

A Submission to

The Government of the Province of Ontario

THE STATUS OF WOMEN IN ONTARIO

Submitted by

The Ontario Committee on the Status of Women

March 9th, 1972

S U B M I S S I O N

TO: THE HONOURABLE WILLIAM G. DAVIS  
PRIME MINISTER OF THE PROVINCE OF ONTARIO

BY: THE ONTARIO COMMITTEE ON THE STATUS OF WOMEN

DATED MARCH 9th, 1972

We, the above named, make the following recommendations:-

1. The Government of Ontario should immediately establish an Implementation Committee for the relevant recommendations of the Report of the Royal Commission on the Status of Women in Canada.

(a) The Committee should be made up of Civil Servants, representatives of women's groups, trade unions, professional associations and members of the general public.

(b) At least half of the members of the Committee should be women.

2. A member of the Cabinet should be designated to co-ordinate the provincial government's activities in implementing the report.

(a) The Minister should be ex officio a member of the Implementation Committee and participate in all its meetings.

(b) The Minister should report regularly to the Cabinet and the legislature on the activities of the Committee.

The Status of Women in Ontario

Women are increasingly assuming responsibilities outside the family; 38% of Ontario's women work for pay outside the home. However, the women in full-time employment in Canada earn on the average 46% less than men. Occupational distribution of Ontario's

working women places them in the lower-paid, non-promotable job classifications; 54% of working women are located in clerical, service and recreational occupations.

The proportion of women in the professions has not improved in the past forty years. A comparison of 1931 and 1961 occupational distributions shows regression in two important cases:-

	1931	1961	% Difference
School Teachers	77%	68%	- 9
Social Workers	70%	56%	-14
Judges	0%	4%	4
Lawyers	1%	5%	4
Dentists	1%	5%	4
Doctors	1%	8%	5

Political and social institutions have been slow to respond to women's increased participation in the labour force. Ontario's participation rate is the highest in Canada and, therefore, it seems appropriate that the provincial government should be receptive to recommendations designed to equalise opportunity.

Of the 167 recommendations listed in the Report of the Royal Commission on the Status of Women in Canada, approximately 60 speak directly to the provincial legislatures. We are, of course, aware that the Province of Ontario has a Women's Bureau within the Department of Labour, and a Women's Advisory Committee in the Department of Trade and Commerce. However, the proposed Implementation Committee is needed to deal with the wide variety of recommendations in the Report of the Royal Commission on the Status of Women in Canada which fall under the jurisdiction of the other departments.

Important areas of consideration for the Implementation Committee should be:-

1. Equality in education regardless of sex.
2. Expansion and improvement of labour legislation.
3. Expansion of health and welfare services.
4. Appointment of women to Boards and Commissions.
5. Change in the Ontario Human Rights Code to end discrimination on grounds of sex and marital status.

These areas will now be dealt with in turn.

#### Equality in Education

Public education is supposed to guarantee to every individual an equal opportunity for learning and achievement. Instead, our female children are taught to accept unequal treatment and unequal status. It is not in the interests of society to encourage the under achievement of a large proportion of its citizens.

A survey of textbooks approved by the Ontario Department of Education for use in primary and secondary schools showed that women were portrayed only in stereo-typed, traditional roles.

(Caron, 1969)

This amounts to overt support of the subtle social pressures that discriminate against women; it is an obvious point for government intervention in the process that mis-educates half of the population.

(1) We support recommendation No. 69 of the Report of the Royal Commission on the Status of Women in Canada:-

"We recommend that the provinces and territories adopt textbooks that portray women, as well as men, in diversified roles and occupations."

(2) In addition, the Ontario Committee on the Status of Women recommend subsidized production and purchase, for public and private school libraries, of books for supplementary and recreational reading which portray women as well as men in diversified roles and occupations.

(3) We support recommendation No. 73 of the Report of the Royal Commission on the Status of Women in Canada:-

"We recommend that the provinces and territories (a) provide co-educational guidance programmes in elementary and secondary schools where they do not now exist and (b) direct the attention of guidance counsellors to the importance of encouraging both girls and boys to continue their education according to their individual aptitudes and to consider all occupational fields."

