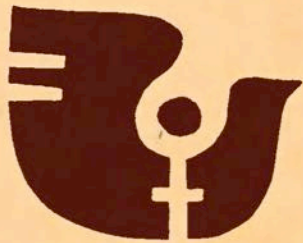


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138



**NATIONAL ACTION COMMITTEE**  
on the status of women

**LE COMITÉ NATIONAL D'ACTION**  
sur le statut de la femme

# **Index of Policy Recommendations**

**INDEX OF POLICY RECOMMENDATIONS**

**Adopted from 1972 forward**

THE NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN

LE COMITÉ NATIONAL D'ACTION SUR LE STATUT DE LA FEMME

HEAD OFFICE

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NAC/CNA gratefully acknowledge Elsie Gregory MacGill's time and effort in compiling this Index of Policy Recommendations.

## FOREWARD

The Index of Policy Recommendations is the official record of the resolutions and recommendations adopted at General Meetings, Annual Meetings and Conferences of the NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN (NAC)/LE COMITÉ NATIONAL D'ACTION SUR LE STATUT DE LA FEMME (CNA).

Only those recommendations that were adopted are included. Those defeated or withdrawn are omitted.

The recommendations adopted are published in English and French in the NAC/CNA news magazine in the year they are adopted.

The Index provides a record of the development of NAC/CNA policies down the years. It gives some indication of the effectiveness of NAC/CNA in improving the status of women in Canada - economically, culturally and socially.

## FORMAT OF INDEX

Pages i, ii and iii are self explanatory.

The Index is divided according to subject classifications into Sections and Sub-sections. (SEE GENERAL TABLE OF CONTENTS).

Each subject has its own Table of Contents, its own Heading and Section number. Section and sub-section numbers are incorporated in the Page number.

Each Table of Contents carries a one-line description of each of its recommendations, followed by the year in which it was adopted, and the Page number in the Index.

### RCSW REC #

Stands for a Recommendation contained in the Report of the Royal Commission on the Status of Women/Le Commission Royale sur la Situation de la Femme, 1970.

### UP-DATING THE INDEX

As further recommendations are adopted, the Index will be updated. Replacement pages will contain the new additions. Amendment instructions will accompany each set of replacement pages. Amendment will be from time to time, probably on an annual basis.

### TO PURCHASE THE INDEX

Send Seven Dollars (\$7.00) per copy to NAC/CNA Head Office.

### THE ORIGIN OF NAC/CNA

NAC/CNA grew out of The Committee for the Equality of Women in Canada, which was formed in 1966 by Laura Sabia, Margaret Hyndman, Margaret MacLelland and others to unite the efforts of some forty national women's organizations in lobbying the federal government for a Royal Commission on the Status of Women in Canada (RCSW). The RCSW was constituted by Privy Council Order on February 16, 1967. Its one-volume Report was released in 1970.

### OBJECTIVES OF NAC/CNA

- 1) To up-date, re-evaluate and implement changes proposed by the Royal Commission on the Status of Women and those adopted by the National Action Committee on the Status of Women;
- 2) To initiate and work for improvement in the status of women "by actions designed to change legislation, attitudes and customs which discriminate against women";
- 3) To communicate with and coordinate Status of Women groups in Canada;
- 4) To exchange information with members and the public about the current situation of the Status of Women through the official publication - STATUS of Women News

### COMPOSITION OF NAC/CNA

NAC/CNA is a voluntary, non-partisan, non-profit umbrella organization of over one hundred and thirty non-governmental groups Canada-wide, regional and local.

Membership is open to all organizations that endorse its objectives. In order to participate in NAC/CNA, groups must have at least 10 members and be sponsored by one of the affiliated organizations.

## SECTION 200 - EDUCATION AND TRAINING

### TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
10	<u>GENERAL</u> CBC Radio & TV to provide educational programs for women isolated from learning centres	1976/4a	
	CRTC to give priority in licensing to stations providing courses meeting women's needs	1976/4b	
20	<u>COUNSELLING AND INFORMATION</u>		
30	<u>FUNDING</u> Educational grants for sole support mothers and low-income women	1977/50	
	Part-time study bursaries available for full-time study	1977/51	
	Canada Student Loans Act to provide grants for women	1977/53	
40	<u>LEGISLATION</u>		
50	<u>NAC/CNA ACTION</u> To publicize women's rights	1976/29	
60	<u>STEREOTYPES: SEX: ETHNIC: WOMEN'S IMAGE</u> Media's inadequate image of women; advertisements; government inquiry	1976/21	
	Provinces review education system to eliminate stereotypes	1977/15	
70	<u>TRAINING COURSES</u>		

SECTION 300 - EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATIONTABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
05	<u>GENERAL</u>		
	Canada to ratify ILO Convention 100 (Equal Pay Pay for Work of Equal Value) (RCSW#5)	1972/Brief	1
	Rates of pay in "women's jobs" re Equal Pay for Work of Equal Value (RCSW#11)	1972/Brief	1
	Federal Govt to bring full employment for women	1975/75	2
	Women have fundamental right to employment	1977/76	2
	Governments to publicize actual rate of employment	1977/77	2
	Improve statistics on women's pay and work participation	1978/Brief/4	3
	Government to develop an industrial strategy	1978/Brief/11	3
	Public Service Staff Relations Act (Bill C-28) oppose total compensation & restricting bargaining rights	1978/6a,b	4
	Government's industrial strategy & unemployment policies	1978/22a,b	4
10	<u>BENEFITS</u>		
	Pensions & insurance "limitation clause" Canada Labour Code, Bill C-206/1973	1973	1
	Canada Pension Plan - introduce housewives (RCSW#2)	1975/12	1
	Canada Pension Plan - "drop-out" & "splitting" pensions	1977/Brief	2
	Canada Pension Plan - reaffirm "drop-out" and "splitting"	1977/18	2
	Canada Pension Plan - survivor benefits & civil servants	1977/19	3
	Canada Pension Plan - action and public education	1977/20	3
	Old Age Security Act - provide survivor spouse under 65	1977/21	3
	Pro-rata fringe benefits for part-time workers	1977/22	4
	Unemployment Insurance Act - maternity benefit time restriction	1977/23	4
	Unemployment Insurance Act - pregnancy benefit for adoptive parent	1977/24	4
	Unemployment Insurance Act - claimants part-time job	1977/25	5
	Unemployment Insurance Act - literature translated	1977/26	5
	Unemployment Insurance Act - claimants' statements	1977/27	5

(continued)

SECTION 300 - EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
	Unemployment Insurance Act - oppose eligibility change 8 weeks to 12	1977/28	6
	Unemployment Insurance Act - either parent eligible	1977/29	6
	Oppose Unemployment Insurance claimants disqualified regarding child care	1978/Brief/9	6
	Unemployment Insurance Act - maternity benefits, new scheme	1978/Brief/10a,b	7
	Pension plan for homemaker-spouse	1978/Brief 12	7
	Canada Pension Plan - extend "drop-out" beyond pre-school children	1978/Brief/16	8
	Old Age Security Act - survivor spouse under 65; short-term O.A.S. survivor pension	1978/Brief/18a,b	8
	Canada Pension Plan - survivor benefits not to terminate on remarriage	1978/Brief 18c	9
	Canada Pension Plan - homemakers, universal scheme	1978/Brief/19	9
15	<u>EQUAL OPPORTUNITY</u> Protective legislation applicable to both sexes (RCSW#18)	1972/Brief	1
20	<u>EQUAL PAY (REMUNERATION)</u> Yukon to prohibit pay differences based on sex (RCSW#6)	1972/Brief	1
	Federal Female Employees Equal Pay for all (RCSW#7)	1972/Brief	1
	Federal equal pay laws - criteria, grievances, etc. (RCSW#8)	1972/Brief	2
	Prohibit discrimination in pay-sex or marital status	1975/2	3
	Laws to enforce equal remuneration	1975/3	3
	Governments to publish reports of all equal pay cases	1975/4	3
	Reaffirm Equal Pay Recommendations 1975/2,3,4	1976/5a,b	4
	Award public contracts where equal pay and no discrimination	1976/8	4
	Oppose linking wages public sector to private sector	1978/Brief/2	5

(continued)



SECTION 300 - EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
25	<u>HUMAN RIGHTS: ANTI-DISCRIMINATION</u>		
	Establish Human Rights Commissions (RCSW#165)	1972/Brief	1
	Include "sex" & "marital status" - human rights laws	1972/Brief	1
	Woman Chairperson for Federal Human Rights Commission	1973	2
	Demand priority human rights law & Indian case	1973	3
	Amendments priority - proposed Human Rights Commission	1974	4
	Support Canadian Human Rights Act Bill C-72/75 amend Equal Pay: Indians	1975	5
	Can. Bill of Rights in BNA Act & Indian cases	1976/2a	6
	Can. Human Rights Act Bill C-72 - give priority to	1976/6	6
	Can. Human Rights Act Bill C-25 - enforcement	1977/Brief	7
	Can. Human Rights Bill C-25-S.11(Equal Pay)	1977/67	8
	Can. Human Rights Act Bill C-26-S.11(Equal Pay)	1977/69	8
	Can. Human Rights Act Bill C-25-state to employ women	1977/70	8
	Can. Human Rights Commission - study discrimination	1977/71	9
	Can. Human Rights Act Bill C-25 - political affiliation	1977/72	9
	Can. Human Rights Act Bill C-25 - affirmative action	1977/73	9
	Can. Human Rights Act - enforce S.11 (Equal Pay)	1978/Brief/1	10
	Can. Human Rights Act - S.11(6) (Equal Pay) implement concept	1978/Brief/13	10
	Can. Human Rights Act S.17 (Plans) - no separate plans	1978/Brief/14	11
	Can. Human Rights Act - pro-rate pensions part-time workers	1978/Brief/15	11
	Can. Human Rights Act S.11 (Equal Pay) - enforce for federal employees	1978/3	11
	Can. Human Rights Act S.11 (Equal Pay) - implementation; guidelines; oppose exemption to collective agreements	1978/4a,b,c	12
	Can. Human Rights Act S.11 (Equal Pay) - implement by June 1st; reduce job ghettos; oppose separate pay scales	1978/7a,b,c	12
	Can. Human Rights Commission - delay private pension plan; actuarial differences	1978/8a,b	13

(continued)

SECTION 300 - EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

TABLE OF CONTENTS

<u>SUB- SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
	Can. Human Rights Act S.22(1)(g)(Functions) - obtain information: study wages; collective agreements	1978/9a,b,c	13
	Can. Human Rights Act S.19 (Regulations) -contracts	1978/11	14
	Can. Human Rights Act S.63(2) (Application) oppose exclusion of Indian women	1978/12a,b	14
	Investigate programs Unemployment Insurance Commission and Manpower for discrimination	1978/22c	15

SECTION 300 - EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
30	<u>INFLATION CONTROL</u>		
	Anti Inflation Bill C-73 - percentage increase discriminatory	1975	1
	Anti Inflation Bill C-73 - urge withdrawal	1976/8	2
	Anti Inflation Board - male-female earnings	1977/Brief	3
	Anti Inflation policy condemned as discriminatory	1977/66/1, 2	3
	Anti Inflation policy - price controls on food, etc.	1977/78	3
35	<u>JOB TRAINING AND TECHNIQUES</u>		
	Dept. Manpower & Immigration - employ critique	1976/3a,b	1
	Reaffirm 1975 Rec. re Equal Pay - evaluate jobs	1976/5b	1
	Social Services Act Bill C-57/77 - single mothers and seniors	1977/Brief	2
	Dept. Manpower & Immigration - specific demands	1977/38-49 & 52	3
	Encourage employment of women in non-traditional work	1978/Brief/7a,b	4
	Encourage women to train for "male" jobs	1978/Brief/8	4
40	<u>MINIMUM WAGE</u>		
	Same minimum wage for both sexes - P.E.I., N.S., Nfld. (RCSW#9)	1972/Brief	1
	Same minimum wage and no sex differences in jobs (RCSW#10)	1972/Brief	1
	Increase rates to \$4.00/hour and index to cost of living	1977/79	1
	Increase minimum wages to above poverty level	1978/Brief/3	2
	Oppose minimum wages differentials for earners of tips	1978/Brief/6	2
45	<u>NAC/CNA ACTION</u>		
	Join Indian Women's Supreme Court action	1973	1
	Protest Royal Bank of Canada booklet	1973	1
	Join in symbolic Day of Mourning Oct. 22/73 - rights	1973	2
	Campaign for laws equal remuneration for work of equal value	1975/1	2
	To develop test cases on existing equal pay laws	1975/5	3
	Task force to develop Job Evaluation Manual - clerical	1976/5b	3
	Program on inequities in job opportunities - women	1976/25b	3

(continued)

SECTION 300 - EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
	Seek Union support for Section 11 (Equal Pay) Bill C-25	1977/68	4
	Lobby for deletion Clause 63(2) Indian Act - Bill C-25	1977/74	4
	Alert local female federal employees of rights under Canadian Human Rights Act	1978/2	4
	Initiate provincial coalitions on equal pay/equal value	1978/5	5
	Protest ruling regarding Canadian Human Rights Commission and deportation of Jamaican women	1978/10a,b	5
50	<u>PART-TIME WORKERS</u>		
	Eliminate discrimination in wage & benefits	1976/12	1
	Study laws excluding part-time workers from bargaining units	1976/13	1
	Full benefits for part-time jobs - pro-rata basis	1976/14	1

CONFERENCES AND ANNUAL MEETINGS, GENERAL MEETINGS, BRIEFS

<u>DATE</u>	<u>MEETING</u>	<u>PLACE</u>
February 8, 1972	Brief to Government of Canada	Ottawa, Ontario
April 7-9, 1972	Strategy for Change Conference	Toronto, Ontario
April 30, 1972	Steering Committee Meeting	Toronto, Ontario
October 18, 1972	General Meeting	Toronto, Ontario
January 28, 1973	General Meeting	Toronto, Ontario
September 9, 1973	Conference and Annual Meeting	Toronto, Ontario
April 7, 1974	Conference and Annual Meeting	Toronto, Ontario
May 10-12, 1975	Conference and Annual Meeting	Winnipeg, Manitoba
November 2, 1975	General Meeting	Toronto, Ontario
April 23-26, 1976	Conference and Annual Meeting	Ottawa, Ontario
February 17, 1977	Brief to Cabinet, Government of Canada	Toronto, Ontario
March 18-21, 1977	Conference and Annual Meeting	Ottawa, Ontario
November 25-26, 1977	General Meeting	Toronto, Ontario
March 17, 1978	Brief to Cabinet, Government of Canada	Ottawa, Ontario
March 17-20, 1978	Conference and Annual Meeting	Ottawa, Ontario

LIST OF PRESIDENTS

1971-1974	Laura Sabia	St. Catharines, Ontario
1974-1975	Grace Hartman	Toronto, Ontario
1975-1977	Lorna Marsden	Toronto, Ontario
1977-	Kay Macpherson	Toronto, Ontario

**RECOMMENDATION 1975/5**

300.45.3

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**  
NAC/CNA to develop test cases on existing equal pay laws

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

BE IT RESOLVED THAT the Board and participating organizations of NAC develop, where possible, test cases on existing equal pay laws, encouraging local legal groups interested in women's issues to act as advocates for women who are prepared to pursue test cases.

**RECOMMENDATION 1976/5b**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**  
NAC/CNA task force to develop Job Evaluation Manual  
for Clerical and Service Jobs

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

We re-endorse and re-emphasize the NAC resolution on Equal Remuneration (1975), and add a section No. 6:

BE IT RESOLVED THAT job evaluation techniques with regard to traditional women's jobs be developed. One of these might take the form of a NAC task force to produce a JOB EVALUATION MANUAL for CLERICAL AND SERVICE JOBS.

(See also Rec. 1975 of Section 300.35)

**RECOMMENDATION 1976/25b**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**  
NAC/CNA develop training program on inequities in job opportunities for women

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

We offer a suggestion that literature, educational resources, and/or training program (or kit) on the inequities in job opportunities for women in all age groups, be developed by member groups and other community organizations and associations, for distribution in school systems, in the community and on the job site.

### RECOMMENDATION 1977/68

300.45.4

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
NAC/CNA to seek support of major Canadian unions for Section 11  
(Equal Pay) Bill C-25/76 (Canadian Human Rights Act)

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

In considering the importance of Section 11, on behalf of the delegates at this convention, we ask NAC to send a telegram or a letter to the major Canadian union authorities, asking for their support for Section 11, and we also ask NAC to see to it that Section 11 is made more efficient.

### RECOMMENDATION 1977/74

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
NAC/CNA to lobby for deletion of clause 63(2) which excludes Indian women  
from protection of Bill C-25/76 (Canadian Human Rights Act)

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that NAC lobby for the deletion of clause 63(2) in Bill C-25 which excludes the operation of the Act with respect to Indian women.

### RECOMMENDATION 1978/2

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
NAC/CNA to alert local female federal employees of rights under  
Canadian Human Rights Act

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

RESOLVED THAT, since the federal presence (i.e. Post Office, Unemployment Insurance Commission, Manpower, etc.) is in every city, town and hamlet in Canada, NAC urges its co-operating organizations to alert the female federal employees in their area to lay complaints under the Canadian Human Rights Act if their rights are being violated.

RECOMMENDATION 1978/5

300.45.5

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
NAC/CNA to initiate provincial coalitions on equal pay for work of equal value

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS it is essential for successful attainment of equal pay for work of equal value to have labour, women and community and legal groups in the community to unite in action to lobby government and employers:

BE IT RESOLVED that member groups of NAC make efforts to initiate coalitions of groups on equal pay for work of equal value in each of their provinces with a view to ultimately linking such coalitions interprovincially.

RECOMMENDATION 1978/10a, b

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
NAC/CNA to protest ruling regarding powers of  
Canadian Human Rights Commission and deportation of Jamaican women

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS NAC desires a Human Rights Commission with real powers of enforcement, and

WHEREAS one of the tests of the effectiveness of the new Canadian Human Rights Act will lie in the Commission's ability to inquire into cases such as that of the deportation of certain Jamaican women,

BE IT RESOLVED that NAC send telegrams to the Honourable Pierre Trudeau, Prime Minister, the Honourable Bud Cullen, Minister of Immigration, and Mr. Gordon Fairweather, Chairperson of the federal Human Rights Commission, and the federal opposition party leaders,

- a) stating our opposition to the narrow interpretation by Mr. Justice Mahoney as to the jurisdiction of the Commission in the case of the Jamaican women, and further,
- b) indicating our support for quashing the deportation orders by the Minister of Immigration.



**RECOMMENDATION 1976/12**

300.50.1

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**

Eliminate wage and benefit discrimination against part-time workers or employees

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

BE IT RESOLVED THAT NAC press for legislation at both the federal and provincial levels in order to eliminate wage and benefit discrimination against part-time workers or employees.

**RECOMMENDATION 1976/13**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**

Study laws excluding part-time workers from bargaining units

April 23 - 16, 1976 Conference & Annual Meeting, Ottawa, Ontario

BE IT RESOLVED THAT NAC press for examination of legislation which can exclude part-time employees from bargaining units with a view to integration in order to establish equal treatment for part-time workers.

**RECOMMENDATION 1976/14**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**

Full benefits for part-time employment pro-rata

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS there are substantial benefits to the employer and the employee by retaining experienced personnel while they are concurrently fulfilling family responsibilities or pursuing further education,

BE IT RESOLVED THAT NAC press the federal and provincial governments to enact legislation for continuous part-time employment with full benefits on a pro-rata basis.

## SECTION 400 - FAMILY LAW

### TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
10	<u>GENERAL</u>		
20	<u>DIVORCE</u>		
	Divorce Act - reduce separation period from 3 years to one year (RCSW #113)	1972/Brief	1
	Divorce Act - prohibit sex-stereotyping of roles in family	1977/1	1
	Agree in principle to "no fault" divorce	1977/3	1
	Deny "no fault" divorce will break up institution of marriage	1977/4	2
	Base maintenance on "need" not on "fault", etc.	1977/5	2
	Federal divorce law reform not to wait on provincial etc.	1977/6	2
30	<u>FAMILY COURTS</u>		
	Qualifications of judges	1977/9	1
	Family Law & Family Court problems in Yukon	1977/13	1
40	<u>MARRIAGE</u>		
	Law to affirm marriage an equal partnership	1977/2	1
	Waiting period for license to be 30 days	1977/16	1
50	<u>PROPERTY</u>		
	Legislation to remedy inequities in matrimonial property	1975/10	1
	Spouse's unpaid work entitles to business assets	1977/8	1
	Legislation for single persons living together	1977/14	1
	Property shared equally during marriage	1977/17	2
	Law to split pension credits equally on marriage dissolution	1978/Brief/17	2
60	<u>SUPPORT OBLIGATIONS: CUSTODY</u>		
	Legislation requiring both parents to care for children	1977/10	1
	Interests of child criterion for custody	1977/11	1

## RECOMMENDATION 1972 BRIEF

400.20.1

RE: FAMILY LAW

- To reduce separation period from three years to one year  
Section 4(1)(e)(i) Federal Divorce Act 1968 (RCSW#113)

February 8, 1972 Brief to Government of Canada, Ottawa, Ontario

RCSW#113 "recommend that the Divorce Act be amended so that the three-year separation period provided in section 4(1)(e)(i) be reduced to one year. (para 135, Chpt. 4)

WE RECOMMEND THAT the Divorce Act be amended so that the three-year separation period provided in Section 4(1)(e)(i) be reduced to one year.

