

YVONNE L.

ISSUES OF CONCERN TO WOMEN OF BRITISH COLUMBIA

A Brief Presented to B.C. M.L.A.s

By WOMEN RALLY FOR ACTION
March 22, 1976

Dear M.L.A.:

The enclosed brief on ISSUES OF CONCERN TO BRITISH COLUMBIA WOMEN is presented to you by individual women and women's groups from throughout the province who are participating in WOMEN RALLY FOR ACTION, March 22. It speaks to the most pressing concerns and it speaks to issues that fall under provincial jurisdiction only. On March 22, each M.L.A. will also be presented with letters from individual women and briefs from individual groups which represent some of the additional and specific concerns of women in each riding.

Further information on these issues can be found in the Federal Report of the Royal Commission on the Status of Women (1970); from the files, briefs and recommendations of the discontinued Office of the Provincial Coordinator of the Status of Women; from the resource material listed in the brief; and from any of the detailed presentations made to cabinets, caucuses, legislative committees, Ministers and M.L.A.s by women's groups over the past five years.

In preparing this brief, the WOMEN RALLY FOR ACTION brief committee hopes to create the framework for ongoing and positive action. We are most grateful to the staff of the federally sponsored International Women's Year travelling van, the former Provincial Status of Women Coordinator and her staff, and all other individual women, women's centres and women's groups who contributed material.

Sincerely,

WOMEN RALLY FOR ACTION
Brief Committee

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INTRODUCTION

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"The achievement of equality between men and women implies that they should have equal rights, opportunities and responsibilities to enable them to develop their talents and capabilities for their own personal fulfillment and the benefit of society. To that end, a reassessment of the functions and roles traditionally allotted to each sex within the family and the community at large is essential. The necessity of a change in the traditional role of men as well as of women must be recognized. In order to allow for women's equal (fuller) participation in all societal activities, socially organized services should be established and maintained to lighten household chores and especially services for children should be provided. All efforts should be made to change social attitudes--based mainly on education--in order to bring about the acceptance of shared responsibilities for home and children by both men and women.

"In order to promote equality between women and men Governments should ensure for both women and men equality before the law, the provision of facilities for equality of educational opportunities and training, equality in conditions of employment, including remuneration and adequate social security. Governments should recognize and undertake measures to implement men's and women's right to employment on equal conditions...their access to the whole range of economic activities...should ensure improved access to health services...and maternity protection."

From report of the World Conference of the International Women's Year, Mexico 1975. Issued by United Nations Economic and Social Council, 59th Session, July 1975.

These words are excerpted from a report outlining the United Nations "Ten Year World Plan of Action" promoting equality of opportunity, rights, and responsibilities between men and women. There are many more words, paragraphs, briefs and books detailing the discrimination all women face in all societies. This brief presented by the WOMEN RALLY FOR ACTION details the issues of particular concern to women in British Columbia.

All of the points raised in the United Nations excerpt are relevant to the women of B.C. Discriminatory incidents occur every day in the courtrooms, in hospitals, social service agencies, employment situations and in the day-to-day life in the home. Discriminatory attitudes towards women are especially visible and especially dangerous. The needs of half of the province's population cannot be ignored or dealt with lightly. Comprehensive programs designed to consciously integrate women into the political, economic and social structure must be developed and implemented.

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International Women's Year in British Columbia was marked by the opening of an office with a broad mandate in the area of women's issues. The terms of reference of the office of the Provincial Coordinator on the Status of Women included: 1) To advise the government on matters affecting the status of women; 2) To coordinate government programs relating to women; and 3) To monitor government programs and policies to ensure that equivalent benefits accrue to both men and women. Proposals were completed on affirmative action and women's centre funding programs, that if implemented, would have begun to improve the status of women in two important areas--the public service and the community. Extensive liaison between international, federal and provincial governments was instigated as well as the opening of important communications with other departmental branches and committees dealing with women's issues. Public education and funding of women's projects were also areas of concern. This work ceased with the closure of the Provincial Coordinator, Status of Women office in January 1976.

