical, Radio and Machine Workers. Brief No. 99

Spokesmen: Mrs. Mary Switzer, Mme Jacqueline Girard, Mr. A. Ferguson. +2 others

Subject: Women in the Labour Force.

Reasons for Working

Most women work for economic reasons - the cost of living necessitates two incomes. However, many women work for other reasons.

Equal Pay

The wording of the Equal Pay Act is too loose. Ratifications of I.L.O. Convention 100

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is necessary. Employers might agree to pay for work "of equal value" if government led the way - then unions could have backing for their demands.

Unions have attempted to reclassify jobs going through the grievance procedures to the point of arbitration. The Company through the Managements' Right Clause in the Collective Agreement usually has an arbitrator rule in their favour that it is the company's sole right to classify jobs.

The only way to win a victory on the equal pay front would be through strike action. Unfortunately, there are segments of men in the workshop who probably wouldn't go on strike for equal pay for women.

Protective Legislation

The same protective laws should apply equally to men and women. Women have certain physiological limitations - but these are looked after by the Labour Standards to a certain degree.

Asked if there are certain jobs women may not do, the speaker answered that all jobs should be open to women, but there should be an obligation on the part of employers to provide certain conveniences to help women carry out their work. The female is the child-bearer and some protection should be written into the law as to weight-lifting (distances and frequency).

Some women prefer the night shift because of the problems of expensive nurseries and other reasons.

Registered nurses are available, as required by law, only in the daytime. The afternoon and night shifts have only a guard and a matron. Their union is making a representation to the provincial governments.

The Union has been very active on the legislation front.

Overtime

Overtime should be eliminated for both men and women, creating extra shifts and more employment.

Maternity Benefits

As long as income of a pregnant girl can continue it does not matter if it is called an illness or not. There is no collective agreement where pregnancy is considered an illness and paid as such. It would best be handled as a social benefit of government. No concerted approach in the manner of a delegation has yet been made, but an attempt will be made this winter.

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Widow's Pension

There should be no means test, all widows not covered by the Canada Pension Plan should receive this pension.

Seniority Tests

Two separate seniority tests should be eliminated. This would be acceptable to men and women in the union. Jobs should not be based on gender.

EXHIBIT NO. 369

Miss Catherine Jones,
c/o Robert Anderson Associates Ltd.,
Skyridge, Mountain Road,
Aylmer East, Quebec.

Brief No. 204

Subject: Female College Graduates Over Age 45

Miss Jones read a new text presented as an addition to her brief. This text was handed in to the Commission.

She recommended that the Minnesota Plan be studied.

EXHIBIT NO. 370

Polly Hill Associates.

Brief No. 435

Spokeman: Mrs. Polly Hill.

Subject: Children, Education and Recreation.

Separate Programmes

Rather than have separate programmes for boys and girls if there was better education as recommended by the Canadian Teachers Association for boys and girls, the feeling of cultural inferiority of girls would not exist.

Leaders Over 45

Re 3rd recommendation of the International Playgrounds Association (page 6), as proven in England there is a place here for men and women over 45. This is an excellent age group for such a profession.

Recommendations

Some of the speaker's recommendations were presented to several organizations such as the Vanier Institute, Canadian Council on Children, and the Housing Task Force. However, these are in turn studied rather than implemented.

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If this Commission is listened to, such organizations as Teachers Associations, the Society for Education, the Art and the Child Drama Association might be interested in her recommendations.

Day Care Centres

Setting up of Day Care Centres in or near places of work is a practical approach for Canada. These would only supplement other day care centres. Day care centres should not only be set up to take care of children of working mothers.

The Parent Commission has attacked the need of the pre-school child in a better way than the Hall-Dennis Report on Education in Ontario.

EXHIBIT NO. 371

Canadian Air Line Flight Attendants Association. Brief No. 441

Spokesmen: Miss I.M. Power, Miss J. Weatly, Miss N. Youngman.

Subject: Labour Laws.

Health

Health and fitness tests are required for all stewards and pursers, annually or semi-annually, depending on the airline. Employment ceases if tests are not met. Age and pregnancy should not bear on the ability to do work.

Age Limit

There is no age limit which applies to male members.

Salaries

There is no difference in salary between stewards and stewardesses, but rather between stewards and pursers. There is approximately $100.00 difference between a stewardess and a purser on Air Canada. Pursers must be male.

The purser is in charge of the cabin, a responsible position rather than one of physical effort - on some airlines there is no difference.

On Canadian Pacific Airlines a stewardess's salary remains static after 7 years, but a purser can go higher.

C.L.C.

The C.L.C. has always supported them.

Seniority Tests

It is impossible for pregnant stewardesses to get ground jobs because of existing seniority lists.

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EXHIBIT NO. 372

Canadian Library Association — Brief No. 300

Spokesmen: Mrs. Marion Wilson, Miss Katherine Ball.

Subject: Women at Work.

Retraining

The federal government should give funds to help former librarians take refresher courses.

Courses

The staff of Library Schools is aware of the need for crash courses. They cannot give them because they do not have enough teachers.

The shortage of professional librarians has opened a new career for the library technicians. Courses for library technicians are given in Ontario, in Alberta, Manitoba and British Columbia. The Department of Manpower has provided some financial help for students wishing to take these courses.

EXHIBIT NO. 373

Parents Without Partners. — Brief No. 319

Spokesmen: Mrs. Adamson, Mrs. V. Moores, Mrs. B. Cooney, Mrs. J. Garneau.

Subject: Single Parents.

Civil Service

The Federal government, as an employer of armed forces men, discharges those who are alcoholics.

The Ottawa City Council and the Director of Welfare are aware of the necessity of day care centres. It is a lesser community problem for them. Pressure for other services take precedence over day care centres in the 1968 budget. More government funds should be available to municipalities for such centres.

The lack of participation of women in municipal politics does not help. The problem should be attacked from a more preventive angle. Day care centres would save money because there would be less emotionally disturbed children and mothers and less family breakdown.

Existing facilities could be used to house the centres. Capital expenditure is not available to start the centres.

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EXHIBIT NO. 374

Citizens Committee on Children. Brief No. 324

Spokesmen: Mrs. Kiyoshi Shimizu, Mrs. S. Findlay, Mrs. C.P. Nixon, Mrs. Margaret Farmille.

Day Care Centres

Day Care Centres should present services in its broadest sense -- from infancy up to age 10.

This service to the community is a health, welfare and education responsibility.

EXHIBIT NO. 375

Mrs. Jean L'Espérance Brief No. 321
3455 Aylmer St., Montreal.
Subject: General

Role of Educated Women

Educated women can help other women to realize their situation and to help themselves. A group of mothers on Welfare formet their own committee while being supported by educated women.

Taxation

Writers would like to be taxed on the income of five years rather than one year because books sell well one year and bad another.

EXHIBIT NO. 376

Mr. B. MacDonald Brief No. 338
27 Brent Ave., Ottawa.
Subject: Separated Women

Alimony

Commercial debts should be substantiated. Court orders could be paid to the Court instead of the individual. A fund could be established where delinquent payments could be made.

Divorce

The new divorce laws are adequate but the lawyer's fees are too high.

Mental Illness

The federal government should instigate research into treatment and rehabilitation

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of the mentally ill.

Counselling

Counselling centres for married people could help spouses to accept their illness.

Housing

Low-cost housing projects should not be segregated. All kinds of people should live together.

It is difficult for a separated woman to keep a low cost house because of maintenance in chores such as outdoor painting, storm windows; etc.

Welfare

Foster parents are paid more for keeping children than are parents on welfare.

EXHIBIT NO. 377

Mrs. M.J. Larson — Brief No. 354
2375 Lakeshore Rd., R.R.#3, Sarnia.
Subject: Deserted Mothers

Marriage Contracts

Marriage contracts should be compulsory.

Property

The house should be left to the partner who raises the children, preferably the wife.

EXHIBIT NO. 378

Mrs. Clarence Mussell, Mrs. Bill Weelan

Last minute brief

Subject: Farm Wives and Business Wives

A copy of the brief was presented to the Commission.

Taxation

A wife should be allowed to earn $1,100. before her husband's salary can be taxed.

Property

The participants said that they would prefer having a legal half share of the property than a salary.

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General Discussion

1. Mrs. Banery

An investigation should be made into the emotional needs of women to alter the education system and influence the economic balance of our society.

2. Mrs. C. Bookman

People should be informed on the role of women in the labour market.

3. Mrs. B. Prelard

Job mobility is high for both men and women who are university graduates.

4. Having community property would not solve the problems of married women during their husband's life.

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1. MARRIAGE

1-0 GENERAL

B - 1

Information be issued with marriage certificate on services such as legal aid, Family Courts, Marriage Counselling, Children's Aid (134, 188, 247, 368).

More adequate counselling services to prevent marriage breakdown (377).

Government encourage marriages through a programme of housing and economic management (275).

Inquiry into prevention of "forced" marriages (256).

In settlement of domestic issues, "offender" or "guilty party" attitude should be avoided (250).

Changes in Nuptial Mass to express equal human dignity (221).

- - - - - - - - - - - - -

1 - 1 -- MINIMUM AGE

B (1)

Minimum age uniform legislation across Canada (84, 131, 178, 299)

16 years old (146, 209, 212, 244, 294, 318, 339)

18 for girls (84, 286)

21 for boys (89, 286)

Boys with parent's consent -- 18 (174, 339, 178, 244)
" without " " -- 21 (339)
Girls with " " -- 16)
Girls without " " -- 21)

Consent of both parents (299)
18 for girls and 20 for boys across Canada (254)

16 with parent's consent (311, 318)
18 without " ")

Marriages by parties under 16 be ruled invalid (294)
Penalties for person who permits marriage of person under 16 (339)

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Marriage made more difficult for young (208, 315)

Canada subscribe to United Nations Conventions on minimum age for marriage (315, 178)

- - - - - - - - - - -

1-2 PREPARATION FOR MARRIAGE AND FAMILY LIFE B-1

Free of charge, offered by government agency (144, 170, 254, 265, 325)

Given by universities, unions, etc., but not by priests (170)

Information on counselling services available at Licence Bureaus (54, 165, 241)

Personnel include one religious adviser (129)

Given to teachers, youth workers, doctors (151)

Given to clergy (128, 151)

In rural and urban centres (144)

Publicizing of Counselling Services (165, 170, 256)

Courses given in family life should be given credit (209)

Pre-marital courses for all (44, 63, 73, 133, 129, 151, 271, 286, 318, 335, 368)

Updated and concerned with ideals as well as concrete subjects (170)

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Round-table discussions (170)

Compulsary courses for homogenous groups of engaged couples with specialists guiding if group is large (170)

Compulsary qualified courses for 3 months (27, 156, 271)

Training facilities and bursaries for personnel (128, 165)

Establishment of marriage guidance centres run by trained personnel (304)

Research and study of family including causes of marriage breakdown (304)

Federal government should establish a Division of Marriage and Family Life to cooperate with other agencies in providing appropriate services in education, counselling, guidance, research (304, 325)

Mandatory through high school (89, 165, 368)

Family life education courses in schools (24, 78, 64, 151, 165, 274, 278, 256, 315, 245, 271, 170, 278)

For boys and girls (144, 190, 273, 275, 170, 177

Family life education in high schools (36, 120, 122, 128, 129, 134, 154, 374, 368)

On a co-educational basis (201)

On a co-educational basis in primary grades (201, 241, 331)

A "general living" course in schools to replace specialized courses for men and women (280)

Courses in child-rearing and homemaking for girls (47, 102, 190, 286, 299, 331, 333, 368)

Courses in moral, social and legal aspects of marriage (255)

Notion of infant care taught to girls helping in nurseries under surveillance of experienced nurses (331)

Courses in family living, child care, money management (318)

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1-3 PROPERTY AGREEMENTS

- All assets acquired after marriage be the common property of husband and wife. (10,40,42,20

- Legal contract to provide wife with share earned as a partner in marriage. (255, 304, 329

- Wife share in family property which could be claimed only on death of husband and in cases of marriage failure. (256

- Change property laws. (348

- Federal and provincial property laws be changed so that in law marriage be considered a partnership of two individuals. (272,304,389

- Each individual may own or retain private property with legal consent of other partner. (272

- A property law covering all marriage contracts to make wife half owner of property and family earnings. (50,133,268,271

- One-half of all assets owned by husband and wife become property of survivor. (159,389

1-3 PROPERTY AGREEMENTS

- Consent of both husband and wife to sell a home. (57

- A written property agreement at time of marriage. (250,247,255

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6 month waiting period when under 25 years of age (46)

Compulsory waiting period (54)

Distinct domicile (84)

Canada-wide domicile (134)

Uniform Canadian code on marriage and divorce (56, 134)

Compulsory will (133)

Review laws on intestate deaths (133)

Renewable one-year contract for unwed mothers (134)

All marriages registered (209, 339)

Consent of both parents to marriage of minors (141, 146, 244, 311, 339)

Consent of the parent in whose care the minor is placed (244, 311, 339)

When parents are dead, absent or refuse consent to a minor, appeal may be made to the Court of Chancery (244, 339)

Consent of a judge of the Court of Social Welfare or a Provincial court in cases of minors (339)

Civil contract in marriage for single persons aged 21 (375)

Government recognize common law marriages and children of such unions be given full rights (389)

Laws to prevent inbreeding (134)

Revision of marriage contract concerning legal rights of each party (151)

Independent income-earning wives to be responsible for their own debts (159)

Pregnancy should not be the grounds for marriage (294)

Federal and Provincial governments and Territorial units implement legislation making health certificates compulsory for marriage (299)

Right of wife to have a medical operation without husband's signature (249, 299)

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1-4 OTHER LEGISLATION B-3

A definitive and complete transfer to the provinces and in particular to Quebec of the legislative powers on marriage and divorce (307)

Birth certificate produced to get licence (212, 339)

. . . . . .

