

POLICIES ADOPTED 1973

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73.1 Affirmative Action Plans for Employment Opportunities

Whereas, Recent studies on the employment of women in Canada's federal public service have disclosed gross inequalities in opportunity for employment, pay, training, promotions, pensions and insurance; and,

Whereas, Other recent studies have disclosed equally serious limitations on women's employment opportunities in the private employment section; and,

Whereas, There is a direct responsibility to government to ensure equality for women within the economy; therefore,

RESOLVED, That the National Council of Women of Canada request the Government of Canada to establish an affirmative action program to improve the economic opportunities of women in Canada, and that this affirmative action program include the following steps:

1. To establish in each government department, agency and crown corporation a goals and guidelines policy, designed to bring about a greater utilization of women within the public sector; and,
2. To establish guidelines for the private and corporate business sector to encourage a more effective utilization of women within the private sector; and,
3. To attempt to increase the effectiveness of equal pay and employment standards legislation by withholding government contracts from businesses which do not comply with the regulations, or fall below the standards established by the goals and guidelines policy for more effective utilization of women in employment.

73.2 Equality in Fringe Benefit Plans

Whereas, It is the custom in Canada to restrict participation in, and benefits from many employment-related fringe benefit plans, particularly in the spectrum of pension, group life insurance, and medical plans, where differences in income, sex, marital or parental status determine both base of contribution and the provision of benefit; and,

Whereas, These restrictions militate heavily against low income workers, and female workers whether single or married status; and,

Whereas, These restrictions violate the spirit and intent of equal Human Rights legislation and equal employment legislation; therefore,

RESOLVED, That the National Council of Women of Canada request the Government of Canada:

1. To eliminate all references to the sex and marital status of workers in any public employment-related fringe benefit plans under federal jurisdiction; and,
2. To undertake a comprehensive study of all publicly-subsidized fringe benefit plans for the purpose of determining those in which participation qualifications depend upon income, sex or marital status; and,
3. To make known the economic implications for the workers and tax payers in such benefit plans.

73.3 Policewomen in the R.C.M.P.

- Whereas,** The increasing incidence of crime presents a special threat to women and children; and,
- Whereas,** The number of cases involving women and children as offenders is growing in number; and,
- Whereas,** It has been shown that policewomen are effective in dealing with juveniles and in preventive work; and,
- Whereas,** It is preferable that women who have been apprehended be searched by policewomen; therefore,
- RESOLVED,** That the National Council of Women of Canada request the Government of Canada to establish the principle that enlistment in the Royal Canadian Mounted Police be open to female applicants on the same basis as male applicants.

73.4 Pension Plan for Members of Parliament

- Whereas,** The current pension plan for Members of Parliament can be extremely burdensome to the Canadian taxpayer because it is not tied into years of service or age of recipient in any meaningful way; therefore,
- RESOLVED,** That the National Council of Women of Canada petition all individual Members of Parliament, Party Leaders and the Prime Minister to revise the pension plan for Members of Parliament so that it will be a supplement to the income of the ex-member of Parliament during old age, the pension such Members receive to begin when the Canadian pensionable age of retirement is reached and that it be limited to those who have served at least six years in Parliament.

73.5 Preservation of Audio Visual Material

- Whereas,** Although an Advisory Committee on Films has been set up by the Secretary of State of Canada, there is not as yet either sufficient public interest or financial support by the Government of Canada to ensure large scale preservation of film footage and other audio visual material; and,
- Whereas,** All Canadian films made before 1925 and many made since have been lost, and much current documentary material on magnetic tape is being erased; therefore,
- RESOLVED,** That the National Council of Women of Canada request the Government of Canada to take immediate steps to publish and implement its policy for the preservation of films and other audio visual material for deposit in the public archives.

73.6 Heritage Preservation

- Whereas,** Due to the rapid growth and redevelopment of its towns and cities, Canada is in danger of losing most of its buildings, districts, and areas of historical, architectural and cultural value; and,
- Whereas,** Policies and measures for their protection are well understood, but action to effect them is too slow for adequate preservation and conservation; and,
- Whereas,** To ensure success, public bodies and private citizens must work together within a three-pronged, Canada-wide program which recognizes our three-pronged system of government; and,
- Whereas,** The Council of Women's three-level organizational structure befits it to work within this tri-level program and provides its members with an unusual opportunity to help rectify this situation; therefore,
- RESOLVED,** That the National Council of Women of Canada reiterate its congratulations to the Government of Canada upon establishment of the incorporated body known as Heritage Canada and urge that it proceed with all diligence and speed to adopt procedures which will make Heritage Canada fully operational throughout Canada within a very short time.