## RECOMMENDATION 1977/1

RE: FAMILY LAW

- Federal Divorce Act to prohibit sex-stereotyping  
of roles in family

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We question the basic assumptions about acceptable male and female roles within the family which underlie present family law. These assumptions have been perpetuated through the legal system and permeate common law jurisprudence. Any legislation purporting to do away with sex-stereotyping must stipulate that all previous law and case history should no longer apply. We therefore support the addition of such a stipulation in the proposed Divorce Act.

## RECOMMENDATION 1977/3

RE: FAMILY LAW

- Agree in principle to "no fault" divorce

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We agree to the implementation of "no-fault" divorce as recommended by the Law Reform Commission of Canada.

**RECOMMENDATION 1977/4**

**RE: FAMILY LAW**

- Deny that "no-fault" divorce will break up the institution of marriage

March 18 -21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We refute the proposition that no-fault divorce will per se break up the institution of marriage. Marriages break down independently and irrespective of any given system which recognizes the break-down legally. In addition, the present adversary, fault-oriented system of divorce not only discourages reconciliation, but also foments bitterness and unnecessary feuding.

**RECOMMENDATION 1977/5**

**RE: FAMILY LAW**

- Base maintenance before and after divorce on "need" not on "fault" etc.

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We endorse the use of "need" rather than fault as the basis for maintenance before and after divorce. Legislation should emphasize the principle that both parties should suffer minimum disruption upon marriage break-down. The homemaker's contribution to the standard of living of the couple should be recognized in determining economic readjustment after marriage break-down, and a goal of maintenance settlements should be described as "retraining" rather than "rehabilitating" women (which the Law Reform Commission now uses) because rehabilitation is a pejorative concept.

**RECOMMENDATION 1977/6**

**RE: FAMILY LAW**

- Federal divorce law reform not to wait for provincial matrimonial property law reform

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

The federal government should not wait for the provinces to enact matrimonial property legislation before proceeding to reform the divorce laws to provide that marriage break-down be the sole ground for divorce (no-fault divorce). However, the new Divorce Act should provide that federally-appointed judges be given power under that Act to make an equitable distribution between spouses of the property acquired during the marriage in all cases where the provincial legislation does not provide for it. Fault should not be a criterion in assessing division of property on divorce.

**RECOMMENDATION 1977/9**

400.30.1

**RE: FAMILY LAW**

- Qualifications of judges appointed to Family Court

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We are concerned that judges appointed to Family Court have a certain degree of specialization in, and an openness to, particular problems of family law.

**RECOMMENDATION 1977/13**

**RE: FAMILY LAW**

- Family law and Family Court problems in Yukon

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

There is a need for better information, legal aid service, and resource people to deal with family law problems in the Yukon Territory. The federal government should give financial and other encouragement to the development of an adequate family court structure and related services in the Yukon Territory.

RECOMMENDATION 1977/2

400.40.1

RE: FAMILY LAW

- Law to affirm that marriage is an equal partnership

March 18 - 21, 1977 Conference & Annual Meeting

We endorse the principle that marriage is an equal partnership with equal rights and obligations and ask that the law be drafted so as to affirm that principle.

RECOMMENDATION 1977/16

RE: FAMILY LAW

- Waiting period for marriage license to be 30 days

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We believe that the time lapse between submitting an application for a marriage licence and its being granted should be thirty days. (2) (Note: the province of Quebec has a twenty-day waiting period which the group considers acceptable. This statement is directed toward provinces with shorter periods, like Ontario, which requires only three days' wait.)

## RECOMMENDATION 1975/10

400.50.1

### RE: FAMILY LAW

- Legislation to remedy inequities in matrimonial and property laws

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

#### BE IT RESOLVED THAT:

- (i) Legislation be enacted immediately at provincial, territorial and federal levels to remedy the inequities in existing matrimonial and property laws; and
- (ii) This legislation reflect the concept of marriage as an economic and social partnership of equals; and
- (iii) This legislation further reflect that a contribution to the marriage relationship should not be assessed solely in terms of direct financial contribution, but should take into account contributions in the form of services, prudent management, and care for the home and family, so that the functions of home management and wage earning be credited equally.

## RECOMMENDATION 1977/8

### RE: FAMILY LAW

- To recognize spouse's unpaid work in family business as entitlement to half business assets

March 21 - 23, 1977 Conference & Annual Meeting, Ottawa, Ontario

Unpaid work by one spouse in a business owned by the other spouse should be recognized as an equal contribution to that business and therefore the spouse of a farmer, fisherman, rancher, etc. should be entitled to one-half of the assets of that business.

## RECOMMENDATION 1977/14

### RE: FAMILY LAW

- Property & support legislation for single persons who are living together

March 21 - 23, 1977 Conference and Annual Meeting, Ottawa, Ontario

We recognize the need for legislation dealing with property and support to deal with single persons who are living together.

400.50.2

## RECOMMENDATION 1977/17

RE: FAMILY LAW

- Require equal sharing of property during marriage

March 21 - 23, 1977 Conference & Annual Meeting, Ottawa, Ontario

We are concerned with the fact that current proposals for reform in family property law, while in some cases achieving a more equitable distribution upon dissolution of marriage, still do not achieve a sharing of economic power and management during marriage. We favour a system of community property with joint management by both spouses during the marriage.

## RECOMMENDATION 1978 BRIEF/17

RE: FAMILY LAW

Law to provide splitting of pension credits equally on marriage dissolution

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

The federal government, the provinces participating in the Canada Pension Plan, and the government of Quebec are to be commended for implementing recently a pension-splitting provision, which will divide total pension credits equally between husband and wife in the event of marriage breakdown. While this is a small step, it nevertheless provides some measure of retirement equity for the marriage partner who has worked at home. The governments of the provinces should be encouraged to take a further step by providing in family property law that all pension credits be split equally between the spouses when a marriage ends.



RECOMMENDATION 1977/10

400.60.1

RE: FAMILY LAW

- Legislation to require both parents to care for their children (Ref. RCSW #108)

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

The obligation of both parents to care for their children should be included in our family laws.

(Ref. RCSW #108: "recommend that the provinces and territories, which have not already done so, amend their laws so that a wife who is financially able to do so may be held to support her husband and children in the same way that the husband may now be held to support his wife and children."  
(para 98, Chpt. 4)

RECOMMENDATION 1977/11

RE: FAMILY LAW

- Best interests of the child to be criterion for awarding custody

March 21 - 23, 1977 Conference & Annual Meeting, Ottawa, Ontario

We urge that the best interests of the child be the only criterion for awarding custody, and that neither the sex of the parent nor the fact that one of them supposedly "broke up the home" should play any part in the award of custody.

SECTION 500 - FAMILY PLANNING: BIRTH PLANNING: ABORTION

TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
10	<u>GENERAL</u>		
20	<u>ABORTION</u>		
	Repeal abortion sections Criminal Code; Principles	1972/ Brief	1
	Reaffirm statement of 1972 Brief	1973/1	2
	NAC to establish Task Force	1973/2	2
	NAC supports U.S. court decision: endorses conference	1973/3	2
	NAC endorses Dr. H. Morgenthaler's defence	1973/6	3
	Government should drop abortion charges	1974/II,2b	3
	Government priorities-abortion; family planning	1974/III	4
	NAC urge public seek removal abortion from Criminal Code	1975/9i,ii,iii	5
	Reaffirm federal government drop abortion charges	1976/18	5
	Freedom of choice for women in birth planning	1976/19i,vi	6
	Reaffirm priorities - abortion; family planning	1977/ Brief	6
	NAC action re Badgley Report on abortion facilities	1977/55,56,57	7
	Repeal abortion sections of Criminal Code	1978/20a	7
30	<u>INFORMATION: FUNDS</u>		
	<u>Birth control information</u> required (RCSW#121)	1972/Brief	1
	Government to supply birth control information & grants (RCSW#122)	1972/Brief	1
	Governments set courses family life, sex education (RCSW#76)	1972/Brief	2
	Funds for pregnancy counselling, contraceptive research	1973/2	2
	Priority for money - research, training, services	1974/III/4	2
	Public support for birth control services, information	1975/9	3
	NAC to protest reduction in Budget for family planning	1977/58	4

(continued)

SECTION 500 - FAMILY PLANNING: BIRTH PLANNING: ABORTION

TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
40	<u>LEGISLATION</u> Laws required for birth planning	1976/19,20	1
50	<u>SERVICES: FUNDS</u> Family planning clinics in health units (RCSW#121) Programs & services - priorities for government action Funds for educating workers in crisis situation Funding for Crisis Centres Accredited Students only get funds studying crisis Ensure equal access to birth planning services & information	1972/Brief 1974/III/2,3,4 1977/59 1977/61 1977/62 1978/20b	1 1 2 2 2 3

## RECOMMENDATION 1972 BRIEF

500.20.1

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION

Repeal sections of Criminal Code: principles

February 8, 1972 Brief to Government of Canada, Ottawa, Ontario

The Committee endorses the Separate Statement (page 429, RCSW Report) by Commissioner Elsie Gregory MacGill, ". . . abortion should no longer be regarded as a criminal offence but as a private medical matter between patient and doctor."

We recommend that:

- (i) all sections in the Criminal Code dealing with abortion be repealed;
- (ii) abortion should be a private matter between a woman and her physician;
- (iii) abortion should be equally available to all Canadian women regardless of their economic, social or geographical circumstances
- (iv) abortion should continue to be regarded as an undesirable method of birth control;
- (v) every effort should be made to provide early terminations of unwanted pregnancies;
- (vi) pre- and post-abortion counselling services should be provided;
- (viii) no one should be obliged to be involved in such procedures if these violate his or her conscience;
- (viii) women should be protected against unqualified abortionists and inadequate facilities.

The protection mentioned in (viii) above would be afforded by the enactment of new legislation by the federal government, providing severe penalties for (a) people who perform abortions who are not qualified and licensed to do so and (b) people who perform abortions in facilities other than those approved by the provincial Minister of Health for that purpose.

We recommend that such legislation should enable the medical profession to use specially trained para-medical personnel to perform routine abortions and that it should permit the development of clinics where local needs are not met by hospitals. Such clinics would be expected to provide the counselling mentioned in (vi) above.

We reject Recommendations #126 and #127 (Chpt. 4, RCSW Report) as inconsistent with the definition of abortion given by the Canadian Medical Association and by the Society of Obstetricians and Gynaecologists as termination of pregnancy up to 20 weeks of gestation.

### RECOMMENDATION 1973/1

500.20.2

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
Reaffirm Feb. 1972 statement re family planning and abortion

January 28, 1973 General Meeting, Toronto, Ontario

THAT NAC reaffirm and issue to the press immediately its statements on family planning and abortion (as submitted to the Government of Canada, February 1972 pp. 7-8-9) (See Rec. 1972 Brief, S.500.20).

### RECOMMENDATION 1973/2

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
NAC to establish a Task Force

January 28, 1973 General Meeting, Toronto, Ontario

THAT NAC establish today (Jan 28/73) a Task Force drawn from interested member groups which are concerned in pursuing action on the family planning and abortion issues.

### RECOMMENDATION 1973/3

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
NAC support for U.S. Supreme Court decision re liberalizing abortion laws;  
and endorse conference to repeal abortion laws

January 28, 1973 General Meeting, Toronto, Ontario

- (a) THAT NAC make a public statement in support of the decision of the U.S. Supreme Court regarding liberalization of abortion laws.
- (b) THAT NAC give public endorsement to the conference of the Canadian Women's Coalition to Repeal Abortion Laws, scheduled for March 17-18, 1973.

RECOMMENDATION 1973/6

500.20.3

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
NAC to endorse Defence Committee for Dr. Henry Morgenthaler (Montreal)

September 9, 1973, Conference & Annual Meeting, Toronto, Ontario

WHEREAS Dr. Henry Morgenthaler has been charged with performing illegal abortions for women unable to obtain safe operations legally,

WHEREAS the Canadian laws contravene a woman's right to control her own body,

BE IT RESOLVED that NAC endorse a Defence Committee for Dr. Morgenthaler which will demand that all charges against him be dropped and that NAC encourage the Provincial bodies of NAC to actively participate in the Morgenthaler Defence Committee.

RECOMMENDATION 1974/II,2b

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
Government to drop charges re abortions

April 7, 1974 Conference & Annual Meeting, Toronto, Ontario

NAC insists that the Government drop all charges against Dr. Morgenthaler, Dr. Machabee, Dr. Tanguy and Nurse Cornax, Montreal (in connection with performing illegal abortions).

500.20.4

## RECOMMENDATION 1974/III

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
Government priorities

April 7, 1974 Conference & Annual Meeting, Toronto, Ontario

Affirm priorities outlined in letter to Parliament of March 11, 1974 as follows:

That NAC recommend removal of all reference to abortion from the Criminal Code. Its further recommendations are on page 3, III of the statement.

### III. PRIORITIES FOR GOVERNMENT ACTION

We believe that the Government of Canada must:

- (1) remove all reference to abortion from the Criminal Code.
- (2) implement comprehensive programmes in every part of Canada to educate the child-bearing age group about contraception and encourage the betterment of maternal and child health; and close the gaps where no facilities exist for counselling and access to early and safe abortion.
- (3) act on the recommendations of the 1972 First National Conference on Family Planning, convened by the Department of National Health and Welfare which reads as follows:

"Family planning policy, programs and services should encompass the full range of birth control methods, sterilization (vasectomy and tubal ligation), abortion, fertility and genetics, as well as marriage and family (including adoption) counselling, and assessment, diagnostic, referral and follow-up functions."
- (4) give high priority to the allocation of much larger amounts of money than have previously been stipulated for research, training, and services related to contraception and fertility in Canada.

(See also Rec. 1977 Brief, S.500.50)

**RECOMMENDATION 1975/9 ii, iii**

500.20.5

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
NAC urge people seek removal of sections dealing with abortion  
from Criminal Code

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

- ii NAC urge all organizations and individuals to advise the federal government to remove the section dealing with abortion from the Canadian Criminal Code.
- iii NAC reconfirms its previously stated position requesting removal of the section dealing with abortion from the Canadian Criminal Code; that the federal government be so informed at the earliest opportunity; and that women in all parts of Canada be guaranteed access to adequate medical abortion facilities and counselling.

**RECOMMENDATION 1976/18**

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
Reaffirm federal government should drop abortion charges

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS charges are pending against medical personnel who have provided safe medical abortions to women who otherwise would have been denied access to this procedure under the present law,

BE IT RESOLVED THAT NAC demand that the Federal Department of Justice see that all such charges be dropped immediately. (See Rec. 1974/II, 2b, S.500.20)



## RECOMMENDATION 1976/19(i), 19(iv)

500.20.6

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION

Freedom of choice for women in birth-planning

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

- 19(i) remove the section dealing with abortion from the Canadian Criminal Code and provide in all regions unrestricted access to safe medical abortion facilities;
- 19(iv) provide adequate funds for research into improved contraceptive and abortion techniques.

## RECOMMENDATION 1977 BRIEF

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION

Reaffirm priorities - Abortion, family  
planning (Reaffirm Rec. 1974/III)

February 17, 1977 Brief to Cabinet of Government of Canada, Toronto, Ontario

We have asked:

- i) that all reference to abortion be removed from the Criminal Code.
- ii) that the Government implement comprehensive programmes in every part of Canada to educate the child-bearing age group about contraception and encourage the betterment of maternal and child health; to close the gaps where no facilities exist for counselling and access to early and safe abortion;
- iii) that the Government act on the recommendations of the 1972 First National Conference on Family Planning, ensuring that  
"policy, programs and services encompass the full range of birth control methods, sterilization (vasectomy and tubal ligation, abortion, fertility and genetics, as well as marriage and family (including adoption) counselling, and assessment, diagnostic referral and follow-up functions;"
- iv) that the Government allocate much larger amounts to research in these areas.

**RECOMMENDATION 1977/55, 56, 57**

500.20.7

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTIONS  
NAC action regarding Badgley Report 1976  
(Report of Committee on Operation of the Abortion Law)

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

**WE RECOMMEND:**

55. Critique of Badgley Report be distributed to all delegates.
56. A draft of the letter to MPs calling for debate of this report in the House of Commons be distributed to all delegates.
57. Hon. Ron Basford (Minister of Justice) be asked to present the Badgley Report to the House Committee on Justice and Legal Affairs which would call witness and lead to debate in the House. Debate on abortion was promised by Mr. Basford two years ago.

**RECOMMENDATION 1978/20a**

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
Criminal Code - repeal abortion sections

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS the recent federal government's Report on the Operation of the Abortion Law (the Badgley Report) has provided massive evidence of inequitable and discriminatory practices against women in Canada under the provisions of Section 251 of the Criminal Code, and

In addition, has revealed widespread ignorance of birth planning measures in the areas of contraceptive and sex education:

BE IT RESOLVED that the National Action Committee on the Status of Women urge the Government of Canada to:

- a) remove all reference to abortion from the Criminal Code;

(See Rec. 1972 Brief; Rec. 1973/1; Rec. 1974/III; Rec. 1976/9i; Rec. 1977 Brief; See S.500.20)  
(See Rec. 1978/20b, S.500.50)

## RECOMMENDATION 1972 BRIEF

500.30.1

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION

Birth control information available (RCSW#121)

February 8, 1972 Brief to Government of Canada, Ottawa, Ontario

RCSW#121 "recommends that birth control information be available to everyone." (para 217, Chpt. 4)

NAC urges principles that contraceptive knowledge offered to adults without pressure does not violate religious convictions, and voluntary sterilization is a matter for medical discretion.

## RECOMMENDATION 1972 BRIEF

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION

Birth control information & grants supplied by Government (RCSW#122)

February 8, 1972 Brief to Government of Canada, Ottawa, Ontario

RCSW#122 "recommend that the Department of National Health & Welfare

- (a) prepare and offer birth control information free of charge to provincial and territorial authorities, associations, organizations and individuals, and
- (b) give financial assistance through National Health grants and National Welfare grants to train health and welfare workers in family planning techniques." (para 218, Chpt. 4)

Further, we believe that the Department of National Health and Welfare should promote a positive attitude to contraception as an essential part of responsible sexual behaviour. Such promotion might be accomplished by the use of the media, including press, films, radio and television.

We recommend that the Department of National Health and Welfare prepare booklets on contraceptive methods in the languages of the major immigrant groups and that these booklets should be distributed with other information about Canada at points of entry as well as in ethnic communities.

## RECOMMENDATION 1972 BRIEF

500.30.2

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
Courses in family life education, sex education (RCSW#76)

February 8, 1972 Brief to Government of Canada, Ottawa, Ontario

RCSW#76 "recommend that, where they have not already done so, the provinces and territories set up courses in family life education, including sex education, which begin in kindergarten and continue through elementary and secondary schools, and which are taught to girls and boys in the same classrooms." (para 96, Chpt. 3)

## RECOMMENDATION 1973/2

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
Funds for pregnancy counselling, and contraception research

September 9, 1973 Conference & Annual Meeting, Toronto, Ontario

THAT NAC request the Minister of Health to make funds available for problem pregnancy counselling, and

THAT WHEREAS there is no contraceptive method available that is both 100% effective and free of side effects, NAC requests that increased funds should be made available for research in contraception.

## RECOMMENDATION 1974/III/4

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
More money for research training and services re contraception and fertility

April 7, 1974 Conference & Annual Meeting, Toronto, Ontario

### III PRIORITIES FOR GOVERNMENT ACTION

We believe that the Government of Canada must:

- (4) give high priority to the allocation of much larger amounts of money than have previously been stipulated for research, training, and services related to contraception and fertility in Canada.