B-1

1-5 MARRIAGE - BUSINESS PARTNERSHIP WITH HUSBAND

- Marriage contract to mean creation of economic partnership. (146,329

- Fairer method of appraising a business. (254

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Legalize Family Planning Centres (141, 172, 52)

Need of Family Planning Centres (256, 335, 344, 368, 393)

Supervised by Federal and Provincial governments (57, 128, 133, 172, 188, 182, 220, 263, 265, 286, 335, 368)

Available to all over 16 (325)

Available to every person over 18 and not limited to married couples (144)

Retraining and professional workers in this area (160)

Courses given in universities (160, 368)

Available free of charge (189, 373)

Available in poor areas (of Montreal) 256, 325, 368)

Federal and Provincial governments cooperate in establishing Family Planning Centres across Canada (299)

Family consultation clinics (144, 174, 254, 256, 304)

Assistance to requesting countries through External Aid (315)

Should include gynecologists, nurses, psychiatrists and sociologists (368)

Study feasibility of neighbourhood pre- and post-natal clinics that would give free family planning information and proper pre- and post-natal care (378)

Institute a vocational training program to teach housewives in the community to participate in staffing of clinics (378)

Pre-natal medical care clinics to provide family planning information and [illegible] resident babysitting service for patients during their visits to the clinics (378)

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2. DIVORCE

B-1

2-0 GENERAL

- Magistrate court deal with custody of children (10,256,368)
- A divorce - Jury - consisting of professionals (62)
- Reconciliation services (63,70,56,129,368)
- Consider welfare of children (65)
- Less expensive divorces (65,208)

  Wife not responsible for husbands debts (89)
- 1 year before remarriage (54)
- Television and pamphlets should help women understand and explain their legal care for divorce (170)
- Protect divorced women from fraudulent activities of her ex-husband (275)
- Judges in a juvenile and family court should be social workers (338,368)
- Rent control board make housing available to deserted wives (167)

2-1 LEGISLATION

B-1

- More liberal divorce laws (27,28,30,69,156,224,243,281,328,363)
- Satisfied with new laws (36,89)
- Provincial divorce for Quebec court (49,256,307)
- Provide financial security for wives (21,167)
- Provincial courts grant separation (56,129)
- Divorce not before 3 to 5 years of marriage (56)
- Government should study marriage and divorce to eliminate discrimination against women (175)
- Separated women should have legal status (167)
- After 2 years, reassessment of the settlement of children (247)
- Mother should have same right as father to custody of children P.E.I. (244)
- If husbands do not give enough money, Government should subsidize babysitters to give mothers free time (258,271)

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- DIVORCE COURTS AVAILABLE THROUGHOUT CANADA ---- 275
- AN ARMED FORCES DIVORCEE WHO DOES NOT REMARRY SHOULD HAVE A RIGHT TO HER HUSBANDS PENSION WHEN HE DIES ---- 293
- GOVERNMENT SHOULD ISSUE BOOKLET CONTAINING INFORMATION ON DIVORCE, DESERTION, ETC. ---- 318
- CHANGE GUARDIANSHIP LAWS ---- 348
- DESERTING PARENT SHOULD AUTOMATICALLY LOSE ALL RIGHTS TO CHILDREN -- 354

2 - 2 GROUNDS

- BESTIALITY ---- 27, 44
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- ADULTERY ---- 49, 65, 286
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- PHYSICAL MENTAL CRUELTY ---- 49, 65, 54, 263, 286, 299, 363
- INSANITY ---- 49, 65, 54, 286, 299, 325
- HOMOSEXUALITY ---- 49, 286, 325
- MARRIAGE BREAKDOWN ---- 54, 57, 73, 126, 133, 178, 363
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2 - 2 GROUNDS

- Against marriage breakdown plus 3 years separation as sole grounds ---- 354
- Broaden grounds ---- 99, 256, 282
- Alcoholism ---- 54

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- MORE ADEQUATE PROVISIONS FOR ENFORCEMENT NEEDED - -- 33, 36, 45, 133, 189, 193, 208, 256, 282, 338, 298, 318
- LIES WITH FEDERAL GOVERNMENT ---- 4, 17, 129, 141, 299
- UNDER DEPARTMENT OF WELFARE ---- 133
- FAMILY COURT OR COUNTY COURT ---- 370, 170, 208, 338, 370
- A MAINTENANCE WARD OR FUND ---- 244
- PROVINCIAL MAINTENANCE FUND ---- 103, 141
- MAINTENANCE FUND FOR SOLE-SUPPORT MOTHERS THROUGH GOVERNMENT OR FAMILY COURTS ---- 370
- MORE EFFECTIVE USE OF EXISTING AGREEMENTS BETWEEN PROVINCES AND COMMONWEALTH COUNTRIES ---- 370
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- REGISTRY OF MEN UNDER COURT MAINTENANCE ORDERS ---- 141, 370
- FEDERAL GOVERNMENT ENFORCE SEPARATE MAINTENANCE ACT ---- 77, 89, 99, 160
- IN CASES OF DESERTION SEPARATION AND DIVORCE, A LAW SHOULD AUTOMATICALLY PROTECT WOMEN AND CHILDREN ---- 252, 258, 377
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- LEGAL AID WHERE HUSBAND LEAVES PROVINCE ---- 212
- LEGAL AID FOR SOLE SUPPORT MOTHERS ---- 370
- SEIZURE OF HUSBANDS SALARY ---- 252, 286, 288
- DESERTED WIVES TO RECEIVE 50% OF HUSBANDS SALARY ---- 354
- FAMILY COURTS TO GARINSHEE WAGES FOR CHILD SUPPORT ---- 272
- JAIL SENTENCE FOR HUSBANDS NOT SUPPORTING WIFE AND CHILDREN ---- 288

2 - 3 ALIMONY AND MAINTENANCE - ENFORCEMENT AND PROVISIONS

- Payments have precedence over debts of deserter husband ---- 103, 338
- Woman leaving husband should have right to part of salary and custody of children ---- 273
- Father responsible while children in school ---- 141, 318, 338,
- Equal legal responsibility for Children ---- 220
- No waiting period after approval by court ---- 70
- Government examine role of family courts and strengthen them through larger budget and staff ---- 299
- More efficient and less costly legal procedures ---- 321
- Amount decided by court ---- 70, 103, 174, 208, 338
- Alimony include child care costs for working mothers ---- 189
- Alimony shouldn't be taxable ---- 103, 292, 318
- Age limit for maintenance payment be 18 (103, 146, 228

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2 - 3 ALIMONY AND MAINTENANCE

- IF MAINTENANCE ACT CANNOT BE CHANGED OR ENFORCED, GOVERNMENT SHOULD PROVIDE WIVES WITH RETRAINING FACILITIES, DAY CARE AND FAMILY COUNSELLING - -- 208

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2 - 4 DOMICILE

- A SINGLE CANADIAN DOMICILE ---- 4
- INDEPENDANT DOMICILE FOR WOMEN ---- 92, 126, 141, 147, 131, 86, 244, 299, 311, 315, 318
- UNFAIR THAT THE ACTION BE CONDUCTED IN THE HUSBANDS DOMICILE ---- 193, 221, 363
- WHERE SEPARATION OCCURED, OR ELSE REQUIRED BY BOTH PARTIES ---- 311

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2-5 PROPERTY RIGHTS

- A deserted wife should have some legal right to the disposition and proceeds derived from property. (77
- A women should exercise rights over her own earnings and property. (221
- During course of settlement wife should be provided with either the home or interim support. (250
- Protect women re property. (44,146
- Divorce courts make orders with respect to division of marital assets between parties. (178
- Marital home becomes property of wife. (354

2 - 6 WELFARE B-1

- MORE TRAINED SOCIAL WORKERS TO ASSIST BROKEN HOMES - -- 103, 325
- HOME SERVICE PERSONNEL TO ASSIST BROKEN HOMES ---- 103
- SUITABLE EMPLOYMENT, COUNSELLING, ETC. FOR SEPARATED WOMEN - -- 160
- INCREASE WELFARE WITH COST OF LIVING INDEX ---- 167
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3. DAY CARE

B-1

3-0 GENERAL

- Accept very young children. (349
- More centers are needed. (305..256..209..211..210.256..304..313..324..325..338..341..348..358..363..364..373..374..368..384..393
- Arouse public interest to need of centers. (211..313..65..69..234..241..146..234..313..324..336
- Society should share in maternity responsibilities. (364
- Information programmes about potential resources & standards of Day Care development - by federal, provincial & municipal governments. (324
- With a home atmosphere. (334..368
- Federal & provincial tax exemption for child care establishment. (333..364
- Emergency centers where all children of same family could rapidly be sheltered. (34
- Emergency home services with babysitters, mother's aides and competent maids. (349

3-0 GENERAL B-1

- Licensed (31,40,65,101,190,191,254,256,287,211,210,189,295,296,233,238, 242,265,273,274,314,333)
- After school supervision (65,28,92,128,134,144,167,191,243,273,287,288,256, 314,319,304,318,347)
- Lunchroom facilites (115,134,144,167,174, 191,288,314,345,325,318,347,348)
- Flexible schedules (49,211,264,303)
- 16 hours a day, 7 days a week (306,347)
- Day and night centres (256)

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- Nursery schools become part of general public school system (139,313,314)
- Gov't controlled standards and inspection (136,155,209,211,303,314,333)
- Provincial (Quebec) licensing legislation (333)
- Standards formulated by a gov't committee, social workers and parents groups (153)
- Federal and prov. gov'ts study and implement recommendations of I.L.O. Conference concerning employment of women with family responsibilities, section 3, Child Care Services And Facilities (313,321)

- Schools open amusement grounds on holidays (256)
- Place some handicapped children with normal children (65)
- Provide public transportation for the children (211,336)
- Free recreation organized for children in poor areas (256)
- Pilot projects on kindergardens, nursery schools, etc. (349)
- Foster family day-care programs for children under 3 (128)
- Nurseries, summer camps, financed by fed. and prov. gov'ts (126,198,314)

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- Qualified programs for economically and culturally deprived children (128)
- Gov't should not encourage centres because children should remain with mothers (363)
- Grants for deprived areas (261,331)
- Baby sitting agencies needed for part-time child care (190)
- Fencing and playground equipment (345)
- Prov. and Municipal gov'ts legislate for adequate centres through application of Canada Assistance Act (313,318)
- Inform provinces of funds for centers under Canada Assistance Act (311)
- Gov't enquiry as to how many are needed (347)

