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SUBMISSION OF
THE DEFENCE RESEARCH BOARD
TO THE
ROYAL COMMISSION
ON THE STATUS OF WOMEN IN CANADA

APRIL 1969

DEFENCE RESEARCH BOARD

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INTRODUCTION

1. The Defence Research Board was established in 1947 by means of an amendment to the National Defence Act. Its activities are, in essence, concerned with providing scientific advice to the Minister of National Defence and support to the Canadian Armed Forces. In addition it is concerned with support of basic research of defence interest in Canadian universities and applied research of defence interest in Canadian industry. In the period since 1947, the Board's organizational policies have been the subject of frequent review, revision and restatement. In 1967, policy concerning the operations of the Board was critically and thoroughly examined. The outcome was the adoption of a policy of decentralization by which the responsibilities for programme implementation and associated staff duties were transferred from the Headquarters to the research establishments of the Board while retaining the responsibilities for programme planning and review, military support planning, and personnel and financial management in Headquarters.

2. As will be seen from the organization chart, Table 8, the Defence Research Board is composed of a Headquarters organization, research establishments, and liaison offices abroad. The Headquarters includes a scientific component under the Deputy Chairman (Scientific) who assists the Chairman in carrying out his duties with particular reference to planning, evaluation and reviewing of the scientific programme, the provision of scientific support to the Canadian Forces and international activities and an administrative component under the Deputy Chairman (Operations) who is concerned with personnel, logistics and finance, public and scientific information, security, and administration of defence industrial and university grant funds.

The research establishments of the Board are the scientific units which conduct research in various selected fields of Canadian defence interest. The major portion of their programme is concerned with applied research and exploratory development addressed to both current and future problems and requirements of the Canadian Forces, the performance of tests and evaluations as well as the modification and fabrication of experimental equipment, components or procedures for the Armed Forces upon request. Thus the Board maintains groups of expert scientists and technologists to provide scientific advice and support to the Minister and the Canadian Forces.

In addition to the foregoing elements, the Defence Research Board has maintained since its inception liaison offices in the United Kingdom (London) and the U. S. A. (Washington, D. C.). These offices act generally as agents for the Chairman of the Defence Research Board in conducting liaison with appropriate authorities on defence research

and development in the country of his assignment. In addition they act as defence research advisers to the Canadian High Commissioner in the United Kingdom and the Canadian Ambassador in the United States and are also responsible for obtaining documentary information of a scientific and technical nature on behalf of the Chief of the Defence Staff as well as the Defence Research Board.

3. Since its inception, the Defence Research Board has been independent of the Civil Service Commission, now the Public Service Commission, and has developed its own personnel policies suited to the needs of a research organization. More recently the Board was given separate employer status under the Public Service Staff Relations Act, 1967. In practical terms, the Defence Research Board has the same responsibilities for employment and staffing as the Public Service Commission, the responsibilities for personnel administration exercised by the Treasury Board for the Public Service generally, and for the appropriate machinery for collective bargaining.

HIGHEST PAID WOMEN

4. The job titles of the three highest paid women in the Defence Research Board are as follows:

Deputy Director of Scientific Information Services
Research Officer, Geophysics Research Section
Staff Officer, Deputy Chairman (Scientific)

The titles in themselves are relatively meaningless as descriptive of the three highest paid jobs for females in DRB as classification and salaries, particularly at the more senior levels, are dependent on the qualifications and performance of the individuals rather than on a position-oriented classification plan.

TRAINING

5. DRB training is involved with five broad categories of employees: scientists, scientific support personnel (Technical Officers and Technicians), administrative officers, administrative support personnel, and maintenance or operational personnel (Electricians, Machinists, Plumbers, Carpenters, etc.).

For scientists or prospective scientists, DRB offers financial assistance for postgraduate students to help complete the final year or two of study, scholarships with financial assistance to improve the formal academic qualifications of DRB employees and refresher training on full pay to up-date, broaden or redirect an individual's professional training.