RECOMMENDATION 1975/9

500.30.3

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
Public support for birth control services, information & funds

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

WHEREAS

- (a) Birth control is basic to the improvement of the status of women and increased opportunities for women directly influence the acceptance of birth control; and
- (b) Birth control information is not yet easily available to all who want it; and
- (c) Private physicians are not yet generally providing information and services; and
- (d) Many Canadians are ignorant about their own sexuality, and physiology of reproduction, birth control methods and population issues, because - government commitment at all levels to family planning is insufficient;
  - public educational programmes for parents and young people are inadequate;
  - training programs for those involved in counselling are insufficient;
  - special barriers are created by geographical location, language, religion, physical and mental handicaps, and misinformation; and
- (e) A growing number of adolescents in Canada are sexually active at an earlier age,

BE IT RESOLVED THAT NAC

- (i) Urge all Canadian organizations and individuals to support the provision of responsible sex information and birth control services for all who want it in this country regardless of age, to promote within their own organizations the understanding that birth control is basic to the status of women, and that there is need to raise the status of women to insure the success of birth control programs;
- (ii) Call for a greater financial commitment on the part of all levels of government for research leading to improved birth control methods for both males and females.

**RECOMMENDATION 1977/58**

500.30.4

**RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION**

Protest reduction in budget for family planning

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

**WE RECOMMEND:**

THAT in discussion with the Hon. Mr. Lalonde, federal Minister of Health and Welfare, reduction in budget for family planning be protested.

RECOMMENDATION 1976/19, 20

500.40.1

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
Laws required for birth planning

May 10 - 12, 1976 Conference & Annual Meeting, Winnipeg, Manitoba

- 19 WHEREAS we assert that the right to the control of her fertility is a prerequisite to a woman's ability to control her situation in life and society, and
- THAT Canadian women currently are denied access to adequate resources to ensure such control,
- THEREFORE BE IT RESOLVED THAT to secure for all Canadian women freedom of choice in birth planning, we recommend that legislation be enacted to:
- a) provide unrestricted access to contraceptive information and supplies;
  - b) remove the section dealing with abortion from the Canadian Criminal Code and provide in all regions unrestricted access to safe medical abortion facilities;
  - c) provide the legal right to non-coercive sterilization procedures to all persons desiring same;
  - d) provide adequate funds for research into improved contraception and abortion techniques;
  - e) protect a woman's right to the control of her fertility without the intervention of a parent, husband, guardian or medical adviser.
- 20 WE WOULD FURTHER RECOMMEND that an appropriate means to ensure the above would be through the establishment of comprehensive birth planning centres throughout the country which would provide not only birth control counselling and information, but also appropriate medical facilities for contraception, abortion and sterilization procedures.

## RECOMMENDATION 1972 BRIEF

500.50.1

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
Family planning clinics in public health units (RCSW#121)

February 8, 1972 Brief to Government of Canada, Ottawa, Ontario

- RCSW#121 "... recommend that provincial Departments of Health
- (a) organize family planning clinics in each public health unit to ensure that everyone has access to information, medical assistance, and birth control devices and drugs as needed, and
  - (b) provide mobile clinics where they are needed particularly in remote areas." (para 219, Chpt. 4)

NAC urges the government to co-operate whenever possible with provincial governments in the immediate implementation of effective measures to ensure widespread services for counselling and clinics and education, both in public school systems and in the training of staff personnel who would conduct these services.

## RECOMMENDATION 1974/III/2, 3, 4

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
Programs and services

April 7, 1974 Conference & Annual Meeting, Toronto, Ontario

### III. PRIORITIES FOR GOVERNMENT ACTION:

- 2) implement comprehensive programs in every part of Canada to educate the child-bearing age group about contraception and encourage the betterment of maternal and child health; and close the gaps where no facilities exist for counselling and access to early and safe abortion.
- 3) act on the recommendations of the 1972 First National Conference on Family Planning, convened by the Department of National Health and Welfare which reads as follows:  
"Family planning policy, programs and services should encompass the full range of birth control methods, sterilization (vasectomy and tubal ligation), abortion, fertility and genetics, as well as marriage and family (including adoption) counselling, and assessment, diagnostic, referral and follow-up functions."
- 4) give high priority to the allocation of much larger amounts of money than have previously been stipulated for research, training, and services related to conception and fertility in Canada.



500.50.2

**RECOMMENDATION 1977/59**

**RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION**  
Funds for educating workers in crisis situation

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

That funds and services be made available at federal-level to people working in the field of women in a crisis situation, to enable them to do research and education.

**RECOMMENDATION 1977/61**

**RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION**  
Funding for crisis centres

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

That stable ongoing funding for core services be made available to crisis intervention centres such as Interval Houses, Transition Houses and Rape Crisis Centres.

**RECOMMENDATION 1977/62**

**RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION**  
Only accredited person to receive funds for studying crisis agencies

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

Since the confidentiality of the client in crisis services is paramount, Federal grants given or contracts let to conduct such studies should be given only to people actually working in the field who have the written support and pledges of cooperation from the agencies whose work is to be studied.

RECOMMENDATION 1978/20b

500.50.3

RE: FAMILY PLANNING: BIRTH PLANNING: ABORTION  
Ensure equal access to birth planning services and information

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS the recent federal government's Report on the Operation of the Abortion Law (the Badgley Report) has provided massive evidence of inequitable and discriminatory practices against women in Canada under provisions of Section 251 (Abortion) of the Criminal Code and

- a) in addition, has revealed widespread ignorance of birth planning measures in the areas of contraceptives and sex education:

BE IT RESOLVED THAT NAC urge the Government of Canada

- b) to take immediate steps to ensure that all women in Canada have equal access to birth planning services and information regardless of geographical location, age, income or marital status, by:
  - (i) providing funds for the establishment of broad-spectrum health clinics for women which would include such health services as birth and pre-natal counselling, sex and contraceptive information and counselling, cancer screening, VD detection and treatment, therapeutic abortions and abortion counselling, and
  - (ii) making quality advice on the subjects of contraception and sexuality available for wide distribution in Canada.

(See S.500.50: Rec. 1978/20a: Rec. 1972 Brief: Rec. 1974/III, 2,3,4)

## SECTION 600 - INTERNATIONAL

### TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
10	<u>GENERAL</u>		
	Government funds for planning International Women's Year (IWY)	1973	1
	Government to proclaim 1975 International Women's Year (IWY)	1974	1
	Government support for proposed International Women's Resource Centre	1974	1
	Government support for holding United Nations Disarmament Conference	1976/32	2
20	<u>NAC/CNA ACTION</u>		
	To provide information re World Congress (Berlin) 1976	1975/4	1
	To promote International Women's Day, March 8th	1976/25d	1

**RECOMMENDATION 1973**

600.10.1

RE: INTERNATIONAL

- Government funds for meeting to plan International Women's Year 1975

September 9, 1973, Conference & Annual Meeting, Toronto, Ontario

THAT NAC approach the Canadian Government with the objective of obtaining funds to hold a small planning meeting representative of Canadian women, in order to set up a Standing Committee to prepare plans for International Women's Year.

THAT NAC approach the Federal Government to consult with the women of Canada preferably through public hearings across the country in preparing the Canadian Government's statement before the UN Commission on the Status of Women in February, 1974.

**RECOMMENDATION 1974**

RE: INTERNATIONAL

- Government to proclaim 1975 International Women's Year

April 7, 1974 Conference & Annual Meeting, Toronto, Ontario

Call for an appropriate proclamation by the Government of Canada with regard to International Women's Year.

**RECOMMENDATION 1974**

RE: INTERNATIONAL

Government to support proposed International Women's Resource Centre.

April 7, 1974 Conference & Annual Meeting, Toronto, Ontario

The Government of Canada to consider giving substantial support to the proposal for an International Women's Resource Centre.

600.10.2

RECOMMENDATION 1976/32

RE: INTERNATIONAL

Government to support United Nations Disarmament Conference

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS we acknowledge the fact that money spent on the increased manufacture of arms results in greater hardship round the world especially for women and low income families, and

WHEREAS we consider the ultimate goals of all nations should be disarmament, and,

WHEREAS the Secretary General of the UN has invited member nations to submit agenda items for a UN Disarmament Conference,

BE IT RESOLVED THAT:

1. We urge the Canadian government to give full support to the holding of a UN Disarmament Conference,
2. They call for adequate involvement of non-government organizations, especially women, in the planning and participation of such a conference,
3. As a first step towards that goal Canada urge that nuclear weapons be banned.

**RECOMMENDATION 1975/14**

600.20.1

RE: INTERNATIONAL

NAC/CNA to provide information re Oct. 20-24, 1976 World Congress in Berlin for International Women's Year 1975

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

WHEREAS the World Congress for IWY is being called for October 20 - 24 in Berlin, with 2,000 women from all continents, and

WHEREAS a Canadian delegation of at least 10 women will have the opportunity to make a contribution there, and to bring back findings of benefit to Canadian women,

BE IT RESOLVED THAT NAC help provide information about the World Congress for IWY to our members and other women, and

INVITE PARTICIPATION through briefs and research materials for the Canadian delegation, and

ENCOURAGE the Canadian delegates to report back to Canadian women about the World Congress for IWY.

**RECOMMENDATION 1976/25d**

RE: INTERNATIONAL

NAC/CNA to recognize and promote International Women's Day, March 8th

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

We propose that NAC recognize International Women's Day, March 8, and promote its rich history, and that women's groups be encouraged to do something special to celebrate that day.

SECTION 700 - NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN  
LE COMITÉ NATIONAL D'ACTION SUR LE STATUT DE LA FEMME

TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
10	<u>GENERAL</u>		
20	<u>CAMPAIGNS: DEMONSTRATIONS: PROTESTS</u>		
	Campaign for passage of certain federal Bills	1975/11	1
	Campaign for Recommendations of RCSW, and others	1975/13	2
30	<u>FUNDING</u>		
	Funds to pay for services of resource people	1976/25a	1
40	<u>ORGANIZATION</u>		
	Appreciation of Margaret Hyndman	1972	1
	Laura Sabia to reply to Toronto Board of Education	1972	1
	Composition of Steering Committee	1973	1
	Rules of Association	1974	2,3
	Rules of Association - interpretation; terms of reference	1975	3
	Rules of Association - limit on holding office	1975	4
	Rules of Association - minor amendments	1975	4
	Rules of Association - rules of membership, fees	1975	5,6
	To consider its own direction: funding needed	1976/24,25a	6
	Prohibit at meetings literature opposing policies	1976/27	6
	Rules of Association - additional amendments	1978/1	7
50	<u>STUDIES: INFORMATIVE LITERATURE</u>		
	Study federal Status of Women Council (RCSW#166)	1972	1
	Prepare bilingual booklet - social & political action	1976/22	2
	To involve women politically	1976/23	2
	To record & publicize statements of candidates	1976/26	3

RECOMMENDATION 1975/11

700.20.1

RE: NAC/CNA - To campaign for passage of certain Bills before Parliament

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

BE IT RESOLVED THAT NAC organizations and members be urged to respond to the appeal of the Federal Advisory Council on the Status of Women in urging speedy passage of Bills C-20, C-16, C-52, which are currently before Parliament. In brief, the bills includes these provisions:

- BILL C-20: given first reading on October 10, 1974, will give Canadian mothers an equal right with Canadian fathers to confer citizenship on their children.
- BILL C-16: re-introduced on October 8, 1974, the "Omnibus Bill" on the Status of Women, will give women equal status with men under the Canada Elections Act; will remove rigid requirements for maternity leave benefits under the Unemployment Insurance Act; will give women equal status of 'Breadwinner' under the Immigration Act.
- BILL C-52: tabled for first reading on February 17, 1975, will give working women equal pension rights in the Federal Public Service, in the Armed Forces, in the RCMP and as Members of Parliament.



700.20.2

## RECOMMENDATION 1975/13

RE: NAC/CNA

- To campaign for implementation of Recommendations of RCSW, and other commitments

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

WHEREAS governments at all levels have undertaken to address themselves to women's needs during International Women's Year; and

WHEREAS NAC's priorities have been agreed upon and are being documented and given specific focus in the coming months;

BE IT RESOLVED THAT NAC and its participating organizations and members organize a national campaign which will culminate in the late fall, in lobbies and meetings with all federal, provincial, territorial and municipal elected representatives requiring two things:

- i) A report of the action accomplished personally and by his/her government towards implementing the Recommendations of the Royal Commission on the Status of Women in the priority areas, and on other urgent matters;
- ii) Specific commitments to further action.

(This campaign might possibly coincide with the final conference of I.W.Y., planned by the federal government. Every effort should go towards focussing national attention on the action and the issues involved. NAC might apply for funding to enable women across the country to participate in this campaign. All participating organizations will undertake to report on their campaign before the next NAC general meeting).

RECOMMENDATION 1976/25a

700.30.1

RE: NAC/CNA

- To seek funds to pay for services of resource people

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

THEREFORE we strongly urge NAC to seek further funding to pay for the services of resource people who will be accountable and responsible to NAC.

WE ALSO STRONGLY URGE that the services of the newly formed Canadian Research Institute for Women be utilized. (See Rec. 1976/24, S.700.40)

## RECOMMENDATION 1972

700.40.1

RE: NAC/CNA

- Appreciation to Margaret Hyndman

April 30, 1972 Steering Committee Meeting, Toronto, Ontario

THAT Margaret Hyndman's resignation from NAC be accepted with great regret; and that appreciation of her extraordinary services to the Committee in its formation and development be expressed in writing by Laura Sabia.

## RECOMMENDATION 1972

RE: NAC/CNA

- Laura Sabia to reply to letter of Toronto Board of Education

April 30, 1972 Steering Committee Meeting, Toronto, Ontario

Unanimous support by the NAC Steering Committee is given to Ms. Sabia in seeking to reply, as spokesperson, to the letter of the chairman of the Toronto Board of Education, Mr. William Charlton, which was circulated to members of the Board and employees of the Board of Education depreciating the status of women; and further, in speaking to the Graham Scott resolution requesting the appointment of women teachers to higher level administrative positions.

## RECOMMENDATION 1973

RE: NAC/CNA

- Composition of Steering Committee

January 28, 1973 General Meeting, Toronto, Ontario

MOVED THAT THE STEERING COMMITTEE OF NAC be composed of one representative, or proxy, of each participating national organization and of each provincial Status of Women Committee, and that rules governing further representation be determined by the newly appointed Steering Committee. (Quorum for official business to be set at first meeting).

## RECOMMENDATION 1974

700.40.2

RE: NAC/CNA  
- Rules of Association

April 7 - 9, 1974 Strategy for Change Conference, Toronto, Ontario

NAME: NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN

### PURPOSES:

- 1) To initiate change in the status of women through informed opinion and responsible action;
- 2) To up-date, re-evaluate and implement changes proposed by the Royal Commission on the Status of Women and those adopted by Status of Women conventions;
- 3) To communicate with and coordinate Status of Women groups in Canada.

### MEMBERSHIP:

- 1) Individual women registered with the National Action Committee who subscribe to the purposes of N.A.C. and who make a contribution of at least \$3.00 per year;
- 2) National Organizations, Provincial and Territorial Status of Women Committees who register with N.A.C. and are supportive of its purposes and who contribute an annual administrative fee of \$10.00 or more;
- 3) "Interest-oriented" groups whose objectives are the improvement of the status of women who are supportive of the N.A.C. and its objectives; and who contribute financially to the N.A.C. through at least three "Status of Women News" subscriptions.

OFFICERS: President, Secretary, Treasurer, Editor of the Newsletter

### STEERING COMMITTEE:

One named person, with an alternate, from each participating organization in the N.A.C.

### BOARD OF MANAGEMENT:

Twelve persons from the Membership, plus Officers, elected by the Steering Committee, including the immediate past president.

### TERMS OF OFFICE:

All office-holders and Steering Committee representatives will be reviewed annually at the Annual Meeting of the Association; or at a Special Meeting duly called for that purpose.

(continued next page)

**TERMS OF REFERENCE:**

For officers, managers and Steering Committee. To implement the purposes of the National Act in Committee, and specifically,

- 1) To communicate with and exchange information among members; and
- 2) To take action to improve the status of women, such as:
  - a) Communicate with women at-large, and the public, through the mass media and a national newspaper;
  - b) Hold conferences, conventions, and consultations with governments;
  - c) Assume responsibility for national Briefs and Statements on the status of women;
  - d) Take such actions on behalf of N.A.C. as advisable for strategy.

**FUNDING:** Fees: Donations: Grants.

**SIGNING OFFICERS:**

Any two Officers, or others empowered by the Board of Management.

**RECOMMENDATION 1975**

RE: NAC/CNA

- Rules of Association - interpretation; terms of reference

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

WHEREAS, if the objectives of the women's movement are to be realized, it is vitally necessary for communications to be maintained across Canada; and

WHEREAS NAC has an unique opportunity to bring together women from older established organizations and newer status of women groups and other groups and individuals;

BE IT RESOLVED THAT for the coming year (and to be reviewed at the next Annual Meeting) NAC establish corresponding Executive members in each province and territory to be chosen from amongst women of each area, and that members of the present Executive each undertake the responsibility of regular communication with one of these area members in a two-way effort to strengthen the links amongst women across the country.

BE IT FURTHER RESOLVED THAT the representatives of the provinces and territories present at this 1975 Annual Meeting undertake the responsibility of seeking a representative for this position from their provincial and territorial groups.

700.40.4

## RECOMMENDATION 1975

RE: NAC/CNA

- Rules of Association - limit to holding office

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

WHEREAS it is important that as many women as possible have the opportunity to participate in the programme and develop the policies of NAC, which in turn would benefit from drawing on women with diverse experience and ability;

BE IT RESOLVED THAT in future membership on NAC Executive be limited to a period of four years, and officers to holding any one office for not more than two years.

## RECOMMENDATION 1975

RE: NAC/CNA

- Rules of Association - minor amendments

MAY 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

1. "Board of Management" (present) will become "executive".
2. "Editor of Status of Women News" will be appointed by the Executive.
3. See (1) above - The Executive will be elected from members whether individuals or representatives named by participating organizations.
4. "Steering Committee" (present) will become "Board of National Action Committee."

Also: Nominations forms are being sent for this Annual Meeting only to present "Steering Committee" delegates (names by participating organizations, one with alternate.)

These changes operative following adoption of the two earlier Rules of Association resolutions - Interpretation: terms of reference; and Limit of holding office.

## RECOMMENDATION 1975

700.40.5

RE: NAC/CNA

- Rules of Association - rules of membership; fees

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

### PURPOSES:

- 1) To up-date, re-evaluate and implement changes proposed by the Royal Commission on the Status of Women and those adopted by the National Action Committee on the Status of Women;
- 2) To initiate and work for improvement in the status of women "by actions designed to change legislation, attitudes, and customs which discriminate against women";
- 3) To communicate with and coordinate Status of Women groups in Canada;
- 4) To exchange information with members and the public about the current situation of the Status of Women, through the official publication - Status of Women News (NAC News).

### MEMBERSHIP:

- 1) Membership in the NAC shall be open to those groups or organizations with over ten (10) members which subscribe to the principles and objectives of NAC. These may be national and provincial organizations, component groups, provincial, territorial, municipal and other status of women committees, and special interest women's groups (e.g. crisis centres, research groups, women's centres, etc.)
- 2) There shall be no individual members. Individuals may subscribe to the Status of Women News on payment of the subscription, but have no vote;
- 3) Any group or organization which applies for membership shall be proposed by a member group in good standing and shall be approved by the Executive of NAC;
- 4) Each organization, on payment of the membership fee, shall receive five copies of the Status of Women News, NAC Memo, and other communications, including Minutes of the Executive meetings.

### VOTING RIGHTS:

- 1) Member organizations are entitled to send non-voting observers and two voting delegates to all Annual and General Meetings of NAC, and to send non-voting observers to NAC Executive meetings;
- 2) For purposes of voting at the Annual Meeting, new memberships will be accepted up to Thirty (30) days before the date of the meeting;
- 3) Individual officers and members of the Executive are entitled to vote at all Annual and Special Meetings;

(continued next page)

700.40.6

**FEES:**

- 1) Membership Fees may be set from time to time by the Executive but will not be less than Fifteen Dollars (\$15.00);
- 2) Subscriptions to NAC News may be set from time to time by the Executive but fees will not be less than Three Dollars (\$3.00);
- 3) Fees become due in January of each year.

**RECOMMENDATION 1976/24, 25a**

RE: NAC/CNA

- To consider its own direction; funding needed

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

24. WE URGE NAC to give consideration to its own direction. Evaluation procedures should be implemented which will examine how we have operated in the past and how we will continue in the future.

In order to assist individuals and member groups to effectively carry out their programmes, data needs to be made available.

- 25a. THEREFORE WE STRONGLY URGE NAC to seek further funding to pay for the services of resource people who will be accountable and responsible to NAC.

WE ALSO STRONGLY URGE that the services of the newly formed Canadian Research Institute for Women be utilized. (See Rec. 1976/25a, S.700.30)

**RECOMMENDATION 1976/27**

RE: NAC/CNA - Prohibit at meetings literature opposing policies

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS NAC is an organization committed to a policy of no discrimination along religious, racial, political or language lines:

BE IT RESOLVED THAT NAC prohibit the dissemination of literature contrary to these policies at all NAC-sponsored meetings or conferences.