3-1 PERSONNEL

- Well qualified personnel. (26..56..74..78..83..40..65..130..176..187..188..190 191..209..211..247..288..311..323..335..358..374..393
- Mother's could be licensed for babysitting. (54
- Older women encouraged to enter the field. (54
- Centers could be training ground for personnel. (64..168..236..318
- Establish a Commission for recommendations re curriculum and qualified personnel. (65
- With assistance of affected mother's. (82..336
- More facilities for training personnel for nurseries. (128
- Under supervision of social worker. (256
- One nurse on staff. (256

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3-1 PERSONNEL

- Training courses given at "Y" or community centers. (345
- Several families share a mother substitute. (170
- Give incentives for women who want to open centers in their home. (345
- Courses at college level for personnel. (155..191..211..314..318..331..333
- Training of personnel paid by provincial government. (176..303
- Doctors and nurses on call. (345
- A staff of two adults per ten children. (345
- A permanent 2 year course at a technical college. (318
- Establish special course for personnel by Federal & Provincial governments under their Occupational Training for Adults programme. (364
- Not too high educational prerequisite- emphasis on suitability of personality. (364

3-2 SPONSORS AND FEES B-1

- Financed by fed. and prov. gov'ts (126,198,314,323,335,337,342,374)
- Financed by fed. gov't (56,27,99,36,70,92,64,54,133,298,144,168,183,182,188 254,256,287,211,210,190,189,295,296,233,265,238,273,242,274,326,347
- Financed by prov. gov't (136,176,191,213,247,303,324)
- By all 3 levels of g[illegible]t (126,153,324,328)
- By municipality (64,54,136,324)
- Fees on a sliding scale (17,95,27,81,92,65,147,208,211,256,288,303,313,323,374)

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- Sponsored by industry (70,134,172,210,211,)
- Free of charge (28,159,163,218,279,280)
- Minimum fee (345,256,335,337,368,377,384)
- Gov't pay fees on behalf of indigent mothers (256)
- Must not be free (299)
- Financed by parents (302)
- Sponsored by gov't employers and employees (256)
- Sponsored by gov't and industry (333)
- Private centres be subsidized by gov't (313)

- Supported by Dept. of Health and Welfare or Dept. of Education (136,176,210,247)
- Set up by social services (256)
- Free of charge for mothers who do voluntary work (256)
- Free of charge for mothers attending university and in need (313)
- Federal government should undertake programme of public information on potential resources (324)
- Federal government should direct funds to an action programme of pilot projects and experimental techniques (324)
- Provincial gov't should introduce appropriate legislation publicize procedures and regulations, provide professional staff to help develop a day care programme, establish an advisory committee on day care & financially aid community groups (324)

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- Municipal gov't should devote more of budget to Day Care (324 318)

- Public & private agencies co-operate:
  (a) municipality and private centres
  (b) included in school or community centre programmes (324)

- Allowances: $200. for first child- $100. for additional child - $500. maximum (247)

- If parents work over 120 days a year and have 1 or more children, $80. tax exemption; if they have a child under 7, $120. tax exemption (347)

- Reasonable rate but assured of quality of care (364)

3-3 LOCATION

In the community - near home (128, 65, 154, 156, 174, 184, 189, 193, 220, 270, 289, 303, 313, 349)

In public schools (136, 211, 224, 247, 288)

In housing developments (65, 134, 211, 224, 319, 349)

Near place of work (64, 54, 172, 211, 224, 342, 349, 364)

On university campus (79, 133, 136, 155, 90, 224)

Rural day care centres (285)

In areas of low income families (296)

In hospitals (283)

Attached to industry, education centres or agency (155, 224, 256)

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3-4 Participants B-1

Day nurseries for pre-school children (128, 130, 185, 243, 314)

Centres for all children (65, 58, 100, 124)

For children of mothers who train or retrain (194, 176, 181, 193, 194, 244, 256, 296, 313)

For non-English speaking immigrant children (194)

A priori for fatherless children (298, 364)

For children of mothers who wish to rest for a day or a week (345,323)

For children of women in industries (275)

Regardless of whether mother works of choice or necessity (147,176)

3 - 4 Participants B-2

Only for women who need to work (89, 337)

Only for needy children (122)

Firstly for children of low income parents (347
356)

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3 - 5 Household Help

Establish homemakers services (124, 242, 287, 292, 256 304, 325, 333, 348)

Homemakers should be provided for overburdened mothers who wish to get away from home for a day or two (10, 256)

Gov't should help to finance the homemakers's salary (17, 174)

Homemakers should provide occasional relief for needy mothers with many children (256, 368)

Upgrade status of housekeepers (353, 31, 64, 68, 287, 298, 349)

Homehelpers to look after the home and children in case of mother's illness or during post-natal period (40, 256, .)

3 - 5 Household help

Gov't subsidized training programs for homemakers (64, 75, 89, 134, 160, 287, 298, 303, 349)

Careful selection of candidates for homemaking courses (68)

Awareness of counsellors of prerequisites of a good homemaker (68)

Training at the secondary or post - secondary level (136)

Registers should be compiled to establish competence (256)

Home economics in homemaker services (287)

Their salary should be taxable (68)

Special allowances for employing homemakers (256)

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3 - 5 Household help

Should not be limited to indigent families (256)

Regardless of income & on sliding scale (333)

Minimum wages for household help (302, 176)

Social security benefits for household workers (176)

They should have professional standing and protective legislation (36, 271)

RCSW to study report of U.S. Nat. Com. on household employment (160)

Men included on the staff (287)

3 - 5 Household Help

Immediately initiate a home help service in Greater Montreal area as outlined in plan of action presented by Montreal Council of Social Agencies & the Conseil des Ceuvres, June, 1967 (333)

Establish Domestic Service industry with all accompanying benefits such as unemployment insurance (353)

Establish a marketing board comparable to "Office Aids" to bring demand & supply together (353)

Community household help where one person would work for more than one family (393)

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4. ABORTION AND BIRTH CONTROL

4 - 1 Abortion B-1

B-1

Liberalize legislation (131, 133, 163, 169, 373)

Legalize abortion (30, 57, 69, 72, 134, 271, 279, 281, 282)

Sections 237 & 209 of the Criminal Code are inadequate (169)

Education & law should work to check illicit abortions (129)

Termination of pregnancy act be enacted (131)

Abortion be allowed where birth control, through ignorance, has not been used (344)

Family Planning Clinics dealing with abortion should be set up on model of Danish centres (169)

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4 - 1 Abortion B-2

Bill for abortion legislation should be decided by free vote, not party vote (129)

Laws not passed only by men (84)

Before passing law, gov't should consult various women's organizations (169, 273, 274)

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4 - 1 Abortion B-3

Should be forbidden (129, 286, 323, 344, 354)

Mother to make final decision (146, 254, 258, 285, 318, 363)

Legal right to decide oneself on abortion - but single girls under 18 should have parents' consent (194, 224, 243)

On request (27, 33, 45, 70, 72, 99, 100, 108, 147, 174, 178, 185, 188, 321, 364, 388, 389, 194)

On request up to fourth month of pregnancy (45, 70)

Clinical abortions on request (187, 194, 220, 229)

On request, except when medically inadvisable (321)

4 - 1 Abortion B-4

For therapeutic & socio - economical reasons (27, 30, 54, 169, 174, 272, 288, 318, 344)

Only for therapeutic reasons (17, 120, 129, 141, 169, 182, 256, 271)

Extend grounds for therapeutic abortion (169, 182)

Research on safer methods of therapeutic abortions, e.g. vacuum abortion (169)

Where there is high probability of malformed foetus (169, 174, 271, 315

When mother has had measles during pregnancy (363

For women who are mentally retarded (89, 174, 271)

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4 - 1 Abortion

L-5

For sexual assault of minor (30, 89, 105, 280, 299)

For rape, incest (27, 30, 54, 120, 169, 185, 256, 263, 271, 272, 280, 315, 318, 344, 364, 363)

Prospective abortion patient should be given counselling with psychiatrist (309)

Under authority of medical committee (299)

Approval by hospital committee discriminates against women in outlying areas without access to such committees (169)

Abortions should be provided free of cost (194)

4-2 Birth control

B-1

Legalize information on and sale of contraceptives (4, 15, 27, 28, 30, 36, 68, 57, 52, 84, 89, 133, 134, 141, 156, 169, 174, 194, 224, 254, 272, 279, 281, 299, 321, 318, 323, 338, 388, 389)

Information available to all women over 18 (187, 182)

Contraceptives on request (99, 100, 254, 265, 344)

Ligation of tubes Legalized (89)

Instruction on birth control for families on welfare (119)

Contraceptives given to all girls from age 14 or 16 on (144)

Health clinics be allowed to dispense contraceptives to needy persons (131, 220, 315)

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4 - 2 Birth control B-2

Gov't should publish a brochure on contraception (156, 389)

Facts about birth control taught in all high schools (187, 271, 368)

Information and means of contraception should be provided free of cost (194)

Contraccptives by doctor's prescription only (49, 120, 129)

Decision about birth control left to individuals (249, 243, 250, 163, 178, 249)

Prescriptions required for oral contraceptives (256)

Moderatly numerous families should be subsidized (129)

4-2 Birth Control B-3

Gynecologist in every university for prescription of the pill (365)

Sterilization for women on same basis as men (19, 121)

Through compulsory male sterilization (113)

Voluntary sterilization (169, 174, 254, 364)

Eliminate attitude of crime and guilt (250)

Use of drugs for birth control is distasteful (354)

Self-control is a more positive answer than contraceptives (170)

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5. SOCIAL WELFARE

5-0 GENERAL

- Hospitalization & medical insurance for working mothers. (256
- Cancer test clinic be made available to all women. (194
- Decentralization of medical - psychiatric service programs for children. (256
- More care for people in hospitals & mental institutions. (281
- An adequate health service should be instituted. (256
- Research into causes of mental illness, alchoholism. (319
- Government control on prices in hospitals, health clinics, drugs, food, housing & rentals. (320
- Higher rates of social assistance. (323
- More realistic payments for those in real need. (119
- Lower rents for social welfare recipients. (121
- Welfare recipients should be able to earn more than $15.00 per month. (121, 141)

5-0 GENERAL

- Increase welfare allowance for mother with children. (133, 256)
- Welfare payments adjusted to the cost of living. (174
- Extension of free legal aid. (188
- Women on welfare should be allowed to run a car. (377
- Low - cost housing for large families. (323
- Government pensions, annuities & bonds be tied to cost of living index to curtail inflation. (88
- Provinces should control all legislation concerning the family & social welfare. (12
- Regional Councils of Welfare should set up a committee of feminine Promotion to act as an intermediary between the region & the ministries, for the purpose of establishing national policies towards the integration of women. (256
- Co-ordinate planning for all welfare programs related to families & children, by a government dept. of the family. (188

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5-0 GENERAL

- Federal government on voluntary organizations sponsor research & conferences to develop health & welfare services. (52
- Abandoned children should receive special attention when public assistance laws are formulated. (256
- The Orientation Service for Homes should set up a consultation service for homes with dificulties. (256
- Provide portable or deferred pension plans where women re-entering labour force may participate. (101
- Local women be permitted to provie assistance to the professional social worker. (251
- Family courts should enable social workers & psychologists to assume decision making powers concerning family problems. (256
- Paid by chit to those who can't handle money. (119
- Religious denomination should not be a criterion for adoption. (174.