While it is recognized that government spending everywhere is being cut due to world-wide inflation, it is necessary to remind all elected representatives that responsible government deals not only with the economy, but with the human beings who live and work within that economy. If one half of that population is not receiving fair and equal treatment because of their sex, it is the responsibility of government to introduce policies and legislation that will eliminate that discrimination.

REPRESENTATION FOR WOMEN WITHIN GOVERNMENT

Discrimination against women is entrenched in our social, economic and political systems and women will not seriously affect the centres of decision-making until they are a part of the organization, the machinery, the administration, and the structure of those systems. Within government, there should be a clear commitment at all levels to take appropriate action to implement targets and priorities that take fully into account women's interests and needs; to make adequate provision to improve their situations and increase their contribution to the development process. This must include equitable representation of women at all levels of policy and decision making, as well as the establishment of interdisciplinary and multisectoral machinery within government to more effectively accelerate the achievement of equal opportunity for women.

Therefore, it is recommended that:

1. Women's Responsibility Centres be set up within the Department of Health, the Department of Labour, the Department of Human Resources, and the Department of Education.
 2. the mandate and terms of reference of the Women's Economic Rights Branch in the Department of Economic Development be used as a model for the development of the Women's Responsibility Centres. (See Appendix B for mandate and objectives of W.E.R.)
 3. the office of Provincial Coordinator, Status of Women, be re-established, reporting either to the Attorney General or the Provincial Secretary.
 4. the office of Provincial Coordinator, Status of Women, have included in its mandate:
 - a) an interdepartmental responsibility within government.
 - b) responsibility to act as a resource and coordinating body for the Women's Responsibility Centres in other Departments.
 - c) responsibility for advising cabinet on matters affecting the status of women.
 - d) responsibility for coordinating government programs relating to women.
 - e) responsibility for the monitoring of government programs and policies to ensure that equivalent benefits accrue to women and men.
 - f) responsibility for funding women's activities within the community.
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WOMEN'S CENTRE CORE FUNDING

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It is recommended that:

1. the Provincial Government adopt and implement the proposal for the core funding of Women's centres as presented to the Human Services Committee of Cabinet, by the Provincial Coordinator of Status of Women, 1975.

Excerpted points and recommendations for discussion:

British Columbia has some 200 women's groups concerned specifically with women's rights issues. Many operate as "women's centres". Each women's centre is unique and develops in response to the particular needs and interests of women in the specific community. Women's centres are of special need and service in rural and outlying areas of the province, where services normally available to city people are non-existent.

Most women's centres are founded on the premise that while changes in the law are crucial to achieving equality for women, these must be supplemented by the work of women in the community. As long as women are treated unequally in society, they will require compensatory services such as those offered by women's centres.

Women's centres are engaged in activities aimed at fighting discrimination against women and collectively improving their status. This involves communications projects, ombudservices, sharing experience and information on women, public education on women's rights, workshops on human rights, women's health, women's history, women's employment, women and the law, as well as diverse research and production of written material.

Due to insufficient funds, all women's centres rely heavily on volunteer labour and shoestring budgets. They handle an overwhelming caseload, not knowing from month to month if they will have a job or be able to provide a vital service to women. Women's centres are unable to charge a fee for service as the women who most need their services are the least able to pay. Private sector funding is unavailable for core funding purposes and unsuitable because services must then be designed according to the priorities of the funding source rather than the needs of the community.

While the operating and salary expenses of women's centres are not guaranteed, they have been able to secure federal grants for specific short-term projects and have demonstrated great effectiveness in their communities. Development of an adequate funding policy by the provincial government would ensure that already proven services are continued for women. The appropriate funding for services directed at the community should be a collective responsibility of the provincial government which has recourse to collective revenue.