RECOMMENDATION 1978/1

700.40.7

RE: NAC/CNA

Rules of Association - additional amendments

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

1. There will be an Annual Meeting of the National Action Committee.
2. Proposed amendments to the Rules of the Association will be presented to the Annual Meeting and will take effect if approved by two-thirds of the delegates present and voting at that Annual Meeting.
3. A report will be made at the Annual Meeting of the activities of the Executive and NAC since the preceding Annual Meeting.
4. No member of the Executive committee shall accept any remuneration for services rendered to NAC.
5. The Executive may appoint to the Executive a new voting member to serve the remainder of the term of an elected voting member who dies or resigns, or to fill a vacancy. In addition, the Executive may also appoint non-voting members to its number to ensure adequate representation and expertise.
6. The immediate past president of NAC shall be an officer of the Executive committee.
7. The Executive committee shall establish each year, a deadline by which nominations for the Executive committee and officers shall be submitted by mail. The nominator shall stipulate which office the nomination is for (i.e. president, secretary, member-at-large). One person may be nominated for more than one position, but may hold only one: there will be no nominations from the floor at the Annual Meeting.
8. Notice of change to the Rules of the Association which the Executive proposes to the Annual Meeting, shall be mailed at least ninety days before the scheduled time of the meeting. Amendments to those proposed changes, and additional amendments to the Rules which are proposed by groups other than the Executive, should be mailed or delivered to the National office by at least sixty days prior to the scheduled time of the Annual Meeting.

Amendments to the Executive proposals and additional proposed amendments to the Rules which are mailed or delivered by sixty days before, will be sent by the Executive to members at least thirty days prior to the Annual Meeting, but those which are not so mailed or delivered cannot be mailed out and thus cannot be considered at the Annual Meeting.

## RECOMMENDATION 1972

700.50.1

RE: NAC/CNA

- To study the nature of Federal Status of Women Council as proposed by RCSW #166

February 8, 1972 - Brief to the Government of Canada, Ottawa, Ontario

- RCSW#166 "recommend that a federal Status of Women Council, directly responsible to Parliament, be established to
- a) advise on matters pertaining to women and report annually to Parliament on the progress being made in improving the status of women in Canada,
  - b) undertake research on matters relevant to the status of women and suggest research topics that can be carried out by governments, private business, universities, and voluntary associations,
  - c) establish programmes to correct attitudes and prejudices adversely affecting the status of women;
  - d) propose legislation, policies and practices to improve the status of women, and
  - e) systematically consult with women's bureaux or similar provincial organizations, and with voluntary associations particularly concerned with the problems of women. (para 17, Chpt. 10)

WHEREAS the National Ad Hoc Action Committee has agreed that an Advisory Body is desirable to perform the functions outlined in RCSW Recommendation #166, the nature of such a Council, its composition and selection are matters which the Committee wishes to consider further, and for this purpose has set up a subcommittee to study and report to the national conference in April. We would hope to explore the feasibility of the Ad Hoc Action Committee itself, either experimenting with or functioning for a trial period as an advisory body to governments, receiving and reporting priority issues concerning the status of women. One of our greatest concerns is that such a body should be able to function free of the pressures that operate in the adversary system of partisan politics. We would like to explore the most co-operative and supportive techniques for effecting change.

700.50.2

## RECOMMENDATION 1976/22

RE: NAC/CNA

- Prepare bilingual booklet  
on the know-how of social and political action.

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS the status of women is now considered a newsworth topic, and

WHEREAS more and more concerned women are being invited by the media to articulate their views on this topic,

WE RECOMMEND:

- a) that NAC forms a task force to prepare a bilingual booklet or kit explaining the know-how of social and political action, e.g. how to meet your MP, how to get in the news in a positive way, how to deal with the press, etc., etc.
- b) that help might be asked from the Advisory Council on the Status of Women (A.C.S.W.) in the form of translation, printing or other.

## RECOMMENDATION 1976/23

RE: NAC/CNA

- To involve women politically

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS women must be elected to political office to affect real changes in society, we propose that NAC:

- a) give consideration to way of training women to run, explain the political process, and
- b) create a speakers' bureau for this purpose, and
- c) that this subject be a priority for the next Annual Meeting.

RECOMMENDATION 1976/26

700.50.3

RE: NAC/CNA

- To record and publicize statements of electoral candidates on specific issues affecting women

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

Because many critical issues directly affecting women can only be dealt with through government legislation,

BE IT RESOLVED THAT every affiliated group of NAC be urged to set up a mechanism by which they seek out, record and publicize public statements as to the personal position on specific issues affecting women, from all candidates for elected office with active follow-up.

## SECTION 800 - STATUS OF WOMEN

### TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
10	<u>GENERAL</u>		
20	<u>APPOINTMENTS OF WOMEN</u> Federal government & provinces appoint more women judges (RCSW#140) Federal government appoint more women to Boards etc. (RCSW#26)	1972/Brief 1972/Brief	 
30	<u>CITIZENSHIP</u> Amend Citizenship Act to give women equal status (RCSW#145, RCSW#146, RCSW#147 RCSW#149)	1972/Brief	
40	<u>IMMIGRATION</u> Review policies - wife apply admission independently (RCSW#143) Remove term "head of family" and deportation of family from Act (RCSW#144)	1972/Brief 1972/Brief	 
50	<u>NAC/CNA ACTION</u> Briefs to Mackenzie Pipeline Inquiry: support Indian women protest discrimination (Indian Act)	1976/1,2	

**RECOMMENDATION 1972 BRIEF**

800.20.1

**RE: STATUS OF WOMEN**

- Federal government & provinces  
to appoint more women judges to all courts (RCSW#140)

February 8, 1972 Brief to the Government of Canada, Ottawa, Ontario

RCSW#140 "recommend that the federal government and the provinces name more women judges to all courts within their jurisdiction." (para 33, Chpt. 7)

We strongly support RCSW #140.

**RECOMMENDATION 1972 BRIEF**

**RE: STATUS OF WOMEN**

- Federal Government to appoint more women  
to federal Boards, Commissions, Corporations, Councils, Advisory Committees  
and Task Forces (RCSW#26)

February 8, 1972 Brief to Government of Canada, Ottawa, Ontario

RCSW#26 "recommend that the federal government increase significantly the number of women on federal Boards, Commissions, Corporations, Councils, Advisory Committees and Task Forces." (para 34, Chpt. 2)

We support RCSW#26.

## RECOMMENDATION 1972 BRIEF

800.30.1

### RE: STATUS OF WOMEN

- To amend Canadian Citizenship Act  
to give women equal status with men  
RCSW #145, #146, #147, #148, #149

February 8, 1972 Brief to Government of Canada, Ottawa, Ontario

RCSW#145 "recommend that the Canadian Citizenship Act be amended to provide for the automatic resumption of Canadian citizenship by women who lost it because they married aliens before January 1, 1947." (para 16, Chpt. 8)

We take exception to RCSW#145 - such women may have acquired certain rights in other countries. Therefore the conferring of citizenship should result only from an overt request of the individual rather than automatic action.

We recommend that in any new citizenship legislation to be presented to Parliament the right of appeal to the Courts from the Minister's decision should be provided for.

Furthermore an educational campaign should be initiated to inform the women thus affected of their right to apply for restoration of citizenship as is now provided for in the Canadian Citizenship Act.

We strongly support RCSW #146 to #149 inclusive.

RCSW#146 "recommend that the Canadian Citizenship Act be amended so that there is no difference between the residence requirements for the acquisition of Canadian citizenship by an alien husband and an alien wife of a Canadian citizen." (para 18, Chpt. 8)

RCSW#147 "recommend that sections 4 and 5 of the Canadian Citizenship Act be amended to provide that a child born outside of Canada is a natural-born Canadian if either of his parents is a Canadian citizen." (para 20, Chpt. 8)

RCSW#148 "recommend that the Canadian Citizenship Act be amended so that either citizen-parent may apply for the naturalized citizenship of a minor child." (para 22, Chpt. 8)

RCSW#149 "recommend that section 11(2) of the Canadian Citizenship Act be amended so that, in the case of joint adoption, the child may be granted Canadian Citizenship if either of the adopting parents is a Canadian citizen." (para 23, Chpt. 8)

## RECOMMENDATION 1972 BRIEF

800.40.1

RE: STATUS OF WOMEN

- Review immigration policies  
to permit wife to apply for admission independently (RCSW#143)

February 8, 1972 Brief to Government of Canada, Ottawa, Ontario

RCSW#143 "recommend that the Immigration Division of the federal Department of Manpower & Immigration review its policies and practices to ensure that the right of a wife to be an independent applicant for admission to Canada is always respected and that wives are made fully aware of this right." (para 6, Chpt. 8)

We support this Recommendation.

## RECOMMENDATION 1972 BRIEF

RE: STATUS OF WOMEN

- Remove term "head of family" from  
Immigration Act & Regulations: (RCSW#144): deportation

February 8, 1972 Brief to Government of Canada, Ottawa, Ontario

RCSW#144 "recommend that the federal Immigration Act and Regulations be amended by the elimination of the term "head of a family" wherever it appears in the legislation and by the substitution of the exact meaning which is intended in each case." (para 7, Chpt. 6)

We support this Recommendation.

Furthermore, we recommend

- 1) that the spouse of the wrongdoer, male or female, shall not be assumed to be dependent as is presently set forth in Section 37(1) of the Act: and
- 2) that each member of the family involved in deportation proceedings shall be held individually responsible rather than collectively responsible and shall have some individual freedom of choice in the matter of being compelled to depart from the country.



RE: STATUS OF WOMEN

- NAC/CNA organizations to present  
briefs to Mackenzie Pipeline Inquiry (Berger): support Indian women protest  
against discrimination (Indian Act)

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS the N.W.T. Status of Women Action Committee is submitting a brief to the Mackenzie Pipeline Inquiry regarding the effect of the pipeline upon the women of the N.W.T., and

WHEREAS the Mackenzie Pipeline Inquiry will be holding hearings in cities across Canada,

BE IT RESOLVED THAT NAC encourages its member organizations to make representations and submissions at the hearing of the Mackenzie Pipeline Inquiry regarding the effect of the pipeline upon women.

WHEREAS Native women in Canada suffer a double discrimination and are therefore the most oppressed in the country, and

WHEREAS the Supreme Court of Canada had upheld the right of Indian Councils to strip native women of their heritage when they marry outside the band, while similar penalties are not inflicted upon native men who marry outside the band,

THEREFORE we ask this meeting to support the rights of native women:

- a) to urge that the Bill of Rights be embodied and entrenched in the BNA Act at the earliest opportunity and that NAC should become involved in the current movement to patriate the constitution with the objective in mind;
- b) that NAC mount a delegation to the Minister of Indian Affairs to ask that evictions of native women on the Caughnawaga reservation be halted pending resolution of their appeals which are before the courts, and that the rights of native women should not be jeopardized in any contemplated changes to the Indian Act;
- c) that delegates and observers agree to write letters of protest to Judd Buchanan, Minister of Indian Affairs, and Ian Watson, M.P., in whose riding Caughnawaga is located, asking that the evictions be halted pending resolution of the appeals now before the courts;
- d) that an action group be formed to respond quickly to any attempt to evict the native women concerned;
- e) that NAC support the Canadian Native Indian Peoples to adopt their own Canadian native children and discourage adoption of native children by non-native people.

(See Rec. 1976/2a S.300.25)

## SECTION 900 - TAXATION: INCOME SUPPORT

## TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
10	<u>GENERAL</u>		
20	<u>BUDGET PRIORITIES: CUTBACKS</u>		
	Social service cutbacks punitive	1976/16	1
	Federal government priorities - social services	1976/17	1
	Budget priorities to be reviewed	1976/28	2
	Priority to research energy sources: stop nuclear sales	1976/30	3
	Priority of resources to human services	1976/31	3
	Governments increase budgets for public, non-profit and co-operative housing	1977/37	4
	Greater priority to income security & social services	1978/13	4
	Expand social service budgets; priority to preventive programs	1978/15a,b	5
30	<u>INCOME SUPPORT PROGRAMS</u>		
	Income supplement for working poor	1977 Brief	1
	Federal law improving income support and supplementation	1977/35	1
	Revise income support & supplementation rates quarterly	1977/36	1
	Change to block funding	1977	2
	Government to lead reform of income security programmes	1978 Brief/26a,b,c	2
	Income support law: provincial-federal agreements	1978/14a,b	3
	Federal role in social services	1978/16a,b	3
	Statistics Canada information on social services	1978/17	4
	Federal funding for social services monitoring agencies	1978/18	4

(continued)

SECTION 900 - TAXATION: INCOME SUPPORT

TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
40	<u>INCOME TAX: BUDGET</u>		
	Review child-care exemptions	1973	1
	Increase and Tax Family Allowances	1976/10	1
	Replace child-care deductions with tax credit	1977/30	2
	To deduct child-care costs of student wife	1977/31	2
	Abolish children exemptions; increase taxable Family Allowance	1977/32	2
	Deduct spouse's salary for work in family business	1977/33	3
	Oppose joint taxation of spouses	1977/34	3
	Employers' tax credit for hiring women & youth	1978 Brief/5a,b	3
	Retain present taxable Family Allowance as universal	1978 Brief/20	4
	Abolish children's exemption grants	1978 Brief/21	4
	Refundable tax credits replace child-care costs	1978 Brief/22	4
	Permit deduction of spouse's salary - family business	1978 Brief/23	5
	Oppose joint taxation of spouses	1978 Brief/24	5
	Tax deductions of alimony/maintenance payments	1978 Brief/25 a,b,c,d,e,f	6
50	<u>NAC/CNA ACTION</u>		
	Investigate question of guaranteed annual income	1976/9	1
	Study tax system and make recommendations to government	1976/11	1
	Indicate to provinces the social programs needed	1978/19a,b	1

**RECOMMENDATION 1976/16**

900.20.1

RE: TAXATION: INCOME SUPPORT  
- Social Service cutbacks punitive

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS we believe the federal government can no longer absolve itself of financial and political responsibility for the basic human needs of Canadian women:

WE STRONGLY URGE:

1. Affirmative action on the part of the federal government to deal with the provinces around social service cutbacks, and that
2. NAC take a strong position regarding restraint in social development budgets which are punitive to women (for example, the actual or potential provincial rulings that women may be forced into any available job at the discretion of welfare workers whilst funds become less and less available for necessary social and health support services such as child care) at a local and provincial level, and that
3. NAC and its affiliates give priority to social action on this issue.

**RECOMMENDATION 1976/17**

RE: TAXATION: INCOME SUPPORT  
- Federal Government priorities  
- increase commitment to social services

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS current government spending, especially in the areas of defence and subsidies to profit-making corporations is increasing and is detrimental to the interest of most women, and

WHEREAS government spending in the areas of vital concern to women is being cut back,

BE IT RESOLVED THAT NAC demand that the federal government totally change its priorities in order to increase its commitment to social services.

900.20.2

**RECOMMENDATION 1976/28**

**RE: TAXATION: INCOME SUPPORT**  
- Budget priorities to be reviewed

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS the recommendations of the Report of the Royal Commission on the Status of Women in 1970, and the deliberations of International Women's Year in 1975 brought into focus the inequities and injustices faced by women in our society; and

WHEREAS the Canadian government has placed on record its intention to rectify these inequities and injustices, and

WHEREAS the Canadian women are no longer willing to accept the inadequate measures and token gestures meted to them by the federal government; and

WHEREAS the National Action Committee on the Status of Women deplors the budgetary priorities of a government which allows for a 1½ billion dollar increase in its defense budget, while it provides only \$500,000 in grant funds to women's groups to engage in promoting change in the status of women;

THEREFORE the National Action Committee on the Status of Women considers that nothing less than a complete review of the federal government's budgetary priorities is due and that a more realistic portion of the tax-payer's dollar must be assigned to assist women to realize their goals.

## RECOMMENDATION 1976/30

900.20.3

RE: TAXATION: INCOME SUPPORT

- Priority to research energy sources;  
moratorium on nuclear energy

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

### WHEREAS:

1. The Canadian production of nuclear energy creates substantially harmful environmental pollution,
2. The Canadian production of nuclear energy is enormously expensive,
3. The production of nuclear energy promotes increasing danger to human life,

### BE IT RESOLVED THAT:

1. We urge that the priority be given to research into the renewable, non-polluting sources of energy - e.g. solar, methane from wastes, geothermal, wind,
2. We ask the Canadian government to call for a moratorium on the development of nuclear energy in Canada, and discontinue the sale of the Candu reactor around the world.

## RECOMMENDATION 1976/31

RE: TAXATION: INCOME SUPPORT

- Priority of resources to human services

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS the priorities of government spending have been addressed to items such as defense and government restraint has been addressed to items such as human services,

BE IT RESOLVED THAT the government reconsider national priorities regarding re-allocation of resources from the national defense budget to human services.

900.20.4

### RECOMMENDATION 1977/37

RE: TAXATION: INCOME SUPPORT

- Governments to increase budgets  
for public non-profit and co-operative housing

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

Given the current position now taken by the federal government and some provincial governments that housing subsidies must increasingly be provided through the private sector, and given the fact that most women's incomes are too low for them to afford private sector housing, it is recommended that these governments reconsider their position and increase their budgets for public, non-profit and co-operative housing.

### RECOMMENDATION 1978/13

RE: TAXATION: INCOME SUPPORT

Greater priority to income security and social services

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS NAC is concerned that the federal and provincial governments are not now giving adequate priority to the income security and social service needs of Canadians, and is opposed to the stance of the federal government and most provincial governments that income security and social service needs be met by juggling current income security and social service budgets;

WE RECOMMEND that all levels of government in Canada give greater priority to ensuring that no Canadians are denied the opportunity to live a dignified and productive life by virtue of inadequate income or the fact that needed social services are not available to them.

**RECOMMENDATION 1977 BRIEF**

900.30.1

**RE: TAXATION: INCOME SUPPORT**

- Income supplement for working poor

February 17, 1977 Brief to Cabinet of Government of Canada, Toronto, Ontario

The National Action Committee strongly recommends:

THAT the Federal Government's earlier determination to enact legislation which would provide adequate income supplementation for the working poor be renewed and pursued vigorously with the provinces.

**RECOMMENDATION 1977/35**

**RE: TAXATION: INCOME SUPPORT**

- Federal legislation improving  
income support and income supplementation cost sharing

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

It is recommended that the federal government introduce

- 1) improved income support and
- 2) income supplementation cost-sharing legislation at as early a date as possible.

**RECOMMENDATION 1977/36**

**RE: TAXATION: INCOME SUPPORT**

- Revise income support and  
supplementation rates on a quarterly basis

March 18 - 21, 1976 Conference & Annual Meeting, Ottawa, Ontario

It is recommended that the federal government encourage the provinces to revise their income support and supplementation rates on a quarterly basis to reflect changes in the real costs of living.



## RECOMMENDATION 1977

900.30.2

RE: TAXATION: INCOME SUPPORT

Social Services Act C-57/77 - change to block funding

November 25 - 26, 1977 General Meeting, Toronto, Ontario

The NAC Executive approved the following motion, referred to it by the Mid-Year Meeting:

that NAC members be urged to continue to open up, as the case may be, discussion with both federal and provincial levels of government re proposed changes in funding of social services;

that these discussions urge upon provincial and federal governments -

- 1) the importance of the concept of matched funding;
- 2) commitment to broader, more progressive social service policy goals (as stated in the proposals of the Social Service Act) for achievement of "personal independence, citizenship participation and enrichment of personal and community life", as opposed to the limited concept of social services related to economic need;
- 3) uniform reporting of social service program and expenditures be made public provincially and federally.

( See also Rec. 1977 Brief, 100.30: Rec. 1977 Brief, 300.35 )

## RECOMMENDATION 1978 BRIEF/26a, b, c

RE: TAXATION: INCOME SUPPORT

Government to lead in reform of Canada's income security programmes

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

Federal leadership is required to insure:

- a) that federal-provincial income security allowances for economically dependent individuals and families of all ages, be revised to provide an adequate standard of living, and be indexed on a regular basis, to changes in the cost of living;
- b) a federal-provincial income supplementation programme should be created so that the families of all employed breadwinners have an adequate income;
- c) federal-provincial income support and supplementation programmes should be revised to provide economic incentives for individuals and families who are dependent upon them, to maximize their income through part-time and, where possible, full-time employment.

**RECOMMENDATION 1978/14a, b**

900.30.3

**RE: TAXATION: INCOME SUPPORT**

Income support law; provincial-federal agreements

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS a very disproportionate percentage of the working poor and those dependent upon public income support programmes are women;

The National Action Committee on the Status of Women recommends:

- a) that the federal government develop legislation to provide for comprehensive income support and supplementation which will insure an adequate guaranteed income for all Canadians, and
- b) that the provincial governments enter into cooperative agreements with the federal government for the realization of an effective income support and supplementation programme.