5-1 Old Age Assistance B-1

- Pension and old age security benefits be the same for women who are head of household as for male (27)
- Pension available for women by a means test at age 60 (30, 31)
- Wives over 60, whose husbands are retired should receive pensions (57)
- Available upon a woman's 60th birthday (194)
- Federal old age pension should be increased for those without private incomes (238)
- Pensions adjusted to the cost of living index. (249,273)

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- THE FEDERAL GOVERNMENT SHOULD MAKE PROVISION IN THE Canada Pension Plan Act for the voluntary inclusion of married women who are not employed outside the home. (25, 92, 134, 180, 249, 299, 318, 302, 386)

- Orphan should be allowed double benefits if both contributing parents are killed in a common disaster (55)

- Allow a husband to benefit from his wife's pension plan if she predeceases him (55, 193, 369)

- Spouse of employers, if legitimately employed, be eligible (71)

- Attribute to wife a part of profits that husband may have accumulated (124)

- No pension is given to the unmarried person (either sex) who dies leaving dependents (147)

- A women employed by her husband is not pensionable. (Wife receives survivorship pension on husband's death, but husband can receive such a pension only if disabled at time of wife's death) Individuals should not be pensioned according to sex (147)

- Single woman should continue contributing after she marries (177)

- Against contributing to CPP on an employee's behalf, but not deducting her salary from taxable income (189)

- Survivorship provisions of the CPP should include pensions for all dependents, as defined under the Federal Income Tax Act (244)

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- 0 to 4 years none
  4 to 10 years higher
  10 to 16 years higher
  $25.00 at birth of each child (236)
- Replace existing family allowance by giving $50.00 or more per month per child (391)
- Paid out to the person responsible for the child (391)
- Increased for large families according to the Hennipin formula (129, 368)
- Increased to $25.00 a month (127)
- No age limit (127)
- Paid directly to youngsters (127)
- Based on income (17)

- Be increased (368,27,20,120,124,208,303,138,129,368)
- Increased for women without partner (28)
- Adjusted to the cost of living (126,203,256)
- Provincial Ministry of Family (Quebec) give allowances to abandonned or illegitimate children (256)
- Raised in all provinces (126,256)

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5-4 UNEMPLOYMENT INSURANCE

- Women who retire from labour force to raise a family receive benefit from past contributions. (127

- A student should be able to recover monies paid. (127

- Equal benefits for women. (31

- Review of Unemployment Insurance Commission rules as they apply to women. (184,296

- Unemployment Insurance agencies should not divulge personal family matters to prospective employers of a woman. (184

- Review of Employment Agencies Act of Saskatchewan. (296

- Amend Unemployment Insurance Act so as to cover occupations not within its scope at present. (304
(e.g. workers in teaching, private duty nursing, domestic service.)

- Stop abuses of unemployment insurance. (345.

5-5 GUARANTEE INCOME FOR MARRIED WOMEN B

- Wages for mothers in the home (37,20,124,175,163,146,123,298,303,256,321,289)
- Allowances for mothers in low income groups (128,151,337)

- Guaranted annual gov't wage for mothers of 1 or 2 children under 12 years old (159)

- Against allowances for housewives (50)

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- Same advantages for women on sick leave or disability income (318)
- All insurance benefits be made available to women (326)
- Less pension plan discrimination between men and women as to age of entrance and retirement (147)
- Quebec pension plan discriminates between men and women's heirs (252,273)
- Family pregnancy allowances for mothers (254)
- Scale of social allowances already insufficient; should not deduct revenue from other insurances (256)
- Pensions for parents of crippled and retarded children (273)

- Allowances for needy mothers should be revised according to the pensions of foster homes of July 1967; periodical revision should take into account regional differences (256)
- Social assistance policy in Quebec should be revised to ensure sole-support mothers a minimum income (256)
- Mode of distribution of social allowances should not isolate recipients (256)
- Under the Municipal Superannuation Act of B.C. a woman employee should receive same consideration and benefits as the survivor of a male employee who is pensionable (300)
- Special allowances for mothers, head of families (49,262,256)

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- The wife of a civil servant gets only half of her husband's pension. She should get 2/3 (48,88)
- Pensions are inequitable because women are paid less and must retire earlier than men (97,311)
- Pensions are insufficient for unmarried mothers, the sick, the widow, the underprivileged (120,172)
- Provide a fully integrated pension system so that pensions are entirely portable (2)
- A mother in the home receive for each year that she has cared for one or more children under 10, credits to her social security pension (124)

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6. LEGISLATION

6-0 GENERAL LEGISLATION B-1 B-1

Amend Canada Labour Code (Canada Fair Employment Practices Act), Chapter 19, by adding "sex" to the list of prohibited discriminations in Article 4(1), (2) and (3) (385)

Amend Fair Employment Practices Act of B.C. (385)

Private sexual acts between consenting persons must be no concern of the law (389)

Sexual intercourse without woman's consent may be rape if couple is living separately (318)

Women should not have privilege to refuse jury duty (85, 141, 212, 222, 315, 318, 244)

Eliminate clause in Jury Act which absolves women of civic responsibility (203, 347)

Requirements for jury duty be the same for both sexes except teachers and nurses (318)

6-0 GENERAL B-2

- Majority granted to persons under 21 when they either contract valid marriage or when they petition to government for majority (127)
- Government not lower voting age (72)
- Withdraw proposed law encouraging mental disorder such as homosexuality (129)
- Government establish psychiatric clinics for homosexuals (129)
- Federal government discourage extension of credit when not in best interest of consumer (70)
- A woman of 21 receive a complete and legal dissolution of her filial obligations (21.

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6-0 GENERAL

- "Principle of Equality of Rights" be embodied in the law. (65,126,154,147,239, 60,256,328,336
- Each law specify that references to "he", "his" and "him" apply to both men and women. (3
- Legislate to Support U. N. Declaration on Elimination of Discrimination Against Women. (348,361,342
- Married woman's maiden name recognized by law. (123,203,145,318
- Married women retain their first name and adopt husband surname. (145,203,240
- Married woman's maiden name legalized in its feminine form. (145
- Married women hyphenate maiden name to husband's surname. (145
- Right of married woman to change her name without husband's consent. (159
- Call all women "Miss" to avoid stigma attached to not being married. (240

6-0 GENERAL

- Married women be able to retain their surname after marriage, divorce or separation. (216,318,389
- Children be able to take mother's name. (216,318
- On legal documents, a person should be able to choose to put down father's, mother's, or no name of ancestor. (216
- Deletion of any legislation grouping children, imbeciles and women together. (92
- Greater participation of women in preparing legislation related to education, family and social welfare. (102
- Revision of laws re property, taxation, abortion, divorce and homosexuality. (173
- Legislation limiting amount of credit allowed. (170
- Avoid legislation making it profitable to have children out of wedlock. (174
- Canada sign and adhere to International Conventions on economic rights of women. (192

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6-0 GENERAL

- Canadian women endorse legislation on abortion, marriage and divorce. (199
- Federal legislation reflect modern role of women. (155
- Amend Civil Rights of Women in Quebec. (155,307
- Amend Quebec Statutory Laws. (155,256,307
- Excessive parental authority on children over 21 should be a criminal offense. (215
- Better laws on proven rape cases: make rapists harmless. (258
- Call all women "Mrs.". (266
- One standard plan for schools to save on cost. (282
- Wife should have right to free legal aid, even if husband has sufficient means. (256
- Create Family Courts. (256

6-0 GENERAL

- The municipal Act of Manitoba and the Metro Act be amended to remove property requirements. (318
- Government should investigate lending policies and enact legislation prohibiting discriminatory practices. (328,377
- Equality before the law in civil rights. (373
- Current and future Human Rights Codes at the provincial and federal levels be revised to delete the word "sex". (374
- A meaningful Bill of Rights. (376
- Free legal aid for some types of civil cases for defence. (376
- More adequate police protection for violent husbands. (377

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7. LABOUR FORCE

7-0 GENERAL

E-1

Encourage women to work (65, 214, 356)

Study on potential of female labour force (147, 239)

Establish manufacturing plants to provide more jobs for men and women (184)

Government in Canada take lead in providing women with employment and promotion opportunities (192, 239)

More positions for women in the diplomatic service (311)

Federal government encourage the decentralization of industry to equalize employment opportunities (318)

Flexible hours for working mothers (17, 100, 144, 2, 35, 131, 172, 181, 211, 227, 256, 325, 243)

Increase resources of Women's Bureau (52, 155, 99, 144)

More summer jobs for female students (202)
No discrimination against older women (216)

7-0 GENERAL

B-2

Government and industry encourage women to prepare and apply for senior positions (131, 335)

Married women returning to work should not lose social benefits acquired formerly (256)

Allowances for working mothers when absent from work (256)

Grocery stores should take into account working hours of mothers (256)

Women employed full-time in religious institutions should be paid (318)

Priority in employment for women who are head of the family (340)

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Employers should consider women on equal basis to that of men (366, 371)

Apply I.L.O. Recommendation No. 123 (52, 262)

" " " " 100 (139, 262)

No restriction on pension rights for women (2)

Eliminate discrimination in job advertisement (86, 92, 85, 26, 163, 239, 385)

Mothers can be more efficient teachers than single women (210)

The word "sex" be included in all Acts containing anti-discrimination provisions (141, 93, 8, 147, 192, 304, 343, 371, 373)

Terms like "Brotherhood Week" be changed to "Humanhood Week" to avoid discrimination (150)

Opportunities in "male" fields should be available to women (156, 239)

Accept and implement I.L.O. Recommendation concerning Employment of Women with family responsibilities (321, 313)

Woman should bring humanity to labour (335)

A study in potential of women with family responsibilities to contribute in social and economic areas (361)

A study in consequences of working mothers (361, 68)

A study in assessing the dual role of mother and working woman (361)

Federal-Provincial conferences agendas to include questions relative to women workers (184)

Do a study on working capacities and desires of female college graduates over 45 who haven't worked at full-time jobs since marriage (204)

A system similar to "The Foundation for Re-Employment" (U.S.A.) should be established across Canada (252)

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Provision in labour organizations of a trained pool of workers for emergency when work load is heavier (190)

Female manpower office should keep abreast of technical progress, foresee future employment trends and alter retraining programs (155)

Government should check the distribution of women in occupations by regions (189)

Credit for experience of housewife (49, 124, 20, 325)

Upgrading of domestic helpers (229, 235, 236)

Special committee to work out the rules of employment for housekeepers (229)

Government should give mothers tests determining experience gained at home in psychology, human relations, etc. (229)

Marriage should not threaten job security (256)

Develop regional resources (Gaspe and Saguenay) so that husbands need not leave home for months because of work (256)

Eliminate contract clauses where employees agree not to work for competing firm for a number of years (174)

More government participation in solving women's employment problems (209, 296)

Investigate policies of large corporations (97)

All policemen should operate with the guidance of a chaplain (330)

The minimum academic standards for policemen should be raised (330)

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7 - 1 Equal Pay B-1

Implement " Equal Pay for Equal Work Act "
33, 50, 64, 52, 57, 72, 73, 85, 89, 99, 102, 38, 54, 124,
126, 127, 139, 172, 126, 143, 147, 144, 150, 146, 163, 170, 175,
218, 217, 227, 232, 252, 260, 261, 249, 274, 275, 279,
256, 345, 386, 313, 357, 282, 295, 304, 195, 207, 208, 209,
297, 288, 303, 311, 345, 378, 331, 335, 347, 350, 358

Equal pay for comparable work (31, 69, 147, 184)

Equal pay for work that is substantially the same
(92, 209, 374)

Equal pay for work of equal value (139, 374)

Equal salary for equal contribution (190)

7 - 1 Equal Pay B-2

Geographical area of employment are on any factor other than sex (140, 194)

Government inspection to enforce Equal Pay Act
(27, 28, 139, 147 156, 194, 318, 217, 347)

A federal commission to investigate discriminatory policies (296)

Equal Pay only for women head of households (17,

Ratify I. L. O. Convention No. 100 (86, 126, 147, 184, 194)

Government sign United Nations Convention on Equal Remmeration (246)

Federal Law favouring Wage Parity (155)

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7 - 1 Equal Pay B-3

Equal opportunity for men & women to work in any field at equal rates of pay (280)

A study of agreements between employers & trade unions to clear up question of discrimination against women and wage differentials (147)

Government inspector to investigate women's complaint (147)

Establish a non-partisan body to supervise union wage scales for women (217)

Efficient Boards of Complaint to deal with infringements (217)

Impose severe fines for employers who transgress law (347)

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7 - 1 Equal Pay B-4

Penalties for violators (184, 217)

Women's wages equivalent to the Across Canada Industrial Average Male Labour Rate (184)

Find definition of "What is Equal Work ?" (184)