(4) We support Recommendation No. 77 of the Report of the Royal Commission on the Status of Women in Canada:-

"We recommend that the provinces and territories (a) review their policies and practices to ensure that school programmes provide girls with equal opportunities with boys to participate in athletic and sports activities and (b) establish policies and practices that will motivate and encourage girls to engage in athletic and sports activities."

(5) The Ontario Committee on the Status of Women has presented to the Commission on Post Secondary Education a careful and comprehensive survey of the status of women in post secondary education in Ontario and recommendations.

The brief was presented on February 28th, 1972. It is attached in its entirety.

(6) We support Recommendation No. 84 of the Report of the Royal Commission on the Status of Women in Canada:-

"We recommend that the federal government, in co-operation with the provinces and territories, extend the present system of loans to include part-time students."

#### Improvement of Labour Legislation

We support the recommendations of the Royal Commission on the Status of Women in Canada listed under the heading "Women in the Canadian economy." As these recommendations are a matter of public record, they are not quoted at length.

We wish to acknowledge that the Government of Ontario has already enacted legislation in the area of equal employment opportunities for women which was used as a model by the Royal Commission on the Status of Women in Canada; we commend the government for its achievements in this area.

(1) We recommend that the Implementation Committee should undertake a continuing examination of labour legislation to discover any inadequacies and inconsistencies which may arise. To this end, communication between trade unions and other concerned organisations and the Implementation Committee should be facilitated. Most particularly, problems arising should be examined according to the spirit and intent of the act.

For example, the Employment Standards Act (1968) Clause 19 (Part V). It is now possible for employers to avoid the intent of "equal pay for equal work" legislation by using different job titles for men and women employees doing the same work, or by drawing trivial differences in job descriptions.

(2) We recommend that procedures for dealing with

complaints about discriminatory practices or injustices regarding promotions as well as equal pay place the onus of establishing fact on the government department concerned rather than on the individual complainant.

Complaint procedures should be simplified and publicised.

#### Expansion of Health and Welfare Services

We support, in principle the recommendations contained in the Report of the Royal Commission on the Status of Women in Canada concerning family planning and child-care services.

The members of the Royal Commission stated "Our aim is neither to require women to enter the labour market, nor to compel them to stay home with their children. Many women want to undertake the full-time care of their children; others prefer outside activities or paid work. They should receive the help they need to make a choice possible."

If women are to have this choice, it is essential (a) that they be able to plan their families, (b) that they have access to good quality day care at a price they can afford.

(1) We recommend that the Ontario Department of Health implement Recommendation No.123 of the Report of the Royal Commission on the Status of Women in Canada which reads:-

"We recommend that provincial Departments of Health (a) organise 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."

(2) The development of day care services in Ontario has not kept pace with the increased participation of women in the labour force. Furthermore, day care in Ontario still exists primarily as a service for children aged 3 - 6.

We recommend that the Government of Ontario offer financial incentives to municipalities and community groups to develop infant care centres.

For example, the present cost-sharing arrangements are based on the minimum standards for licencing under the Day Nurseries Act which require the following staff for infant care:-

<u>No. of Children</u>	<u>Age</u>	<u>No of Staff</u>
Up to 10	Up to 18 months	2
Up to 14	18 months to 2 yrs.	2

If municipalities or other day care agencies were able to include, in their allowable costs, the salaries of sufficient staff to provide a better service, the present reluctance to initiate infant care programmes might be overcome.

(3) We welcome the July 1971 amendment to the Day Nurseries Act to allow for subsidy of day care in approved private homes. This form of care is particularly suitable for infants and for school-age children.

We recommend that the Government of Ontario also encourage the development of other forms of after-school care.

(4) We were interested in the December 1971 amendment to the Day Nurseries Act which raised from 10 to 18, the upper age for subsidised day care of retarded children.

We recommend that for other children, the age limit be raised from 10 to 14.

(5) We recommend that provision be made for subsidised day care in his/her own home of the child who is temporarily

unable to attend his/her day care centre because of illness.

The Appointment of Women to Provincial Boards, Committees  
Commissions and Councils

Women constitute 51% of the population but this fact is not reflected in Ontario appointments. An examination of the 57 Ontario Boards, Ministerial Advisory Committees, Councils etc. listed in Appendix A, shows that only 46 of the total of 917 members, or 5.01%, are women. Of the 57 Committees, only two are chaired by women.