For all categories, DRB supports evening and correspondence

courses with up to 50% to 100% reimbursement, short courses and training conferences, time off during working hours for university courses, and billets on courses run by the Public Service Commission and other government agencies.

Statistics concerning male/female participation are provided in Table 7.

ELIGIBILITY FOR APPOINTMENT

6. Despite the fact that men and women are equally eligible for appointment to all positions in DRB, there are a number of areas of employment which do not seem to be attractive to women and for which qualified female candidates are rarely found. These would include the operation of heating plants and other utilities, firefighting, the construction and other trades and other appointments of this type which are traditionally confined to male applicants. Again in certain broad areas where in principle jobs may be filled by applicants of either sex, conditions of work or working environment in some cases are such that they would be unsuitable for female employees and are therefore filled by males. It can be noted from Table 3 that females are employed in virtually all occupations of the Board other than those mentioned above.

CASUAL AND PART-TIME EMPLOYMENT

7. Casual employment in the Defence Research Board is confined primarily to trades in the Operational Category such as machine operating, manipulating, pipe-fitting, etc., with some secretarial, stenographic, typing and clerical personnel employed through the summer vacation months. We have at this date three part-time workers in the Defence Research Board - one scientist, one secretary and one storeman. Throughout the history of DRB, we have employed very few individuals on a part-time basis as limited hiring capabilities presented problems in the use of staff employed less than full time.

PENSION PLANS

8. The Defence Research Board is governed by the legislation provided by the Public Service Superannuation Act and Regulations and is identical with the Public Service in that regard.

DAY RATES

9. In the classification structure of the Defence Research Board, there is a combination of Public Service classifications with the Bureau

of Classification Revision standards and certain scientific and technical classifications which are unique to Defence Research Board. There are no classifications in any occupation which provide for a different rate of pay for men and women.

EMPLOYMENT OF MARRIED WOMEN

10. There are certain restrictions related to the employment and promotion of married women because of the following considerations:

- a) Lack of mobility. It is quite obvious that in the labour force, the married female employee is going to change jobs and locality depending on the career development of her spouse. This tends to limit the promotion capabilities of married women.
- b) In the Defence Research Board, the policy is not to employ in any one segment of the organization a husband and wife team as in almost all of such cases one or the other could possibly influence the career of the spouse.
- c) Married women in the service may leave at any time to raise a planned or unplanned family. Although married women are eligible to compete for advancement, their long-term working capability is a consideration in career development.

MATERNITY LEAVE

11. Maternity leave is provided for in the Defence Research Board Personnel Regulations on the same basis as under the Public Service Terms and Conditions of Employment Regulations.

EMPLOYMENT BY OCCUPATION

12. Women are recruited, trained, and promoted in the professional, administrative, technical and office categories within the Defence Research Board subject to the restrictions outlined in Section 10.

SELECTION PROCEDURES

13. The formal selection procedures of the Defence Research Board are based on a committee structure. The qualifications of professional applicants are screened by an internal Personnel Committee, examined in detail by a Selection Committee and if recommended, the applicant's employment is then ratified by the Chairman of the Board. In this context, "professional" includes scientists, administrators,

and senior technologists. The same procedure is followed for professional promotions, transfers, formal training programmes, and the like. The Personnel Committee is composed of members of senior management while the members of the Selection Committee, a committee which was created to exercise independent judgment, are appointed from universities, industry, and other government agencies. To date, women have not had membership on either of these committees.

Support staff are selected less formally through authority delegated by the Chairman to the Chief of Personnel and in this function, female officers of the Personnel Branch participate in the selection process as well as in the review of promotion recommendations and so forth. In addition, where competitions are held and female candidates have applied, it is normal practice to have a female member on the examining board.

EMPLOYMENT PRACTICES

14. Essentially there are few if any differences in recruitment, training and promotion practices for men and for women other than those outlined in Section 10 as applying to married women.