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7-2 MINIMUM WAGE B-1

- Implement minimum wage law (147,244,335, 184, 194)
- Raise minimum wages (281,36,69,209,)
- Same minimum wage law across Canada (36)
- Raise wages for medical technologists (283)
- Raise wages for nurses (306,309)
- Raise wages for typists, clerks (252)
- Give same Minimum Wage Act for men & women in B.C. & P.E.I. (147)

7-3 MATERNITY LEAVE B-1

Maternity leave be given (136, 144, 175, 265, 273, 275, 279, 290, 296, 288, 303, 304, 325, 326, 340, 348, 393, 100, 124, 147, 155, 256)

With either partial or full salary (17, 69, 52, 86, 101, 120, 126, 131, 150)

12 to 18 weeks leave and job guaranteed (27, 194, 217, 64)

9 to 14 weeks either before or after birth (40)

6 to 10 weeks without loss of privileges (129, 147, 363)

Without loss of employment or seniority (256, 304, 368)

3 months leave with one week paid for each year of work in same business (256)

3 months to 1 year leave with or without very little pay, without losing marginal benefits (256)

1 month paid leave and longer if recommended by doctor without loosing job (347)

1 year leave with partial or complete compensation and continuation of fringe benefits (150, 242)

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7-3 MATERNITY LEAVE

Legislation provide up to 6 months unpaid leave (174, 233)

3 months leave and retain seniority (209, 256, 363)

12 weeks maternity leave with pay, plus legislation guaranteeing continuance of employment and provision for additional sick leave with or without pay up to 3 months (217)

6 weeks paid and 3 months unpaid, or 3 months of part-time pay (256)

Without pay but without loss of benefits or seniority (256, 303)

Minimum of 4 months without loss of seniority (288, 303)

On a doctor's recommendation (303, 256)

No pre-natal period, but 4 months post-natal (321)

6 weeks before and 6 weeks after without loss of seniority or dismissal (378)

Regulations uniform across Canada (31, 52, 147, 256, 315, 321)

Leave if there is a commitment to return to work (83, 159)

During pregnancy, woman should have 2 day sick leave per month (256)

Beyond fixed period of leave, further leave without pay should be allowed (321)

Time allowed during working day for nursing (321)

Ratify I.L.O. Convention (52, 58, 126, 321)

Federal government provide maternity leave benefits (321)

Be included in labour contract (256)

Unions should enact measures to protect working woman (256)

Indemnity during leave be paid by State and employer (256)

Pregnant women be given 25 hours of work per week (256)

Where woman is valuable to employer, arrangements be made for mutual benefit (190, 263, 264)

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Instituted by contractual specifications or insurance plans (256)

Government allowances where industries are unable to assist (256)

Maternity leave should be introduced into training programs (86)

Employer should give priority for re-employment to women who had left work to give birth (256)

Income tax deductions for employment of homemakers during maternity leave (256)

Pre and post-natal clinics should be gratuitous and open outside of working days (256)

Women be given similar job when she returns (303)

Correct B.C. law that a teacher can't return to work until the child is one year old (240)

A basic family salary would enable women giving birth to choose between working or staying at home (256)

No maternity leave, woman should remain at home (274)

Maternity leave legislation is unrealistic (190, 232)

Maternity leave is not fair to employer (218)

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7-4 UNIONS & SYNDICATES B-1

- Unions implement equal pay by strike if necessary (97,275)
- Equal status in unions (256,321,318,335)
- Women on all Union Boards of Canada (358)
- Professional & labour syndicates obtain favourable working conditions for women working part-time as well as for maternity leave (102)
- Women have membership in Professional Unions (155,214,274)
- Unions take interest in child care services (211)
- Agency to deal with employers & employees (229)
- Someone to negotiate working conditions for women (256)
- Unions work to protect pregnant women (256)

7-5 CIVIL SERVICE B-1

- Equal job opportunity (27,54,84,138,141,131,275,290,299,326,342,385)
- Equal chance for promotion (54,286,290,299,326)
- Submit discrimination to a Board of Industrial Relations (54)
- Part-time work with equal benefits as full time (52,133,129)
- More women on Commissions, Conferences, Enquiries & Public Office (138,141,147)
- Same superannuation contribution as men (138)
- Practice Equal Pay (139,126,193,299)
- Observe Maternity leave with compensation (139)

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- A widower be entitled to benefit from his deceased wife's contribution (138)
- Survey on potential of women interested in advancement (131)
- Equal opportunity in taking courses (131)
- Promote qualified women to senior positions (Glassco Report) (147)
- Women in the constitution, federal & provincial legislation (155)
- Be first with salary equalization (233,326)
- Ensure women's entrance in diplomatic & political fields (238)
- Fed. gov't not discriminate against women veterans (385)
- Canada Manpower Service not discriminate against women (385,313)

- Civil Service should offer opportunity for employment to well-qualified local women (251)
- No discrimination in promotions (299)
- More flexible hours in civil service (302,335)
- Less discriminating advertising (311)
- Federal gov't should not discharge employees who are mentally ill or alcoholic before insuring that they receive treatment (319)
- More part-time jobs in the Civil Service (332)
- Employ married women in Nova Scotia Civil Service (86)

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7-6 HIRING

- Revise employment procedure for women. (18,6,2,22,214
- System based on qualifications only. (94,122,126,139,142,239,256
- Expand employment opportunities for women. (146
- More women on committees. (322
- Investigation re women workers in production lines. (18
- Employ older women. (142,214,256,311,379
- Less discrimination. (184,213,246,301,328,335,350
- Less discrimination in advertizing. (252,266
- Employer should give credit to housewife's experience. (265,288,321,347
- Establish equal employment opportunity commission both federal and provincial (292
- Recognition of economic force represented by women by admittin them to economic administrative levels. (343

7-7 PROMOTION

- Special training jobs and opportunities for advancement be given to persons with superior education, training experience, desire or need rather than because of sex. (27,38,264,374
- Amend Canada fair Employment Practices Act to include sex. (52
- Representation on boards of directors, government commissions of women submitted by women's group. (86,321
- Equal opportunity for promotion. (94,185,342,209,232,237,303,318,328,335,350,156
- Less discrimination in promotions to executive levels and for entry into professions. (122,126,147,36,155,163,170,192,283
- Prejudice as to woman's ability. (120,301
- Equal access to equal opportunity. (141,282,144,252,256
- Discrimination in teaching profession promotions. (184,231
- Institute provincial board to check discrimination with respect to promotion. (213
- Promotion for older women. (379

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7-8 LABOUR FORCE INSURANCE

- In Manitoba equal group insurance coverage for men and women. (212
- Study on insurance and pensions. (221
- Same fringe benefits. (237
- For women when the children are sick. (289
- Specific sickness and validity insurance. (340
- Government should include in its social insurance, the payment of indemnities for maternity leave. (347
- Government health insurance for fees of pre-natal, medical, surgical, obstetrical, pharmaceutical care. (347

7-9 PART-TIME WORK

- For married women. (6,79,120,129,133,136,144,181,256,274,303,315,325,332,342,347, 356,363
- Allows dual role. (36,74,235,256,331
- Only for women with children. (63
- Will provide answer to shortages of staff in fields of welfare, nursing teaching. (217
- Will prevent women from losing skills. (217
- Psychologically beneficial. (210,266
- Study on part-time work for women. (131,183,188,221
- Federal and provincial governments should give lead. (198,298,301,302,332
- Manpower Centre of Canada to create a system of temporary jobs reserved for married women. (256

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7-9 PART-TIME WORK

- Inventory of part-time jobs. (129,183,188,217
- Employers to increase part-time jobs. (182,217,289,311
- Two women part-time instead of one full-time. (6,64,179
- For married women doctors, in hospitals, clinics, health centres. (264,283
- School boards can hire mothers to assist at recreational functions. (170
- Employ women teachers part-time instead of as substitutes. (198
- Part-time nurses and more flexible staffing patterns. (306,382
- Same wage scale as full-time employees. (217,235,303,347
- Provide same fringe benefits as full time workers. (101,124,129,144,170,174,182 217,242,252,304,347,366,368
- Eliminate prejudice against part-time workers. (217,241,252

7-9 PART-TIME WORK

- Amend federal and provincial labour and social security acts to cover, on a prorata basis the part-time employee, particularly domestic and mother's aide (349)
- Industries to provide day-care facilities for part-time employees (297)
- Correlate hours of part-time work with school hours (179,241,242,256,265,286,311)
- Maternity leave for part-time employees. (297
- A voice in decisions of boards and committees for qualified part-time employees. (332
- Part-time workers should be made to feel committed and in a position to contribute effectively. (217

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- A Division Of Female Labour, composed of men & women for promoting policies to solve problems peculiar to female labour (347)
- Labour laws should account for physical & psychical originality of women (340)
- Government should pass effective legislation or recognize that it has no intention of doing so (318)
- Legislation required to protect work of women (182)
- Social security measures for all workers (256)
- Enforce anti-discrimination principles (56,102,110,141,147)
- Ensure equal rights of husband & wife (340)

- Review "equal pay" legislation (192,214,219,233,242,363)
- Disallow discrimination of sex for senior posts in university, schools, clergy (159)
- Enforce health protection: restrooms, medical supervision, paid sick leave, regulations on weight-lifting (126,273,347)
- Discontinue all forms of remunerated labour done at home (347)
- Protective legislation for night work for women (129,174,374)
- Transportation allowances for women working at night (256)
- Night-call duties, not compulsory for married women (283)

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8. EDUCATION

As per Unesco 1966 establish 10 year - plan to hasten entry of women in scientific, engineering & technical careers (221)

Education is federal gov't's responsibility (285)

Provincial legislation standardize private schools (155)

Office to evaluate courses & diplomas of all private schools (155
Federal aid to education on a broader basis (342)

A look into possibilities in field of information theory (155)

Courses on "United Nations" in every school (23)

Free education for all (61, 163, 285, 393)

Trade schools, CEGEP & university centres be established in deprived areas (155)

Education in concentrated summer institutes extension programs & T.V. courses for young girls (173)

Wider range of objectives in female education (173, 194, 319, 374)

More recognition given to women's accomplishments in arts & other professions (221)

Military training courses be related to civilian courses and credits given (174)

Creation of a Federal Bureau of Education (174)

Each segment of educational content have practical application (201)

Training of nursery school teachers compulsory for all men & women who intend to be parents (201)

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Techniques of importing information be compulsory in educational system (201)

Establishment of "bridging" courses as preparation for content courses (200)

Equal opportunity for education (195, 342)

Educational system from nurseries to universities & continuing adult education be in public domain & embody all present - day welfare services (201)

Educational Bill of Rights to eliminate discrimination in educational system (126 192 193)

Special training & full - time work for counsellors in Canada ManPower Centres (52)

Citizenship & public - speaking courses (128, 224)

Fed. Dept. of Education give leadership courses and co-ordinate education (139)

Consumer education by schools, mass media, N. F. B. films (148)

Seminars in psychology as a community activity (153)

Canadian Economic Council take into account education of women in its future studies on productivity (155, 297)

Equal financial opportunities (194, 244)

Eliminate co-education in schools (276)

School uniforms for girls should be obligatory (276)

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8 - 0 Education (General) B-5

Driving licenses not issued to anyone under 18
unless applicant has completed driver training course (288)

Driver training courses considered as extra
curcicular but given in conjunction with
school programmes (288)

Departments of education assisted by Federal government
& in cooperation with universities & private educational
institutions should undertake a study of all aspects of education.