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Therefore, recognizing that:

1. women's centres constitute the beginning of a broad base of support in those communities where they exist, and
2. women's centres provide a source of information to the government in determining the needs of women in all regions of the province, and
3. women's centres constitute participatory democracy in that women are identifying their needs within the community and organizing the community to meet those needs, and
4. services offered by women's centres are clearly of a provincial nature, falling within Section 92(16) of the B.N.A. Act--matters local in nature--and not coming under any of the heads of Section 91 which sets out federal matters,

It is recommended that:

1. the provincial government assume the responsibility for the funding of women's centres on a permanent basis.
2. funding include operating expenses and salaries to others doing similar work, i.e. information officers in government.
3. women's centres be funded for a period of a year at a time with an evaluation of effectiveness to be completed by the women's centre, by the community in which the centre exists, and by the Department of government responsible for re-funding.
4. priority in funding be given to women's centres proposing to serve unmet needs in the community, particularly in outlying areas; and women's centres already established and functioning well.

FAMILY LAW

One root cause of sex discrimination is the law of the family. Family law reform is one keystone to the arch of human dignity. The present family law is a product of the Victorian era--the statutes on family law are an amalgam of feudal status concepts expanded by medieval matrimonial fault doctrines. The object of reform of marriage laws is to remove very specific examples of sex discrimination in these laws. In order to achieve that goal, it is recommended that:

1. the sixth report of the Berger Commission on Family and Children's Law, which recommends full and immediate community of property become legislation immediately. Operating from the belief that all people are equal under that law; that marriage is a partnership of equal responsibilities; that the roles of economic provider and homemaker are of equal value to the marital relationship; and that married women are economically competent; the community property scheme provides for the sharing of assets which are acquired during a marriage, with joint management throughout the marriage, and a fifty-fifty distribution in the event of a marriage breakdown.

One important amendment is suggested however; that the \$2,000 limit on transactions which require the signature of both spouses be lowered to \$500, effectively protecting families with lower incomes.

2. the eleventh report of the Berger Commission on Family and Children's Law regarding the Change of Name Act be instituted in full. The recommendations are as follows: that the spouses may use either the husband's or the wife's last name; that spouses keep their original last names; that spouses may apply for a joint or hyphenated last name; that both spouses may apply for an entirely new last name. These recommendations also provide for the last names of children under the above conditions.
3. the concept of illegitimate status of children be eliminated, as recommended by the fifth report, part two, of the Berger Commission on Family and Children's Law.
4. revisions to the law regarding maintenance on divorce, as recommended by the Federal Law Reform Commission, be enacted. The concept of "no fault divorce", from which maintenance would be set based upon reasonable need, rather than retribution, is endorsed. The Federal Law Reform Commission encourages the view that maintenance should be rehabilitative, rather than pension-like, that is, providing for the dependent spouse until she/he is able to be self-sufficient.

EDUCATION

An egalitarian society begins with the education system. Studies have documented that discrimination against female teachers and students exists at all levels of our education system. It is clear that females are given second class opportunities. Over the past four years, many problem areas have been identified and possible solutions have been presented to the Department of Education. A Special Advisor to the former Minister of Education worked closely with a Provincial Advisory Committee on Sex Discrimination and had begun the long process towards equalizing educational opportunities.

In order to continue the work of eliminating sex discrimination from public education in British Columbia, it is recommended that:

1. the Department of Education make a public commitment stating that the elimination of sex discrimination from the schools of British Columbia is a priority issue.
2. this commitment include a plan of action, a timetable and the allocation of funds to ensure that the plan is implemented.
3. the Provincial Advisory Committee on Sex Discrimination in Public Education be re-instated. This committee was struck in June of 1974 and consisted of representatives from the Home & School Association, the B.C. Teacher's Federation, the School Trustees Association, the Department of Education, and women's groups. (See Appendix A for terms of reference.)
4. the contract position of Special Advisor to the Minister of Education on Sex Discrimination be renewed after the present contract runs out in June 1976.
5. the development of non-sexist books and materials be encouraged.
6. the selection of all new non-sexist books and materials follow the guidelines presented in "Equal Treatment of the Sexes". (See Appendix C.)
7. non-sexist books and materials be distributed to all schools throughout the province.
8. teacher training institutions offer courses in sex-role stereotyping in education, and that all student teachers be required to take such courses on sex-role stereotyping in education.
9. in-service courses on sex discrimination be mandatory for all teachers, librarians and counsellors.
10. a women's studies course be available as part of the provincial curriculum.