TABLE 1

DEFENCE RESEARCH BOARDCURRENT STRENGTH AS OF 31 MARCH 1969

SEX	SALARIED	HOURLY RATE	PART-TIME	CASUALS	TOTALS
Number of Males	1712	414	1	138	2265
Number of Females	451	16	2	8	477
TOTALS	2163	430	3	146	2742

30 April, 1969

TABLE 2

DEFENCE RESEARCH BOARDMALES AND FEMALES BY AGE GROUPS IN 1969

<u>AGE GROUP</u>	<u>MALES</u>	<u>FEMALES</u>	<u>TOTALS</u>
Under 20	7	13	20
20-24	133	97	230
25-34	421	80	501
35-44	577	76	653
45-54	762	136	898
55-64	345	73	418
65 and over	20	2	22
TOTALS	<u>2265</u>	<u>477</u>	<u>2742</u>

30 April, 1969.

DEFENCE RESEARCH BOARD
NUMBER OF MALES AND FEMALES BY OCCUPATION
SALARY GROUP AND MARITAL STATUS OF FEMALES AT 31 MARCH 1969.

TABLE 3

Occupation	Under \$4,000				\$4,000-5,999				\$6,000-7,999				\$8,000-9,999				\$10,000-11,999				\$12,000-13,999				\$14,000 & over							
	M	FM	FS	FO	M	FM	FS	FO	M	FM	FS	FO	M	FM	FS	FO	M	FM	FS	FO	M	FM	FS	FO	M	FM	FS	FO				
Clerical	12	2	12	1	82	69	45	23	18	6	6																					
Stenographic		24	30	2		61	44	18		2	1	1																				
Telephone Operator		1	1	2				1 1																								
Communications					2																											
Duplicating Equipment Operator and Office Composing Equipment Operator	2				11	1	3	3																								
Data Processing					3	5	7																									
Technical		2	2		85	9	7	1	529	10	7	1	178	2	3	1	31	1	1		8								1			
Drafting					4				35	1	1		5																			
Photography					1				3																							
Administrative									4	1	1		15		5		3												3			
Computer System													15	2																		
Financial														1					1													
Information Services													1		1																	
Organization and Method																		1											1			

M - Male FM - Female, married FS - Female, single FO - Female, widowed, separated or divorced

DEFENCE RESEARCH BOARD
NUMBER OF MALES AND FEMALES BY OCCUPATION
SALARY GROUP AND MARITAL STATUS OF FEMALES AT 31 MARCH 1969.

TABLE 3 (Continued)

Occupation	Under \$4,000				\$4,000-5,999				\$6,000-7,999				\$8,000-9,999				\$10,000-11,999				\$12,000-13,999				\$14,000 & over							
	M	FM	FS	FO	M	FM	FS	FO	M	FM	FS	FO	M	FM	FS	FO	M	FM	FS	FO	M	FM	FS	FO	M	FM	FS	FO				
Personnel													7			1	3	1														1
Purchasing									1				6				1															
Translation									1				1																			
Engineering																																
Librarian												1	2				1	1		2												
Nursing											1	1																				
Scientists													37	2	1		2				109	5	3	1	424	2		4				
Firefighters					1				28				1																			
General Labour and Trade					188	1		1	139				24				5															
General Services	6	4			117	7		3	66				1																			
Heating and Power					4				26				3																			
Hospital Services					1																											
Miscellaneous									1				3				1															
TOTALS	20	33	45	5	499	153	107	50	851	21	18	2	299	7	10	2	47	4	4	-	117	5	3	1	432	2	5	-				

M - Male FM - Female, married FS - Female, single FO - Female, widowed, separated or divorced

TABLE 4

DEFENCE RESEARCH BOARDLEVELS OF EDUCATION AS OF 31 MARCH 1969

Levels of Education	Under 25 years		25-44 years		45 years & over		TOTALS	
	Male	Female	Male	Female	Male	Female	Male	Female
Some High School	25	19	152	56	276	80	453	155
High School Graduation	24	81	213	70	244	92	481	243
Post Secondary	70	3	180	8	71	8	321	19
Bachelor degree	9	6	102	9	93	6	204	21
Higher degree	2		233	3	128	6	363	9
TOTALS	130	109	880	146	812	192	1822	447