**RECOMMENDATION 1978/16a, b**

**RE: TAXATION: INCOME SUPPORT**

Federal role in social services

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS the recent federal-provincial agreement regarding the provision of federal block social service grants to the provinces (to replace the current policy of 50% cost sharing of provincial social service expenditures under the Canada Assistance Plan Act) enables the federal government to require the provinces to make available information on the social services provided and their cost;

WE RECOMMEND that the federal government ensure:

- a) that the information provided by the provincial governments
  - 1. be comparable;
  - 2. be comprehensive;
  - 3. include information on the standards as well as the availability and cost of the different services;
  - 4. be developed on the basis of consultation with consumer and service delivery organizations in the provinces; and
- b) that this information be published and made readily available to concerned citizens.

900.30.4

### RECOMMENDATION 1978/17

RE: TAXATION: INCOME SUPPORT

Statistics Canada to improve information regarding social services,  
demographic data

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

NAC RECOMMENDS that Statistics Canada gather and publish better information not only on the provision and costs of social services in the provinces, but also better demographic data providing indicators of the levels of need for specific services in different provinces and communities -- (for example, cross-tabulation of information on income, employment status, marital status, age and number of children, to provide an indicator of day care needs).

### RECOMMENDATION 1978/18

RE: TAXATION: INCOME SUPPORT

Federal funding for social service monitoring agencies

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

NAC RECOMMENDS that the federal government fund comparable social service advocacy and monitoring agencies in each province and territory; and that

- a) these bodies be permanent organizations;
- b) the guidelines regarding their composition specify that consumers and providers of services be on their Boards of Directors;
- c) the budgets for these organizations allow for adequate qualified staffing;
- d) related staff support services be provided by Health & Welfare Canada, and
- e) regular, inter-provincial meetings of representatives of these organizations be provided for.

RE: TAXATION: INCOME SUPPORT

Expand social service budgets: priority to preventive programs

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS the federal government's proposed level of financial commitment to block funding, given inflationary costs, is inadequate to encourage further development of social services such as day care, job re-training, transition houses, and those for older women, family and community life; and

WHEREAS the above policy stance only further damages the social well-being of women;

WE RECOMMEND

- a) that the federal government and provincial governments expand their social service budgets; and
- b) that the provincial governments give priority to the provision of those support services which will prevent the development of more serious social problems.

**RECOMMENDATION 1973**

900.40.1

RE: TAXATION: INCOME SUPPORT  
- Review child-care exemptions

September 9, 1973 Conference & Annual Meeting, Toronto, Ontario

THAT NAC request the Federal Minister of Finance to review child-care exemptions under the Income Tax Act. They should be brought more in line with the actual child care costs incurred.

**RECOMMENDATION 1976/10**

RE: TAXATION: INCOME SUPPORT  
- Increase and tax Family Allowances

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS within the present income tax system tax exemptions for dependent children and child care expenses are benefits which are largely in an inverse proportion to need, not helping at all the poor families who have no taxable income and giving only marginal help to families whose incomes are low, and

WHEREAS this particularly discriminates against single-parent families, and

WHEREAS taxable case payments provide greater benefits for the poor with benefits decreasing as the level of income increases,

THEREFORE BE IT RESOLVED THAT NAC urge the government to benefit families with dependent children by providing increases in taxable family allowances rather than increases in income tax deductions.

900.40.2

**RECOMMENDATION 1977/30**

**RE: TAXATION: INCOME SUPPORT**

- Replace child care deductions with refundable tax credit

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We are opposed to the principle of tax exemptions and deductions because they give less relief to lower-income taxpayers, many of whom are women. We believe that the government should replace exemptions and deductions by refundable tax credits which provide equal benefits to all taxpayers.

We recommend that the present child care deductions be replaced by a refundable tax credit to be granted without discrimination to the lower-income spouse.

**RECOMMENDATION 1977/31**

**RE: TAXATION: INCOME SUPPORT**

- To deduct child care costs of student wife from spouse's income

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

As an interim measure, we recommend that men whose wives are pursuing studies should be allowed to deduct child care costs from their income.

**RECOMMENDATION 1977/32**

**RE: TAXATION: INCOME SUPPORT**

- Abolish children exemptions; increase taxable Family Allowance

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that the children's exemptions be abolished and that the money thereby saved be used to increase taxable family allowances.

**RECOMMENDATION 1977/33**

900.40.3

**RE: TAXATION: INCOME SUPPORT**

- Deduct spouse's salary for work  
in unincorporated family business and farms

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that the Income Tax Act be amended to allow the deduction of salaries paid to spouses for their work in unincorporated family businesses and farms.

**RECOMMENDATION 1977/34**

**RE: TAXATION: INCOME SUPPORT**

- Oppose joint taxation of spouses

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We oppose a system of joint taxation of the spouses because it would increase the tax burden of married women and because it is important that wives maintain their own individuality.

**RECOMMENDATION 1978 BRIEF/5a, b**

**RE: TAXATION: INCOME SUPPORT**

Employers tax credits for hiring women and youth

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

We welcome legislation introduced by the Minister of Finance, which provides tax credits to employers who create new jobs. It seems unlikely, however, that this legislation will lower the rate of unemployment among women unless there are specific regulations to insure that women benefit equally from the creation of these new jobs. Thus, we recommend that:

- a) just as the tax incentives will be larger in regions where unemployment is particularly high, incentives should also be higher for employers who employ sections of the population with particularly high rates of unemployment; specifically, larger tax credits for employers who hire women and young people;
- b) information to evaluate the effectiveness of the programme be collected, by sex and age, as well as region, length of unemployment, and earnings.

**RECOMMENDATION 1978 BRIEF/20**

**RE: TAXATION: INCOME SUPPORT**

To retain present universal taxable Family Allowance (Reaffirm Rec. 1976/10)

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

In times of economic retrenchment, universal programmes such as the present federal family allowance programme, may be brought under close scrutiny as sources of possible savings. Yet it is the view of the National Action Committee on the Status of Women that the present taxable family allowance system should be retained.

It can be easily demonstrated that the exemptions and deductions available under the Income Tax Act, are of least benefit to those - such as sole-support mothers - who earn the lowest incomes. Taxable allowances have the advantage of a capacity to redistribute income, together with greater administrative simplicity. Furthermore, we consider it important that mothers, who may after all be estranged, separated or divorced, should have undisputed access to at least a proportion of the family's income.

**RECOMMENDATION 1978 BRIEF/21**

**RE: TAXATION: INCOME SUPPORT**

Abolish children's exemption grants (Reaffirm Rec. 1977/32)

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

Since the children's exemption grants larger benefits to higher income families, we recommend that they be abolished. Funds realized by this saving should be used to increase taxable family allowances which would have more equitable benefits.

**RECOMMENDATION 1978 BRIEF/22**

**RE: TAXATION: INCOME SUPPORT**

Refundable tax credits to replace child-care costs (Reaffirm Rec. 1977/30)  
To deduct child care costs of student spouse (Reaffirm Rec. 1977/31)

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

Provisions in the Income Tax Act for child-care expenses are grossly inadequate. Deductions for actual child-care costs should be replaced by (refundable) tax credits. Either parent should be able to claim child-care expenses when the other spouse is a student.



**RECOMMENDATION 1978 BRIEF/23**

900.40.5

**RE: TAXATION: INCOME SUPPORT**

Permit deduction of spouse's salary - delete 5.74(3), (4)  
Income Tax Act (Reaffirm Rec. 1977/33)

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

We believe that wives should be able to participate in unincorporated family businesses and professional practices, as equal partners, or otherwise as full-time or part-time paid employees. Subsections 74 (3) and 74 (4) of the Income Tax Act discourage this by forbidding the deduction of salaries paid to wives as an allowable expense. Sub-section 74 (5) similarly discourages the participation of women in partnerships. We strongly urge the deletion of these sections.

**RECOMMENDATION 1978 BRIEF/24**

**RE: TAXATION: INCOME SUPPORT**

Oppose joint taxation of spouses (Reaffirm Rec. 1977/34)

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

Until Canadian women enjoy full economic equality within marriage, no measures should be introduced to erode the independent financial status now provided. A joint taxation system will militate against an independent role for women with personal income. It assumes an economic equality that does not yet exist.

RECOMMENDATION 1978 BRIEF/25

RE: TAXATION: INCOME SUPPORT

Tax deductions of alimony/maintenance payments

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

Like the Advisory Council on the Status of Women, we believe that any analysis of tax measures concerning alimony and/or maintenance payments must make a distinction between support paid for maintenance of spouse and for maintenance of dependent children. We support recommendations made by the ACSW that:

- a) the estranged spouse who receives child support payments no longer be required to report these sums as part of her/his income for tax purposes;
- b) the estranged spouse who pays child support be allowed to claim the regular tax exemptions for dependent children;
- c) the estranged spouse who pays child support no longer be allowed to deduct these sums from his/her income for tax purposes;
- d) estranged spouses who both contribute to the financial support of their children be allowed to split the children's exemptions equally;
- e) the equivalent-to-married exemption be replaced by a tax credit for all single parents who maintain a separate household for themselves and their dependent children, whether or not these parents are entitled to the children's exemptions;
- f) lump sum payments for the support of estranged spouses be made deductible from the income of the paying spouse over a reasonable period of time.

**RECOMMENDATION 1976/9**

900.50.1

RE: TAXATION: INCOME SUPPORT  
- NAC/CNA investigate  
question of guaranteed annual income

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WE RECOMMEND THAT a priority of NAC's should be to investigate the question of a guaranteed annual income, inform its membership and seek to mobilize support for this issue.

**RECOMMENDATION 1976/11**

RE: TAXATION: INCOME SUPPORT  
- NAC/CNA study tax system  
and make recommendations to Government

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS various income tax studies (Carter Commission - Royal Commission on the Status of Women) have concluded that the tax system is discriminatory to women (e.g. - inadequate child care allowances, disincentive to married women wishing to re-enter the labour force)

WE PROPOSE THAT NAC study further the implications of the tax system and make recommendations to government to rectify these and other deficiencies.

**RECOMMENDATION 1978/19a, b**

RE: TAXATION: INCOME SUPPORT  
NAC/CNA indicate to provinces the social programmes needed;  
inquire as to commitments

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

NAC RECOMMENDS that the Executive Committee of NAC and its member organizations inform the provincial ministers responsible for social services, of the programmes most urgently needed by women and ask them to indicate their government's current and planned commitments to the provision of these services.

## SECTION 1000 - VIOLENCE

### TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
10	<u>GENERAL</u>		
20	<u>ASSAULT</u>		
	Criminal Code - enforce assault cases	1977/60	1
	Federal Evidence Act - to prohibit evidence of past sexual history	1977/64	1
	Criminal Code - remove rape section, insert new section	1977/65	1
	Criminal Code - proposed changes in law of rape	1978/21	2
30	<u>BATTERY</u>		
40	<u>LITERATURE: VISUAL ARTS</u>		
50	<u>NAC/CNA ACTION</u>		
	Censures film on rape	1977/63	1
60	<u>PORNOGRAPHY</u>		

RECOMMENDATION 1977/60

1000.20.1

RE: VIOLENCE

Assault cases to be enforced

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

That all cases of assaults causing bodily harm, regardless of marital status or family relationship of the parties involved be enforced under the criminal code.

RECOMMENDATION 1977/64

RE: VIOLENCE

Federal Evidence Act to prohibit evidence of past sexual history

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

That the Federal Evidence Act be amended to render inadmissible any evidence respecting the past sexual history of the complainant.

RECOMMENDATION 1977/65

RE: VIOLENCE

Remove rape section, enact new assault section in Criminal Code.

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

That rape be removed from the Sex Offences section of the Criminal Code and that a new assault section be created specifying that every person who commits an assault with intent to commit sexual intercourse or other sexual contact is guilty of a sexual assault and that everyone who uses or threatens further bodily harm in the commission of a sexual assault is guilty of sexual violence. These new offences would be gender-neutral and would not bar a change where the complainant and accused are in a marital relation.

1000.20.2

RECOMMENDATION 1978/21

RE: VIOLENCE

Criminal Code, proposed changes in law of rape

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

NAC RECOMMENDS that the following changes be made in the Criminal Code (sexual offences) to the law of rape:

1. Rape to be removed from the sexual offences section of the Criminal Code.
2. New assault offences to be created to prohibit all acts of forcible sexual contact.  
(Present sexual offences section is not entirely abolished).
3. A definition to be added to the assault section to read that: Consent shall not be inferred from lack of resistance.
4. No differentiation on the basis of gender of the parties to the offence.
5. Concept that should be central and differentiate specific offences is the nature of the risk created, use of weapon, extent and nature of injuries threatened or inflicted.
6. Removal of the husband's exemption from the charge of rape of his wife.
7. Offences should not be differentiated on the basis of whether or not there is vaginal penetration by a penis since this reinforces the view that women's value is determined primarily by their sexuality and reproductivity.
8. That the rules of evidence should provide that all evidence as to past sexual history of the complainant should be inadmissible, unless put in issue by the complainant.

(See. Rec. 1977/65, S.1000.20)

RECOMMENDATION 1977/63

1000.50.1

RE: VIOLENCE

NAC censures film on rape

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

Whereas public funds have been used by federal organizations to purchase and publicize an American film and book on Rape called "how to say NO to a Rapist and Survive" which is both sexist in its portrayals of males and females and filled with errors in the information it gives about rape, be it resolved that NAC censures this film and the agencies purchasing and showing it.

## INDEX OF POLICY RECOMMENDATIONS

### GENERAL TABLE OF CONTENTS

<u>SUBJECT</u>	<u>SUB-SECTION</u>	<u>SECTION</u>
<u>CHILD CARE SERVICES</u>		100
General	100.10	
Funding	100.20	
Legislation: Housing	100.30	
NAC/CNA Action	100.40	
Services	100.50	
<u>EDUCATION: TRAINING</u>		200
General	200.10	
Counselling and Information	200.20	
Funding	200.30	
Legislation	200.40	
NAC/CNA Action	200.50	
Stereotypes: Sex: Ethnic: Image	200.60	
Training Courses	200.70	
<u>EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION</u>		300
General	300.05	
Benefits	300.10	
Equal Opportunity	300.15	
Equal Pay (Remuneration)	300.20	
Human Rights: Anti-discrimination	300.25	
Inflation Controls	300.30	
Job Training and Techniques	300.35	
Minimum Wage	300.40	
NAC/CNA Action	300.45	
Part-time Workers	300.50	
<u>FAMILY LAW</u>		400
General	400.10	
Divorce	400.20	
Family Courts	400.30	
Marriage	400.40	
Property	400.50	
Support Obligations	400.60	



<u>SUBJECT</u>	<u>SUB-SECTION</u>	<u>SECTION</u>
<u>FAMILY PLANNING: BIRTH PLANNING: ABORTION</u>		500
General	500.10	
Abortion	500.20	
Information: Funds	500.30	
Legislation	500.40	
Services: Funds	500.50	
<u>INTERNATIONAL</u>		600
General	600.10	
NAC/CNA Action	600.20	
<u>NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN</u> <u>COMITÉ NATIONAL D'ACTION SUR LE STATUT DE LA FEMME</u> <u>(NAC/CNA)</u>		700
General	700.10	
Campaigns: Demonstrations: Protests	700.20	
Funding	700.30	
Organization	700.40	
Studies: Informative Literature	700.50	
<u>STATUS OF WOMEN</u>		800
General	800.10	
Appointments of Women	800.20	
Citizenship	800.30	
Immigration	800.40	
NAC/CNA Action	800.50	
<u>TAXATION: INCOME SUPPORT</u>		900
General	900.10	
Budget Priorities: Cutbacks	900.20	
Income Support Programs	900.30	
Income Tax: Budget	900.40	
NAC/CNA Action	900.50	
<u>VIOLENCE</u>		1000
General	1000.10	
Assault	1000.20	
Battery	1000.30	
Literature: Visual Arts	1000.40	
NAC/CNA Action	1000.50	
Pornography	1000.60	

## SECTION 100 - CHILD CARE SERVICES

### TABLE OF CONTENTS

<u>SUB-SECTION</u>	<u>SUBJECT</u>	<u>REC.# &amp; YEAR</u>	<u>PAGE</u>
10	<u>GENERAL</u> Principles stated Principles adopted	1972/Brief 1977/Brief	1 2
20	<u>FUNDING</u> Province-municipality contribution (RCSW#116) Federal standards criteria for funding	1972/Brief 1975/7	1 1
30	<u>LEGISLATION: HOUSING</u> National Housing Act - capital loans (RCSW#117) National Housing Act - standards for funding (RCSW#118) Provincial Child Care Boards (RCSW#119) Proposed Federal Social Services Act to insure services	1972/Brief 1972/Brief 1972/Brief 1977/Brief	1 2 3 3
40	<u>NAC/CNA ACTION</u> To study Canadian child care legislation To relate to new National Day Care Information Centre	1973 1973	1 1
50	<u>SERVICES</u> Day care fees on sliding scale re income (RCSW#115) Federal advisory services to provinces (RCSW#120) Federal government to broaden services: Funding: Family Allowances All jurisdictions to develop child care support programs	1972/Brief 1972/Brief 1975/Brief 1975/8	1 1 2 2

## RECOMMENDATION 1972 BRIEF

100.10.1

RE: CHILD CARE SERVICES  
- Principles stated

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

Although the members of the National Action Committee are in full agreement that "expansion of day care centres in its broadest and deepest concept be a matter of priority consideration" and that certain recommendations in the Royal Commission Report are valid, further legislation must be considered in terms of the family and its needs, especially in terms of the child.

In the words of child care specialist, Barbara Chisholm: "I believe that further consideration of day care should not be undertaken within the context of the Report, or as an indication of implementation except in terms of specific recommendations. This is because the focus of the Report is, rightly, on women. Day care, while inseparable from that focus as one of its aspects, has many more. Perhaps its most important focus is not the mother and her needs, but the child and its needs. And perhaps all of those can only be planned effectively in terms of the Canadian family and its needs. These needs are formulated in the principle adopted by the Commission that 'the care of children is a responsibility to be shared by the mother, the father and society'.

"Present federal departmental organization appears to suggest that such an issue - the family and its needs - belongs to no specific department. Meetings to consider a pattern of jurisdictional coordination, and to devise some models for this, are needed. A broad thrust of federal government involvement in day care at a variety of societal levels (not just those served by 'welfare' programmes) is essential. Issues to be coordinated include health, education, housing, urban and rural development, youth and young adult life styles, patterns of subsidy and consistency in the philosophy and purpose of guidelines and regulations."

### Recommendations of Royal Commission on the Status of Women

Recommendations 115 through 120 deal specifically with day care. We agree with the Report that Canada is far behind in provision of services for pre-school children and that government must assume the major responsibility for providing a network of day care centres, including consultant and other services, and also, that government must assume all costs not met by fees. The daily rate must cover such items as physical care and supervision of the child, feeding, ensuring adequate rest and safe activity, teaching, providing necessary play and education equipment and providing competent personnel to do this in a location for which costs must be met of telephone, light, water, heat, insurance, upkeep and repairs, furniture, etc.

## RESOLUTION 1977/54

100.10.2

RE: CHILD CARE SERVICES  
- Principles Adopted

March 18 - 21, 1977 Conference and Annual Meeting, Ottawa, Ontario

### Child Care

Children are the responsibility of our whole society; we reap the benefits of healthy children who grow up to be contributing adults. Therefore, we must make proper investment in their development when they are young. If we believe that the early childhood years are crucial, then we must accept that investment in good day care is bound to result in future savings of taxpayers' money. It is pointless to speak of equal opportunity for women unless they have access to good day care facilities. The right to work is a human right; as is the right of children to a happy healthy environment.

While universal free day care should be the ultimate aim, as a first step we urge that parents pay for day care according to their ability, and that no parent pay more than 50% of the cost, the remainder to be provided by federal, provincial and municipal grants. This would prevent the current ghetto situation in which the middle class cannot afford to use day care, thus causing day care to be seen as another form of welfare.

We also urge that more funding from the federal government be put into capital costs.

N.B. 1979 will be declared the YEAR of the CHILD by the United Nations.

## RECOMMENDATION 1972 BRIEF

100.20.1

RE: CHILD CARE SERVICES  
- Provincial-municipality contribution (RCSW#116)

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

RCSW#116 "recommend that the provinces, where they do not already do so, pay not less than 80% of the provincial-municipal contribution to day-care centres." (para 170, Chpt. 4)

YES, provinces should pay not less than 80% of the provincial-municipal shared costs of day-care. (This pattern exists in Ontario.) Cost-sharing must be established in every province to encourage and enable local initiative. Such cost-sharing must include capital construction, renovation and site acquisition costs. The formula for cost-sharing should be extended to the private and voluntary sectors as well, and not restricted to municipalities.