73.7 Building Safety Standards as they Concern Handicapped People

- Whereas,** Stairs, narrow doors and corridors are frequently barriers that prevent handicapped persons from participating fully in family and community life; and,

- Whereas,** The National Research Council of Canada has seen fit to prepare Supplement No. 5, "Building Standards for the Handicapped" to the National Building Code of Canada; and,
- Whereas,** This supplement has not yet been included as part of the National Building Code of Canada; and,
- Whereas,** The National Building Code of Canada and said Supplement No. 5, have no legal standing unless specifically adopted by Provincial Governments and Municipal administrative bodies; and,
- Whereas,** Before any representation may be made to any government or municipal body urging the legal application of the National Building Code of Canada and Supplement No. 5, it is necessary that Supplement No. 5 be included as an integral part of the National Building Code of Canada; therefore,
- RESOLVED,** That the National Council of Women of Canada request the Government of Canada:
1. To include the key recommendations of Supplement No. 5, "Building Standards for the Handicapped" in the National Building Code of Canada under the "Use and Occupancy Section" (Part III); and,
 2. To take prompt action in this regard in order to facilitate the use of buildings and their immediate surroundings by citizens suffering from physical handicaps and/or from disabilities due to aging.

73.8 The Old Age Security Pension

- Whereas,** The additional tax exemption for recipients of the Old Age Security pension provides a larger benefit to higher income recipients than to lower income recipients, and is therefore of least help to those who need help most; and,
- Whereas,** The basic Old Age Security pension is low in relation to the present cost of living, and receipt of the Guaranteed Income Supplement is dependent on need, which tends to penalize the spirit of independence and thrift and to invoke the stigma of charity which used to be associated with the means test; and,
- Whereas,** Savings which once appeared to be adequate have been robbed of their buying power through inflation, especially in the last ten years; therefore,
- RESOLVED,** That the National Council of Women of Canada request the Government of Canada to bring into effect the following change in regard to the Old Age Security pension:

"That the basic Old Age Security Pension be increased to \$150.00 a month and that it increase in accordance with the actual cost of living as reported by Statistics Canada, in order to protect it from further erosion by inflation."

73.9 Official Recognition of the Homemaker in Canada

- Whereas,** The unpaid services of the person whose primary occupation is the care and management of the family home are not market-oriented activities, and are, therefore, not included in the National Accounts; and,
- Whereas,** The 1971 Census of Canada did not give explicit recognition to the 'homemaker', that is to say, she or he was not specifically given an occupational classification; and,
- Whereas,** The Canadian Dictionary of Occupational Titles, produced by the Department of Manpower and Immigration makes no provision for the person whose primary occupation is the management of the family home, as it is limited to identified paid occupations; therefore,
- RESOLVED,** That the National Council of Women of Canada request the Government of Canada to seek ways and means of officially recognizing the contribution to the Canadian economy and to Canadian society of the homemaker or family home manager; and further that such classification be included in the Canadian Dictionary of Occupational Titles or whatever other appropriate publication is indicated and be used for the purpose of classification in the Census.

73.10 Participation by Homemakers in a Contributory Social Security Program

- Whereas,** New information has come to light since submissions were made by The National Council of Women of Canada to the Government of Canada with regard to participation of homemakers, in their own right, in public pension plans; therefore,
- RESOLVED,** That the National Council of Women of Canada request the Government of Canada to amend the Canada Pension Plan so that the homemaker can participate in her/his own right in the Plan; and further,
- RESOLVED,** That the feasibility of the following be explored:
1. Crediting to the spouse remaining at home a portion of the contributions of the employed spouse and those contributions made by the employer on the employed spouse's behalf; and,
 2. On an optional basis, permitting the spouse at home to contribute as a self-employed worker.