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DEFENCE RESEARCH BOARD

HIRINGS AND SEPARATIONS

TABLE 5

	0-\$4000				\$4000-5999				\$6000-7999				\$8000-9999				\$10000-11999				\$12000-13999				over \$14000				TOTALS							
	male		female		male		female		male		female		male		female		male		female		male		female		male		female									
	H	S	H	S	H	S	H	S	H	S	H	S	H	S	H	S	H	S	H	S	H	S	H	S	H	S	H	S	H	S	H	S				
July '67			6	4	14	6	2	4	4	1	1		1	1	1			3				1											19	12	10	8
Aug '67		1	4	3	1	5	2	2	3	3		1		3				5							1				4	18	6	6				
Sept '67		4	1	4		10	2	2	3	10				7				3				1			1				3	36	3	6				
Oct '67			3	3		8	1	2		3			2					2	1						1	1			3	14	5	5				
Nov '67		1	8	4	1	2	3		3	3											1				1				5	7	11	4				
Dec '67	1		8	1	1	4	1	1	1	3		1		1								1							3	9	9	3				
Jan '68	1	2	4		1	3		3	1				2																5	5	4	3				
Feb '68	1	1	3	1	2	2	1	1	1	1											1								5	4	4	2				
Mar '68	1		5	2	3	1	1	3	1	3				1											2				5	7	6	5				
Apr '68			2		2	4		1	2	2							2			1	1	1			1				8	7	2	2				
May '68	1	1			12	5	2		5	3			3				1				1								23	9	2	-				
June '68	3	1	3	1	14	7		3	1			1	2	1											2				20	11	3	5				
TOTALS	8	11	47	23	51	57	15	22	25	32	1	3	10	14	1	-	3	13	1	1	4	4	-	-	2	8	-	-	103	139	65	49				

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SICK LEAVE STATISTICS
1966-67