## RECOMMENDATION 1975/7

RE: CHILD CARE SERVICES  
- Federal Standards criteria for Funding

May 10 - 12, 1975 - Conference & Annual Meeting, Winnipeg, Manitoba

WHEREAS quality of personnel is generally considered to be the most important variable in child care,

BE IT RESOLVED THAT NAC urge the federal government to alter its provision of funds to the provinces and territories, with a view to requiring and enabling the provinces and territories to establish good quality child care services by making federal funds contingent upon the establishment and enforcement of child care services adequate to the situation, including those relating to

- adequate staff training and continuing development
- adequate staff ratios
- adequate staffing continuity, and
- adequate remuneration for all child care workers.

RECOMMENDATION 1972 BRIEF

100.30.1

RE: CHILD CARE SERVICES -  
Amend National Housing Act - capital loans (RCSW#117)

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

RCSW#117 "recommend that the National Housing Act be amended to

- (a) permit the making of loans for the construction, purchase and renovation of buildings for day-care centres, and
- (b) permit the inclusion of space for day-care centres in housing developments, including university buildings, for which loans are made under the Act." (para 173, Chpt. 4)

YES, the National Housing Act should be amended to permit loans for day-care centre construction, and their inclusion in housing developments and universities. It will be a marked step in development when permits to build multi-family dwellings of any design require day-care centre designs as part of the overall blueprint. This proposal is one which, along with RCSW#118 and RCSW#120, potentially involves more than one federal department in day-care development. The administrative issues involved need much study and clarification.

## RECOMMENDATION 1972 BRIEF

100.30.2

RE: CHILD CARE SERVICES -

Amend National Day Care Act - standards for funding (RCSW#118)

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

RCSW#118 "recommend that the federal government immediately take steps to enter into agreement with the provinces leading to the adoption of a National Day Care Act under which federal funds would be made available on a cost-sharing basis for the building and running of day-care centres meeting specific minimum standards, the federal government to

- (a) pay half the operating costs;
- (b) during a seven year period, pay 70% of capital costs; and
- (c) make similar arrangements with the Yukon and Northwest Territories. (para 191, Chpt. 4)

YES and NO - "that the federal government take steps to pass a National Day-Care Act."

YES: there is a need for national federal guidelines and national federal leadership, but there are other issues involved; the question of provincial jurisdiction in such matters; the question of terms of reference for such an Act, in view of the Canada Assistance Plan, for example. However, an argument against such an Act at present comes from the question of context - should day-care develop as a single, separately-viewed service, or should it not be part, but only part, of a larger approach, namely, what services to families must be provided?

NO: no way seems clear, under present arrangement, whereby any single federal department could assume the full mandate for the development of day-care services. None seems to have broad enough terms of reference to encompass the many levels of society and life styles to which the day-care issue relates.

## RECOMMENDATION 1972 BRIEF

100.30.3

RE: CHILD CARE SERVICES

- Establish Provincial Child Care Boards (RCSW#119)

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

- RCSW#119 "recommend that each province and territory establish a Child Care Board to be responsible for the establishment and supervision of day-care centres and other child care programmes, which will
- (a) plan a network of centres (as to location, type, etc.)
  - (b) set and enforce standards and regulations,
  - (c) provide information and consultants,
  - (d) promote the establishment of new day care services, and
  - (e) approve plans for future day care services (para 187, Chpt. 4)

YES, each province should establish a Child Care Board to be responsible for the development and supervision of day care services within its area. Standards and regulations are essential to child care development. Suggestions should be made as to the composition of these Boards, whether laymen, civil servants, parents, volunteers, etc.

## RECOMMENDATION 1977 BRIEF

RE: CHILD CARE SERVICES

Proposed Federal Social Services Act to insure services

February 17, 1977 - Brief to Cabinet of Government of Canada, Toronto, Ontario

We would urge the government to maintain existing and develop additional sections within the Social Services Act to ensure:

- (a) that quality supervised child care services become accessible to parents in all income groups;
- (b) that capital costs for developing child care services are shared by federal government;
- (c) that appropriate developments and preventative programs for children with special social and health-related needs become accessible in all parts of the nation. (See Rec. 1977 Brief S.300.35; Rec. 1977 S.900.50)



**RECOMMENDATION 1973**

100.40.1

RE: CHILD CARE SERVICES -  
NAC/CNA To study Canadian Day Care Legislation

September 9, 1973 Conference and Annual Meeting, Toronto, Ontario

THERE SHOULD BE appointed a Sub-Committee of NAC to study Day Care legislation in Canada and which would relate to the Canadian Council on Social Development in order to have input while they presently study applicable uniform standards for day care in Canada.

**RECOMMENDATION 1973**

RE: CHILD CARE SERVICES  
- NAC/CNA To relate to new National Day Care Information Centre

September 9, 1973 Conference and Annual Meeting, Toronto, Ontario

THAT NAC BECOME related to the newly-established National Day Care Information Centre and to encourage them to undertake a mass education program on Day Care in Canada.

## RECOMMENDATION 1972 BRIEF

100.50.1

RE: CHILD CARE SERVICES -

Day-care fees on sliding scale based on Income (RCSW #115)

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

RCSW#115 "recommend that fees for the care of children in day-care centres be fixed on a sliding scale based on the means of the parents." (para 167, Chpt. 4)

YES, fees to parents should be set on a sliding scale based on their means, in order to ensure that clients are drawn from all levels of society, and that day care is lifted out of the context of poverty.

## RECOMMENDATION 1972 BRIEF

RE: CHILD CARE SERVICES -

Advisory services to provinces & territories (RCSW#120)

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

RCSW#120 "recommend that the Department of National Health and Welfare offer an extension of advisory services to the provinces and territories through the establishment of a unit for consultation on child-care services." (para 188, Chpt. 4)

It is a question whether the Department of National Health & Welfare should offer an extension of their advisory services to the provinces with respect to day-care. Such activity, at present available within the context of the Canada Assistance Plan, would imply either a considerable broadening in terms of reference of that plan, or an offering of such consultation services outside the scope of CAP, and at the request of individuals and groups. Further consideration is necessary here.

100.50.2

## RECOMMENDATION 1975/6

RE: CHILD CARE SERVICES -

Federal government to broaden services; funding: Family Allowances

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

WHEREAS the need for child care assistance to Canadian families has far outpaced the availability of services, and

WHEREAS the cost of placing a child in licensed care far exceeds the ability of most families in Canada to pay,

BE IT RESOLVED THAT

- a) NAC impress upon the federal government the importance of introducing legislation to broaden the present auspices of services to young children; and, specifically, that NAC urge the federal government to undertake with the provinces and territories discussions leading to the elimination of social need criteria for subsidized child care, in order that good quality licensed services be made universally available to families;
- b) NAC urge the federal government in conjunction with the provinces and territories to launch a broad programme of capital support for child-care services; and
- c) NAC urge the government of Canada to take immediate and interim action to develop the present Family Allowances system into a comprehensive programme of fully adequate taxable child-care allowances in order to provide more realistic assistance to families in meeting their child-care costs.

## RECOMMENDATION 1975/8

RE: CHILD CARE SERVICES -

All jurisdictions to develop comprehensive child care support programs

MAY 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

BE IT RESOLVED THAT NAC urge all levels of government to take joint action, according to their respective jurisdictions, to develop a comprehensive programme of support services to families (such as: nutrition, pre-natal care, child care information, opportunities for development of child care ability and family counselling), not only in times of family crisis, but also as ongoing resources to the family and the community.

**RECOMMENDATION 1976/4a**

200.10.1

**RE: EDUCATION & TRAINING**

CBC to provide educational programmes for women isolated from learning centres

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

BE IT RESOLVED THAT NAC urge the Canadian Broadcasting Corporation radio and television networks to provide educational programmes for women isolated from traditional learning centres. We commend the Ryerson Open College experiment which offers credit courses by radio and suggest that this form of education can meet the needs of rural and homebound women throughout Canada.

**RECOMMENDATION 1976/4b**

**RE: EDUCATION & TRAINING**

- CRTC give priority in licensing to  
stations providing courses meeting women's needs.

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WE FURTHER URGE THAT the Canadian Radio and Television Commission give priority in licensing to stations which provide courses meeting women's special needs.

RECOMMENDATIONS 1977/50, 51, 53

200.30.1

RE: EDUCATION & TRAINING

- Educational grants, bursaries and loans

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

- 50 Education grants be made available for sole support mothers, and all women on minimum income. No loan attached.
- 51 Bursaries now available for part time studies at colleges and universities be made available for full time studies.
- 53 NAC urge the federal government through negotiations with provincial governments and through changes in the Canada Student Loans Act and its administrative guidelines, to implement a student assistance plan based on grants rather than loans, especially for women from low income backgrounds; a plan which permits young women and married women to declare their financial independence and be assessed accordingly, and a plan which reduces regional and provincial disparities in access to post-secondary education.

RECOMMENDATION 1976/29

200.50.1

RE: EDUCATION & TRAINING  
- NAC/CNA to publicize women's rights

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WE RECOMMEND THAT NAC look for ways of providing ordinary practical knowledge of women's rights. We suggest that member organizations be encouraged to:

- a) support the introduction of high school courses instructing girls in their rights as women and juveniles, the provision of leaflets available to women's organizations,
- b) look into existing means of distribution such as extension courses, community television and alternative methods such as guerilla theatre,
- c) offer speakers to other organizations,
- d) telephone pyramiding,
- e) letter pyramiding,
- f) write briefs,
- g) make opportunities for women to get together to talk,
- h) offer practical help to low-income women, e.g. daycare,
- i) that each person here gets her association to demand from the Minister of Education courses in civic, political and economic action at the secondary level, and also for students at the elementary level.

**RECOMMENDATION 1976/21**

200.60.1

**RE: EDUCATION & TRAINING**

- Media's inadequate image of women;  
advertisements; seek government inquiry

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WE RECOMMEND THAT NAC confront the present inadequate image of women in all forms of the media:

- a) by writing to sponsors of offensive advertisements,
- b) by demanding an inquiry by the government into women's image.

WE RECOMMEND the above by referral to the NAC Executive.

**RECOMMENDATION 1977/15**

**RE: EDUCATION & TRAINING -**

Provinces review educational system to eliminate stereotypes

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We are concerned with the perpetuation of stereotypes in our education system and urge provinces to review textbooks, course content, and counselling services to combat such stereotyping, and to continue such efforts in this direction that they may have already started.

## RECOMMENDATION 1972 BRIEF

300.05.1

RE: EMPLOYMENT HUMAN RIGHTS ANTI-DISCRIMINATION

Canada to ratify ILO Convention 100  
(Equal Remuneration for Work of Equal Value) RCSW#5

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

RCSW#5 "recommend that a federal-provincial conference on labour legislation affecting women in Canada be called to prepare for Canada's ratification of the International Labour Organization (ILO) Convention Concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (Convention 100) (para 218, Chpt. 2)

NOTE: The term "renumeration" as defined in ILO Convention 100 includes the 'ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment.'

Recommendation #5 calls for co-operation with the provinces to enable Canada to ratify this Convention. More than 20 years have elapsed since this Convention was adopted and yet it has never been ratified by Canada. The excuse has always been that since this is a matter involving federal-provincial jurisdictions and several of the provinces have never introduced equal pay for equal work legislation, the federal government could not ratify the I.L.O. Convention. This excuse is no longer valid.

In 1972, all but one of the ten provinces do have this legislation on the statute books, and in the tenth province, Quebec, the principle is implied in the definition of "discrimination", which includes sex, in the Employment Discrimination Act, 1964. Therefore, the federal government could and should pursue this matter which, we understand, was introduced at the federal-provincial meetings in April, 1971. We urge the Government of Canada to take vigorous and immediate follow-up action with the provinces so that Canada can ratify I.L.O. Convention #100 without further delay.

## RECOMMENDATION 1972 BRIEF

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Federal rates of pay in "women's jobs" set by comparing  
with other jobs regarding value of work (RCSW#11)

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

RCSW#11 "recommend that the pay rates for nurses, dietitians, home economists, librarians and social workers employed by the federal government be set by comparing these professions with other professions in terms of the value of the work and the skill and training involved." (para 252, Chpt. 2)



300.05.2

### RECOMMENDATION 1977/75

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Government to act to bring full employment to women

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS the right to participate in the paid labour force is a basic human right and whereas recent government statements suggest that unemployment among women is less than serious because women are regarded as secondary earners, we deplore the current high unemployment rate among women and youth and we demand that government take immediate action to bring about full employment.

### RECOMMENDATION 1977/76

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Women have fundamental right to employment

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

BE IT RESOLVED that the woman, just as the man and the young adult of both sexes, should have the undisputed right to work; this right should be fundamental for all of the following reasons:

- a) economic
- b) personal development
- c) social and political participation for the common good of the nation.

### RECOMMENDATION 1977/77

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Governments to publicise actual rate of unemployment

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

WE RECOMMEND that the appropriate government departments make public the actual and real rate of unemployment calculated to include those individuals who do not apply for UIC benefits or who are denied UIC benefits because of sexual discrimination in the workplace and because of discriminatory practices in Manpower and Unemployment Insurance offices.

## RECOMMENDATION 1978 BRIEF/4

300.05.3

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Government to improve statistics re women's remuneration  
and labour force participation

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

We further recommend improved practices in the area of statistics gathering by the various departments of government. There had been some progress in recent years, though still inadequate, in the collection of data which provided for a breakdown according to sex. More recently, particularly with the Anti-Inflation Board, we appear to have lost much of what had been gained. We have a right to information which will allow for the study of women's wage and salary levels in this country, in comparison with men.

## RECOMMENDATION 1978 BRIEF/11

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

To develop an industrial strategy

March 1, 1978, Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

We are in support of those who propose the development of an industrial strategy for Canada leading to the creation of good regular jobs, and addressed specifically to:

- a) a greater integration of the paid and unpaid sectors of the labour force.
- b) full employment with jobs designated to fulfill previous recommendations which reflect the needs of family life.
- c) a special concern for the quality as well as quantity of jobs.
- d) balanced economic growth taking into account a concern for the physical environment, national self-sufficiency, and increased incentives in the private sector, for the provision of jobs within Canada, more Canadian-owned corporations and cooperatives.
- e) the testing of enlightened personnel practices in Crown corporations.
- f) the use of Government spending power to stimulate desirable kinds of enterprises.
- g) the extension of opportunities for futhering education, especially for women whose opportunities have been curtailed because of traditional expectations of Canadian women in family life.

**RECOMMENDATION 1978/6a, b**

300.05.4

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**

**Public Service Staff Relations Act (Bill C-28) - oppose total Compensation  
and restricting bargaining rights by governments**

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS the collective bargaining process can be an effective tool in achieving equal pay for work of equal value and eliminating job ghettos, and

WHEREAS the amendment to the Public Service Staff Relations Act outlined in Bill C-28, which deals with total compensation comparisons, will seriously restrict the attempts of federal public service employees to use the collective bargaining process to achieve these goals by tying wage rates and occupational comparisons to low wage rates and traditional job ghettos in the private sector,

THEREFORE BE IT RESOLVED that the National Action Committee a) oppose the inclusion of total compensation comparability in the Public Service Staff Relations Act as proposed by Bill C-28, and further b) oppose any attempts by provincial governments to improve similar restrictions on the bargaining rights of their public service employees.

**RECOMMENDATION 1978/22a, b**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**

**Government's industrial strategy and unemployment policies**

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS the current level of unemployment is one of the most serious problems facing Canadians today; and

WHEREAS one of the highest rates of unemployment is among women, having risen 300% between 1967 and 1977,

- a) BE IT RESOLVED that NAC condemn the present levels of unemployment and urge the development of a long-term industrial strategy\* in this country; and
- b) FURTHER, that NAC affirm the right \*\* of every woman to employment and urge the government to re-establish women as a target group in its employment policies and its \$450 million employment strategy fund.

\* (See Rec. 1977/75 and Rec. 1978 Brief/11a to f., S. 300.05)

\*\* (See Rec. 1977/76, S.300.05)

## RECOMMENDATION 1973

300.10.1

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Bill C-206/1973 amendment to Canada Labour Code "limitation clause"  
re pensions and insurance

September 9, 1973 Conference & Annual Meeting, Toronto, Ontario

We support the submission of NAC to Ottawa re Canada Labour Code. We reaffirm immediate implementation of amendments throughout the Canada Labour Code and acknowledge the complexity of the "limitation clause" relating to life insurance and pension plans. Limitation clauses are not acceptable. Delayed implementation is advisable only if the period of delay is stipulated, e.g. one year.

## RECOMMENDATION 1975/12

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
To introduce housewives into Canada Pension Plan

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

WHEREAS NAC endorses the concept of marriage as an economic and social partnership of equals, and WHEREAS this concept is not recognized in the Canada Pension Plan,

BE IT RESOLVED THAT NAC support, as an immediate and interim objective the concept of introducing housewives into the Canada Pension Plan, through the splitting of past accumulated credits on the breakdown of marriage; and

BE IT FURTHER RESOLVED THAT, since splitting pension credits is only a recognition of the principle of equality between the spouses - not the principle that work performed in the home should entitle the person performing it to benefits to which other workers are entitled

THAT NAC further study the changes needed to the Canada Pension Plan to provide equal access to all persons in their own right.

## RECOMMENDATION 1977 BRIEF

300.10.2

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Include enhanced "drop-out" and "pension splitting" amendments  
in Canada Pension Plan

February 17, 1977 - Brief to the Cabinet of Government of Canada  
Toronto, Ontario

We urge the government of Canada to push this debate over the Canada Pension Plan into the public sphere by placing the enhanced "drop-out" amendment - together with the pension-splitting amendment - before Parliament at an early date.

## RECOMMENDATION 1977/18

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Reaffirm "pension-splitting" and enhanced "drop-out" amendments  
inclusion in Canada Pension Plan

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

That NAC reiterate its endorsement of proposals to amend the CPP as proposed by the Government of Canada to allow for pension credit-splitting between spouses upon marriage break-down, and to provide an enhanced drop-out provision for persons who leave the workforce to care for children.

That NAC urge all MPs to give the Bill speedy passage when it comes up for debate in Parliament.

That in addition NAC urge MPs and Members of provincial legislatures to make their concerns known to the Government of Ontario and to continue to urge the latter to withdraw its veto against the drop-out provision, and that to this end NAC members across the country lobby members of their own legislatures.

**RECOMMENDATION 1977/19**

300.10.3

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**

Government to examine survivor benefits Canada Pension Plan  
and situation of retired civil servants

March 18 - 21, 1977 Conference & Annual General Meeting, Ottawa, Ontario

That NAC further encourages a serious examination of the role of survivor benefits in employee pensions and particularly an examination of the provision whereby a survivor pension is terminated upon remarriage, and that NAC call upon the President of the Treasury Board to look particularly at the case of retired civil servants.

**RECOMMENDATION 1977/20**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**

Legislative action & public education re pensions Canada Pension Plan

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

That NAC state its commitment to a program of public education on the whole question of pensions, particularly to encourage women to assume a greater responsibility for their financial independence in later years. In conjunction, that NAC examine what legislative action might be required to enhance fuller participation of women in employee benefit plans.

**RECOMMENDATION 1977/21**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**

Government to amend Old Age Security Act to provide  
survivor payments to spouse under 65 years

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that NAC make known its concerns about the practice of discontinuing spouse allowance payments to widows and widowers of OAS recipients who have died before their wives reached the age of 65, and urge the government to amend its present practice.

#### RECOMMENDATION 1977/22

300.10.4

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Pro-rata fringe benefits for part-time workers

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

That long term, part-time work be recognized as a valid form of employment and that the part-time employee be eligible for all fringe benefits available to full-time employees, on a pro-rated basis.

#### RECOMMENDATION 1977/23

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Time restriction on maternity benefit to be deleted from  
Unemployment Insurance Act Section 30(1)

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that the phrase "If she has had ten or more weeks of insurable employment in the twenty weeks that immediately precede the thirtieth week before her expected date of confinement," Sec. 30(1) be deleted from the Unemployment Insurance Act, as it is unduly discriminatory and restrictive to women.

#### RECOMMENDATION 1977/24

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Pregnancy benefits be allowed adoptive parent in Unemployment Insurance Act

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

That the amendment to the U.I. Act include provisions for an adoptive parent to be allowed leave with unemployment benefits, as is now provided by pregnancy benefits.

**RECOMMENDATION 1977/25**

300.10.5

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**  
Right to part-time employment for claimants - Unemployment Insurance Act

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

Claimants receiving unemployment insurance benefits should have the right to part-time employment and to specific shifts, without the penalty of disqualification.

