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// Jun 85 (DG Exec Sec)

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FOLLOW UP ACTION RESULTING FROM A MEETING WITH THE MINISTER TO DISCUSS EQUALITY ISSUES IN THE CANADIAN FORCES - 7 JUN 85



Required Action

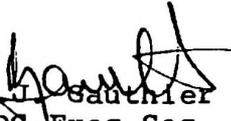
OPI

1. In the discussion of relative attrition rates for male and female, the Minister requested the following data:
 - a. attrition rates for the last ten years with an analysis of the significance of the data and a prognosis of future trends; ADM(Per)
 - b. comparative attrition data for the RCMP and some of the larger Canadian police forces which employ women on active police duty; ADM(Per)
 - c. comparative data with other nations specifically Norway, Netherland and Belgium who purport to have open policies; and ADM(Per)
 - d. he further requested that the attrition rates be broken down to show releases that occurred during the first term of employment and those that occurred subsequently. ADM(Per)
2. The Minister requested an historical summary of the employment of women in the Canadian Armed Services, especially the changes in policy arising from the 1971 Royal Commission On The Status of Women. ADM(Per)
3. Regarding the employment of women in combat roles, the Minister directed that an examination of relevant data regarding physiological factors which also have significant economic repercussions, such as G tolerance, be undertaken in order to see if there was sufficient scientifically based data to support the DND case. ADM(Per)
4. The Minister requested a copy of the transcript of the CBC Journal article of the debate between Maj(Retd) Hassack and LCol Robinson. DG Info
5. In response to a question concerning an opening statement for the appearance before the Justice Committee 19 Jun, the Minister indicated he would consider the statement provided, but at this time his inclination was not to make a statement but simply to make himself available for questions. There was general agreement to this approach and it was agreed that a number of responses to possible questions be prepared. It was further agreed the issue is generally one of perception, and that the statements must be carefully reviewed to remove any considerations that might detract from the substance. The guiding criteria must be professional judgement backed up as much as possible by scientifically based data which bears directly on the occupational requirement. ADM(Per)

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6. It was agreed that a further meeting be held prior to the June 19th hearing in order to review the Minister's and departmental proposed participation in the hearings.	DG Exec Sec
7. The Minister further directed that the five booklets that had been prepared not be further distributed. He also indicated that if the presence of these books are questioned it should be made clear that they are not statements of Canadian Forces or Government policy, but merely a compilation of factors relevant to the formulation of a policy.	VCDS
8. The Minister agreed that Departmental personnel continue to sit in the Justice Sub-Committee hearings across the country, but it would have been better had the Chairman of the Sub-Committee been given prior warning.	VCDS


 G. J. Gauthier
 DG Exec Sec
 2-8486

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