(Curricula, finance, organization etc. & update these to
needs of modern women (313)

A travelling Canadian team of researchers should be appointed
to study needs of the "functional illiterates" in rural &
urban areas especially in the "inner cities" (313)

Credit for homemaker experience be considered (321)

Raise the legal age for leaving school & working to 18 (318)

8 - 0 Education B-

Establishment of "travelling schools or colleges" (318)

DBS to conduct regular research on Canadian
women to predict educational needs (318)

Dept. of Education oversee the training of those
administrating & interpreting aptitude tests (318)

Quebec Ministry of Education revise counselling &
information services available at the moment to women (349)

Practical courses on Canadian economy & principles of economies
should be introduced at all levels of education, including
adult education (343)

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The educational system should try to handle the problems created by the unequal society (366)

All schools & classes be co-educational (280, 347)

All courses opened to both sexes (280, 347, 393)

Textbooks rewritten to eliminate discrimination against women (280)

Schools should synchronize classes with schedules of industry (256)

School calendar should follow civic calendar so that families may share benefit of legal holidays (256)

Encourage female students with ability to complete their formal education (288)

8-1 VOCATIONAL GUIDANCE

- Counselling and guidance for all (67,131,133,136,160,86,192,213,274,297,304,393
- For married women re-entering labour force. (31,68,70,292,321
- Career counsellors encourage girls to continue education. (121,233
- Encourage girls to enter male professions. (33,90,155,163,189,393
- International Women's Bureau for married women entering labour force. (49,54,151
- Integrate vocational guidance services (56
- Free of charge for women returning to work. (144
- Grants for academic and vocational training of older women. (151
- Inform on opportunities in social sciences (55

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- To assist working women in obtaining fuller benefits from existing legislation. (26,124,128

- Related to existing employment opportunities and not limited to traditional women's occupations. (52,347,374

- Counselling services at universities. (82,90,234

- Re-evaluated in light of new roles adopted by women. (155

- Opportunities for guidance for mildly retarded women. (34,144

- The following jobs should be encouraged by the Federal government through creation of courses in community colleges: surgical technical assistant
  recreational assistant
  teacher aide, kindergarten aide
  institutional housekeeping
  nursing home aide
  home rehabilitation aide (190,213

- Women should take advantage of the Canadian Vocational Training Programme. (193

- New orientation for women. (201

- Guidance training at Memorial University. (209

- There should be an adequate information and counselling service set up outside the educational institution though closely co-operating with it. (200

- An employment counselling service to inform women on labour market needs and advise on qualifications and further training; advise on adjusting family responsibilities. (304,318

- Manpower provide increased counselling service for women who wish to return to work. (311

- Especially for poor, debt ridden and deserted women. (345

- Publicize and make available services like the Vistas for Women Programme run by the Montreal YWCA. (321

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8-1 VOCATIONAL GUIDANCE B-4

- Comprehensive personal and vocational counselling by qualified personnel at high schools, colleges and universities. (333

- A study should be made to discover extent of vocational guidance given to young women as to which unmet needs they may fulfill. (361

8-2 TRAINING & RETRAINING (GENERAL) B-1

- Winter works programs for women (121)
- Screening & special training for mature women (128,347)
- Training for mildly retarded women (34)
- Retraining for married women (17,175,241,347)
- Free household help during retraining (27)
- Day care at training centre (27)
- Women should be tested for aptitudes (170)
- Reassesment of educational institutions (192)

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8-2 TRAINING & RETRAINING (GENERAL) B-2

- Establishment of standards in vocational institutes (244)
- Retraining courses organized by intermediary group (256,299)
- Regional colleges to train girls in home management and child care (130)
- For both sexes (347)
- At night for working women (363)
- More cooperation among various gov't departments in encouraging training programs (386)

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8 - 2 Training & Retraining (Sponsors and Fees) B-1

- Encouraged by federal government (256, 305, 326)
- Training allowances by government (315, 377)
- Manpower Retraining Grants for women entering labour force (63, 69, 183, 292)
- Government assume cost of part of salary during retraining (256)
- Federal government system of loans at low or no interest for training & retraining (46, 54, 55, 58, 230)
- Equal allowences to those granted men who retrain (349)
- Training allowances extended for completion of two year courses (141)
- Criteria for grants accommodate women (303)
- Provided by industry and government (69, 122, 256, 238, 54, 72, 177, 292, 316)
- Provided by industry & small factory (318)

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8-2 TRAINING & RETRAINING (SPONSORS AND FEES) B-2

- Done by special "Y" programs, churches, service clubs, specific industries (345)
- Canadian Manufacturers of Household Products sponsor a diploma in household services (236)
- Loans & bursaries for nurses pursuing graduate studies (26)
- Retraining - free and accessible to all (170, 192)
- Financial aid for married women wishing to retrain (73, 172, 182, 242)

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8-2 TRAINING & RETRAINING (COURSES)

- For skilled or professional employment. (256,311,110,2,68,67,56,83,243,273,101, 121,131,126,161,170,187,192,194,209,212,227,249,252,254,262,271,325,347,386
- At all levels. (128,133,139,144,146,54,70,155,334,348
- On a continuing basis. (36,89,75,230
- Short term courses for upgrading. (141,318
- Homemaking and housekeeping courses. (129,161,171,318,175,176,244,285,321 (A Swedish model) 325,328
- Nursing courses for older women without residence requirements. (141
- Occupational therapy taught at technical institute level. (141
- More non-credit courses for low income women. (90,131
- Relaxation of 1 year limit for training courses. (141,214
- Nursing school teacher training. (129,386

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8-2 TRAINING & RETRAINING (COURSES)

- Federal government offer courses given by Association of Administrative Assistants. (149
- Emphasis put on practice rather than theory. (200
- Possibility of part time internship. (321
- More refresher courses for professional women wishing to re-enter field. (200,315
- Subsidized retraining courses in medical technology. (283
- Courses in money and time management, fabric care, use and care of equipment, new food processing, preservation procedures, health and nutrition. (299
- Programmes of Apprenticeship. (303
- Credit courses. (299
- Refresher courses in Nursing. (26,306
- Upgrading courses in Nursing. (26,318

8-2 TRAINING & RETRAINING (COURSES)

- Adult language courses in French and English financed by Federal government. (90
- Courses in real - estate and selling. (170
- Department of education across Canada under sponsorship of federal government should study curricular offerings for girls in vocational schools. (313
- More flexible admission requirements. (313

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8-2 TRAINING &. RETRAINING (PUBLICITY) B-1

- More publicity on work available for women who retrain (6,183,219,384)
- More publicity re Manpower training & retraining programs (174,233,256,189)
- Dept. of Labour publicize training courses (140,155,242,302)
- Inform women on training & retraining (140)
- More information on courses (124,217)
- Information coordinated under Canada Manpower (133,256)
- Publicity to encourage women to attend courses, films (331)
- Information & publicity re urban job & retraining available in rural communities (74,271,318)
- Well advertized in magazines (345)

8-2 TRAINING & RETRAINING (LOCATION) B-1

- In-service training for women (89,242,244,386)
- Regional training centres (129,256)
- In Community colleges (200,243,271)
- In private enterprises (303)
- At night in major cities (256)
- In rural areas (299)

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8-3 SEX EDUCATION B-1

- Sex education at elementary school level (144,177,178,201,286)
- Compulsary sex education & family planning courses in schools (169)
- In the home (144,362)
- Free sex education no mores (373)
- By specialists, at high school level (144,36,122,120,128,129,187,255,254 281,286,325,368)
- Sex education & Psychology courses (123,335)
- Co-educational sex classes be made part of every curriculum & begin in the early grades (280,)
- At all levels (256)

8-3 SEX EDUCATION B-2

- Sex education would prevent need of abortions (344,363)
- Provincial gov't should pay for sex education in schools (344)
- Sex education should be given in schools along with birth control education (362,365)
- Courses in Human Scienses taught from Grade One through University (388)

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Abolish tuition fees (280)

Free tuition if candidates are well-qualified (174)

Tuition paid by Federal government (194)

Grants for part-time students (217, 233, 350)

As many scholarships for girls as for boys (273, 311, 280)

School residences co-educational (280)

More Federal and Provincial grants for married women (313, 79, 82, 92, 200)

Maintenance grants for working class children (280)

Extension courses in Nursing - part-time or evening (26, 143, 349)

More part-time courses (89, 244, 321, 368, 381 (medicine))

Courses in general counselling techniques (131, 306, 311)

Upgrading in Home Economics field (181)

Women's universities (125)

Extend period for post graduate work for married women (141)

Universities take into consideration different phases of a woman's life, e.g. maternity (155)

Refresher courses on part-time basis (173)

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Government financed programs to encourage part-time studies, daytime and evening, refresher and retraining courses for professional, semi-professional and technical occupations (333)

Courses with hours suited to mothers (334, 347)

Service in labour market taken in account for admission (303)

More universities to prepare nurses for teaching, administration, research, etc. (26, 309)

Extension courses in Nursing - part-time or evening (26, 143, 349)

Standardize credits (244, 82, 90, 6, 244)

Equal opportunity for enrollment in all faculties (262, 311, 97, 136, 144, 156, 216, 311, 365, 368)

Encourage women to enter male faculties (264, 303, 365)

Summer courses for the whole family (285)

More understanding of sexuality in Medical Schools (128)

More universities of the street (303)

Equivalent system between older and recent degrees (256)

Extension of University counselling services to interested women (90, 311)

More popular culture courses with a diploma (368)

Age limit for admission to medical schools should be abolished - this discriminates against mature women who can greatly contribute to medical profession (381)

Extramural study should be made available and universally recognized - each university could offer extramural study in a different field (381)

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- Separate the sexes (23)
- Set up Home Economics workshop and recognize attendance (181,279)
- Recognize human aspect of Home Economics (181)
- Non-confessional courses in comparative religion (174)
- Gov't check Canadian schools & guidance program for girls (189)
- Courses in budgeting (170,190,196,230,333)
- Hygiene courses (155)
- Compulsory courses for girls in budgeting, commerce, laws (62,119)
- Political education courses (124,154,224,230)

- More courses in social sciences (136)
- Equal educational opportunities for boys & girls (266)
- Political courses in high school (279)
- Professional & technical training for boys & girls (306,350)
- Counselling services for girls (311)
- Departments of education across Canada under sponsorship of federal government should study curricular offerings for girls at junior high & secondary school levels (313)
- For rural & isolated areas, more correspondance courses, better transportations, residential homes for girls (318)
- Women should be taught the responsibility of work (335)

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- Specialized services in schools to answer needs of fatherless children (256)
- A system of supervised studies in school for children alone at home from 4-6 p.m. (256,304)
- Teachers for children in home (124)
- Supervised luncheons in all schools (349)
- Educational provisions for handicapped children (174)
- Encourage men to teach at this level (374)
- Homemaking courses, family life education, preparation for human partnership, be on a co-educational basis in primary grades (201,241,331)
- Kindergardens lower entrance age from 5 to 4 years (194)

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8 - 7 ADULT EDUCATION

- STUDY SITUATION OF MATURE WOMAN STUDENT ---- 234, 318, 347
- MORE COURSES FOR MATURE WOMEN ---- 345
- PROVINCIAL GOVERNMENT PROVIDE FREE ADULT COURSES IN EDUCATION AND CULTURE ---- 238
- FOR BOTH SEXES ---- 329
- INSTITUTIONS RECOGNIZE LEARNING INVOLVED IN LIFE EXPERIENCE WHEN CONSIDERING ADMISSIONS ---- 200, 303, 386
- FUNDS AVAILABLE TO INSTITUTIONS FOR MATURE WOMEN ---- 2[illegible]0
- NO DISCRIMINATION AGAINST OLDER WOMEN ---- 216, 381
- COMMUNITY COLLEGES FOR HOUSEWIVES AND MARRIED WOMEN ---- 133, 156
- COURSES IN READING, WRITING, ON LEGAL RIGHTS IN POOR AREAS - MONTREAL - ---- 256
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- Better scheduled for housewife (124,172,190,242,303,325,343,144,279,335)
- Radio & T.V. courses with diplomas (133,144,172,194,327,333)
- To educate housewife (68,155,209,325,345,55,72,70,144,256,384)
- Fed. gov't establish Educational T.V. Program (299, 288,318,303,194,285, 334,333,217,233,273)
- General & professional adult education program subsidized by gov't (112,155)
- Programs on menus & health care of children (68)
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- Information for women in economics (343)

- Round table discussions, theme sketches, question games (343)
- Encourage competition among audience of economic broadcasts (343)
- Programs on finance, insurance, law, estates, etc. (55,72,70,252)

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- More publicity re educational programs (190,279)
- Gov't use audio-visual aids for sexual education (254,368)
- Encourage girls to enter masculine professions (279)
- Conform to regular educational standards (23)

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- Telecasts of university credit & refresher courses supplimented with tutorial instruction (82,90)

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Deduction for housekeeper for women wishing to return to study (200)

Minimum of $500.00 a year tax deduction for housekeeper (233)