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11. a policy be developed that ensures all courses, programs, activities, and clubs be open to all students regardless of sex, race or religion.
12. equal funds be committed to sports programs for both sexes.

CHILDCARE

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Childcare services are essential to the women and children of British Columbia. Forty-three percent of the labour force is female, and over half of them have small children at home. Women work out of financial necessity, and for many the choice is between welfare and work, depending on whether they can find and afford childcare. If women are to have equal opportunity in the labour force, they must be relieved of exclusive responsibility for childcare. In order that adequate childcare be available province-wide, it is recommended that:

1. the number of childcare services be increased. There are thousands of children who are presently in need of childcare, and waiting lists are extremely long. Children do not have to wait to get into schools, nor should they be required to wait to get into childcare facilities.
- ② the number of childcare centres existing outside the lower mainland be increased. The need for childcare services exists outside of an urban setting as well. If women are to have equal employment opportunities in the smaller centres throughout B.C., childcare services must be provided.
- ③ the childcare funding system be restructured on a costs per month basis. Presently, every cost of operating a childcare centre is tied to the fee scale. The government sets the limit on this fee. However, the childcare workers must bargain their wages and working conditions with their parent board/church board/agency. These boards have no control over fee setting or funding. This leaves the workers in a futile bargaining position. The fee presently being charged does not provide enough income to pay for program costs and working conditions. It forces the childcare centres to run on a shoestring budget, paying their staff indecent wages. All childcare centres must work from the same budget regardless of their operation costs. This causes inequality in wages, working conditions, and the quality of care, i.e. some centres pay no rent while others pay up to \$325; some pay no maintenance while others pay up to \$150.
4. there be one agency established by the provincial government to handle the licensing and funding of childcare centres and the training of childcare workers. Under the present system, the legislation affecting childcare service comes from different levels and departments of government. For example, the Department of Human Resources cost shares with the Federal Government under the Canada Assistance Plan to provide subsidies for childcare, while the Department of Health is responsible for the licensing regulations. The Department of Health demands that certain standards be met but funds adequate to meet those demands are often not supplied by the Department of Human Resources. With one body to coordinate the legislation affecting childcare, the establishment of centres would be more expedient.

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5. the provincial government require all childcare centres to permit user-controlled childcare services. The amount of input that parents and staff are allowed is decided arbitrarily by the particular childcare centre. A requirement like this would give parents and staff the opportunity to get involved with the childcare centre to the extent that they wished.
6. wages of childcare workers be improved. Community childcare workers presently receive \$500-\$700 per month, in contrast to \$1,000 per month which is paid to childcare staff employed by the government under the childcare classification.
7. licenses for childcare centres be based upon the particular merits of each childcare centre. Licenses are presently granted based upon the recommendations of fire and health inspectors, and not based upon the quality of the care itself. The attempt is not to standardize childcare, but to provide the parents with a choice of childcare centre which is most compatible with their own child-rearing philosophies.
- * 8. childcare services be available on a 24-hour-a-day basis. Many of the people who require childcare services work shift work.
- * 9. childcare services available to children under the age of three years be increased.
10. childcare services be available on school premises after 3:00 p.m.
11. childcare services be available to homemakers who are ill.
12. more in-service training for childcare staff be provided.
13. the following alternative ways of funding childcare centres to provide adequate wages and working conditions be researched:
 - a) childcare centres be financed through a combination of fees for service charged to users plus financial grants to cover operational deficits of childcare services for children to a predetermined budget limit. This limit should be established between the childcare organization and the Department of Human Resources.
 - b) the program costs be separated from salaries and working conditions. The fee for service will cover program costs while the Department of Human Resources takes responsibility for costs of salaries and working conditions. This would allow for direct negotiating with the government.
 - c) childcare centres submit a budget annually to the Department of Human Resources covering the total costs of operating the centre. The childcare centre receives the money from the government to operate and the Department of Human Resources takes responsibility for collecting fees from the parents.