(1) We support Recommendation No. 27 of the Report of the Royal Commission on the Status of Women in Canada which reads:-

"We recommend that provincial, territorial and municipal governments increase significantly the number of women on their Boards, Commissions, Corporations, Councils, Advisory Committees and Task Forces."

(2) We recommend that a "talent bank" of Ontario women be established, with the assistance of all sectors of the population, to ensure the ratio of appointments for women is increased.

Change in the Ontario Human Rights Code

We commend the Government of Ontario for its plan to amend the Ontario Human Rights Code to provide sanctions against discrimination by reason of sex.

We recommend that the thrust of this important reform be maintained by an ongoing review of legislation and enforcement to ensure that the contribution of able women to the

social, political and economic life of Ontario is not reduced because of discrimination on the grounds of sex or marital status.

Analysis of Province of Ontario Boards, Committees, CommissionsCouncils etc.

<u>Name</u>	<u>Total Members</u>	<u>Female Members</u>	<u>Chair</u>
Minister's Advisory Committee on Adoption	4	1	M
Minister's Advisory Committee on Rehabilitation	11	0	M
Minister's Advisory Committee on Geriatrics	9	0	M
Family Benefits Review Board	9	2	M
Minister's Advisory Committee on Child Welfare	13	4	M
Soldier's Aid Commission	5	0	M
Inter Department Advisory Committee on Aging	-	-	M
Task Force on Employment Opportunity for Welfare Recipients	3	0	M
Teacher's Superannuation Commission	10	2	M
Highway Commission	5	0	M
Licence Suspension Board	5	0	-
Medical Advisory Board	4	0	M
Motor Vehicle Accident Claims Settlement	2	0	M
Licence Suspension Appeal Board	4	0	-
Ontario Highway Transport Board	5	0	M
Ontario Telephone Service Commission	2	0	M
St. Clair Parkway Commission	10	0	M
Board of Examiners of Operating Engineers	5	0	M
Board of Review of Operating Engineers	6	0	M
Ontario Human Rights Commission	4	1	M
Ontario Labour Relations Board	14	0	M
Committee on University Affairs	13	3	M
Commission on Post Secondary Education	10	2	M
Classification Rating Committee	3	0	M
Ontario Joint Council	10	0	M
Public Service Grievance Board	6	2	M
Ontario Research Foundation	25	0	M
Ontario Housing and Ontario Student Housing	19	1	M
Women's Advisory Committee	3	2	F
Ontario Board of Appeal	4	0	M
Minister's Adv. Council for Treatment of Offenders	9	2	M
Northern Ontario Development Corp.	7	1	M
Ontario Development Corp.	6	0	M
Ontario Economic Council	19	2	M
Niagara Parks Commission	10	0	M
Defence Training Board	6	0	M
Ontario Council of Regents	15	1	M
Ontario Educational Communications Authority	13	1	M
Board of Governors, O.I.S.E.	34	3	M
Ontario Provincial Library Council	22	4	M
Province of Ontario Council for the Arts	6	1	M
Board of Governors, Ryerson Polytechnical Inst.	11	1	M
Liquor Control Board of Ontario	2	0	M
Liquor Licence Board of Ontario	2	0	M
Minister's Adv. Committee on Indian Affairs	8	1	M
Ontario Water Resources Commission	7	0	M

Assessment Review Board	403	8	M
Comm. on Assessment and Taxation of Special Purpose Properties	19	0	M
Committee on Golf Course Assessment on Taxation	21	1	M
Ontario Municipal Board	16	0	M
Ontario Municipal Employees Retirement Systems Board	11	0	F
Ontario <b>E</b> nergy Board	3	0	M
Advisory Committee on Algonquin Park	16	0	M
Quetico Park Advisory Committee	12	0	M
Pesticides Advisory Committee	12	0	M
Pesticides Licence Review Board	4	0	M
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	917	46	52M
			2F
			<u>2-</u>
			56

Note:

This information is based on correspondence received from various government departments effective December 1971 - February 1972.

Compiled by:

Ontario Committee on the Status of Women  
Feb/1972