ESTABLISHMENT		NUMBERS OF EMPLOYEES	MEDICAL SICK LEAVE USED	CASUAL SICK LEAVE USED	TOTAL SICK LEAVE USED	AVERAGE DAYS PER PERSON OF SICK LEAVE USED
DREA	Male	187	599	437	1036	5.54
	Female	<u>31</u>	<u>93</u>	<u>105</u>	<u>198</u>	<u>6.38</u>
	TOTALS	218	692	542	1234	5.66
DREP	Male	98	164	194 $\frac{1}{2}$	358 $\frac{1}{2}$	3.66
	Female	<u>13</u>	<u>30$\frac{1}{2}$</u>	<u>54$\frac{1}{2}$</u>	<u>85</u>	<u>6.53</u>
	TOTALS	111	194 $\frac{1}{2}$	249	443 $\frac{1}{2}$	4.00
DRET	Male	100	328 $\frac{1}{2}$	307	635 $\frac{1}{2}$	6.35
	Female	<u>29</u>	<u>33</u>	<u>111$\frac{1}{2}$</u>	<u>144$\frac{1}{2}$</u>	<u>4.98</u>
	TOTALS	129	361 $\frac{1}{2}$	418 $\frac{1}{2}$	780	6.04
DREV	Male	490	2675 $\frac{1}{2}$	2013 $\frac{1}{2}$	4689	9.56
	Female	<u>76</u>	<u>429</u>	<u>334</u>	<u>763</u>	<u>10.03</u>
	TOTALS	566	3104 $\frac{1}{2}$	2347 $\frac{1}{2}$	5452	9.63
DRTE	Male	322	700	718 $\frac{1}{2}$	1418 $\frac{1}{2}$	4.41
	Female	<u>60</u>	<u>250$\frac{1}{2}$</u>	<u>244</u>	<u>494$\frac{1}{2}$</u>	<u>8.24</u>
	TOTALS	382	950 $\frac{1}{2}$	962 $\frac{1}{2}$	1913	5.00
DREO	Male	123	411 $\frac{1}{2}$	342	753 $\frac{1}{2}$	6.13
	Female	<u>31</u>	<u>115</u>	<u>110$\frac{1}{2}$</u>	<u>225$\frac{1}{2}$</u>	<u>7.27</u>
	TOTALS	154	526 $\frac{1}{2}$	452 $\frac{1}{2}$	979	6.35
DRES	Male	316	1704	507 $\frac{1}{2}$	2211 $\frac{1}{2}$	7.00
	Female	<u>40</u>	<u>174</u>	<u>109</u>	<u>283</u>	<u>7.07</u>
	TOTALS	356	1878	616 $\frac{1}{2}$	2494 $\frac{1}{2}$	7.01
Hqts	Male	209	767 $\frac{1}{2}$	598	1365 $\frac{1}{2}$	6.53
	Female	<u>158</u>	<u>1314</u>	<u>650$\frac{1}{2}$</u>	<u>1964$\frac{1}{2}$</u>	<u>12.43</u>
	TOTALS	367	2081 $\frac{1}{2}$	1248 $\frac{1}{2}$	3330	9.07
CDRS(L)	Male	13	67	23 $\frac{1}{2}$	90 $\frac{1}{2}$	6.96
	Female	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>.50</u>
	TOTALS	14	67	24	91	6.50
CDRS(W)	Male	16	35	26 $\frac{1}{2}$	61 $\frac{1}{2}$	3.84
	Female	<u>8</u>	<u>16</u>	<u>34$\frac{1}{2}$</u>	<u>50$\frac{1}{2}$</u>	<u>6.31</u>
	TOTALS	24	51	61	112	4.66
TOTALS	Male	1874	7452	5168	12620	6.73
	Female	<u>447</u>	<u>2455</u>	<u>1754</u>	<u>4209</u>	<u>9.42</u>
	GRAND TOTALS	2321	9907	6922	16829	7.25

ABBREVIATIONS

DREA	-	Defence Research Establishment Atlantic
DREP	-	Defence Research Establishment Pacific
DRET	-	Defence Research Establishment Toronto
DREV	-	Defence Research Establishment Valcartier
DRTE	-	Defence Research Telecommunications Establishment
DREO	-	Defence Research Establishment Ottawa
DRES	-	Defence Research Establishment Suffield
Hqts	-	Headquarters
CDRS(L)	-	Canadian Defence Research Staff, London
CDRS(W)	-	Canadian Defence Research Staff, Washington