HUMAN RIGHTS

Human rights legislation and agencies are very important vehicles for protecting and improving women's rights. We find that the present B.C. Human Rights Code does not extend protection to women in a number of circumstances. Therefore, it is recommended that:

1. Section 6 of the B.C. Human Rights Code be amended to read "equal pay for work of equal value". The current "equal pay for equal work" clause is being interpreted too conservatively, meaning that, to warrant equal pay, work done by women must be exactly the same as that done by men. As the majority of female workers are in sex-typed job ghettos where few men are employed, they are not covered by this legislation. For those who do hold the same jobs as men, it is almost impossible under the current law to prove that equal work is being performed. Hence, the gap between male and female earnings is increasing at an alarming rate.
2. a section which prohibits discrimination by landlords against families with children be incorporated into the code. A recent Vancouver study revealed that only 10 percent of landlords will rent to families. Even fewer will rent to single parent women who are the sole economic provider of the family. No doubt this situation is prevalent in the rest of the province. Families have the right to accommodation. Denial of this right is another factor leading to the breakdown of the family unit.
3. a section prohibiting discrimination on economic grounds be incorporated into the code. The majority of people on social assistance are single parent families headed by women (76 percent). These women are not only discriminated against because they have children, but they are frequently denied accommodation because they are on social assistance despite the fact that their monthly cheque is guaranteed.
4. a section prohibiting discrimination on the basis of sexual orientation be incorporated into the code.
5. the number of human rights officers be increased. The B.C. Human Rights Branch can handle only about half the complaints it receives from the public and complaints are increasing steadily. Nova Scotia, a smaller province than B.C., has the same number of human rights officers, nine. Ontario, which has three and one half times the population of B.C., has 50 human rights officers. We request that the B.C. Human Rights Branch be assigned a budget to allow for the hiring of at least five more officers, to total fourteen.
6. the jurisdiction of human rights boards of inquiry be increased. Human rights legislation can only deal with discrimination after the fact. It does nothing to prevent discrimination from happening in the future. Therefore, human rights boards of inquiry should have the power to: order employers found guilty of discrimination to enact affirmative action/equal employment opportunities programs for females, minorities, and disadvantaged groups.

MATERNITY PROTECTION

The British Columbia Maternity Protection Act is one of the poorest and weakest in the country. It does not adequately protect the rights of pregnant working women. Equal employment opportunities for women must be safeguarded by strong maternity protection labour standards ensuring that women are not penalized on the job by loss of work, seniority or fringe benefits due to pregnancy leave. To better protect the rights of pregnant working women it is recommended that:

1. the present Maternity Protection Act be amended to prohibit dismissal on the grounds of pregnancy at any time during the pregnancy. The current law prohibits dismissal of a woman from her job on grounds of pregnancy only for any part of or the whole of a six-week period prior to the birth of her child. It does not prohibit dismissal for pregnancy during the other seven and one-half months prior to the birth.
2. the present Maternity Protection Act be amended to allow the woman to return to work as soon as she wishes. The current law prohibits employers from allowing female employees to return to work until six weeks after the birth or a period recommended by a doctor, whichever is the longer. As many women are fit to resume work in a shorter period than this and wish to do so, the act should be amended to permit this.
3. the present Maternity Protection Act be amended to extend protection and guarantee of job and pay security on return from maternity leave. Under the current law, women who go on maternity leave are offered no guarantee that they can return to the same or similar job at the same rate of pay.
4. the present Maternity Protection Act be amended to ensure that leave be considered as continuous employment for the purposes of pension, fringe benefits and seniority. Maternity leave should not be categorized as a break in job-service.
5. the present Maternity Protection Act be amended to provide job security for up to six months due to pregnancy complications. The current law guarantees pregnant working women job security for a total of 16 weeks including the optional period prior to birth and the mandatory leave of six weeks after the birth. Women who experience complications due to pregnancy and birth who are unable to return to work by the end of the 16 week period should have their jobs protected for up to six months.
6. the present Maternity Protection Act be amended so as to include effective means of enforcing the provisions of the Maternity Protection Act. Current law does not include any provisions for enforcement which effectively nullifies the entire Act.