Maximum tax exemption $2,000.00 (244)

For one-parent families only (52, 89, 156, 194, 256, 271, 288, 304, 319)

For full or part-time employee (70, 131)

Where housekeeper earns more than $11.00 a week (92)

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9-3 HOUSEHOLD HELP B-1

- No deduction for household help (174)
- Tax relief considered as medical expenses for dependants who need special care (86)
- Tax relief for wives in full time, unpaid training programs (171)
- Household help deductible as medical expense if prescribed for mother of more than one child (174)
- Tax deduction for all household help for males and females (306,52,89,126, 149,176,302)
- For employment of homemakers during maternity leave (254)

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9-4 CHILD CARE DEDUCTIONS

- Income tax deduction for baby-sitters. (26,211,301,345,288,39,58,122, day nurseries, 134,139,185,198,236,238,251,302,234,217,198,374,377
- Deduction for child care expenses of working mothers. (56,54,136,217,219,251, 345,328,331,341,345,374,377,393
- Tax deductions for fees paid for day care centers. (26,73,98,89,92,31,69,80,104 122,128,134,168,211,217,318,341,363
- Ceiling on tax exemption for day care not to exceed more 1/3 of gross income. (80
- Exemption for child care expenses when joint income is less than $10,000. (247
- Proportionally to the number of hours worked on exemption of $100.00 per month plus $20.00 (1st child) plus $10.00 (2nd child) plus $5.00 (each other child) for justified expenses incurred for homemakers be granted to working mothers. (336
- Tax relief for working mothers based on age and number of children and income of family tax unit. (111,115,345
- Tax relief for mothers who study. (234,217,198

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- Discrepancy between pension rates paid to men and women should be investigated. (142
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- If the pension ceases before the expiration of calculated time Estate tax be considered paid in full. (131
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9-6 BUSINESS PARTNERSHIP BETWEEN SPOUSE

- Allow husband to pay his wife wages for income tax purposes. (or Section 21-2 of Income Tax Act) - (92,107,71,80,147,131,158,192,219,318

- Legislation to encourage & protect husband and wife partnerships. (158

- Sale of business be negotiated over a period of one to five years. (254

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9-6 BUSINESS PARTNERSHIP BETWEEN SPOUSE

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- News media stop fostering "feminine myth" by promoting image of women as object (120,1[illegible]279,371)
- News media should not intensify male-female conflict (126,162)
- Mass media publicize birth control clinics, opportunities for part-time employme establishment of day care centres & family day care (321)
- Educational economic information for women especially through audio-visual means (343)
- Radio & television programs portraying Women in Industry in the Professions and in the Home (184)
- Educational programs to publicize findings of the Commission (184)
- More realistic goals set up for income levels of Canadians through advertizing Vanier Institute might investigate (190,278)

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- Mass media by word & deed, lead the way for full equality for women (94,203,273,314)
- Commercial advertizing stop falsifying image of women (124,144,321,325,342,371)
- Broadcasts to inform women on range of retraining programs available (144)
- Women's sections of magazines & newspapers need not exist as such (144,177 222,305,334,347)
- Forbid commercials directed at children (144)
- Improve women's image in radio, t.v.and magazine (217,347,345,305,173,321)
- Women journalists help change woman's image given by magazines (347)

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- Political parties should re-organize to accommodate women and incorporate them into their candidature at every level (318)
- List of vacant positions be distributed in voluntary organizations (318)
- Women should acquire a sufficient knowledge of politics through programs and newspaper (335,347)
- Anyone should have the right to choose a woman or man judge when being tried (358)
- More women in the diplomatic service (358)
- More women lawyers and business women be involved (345)
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- Hold a position on a rural council without having joint ownership of the family farm ---- 282
- Emancipation of women in rural areas -Asbestos- is not occuring at same rate as in urban areas ---- 256
- University correspondence courses in graduate and post-graduate studies for rural women ---- 381

15 - 9 FARM WIVES

- recognition of work done granted on estate taxes after husbands death ---- 387
- If wife has worked many years on the farm, and then divorced, she should be entitled to her share at her husbands death ---- 387
- Child care facilities for female employees ---- 318
- Women be able to own a basic herd without being in partnership with husband ---- 297

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16. INFORMATION SERVICES

16-0 INFORMATION SERVICES

- Brochures re qualifications for each career and job available across Canada. (318
- Federal government inform on the employment for women. (301,303
- Establish regional and local levels of information on consultation services. (e.g. The independent Citizens Advice Bureaux in England.(343
- Provinces sponsor publication of present laws applying to women and children in layman's language and supervise distribution. (30,57
- A national center of demography should be created. (129
- Federal government should participate in international seminars and inform Canadians of the reports. (154
- Referral bureaus to offer a spectrum of community resources. (189
- A political guide should be edited to instruct women. (256
- Information bureaus on rights of women, composed of lawyers, notaries, businessmen to advise women on family economy. (256,348

16-0 INFORMATION SERVICES

- Inform women as how to be wise consumers. (305
- Women's labour bureau should issue and distribute information on labour Legislation. (256
- Information on women's moral and legal responsabilities. (225
- Department of Consumers and Corporate Affairs should inform the public on advertisements. (49,196
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- Government protection by information on drugs, credit, alcohol. (72,170
- Information booklet on laws and regulations relating to separated and deserted families. (146
- Pamphlets to inform public on situation of daycare services, the aged and handicapped. (160

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- Re-educate public on renewed role of nursing students. (267
- The government bill aimed against hate literature should include any form of advertising undermining the image of women. (187,366
- Large scale government sponsered programs to educate the public on women's rights. (268,275,311,20,68,70,187,221
- More publicity given to the role of working mothers. (85,264
- Federal government initiate an "advertising campaign" to revalorize role of housewife. (83,233,241,278.
- Federal government fully educate women on their policy changes. (89
- Government should issue statement to all Canadians on the legal status of the Canadian women. (159,203,225,233
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- Municipal Councils should publicize local organizations and their executives. (256
- Special sections in public libraries on women's struggles for equality and their contributions to Canadian society. (194
- The Commission should make public the fact of the injustices done in Universities re employment against women teachers. (162
- Control publicity leading to credit buying. (170
- Department of Youth and Children to give information on health and welfare and raising of children. (246
- Department of National Health and Welfare mail suggestions regarding care of children, menus, household hints with family Allowance cheques. (68
- Federal government encourage advertizing industry to establish a self disciplining body to establish a code of ethics for advertising that is geared to consideration of actual family needs. (70,190,347

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- OMBUDSMAN TO REPORT TO A SPECIAL DEPARTMENT FORMED TO DEAL WITH WOMENS PROBLEMS ---- 115, 217
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18 - 0 STANDING COMMITTEE ON WOMEN

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Royal Commission on the Status of Women in Canada

Precis of Public Hearings

April - October 1968

(R.G. 33/89, Volume 10)

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Mme Coupal

PRECIS OF THE PUBLIC HEARINGS OF THE ROYAL COMMISSION

ON THE STATUS OF WOMEN IN CANADA

- WESTERN CANADA - April 16 to May 3, 1968 -

These précis summarize information or recommendations not covered by the original written briefs, submitted to the Commission, as well as some of the ideas emerging from the questioning by the Commissioners after the oral presentation of the briefs.

Also included is a résumé of the statements made by members of the audience who were invited to speak after the presentation of briefs, when time permitted.

Usually two sessions were held daily: Day sessions were held from 10:00 a.m. to 2:00 p.m.; night sessions from 8:00 p.m. to 10:00 p.m.

Prepared by Esther Kaplansky and Isabelle Desjardins.

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ROYAL COMMISSION ON THE STATUS OF WOMEN IN CANADA

Precis of Public Hearings

April 1968 - October 1968

LOCATION	DATE		TAPES
Victoria	April 16		2 - 3
Vancouver	April 17		4 - 7
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Calgary	April 22		12 - 15
Calgary	April 23		15 - 17
Edmonton	April 24		18 - 19
Edmonton	April 25		19 - 21
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Edmonton	April 30	(missing)	28 - 30
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Québec	June 10		73 - 76
Montréal	June 11		77 - 82
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Montréal	June 14		
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Fredericton	September 10		90 - 92

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VICTORIA, BRITISH COLUMBIA

EMPRESS HOTEL

Tuesday, April 16, 1968

Day session: 10:00 a.m. to 2:00 p.m.

PRESENT: Chairman and all Commissioners.

ALSO PRESENT: The Executive Secretary, the Assistant Secretary, précis writers and staff members.

EXHIBIT NO. 1

The Chairman opened the first hearing by presenting the credentials of the Commission, the letters patent, which were deposited as Exhibit No. 1. She outlined the aims of the Commission and asked the participants for a short summary of their brief and most important recommendations.

The Executive Secretary then gave a résumé of the Order in Council establishing the Commission. She introduced the Commissioners, and explained that all the evidence given at the hearings is registered on magnetophone and a précis writer is taking notes. She invited all those wishing to speak in French to do so since simultaneous translation is provided.

EXHIBIT NO. 2

The Voice of Women, Victoria B.C. Committee. Brief No. 248.

Spokesmen: Mrs. Valerie MacDermot, Mrs. W.T. Lawson.

Subject: Women in Public Affairs.

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Education for Political Life

Education for political life will help women overcome the difficulties and attitudes that deter them from participating. Specially geared courses should start at high school level to prepare girls for political positions, either appointed or elected ones. Political activity at school should be allowed. Student participation at planning meetings of school boards, at seminars, in local and higher levels of government should be encouraged.

Political Activity for Women

This is considered a duty by the Voice of Women. There is a local Association of Women Electors which is concerned with women in civic government.

Women's Pages

There is still a need for women's pages in newspapers. However, public affairs and political issues involving women should appear in different sections of the newspaper.

EXHIBIT NO. 3

Mrs. Eleanor E. McMullen
1616 Belmont Avenue
Victoria, B.C.

Brief No. 290

Subject: Unfair Hiring Practices in Federal Public Service

Equal Opportunity

Mrs. McMullen said she was refused a job in the professional category although she was qualified because women are considered physically incapable - men with equal qualifications were hired.

Actually, in her semi-professional job as lab technician more physical

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work is required. No women are hired in the professional category. There are many women doing office work, and 10 out of 100 are employed as technicians.

Equal Pay Act

This is a violation of the B.C. Equal Pay for Equal Work Act, but because she is not in the professional organization she knows no way of appealing her case. The Civil Service Employees Organization has no jurisdiction over job distribution, only over pay. She agreed with one Commissioner who suggested that an Ombudsman might be appointed to handle such grievances.

Employers Attitudes

Employees could be persuaded that committed women stay on the job, or return to it, and are efficient as well as physically able to do the work.

EXHIBIT NO. 4

Miss R. Elliott and Mrs. Mary Webb. Brief No. 130.
4881 Maxine Lane
Victoria, B.C.

Subject: Day Nurseries, Regional Nursery Craft Colleges

Nursery Craft Colleges

The Toronto School of Mothercraft where girls are trained in household management and child-care now has 25 students, who upon graduation can earn $10. per day.

Careers

Regional nursery craft colleges should be designed to provide careers for young girls (whom children prefer).

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Refresher courses should be available for the older experienced woman to qualify her on a professional basis.

EXHIBIT NO. 5

The Victoria District Registered Nurses Association of British Columbia. Last minute brief.

Spokesmen: Miss Clemens, Miss Fieldhouse, Mrs. Bridges.

Subject: Discrimination - Widows - Women Who are Sole Support of Families - Salaries for Women.

Equal Pay

The term equal pay for equal work in both Federal and Provincial Equal Pay Acts should be changed to equal pay for comparable work.

It would be more effective if a group instead of an individual could file a complaint against discriminatory practices in employment.

Taxation

In British Columbia the law states that a person who is the sole supporter of a family can claim exemption for a housekeeper if the housekeeper lives in. This law discriminates against low income groups who cannot provide a spare room for the said housekeeper.

All working women should be able to claim a tax exemption of $1,000. per year for a housekeeper.

EXHIBIT NO. 6

Mrs. Grace Worrall Brief No. 236
Extension Road
R.R. #1, Nanaimo, B.C.