**RECOMMENDATION 1977/26**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**  
Require literature in language of ethnic groups - Unemployment Insurance Act

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that where there is a large ethnic population, speaking neither English nor French, the Unemployment Insurance Commission be required to produce literature in the language of that population.

**RECOMMENDATION 1977/27**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**  
To inform claimants that her/his statements may be used against her/him -  
Unemployment Insurance Act

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario, Ontario

The Unemployment Insurance Commission be required to inform all claimants that any statement made by the claimant either written or oral can be used to disqualify them.



### RECOMMENDATION 1977/28

300.10.6

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Oppose proposed change of 8 weeks to 12 weeks - Unemployment Insurance Act

March 18 - 21, 1977 Conference and Annual Meeting, Ottawa, Ontario

The proposed amendments to the Unemployment Insurance Act increasing the number of weeks of eligibility from 8 weeks to 12 weeks be opposed.

### RECOMMENDATION 1977/29

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Either parent be eligible for benefits at birth of child -  
Unemployment Insurance Act

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that either a mother or father be eligible for benefits at the birth of a child.

### RECOMMENDATION 1978 BRIEF/9

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Oppose Unemployment Insurance Act claimants being disqualified  
re child care

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

As economic problems worsen, and unemployment rises, the victims of the crisis increasingly come under attack. Unemployed women often report difficulties in trying to collect UIC benefits. The requirement that women have firm and regular babysitting arrangements in order to qualify, is discriminatory on the basis of sex. It is also unreasonable, particularly for women, making the minimum wage or less before they became unemployed. Few women who are not working can maintain the luxury of unnecessary babysitting.

We recommend that UIC not disqualify claimants with dependants because of difficulties with child-care arrangements.

## RECOMMENDATION 1978 BRIEF/10a, b

300.10.7

### RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Unemployment Insurance Act - maternity benefits choice:  
new maternity proposal

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Canada  
(The Economic Outlook)

Another UIC practice of concern, is the choice between regular or maternity benefits. Many women do not become eligible for maternity benefits because they were pregnant when they started working. But the UIC Act excludes pregnant women from regular benefits for a period of eight weeks before and six weeks after the birth of a child. So a woman who becomes employed while she is pregnant and loses her job before the birth of her baby, is not eligible for either regular or maternity UIC benefits.

- a) We recommend that a pregnant woman be eligible to receive either regular or maternity UIC benefits when she becomes unemployed, regardless of when she became pregnant. The two week waiting period for UIC benefits, a deterrent to unemployment, is wholly inappropriate in the case of maternity leave.

The more basic problem, of course, is that maternity is not a form of unemployment. We need a proper system of maternity leave, as most European countries have. It would, desirably, include full pay for a period of maternity leave, and the possibility of longer leave without pay but with the option of returning to work without loss of seniority or the accumulation of pension credits and other fringe benefits.

- b) We urge the government to give thorough consideration to the development of a comprehensive maternity leave scheme.

## RECOMMENDATION 1978 BRIEF/12

### RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

A pension plan for homemaker-spouses

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

Old people are very often poor people, and old women are usually poorer than old men. Two reasons account for this situation: women's earnings in employment are little better than half of what men's are, and they receive no remuneration for the work they do in the home. The former problem can be addressed through equal opportunity in employment, and equal remuneration for work of equal value.

For the latter, NAC believes that the homemaker-spouse is entitled to a pension of her own.

**RECOMMENDATION 1978 BRIEF/16**

300.10.8

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**

Canada Pension Plan extend "drop-out" provision beyond pre-school children

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

We commend the federal government for its recent adoption of a special drop-out amendment to the Canada Pension Plan, for parents of pre-school children, as a first step towards recognition of the social contribution of parenting. Now that the government of Quebec has acted to implement the special drop-out for parents in the Quebec Pension Plan, we urge that this benefit be made available on a parallel basis to parents - and especially mothers - across Canada.

**RECOMMENDATION 1978 BRIEF/18a, b**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**

Old Age Security Act

- a) Provide for survivor spouse under 65 years (Reaffirm Rec. 1977/21)
- b) Establish short term Old Age Security survivor pension

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

- a) We urge that the Spouse's Allowance continue to be payable to the spouse of a deceased pensioner until such time as the survivor reaches the age of 65 and becomes eligible in her own right for Old Age Security. In the current circumstances, the death of the elder marriage partner means the loss of his old age pension in addition to the loss of the Spouse's Allowance. The number of people affected by this regulation is not great, but the hardship created is. The situation could be easily corrected, and should be.
- b) While the long-term solution to meeting the pension needs of the near-elderly surviving spouse may lie in the implementation of a guaranteed adequate income plan, we recommend for the short-term that an Old Age Security survivor pension be established.

**RECOMMENDATION 1978 BRIEF/18c**

300.10.9

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**

Canada Pension Plan  
Survivor benefits not to terminate upon remarriage

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

Further, we do not believe that survivor benefits currently available under the Canada Pension Plan, should be terminated upon remarriage.

**RECOMMENDATION 1978 BRIEF/19**

**RE: EMPLOYMENT, HUMAN RIGHTS: ANTI-DISCRIMINATION**

Canada Pension Plan  
Contributions by homemakers: universal pension scheme

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

We urge the federal government to re-examine seriously the matter of adequate pensions for homemakers. In the long term, such pensions might be made possible through the establishment of a universal (contributory) pension scheme in Canada. We believe that in the interim, as one possible option, the question of contributions by homemakers to the Canada Pension Plan should be reopened. Homemakers might be permitted, as an initial step, for example, to contribute up to 50% of the year's maximum pensionable earnings as long as a dependent child under the age of 18, is in the home. It should also be considered whether a similar opportunity might be offered to other groups in the population, such as part-time employees and low wage earners, who have dependent children.

RECOMMENDATION 1972 BRIEF

300.15.1

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Protective legislation to be applicable to both sexes (RCSW#18)

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

RCSW#18 "recommend to the provinces and territories that protective legislation be applicable to both sexes" (para 295, Chpt. 2)

We do not recommend special or protective legislation for women; it has the effect of restricting their job opportunities. Therefore, we support RCSW Recommendation #18 which recommends "to the provinces and territories that protective labour legislation be applicable to both sexes" when protective measures are necessary.

RECOMMENDATION 1972 BRIEF

300.20.1

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Yukon to prohibit differences in pay rates based on sex (RCSW#6)

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

RCSW#6 "recommend that the Yukon Territorial Council adopt legislation prohibiting different pay rates based on sex." (para 221, Chapt. 2)

RECOMMENDATION 1972 BRIEF

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Federal Female Employees Equal Pay Act to apply to all (RCSW#7)

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

RCSW#7 "recommend that the federal Female Employees Equal Pay Act be amended to apply to all employees of the Government of Canada." (para 226, Chpt. 2)

## RECOMMENDATION 1972 BRIEF

300.20.2

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Federal equal pay laws - criteria, grievances, violations, etc. (RCSW#8)

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

RCSW#8

"Recommend that the federal Female Employees Equal Pay Act, the federal Fair Wages and Hours of Work Regulations and equal pay legislation of provinces and territories require that (a) the concept of skill, effort and responsibility be used as objective factors in determining what is equal work, with the understanding that pay rates thus established will be subject to such factors as seniority provisions; (b) an employee who feels aggrieved as a result of an alleged violation of the relevant legislation, or a party acting on her behalf, be able to refer the grievance to the agency designated for that purpose by the government administering the legislation; (c) the onus of investigating violations of the legislation be placed in the hands of the agency administering the equal pay legislation which will be free to investigate, whether or not complaints have been laid; (d) to the extent possible, the anonymity of the complainant be maintained; (e) provision be made for authority to render a decision on whether or not the terms of the legislation have been violated, to specify action to be taken and to prosecute if the orders are not followed; (f) where someone has presented the aggrieved employee's case on her behalf and the aggrieved employee is unsatisfied with the decision, she have the opportunity to present her case herself to the person or persons rendering the decision who may change the decision; (g) the employee's employment status be in no way adversely affected by application of the law to her case; (h) where the law has been violated, the employee be compensated for any losses in pay, vacation and other fringe benefits; (i) unions and employee organizations, as well as employers and employer organizations, be subject to this law; (j) penalties be sufficiently heavy to be an effective deterrent; and (k) the legislation specify that it is applicable to part-time as well as to full-time workers. (para. 239, Chpt. 2)"

## RECOMMENDATION 1975/2

300.20.3

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI DISCRIMINATION  
Prohibit discrimination in remuneration on basis of sex or marital status

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

BE IT RESOLVED THAT NAC urge all governments - federal, provincial, and territorial - to adopt legislation making it unlawful for employers to discriminate against any of their employees with respect to remuneration\* and with respect to any other terms or conditions of work on the basis of sex or marital status and that such legislation be vigorously enforced.

\* the term 'remuneration' as defined in the ILO Convention 100 includes "the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment."

## RECOMMENDATION 1975/3

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Laws to provide power and enforce equal remuneration

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

BE IT RESOLVED THAT the Board and participating organizations of NAC press for initiatory powers to be included in legislation to ensure the enforcement of existing laws and to expand the basis for government action beyond individual complaints. For example, this could take the form of spot checks on employers.

## RECOMMENDATION 1975/4

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Governments to publish reports of all equal pay cases

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

BE IT RESOLVED THAT the Board and participating organizations of NAC press governments to publish regular official reports of all equal pay cases and complaints submitted, just as Labour Boards publish all of their cases.



300.20.4

**RECOMMENDATION 1976/5a, b**

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Reaffirm Recommendations (Equal Pay) 1975/2, 1975/3, 1975/4

April 23 - 26, 1976 Conference and Annual Meeting, Ottawa, Ontario

We re-endorse and re-emphasize resolution on Equal Remuneration of 1975/2, 1975/3, 1975/4 and add

BE IT RESOLVED that job evaluation techniques with regard to traditional women's jobs be developed. One of these might take the form of a NAC task force to produce a Job Evaluation Manual for Clerical & Service jobs.

**RECOMMENDATION 1976/8**

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Award contracts only where equal pay and no discrimination

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

RESOLUTION TO NAC ORGANIZATIONS to press all levels of government and school boards to award contracts only to employers who can prove that they are complying with anti-discrimination and equal pay legislation.

RECOMMENDATION 1978 BRIEF/2

300.20.5

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Oppose linking wages of public sector workers to those of private sector workers

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

We are most concerned with the government's stated intentions to tie the salaries of public sector workers to those of private sector workers. This will only further the existing pay inequities and discrimination. The private sector is a notoriously poor employer in this regard.

Not only would the government be failing to take an active position of leadership on equal pay and non-discrimination, it would be leaving it to women in the private sector to go the battle alone with their employers.

## RECOMMENDATION 1972 BRIEF

300.25.1

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Establish Human Rights Commission (RCSW#165)

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

- RCSW#165 "recommend that federal, provincial and territorial Human Rights Commissions be set up that would
- a) be directly responsible to Parliament, provincial legislatures or territorial councils,
  - b) have power to investigate the administration of human rights legislation as well as the power to enforce the law by laying charges and prosecuting offenders,
  - c) include within the organization for a period of seven to ten years a division dealing specifically with the protection of women's rights, and
  - d) suggest changes in human rights legislation and promote widespread respect for human rights. (para 7, Chpt. 10)

## RECOMMENDATION 1972 BRIEF

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Include 'Sex' and 'marital status' in human rights legislation

February 8, 1972 - Brief to Government of Canada, Ottawa, Ontario

We recommend that the federal Government use its power and influence to impress on those jurisdictions (provincial and territorial) that do not presently have human rights legislation which includes the words "sex" or "marital status", the urgent need to enact legislation and establish human rights commissions.

Furthermore we recommend that all existing legislation pertaining to discriminatory practices be amended to include "marital status" as well as "sex" among prohibited areas of discrimination. The law should ensure that the way to equal opportunity will not be closed to women solely on the ground of sex or marital status.

## RECOMMENDATION 1973

300.25.2

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Woman chairperson for federal Human Rights Commission

January 28, 1973 General Meeting, Toronto, Ontario

This meeting declares that it is time for the Government to act to implement recommendation #165 of the Report of the Royal Commission on the Status of Women; that a federal Human Rights Commission be headed by one Commissioner who shall be a highly qualified woman lawyer with a long record of concern for women and minorities;

Further, the woman of our choice for the appointment as Commissioner would be Marguerite Richie, Q.C., formerly Senior Advisory Counsel, Department of Justice, and presently Vice-Chairman of the Anti-Dumping Tribunal.

## RECOMMENDATION 1973

300.25.3

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Urgent demand for priority re human rights legislation & Indian case

September 9, 1973 Conference & Annual Meeting, Toronto, Ontario

The following telegram to be sent to: The Prime Minister, Mr. Robert Stanfield, Mr. David Lewis, Mr. John Diefenbaker, all women M.P.s and Senators:

"As Canadians and as women we demand:

1. An immediate Act of Parliament to repeal Section XII I B of the Indian Act. (Ref. RCSW #106\*)
2. Immediate priority to the amendment of all Federal legislation identified by the Royal Commission on the Status of Women as discriminatory on the basis of sex.
3. The introduction of a Bill to amend the Canadian Bill of Rights during the current session of Parliament to ensure its supremacy over all Federal legislation as respects discrimination by reason of race, national origin, colour, religion or sex.
4. A review of the Lavell / Bedard cases by the Supreme Court. A precedent being the Jehovah's Witness Case.
5. A "stay of eviction" affecting the Indian women on their reserves".

Telegram sent to: Katie Cooke, Chairperson, Advisory Council on the Status of Women:

"NAC strongly urges that you immediately call an emergency meeting of the Advisory Council on the Status of Women to hear representations, including those from the non-status native women, on the serious breach of the rights of Canadian women as now shown in the Indian Act recently confirmed by the Supreme Court Decision on the Jeannette Lavel and Yvonne Bedard cases."

\* RCSW#106:"recommend that the Indian Act be amended to allow an Indian woman upon marriage to a non-Indian to

- (a) retain her Indian status, and
- (b) transmit her Indian status to her children (para 59, Chpt. 4)

## RECOMMENDATION 1974

300.25.4

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Amendments required for proposed Human Rights Commission

April 7, 1974 Conference & Annual Meeting, Toronto, Ontario

The National Action Committee will endorse the proposed Human Rights Commission only if: Specific amendments be made to discriminatory legislation before or at the same time as the Human Rights Commission is established. Report to the Federal Advisory Council on the Status of Women - which is charged with the responsibility of establishing which laws require amendment - should establish affirmative programs, including proportional objectives by specific dates, such as:

preferential hiring and promotion; withholding of funds and promotion; withholding of funds and laying charges; failure to implement such a program in all organizations under their jurisdiction.

## RECOMMENDATION 1975

300.25.5

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Support with amendments Bill C-72/75 (Canadian Human Rights Act)  
re equal pay: Indians

November 2, 1975 General Meeting, Toronto, Ontario

1. Give strong support to the establishment of a Canadian Human Rights Commission with broader scope and strong powers;
2. Give support to sections 4 and 5, which for the first time promise some protection from discrimination in service, facilities and accommodation, and call for greater protection of individual privacy;
3. We make strong recommendation that sections 6 to 16 inclusive, which relate to employment practices, be removed from Bill C-72 and be retained instead in the Canada Labour Code, which Code should be amended in a number of areas. In particular we recommend that the section on Equal Pay be amended to provide for Equal Pay for Work of Equal Value, and the sections on Pensions and Benefits be improved and strengthened.
4. The aforementioned Code, in its improved form, should be extended to cover all public employees under Federal Government authority.
5. We recommend the deletion of sections 49 and 28 (4a) from Bill C-72, which sections would deny protection to Indians and certain immigrants.

Approved that this resolution be made available to member organizations as soon as possible. This resolution is not binding, but is designed to give direction on NAC's position, i.e. to strengthen the Bill where weak, take out the ambiguities, leave in what belongs in Human Rights Bill, transpose into Canada Labour Code what rightfully belongs there.

N.B. See also reaffirmation Rec. 1976/6 of S.300.25  
See also reaffirmation Rec. 1976/5b of S.300.35  
See also Rec. 1975/1 of S.300.45

### RECOMMENDATION 1976/2a

300.25.6

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Canadian Bill of Rights in BNA Act, & Indian cases

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

To support the rights of native women;

- (a) to urge that the Bill of Rights be embodied and entrenched in the British North America Act at the earliest opportunity and that NAC should become involved in the current movement to patriate the constitution with this objective in mind.

(See also Rec. 1976/1, 2, S.800.50)

### RECOMMENDATION 1976/6

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Canadian Human Rights Act Bill C-72/1975 to be given priority

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

We endorse NAC's priority concern with the Human Rights Bill, and support the continuation of such a priority. We would urge that reference to women be specifically included in that Bill.



RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Amend Bill C-25/76 (Canadian Human Rights Act) by strengthening  
enforcement and closing loopholes

February 17, 1977 Brief to Cabinet of Government of Canada, Toronto, Ontario

Enforcement:

We recommend the deletion of the formal conciliation stage in wage and employment complaints; further

We recommend

- (a) that the onus be on the employer to prove non-discrimination as in certain labour relations legislation;
- (b) that the remedy under Bill C-25 be available whether or not another remedy exists;
- (c) that there be provision for third party complaints;
- (d) that the ground of discrimination include "sexual preference";
- (e) that the Bill not exclude illegal immigrants from its authority; and
- (f) that Section 35(1) read "shall" instead of "may" in appointing an investigation.

Loopholes:

We are concerned, in particular, with

Section 11(3) the exception to equal pay in S.11(3) based on a "reasonable factor" other than sex. The only factors warranting an exception are 'seniority' and 'quantity' (piecework). They should be clearly specified.

Section 14 the wide loophole offered under the Bona Fide Occupational Requirement of S.14. This section should clearly define and limit the circumstances under which an exception will be allowed. We refer you to the U.S. Equal Employment Opportunity Guidelines.

Section 18 the possibility under S.18 of regulations which would allow actuarial costs as an excuse for discrimination in pension plans. S.18 should be deleted or restricted in scope.

Section 11 the ambiguous definition of "equal wages" in S.11. The reference should be to "equal remuneration" and should specifically include pension and insurance plans.

Section 17 the possibility that employers will use the exception in S.17 to set up different plans for different "groups" of employees, in order to bypass equal benefit coverage. In view of increasing job segregation by sex this section leads only to increased discrimination; it should be deleted.

### RECOMMENDATION 1977/67

300.25.8

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Strengthen S.11 (Equal Pay) of Bill C-25/76 (Canadian Human Rights Act)

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that the equal pay for equal work of equal value provision in section 11 of the Canadian Human Rights Act be strengthened and there should be limited exceptions.

### RECOMMENDATION 1977/69

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Revise S.11 (Equal Pay) Bill C-25/76 (Canadian Human Rights Act)

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that section 11(1) of Bill C-25 be revised to read "employed by the same employer" rather than "employed in the same establishment" to ensure that the intent of the law can truly be applied and that the Human Rights Commission be empowered to determine that more than one establishment is controlled by the same employer where devices such as the corporate veil, differing business names and other mechanisms, are used for the purpose of avoiding compliance with the spirit and intention of the Act.

### RECOMMENDATION 1977/70

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Revise Bill C-25/76 (Canadian Human Rights Act) to require employment  
of women, minority groups

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that the federal Human Rights Act make provision that all firms, agencies, companies and mines in federal jurisdiction, or who receive federal subsidies and contracts be directed to employ women and minority group persons, in proportion to their availability for such jobs.

**RECOMMENDATION 1977/71**

300.25.9

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**  
Federal Human Rights Commission to inquire into discrimination problems  
of immigrant women, etc.

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that the federal Human Rights Commission, once it is established, conduct an inquiry to examine in depth the socio-economic problems and problems of discrimination faced by visible minority women and by immigrant women, especially first generation immigrant women.

**RECOMMENDATION 1977/72**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**  
Revise Bill C-25/76 (Canadian Human Rights Act) to prohibit discrimination  
re political affiliation

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that political affiliation be included as a prohibited ground of discrimination in Bill C-25.

**RECOMMENDATION 1977/73**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**  
Strengthen 5.41(2)(a) (Discriminatory Practices) Bill C-25/76 (Canadian Human Rights Act)  
re affirmative action program

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that section 41(2)(a) of Bill C-25 be strengthened to, where the employer has been found to be guilty of discrimination, empower the Tribunal to require the employer to start an affirmative action program.

## RECOMMENDATION 1978 BRIEF/1

300.25.10

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Canadian Human Rights Act, 1977 - Enforcement of S.11- equal pay

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

We are pleased to see the enactment of the Canadian Human Rights Act, 1977 with provision of equal pay for work of equal value (S.11).