RAPE

Since the establishment in 1973 of several Rape Relief Centres, rape has been exposed as a very serious problem in the province of B.C. Current statistics indicate that rape is increasing at an alarming rate. The eradication of rape requires action on all fronts: rationalizing and humanizing the procedures of the legal, police and medical institutions; changing the law; eliminating the myths about rape through extensive public education; teaching prevention tactics for women; and eradicating the concepts of sexuality that encourage maleness to be equated with dominance and aggression, and femaleness with passivity and sex-objectification.

Therefore, it is recommended that:

1. funds for additional courts, judges and prosecutors be substantially increased. The delays of up to a year and a half before trial are reprehensible.
2. prosecutor's pay be increased. Rape victims have a right to be well-represented. Poorly paid prosecutors soon return to private practice, leaving the case for the Crown represented by young and inexperienced lawyers.
3. there be expansion of training on sexual offences at the B.C. Police College. A total of one afternoon is now devoted to training on sexual offenses. The manual contains only two paragraphs on dealing with rape cases.
4. there be provision of sufficient police personnel in all areas of B.C. The understaffed state of police forces in both rural and urban areas results in loss of evidence, lack of in-depth investigation and hurried inadequate interviewing of rape victims. The Crown's case suffers considerably because of this.
5. female police officers be available for rape investigations in all B.C. police forces. Countless cases go unreported due to the embarrassment of rape victims to speak to a male officer. Other cases are reported with crucial details missing because of embarrassment on the part of the victim.
6. all hospitals examine and treat a rape victim irregardless of whether or not she has yet decided to press charges.
7. all hospitals have and provide a private room where a rape victim can wait for examination. Rape victims often have a particularly long wait as a specific doctor usually has to be called in to do the examination.
8. all hospitals have a female doctor available for examination of rape cases.
9. police departments employing their own doctor for cases, employ at least one female doctor.
10. funds be made available for Rape Relief Centres in all areas of the province.

HEALTH CARE FOR WOMEN

It is recommended that:

1. hospitals receiving money from the provincial government be required to set up and operate therapeutic abortion committees. Of some 100 B.C. hospitals, only half have such committees and not all of these are functioning. Consequently, many women must travel long distances to undergo the approval procedure and operation, and this results in dangerous delays.
2. overbilling common to therapeutic abortions be stopped.
3. every effort be made to encourage the optimal use by physicians and the public of the diagnostic facilities now provided for hospitals under the diagnostic breast cancer detection program.
4. development of a mass screening mammography project for the women of British Columbia be given top priority by the Department of Health.
5. a massive public education program on breast cancer and breast cancer self-examination be initiated in high school health classes and public health clinics by nurses and lay health workers.
6. more monies be made available for research on safer and more effective birth control methods for men and women.
7. birth control devices be made available free.
8. birth control information and counselling be made available free in all public health clinics and centres.
9. more V.D. and pelvic disease clinics be set up throughout the province.
10. more funding be committed to the training of para-medical workers.
11. sessional payments be given to clinics run by lay women who are providing health care services not otherwise available.
12. specialists be instructed to accept referrals from agencies other than General Practitioners without increasing their fees.
13. a health ombudsperson be appointed to deal with public health care complaints.
14. ~~the B.C. Medical Association make medical records available to patients involved.~~
15. only a woman's signature be required for medical procedures affecting her body.
16. the definition of health care be expanded to include promotion of health by sound preventive measures.
17. the maternal childcare complex at Shaughnessy be built.