Subject: Trained housekeepers for Women who Work

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Housekeepers

Diploma courses for housekeepers should be paid by private companies such as General Electric since this would help promote sales for the company.

EXHIBIT NO. 7

Mrs. Hilda Marshall
615 Vancouver Street
Victoria, B.C.

Brief No. 215

Subject: Filial Responsibilities and Obligations

An addendum to this brief was presented to the Commission

Filial Responsibility

A woman (or a man) who is over 21 years of age should not be legally responsible for the welfare of her (or his) parents.

Senior Citizens

The government should retrain elderly people who are able to work, and increase the number of nursing homes for those who can not work.

EXHIBIT NO. 8

British Columbia Women's Institute. Brief No. 57

Spokesman: Mrs. H. Woodward, President of the Institute
949 Grilse Lane
R.R. #1, Brentwood Bay, B.C.

Subject: The Rights of Women to Property, Abortion, Divorce, etc.

Equal Pay

Every woman who works should receive equal pay for equal work regardless of her marital status.

Divorce

The new divorce legislation is still restrictive.

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Voluntary Work

Voluntary work is a good outlet for wives of professional men who do not have to work. Young women are less attracted by voluntary work than they were a few years ago.

Pre-marital Counselling

Family Planning Centres should include in their programme pre-marital counselling services. The minimum age required for participating in the family planning programmes or pre-marital counselling would be 17.

Ombudsman

The President of the Women's Institute of British Columbia endorsed the idea of an Ombudsman in British Columbia.

EXHIBIT NO. 9

Mrs. Vivian Kirk. Last minute brief.

Subject: Discrimination Against Part-time Nurses and Older Re-trained Nurses.

Nursing

The speaker who is a registered nurse blames the hospital administration for not wanting to adapt schedules to fit in married nurses who, as housewives, can only work part-time.

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GENERAL DISCUSSION

1 - Mrs. Forbes

- A Women's Bureau attached to the Department of Labour of B.C. was established in Victoria a year ago.
- The existing day nurseries in Victoria are a "pilot project" for a province-wide programme.
- The family planning centres in Victoria are not sponsored by the government.
- Voluntary organizations are worthwhile if they do not make women lose sight of gainful employment.

2 - Lilian Dickson

- In the detention home where this woman is employed, when women are on call all night they do not receive extra remuneration.

3 - Mrs. Kay Dickson

- This woman belongs to the low income group. It is her opinion the Commission is not hearing from this group. She believes that welfare agencies should educate the people who are on welfare. Education and retraining programmes would enable them to break away from their inferior status. One Commissioner asked how the Commission could reach the people from lower income groups. Mrs. Dickson answered that they should be trained in public speaking to enable them to speak out to the world about their particular problems. One Commissioner mentioned that the low income groups were reaching the Commission via the open line. Welfare payments should be increased to raise the standard of living. Mrs. Dickson stated that the "Greater Victoria Low Income Group" had presented a brief to the Government of British Columbia and undertook to provide a copy to the Commission.

4 - One speaker mentioned that changes are needed in the Citizenship and Immigration laws. For example, several pages in the form that a landed immigrant has to fill apply to the status of men,

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while only one line or two are related to the status of women. This example gives to the new Canadian a bad first image of the status of Canadian women.

5 - One speaker mentioned that women from low income groups are discriminated against. Their wages are so low that if they have to pay for the services of a baby-sitter or housekeeper it does not pay them to go out to work.

- Women in politics should not hold office solely in fields connected with the family.
- If more women were in politics the status of women would improve.

6 - One speaker said that women should educate themselves in political matters by attending legislative sessions and listening to debates. They should also participate in all civic meetings of a provincial or federal nature.

7 - Mrs. Garman

- Hairdressers who belong to the Hairdressers Association earn only $40. to $45. a week.
- Indian girls should have the opportunity to be clerks in department stores.
- Night courses in family life should be given to encourage happy family living.

8 - One speaker said that women should be informed that since they constitute a large portion of the labour force, they could exert more influence in society.

- The Equal Pay for Equal Work Act should be studied.

9 - Miss Evans

- One Commissioner mentioned that the Commission had been informed via the open line that spinsters, divorcees and separated women had to have a male guarantor for a mortgage when purchasing a house. Miss Evans stated that she had this experience with a trust company who did not give any reason for its behaviour. However, women are permitted to assume the responsibility of an existing mortgage when buying a house.

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10 - Mrs. Forbes

- Mrs. Forbes spoke of her personal experience as a deserted wife.
- Trust companies are willing to give a mortgage to a woman but the banks refuse to provide the money if there is no male guarantor. Furthermore, a deserted wife cannot keep her credit cards or her telephone in her own name.
- Alimony is not paid by the husband even when there is a court order against him.

11 - One speaker would like tax exemptions for children raised from $250. to $750. or $950. to help women save their marriage or prevent desertion. She said that Mrs. Grace MacInnis, M.P. has presented a private bill on this question to the Federal Government.

- Widows, divorcees and deserted wives should be retrained to permit them to support themselves and their family.

12 - One Commissioner said that she was informed via the open line that in the Victoria banks, women could only accede to the position of head teller.

- A member of the audience answered that a few years ago a woman had been manager of the Imperial Bank of Victoria.
- This speaker said that nursing homes' fees are exorbitant for older women.
- Medicare should provide for people who are chronically ill.

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VANCOUVER, BRITISH COLUMBIA

VANCOUVER HOTEL

Wednesday, April 17, 1968

DAY SESSION: 10:00 a.m. to 2:00 p.m.

EXHIBIT NO. 10

Children's Aid Society of Vancouver. Brief No. 188

Spokesmen: Mrs. Cornwall, Mrs. Collyer, Miss Hyatt

Subject: General

Day-care Centres and Home-makers

Day-care centres should be free of charge where need is indicated.

The salary of a home-maker employed in the home during emergency periods should be tax deductible.

A good mother substitute could adequately replace mothers who have to work.

Single Parent's Hostel

Contributions made by single parents are not sufficient for the upkeep of a single parent's hostel. Unwed mothers have established such a hostel in Vancouver. They discovered that their salaries were not sufficient to cover the expenses. These hostels should be financed and supervised by the Social Welfare Department.

A centre similar to that of the Danish Mother's Centre would greatly help the physical and moral well-being of young unwed mothers. Young girls who would go to these centres should have the permission of their parents and of their family doctors. Birth control information could be given to them at the centre.

Family Allowances

Family allowances should be doubled.

Family Counselling

These services should receive grants from the government but be kept under the supervision of voluntary organizations.

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EXHIBIT NO. 11

The Provincial Council of Women of B.C. Brief No. 213

Spokesmen: Mrs. Sanford, Mrs. Creighton, Mrs. Scott

Subject: Equal Laws and Standards

Equal Pay Act

Equal pay for equal work legislation should include a special section relating to equal advancement.

Education

Girls attending high school should be informed that technical and vocational schools are opened to them.

Home Ownership

There should be a provincial law dealing with home ownership that would permit single women to get a mortgage on a house if her income is stable and sufficient.

EXHIBIT NO. 12

The East-Enders Society. Brief No. 121

Spokesmen: Mrs. Crawley, Mrs. Harwood

Subject: Discrimination in Employment, Housing and the Criminal Code.

Retraining

One of the speakers mentioned that at a meeting of 18 employment agencies in Vancouver Mrs. Marshall, speaking on behalf of the Manpower and Immigration Department of Canada, said that all retraining programs offered by the government were for men only.

Hostels

People who need care on a temporary basis, such as those who are discharged from mental hospitals or centres for alcoholics,

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should have a hostel where they could be rehabilitated before facing society.

EXHIBIT NO. 13

United Fishermen and Allied Workers' Union. Brief No. 184

Spokesmen: Mrs. O'Shaughnessy, Mrs. Beagle, Mr. Tom Parkin

Subject: Various Aspects of Discrimination Faced by Working Women.

Equal Pay for Equal Work

The equal pay legislation should be based on job evaluation and not on sex or physical prowess.

Men recognize the ability of women workers but fear that if women were no longer a source of cheap labour they would lose their jobs.

If the Equal Pay for Equal Work Act was properly formulated, men would not risk losing their jobs.

In the contract of the Fishermen's Union the Equal Wage Act is only mentioned in 3 or 4 categories of jobs. The union would not go on strike for equal pay for women because they feel that men would not risk their jobs or the loss of pay during the strike. The women themselves do not wish to go on strike to fight for equal pay since this could mean work stoppages for all workers.

Quite often a package deal is offered by the employers and accepted by the union. Usually it contains a percentage increase in salaries for both male and female workers. The woman does not benefit by this transaction.

The general labour rate refers to the rate paid to the majority of workers in the fishery industry.

Secondary industries established in Vancouver would provide more jobs for both men and women.

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Workers should be informed that organizations are allowed to legally represent the grievances of individuals.

The inspectors could represent interested individuals.

A skilled woman worker on the production line is paid less than an inexperienced high school graduate.

Women are so used to discrimination that they have stopped fighting back.

There are four women in the policy-making branch of the union.

One-sixth of the organization staff are women.

Maternity Leave

Maternity grants should be provided for by the industry or by a general tax on the industry. The industry should pay a portion of a woman's salary during maternity leave in order that the said person be able to maintain an adequate standard of living.

EXHIBIT NO. 14

Mrs. Eileen Craigie. Brief No. 63
R. R. #2, Oliver, B.C.

Subject: Working Women and Education for Married Life.

Education

One recommendation was added to her brief: schools should give courses on human relations.

EXHIBIT NO. 15

Women's International League for Peace and Freedom.

Brief No. 238

Spokesmen: Mrs. Muriel Panda, Mrs. Joan Jennings

Subject: Status of Women

Discrimination

One Commissioner, familiar with their organization, asked if they knew of discrimination against Indian women as such. None

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was produced.

EXHIBIT NO. 16

Mrs. I.Z.Y. Conboy, LLB.
33 Princess Avenue East, Chilliwak, B.C.

Brief No. 112

Subject: Mores of Marriage, Forms of Address.

Forms of Address

The appellations "Miss" and "Mrs." detract from women's equality and identity as a person in her own right. "Persona" or "Mistra" is suggested as a general form of address for all women. Own names are preferable to that of fathers'.
The speaker agreed that the dominance-submission relationship between men and woman is characteristic of western culture.

EXHIBIT NO. 17

Mrs. P. Stafford and Mrs. J. Cooling. Brief No. 293
Apt. 205, 2222 Bellevue West, Vancouver, B.C.
(Legally separated from their armed forces officer husbands)

Subject: Legal Rights of Separated and Divorced Wives.

Retraining

The divorced or separated woman must often retrain or acquire a new profession which she usually cannot afford, while her husband maintains his prestige and standing.

Children

Divorce and separation laws need to be changed. The courts should disallow the time allocations these fathers spend with their children, since the three days allotted is insufficient to retain an adequate father image and confuses the children. The amount of support should augment according to the number of children, and extend beyond age 18.

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Legal Fees

It is unfair that a wife must pay legal fees if it is necessary to take legal action again.

Collection

If a husband is on pension from the armed forces, it is difficult to find out the amount of his pension and collection is very hard.

EXHIBIT NO. 18

Mrs. Elsie M. MacCleave - Letter of Opinion

Marriage

The minimum age for marriage should be decided by doctors and other professionals--and be made law, pregnancy notwithstanding.

Education

Women can be encouraged to enter the scientific professions by means of radio and television.

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GENERAL DISCUSSION

1 - Mortgages - Federal Government must make initial steps in the granting of credit and mortgage money to women with special need - provincial governments would then amend the law or adopt new legislation.

2 - Rights of Children - The granting of rights to women must be balanced with the rights of children.

3 - The speaker is a socialist. Unequal pay for women is a capitalist method of maintaining profits. Equality of job opportunity is very essential. In favour of abortion.

4 - Subsidized housing would aid younger women with low incomes.

5 - There are inequalities with regards to pensions for women who contribute as much as men. Wants research on the subject.

6 - Minimum Age for Marriage - Counselling services should be available to teen-agers to avoid forced marriages.

7 - Labour woman - Canada Pension Plan should be amended. Older people fired or displaced from jobs should be taken care of.

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