This broader equal value approach is the first equal rights legislation to take account of the problem of job ghettos.

We are concerned with the proposal that enforcement of this section be delayed pending further studies. While the "equal value" approach presents some problems in interpretation, we suspect that these have been grossly exaggerated. In particular, we are opposed to the idea that the legislation necessitates the imposition of a mass job evaluation system. It is neither necessary nor desirable.

## RECOMMENDATION 1978 BRIEF/13

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Canadian Human Rights Act S.11(6)  
Full implementation of concept of equal remuneration

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

We were gratified to see in the new Canadian Human Rights Act, that the definition of "wages" includes "employer contributions to pension funds or plans . . . and any other advantage received directly or indirectly from the individual's employer" (S.11 (6) ). We urge that steps be taken to implement fully the concept of equal remuneration in areas of employment under federal jurisdiction, so that women are not asked to contribute to pension plans at less advantageous rates than the men with whom they work. Similarly, women should not receive lower pension benefits than the men within their establishment, in return for equal (employee) contributions. Actuarial considerations are not introduced to vary contributions or benefit rates for ethnic or other groups, and they should not be so used in the case of women.

### RECOMMENDATION 1978 BRIEF/14

300.25.11

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Canadian Human Rights Act amend S.17 (Equal Plans)  
to prevent discrimination by separate pension plans

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

We are greatly concerned that the Canadian Human Rights Act allows employers to maintain separate funds or plans for different groups of employees (S.17). Since women still work by and large in "segregated" occupations, this provision may actively encourage the development of less favourable pension schemes for women. If Section 17 is retained in the Act, it should be amended to require an employer, when a complaint is made, to show that a group division for pension purposes does not in fact result in less favourable pensions for members of the complaining group.

### RECOMMENDATION 1978 BRIEF/15

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Canadian Human Rights Act - Pro-rated pensions for part-time workers

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

Because women's employment patterns tend to be different from men's, the issues of more immediate vesting and better portability need to be addressed. Moreover, the Canadian Human Rights Act should explicitly provide for pro-rated pensions for part-time workers. Pension funds or plans established by an Act of Parliament, should not be exempted from the Canadian Human Rights Act.

### RECOMMENDATION 1978/3

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Canadian Human Rights Act - strong enforcement for federal employees  
(S.11 Equal Pay)

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

RESOLVED THAT NAC urge the federal government to give leadership in strong enforcement of the equal pay for work of equal value section, Section 11, in its application to its own employees.

(copy to Minister of Justice, and Human Rights Commission)

300.25.12

**RECOMMENDATION 1978/4a, b, c**

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
CANADIAN HUMAN RIGHTS ACT S. 11 (Equal Pay) - prompt implementation  
guidelines; oppose exemption of collective agreements

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

Insofar as Section 11 (1) of the Canadian Human Rights Act is critical for women to gain equality in society, we recommend:

- a) that this section be implemented forthwith;
- b) that the Commission establish guidelines which do not negate the concept of equal pay for work of equal value (in this context, seniority is the only factor we approve of), and
- c) that, in particular, the Commission not include separate collective agreements as a reasonable exemption to the equal pay for work of equal value principle.

**RECOMMENDATION 1978/7a, b, c**

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Canadian Human Rights Act S. 11 (Equal Pay) - implement by June 1st;  
reduce job ghettos; oppose separate pay scales

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS we want immediate implementation of the equal pay for work of equal value principle, and

WHEREAS in 1972, after agreement by the provinces, the federal government ratified I.L.O. Convention 100

BE IT RESOLVED that NAC recommend to the Human Rights Commission that

- a) it implement Section 11 no later than June 1, 1978, and that
- b) in implementing this section, a primary consideration of the Commission should be to break down female job ghettos, and
- c) that the Commission assess current evaluations by employers so that there are not separate pay scales for men and women.

RECOMMENDATION 1978/8a, b

300.25.13

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Canadian Human Rights Commission - private pension plan; actuarial differences

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS Women & Pensions\* report that 70% of Canadian women on pensions today are living on incomes below the poverty level, and

WHEREAS insurance companies use of actuarial tables results in men and women paying the same premiums but receiving different benefits,

BE IT RESOLVED THAT

- a) we protest the Canadian Human Rights Commission's announced intention to delay consideration of private pension plans and we urge that the Commission undertake this review without delay, and
- b) WE REQUEST that the Commission take on the task of investigating -with a view to prohibiting - differences in treatment (particularly benefits payable) based on actuarial differences related to sex, dependent status or age.

\* Report of the Canadian Council on Social Development, 1977.

RECOMMENDATION 1978/9a, b, c

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
CANADIAN HUMAN RIGHTS ACT S.22(1)(g) (Functions)  
obtain information; study wages; collective agreements

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS public scrutiny will act as an effective deterrent to discriminatory practices,

- a) BE IT RESOLVED that NAC press the Canadian Human Rights Commission to carry out its duty under Section 22 (1) (g) by publishing, on disposition of a complaint, at least the following information:
  - 1) the actions forming the basis of the complaint
  - 2) the party named as offender;
  - 3) final disposition of the case,
- b) BE IT FURTHER RESOLVED that, to redress wage inequality which has too long been delayed, the Canadian Human Rights Commission be urged to use its power under Section 22(1) (g) of the Act, to immediately request copies of all collective agreements in effect in business, crown corporations and the public service under federal jurisdiction, as well as the wage schedules where no collective agreement exists, and
- c) To begin immediate study of the current wage situation so that concrete steps to bring meaning to Section 11 of the Act may be made effective on June 1, 1978.

**RECOMMENDATION 1978/11**

300.25.14

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Canadian Human Rights Act, S.19 (Regulations) - government contracts

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

BE IT RESOLVED that, in support of the Bank Note women workers, the federal government, pursuant to Section 19 of the Canadian Human Rights Act, in its contract with Bank Note companies, make it a term of the contract that the company be subject to Section 11 of the Canadian Human Rights Act.

**RECOMMENDATION 1978/12a, b**

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Canadian Human Rights Act, S.63(2) (Application)  
Oppose exclusion of Indian Women

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

WHEREAS NAC deplores that Indian women are still being denied human rights as Canadians, and

- a) WHEREAS we are embarrassed that they are forced to appeal to an international tribunal for justice,

THEREFORE BE IT RESOLVED that NAC

- i) reaffirms its strong objection to the exclusion of Indian women from the Human Rights Act by Section 63(2) and  
ii) demands that Indian women be allowed full protection of their human rights, and  
(See Rec. 1977/74, S.300.45)
- b) WHEREAS input from native women most concerned with this problem has been hindered by lack of information:

THEREFORE BE IT FURTHER RESOLVED that documents requested by native people should be released to native people.



RECOMMENDATION 1978/22c

300.25.15

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Government to investigate U.I.C. and Manpower programs for discrimination

March 17-20, 1978 Conference and Annual Meeting, Ottawa, Ontario

BE IT RESOLVED that NAC urge the government and the Human Rights Commission to inquire into evidence of discriminatory policies and procedures within the Unemployment Insurance Commission and Manpower programmes, as they relate to women.

(See Rec. 1978/22a, b, S. 300.25)

RECOMMENDATION 1975

300.30.1

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Anti-inflation Bill C-73/1975 Percentage increases are discriminatory

November 2, 1975 General Meeting, Toronto, Ontario

Resolution was called for on Bill C-73, which claims to be an anti-inflation act, but considered this a misnomer. Meeting felt that there had not been enough study to date and was tabled for further discussion later. It was felt, however, the imminent reading of the Bill in the House made it imperative that NAC make a statement for the record. Therefore a group of NAC executive members, along with others met at the end of the meeting and agreed on a night telegram, representing general thinking on the first part of the Bill, be sent as follows:

TO: Hon. Pierre Elliott Trudeau, Prime Minister  
Hon. Marc Lalonde, Minister of Health and Welfare  
Hon. Robert L. Stanfield  
Mr. J.E. Broadbent, M.P.  
Ms. Katie Cooke, Chairperson, Advisory Council on the Status of Women.

"WHEREAS intention of Bill C-73 was to cushion effects on costs of essentials for maintaining adequate standard of living and although National Action Committee on Status of Women welcomes proposals to raise basic exemption to \$3.50 an hour, we deplore continuing discrimination which low income earners - a disproportionate number of whom are women - face as a result of percentage increases."

RECOMMENDATION 1975

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## RECOMMENDATION 1976/8

300.30.2

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Government to withdraw Anti-Inflation Bill C-73/75

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS the possibility of equal pay for work of equal value has been set back by the passing of Bill C-73 (the wage cutting bill) on October 13, 1975, I.W.Y., and has indeed frozen working women in their unequal status, resulting in a widening of the wage gap between men and women, and

WHEREAS the federal government's anti-inflation programme promotes restraints at the provincial level which affect women adversely, e.g., inadequate child care services, lack of employment opportunities and an increase in the rate of unemployment, and

WHEREAS these cuts in social services are putting an added burden on women,

THEREFORE BE IT RESOLVED THAT NAC call on the federal government to withdraw Bill C-73 forthwith, and for a serious attack on inflation pass legislation that will control prices and the profits of the multi-national corporations.

## RECOMMENDATION 1977 BRIEF

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
The Anti-Inflation Board to initiate a breakdown of male/female earnings

February 17, 1977 Brief to Cabinet of Government of Canada, Toronto, Ontario

We understand from the Vice-Chairman of the Anti-Inflation Board, June Menzies, that the computer studies being prepared on earning patterns since October, 1975 do not include a breakdown of male/female earnings. As such information is critical to an understanding of women's changing position in the Canadian economy, we want to take this opportunity to

RECOMMEND that the anti-inflation Board immediately initiate such a breakdown (of male/female earnings) in all of its forms and studies.

RECOMMENDATION 1977/66, 1, 2

300.30.3

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Condemn Government's Anti-inflation policy as discriminatory

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

1. That the National Action Committee (NAC) condemn the government's anti-inflation policy for its discriminatory treatment of all workers and especially women and reaffirm its 1975 resolution for the following reasons:
  - (a) it limits low income workers to smaller allowances than high income earners and women are the largest group of low income workers
  - (b) it encourages negotiation of percentage increases which increase the gap between low and high income earners
  - (c) it places the onus on employers to apply for the exemption for payments to eliminate sex discrimination - the same employers who profit by paying women cheap wages
  - (d) there has been very little publicity on the exemption and no guidelines as to its application and experience shows the most narrow definition of discrimination is used
  - (e) the computer studies of income do not provide a male-female breakdown
2. And we further recommend that in its lobby NAC ask the Minister to provide statistics and reasons for those cases where the exception was used and rejected by the AIB.

RECOMMENDATION 1977/78

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Anti-inflation policy - price controls on services, food, rent, clothing and drugs

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

We recommend that governments, both at the federal and provincial levels, institute or strengthen price controls on services, food, rent, clothing and drugs.

**RECOMMENDATION 1976/3a, b**

300.35.1

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**  
Dept. Manpower & Immigration to employ critique of provisions for women

April 23 - 26, 1977 Conference & Annual Meeting, Ottawa, Ontario

WHEREAS given the severe and escalating rate of unemployment in Canada today, and given the fact that women are the first to be victimized under such economic conditions,

WE URGE THAT NAC initiate a critique of provisions for women by Department of Manpower & Immigration to ensure that its operations truly represent the real needs of women,

BE IT RESOLVED THAT NAC urge that Manpower view occupational training of women as a total package. Such a package would necessarily include dissemination of information regarding training opportunities for women; provision for aptitude testing and creative career counselling; delivery of preparatory life skills programmes; and incorporation of auxiliary support services such as child care during all vocational training.

**RECOMMENDATION 1976/5b**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**  
To develop job evaluation techniques

April 23 - 26, 1976 Conference & Annual Meeting, Ottawa, Ontario

We re-endorse and re-emphasize that NAC resolution on Equal Remuneration (1975) and add a section No. 6:

BE IT RESOLVED THAT job evaluation techniques with regard to traditional women's jobs be developed. One of these might take the form of a NAC task force to produce a Job Evaluation Manual for Clerical and Service jobs. (See Rec. 1975 - S.300.25)

300.35.2

**RECOMMENDATION 1977 BRIEF**

**RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION**

**Programs in the proposed Social Service Act Bill C-57/77  
for single mothers and senior citizens**

February 17, 1977 Brief to Cabinet of Government of Canada, Toronto, Ontario

We would urge the government to maintain existing and develop additional sections within the Social Service Act, to ensure:

- a) The development of training and education programs which will enable single mothers to avoid or extricate themselves and their children from a poverty syndrome and dependence on public income security programs.
- b) The development of social support programs which will enable senior citizens to engage in productive activities and remain in their own homes rather than isolated institutional settings.

RECOMMENDATION 1977/38 to 49 inc. & 52

300.35.3

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Dept. of Manpower & Immigration (workforce) to develop  
its operations along following lines

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

THAT CANADA MANPOWER (Workforce)

- 38 undertake the training of their counsellors in non-sexist, non-stereotyped vocational guidance;
- 39 improve coordination of their special training and orientation courses for women, to eliminate regional disparities and to improve program development;
- 40 conduct evaluation of all their programs for women, and make these evaluations public and available to women and women's services involved in furthering the education goals for women;
- 41 promote more equal access to Industrial On-the-Job Training for women. (To enable them to train for and enter the higher paid male dominated fields);
- 42 extend the 52 week limit for Academic Upgrading. Entry level into most Manpower skill courses is 10, (recently increased from 8, making it impossible for women at the grade 4 - 5 levels to reach 10 in one year). Suggest that the upgrading be available until 10 level is reached;
- 43 through its apprenticeship Training branch conduct aggressive outreach and counselling encouraging women to enter apprenticeship training;
- 44 should not launch any new pilot projects for women until evaluation of current ones is carried out, make public. Manpower should expand good working programs rather than starting new ones;
- 45 provide statistics re training and employment of women at the local Manpower Training Centres. (This could be enforced by affirmative action legislation);
- 46 must improve the quality of training received. It is a pointless task to win financing for training that reinforces sex-stereotyping and the feeling of second-class citizenship.

That:

- 47 a woman on social assistance should be allowed to remain on that form of income maintenance throughout her education or training, even if a Manpower Training Allowance is available, until she enters the work force, at which time there should be a 3 to 6 month phase-out program until she is financially stabilized;
- 48 information related to education, training opportunities, and particularly financial assistance be freely disseminated, in order that women become aware of their rights and how to have access to the money and the training;
- 49 day care and support counselling be available in conjunction with all education - training courses for women who wish to re-enter the work force;
- 52 Federal government should encourage the provincial Ministers of Education and Community and Social Services to cooperate with Manpower to come up with a cohesive educational delivery system for "special needs" women clients, regardless of income.



300.35.4

## RECOMMENDATION 1978 BRIEF/7a, b

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Government to encourage employment of women in non-traditional work  
and training

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

7. The tendency for women to become segregated in job ghettos is a serious problem, preventing women from achieving equality in our society.

The government should lead both

- a) in encouraging employers to hire women for other than traditionally female jobs, and
- b) to institute retraining programmes which would make women more employable.

## RECOMMENDATION 1978 BRIEF/8

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

To encourage women to train for "men's" jobs

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

8. In the Canada Manpower Training Programmes, women account for only about 3% of the people in apprentice training programmes, where workers train under the supervision of a qualified tradesperson. These programmes generally lead to well-paying, skilled jobs, but are almost exclusively male bastions.

We recommend, therefore, that Canada Manpower Centres encourage participation of women in retraining programmes which would lead to jobs which are held traditionally only by males.

**RECOMMENDATION 1972 BRIEF**

300.40.1

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
Same minimum wage for men and women (RCSW#9)

February 1972 Brief to Government of Canada, Ottawa, Ontario

RCSW#9 'recommend that the minimum wage legislation of Prince Edward Island, Nova Scotia and Newfoundland be amended to require the same minimum wages for women and men.' (para 240, Chpt. 2)

The Committee endorses RCSW#9.

**RECOMMENDATION 1972 BRIEF**

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
B.C. to adjust same minimum wage for women and men and no sex differences  
in occupations covered (RCSW#10)

February 1972 Brief to Government of Canada, Ottawa, Ontario

RCSW#10 'recommend that British Columbia adopt a Minimum Wage Act applicable to both sexes that will require the same minimum wages for women and men and will contain no sex differences in the occupations covered. (para 241, Chpt. 2)

The Committee endorses RCSW #10.

**RECOMMENDATION 1977/79**

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
To increase minimum wage rates to \$4.00/hour and index to cost of living

March 18 - 21, 1977 Conference & Annual Meeting, Ottawa, Ontario

Whereas the present minimum wage laws do not even provide for a standard of living equal to the federally determined poverty levels in Canada and whereas women form the largest majority of those workers working at or about the minimum wage, therefore we recommend that NAC seek an increase in the minimum wage laws of this country both federally and provincially to \$4.00 an hour and indexed to the cost of living.

300.40.2

**RECOMMENDATION 1978 BRIEF/3**

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Increase minimum wages to above poverty level

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

We are also concerned with the problem of minimum wage levels in Canada. The large majority of those working at or about minimum wage, are women. The present minimum wage provides an income below accepted poverty levels. We urge the government to re-examine its own standards and act as an influence on provincial governments to do likewise.

**RECOMMENDATION 1978 BRIEF/6**

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION

Oppose minimum wage differentials for earners of tips

March 17, 1978 Brief to Cabinet, Government of Canada, Ottawa, Ontario  
(The Economic Outlook)

We welcome the recent measures announced, to make travel less expensive within Canada, which should increase jobs in the tourist industry. We are disturbed, however, by reports that the federal government intends to recommend a differential in the minimum wage for people who earn tips.

This is a measure which will bear especially on low-paid women workers. We recommend, accordingly, that the federal government discourage provincial attempts to introduce differentials in the minimum wage for people who earn tips.

## RECOMMENDATION 1973

300.45.1

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
NAC/CNA to be associated with Indian women's anti-discrimination  
Supreme Court action and Canadian Bill of Rights

January 28, 1973 General Meeting, Toronto, Ontario

THAT NAC encourage member organizations and individuals to associate themselves with the Indian women in the Ontario group known as ANISHNAUBEKWEK, to intervene in the Jeannette Lavell case in support of the supremacy of the Canadian Bill of Rights.

(It was explained by Jeannette Lavell that some \$2,000.00 was needed to carry on her case and it was through donations to ANISHNAUBEKWEK that individuals and organizations could give help at this time when needed most. She explained further that it was a case of human rights. "Right of Individual Choice" is the cause of Indian women today. Jeannette Lavell's case is scheduled to go before the Supreme Court April, 1973, hence action is needed at one.)

## RECOMMENDATION 1973

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
NAC/CNA protest sexism of booklet "Let's Pretend We Work in the Bank"  
distributed by the Royal Bank of Canada

September 9, 1973 Conference & Annual Meeting, Toronto, Ontario

ROYAL BANK BOOKLET: THAT NAC Newsletter prepare an article re Royal Bank Booklet "Let's Pretend We Work in the Bank", requesting the transfer of all women's accounts, individual and organizations, from the Royal Bank to another bank and advise NAC of this action. That all members of organizations write to the Royal Bank and Psycan Ltd. requesting withdrawal of this booklet and boycott all Psycan of Canada publications until they withdraw the book.

## RECOMMENDATION 1973

300.45.2

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
NAC/CNA to join in observing October 22, 1973 as symbolic Day of Mourning  
for Canadian Bill of Rights

September 9, 1973 Conference & Annual Meeting, Toronto, Ontario

NAC/CNA joined in declaring October 22, 1973 a symbolic Day of Mourning in recognition of the Supreme Court of Canada's decision upholding a section of the Indian Act (Section xii(1)(b) under which native women who marry non-Indian men lose their Indian status.

## RECOMMENDATION 1975/1

RE: EMPLOYMENT: HUMAN RIGHTS: ANTI-DISCRIMINATION  
NAC/CNA national campaign to amend existing equal pay laws to law for  
equal remuneration for work of equal value

May 10 - 12, 1975 Conference & Annual Meeting, Winnipeg, Manitoba

WHEREAS Canada as a member of the International Labour Organization passed in 1951 I.L.O. Convention 100, which called for equal remuneration for work of equal value, and

WHEREAS the Canadian Government in conjunction with the provinces ratified this convention in November, 1972, thereby undertaking to uphold the standard established by it, and

WHEREAS the standards established in Convention 100 are not incorporated in any federal, provincial or territorial statutes relating to equal remuneration,

BE IT RESOLVED THAT the Board and the participating organizations of NAC mount a national campaign to have federal, provincial and territorial governments amend existing equal pay laws to bring them into line with the intent of ILO Convention 100; to introduce equal remuneration legislation incorporating for the purposes of job evaluation the criteria of skill, effort, responsibility and working conditions.