PENSIONS FOR HOMEMAKERS

Every woman has the right to be assured of financial security in old age after a lifetime of work in the home. The value of goods and services produced in the home is estimated at 25 percent of the annual gross national product. The contribution of the homemaker to the economic unit of marriage must be recognized and rewarded not as a privilege but as a right.

In order to effectively guarantee an adequate pension for homemakers, it is recommended that:

1. the provincial government act upon the proposal for inclusion of homemakers in the Canada Pension Plan, as submitted by the Department of Human Resources to the meeting of Ministers of Social Services, May 1975.

For purposes of discussion, the main features of this proposal are as follows:

1. Independent recognition of homemaker's contribution is achieved by attributing a wage to housework on which to base pension credits. For instance, it is estimated that the average woman in a family with young children works a hundred-hour week, seven days a week. In breaking down her tasks and comparing them to wage earners in similar jobs, it is calculated that the work of a housewife is worth about \$300 per week or almost \$16,000 a year.
2. The benefits for married couples would be greater than presently recommended in that the woman's pension would be received by the couple in addition to the man's pension. The husband's pension alone is not adequate to split between two people, especially in lower income situations.
3. The total pension payable to each partner would be split equally between the two spouses. If one person receives \$274 and the other receives \$197, the total income through pension is \$471. Each partner would receive half, or \$236.
4. Equal benefits would accrue to both marriage partners through retroactive splitting of pension credits. Without retroactive legislation to enact recommendation #3, it would take almost fifty years for homemakers to get equal pensions.
5. The pension plan would not discriminate against women on the basis of sex, marital status, or relative wealth of the wage earner. All homemakers, including widows, single parents and men would be eligible for pensions.

FARM AND DOMESTIC WORKERS

The majority of farm and domestic workers are women and as they are currently unprotected by basic provincial labour standards legislation, they constitute one of the most disadvantaged and exploited sectors of the working population. In order to ensure that these farm and domestic workers receive the protection afforded other workers, it is recommended that:

1. farm and domestic workers be covered by the basic provincial labour standards legislation.

LABOUR STANDARDS

At the present time, 16 separate statutes deal with minimum standards labour legislation. In order to more effectively deal with these statutes, it is recommended that:

1. all 16 statutes dealing with minimum standards labour legislation be codified into one piece of legislation.

AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS WITHIN THE PUBLIC SERVICE

"There are 37,701 persons in the British Columbia Public Service. Although approximately 55 percent of these public servants are women, they are not represented at significant levels in this power structure. There are no female Deputy Ministers; there are no female Associate Deputy Ministers; there are only 8 women at the salary level of Program Manager 1 and above.

The British Columbia Public Service is the structure which translates policy-making into administrative action. Although there are no women involved at the decision-making level, these administrative actions affect the quality of life of women throughout the Province.

The opportunities for women within the Public Service continue to be restricted because of traditional attitudes, stereotypes and practices. Thus, women are the prime group at which the Equal Employment Opportunities Program is aimed. However, as the same processes operate against native Indians, handicapped and other minority groups, they will also benefit from the Equal Employment Opportunities Program."

Rationale from Equal Employment Opportunities Program proposal submitted by an Interdepartmental Committee under the auspices of the Provincial Coordinator, Status of Women, May 1975.

As the largest employer of women in British Columbia, the provincial government has an obligation to set an example to the private sector by eliminating employment discrimination within the Public Service.

Therefore it is recommended that:

1. the provincial government implement the proposal for an Equal Employment Opportunities Program, as presented to the Provincial Secretary by the Committee on Equal Employment Opportunities Program, May 1975.