TABLE 7

DEFENCE RESEARCH BOARDTRAINING

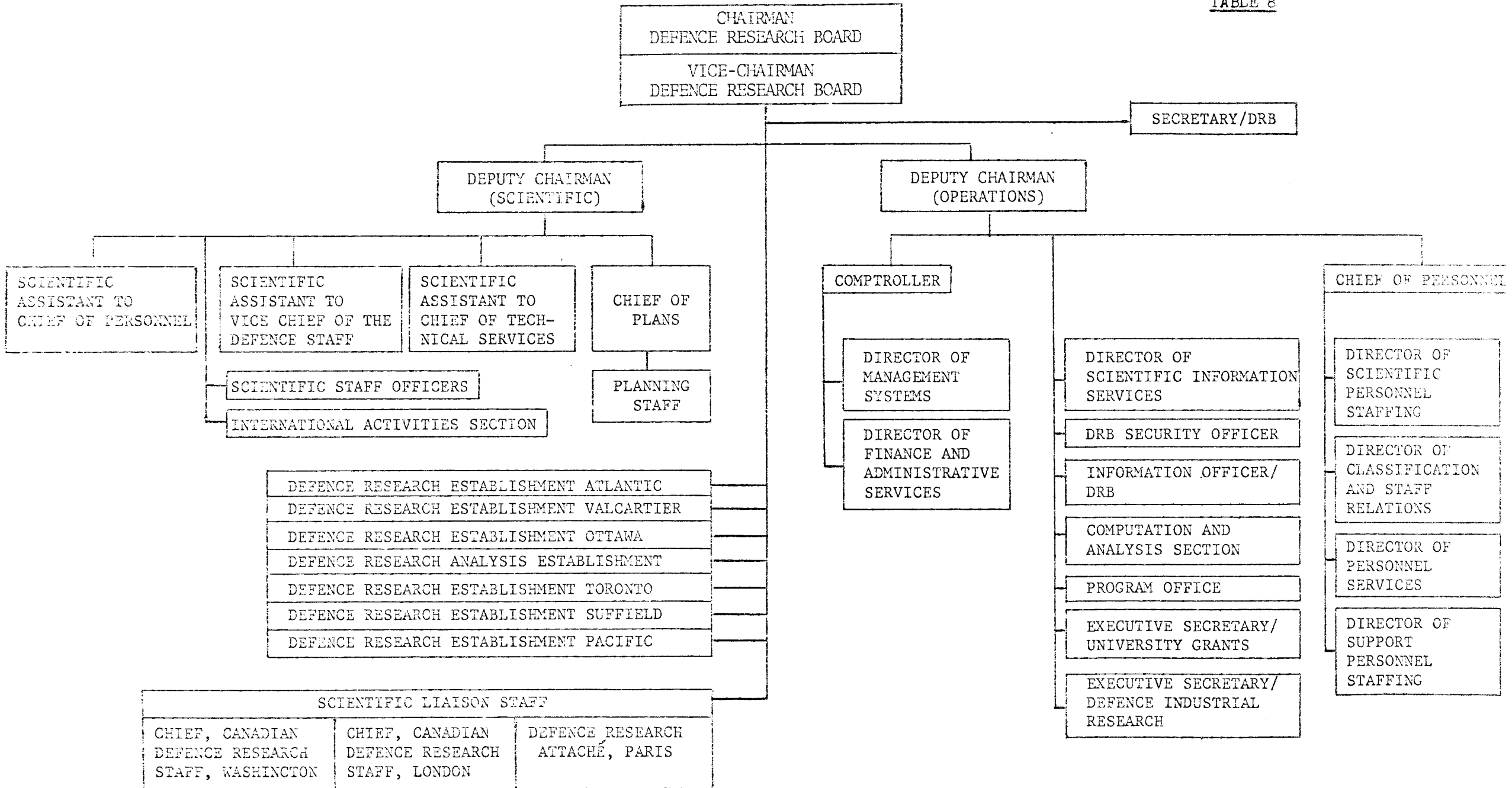
1968

	<u>Male</u>	<u>Female</u>
Refresher Training	2	
Scholarship Programme (in programme for some period throughout the year)	27	
Evening and Correspondence Courses in Science Courses	25	
in Business Administration, Economics, etc.	6	1
<u>Short Courses - Scientific and Administrative Officers</u>		
In U.S.A. (in Science Courses)	14	
In Europe (in Science Courses)	3	
In U.S.A. (in Management Courses)	3	
In Canada at universities		
Science Courses	2	2
Management Courses	7	
In Canada at institutes (e.g. Canadian Management Centre)	22	
National Defence College	2	
Maritime Warfare School	8	
Public Service Commission Courses	4	1
Central Data Processing Unit	5	2
<u>For Scientific Support (Technical) and Administrative Support Categories</u>		
Evening and Correspondence Courses		
Technical	24	
Administrative		1
<u>Short Courses</u>		
Technical	8	
Administrative		1
In-House Supervisory Programme	26	4
<u>For Operational Personnel</u>		
Short courses	3	
In-House Supervisory Programme	13	

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DEFENCE RESEARCH BOARD ORGANIZATION

TABLE 8



-71-