73.11 Begging as an Offence

Whereas, Begging was removed as an offence under the Vagrancy Section of the Criminal Code in 1972; and,

Whereas, Begging youth groups are harassing and intimidating pedestrians and interfering with legitimate business practices; and,

Whereas, Begging is becoming a way of life for some of our young people; and,

Whereas, Welfare is available for those in need; therefore,

RESOLVED, That the National Council of Women of Canada urge the Government of Canada to reinstate begging as an offence in the appropriate section of the Criminal Code.

73.12 Financial Aid to Local, Provincial and National Women's Voluntary Organizations

Whereas, In a country the size of Canada, communication and consultation amongst its citizens are essential to personal understanding and the formation of public opinions; and,

Whereas, Local, Provincial and National Women's Voluntary Organizations have existing structures for communication and exchange of ideas amongst their members in all regions and municipalities across the country i.e. The National Council of Women which represents a combined membership of 750,000 women who are members of 50 Local Councils, 6 Provincial Councils and 18 affiliated Nationally Organized Societies; and,

Whereas, A well-staffed central administrative office must be maintained to expedite day to day communications amongst members; and,

Whereas, In the interests of improved communications, it is increasingly necessary for more effective and more frequent publications to serve national memberships; and,

Whereas, It is also necessary for more frequent travel by executives to meet with each other to understand better the needs of people in all parts of the country; therefore,

RESOLVED, That the National Council of Women of Canada urge the Government of Canada to provide financial assistance for Local, Provincial and National Women's Organizations on a regular basis to assist them in their ongoing operating expenses. This assistance would be applied to internal and external communications, necessary travel and administrative expenses. This would enable these organizations to increase and improve their existing consultation with governments and to further encourage the participation of concerned women across Canada in the voluntary community.

73.13 Canadian Population Conference

Whereas, The United Nations has designated 1974 to be "World Population Year and Conference"; and,

Whereas, Canada as a member of the United Nations should be an active participant; therefore,

RESOLVED, That the National Council of Women of Canada urge the Government of Canada to organize and fund a National Conference on the problems of World Population to discuss the theme 'Population Problems - Canadian Responsibility?' as a part of the Canadian activities for World Population Year; and further,

RESOLVED, That the National Council of Women of Canada request the Government of Canada to hold public hearings and discussions on the Canadian involvement and input to the 1974 inter-governmental World Population Conference.

73.14 Establishment of Population Council

Whereas, Full understanding of the population problem in Canada is inadequate; and,

Whereas, There is a general misconception that due to its geographic size Canada has no population problem; and,

Whereas, Canadian people, like those in the rest of the World, are gravitating to a few major cities and suffer from the same problems as in other countries with less hinterland; and,

Whereas, The cumulative results of Immigration are likely to be as important as the birth rate in their effect on any increase in Canadian population; therefore,

RESOLVED, That the National Council of Women of Canada recommend to the Government of Canada that a Population Council be established to be responsible for research, policy recommendations and publications regarding Canadian population problems.

73.15 Phenoxy Herbicides

Whereas, The Phenoxy Herbicides, such as 2, 4-D, 2, 4, 5-T and Silvax, etc., have proven to be teratogenic (ability to cause birth defects) carcinogenic (ability to cause cancer) and suspected of being mutagenic (ability to change genetic structure); and,

Whereas, In addition to above, the Phenoxy Herbicides can cause a multitude of other distressing symptoms in humans because these herbicides are not always used in a judicious manner or by people always properly qualified to use them; and,

Whereas, These Phenoxy Herbicides, even when purified, still contain the contaminant dioxins that produce deformities in laboratory animals (.5PPM currently allowed by the Department of Agriculture in Canada); therefore,

RESOLVED, That the National Council of Women of Canada request the Government of Canada to encourage our respective levels of health care to ban the use of Phenoxy Herbicides as being too dangerous to human health.

73.16 Wastewater Treatment

Whereas, Water is one of Canada's most precious resources; and,

Whereas, Unpolluted water is lacking in many parts of the nation; therefore,

RESOLVED, That the National Council of Women of Canada urge the Government of Canada to make funds available, particularly in the form of outright grants, for municipalities and regional districts to assist them to make use of the best wastewater treatment technology; and further,

RESOLVED, That the Federal Government assist also in planning design and construction of collection treatment and disposal facilities.