

# PRESIDENT STUDIES STAFF REPORT

President Walter H. Gage is currently studying the report of a committee established to consider non-academic staff matters raised in the Report on the Status of Women at UBC.

The report contains 14 recommendations, three of which, bearing on University policies in advertising jobs, were implemented before the receipt of the report. The balance will be implemented, President Gage said, where it is within the competence and financial capacity of the University to do so.

"The committee is to be congratulated on preparing a report which thoroughly reviews the non-academic staff matters raised in the Report on the Status of Women at UBC," President Gage said. "The new report makes it clear that, in the main, the University's policies on non-academic staff matters as they relate to women have been those which have been followed in Canada and society generally."

The eight-member committee to consider non-academic staff matters was established by President Gage in March of this year and was chaired by Mr. Knute Buttedahl, associate director of the UBC Centre for Continuing Education. The Report on the Status of Women at UBC, released in January of this year, was prepared by the Women's Action Group, an informal organization of faculty, staff and students.

The Buttedahl committee's report said it found that two basic points made in the Status of Women Report were valid. These were:

- That sex-typed female job categories have lower salaries within the University than categories which are sex-typed male; and
- That in proportion to their number, fewer

women occupy supervisory and administrative positions.

In accordance with its terms of reference, the committee chaired by Mr. Buttedahl then made a study to discover in what way this inequality might be the result of University policies and practices as distinct from those generally found in society.

"The committee found," the report said, "that UBC does not discriminate in any policies which it has articulated but that its practices, which follow those of society in general, at times are discriminatory to women."

This leads to the committee's first recommendation: "That the University in its leadership role in the community undertake an obligation not only to declare itself publicly against discrimination, but also to work actively to ensure that policies and practices within the University serve to eradicate any vestige of discrimination even though such discriminatory practices may prevail in the larger society."

The committee also found that certain personnel policies of the University aggravate the feelings of discrimination among women employees on the campus.

The committee recommends that "it be made clear to all sections of the University community that men and women are to have equal opportunity for employment and advancement. In addition, for some time at least, when a job opening occurs for which there are both male and female applicants equal as to experience, qualifications and personality considerations, that the preference be given to a female candidate."

Other recommendations made by the committee are designed to lessen feelings of discrimination among women employees. These include:

A policy of openness on matters affecting employment and welfare, including the publication of a revised and enlarged staff handbook and a departmental reference manual; and establishment of a more refined grievance procedure, revolving around the concept of an ombudsperson attached to the Office of the President.

The committee also recommends that the University undertake a study to determine a more appropriate and fair weighting scale for financial reward with regard to mental effort as compared to physical effort, and clerical skills as compared to technical skills; and that a different method be devised to provide a fairer adjustment for merit and length of service in annual salary adjustments.

Three recommendations in the report bearing on University policies in advertising jobs were implemented prior to the receipt of the report. These are:

- That advertising literature and hiring practices should make it clear that women are wanted in all occupations and professions;
- That all display advertising for UBC positions should carry a rider that the job is open to both men and women; and
- That classified advertising for jobs should carry no stipulation as to gender, unless the stipulation is inherent in the job definition.

The committee also recommends that UBC clarify and extend policies concerning unpaid leave of absence, compassionate leave and course attendance for job improvement for non-academic staff, and that UBC consider ways in which equivalent benefits can be extended to regular, part-time employees.

The committee also "invites unions on campus to study their policies toward women in order to eradicate any discrimination that may exist and to help the University provide enlightened leadership by ensuring equal job opportunities for men and women."

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